

## Team Development Session using Everything DiSC®

**The purpose of this half-day team development session** is to use the Wiley Everything DiSC® model and Everything DiSC® Workplace profiling to help team members work more cohesively together.

### The workshop will help team members to:

- Understand themselves better including their own individual behavioural needs, preferences, priorities, motivators and stressors
- Appreciate the individual needs and preferences of each team member/colleague
- Understand how to 'people read' the styles of others
- Understand the strengths, challenges, motivator and stressors each person brings to the team
- Develop the insights and skills to be able to adapt and flex their behaviours to meet the diverse styles and needs of others
- Understand the blend of DiSC styles in the team and the implications for this in terms of team effectiveness
- Enhance and increase team cohesiveness, motivation, conflict resolution, and communication
- Create team and personal action plans for continued development in the future

	<b>Possible activity</b>
<b>9.30</b>	<p><b>Icebreaker exercise (20 minutes)</b></p> <p><b>Lay the Quick DiSC cards out on the floor and the whole group stands around the cards</b></p> <p>Each person is invited to choose two cards:</p> <ul style="list-style-type: none"><li>• One card that represents a personal strength (or a behaviour they have been doing a lot of over the past few weeks)</li><li>• One card that represents a personal stretch or a behaviour they would like to do more of</li></ul> <p>Then team members share the cards they have chosen and why they have chosen these cards</p>

<p><b>9.50</b></p>	<p><b>Purpose of today (5 mins)</b>  The purpose of this half-day team development session is to use the Wiley Everything DiSC® model and Everything DiSC® Workplace profiling to help team members work more cohesively together.</p>
<p><b>9.55</b></p>	<p><b>Your A to B journey personally (25 minutes)</b></p> <p><b>Explain that all development involves an A to B journey (A is where you are now and B is where you want to get to. What is your ‘B’?)</b></p> <p>Ask them to bring to mind a specific workplace relationship which, when improved, will make a positive difference to themselves, the team and the business. (Mention that when they work on improving one relationship. they learn the skills to improve other relationships too!)</p> <p>(They don’t need to say who it is that they’ve chosen or are thinking of!)</p> <p>Here are some possible options:</p> <ul style="list-style-type: none"> <li>• It might be a relationship that’s going OK but would benefit from being better.</li> <li>• It might be with someone they haven’t worked with very much before and now they need to build a good connection with them.</li> <li>• It might be a relationship they currently find challenging.</li> </ul> <p><b>How would they ideally like this relationship to be?</b> (Focus on what they CAN control and influence rather than on what they can’t. As the facilitator, watch out for things like ‘I want this person to value me more’ as this kind of outcome is not so much within your influence as much as ‘I want to show them how I am valuable to the team/work’)</p> <p>Keep it succinct....</p> <p>EG’s (facilitator write on pre prepared flip chart)</p>

	<ul style="list-style-type: none"> <li>• I want to be able to have a constructive conversation with X when we disagree about something</li> <li>• I want to be able to speak more confidently to X in team meetings.</li> </ul> <p>Facilitator take some shares from the group....'I want.....'</p>
<p><b>10.20</b></p>	<p><b>Introduction to DiSC® (30 minutes)</b>  <b>Explain the model</b></p> <p><b>Ask team members to stand:</b>  (Facilitator. Please refer to the crib sheet in handouts)</p> <p>Walk round the DiSC model using the DiSC mat or flipcharts on floor  Once you have explained the DiSC model....ask team members 'Where do you think the other person might be standing (who you were initially thinking of and want to build a better relationship with)</p> <p>Finish up by explaining a brief history of DiSC® and show PowerPoint slide</p>
<p><b>10.50</b></p>	<p><b>Introduce/give out the individual Workplace profiles (20 minutes)</b></p> <p>Explain the DiSC® 'map' on profile, dot location, priorities (PP slides)</p> <p>Hand out the profile reports to each delegate</p> <p>Ask them to read through pages 3,4,5 and 6 individually and personalise pages 4,5 and 6 (tick what they agree with, put a cross against anything they don't agree with and a question mark if not sure)</p> <p>Ask them to get into pairs (or trios depending on numbers) share their responses relating to pages 4, 5 and 6 and discuss</p>

	<p>Then each team members comes up to a pre prepared flip chart that has a circle and the 4 quadrants on it individually and:</p> <ul style="list-style-type: none"> <li>• places their dot on the DiSC® map with their initials</li> <li>• shares their one motivator and one stressor from page 6 of the profile</li> </ul> <p>then facilitator helps them to review the blend of dots on the flip chart.</p> <p>Facilitator asks ‘what are the implications for this team?’</p>
<b>11.10</b>	<b>Coffee break (10 minutes)</b>
<b>11.20</b>	<p><b>Discuss the importance of people reading....(principles etc on slides)</b></p> <p><b>People reading exercise (30 mins)</b></p> <p><b>Videos</b> Each person/pair has some ‘post it’ notes</p> <ul style="list-style-type: none"> <li>• Pre-prepare flip chart with 1-7 down left-hand side</li> <li>• Explain that you are going to show 7 short videos of an actor and actress playing different DiSC styles. They need to guess the DiSC style or styles that is being shown. The first 5 videos are either D,I,S or C....and numbers 6 and 7 are styles with dots on the line between two styles so they will be two letters for them</li> <li>• Play each video clip and after each clip, ask each person to decide which style they are seeing, write their ‘vote’ on post it note and then come up to the flip chart next to the video number and place their bets!</li> </ul> <p><b>Discuss the votes</b> Facilitator asks ‘What had you choosing that style?’</p> <p>Clear up any misunderstandings....</p>

	<p>The videos are</p> <p>Video 1 = S  Video 2 = C  Video 3 = i  Video 4 = C  Video 5 = D</p> <p>Video 6 = D/I OR i/D  Video 7 = S/C OR C/S</p>
<p><b>11.50</b></p>	<p><b>Identify the style of the person you want to build a better relationship with</b>  Start to consider what they might need from you.</p> <p>Handout</p> <p><b>Share and discuss</b></p>
<p><b>12.00</b></p>	<p><b>Signpost team members (just telling them how the profile report is structured and what they can dig into later)</b></p> <ul style="list-style-type: none"> <li>• page 7 – overview of the DiSC model (helps with people reading)</li> <li>• Pages 8 to 11 (understanding how you react to each of the 4 styles)</li> <li>• explain how to use these pages – go to the page of the style you want to connect more effectively with</li> </ul>
<p><b>12.05</b></p>	<p><b>Talking about the importance of FLEXING (elastic band metaphor)</b></p> <p><b>Signpost them to</b></p>

	<ul style="list-style-type: none"> <li>Pages 12 to 15 (strategies on how to improve communication) and explain how to use these pages - go to the page of the style you want to connect more effectively with</li> </ul>
<b>12.10</b>	<p><b>In D, I, S, C, style groups (20 Minutes – 10-minute exercise and include a 10-minute break at maybe 12.40?):</b></p> <p>DEMONSTRATING flexing to one of the other styles to meet their needs:</p> <p><b>Exercise</b> Create a 5-minute presentation/communication for this style that meets their needs and gets buy in to the benefits of you applying DiSC in the workplace</p> <p>You need to:</p> <ul style="list-style-type: none"> <li>Think about how they will need the information presented</li> <li>What's important to them</li> </ul> <p><b>WE WANT TO SEE YOU ACTUALLY FLEXING TO ANOTHER STYLE</b></p>
<b>12.40</b>	<p>Presentations (20 minutes) Each group flexes into ANOTHER when presenting</p>
<b>13.00</b>	<p><b>Email flexing</b> Consider this email which is written for the D style (in handouts)</p> <p>Split the group into three</p> <p>Group 1 – Write the email for 'i' style Group 2 – Write the email for the S style Group 3 – Write the email for the C style</p>

	Each group reads out their emails (15 minutes)
<b>13.20</b>	<b>Action plan (use information from the profile and also you might find page 16 useful too)</b> Thinking about the person you want to build a better relationship with, building on what you have learned today: <ul style="list-style-type: none"><li>• How will you improve connection/the relationship with this person?</li><li>• What will you be saying, doing, communicating that will be different?</li><li>• When specifically will you put this into action?</li><li>• What will be your success evidence? What will you be seeing, hearing, feeling that will let you know the relationship has improved?</li><li>• What is the specific 'flex/stretch' for you?</li></ul> Some people share what they have decided to do.
<b>13.30</b>	<b>Close</b>