

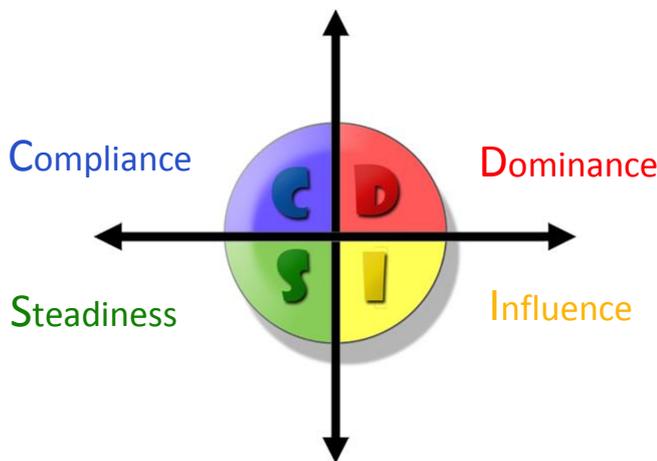
DISC PSYCHOMETRIC ASSESSMENTS

75% of Fortune 500 organisations use DISC profiling!

DISC psychometric assessments are designed to increase the understanding of an individual including their behaviours, motivators and emotional intelligence.

DISC is an observable, neutral and silent language that discusses 'HOW' people tend to act and communicate and helps explain how people differ behaviourally.

DISC incorporates a four factor model:



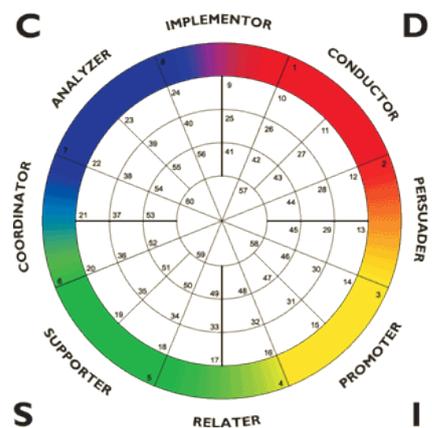
DISC Behaviours

“When you understand your behavioural style and learn to recognise the behavioural style of others you are more able to adapt and blend your style for greater more effective communication and relationships.”

DISC Behaviours reports include:

General characteristics, value to the organisation, checklist for communication, perceptions (seeing yourself as others see you), personal behaviours, natural and adapted style, time wasters, areas for improvement.....

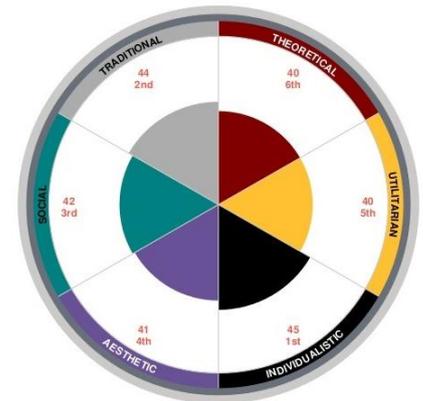
Refer to DISC Behaviours sample report – <http://360hr.com.au/client-services/assessments/>



Workplace Motivators

“A motivator is a way of looking at life, a mindset, an influence on every decision you make. They help identify the personal motivation needed to be satisfied on the job and in your personal life.”

Workplace motivators provides additional understanding of those factors which will result in a more engaged, productive and satisfied worker, able to discover why they do what they do! Motivators are often hidden and not easy to observe. Knowledge of motivators and their importance allows individuals and managers to build on those strengths and key drivers.



The 6 motivators measured are:

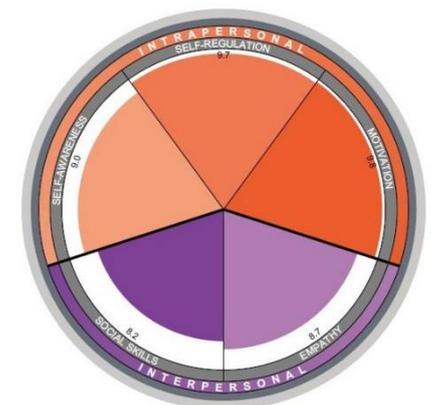
- Theoretical:** a drive to understand and systemise the truth
- Utilitarian:** a drive to get a return on time, money and resources
- Aesthetic:** a drive for beauty, form and harmony
- Social:** a drive to eliminate hate and conflict
- Individualistic:** a drive to lead and be different
- Traditional:** a drive to achieve a higher purpose

Refer to DISC Workplace Motivators sample report –<http://360hr.com.au/client-services/assessments/>

Emotional Intelligence EQ Testing

“EQ is a measure of your ability to sense, understand and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity.”

Research indicates that superior performers and successful leaders have well developed emotional intelligence skills, making it easy for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions of the business world.



Emotional Intelligence EQ measures five key areas:

- Self-awareness:** understanding one’s moods, emotions and drives and their effect on others
- Self-regulation:** ability to control disruptive impulses or moods and to think before acting
- Motivation:** passion to work for reasons beyond money or status, pursuit of goals with energy and passion
- Empathy:** ability to understand the emotional makeup of other people
- Social skills:** proficiency in managing relationships and building networks

Refer to DISC EQ sample report –<http://360hr.com.au/client-services/assessments/>

Common organisational uses for DISC assessments

COMMON USES			
Recruitment Selection/Interviewing Job Benchmarking Induction	Development Leadership Development Communication Team Effectiveness Sales Development Customer Service Coaching/Mentoring Conflict Resolution	Management Change Management Employee Engagement Performance Management Strategic Planning Competency Modelling Workforce Transition Outplacement Succession Planning	Personal Personal Effectiveness Career Planning

The investment

Includes: DISC Assessment(s), administration, report and feedback.

INVESTMENT OPTIONS	
Select 1 assessment only	\$195.00+GST
Select any 2 assessments	\$345.00+GST
Select all 3 assessments	\$495.00+GST

How does it work?

All assessments are conducted online. Your 360HR team member will provide you with log-in and password details.

Reports are emailed to the nominated person.

Report interpretation is available as part of the DISC Assessment feedback (telephone, Facetime, Skype). Intensive feedback and coaching session(s) are also available and will be quoted separately.

Contact 360HR

To book a DISC Psychometric Assessment, or to find out more information, contact your 360HR team member or the 360HR Corporate office on 02 9819 6324.