



# Is DISC Certification Really Important?

A Guide to DISC Certification for Human Resource Professionals



PeopleKeys is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®.



**DISC is a powerful and profoundly simple tool to understand people.**

Human behavior can be a mystery. At home or in the workplace, behavior and personality are often misunderstood and become areas of stress which can affect employee work productivity and happiness.

The good news is a simple DISC assessment can unlock the key to better work relationships, conflict resolution, motivation, and self-growth.

## About PeopleKeys

PeopleKeys has had success in behavioral analysis and in unlocking human potential for over 35 years. As a world leader in customized behavioral assessments, certification and training courses, and delivery systems and technology, PeopleKeys prides itself on delivering excellent customer service, an international platform, and the most customizable and tailored solutions around.

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# DISC Certification for Human Resource Professionals

Do I really need to be certified to apply DISC principles?

**The straight answer is - NO.**

- Certification is not required to administer or interpret DISC profiles.
- PeopleKeys® DISC reports are self-explanatory and can be used as a standalone tool for personality analysis.

Will DISC certification give me a competitive advantage?

**YES – More than you can expect!**





# PeopleKeys® Certified Behavioral Consultant (CBC) Accreditation

Earn up to 35 PDCs towards SHRM recertification with PeopleKeys® Certified Behavioral Consultant online DISC certification course. Earn over half of the required 60 PDCs needed for your recertification!

# The Competitive Advantage of CBC Accreditation

Whatever your business, industry or purpose, you will always work with people. Utilize the insight of DISC behavioral analysis to maximize your relationships.



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## DISC Human Resource Applications

- Replicate top performers with predictive hiring
- Unlock the potential in your workforce
- Reveal employees' and applicants' personality strengths/limits and work team compatibility
- Reduce turnover, and increase employee retention
- Increase employee satisfaction through revealing personality insights on their values, motivations, and life passions
- Ensure workplace culture fit and harmony
- Extend your knowledge with businesses, churches, and non-profits

## DISC Certification Benefits

- Add more value to your organization and its people
- Integrate DISC into your onboarding and team-building practices
- Supplement your professional human resource specialty
- Apply a variety of behavioral reports, profiles, and training tools
- Add PeopleKeys® Certified Behavioral Consultant (CBC) DISC certification to your resume or list of credentials
- Increase your professional value with certification
- Train others in DISC theory

Adding Certification in Behavioral Analysis to your credentials will show you have an in-depth understanding of people and their predictable behavior as to why they do what they do. PeopleKeys® has been studying behavior and providing consulting for over 35 years. At the end of the course, you will have a deeper appreciation for DISC theory and application.



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## PeopleKeys® CBC Perks

- Minimum 20% discount on all purchases
- Professional Development Credits (PDCs) towards SHRM recertification
- IACET Continuing Education Credits (CEUs)
- A complimentary branded business account
- Complimentary DISC reports pre-loaded in your account
- User guides and access to training in the PeopleKeys® Knowledge Base
- CBC certificate with raised seal
- Access to additional free training resources and webinars
- Dedicated account manager
- On-going, life-long support for your business needs
- Transferable knowledge and certification for future career development as a coach, consultant, or trainer





# PeopleKeys® CBC Accreditation

## Frequently Asked Questions

# FAQs - PeopleKeys® CBC Accreditation & DISC Certification

## What is included in the CBC Course?

- The CBC Course is comprised of two courses, delivered online via the Digital Chalk LMS: CBC Level 1: Introduction to Behavioral Analysis and CBC Level 2: Advanced Behavioral Analysis - Business Consulting Perspectives
- The course is self-paced, not instructor led.
- Each course contains a 50-question exam and several mini tests.
- You must receive 80% correct answers on the exam to successfully complete each course.
- Upon successful completion of the exam, you will be able to view and print your course completion certificate, and request a printed course completion certificate with raised seal.
- Upon successful completion of the exam, you will be able to request a CEU and/or PDC transcript.

## How much time does it take to complete the CBC course?

- Since the course is self-paced, the time it takes to complete each course depends solely on how much time you spend on it.
- You should allow for 12 - 14 hours to complete the course, and it is possible to finish the course in a weekend. Each course has roughly 4 to 6 hours of video content (10 hours total). You should plan to spend a minimum of 10 hours in practical application by giving and reading DISC profiles.
- You do not have to complete the course in one sitting. If you work on the course and need to leave, you can log back in and pick up where you left off.

## What is the price, how do I pay, and do you offer a payment plan?

- The [CBC course](#) is \$995. The [CBC+ course](#), which is the same content as CBC with live training, is \$1,195.
- We do not currently offer a payment plan.



# FAQs

## How do I receive my printed certificate and CEU / PDC credits?

- You may request a printed certificate with a raised seal after you have successfully completed both courses. There is a prompt within the course asking you if you would like to make this request.
- Please note: All printed certificates or transcripts (if requested) will be mailed together after successful completion of the last course. This option is for continental US residents only. Residents outside the continental US will need to pay for shipping in advance.
- You may request your CEU or PDC transcript after you have successfully completed the course. There is a prompt within the course asking if you would like to make this request.
- PeopleKeys® is authorized through The International Association for Continuing Education and Training (IACET) to issue three (3) IACET CEU credits for completing the CBC course.
- PeopleKeys is recognized by SHRM to offer 30 Professional Development Credits (PDCs) for completing the CBC course.

## How can I apply my certification to increase my income potential?

Typically, participants who have taken the CBC apply their skills in the following ways:

- Add more value to your organization and its people
- Integrate DISC into your career development practice
- Supplement your professional human resource specialty
- Re-sell a variety of behavioral reports, profiles, and training tools
- Add PeopleKeys® Certified Behavioral Consultant (CBC) DISC certification to your resume or list of credentials
- Increase your professional value with certification
- Train others in DISC theory

# FAQs

## Will I have access to this resource after it's been completed?

- Yes, you will be able to login to each course, even after the courses are completed.

## Can I take the proficiency exams more than once?

- Both proficiency exams requires score of 80% or higher to pass.
- If you receive a score lower than 80% on either exam, you can review the course and take it again.
- There is no limit on how many times you can take the test, nor additional charge for retaking.



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# Certified Behavioral Consultant

- 3 Steps for Reducing Employee Turnover with Predictive Hiring
  - Building a Team with the Right Attitudes
  - Incorporating DISC for a Successful Onboarding Program
  - From Start-up to Scale-up: Hiring Tips During Growth
- 
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