



## FAQ's ABOUT DiSC

### **1) What is DiSC?**

DISC is a four-quadrant behavioral model based on the work of Dr. William Moulton Marston (1893–1947) to examine the behavior of individuals in their environment. DiSC focuses on the styles and preferences of such behavior.

Using the DiSC model, Inscape Publishing created a self-assessment resulting in an in-depth customized profile to help identify your personal behavior style.

The DiSC model has been used by over 40 million people in the last 40 years to improve work productivity, teamwork, and communication. Extensive research has been undertaken by Inscape Publishing to ensure reliable and valid results. (add research report link).

### **2) What are the benefits of taking DiSC?**

If you participate in a DiSC program or self-assessment, you'll be asked to complete a series of questions that produce a detailed report about your behavior, preferences, strengths and challenges. DiSC profiles help you and your team:

- Increase your self-knowledge: how you respond to conflict, what motivates you, what causes you stress, and how you solve problems
- Learn how to adapt your own style to get along better with others
- Foster constructive and creative group interactions
- Facilitate better teamwork and minimize team conflict
- Develop stronger skills by people-reading and learning strategies to adapt to others
- Manage “relational” productivity by understanding the dispositions and priorities of employees and team members



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### **3) Why is the “i” in “DiSC” in lower case and the other letters in upper case?**

When the publisher originally released marketing material about the DISC tool, a typo was not caught and the “i” appeared in lower case. When the mistake was discovered, it was determined that this oversight could be advantageous. “DiSC” with a small “i: became part of the Inscape Publishing DiSC logo and set apart this DiSC tool from DISC products published by competitors.

### **4) How do I know which DiSC tool to use?**

Please review the DiSC Comparison Grid to choose the best fit for you or your team.

### **5) How do I order DiSC (online versions)?**

You have two options:

- a) Order the number of profiles you need in the Next Turn shopping cart. Send info@nextturnconsulting a request with one email address for each profile ordered. For example, if you need 10 DiSC profiles, each of the 10 recipients will get one email from Next Turn within 48 hours of your request. Each individual will receive a unique access code to complete their self-assessment. With this option the person completing the DiSC self-assessment will be able to immediately see their results in a comprehensive personalized report resulting from their self-assessment.
- b) Purchase credits to be added to a new or existing EPIC account. If you want complete control of profiles and reports, then you will want an EPIC Account. See more details about EPIC on the Next Turn website.

### **6) How do I order the DiSC paper version?**

Go to the products section in the Next Turn website and follow the prompts. The paper profiles will be sent to you via FedEx in your preferred time requested.



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**7) How should people answer the questions? Should they think about themselves in the workplace, in another situation, or in general?**

If you're administering the assessment in a work setting, ask the respondent to answer questions with that setting in mind. While the environment (e.g., at work, at home, with friends) does play a role in our understanding of DiSC, it is what is done to apply the new information that is most essential.

**8) Do I need to be certified to administer the DiSC profiles?**

No, you do not have to be certified to administer DiSC profiles. However, Inscape Publishing does offer certification for those who wish to be certified. If you want to become more confident in using DiSC, the facilitator kits are excellent for instruction on how to use the reports and DiSC in classes and coaching situations.

**9) Can I use DiSC in the hiring process?**

DiSC assessments do not predict success in employment or in particular job classifications. You may want to explore assessments specifically designed for this use. The Inscape DiSC assessments are best used with existing employees.

**10) What is the difference between a DiSC group report and DiSC facilitator report?**

The DiSC group and facilitator report are identical except that the DiSC facilitator report includes participant names. The reports describe all profiles in your selected group of participants. The report includes numeric and visual graphs of the group's distribution of DiSC styles and detailed information on how each individual's style may affect the culture of the group or organization. You can add respondents to your group report up to three times.



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### **11) What is the difference between DiSC Classic Paper and DiSC Classic 2.0?**

DiSC Classic Paper is an all-in-one 20-page booklet to respond, score, and interpret results. The booklet describes the person's primary DiSC style and helps identify one of the 15 DiSC Classical Patterns.

DiSC Classic 2.0 is a 23-page online report. It includes all the information of the paper booklet, plus it offers personalized feedback written in an informal and conversational style that helps people understand the strengths and challenges of their behavioral styles. A group report is available when using DiSC Classic 2.0.

### **12) What is the difference between DiSC Classic and Everything DiSC?**

Please review the [DiSC comparison grid](#) to choose the best fit for you or your team.

### **13) Will my profile change over time?**

In general, the average person's profile tends to stay fairly consistent over time. However, a job change with different responsibilities may impact your responses and results. All things being equal, you may find small differences in your results from one time taking the assessment to the next. However, if it has been two years or more since you last took the profile, we recommend taking it again to ensure the most accurate and up-to-date information.

### **14) How valid and reliable are DiSC Instruments?**

Inscape Publishing, the publisher of all of our DiSC assessments, is committed to maintaining the highest standards of instrument development and application through a careful research and development process. They ensure all of the instruments offer valid scores and accurate feedback to the respondent. Each instrument is designed to provide reasonably accurate interpretations or feedback based on your scores. The research reports on this website provide more information on the reliability and validity of the DiSC assessments.



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### **15) How Do I order products from NEXT TURN?**

You can place your order online 24/7 through our easy-to-use shopping cart. Please have your credit card (Visa or Master Card) number ready. Our shopping cart is verified through Authorize.Net.

### **16) Can I return DiSC products?**

NEXT TURN has a policy of no refunds, returns, or exchanges on orders. We will replace materials with the same product version when the materials are defective or there are problems of workmanship. The defected product will need to be shipped back for verification of defects. Shipping costs of replacements will be waived.