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Motivation Dynamics

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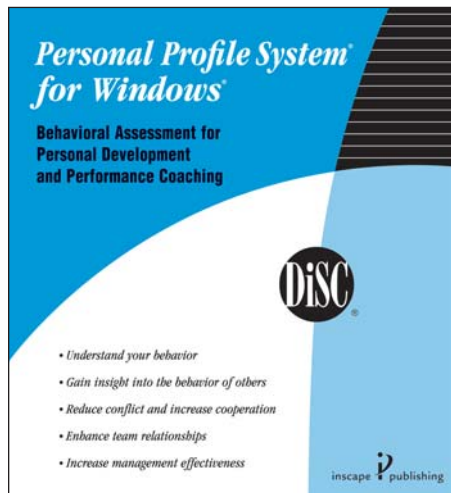
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Personal Profile System[®] for Windows[®]

Instant, In-Depth DiSC[®] Experience



**The recognized
leader in
performance
management
software**

For nearly 30 years, the *Personal Profile System*[®] has helped over 40 million people unlock the door to productive communication, positive relationships, and increased performance through its DiSC[®]-based learning approach. The *Personal Profile System* for Windows combines the power of DiSC with personalized technology to create exciting new dimensions in PC-based instrumented learning.

Immediate, On-Screen Access to the World of DiSC

DiSC Dimensions of Behavior provide a nonjudgmental language for exploring behavioral issues across four primary dimensions:

- **Dominance:** Direct and Decisive. D's are strong-willed, strong-minded people who like accepting challenges, taking action, and getting immediate results.
- **Influence:** Optimistic and Outgoing. I's are "people people" who like participating on teams, sharing ideas, and energizing and entertaining others.
- **Steadiness:** Sympathetic and Cooperative. S's are helpful people who like working behind the scenes, performing in consistent and predictable ways, and being good listeners.
- **Conscientiousness:** Concerned and Correct. C's are sticklers for quality who like planning ahead, employing systematic approaches, and checking and re-checking for accuracy.

The *Personal Profile System* for Windows is a multi-level learning instrument that helps individuals assess how much they use each Dimension of Behavior in a particular situation. The software then provides detailed, personalized information to help individuals and teams apply DiSC learning immediately. The feedback, available in hard copy or electronic form, covers a broad range of behavioral characteristics, including:

- behavioral strengths and weaknesses
- motivating and demotivating factors
- communication approach
- management and selling style

Personal Profile System[®] for Windows[®] *(continued)*

Enhance Personal Effectiveness

Experts agree that people can significantly enhance personal effectiveness by honestly evaluating their behavior and selecting those self-management strategies that will maximize strengths and minimize weaknesses. Organizations around the globe use the *Personal Profile System[®] for Windows[®]* to improve effectiveness in four main application areas:

- Self-Awareness/Self-Management
- Peer Relationships/Team-Building
- Performance Coaching/Managing Others
- Client Relationships

Comprehensive Reports Provide Powerful Insights

Personal Profile System for Windows software provides individuals and teams with detailed, personalized information to help them apply DiSC[®] learning in a wide variety of today's business applications. Choose from a General Characteristics report, a Management report, a Peer Relationships report, or a Sales report.

Built-In Versatility Expands Learning Opportunities

- Learners can respond on-screen, online, or on paper.
- "Team view" displays store and compare multiple learner profiles.
- Learners can easily navigate menus and screens to find the information they need at a moment's notice.
- Personalized reports provide meaningful data from which to create strategies for improved effectiveness.

Companion Instruments Maximize Impact

The *Personal Profile System* for Windows includes the *Role Behavior Analysis[™]* (RBA) and the *InterPersonal Profile System* (IPPS) for enhanced DiSC applications.

The *Role Behavior Analysis* collects and processes perceptions of the behavioral characteristics that would most effectively fulfill a job, position, or role. These perceptions are based on the role itself, not on the person in the role. The RBA provides a specific set of DiSC statements to clarify and define role expectations — how to do a job, as opposed to what to do in a job.

The *InterPersonal Profile System* expands on the insights gained from the *Personal Profile System* by collecting and processing up to five other people's perceptions about the learner's behavior. The comparison of the responses provides useful information for improving interpersonal communication and building relationships.

Common Workplace Issues. Uncommon Results.

Individual differences are key to the success of your organization. Yet these vital differences can also lead to common workplace issues. Stress. Conflict. Low productivity. Ineffective leadership. Resistance to change.

So how do you solve common problems among unique individuals? With Inscape Publishing's self-directed learning instruments. Our tools are based on the belief that individual awareness is key to organizational success. Organizations like yours use Inscape's resources to provide a common language, helping people capitalize on differences to achieve uncommon results.

Related Products

Discover the original DiSC instrument – Inscape Publishing's *Personal Profile System*! Available online and on paper, the *Personal Profile System* has been used by organizations worldwide to enhance communication, foster teamwork, and improve performance. Contact your Inscape Publishing Authorized Distributor for details.