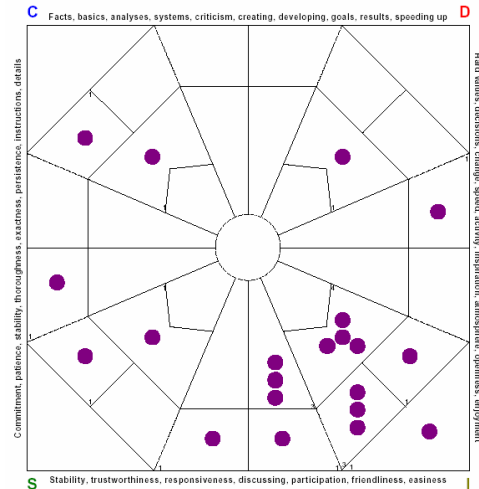


Application Tip: How to use the Team Analysis in Applications other than Team Development

Extended DISC® Team Analysis has always been one of the favorite tools because it can so clearly and concisely help to understand complex team issues. But did you know that it is used mostly in applications that do not directly relate to team development at all?

Team Analysis allows you to analyze and better understand any situation or problem that involves more than one individual. In short, Team Analysis is like an MRI that a doctor uses to diagnose the problem before prescribing treatment. If a doctor does not understand the real, underlying causes of the problem, she is likely to address the symptoms, or worse, a non-existent problem.



Here are some of the most common ways our clients use Team Analysis to ensure that they are prescribing the right treatments:

- Identify what behaviors create success for specific jobs at your organization. Simply select the top performers and map them with **Shotgun and Name Maps**. You will be able to identify what behavioral component creates success. In addition, you can compare the top performers against other performance level employees to even more clearly understand how the behavioral style contributes to employees' success.
- Reduce employee turnover by identifying what styles of employees you are losing. It is as easy as mapping out the employees you have lost in specific job categories.
- Develop the most effective communication strategy to implement new initiatives. Simply map the people affected by the initiative. This could be the entire organization.
- Provide the top management the necessary information to help align the strategy with people, people with strategy, or both. Compare the employee maps(s) with the necessary behaviors to execute your plan.
- Identify and understand the causes, not symptoms, to problems that are holding the employee performance down.
- Assign responsibilities to the right employees. Compare the behavioral requirements of a task/job against the behavioral styles of your employees.
- Identify and develop the high-potential employees. Map the top performers and identify behavioral components of success.
- Create better project teams. Simply perform 'what-if' scenarios to ensure that the team has the necessary players to succeed.
- Lead the organization better. Provide the leaders with a good understanding of who they are leading so they can be more successful.

Next time you are asked to help with a situation that involves people, consider if Team Analysis can save you time and help you make better decisions.

If you have any questions as to how to do any of the above, please call us at 1.800.257.7481.

Helpful Tip

If you are like many other facilitators, you are often asked by your clients and participants how their individual Personal Analysis results compare to the results of others. Here is some data on D, I, S and C style population distribution that everyone always finds interesting and useful.

United States

D-style – 14%
I-style – 32%
S-style – 28%
C-style – 26%

Canada

D-style – 13%
I-style – 40%
S-style – 26%
C-style – 22%

Product Highlight – Extended DISC® Personal Analysis – **Questions Page**

Extended DISC® Personal Analysis has received yet another upgrade. As a user of the tool, you may at times want additional guidance in exploring the deeper meaning of the Profiles. The new **Question Page** provides you with that specific and insightful help by providing you specific questions to ask the respondent. You may also provide the Questions Page 'as is' to your client so that they can use it as a means to really consider what kind of development plan to create.

You can use the Questions Page as:

- Interview tool
- Coaching/mentoring tool
- Self-development tool
- Management tool
- Problem solving tool

Questions Page will save you time and allow you to get even more out of Personal Analysis.

The best part: The Questions Page is part of the Standard Personal Analysis report. There are no additional charges. Call us at 1.800.257.7481 for more details.



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