

# The Secret to Team Optimization with Everything DiSC®

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*Learn About a Tool to Achieve Optimal Results*



*FlashPointLeadership.com*

*June 5, 2018*

**FlashPoint.**

We believe in creating meaningful workplaces where everyone can achieve their **fullest potential**.



## LEADERSHIP DEVELOPMENT

- Custom Leadership Development Programs
- Workshops and Facilitation
- Competencies Development
- Leadership Development Strategy



## TEAM EFFECTIVENESS

- Custom Team Programs—Retreats, Training, Assessments
- Team Development
- New Leader Assimilation



## COACHING

- Individual Coaching
- Team/Group Coaching
- Coaching Skills Training
- Outsourced Coaching Partner

**FlashPoint.**

# Today's Facilitators



Lauren Parkhill  
Brand Engagement Strategist



Bill Mugavin  
CPLP, Senior Consultant, Account Manager



Rachel Tomasik  
Associate Consultant

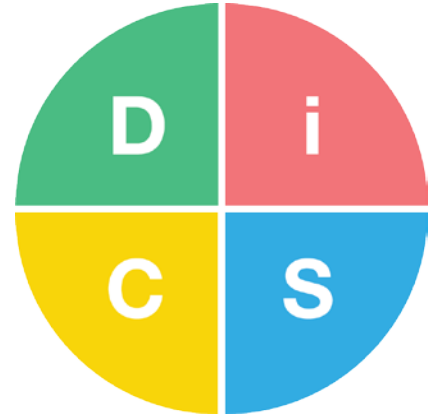
# What is Team Optimization?

Why is it so important?



# There is no “I” in Team

T E A M



# Non-Optimized Team Behaviors

Being dismissive

Finger-pointing

Gossiping

Not listening

Belittling

Being sarcastic

Caving in

Arguing

Being disrespectful

Complaining about each other

# Poll

What happens when these behaviors are present in teams in your organization?



# Our Tool for Team Optimization: What's DiSC®?

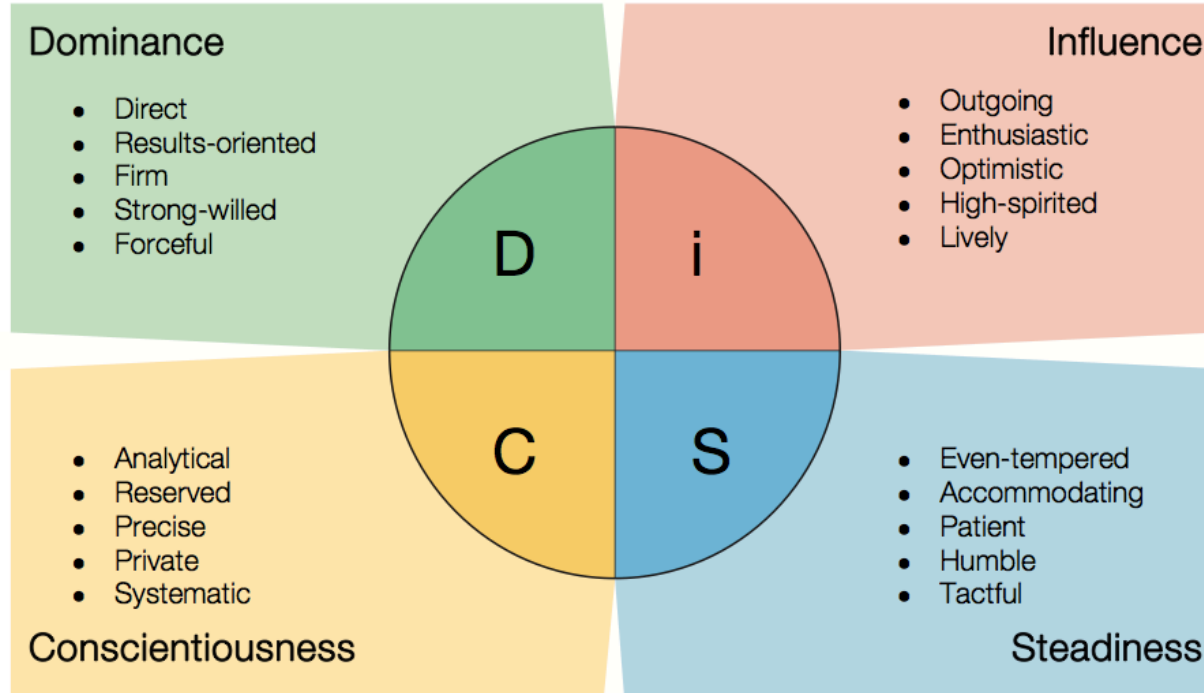




# Meet Everything DiSC<sup>®</sup>



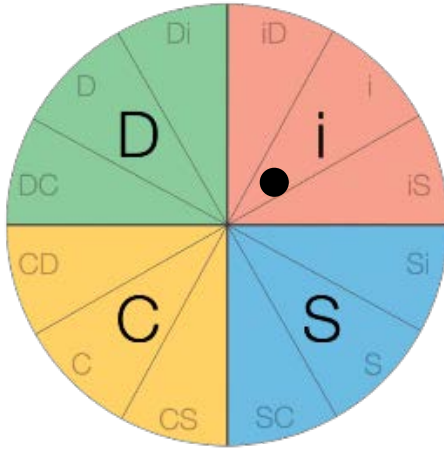
# The Everything DiSC<sup>®</sup> Model



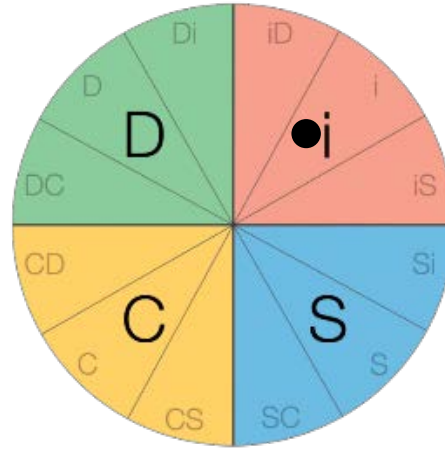
# Everything DiSC® Principles

1. All DiSC® styles and priorities are **equally valuable** and everyone is a blend of all four styles.
2. Your work style is influenced by **other factors** such as life experiences, education, and maturity.
3. **Understanding yourself better** is the first step to becoming more effective when working with or managing others.
4. Learning about other people's DiSC® styles can help you **understand others' priorities** and how those priorities may differ from your own.
5. You can improve the quality of your workplace/management experience by using DiSC® to build **more effective relationships**.

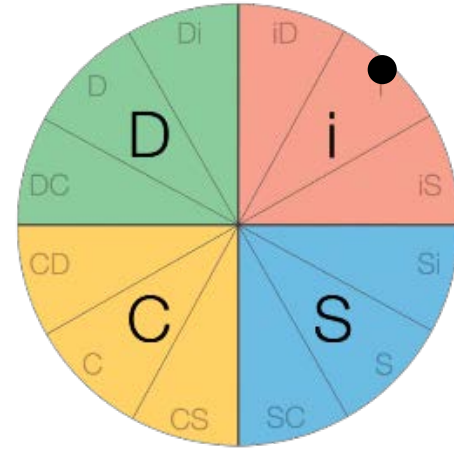
# DiSC<sup>®</sup> and Dot Location



*Slight*

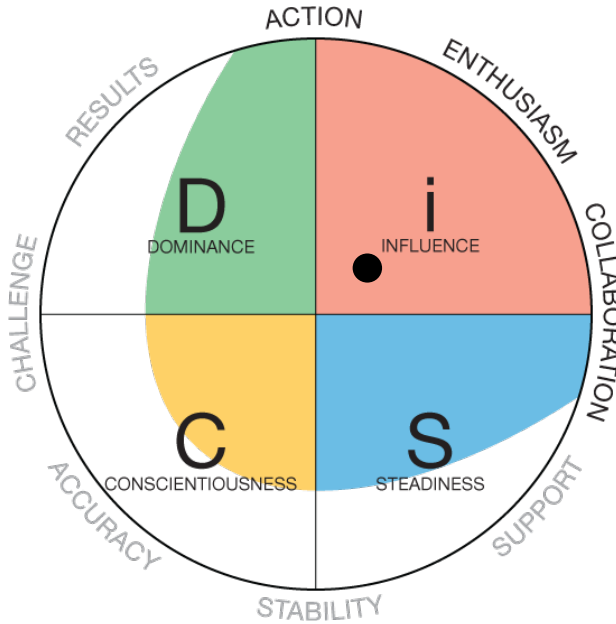


*Moderate*

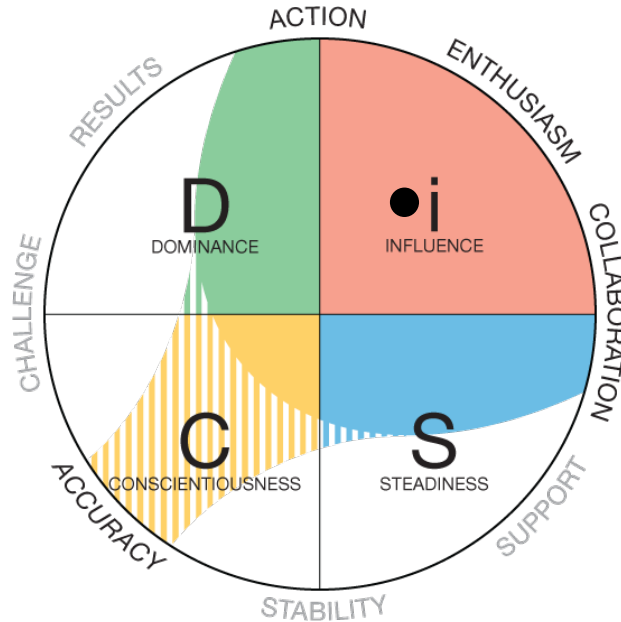


*Strong*

# Priorities and DiSC® Style



*i Style*



*i Style + Accuracy*

# Poll: Your Experience with DiSC®



# Everything DiSC<sup>®</sup> Programs



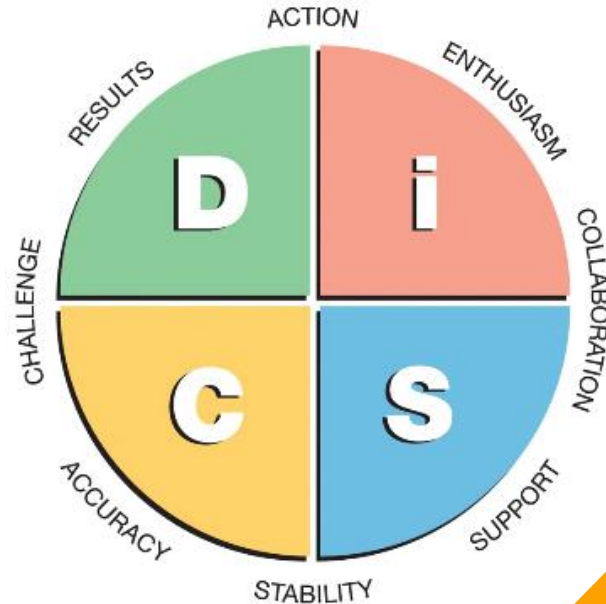
# Everything DiSC® Programs





# Everything DiSC® Workplace

Can be used with *everyone in an organization* to build more effective relationships and improve the quality of teams and, ultimately, the workplace.

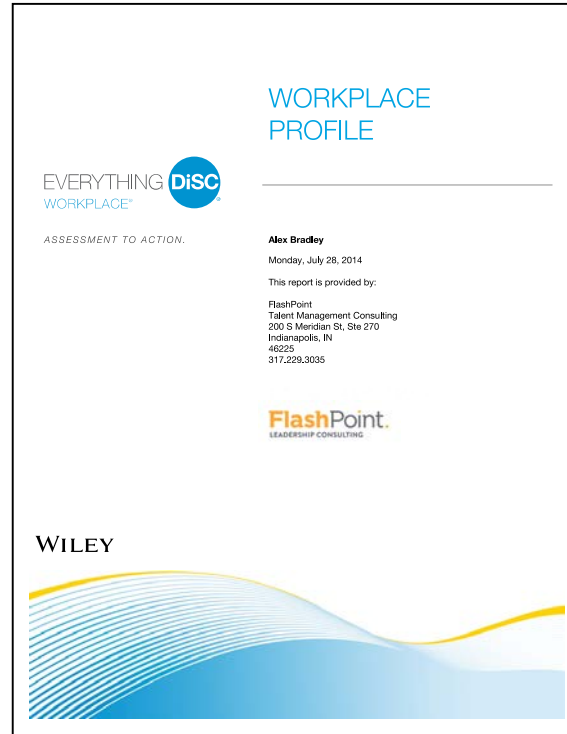


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# Everything DiSC® Workplace Profile

## Report Sections

- Your DiSC® Overview
- DiSC® Style and Dot
- DiSC® Priorities and Shading
- Motivations and Stressors
- Understanding How You React to Other Styles
- Strategies to Increase Your Effectiveness
- Personalized Style Index



# Everything DiSC<sup>®</sup> Workplace Training

*Program Length: Six Hours*

## Module 1: Discovering Your DiSC<sup>®</sup> Style

*Participants discover how DiSC<sup>®</sup> styles affect their workplace relationships and explore the priorities that drive them at work.*

## Module 2: Understanding Other Styles

*Participants learn what works for them and what challenges them when interacting with each DiSC<sup>®</sup> style.*

# Everything DiSC<sup>®</sup> Workplace Training

## Module 3: Building More Effective Relationships

*Participants create strategies and an action plan to overcome challenges when working with different DiSC<sup>®</sup> styles.*

## Module 4: People Reading

*Participants learn how to identify others' DiSC<sup>®</sup> styles based on behavioral cues.*

# Videos: Understanding Other DiSC<sup>®</sup> Styles

Identify the styles, stressors, and reactions common among individual team members



# Personalized Style Index

EVERYTHING DISC  
WORKPLACE®

PERSONALIZED STYLE INDEX:  
THE D STYLE

DC Style  
Challenge  
Results  
Accuracy

D Style  
Results  
Action  
Challenge

Di Style  
Action  
Results  
Enthusiasm

PERSONALIZED STYLE INDEX:  
THE I STYLE

iD Style  
Action  
Enthusiasm  
Results

i Style  
Enthusiasm  
Action  
Collaboration

iS Style  
Collaboration  
Enthusiasm  
Support

PERSONALIZED STYLE INDEX:  
THE S STYLE

Si Style  
Collaboration  
Support  
Enthusiasm

S Style  
Support  
Stability  
Collaboration

SC Style  
Stability  
Support  
Accuracy

PERSONALIZED STYLE INDEX:  
THE C STYLE

CS Style  
Goals: Stability, reliable outcomes  
Judges others by: Precise standards, timely methods  
Influences others by: Practically, attention to detail  
Overuses: Traditional methods, sense of ration  
Under pressure: Withdraw, get things done  
Fears: Emotionally charged situations, ambiguity  
Would increase effectiveness through: Showing flexibility, being decisive, showing urgency

C Style  
Goals: Accuracy, objective processes  
Judges other by: Expertise, systematic processes  
Influences others by: Logic, existing standards  
Overuses: Analysis, re-bait  
Under pressure: Overwhelms others with logic, becomes rigid  
Fears: Being wrong, strong opinions  
Would increase effectiveness through: Acknowledging other's feelings, looking beyond data

CD Style  
Goals: Efficient results, rational decisions  
Judges other by: Competence, wit or logic  
Influences others by: Strict standards, sensible approach  
Overuses: Bluntness, critical attitude  
Under pressure: Ignores people's feelings, moves ahead independently  
Fears: Failure, lack of control  
Would increase effectiveness through: Cooperation, paying attention to others' needs

CS Style  
Goals: Stability, reliable outcomes  
Judges others by: Precise standards, timely methods  
Influences others by: Practically, attention to detail  
Overuses: Traditional methods, sense of ration  
Under pressure: Withdraw, get things done  
Fears: Emotionally charged situations, ambiguity  
Would increase effectiveness through: Showing flexibility, being decisive, showing urgency

In addition, they also place a high priority on Accuracy, so they tend to spend time vetting their ideas before moving forward. Most likely, they rely on data before making decisions and tend to take an objective approach. While you may relate to their careful methods, you may find their approach to be more impersonal than you like.

Furthermore, those with the CS style also value Support, and they're usually willing to help when that expertise is needed. They also tend to be even-tempered and patient with both people and difficult situations. Although you likely share their concern for keeping everyone happy, you may be slightly more uptight about your own needs than they are.

People with the C style place a high priority on Accuracy. Because they want to ensure superior results, they tend to analyze options rationally and separate emotions from facts. While you may relate to their emphasis on creating sound solutions, you may sometimes want to see more warmth from them.

In addition, they also prioritize Stability. Since they tend to value follow-through and re-bait, they're uncomfortable with quick or risky decisions and prefer to take time to make an informed choice. Because you tend to be more receptive to quick decisions on new ideas, you may find it somewhat difficult to relate to their cautious approach.

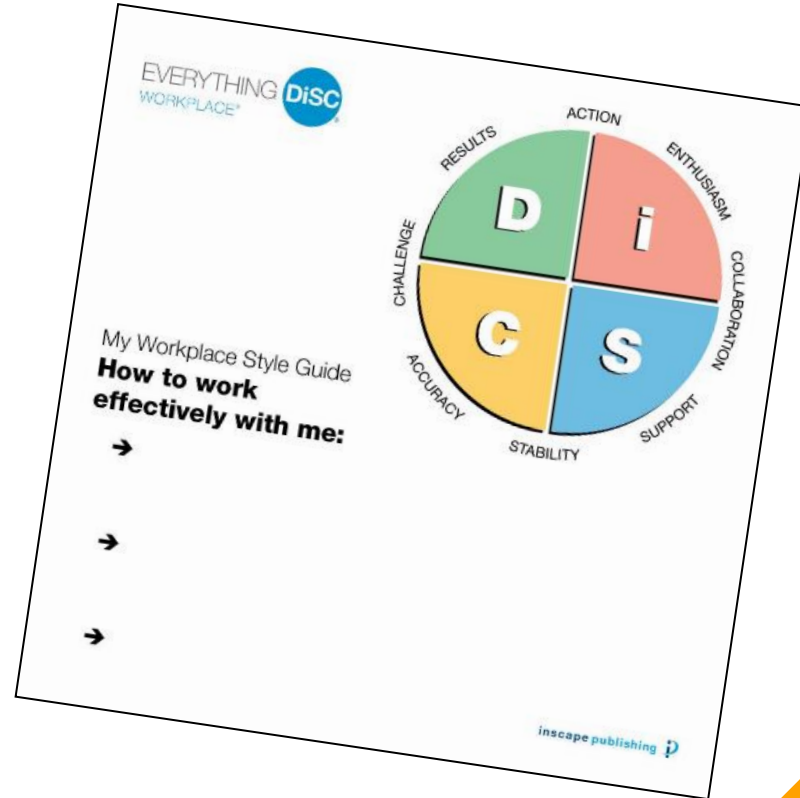
Furthermore, people with the C style also prioritize Challenge. In their quest to find the most thorough or productive method of completing their tasks, they may openly question ideas and point out flaws that others may have missed. Since you tend to take a more accepting approach, you may be concerned that this skepticism hurts people's feelings or teams bond only.

People with the CD style prioritize Challenge and may come across as skeptical and determined. Most likely, they won't accept ideas without asking a lot of questions, and they like to uncover problems that could affect results. Because you tend to be open and receptive to new people and ideas, you may find it hard to relate to their critical, questioning approach.

In addition, they also prioritize Accuracy, and they focus on thinking logically to create the best solutions. They tend to avoid letting their emotions get in the way of making rational decisions. Although you may appreciate their analytical approach, they may seem to overlook the emotional aspects of their decisions at times.

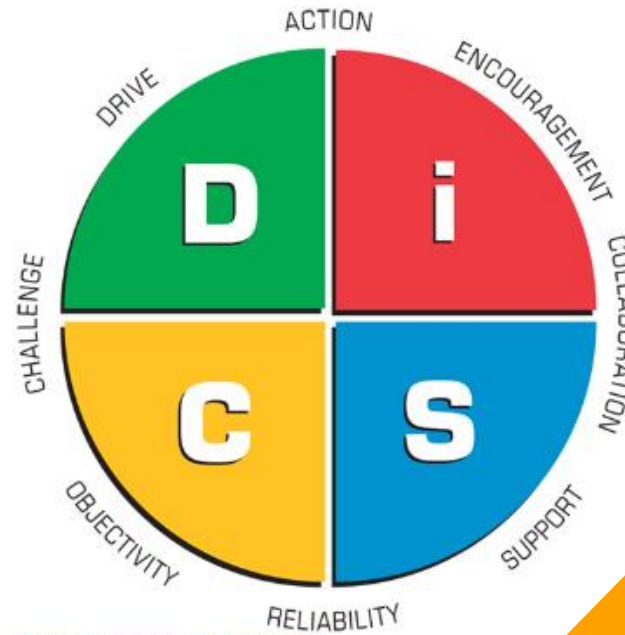
Furthermore, those with the CD style also value Results and tend to be determined to deliver quality, consistent outcomes. Most likely, they're also willing to take charge of projects when necessary, and they can usually be counted on to keep things on track. However, since you tend to be more concerned with optimism and team unity, they may seem a bit too stubborn or impatient to you.

# Working Effectively with You



# Everything DiSC® Management

Teaches *managers how to bring out the best in each employee*. They learn how to read employee styles and adapt their own personal styles to manage more effectively.



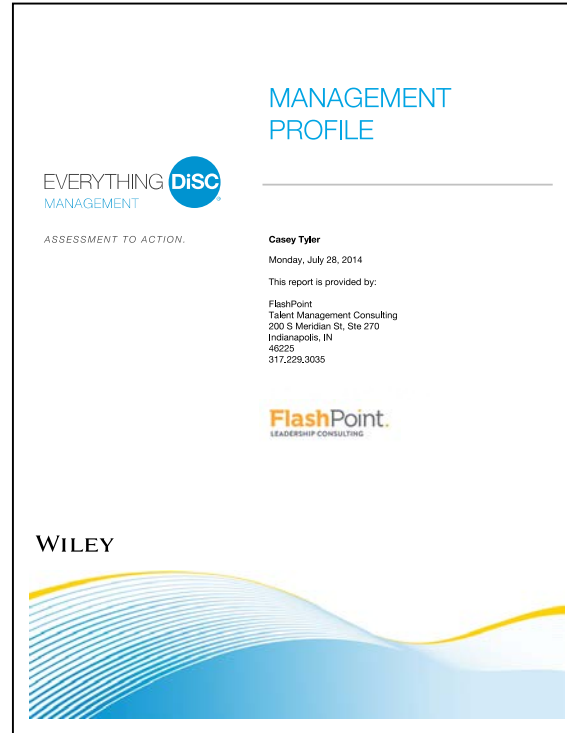
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# Everything DiSC<sup>®</sup> Management Profile

## Report Sections

- Your DiSC<sup>®</sup> Overview
- DiSC<sup>®</sup> Style and Dot
- DiSC<sup>®</sup> Priorities and Shading
- Management Preferences
- Directing and Delegating Style
- Motivation and the Environment You Create
- Approach to Developing Others
- How your Manager Sees You



# Everything DiSC<sup>®</sup> Management

*Program Length: Full Day*

## Modules 1 + 2: Introduction to Your Management Style

*Participants discover how DiSC<sup>®</sup> affects management style, including decision making and problem solving. They learn to identify others' DiSC<sup>®</sup> styles using behavioral cues.*

## Module 3: Directing and Delegating

*Managers discover their strengths and challenges when directing and delegating as well as how to adapt their behavior to manage people more effectively.*

# Everything DiSC<sup>®</sup> Management

## Module 4: Creating a Motivating Environment

*Participants discover how DiSC<sup>®</sup> styles influence how people are motivated.*

## Module 5: Developing Others

*Managers learn how to provide resources, environments, and opportunities that support long-term professional growth based on DiSC<sup>®</sup>.*

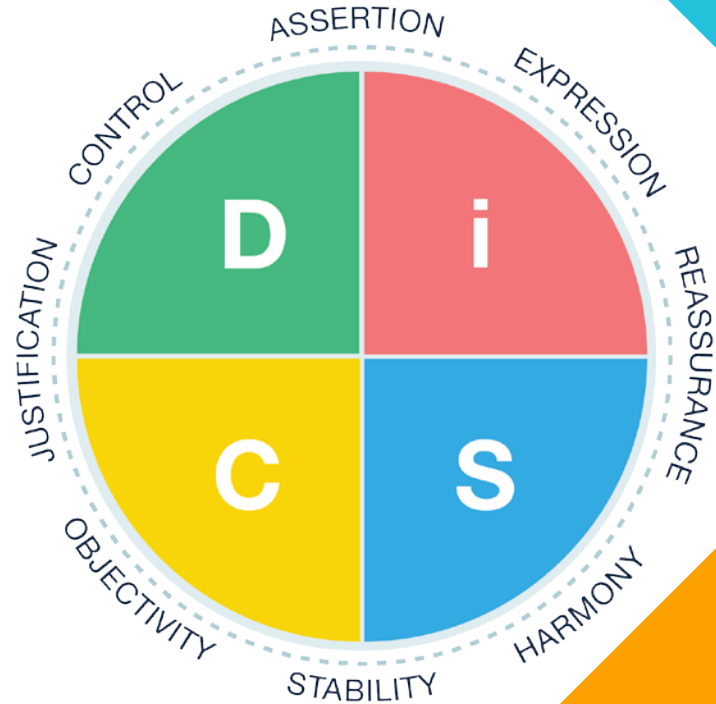
# Everything DiSC<sup>®</sup> Management

## Module 6: Working With Your Manager

*Participants learn to influence and communicate effectively with their managers by meeting their DiSC<sup>®</sup> needs and preferences.*

# Everything DiSC<sup>®</sup> Productive Conflict

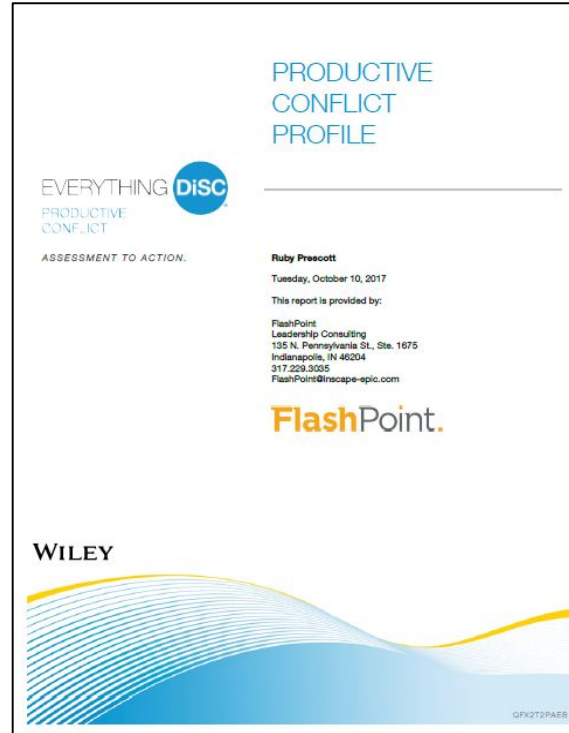
Helps *individuals become more effective by engaging in productive conflict*, instead of negative or destructive conflict. Participants learn to identify and prevent automatic, negative reactions.



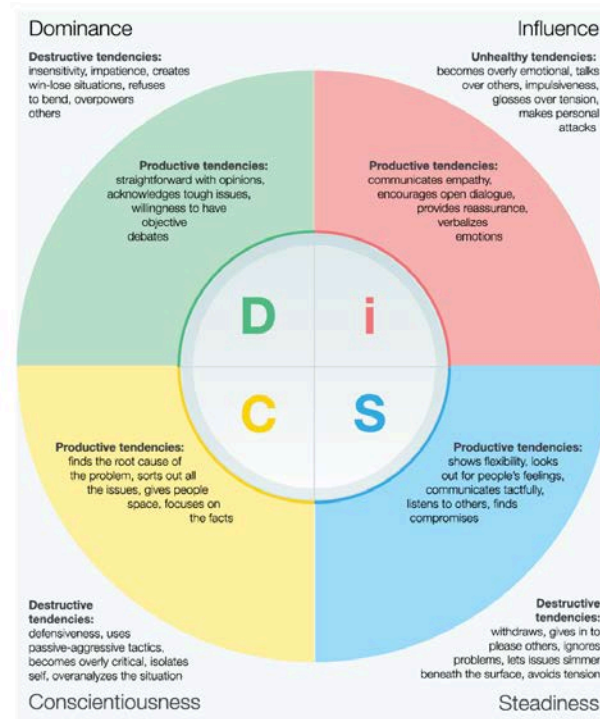
# Everything DiSC® Productive Conflict

## Report Sections

- DiSC® in Conflict
- Your DiSC® Style in Conflict
- DiSC® Priorities and Shading
- Destructive Responses
- Recognizing Automatic Thoughts
- Changing Your Response
- Choosing Productive Responses



# Everything DiSC® Productive Conflict



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# Everything DiSC® Productive Conflict

## Dominance

### **Destructive tendencies:**

insensitivity, impatience, creates win-lose situations, refuses to bend, overpowers others

### **Productive tendencies:**

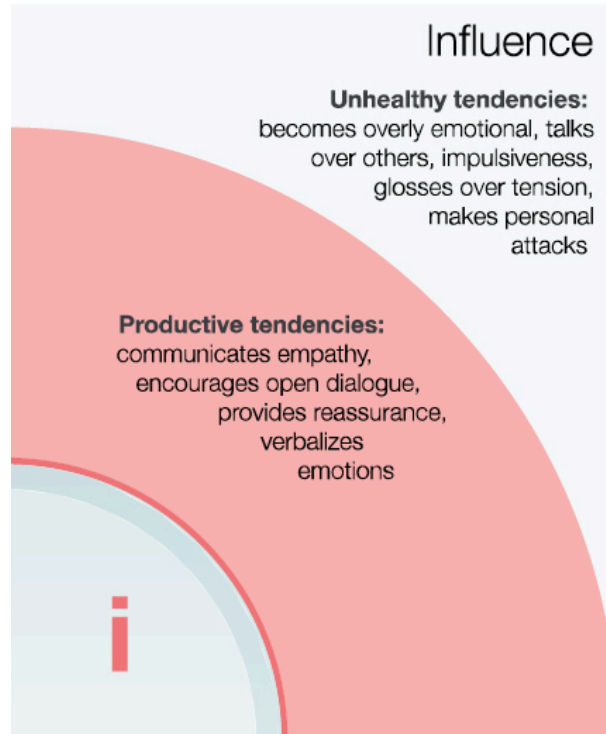
straightforward with opinions, acknowledges tough issues, willingness to have objective debates



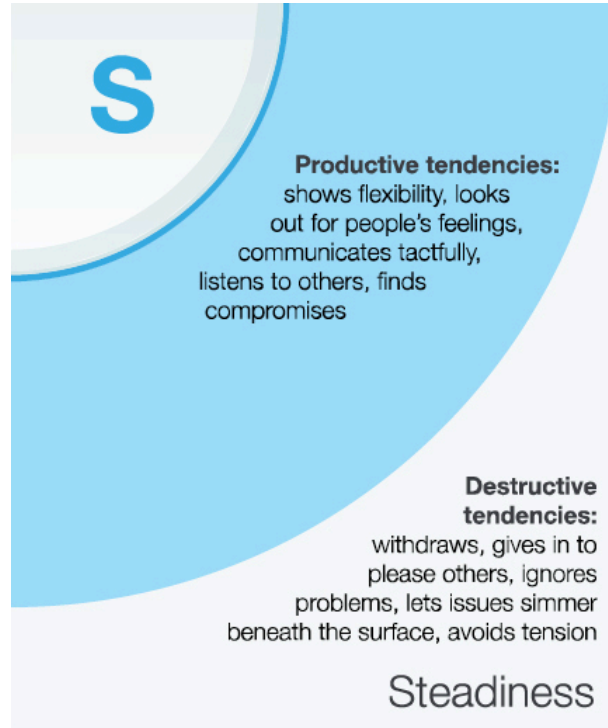
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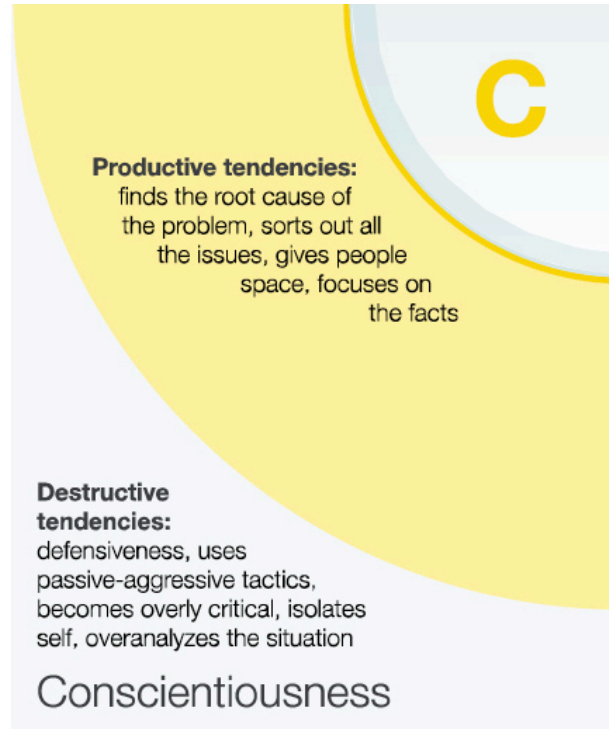
# Everything DiSC® Productive Conflict



# Everything DiSC<sup>®</sup> Productive Conflict



# Everything DiSC® Productive Conflict



# Everything DiSC<sup>®</sup> Productive Conflict Training Program

Program Length: Half-Day

## Module 1: Understanding Your DiSC<sup>®</sup> Conflict Style

*Participants are introduced to the DiSC<sup>®</sup> conflict map, how DiSC<sup>®</sup> styles interact in conflict, and how personal priorities influence conflict behaviors.*

## Module 2: Recognizing and Understanding Destructive Behaviors and Triggers

*Participants learn to recognize destructive behaviors, automatic thoughts, and different conflict styles of individual team members.*

# Everything DiSC<sup>®</sup> Productive Conflict

## Module 3: Changing Your Response to Conflict

*Participants use the DiSC<sup>®</sup> destructive response reframing strategy to understand how to navigate from their own styles to those of different conflict styles.*

# Videos: Destructive Responses



# Everything DiSC® Conflict Log

**PRODUCTIVE CONFLICT LOG** EVERYTHING DiSC  
PRODUCTIVE  
CONFLICT

It may be tempting to ignore this page, but getting better at productive conflict takes time and continuous practice. Use this page to monitor and log the next conflicts you have. Learning to step back and reframe your thoughts will ultimately help you have more productive conflict in the workplace.

**Part 1** Briefly describe your conflict situation.

**Part 2** What were your automatic thoughts? What was your response?

**Part 3** How did you reframe your automatic thoughts? Could you have done better?

**Part 1** Briefly describe your conflict situation.

**Part 2** What were your automatic thoughts? What was your response?

**Part 3** How did you reframe your automatic thoughts? Could you have done better?

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# Everything DiSC<sup>®</sup> Tools



Limitations: lack of concern for others, insatiable, insensitivity

Objective  
Skeptical  
Challenging

Priorities: ensuring accuracy, maintaining stability, challenging assumptions

Motivated by: opportunities to use expertise or gain knowledge, attention to quality

Fears: criticism, slipshod methods, being wrong

You will notice: precision, analysis, skepticism, reserve, quiet

Limitations: overly critical, tendency to overanalyze,

D

C

S

Accepting  
People-focused  
Empathizing  
Receptive  
Agreeable

Priorities: main enjoying

Motivated by: sincere appreciation, opportunities

Fears: loss of stability, change, harmony, offense

You will notice: patience, team approach, good listener

Thoughtful  
Moderate-paced  
Calm  
Methodical  
Careful

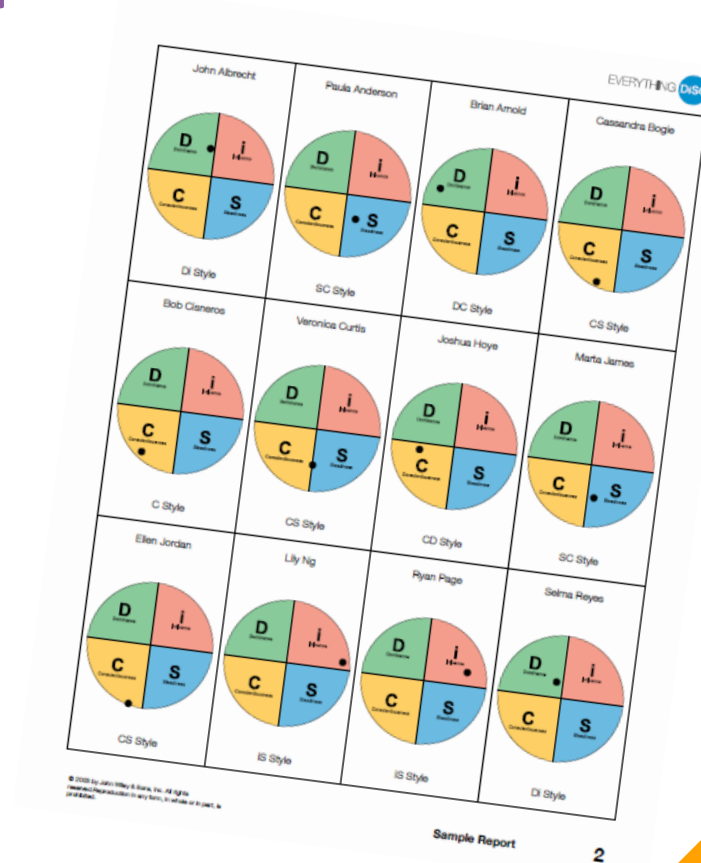
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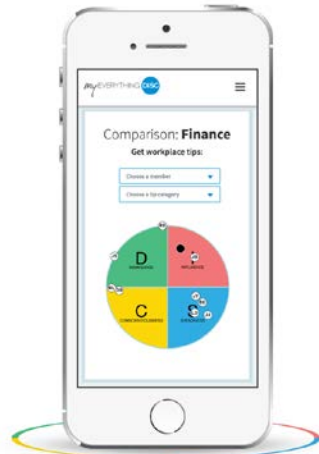


# Team View Report

Designed to help  
**a team** better  
 understand other  
 members so they can  
 build a more effective  
 working relationship.



# MyEverythingDiSC<sup>®</sup> Online Learning Portal



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ANDREA SIGN OUT | MY ACCOUNT

myEVERYTHING DiSC ANDREA SIGN OUT | MY ACCOUNT

MY STYLE MY REPORTS MY COMPARISONS PROVIDED BY FLASHPOINT

Your style is: **Di**

People with this style are charismatic and adventurous. They describe themselves as risk-takers and like to be at the center of the action. They are not afraid to initiate change and often have an entrepreneurial spirit.

[Gain insights about your style](#)

**Learn about DiSC**

Everything DiSC<sup>®</sup> is a simple and memorable model, however, the science behind DiSC is anything but simplistic.

[Start Learning](#)

Active and confident, always up!

Thoughtful, listening and collaborative.

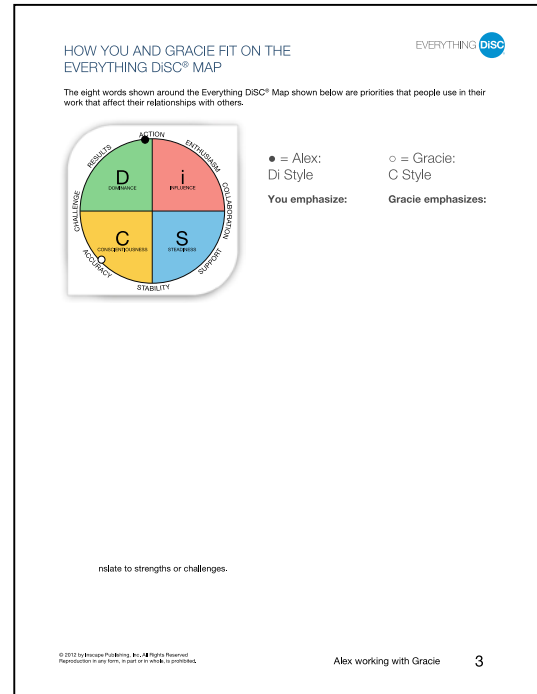
How does your style differ from those of your colleagues?

SHARE AND COMPARE DiSC STYLES AND GET TIPS ON WORKING TOGETHER

[MY COMPARISONS](#)

# Comparison Report

Designed to help **two people** better understand each other so they can build a more effective working relationship.



# How FlashPoint Can Help



# Optimize your team using Everything DiSC®

Teams in  
Conflict

Newly Formed  
Teams

Managing  
Teams

Enhancing  
Communication  
and Collaboration

Leadership  
Development

New Leader  
Assimilation

# Applying Everything DiSC<sup>®</sup> in *Your Organization*

## FlashPoint can:

- ✓ Administer Everything DiSC<sup>®</sup> assessments
- ✓ Facilitate workshops tailored for your organization and unique team needs
- ✓ Set you up to administer Everything DiSC<sup>®</sup> assessments in your organization
- ✓ Help you get trained or certified in Everything DiSC<sup>®</sup>
- ✓ Give participants access to *myEverythingDiSC<sup>®</sup>* accounts

## Q&A + What to Expect

Please take the survey as you exit the webinar!

- We will send the slides and recording within 24 hours
- We will send some self-serve resources and blogs on Everything DiSC®

# Join Us For Upcoming Events

## Webinar: Ensure Your Training Has Lasting Impact

- July 17, 2018

## *The Leadership Challenge*<sup>®</sup> Workshop, Facilitator Training, and LPI<sup>®</sup> Coach Training

- June 18-22, 2018 in Sonoma, CA
- September 11-14, 2018 in Sonoma, CA
- November 5-9, 2018 in Scottsdale, AZ

**FlashPoint.**  
LEADERSHIP CONSULTING



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*Don't miss the opportunity to sign up for leadership workshops, webinars, and free resources at [FlashPointLeadership.com](http://FlashPointLeadership.com)*