

*“Let’s put the
timpani player
on first violin...
the pianist on
clarinet, and
get the entire
trombone section
to take up harp.”*



Sound crazy?

Something like it happens in businesses every day.



When people of different temperaments work together without understanding their differences, *the inevitable result is misunderstanding, miscommunication and just plain bad results.*



How to get more out of your employees when they're already working as hard as they can

Perhaps your company has already gone through downsizing, reengineering or any number of contemporary techniques for increasing performance. The marketplace doesn't stand still, and you need new ideas for reaching even higher.

Everyone shares the same goal, but the similarities end there. Each member of an organization brings to his or her job a different temperament—a different way of listening, of communicating, of working. These differences can get in the way of high-level performance.

What happens when Mr. Shoot-From-The-Hip has to work with Ms. Play-By-The-Rules. When people of different temperaments work together without understanding their differences, the inevitable result is misunderstanding, miscommunication and just plain bad results.

The solution is staring you in the face every time you look in the mirror. The answer to getting more out of yourself and others in your organization is getting to know yourselves better. If knowledge is power, it is this kind of self-knowledge that is perhaps the most powerful of all.

Understanding yourself and others has an immediate effect on performance. When you know a team member's strengths, you can assign tasks where her aptitude will have the greatest effect. Her weaknesses can be offset by another person's strengths. Communication will be facilitated and enhanced when different styles are understood and taken into account.

Getting to know someone you've been working with for years. You are unlikely to really understand your co-worker's unique temperament if you don't take the time to actually analyze it. Analysis of something as complex as human personality requires a sensitive but powerful tool. That tool is the Personal DISCernment® Inventory, or PDI®.

An instrument that's sensitive— but sturdy enough to last decades

The PDI builds on the DISC theory pioneered in the 1920s and 30s by Dr. William Marston, a Columbia University psychologist. Marston conducted extensive research on personality types, eventually identifying four elements of behavior that are present to some degree in all people's basic temperaments. Dr. Marston's insights have endured for over 70 years, proving their effectiveness again and again in real-world trials.

A test so easy everyone gets all the answers right. Determining strengths and weaknesses is as effortless as completing a short diagnostic. Decades of refinement have made the test this easy—yet the insights it provides are extraordinarily deep.

Four basic elements blend together to create a variety of personality types. When you learn which one or two of the four elements predominates in your personality, and how all four blend together, you acquire a useful, specific picture of what makes you unique.

We took an idea that works and made it work even harder. We recognized the power of the DISC system—but we also thought that we could make it even more valuable. Our Personal DISCernment® Inventory builds on Dr. Marston's ideas by adding new insights, increasing the level of detail, and most of all, by providing clear implementation methods that lead to practical business results.

How we improved something that was looking pretty good when we found it



Here's what makes the PDI the unique and powerful tool that it is:

- The PDI profiles the greatest variety of personality types. While most DISC instruments delineate somewhere between 12 and 15 basic personality types, the PDI describes 21. This makes it much more likely that respondents will find a pattern that matches their personality; in fact, 95% of all people will find a match, and the rest can use our convenient formula to determine their own unique results.
- It addresses both strengths and weaknesses in a positive, straightforward fashion. We believe that frank assessment of personal weaknesses makes developmental progress quicker and more effective. Our instrument is as direct in its estimation of shortcomings as it is in praise of strengths.
- The PDI is totally self-contained. While we recommend using the PDI with a trained facilitator, everything you need to take the instrument, score it, and apply your findings is part of the total package.
- The PDI application reports put your new insights to work. This emphasis on business results is perhaps the PDI's most distinguishing feature.
- The PDI instrument is available completely translated into Spanish. The word sets are available in seven languages: English, French, German, Spanish, Portuguese, Japanese, and Mandarin (in progress).
- The PDI is available online for your convenience. It's fast, interactive, and fully automated; the diagnostic can be completed in ten minutes, and you will instantly receive your results in a fully personalized report.

It's quite simple. The more you know about yourself and others, the more effective you'll be at accomplishing what you set out to do.

How to unleash the power of the PDI in your organization. We have constructed the Personal DISCernment® Inventory to be powerful but easy to understand. You may use the instrument on your own, or your organization can experience the PDI in a group setting with a trained facilitator.

We can teach it or we can teach you how to teach it. Our consultants have guided hundreds of organizations through the PDI, and know how to ensure that it is more than a short-lived exercise. Their knowledge, however, can be passed along to others. Our certification course provides teaching notes, a PowerPoint® presentation, materials, and information on how to enliven the training with games and exercises.



For your convenience...we offer both online and paper versions of the PDI

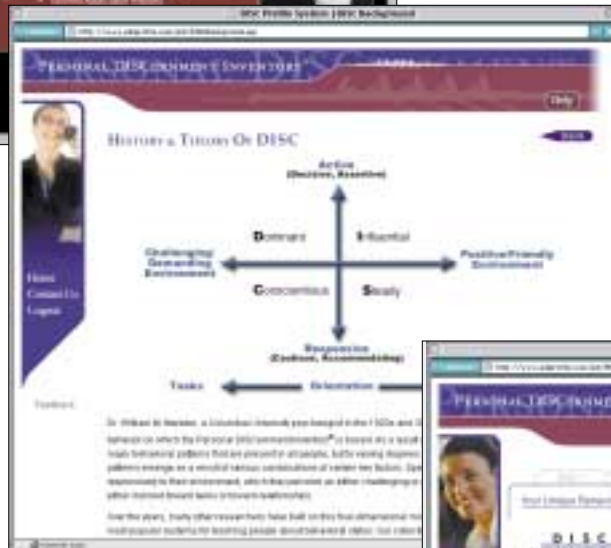
The online option guides you through the PDI in a customized, interactive experience. After completing the diagnostic you can explore the history and theory of DISC as well as your unique behavioral style and the styles of others, or you may go directly to your personalized report. This report is automatically generated based on your unique responses and can be printed and saved for future access. Tailored application reports are also available to help you apply your results to specific situations. Visit the online PDI at www.pdiprofile.com!

The paper version is an excellent option for those who prefer a more traditional format. Taking the diagnostic is as simple as using a coin to scratch responses on a special answer sheet.

Whichever version you choose, we feel confident that you will recognize the power of the Personal DISCernment® Inventory. After all, it is an expanded version of the number one personality test on the market, due to its ease of administration and instant applicability.



The online PDI is a customized, interactive experience



Explore the history and theory of DISC



Learn specifics about your unique behavioral style



5 ways to turn principle into practice



5 ways to transform your workplace

You don't really learn something until you put it to use. The PDI's five application workbooks empower you to turn your new knowledge into active energy that can transform your workplace. Each workbook serves as a guide to implementing your new insights in a particular area.

- **Teamwork with Style** Taking a team into high-performance mode is much easier when each member understands the temperament and behavioral style of the others. This workbook enables participants to identify, explore, and discuss the unique strengths and weaknesses of everyone on the team.
- **Time Management with Style** Your behavioral style greatly affects how you view time, your attitude towards deadlines, and even how much energy you have to get things done. Walking through this workbook will provide insight into how your personality affects your use of time, and furnish a plan for how to manage it more effectively.
- **Selling with Style** The personal temperament of both seller and buyer can have a huge impact on success. This module provides insight into the specific effects of behavioral style on the sales transaction, as well as revealing how to persuade and communicate with buyers of each style.
- **Communicating with Style** We each have a personal style of communicating that can either enhance or hinder the message we are trying to get across. In this workbook you will learn to recognize your own and others' styles, and to adapt your style to your audience's needs.
- **Leading with Style** Our behavioral traits are not only a major influence on our leadership style, but also provide the template through which we view the leadership of others. When we are led by those with different behavioral styles than our own, we have a tendency to feel either overled or underled. Understanding these differences will not only help you to better serve those you lead, but also help you to better respond to the leadership of others.

See for yourself how insight can enhance performance in your organization.

Call us today and ask one of our consultants to show you easy it is to
access the power of the *Personal DISCernment® Inventory*.



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*Team Resources assists clients in attaining
the joint goals of effective cooperation
and individual initiative needed to achieve
excellence within the team and the
organization. Team Resources provides
an array of consulting services, training materials,
and workshops designed specifically to help
you continue to grow in team effectiveness.*