

Conmetis AG is certified partner of Ensize



Ensize international has developed tools based on established behavioural knowledge and research and provide us with a state-of-the-art online platform for training, knowledge, and assessment. Ensize was founded in Sweden in 1992 and is a global assessment company with expertise in leadership, organization, sales, and human behaviour.

Politics in the project, making success so difficult!

Is that familiar to you? You have been appointed to lead an important project and are starting to put together a team. But you know that there are frequently disagreements and conflicts between two of your desired team members. Therefore, you are forced to choose one of them. Another expert that you would like to have on the team is not approved by his superior and you have to be satisfied with a substitute that you know does not get along well with the others. We could continue this list of difficulties at will.

Most challenges in projects are predictable and avoidable. In the same way, success can be planned if the focus is on the right aspects. Putting together productive and efficiently acting teams is no easy task. But it is essential to achieve high quality results. Our increasingly

complex working environments also confront people with problems where they don't know how to act due to the changed or new situation. Those who do not learn to adapt their own behaviour and that of their employees to the requirements of their working environment will fail at some point. But how do you know how to behave yourself and how to get along better with other people?

A behavioural analysis will help to systematically reflect on one's own actions and to assess other people. The method of DISC analysis has proven to be excellent in this respect, being consistently pragmatic and goal oriented.

DISC is an acronym for **D** for Dominant, **I** for Initiative, **S** for Steady, **C** for Conscientiousness and thus divides people's behavioural styles into four different basic categories. The focus is on the user with his personal characteristics, his communication and interaction with the environment and with his role as a manager or team member. This means that the model helps people to get to know themselves better, to understand their fellow human beings better and to adapt their own behaviour to others as needed.

» Politics is a battle to change or preserve existing conditions. «

Christian Graf von Krockow, 1976

There is no doubt: conflicts and inefficient communication or a lack of cooperation cost money and time. The quality of work suffers, opportunities are not used, potentials are not realized, and employees are frustrated and unmotivated.

We at Conmetis AG have chosen the DISC analysis developed by Ensize because it has proven in various projects over more than 25 years and it is easy and fast to use. Thus, the actual project work is not impacted, and the analyses are understandable for everyone, do not devalue and can be used flexibly. No matter if you use it for the assignment of new employees (recruitment), team composition or development, conflict management and/or for the behaviours of leaders. You will improve communication within your company, your team, and your colleagues.

If you are also interested in increasing your potential and that of your employees, please contact us. We would be happy to provide you with further information on our analyses, workshops, and the DISC model.

www.conmetis.com