

Personality and Behavioural Assessment Tools

Are you starting out, looking for a change, or exploring other options? Understanding your personality type and behavioural styles will help you effectively manage your transitions, enrich your current career choice, and help you identify opportunities that will best suit your unique talents.

Myers Briggs Type Indicator® (MBTI®)

The Myers Briggs Type Indicator® (MBTI®) is based on a psychological theory developed by Carl G Jung (1875-1961). Jung studied people's behaviour for many years. He noticed that much human behaviour that appears random follows clear and predictable patterns related to a few basic personality differences.

The MBTI® is the world's most popular **Personality Profiling** tool, and has helped millions of individuals around the world to learn more about themselves, their unique gifts, communication preferences, strengths, and possible areas of development. The MBTI® identifies how you prefer to gain energy, gather information, make decisions, and live your life. These in turn affect how you communicate, make decisions, and manage change and conflict.

Understanding your MBTI® is self-affirming and enables you to make well informed decisions about your future.

Developed by Katharine Briggs and her daughter Isabel Myers, the MBTI® can help you to understand your personality preferences, enable you to gain an insight into the work environment that supports you to be who you are, the interactions you prefer, and the types of activities you find engaging. You can then evaluate your options in terms of what will work best for you.

The MBTI® questionnaire is designed to make Jung's theory of personality understandable and useful in everyday life. Taking the MBTI® not only gives you an in depth understanding of yourself, it will also help you appreciate people who differ from you. The MBTI® can help in areas such as:

Leadership and Coaching | Decision-making | Change Management | Stress Management
Team Development | Communication | Career and Personal Development

The Assessment takes approximately 30 minutes to complete online.

For individuals

The investment for completion of a profile and a one hour debrief with a qualified career specialist is \$300 (GST inclusive).

For organisations

Please get in touch to discuss workshop options tailored to your organisation's needs.

Get in touch today to discuss your needs and how the MBTI® can help in your career, team, leadership, and personal development.

connect@thecdc.nz | www.thecdc.nz | [linkedin.com/company/thecdc](https://www.linkedin.com/company/thecdc)

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The Extended DISC® System

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The Extended DISC® System is a **Behavioural Assessment** developed by Jukka Sappinen, an independent consultant working in the areas of recruitment and organisational development. It is a self-assessment tool that measures your behavioural style, creating a profile of your natural response to an external stimulus, and a profile of how you feel you need to adjust your behaviour to better cope with the requirements of the present environment. It is an easy-to-learn framework to help you to make the necessary adjustments at individual, team, and organisational levels to achieve your objectives.

Understanding a person's behavioural strengths helps build happy and committed team members.

It provides more than just a "snapshot" of your current behaviours. The Extended DISC® is used globally in management, sales, and leadership training. This behavioural assessment tool generates an understanding of people's strengths, development areas, natural behaviours, workstyle and communication preferences, along with a clear outline of likely motivators, demotivators, and team dynamics and interactions. Extended DISC® Assessments are designed to provide users with practical action plans to enhance individual, team, and organisational performance.

Extended DISC® theory does not classify people into good or bad, nor limit a person's opportunities to develop in any other direction or work environment. It describes the person's behavioural style in different situations, supporting the person to:

Understand their own and others' behaviour | Adjust their own behaviour to better suit the situation
Avoid unnecessary problems in communication | Provide direction for a more fulfilling work and life

The Assessment takes approximately 15 minutes to complete online.

For individuals

The investment for completion of a profile and a one hour debrief with a qualified career specialist is \$300 (GST inclusive).

For organisations

Please get in touch to discuss workshop options tailored to your organisation's needs.

Get in touch today to discuss your needs and how the Extended DISC® can help in your career, team, leadership, and personal development.