

Extended DISC Profile & Debrief

See how you work under pressure, and what to do about it.

Your practice rises and falls on your leadership.

Not on the next marketing tactic. And when you're tired all the time, it isn't always the workload. Often it's the effort of working in a way that doesn't fit how you're wired. Extended DISC shows you that pattern clearly, so you can stop spending energy you don't need to spend.

What it helps you see

- Your communication style, and why some conversations cost you more than others.
- Your leadership style, and the strengths you may be underusing.
- Why some parts of running your practice feel harder than others, so you can resource them properly instead of pushing through.
- What you need next in your own learning, development and mentoring.

I don't try to fix weaknesses. I amplify strengths.

Behaviour is mapped, not pathologised. There's nothing wrong with you to find.

What this looks like in practice

A group practice owner was spending far too much energy trying to be the kind of leader she thought she needed to be. Once she could see the strengths in her natural style, leading became something she enjoyed rather than something she wanted to run from.

A practice owner with a strong Steadiness style didn't believe someone like her could be a strong leader. When she saw that her natural style was exactly what had built her practice's culture, across multiple sites, she began leading from who she is. She and her second-in-command now share a language for their differences, so the conversations no longer become personal.

Why now?

If you know your ceiling is set by your leadership, this is often the missing piece: why ongoing fatigue keeps holding you where you are. It shows you what to change, what to resource differently, and where working too hard has become a risk in itself.

What is DISC?

DISC describes behaviour, not personality. The letters stand for four broad styles:

D – Dominance. Direct, decisive, focused on results.

I – Influence. Outgoing, people-focused, energised by ideas.

S – Steadiness. Supportive, loyal, focused on stability.

C – Compliance (often called Conscientiousness). Careful, analytical, focused on getting it right. Everyone uses all four. Most of us lean on one or two, especially under pressure.

Why Extended DISC is different

People don't fit neatly into four boxes. Extended DISC gives you two profiles: your natural style (how you're wired to behave) and your adjusted style (how you believe you need to behave at work right now).

The gap between the two is where many of us spend a great deal of cognitive and emotional energy without realising it.

Not a personality test. Not a diagnosis. A clear picture of how you're showing up, and what it's costing you.

What's included | \$600 AUD

- The online questionnaire (about 15 minutes)
- Your full Extended DISC report
- One hour with Jo on Zoom
- A one-page written summary within 48 hours, with three actions for the next 30 days

Who it's for

Capable, busy health professionals, practice owners and leaders who keep noticing the same patterns under pressure. It isn't crisis support, and it isn't therapy.

How it works

1. Choose a time from the sessions available in my calendar.
2. Within one business day, I'll send your questionnaire link. Please complete it at least three days before we meet.
3. We meet for an hour on Zoom.
4. Your written summary arrives within 48 hours.

About Jo

I've been an accredited Extended DISC consultant since 2009. Until now I've used it exclusively in my rehabilitation work and with my one-to-one coaching clients. What would usually take me around six weeks of getting to know someone, I can see in a one-hour debrief with the report in front of us.