

# DiSC Workshops

## Introduction

Communication is more than talking and listening. Genuine communication requires a deep understanding of another person's perspective. But when you take into consideration all of our biases, behavioural idiosyncrasies, unspoken emotions, personal agendas, and unshared assumptions, this can seem almost impossible. For years, DISC® has successfully helped people understand each other on a more fundamental level. A DiSC workshop shows participants how to read other people and see how others interpret their behaviours. It leaves them with a gut-level appreciation for the needs of their co-workers. Ultimately, the program helps participants adapt their communication styles in a way that creates an enduring working alliance among group members.



## Workshops

We provide either a half day or one day DiSC workshop, which helps people in your organisation to:

- Discover behavioural strengths
- Value the strengths of others
- Reduce conflict and stress
- Improve communication skills
- Manage effectively
- Foster teamwork

It is also ideal for Team Building

## Background to DiSC®

The DiSC® behavioural model was developed by Dr William Marston in the 1920's, starting with a completely different theoretical base from that of Carl Jung. Marston documented his research in the book "Emotions of Normal People". Unfortunately Marston's choice of psychologists prior to the 1970's were not very interested in "normal people". The title indicating why his work remained dormant for nearly 50 years.



Marston's theory was that people behave the way they do because of their perception of the environment... and then respond accordingly. He identified two primary factors that determine your behaviour. Firstly, do you perceive the environment as favourable and supportive, or as unfavourable and antagonistic? Secondly, do you perceive yourself as more powerful or less powerful than the environment? Based on your perception of these two factors in a given environment, you will tend to respond with behaviours that effectively deal with that situation.

For example, if you are meeting with a group of friends for lunch, you are likely to behave in a relaxed, open and friendly way. But if you are going into a business meeting where you are expecting some confrontation, you will more likely be on guard, feeling a bit tense, and may "play your cards close to the chest."

What this means is that in different environments you may respond with completely different behaviours. This is a significantly different approach to behavioural measurement from that of measuring a person's psychological type or personality. The Personal Profile System is not designed to do that!

## **On-Line DiSC Assessment (Optional)**

Each person can take the DiSC Assessment on-line, which provides a more detailed report. This also maximises team-building time.

## **How DiSC can help you**

Because the DiSC® Classic measures behaviours used in response to the environment, it is an ideal tool for making people aware of their behaviours in a non-threatening way and allowing them to identify for themselves when there is a need to adapt their behaviours.

It also makes it a very appropriate tool to use in the work environment.

When you measure an employee's psychological type, what can you do with that? You can't ask them to change "who they are"!

But as an employer you do have the right to ask an employee to change their behaviours in order to be more appropriate or effective. In fact isn't that the goal of all your training programs?

People are more likely to successfully adapt their behaviours when they understand how they are currently behaving and in what way they need to adapt to be more effective.



## How Does the DiSC® Model Increase Adaptability?

- Managers become more adaptable when they understand the impact their behaviour has on their direct reports, and learn to relate to the different communication and motivational needs of the people working for them.
- Teams become more effective when team members realise that the team needs all of the strengths that different styles bring to the team... and learn to adapt the way they communicate with different team members.

[Contact us](#) to discuss a DiSC workshop for your team.