

DiSC Training Outline

Total Session Time: 2 hours

Preparation (Prior to Session)

- Print out this outline
- Print each participant's profile and your own DiSC profile
- Print one copy of the "Team View" for each participant
- Prep pens, markers, whiteboard and/or flip chart paper for activities

Welcome and Introduction

Discussion (10 minutes)

- Ask the group:
 - "Who has prior experience with personality assessments? How did it go?"
 - "Why do you think communication assessments are important?"
- Your role: Integrate these concepts in the discussion
 - They provide common language for communication
 - They help us value diverse strengths and understand differences

Signature Activity (5 minutes)

Instructions

1. Ask everyone to write their signature anywhere on a paper nearby using their dominant hand
2. Once everyone has finished, ask them to swap hands and write their signature again with their non-dominant hand
3. Once finished, ask: "How did the two compare? What was it like writing with each hand?"
Encourage brief sharing of observations

Facilitator Debrief

- Tie it to personality styles. Some styles are dominant and feel natural, like the dominant hand, while others feel less natural and take effort, like the non-dominant hand
- Emphasize that everyone can stretch to accommodate, even if it is harder or less natural

Break Out Activity (15 minutes)

Instructions

1. Break participants into four groups based on their primary style (D's together, i's together, etc.)
2. Give each group a whiteboard, flip chart, or large sheet of paper
3. Ask the groups to answer the question: "What is the best way to communicate with me?"
 - They should write down themes and patterns that emerge in their group
 - Walk around to make sure groups understand the question and are recording themes

Full Group Share-Out

- Bring everyone back together. Ask each group to present the key themes from their discussion
- Summarize differences and similarities between styles that come up between groups

DiSC Overview

What DiSC Is and Is Not (10 minutes)

Present: Cornerstone Principles ([page FN 1](#))

- Behavior based personality assessment
- Influenced by life experiences, education and maturity
- Meant to be a tool, not a box
- There are four core styles and twelve total variations of styles (3 within each style)
- All styles and priorities are equally valuable; everyone has a blend



3 Factors of Nuance Within Styles (10 minutes)

Present: 3 factors influence variation between and within styles

Dominant Style(s)

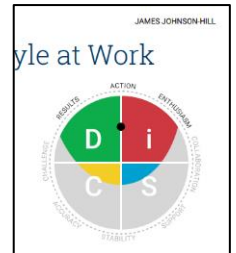
- You can have a single dominant style (D, I, S, C) or a mix of two next to each other (Di, SC, etc.)
- Mixed styles mean the first is your most dominant style, but the second is very close

Dot Placement

- Dot Placement indicates how strongly inclined someone is toward their style
- Edge = strongly inclined, Middle = moderately inclined, Center = slightly inclined
- Ex: “D” on the edge will relate more strongly to the style traits than someone closer to center

Priorities ([page WP 2](#))

- Eight words around the map suggest where people focus their energy (shaded parts)
- Each style has three primary priorities; some people may have an additional one, which is not better or worse, but adds another layer of uniqueness
- If you have an additional priority, it will have partial opacity shading



Personal Profile Review

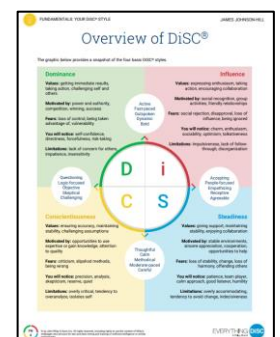
Individual Reflection (5 minutes)

- Ask participants to go to [page FN 3](#) of their report “Your (xy) Style”
- Instructions:
 - Underline areas that resonate
 - Mark X on areas that don’t resonate



Group Discussion by Style (30 minutes)

- Transition from individual reflection into hybrid presentation and group discussion
- Everyone can turn to [page FN 4](#) throughout this discussion
- Present one style at a time (start with D):
 - Share key traits, motivations, limitations and fears
- After the overview of a style, ask participants who connect with that style:
 - What did you relate to?
 - What didn’t resonate?
 - Any other thoughts?
- Encourage examples from both professional and personal experiences



Leadership Reflection (15 minutes)

- Ask: “After learning all of this, how might you apply it to your leadership approach?”
 - Tell participants to write down a few ideas quietly on their own
 - After a couple minutes, prompt everyone to pair up and share their thoughts
 - After a couple minutes, bring the group back together and ask for volunteers to share out how they will apply this to leadership
- If people want ideas, they can check out the Strategies for Effectiveness (WP 4)

Wrap Up (10 minutes)

- Share about the online resources in Catalyst
 - See the styles of everyone in this group
 - Learn more strategies for connecting with other styles
 - Find discussion prompts to have further discussion
- Check if anyone has any final wrap up questions
- Thank everyone for participating!

