

DiSCovering Why: Our Behavior and Others'

After a quick quiz, participants will immediately be involved in an activity that begins to make them aware of similarities to and differences from others. Participants will then complete Inscape's *Personal Profile System* (DiSC), followed by an introduction to what the profile indicates about behavioral styles. Through a variety of activities and DVD discussions, participants will begin to get an understanding of their behavioral style and how it can benefit them when working with others. Participants will complete an action plan for implementing the learning experienced in this module.

Objectives

- ★ Understand your behavior and how it impacts others.
- ★ Recognize, understand, respect, and respond to others' behavioral styles.
- ★ Enhance your effectiveness in accomplishing tasks by improving your relationship with others.
- ★ Gain a better understanding of those with whom you experience difficulty.
- ★ Develop strategies for working together to increase productivity.
- ★ Adjust your approach to different behavioral styles to increase your effectiveness in communicating with others.

Training Time

- ★ 8:00 AM - 5:00 PM or
- ★ 8:00 AM - 12:00 PM, facilitating fewer activities and showing fewer DVD segments

Attendees

All employees

Recommended class size

8 - 30 participants

Requirements

- ★ Inscape's *Personal Profile System* (DiSC); additional online versions are available.
- ★ Inscape's *Everything DiSC* DVD.

Contact Jessica Selasky at 513-336-9194 or www.confidencebuilders.com.

Investment

\$2,000. In other words, if you have 150 participants, it would cost \$13 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$8 each; 500 participants = \$4 each.

This investment includes the Instructor/Facilitator Guide and Participant Guide. It may also include handouts, case studies, job aids, PowerPoints, wallet cards, and scenarios. The documents may be provided in Word and/or PowerPoint so that you may customize them to meet your needs.

Unlike other companies, you do NOT need to take certification classes before you can purchase and use the material. We can help you train your trainers, but that is not a requirement for purchase. Once you purchase the material, it is yours to use as you wish throughout your organization, as many times as needed, by as many trainers as necessary.

Would you like a sample of a complete Module? Check out our [Business Ethics Module](#).

Additional customization is available at \$200 per hour if the module emphasizes Sales, Customer Service, or Management.

Note: 8:00-12:00, facilitating fewer activities and showing fewer DVD segments

Session 1 (90 minutes)

Welcome
Introductions
History of Profile
DiSC Overview
DiSC Profile

Break

Session 2 (85 minutes)

DiSC Profile and Graphs
Marston's Perceptions
DiSC Introduction
DiSC Exercise
DVD and Dimensions Overview
Interpretation Stage I

Break

Session 3 (120 minutes)

DVD
DiSC Activity
Validity and Reliability
Dimensional Intensity Index
 – Interpretation Stage II
Classical Profile Pattern
 – Interpretation Stage III

Lunch

Session 4 (55 minutes)

Behavioral Styles Scenarios
Jahari Window
Adapting Behavior

Break

Session 5 (120 minutes)

DVD
Behavioral Styles Discussion
Compatibility
Strategies for Success
Under Pressure
Responses to Conflict
Case Study Outline
Behavior Styles Quiz
Inscape Action Planners

Break

Session 6 (80 minutes)

Application Practice
Quiz
Action Plan
Other Profiles
Conclusion

Optional: Team Activity

– 10 minute