

# TESTIMONIALS

'The DISC profiling is an incredible tool! It has helped me become more aware of myself and why I behave and respond in certain ways. MNA has helped me to understand and maximize my learning from my DISC profile. My coach was always patient to guide me and answer my questions. Now I can use this behavioral tool to better understand myself and the people around me.'

- Fiona Ong, 33

'I have done 3 DISC profiling with my schools and church previously, so I was curious about how would MNA's DISC coaching would be any different. I was impressed with the personalized coaching session. I learnt that my behavior is a choice. After the coaching session, I became more conscious and aware of how myself and other people make decisions. DISC profiling has definitely helped me better manage my work with people at my workplace.'

- Samantha Loong, 22

'DISC helped me to better identify and affirm my reasons for leaving my previous employments. It has also provided me with insights to my leadership at work. As I seek for my next employment, I would be more aware of the types of environment and responsibilities at my job which can help bring out my greatest potential to succeed.'

- Josephine Poh, 24

'I was very impressed by the DISC coaching by MNA as well as quality of the report given. In fact I had had DISC profiling a few years ago in school being a teacher, and to be honest I did not have as clear understand of my profile as this round. After attending the coaching session, I now have a deeper understanding of my profile and to know how to progress further. It will certainly be useful for students as well to discover their own strengths and weaknesses, therefore to determine their future direction.'

- Ahmad Zaidi Bin Zainal, 35

'DISC profiling has helped me to look at my behavior objectively, and it provides me with insights to my weaknesses. The accuracy of DISC profiling was impressive, and MNA's individual coaching session is also very effective as my coach helped me with relating the typical behavior of my dominant character to my own behavior in real life. I am convinced that DISC profiling is a very reliable tool for personal development and career selection.'

- Kanako Mori, 36

## WHO ARE WE?



Our special ability to see growth potential in you combined with a genuine drive to help you makes Marion Neubronner & Associates the perfect choice for anyone serious about reaching their peak performance in work and life.

Marion Neubronner & Associates is people-focused.

We live in the world of people possibilities. We understand and care about people, and have a special talent for bringing out the best in others.

Our Promise - We are focused on understanding, supporting, and encouraging you. We make things happen for you.

Our Joy is bringing out the best in you.

### CONTACT US TODAY!

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# DISCOVER



Understand yourself better and learn how to work more effectively



Marion Neubronner  
& Associates

DISC Accreditation Certificate Number S061747517

# DISCOVERING YOURSELF AND OTHERS

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DISC is a behavior profiling tool for describing how people behave.

**Dominance** describes people who like making decisions for themselves and others

**Influence** describes people who like socializing and leading others through persuasion

**Steadiness** describes people who like working closely with others as part of a team

**Compliance** describes people who like detail and seeing a plan through to completion

Your individual profile would tell you how strongly each of the 4 styles above are expressed.

## How do you obtain a DISC report?

Simply complete a 24-item questionnaire which will take only 10 minutes to complete.

## Cost

S\$100 for a 10-page report, a Self-Score book for DISC profiling and a complimentary coaching session.

## WHY WOULD YOU WANT A DISC PROFILE?

### PERSONAL AND RELATIONAL UNDERSTANDING

Identify your own communication and behavioral style

Understand the people around you

Insights on how misunderstandings arises between yourself and others

Devise effective conflict resolution strategies

## CAREER PLANNING

Determine your wants, needs and desires from a career

Guides you in seeking for a better work environment and suitable industries and companies to work in

Exploring your assets which you possess that can be tapped into for your career progression

Ascertain if your current employment allows you to develop and showcase your fullest potential

Understand why you may not feel the sense of belonging and achievement in your current employment

Identify areas of improvement to be tied with coaching to attain success at your career

## WHAT YOU WILL RECEIVE?

### A COMPREHENSIVE 10-PAGE REPORT OF YOUR:-

Working Style

Personal Style

Public Style

Degree of Work Adaptation

Response to Pressure

Observable Strengths and Limitations

Relationship Dynamics

Planning and Decision-Making Style

Suitability for Management, Service, Sales and Technical Work

Top 10 Suitable Jobs

Interview Questions for Personal Reflection

## WHAT CAN I DO WITH MY DISC PROFILE?

If there is a skill set or behavior which you would like to develop, you can consider Coaching.

### What is Coaching?

Executive Coaching is an emerging profession that synthesizes the best aspect of business, leadership, psychology, communications, organizational development, counseling, consulting, and philosophy.

### Why does Coaching work?

It helps the individual to clarify objectives and goals; aligns values, goals and actions; keeps individuals accountable; offers support; challenges; keeps the individual focused; reinforces changed behaviors. It is based on validated techniques to change behavior.