

EVERYTHING DISC
WORKPLACE


Building More Effective Relationships

Module 3

Center for Internal Change
A Division of the Total Approach

Goals

- ● ● Learn how others have bridged differences
- ● ● Practice using DiSC® to build more effective relationships at work
- ● ● Write an action plan for building more effective relationships




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Applying DiSC® to Interactions

Handout 3.1

- Take notes about **strategies** that might be **useful** to you



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Facilitation Tip DISC

In addition to the suggested processing, get input from folks with that style

Facilitator 3.1
Applying DISC® to Workplace Interactions


As you learn each style segment, take notes about strategies that might be useful to you.

Working with Carlos - D Style

Working with Carlos - I Style


Working with Carlos - S Style

Working with Carlos - F Style




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Working with Carlos DISC



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Working with Carlos DISC



Carlos
"D" Coworker

- What challenges did the coworkers experience?

- What strategies might be useful to you?




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Working with Anna DISC



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Working with Anna DISC



Anna
"i" Coworker

- What challenges did the coworkers experience?

- What strategies might be useful to you?




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Working with Christiana DISC




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Working with Christiana DISC




Christiana
"S" Coworker

- What challenges did the coworkers experience?
- What strategies might be useful to you?




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Working with Jesse DISC




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Working with Jesse DISC



Jesse
"C" Coworker

- What challenges did the coworkers experience?
- What strategies might be useful to you?



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Working with DiSC® EVERYTHING DiSC®

- ★ Choose a style to become **more effective** with
- ★ Take profile and handouts to the sign for that style

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Facilitation Tip EVERYTHING DiSC®

Have participants read before moving
 D, I, S, C holders @ restaurant or office supply
 If small group, do not regroup
 If really large groups, use multiple tables

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Working with DiSC® EVERYTHING DiSC®

Everything DiSC Workplace® Profile

- ★ Find the page with strategies for that style

If the style you chose is D go to Page 12	If the style you chose is i go to Page 13
If the style you chose is C go to Page 15	If the style you chose is S go to Page 14

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Increase Your Effectiveness EVERYTHING DiSC

Everything DiSC Workplace® Profile
Pages 12-15

- Read the three sections
- Mark one strategy in **each section** to use more effectively

STRATEGIES TO INCREASE YOUR EFFECTIVENESS WITH THE DiSC® STYLE

When Trying to Connect

Have people with the DiSC style you get best to the point, and then get others to agree to your ideas or perspective. They're probably straightforward in their style of work, and you're likely to be able to connect with them by being direct and clear. They'll be able to understand your ideas and perspective, and you'll be able to get them to agree to your ideas or perspective.

When Problems Need to be Solved

When you have a problem to solve, you'll need to get others to agree to your ideas or perspective. They're probably straightforward in their style of work, and you're likely to be able to connect with them by being direct and clear. They'll be able to understand your ideas and perspective, and you'll be able to get them to agree to your ideas or perspective.

When Things Get Tough

When you're in a tough situation, you'll need to get others to agree to your ideas or perspective. They're probably straightforward in their style of work, and you're likely to be able to connect with them by being direct and clear. They'll be able to understand your ideas and perspective, and you'll be able to get them to agree to your ideas or perspective.

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Group Discussion EVERYTHING DiSC



Tell each other:

- Your style
- Your strategies
- Why you chose them


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Facilitation Tip EVERYTHING DiSC

Get the up-line managers involved for a Transfer Of Training!

Make them aware (action plan) BEFORE the training

Ask them to reach out to set meeting



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Building Effective Relationships EVERYTHING DiSC



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Facilitation Tip EVERYTHING DiSC

Use the "Style Guides" in a large group activity
 Explain how to use Style Guides with Stylized Index




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Working Effectively with You EVERYTHING DiSC

Everything DiSC Workplace® Style Guide

- Draw your dot on the map
- Write three things that others should know about you
- Write clearly and legibly



My Workplace Style Guide
How to work effectively with me:

- *I don't like sudden or last-minute changes*
- *I like to work with others on projects*
- *I'm not comfortable with high-risk ideas*

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Working Effectively with You

EVERYTHING DISC

- Group Discussion:
 - Show your card
 - Share the things you wrote

My Workplace Style Guide
How to work effectively with me:

- I don't like sudden or last-minute changes
- I like to work with others on projects
- I'm not comfortable with high-risk ideas

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Building Effective Relationships

EVERYTHING DISC

Personalized Style Index
Pages 17-20

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Comparison Report

EVERYTHING DISC

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Facilitation Tip EVERYTHING DiSC

Get at least one set of random comparisons for participants
Provide 15 minutes for this discussion
Have them take notes on page 10
Do this before introducing MyEverythingDiSC.com



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MyEverythingDiSC Introduction EVERYTHING DiSC

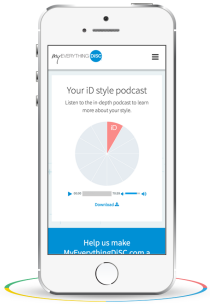


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Next steps! EVERYTHING DiSC

*My*EVERYTHING **DiSC**

Invite someone to a 1:1
Create a group map
Listen to your podcast



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Assignment for Break EVERYTHING DISC

Foundations - What's My Style Quiz

On return, review with partner before we give you the book answers

25. Match each of the following statements with the DISC style it most represents. ^{*}
Mark only one oval per row.


	D	I	S	C
I don't necessarily notice the difference from other people's opinions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The biggest problem people have is explaining what?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have to tell my manager I'm a "big fish in a small pond."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a strong belief in my ability to influence people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is a strong element of the idea of being "rehearsed."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is a strong element of the idea of being "rehearsed."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When making a decision, I look for the "right" answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

26. The negative side of all four styles tends to be reduced with _____.

Maturity
 Help from a friend
 On the job

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Everything DiSC Workplace® EVERYTHING DISC




Thank You!

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Synchronize our watches! EVERYTHING DISC

Please return by _____!
 Raise hand when you are back



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