

Sample DiSC Training

Half-day training design

Time	Activity	Materials/notes
9:00	QuikDiSC Intro self Intro w/card (name, role, hope for today)	QuikDiSC cards (or another warm-up activity)
9:15	Build the Room with continuum exercise	Laminated BTR cards (or on flip chart pages)
9:25	DiSC video (if own facilitation kit), if not hand out profiles and describe model	Flash drive with videos (if not, no video needed)
9:35	Hand out Profiles (or ask people to turn to Pg 2) Page 2 - Discuss cornerstones → Page 3 - Dot location - Style (primary/secondary) - Inclination Personalize Page 4 (5 minutes) - Partner or Open debrief	<ol style="list-style-type: none"> All styles equally valuable Only one factor that influences work style Understand self better is 1st step to becoming more effective when working with others Learning other people's styles helps you understand their priorities & diff to own This knowledge can improve workplace relationships
9:50	Discuss Page 5 - Priorities - Shading Personalize Page 6 - 5 min REVIEW then Pairs discussion on stressors motivators (5 minutes each)	Laminated DiSC Map with Priorities (or show sample report page 5) Consider with <i>Leveraging Team Strengths</i> handout (on motivators/stressors – offer/ask)
10:05	Day In The Life activity Give instructions - Group by style - Represent your DiSC style in poster (10 min)	Flip chart paper and markers
10:20-10:35	15 minute break	
10:35	Each group presents their poster (5 min/) Open Q&A after each	
11:05	Discuss Flexing Behaviors (when, why, how) Learn People Reading Guess styles (use video, or famous people)	Videos (if own facilitation kit) People Reading Handout
11:10	Instruct participants to identify a difficult relationship o Guess the style of that person o Read associated pages (8-11, 12-15) o Flex to priorities (use DiSC Map)	Consider <i>Building Effective Relationships</i> Handout
11:15-11:35	Approaching styles video (new staff person) or other activity that allows people to practice flexing to styles	Flash drive with Videos (if you own facilitation kit – otherwise, invite examples/challenging scenarios – guess styles and invite ideas)
11:35-11:45	Personalize Page 16 - Prepare Action Plan - Pair discussion 5 min prep, 10 min share	Consider <i>Strategies to Improve Effectiveness</i> Handout , Page 16
11:45-12:00	Instruct participants to place Avery dot on poster Ask: o What does map tell us @ our DiSC culture? o What do we need to keep in mind?	Group Culture Map, Laminated DiSC Map or Draw map on flip chart Bring Avery dots
12:00-12:15	“How to work with me” handout (or ask what do they want to do with information, new agreements?)	Handout Workplace Style Guide (if you do not have these, ask for a personal commitment/new practice)
12:15-12:30	Take-aways and Q&A	Evaluations