

# Virtual Team Development Session using the Everything DiSC® Workplace on Catalyst™ Profile

## Purpose of the session

Use the Wiley Everything DiSC® model, Workplace DiSC® profiling to help people work more effectively and cohesively together.

## Overview

This is a suggested training session plan for virtual trainings and is **designed for participants who have accessed the Catalyst™ platform** to learn about themselves and others. As a facilitator, you can tweak and hone it to bespoke it to the specific needs of the team or groups you are working with. You can also turn focus on specific modules

## Before the training

Participants complete their Everything DiSC Workplace on Catalyst assessment

Once they've completed the assessment, they have access to the Catalyst platform, and immediate access to their workplace on Catalyst profile and guided narrative about themselves and their style. They also have information about DiSC (under the heading 'Discology') and can do comparisons with anyone in their designated organisation. They can also use the Catalyst platform throughout the virtual sessions to access their personalised content and review comparisons with their colleagues.

<b>Approximate timings</b>	<b>Module introducing DiSC and the fundamentals of the DiSC model</b>
<b>15 mins</b>	<b>Icebreaker exercise</b> We would suggest you start with some sort of short 'icebreaker' exercise  The following is just one suggestion:  Show a PowerPoint slide of card with behaviours on them (you will find this in your handouts)  Each person chooses/selects two cards: <ul style="list-style-type: none"><li>• One card that represents a personal strength (or a behaviour you have been doing a lot of over the past few weeks)</li></ul>

	<ul style="list-style-type: none"> <li>• One card that represents a personal stretch or a behaviour you would like to do more of</li> </ul> <p>Then team members share (in turn) the cards they have chosen and why</p>
<b>5 mins</b>	<p><b>Purpose of today - SLIDE</b></p> <ul style="list-style-type: none"> <li>✓ To help people work more cohesively together through greater awareness and understanding of their own and other people's styles</li> </ul>
<b>20 mins</b>	<p><b>Option A</b>  <b>A to B journey as a team - where are we going? (This is more appropriate if participants are a team)</b></p> <p><b>This can be done in breakouts</b></p> <p>Importance of outcome thinking.</p> <ul style="list-style-type: none"> <li>• What does a highly effective team look sound and feel like?</li> <li>• Whole group exercise and captured on the white board (or flipchart)</li> </ul> <p>This is what we are looking to create as a team</p>
<b>20 mins</b>	<p><b>Option B</b>  <b>A to B journey personally (This is more appropriate if this is an open training or participants are not a team).</b></p> <p><b>Bring to mind a specific relationship you would like to improve or develop.</b>  (You don't need to say who it is!)</p> <ul style="list-style-type: none"> <li>• It might be a relationship that's already going well but you would like it to be even better.</li> <li>• It might be with someone you haven't worked with very much before.</li> <li>• It might be a relationship you currently find challenging.</li> </ul> <p><b>How would you ideally like this relationship to be?</b> (Focus on what you CAN control and influence rather than on what you can't.)</p>

	<p>Keep it succinct....</p> <p>EG's.</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><b>25 mins</b></p>	<p><b>'Build the room' exercise (giving an overview of the DiSC model)</b></p> <ul style="list-style-type: none"> <li>• While the Catalyst profile results are available for participants online, the power of the conversation when people complete this exercise is what cements the learning.</li> <li>• Furthermore, the activity illustrates the simple (but not simplistic) foundation of the DiSC model that can easily be overlooked when exploring Catalyst.</li> <li>• The process can also start to illustrate the process of people reading.</li> <li>• For participants the exercise solidifies the model and is a great introductory activity even when they know their dot placement.</li> </ul> <p><i>This exercise is done with PP slides</i></p> <p>If option B, It can be useful to explore where would the other person be standing (who you were initially thinking of)  You can recap on the history of DiSC® here as the two dimensions are very much aligned with William Mouton Marstons original thinking</p>
<p><b>25 mins</b></p>	<p>Ask each person to identify three statements from 'your style story' in Catalyst that particularly resonates with them.</p> <p>Participants discuss in <b>BREAKOUTS</b> as well as how they feel their colleagues can best work with them.  (Question: What do you need from others that will bring out the best in you?)</p> <p>Share with whole group</p> <p>Depending on the purpose of your training, you can spend quite a bit of time really understanding each person and what their specific needs are</p>

<b>15 mins</b>	<p><b>If Option A</b> Show the blend of styles on one DiSC map and explore the implications for cohesive team working</p>
<b>10 mins</b>	<p><b>Close module by capturing learning and action plans</b></p>
	<p><b>Module exploring relationships within a team</b></p>
<b>25 mins</b>	<p><b>Your colleagues</b> In pairs in Breakouts, individuals explore the 'Your colleagues' section in Catalyst</p> <p>'Scroll down the page and you'll see a series of continua where both you and your partner are plotted. Look through these. Then, choose the one continuum that most interests you—for example, you might choose to discuss the continuum which:</p> <ul style="list-style-type: none"> <li>• Has the biggest impact on your working relationship</li> <li>• Shows the two of you farthest apart or closest together</li> <li>• Is most relevant to the challenges of working together remotely</li> </ul> <p>Discuss and any other information that grabs your interest and be ready to share with the whole group'</p>
	<p><b>Module exploring style workplace priorities, motivators and stressors</b></p>
<b>30 mins</b>	<p>Provide reminders if necessary about the DiSC® 'map', dot location, priorities, motivators and stressors etc</p> <p>In D, I, S, C, style groups (15 Minutes) in breakouts:</p> <p>'Work together to describe both a good and a bad day in the work life of a person with your DiSC style.</p> <p>Use what you've learned in your profiles and in your own experience to describe both what a good day and a bad day at work might look like for someone with your style.</p> <p>Designate someone to take notes on your discussion for sharing later'</p>

	<b>Module exploring People Reading</b>
<b>20 – 30 mins mins</b>	<p><b>Discuss the importance of people reading....</b></p> <p><b>People reading exercise</b> Use videos, written descriptions, famous people to help people develop their people reading skills etc</p> <p><b>Example</b> Play each clip and after each clip, each person decides which style they are seeing and puts their 'vote' on the poll</p>
	<b>Module exploring Flexing</b>
<b>20 mins</b>	<p><b>Explain what it means to flex your behaviour to better meet the needs of others</b></p> <p>Thinking of the person you had identified at the start of the training...</p> <p>'People read' their style.</p> <p>Turn to the relevant sections in Catalyst to help you identify what the stretch is for you (particularly with Option B)</p> <p>Identify two things that stand out for you and share</p> <p>Share</p> <p><b>Flexing practice</b> In breakouts in pairs</p> <p>(These are some suggestions for exercises)</p> <p>Ask people to take it in turns to:</p> <ul style="list-style-type: none"> <li>• Try and get buy in to an idea for a venue for an Xmas party...but in their opposite style</li> <li>• OR sell a pen in their opposite style</li> </ul>
<b>10 mins</b>	<p><b>Action plan</b> Pick a strategy from three key strategies in Catalyst</p>

- What is the context in which you will apply this strategy?
- How will you know – what will you be saying, doing, communicating that will be different?
- What will this give you?
- Who could act as a mentor or resource for you?

**Share with the group**

**Capture key learning and action plans and close**