

## Using Everything DiSC® Management and Comparison Reports with a Leadership Team



Communication problems, interpersonal conflicts and trust issues for the Leadership Team have **improved** following the use of the **Everything DiSC® Management Profile** and **Comparison Reports**.

### Company

- Non-profit company with 500 employees

### Products Used

- Everything DiSC® Management
- Everything DiSC Comparison Report

### Challenge

The Leadership Team suffered from communication gaps, interpersonal difficulties and trust issues.

### Solution

The first intervention focused on the Leadership Team. In order to understand the breadth of the problem, the entire Leadership Team gathered in one room and discussed the challenges they were facing. Over the next months, each team member was followed up individually by the Everything DiSC® Facilitator.

The Chief Operating Officer was primarily responsible for all of the Leadership Team members. After the one-to-one session, he said that he felt like he needed to go back to school to learn how to manage people. The Facilitator suggested that in lieu of going back to school, he takes the Everything DiSC Management assessment. He took the assessment and loved the results so much that he brought it to the HR department and told them he thought the whole organisation should go through it.

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The HR department pushed back, because they had already put the entire organisation through a different assessment method. However, the COO was determined to bring the Leadership Team through the profile and showed the HR team how simple and intuitive it was. He thought that the rest of the organisation would appreciate how much easier DiSC® was to understand... and he was successful in his pursuit.

The Leadership Team went through two four-hour sessions, using two modules from Everything DiSC® Management. During those sessions, other matters were also discussed, such as trust, relationships and group forming stages (forming, norming, storming, performing and adjourning), which helped them to be more comfortable and to see the benefits of opening up when discussing DiSC.

## Results

After the sessions, Everything DiSC® Comparison Reports were created for the whole Leadership Team. Their feedback was that the Comparison Reports were not only spot-on, they were very invaluable in really understanding the individual relationships they had with each other. They are continuing to use the reports on their own to improve their communications and relationships.

After working with the Leadership Team, the executive who supervises the mid-level managers decided that he wanted to bring Everything DiSC® Management to all of the mid-level managers. Currently, the profiles are administered to the mid-level managers.

They have indicated a great deal of improvement in their functioning together since the start of the process. In fact, they are so committed to the learning process with the Everything DiSC® family of products, that they opened their own EPIC self-service account for using all solutions independently and under their own brand. EPIC has allowed them to keep their learning alive and to respond to both immediate and long-term needs.

Find out more about the solutions used:

**Everything DiSC® Management Profile** <https://applydisc.com/which-disc/everything-disc-management>

**Everything DiSC® Comparison Reports** <https://applydisc.com/which-disc/everything-disc-management/#comparison-report>

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For further information about the full range of Everything DiSC® solutions, please contact **applyDISC.com** (Authorized Partner) on **(+356) 2702 7286**, via email on [info@applyDISC.com](mailto:info@applyDISC.com) or visit [www.applyDISC.com](http://www.applyDISC.com) for the latest information (live chat box available).

CASE STUDY

*Disclaimer: This Case Study has been adapted from existing case studies for the sole purpose of presenting actual opportunities to achieve organisational improvements through a guided use of selected Everything DiSC® products.*