

# About the Program

Below is an overview of the DISCself Online Assessment System.

## TWO KEY PLAYERS TO THE ENTIRE PROCESS

### 1. Administrator

An Administrator is a person who distributes the Assessments through Assessment Invitations. This could be either a trainer who uses the Assessments in seminars or a consultant, coach or manager who might use the Assessments on an assignment with a team, a family unit, a Board of Directors, etc.

### 2. Member/End User

This is an individual whom the Administrator has authorized to take an Assessment through their Assessment invitation.

## FOUR KEY COMPONENTS TO THE DISCself ASSESSMENT SYSTEM

### 1. The DISCself Online Assessment

The DISCself Online Assessment is a 30-question assessment that takes approximately 10 minutes to complete. When responding to the DISCself Online Assessment, the Member/End User is asked to choose a focus (work, social or family). For 24 of the questions, there are four words. Member/End Users are asked to choose one word that describes them most at their selected FOCUS. They then click on the circle in the MOST column for that word. Then they select one word that least describes them at their selected FOCUS. They then click on the circle in the LEAST column for that word. They will have one MOST selection and one LEAST selection for each box. The final six questions are either/or questions. Once completed, it will be determined which DISC style the Member/End User is and it will generate a personalized DISCself Online Assessment Report for that Member/End User.

There are four primary DISC styles. Each one of these four styles has very distinct patterns of observable behavior. Once Members/End Users understand these patterns, and know how to quickly and accurately identify one style from another, they have the keys to unlock their ability to get along with nearly anyone and adapt their behaviors to others with different DISC styles.

### 2. The DISCself Online Report - Self Assessment

Each Member/End User receives a comprehensive personalized DISCself Online Report once the online assessment is completed. It is a vital tool for improving all their personal, work, and family relationships. There is a complete section on application of DISCself knowledge including identifying another person's style, behavioral adaptability, handling tension among the styles and even action plans for each of the four primary DISCstyles.

### 3. Member/End User eGraphs

In addition to the DISCself Online Report, each Member/End User can also view his or her eGraph results. There are three personalized eGraphs for each Member/End User. Graph I displays the Adapting Style. Graph II displays the Natural Style. Graph III displays the Self-Perception Style.

### 4. Using DISCself with Others Section

At the core of the DISCself Online Assessment System is *Adaptability*-- How to treat others the way **they** want to be treated.

The **Using DISCself with Others** section will be your guide to learning to treat people differently... according to their needs, not your needs.

This section guides you through identifying another person's DISC style and provides valuable information to their mode of operation in different environments... at work, at home, in social settings, etc.

This section is an awareness tool to help you understand how you are similar and how you are different from the other DISC styles. Through simple modifications in behavior - called **Adaptability** - you will see your relationships improve for the better!

## THREE KEY SITES TO THE ENTIRE PROCESS

### 1. Administrator Home Page

This Home Page provides flexibility for training options and important data to track Member/End User progress. It is a personalized, private Home Page. It allows the Administrator to:

- **Pre-purchase** assessments at a discount:  
One assessment credit includes the DISCself Online Assessment, the DISCself Report, and eGraphs, all on a personalized Home Page for each Member/End User.
- **Distribute assessments** to Member/End Users by simply entering each individual's first name, last name, and email address. Click *Send*, and an automated email goes out. This is how a Member/End User becomes authorized to take the DISCself Assessment.
- **Track your account status** to see how many DISCself Online Assessments have been used, how many are left, and order more as needed by simply using a credit card.
- **View the eGraphs and reports** of your Members/End Users who took the DISCself Online Assessment. This feature also allows you to see which Members/End Users have completed the assessment and sends automated reminders to those who have not.
- **Permit or block Member/End Users** from seeing their personalized DISCself Online Report and eGraphs. Why block it? If you want to present the Members/End Users with their reports and eGraphs at the time of the training session, meeting, etc. (so the Member/End Users do not get ahead of themselves), you have the ability to do so.
- **Print the collective results** of Member/End Users on eGraphs with individualized mini-eGraphs. This is great when you are working with a group and want to see at a glance the different DISCstyles that make up your group.

### 2. Administrator Assessment Page

Once the Administrator distributes assessments to Members/End Users authorizing them to take the DISCself Online Assessment, an email is sent to the Member/End Users with a link to the Administrator's Assessment Page. This allows the Member/End User to register and take the 30-question DISCself Online Assessment. Once an authorized Member/End User takes and submits his or her assessment, one credit is deducted from the Administrator's account.

### 3. Member/End User Home Page

This is a personalized, private Home Page for each Member/End User.

It allows the Member/End User to:

- **View and print their comprehensive, personalized DISCself Online Report** (if the Administrator has permitted access).
- **View and print their personalized eGraphs** (if access is permitted).
- **Access the *Using DISCself with Others* Section**