

## Communication Assessment Report (DISC™)

DISC is a powerful assessment tool that can help individual leaders and teams become more effective by understanding their own and others' styles of communication and approaches to change and risk. The assessment consists of a twenty minute questionnaire that is administered on-line. The result, which includes a customized and robust report on your particular style, can be used as the basis for a coaching session or program.

Think of your average team: you know who thinks in an organized way; who cannot tolerate risk; who wants only to know the bottom line; who takes initiative; who is plagued by analysis paralysis; who is a consummate people person.

Managers who have used DISC realize that knowing these styles enable them to maximize the contributions of their team. Teams that have used it have discovered that many conflicts and failures of collaboration come down to differences in these styles. Meetings become much more productive. Client relations improve. Overall – performance goes up.

### The DISC Report:

Everyone is a unique combination of styles. The DISC report can help you identify how you communicate, how to communicate with others and how others should communicate to you. The report details the following:

- General characteristics of your communication style
- Your value to an organization
- A checklist for how you should communicate with others
- Do's and Don'ts in communicating with you
- Your ideal work environment
- Perceptions of your style
- Keys to motivating you
- Keys to managing you
- An action plan

## 360° Assessment

This is often used at the beginning of a coaching engagement to set benchmarks for the work a client needs to do and then again at the end of an engagement to assess progress toward results. Input is collected from individuals in a range of different relationships to the client. After the coach and client develop a questionnaire on topics relevant to the coaching engagement, the coach interviews managers, peers and direct reports. The feedback is delivered by the coach with the names of colleagues kept confidential.