

Program Overview

Program Content: Three 90-minute training modules and optional people-reading activity with leader's guides, PowerPoint®, participant handouts, and video that support the 20-page *Everything DiSC Workplace® Profile*.

Program Description: *Everything DiSC Workplace* helps people

- Discover their DiSC® styles
- Understand their reactions to coworkers
- Build more effective work relationships

MODULE 1: DISCOVERING YOUR DiSC® STYLE

Length: 90 minutes

Activities:

- Individual
- Small Group
- Large Group

Materials:

- Handout 1.1
- Handout 1.2
- Flipchart and markers
- *Everything DiSC Workplace Profile*: Your DiSC Style section

Goals:

- Learn about the DiSC model and the *Everything DiSC Workplace Map*
- Identify your style and explore the priorities that drive you during your workday
- Discover the similarities and differences among the DiSC styles

Activity Description:

Participants walk through the framework of the DiSC model and watch a video that introduces the model. They learn about their DiSC styles, how their priorities influence their actions, and what motivates and stresses them. They then create flipchart descriptions of a day in the life of their styles and share them with the large group. Finally, they reflect on what they've learned and write down ideas they want to remember.

Continued on next page

MODULE 2: UNDERSTANDING OTHER STYLES

Length: 90 minutes

Activities:

- Individual
- Partner
- Small Group
- Large Group

Materials:

- Handout 2.1
- Handout 2.2
- Green and yellow stickers
- Flipchart and markers
- *Everything DiSC Workplace® Profile: Understanding Other Styles* section

Goals:

- Discover your reactions to different DiSC® styles
- Identify what works for you and what challenges you when working with each style
- Use the DiSC model to understand the people you work with

Activity Description:

Participants watch video segments introducing four coworkers in a game-show format and decide who they would most and least like to work with. They get into groups according to the character they least want to work with. They read about how they might react to that character, then record on a handout what is difficult and what works for them when working with that style. They share with their small groups and create a flipchart showing what's difficult and what works. They repeat this exercise with the character they most want to work with. As each group presents their flipchart to the large group, participants use the information to complete the charts on their handouts. Finally, they use stickers to identify one characteristic they find most difficult and one that works most for them on each flipchart, and discuss with the large group.

MODULE 3: BUILDING MORE EFFECTIVE RELATIONSHIPS

Length: 90 minutes

Activities:

- Individual
- Partner
- Small Group
- Large Group

Materials:

- Handout 3.1
- Handout 3.2
- *Everything DiSC Workplace Profile: Building More Effective Relationships* section
- *Everything DiSC Workplace Style Guide*

Goals:

- Learn how others have bridged their differences using DiSC
- Practice using DiSC to build more effective relationships at work
- Write an action plan for building more effective relationships

Activity Description:

Participants watch video segments of coworkers describing their challenges working with each DiSC style and the strategies they use to overcome these obstacles. They then learn personalized strategies for building a more effective relationship with one style of their choosing. Participants select one overall strategy and write an action plan for using it in their workplace. Finally, they complete the front side of the *Everything DiSC Workplace Style Guide* to display in their workspace.

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OPTIONAL ACTIVITY: PEOPLE READING

Length: 30 minutes

Materials:

- People Reading Handout
- Flipchart prepared for score keeping
- *Everything DiSC Workplace Interaction Guide*

Goals:

- Learn a method called people reading
- Develop skills in recognizing people's DiSC styles based on their behavioral cues

Activity Description:

Participants learn how to recognize others' DiSC styles using people reading, after which they practice the method using a series of video segments in a competitive team activity.