



Certificate number 19061

# Natasja Hallema

Completed DiSC certification Training on 22 February 2019 and is now certified DiSC trainer.

A handwritten signature in black ink, appearing to read 'Raquel van Oijen', positioned above a horizontal line.

**Raquel van Oijen**  
EDN Solutions

A handwritten signature in black ink, appearing to read 'Denyse Pierik', positioned above a horizontal line.

**Denyse Pierik**  
EDN Solutions



### **DiSC® Trainer Certification:**

- Entitles the trainer to apply DiSC® and Everything DiSC® products including those in the DiSC® Classic product range. Continued certification is conditional upon the trainer actively applying the material on an ongoing basis. The degree of professionalism in the application of the tools may be subject to quality control assessment by the issuer of this certificate at any time.
- Does not entitle the trainer to certify others in DiSC.
- Is personal and independent of employment in a company or organization.
- Is awarded on completion of a course in the use and application of the Everything DiSC product line. The trainer has attained and demonstrated competence in the application of DiSC.

### **Certification obliges the Trainer:**

- To use updated materials
- To display professional competence in using DiSC
- To cooperate in ensuring that only certified trainers apply the material
- Not to photocopy or otherwise reproduce material of which John Wiley & Sons, Inc. owns the copyright
- To submit validation questionnaires to Workplace Learning Solutions, WILEY upon request, in an anonymous form, with regard to continued validation of the material
- To act in compliance with local and/or international ethical standards on use of psychometric tools and laws regarding data privacy

### **Certification obliges the Authorized Partner:**

- To continually update the materials
- To hold DiSC Trainer Certification courses
- To continually test the validity of the profiles
- To provide and sell materials and profiles to support DiSC
- To follow up on the trainer's application of the material by visit or by telephone