

Q & A: Why Get DISC Certified?

Question: Can you use DISC for hiring purposes?

Answer: Yes, we can use DISC to 'benchmark' a position, and 'match' candidates against that benchmark.

Question: What does the 'Energy Line' represent?

Answer: The energy line is the midpoint of the DISC graph - or the 50% level. Every DISC score greater than 50% is said to be ABOVE the energy line. Every DISC score less than 50% is said to be BELOW the energy line.

Question: How can I become an expert in identifying DISC profile of an individual I meet without doing the assessment? Does DISC Certification Program allow me to accomplish that?

Answer: Yes. Also, the 2nd part of the DISC report itself gives suggestions on how to identify a person's style without having them take the DISC assessment. Also see <http://www.alessandra.com/taelearningct.asp>

Question: What information does the certification include and what are you certified to do?

Answer: Part #1, DISC Background, will give trainers a review of the DISC model and DISC assessment.

- What is the DISC model? DISC assessment? DISC report? DISC style?
- What DISC history should a trainer know?
- What does DISC measure and not measure?
- Written Best DISC Practices by Seasoned DISC Certified Trainers

Part #2, DISC Report/Workbook and Scripted Coaching Worksheet

- What is practical and realistic Pre-work?
- What Prep Steps are essential prior to a DISC Coaching Session?
- How to easily explain the difference between Graph I & II
- How to handle the most common Objections during a DISC Coaching Session

Part #3, DISC Training Session PPT with Scripted Leader Notes and Lesson Plans

- How to easily use DISC PPT with Support Materials
- What criteria to use when determining with Lesson Plan/Format to use
- How does DISC Training Session differ from Coaching Session
- Handling most common DISC Objections during a Training Session

Part #4, DISC Learning Activities for Teambuilding, Management Skills,.. Follow-up

- What Criteria to use when determining best Activity for Training Session Objectives
- Which Learning Activities facilitate Learners to quickly understanding DISC Model?
- Most Popular DISC Activities; Email Decoder, Case Scenarios, Going on Vacation
- How to easily keep DISC alive in Your Organization

DISC Certification Program includes

- e-DISC Book, People Smarts in Business

- 1 hour one on one phone coaching session with Master DISC Certification Trainer.
- Pre-work before Certification Program Begins
- 52 Automated Weekly DISC
- Access to Over 200 Free DISC Resources
- Free DISC Admin Site and Training (No Renewal Fee)

What are you certified to do?

- Purchase DISC Assessments through DISCcert for \$34 each.
- Use DISC in All Your Coaching, Facilitating, Consulting, Training Practices.
- Provide your Professional Services with an more Competency and Confidence, Yielding Increased Credibility.

Question: Won't our own DISC profiles influence the results of the surveys?

Answer: It "may" influence some of your answers but not all. Depends on if the question is factual or opinion-oriented.

Question: Could the energy line be a fueler vs. drainer situation?

Answer: Yes and No!

Yes ...

Graph II Natural - Styles above the Energy Line are indicating a preference towards using that style and the higher the intensity, the more one is "energized," or "fueled" by using the style.

No ...

However, when I am initially debriefing an individual or explaining to a group Graph II, I focus on what orientation each style has and that regardless of where your DISC points are, this is describing how you prefer to go about using this style. So both a high D or mid-range D or low D ... all want to solve problems, but it is a matter of how one approaches the solving of problems that varies. E.g. Problem Solve: Expedient or Calculated Risk or Contemplate. This approach helps to avoid implied judgment that above the energy line is good and below is bad.

Yes ...

When I am discussing someone's Graph I & II, then it makes more sense to build on the foundation you have laid. So for example, if low C for Graph II is a high C for Graph I... I ask them about what was going on for them at work, their answer of which typically results in the person saying it was a stressful day. Then, in specifically comparing their Graph II low C with their Graph I high C, it helps the person to understand why they were so "drained" because they needed to stretch to get the job done. Then it's logical for me to go on to talk about the "fueler" aspect. If possible, referencing any high points for the other three styles in Graph II that match-up with Graph I.