

Cortex Leadership Consulting

Your *DISC*
Quick Guide

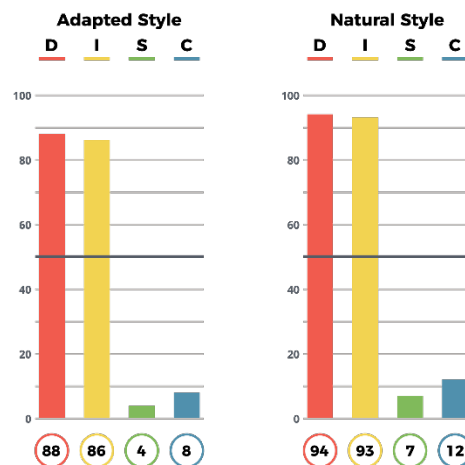


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What is DISC?

DISC is the **universal language of behavior**, providing insights into how we interact with others and navigate our environment. It is a **behavioral assessment tool** based on the **DISC theory** developed by psychologist **William Moulton Marston**, which identifies four core behavioral traits: **Dominance, Influence, Steadiness, and Compliance**. Industrial psychologist **Walter Vernon Clarke** later refined this theory into a practical **assessment tool** widely used in professional and personal development.



Why DISC & Motivators?

Research from TTI Success Insights suggests that the **most effective individuals** are those who **understand their own strengths and limitations** and apply this awareness to adapt to their environment.



The DISC assessment provides valuable insights into how an individual responds to:

- Challenges and Problem-Solving
- Influencing and Persuading Others
- Pace and Adaptability to Change
- Rules, Structure, and Processes

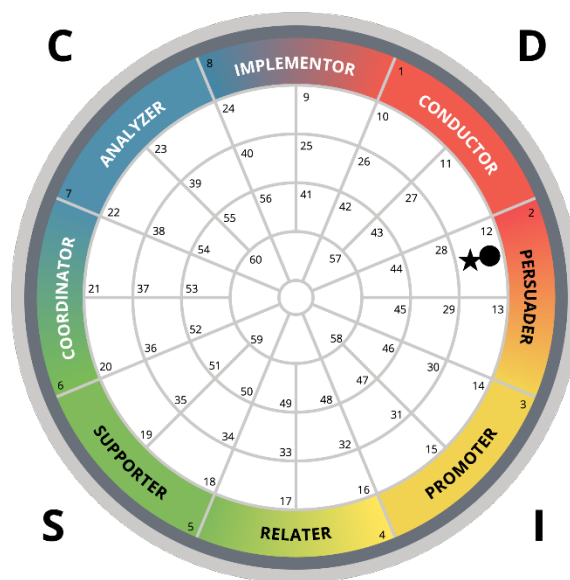


Additionally, **Talent Insights** examines not only an individual's behavioral tendencies but also the **motivators** that drive them. This **dual-science approach** helps answer both:

- **HOW** a person behaves (DISC)
- **WHY** they take action (Motivators/Driving Forces)

This assessment is widely used across industries for:

- Employee Coaching & Engagement
- Leadership Development & Effective Communication
- Building Positive and Productive Work Environments
- Hiring & Talent Selection



What to Expect in a Cortex DISC Training Workshop

During the **Cortex DISC Training Workshop**, you will:

- Complete a **personalized DISC assessment** and bring your report to the session.
- Gain a **deep understanding of your behavioral style** and how it impacts your interactions.
- Discover **practical strategies** to enhance communication, leadership, and teamwork.



This assessment will not only provide insights into your **own preferences and behaviors** but also offer valuable perspectives on **how to collaborate more effectively** with your peers, direct reports, and leaders.

Key Learning Outcomes

By the end of this workshop, you will:

- **Identify Your DISC Style** – Understand whether you primarily operate as a **Driver, Influencer, Supporter, or Calculator** when interacting with others.



- **Understand Others' Preferences** – Recognize how different DISC styles **prefer to communicate and collaborate** and how to **adjust your approach** for better interactions.
- **Enhance Feedback & Communication** – Use DISC to **give and receive feedback more effectively**, improving team cohesion and workplace relationships.
- **Improve Change Management & Leadership** – Apply the DISC model to **drive engagement, motivate team members, and lead change initiatives** with confidence.
- **Increase Self-Awareness** – Learn how you **handle conflict, manage stress, and solve problems**, allowing for **more intentional leadership and decision-making**.
- **Develop Adaptability & Emotional Intelligence** – Learn how to **flex your style** to create stronger connections and **foster more collaborative and creative team dynamics**.
- **Reduce Team Conflicts & Strengthen Teamwork** – Utilize DISC insights to **minimize misunderstandings, resolve conflicts efficiently, and build stronger team dynamics**.
- **Enhance Management & Influence Skills** – Gain the skills to **lead more effectively** by understanding team members' behavioral priorities and communication styles.

Why This Matters

Understanding **DISC & Motivators** is **more than just an assessment**—it's a **transformational tool** for leaders, teams, and organizations. Whether you are looking to improve **team dynamics, hiring strategies, leadership development, or personal growth**, this workshop will provide **immediate, practical takeaways** that you can apply **right away** to achieve **better communication, higher engagement, and more effective leadership**.

