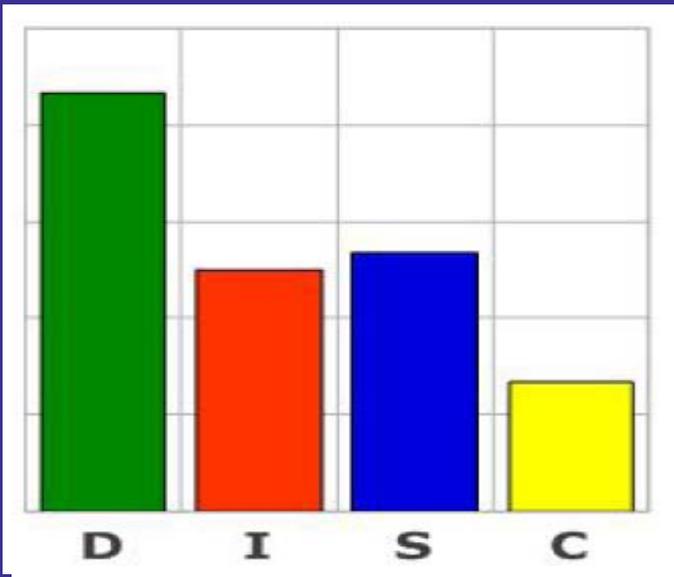


D.I.S.C.

The Model of Human Behavior Training Workshop



How DISC is Measured?

DISC assessments measure four dimensions of behavior, each associated with a behavioral style:

- **Dominance** - How you respond to problems or challenges.
- **Influence** - How you influence others to your point of view.
- **Steadiness** - How you respond to the pace of the environment.
- **Compliance** - How you respond to rules and procedures.

The assessments are highly personalized and set the foundation of personal awareness to be used for self development, during the training sessions as well as one-on-one coaching.

Through use of assessments and activities our workshops are interactive to ensure each participant is fully engaged from start to finish.

What is DISC? DISC is the universal language of observable human behavior, or "how we act". DISC does not measure education, experience, values or intelligence. It simply measures an individuals' behavior and how they communicate.

DISC Assessments: Amazingly Accurate

When utilized for workshops, one week prior to the workshop, each participant receives an on-line DISC assessment to complete resulting in an on-line behavioral style report. There are 24 items on the assessment which only takes about 15 minutes to complete. Shortly after the survey, the participant receives their DISC assessment via email. Team charts are also available to chart out your teams DISC behavioral mix. Participants are amazed as they begin reading their DISC assessments which enable quick and accurate identification of both patterns of behavior and communication style. Gain insight, self-awareness and a better understanding of others and how others view you. Companies and participants typically use the learning experience for career purposes but soon find that the application goes beyond work and serves to positively affect their personal life too.

The 30 page assessment includes a Behavioral Blend Description, Personality Graphs (as shown above), Your Strengths, Keys to Excellence, You on a Team, Working With You, Basic Motivation, Communication Style, Priorities and Decisions Style, Insights for Professional Growth, Communication Tips, What to Emphasize with Each Style and so much more!!

How do I use DISC Training and DISC Assessments?

Understanding the dynamics associated with personality plays a key role in understanding how one behaves, reacts, and engages with others. Behavioral awareness improves how individuals communicate, motivate, and persuade others - directly impacting your organization's bottom line. Knowledge of DISC, helps you understand and appreciate both your behavior style and the style of others which creates an opportunity to adapt your style for maximum effectiveness of communication, interaction and engagement.

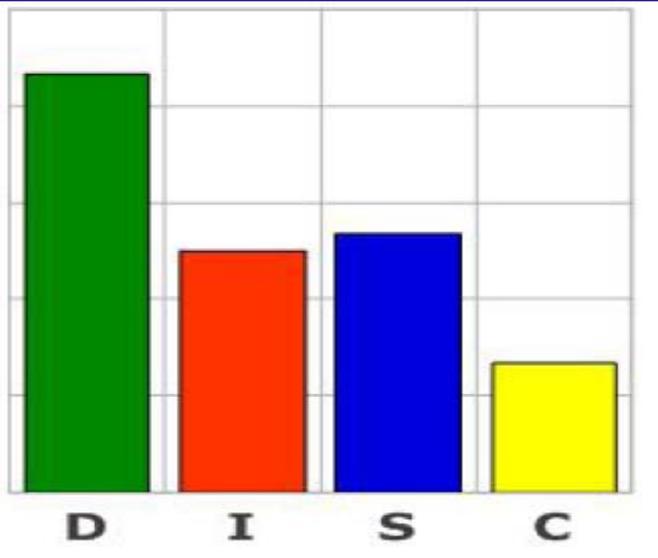
The 2 Hour DISC Intro has been approved for 2 (General) recertification credit hours and the half day program has been approved for 3 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.

"The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."



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Group Size and Workshop Format

We have conducted DISC training workshops with as many as 150 participants and with as few as one participant. When used, participants often have specific questions about their DISC profiles which promote interactivity in workshops. They can also be used with one on one coaching based on your specific needs. If you have a large group, consider multiple workshops of 30 and under; however, if cost is an issue large group workshops may be the best solution.

Our DISC training workshops range in length with 2 hour, 4 hour or 1-3 day seminars depending on your goals and level of immersion.

A half-day workshop is typically sufficient to address behavioral styles, basic communication and teamwork, but often may not be adequate for expanding beyond the basics. A multiple-day workshop is ideal to allow greater depth and teamwork dynamics specific to your organization. They also provide additional time for group activities and participant interaction.

Conducted for employees, line managers & supervisors, executive teams or your entire organization, we customize highly effective DISC training workshops to meet your goals.

DISC assessments are an integral component of our workshops. If you are not yet ready for a workshop but are interested in assessments, contact us for more information and pricing.

Workshop Content

DISC workshops are great for company conferences, retreats, annual meetings and more. While our DISC workshops always include understanding behavioral styles and working effectively with people of all styles, we will structure the workshop length, format and content to meet your groups needs and objectives, including any or all of the following:

- The DISC Model of Human Behavior
- Conflict Resolution
- Communication Concepts
- Leadership/Management/Supervisory Development
- Performance Management
- Time Management
- Teamwork and Team Building
- Your DISC Style

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