



# DiSC Services



## Assessment-based team and leadership development

As a DiSC-certified consultancy, Montani guides individuals and clients through the DiSC assessment and teaches how to leverage their results to gain more self-awareness and awareness of employees, increasing the effectiveness of the team. This leading personality assessment offers a ton of amazing feedback – an overwhelming amount! We're here to sift through the charts and definitions to clearly explain the key takeaways that matter to you as a leader, an employee, or a job-seeker.

Through our DiSC services, Montani Consulting helps leaders:

- Quickly gauge the work style of new hires during the onboarding process
- Understand what motivates and demotivates team members
- Build more productive and healthy relationships between team members
- Strategically organize teams based on the collaboration potential of employees
- Make knowledge-based decisions on how to tackle “people issues”
- Understand which employees may seek out leadership opportunities
- Understand which employees may possess the personality traits to take on certain roles and responsibilities

**What is DiSC?** DiSC, an acronym for four main personality styles of dominance, influence, steadiness, and conscientiousness, is a powerful assessment that sheds light

on a person's work style, preferences, motivations, and strengths. Imagine how much better-equipped leaders would be knowing the key personality traits of their team members – and how their people would collaborate together most efficiently based on individual work styles. By learning about a person's DiSC results, leaders get a sense of what they value and fear, how they handle conflict, where they have opportunities for growth, and the ways in which they attempt to influence others.

How would a career search change if a job seeker actually understood what type of work environment they would excel in? It is possible to know... that's the power of DiSC.

Whether you wish to discover how your team can work better together or you're a professional seeking guidance on your personal work style, our DiSC-based program is a great solution. Contact Montani Consulting to hear about our DiSC workshops for teams or our individual DiSC assessment for job seekers as part of our Career Coaching program.



**SCHEDULE YOUR FREE 30-MINUTE STRATEGY SESSION TODAY.**

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