

## Communicating More Effectively at Work with DiSC

Communicating effectively requires knowing one's own personality and communication style as well as those of others. This awareness allows team members to estimate how others may react and respond to situations at work. This helps in proactively managing our relationships with co-workers, customers and others instead of being in reactive mode.

By using an assessment tool like the Everything DiSC, participants learn about the components of their own personality and behavioral preferences. Through interactive and fun group learning, we emphasize individual and team awareness of these traits and focus on using that awareness to increase effective communication. Please see attached detailed description of these tools.

### **Options for Learning:**

1. Online administration of the assessment with immediate printing of the report.
2. Reading of articles to augment learning of the concepts behind each of the tools. Articles and collateral materials are geared to either of the two assessment instruments, as well as general leadership topics.
3. Individual 1-1 debrief of results by phone (20-30 minutes each) with a trained facilitator.
4. Select interviews (15-20 minutes) of 4-6 team members by a Sapphire consultant to understand context of communication in the organization. This allows the onsite workshop to be immediately relevant and helpful to the organization. We listen for key communication themes and challenges and summarize those for the leadership in preparation of the workshop.
5. Half-day workshop to review the MBTI/DiSC results of the participants, discover ways to use the tool in daily interactions and explore people reading skills. People reading skills can be applied to leaders and individual contributors so they can learn how to adapt their communications to be heard and responded to the most effective manner possible.
6. Workshop evaluation is meant to gauge responses to the workshop and usefulness of the instrument.
7. Online Webinar (45 -75 min) to follow up 30 days after the workshop in order to reinforce the concepts used, discuss successes and support the team in using the tools. This can be recorded

**Investment Ideas:** (Professional fees do not include hotel and meals, does include mileage to/from greater Boston area)

### **Discovery & Learning Level** **\$3,800**

1. Online administration of MBTI or DiSC
4. Select interviews
5. Half Day Workshop
6. Workshop evaluation

### **Personalized Level** **\$5,800**

1. Online administration of MBTI or DiSC
2. Reading
4. Select interviews (4-6)
5. Half Day Workshop
6. Workshop evaluation
7. Online Webinar 30 days post workshop

### **In-depth and Sustained Level** **\$7,800**

1. Online administration of MBTI or DiSC
2. Reading
3. Individual 30 min 1-1 phone debrief of MBTI or DiSC report for all 16 participants
4. Select interviews
5. Half Day Workshop
6. Workshop evaluation
7. Online Webinar 30 days post workshop