



Richland College, 2005 Recipient of the Texas Award for Performance Excellence and the 2005 Malcolm Baldrige National Quality Award

ABOUT DiSC®/Extended DiSC®

With 30 years of proven reliability and over 40 million users, *DiSC®* remains the most trusted learning instrument in the industry.

DiSC® is used worldwide in dozens of training and coaching applications, including organizational development and performance improvement.

Designed to complement and supplement existing training programs, *DiSC®* can help improve communication, ease frustration and conflict, and develop effective managers and teams.

Extended DiSC® bring a new dimension to *DiSC®* analysis by profiling the natural and adaptive styles of an individual. This offers a view of one's consistent behavior patterns and areas susceptible to change. Reports can be customized for personal or team analysis and reviewed in workshops led by certified *Extended DiSC®* facilitators.

Students attending courses will receive continuing education units (CEU's) and certificates.

Please contact your Richland College representative for pricing and additional course information or to request a consultation meeting with Corporate Services staff and content experts to personally discuss your company training needs.

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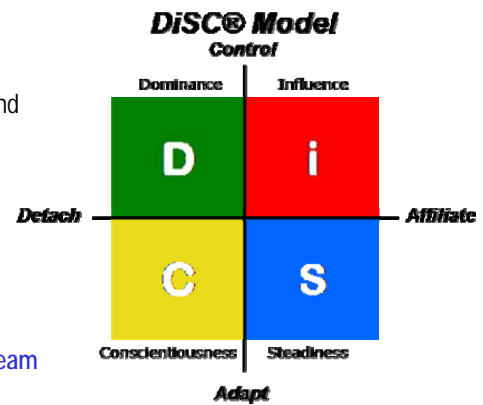
DiSC® Personality Profiling & Assessment

- Why do we act the way we do?*
- Why can't this team get anything done?*
- Why can't we communicate?*
- Why is there conflict all the time with these people?*

The *DiSC® Personal Profile System (PPS)* will help you understand yourself, your colleagues, and others while reducing conflict and improving relationships.

The Personal Profile System's *DiSC® Dimensions of Behavior model* identifies and groups behavior in four easy-to-understand areas:

- Dominance*
- Influence*
- Steadiness*
- Conscientiousness*



Bring Out the Best in Your Management Team

- DiSC®* can help employees at all levels
- Understand their own behavior
 - Learn how and when to adapt their behavior
 - Improve communication
 - Promote appreciation of differences
 - Enhance individual and team performance
 - Reduce conflict

Also available from Richland College:
DiSC® Management Strategies
DiSC® Sales Strategies
DiSC® Relationship Profile



Behavior Analysis & Adaptability

The *Extended DiSC® Personal Analysis* can help you identify the strengths and development areas of an individual. *Extended DiSC®* measures the natural and adaptive styles of an individual resulting in a look at who the individual actually is vs. who the individual thinks he/she needs to be in the work environment.

Extended DiSC® can be used for personal and team analysis. Optional customized reports can assess the strengths and development areas for persons working in the following areas:

- Leadership
- Management
- Sales
- Customer Service
- Information Technology
- Administrative
- Project-based
- Team-based
- Training
- Entrepreneurial roles

Other Courses Offered

- AchieveGlobal®
- DDI®
- Interactive Teambuilding Events
- Who Moved My Cheese?®
- Skills Training / Job Readiness
- Outplacement Support / Tools