

AMA DISC Survey™



Computer Scored



Self-Scored



Accredited Only

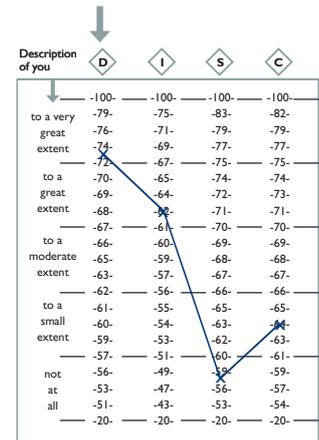


Internet Data Collection

Individual Development

Every individual has a “style” of behaving in the workplace. The way you carry out your work and relate to others has a great impact on the way organisations function, through different approaches in skill areas such as problem solving, decision-making and conflict resolution.

With an emphasis on measuring the relationship between human behaviours and performance, Human Synergistics believes that an understanding of your personal style(s) and their causes and effects, can improve personal, interpersonal and organisational effectiveness.



Plotting your AMA DISC Survey Scores

A personal styles survey that strengthens and simplifies the development of personal effectiveness

Personal Styles and Effectiveness

The **AMA DISC Survey™** is a personal styles survey based on William Marston's D.I.S.C. framework. At the request of the **American Management Association**, Dr Robert Cooke Ph.D of Human Synergistics, developed and updated Marston's work into a reliable and valid tool specific to measuring workplace behavioural styles. Unlike other existing 'personality' tools, **AMA DISC Survey™** is specifically focused on workplace behaviour, providing direction for personal development and a language to discuss behavioural differences constructively.

Assessing both productive and counter-productive on-the-job behaviours, the tool helps managers and individuals understand their personal strengths and limitations. Importantly, all of the styles can contribute to the effective functioning of groups and organisations. The key is understanding that certain styles are more appropriate and effective than others, depending on the circumstances or situation.

The Process

Through your responses to 80 statements about how you typically behave at work, **AMA DISC Survey™** measures four basic styles of behaviour: Directing, Influencing, Supportive and Contemplative. These styles are organised along two orientations – Change and Acceptance; People and Task.



AMA DISC Survey™

The Four Work-Related Behavioural Styles of **AMA DISC Survey™**:

- **Directing** – Decisive and proactive; may be demanding and competitive
- **Influencing** – Persuasive and motivating; sometimes seen as impulsive or intrusive
- **Supportive** – Encouraging and cooperative; can be submissive or overly lenient
- **Contemplative** – Rational, attentive and precise; potentially perfectionist and over-cautious

Your scores in these areas are plotted on the DISC barchart, indicating your personal style, or combination of styles.

Results

This information is used to identify the positive aspects of your style(s) and those that potentially interfere with task performance and interpersonal relations. Such insights help you understand why you are more effective in carrying out some tasks than others, and why some interpersonal interactions are more rewarding than others. You learn to identify others' behavioural styles; and discriminate whether your current style is an asset or whether you should adapt your style to enhance communication and effectiveness.

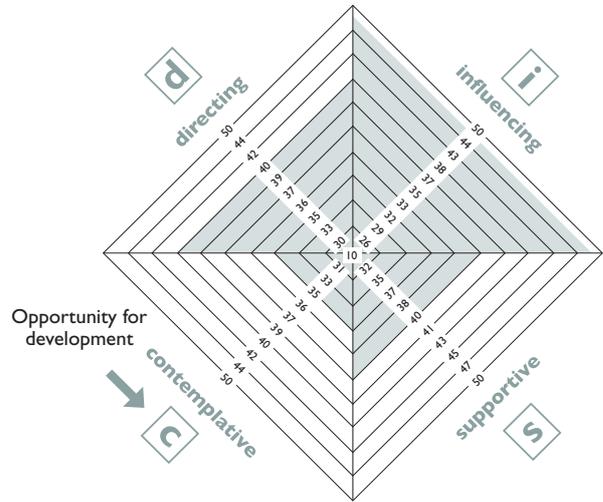
Opportunities for development are highlighted, and you gain an understanding of the steps you can take to reach your change goals. Through an engaging and enjoyable process, action plans can be developed to unlock higher productivity and performance.

What Makes the AMA DISC Survey Different

The following features set the **AMA DISC Survey™** apart from other DISC Surveys:

- **Oriented toward work-related behaviours.**
To eliminate confusion over the instructions and items and clarify that respondents should focus on their on-the-job behaviour.
- **Designed to enhance reliability and validity.**
The survey presents items one at a time, so respondents can evaluate each item separately. This minimises potential contamination in survey responses.
- **Printed on NCR (no carbon required) paper.**
This paper automatically transfers responses to a sheet for scoring and profiling results. This also minimises possible contamination of responses, while making the survey easier for participants to score.

The AMA DISC Survey™ Profile – Productive Aspects



Applications

This knowledge is applicable to a broad base of programmes including:

- Personal development
- Problem solving and decision making
- Time management
- Interpersonal relations
- Conflict management
- Team building
- Organisational change

Materials

- AMA DISC Survey™ Kit – Inventory and Debriefing Guide
- AMA DISC Survey™ Facilitator's Manual
- Describing your Personal Style Cards
- Interpreting AMA DISC Styles Cards
- Understanding your AMA DISC Styles Cards
- Questions about AMA DISC Styles
- Laminated Posters
- Laminated Style Headers



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