


EVERYTHING DISC

**Everything DiSC Workplace® T-T-T**



Center for Internal Change  
A Division of The Total Approach

flanaganpublishing

---

---

---

---

---

---


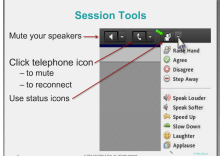
---

---

Adobe Connect Platform

*Housekeeping:*

- Phone connection
- Breakout rooms
- Profile & Supplement reports
- H.O.'s
- Facilitator kit
- Breaks & Stars!



2

---

---

---

---

---

---

---

---

Agenda

**Everything DiSC Workplace®**

- Discovering Your DiSC® Style
- Understanding Other Styles & People Reading
- Building More Effective Relationships
- Application Tools

---

---

---

---

---

---

---

---

EVERYTHING DISC  
WORKPLACE

## Discovering Your DiSC® Style

Module 1

Center for Internal Change  
A Division of The Total Approach

flanagan-publishing

---

---

---

---

---

---

---

---

### Facilitation Tip

Greet participants with an activity as they arrive

**Behavioral Shopping Spree**

The following list describes many common behaviors. Find participants who view themselves as described by one of the listed behaviors. Once you have found this "match", have the participant sign on the line next to the item. (You may have more than one participant per behavior.)

Behavior	Name
I usually like challenges	_____
I tend to be competitive	_____
I tend to be very relaxed and easy going	_____
I tend to have my own high standards	_____
When I communicate, I tend to use "I's"	_____
I prefer to listen more than talk	_____
I see myself as soft spoken	_____
I am myself as boss	_____
I am myself as quiet	_____
I tend to be reserved	_____
I tend to be outgoing	_____
I tend to focus on the bottom line	_____
I tend to focus on people	_____
I tend to focus on the quality the task requires	_____
I tend to focus on how to do the projects	_____

5

---

---

---

---

---

---

---

---

### Behavioral Shopping Spree

- Match people to the behavioral descriptions
- Collect as many signatures as you can
- Put your name on your paper

---

---

---

---

---

---

---

---

EVERYTHING DISC  
WORKPLACE

★

# Personalities @ Work

Center for Internal Change  
A Division of The Total Approach

---

---

---

---

---

---

---

---

EVERYTHING DISC

# The Human Condition

★

Frank and Ernest

8

---

---

---

---

---

---

---

---

EVERYTHING DISC

★

<b>Questioning</b> Logic-Focused Objective Skeptical Challenging	<b>Active</b> Fast-Paced Assertive Dynamic	<b>Accepting</b> People-Focused Empathizing Receptive Agreeable
	<b>Thoughtful</b> Moderate-Paced Calm Methodical Careful	

9

---

---

---

---

---

---

---

---

How You See Yourself DISC



**Active**

**Thoughtful**



10

---

---

---

---


---

---


---

---

How You See Yourself DISC



**Questioning**



**Accepting**

11

---

---

---

---

---

---

---

---

How You See Yourself DISC



**Questioning**

**Active**



**Accepting**

**Thoughtful**



12

---

---

---

---

---

---


---

---



**Group Discussion** EVERYTHING DiSC

Why did you answer the way you did?



- Give examples
- Record responses on your flipchart

13

---

---

---

---

---

---

---

---

**Introduction to DiSC®** EVERYTHING DiSC



14

---

---

---

---

---



---

---

---

**Goals** EVERYTHING DiSC

- • • Learn about DiSC® and the Everything DiSC Workplace® Map
- • • Identify your style and explore the priorities that drive you
- • • Discover similarities and differences among the DiSC styles



15

---

---

---

---

---

---

---

---

## Discovering DiSC®



**Active**



**Questioning**



**Accepting**



**Thoughtful**

16

---

---

---

---

---

---

---


---

## Facilitation Tip

No Pre-work "reading" assignment

Handout reports in classroom

Questions: how to open session?



17

---

---

---

---

---

---

---

---

## Cornerstone Principles

- **Everything DiSC®** All styles are equally valuable in all four styles
- Your work style is influenced by DiSC® such as life experience and maturity
- Understanding yourself better to becoming more effective with DiSC®
- Learning about other people' help you understand their priorities
- You can improve the quality of your work by using DiSC to build more effective relationships

INTRODUCTION TO DISC®

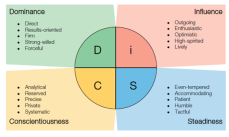
© 2017 FISHBONE DISC

1. **DiSC® is a behavioral model.** It is not a personality test. It is a model of behavior that helps us understand how we and others behave in the workplace. It is based on the work of Dr. William Moulton Marston, a pioneer in the field of behavioral psychology.

2. **DiSC® is a behavioral model.** It is not a personality test. It is a model of behavior that helps us understand how we and others behave in the workplace. It is based on the work of Dr. William Moulton Marston, a pioneer in the field of behavioral psychology.

**Cornerstone Principles of Everything DiSC®**

- DiSC® is a behavioral model, not a personality test.
- DiSC® is based on the work of Dr. William Moulton Marston, a pioneer in the field of behavioral psychology.
- DiSC® is a behavioral model, not a personality test.
- DiSC® is based on the work of Dr. William Moulton Marston, a pioneer in the field of behavioral psychology.



18

---

---

---

---

---

---

---

---

**Your DiSC® Style** EVERYTHING DISC

---

**Profile Page 3**

**YOUR DISC® OVERVIEW** EVERYTHING DISC

How is this report personalized to you, Isaac?

In order to get the most out of your Everything DISC Workshop Profile, you'll need to understand how to read and interpret it.

**Your Dot**

As you see on the previous page, the Everything DISC® Report shows that you have chosen 100% D, 0% I, 0% S, and 0% C. This means that you are a **pure D** style. In other words, you are a **pure D** style for all four dimensions.

**Your DISC® Style: D**

Your dot location shows your DISC® style. Because your dot is located in the center of the D region, you are a **D**.

There is a small dot in the center of all four styles. This dot is called the **center of all four styles**. It is the point where all four styles meet. It is the point where all four styles meet. It is the point where all four styles meet. It is the point where all four styles meet.

**Close to the Edge or Close to the Center?**

As a **D**, you are close to the edge of the circle which has naturally inclined a person is to understand the characteristics of the DISC® style. If you are close to the center of the circle, you are more likely to understand the characteristics of the other styles. If you are close to the center of the circle, you are more likely to understand the characteristics of the other styles. If you are close to the center of the circle, you are more likely to understand the characteristics of the other styles.

19

---

---

---

---

---

---

---

---

---

---

---

---

**Your DiSC® Style** EVERYTHING DISC

20

---

---

---

---

---

---

---

---

---

---

---

---

**Your Inclination** EVERYTHING DISC

Slight

Moderate

Strong

21

---

---

---

---

---

---

---

---

---

---

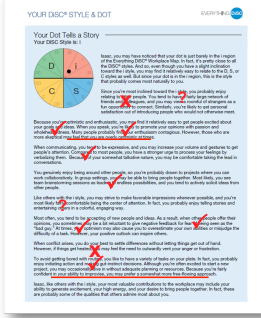
---

---

## Your DiSC® Style Overview

**Profile Page 4**

- Read and personalize
  - ✓ = like you
  - X = not like you
  - ? = not sure
- Underline three statements that best describe you



22

---

---

---

---

---

---


---

---

---

---

## Group Discussion



Groups of three discuss:

- Your style
- Three statements

23

---

---

---

---

---

---

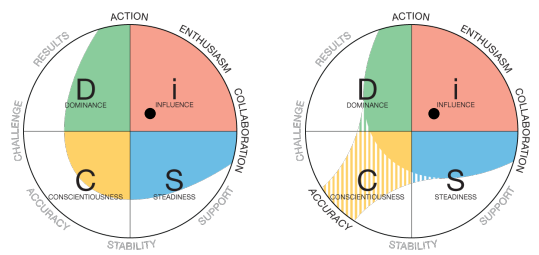
---

---

---

---

## Priorities of Your DiSC® Style



**i Style**                      **i Style + Accuracy**

24

---

---

---

---

---

---

---

---

---

---

## Your Priorities

**Profile Page 5**

- Read and personalize
  - ✓ = like you
  - X = not like you
  - ? = not sure

**YOUR DISC® PRIORITIES & SHADING**

**Your Shading Expands the Story**

Now, when you review and use your DISC® style, you can see how you are different from others.

The eight words around the Everthing DISC® map are used to describe the primary style of each person. The letters D, I, S, and C are used to describe the primary style of each person. The letters D, I, S, and C are used to describe the primary style of each person. The letters D, I, S, and C are used to describe the primary style of each person.

**What Priorities Shape Your Workplace Experience?**

- Generating Enthusiasm**  
 When you're in a good mood, you're more likely to be successful. Most likely, you've been in people and look at the world with a positive attitude. You're likely to be a good team player. You're likely to be a good team player.
- Taking Action**  
 People who take action are more likely to be successful. Most likely, you've been in people and look at the world with a positive attitude. You're likely to be a good team player. You're likely to be a good team player.
- Making Collaborations**  
 Use others with the skills you're already familiar with, and you can make things off others. Most likely, you've been in people and look at the world with a positive attitude. You're likely to be a good team player. You're likely to be a good team player.
- Ensuring Accuracy**  
 You like being in a good mood and you're likely to be successful. Most likely, you've been in people and look at the world with a positive attitude. You're likely to be a good team player. You're likely to be a good team player.

25

---

---

---

---

---

---

---

---

---


---

## Facilitation Tip

If time, get more from Priorities with activity

Choose the one that is most prominent

Find a statement that explains a need



26

---

---

---

---

---

---

---

---

---

---

## Your Priorities

**Profile Page 5**

- Read and personalize
  - ✓ = like you
  - X = not like you
  - ? = not sure

**★ = Most Prominent**

**YOUR DISC® PRIORITIES & SHADING**

**Your Shading Expands the Story**

Now, when you review and use your DISC® style, you can see how you are different from others.

The eight words around the Everthing DISC® map are used to describe the primary style of each person. The letters D, I, S, and C are used to describe the primary style of each person. The letters D, I, S, and C are used to describe the primary style of each person.

**What Priorities Shape Your Workplace Experience?**

- Generating Enthusiasm**  
 When you're in a good mood, you're more likely to be successful. Most likely, you've been in people and look at the world with a positive attitude. You're likely to be a good team player. You're likely to be a good team player.
- Taking Action**  
 People who take action are more likely to be successful. Most likely, you've been in people and look at the world with a positive attitude. You're likely to be a good team player. You're likely to be a good team player.
- Making Collaborations**  
 Use others with the skills you're already familiar with, and you can make things off others. Most likely, you've been in people and look at the world with a positive attitude. You're likely to be a good team player. You're likely to be a good team player.
- Ensuring Accuracy**  
 You like being in a good mood and you're likely to be successful. Most likely, you've been in people and look at the world with a positive attitude. You're likely to be a good team player. You're likely to be a good team player.

27

---

---

---

---

---

---

---

---

---

---

DISC

HELLO Accuracy

HELLO Action

HELLO Challenge

HELLO Collaboration

HELLO Enthusiasm

HELLO Results

HELLO Support

HELLO Stability

28

---

---

---

---

---

---

---

---

---

---

Your Motivators and Stressors DISC

**Profile Page 6**

- Read and personalize
  - ✓ = like you
  - X = not like you
  - ? = not sure
- Underline one statement from **each category** that best describes you

29

---

---

---

---

---

---

---

---

---

---

Group Discussion DISC

Groups of three

- Discuss what you chose
- Give examples of how they've been true for you

30

---

---

---

---

---

---

---

---

---


---

**Facilitation Tip** DISC

If short on time, end with shorter more energetic activity

Replace the Day in the Life of Activity...

With the "Celebrate your style" T-Shirt



31

---

---

---

---

---

---

---

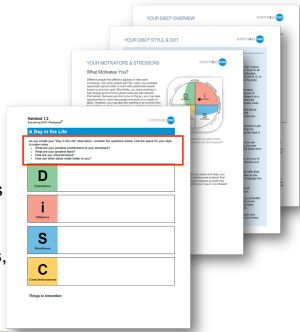
---

**A Day in the Life** DISC

**Handout 1.2**

Describe what it is like to be your style

- Use your profile and experience
- Consider the questions on the handout
- Use words, statements, pictures, etc.



32

---

---

---

---

---

---


---

---

**A Day in the Life** DISC

**Handout 1.2**

- Present your "Day in the Life"



33

---

---

---

---

---

---

---

---

### Personal Reflection

Handout 1.2

- Review your profile and the Day in the Life descriptions
- Write things to remember

D
i
S
C

Write to remember

34

---

---

---

---

---

---

---

---

### Celebrate Your Style

Celebrate the four styles with T-shirts!

- Use your profile and experience
- Use words, statements, pictures, etc.

35

---

---

---

---

---

---

---

---

### Celebrate Your Style

Present your "T-Shirt"

36

---

---

---

---

---

---

---

---



**Facilitator Tip** myEVERYTHING DISC

37

---

---

---

---

---

---

---

---

**Assignment for Break** myEVERYTHING DISC

myEVERYTHING DISC MY COMPARISONS MY STYLE MY REPORTS MY CUSTOMERS

Podcast: My Di style

**Your Di style podcast**  
Listen to the in-depth podcast to learn more about your style.

38

---

---

---

---

---

---

---

---

**Assignment for Break** myEVERYTHING DISC

myEVERYTHING DISC MY COMPARISONS MY STYLE MY REPORTS

Podcast: My Di style

**How aligned are you to your DISC\* style?**

During the assessment, people tend to answer what is expected for their styles, but sometimes people answer in ways that are well, unexpected. This is a summary of the results to give you an idea of how aligned you are to your style.

**You AGREED with the following statements. Others with your style tend to disagree with these statements.**

- I am accommodating
- I am very considerate of other people's feelings
- I am systematic
- I go out of my way to make sure that I don't hurt anyone's feelings
- I almost never get upset with other people

**You DISAGREED with the following statements. Others with your style tend to agree with these statements.**

You're aligned! There were no surprises here.

**Return with an example or story to share**

39

---

---

---

---

---

---

---

---

**Synchronize our watches!** EVERYTHING DISC

Please return by \_\_\_\_\_!  
Raise hand when you are back



40

---

---

---

---

---

---

---