



Training Activities for DiSC Profile:

Use these activities while people are divided into D,I,S,C Style groups

1. Appreciating Your Own Style: 3-5 minutes - Strut your Stuff!

What are the greatest strengths of your style? Using their reports for information, have each group select three qualities /strengths that they agree are most descriptive of their style. Then have one participant/scribe in each group stand and share their finding with the other groups. - 1 minute.

2. Appreciating Other Styles:

Have each group select a scribe, and come up with three qualities for each of the style groups other than their own. i.e. What is it that you appreciate about other DiSC styles? What do they do that makes your life/job easier. Then starting with the D's, have the scribe address each of the other styles by saying. This is what the D group appreciates about your style (i's, S's, and C's) Follow with each style appreciating each group different from their own.

3. SAY: A person's weakness is an over-extension or over-use of their strength.

(per John Geier - author of DiSC Assessment.)

ASK: When do you think people are likely to over use their strength?

Look for answers such as stress . . . tired . . . overloaded etc.

4. Make a request of each Style different from your own?

Start with the D group, then proceed to i, S, and C groups.

ASK: What would you like each style to do more of, less of, same of?

Have each group make requests of other style groups?

5. Follow Up Questions:

A. What would happen if we had a team of all one style?

Examples:

- A Team of All D's? Get feedback
- A team of All i's? Get feedback
- A team of All S's? Get feedback
- A team of All C's? Get feedback

B. What would happen if we had an absence of one style group?

Examples:

- What would happen if we made all the D's go away? Get feedback
- What would happen if we made all the i's go away? Get feedback
- What would happen if we made all the S's go away? Get feedback
- What would happen if we made all the C's go away? Get feedback

Summarize: Different = Different - Different isn't Wrong.

There is great strength in behavioral diversity. We need each other's differences.
And it is important to value ourselves, and value, honor, and respect differences

POSTER PROJECT is always great if you have time. Give no more than 5 minutes to complete. Give each group a sheet of Flip Chart Paper and several colored markers: The assignment is to come up with a slogan, a poem, or a song that depicts their style, and have them graphically illustrate it on the flip chart paper. Watch how they act out their style as they complete their poster. Then have them present their poster to each of the groups. Very fun and funny!