

Extended DISC Users Newsletter – December 2009

NEW – Extended DISC® Play & Learn Game

The new **Extended DISC® Play & Learn Game** is now available. It includes four interactive and fun ways to reinforce the learning.

- **Name That Style** – 52 playing cards with adjectives on one side. Separate the cards into four piles D, I, S, and C. Flip over and all suits should be together. Example: Talkative
- **The Style is Right** – 52 playing cards with phrases on one side. Separate the cards into four piles D, I, S, and C. Flip over and all suits should be together. Example: Asks the Question “Who”
- **Role Playing** – 52 Cards – Two Decks – Role Playing Deck and Style Deck – Person draws a card from each deck. Example : Role Playing card states “How would you file your taxes?” the Style Deck Card is “D” - Person must role play as a “D”
- **Extended DISC Trivia** – 52 Cards with trivia questions. Example: What one style doesn’t get along with others of the same style? Answer: “D.”

Special Extended DISC® Game Introductory Offer – Only \$100.

Call or email us today to place your order!

The offer expires December 31, 2009.



Application Tip: Extended DISC® Team Analysis – Team Types

There is no one “ideal team” type. Further, there are no “good” or “bad” teams - they all have their unique strengths and weaknesses.

However, the question one should ask when reviewing Team Analysis Reports: “In what kinds of situations would each team type be most effective?”.

There are three basic team types:

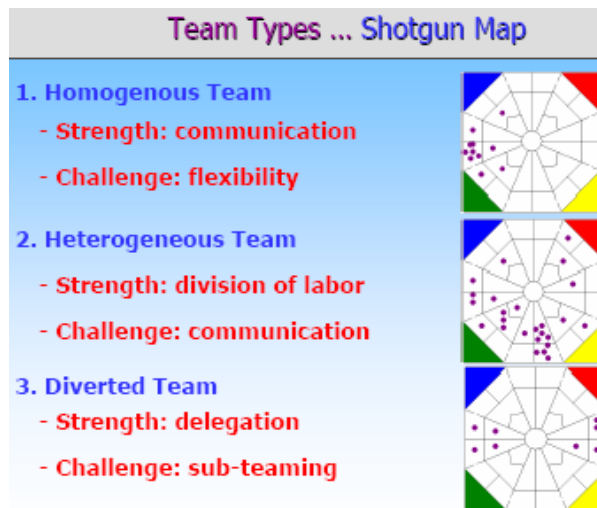
1. The Homogeneous Team
2. The Heterogeneous Team
3. The Diverted Team

The strength of a homogeneous team is communication. Its members speak the same “language”. The most common challenge is its lack of flexibility. Also, the team is likely to amplify the strengths and weaknesses of its concentrated style.

The strength of a heterogeneous team is its ability to divide labor effectively. The challenge is communication. Its members see the world from different style perspectives.

The strength of a diverted team is its ability to delegate responsibilities. Its challenge is sub-teaming.

As you evaluate the Team Analysis results, consider what the team is expected to accomplish and how well do the team members’ behavioral styles align with the behavioral requirements of getting the job done. If there is a good alignment – great! If not, how will the team close the gap? Will they modify behaviors, recruit to their weakness, or assign responsibilities differently.



How do the various behavioral styles get along in teams?

A “D” style person is not a team player as he/she needs to work independently in the organization. An “I” style fits into a team if the “stress levels” match but they also believe that all team members need to participate and be positive. An “S” person is a team player and they want to work with others as does a “C” person providing that everyone is taking responsibility for their own actions.

What is the perception of the various behavioral styles?

“D” people feel that they are above the team and are only there as long as the team serves what he/she wants. “I” type people want to be the center of the team, and remain team players as long as it benefits his/her own situation. “S” people really want to help, and as far as they are concerned, they are mentally the center of the team and for this reason can always be counted as team players. “C” people want to be left alone...but not too alone! They want to know the rules and need to be shown their place in the team.

To a degree, we are all a little selfish and our position in a team is based on our own type of motivation. We all have a personal agenda. “S” people don’t really like change for change’s sake, “D” and “I” seek change while “C”s want to know why things have to be that way.



Product Highlight – Extended DISC® Profiling Tool

Extended DISC® Profiling Tool was designed to help individuals to be more successful with others. It allows one to accurately identify the style of the other person and provides a specific action plan as to:

- How to communicate more effectively
- How to maintain and strengthen the relationship
- How to avoid costly mistakes
- How to move the sales process forward

Profiling Tool can be very effectively used in any situation where individuals want to be more effective with others. Some of the favorite applications are:

- Sales professional-Prospect
- Sales professional-Customer
- Manager-Employee
- Manager-New employee
- Team member-Team member
- Peer-Peer

Profiling Tool comes in blocks of 50 online assessments.

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