

Training Script for the DiSC Classic Profile

When presenting the DiSC Classic Profile – paper version, it is important to create a low risk, safe environment where people feel positive and safe when responding to the Profile.

I - The Purpose of the DiSC Classic Profile:

- Gain Self-Understanding and Improve Relationships
- Recognize your behavior patterns
- Capitalize on Your Strengths & Minimize Weaknesses
- Improve your relationships with others.

The DiSC Classic Profile helps individuals identify their own behavioral style and recognize the behavioral style of others. It provides information about what individuals can do to become more interpersonally effective. DiSC Classic describes behavioral styles using a combination of four behavioral tendencies: Dominance, Influence, Steadiness, and Conscientiousness. All people have some of all four tendencies.

II – DiSC Classic is not a test: Test implies pass or fail - encourage people not to use it when referring to DiSC Classic. You cannot pass or fail the profile. DiSC Classic is a learning tool or an assessment that helps individuals learn of the richness of behavioral diversity. Every person is *the authority* on him or herself. DiSC Classic represents potential behaviors. DiSC Classic cannot discern an individual's values, education or life experiences which may influence their behavior. .

III - There are no good or bad profiles: DiSC is not judgmental. There are no best or least desirable styles. All styles have great strengths and unique talents and abilities that they bring to their environment - whether personal or professional. Each style also has unique goals, fears, and potential limitations.

IV - Styles needs to be understood, valued & appreciated for their unique contribution:

Understanding and valuing each style helps to reduce stress and conflict, improve communications; thus, creating greater cooperation and productivity. To have effective work teams, we need a balance of styles. By discovering your unique style, you will learn to capitalize on your strengths, minimize weaknesses, and make a valuable contribution to your work teams, your family and society.

V - Administration of the Personal Profile - response time 8-10 minutes

Most accurate results are obtained by giving it your full attention with no interruptions. Complete DiSC Classic within 8-10 minutes or less to avoid over analyzing or second guessing responses.

VII – When Responding to DiSC Classic:

When responding to DiSC Classic response page, think of who you are naturally . . . when in your comfort zone. Research shows that the profile is most accurate when people respond as spontaneously – that is in 10 minutes or less. Behavior may vary situationally, from environment versus another, i.e. work, home or social.

VII - A forced choice response form: Follow the directions for responding and scoring found on page 3 of the profile. In each of the 28 boxes containing 4 words, there should be only two response boxes scratched off – one in the *most columns*, and one in the *least column*. The rest of the boxes remain blank. It is important to monitor participants and offer assistance in counting and recording tally box information.