



Global DISC™ for GrowthSpace

Find out why and how Global DISC can deliver at least *3 X more value* to *you* and *your clients* than standard DISC and intercultural solutions

People are the greatest asset or liability depending on how much they understand themselves and others

Companies spend a fortune on recruitment and employee engagement program, yet they are struggling to attract new talent and keep their best people.

60-80% of all problems in a company are due to *clash of values, personalities and leadership challenges*.

They stem from the same source, **the lack of understanding of why people think and behave differently** and how to turn those differences into synergy instead of painful liability. 8 out of the 9 most critical skills and mindsets are directly linked to cultural intelligence (ICQ).



95% of companies use solutions based on the challenges of people who grew up and worked without internet and EU. These are the results they deliver:

- 89% of hiring failures within the first 18 months are due to a poor cultural fit.

(LeadershipIQ, 2016)

- 75% of employees leave managers, not companies (Gallup, 2016)

- 79% of potential in a team is lost due to interaction gap (3circlepartners, 2016)

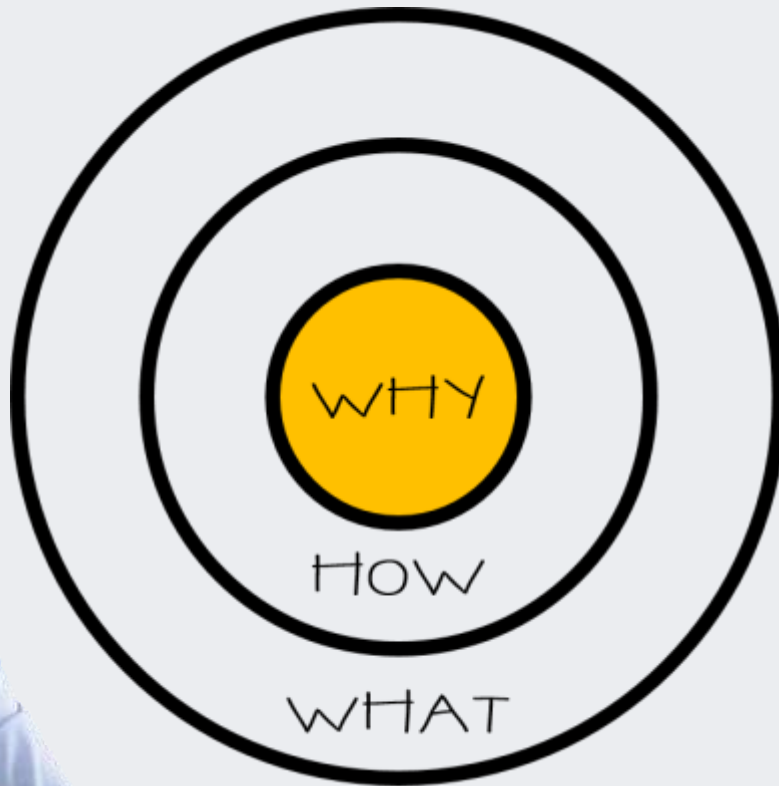
- The most disengaged layer of a company is middle-management. (Gallup, 2017)

- 80% of CEOs believe their customer service is outstanding, 92% of customers disagree with them (Salesforce, 2017)

- 86% of leaders see themselves as inspiring, 82% of employees think they are not. (McKinsey, 2016)

- 70% of leaders believe they are in the top 10% (Marshall Goldsmith)

The reasons why psychometric and intercultural models might not deliver the results they promise



Standard DISC, MBTI and other psychometric models explain WHAT personality types are and HOW they tend to behave if they are not influenced by their cultural background and others around them.

- A situation that is highly unlikely to happen as most people conform to group norms.

Intercultural models focus on statistically average values, the WHY, of different nationalities and maybe generations.

- 80% of cultural differences are within countries, not between them as we all belong to 15-20 cultural groups at once.

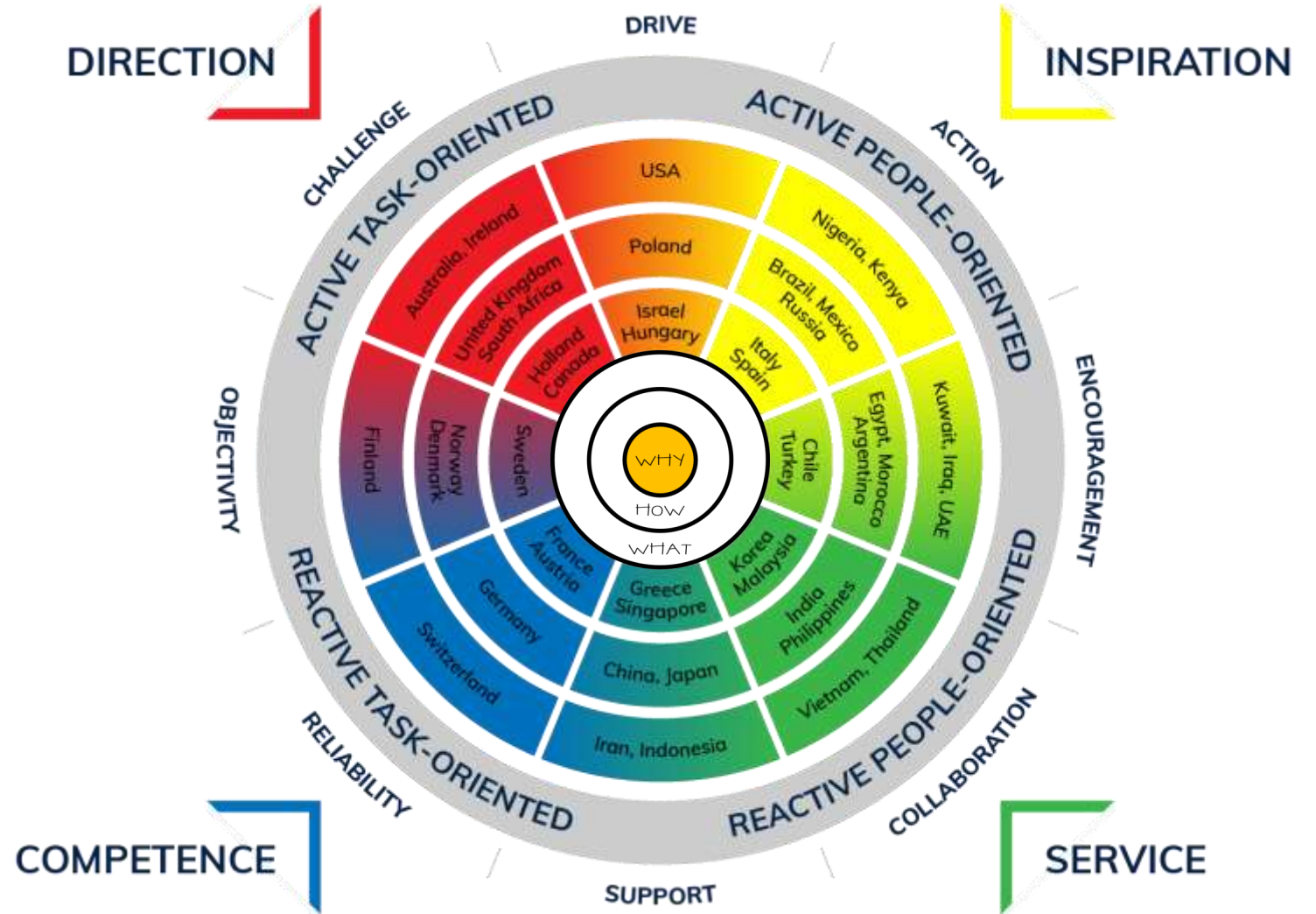


The only 21st century, integrated system

Global DISC™ is an ICF accredited, multi award-winning coaching solution for unlocking potential within *and* between people by leveraging individual *and* group mindset.

It introduces the topic of cultural intelligence (ICQ) using the language of the most widely used behavioural model, DISC.

It explains WHAT, HOW and WHY people think and behave so differently and how to turn their diversity into synergy.





ICQ is to the coaching and leadership field what CrossFit is to the fitness industry.

It seamlessly integrates the most practical skills with a powerful mindset to prepare people for whatever challenge they might face.

ICQ is the foundation of **Uncommon Mindset** and **Global DISC** is the **technology** behind it.





CERTIFICATION

A BUSINESS IN A BOX

Global DISC™ for Executive Coaches

The multi award-winning blueprint of why people think and behave differently

ICF ACCREDITED CERTIFICATION AND SOLUTIONS:

- The complete Global DISC™ training material (2 gb of sales and marketing material, 200 ppt slides with notes)
- GDPR compliant individual **online portal**
- **40% discount on Global DISC assessments**
- **Global DISC Quest interactive coaching program included with every Global DISC assessment**
- **Unlimited comparison and group reports free of charge**
- **10 Global DISC™ credits (value £970)**
- **10 Global DISC Quest™ credits (value £470)**
- **10 ICF CCE points**
- **Uncommon Sense in Unusual Times e-book**

BUSINESS DEVELOPMENT:

- **Exclusive pricing (-25%) for Fable + to measure and visualise psychological safety**
- **Awesome community with monthly meetups**

INVESTMENT:

- **2 x 4 hour live online sessions**
- **£690 (+VAT in the UK)**





Solutions based on Global DISC

GLOBAL DISC REPORTS

Global DISC measures individual preferences based on cultural orientation and personality type.

The assessment can be done in less than 5 minutes and it generates a 42 page report with a 40 minute online course built in using augmented reality technology.



Just download this free app and scan the icon to unlock the video.



Level 1

"YOUR WHAT"

— Behavioural and Communication

This section of the assessment is about your dominant behavioural and communication style, which is D (Direction), active task-oriented with a strong i (Inspiration), active people-oriented. You tend to be a highly social person, capable of either direct, dynamic action or charming sociability a situation demands. In combination, these factors describe a person with clear goals in life and the determination and commitment to achieve them. You like maintaining a position of dominance, both in terms of personal authority and control, and also in a social sense.

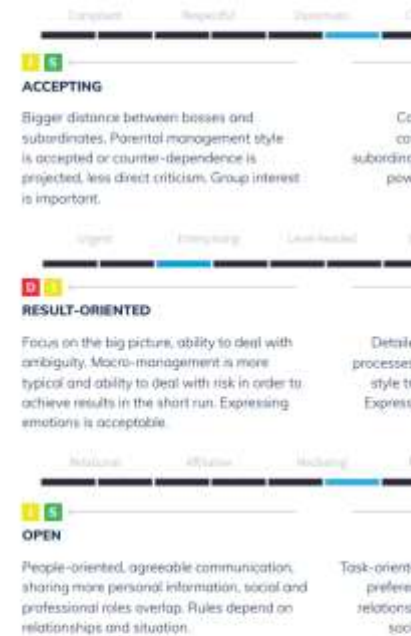


LEVEL 2

"YOUR HOW"

— Your Results at a Glance

BEHAVIOUR



© IQO Global 2021

12

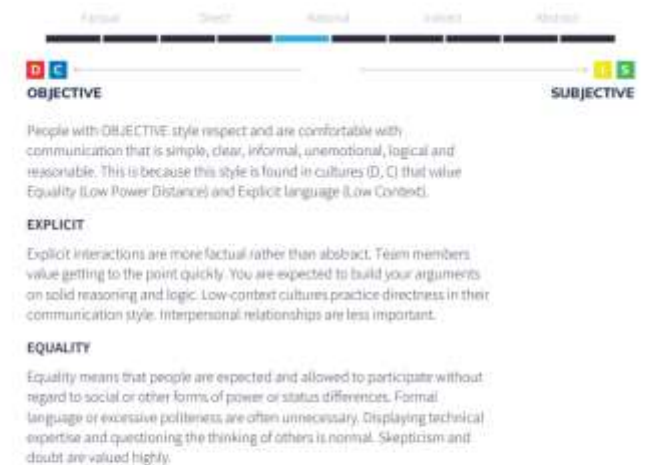
People in active task-oriented region tend to embrace this culture's aggressive pace. They see the environment as ideal for achieving their goals and moving their careers forward. Their desire to win every encounter is based not only on what they believe is best for themselves, but for the organisation as well. In this way, their determination is likely to earn them the respect of colleagues, who may look to them for leadership.



LEVEL 3

"YOUR WHY"

— The Underlying Values and Drivers



© IQO Global 2021

14



GROUP REPORTS

Measure the cognitive diversity of a team, the only layer of diversity that has proven benefit in terms of performance.

LEVEL 2 – “YOUR HOW”

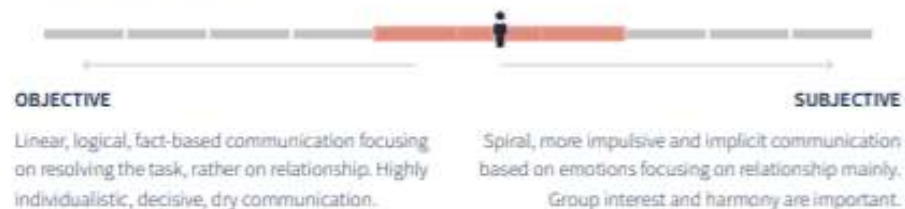
YOUR RESULTS AT A GLANCE

SPREAD: **LOW**

COGNITIVE DIVERSITY INDEX: **22 %**

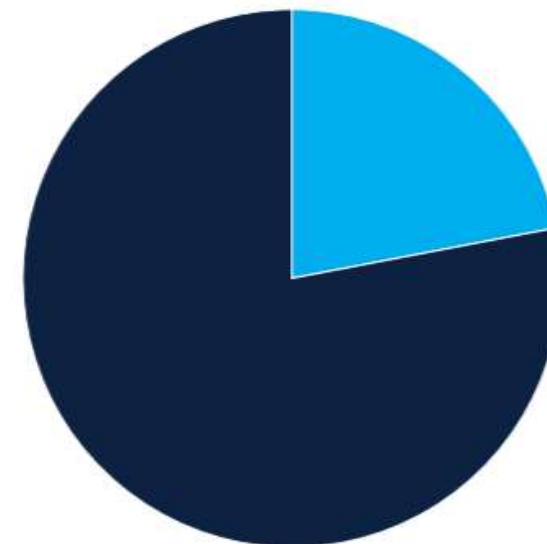
GLOBAL DISC™ DIMENSIONS

COMMUNICATION



Low Diversity 0 - 40%
Medium Diversity 41 - 70%
High Diversity 71 - 100%

Team Average



Blindspot - 78 %
Low Diversity - 22 %

MINDSET GAP

Measure the mindset gap between:

- 2 individuals
- 2 groups
- Individual and over 50 countries/16 DISC profiles
- Departments, companies

The bigger the mindset gap is, the greater the potential is for success or disaster. It depends on how much they understand themselves and others.

LEVEL 2 – “YOUR HOW”

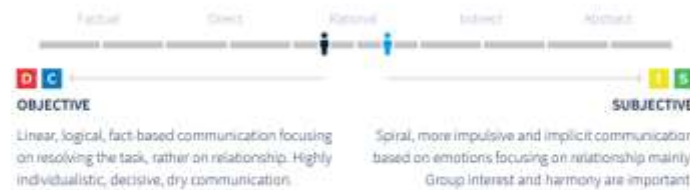
YOUR RESULTS AT A GLANCE

👤 Csaba Toth

👤 Rob

GLOBAL DISC™ DIMENSIONS

COMMUNICATION



LEVEL 2 – “YOUR HOW”

YOUR RESULTS AT A GLANCE

👤 Csaba Toth

👤 Brazil

GLOBAL DISC™ DIMENSIONS

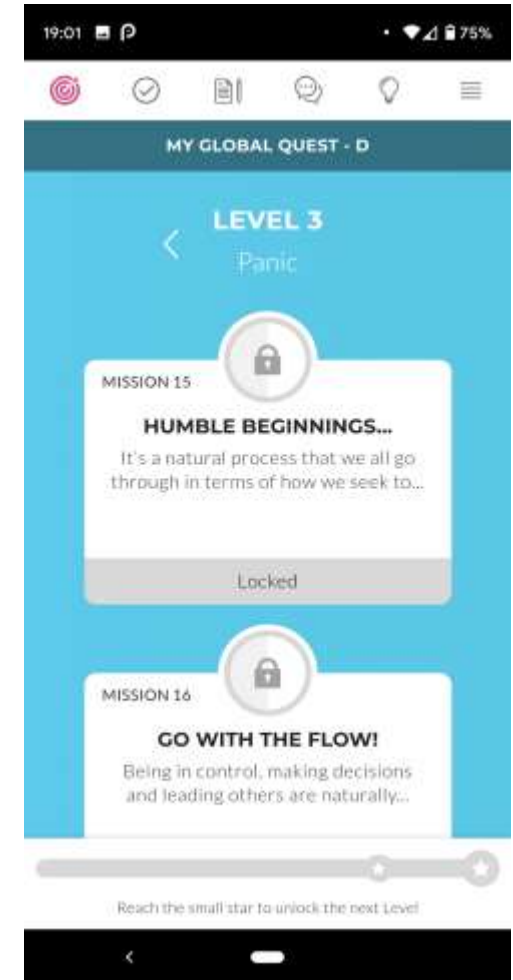
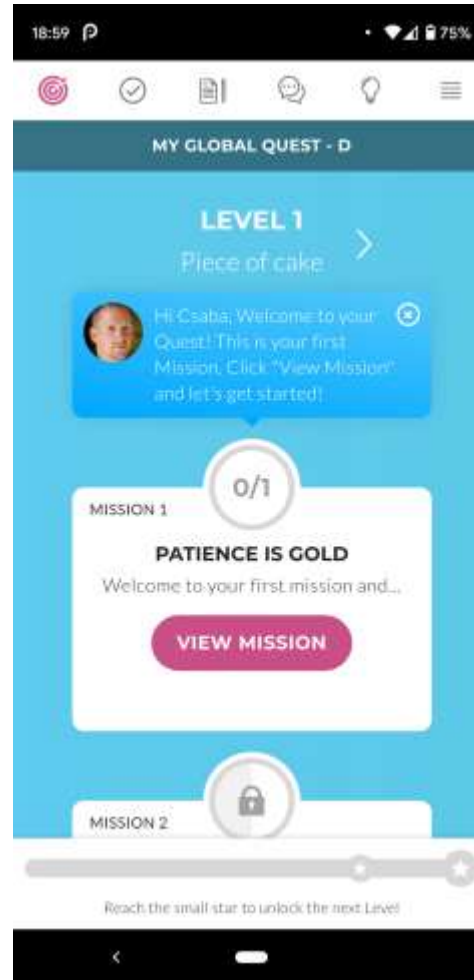
COMMUNICATION



GLOBAL DISC QUEST

Interactive coaching platform based on Global DISC result designed to enhance behavioural flexibility and expand comfort zone.

3 months long, experiential program to turn information into skills.

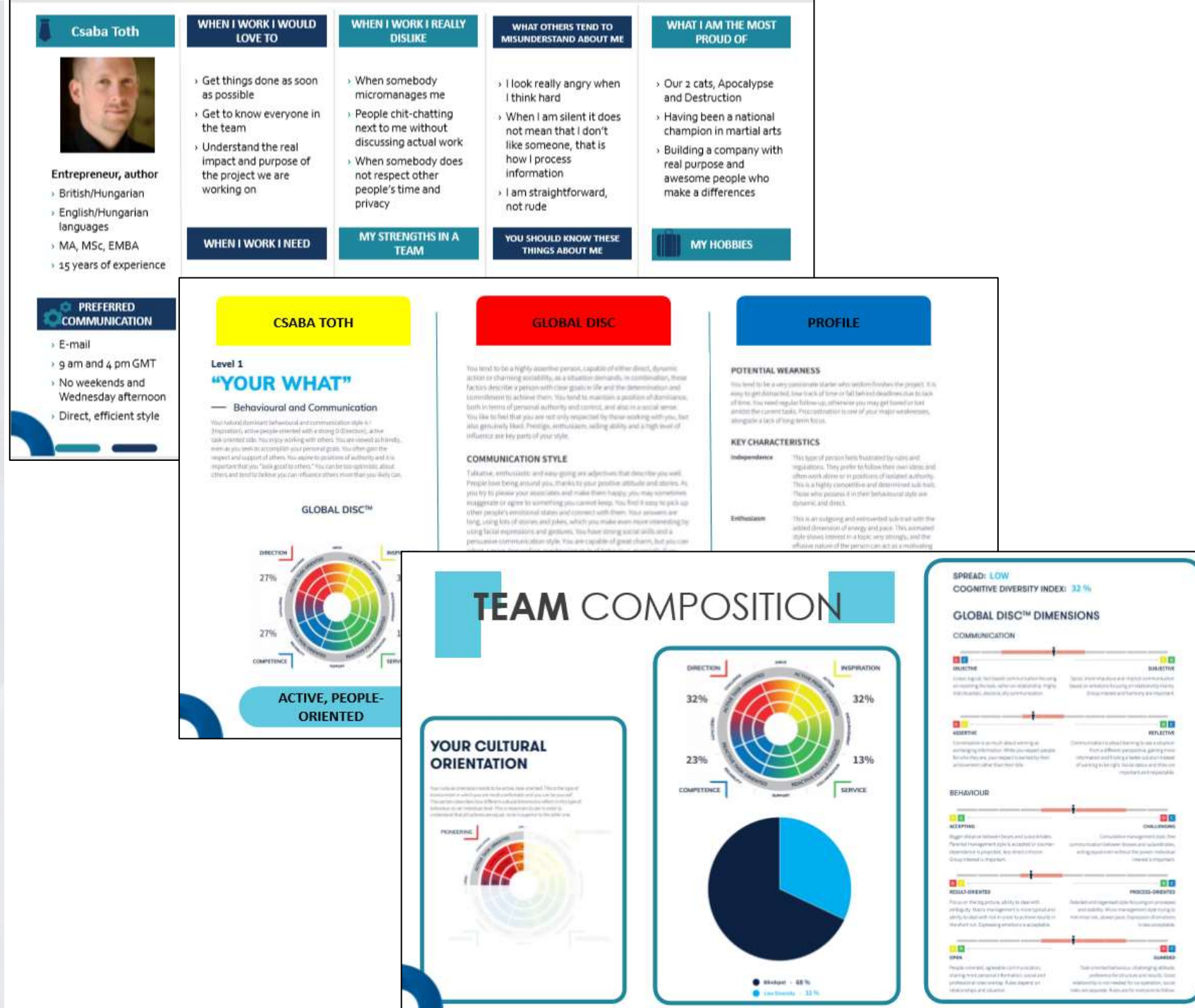


All the 21 missions on all 3 levels in each of the 4 Quests are designed to push the participants out of their comfort zone just a little bit more to dramatically enhance their behavioural flexibility and growth mindset.

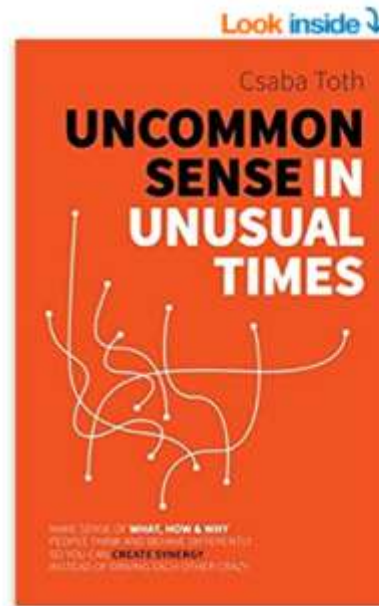
FAST-TEAMING PASSPORT

Virtual teams and gig economy project members need to be able to rapidly create trust and synergy to perform.

The Fast-teaming passport is prepared individually and shared collectively during an optional 4 hour training. The goal is to reduce assumptions, misunderstandings and significantly improve communication, team work and psychological safety.



UNCOMMON SENSE IN UNUSUAL TIMES HYBRID BOOK



Uncommon Sense in Unusual Times Paperback – March 6, 2020

by Csaba Toth (Author)

★★★★★ 169 ratings

> See all formats and editions

Kindle
from GBP 6.78

Paperback
GBP 10.85

Read with Our **Free App**

4 Used from GBP 9.76

6 New from GBP 10.85

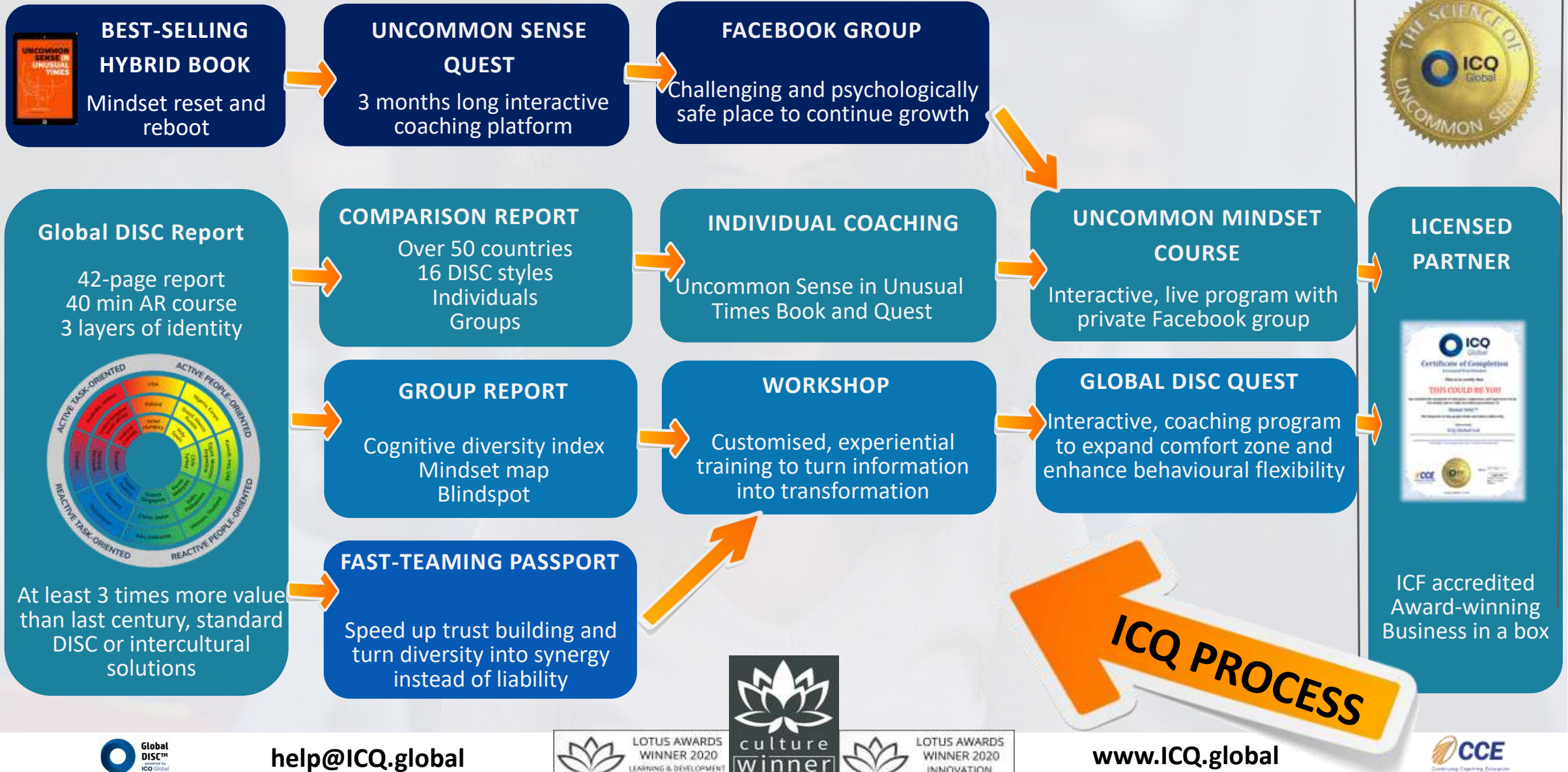
Have you ever felt that you were talking to someone and the other person had no common sense at all? No matter how hard you tried to explain your point of view, it seemed you were talking about a completely different situation. Most of us have experienced this frustration and seemingly pointless uphill battle.

Have you ever considered that the other side had exactly the same feeling about you, but for a different reason?

A TRANSFORMATIONAL BOOK AND INTERACTIVE COACHING PLATFORM WITH
OVER £500 WORTH OF RESOURCES

COACHES AND TRAINING COMPANIES WHO WANT SCALABLE, 21ST CENTURY BUSINESS BASED ON SCIENCE AND RESULTS

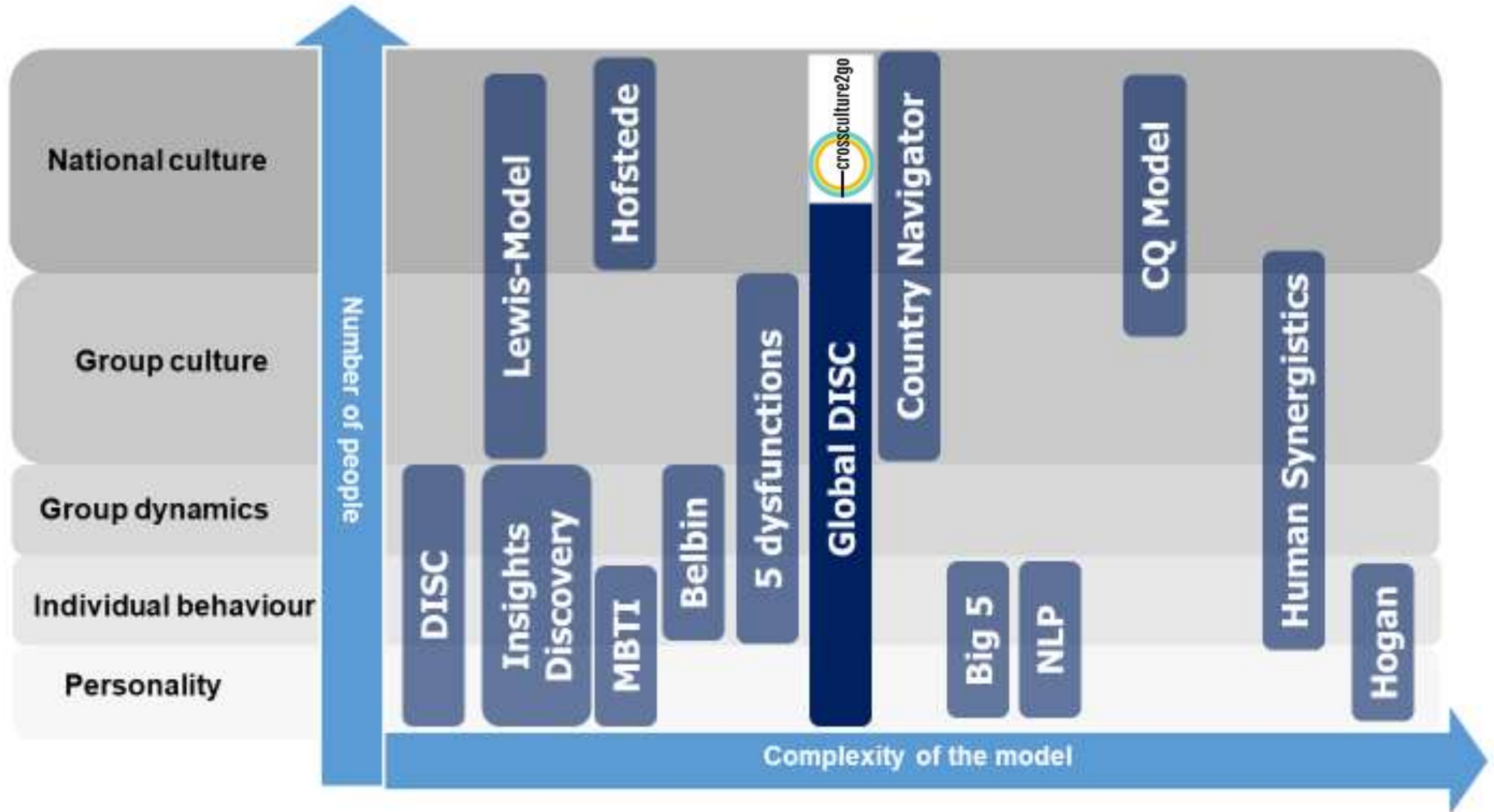
INDIVIDUAL AND CORPORATE PARTNERS WHO WANT TO UNLOCK POTENTIAL WITHIN AND BETWEEN PEOPLE





The positioning of Global DISC

One operating system, many applications.



Not only does Global DISC give you more, but how many times more?

	MBTI	INSIGHTS DISCOVERY	LEWIS MODEL	CULTURE MAP	HOFSTEDE	GLOBAL DISC
Created in 21st century	✗	✗	✗	✓	✗	✓
Focuses on personality types	✓	✓	✗	✗	✗	✓
Focuses on countries	✗	✗	✓	✓	✓	✓
Measures cognitive diversity	✗	✗	✗	✗	✗	✓
Interactive coaching platform for behavior flexibility	✗	✗	✗	✗	✗	✓
ICF accredited	✓	✗	✗	✗	✗	✓
Used by global companies & national governments	✓	✓	✓	✓	✓	✓
Free unlimited group & comparison reports between groups, countries, individuals, personality types	✗	✗	✗	✗	✗	✓
Possibility of getting a free version online that generates similar result	✓	✓	✗	✗	✓	✗