

DiSC Assessment – Version: Classic 2.0 – Coaching Guide

The **DiSC Classic 2.0** contains different information than the Everything DiSC “**Workplace Profile**” that we issue to our clients. The Classic 2.0 is an older version of DiSC and does not contain as much information as the **Everything DiSC “Workplace Profile”**. It does not have the following pages:

- The round DiSC diagram to give the overview of the various styles.
- The “Understanding How You React to the X Style” 4 Pages
- “Strategies to Increase Your Effectiveness with X Style 4 Pages
- “Summary: Increasing Your Workplace Effectiveness” Page (it does have some information like this)

Caution for your Client prior to starting the Debrief:

Be open. We’re looking for blind spots, so don’t go quickly to, “no, that’s not me.” Look at things from others’ perspective. How are you perceived?

Page 3: On this page you will see your client’s DiSC style. The higher the dot in a region, the more the client aligns with that style. If the client has two dots that are above the light blue shaded area, then they are a combination style. At the bottom of the diagram, you will see the client’s style name (e.g. Persuader).

Page 4: This is one of the most important pages in this version of the DiSC Report. It will give an overview of the client’s top Style (D I S or C).

Page 5: This is probably the second more important page of the Assessment. This page shows which characteristics of each type that your client has the most of. The dimension with highlighted characteristics at the top of the page is their main Type. If they have a subtype, the characteristics they have the most out of this dimension will be highlighted as well.

NOTE: Not all the characteristics in their Type column will be highlighted. That doesn’t mean they don’t have those characteristics. It just means that the answers to their questions align the most with the characteristics that are highlighted. They are this type and will align with many of the characteristics in their Dimension Type column. I would suggest having them highlight the characteristics they believe they have in that column.

This page is a great place to identify how combined characteristics may become a weakness. For example, if a client is Impulsive in the “I” category and Decisive from the “D” category, they may rush to make impulsive decisions that may not be good decisions or the speed of their decisions may not leave time to get everyone on board with their decisions.

Pages 6-9: These pages are always placed in DiSC order. When debriefing this section, start with the page that is their Dimension Type. Then, if they are a combination, go to their second Dimension. And, then review the other two pages.

These pages list the characteristics they have out of each style most strongly (each page lists the characteristics that were highlighted on page 5 as being the characteristics from this dimension that they align the most closely with. And,

the descriptions of each characteristic highlight areas where this characteristics over applied, can become a weakness; therefore, these pages are helpful for identifying areas to work on.

Page 10 - Gives their *Pattern* name (e.g., Persuader, Achiever) and a summary of their pattern. Be sure to discuss this summary of who they may be. This page also discusses what may motivate your client.

Possible Questions

- How does the way you are motivated get in the way of your accomplishing your goals?
- Interacting with others?
- How you are seen by others?

Page 11 – Gives what their *Work Habits* may be.

Possible Questions

- How do your work habits impact others?
- How do your work habits get in the way of you accomplishing your goals?
- How can your work habits backfire on you?

Page 12 – This page gives insights into themselves for the client and areas to work on improving.

Possible Questions

- How can this information point you to areas of professional or leadership growth?
- How does the information about how you may react when you are stressed help you navigate those times when you are stressed?

Page 13 -

Top of page diagram, have them circle their style.

Possible Questions

- What does this insight about yourself tell you about how you interact with others?

Bottom of the page diagram, have them circle their style. Do all the words reflect who they are?

Possible Questions

- What does this insight about yourself tell you about how you interact with others?

Page 14: Focus on the one or two areas that the person has scored high in, not all 4.

Possible Questions

- Does the *Description(s)* sound like you? (mark out areas that don't match who you are)

- How could you use this summary to help people who are new to your organization understand you more?
- Are their suggestions on the *Action Plan* area(s) that you want to implement?
 - What would it take to implement these suggestions?
 - How can you remind yourself to implement these suggestions?
- How can you get more of your *Desired Environment* in your current workplace?
- How can you use the information in the *To be More Effective* section to have a discussion with your boss about what work is assigned to you?
 - How they work with you?
- How can you use the *To Be More Effective* section information to you manage your work better?

Page 15-22: Look for your clients Pattern (e.g., Persuader, Promoter), and only debrief their specific pattern as it relates to them.

If the client knows what the Patterns are of other people they work with, you can debrief the applicable Patterns in terms of who that person is and how the insights into their Pattern may help the client work with them.

Page 23: Ignore.