



Self Discovery Newsletter

Increase your self awareness with psychometric testing
September 2008

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Hi Karen

I am pleased to welcome you to the September edition of the Self Discovery newsletter. Over the last few months, there have been many things happening in my business and I would like to share this with you.



As well as working with people to help them to make changes to their lives and careers, I also work [with teams](#) to help them to work together more effectively. I use a psychometric tool called DISC personal profiling to help people to understand their behaviour and personal style.

So in this month's newsletter I would like to share my knowledge of psychometric testing to help you to gain greater awareness of yourself. To complete your own profile and receive one-to-one feedback from me, go to www.selfdiscoverycoaching.co.uk/disc_personal_profile today.

I would also like to remind you that I will be at The All Woman Show at Winchester Guildhall on Sunday, 28 September. In my last newsletter, I offered two free tickets and I would like to announce that the winner is Sharon Hagger from Gosport. Congratulations Sharon and I hope to see many of you there.

Have a great month.

Best wishes
Karen Williams
Personal Development Coach

What are DISC personal profiles?

DISC personal profiles are a form of psychometric testing. A psychometric test measures two things - your ability and aptitude or your behaviour and personal style.

The DISC personal profile that I use measures the latter and is often used as part of the recruitment process, appraisal, career development or to develop teams.

Once you complete a short questionnaire, you will receive a report which will help you to understand:

- Your strengths and limitations
- How you like to communicate with others
- How you cope with stress
- How you manage situations that may cause conflict
- How you make decisions
- How you are motivated and what may cause you fear
- How you like to manage others.

The full report will also show you how you may modify your behaviour at work and how you cope under pressure, which will help you to understand yourself better.

What does DISC mean?

DISC is an acronym and stands for:

D = Dominance

I = Influence

S = Steadiness

C = Compliance



What style do you think you are?

Everyone is a combination of one or more styles as a working strength. Let me tell you about the different styles you may recognise in yourself or in other people.

If you are a **dominant** person, you will come across as direct, assertive and forceful. You will be a self starter, be competitive, and drive to get results. People who are high D's are motivated by power, and manage people by telling people what to do.

If you are an **influencer**, you will be a people-person. You will be positive, persuasive and friendly towards people. Motivated by recognition, you will be very communicative and will manage people by selling your ideas to them to get them on board to your ideas.

If you are a **steady** person, you will crave pace and security. You will come across as kind, patient and amiable, and will be a great listener. A persistent person, you will manage by organising and will communicate by listening to others.

If you are **compliant**, you will be motivated by rules and procedures. You will come across as careful, systematic, logical and precise and may be seen as a perfectionist. Your preferred communication style will be by writing and you will manage through applying rules and regulations.

Why don't you find out more about yourself and take a profile today?

Do you recognise your preferred style? A personal profile will help you to find out more about yourself, increase your self awareness and improve your personal and career development.

The knowledge of yourself will help you to:

- Make the right career choices by understanding your key skills and how you can use them more effectively
- Identify what you might find difficult and how you can deal with this
- Understand how you relate to others and improve your relationships in different situations.

To take a profile, [email me](#) or go to [my website](#) for more information.

How to complete a psychometric test

There are many types of psychometric test. So when you complete a test, it is important to read the instructions, understand what you are required to do, and take note of the time limit (if any).

With a personality or behaviour based test, there are no right or wrong answers. These tests aim to be objective, so be honest in your responses and use your gut feeling when answering the questions or statements. Also be aware that many tests have inbuilt checks, which will notice if you don't answer truthfully.



When you take the test, ensure that you allow enough time in a quiet space where you will not be interrupted to give you space to complete it.

Finally if you complete a test as part of the recruitment process, ask for feedback. This will give you a chance to validate the results and help you to improve your own personal and career development.

Thought of the month

"Raising awareness is the key and getting people to ask the right questions - only they can decide what they do from there" - James Gibbs

Forward this newsletter to your friends

Did you enjoy this newsletter? Do you know anyone who would be interested in becoming more self aware? Why don't you share it with three of your friends today.

You can click on the box below to pass on the information, then it is up to them whether they wish to subscribe.

Quick links and useful articles

** [My new Career Health Check blog](#) ** - focus on what you can do differently to live life on your terms and work the way you want to work.
[Self Discovery Coaching](#)
[August 2008 newsletter - skills and competencies](#)
[How to future-proof your career](#)
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