EVERYTHING **DiSC**
PRODUCTIVE
CONFLICT

Video Viewing Guide

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Video Viewing Guide

Everything DiSC® Productive Conflict video provides both theoretical explanations and practical examples of conflict interactions, and helps participants gain a greater awareness of how they might behave in conflict situations and why.
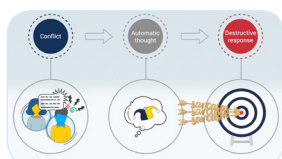
This manual provides an overview of the video content located in the Facilitation Materials folder. *Everything DiSC Productive Conflict* video is also available with English subtitles.

INTRODUCTION TO DiSC® AND CONFLICT
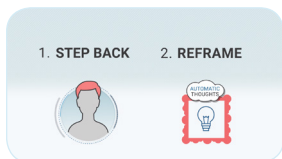Introduces the DiSC® model and describes the four DiSC styles in the context of conflict.

Page 3

DESTRUCTIVE RESPONSES
Describes a model for understanding how we respond to conflict.

Page 3

CHANGING YOUR RESPONSE
Describes how to step back and reframe one's thoughts during conflict.

Page 3

AUTOMATIC THOUGHTS
Shows a series of conflict conversations in which one person's automatic thoughts are highlighted.
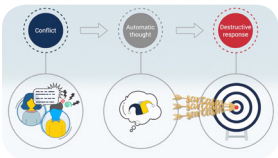
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INTRODUCTION TO DiSC® AND CONFLICT
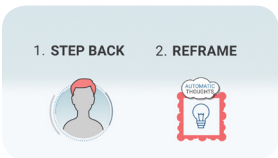
Total Length: 3:30 minutes

This video segment introduces the DiSC® model and illustrates the four DiSC styles and their conflict priorities. It shows how people may respond differently during conflict and helps to build self-awareness around conflict behaviors.

DESTRUCTIVE RESPONSES

Total Length: 1:30 minutes

This video introduces a model that describes how we respond to conflict. In this case, the focus is on destructive responses. So, the model shows (1) a conflict event, (2) an automatic thought, and (3) the destructive response.

CHANGING YOUR RESPONSE

Total Length: 1:45 minutes

This video re-introduces the model, but this time the emphasis is on a more productive response during conflict. The conflict event and automatic thought still occur, but the model now includes a process of stepping back and reframing one's thoughts, which provides an opportunity to choose a productive response.

AUTOMATIC THOUGHTS
Total Length: 5:30 minutes
This set of videos shows a series of conflict conversations between two people. In each case, one person's automatic thoughts are highlighted.

Using the Automatic Thoughts Statements in Facilitation
These videos are used in Module 3. Videos 1–3 are used in sequence to help participants identify and discuss when automatic thoughts may become unhealthy. Video 4 is used later in the module for an activity designed to help participants practice reframing.

Automatic Thoughts 1: Sally
In this video, Sally reacts to Stephanie's having rescheduled a meeting to a time when Sally is not available. Sally thinks that Stephanie isn't showing her sufficient consideration and pushes back.
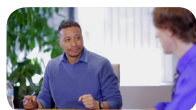
Automatic Thoughts 2: Tom
In this video, Tom engages Dante in a discussion about what another coworker—Jake—said during a previous meeting. Tom thinks that Jake contradicts everything that he says, and he tries to get Dante to see it that way as well.

Automatic Thoughts 3: Stephanie
In this video, Stephanie presents her ideas for a newsletter to Sally and is discouraged by Sally's reaction. When Sally doesn't jump on board, Stephanie assumes the discussion will turn ugly and decides not to push it further.

Automatic Thoughts 3: Dante
In this video, Dante reacts to Tom's asking about a report that Dante is still working on. Dante feels that Tom's request means that Tom doesn't think Dante can do the job right.