

			
Use	Use when individuals want to gain an understanding of self and others.	Use when individuals want to gain a deeper understanding of self in specific applications.	Use when individuals want to gain a new understanding of themselves in relationships with others.
Need	<ul style="list-style-type: none"> • Is the person asking, “Why do I behave or respond the way that I do?” • Is the person asking, “Why do I feel different from others in my group?” • Is the person asking, “What can I do to better understand my co-workers?” 	<ul style="list-style-type: none"> • Is the person asking, “When I’m working in a sales environment, why do I sometimes feel like I’m not getting through to my customer?” • Is the manager asking, “Why do I seem to connect better with some employees than others?” or • “How can I modify my behavior to more effectively manage certain employees?” • Are co-workers asking, “What are some strategies for problem solving with others?” 	<ul style="list-style-type: none"> • Is the person asking, “How can I improve my relationship with my co-worker?” • Are members of the team asking, “What can we do to work more effectively with each other?” • Are some employees concerned that the majority of employees in their department are a different style and they wonder how they can fit in?
Solution	<p>Helps employees at all levels to:</p> <ul style="list-style-type: none"> • Better understand behavioral differences between people • Better understand their own behavior • Better understand the behavior of others • Promote appreciation of differences 	<p>Helps employees at all levels to:</p> <ul style="list-style-type: none"> • Better understand their own behavior • Learn how and when to adapt their behavior • Improve communication and reduce conflict • Enhance individual and team performance 	<p>Helps employees at all levels to:</p> <ul style="list-style-type: none"> • Explore relationship dynamics of two or more people, teams, departments, or entire organizations. • Discover strategies for increasing comfort and effectiveness in specific one-on-one relationships • Improve comfort and effectiveness in team, coaching, and leadership situations • Resolve conflict.
Format	Paper and online	Software	Online
Report Options	<ul style="list-style-type: none"> • Individual report • Management application available in online courses and DiSC, Management Strategies (DMS) • Sales application available in online courses and DiSC, Sales Strategies (DSS) 	<ul style="list-style-type: none"> • Individual report • Two-person report • Team report • Management-specific application available • Sales-specific application available 	<ul style="list-style-type: none"> • Individual report • Dyad report • Group report