



Menu of Support

Welcome! As a certified Maxwell DISC Consultant, I offer a range of support options to help individuals and teams maximize their potential. Each of these services utilizes the Maxwell DISC method to provide insights into communication styles, strengths, team dynamics, and growth opportunities. Below is a detailed menu of the support available to you.

Free Consultation Session

Description:

This is your first step towards understanding how the Maxwell DISC Method can benefit you or your team. The free consultation provides a comprehensive overview of the support available, helping you choose the right option based on your goals.

What to Expect:

- A personalized discussion about the layers of support available to you.
- A tailored plan of action to determine which service best fits your individual or team needs.
- No obligation, just a conversation to explore potential paths for growth and improvement.

Time Required:

Approximately 30 to 60 minutes.

Maxwell Individualized DISC Report and Personalized Debrief

Description:

In this session, the client will complete a DISC assessment that generates a personalized, 30-page report, providing valuable insights into their strengths, communication style, and areas for potential growth.

What to Expect:

- The DISC assessment survey is the foundation of the session.
- A one-on-one debrief with a certified Maxwell DISC consultant, where you will explore and interpret the results.
- The discussion will focus on how to leverage your communication style, capitalize on your strengths, and grow into your potential.

Time Required:

2.5 hours, divided into two sessions

Maxwell Individualized DISC Report and Group Debrief

Part 1: Understanding Your Team: Individual Characteristics and Communication Styles

Description:

This session offers personalized DISC reports for each team member, followed by a group debrief. You will learn about your own communication style, while also gaining insight into how to connect with others in your team.

What to Expect:

- Each participant completes the DISC assessment to receive their own 30-page personalized report.
- In a group setting, we'll debrief as a team, exploring each individual's communication style and discussing how to improve team interactions.
- A focus on using the information for better collaboration and understanding within the group.
- Two team-building activities provided to demonstrate the power of DISC.
- *Optional addition of a Conflict Norming Activity with a focus on Mastering Conflict.

Time Required:

Between 2 and 3 hours, based on the client's preference.

Maxwell Individualized DISC Report and Group Debrief

Part 2: Maximizing Your Team: Motivations and Strengths

Description:

This session is a continuation of Part 1, with a deeper dive into the personalized DISC reports for each team member in a group setting. The team will discuss their individual strengths and motivations, as well as participate in reflection on the strengths and motivations of the people they lead.

What to Expect:

- A brief review of Part 1 to refresh and deepen understanding of DISC.
- In a group setting, we'll debrief as a team, exploring each individual's strengths and motivations.
- A focus on using the information to maximize the potential of the team by focusing on strengths rather than limitations.
- *Optional addition of an Individual Goal-Setting Activity with a focus on the team.

Time Required:

Between 2 and 3 hours, based on the client's preference.



Maxwell Individualized and Group DISC Report with Team Debrief

Description:

This comprehensive service includes both individualized DISC reports for each team member and a collective team report. The group report provides insights into how your team works as a unit, including individual styles, combined strengths, and how to build a successful team.

What to Expect:

- Each team member completes the DISC assessment and receives a personalized 30-page report.
- *You will also receive a detailed Group DISC Report, offering insights into the collective dynamics of your team.*
- The team debrief session will cover the individual reports as well as the group's collective DISC profile, helping you understand how to use this knowledge for team growth and success.
- Utilizing Parts 1 and 2 (Understanding Your Team and Maximizing Your Team), the team will gain a deeper understanding of themselves, the collective power of the team, and make commitments to each other for future work

Time Required:

Full Day Workshop, estimated 3 hours in the morning, with an additional three hours after a lunch break.

DISC Mastermind Session (No Individualized Reports Provided)

Description:

This interactive session is designed to help your team gain a deeper understanding of DISC profiles without the need for individualized reports. Participants will engage in activities that highlight their dominant DISC characteristics and learn to communicate and collaborate more effectively.

What to Expect:

- A "Split the Room" activity from The Conflict Resolution Network to help participants identify their dominant DISC traits.
- Exploration of the team's collective strengths and communication styles using the Maxwell Leadership DISC framework.
- Emphasis on improving collaboration by identifying each team member's needs for effective communication and teamwork.

Time Required:

Flexible, typically 2 to 3 hours depending on group size and activity needs.

Each of these options is designed to help you unlock your team's full potential by understanding and leveraging DISC principles for improved communication, collaboration, and personal development. Let's start the journey toward greater growth and success today! Visit nurtureourleaders.com for more information.

