

## Everything DiSC

# VS

## Genos Emotional Intelligence

*You need both because they are complementary NOT substitutes.*

<p>Everything DiSC is a personality assessment that helps you understand yourself and others so you can improve communication, productivity &amp; teamwork.</p>	 OBJECTIVE	<p>Genos EI assessments help improve your impact, influence, leadership and resilience through the development of core emotional intelligence skills.</p>
<p>DiSC style is not a "predictor" of success. Any type of DiSC profile can succeed in any position.</p>	 PREDICTS	<p>EI correlates with effective leadership and separates good from great performers.</p>
<p>DiSC profiles tend to remain stable over time.</p>	 CHANGES	<p>EI can be improved over time.</p>
<p>DiSC is a self-assessment. There is a 363 assessment for leaders.</p>	 PERSPECTIVES	<p>Genos EI offers self-, 180-, and 360-assessments for both leaders and the workplace.</p>
<p>Hiring decisions should not be based on a DiSC profile. DiSC is for dialogue, not diagnostics.</p>	 PRE-HIRE TOOL	<p>Genos EI has a pre-hire assessment that can be integrated into the recruiting process.</p>
<p>You can run 10-page comparison reports between two people who have completed a DiSC profile.</p>	 COMPARISONS	<p>Comparison reports are not available with Genos EI.</p>
<p>There are no comparisons to a norm group of the general population.</p>	 NORMS	<p>Demonstration scores are compared to a norm group for each competency and attribute measured.</p>