

Calling All Leaders...

## Road to Resilience

Executive / Leadership and Team Coaching

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**Margie S. Heiler, MS, MCC, CEC**

The Leaders' Coach

Leadership / Team Coaching

Assessments Expertise and Certification

540-635-4843

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Do you want to:

- ◇ Evolve key, talented employees into highly functioning leaders?
- ◇ Build personal, team and organizational resilience?
- ◇ Leverage personal team strengths and opportunities?
- ◇ Increase employee retention and improve bottom-line results?
- ◇ Revitalize leaders who have plateaued or need work-life balance?

Road to Resilience offers these proven, valid, reliable, state-of-the-art assessments that will assist you in your needs:

### **TTI Success Insights® Behaviors (DISC) and Motivators (PIAV)**

Section 1 of this report (DISC) is designed to help you attain a greater knowledge of yourself and others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Applying the information from this part of the report will help you understand yourself and others better, and improve your communication and relationship skills for increased productivity and job satisfaction. DISC is the universal language of observable human behavior, or “how we act.” The predictors of behavior are based on four factors (DISC):

- **“D” or Dominance** measures how a person responds to problems and challenges.
- **“I” or Influence** tells how a person influences others with his or her point of view.
- **“S” or Steady** measures how a person responds to the pace of the environment.
- **“C” or Compliance** tells how a person responds to rules and procedures set by others.

Section 2 of the report (PIAV) provides information on the “why” of your actions and will impact the way you value life. Applying the results of this part of the report creates improved morale, increased

productivity, personal development plans and win-win situations for everyone. Once you know the motivations that drive your actions, you will immediately be able to understand the causes of conflict. The measurements give you information on each of six attitudes or passions:

- **Theoretical** - To discover, systematize and analyze; a search for knowledge.
- **Utilitarian** - To gain return on investment of time, resources and money.
- **Aesthetic** - To add balance and harmony in your life and protect natural resources.
- **Social** - To eliminate hate and conflict in the world and to assist others.
- **Individualistic** - To achieve position and to use that position to influence others.
- **Traditional** - To pursue the higher meaning in life through a defined system for living.

Contact me to arrange a complimentary, no-obligation call with me or one of my associates to explore your needs further.

You will glean the experience I have gained through management positions, consulting and over 13 years of coaching experience. My customized coaching programs include leadership coaching, a unique combination of assessments, assessment reports, development plans and team coaching.



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