

Every day, organizations use DiSC® to establish a common language, paving the way for successful training and coaching applications. Detailed, personalized information helps people apply DiSC® learning to specific business situations, including leadership development, team building, customer service, and conflict resolution. **TD CONSULTING GROUP's** *Behavioral Style Using DiSC®* workshop brings the powerful DiSC® model to life in an interactive, memorable format. The program's learning objectives are tailored to meet client needs:

Learning Objectives: By the end of the session, participants will be able to:

- Understand their own behavioral tendencies and how they affect others.
- Identify, respect, appreciate, and value individual differences.
- Enhance their managerial effectiveness by modifying their actions based on others' behavioral needs.

UNDERSTANDING DiSC® DIMENSIONS OF BEHAVIOR

Prior to the session, participants complete the DiSC® assessment online. In preparation for reviewing their own reports, participants learn the foundation of the DiSC® behavioral profile – four dimensions of behavior: *Dominance, Influence, Steadiness, and Conscientiousness*.

DiSC® CLASSIC PROFILE

Participants receive a comprehensive, customized report including their unique DiSC® profile. The report includes information on what motivates the individual, how he or she handles conflict, what the person's preferred work environment is, and how each individual may be perceived by others. This personal perspective enables participants to integrate the DiSC® model. Participants share DiSC® information with each other to gain insight into how they are perceived and to learn more about different behavioral styles.

INCREASING EFFECTIVENESS

Working in like groups, participants identify the strengths of their unique styles. Building off these strengths, small groups identify potential limitations of their behavioral style, and how to best modify them in various circumstances.

WORKING WITH DIFFERENT BEHAVIORAL STYLES

Participants are given two distinct challenges to which they must respond. The first pairs two participants with different styles and assigns a task. The partners explore their similarities and differences and strategize ways to work most effectively together. In the second challenge, participants are randomly assigned to a team of 5 or 6. The team charts its DiSC® profile on a team graph, analyzes the teams behavioral characteristics, prepares a plan of action to harness the power of the team, and presents its findings to the large group.

APPLYING THE LEARNING

Participants prepare a plan of action to apply their DiSC® knowledge back on the job.

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