

# Resources Unlimited Products & Services

## Employee Development: Products

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### **EPIC Account for Online Assessment Administration**

An EPIC Account gives you an online warehouse of DiSC Profiles and other Inscape Publishing learning assessments that you can send 24/7. Customize all of your report covers with your company logo and contact information. Everything DiSC Profiles offer even more customization options such as removing or rearranging pages, customizing profile titles, printing reports by section, and running free and unlimited Comparison Reports.

### **DiSC General Characteristics Report - *The Original DiSC***

The DiSC General Characteristics Report provides 15 pages of extensive, personalized interpretation of your DiSC Profile, including motivating factors, preferred environment, behavior in conflict, and strategies for increased effectiveness. Supplemental DiSC "Plus" reports are also available if you have a specific area where you would like to provide in-depth understanding of a person's style such as peer interactions, management development, or sales.

### **Everything DiSC Application Library - *The Next Generation of DiSC***

Workplace – Sales – Management – 363 for Leaders

Everything DiSC Application Library training programs are specialized, in-depth, and easily customizable. The programs teach professionals to connect better with the people they work with in specific applications and are Intuitive, Memorable, and Applicable.

## Employee Development: Services

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### **Consulting Session or 360 Feedback**

People need an efficient, confidential and anonymous vehicle for giving feedback to each other. With our state-of-the-art software we'll simplify the process of collecting multi-source (360) feedback for anyone in your organization.

### **DiSC Training Seminar**

We've developed a series of seminars that use the DiSC model as a foundation for specific areas such as management, sales, teambuilding, and more. We work with organizations of all sizes - from large Fortune 500 companies to small entrepreneurial enterprises - to empower their people to drive business strategies and innovation. Our relationship continues after your training through ongoing coaching, free phone support, and learning opportunities for our clients.

### **DiSC Certifications**

*Virtual and customized On-Site Certifications also available*

The DiSC Certification process empowers trainers, coaches, and consultants to learn the DiSC model, administer DiSC learning tools, and then utilize the model and tools to meet their personal and organizational objectives. Certification ensures that you are grounded in the newest DiSC research and provides a way for you to demonstrate your commitment to excellence and innovation. You'll be able to deliver your own DiSC training, coaching, and consulting sessions knowing you have a complete understanding of DiSC.

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### **Serious Creativity: Edward de Bono's Six Thinking Hats & Lateral Thinking**

Learn 13 powerful methods that will enable you to lead effective meetings, rigorously evaluate ideas, manage risks, maximize opportunities, anticipate changes, improve communication, and drive innovation.

### **Performance Coaching Sessions**

Performance coaching is helpful to key employees who are expected to be high performers on the job. You'll learn insights into how you can improve your business results, overcome your business challenges, achieve new business strategies, or implement business plans. Each performance coaching session is completed via phone and is tailored to the specific employee.

### **Talent Coaching Report**

The Talent Coaching Report was designed to increase the understanding of an individual's talents. The report provides insight to two distinct areas: behaviors and motivators. Understanding strengths and weaknesses in both of these areas will lead to personal and professional development and a higher level of satisfaction.

### **On-Boarding: Employee Development Plan**

The goal of this Personal Development Plan is to assist employees to develop their skill sets to bring their scores up to a level of mastery. "Mastery" is meeting or exceeding the requirements set forth by the job. Includes full access to our library of online courses that are specific to each employee.

### **Employee Selection: Products**

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#### **Job Report**

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question will be applied to the job benchmarking process. The result is an evaluative report that analyzes a total of 37 separate areas along with additional feedback on each area. Suggested interview questions that pertain to each area complete this report.

#### **Talent Report**

This report reveals a person's specific traits in three areas that describe the how, why and what of individual performance. This is accomplished through an unbiased assessment of the Behaviors people bring to the job, the Values that motivate people to do a job, and their potential to provide the Personal Skills required by the job. As a job benchmarking tool, the same three areas are used to measure the requirements of the job, providing a complete system to compare talent to the position and create the best job fit. This powerful tool ensures that you hire, develop, and retain top talent.

#### **Gap Report** – comparing talent to the job reports

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires. Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development. This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.

## **Employee Selection: Consulting Services**

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### **Job Benchmarking**

Our patented job benchmarking process is a unique and effective solution because it benchmarks a specific job, not the people in the job. To do this, we let the job talk through an interactive process and job assessment. Our job benchmarking process will help you make your next great hire.

### **Debriefing Job Reports or Talent Reports**

Our personalized debrief helps you understand the Job Reports, the Talent Reports, or the Gap Reports that you have received after completing the job assessments for a key position. This debriefing session via telephone is designed to assist hiring managers in determining whether candidates are a good fit for the job.

### **Additional Consulting Services**

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- Facilitating strategic planning meetings
- Facilitating idea generation meetings
- Organizational surveys using 360 degree feedback
- Company meetings
- Resolving conflict

*Please call 800.278.1292 for pricing and details.*