

## Disc Team Exercise: Share your DISC Professional Style Reports

- Allow 60 minutes for this session.
- Download the editable Team Member Inventory (to complete) and the DISC Team Action Plan

Say: Let's tally our DISC profile as a team:

- How many D's do we have, primary and secondary styles?
- How many I's do we have, primary and secondary styles?
- How many S's do we have, primary and secondary styles?
- How many C's do we have, primary and secondary styles?

Say: Let's total our numbers under D-I-S-C  
Next, Ask:

- What DISC style(s) do we collectively prefer as a team?
- How does our preference create a "culture" of expectations?
- What are our collective strengths?
- How can we capitalize on our collective cultural strengths going forward?
- What DISC Style do we tend to over-use?
- How can we start to manage that?
- What DISC style do we have the least of?
- How does this "blind spot" limit us?
- How can we start to manage that?

Finally, download the **DISC Team Action Plan** and create a plan together to build team effectiveness.

Say:

- How can we better manage our collective challenges and blind spots going forward?
- Create three breakout groups to develop ideas around the following and share their findings:
  - What can we start to do?
  - What can we stop doing or do less of?
  - What should we continue to do?