

# Everything DiSC Workplace®

## Program Overview

### PROGRAM CONTENT:

Three training modules and optional people-reading and Comparison Report activities 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*: pp. 2–6

**Goals:**

- Learn about the DiSC model and the *Everything DiSC Workplace Map*
- Identify your style and explore your priorities at work
- 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 flip-chart 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.

## MODULE 2: Understanding Other Styles

**Length:** 85 minutes

**Activities:**

- Individual
- Partner
- Small Group
- Large Group

**Materials:**

- Handout 2.1
- Handout 2.2
- Green and yellow stickers
- Flip chart and markers
- *Everything DiSC Workplace® Profile*: pp. 8–11

**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 following a team of four coworkers to learn about each DiSC style. After, participants identify a person they want to understand better so that they can work more effectively with that person. They break into groups based on the DiSC style of that person and identify what is difficult and what is easy about working with that person. Participants conclude by identifying one characteristic they find most difficult and one that works most for them for each DiSC style 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*: pp. 12–16
- *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 someone they want to work better with. Participants select one overall strategy and write an action plan for using it in their workplaces. Finally, they complete the front side of the *Everything DiSC Workplace Style Guide* to display in their workspaces.

## OPTIONAL ACTIVITY: People Reading

**Length:** 30 minutes

**Activities:**

- Small Group
- Large Group

**Materials:**

- People Reading Handout
- Flip chart prepared for score keeping
- *Workplace Interaction Guides*

**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.

## OPTIONAL ACTIVITY: Comparison Report

**Length:** 10 minutes

**Activities:**

- Large Group

**Materials:**

- Sample *Everything DiSC® Comparison Report*

**Goals:**

- Learn about the *Everything DiSC Comparison Report* and how it can help people improve their relationships with others
- Discover a new way to apply DiSC immediately and use it in your organization

**Activity Description:**

The facilitator walks the participants through the Sample *Everything DiSC Comparison Report*.