

A Business Opportunity with PeopleSmart Enterprises

LICENSE OVERVIEW



Looking for a system for your business that is *people focused*?

A PeopleSmart License is for YOU!

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PeopleSmart Enterprises License is...

- **Access to your own easy-to-use, customized assessment administration site:**
 - Site Branding.
 - Report Customization - DISC
 - Online customized assessment links – DISC, Motivators, Hartman Value, EIQ, Learning Styles and much more.
 - Timely support and assessment wholesale pricing.
 - Secure SSL capabilities – http environments.

- **Tools, training materials and resources** in the *PeopleSmart DISC Interpretation Method* for recruiting, training and managing and for developing a more *people-literate* culture:
 - DISC Foundations and Certification Training.
 - Team Building exercises for trainers.
 - PowerPoints with trainer notes.
 - DISC Audio and video files.
 - E-Books.

- **Investment**

Corporate LICENSE	First Year	ANNUAL	CERTIFICATION
Organization – up to three offices	\$10,000	\$5,000	2 people
Organization – multiple businesses/branches	Quoted on request		

Introduction

Welcome to a unique Licensing opportunity provided by an internationally known team led by **DISC Masters, Carol Dysart**, M.Sc. Counselling of San Diego, CA USA, and **Sandra Davis**, of Auckland, NZ, an expert Facilitator, Coach, Curriculum Designer, and Licensing consultant.

A **PeopleSmart Enterprises License** gives you, as an organization, access to your own easy-to-use, customized assessment administration site. It also includes all the tools and resources in the **PeopleSmart DISC Interpretation Method** listed in the package outlined herein.

The two professionals founded PeopleSmart Enterprises (PSE) in 2003. Carol an experienced DISC Master Consultant since 1980, and Sandra were both interested in raising awareness and interpersonal appreciation and communication. Each had a vision of a world populated with people-literate, socially conscious and responsible, compassionate, and productive individuals. They now have: PeopleSmart Enterprises LLC (USA) and PeopleSmart Enterprises NZ Ltd, along with PeopleSmart World the training division for their organization.

Their mission required they create their own as well as gather proven assessment systems, books, and training for *people-literacy*, so they could share these with other like-minded people who were also passionate about the difference they could make, when applying these resources in their own markets and communities.

Their packages for products and training are now available through their global network of Private Label Associates (PLA) and Licensees - Visionary Leaders in their own businesses, communities and countries who value the extensive library of tools and resources made available on their training site at PeopleSmartWorld.com.

They chose as their core tools the best *DISC, Values (Motivators) and other assessment tools* in the market from Dr. Tony Alessandra's company Assessments24x7 and use these tools when certifying people in their **PeopleSmart DISC Interpretation Method**.

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Their Master License with Dr. Alessandra allows them to set up customized Private Label Associates (PLA) assessment administration sites, plus they have added their own books, certifications and curriculum, now listed on their PeopleSmartWorld.com site. A PeopleSmart Enterprises license is for those who value and want to help make *People-literacy* a standard throughout the world. The extensive experience and insights of the co-founders is what has been used to develop the ***PeopleSmart DISC Interpretation Method***.

Ideal licensee organizations are those who will delight in their ability to bring affordable tools and training in *people-literacy* to people committed to creating and enjoying productive relationships, and more effective communication, and collaboration. These organizations are also looking to leverage their business offer through the ability to white label the PeopleSmart Enterprises' Intellectual Property, Carol and Sandra have applied and are continuing to develop, as specialists in the field of human development.

Affordable personal and professional growth to meet both specific and general needs of any population is a key component of this worldwide, self-and-other-understanding license offer!

Carol and Sandra started out by developing their own training and then further customized the basic DISC report to guide each person completing their report through the interpretation process. Urged to teach others what they had learned and mastered from their experience, they can now provide several DISC instruments.

The Business

PeopleSmartWorld.com is the source for the training and product distribution arm of PeopleSmart Enterprises, LLC. and PeopleSmart Enterprises NZ Ltd. Its products include branded and customized assessment reports, books and training materials that support the proper administration and interpretation of DISC Assessments. These are offered to and through a worldwide network of Certified Consultants, Coaches, Trainers, and now qualified Licensees who take these products and services to client corporations, businesses, and individuals globally.

Our customized programs include: DISC Q&A webinars held on-line regularly to support and answer questions following any group use of a DISC report, and the **PeopleSmart DISC Interpretation Method** Certification online and self-paced training.

We also provide online DISC Virtual Training, other Assessment Training Webinars, Books, and professional marketing materials through our Private Label Associate (PLA) accounts and Licensee Membership site at PeopleSmartWorld.com.

Throughout the development of his Assessment Research and Distribution business, Tony and his CEO/Programming partner, Brandon Parker, have appreciated and invited Carol's feedback and interpretation notes for their DISC reports. They allow PeopleSmart Enterprises to add or customize pages within their standard reporting formats.

This relationship and experience set us apart by the fact that as one of their top Master Distributors, we can make assessments available at a wholesale rate and on a Licensing basis, to our Certified Trainers and Consultants. Customized assessments by other subject matter experts can also be developed and branded as needed. With Dr. Tony's programming team, marketing tools, and with our proven training systems, we can create paradigm shifts in interpersonal relationships and communication strategies in any type of business – any industry – because people are people everywhere, we go.

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OUR VISION AND MISSION

Vision: Communities thriving in a world that is working for 100% of humanity.

Mission: Providing tools, resources and services that develop *People-literacy* for improving the human connection.

“PeopleSmart Enterprises” is a leading provider of tools and training that results in a win/win/win world. PeopleSmart-trained licensees and consultants use DISC-related assessments (personal DISC style and other reports) and training as a foundation for making people more *people-literate* - a positive experience that provides better answers to the questions of, “Who Am I?” and “Why Am I Here?”

A *People-literate World encourages people to know their own strengths, to appreciate the differences in others, and to be responsible for helping each other maximize their strengths. Regardless of their native culture, everyone learns how to create collaborative family environments, which make raising happy, self-confident children much easier.

OUR VALUES

At PeopleSmart Enterprises we care about:

- Being open and honest in all our dealings with everyone we meet.
- Meeting and exceeding licensee and other strategic alliance partnership expectations.
- The individual as a person and their contribution to the team.
- Being innovative and resourceful.
- Open communication and a willingness to speak the truth without invalidation.
- Focusing on what works and thinking creatively for solutions.

OUR RULES OF THE GAME

(Fully integrated into our business and adapted from Excellerated Business School for Entrepreneurs' the Money & You Program.)

1. Be willing to support our purpose, values, rules and goals.
2. Speak with good purpose.
3. Acknowledge whatever is being communicated as true for the speaker at that moment. If you disagree or do not understand, ask clarifying questions.
4. Complete your agreements:
 - a. Make only agreements that you are willing and intend to keep.
 - b. Communicate any potential broken agreement at the first appropriate time.
 - c. Clear up any broken agreement at the first appropriate opportunity.
5. When something is not working, look to the system for corrections and propose a system-based solution to the person who can do something about it.
6. Each individual is responsible for continuously improving the organization's system.
7. Be effective and efficient (optimize every event ... more with less).
8. Have the willingness to win and to allow others to win (win/win).
9. Focus on what works and be responsible – no lay blame or justification.



The License Opportunity

PeopleSmart Enterprises NZ Ltd. seeks prospective Licensees who believe in the PeopleSmart Enterprises' business concept, agree to the *Rules of the Game*, and, more importantly, connect in heart to the PeopleSmart Enterprises' vision and mission. Above all, we value a proactive attitude and a willingness to learn our business and develop the skills necessary to succeed. Full training and on-going support are provided, ensuring that Licensees deliver the PeopleSmart Enterprises' tools and resources in an effective way.

Our Licensees represent our brand and are expected to:

- Work with clients in a positive, professional manner;
- Demonstrate a passion and commitment for the PeopleSmart Enterprises concept;
- Show their experience in building and developing a successful business; and
- Use outstanding communication skills that reflect both on their business and PeopleSmart Enterprises as a whole.

Qualities we value in our team culture:

- **Honesty** - Being truthful, sincere, open, and genuine with the confidence to be ourselves.
- **Commitment** - Caring deeply about a person, a goal, or a belief. Willingness to give our all and keep our agreements.
- **Cooperation** - Working together for a common goal, calling on the different gifts each of us has to offer.
- **Responsibility** - The willingness to be accountable for our choices, and for our mistakes. Taking on what is ours to do with strength and reliability.
- **Respect** - An attitude of honouring oneself and others through our words and actions. Treating every person with dignity and courtesy.
- **Integrity** - Keeping faith with our ideals, living by our deepest values and being trustworthy.
- **Unity** - Inclusiveness. Finding common ground in our diversity. Seeking peace in all circumstances.

The Licensors



Her clients and students know **Carol Dysart**, Masters of Science, in Counselling and resident of San Diego, CA, as their *DISC Master*. Her mastery in the “art and science of understanding people” comes from teaching high school for 15 years before opening her first business venture, using DISC. Since then she has introduced thousands of clients, of the many seminar and coaching companies around the world that she has been serving and supporting, to DISC. (i.e. Money & You has been her client using DISC since 1980 – over 37 years – world-wide!).

Carol brings a passion for people and decades of experience in both teaching and business development from years of owning her own companies. She believes that DISC is the best tool to introduce any new people to each other and always brings it into every CEO coaching or training job she agrees to take on. Knowing how to get the most out of people by being able to “read” them is an easy and learnable “art” that anyone can learn.



Sandra Davis, an expert facilitator, coach, instructional design curriculum developer, and franchising consultant, lives with her husband of 30 years, in Auckland, New Zealand. For over 15 years, Sandra has used her creative business planning skills, with a combination of facilitation processes, coaching interventions, and mentoring, working in New Zealand, Australia, Malaysia, Brazil, USA, West Indies, Guyana, Mexico and Singapore, enhancing team dynamics and developing operational

processes and organizational culture. She is highly skilled at developing and documenting business and people processes, articulating them into “user friendly” business plans, training manuals, handbooks & templates. Sandra has also worked in the franchise industry documenting operational feasibility studies, training processes, policies, and procedures.

Carol and Sandra have combined their skills to design and create the **PeopleSmart DISC Interpretation Method** training.

On-going Support

PeopleSmart Enterprises offers on-going support to Licensees to help them in the long-term development of their business.

Support services include:

Training Delivery and Assessment

PeopleSmart Enterprises answers all your training questions and carries out regular training analysis of Licensee training delivery as required through licensee surveys along with participant feedback and evaluation.

Marketing and Advertising

While Licensees are responsible for advertising, to find their own leads or referrals in their defined area of operation, your PeopleSmart Enterprises team can provide experience, advice, and resource materials to support the promotion of your services.

Clarification

Carol and Sandra and other Master Consultants certified previously are always on hand to clarify and explain any aspect of the training curriculum and manuals, assessment interpretation, materials, and resources.

Updates and Licensee Development

PeopleSmart Enterprises' commitment to innovation and development means we are constantly developing new ideas and products to keep us competitive. Carol and Sandra oversee the revision and updating of all training manuals, materials and resources ensuring all Licensees are informed and up-to-date.

Private Label Associate Site (PLA)

WHAT IS A PLA?

A **Private Label Associate** account is one that operates on our PeopleSmart Enterprises' Master Administration web site. PeopleSmart qualifies, trains, and sets up each private label account for licensees so they can provide their own branded and customized assessment reports. The PLA's client's complete assessments from their PLA account at retail. The PLA is invoiced for those assessments they use at an attractive wholesale cost.

WHO QUALIFIES?

Corporate trainers, coaches, HR professionals and consultants, who know that the proper application of assessments can add value to workplace harmony, productivity, and profitability, are welcome to apply for a Private Label Associate account (PLA) with PeopleSmart Enterprises LLC. These people will find this opportunity naturally appealing and easy to integrate into their own work with no other license required. Also, those who are marketing experts and business development managers who see the need and the opportunity for what our **PeopleSmart DISC Interpretation Method** provides can apply for a PeopleSmart License and purchase our Certification at wholesale to train their own training teams.

INVESTMENT?

For a PLA, there is an initial set up fee, plus an annual maintenance fee. The Setup Fee is included in the annual/initial license fee. Your PLA Account enables you to customize the reports with your own logo on the front page and footers with contact information on each page. For a small extra charge, you can also add pages to your reports with your own related content, brochure, or training points.

Only YOUR logo and contact information appear on the reports and assessment site – not PeopleSmart's. We are here to ensure YOUR success with our products. We celebrate timely, responsive, customer service, both live and online and will partner with you until all your questions are thoroughly answered.

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Commonly asked questions...

Are there restrictions on how and where I can advertise my branded assessments? We do NOT control how you do business with our tools. You can freely market our assessments, without constraints.

Is there a high quantity of purchased assessments required before I get a decent price? You qualify for our quantity discounts at lower volumes and lower prices than our competitors.

Do you provide DISC resources and marketing materials? We provide, high-quality training materials, including videos, MP3s, eBooks, PowerPoint slides, exercises, handouts, leader guides, A/V files, and marketing one sheets for assessments.

How Would My PLA Admin Account Work? Begin by customizing the site and reports with your logo, branding, headers, footers, etc. Design services to customize pages of the reports you choose for your site starts at just USD \$75 per page from our Assessment Support team. Purchase assessments as needed online via credit card or receive an invoice for assessments sold and used the month prior, with payment being required by the 10th of every month along with your license fees.

Assessments can immediately appear in your Admin Account for instant access. You can send emails to end users containing a unique link which authorizes those users to take one or more assessments from their account.

End users click on the link in your email, which directs them to a web page where they fill in their name and email address and complete the assessment(s). Track your Admin Account status to see how many assessments have been used, how many are left, who has completed (or not yet started) their assessments, etc. You can then send reminders to those who have not yet completed their assessments.

You, as the Administrator, control the viewing access of the assessment reports. If you plan on discussing the end user results and report during a seminar or coaching session, you're able to block end user access to the report until after your seminar or coaching session. Conversely, you can elect to

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have your end users view their reports immediately after completing their assessments. The choice is yours.

View reports of any/all of your end users' activities from within your Admin Account. Print the collective results of a group of end users for team building and group coaching. This feature is extremely useful when you're working with a group and want to see at a glance how everyone scores in relation to one another.

Set up sub-accounts/groups which allow alternate access levels for clients or additional trainers. Their specified level of access will allow them to manage only a designated set of end users.

BENEFITS

- **Site Branding** - Allows you to add a design header and footer to the web page to match your company design.
- **Report Branding and Customization** - Allows you to customize the report output for any assessment. This includes logos, text edits or overall formatting at no extra charge.
- **Assessment Links** - Allows you to create links which give access to your assessments.
- **Support** - Allows you to choose between using our online support resources or designating your email address as the first help desk responder.
- **Secure SSL Capabilities** - Allows you to run your assessments via https or http environments. If https security is desired, this is made available for an extra charge of approx. \$150.00 per year.
- **Usage Reports** - Allows you to generate usage reports for web screen viewing or Excel download. These reports display totals and individual assessment usage over any given date-range search.

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- **Group and Team Reporting** - Allows you to run composite reports based on groups or assessment access links. These reports include all selected end users and combine them into one report. The ability to customize these reports is also available at an extra charge.
- **Sub-Accounts** - Allows you to grant assessment access to individual businesses.

ASSESSMENTS

Many of the world's top coaches and Fortune 500s rely on our assessments to ensure positive outcomes in the areas of *employee selection, leadership development, sales & customer service training, team-building, communication & collaboration training, conflict resolution* and *succession planning*.

Assessments work by introducing scientific measurements to someone's critical thinking skills, motivations, potential skill proficiencies, work styles, behavioral characteristics and personal values. You can think of our assessments as "MRI tests" constructed to evaluate and reveal someone's complete cognitive makeup. Simply put, modern online assessments reduce risk and take the guess work out of the greatest business variable of them all: human capital.

CORE ASSESSMENTS: Each of our five Core Assessments measures a different — but equally important — aspect of human behavior or cognition. Each address, one of the five “core” aspects of the human personality. There are no right or wrong answers, but different “styles” that define an individual’s characteristics in each of these five categories. The five Core Assessments are:

- **DISC:** measures behavioral styles
- **Motivators:** measures motivational styles
- **Hartman Value:** measures thinking styles
- **EIQ:** measures emotional intelligence styles
- **Critical Thinking:** measures critical thinking abilities

COMBINED ASSESSMENTS: Our Combined Reports pair two of our Core Assessments together back-to-back, into a single cost savings report. Our current Combined Reports include:

- **DISC & Motivators:** measures behavioral and motivational styles
- **DISC & Learning Styles:** measures behavioral and learning styles

SPECIALTY REPORTS: Our catalog includes a number of extraordinarily unique and highly specialized assessment instruments that are difficult to find anywhere else. Sometimes these instruments are so unlike any of our others, they demand unique recognition.

Our Specialty Reports include:

- **Sales IQ Plus:** a sales skills test developed by three of the world's top sales minds.
- **DISC Collaboration:** a DISC-based report that compares side-by-side the behavioral characteristics and tendencies of two individuals.
- **Performance Gap Indicator (PGI):** The Performance Gap Indicator (PGI) evaluates FIVE company-wide performance areas, plus separate reporting for initial analysis and subsequent follow up analysis, so you can objectively track progress and demonstrate real ROI.

360° BEHAVIORAL Assessments: The following are the only assessments you can send out to others to get the enhanced 360° view of yourself.

Having the ability to process the collective perceptions of how others see you allows you to compare and contrast your own self-assessment with the observer's feedback and there is no limit to how many inputs you ask for from colleagues or employees.

The 360° Behavioral Assessments include:

- **Social Styles:** Our most popular 360° Behavioral Assessment evaluates the user's place among four different behavioral styles in addition to his/her adaptability score. This report comes in two versions: Social Styles (self emphasis with supporting observer data) **OR** Social Styles Plus (observer emphasis with supporting self data.)
- **The Platinum Rule:** This award-winning assessment is based on Assessments 24x7 founder Dr. Tony Alessandra's book by the same name. This behavioral assessment is very similar to DISC, except with 360°-like functionality and unique terminology.

HIRING AND SELECTION REPORTS: Organizations can improve employee performance while reducing turnover by integrating performance-predicting assessments into their hiring & selection

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processes. As employee costs continue to dwarf other organizational expenses, companies of all sizes have discovered that hiring & selection assessments are worth their weight in gold.

Our hiring & selection Reports include:

- **Work Ethic Screen:** This simple, low-cost screening report was designed to be used at the early stages of an employee selection process.
- **Executive Summary:** This performance-predicting report integrates three of our Core Assessments, (DISC, Motivators and Hartman Value Profile,) to provide employers with specific performance-predicting answers, along with hiring & on-boarding recommendations.
- **DISC Fitness Benchmarking & Comparison System:** This on-screen system and PDF report allows employers to compare new applicants to desirable job performance benchmarks by industry. Employers can also compare job applicants to the assessment results of current employees, thereby enabling them to create an employee composite of ideal scores.

DISC APPLICATIONS

Because the principles of DISC are simple, easy to apply, and easy to understand, there are a number of applications for this behavioral tool. At the most basic level, DISC personality reports can be used for personal development, to better understand yourself, your motivations, and why you repeatedly do the things you do. Once one can understand themselves as well as the tendencies and communication styles of others, increased communication and understanding between individuals ensues. This can be applied to conflict resolution, team building, and increasing communication in personal or corporate culture. When applied to specific areas, such as hiring, leadership development, stress management, sales training, education, or ministry, these tools can be applied in very specific ways to achieve a goal.

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Talent Management

Recruiting, interviewing, training, and placing staff can be tricky. Your account platform gives you the ability as a PLA, to offer a wide variety of talent management solutions to help business owners hire the right people and put them in roles that make the most of their talents. Our talent management solutions are customized to meet a company's specific needs:

- Recruit and filter potential hires.
- Create and implement performance benchmarks.
- Foster employee leadership and management skills.
- Build strong and productive teams.
- Boost productivity and efficiency.
- Improve employee engagement and morale.
- Minimize interoffice conflict.
- Increase employee retention.

Hiring with DISC

The process of finding talented employees and bringing them into an organization doesn't have to be time consuming and stressful. Our hiring tools provide a fast, easy, and reliable way to find the right candidate for the job. Our technology allows you to:

- Measure candidates against pre-loaded industry-specific benchmarks.
- Create your own benchmarks based on your specific work environment and requirements.
- Automatically rank and sort candidates based on their compatibility with the position.
- Ask the right interview questions based on their personality style.
- Access detailed information about the candidate's communication style, job strengths and weaknesses, patterns of behavior, team thinking style, and workplace values.

Team Building

The DISC system of behavioral analysis allows you to build stronger and more productive teams by:

- Strengthening communication.
- Minimizing conflict.
- Maximizing productivity.
- Increasing effectiveness.
- Improving morale.

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Leadership Development

Leaders are found at every level of an organization. The challenge is to develop their talents and make them more effective. Leaders have the power to choose alternative ways of thinking, acting, and behaving in the leadership activities for which they are responsible.

These tools provide leaders with personal insights, a model to increase their flexibility in leadership behaviors, and resources to which they can return as they gain more experiences and become more multidimensional leaders.

Training and Development

DISC can be used with everyone in an organization, regardless of title or role, to improve the quality of the workplace. With DISC-tinctions individuals understand and appreciate the styles of the people they work with. The result is more effective and productive working relationships.

DISC remains the most trusted and widely used learning instrument in the professional training industry. It has proven its reliability over the last 30 years with over 40 million users worldwide utilizing DISC for expert professional training.

Assessments, Materials and Resources

The license along with a PLA admin site include the following assessment tools, materials, and resources:

DISC and other assessments for hiring and developing your clients or staff:

- DISC for Self
- DISC for Sales
- DISC for Leadership
- DISC for Coaching
- DISC for Customer Service
- DISC and Learning Style
- Emotional Intelligence
- Collaboration Report
- DISC and Motivators
- DISC Leadership and Motivators
- DISC Sales and Motivators
- DISC Service and Motivators
- DISC Sales and Learning Styles
- DISC Coaching and Motivators
- Learning Styles

Training Materials and Resources:

- Team Building exercises for Trainers
- DISC debrief resources
- Recorded Webinars, Audio and Video interviews
- DISC background materials
- DISC presentation Audio/Video files
- DISC 52-week email series
- Virtual Training videos and debrief guides
- DISC behavioral interview guide
- Evaluation Forms
- Training design examples
- Prospective client email examples
- Proposal for DISC training examples

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PowerPoints

- The Basics of DISC
- Irresistible Leadership
- Sales made Easy
- Benefits of DISC
- Platinum Rule
- Basics of Behavior 101
- DISC - Train-the-Trainer
- Irresistible Influence for Coaches
- Developing Virtues in Self and Others

Articles

- Navigate the social media people mine field
- Building DISC teams that work
- Leadership and Virtues
- To fall in love with anyone do this...
- I liked you from the moment we met!
- Millionaires hook and what it takes

Resources – facilitation, coaching and consulting

- Resolving breakdowns process
- The four types of feedback
- Tips for effectively managing conflict
- “What I feel like saying” process for clearing
- Mining the gold process
- Guidelines for communicating assertively
- Feedback and clearing withhold process
- Evaluations Forms
- Consulting templates
- Training design guidelines
- Sample Proposals for consulting

Books

- Excuse Me Your Personality is Showing
- 50 Ways to Have Magnificent Relationships
- You Me and Them
- 50 Ways to Effectively Deal with Conflict

Blog posts

- How to read people like a book
- Six games of the ego

Case Studies

- The Executive Summary Report
- Virtues in the classroom

Certification Training

Included in a License is certification in the *PeopleSmart DISC Interpretation Method*.

The PeopleSmart DISC Interpretation Method online training is unique in the marketplace with individuals being trained to:

- Use both coaching and facilitation techniques when debriefing a DISC report or training others.
- Identify patterns of behavior and use coaching interventions for shifting these patterns.
- Identify using charts and graphs a person's needs, emotions and fears and coach them to develop character virtue strengths.
- Observe behavior in others and listen for limiting beliefs for supporting others to adapt their DISC style.
- Apply Character Virtues when having to adapt behavior.
- Debrief a DISC report with others.

Benefits:

- Study online at your own pace – PeopleSmart Academy.
- Join live Q&A webinars, to gain access to private coaching and Q&A's sessions on request with Sandra Davis, DISC Master and Trainer and Co-founder of the *PeopleSmart DISC Interpretation Method*, to fast track your certification.
- Join a live webinar, to gain access to private coaching relating to your **DISC** report with a certified PeopleSmart trainer.
- 2 complimentary DISC assessments for practicing with.

On completion professionals will be able to administer, interpret and understand and be able to teach and apply the DISCS four-quadrant model in their managing, coaching, training, or study programs. Once qualified each participant will be able to coach and interpret profiles with proficiency.

TESTIMONIAL

Graeme Hogan, one of our certification graduates says the following about his training

experience with PeopleSmart World... I found the DISC training through People Smart World very helpful and very thorough. The on line resources meant you could progress at your own pace, going back to check or explore areas that you needed further understanding on and working on it at times that suited you (for me during the Christmas Holiday period). The bite sized nature of each module meant you couldn't get overwhelmed with content, enhancing the ability to take on the material. Having 'face time' with Sandra through the process also provided the ability to 'check in' on areas you may have needed clarification on. The work books and e-resources also provided great reference material to use in support of the on line tutorial PDF's.

All in all a great way to learn more about DISC in a well-supported way!

Ten Reasons for Becoming a Licensee

1	Licensees have a greater success rate than independent small businesses.
3	Licensor offers an established brand name and market presence.
5	Licenses are safer in uncertain economic times.
6	Licensor has a stake in the Licensee's success.
7	Licensor provides on-going training and support.
8	Licenses offer pre-researched information relating to specific information.
9	Licensor ensures that each Licensee has a clearly defined area of operation.
10	Licensor and Licensees are working towards common goals.

Testimonials

MANAGEMENT TRAINING

As a Manager using DISC assessments, has supported me to employ staff that have the right behaviours for the role. When new staff members begin they often have to “hit the ground running”, and the DISC tool gives me a way of quickly integrating them into the team, as I am more aware of their behavioural needs.

Working with the **PeopleSmart** facilitator I also now have a better understanding of why people communicate and react the way they do to certain situations. This understanding enables me as a manager to communicate and approach each member of my staff more effectively, which means we all benefit. Knowing what the needs are of each DISC style has supported me to better interact and communicate with all types of people.

LICENSEE

I discovered the PeopleSmart DISC assessment at the Money & You Program in 2015. When I first read my DISC report, I felt like I had finally been given permission to be “me”, and it also helped me to accept the way I am. We also used the DISC assessment as a part of the recruitment process for our bus company. I experienced the results of using the DISC tool when having to hire and the positive impact it had to the overall recruitment process.

I then decided to become a certified instructor and in 2016 became a PeopleSmart Licensee so that I could spread the power of DISC. I really like the self-paced training approach, the videos, and the work book, included in my licensee training, as they explained all the fundamentals and applications of DISC using the **PeopleSmart DISC Interpretation Method**. Also, the support I received from the PeopleSmart Trainer, through online chats was fantastic! She was always available for me when I had questions and needed some advice when having to debrief a DISC report.

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When receiving my Licensee training, the trainer travelled to me, and spent 3 days brainstorming with me about the direction I wanted to take my new business, my marketing plan, and even set up a new Weebly website for me and helped me to design my logos, all the things I needed to start my business.

It is also great that we continue to have regular Skype calls for keeping me knowledgeable and informed about new assessment tools, and for receiving advice, when having to write and submit proposals.

In 5 years' time, my vision is to see all VCE students in Victoria using DISC to support their learning and career directions. Coming from the teaching background, I can see this is very needed and know of the positive impact that DISC can bring to a student's academic and social life. I am looking forward to supporting more people to develop "People-Literate" skills for creating better and happier relationships.

Private Label Associate (PLA)

Adventures in a Thriving World Pte Ltd - Singapore

We've been working with PeopleSmart Enterprises LLC since 2011 and I will say that they are truly masters with the distinctions and insights on the DISC and related assessments. The system is also robust, meets all our needs and the needs of our clients, the features are extensive and very comprehensive, and the support is fantastic. More than that Sandra and Carol truly embody the work that they do and it's just been simply an amazing experience working with them.

Douglas Ng - Founder and Director

Ascendancy - New Zealand

I highly recommend the services provided by Sandra Davis and Carol Dysart of PeopleSmart Enterprises. The assessments and resources available to Private Label Associates via their website are both extensive and easy to access, plus both Sandra and Carol have a wealth of knowledge in DISC and Personality Profiling, which they are very willing to share. As a Private Label Associate my Company Branding is displayed on each assessment and the website has the functionality to enable customisation of e-mail communication, so there is consistency with my company branding.

Kevin Heppleston - Founder

INVESTMENT

The PeopleSmart Enterprises NZ Ltd distribution license investment:

Corporate LICENSE	First Year	ANNUAL	CERTIFICATION
Organization 150plus employees	\$10,000	\$5,000	2 people
*Organization – multiple businesses/branches	Quoted on request		

- All prices are quoted in USD dollars.
- ***Organization – Multiple Businesses:** The initial and annual license fee will depend on the size of an organisation and the number of businesses included in the license. PeopleSmart Enterprises will submit a quote on request.

Licensee Commissions

All Licensees may earn commission for selling the PeopleSmart Enterprises services. Licensees are required to sign a Distributor Agreement. For further information about becoming a PeopleSmart Enterprises NZ Ltd Licensee contact:

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