THE EXECUTIVE HUB

Powered by the Executive Hub

DISC TOOLKIT

Building Self Awareness, Better Communication & Leadership Capability

www.theexecutivehub.com.au

Why DISC?

DISC is a simple, practical framework that helps people understand how they behave, how others experience them, and how to adapt their approach to communicate more effectively. It focuses on observable behaviour rather than personality, making it highly relevant in leadership, sales, client engagement, and team environments.

At its core, DISC looks at four behavioural styles:

- Dominance (D) – how we respond to problems and challenges
- Influence (I) – how we interact with people and build relationships
- Steadiness (S) – how we respond to pace, consistency, and change
- Conscientiousness (C) – how we respond to structure, rules, and detail

There is no 'best' style. We are all a blend of these four, and the real value of DISC lies in building awareness and adaptability.

What DISC Helps With

DISC helps individuals and teams to:

- Communicate more clearly and reduce misunderstandings
- Build trust and rapport more quickly
- Strengthen leadership presence and impact
- Improve client and stakeholder conversations
- Reduce friction and conflict within teams

In fast-paced environments or any business that deals with or employs people, DISC provides a shared language for understanding behaviour and working preferences

How it Can be Used

DISC can be used flexibly depending on individual, team, or organisational needs.

Individual Leaders & Founders

- DISC assessments with 1:1 debriefs
- Exploring leadership impact, decision-making, and communication preferences

Leadership & Management Teams

- Team profiles and facilitated workshops
- Improving trust, collaboration, and accountability

Sales & Client-Facing Teams

- Adapting communication styles to different clients
- Building rapport and confidence in conversations

Change & Growth

- Understanding behavioural responses to change
- Supporting leaders to improve buy-in and engagement

DISC works well in executive and professional communities

DISC offers a shared language across professions, practical tools leaders can apply immediately, and a strong foundation for collaboration, leadership, and advisory work.

DISC works particularly well in executive, advisory and professional environments because it is:

- Practical – easily applied in real conversations and decisions
- Non-judgemental – no right or wrong styles
- Accessible – simple language that cuts across roles and industries
- Action-oriented – focused on behaviour, not theory

It supports better conversations between:

- Leaders and boards
- Advisors and clients
- Teams under pressure
- Stakeholders with differing priorities

DISC also provides a strong foundation for deeper leadership, team and advisory work by creating awareness first, before moving into strategy, performance or accountability.

The real power of DISC lies in recognising:

- Your own natural tendencies
- The preferences of others
- When to adapt your approach for greater impact

Leaders who understand behavioural differences communicate more effectively, reduce friction, and build stronger relationships across teams, clients and stakeholders.

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If you are curious about your own DISC style, want to explore how it applies to your leadership or business, or see how DISC could support your team or clients.

Contact:

David Watts
Director – Two Steps Forward Consulting
0408 806 214
david@tsfconsulting.com.au
www.tsfconsulting.com.au

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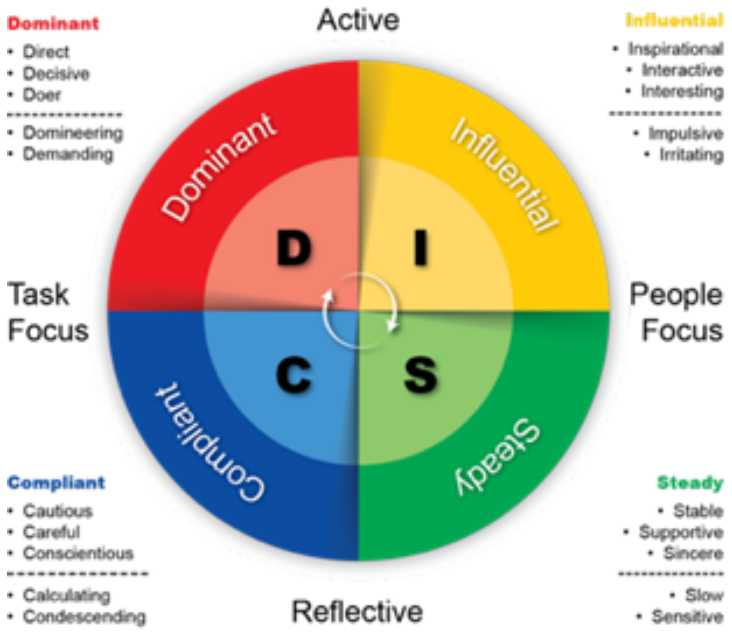

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GET IN TOUCH

We hope you found this toolkit useful. If you'd like to learn more about The Executive Hub community or to speak to one of our experienced advisors please contact us for a confidential discussion.

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