

Expand Your Coaching Toolbox: DISC Workshop

(Behavioral/Work Style Assessment)

Ever wonder why:

- Some people just don't get to the point
- Some people are so difficult to get along with
- Your boss just doesn't see it your way
- Your coworkers don't get excited about projects like you do
- You seem to be the only one who cares about the details

In this 2 hour workshop, you'll learn about your behavioral style tendencies, strengths and struggles; your communication preferences; what motivates you; how to identify another person's style, and most importantly, how to adapt your style to maximize your communication effectiveness!

Where: Medical Examiner, Training Room

When: Wednesday, July 21, 2010

Time: 2:00-4:00 pm

Presented by: Anne Calle, Sr HR Analyst, Certified DISC Trainer

RSVP: Jennifer Lawson, by Noon 7/14

DISC Assessment and Workshop Outline

What is DISC?

DISC is a tool for understanding behavior types and work styles. It is designed to help people explore behavioral types so they can better understand themselves and others. Each person's DISC profile is based on a combination of four primary dimensions:

- ✦ **Dominant:** Direct, driver and decisive
 - ✦ D slogan: Just do it!
- ✦ **Interactive:** Social, optimistic and outgoing
 - ✦ I slogan: Don't worry, be happy!
- ✦ **Steady:** Stable, sympathetic and cooperative
 - ✦ S slogan: Don't rock the boat!
- ✦ **Compliant:** Concerned, cautious and correct.
 - ✦ C slogan: Just the facts ma'am!

The DISC Assessment

The DISC is a 30 item on-line assessment that takes less than 15 minutes to complete. Within minutes after completion, your results are plotted on a personal e-graph and returned to you via e-mail in a comprehensive 20-page report that explains your DISC profile. You will learn about your behavioral style tendencies, strengths and struggles, your communication preference, what motivates you, how to identify another person's style just by observing them in action, and most importantly, how to adapt your style for greater communication and success with others.

DISC Workshop

During the 2 hour workshop you will learn about *your* communication style and how understanding and adapting your style can greatly improve your communication effectiveness and impact the success of everyone in your work unit. We'll take a closer look at the four distinct behavioral styles and demonstrate the challenges and successes of these styles working together. Through discussion and exercises, the workshop will provide greater insight on how you can function more effectively whether you're responsible for the work of others or you just want to improve your daily interactions.

Understanding one another is the first step toward improved communication