Course Overview:

In the traditional DISC Assessment industry, after receiving and reading an assessment, participants generally arrive at the same question, “Now What?”

**DISCflex™** answers the “Now What?” question. By providing participants access to targeted eLearning materials in the **DISCflex™** course, with an emphasis on behavioral flexibility, a participant will learn the critical skill set to become ‘a chameleon on a rainbow’ no matter what situation they face.

**DISCflex™** participants learn how to enhance their productivity and communication flexibility. **DISCflex™** provides a total comprehensive solution.

Imagine your employees having the confidence to enter any meeting or business setting fully equipped with the vital communication skills needed to achieve your firm’s overall objectives.

**DISCflex™** offers participants the unique ability to invite their coworkers, family members, and friends to participate and provide their viewpoints on the participant’s Business Behaviors. This is invaluable feedback for the participant to adjust behaviors as needed or desired for self-improvement or self-awareness.

Features and Benefits:

Achieve More in your Organization

- **DISCflex™** participants learn how to positively interact and improve relationships with other colleagues in team settings through the **DISCflex™** training modules.

- Learn how to interact with different types of bosses/managers or employees and how to adapt to the boss/manager’s structure or employees’ preferences by incorporating the learning modules from the **DISCflex™** Program.

- Earn more loyalty from your employees because of the lengths your organization will go to prepare your employees for future success.
• Continue to foster a strong professional environment as increased awareness of the DISCflex™ Factors and DISC Sub-factors™ leads to more tolerance and a better team atmosphere when properly used with Noble Intent.

• If you elect to private label, you can increase your prestige in the community through the third party perception. This will help with advertising and expanding your brand.

• The DISCflex™ Program teaches your employees how to flex their behaviors to achieve their goals. They can use the goal setting techniques provided to:
  o Become more efficient at tasks
  o Create a better work structure for themselves
  o Excel in team settings
  o Achieve their professional goals in the long-term

Become More Skilled and Diverse in the Professional World

• After learning their DISCflex™ pattern, each employee receives fifteen personalized eLearning sessions to help strengthen his/her Communication and Professional skills.

• DISCflex™ helps participants uncover their professional persona, the behavioral preferences and tendencies they display when entering a professional setting.

• DISCflex™ provides participants with the ability to obtain feedback from their coworkers, family members, and friends about their professional persona to teach users how to enhance or develop it.
  o Feedback has proven to provide valuable information to the participant by allowing them to realize how others perceive their behavior
  o The participant may not be aware they act differently around different sets of people
  o Put your employees on the path to avoid common obstacles that put a “glass ceiling” above their heads. This will help develop superior prospects for hiring internally.

• DISCflex™ participants will learn how to adapt behavior and responses, which will help them during client interactions.

Fulfill Professional Goals and Organizational Values

• DISCflex™ participants will learn how to use each of their behavioral skills to live by their values and passions and how to abide by your organization’s policies and procedures.
  o Behaviors are the tools you need to master to arrive at goal fulfillment

• The DISCflex™ Program allows participants to learn the eLearning information:
  o In their preferred learning style (video, audio, or whitepaper)
  o Through 24/7 access to the stunning encyclopedia of concepts and practical applications of the materials
  o By referencing relevant modules when it matters most
DISCflex™ participants will learn about the importance of dressing for success in all settings of their life, especially professionally.

DISCflex™ participants will become more familiar with the most common DISCflex™ patterns. This will enable the students to:
- Understand how to interact with diverse sets of coworkers and customers
- Have a much greater chance of success to achieve your organization's goals
- Recognize other people’s behaviors through awareness of the DISCflex™ Factors and DISC Sub-factors™
- Build better trust and rapport with coworkers and customers

DISCflex™ Course:

Part 1 “Getting Acquainted With DISC”
- Session 1 “DISCflex™ Introduction”
- Session 2 “DISCflex™ Introduction to Sub-factors”
- Session 3 “DISCflex™ Behavioral Shifts Introduction”
- Session 4 “DISCflex™ Changing your Behavior Introduction”

Part 2 “The Four Primary Factors”
- Session 1 “DISCflex™: Dominance- How to Dial Up”
- Session 2 “DISCflex™: Dominance- How to Dial Down”
- Session 3 “DISCflex™: Influence- How to Dial Up”
- Session 4 “DISCflex™: Influence- How to Dial Down”
- Session 5 “DISCflex™: Steadiness- How to Dial Up”
- Session 6 “DISCflex™: Steadiness- How to Dial Down”
- Session 7 “DISCflex™: Compliance- How to Dial Up”
- Session 8 “DISCflex™: Compliance- How to Dial Down”

Part 3, “Dominance Sub-factors”
- Session 1 “DISCflex™: Efficiency (D>i)- Generic Profile”
- Session 2 “DISCflex™: Efficiency (D>i)- How to Dial Up”
- Session 3 “DISCflex™: Efficiency (D>i)- How to Dial Down”
- Session 4 “DISCflex™: Self-motivation (D>s)- Generic Profile”
- Session 5 “DISCflex™: Self-motivation (D>s)- How to Dial Up”
- Session 6 “DISCflex™: Self-motivation (D>s)- How to Dial Down”
- Session 7 “DISCflex™: Independence (D>c)- Generic Profile”
- Session 8 “DISCflex™: Independence (D>c)- How to Dial Up”
- Session 9 “DISCflex™: Independence (D>c)- How to Dial Down”

Part 4 “Influence Sub-factors”
- Session 1 “DISCflex™: Friendliness (I>d)- Generic Profile”
- Session 2 “DISCflex™: Friendliness (I>d)- How to Dial Up”
- Session 3 “DISCflex™: Friendliness (I>d)- How to Dial Down”
- Session 4 “DISCflex™: Enthusiasm (I>s)- Generic Profile”
- Session 5 “DISCflex™: Enthusiasm (I>s)- How to Dial Up”
- Session 6 “DISCflex™: Enthusiasm (I>s)- How to Dial Down”
- Session 7 “DISCflex™: Self-confidence (I>c)- Generic Profile”
Session 8 “DISCflex™: Self-confidence (I>c) - How to Dial Up”
Session 9 “DISCflex™: Self-confidence (I>c) - How to Dial Down”

Part 5 “Steadiness Sub-Factors”
Session 1 “DISCflex™: Patience (S>d) - Generic Profile”
Session 2 “DISCflex™: Patience (S>d) - How to Dial Up”
Session 3 “DISCflex™: Patience (S>d) - How to Dial Down”
Session 4 “DISCflex™: Thoughtfulness (S>i) - Generic Profile”
Session 5 “DISCflex™: Thoughtfulness (S>i) - How to Dial Up”
Session 6 “DISCflex™: Thoughtfulness (S>i) - How to Dial Down”
Session 7 “DISCflex™: Persistence (S>c) - Generic Profile”
Session 8 “DISCflex™: Persistence (S>c) - How to Dial Up”
Session 9 “DISCflex™: Persistence (S>c) - How to Dial down”

Part 6 “Compliance Sub-Factors”
Session 1 “DISCflex™: Cooperativeness (C>d) - Generic Profile”
Session 2 “DISCflex™: Cooperativeness (C>d) - How to Dial Up”
Session 3 “DISCflex™: Cooperativeness (C>d) - How to Dial Down”
Session 4 “DISCflex™: Accuracy (C>i) - Generic Profile”
Session 5 “DISCflex™: Accuracy (C>i) - How to Dial Up”
Session 6 “DISCflex™: Accuracy (C>i) - How to Dial Down”
Session 7 “DISCflex™: Sensitivity (C>s) - Generic Profile”
Session 8 “DISCflex™: Sensitivity (C>s) - How to Dial Up”
Session 9 “DISCflex™: Sensitivity (C>s) - How to Dial down”

Part 7 “General DISC Profiles”
Session 1 “DISCflex™: Elevated D”
Session 2 “DISCflex™: Elevated I”
Session 3 “DISCflex™: Elevated S”
Session 4 “DISCflex™: Elevated C”
Session 5 “DISCflex™: Elevated DI”
Session 6 “DISCflex™: Elevated DS”
Session 7 “DISCflex™: Elevated DC”
Session 8 “DISCflex™: Elevated IS”
Session 9 “DISCflex™: Elevated IC”
Session 10 “DISCflex™: Elevated SC”
Session 11 “DISCflex™: Elevated DIS”
Session 12 “DISCflex™: Elevated DIC”
Session 13 “DISCflex™: Elevated DSC”
Session 14 “DISCflex™: Elevated ISC”
Session 15 “DISCflex™: Compressed Profile”

Part 8 “Recommended Sessions”
15 specific, targeted recommended sessions