

DISC + PRO®

“DISC + Pro®” reveals hidden potential to transform your HR and management practices

THE STRONG POINTS OF THIS TEST

- ✓ Continuous development of your teams
- 🎯 Secure recruitment without casting errors
- ☀️ Collective performance boosted immediately
- 📊 Turnover significantly reduced
- 🔍 Effective and sustainable adaptive leadership
- ⚡ Successfully transformed corporate culture

BENEFITS

DISC + Pro® is the advanced behavioral assessment tool that allows **recruiters, HR, consultants and managers** to make faster, more reliable and more human decisions. Thanks to a **detailed analysis of behavioral styles** and **engagement levers**, you secure each recruitment, strengthen team cohesion and align your talents with the culture and challenges of your organization.

Designed for HR professionals seeking **decision-making efficiency**, **reduced turnover** and optimized **managerial performance**, DISC + Pro® radically transforms your approach to talent management by bringing a scientific and predictive dimension to your HR processes.

Adopting **DISC + Pro®** means choosing an **intelligent and operational HR solution** that combines **scientific behavioral analysis**, **strategic diagnosis** and **tailor-made support**. Whether for **recruitment**, **talent development**, **integration**, **managerial coaching** or **internal mobility**, you benefit from a powerful lever to manage the commitment, performance and agility of your teams in the long term.

PSYCHOMETRY

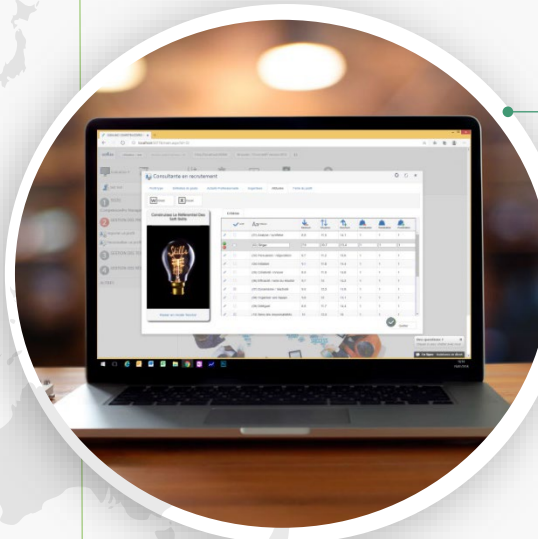
Test construction:

Questionnaire type: Ipsative
Number of questions: ~140
Completion time: ~25 minutes

Test validation:

Double external validation
Internal validation, consistency
Loyalty
Reliability

Test available in



600 job descriptions included





CRITERIA EVALUATED

DOMINANCE

- Tendency to take initiative
- Ability to meet challenges
- Action and decision orientation

INFLUENCE

- Ease of communicating and persuading
- Creating positive relationships
- Ability to motivate and unite

STABILITY

- Stress and unforeseen events management
- Patience and consistency in effort
- Ability to maintain a calm climate

COMPLIANCE

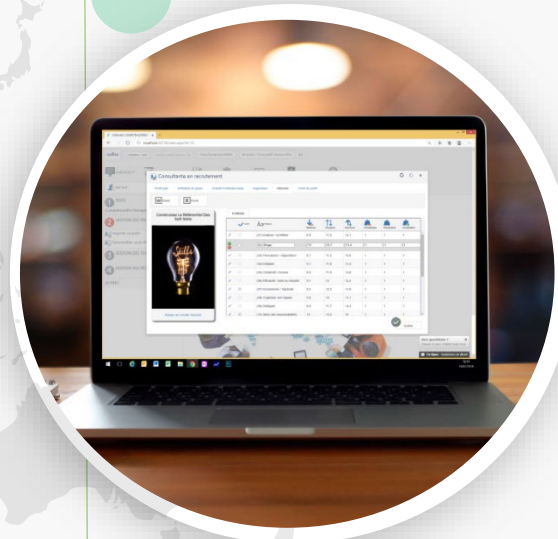
- Compliance with rules and procedures
- Precision and rigor in work
- Concern for quality and compliance

AWARENESS

- Organization and planning
- Reliability and sense of responsibility
- Achievement of set objectives

INNOVATION

- Creativity and intellectual curiosity
- Openness to new ideas
- Ability to adapt to change



TECHNICAL DIMENSION

Knowledge and know-how of the profession

