

# 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 persuasive

---

I tend to be very relaxed and easy going

---

I tend to have my own high standards

---

When I communicate, I tell it like it is

---

I prefer to listen more than talk

---

I see myself as soft spoken

---

I see myself as bold

---

I see myself as cautious

---

I tend to be reserved

---

I tend to be outgoing

---

I tend to focus on the bottom line

---

I tend to focus on people

---

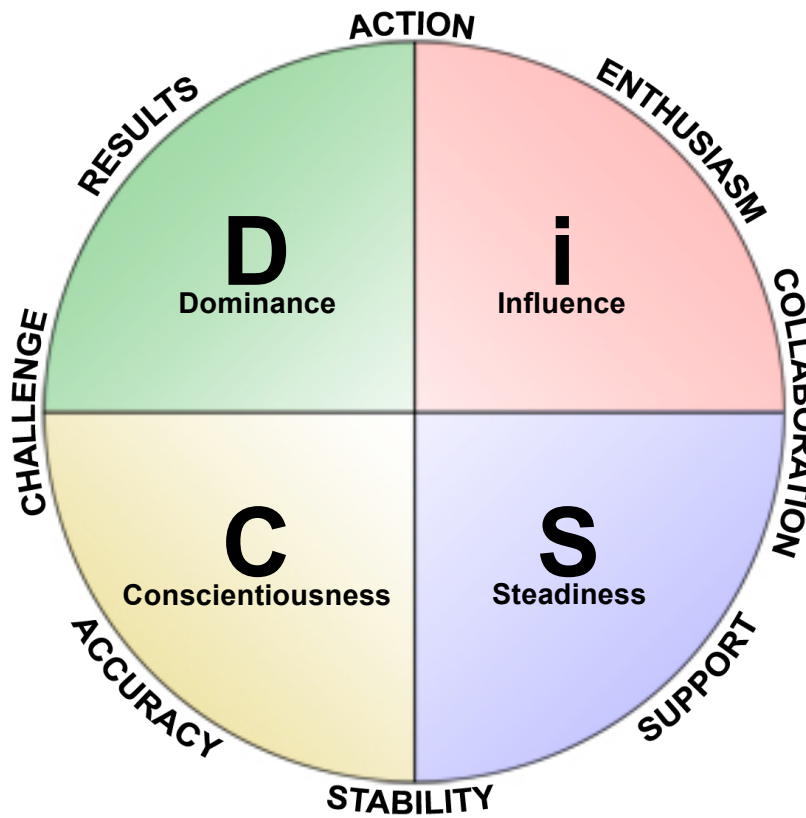
I tend to focus on the quality the task requires

---

I tend to focus on how to do the projects

---

# DiSC® Styles in the Workplace



## Celebrate your style!

As you create your T-shirt design, consider the questions below. Use the space for your style to make notes.

- What are your greatest contributions to your workplace?
- What are your greatest fears?
- How are you misunderstood?
- How can other styles relate better to you?

<h1>D</h1> <p><b>Dominance</b></p>	
------------------------------------	--

<h1>i</h1> <p><b>Influence</b></p>	
------------------------------------	--

<h1>S</h1> <p><b>Steadiness</b></p>	
-------------------------------------	--

<h1>C</h1> <p><b>Conscientiousness</b></p>	
--	--

**Things to remember:**

## Choose Your Coworker





**During the video:**

The game-show host, Greta, will interview each coworker to get answers to the questions below. Use the space next to the coworkers' pictures to take notes on their responses.

- How would you describe yourself in the workplace?
- What are your pet peeves?
- What may be difficult about working with you?
- How do you handle conflict?



**Greta**

<hr/>  <b>Carlos</b>	
<hr/>  <b>Christiana</b>	
<hr/>  <b>Anna</b>	
<hr/>  <b>Jesse</b>	

**After the video:**

Put a ★ on the line next to the coworker you'd most like to work with and a ? on the line next to the one you'd least like to work with.

# Working with the DiSC® Styles

	What's difficult for me:	What works for me:

# People Reading

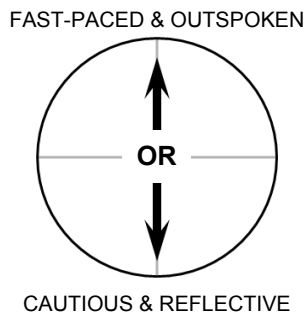
**Principles**

- People reading isn't meant to label people. Instead, it's a way to help us understand their needs.
- There are no good or bad styles.
- All styles have strengths and limitations.
- Everyone is a blend of all four styles, so it may be difficult to read people correctly.

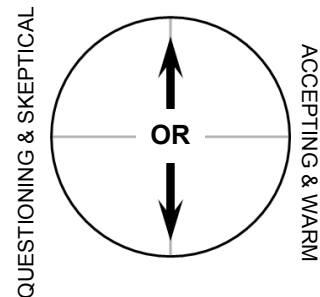
**Observable Behaviors**

- Body language, such as posture, use of hands, facial expressions, etc.
- Tone of voice and expression, such as pace, inflection, volume, etc.
- Words chosen to deliver the actual messages.

**1** Consider whether this person tends to be more:



**2** Then, consider whether this person also tends to be more:



**3** Now, combine this person's tendencies to determine his or her DiSC® behavioral style.



People read someone you work with and write down that person's style: \_\_\_\_\_

## Applying DiSC® to Workplace Interactions

As you watch each video segment, take notes about strategies that might be useful to you.

### Working with Carlos – D Style



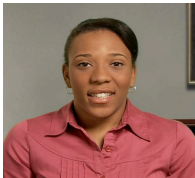
**Carlos**

### Working with Anna – i Style



**Anna**

### Working with Christiana – S Style



**Christiana**

### Working with Jesse – C Style



**Jesse**

## Action Plan for Building Effective Relationships

Write the strategy you selected from the Summary page of the profile. Then answer the questions to create an action plan for using this strategy to build more effective relationships.

Strategy:

When might you need this strategy?

What outcomes do you hope to achieve by using this strategy?

What can you do or say to put this strategy into action?

Who could be a resource or mentor for you?



### ***Break Activity #1***

How aligned are you with your style?

In MyEverythingDiSC, click on the My Style button at the top of the page and then the “How aligned are you with your DiSC style?” button on the left lower side (if you are on a computer screen).

Think about why you answered these statements the way you did. (Note, some people are completely aligned and have no unexpected items here). When you return to the session be prepared to tell a discussion partner why you answered the way you did. Give examples if possible.

### ***Break Activity #2***

How do your priorities affect your relationships?

Once again, in MyEverythingDiSC, click on the My Style button. Think about a time, recently, when you were in a situation that was outside your comfort zone behaviorally. Choose one of the buttons on the left - My Interaction, My Environment, or My Communication based on the situation. Select one of the priorities around the DiSC map that affected that situation (probably one of the greyed-out priorities). Check the effort meter that results and be prepared to discuss the situation with a partner.

### ***Break Activity #3***

What’s my style quiz

Your PDF packet included this quiz which came from the Foundations Quiz that was designed for pre-work. You can download it at the end of Session 3 if you don’t have it. Complete the quiz and be prepared to discuss your answers when you return to Session 4.

### ***Follow-up Activities***

Using MyEverythingDiSC, invite others in the class to a 1:1. When invites have been accepted, download the Comparison Report and set up a time to review it with your partner.

In MyEverythingDiSC, spend some time with the My Style podcast. Take notes.

Sign up for the email message campaign.