



An introduction to
DISC Behavioural Modelling



A brief history of DISC



The origins of DISC behavioural modelling can be traced back to the work of Hippocrates, known today as the “father of modern medicine”.

In 460BC he identified four styles of behaviour, based on his experiences with his patients, which he called the “four humours”:

These were: ***Choleric, Sanguine, Phlegmatic and Melancholic.***

In 1928, William Marston revisited Hippocrates’ work as part of his studies¹ into human behaviour, and developed much of the behavioural theory which makes up DISC today.

In the process, he renamed Hippocrates’ humours as:

Dominance, Inducement, Submission and Compliance.

Inducement and Submission are today called ***Influence*** and ***Steadiness***, respectively.

¹**William Moulton Marston, *Emotions of Normal People* (1928)**

A brief history of DISC (continued)

Finally, in the 1950s, an automated method for DISC profiling emerged.

A group of Ph.D. students at Columbia University developed the first questionnaire which, when completed and scored, could be used to produce a DISC profile.



A brief history of DISC (continued)

In the years since, DISC has evolved to incorporate a broad range of applications.

Computer-based profiling systems made DISC profiling quicker and cheaper, and for the first time DISC became an affordable proposition for many businesses.



With the subsequent advent of the internet the process has become even simpler, with DISC reports now processed almost instantaneously. This has meant that businesses, with the assistance of accredited DISC interpreters, have been able to apply DISC across a range of day-to-day activities.

The basics of DISC

DISC is a method for describing how people behave.

DISC is founded on the idea that all people exhibit the same four styles of behaviour in varying degrees. The four styles are:

Dominance

Influence

Steadiness

Compliance

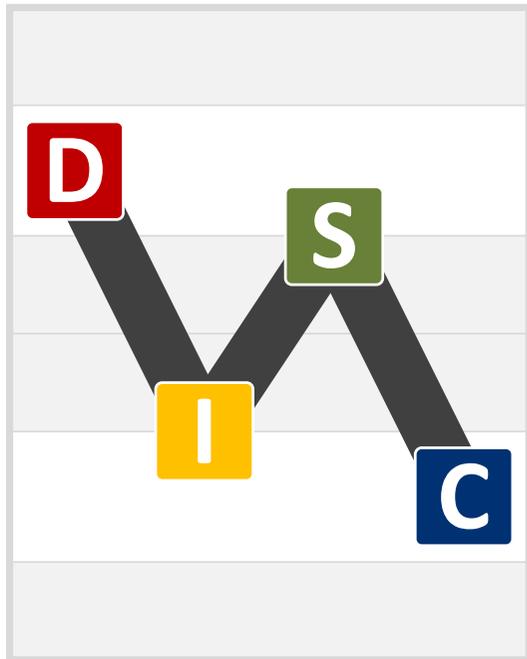
When we use DISC to describe a person, we produce something called a *profile*.

A profile includes information which tells us how strongly a person exhibits each of the four typical styles. By looking at this information, we get a picture of that person's overall behaviour.

The basics of DISC (continued)

The information in a profile is typically represented using a graph, which allows us to visualise and easily compare how different people behave.

A DISC graph usually resembles the one below.



The four squares represent the four DISC styles. The vertical position of the squares depends on how strongly the person being profiled exhibits those styles.

In this example, the person exhibits the Dominance style most strongly, but exhibits very little of the Compliance style.

Notice that there's also a grey line joining the squares. This line helps us to visualise the profile.

Understanding the DISC language

Dominance describes people who like making decisions for themselves and others.

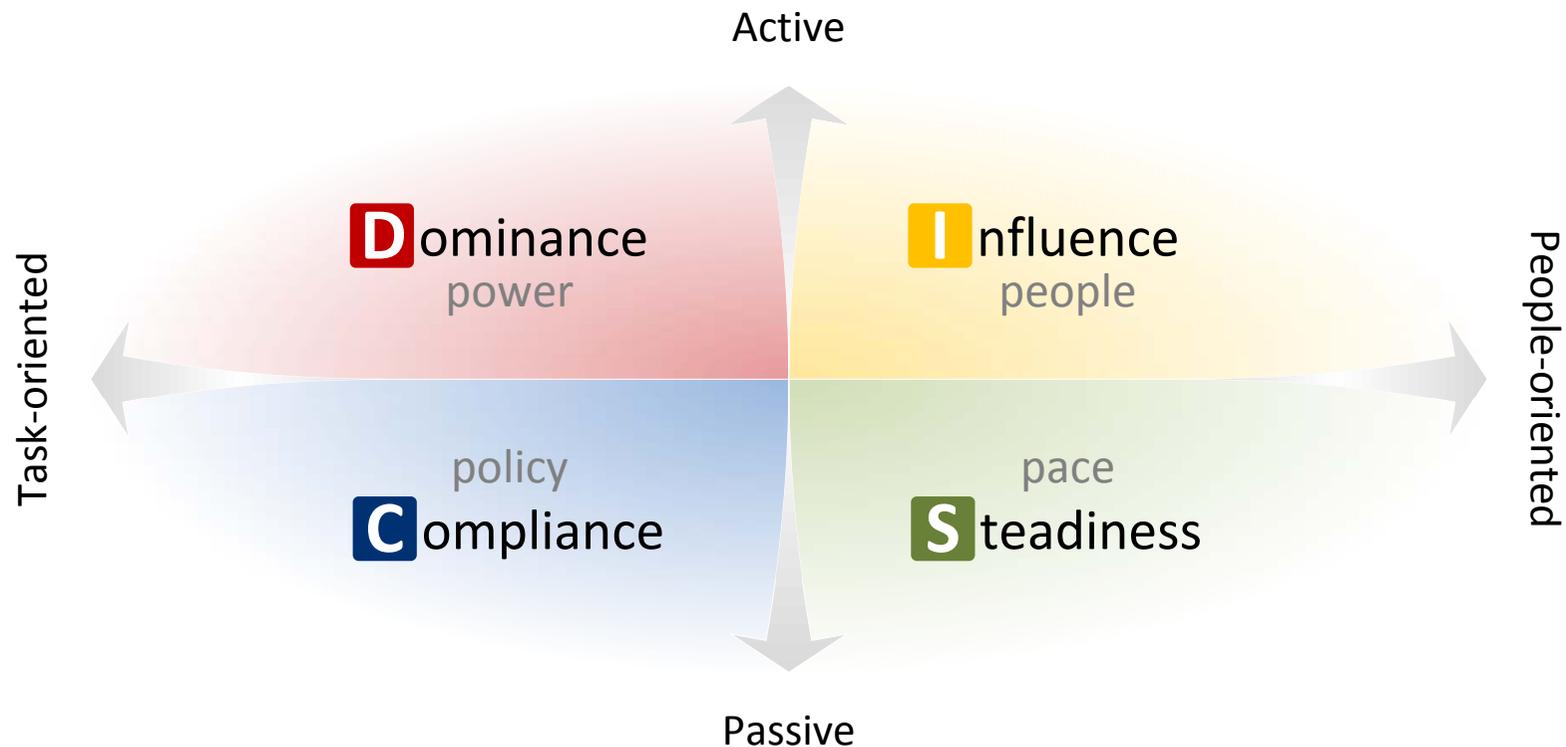
Influence describes people who like socialising and leading others through persuasion.

Steadiness describes people who like working closely with others as part of a team.

Compliance describes people who like detail and seeing a plan through to completion.

Understanding the DISC language (continued)

What might not be obvious is that the four styles are actually related to each other. The chart below shows how.



How can we use DISC?

It's important to remember that DISC **doesn't** measure your intelligence, education or skill.

It reveals how you are likely to respond to your environment, and it can help you to change the way that you behave in certain situations. This makes the insights that you get from DISC a very powerful tool.



DISC can help you to:

- Understand yourself and your own behaviour
- Understand your team and how to get the best from them
- Recognise who you're interacting with, and how to get on with different people
- Improve your communication skills and the relationship-building process

Using DISC in the workplace

Shortlisting

DISC profiles can help you identify those candidates whose behaviour closely fits the sort of person you are looking for.

Assessment

The employee's profile can be used to complement the assessment process. By exploring the individual's behavioural fit to the job and performance on the job, desirable behaviour modification can be identified together with appropriate training.

Training & Development

Aside from identifying an employee's training requirements, DISC profiling can be used as a building block in a wide range of training such as Sales and Customer Service training and Team Skills Building.

Interviewing

DISC profiling can be used as a foundation to develop questions to be used at an interview to explore the person's behavioural fit to the role.

Employment

Once employed, the person's DISC profile can be used in a range of applications, such as assessing suitability for a team, and identifying any training requirements.

Promotion & Redeployment

By understanding the individual's behavioural style, we can match his or her suitability to other roles, such as moving into a management position or to a different function – for example, from Sales to Customer Service.

Job profiles

There are two key areas to consider in relation to job-fit:

1. Does the person have the required skill and expertise to perform the job?
2. Is the person behaviourally suited to the job?

For more information

Phone	+61 2 9659 3431
Fax	+61 2 9659 3436
Email	info@corporateplus.com.au
Browse	www.corporateplus.com.au

The logo features the word "discover" in a dark blue, lowercase, sans-serif font. The letter "d" is partially enclosed by a blue square with a white curved shape on its left side, resembling a page being turned. Below "discover" is the phrase "yourself profiles" in a smaller, lighter blue, lowercase, sans-serif font.

discover
yourself profiles