



Extended DISC® Work Pair Analysis



Extended DISC® Work Pair Analysis is a very powerful tool. It is easy to use and very cost effective. It is no wonder that it is so widely utilised.

Work Pair Analysis is designed to provide information that allows two individuals to take action that will have a positive impact on their performance.

What is Extended DISC Work Pair Analysis?

Work Pair Analysis is a tool that combines the results of two individuals into one, userfriendly report. It identifies the styles of individuals, how the styles complement one another, and where the behaviour gaps exist. It also provides information regarding what the individuals should:

- Remember
- Accept
- Practice

when working together.

Work Pair Analysis provides the information in a visual, accessible and easy to understand format. One of the enlightening features of *Work Pair Analysis* is that it clearly demonstrates that while two similar styles often get along well, they not only amplify the strengths, but also their weaknesses. As a result, their performance is not optimal. Typically the participants are not aware of this fact.

How does the process work?

Extended DISC® Work Pair Analysis is extremely easy to use. Once the participating individuals have completed the 10 minute *Extended DISC® Personal Analysis* questionnaire, simply select the two individuals from the database. That's it! No additional questionnaires to complete. The process takes just seconds.

What are some of the applications?

Our clients come up with new applications for *Work Pair Analysis* all the time. Some of the favourites are performance improvement applications between:

- Supervisor-Subordinate
- Peer-Peer
- New employee-Manager
- Coach-Coachee
- Team member-Team member
- Employee-Administrative assistant
- Salesperson-Customer
- Prospective Business Partners

“We have found Extended DISC® to be an extremely useful and popular tool in a variety of contexts. Participants have been able to instantly apply the new knowledge at work and at home. Highly recommended.”

James Engel
Vice President, St. Aubin, Haggerty & Associates

	Sam Sample	Joe Example
Decision making: fast, unexpected, involves risk	4	3
Decision making: deliberate, analytical	3	7
Seeking change: active, impatient	4	3
Seeking change: slow, patient	3	4



Conflict resolution is also a very popular application because *Work Pair Analysis* provides information in a very neutral and non-threatening format. As a result, issues can be discussed and resolved.

One System – Multiple Solutions:

One of the unquestionable strengths of *Work Pair Analysis* is that it integrates with other *Extended DISC®* tools. Once a person has completed the questionnaire, the users can also create:

- Personal Analysis
- Team Analysis
- 360° Feedback
- Job Analysis

Consequently, users do not have to learn new models, terminology and concepts to have access to a wide range of powerful applications. Imagine the savings in time, money and frustration.

How can I learn more?

Contact us today. We can answer your questions and let you even give the *Work Pair Analysis* a try. We are confident that you will like what you see.



“Extended DISC® provides our company with all of the employee and organizational development tools we need.”

Riley Harvill, Ed.D.
Vice President, The HarBeck Company, Inc.
Vice President, St. Aubin, Haggerty & Associates

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