

EVERYTHING  
WORKPLACE®



## **Enhancements from The TEAM Approach**

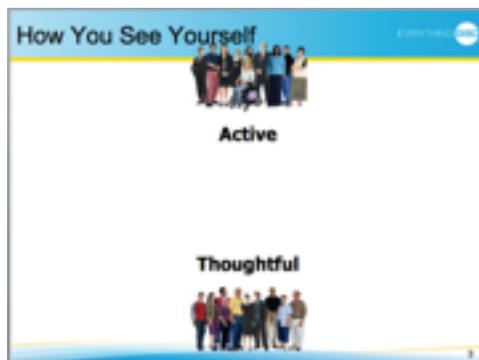
# Enhancements from The TEAM Approach

## Everything DiSC Workplace Kit Enhancements:

### Module One

#### **Opening Walk around the room activity:**

We use a story to illustrate the word choices: You have to attend a meeting first thing in the morning after arriving for work. As you are driving to work and there is a traffic event that makes



you just a few minutes late. Even so, by the time you come through the door to the meeting, the meeting has begun and is in progress.

If you see yourself as an ACTIVE type person...you walk through the room quickly and slide into your seat. As you are moving across the room, you are picking up fragments of conversation and processing what you hear very quickly. You connect the dots and quickly figure out where folks stand on issues. You don't plan for it to happen, but before you know it, you have inserted yourself into the conversation. In fact, you may find it hard to hold back.

You see yourself as fast-paced, assertive, dynamic and bold

If you see yourself as a THOUGHTFUL kind of person, you enter the room and quietly make your way to your seat. You try not to attract any attention as you settle in. YOU sit for a good while and try to figure out what is happening, based on the comments you are studying in the meeting. You spend a while listening and if you choose to insert yourself into the conversation, you may find yourself planning what you will say before you say it.

You see yourself as moderate paced, calm, methodical and careful. Please move to one end of the room or the other...

On the sides of the room we have the labels Questioning and Accepting.

If you see yourself as a QUESTIONING kind of person you are listening to people throw out comments in the meeting and you are saying to yourself: "Do they even know what they are talking about?" Where's the proof, where's the data?

You see yourself as logical, skeptical, challenging and objective.

On the other hand, if you see yourself as an ACCEPTING kind of person, it is not so much that you agree with what everyone is saying...it is just all so interesting to you. All those different ideas and

points of view. People are just so interesting and so are their perspectives. You just enjoy hearing these ideas.

You see yourself as people focused, empathetic, open and agreeable.

## Priorities

You can create 8.5 X 11 signs for each of the priorities and post around the room as they appear on the map.



As folks are reading their priorities, have them star one they feel is most prominent for them in the workplace. Before your workshop, using the “Needs Name Tags” template on your DiSC Genius Flash drive, print out a sheet of Avery Name Tag labels for each of the Priorities and place the corresponding tags near each priority as positioned around the room.

Participants go to the area of the room for that priority they have chosen and put the “Needs” tag on. After everyone’s in position wearing the need tag, get observations about the group. For example, which needs are most strongly represented, under-represented or not represented at all? How have they observed this impact their team?

Choose a participant to go for a “walk” with you...and look at the priority furthest from where the participant is standing and as you walk toward that priority following the perimeter of the circle on the outer edge of the room, you can comment on the behaviors that they will need to focus on to connect with the folks who prioritize the behavior you are traveling toward. You can discuss the energy involved. Etc.

Finally, you can invite the folks around the circle to share one short statement of need that would enable them to be more fully engaged in the work of the team. Get one example from each priority group if multiple people are standing at a given priority. Talk again about what is involved in connecting to one another. You can comment on the priorities of other stakeholders that are not known: Customers, Executives, other departments., project teams, etc.

## T- Shirt or “A day in the Life” activity?

Create a T-shirt that celebrates “why the world is a better place because people with your style exist.” This is a shorter activity than Day in the Life which helps to compensate for the priority activity that is not included in the facilitator kit.



If you do use Day in the Life, you might consider helping the participants by creating flip charts called “Window of Understanding” which is a way to frame this activity. Take the key word from each of the four questions that are provided on the worksheet and put one at the top of each window pane to help the group have a bit more structure that may move this activity along more quickly.

## Module 2 wrap up activity



After the learners post their yellow and green dots, ask everyone to go to the chart that represents their primary style of behavior and review it to see how it speaks to them.

While these things were not written about them specifically, these are observations that people may make about people who exhibit their behavioral style. Give them time to discuss as a group then go around and get comments, asking which of the four styles might be most likely to perceive them in that way (the negatives on the chart) It will most likely be their behavioral opposite. Invite

them to keep these perceptions in mind as they interact with others who may see things a bit differently than they do.

## Module 3

Before showing the first of the four video segments, explain you will first be focusing on the D dimension of behavior. Then, ask for a show of hands of folks who have this style. Tell this group you want to get some feedback from them on the suggestions that are made to either confirm or add to these regarding what they want from the team. Tell the others in the room to also take notes and be thinking of questions they have for their team members who embrace this style about any of the suggestions, how to execute it etc.

Be sure the learners recognize that the strategies have something in common. Each strategy suggests something THEY will do to meet the other's person's needs.

*Action Plan (handout 3.2)* Suggest the learner's up-line manager meet with them following the training to discuss their action plan. Review the barriers and how the learner and manager will overcome these together. Support and follow up on progress on these goals.

## Optional Module 4: People Reading

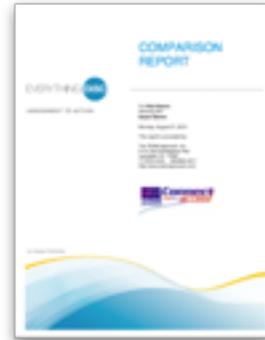
If you deliver this activity as instructed in the kit, it actually limits participation. To keep everyone involved, purchase a set of service bells (easily found online) so you have one bell per table of participants. Create a set of four voting cards for each participant (you can use index cards). Each set of voting cards should have one "D" card, one "I" card, one "S" card and one "C" card.

Instruct any of the participants at each table to ring the bell the moment they feel they know the correct style being portrayed in each vignette- but tell them NOT to call it out. The moment someone rings the bell, you stop the video and have everyone in the room hold up the voting card based on what they feel is the answer. Comment on whether or not there is a difference of opinion in the room and show the rest of the vignette that was not yet viewed. After the video clip has been seen in its entirety, give the table time to reach a consensus and get one vote per table. Discuss the reasons why folks chose what they did, provide the book answer, explaining why. Explain how any wrong choices they made put them into the ball park which could easily be adjusted as they had

more time to interact with the person.

## Comparison Reports

Randomly pair the class up and have one comparison report discussion at the end of the session. Then introduce MyEverythingDiSC to the learners, having them set up their account and inviting someone else in the room into a comparison report.



## General Tips

Set View=NO when sending out links (can change as default in Epic under Personal Options).

Give access to MyEverythingDiSC without My Style and My Comparisons so they can review the DiSC model and history before attending your class.

Ask about our MyEverythingDiSC scavenger hunt “quiz” to get learners to explore the site before the training session. This will increase their likelihood of using this tool after the session.

Set up stickers on the back of profile to group people quickly as needed during the session.

Ask for our weekly follow up messages that bring learners back to this learning for several weeks following your learning event.

## *Alternate Activities to use with Everything DiSC Workplace*

### ***Behavioral Ground Rules Activity***

Now that we are familiar with the four DiSC styles, it should be easy for us to see how our differences and even our similarities could cause conflict. To reduce our team's potential for such conflict, we will create a set of behavioral ground rules for our team.

Before we begin, let's take time to get back in touch with who we are behaviorally and what kinds of needs this may facilitate for each of us. To prepare for this exercise, please take a few minutes to review the following:

1. The three statements you underlined about yourself on page 4 of your report (My dot tells a story)
2. Review the priorities on page five, especially the one you flagged as your strongest
3. Review your stressors on page six and note again the one you identified as strongest for you.

Now that you have reviewed this information, take a few minutes to write out a few things that would be important to you for the team to do (or not do) that would help you more fully engage in the work of our team.

A few examples that other teams have come up with have included:

- Allow people to finish their sentence/ thought without interrupting them.
- After asking for input pause while we formulate our reply.

Take a few minutes to write these down, one ground rule on each Post-It note I have provided.

After the notes are written bring them forward and post on this wall.

I will need few volunteers to group them into similar categories so we can synthesize these ideas into a set of ground rules. Can I have a few volunteers to help with this task?

After the ground rules have been organized into categories, the volunteers read the list of ideas and you record onto flip chart, getting the team to help you refine it. Continue until all ideas have been accounted for on the flip chart list.

Conclude the session by asking the team how it will hold itself accountable to these ground rules and check up on itself to see if the rules are being followed? Facilitate a discussion with the team until reaching some concrete ways of doing this.

## ***Motivators: page 6 in report***

Review the Mysteries of Motivation slide with the group, or post on a flip-chart

- You cannot motivate another person
- All people are motivated
- The key is to create an environment where people are self-motivated.

How do we do this? A first step would be to learn more about your colleagues needs.

1. Rank order your motivators on page six of your report in order of most to least importance.
2. Now ,looking at your top three, are these frequently available through your work on this team?
3. Discuss your unmet motivators with your small group. See if you can find ways to fine tune the work environment to better meet unmet needs.

Process the discussion and see what ideas came from this that the team would like to act on.

## ***Stressors- page 6 in report***

There are always going to be aspects of our work that create stress for us. The key is to be aware of these and minimize if possible those things that do cause stress. Where you cannot avoid stressors have strategies available to help you navigate these effectively.

Looking at your list of stressors, rank order from those causing the highest level of stress, to those that are less stressful. Put a star next to any top-ranking stressors that you must deal with on the job.

Meet with a partner and share one of your top-ranking stressors and see if you can work together to develop a plan to off-set this stressor.

These may be more personal in nature, so do not feel you need to share if you are uncomfortable, but if anyone has an example that you developed a plan for with your partner that would like to share....

## ***Priorities – page 5 in report***

Part One:

*Create a set of 8 priority cards for each member of the group you are training. These can be 3X5 cards that simply have the 8 priorities, one per card. Invite the team to use the cards in a variety of ways on the job following this training by experiencing one sample of how the cards can be used.*

1. Identify which three cards in the deck are probably your weakest priorities.
2. Choose one of these to focus on as you participate in a mock team meeting.
3. In this meeting you will discuss one of the following issues below. Take the priority card you will be attempting to leverage and lay it face up in front of you during this mock team meeting. Your goal is to participate in this team meeting focusing on using the priority card you have selected. Here are some topics you can discuss:
  - a. How can we better serve the greater organization?
  - b. How can we do a better job of knowledge management on our team?
  - c. What is one thing our team should work at improving?
  - d. Any other hot team topic of your choosing.

*After the mock team meeting, debrief the experience by asking the following:*

- What did you learn when you took on this other priority and focused on it?
- Did you get any insights into your peers who may focus on this particular priority?
- What other learning points come from this experience for you?

### Part Two:

Brainstorm other ways the priority cards can be utilized. Flip chart these ideas.

## ***Quick DiSC Cards***

Feedback activity using the card deck:

1. Divide the team into tables of 4 people each in mixed DiSC groups if possible.
2. One person takes the deck and picks the first card off the top so all can see it.
3. Everyone at the table points to a person, or two people, (using two pointer fingers) at the table they have observed who utilize this behavior regularly.
4. The table discusses how this behavior has been helpful to the team.
5. The people who own this behavior talk about the possible downside and ask for any council from the table given the examples they have provided.
6. Repeat with next card and continue until everyone at the table has been "pointed at" at least twice.

*Debriefing Everything DiSC Workplace®  
A Guide from The TEAM Approach*



## Briefing with or without pre-work

1. Decide if you will be asking the interviewee to do pre-work, or if you will have them read their report while you meet with them. If you do plan to have them review the report while you meet, plan your debrief for a 2-hour time block.
2. If you plan to have your client read and personalize the report **BEFORE** you meet with them, send them their Everything DiSC Workplace report one week before your meeting. Copy and paste the instructions below for your client and ask them to do the following **one hour pre-work assignment** prior to your one hour Debriefing Session:
  - a. Read page 3 of your report: “Your DiSC Overview.”
  - b. Read and personalize pages 4, 5 and 6. Place checkmarks next to statements that you believe accurately describe you, X’s next to anything you believe does not describe you, and ?’s if you are unsure.
  - c. Set up an account on MyEverythingDiSC. Go to the very bottom and click the link that says “Learn about DiSC.”

Want to learn more about what makes you tick?

HEAR A PODCAST ABOUT YOUR STYLE

MY STYLE PODCAST

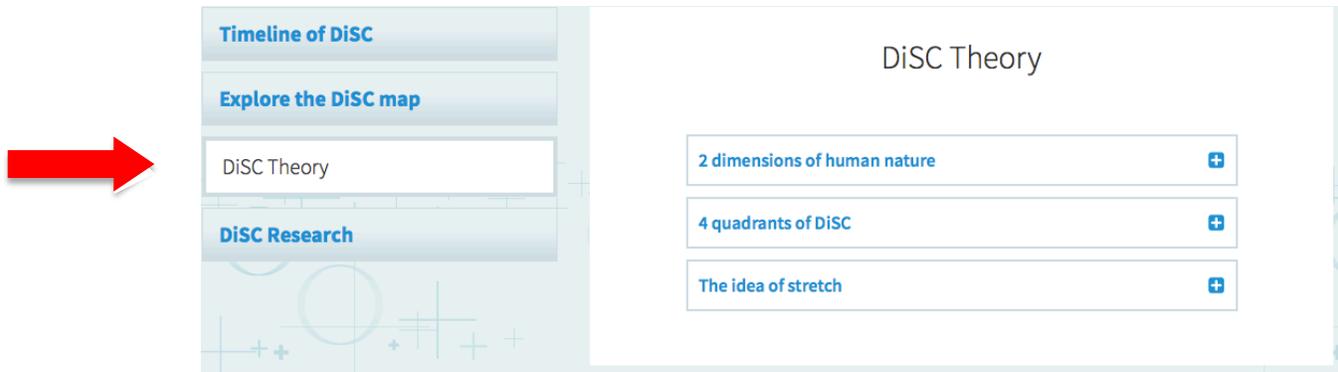
LEARN ABOUT DISC\* PROVIDE FEEDBACK VIEW TERMS OF USE

**Connect**  
The TEAM Approach, inc.  
2174 Old Philadelphia Pike  
Lancaster PA 17602  
800-864-4911  
www.teamapproach.com  
www.teamapproach.com

**TRUSTe**  
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Data Privacy

**EVERYTHING DiSC**  
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EPIC10/MN 2.2.4.27  
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- d. Once you’ve clicked “Learn about DiSC,” you will see three options on the left side of the screen. **Choose the DiSC Theory button.**



e. Review all three areas within the DiSC theory area:

- i. 2 Dimensions of Human Nature
- ii. 4 Quadrants of DiSC
- iii. The Idea of Stretch

Note: There are two one-on-one debriefing processes below. The first one is a one-hour debrief. Use this one when the client has done the pre-work above. The second, the two hour debrief, is for those times you prefer to have your client do this work when you meet with them.

### ***Option 1: One-hour process (use if client does pre-work)***

1. **Page 2.** Review the **Cornerstone Principles** (in blue box @ top). Indicate these principles represent best practices for using a tool like this.
2. **Page 2.** Review the DiSC Model at the bottom of the page. Ask what they can recall from what they learned in the MyEverythingDiSC portal. Ask if they have questions about the model. Review it together.
3. **Page 3.** Look at the client's DiSC Map at the top of page 3. Ask for their understanding of the dot's meaning based on what they read at the bottom of page 3. Review the dot placement as needed.
4. **Page 4.** **Your Dot Tells a Story**- Ask client to discuss this page. Ask client: please share the things that you strongly agreed with. What were you unsure of or did not agree with here? Suggest they get feedback from someone who knows them well on these last two categories.
5. **Page 5.** **Priorities and Shading**. Point out, first of all, that we all have some of each of the 4 styles (as can be seen by the shading). Review their priorities and note if they have any extra priorities being sure to explain how the "different shading" indicates this is an extra priority in addition to the three that are associated with the placement of their dot. Ask them which of these priorities is most prominent for them at work? How do they express it on the job? How does it help them be more successful at work? Does it ever backfire, or create tension on the job?
6. **Page 6.** **Motivators**- Ask "how many are true needs for you? Are these being met in your work environment?" If not, have they communicated this need to their team/supervisor?

7. **Page 6. Stressors**- Which are true for you? Of these, are any regular occurrences? How do you navigate? What coping techniques do you use?
8. **Facilitator Supplement Report: (page 2)**
  - a. Review the **web map** in the first section of this report. Explain that this is where their responses clustered and it shows more detailed look at their actual map. Point out the finer details that this map reveals.
  - b. **Unexpected items**- Review these and indicate these are based on their responses and are items that are unexpected based on where their dot lives on the map. Talk about these. We are each more than a dot on the map.
  - c. **Priority Scales**- These are the actual scores for each priority.  
Any surprises? How do these play out at work?
  - d. Point out that page 3 in this report explains everything you just shared with them.
9. **Workplace Report page 7-** You have read about DiSC in your pre-work. This page shows you how to determine someone on your team's DiSC Style. **Choose someone to see how this works.** Walk through the people reading process to determine the person's DiSC style based on their observations of this person...then:
  - a. **Go to the page that matches this person's style (pgs. 8-11)** Review how you might likely respond to this person. Is this true?
  - b. **Go to the relationship strategy page** for this person's style. (pgs.12-15) Take this one step further and review the strategies for how to connect with this person.
  - c. Go to the back of the report and visit the "**Personalized Style Index**" (pages 17-20). Point out that we are usually a combination of these styles and you can find further information about this individual here that might help you fine tune your approach.
  - d. Remind the client, that **DiSC is not something we do TO someone, but WITH someone** and having discussions about what someone wants from us is always wise and appropriate.
  - e. If others on the team have an Everything DiSC report, you can encourage the client to invite team-mates into the one-to-one comparison reports and meet to discuss.
  - f. *See the MEEverythingDiSC section at the end of this debriefing guide under Option #2.*

## *Option 2: Two-hour process (use if client doesn't do pre-work)*

1. **Page 2.** Review the **Cornerstone Principles** (in blue box @ top). Indicate these principles represent best practices for using a tool like this. The first principle is the most important. Stress that there are not good or bad profiles, no right or wrong profiles...only different profiles. Different does not equal wrong, it just equals different. DiSC can help us get insight into what drives our behavior, but we each have the power to choose the behavior best suited to any situation, regardless of where we live on the DiSC map.
2. **Page 2.** Review and walk through the DiSC Model at the bottom of the page. Discuss the vertical axis. You can think of this is a pace line. Active vs more Thoughtful pace...Then the Horizontal axis where we either focus more on results, tasks and details vs people and relationships. Briefly walk through each of the styles. Ask if they have questions about the model.

3. **Page 3.** View the DiSC Map together at the top of page 3. Explain the dot's meaning based on the information at the bottom of page 3.
4. **Page 4. Your Dot Tells a Story-** Ask client to read this page and personalize it with checkmarks for anything on the page for which they agree, X's for those items that they disagree and ?'s for anything for which they are unsure. Additionally, ask them to underline the 3 statements for which they agree most strongly. After they've completed this...Ask: please share the things that you strongly agreed with. What were you unsure of or did not agree with here? Suggest they get feedback from someone who knows them well on these last two categories.
5. **Page 5. Priorities and Shading.** Ask the client to read and personalize this page just as before. Ask them to identify which priority is strongest in influencing their behavior on the job. Point out, first of all, that we all have some of each of the 4 styles (as can be seen by the shading). Review their priorities and note if they have any extra being sure to explain how the "different shading" indicates this is an extra priority in addition to the three that are associated with the placement of their dot. Ask them which of these priorities is most prominent for them at work? How do they express it on the job? How does it help them be more successful at work? Does it ever backfire, or create tension on the job?
6. **Page 6.** Ask them to read and personalize this page as before. Ask: "how many of the **motivators** are true needs for you? Are these being met in your work environment?" If not, have they communicated this need to their team/supervisor?
7. **Page 6.** Ask: Which **stressors** are true for you? Of these, are any regular occurrences? How do you navigate? What coping techniques do you use?
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  - a. Review the **web map** in the first section of this report. Explain that this is where their responses clustered and it shows more detailed look at their actual map. Point out the finer details that this map reveals.
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  - c. **Priority Scales-** These are the actual scores for each priority. Any surprises? How do these play out at work?
  - d. Point out that page 3 in this report explains everything you just shared with them.
9. **Workplace Report page 7-** We have discussed the DiSC model today. This page shows you how to determine the DiSC style of someone on your team. **Choose someone to see how this works.** Walk through the people reading process to determine the person's DiSC style based on their observations of this person, then:
  - a. **Go to the page that matches this person's style (pgs. 8-11)** Review how you might likely respond to this person. Is this true?
  - b. **Go to the relationship strategy page** for this person's style. (pgs.12-15) Take this one step further and review the strategies for how to connect with this person.
  - c. Go to the back of the report and visit the "**Personalized Style Index**" (pages 17-20). Point out that we are usually a combination of these styles and you can find further information about this individual here that might help you fine tune your approach.
  - d. Remind the client, that **DiSC is not something we do TO someone, but WITH someone** and having discussions about what someone wants from us is always wise and appropriate.
  - e. If others on the team have an Everything DiSC report, you can encourage the client to invite their team-mates into the one-to-one comparison reports and meet to discuss.

## *MyEverythingDiSC*

It is always our recommendation that your client has access to this personal portal. At the very least, you can provide access to the DiSC information. We recommend this be set up with every report, whether they get their report before you meet or during your meeting. This will allow them to learn about DiSC.

After this basic level of access, you have options with the portal. If you choose to give your client more access to this portal, we recommend turning on the “My Style” section after your debrief. At the closing, take a few minutes to tell them how they can use it:

- a. Listen to an in-depth podcast for your style
- b. Explore the various sections such as “My Communication” etc.

Finally, if your client is part of a team that has been given access to the My Comparisons section of the platform, you can also turn this on after the debrief and suggest they talk to their team leader about this and learn how the team is utilizing it.

The next two pages can be used as note pages for your debrief.

#### **Page 4: Your Dot Tells a Story:**

What three sentences on this page are most true for you? Think about how this impacts you in your work and come ready to discuss.

1.

2.

3.

#### **Page 5: Priorities**

- Which of your priorities drives you the most at work? How does this impact your working relationships with others?

#### **Page 6: Motivators and Stressors**

- Which Motivators are most true for you? Are they being met in the workplace? How have you voiced your need for these?
  
- Which stressors are most true for you? Do you frequently encounter them on the job? What coping skills do you use to manage your stressors?

**People reading activity- Call to Action:**

Person on my team for people reading activity \_\_\_\_\_

What style do I suspect this person is? \_\_\_\_\_

What are three things I could do to connect better with this person based on what I have learned in this activity?

1.

2.

3.



## My Style

1. How aligned are you with your style? Discuss with your table partner.

If you have statements listed that were unexpected for your style, tell your partner why you answered the way you did. Give examples if possible,

2. How do your priorities affect your relationships?

Think of a time when you were in a situation that was outside your comfort zone behaviorally. Choose My Interaction, My Environment, or My Communication based on the situation. Choose one of the greyed-out priorities that had an impact on the way you felt in the situation. Click on that priority and check the effort meter. Discuss with your partner.

3. Click on My Style Podcast. Plan to come back to it later and spend time with it.

## My Comparisons

1. Invite everyone in this class.

2. Choose a new partner (not the one you had with the Comparison Report). Find that person in My 1:1 Comparisons. View 1:1. Choose one of the tip categories and discuss.

3. Select “Build a Group Map” and create one for this class.

## Add an additional Report

1. Click on “My Reports”

2. Select “Add a Report”

3. Use the access code on the cover of your (management report) to add the report to your account.

## *Enhancing a Team Approach Culture with DiSC*

The DiSC model of behavior is a powerful tool in enhancing workplace culture. With current, state-of-the-art, tools from Wiley and others, we now have a suite of products which can be delivered in a strategic approach.

Here are some thoughts on how to get the most from DiSC.

### **Everything DiSC Workplace**

We re-title this report Personalities @ Work and recommend that it be the first introduction to the DiSC model and that everyone in the organization eventually receive the training. It answers the question, “Why do others misunderstand me?” and sets the stage for a variety of follow-up applications such as Comparison Reports for one-on-one discussions between co-workers and a DiSC Culture Report to emphasize the value all styles bring to the workplace and how a predominant style affects this understanding. A personal portal called [MyEverythingDiSC.com](http://MyEverythingDiSC.com) provides easy access to Comparison Reports and deeper understanding of personal style and the DiSC model.

Online review: <http://demo.everythingdisc.com/Disc-Personality-Assessment-Solutions-Demo.aspx#better-workplace-communication>

<http://teamapproach.com/epic-support/myeverythingdisc>

Reference book: The Great Connection

<http://bookendsbookclub.net/the-great-connection>

### **The Work of Leaders**

Leadership is the key to organizational culture, but many leaders struggle with what it really means to lead - just what is it that leaders “do”. This elegant model takes the mystery out of leadership. Defining leadership as a one-to-many relationship, the work of leaders becomes Defining a Vision, Creating Alignment, and Championing Execution. In each of these the leader’s DiSC style is integrated into tips which help the leader apply best practices gleaned from a four-year research effort by Wiley.

Online review: <http://demo.everythingdisc.com/Disc-Personality-Assessment-Solutions-Demo.aspx#work-of-leaders>

Reference book: The Work of Leaders

<http://bookendsbookclub.net/the-work-of-leaders>

### **The Five Behaviors of a Cohesive Team**

Based on the best-selling book, *The Five Dysfunctions of a Team* by Patrick Lencioni, this program and assessment takes a positive approach and couples individual team member DiSC styles with a team assessment of the five key behaviors: Building Trust, Mastering Conflict, Achieving

Commitment, Embracing Accountability, Focusing on Results. While individual reports contain personalized data to succeed at each step, if the team members have already experienced Everything DiSC Workplace and the team leader is pursuing The Work of Leaders, this team development process will become an even richer experience.

Online review: <http://teamapproach.com/key-products/five-behaviors>

Reference books: The Five Dysfunctions of a Team and, The Advantage

Smart phone app: The Advantage

<https://itunes.apple.com/us/app/patrick-lencionis-advantage/id471872479?mt=8>

## **Everything DiSC Management**

Management is a one-to-one relationship and requires flexibility on the part of the manager to insure success. This report and program looks at key management behaviors of Directing & Delegating and Creating Motivational Environments as well as tips on working with an upline manager. We typically conduct this program as a Management Style Clinic in a modular fashion with opportunities for application in-between sessions. Understanding your natural approach to managing and learning to be flexible is easier with this highly personalized report.

Online review: <http://demo.everythingdisc.com/Disc-Personality-Assessment-Solutions-Demo.aspx#team-building-and-management>

Reference book: The 4-Dimensional Manager

<http://bookendsbookclub.net/the-four-dimensional-manager/>

## **Vital Learning Supervision Series**

With basic DiSC knowledge as a thread, this series of 12 programs on key supervision skills is extremely powerful. While not referenced in Vital materials, DiSC becomes part of the discussion when participants have experienced the Everything DiSC Management program. We generally begin the Vital Learning Supervision Series after laying the foundation with the “Management Style Clinic” and call the two together a Team Leader Café since the approach is very conversational and interactive.

Online review: <http://teamapproach.com/vital-learning-leadership-essentials>

## **Everything DiSC 363 for Leaders**

The same research used for the development of The Work of Leaders profile and program is built into this 360 feedback tool which looks at the interpersonal side of leadership. The model provides an assessment of eight dimensions of leadership with three specific behaviors within each dimension. Feedback from manager, direct reports, peers and others identifies three strengths and three opportunities for development.

The leader’s DiSC style informs the specific suggestions for professional development in the three

areas for improvement. If the leader has a basic understanding of DiSC from participation in previous programs the impact of this assessment will be stronger. A group report provides a big picture of the developmental needs of leadership within the organization assuming all leaders participate. Using this assessment helps leaders maintain a focus on the relationship side of leading others and opens communication with those they lead.

Online review: <http://demo.everythingdisc.com/Disc-Personality-Assessment-Solutions-Demo.aspx#363-for-leaders>

Reference book: The 8 Dimensions of Leadership

<http://bookendsbookclub.net/8-dimensions-of-leadership>

## **20/20 Insight**

This software provides an opportunity to solicit feedback on specific behaviors for both team members and team leaders. As an ongoing assessment tool, customized sets of behaviors can be developed to provide feedback to team members regarding the use of agreed upon team behaviors and team leaders can receive just-in-time feedback of specific behaviors they have chosen to work on as a result of their engagement in previous training sessions. We generally build an assessment as pre- and post- training on the skills within the Vital Learning Supervision modules and use it as Level 3 evaluation in the Kirkpatrick model of training evaluation.

A companion program, ProStar Coach, can serve as a virtual coach. It is easy to add information from your DiSC training and Vital Learning courses to this virtual tool.

Online review: <http://teamapproach.com/360-feedback> and <http://teamapproach.com/pro-star-coach>

Reference booklet: Enhance the Transfer of Training

<http://bookendsbookclub.net/enhance-the-transfer-of-training>