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DISC TRAINING

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PACKS

Workbooks



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PARTICIPATION

Theory

Practical

Group Work

Feedback – Scribe and Spokesperson



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30 Million Assessments Used World-wide

One Assessment Used Every 7 Seconds

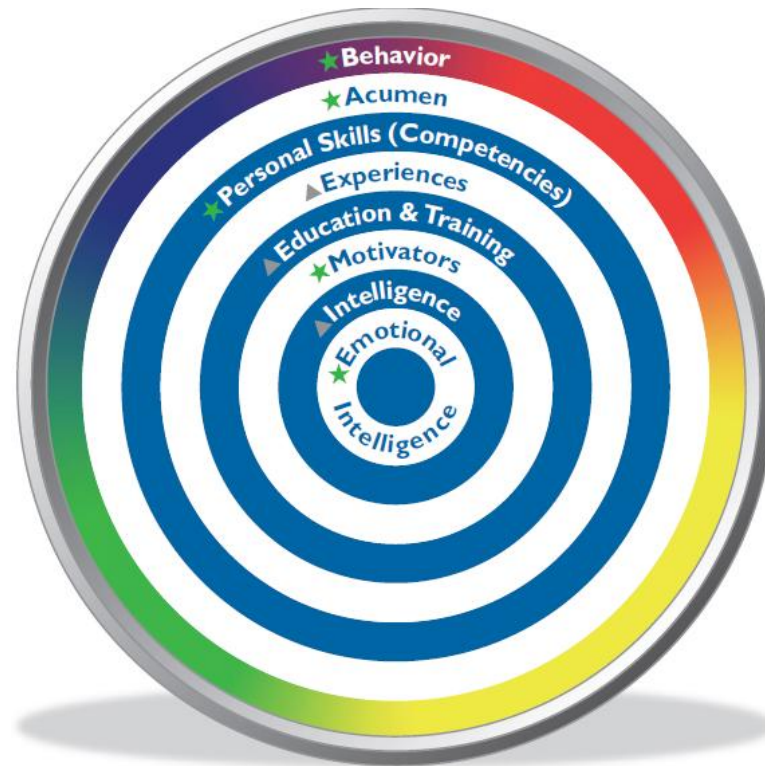
30 Year Heritage of Leading The Industry

First To Computerise the DISC Assessment



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SUPERIOR PERFORMANCE



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VALIDITY & RELIABILITY

British Psychological Society

Adverse Impact

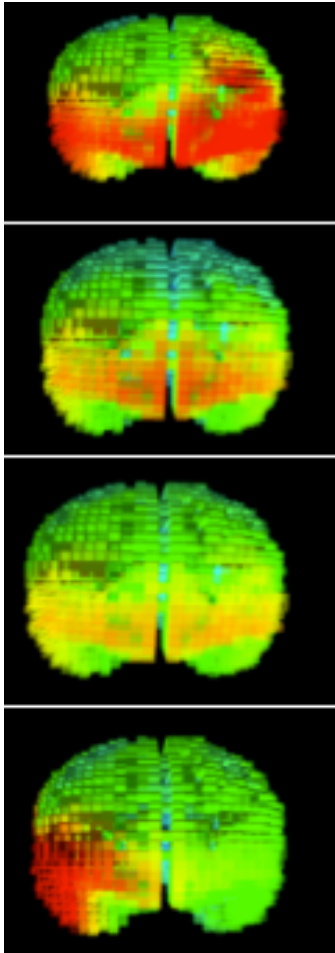
3rd Party Validity

Peer Reviewed Studies

Assessments & The Brain



BRAIN RESEARCH



Bold/Daring (1)

Supportive (2)

Charming, Delightful (3)

Careful, Calculating (4)



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CONTEXT

1. The use of a behavioural model is to create win/win relationships,.
2. DISC is only the doorway to communication. - Style/How
3. The uniqueness of each person extends far beyond the DISC model. Therefore, behavioural models should NOT be referred to as “personality tests.”
4. There is no such thing as “Good” or “Bad” Behaviour when used in this context. In particular - every person has the potential to be a winner. We all win in different ways. One behavioural design is NOT a better leader than another.
5. Your behavioural design is the combination of the Highs and Lows of all four factors. (DISC) - TTI Success Insights DISC has over 50,000 different combinations.
6. Every person has the ability to adapt to any behavioural profile. Adapting does however require increased energy. How long a person can adapt is unique and different for each person. The DISC model identifies for you, your natural tendencies and gives you the knowledge to CONSCIOUSLY adapt as the situation requires.



THE FOUR BEHAVIOURS

- Dominance (“D” Factor)

How you handle problems and challenges

- Influence (“I” Factor)

How you handle people and influence others

- Steadiness (“S” Factor)

How you handle change and pace yourself

- Compliance (“C” Factor)

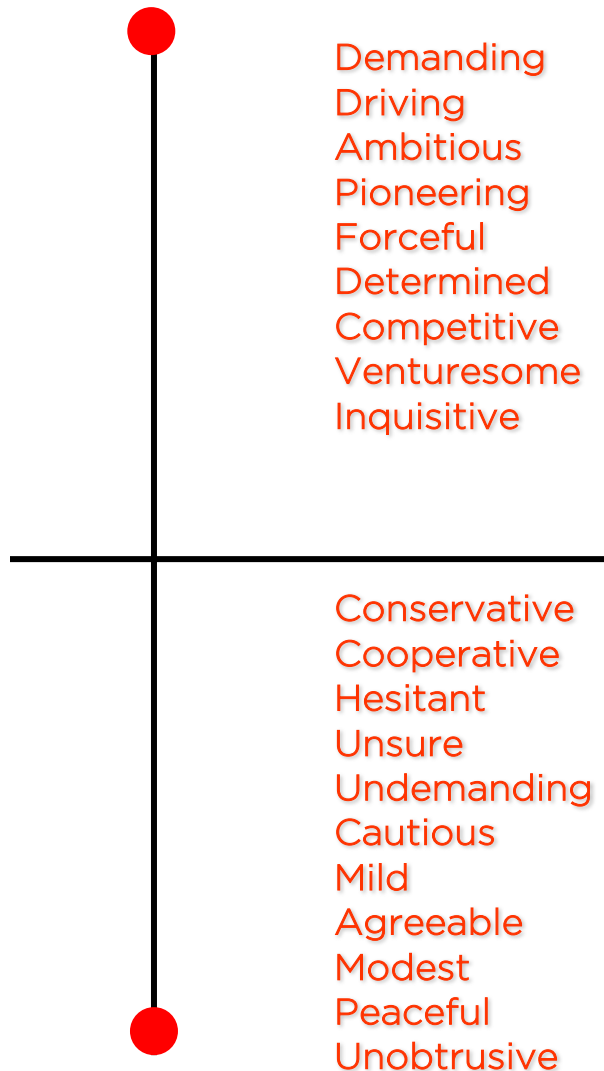
How you handle rules and procedures set by others

All people exhibit all four behavioural factors in varying degrees of intensity – W.M. Marston



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DOMINANCE



Demanding
Driving
Ambitious
Pioneering
Forceful
Determined
Competitive
Venturesome
Inquisitive

Dominance (“D” Factor)

How you handle problems and challenges

TASK

Conservative
Cooperative
Hesitant
Unsure
Undemanding
Cautious
Mild
Agreeable
Modest
Peaceful
Unobtrusive



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ENVIRONMENTS



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FEEDBACK



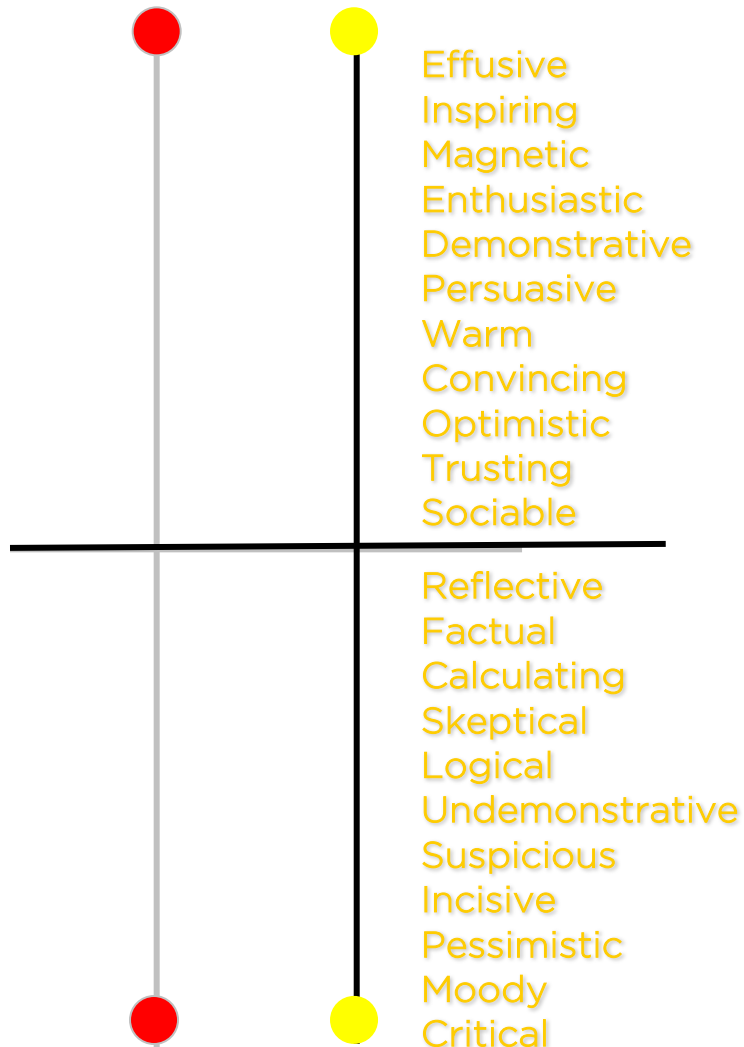
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FAMOUS PEOPLE



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INFLUENCE SCALE



Influence

(“I” Factor)

How you handle people and influence others

OPTIMISM



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FEEDBACK



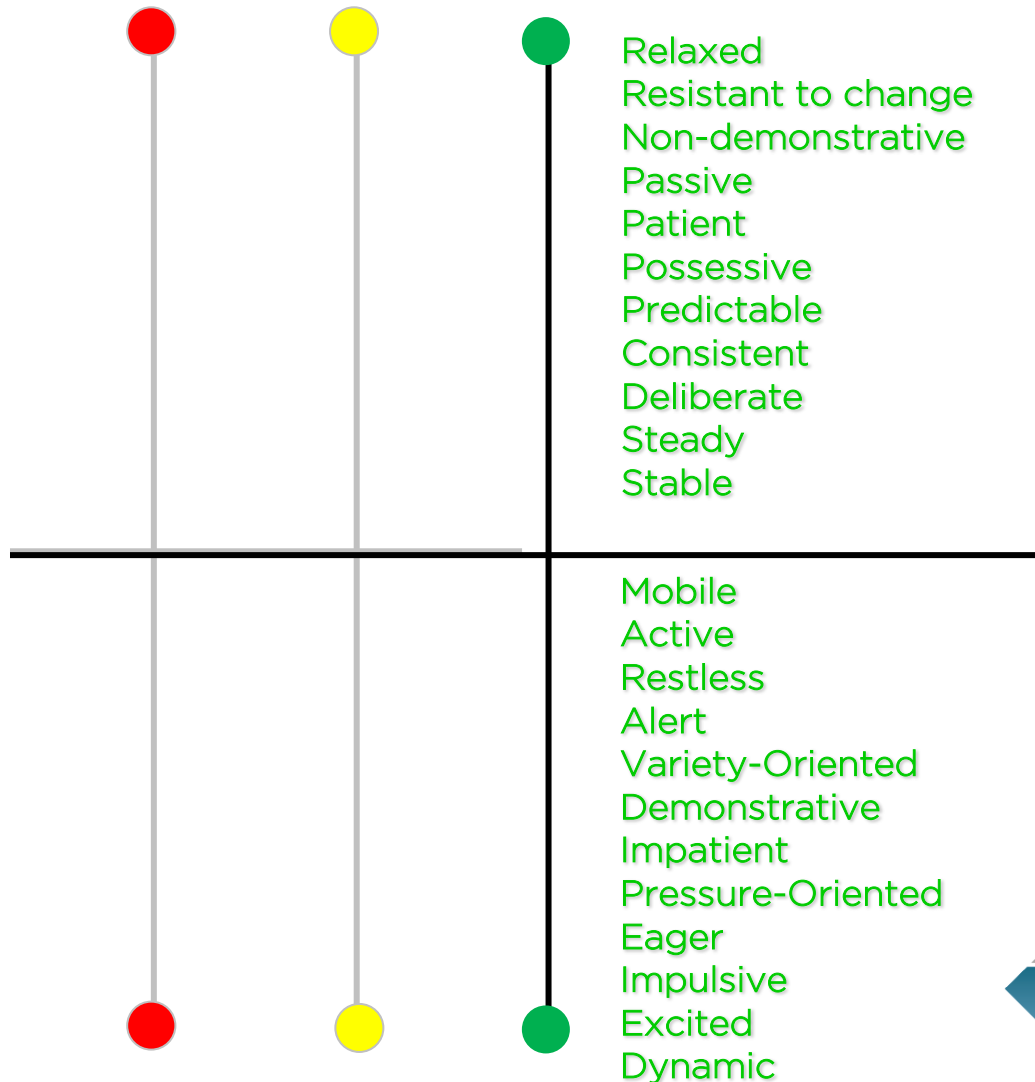
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STEADINESS SCALE



- Steadiness (“S” Factor)
How you handle change and
pace yourself

PACE



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ENVIRONMENTS



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FEEDBACK



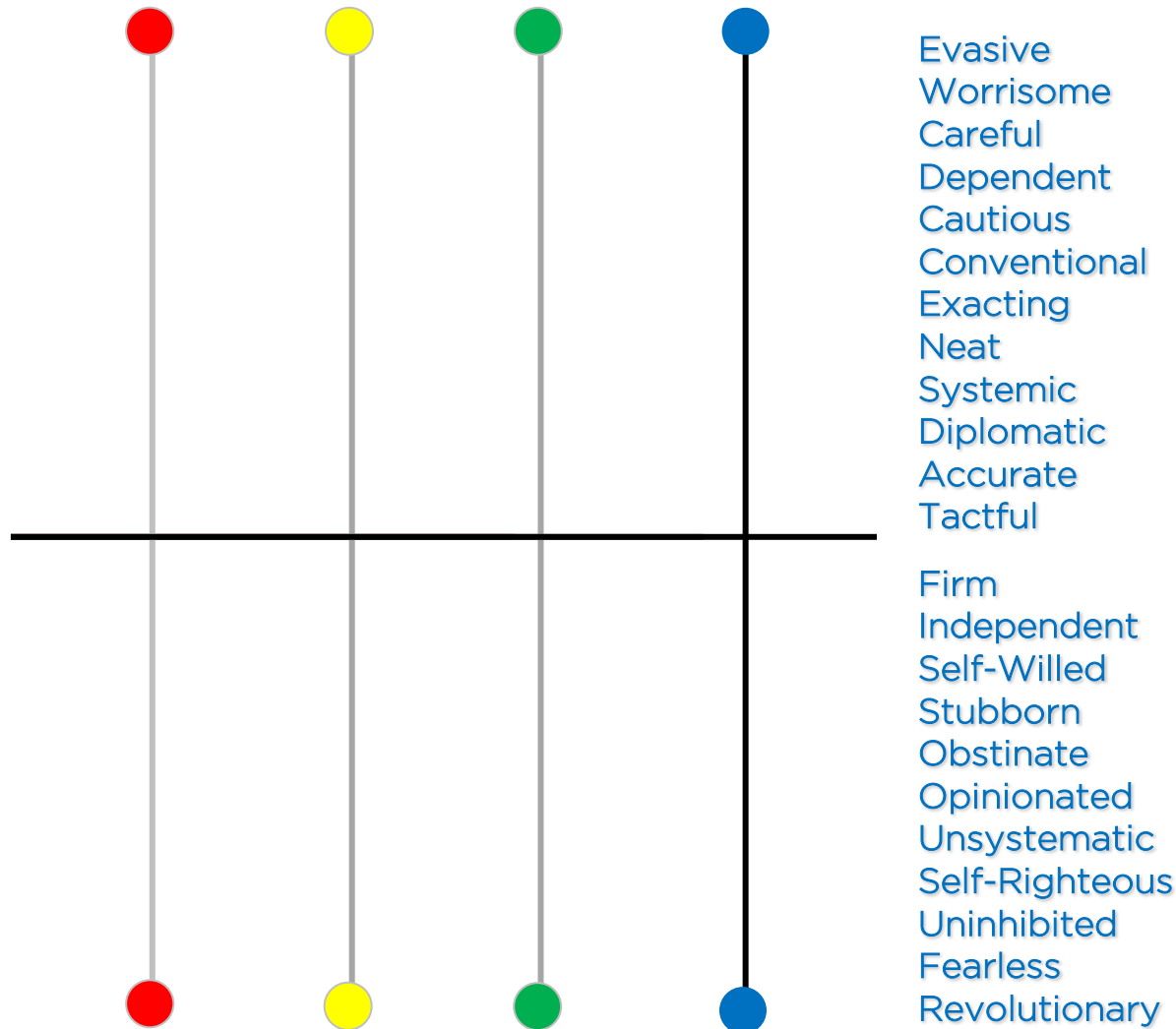
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COMPLIANCE SCALE



Evasive
Worrisome
Careful
Dependent
Cautious
Conventional
Exacting
Neat
Systemic
Diplomatic
Accurate
Tactful

Firm
Independent
Self-Willed
Stubborn
Obstinate
Opinionated
Unsystematic
Self-Righteous
Uninhibited
Fearless
Revolutionary

Compliance (“C” Factor)
How you handle rules and
procedures set by others

RULES

ENVIRONMENTS



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FEEDBACK



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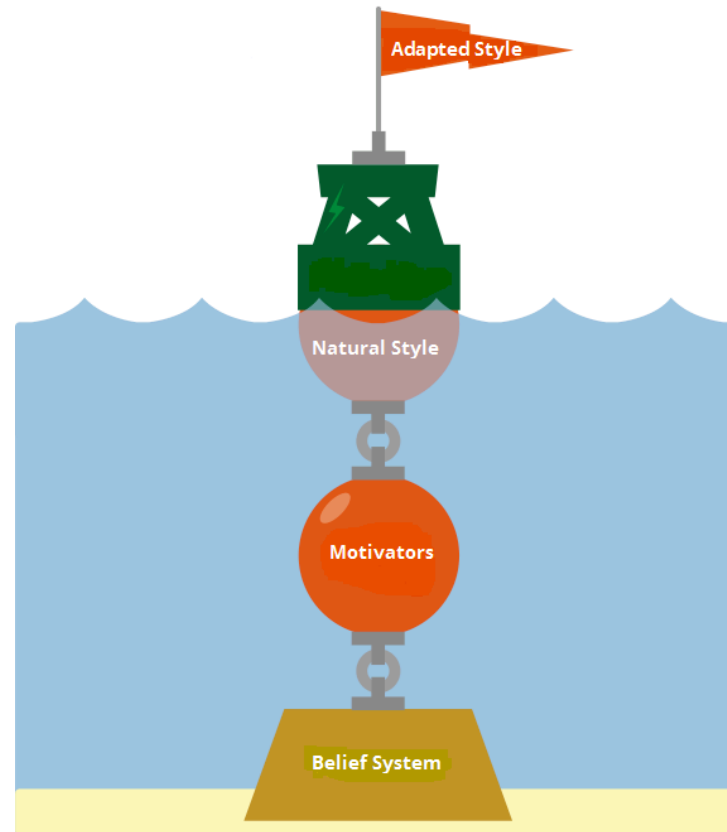


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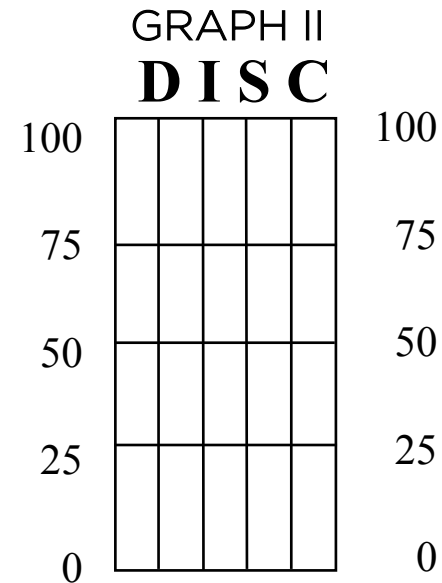
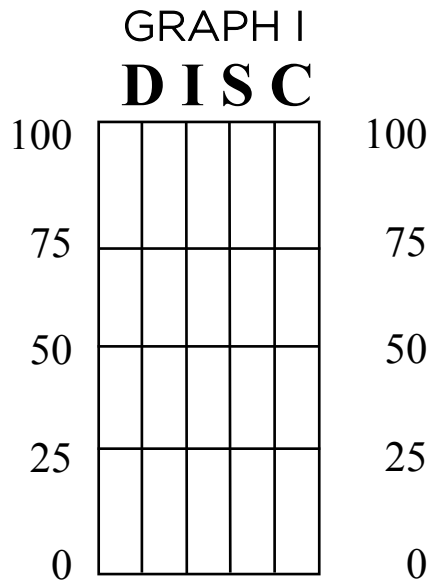


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CAN BEHAVIOUR CHANGE



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What Others Expect- Adapted Style

- Your Mask or Game Face
- Reaction to Present Circumstances
- Conscious Behavior
- Most Changeable
- “Battery Pack”
- Adapted Style measures most common pattern with which you adapt towards

Response To Pressure- Natural Style

- Your Gut Reaction
- Natural Style
- Reaction Based on Past Experiences
- Unconscious Behavior
- Least Changeable
- “Plugged In”
- What you are like when you can be you OR when you are under stress pressure or fatigue

BEHAVIOURAL ENERGY



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HOW TO RE-ENERGISE



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RECEIVE OUR REPORTS

Process:

- Go to the General Characteristics first
- Highlight anything you do agree with with a line or a highlighter
- Anything you do NOT agree with, please put a symbol next to that statement
- What % is accurate?



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LUNCH



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VALUE AND PERCEPTIONS

Work in groups for value and perceptions of all four styles.

When the exercise has completed, complete the Self-Discovery document.

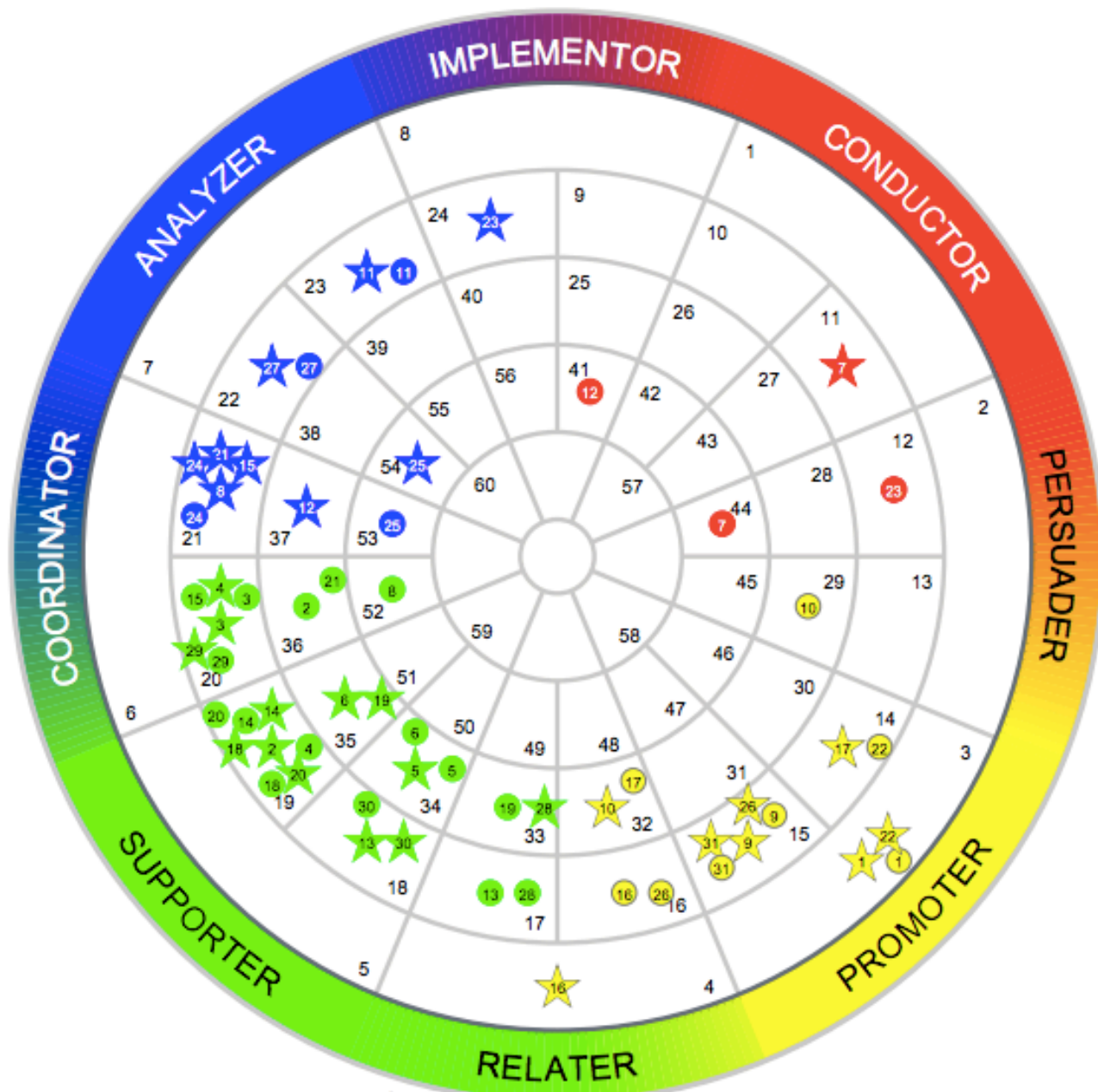


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BREAK



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★ Adapted

● Natural

OBSERVATIONS

Highlight any observations on the overall team

What could potential areas of conflict be?



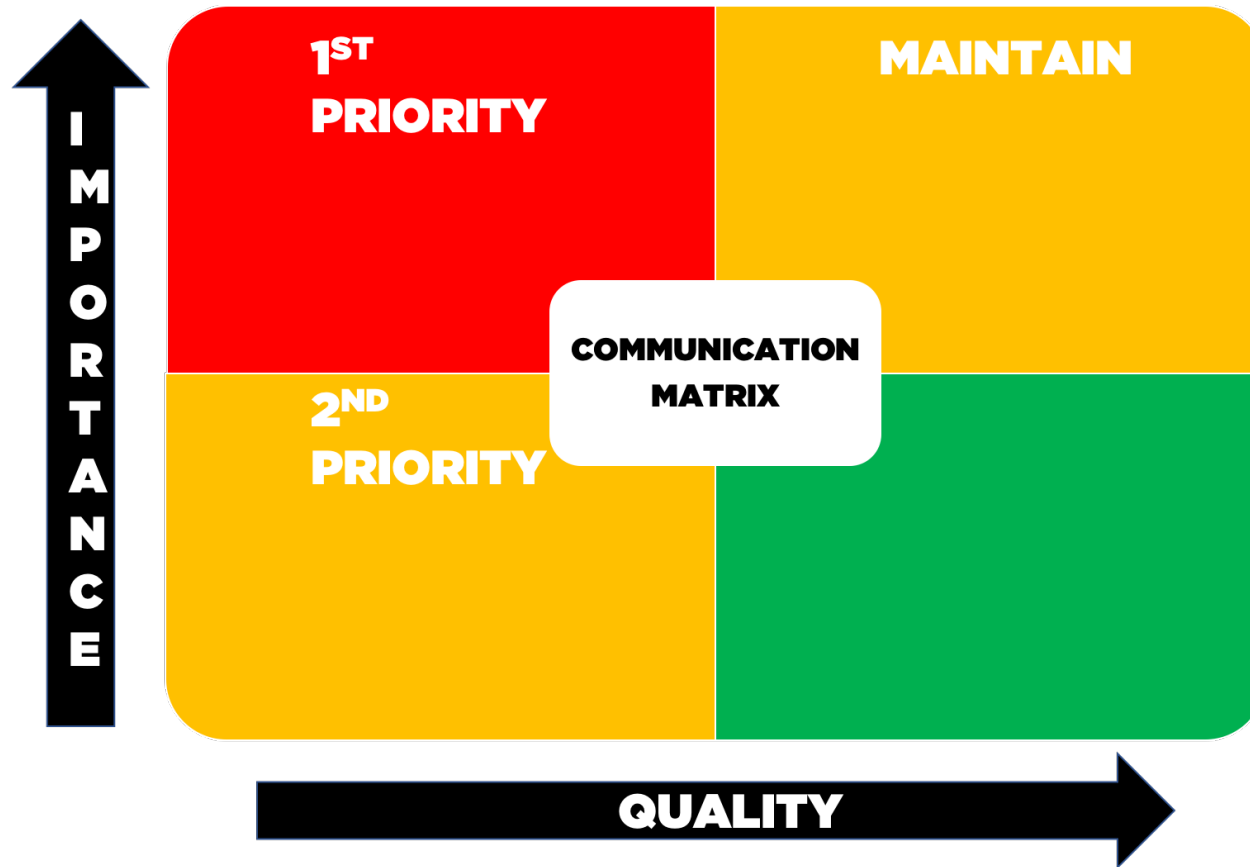
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FEEDBACK



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CONFLICT/PRIORITY MATRIX



COMPLETE THE ACTION PLAN



COMMUNICATION ACTION PLAN (CONFIDENTIAL)

CONFIDENTIAL
DOCUMENT

SECTION 1 – MY BEHAVIOURS

I have learnt that my natural behavioural style is (PLEASE CIRCLE THOSE THAT APPLY):

HIGH D
HIGH I
HIGH S
HIGH C

LOW D
LOW I
LOW S
LOW C

Which means that under stress, pressure or fatigue, I could be perceived as being:
(Please use your self discovery document for this exercise)

My adapted behavioural style is (PLEASE CIRCLE THOSE THAT APPLY):

HIGH D
HIGH I
HIGH S
HIGH C

LOW D
LOW I
LOW S
LOW C

Which means that most of the time, I could be perceived as being:
(Please use your self discovery document for this exercise)



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ACCREDITATION



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Q+A



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