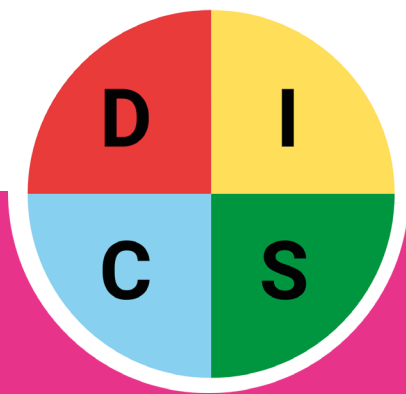




DISC Profiling

DISCOVER HOW WE CAN HELP YOUR ORGANISATION BECOME A BETTER EMPLOYER BY HELPING YOUR PEOPLE BECOME MORE SELF-AWARE!



We do
HR, but
a little
differently.

MUSE:HR are accredited by:



ASK YOURSELF THE FOLLOWING...

-  Do you find yourself asking why you choose to behave the way that you do?
-  Do you find yourself getting on with certain people rather than others?
-  Do you find that speaking to some people is really easy whilst with others, it is really difficult?
-  Do you find yourself having the same conversation over and over again, but not achieving anything?
-  Do you prefer working with people or tasks?
-  Do you find yourself triple checking information or seeking approval from others?
-  Is **YOUR DESK** organised or disorganised?

Keep reading and see how we can help you and your people become more self-aware to help your business thrive – not just survive!

Did You Know?

DISC has a 97% satisfaction rating among organisations



DISC has a 90% accuracy rating from learners around the globe

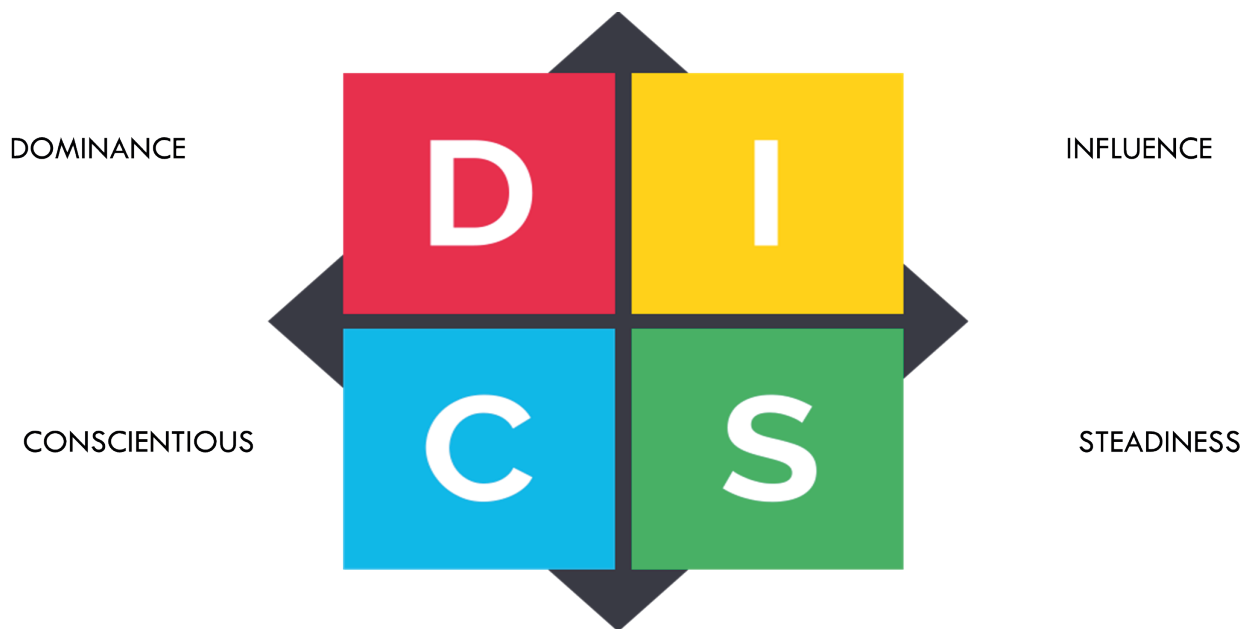
WHAT IS DISC?

DISC is a powerful psychometric model that explains why people behave the way they do.

This fabulous model has helped individuals, teams and organisations to work cohesively for over 80 years.

The origins of DISC date back to the 1920's where psychologist William Moulton Marston studied behavioural traits of people and developed the DISC model which grouped behavioural characteristics into four main divisions, called behavioural styles.

DISC Model



D - Dominance

People with a high D personality type typically focus on accomplishing results. They are confident, blunt and sometimes seen as outspoken

I - Influence

People with a strong I personality place emphasis on influencing and persuading others. They are typically enthusiastic, optimistic, positive and energetic.

S - Steadiness

People with a strong S personality are typically cooperative, sincere, loyal and dependable.

C - Conscientious

People with a strong C personality are typically logical, accurate, detail orientated, methodical and creative

WHO IS DISC FOR AND WHY IS IT SO POWERFUL?

DISC is an amazing resource which can be used for every single employee within a business. It is the foundation of self-awareness which can help your employees become better versions of themselves. The benefits of DISC as follows:

Helps people to better understand their behaviour



Helps people to adapt their behaviour giving strategies to improve their workplace effectiveness



Provides a common language to help teams understand one another and work better together



Develops more cohesive and successful teams



Improves employee and workplace communication and engagement



Reduces conflict and avoids misunderstandings



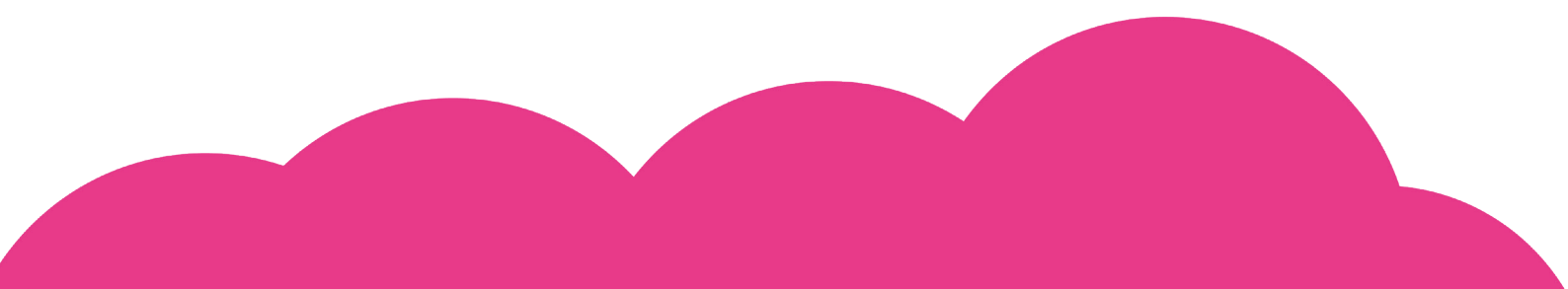
Increases individual and organisational performance



Enables individuals to overcome their personal challenges



Enables individuals to recognise and extend their **SUPERPOWERS**



MUSE:HR DISC PRODUCTS/SERVICES

DISC ASSESMENTS

The DISC journey all starts with a simple online assessment.

The DISC assessment is based on an online questionnaire consisting of 24-28 questions and takes 10 – 15 minutes to complete.

In each question, the individual is given four words and must select one word that describes them most and one word that describes them least.

Once the questionnaire is completed, the results will provide a profile report that will detail the individual's unique behavioural style, their tendencies, needs, preferred environment and strategies for effective behaviour.

The profile report will also include information about the other DISC styles which can help us to learn and recognise others preferences. Behaviour can then be adapted accordingly.

At MUSE:HR we offer the assessment individually or as a team profile.



DISC COACHING

Maximise individuals' profiles and self-awareness with our one-to-one coaching sessions!

We deliver coaching sessions with individuals using their DISC report profile to really unlock their true potential.

During our coaching sessions we will:

- Explore the DISC styles generally
- Explore the individual's natural style
- Discuss the individual's public, private and perceived style
- Consider how their style impacts them professionally
- Create and set goals for their future development



DISC LEARNING WORKSHOP

What better way to be a great employer than investing in learning.

Help your employees to become even better professionals by enhancing their self-awareness to ultimately make your business even **BETTER!**

We deliver workshops in MUSE:HR style to help participants dive deeper into the world of DISC.

In our DISC workshops we delve into why people behave and communicate the way that they do by using the DISC system to get the best out of people.

By the end of the session attendees will **FEEL GOOD** about:

- Communicating effectively with all their team members
- Removing the barriers to effective communication
- Their own style of communication
- Being able to flex their communication styles to help their team to **THRIVE!**



DISC TEAM BUILDING

It is no secret that successful organisations are formed around teams and the effectiveness of those teams can then contribute to business success.

Teams are most effective when they are committed, know their roles and responsibilities and know each other well!

We work with teams to help them identify:

- why they are the way they are
- why they communicate the way they do
- why they choose to work the way they do
- what all the above means for the overall team.



Did You Know...

70%

of team members cite that they are a part of a dysfunctional team

We get each team member to apply their understanding so that they can build better relationships with their colleagues, enabling their team to go from being good to **GREAT!**

“Given the relationship between ... teamwork and crucial business outcomes -- such as productivity, profitability and customer perceptions of service quality -- teams hold the keys to organisational health.” - Gallup

FREQUENTLY ASKED QUESTIONS

1. HOW DOES DISC HELP?

The DISC model helps you analyse your own preferred behavioural style, and those of your team members. By understanding your own profile, you can manage your work, so it suits your preferences. DISC profiling is a useful tool to help you address:

- Communication misunderstandings
- Clash of personalities
- Conflict situations
- Leadership challenges
- Delayed or lightning fast decision making
- Ineffective teams
- Low employee morale and productivity

2. DO DISC STYLES CHANGE OVER TIME?

In our experience DISC styles may change in three ways:

- **Environment** – When you think about your behavioural style in different situations, it probably differs in some ways from when you're at work to when you're at home or out with friends. This is true of most people. It is important when completing a DISC assessment to think about a specific environment when answering the questions, instead of answering them in a more generalised way. This is the best way to see the differences in your style between environments.
- **Stress** – When assessed during times of stress or when you are uncomfortable in a particular environment, your DISC style results may reflect that stress and uncertainty.
- **Time** – It is not uncommon for our behavioural style to change over time, as we learn, grow, change and increase our behavioural intelligence and self-awareness. If you take a DISC personality assessment periodically, you may notice differences in your style over time.

3. CAN DISC BE USED AS A RECRUITMENT TOOL?

DISC profiling allows a company to identify and understand a person's behavioural traits. The tool also allows the employer to learn how the individual would respond to problems and challenges as well as how they would behave while in a team situation. This further allows for the creation of a conducive environment for maximum productivity. We would suggest using DISC to help form questions as part of the recruitment activity – never use it as a decision maker on its own.

4. DOES DISC PIGEONHOLE PEOPLE?

Assigning labels and rationalising poor behaviour is not what DISC is about.

DISC was designed as a way of helping people better understand themselves and another people's preferences and priorities. It is a tool to help each of us adapt our preferred, natural behavioural style to meet the needs of another, in a healthy manner.

5. WILL DISC HELP ME UNDERSTAND MY COLLEAGUES BETTER?

By understanding your own behavioural preferences better, you will also start to learn more about other peoples. This means that you can then understand why your boss might behave in a certain way for example.

6. WILL DISC HELP ME TO COMMUNICATE BETTER?

Definitely! Understanding our own and other's behavioural preferences also allows us to understand how we all communicate differently. We can then adapt our style to that of the person we are communicating with, allowing more effective communication to take place.

7. HOW DOES THIS HELP MY TEAM?

Workplace teams are the building blocks to all businesses. Knowing what makes people thrive is key to business success. Getting your team(s) to complete a DISC assessment will:

- Identify your teams' powers and challenges.
- Improve your teams' dynamics. By learning individuals' behavioural preferences, you will understand how these various preferences come together in a team environment.
- Manage group conflict - by learning individuals' behavioural preferences, you will be able to understand how particular traits may show in interpersonal relationships. DISC can provide insights on how various styles naturally interact with one another, including how to improve these interactions.
- Empower high performing individuals. Achievement-oriented individuals want to know how to play to their strengths. The DISC assessment is a road map toward high performance for individual players and a cohesive team.

8. HOW MANY STYLES COULD I BE?

We are all a blend of different styles but there can be a dominant factor in our behavioural preferences. By understanding DISC, we can adapt our behaviour in certain circumstances so we can learn to behave in line with any DISC style. Under pressure or stress, we will usually revert back to our dominant style, but we can learn to act in a specific DISC manner which allows us to get the most out of our relationships, both at home and at work.

9. HOW WILL DISC HELP MY BUSINESS?

There are several ways that DISC can help your business by:

- Helping people to adapt their behaviour giving strategies to improve their workplace effectiveness.
- Providing a common language to help teams understand one another and work better together.
- Improving employee and workplace communication and engagement.
- Improving diversity and creativity.
- Reducing conflicts and avoiding misunderstandings.
- Ultimately, increasing individual and organisational performance.

10. WHY DO MUSE:HR USE THE DISC MODEL?

We use the DISC model because:

- It is simple
- It is descriptive
- It is accurate
- It is flexible



WHO ARE MUSE:HR?

MUSE:HR is a HR and Learning Consultancy with a difference. We focus on the 'Human' not just the resource and we deliver a range of HR and learning solutions for businesses and their people managers to make their organisations better employers!

MUSE:HR was formed in 2014. Like all businesses the branding needed meaning and it needed to be a reflection for how HR should and would be delivered.

WHY WE DO IT?

"The only way to do great work is to love what you do" – Steve Jobs, co-founder of Apple

We love HR because we love dealing with **PEOPLE** and we can see the real value of investing time in people development. If you empower your managers, they will be able to deliver more through their people and this will ultimately lead to better organisational performance.

muse
/mju:z/

This person, in order to be 'truly' creative, must be liberated from constraints and allowed to operate as their muse suggests.

Based in Warwickshire and working across the UK, MUSE:HR offers HR and Learning support with a difference.

Typically, we work with organisations who employ up to 50 employees and we also deliver projects and training interventions for larger organisations.

OUR MISSION



To drive organisations to become better employers

OUR VISION



To build a portfolio of clients that are employers of choice

OUR VALUES



Making a difference

Understanding your needs

Supporting

Empowering

Having Fun

Resolving Problems

HOW CAN WE MAKE ORGANISATIONS BETTER EMPLOYERS?

Understanding your people through DISC behavioural profiling



Bespoke Management and Leadership learning & development programmes



Coaching



Reviewing your current internal practices, procedures and processes



Supporting implementation of any new HR practices, procedures and processes



Ensuring HR Compliance



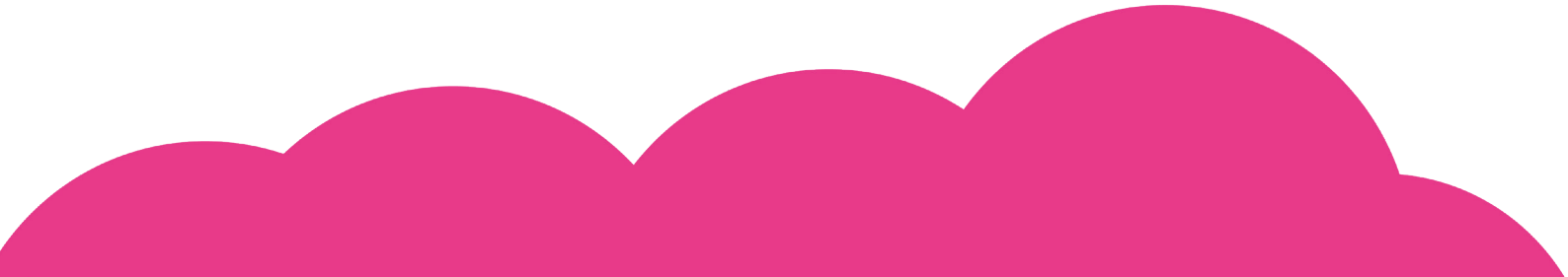
Providing expert HR advice and guidance on people management and development



Assisting recruitment, development and retention needs



Making recommendations as to how your HR practices and operations can be improved to support your business.



WE DO HR, BUT A LITTLE DIFFERENTLY BY...

- 💬 Taking care of your greatest asset throughout their working lifecycle within your organisation so that your business can thrive not just survive.
- 💬 Making sure you and your team are prepared and ready for business growth, no matter how rapidly it occurs.
- 💬 Engaging and involving individuals to ensure the longevity of success.
- 💬 Seeing the strengths of an individual and combining this with others in cohesion and unity to create a consistent delivery of product and service.
- 💬 Taking steps to deliver an outward and inward perception of your brand or organisation that you are proud of and that resonates with your desired audience so that they can put their trust in your organisation.
- 💬 Making sure you are compliant with ever-changing legislations, regulations and considerations.

THREE STEP SYSTEM

Step 1: Explore

We will become your extended business partner and shall work with you and your team closely to explore the current state of your business through structured discussions to understand the heart of your organisation.

Step 2: Empower

Following discussions with you we will be able to select the most appropriate strategies for you to achieve your organisational goals.

Step 3: Equip

Once the strategies have been selected, we design an action plan with time frames to ensure you keep on track. We shall also have regular catch up meetings with you.

WHAT WE DO

To find out more about our HR Services and Support that we offer, have a look at our other brochures which are available:

- MUSE: HR Services and Support Brochure
- MUSE:HR Learning and Development Brochure
- MUSE:HR Management Team Building Brochure



DISC Profiling



Learning & Development



Team Building



HR Services

WHY CHOOSE US?

1. We are **results based** and we will do everything we can to support you to achieve your business objectives.
2. We are **FUN** and provide a different experience. We really put the H into human and deal with everyone individually. We will keep you and your team energised, inspired and motivated!
3. We will make you and your people managers **accountable** and will provide plans of action.
4. **Your organisation will become a better employer!**

WHAT DO OUR CLIENTS SAY ABOUT US?

“Judi and Suzie are the perfect trainers, with their vast knowledge and experience, they delivered an engaging and interactive workshop that has added real value to my life. Through a greater understanding of DISC, I am now more equipped to develop my personal and business-focused skills and also understand the behaviours of others. I am confident that the knowledge I have gained from the DISC masterclass will improve the service I am able to offer and is a true investment into the future success of my organisation. I would recommend this course to anyone wanting to progress in their career and become a better leader but also to anyone wanting to develop themselves personally”.

Marketing Manager

“DISC is a powerful tool to help build relationships internally and externally, by better understanding our communication / work preferences. Muse HR’s workshop brought this to life for the team, in a fun and engaging way. Since the session I’m seeing the team start to talk about situations in the context of DISC and request that we cascade the training further, which is great”.

Director of Engagement, The Smallpeice Trust

“Judi and Suzie ran a fantastic session for our team which we all thoroughly enjoyed. They had great rapport with each other to keep us engaged and comfortable to fully participate. The training has reassured us that our team is heading in the right direction and highlighted areas we should work on to become more effective. It’s also provided useful insight into each other through the use of DISC which will improve our communication and tools to help us use what we have learnt when we get back to our day jobs.”

Marketing Manager, Clay Wealth Management

Are you ready to start working together?

Contact Us Today



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MUSE : HR

