Extended DISC® Job Analysis

Extended DISC® Job Analysis answers a very difficult question that most organizations struggle with: "What are the specific behavioral requirements for this job that will produce the desired results?"

Typically our clients know what skills and competencies are needed from employees to achieve success. However, when it comes to the behaviors, the issues become unclear and challenging.

Extended DISC® Job Analysis is designed to provide information that makes an impact, is actionable and, most importantly, improves the performance of an organization.

What is Extended DISC Job Analysis?

Job Analysis allows the users to identify and to prioritize the behaviors for specific jobs that will produce the best results. The results are specific to their organization. *Job Analysis* is designed to ensure that reasonable and realistic expectations are created, and that the different viewpoints of the assessors are clearly defined.

Finally, and what many of clients think is the most valuable aspect of *Job Analysis*, once the job requirements are shaped, the results of individuals' *Extended DISC® Personal Analysis* can be compared to the *Job Analysis* results to identify development needs and a behavioral job fit.
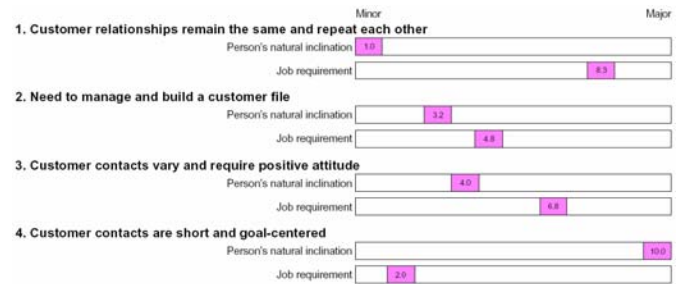
How does the process work?

Extended DISC® Job Analysis is easy to use. The assessors only have to answer a *Job Analysis* questionnaire. Typically, it takes only about 30 minutes to complete. The questionnaires are available for the following job categories:

- **Leadership**
- **Sales Style**
- **Customer Service**
- **Management**
- **Information Technology**
- **Project**
- **Administrative**
- **Training**
- **Team**
- **Entrepreneurial**

Once the questionnaires are completed, *Job Analysis* will take care of the rest. It scores the report immediately. The behavioral requirements are stored in the system's database to allow for an unlimited number of job requirements comparisons to individuals' results.

What are some of the applications?

Some of the applications for *Job Analysis* in organizations around the world are:

- Creating job descriptions
- Leadership development
- Recruiting
- Management development
- Organization development
- Conflict resolution
- Coaching
- Restructuring job contents

One System – Multiple Solutions:

One of the unquestionable strengths of *Job Analysis* is that it integrates with other *Extended DISC®* tools. The results integrate with:

- Personal Analysis
- Work Pair Analysis
- Team Analysis
- 360˚ Feedback

As a result, 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 provide you with a full sample report. We are confident that you will like what you see.

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