



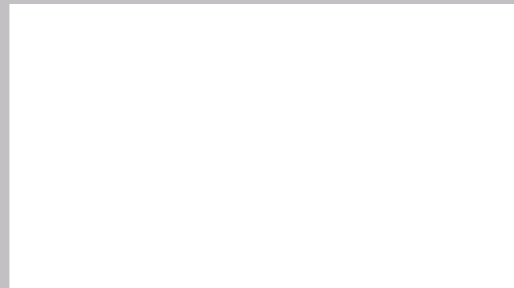
The AEC DISC® Method is recognised for its added value in the performance-enhancing process of a person, team or firm.



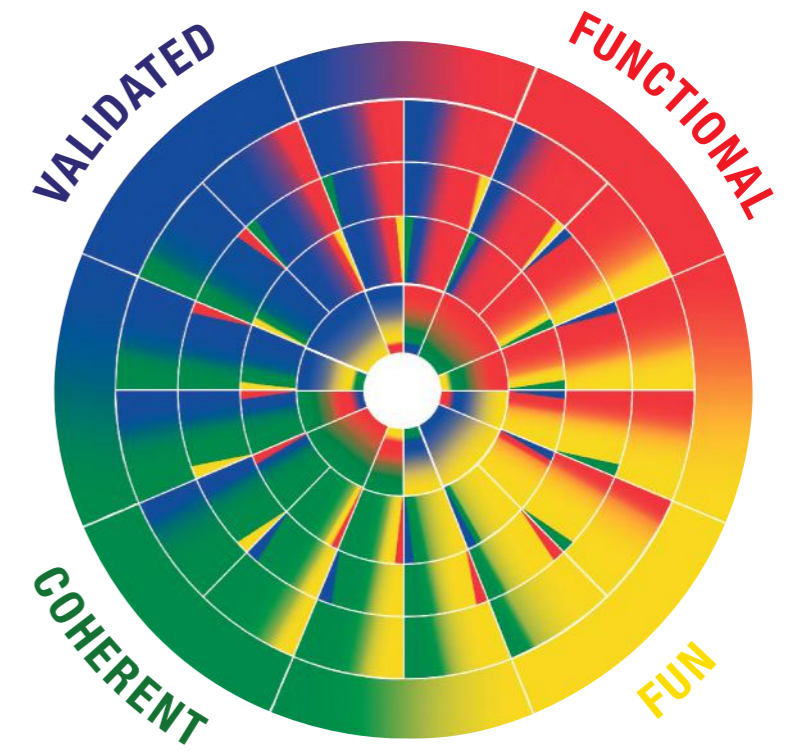
### WE ARE HERE TO HELP YOU!

Please do not hesitate to contact us for more information. We are here to analyse your requirements and find the best solutions using the AEC DISC® Method

YOUR CONSULTANT :



## ARC EN CIEL DISC® THE ORIGINAL COLOUR METHOD



# THE ORIGINAL COLOUR METHOD



The AEC DISC® Original Colour Method is the only method on the market to summarise the work of Carl JUNG on Psychological Types and the DISC theory of William MARSTON; it is associated with research on behaviours linked with colours. It also includes the work of Eduard SPRANGER on Motivations.



Theoretical



Aesthetic



Economical



Altruistic



Individualistic



Traditional

This method is based on the AEC DISC® Profile, based on the original DISC questionnaire of the Cleaver Company which created it and has distributed several million copies of it throughout the world over more than 30 years. The answers to this questionnaire enable to highlight the “natural style” and the “adapted style” of a person. These two styles enable to have better knowledge of the person’s type. Due to the accuracy of its analysis, the AEC DISC® Profile constitutes a solid management tool of oneself, others and situations.

The AEC DISC® Wheel is a presentation of several thousands of different profiles. The AEC DISC® Method constitutes a simple and efficient model enabling to visualise a person, team or job. A job questionnaire also enables to represent a job and analyse the suitability of the applicant. The various AEC DISC® Profiles (Personal, Team, Sales, Management, Recruitment, Job, Comparison, Student) enable to adapt to each requirement of the firm.



## DEVELOPMENT OF PERSONS IN THEIR JOB FOR MAXIMUM EFFICIENCY

An original 4-stage model



### 1 KNOW ONESELF BETTER

One’s strengths and weaknesses as a person and in one’s professional capacity.



### 2 BECOME MORE FLEXIBLE AND DEVELOP

While respecting one’s limits.

INTRA-PERSONAL FLEXIBILITY



INTRA-PERSONAL RELATIONSHIP



### 4 TAKE THE SITUATION INTO ACCOUNT

## FIELDS OF APPLICATION



### GROUP COHESION

- Enable each member of the group to contribute fully to the success of projects
- Identify differences and complementarities
- Validate the qualities required within the team for dealing with all aspects of the project

### ACCOMPANYING CHANGE

- Integrate the blocking and motivational factors of a team faced with change.
- Communicate so that each member understands and accepts the change.



### MANAGEMENT OF STRESS AND PSR (PSYCHOSOCIAL RISKS)

- Understand the process triggering stress.
- Act in practical terms to restore a comfortable lifestyle and good decision-making and action.
- Know how to move from feelings to factual explanations of stress factors with one’s manager.
- Enable each person to act as regards quality of work life and to work on the project on a daily basis.

### PERSONAL DEVELOPMENT

- Know oneself better and accept one’s assets and limits
- Stand back from a situation and ask the right questions in order to direct actions



- Identify potential causes of conflict in order to avoid them.
- Work on the quality of relationships between colleagues.
- Reinforce the quality of liaison between the firm’s departments and facilitate the consideration of mutual requirements.
- Develop one’s leadership.



- Reinforce the quality of the relationship between the sales teams and the customers and potential customers.
- Improve the sales pitch in order to convince, make a difference and sell more.
- Improve the preparation of business negotiations, build up and draft the services proposal to suit the other person.



- Define the job vacancy objectively in order to appoint the right applicant.
- Hold a suitable interview and know how to decode the applicant’s answers.
- Involve the future staff member’s manager in the recruitment process.
- Present the firm and make the best applicants want to join it.
- Ensure a successful first contact between the selected applicant and his/her manager.

### CAREER MANAGEMENT

### SKILLS ASSESSMENT