



DiSC® - Team Dynamics Onsite Seminar



Curriculum Overview

- completely customizable to Client needs

Timing

Full-day seminar and so 310 minutes of learning (assuming 2 x 10min breaks and 1x 60min lunch)

Core Objectives

- For Participants to learn the DiSC® model and be able to identify their style and explore the priorities that drive them during the workday.
- For Participants to discover the similarities and differences among the DiSC® styles.
- For Participants to discover their reactions to different DiSC® styles and better understand how to work with each style.
- For Participants to practice using DiSC® to build more effective relationships at work.
- For Participants to write an action plan for building more effective relationships.

Outline*

| Module | Title | Time |
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| Module 1 | Introductions, Objectives and Learning Agreement | 15 minutes |
| Module 2 | Discovering Your DiSC® Style | 90 minutes |
| Module 3 | Understanding Other Styles | 60 minutes |
| Module 4 | Building More Effective Relationships | 60 minutes |
| Module 5 | Team Strategy and Commitments | 75 minutes |
| Module 6 | Summary, Insights and Evaluations | 10 minutes |

*10mins AM break in middle of Module 2

*60mins Lunch after Module 3

*10mins PM break after Module 4



Module Summaries

Module 1 - Introductions, Objectives and Learning Agreement (15 minutes)

Objective: Participants feel welcome to the seminar with all potential distractions removed (wondering about subjects, cell phone usage and breaks etc). Participants sense a safe learning environment that is collegial, interactive and purposeful. This section will include a brief overview of the seminar objectives.

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| Lesson 1 | Introductions | 5 minutes |
| Lesson 2 | Objectives | 5 minutes |
| Lesson 3 | Learning Agreement | 5 minutes |

Module 2 - Discovering Your DiSC® Style (90 minutes)

Objective: For Participants to learn about the DiSC® model and the *Everything DiSC Workplace* map; to identify their style and explore the priorities that drive them during their workday; and lastly to discover the similarities and differences among the DiSC® styles.

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| Lesson 1 | The DiSC® Framework | 45 minutes |
| Lesson 2 | Style Priorities: Motivators and Stressors | 15 minutes |
| Lesson 3 | Style Characteristics | 30 minutes |

*10mins break in middle of Module 2

Module 3 - Understanding Other Styles (60 minutes)

Objective: For Participants to discover their reactions to different DiSC® styles; to identify what works for them and what is challenging when working with each style; and lastly to use the DiSC® model to understand the people they work with.

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| Lesson 1 | DiSC® in Action: Stressors & Conflict | 25 minutes |
| Lesson 2 | Understanding Other Styles and Common Perceptions | 35 minutes |

*60mins Lunch after Module 3



Module 4 - Building More Effective Relationships (60 minutes)

Objective: For Participants to learn how others have bridged their differences using DiSC®; to practice using DiSC® to build more effective relationships at work; and lastly to write an action plan for building more effective relationships

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| Lesson 1 | Strategies for Working with Others | 30 minutes |
| Lesson 2 | Personalized Strategies for Effective Relationships | 30 minutes |

*10mins PM break after Module 4

Module 5 - Team Strategies and Commitments (75 minutes)

Objective: For Participants to work as a team to identify how to bridge differences in style preferences and priorities; to adapt their approach and to accommodate the preferences of others; and lastly to appreciate and empathize with others.

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| Lesson 1 | Utilize the Everything DiSC Workplace Style Guide | 15 minutes |
| Lesson 2 | Team Strategies: Appreciating & Adapting | 40 minutes |
| Lesson 3 | Action Planning for Effective Relationships | 20 minutes |

Module 6 - Summary, Insights and Evaluations (10 minutes)

Objective: The learning is summarized and additional resources are recommended to the Participants, who share key learnings and evaluate the practical benefits of the seminar.

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| Lesson 1 | Summary and Additional Resources | 5 minutes |
| Lesson 2 | Evaluations | 5 minutes |

