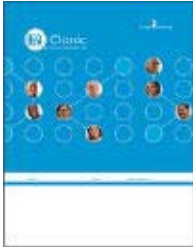


## Student Development



DiSC®\_Classic  
Profile

### The Client:

Human Resources Management class at a community college

### The Business Need:

The students, most of who were preparing to enter workforce, had no clear understanding of their work roles and styles.

### The Solution:

The instructor thought that increased awareness of personal work needs and behaviors was essential to the students' development and career preparation.

### Delivery Method:

During class, each student took the DiSC personal profile, followed by an explanation of the four key assessment areas (dominance, influence, steadiness, and conscientiousness). We discussed the ramifications of how these characteristics would affect a person's behavior and expectations in their environment.

### Results:

The students were eager and appreciative of the chance to learn more about these little-explored dimensions of their personality. "That's really me," said one student, looking at her results. "I sensed I was this way, but I've never been able to express it in these terms." Others mentioned how this enhanced self-knowledge would improve their ability to work with others different from themselves. In terms of personal preparation for the workplace, the teacher said the DiSC personal profile gave his Human Resource Management class the best personal educational experience they ever had. Self-esteem, confidence and peer pressure are constant challenges for youth today, the DiSC experience has helped many young people accept themselves and discover their talents and potential.

