



DiSC CREDENTIALING, S2


NOVEMBER 6, 2020




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Sepp6 DiSC/Sepp6 DiSC users

Authorized Partner






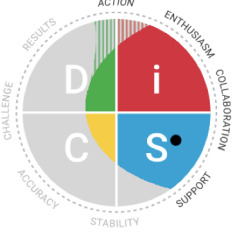
- Interactive follow-up website
- Makes DiSC a part of company culture
- Can be used on tablets and mobile devices
- Save time on admin
- No cost



AT and the User Experience





C Style





**Si Style with
extra priority**

Butterfly Results









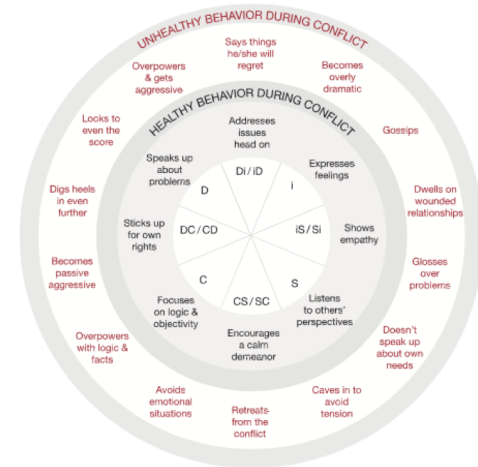
Use of personal DiSC knowledge



- Style does not determine ability
- DiSC style is not as an excuse
- DiSC provides valuable insights

CONFLICT DiSC MAP

(from page 16 of the 5 Behaviors Team report)



FREQUENTLY ASKED QUESTIONS



FAQ



1. Does style change frequently?
2. Does age influence DiSC style?
3. Can you have a different style at work and home?
4. Does gender influence DiSC style?
5. Can someone have a DS style or Ci style?
6. What if someone asks to re-take their assessment?
7. What percentage of the population is each style?
8. Is there any overlap between DiSC an MBTI?

DiSC/MBTI Overlaps

- DiSC is a relative tool
- 2 dimensions vs 4 dimensions

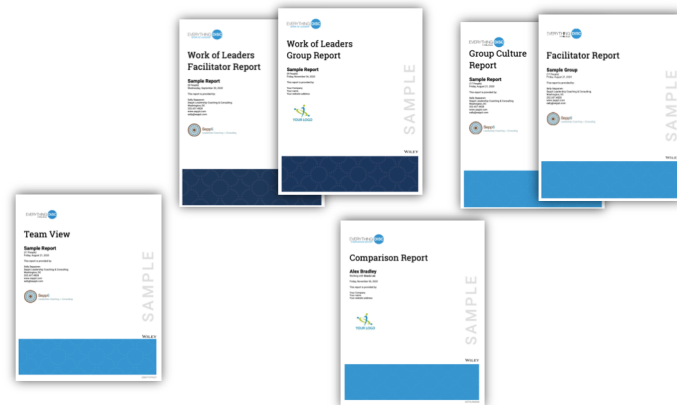
DiSC	MBTI	Accuracy
i	Extravert	90-50%
C	Introvert	90-95%
i and S	Feeling	75%
C and D	Thinking	75%

DiSC is a registered trademark of John Wiley & Sons, Inc
 MBTI is a trademark or registered trademark of The Myers & Briggs Foundation

Cultures (National) and Norming

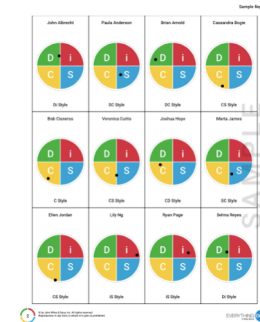
- DiSC has been tested across the world
 - North and South America, Asia, Europe, Africa, and Australia
- DiSC is normed to a specific culture, such that there are an equal number of people receiving each style
 - Developed using a sample of people for whom that language is their native tongue.
- Cross cultural examinations
 - Difficult because we look at differences, we cannot separate out the cultural meaning
 - Differences between cultures that use the same language (e.g., US, UK, Australia), have very few substantive differences.
 - Traditionally defined ethnic groups within the US have very few meaningful differences.

GROUP REPORTS



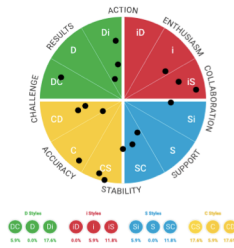
Team View

- An at-a-glance view of a group of participants and their individual Everything DiSC maps
- No limit
- No charge



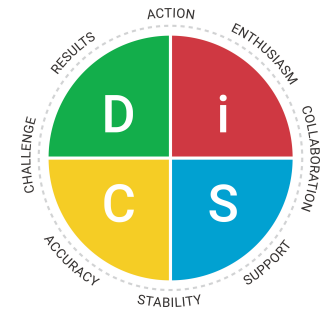
Group Reports

- Facilitator (with names)
- Group Culture (w/o names)



Group Map

- What would be team considerations?
 - How might this composition inform your group norms?
 - Where is the leader?
 - What is your DiSC culture?
 - What is rewarded?
 - What is discouraged?
 - Who feels *at home*?
 - How could this distribution impact the organization?
 - What do we want to keep in mind?



Comparison Report

Compare

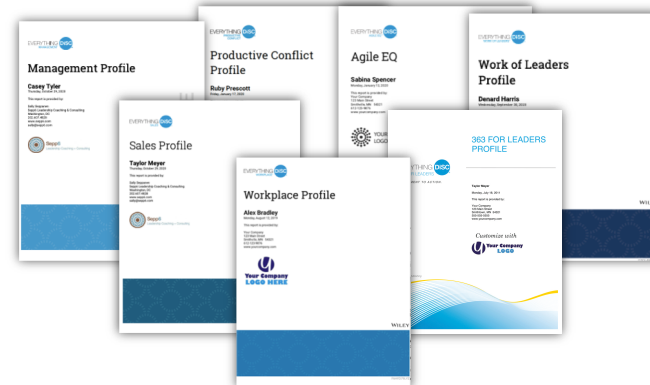
- Understand similarities and differences in relationship
 - Discover
 - Personalize
 - Apply
- Potential roadblocks, potential benefits, tips for working together
- Pairs
 - Benjamin working with Lorraine
 - Sylvia working with Julia
 - Kim working with Sally

Comparison Report Considerations

- Be selective in pairing team members
- Consider whether pairs can review reports w/out a facilitator
- Suggested for team members to reviewing reports together, not individually (exceptions?)
- Make sure team members personalize reports



EVERYTHING DISC SUITE



	DESIGNED TO	
WORKPLACE	Build more effective relationships with coworkers <ul style="list-style-type: none"> • Help people understand and appreciate the styles of their coworkers • Learn how to connect, solve problems, and work through tension with others 	15
MANAGEMENT	Help managers learn how to read and adapt their approaches to manage more effectively, specifically in <ul style="list-style-type: none"> • Directing and delegating others • Improving employee motivation • Developing employees • Managing up 	25
PRODUCTIVE CONFLICT	Improving self-awareness around destructive conflict behaviors and the thoughts that drive those behaviors to shape responses to conflict by <ul style="list-style-type: none"> • Curbing destructive behaviors • Engaging in more productive conflict behaviors • Change the destructive behaviors into productive behaviors by stepping back and reframing your thoughts 	20
AGILE EQ	Helps people master the social and emotional competencies in today's work environments by adapting in situations, understanding 8 mindsets that make up emotional intelligence <ul style="list-style-type: none"> • Dynamic, Outgoing, Empathizing, Receptive Composed, Objective, Resolute, and Self-assured 	25
SALES	Help salespeople read customers' styles and then adapt approaches to connect better and help hone their craft	25
WORK OF LEADERS	Connects unique leadership styles to real-world demands by identifying leadership strengths and opportunities, based on <ul style="list-style-type: none"> • Best practices • A foundation of a leadership model on Vision, Alignment and Execution, and how behavior affects each competency 	25
363 FOR LEADERS	Elevate leadership effectiveness of leadership for emerging high potential and experienced executives by identifying leadership strengths and concrete strategies for improving three challenge areas <ul style="list-style-type: none"> • Uses <i>CommentSmart</i> where raters choose tested behavior-focused (anonymized) comments 	50

Priorities

- **Priorities**
 - The eight words around the DiSC map
 - Primary areas where people focus their energy
 - Words around circle have a statistical relationship
 - If you exhibit one, you likely exhibit the one next to it and less the one across from it
 - Different for each report/application

Priorities – Applications for each report

- **Workplace:** Action, Enthusiasm, Collaboration, Support, Stability Accuracy, Challenge, Results
- **Productive Conflict:** Assertion, Expression, Reassurance, Harmony, Stability, Objectivity, Justification, Control
- **Sales:** Action, Enthusiasm, Relationships, Sincerity, Dependability, Quality, Competency, Results
- **Agile EQ:** Dynamic, Outgoing, Empathizing, Receptive, Composed, Objective, Resolute, Self-assured
- **Management:** Action, Encouragement, Collaboration, Support, Reliability, Objectivity, Challenge, Drive
- **Work of Leaders:** Pioneering, Energizing, Affirming, Inclusive, humble, Deliberate, Resolute, Commanding

Website Distinctions

1. EPIC
2. MyEverythingDiSC
3. Sepp6

Wiley websites

EPIC

- Private system
- For administering DiSC reports
- Wiley account/Sepp6 account
- Administrator can provide access to MyED

MyEverythingDiSC.com

- Open system (for those who have taken an Everything DiSC report and register)
- For learners, participants
- Mobile-friendly, interactive learning portal

Sepp6

- Links to
 - [Purchase](#) DiSC credits
 - [Podcasts](#) for all DiSC styles
 - Information on Wiley [materials](#)
- Overview of [research](#)
- Reach out as needed: sally@sepp6.com
 - Any technical support needed on EPIC
 - Thoughts/questions about application

EPIC

- **Electronic Profile Information Center**
- Product platform that delivers DiSC Online Assessments for you – 24 hours a day
- “Do it yourself” website where you can
 - Brand
 - Administer
 - Print
 - Customize
 - Manage
 - Store

ACTIVITIES

BRINGING LEARNING TO LIFE



Activities overview

- **Build The Room**
 - Active-----Thoughtful
 - Questioning-----Accepting
- **Day in the Life**
 - Create a poster of your DiSC style
- **People reading**
- **Action Planning**
 - Strategies for working with challenging DiSC styles
 - Understanding motivations, reactions and improving effectiveness
 - Individual strategy
 - Identifying an area of personal development
 - Comparison Reports
 - MyEverythingDiSC
 - Platform to continue the learning

A Day in the Life

Ask participants to “Present a day in the life” of someone with your style

- Group by primary style
- Work together to create a poster
- Use your profile and self-knowledge
- Use pictures and words
- Anything goes!



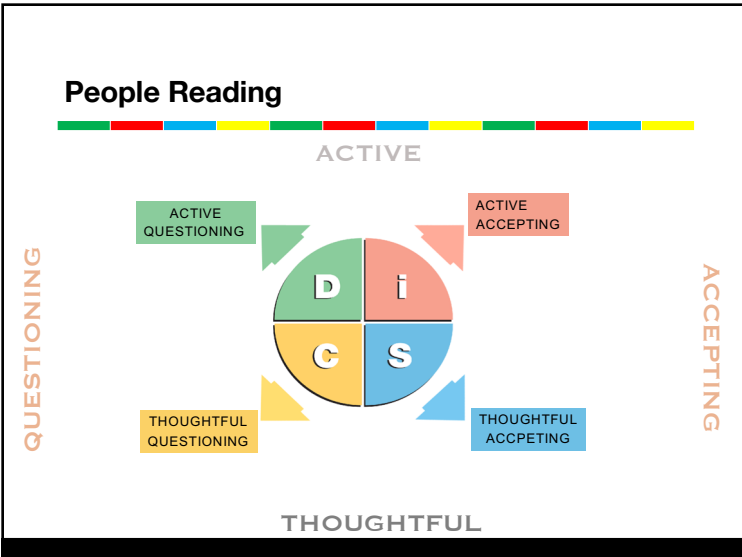


Variations on Day in the Life

- Out of office email indicative of your style
- Motto/slogan/quote of your style
- Part of car (e.g., D-engine, i-radio, S-bucket seats, C-manual)
- How to best manage someone of my style

People-Reading Principles

- Practical application: quick way to assess another person's style
- Way to understand other needs
 - Isn't meant to label people
 - All styles have strengths and limitations
 - No good or bad styles
- Can be difficult because everyone is a blend of all four styles
 - Increase accuracy by focusing on observable behaviors
 - Body language
 - Tone of voice
 - Expression
 - Choice of words



Increasing Effectiveness

- **Step 1:** How you react to this style (See page D-8; i-9; S-10; C-11)
 - Consider their approach with people or to a recent situation. What did you appreciate about their approach/style?
- **Step 2:** How similar are the motivations? (Words around the circle for your style and other person's style)
- **Step 3:** Increasing effectiveness (See page D-12; i-13; S-14; C-15)
 - Identify a strategy to try? (See bullet points)
 - for when you are trying to be more effective with someone of this style.
 - for when solving a problem with someone of this style
 - for when things get tense with someone of this style.

Assert or Adapt

- Discuss in what situations would you
 - Adapt/flex or be intentional about expressing a specific trait/action?
 - Assert natural style?
- What does it require to flex?

Application in Challenge

- Understanding how you react to specified style
 - Page 8: D
 - Page 9: i
 - Page 10: S
 - Page 11: C
- Highlight strategies to increase effectiveness with specified style
 - Page 12: D
 - Page 13: i
 - Page 14: S
 - Page 15: C



Application in Challenge

Understanding how you react to specified style
Pages 8-11

Highlight strategies to increase effectiveness with specified style
Pages 12-15

Action Plan – Becoming more effective overall

- **Page 16** 3 potential developmental areas
- Ask participants to identify one to focus on
- Action planning
 - When might you need this strategy
 - What outcomes do you hope to achieve?
 - What can you do or say to put this strategy into action?
 - What could be a support or resource for you?



Facilitation Materials

- Kits
- Interaction Guides
- Style Guides
- Manual
- Quik DiSC card game
- PC Reference Guide
- Need Tags
- Work of Leaders book
- Mugs, buttons, pens

