The Secret to Team Optimization with Everything DiSC®

Learn About a Tool to Achieve Optimal Results

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A Wiley Brand

FlashPointLeadership.com

June 5, 2018

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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

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Today's Facilitators

Lauren Parkhill
Brand Engagement Strategist

Bill Mugavin
CPLP, Senior Consultant, Account Manager

Rachel Tomasik
Associate Consultant

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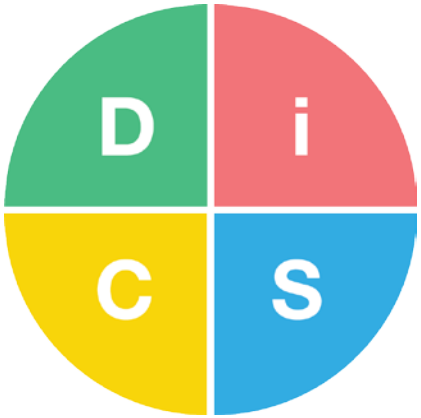
What is Team Optimization?

Why is it so important?

There is no “I” in Team

T E A M



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Non-Optimized Team Behaviors

Being dismissive

Finger-pointing

Gossiping

Not listening

Belittling

Being sarcastic

Caving in

Arguing

Being disrespectful

Complaining about each other

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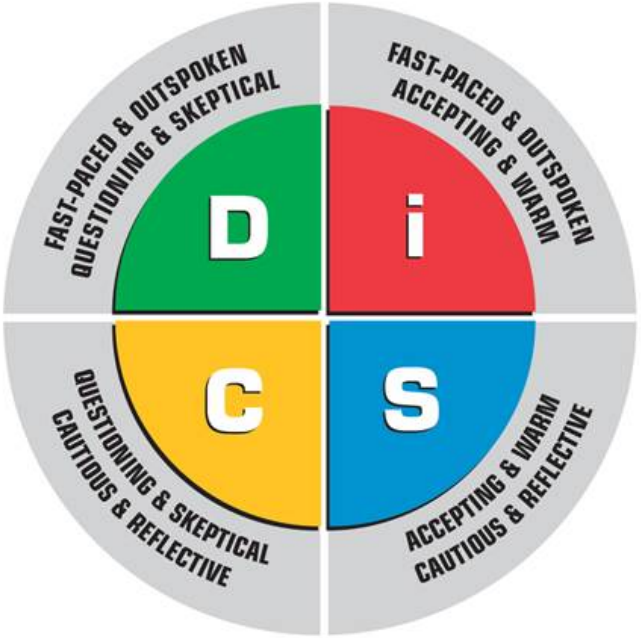
Poll

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

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

Meet Everything DiSC®



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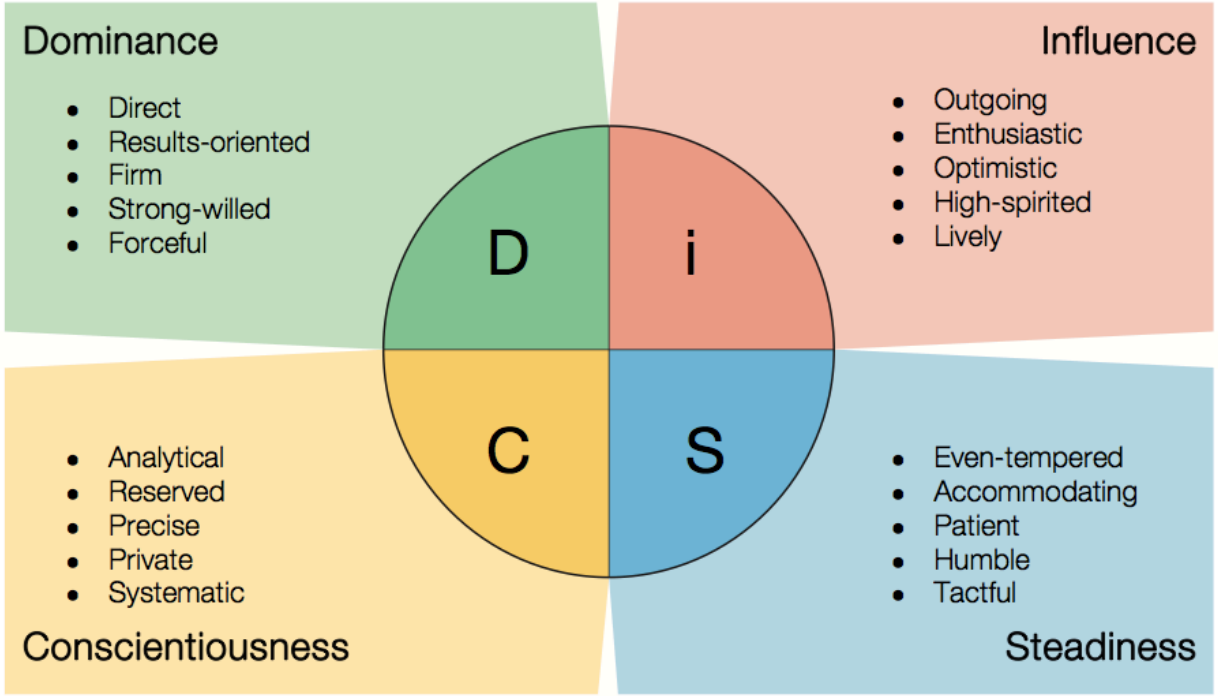
The Everything DiSC® Model



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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.

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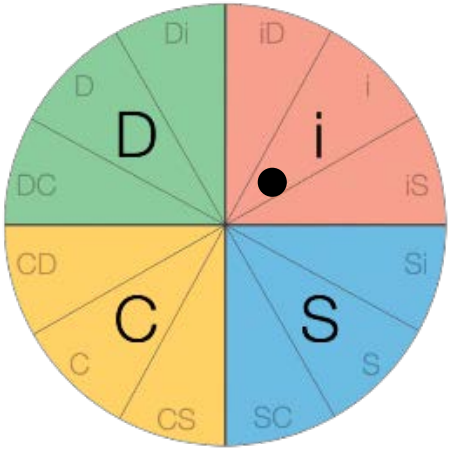
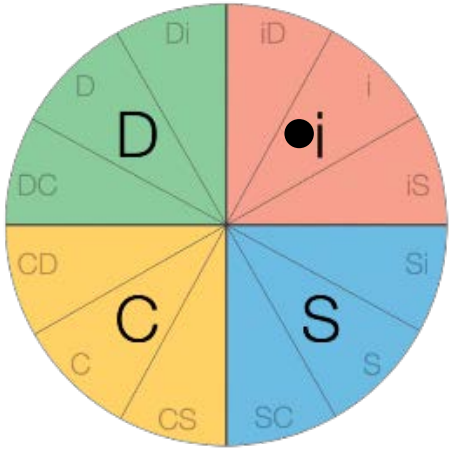
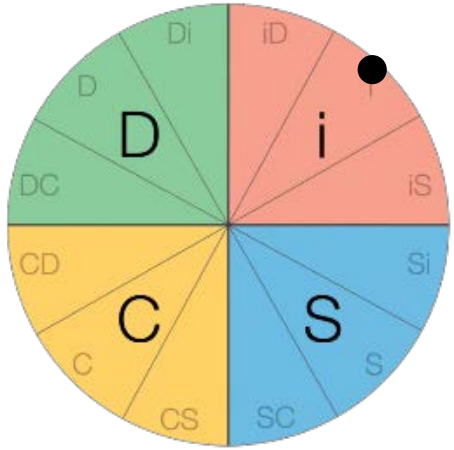
DiSC® and Dot Location



Slight



Moderate



Strong

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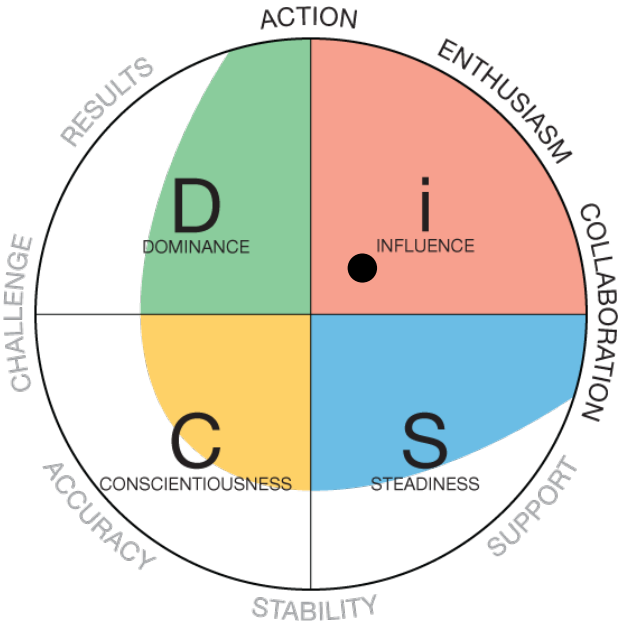
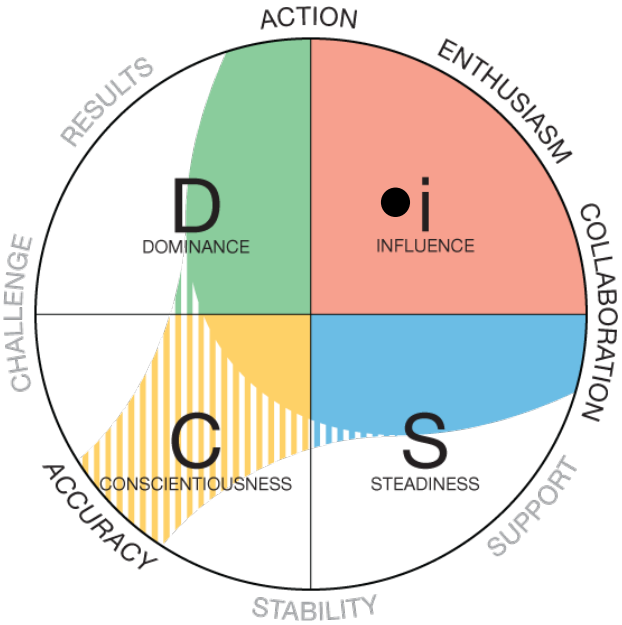
Priorities and DiSC® Style



i Style



i Style + Accuracy

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Poll: Your Experience with DiSC®

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Everything DiSC® Programs

Everything DiSC® Programs

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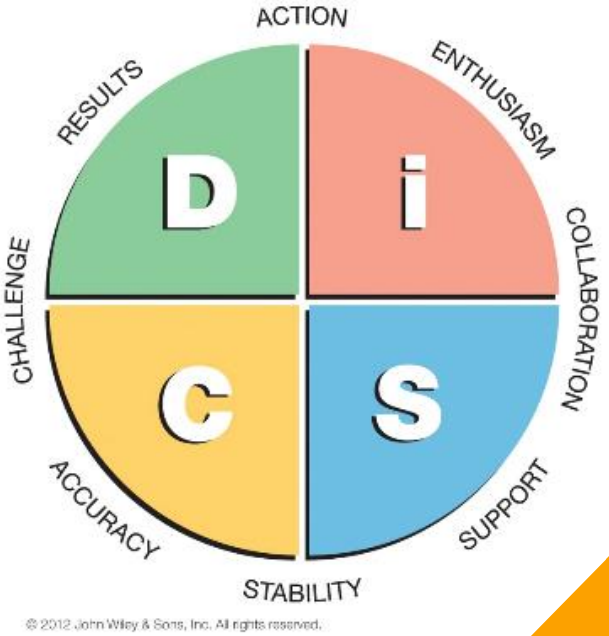
Everything DiSC® Workplace

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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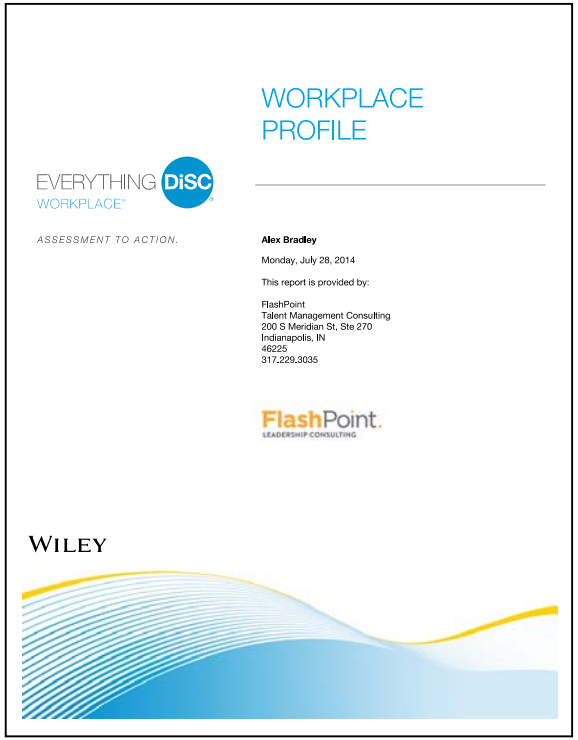
Everything DiSC® Workplace Profile

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



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WORKPLACE®

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Everything DiSC® Workplace Training

Program Length: Six Hours

Module 1: Discovering Your DiSC® Style

Participants discover how DiSC® 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® style.

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Module 3: Building More Effective Relationships

Participants create strategies and an action plan to overcome challenges when working with different DiSC® styles.

Module 4: People Reading

Participants learn how to identify others' DiSC® styles based on behavioral cues.

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Videos: Understanding Other DiSC® Styles

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

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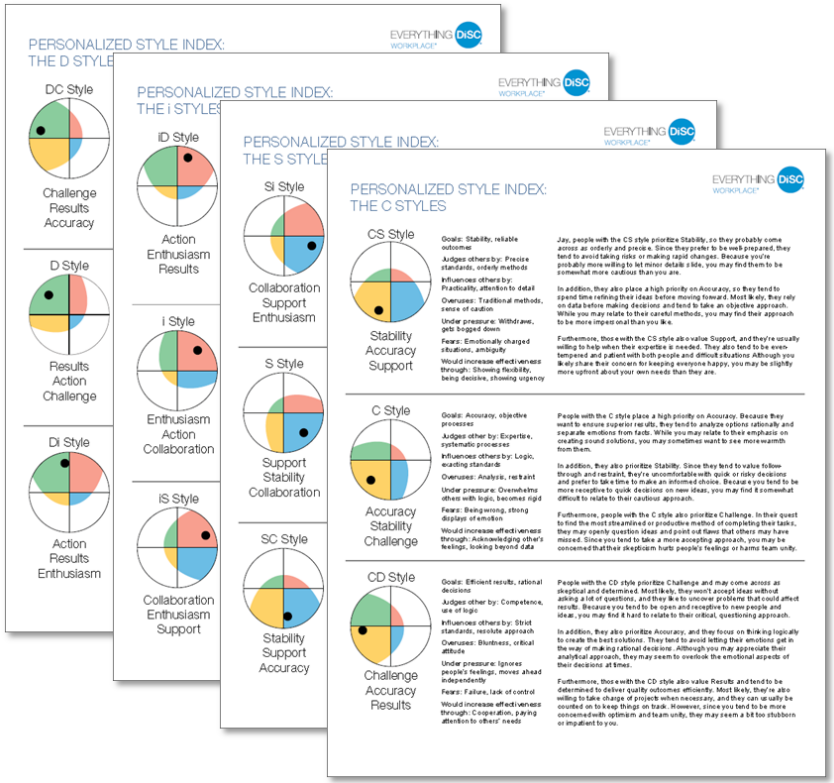
Personalized Style Index



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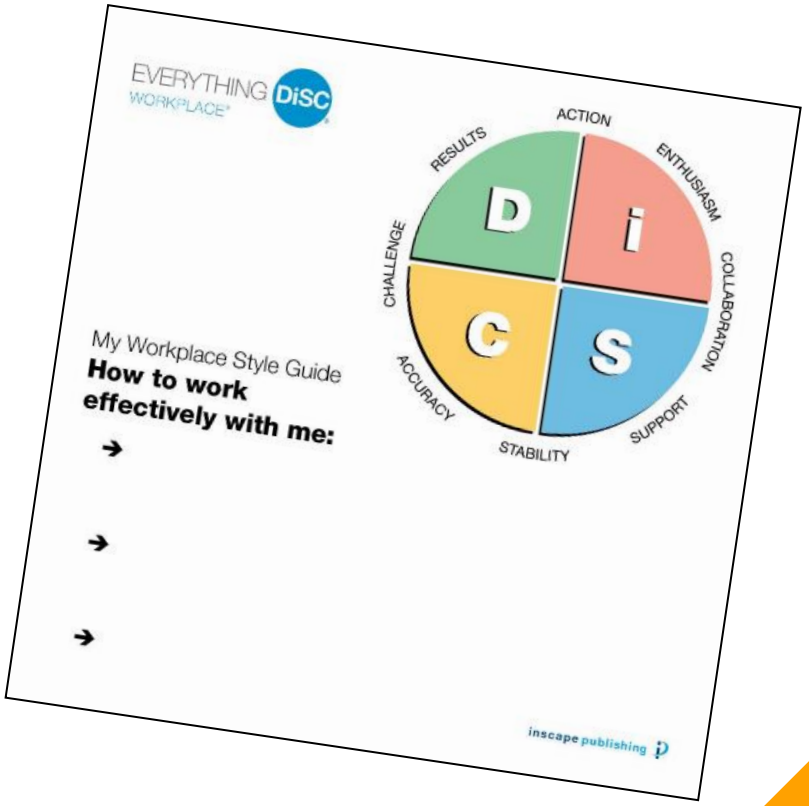
Working Effectively with You



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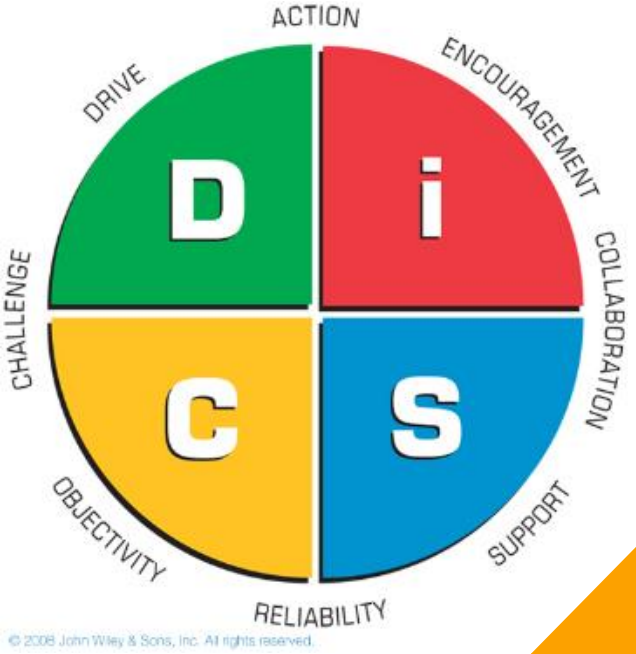
Everything DiSC® Management

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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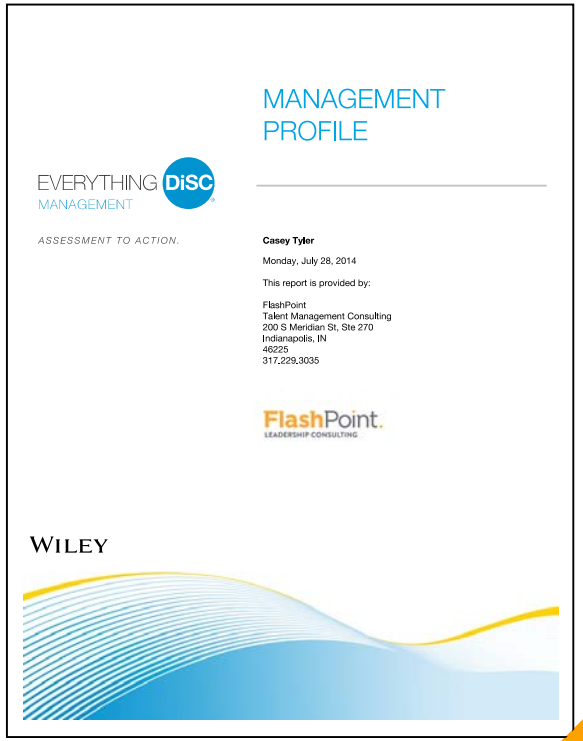
Everything DiSC® Management Profile

Report Sections

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



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Everything DiSC® Management

Program Length: Full Day

Modules 1 + 2: Introduction to Your Management Style

Participants discover how DiSC® affects management style, including decision making and problem solving. They learn to identify others' DiSC® 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.

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Module 4: Creating a Motivating Environment
Participants discover how DiSC® 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®.

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Module 6: Working With Your Manager

Participants learn to influence and communicate effectively with their managers by meeting their DiSC® needs and preferences.

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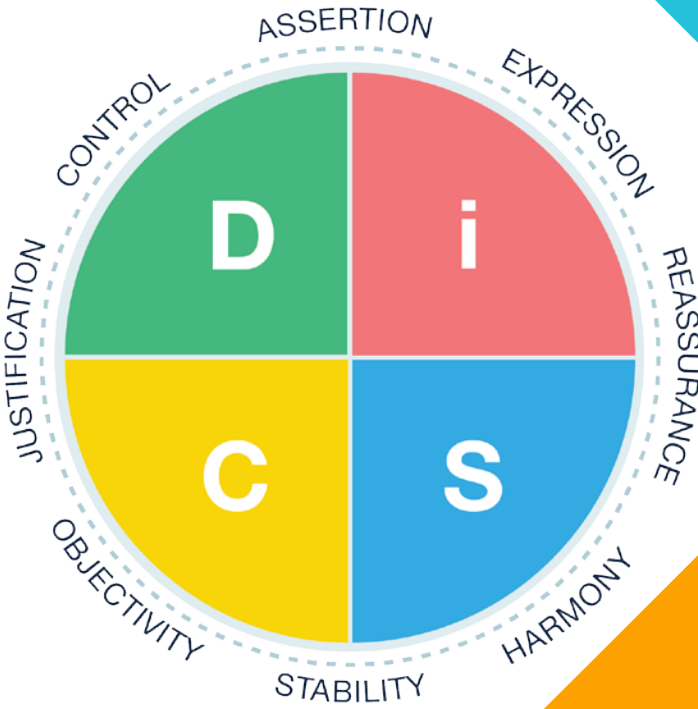
Everything DiSC® Productive Conflict

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.



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PRODUCTIVE CONFLICT

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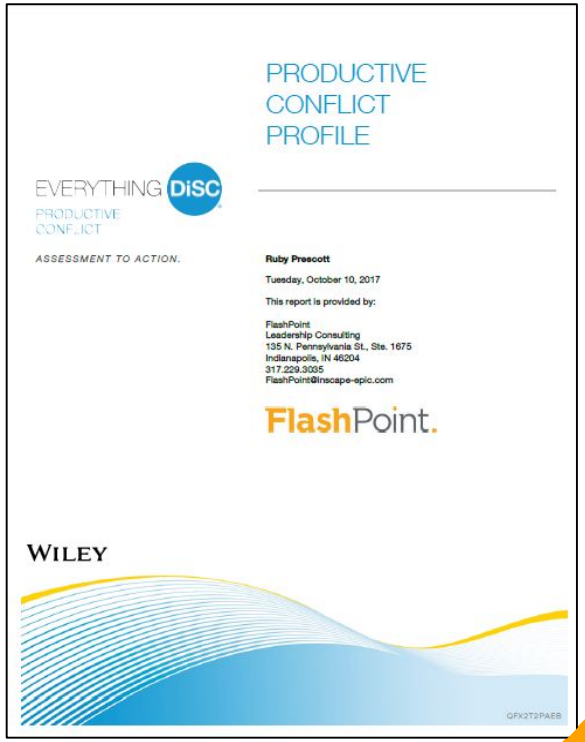
Everything DiSC® Productive Conflict

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



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PRODUCTIVE CONFLICT

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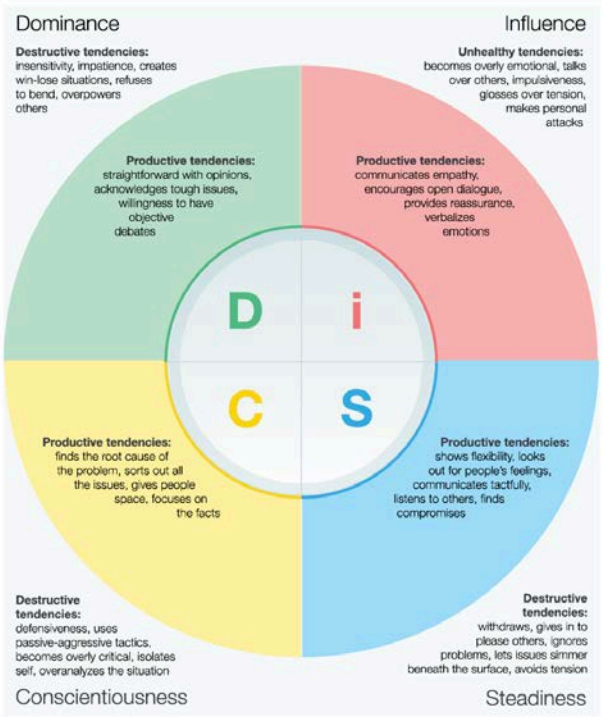
Everything DiSC® Productive Conflict



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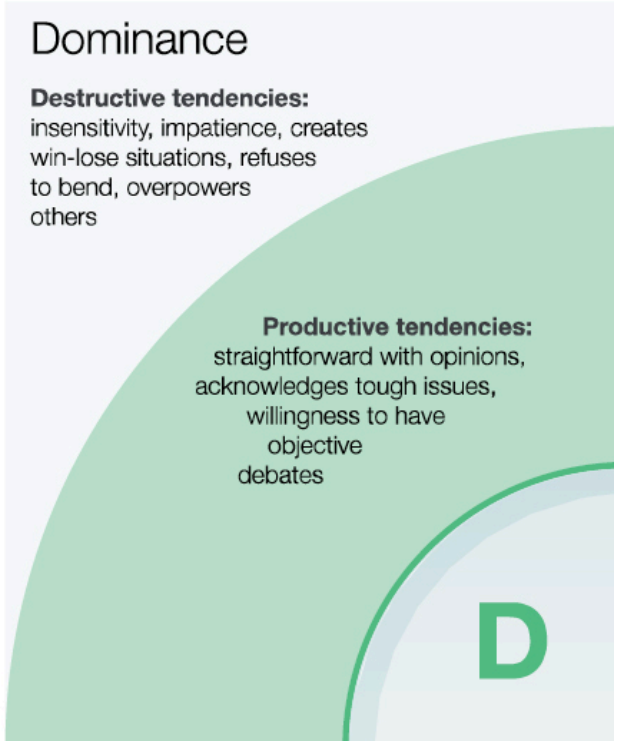
Everything DiSC® Productive Conflict



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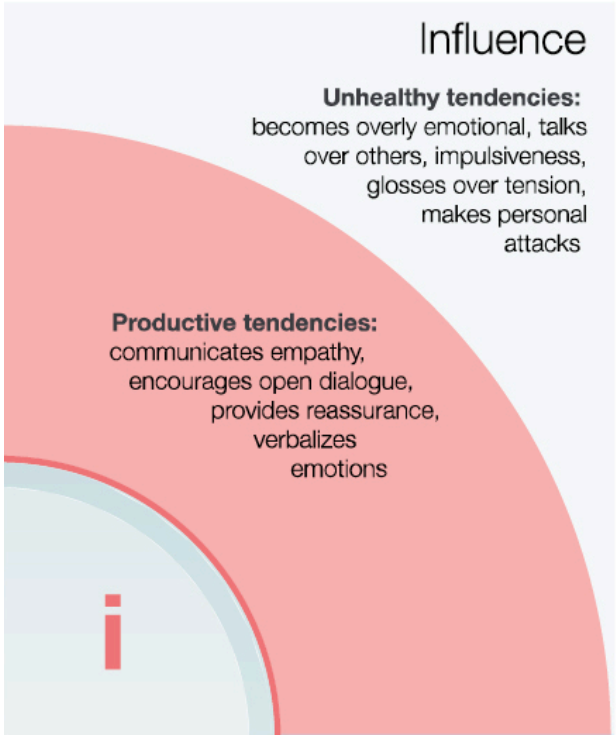
Everything DiSC® Productive Conflict



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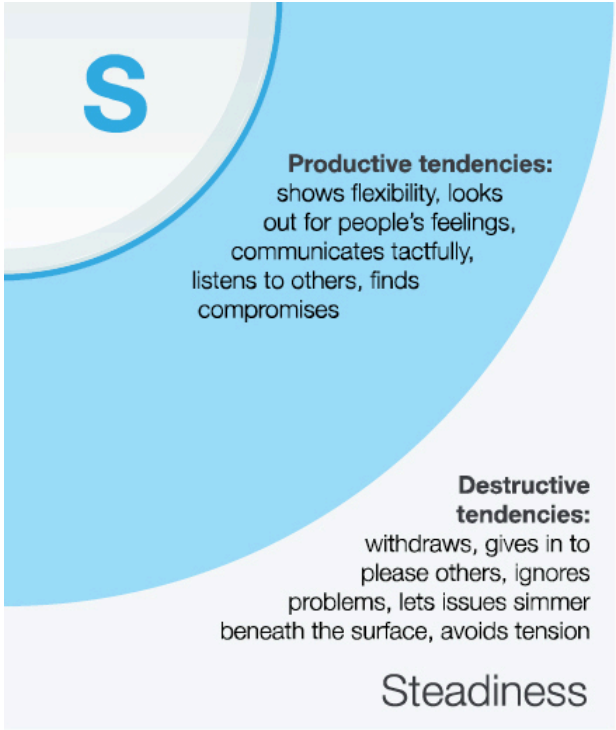
Everything DiSC® Productive Conflict



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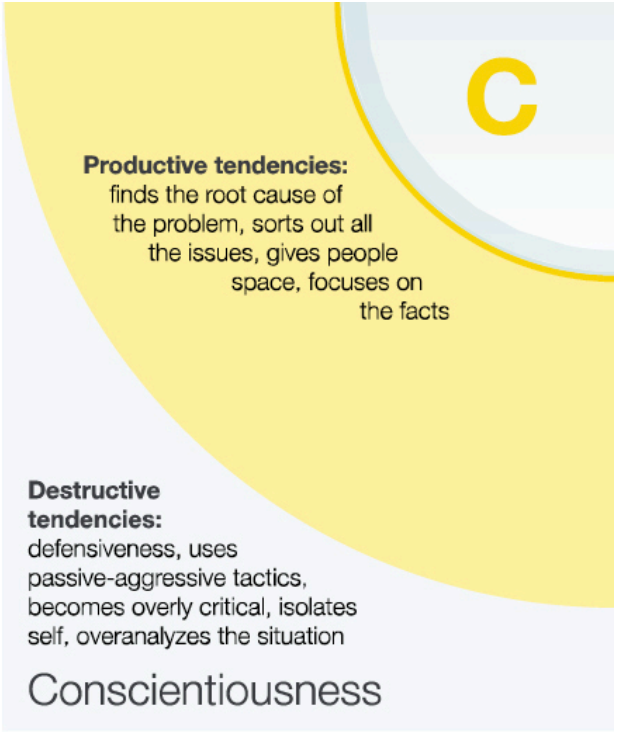
Everything DiSC® Productive Conflict



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PRODUCTIVE CONFLICT

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Everything DiSC® Productive Conflict Training Program

Program Length: Half-Day

Module 1: Understanding Your DiSC® Conflict Style

Participants are introduced to the DiSC® conflict map, how DiSC® 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.

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Everything DiSC® Productive Conflict

Module 3: Changing Your Response to Conflict
Participants use the DiSC® destructive response reframing strategy to understand how to navigate from their own styles to those of different conflict styles.

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Videos: Destructive Responses

First, step back
Then, reframe

CONFLICT → AUTOMATIC THOUGHT → PRODUCTIVE RESPONSE

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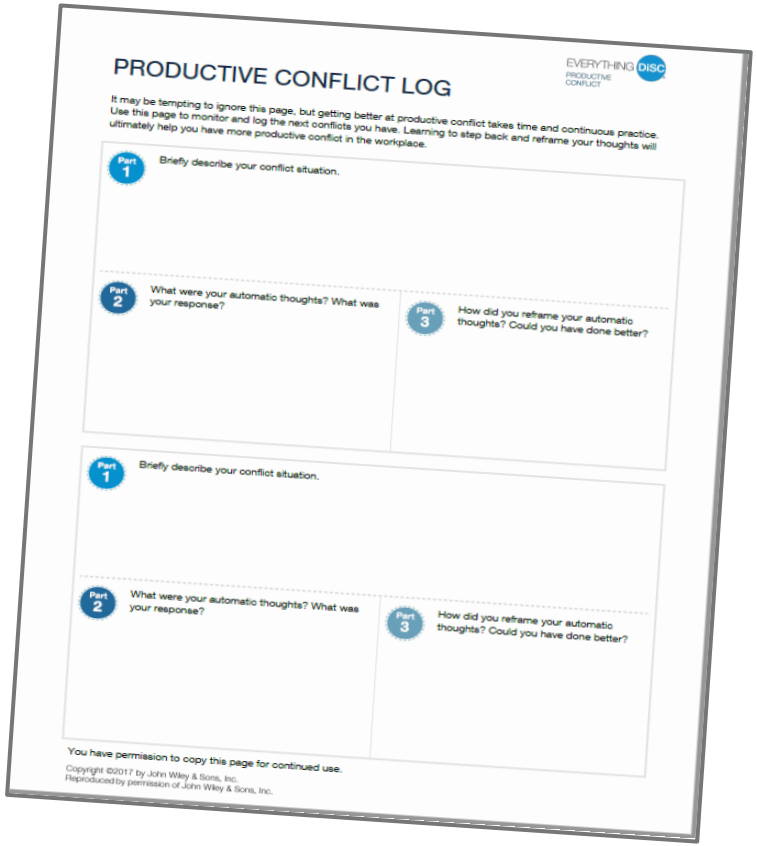
Everything DiSC® Conflict Log



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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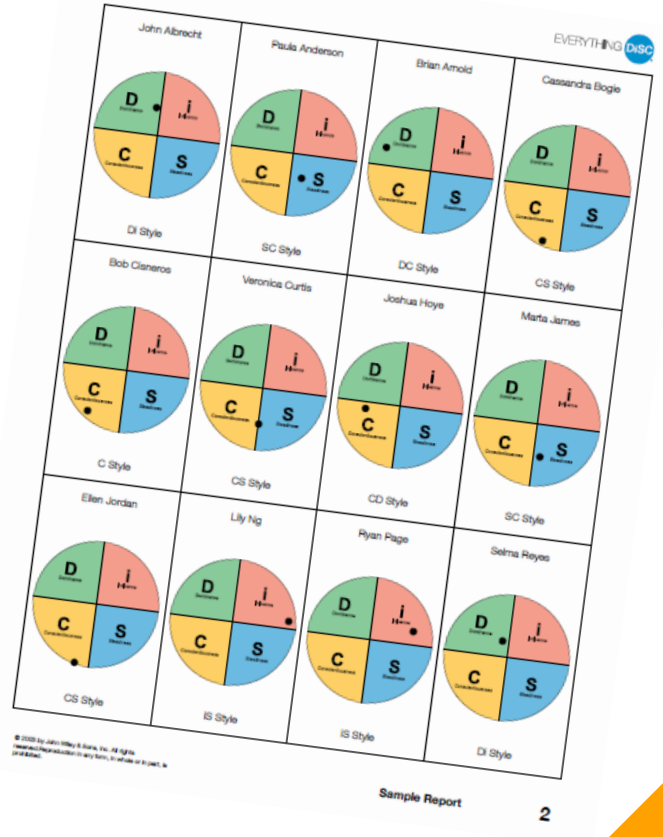
Everything DiSC®
Tools

Team View Report

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



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MyEverythingDiSC® Online Learning Portal

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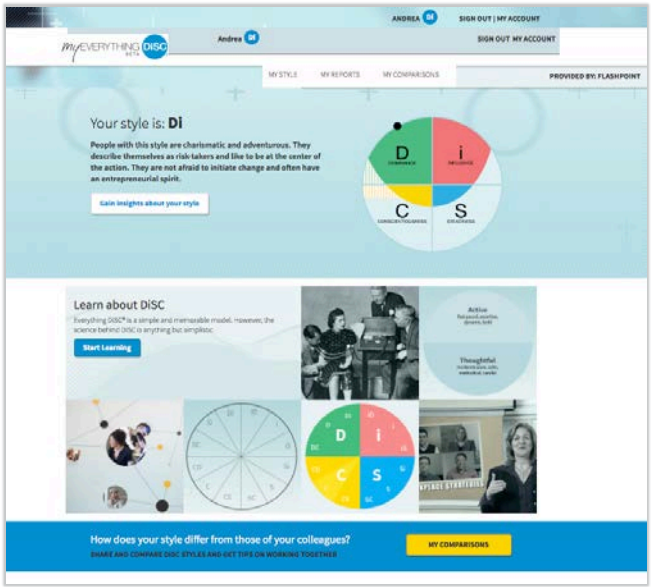
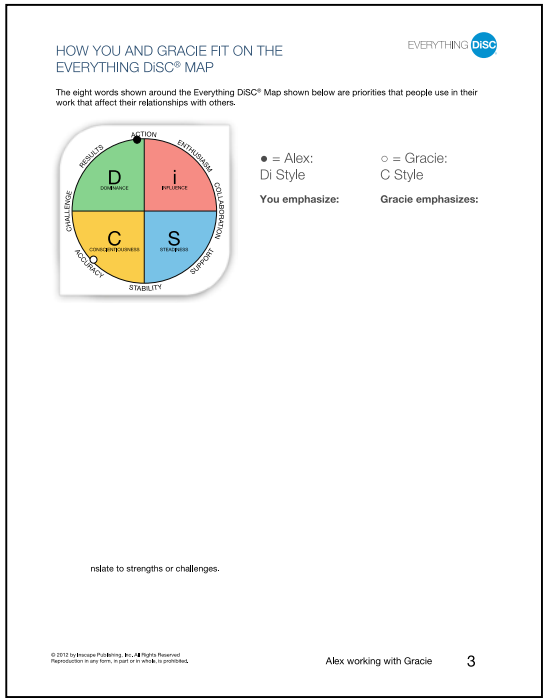


Comparison Report

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



HOW YOU AND GRACIE FIT ON THE EVERYTHING DiSC® MAP

EVERYTHING DiSC

The eight words shown around the Everything DiSC® Map shown below are priorities that people use in their work that affect their relationships with others.

● = Alex: Di Style

○ = Gracie: C Style

You emphasize:

Gracie emphasizes:

nslate to strengths or challenges.

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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

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Applying Everything DiSC® in *Your Organization*

FlashPoint can:

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

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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®

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Join Us For Upcoming Events

Webinar: Ensure Your Training Has Lasting Impact

- July 17, 2018

***The Leadership Challenge*® Workshop, Facilitator Training, and LPI® Coach Training**

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

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