

Introducing Extended DISC® Version 4.0

Extended DISC® Version 4.0 is now available! This is a major upgrade to the Extended DISC System. The Version 4.0 includes not only significant enhancements to the existing products, but several new products as well.

There are simply too many features to list at one time – it would be overwhelming. The purpose of this first communication is to only outline the most important changes to the *Extended DISC*® Personal Analysis report. More information on the other enhancements and the new products will follow.

Improvements to the *Extended DISC*® Personal Analysis (please see the attached sample report):

1. **The Graphical Page and all of the ten additional assessments now include a text page!** The information provided is concise, specific, and very clearly presented.

Extended DISC Personal Analysis Text part	Sample, Sam ABC Co. Inc	10/6/2003
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Items that require a little energy

The instructions below are for situations where you have to leave your comfort area and adjust your style.

Job environment - Tough competition

- Practice giving priority to other people's wishes
- Learn to take things easy

Decision-making - Continuous search for change

- Before you think of something new, make sure previous issues have been taken care of
- Learn to stay still

2. You have the ability to control how the above information is presented. You may keep the report in the existing format, provide the text page only, or both.

Other settings

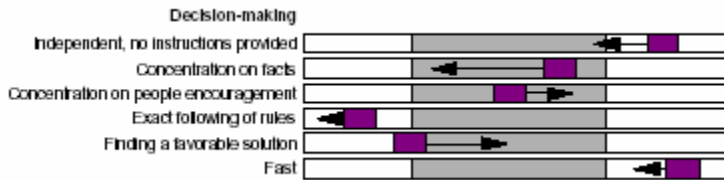
Full cover page titles

Show Profile I on graphs

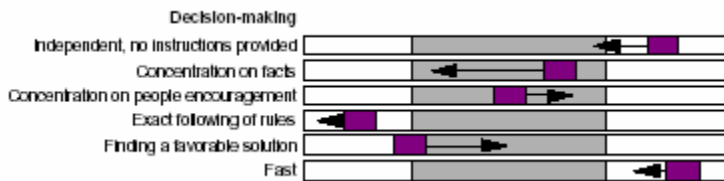
Page numbers

Graphical pages: Graphics Text Both

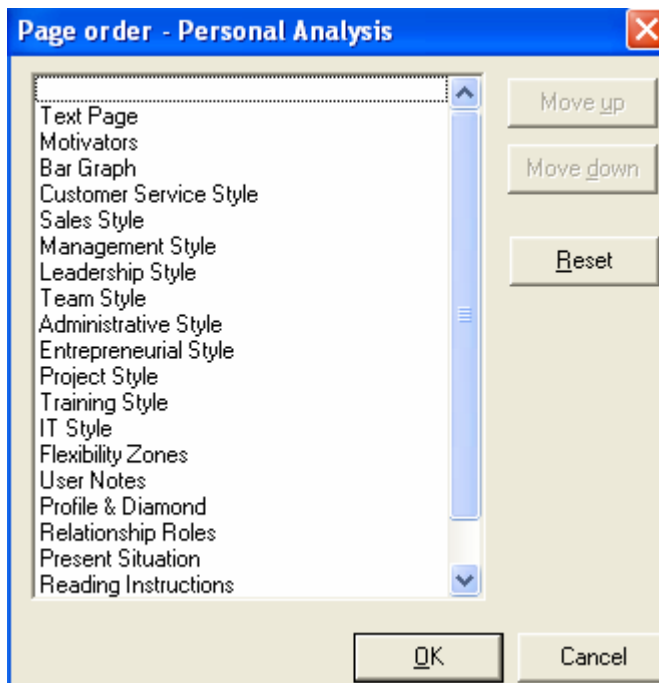
- The Graphical Page and all of the ten additional assessments now also include the Profile I information to show how a person perceives he/she needs to adjust his/her behavior. The starting point of the arrow (the box) is the Profile II; the tip of the arrow is Profile I.



- The Graphical Page and all of the ten additional assessments have a shaded middle zone to clearly identify and to prioritize the strengths and development areas (please see above).



- The system allows you to define the page order so you may print the reports how you like them.



6. The Motivators Page is now presented in a two-page format to improve its clarity and look.

Extended DISC Personal Analysis Motivators	Sample, Sam ABC Co. Inc 10/6/2003
Strengths	
<p>The behavioral skills listed in this section are this person's clear natural strengths. It is possible that they are not exceptional skills, but are very natural for him/her. Increasing these items in the present work environment is recommended.</p> <ul style="list-style-type: none"> • Is not afraid of doing anything • Can take risks • Makes the difficult decisions • Is ready to take responsibility • Can get people involved if necessary • Wants to be the market leader • Looks for and invents new ideas alone • Doesn't wind up in small circles • Gets people to understand the "hard" values • Gets along in insecure situations • Dares to decide • Gives an energetic picture 	
Reactions to pressure situations	
<p>These are not a description of this person's weaknesses or present behavior. They are items that the person should be cautious about since if he/she gets overly enthusiastic or stressed these weaknesses may become active.</p> <ul style="list-style-type: none"> • Acts too fast and spontaneously • Doesn't consider people's feelings • Doesn't ask for advice • Doesn't inform about changes • Makes changes that are too big • Doesn't consider details as important • Forgets to double-check • Destroys anyone who he considers a threat • Only interested in "important" policy questions • Is too fast for others • Can't stand slower paced people • Doesn't listen 	
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Extended DISC Personal Analysis Motivators	Sample, Sam ABC Co. Inc 10/6/2003
Motivators - Comfort Areas	
<p>These items usually motivate this style of person. The individual is likely to respond positively if the level of these items is increased in his/her work environment.</p> <ul style="list-style-type: none"> • Renewal and generating ideas • Possibility to win and to achieve • Freedom from restrictions and chains • Opportunity to control and lead • Achieving results through people • Varying and multifaceted situations • Independence • Trying new possibilities • Doing the impossible • Possibility to be in control • Venturing into the unknown • Deciding by himself 	
Situations that reduce motivation	
<p>These are items that this style of person typically doesn't like very much. Their effect on the individual's motivation will be negative if the level of these items is increased in the work environment.</p> <ul style="list-style-type: none"> • Being a bystander • Detailed instructions • Public failure • Showing weakness • Losing position • Dull and boring people • Hesitating people • Routine tasks • Waiting, standing in line • Bonds and restrictions • Being at the end of the line • Slower paced people 	
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A few FAQs:

When will I receive the new software?

We will begin shipping out the software on July 5th.

What about the Online PDF accounts?

The PDF accounts will include the text pages for the Graphical Page and all of the ten additional assessments starting July 12th.

How do I learn about the new products and other enhancements?

You will receive additional information from us during July and August.

Additional questions:

Please call us at 1-877-347-2665 or email us at info@onlinediscprofiles.com.

