



# CERTIFIED BEHAVIORAL (DISC) CONSULTANT

## *Introduction to Behavioral Analysis*

*Accreditation from The Institute for Motivational Living Inc., USA*



DISC certification is a training program in behavioral analysis that provides you with a framework to understand human behavior more profoundly. It explores four basic personality styles and you learn to relate better to someone of a different style. You will administer and interpret an assessment instrument that identifies behavioral style. These instruments are widely used in coaching, counseling, human resource management and professional consulting. Upon completion of this training, you will receive certification from the Institute for Motivational Living Inc., USA as Behavioral Consultant.

Become a Certified Behavioral Consultant and equip yourself with new skills to effectively consult, counsel and communicate with others. Bring your work and personal effectiveness to the next level and immediately enhance your value to your organization. Individual participants will graduate from the program better positioned for peak performance whilst sponsoring organizations will benefit from enhanced work productivity and staff retention.

# PROGRAMT CONTENT



## MODULE

1

### BEHAVIORAL STYLES: THEORY AND BACKGROUND

- Historical Origins
- Contributing Factors to Behavioral Style
- The Trust Model
- Behavioral Principles/ DISC Model
- Relational orientation versus task accomplishment
- Principles of Motivation

## MODULE

2

### ADMINISTRATION OF THE DISC PERSONALITY PROFILING SYSTEM

- What to look out for – The Do's and Don'ts
- Paper & Pen administration vs Online Administration
- How to Score and Tally
- FAQ on Administration and Scoring

## MODULE

3

### INTERPRETATION OF THE DISC PERSONALITY PROFILING SYSTEM

- What DISC measures
- Dominant motivation and fears of each style
- Understanding the 3 graphs and identifying special Patterns and Blends
- Steps to Graph Interpretation
- Ideal working environments for each behavioral styles
- Compatibility of the four behavioral styles and its impact on workplace relationships

## MODULE

4

### APPLICATION OF THE DISC PERSONALITY PROFILING SYSTEM

- How to Unpack the DISC Report to your client
- Now that I know DISC – What's Next? – 4 Behavioral Tools
- How Do I Capitalize on my Strengths and Manage My Weaknesses
- Case Study in Personal Relationship, Recruitment, Leadership Development, Succession Planning, Conflict Resolution, Teambuilding and Management
- DISC for Coaching & Personal Growth Areas

#### WHAT YOU WILL RECEIVE FROM THE TRAINING

- 1 set of Introduction to Behavioral Analysis Certification Guide Materials inclusive of:
  - 76-page Certification Guide
  - Proficiency Exam
  - 4 audio CDs
  - 1 copy The Personality Profiling System
- 1 x On-line PeopleKeys-DISC (Personality Awareness Impact Report)
- 1 x Post-Certification Coaching session for Graph Interpretation of Behavioral Case Studies (1-on-1 or group) on the assignment reports
- Official Accreditation as Certified Behavioral (DISC) Consultant from The Institute for Motivational Living Inc., USA