

As Seen On



Tailored Assessments

Exceptional Support Materials

Superior Customer Support

NOT JUST DISC – Extended DISC®

## What is Extended DISC®?

People find it surprising that no one owns "DISC". It is a theory that was originally developed in 1928 by William Moulton Marston. The DISC-model is in the public domain and there are a few companies that have created their proprietary DISC assessments.

One of the main reasons that DISC assessments are so widely used is that they are easy to understand and implement. Simply put, participants quickly adapt to DISC and use it comfortably.

However, there are people who justifiably believe that the DISC tools lack depth. The challenge often cited with DISC assessments is that they primarily focus on what the respondents think they need to be in their current work role. Consequently, the results, which are like a snapshot in time, can change over time.

What makes the Extended DISC® tool different is its ability to measure the hard-wired DISC-style. This means the results show who the individual actually is and not what the person thinks he/she needs or wants to be. As a result, Extended DISC® identifies the true strengths and developmental areas to allow for accurate performance improvement.



EXTENDED DISC

## Internationally Validated Assessments

Extended DISC® is validated – and periodically re-validated – around the world to insure reliability and accuracy. In comparison, there are other assessment tools that generate their reports when the respondent answers inconsistently or even by blindly selecting random answers. As you can imagine, the validity of the results is questionable at best. Extended DISC® does not generate an assessment when the validity of the results is low.

## Tailored Assessments for Your Unique Needs

Extended DISC® does not force you to select from a few off-the-shelf reports. Rather, it allows you to:

- Customize the reports for content, length, pictures, colors, logos, page order, etc. to provide the most relevant and user-friendly assessments.
- Provide results that are relevant and specific to the roles (E.g., Executives, Managers, Salespeople, Customer Service Representatives, Team Members, Students, Athletes, etc.).
- Provide assessments that are practical and specific to your industry.
- Create Pair, Team, Department, Division and even Organizational assessments without having to ask employees to complete additional questionnaires.
- Have access to Executive Dashboard making it an incredibly powerful, real-time OD tool.

## One Price, Multiple Assessment Results

Once a person completes the questionnaire, the results can be provided in any format, at no additional cost, and without having to ask employees to spend their valuable time completing multiple questionnaires.

## Unlimited Use License

You do not have to worry about paying for every additional assessment you use. For a fixed fee, the Extended DISC® unlimited use license option allows for an unlimited use of assessments.

## Certification

Certification is recommended, but not required. We offer several Certification options, all providing recertification credit hours toward PHR, SPHR and GPHR.

## Contact Us Today!

If you are using DISC assessments now or are considering them for the future, you owe it yourself and your organization to learn more about Extended DISC®.

United States  
Canada  
Finland  
Germany  
South Korea  
Caribbean  
Sweden  
Denmark  
United Kingdom  
Australia  
New Zealand  
Argentina  
Brazil  
Ecuador  
Columbia  
Chile  
China  
Taiwan  
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