

## Learning Team Assignment Session 2

### Aligning Your DISC Style to the Innovatis Group Culture Worksheet

1. Review and complete the worksheet and share your results.
2. Ask for feedback and offer feedback to enhance ideas.
3. Take turns interviewing each team member, and ask these questions:
  - Which of your DISC styles naturally fit in with the Innovatis Culture?
  - How can you leverage or use those styles more?
  - Does fitting in with the Innovatis Culture require any DISC style flexing on your part?
  - If so, where do you feel that flexing is most important?
  - Do you need to flex your style for anybody you lead? Who and how?

Example:

If I have an S (Steady) DISC style and am working in an I (Influential) culture, I will need to work on speaking up more, expressing more and being open to social niceties such as small talk. If I am leading a D (Dominant) follower and I am an S (Steady) leader, how can I flex my leadership style to lead more effectively?