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Working together to point you in the right direction

DISC Behavioural, Attitudinal and Motivational Profiles

CMF Coaching Programmes use **DISC Behavioural, Attitudinal and Motivational Profile Reports** to carry out an in depth analysis of an individual or a team, and use these reports as the key anchor point in the programme.

The reports used are produced using a powerful software package developed by TTI (Ltd), a world leader in computerised behavioural and attitudinal analysis reports. TTI MINDSCREEN distributes these products in the UK with whom CMF are a Strategic Partner.

TTI (Ltd) was founded in 1984 by Bill Bonnstetter, a pioneer in the field of computerised behavioural and attitudinal assessment systems. Since early 1996 the TTI suite of tools have been continuously developed for the UK marketplace by TTI MINDSCREEN and have been used by many leading companies.

The TTI system provides the tools that allow you to understand the **Behavioural Styles, Attitudes** and **Personal Motivators** of your staff. This knowledge will allow you to develop and motivate your people to perform at a higher level.

The bespoke **Feedback and Assessment** tools will help you identify areas requiring further development and training. These tools allow you to measure and monitor progress on an ongoing basis and allow you to evaluate the effectiveness and value of programmes and training that your staff have received.

Research and Validity is the very heart or essence of any instrument /questionnaire and all Target Training International instruments/questionnaires have met the highest standards in the industry.

The Behavioural Profilers can help your people to understand their behavioural style. This understanding will allow them to be able to modify and adapt their behaviour when necessary to improve interpersonal relationships and effectiveness with colleagues and customers. This will lead to a better work environment improved customer service and increased sales.

The Attitude Profilers can help you to understand what motivates and drives your staff. What makes them tick? Is it money, recognition, security, the need to help others etc? This can help you as an employer to effectively motivate and encourage your staff to produce more.

The Feedback Tools can help your managers evaluate the effectiveness of their management. Is their style effective? Is there a difference between a manager's perception of his/her management and how their staff see their style and methods. Is

there a need for change and/or improvement? This is a particularly valuable tool for young relatively inexperienced managers.

The Sales Performance Indicators will evaluate the understanding your sales people have of the sales process within your industry. This is a particularly valuable tool for identifying areas for further development and is appropriate for all experience levels.

The Recruitment Tools can help you to ascertain if you are recruiting the right people and if you are recruiting the best people.

It will be obvious from the information shown that there are a number of different reports that are produced to cover the specific requirements of the company and the individual, and guidance will be given by CMF as to the most appropriate reports for you and your staff. The reports produced include the following:

Managing for Success™ (Employee-Manager)

This report is primarily based on the DISC behavioural model developed from the work of Dr William Moulton Marston. It measures 4 core factors of an individual's behaviour:

- D**ominance - How they handle problems and challenges
- I**nfluence - How they handle people and influence others
- S**teadiness - How they handle change and pace themselves
- C**ompliance - How they handle rules and procedures

The personalised report provides details on the following areas:

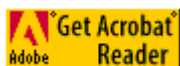
- The General Characteristics of the individual
- The Value the individual adds to the organisation
- A Check List for good communication
- How to avoid poor communication
- The Ideal environment for the individual to work in
- The Perceptions of the individual and of others
- Keys to motivating the individual
- Keys to managing the individual
- Analysis of the individuals behavioural skills in 12 Key Management Areas
- Areas for Development and an appropriate Action Plan

The report gives valuable information to the employee and the manager by clarifying individual work styles, how styles affect job performance and how the employee-manager relationship affects productivity and goal achievement.

The report enables employees and managers to learn more about each other in 15 minutes than they could working together for a whole year. It is often used successfully to get new employees off to a quick start, re-vitalise existing staff members, improve team communications and morale, and build sound employee-manager relationships.

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Managing For Success™ Executive

The job of being an executive is different from other jobs because of the many hats that most executives have to wear. 'Executive' has been designed for CEOs, SENIOR MANAGERS, and DECISION MAKERS, and it provides an accurate analysis of their strengths and their value to the organisation.

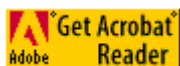
The report provides the appropriate information for any executive to identify his or her management style, and so assists them to understand the impact they have on others, and helps them adapt to succeed in any situation.

The personalised report provides details on the following areas:

- The General Characteristics of the individual
- The Value the individual adds to the organisation
- A Check List for good communication
- How to avoid poor communication
- The Ideal environment for the individual to work in
- The Perceptions of the individual and of others
- Analysis of the individuals behavioural skills in 12 Key Management Areas
- Areas for Development and an appropriate Action Plan

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Other reports are available for the specific requirements listed below:

Effective Communication
Effective Teams
Time Management
Career Management

Effective Interviewing
Customer Care
Sales
Work Environment

Personal Interests, Attitudes and Values (PIAV)

In 1928 Eduard Spranger wrote a book entitled "Types of Men." He identified six attitudes or world-views.

These attitudes are a type of window through which we view the world and seek fulfilment in our lives. If we are participating in a discussion, activity, or career that is in line with our attitudes, we will value the experience.

Conversely, if we are in a conversation, activity or career that is against our dominant attitudes, we will be indifferent or even negative toward the experience, possibly causing stress.

The Personal Interests, Attitudes and Values Assessment measures your responses in each of the six attitudes:

1. **Theoretical:** A passion to discover, systematise and analyse; a search for knowledge.
2. **Utilitarian:** A passion to gain return on investment of time, resources and money.
3. **Aesthetic:** A passion to experience the impressions of the world and achieve form and harmony in life; self-actualisation.
4. **Social:** A passion to eliminate hate and conflict in the world and to assist others in becoming all they can be.
5. **Individualistic:** A passion to achieve position and to use that position to affect and influence others.
6. **Traditional:** A passion to seek out and pursue the higher meaning in life and achieve a system for living.

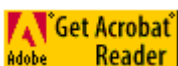
The computerised report shows each of the six attitudes compared to a National Average. You are provided with information on the **WHY** of your actions which, with application, can tremendously impact your valuing of life.

Results/Benefits

- *Know the **WHY** of your actions. Make career choices that will increase your job.*
- *Understand the causes of conflict.*
- *Develop an increased appreciation for the uniqueness of others.*
- *Appreciate the viewpoint of others who see life differently.*
- *Increase your "valuing" of life.*
- *Increase your satisfaction and fulfilment in life.*

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If you would like more details on how these workshops can benefit your company in a most cost effective manner, simply contact us by telephone, fax, or email and we will follow up your enquiry immediately.