

Enhancing Disc Newsletter

Issue No. 1 June 2008

Welcome to Issue No.1 of our new Enhancing DiSC Newsletter. As a user of DiSC evaluation tools it is our goal at CornerStone Strategies LLC to make your experience with this product beneficial and fulfilling.

We'll begin by presenting you some research statistics on the integrity of the tool, followed by some information on genders and additional values that using the DiSC provides you. We will then proceed to, in future editions, exploring the styles and patterns using a variation of the SWOT analysis. This may serve as a refresher, and our goal is to give you additional insights into your team members, colleagues, bosses and clients.

DISC Validation Research

How stable is it, that is, what is the tool's ability to deliver the same results over a period of time? Realizing of course of you took the assessment today, and then took it after a pre-determined period of time, if you had not changed, would the results change? Realizing that external conditions can affect the response [tiredness, anger, etc]. The closer the rate is to 1, the more stable it is. {Note: in the research world, .70 is acceptable and .80 is very good}

	D	i	S	C
1 week/142 Participants	.89	.87	.89	.89
5-7 wks/174 Participants	.84	.82	.77	.73
10-14 wks/138 Participants	.79	.80	.76	.71

How consistent are the words with each other? The closer to 1, the better it is

D = .92

i = .87

S = .88

C = .85

I have been asked if there as a gender difference:

Women are slightly higher in the S dimension by less than 1 segment score

Men are slightly higher in the D dimension by less than 1 segment score

Women are higher in the I dimension, not enough to be meaningful

Men and women are nearly identical in the C dimension

Why should we use DiSC classic? Or what additional ways can we use it? It can:

- Improve performance, both with individuals and with teams
- Assist leaders and team members deal more effectively with conflict
- Show why each behavior, each element is essential to a high performing team
- On an individual basis, help you understand why you act and react the way you do

In addition, this tool gives you and your team:

- A common language to understand and discuss behaviors
- Insights into behavior tendencies
- A visible appreciation of strengths of others

All four dimensions are used to create the combinations or patterns which describe behaviors and preferences.

In future issues of Enhancing DiSC Newsletter we will review each dimension as a stand-alone, then in combinations and the effect the stand-alones have on each other.

The above statistical information was provided by Inscape Publishing. If you would like the entire Inscape report, additional information, or have any questions you would like addressed: Contact Us: Shari@cornerstonestrategiesllc.com

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