DISC Professional Styles Introductory Session

*4-Hour Agenda*

**Preparation:** *Completed DISC Professional Style Reports, name tags and/or table tents, pens, markers, pre-completed flip chart sheets with four questions on them, tape (Add pipe cleaners on tables if desired). On each of four flip charts, write “D; “I”, “S,” “C” at the top, then these three questions in large type with space underneath each for the team to write responses: What strengths does your DISC style bring to work?; What are your DISC style challenges?; What support can you ask for from others improve your impact?*

1:00 Connection’s activity handout

1:15 Arrive, introductions and overview of session

1:25 Table talk:

Introduce yourself, where you are from, how long you here, what your role and functional areas are, and one thing you do in your off-time for fun

1:30 The Diversity Dots Game: the value of diversity (See handout)

Table Discussions

* **Say:** *How did you choose to group people?*
* *What does this say about the way we may collaborate with others?*
* *What can we learn from the exercise about forming teams and working collaboratively?*

1:45 How diverse perspectives and skills build a strong organization

**SAY:** *DISC is one way for us to build appreciation for different styles. Each of us brings unique strengths to work. The goal today is to go from judging others to valuing them for their unique differences*

1:50 History of DISC; All about the DISC Professional Styles Model

 - Continue to end of section on the DISC information PowerPoints

 - Pause and use the table discussion suggested in the PowerPoint

2:30 Break/hand out completed DISC Professional Style Reports

2:45 How to interpret your DISC Professional Style results

* Walk through the PowerPoint on understanding your DISC report

3:15 Exercise: Styles in Action Fishbowl Activity

-**Say:** *I have placed**flipchart paper and markers in the four corners of the room. Your task is to find others who share your primary or highest DISC style and meet in one of the corners. You will have 15 minutes to meet each other and answer the questions on the flip chart. After you are done, please tape your completed ideas on the wall. We will visit your area so you can explain your answers. (At the end of 15 minutes, as the group to walk over to the D area for their presentation. When they are done,*  **Say***: Nice job! Any questions, comments, or feedback?* Then thank the group, perhaps offer to clap for the presenters, and move onto the next team until you have completed all D,I,S, and C presentations.

3:45 Break

4:00 If intact team, follow the Team Report Workbook and PowerPoint,

 -If a group, complete the “Understanding Others” worksheet or any other relevant job aid.

4:30 Action Planning: Use the action plan for individuals located in the back of the DISC Professional Styles Assessment and workbook, DISC Professional Styles team Report, or the start, stop, continue Action Plan job aid, to help individuals or the team create next steps through an action plan.

4:50 Wrap up and conclusion: Gather the group in a circle and ask each person to provide their most important take-away from the session.

 5:00 Conclude.