

Overview of **DISC** and the *Excellence for Learning™ Process*

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and challenges, so they can develop strategies to meet the demands of their personal and work environment.

The *Excellence for Learning™ Process* is based on the DISC behavioral/communication style model (Dominance, Influence, Steadiness, and Compliance). It has been especially designed for educational leaders and teachers.

Think of this process as a foundational component for opening communication and eliminating negative perceptions and judgments between individuals on a team.

Excellence for Learning™ - is a self-survey inventory tool administered online. It takes 10 to 15 minutes to complete. The survey generates a confidential report that analyzes your behavioral style, that is, your manner of doing things. The expressed intent of the *Excellence for Learning™ Report* is to help people understand themselves better and develop better interpersonal relationships.

The *Excellence for Learning™ Report* is not intended to be a complete evaluation of a person and is not conclusive by itself, but it is indicative of a person's behavioral tendencies (i.e., styles) using the four behavioral dimensions listed below:

- D** - Dominance: how you respond to problems
- I** - Influence: how you influence others to your point of view and interact/communicate with people
- S** - Steadiness: how you respond to the pace of the environment and handle change
- C** - Compliance: how you respond to authority and rules and procedures set by others

DISC is an attempt to describe observable behavior—how someone does what they do (e.g., manage & communicate)—by providing insights about choices or style preferences.

Uses include: coaching, placement, management, leadership development, team building, team success, and hiring.

The best educational leader (teacher or administrator) isn't someone with a particular behavioral style, the best educational leader is someone who realizes what a job or task requires—then does it. That means working well with a variety of behavioral styles.

