

## Working with Style: An Everything DiSC Approach

This seminar provides an engaging framework for learners to reach further across their organizations and improve effectiveness. The dynamic content helps everyone—at every level, in any role—learn new ways to build more effective relationships and improve the overall quality of the workplace.

This session will create a personalized learning experience to help participants understand and appreciate the different priorities, preferences, and values each individual brings to the workplace, and how they can learn to adapt to the style of others.

*Everything DiSC Workplace* delivers a comprehensive, workplace development solution to engage every employee—regardless of title or position, department or function—in building more productive and effective relationships at work.

### Standard Agenda

#### **Module 1:** Discovering Your DiSC Style

Insights to the DiSC model and explores how DiSC styles affect workplace relationships and the priorities that drive each individual when interacting with others at work.

#### **Module 2:** Understanding Other Styles

Helps learners identify what works for them and what challenges them when interacting with each DiSC style. They participate in *A Day in the Life Exercise*- understanding the greatest contribution, fears, and how each style is misunderstood. Time management and conflict preferences by style are also reviewed.

#### **Module 3:** People Reading Exercise

With the use of video, participants learn a simple people reading technique and practice developing their skills in recognizing others' DiSC styles based on behavioral cues.

#### **Module 4:** Building More Effective Relationships

Learn how to bridge communication differences and improve understanding of interpersonal styles within the work group. DiSC can help improve performance and provide methods to deal effectively with conflict.

Participant take-a-ways:

- Discover their own DiSC style: recognize the priorities, motivators, and stress triggers that shape their workplace experience
- Explore other styles: understand the differences and similarities among the DiSC styles
- Identify strategies to make more meaningful connections with colleagues of various styles and work more effectively to reduce tension, solve problems, and contribute positively to their organizations
- Research-validated, online assessment. 20-page workplace-specific profile report helps learners explore the priorities that drive them and identifies three key strategies—based on individual DiSC profiles—for increasing their effectiveness in working with other styles

Additional Resources

*Everything DiSC Comparison Report:* Ideal for individuals or small group work. Insightful and robust 10-page research-validated reports can be created for any two participants—even people who have taken different Everything DiSC profiles, such as a *Management* and *Workplace*. Reports illustrate their similarities and differences, potential roadblocks in working together, and practical tips for improving working relationships between colleagues. Unlimited access with all Everything DiSC profiles.

*Everything DiSC Team View:* An at-a-glance view of an unlimited number of respondents and their individual Everything DiSC maps.

*Everything DiSC Facilitator Report:* A composite of a group's DiSC styles this report examines the DiSC culture of a team, exploring the advantages and disadvantages of each style, its influence on decision making and risk taking, and its effect on group members individually—based on different DiSC styles. It includes the names and styles of each participant, and graphics that illustrate at-a-glance the distribution of styles within the group.

*MyEverythingDiSC.com:* MyEverythingDiSC.com is a mobile friendly, interactive learning portal that is exclusive to the Everything DiSC® solutions. An important capstone to any learning program, MyEverythingDiSC.com cements the lessons that your participants are introduced to within their Everything DiSC profiles and classroom facilitation, extending their learning into the future. This complementary tool actively incorporates participant's new DiSC® knowledge into their daily interactions by offering strategy for working and communicating with specific team members.