



Unleashing Passion and Purpose  
In People and Organizations

## DiSC Styles: Understanding Behavioral Styles in Your Team

**Purpose: To understand and appreciate your own style and that of team members in order to work more effectively together. Communication increases and conflicts decrease when people understand how behavioral styles impact relationships strategies are learned to improve working relationships.**

### Objectives:

- Identify the four major behavioral styles using the DiSC model
- Understand your personal strengths and challenges based on the DiSC model
- Identify and appreciate each team member's dominant style and how to work with each style
- Recognize each style's response to stress and conflict and learn strategies for adapting to styles different from your own
- Adapt your style to build rapport and enhance communication in your team

### Discover the DiSC

- Introduction to styles
- The story behind the DiSC
- Introduction to the DiSC theory

### Understanding Your Style and Team Members Styles

- Learn the key characteristics of each style
- Identify your own style
- Recognize the style of fellow team members
- Appreciate the similarities and differences of each style
- Recognize each styles value and contribution to the organization

### Working with Other Styles

- Discover each styles strength and challenges to your team
- Identify each styles preferred approach to communication
- Adapt your communication approach for increased effectiveness
- Determine how each style responds to conflict
- Strategies for team effectiveness
- Learn strategies to address goals and fears in order to gain commitment from others
- Discover the dominate DiSC culture of your team and how that impacts how things get done

### Action Plan

- Create an action plan for working with each style effectively

**Methodology:** This is a highly experiential program which combines short lectures, customized case studies, scenarios and exercises that are relevant the participants.

**Recommended Length and Size:** 1-2 days depending on depth. A shorter version can be customized upon request.

**Materials:** Customized Workbook and the DiSC Classic 2.0 Online Assessment