EVERYTHING DiSC
WORKPLACE®

Video Viewing Guide

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Everything DiSC Workplace® video helps people build more effective working relationships using the power of DiSC®, with 16 segments of real-world, workplace-specific examples.

This manual provides an overview of the video content located in the Facilitation Materials folder. *Everything DiSC Workplace* video is available with English subtitles or without subtitles.

INTRODUCTION TO DiSC®

Introduces the DiSC® model and describes the four DiSC styles.

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GALAXY PROJECT

Uses a team project senario to introduce four coworkers of different DiSC styles and to elicit people's instinctive reaction to each style.

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WORKING WITH…

Includes team discussions about the challenges of working with each DiSC style and strategies for becoming more effective in those relationships.

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PEOPLE READING

Shows one actor modeling various DiSC styles.

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INTRODUCTION TO DiSC®
Total Length: 4 minutes
What if people had their needs written all over them? This video segment introduces the DiSC® model and shows how understanding people's needs can improve workplace relationships. The video illustrates the four DiSC styles and their priorities, and addresses the complexities of the real world by showing how people can have priorities in addition to those that are expected for their DiSC styles.

GALAXY PROJECT
Total Length: 11 minutes
These segments let participants experience their instinctive reactions to the four DiSC styles. Four coworkers are introduced in the context of a team project. Their DiSC styles are not revealed.

Using the Galaxy Project Segments in Facilitation
These segments are used in Module 2, where it helps participants experience their initial reactions to each style. As they watch each segment, participants go through a process of identifying each character's DiSC style, stressors, and conflict reactions.

Galaxy Project
In this video, the team members discuss how they'll approach an impending project deadline. Each character provides a brief aside to help clarify the person's DiSC style.

Galaxy Project 2
In this video, which takes place later in the same day as the first one, team members continue to discuss their project. The character asides provide insight as to what causes stress for each person.

Galaxy Project 3
In this video, which takes place on the day of the project presentation, team members are feeling unprepared. The character asides provide insight as to how each person responds during conflict.

WORKING WITH…
Total Length: 10 minutes

These segments, which take place roughly six months after the Galaxy Project videos, show the team discussing specific strategies for working with different DiSC® styles. Each team member recounts examples of issues they've faced in working with one another and how they've applied what they've learned about one another's styles to improve their relationships.

Using the Working With… Segments in Facilitation

These four segments are used in Module 3, where they help participants see different approaches to working more effectively with each DiSC style. After watching these segments, participants can create an action plan for working more effectively with their coworkers.

Working with Sally (D Coworker)
Length: 2:10 minutes

In this video, the team discusses challenges and effective strategies for working with Sally.

Stephanie (i style) says that she understands that Sally wants to get things done, so, when talking with Sally, she tries to get to the point more quickly. Stephanie also tries not to take things personally when Sally communicates more bluntly.

Tom (S style) used to think that Sally was abrupt, but now he understands that it is because she is focused on getting things done. Like Stephanie, he tries not to take things personally when Sally communicates more bluntly.

Dante (C style) thinks that Sally moves too fast sometimes, but now he tries to make a fair assessment of her suggestions. He's getting better about pushing for more time when needed while also recognizing that sometimes he needs to allow things to progress.

Sally (D style) has no problem confronting others and speaking her mind, but she forgets that others may struggle with this. So, she encourages her coworkers to push back and say something to her if they disagree or have another opinion to offer.

Working with Stephanie (i Coworker)
Length: 2:20 minutes

In this video, the team discusses challenges and effective strategies for working with Stephanie.

Sally (D style) used to think that Stephanie put too much emphasis on relationships, but now is learning to make the relationship with Stephanie a priority since that is key for Stephanie.

Tom (S style) thinks that things with Stephanie can be chaotic at times. He recognizes that she has a lot of ideas and energy at the start of a project, but that she loses interest when things become routine, so he is working on finding a balance between supporting and questioning her ideas.

Dante (C style) also thinks things can be chaotic with Stephanie, but his response would be to just things down. He's now learning to allow himself time to sit with things and think about Stephanie's ideas before reacting.

Stephanie (i style) often felt shut down or ignored in the past. She wants people to hear her out to help her feel like she is part of the team, and she says the team is now doing a better job of this.

Working with Tom (S Coworker)
Length: 2:10 minutes

In this video, the team discusses challenges and effective strategies for working with Tom.

Sally (D style) says that Tom is good about bringing other views into projects, which she initially thought was slowing things down. But now she's learning that the group needs other opinions to get buy-in.

Stephanie (i style) acknowledges that she tends to bounce around rather than seeing things through, which has caused problems with Tom in the past. She's learning to check in more often, especially when she decides to switch gears on Tom.

Dante (C style) notes that he and Tom are similar in that they can both take too much time on a project. He says that he and Tom are learning to encourage each other to take risks to get things done more quickly.

Tom (S style) says he has a hard time committing to a decision when it is unclear how it will affect the team. He wants an understanding of where things are going and how others are going to be affected before buying in.

### Working with Dante (C Coworker)
Length: 3:10 minutes

In this video, the team discusses challenges and effective strategies for working with Dante.

Sally (D style) knows that Dante needs time to sit with things. She makes sure she gets Dante any background materials in advance and takes the time to identify what needs to be done in order to move forward.

Stephanie (i style) didn't think Dante felt like he could count on her, and she often pushed too hard for him to understand her ideas. Now, she knows that she needs to slow down and focus on the facts when working with Dante.

Tom (S style) was never sure when to approach Dante or how to bring things up. Now, Tom tries not to interrupt when Dante is working, sometimes finding that e-mail is a more effective communication method.

Dante (C style) wants to full understand ideas and to know what is behind them. It isn't his intend to appear closed off; he's usually just thinking. Although he does like to get absorbed in what he's doing, that doesn't mean that he always wants to work alone.
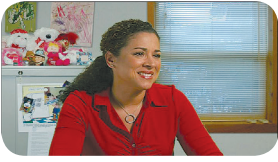
PEOPLE READING (OPTIONAL ACTIVITY)

Total Length: 4 minutes

The 30-second segments in this collection provide an opportunity for participants to learn how to identify people's DiSC® styles through the people-reading process. A single actor, Jen, plays all of the styles in order to keep participants focused on the behaviors and not on the individual.

Using the People Reading Segments in Facilitation

Six of the eight segments are used in an optional people-reading activity that helps participants understand the people they work with. Scenarios 5 and 6 feature a combination of styles, and are likely to be more challenging for participants.
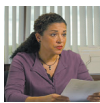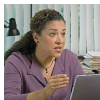
Scenario 1

C style: Jen is cautious and reserved as she provides an improved outline. She reveals her C style through her focus on accuracy and analysis. Her systematic approach and logical reasoning are also characteristic of her style.

Scenario 2

i style: Jen is fast-paced and high-spirited, showing her enthusiasm about an upcoming brainstorming meeting. Her expressive nature and her interest in getting everyone involved reveal her i style.
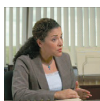
Scenario 3

D style: Jen is outspoken and assertive. Her impatience and her eagerness to get going show her fast-paced D style. She is straightforward and somewhat blunt, showing her determination to get things done.
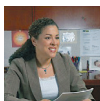
Scenario 4

S style: Jen is accepting and warm, and her accommodating approach reveals her S style. She expresses a sincere willingness to help and shows empathy. She also requests plenty of notice about changes.

Scenario 5

CD or DC style: Jen is skeptical and direct and she expresses her frustration openly. Her desire to be prepared and her no-nonsense approach illustrate her CD or DC style. Jen's preference is to get things done right the first time.

Scenario 6

iS or Si style: Jen is warm and accepting. Her friendly approach and interest in collaboration reveal her iS or Si style. She also wants to make sure that the team has fun while being productive.

Scenario 7

D style: Jen is fast-paced and direct. Her bluntness and impatience illustrate her D style. She is irritated with how they've been going around in circles without making a decision and expresses her willingness to push others to get the job done.

Scenario 8

S style: Jen is warm and apologetic. She supports others and this accommodating approach illustrates her S style. She is moderate-paced and soft-spoken, and she shows that she is both humble and obliging when she goes out of her way to make things easy for her colleague.