

# DISC™ PERSONALITY STYLE TEAM DEVELOPMENT



If we could recommend one **foundational course for your team** to take together, this would be it. The DiSC™ will give you a **common language** for understanding each other's styles, **strengths and challenges and increasing your personal and team effectiveness.**

Understanding the four primary behavioural styles has empowered millions of business people internationally to better communicate with and motivate their employees and colleagues.

## LEARNING OBJECTIVES:

By the end of the day you will:

- **Understand how you respond to others' styles** and how to have more productive interactions with all personality types
- **Capitalize on the diverse strengths** of your team
- **Adapt your communication** to those you work with at all levels of the organization
- **Get your ideas heard** more effectively
- Develop greater understanding, **rapport and cooperation** between co-workers
- **Decrease conflict**
- **Motivate others** more effectively
- Implement a **shared language** to navigate problem solving

- Learn **more effective interpersonal communication**
- **Have fun** together as a team!

DiSC Personality Style Team Development is an experiential program. You won't be sitting through a boring lecture! **This day is packed with learning and fun.**

## PROGRAM HIGHLIGHTS:

- Participants receive a **personalized DiSC profile** for their specific style with strengths, challenges, and suggestions for growth!
- **Interactive exercises** to explore and understand the four main personality styles
- **Engaging discussions** around primary motivators and how to best communicate with each style
- Create a **personalized name plate** with how you like to be communicated with to take back to the office
- Create a **personal action plan** on how to best adapt your communication to others
- Discussion around the **primary style of your team** and what that means for your business
- **Practice adapting your communication** through fun exercises and activities
- **Hands-on team problem solving exercises** to get your team adapting, communicating and using their new language!

The end result is that your team will have learned a new way of interacting based on what works in order to increase understanding, minimize conflict and capitalize on your teams' strengths.

The design of this program is perfectly suited for quick, high-impact learning and positive change in the workplace. Once your team is on the same page with this powerful common language that the DiSC provides, you will be able to move forward with your goals more efficiently and communicate with more clarity and better results.



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EVENING

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## WHAT PREPARATION DO WE NEED TO DO FOR THE TRAINING?

We will need to receive all participant emails at least a week or two prior to the session to send out the DiSC assessments. Our DiSC expert and trainer will speak with you before your training to discuss your goals and determine the most effective training activities for your group.

## WHAT ARE THE SPACE REQUIREMENTS?

We will need a place for everyone to sit and tables to write on and also open space to move around and do the group exercises. We can also do some of the group exercises outside if space and weather permit.

## HOW IS THE ROOM SET UP?

The room is best set up with tables in a u-shape and enough chairs for all participants. A small table for the facilitator is great and a place to set up. You will be changing places and up and moving around so tables and chairs should be movable. Also, a large open space for team activities is important.

## ARE THERE ANY SPECIAL AV/EQUIPMENT REQUIREMENTS?

Flip charts and easel, projector for groups over 40.

## WHAT'S THE IDEAL GROUP SIZE?

The ideal group size is around 15 – 40. This ensures full participation and more individual attention and also gives us a variety of personality styles. If you have a larger team or multiple departments, then we recommend scheduling additional sessions.

## SHOULD I LET YOU KNOW HOW MANY PEOPLE WE ARE GOING TO HAVE?

For the DiSC program we will need to know at least a week in advance (preferably more) who the participants are because we will need to have each person complete an online survey and the results will need to be printed.

## HOW MUCH SETUP TIME IS NEEDED ON THE DAY OF THE EVENT?

If the room is already set up we like to arrive at least an hour before the event starts to set up our equipment and make sure the room is arranged properly.

## HOW LONG IS THE PROGRAM?

The DiSC program is ideally one day or two days if you have additional learning needs. If you only have half a day we can accommodate your schedule, but we recommend a minimum of a full day for maximum learning and retention. We also recommend scheduling a follow-up session or quarterly training to build on the DiSC foundation.

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