



Association for
Talent Development

DISC Reimagined: DISCover 9 DISC Training Programs & Certifications

The Four Styles

Fast-paced, verbal



Results-oriented
Bottom-line
Direct
Decisive



Optimistic
Enthusiastic
Motivational
Social

Task-oriented

People-oriented



Detail-oriented
Logical
Systematic
Questioning

Harmonious
Helpful
Listener
Consistent



Even-paced, reserved

Letter vs. Birds

DISC Letters

- The letters are an *acronym*.
- People forget the styles.
- There is little cultural impact.

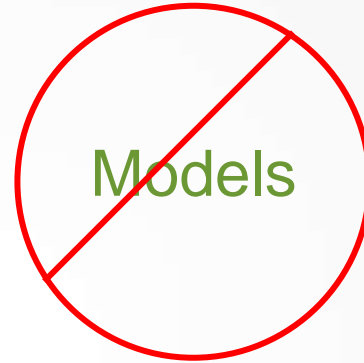
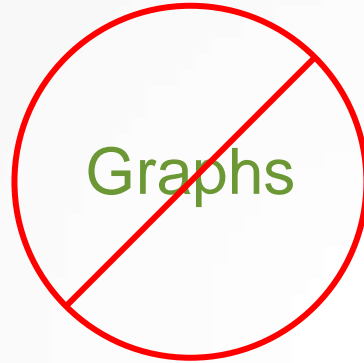
The Birds

- The birds are a *mnemonic*.
- Their intuitive nature makes them sticky.
- They get infused into the culture.

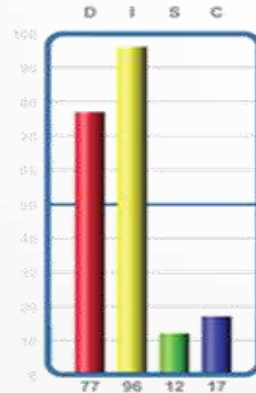
DISC



The Old DISC Paradigm



DISC



The New DISC Paradigm: Training

Infuse the styles into the culture



Develop new skills
through on-going development



Increase self-awareness

The New DISC Paradigm: Certification

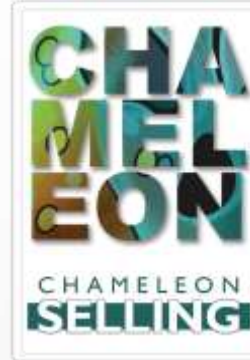
Lead engaging and impactful
training programs



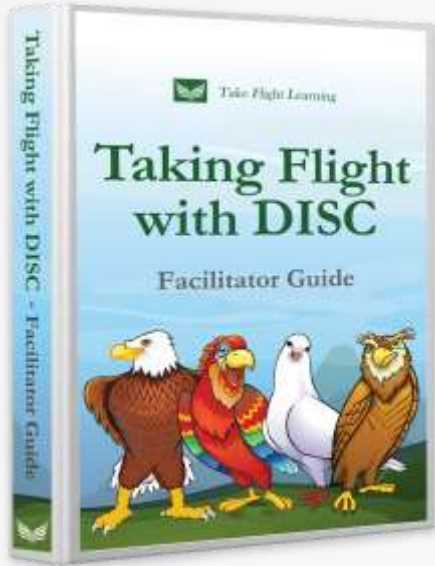
Understand styles and
interpret graphs and reports

The DISC Ecosystem

Start Here → Go deeper → Reinforce → Roles → New Skills → Coaches



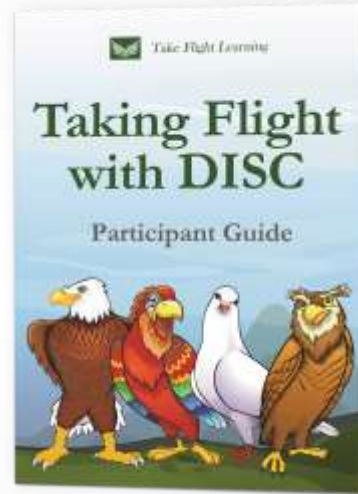
Taking Flight with DISC



Facilitator Guide



Profile

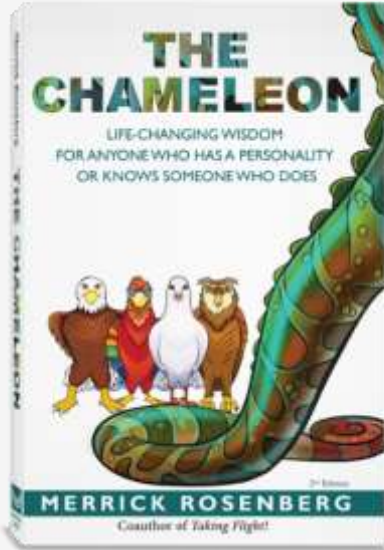


Participant Guide



PowerPoint

Taking Flight with DISC



The Chameleon



Reminder Card



Desktop Birds

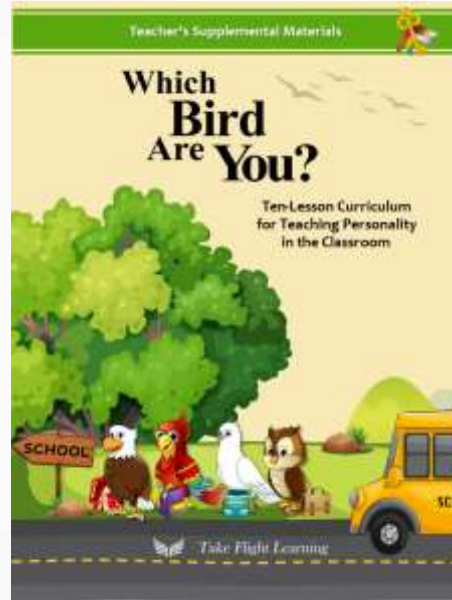


Flight Support

Taking Flight with DISC for Children



Kids Profile



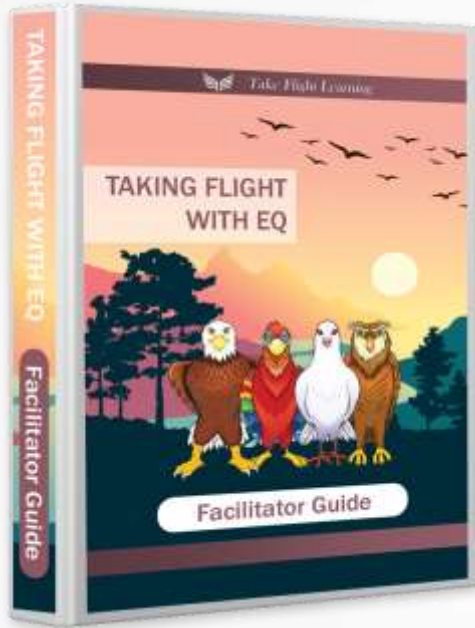
10-Lesson Curriculum



Two children's books



Taking Flight with EQ



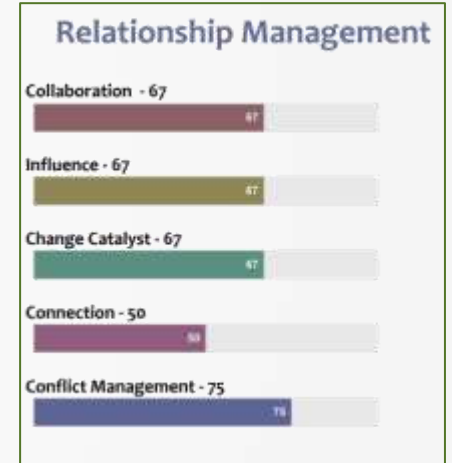
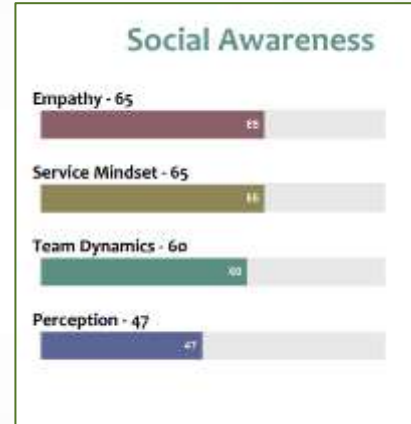
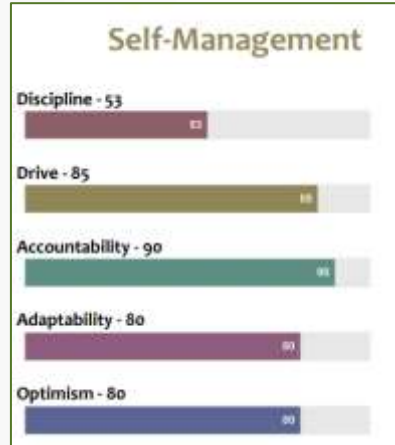
Facilitator Guide



Profile

Taking Flight with EQ

4 EQ Components and 18 Talents



Taking Flight with EQ

Taking Flight with EQ



Self-Awareness and Your Style

Even, in a place of high self-awareness, you have realistic expectations about your skills, abilities, and capacity. You listen to yourself when you feel overwhelmed or stuck. You know when it's time to ask for help or advice. You still project confidence and positivity, especially when the going gets rough. However, in a state of low self-awareness, you may deny yourself honest self-reflection. The need to appear that you're in charge may stifle vulnerability. Your drive for achievement can overpower your willingness to acknowledge mistakes and take responsibility. You may feel anger towards anyone who questions you or your course of action.



Even's style with high EQ in the area of Self-Awareness:

- Recognize that softening one's words does not equal weakness
- Comfortably acknowledge the emotions of the group
- Understand how words, tone and body language impact the emotional state of others
- Know what is being felt and why it is being felt
- Consider how emotional reactions affect others
- Understand what needs to be done during a crisis
- Raise competitiveness by displaying the belief that a goal is achievable
- Understand the needs of a group and can build morale or generate excitement
- Feel and project confidence
- Understand that others may have different emotional needs and boundaries
- Have a high alignment between words, tone and behaviors
- Recognize that the emotions of others are an important component of decision making

Even's style with low EQ in the area of Self-Awareness:

- Believe that people who share emotions are creating drama
- Fail to recognize the trigger for emotional reactions
- Lack awareness of how body language and tone impacts others
- Lack nuance when describing emotions for something felt deeply
- Defend poor strategies rather than admit that an idea was not correct
- Unable to prevent emotions from getting out of control
- Fail to spend time on self-reflection to examine how emotions impact others
- Overestimate skill level or the ability to achieve a goal
- Perceive the leadership skills of others to be lacking
- Place blame for failures on external factors and doesn't take responsibility
- Fail to ask for help due to a lack of awareness of emotional needs
- Become puzzled why others are upset



Taking Flight with EQ



Self-Awareness Action Plan

Identify the kinds of things that trigger your emotions. What can you do to prevent emotional reactions that do not serve you or others in a productive way?

Identify times when your ego may have gotten in your way. What can you do to make sure you're using your self-confidence to best serve you and others?

What can you do to make sure you've considered all of the implications of your decisions before acting?

What can you do to make sure you stay on task and follow through to achieve your goal?



Team Dynamics



Facilitator Guide




Profile/Participant Guide




Stages Cards

Team Dynamics

Team Dynamics Report



Owl Culture



The Owl environment could be described by the carpenter's motto, "Measure twice, cut once." It might take a while to make decisions or create change in this culture, but once implemented, quality results are likely. This environment will feature clearly defined processes and systems where people will steadfastly follow the rules.

During stressful times, an Owl group will require copious data analysis before reaching a decision, a dynamic that can often lead to analysis paralysis. The environment is likely to be on the serious side. Team meetings will feature much detail and a lot of questions. People may work independently and may not feel connected to the team as a whole.

Strengths


- Communication is diplomatic, logical, and thorough.
- Sufficient time is spent on planning and troubleshooting.
- Roles and responsibilities are structured and clearly defined.
- Processes and procedures are streamlined to prevent gaps and overlap.
- Meetings are formal and organized.
- Decisions are logical and data-driven.
- Drama based team dynamics is kept to a minimum.

Challenges


- Owl groups can get lost in the details and miss the big picture.
- Decision-making is a time-consuming process.
- The careful nature of the group leads to a slow pace of project completion.
- There is resistance to changes in procedures or traditions.
- There is little emphasis on rewards and recognition, which can lead to low morale.
- The group may appear rigid to outsiders.
- Feelings and emotions of team members are often overlooked.

Copyright © OpenStax. All rights reserved. www.openstax.org

Team Dynamics Report



Owls Culture in Action



Communication

The group is likely to provide lots of information and may be more focused on what they are saying rather than how they say it. The facts speak for themselves.

Decision-making

Owl teams consider all the facts before they are comfortable making decisions or moving forward with something new.

Meetings

Owl meetings are organized and proper. Agendas are thorough and likely disseminated in advance so group members can be prepared. Team members may be reserved in meetings and deeper discussion may take place outside of the meeting.

Risk-taking

Owl teams excel at troubleshooting. They may slow them down from jumping into risks, but when they do take the risk, you can bet they've thought it through.

Innovation

Owl teams may prefer to refine what is rather than explore new territory.

Managing change

Owl teams need time and information to acclimate to change. Expect lots of questions from a team of Owls during change.

Copyright © OpenStax. All rights reserved. www.openstax.org

Team Dynamics

Team Dynamics Report

Jayden Boggan

Jayden is Motivated by:

- Efficient methods to process details and deal with minutiae.
- Results that can be seen quickly and measurably.
- Opportunities and encouragement to try new ideas and take risks.
- Independence and autonomy.
- Stability in the work position, as opposed to staying in one workstation all day.
- Influence and power to delegate in order to achieve results.

Jayden Needs:

- Support when dealing with detailed work and repetitive tasks.
- Freedom to express your own ideas, initiatives, and creativity.
- To be more aware of your impact on other people, especially in pressure situations.
- Opportunities for involvement with a wide variety of people, both in and out of the organization.
- To be pleased with the expected outcome of a project or assignment, and to be evaluated on that outcome.
- Systems or utilities to assist in record-keeping or office organization.

Jayden Tends to Thrive in an Environment that Provides:

- An organizational eye toward the future that rewards innovation and encourages creative risk-taking.
- Lots of interpersonal contact, many disparate activities, and an occasional surprise situation.
- A system of evaluation based on the results achieved, rather than the process used to achieve the results.
- Participatory leadership and management.
- Assignments involving the motivation and persuasion of a network of people.
- An arena for you to verbalize your ideas and opinions.

When Communicating with Jayden, DO:

- Motivate and persuade Jayden by pointing out objectives and expected results.
- When you disagree, take issue with the methods or procedures, not with the person.
- Plan to talk about things that support Jayden's dreams and goals.
- Be engaging, stimulating, and fun-paced.
- Stay on track. Hit the major points first, and get to the main point quickly.
- Put the details in writing, but don't plan on discussing them too much.

When Communicating with Jayden, DON'T:

- Don't rock too tightly to the agenda.
- Get bogged down in facts, figures, or abstractions.
- Leave decisions hanging in the air, as certain all decision points have reached closure and action plans are the result.
- Leave hypotheses or vague leaves hanging in the air.
- Forget or lose things necessary for the meeting or project.
- Let the discussion with Jayden get caught in dreams too much, otherwise you'll lose time.

Overall Style

Category	Score
1	43
2	49
3	54
4	60
5	60

Copyright © 2005-2008 Owl and Tree Flight Learning. All rights reserved. www.owlflightlearning.com 14

Team Dynamics Report

High Flying, Inc. Graph

The following graph represents your team's overall style (graph 3). The totals represent the number of people there are for each primary (highest) style:

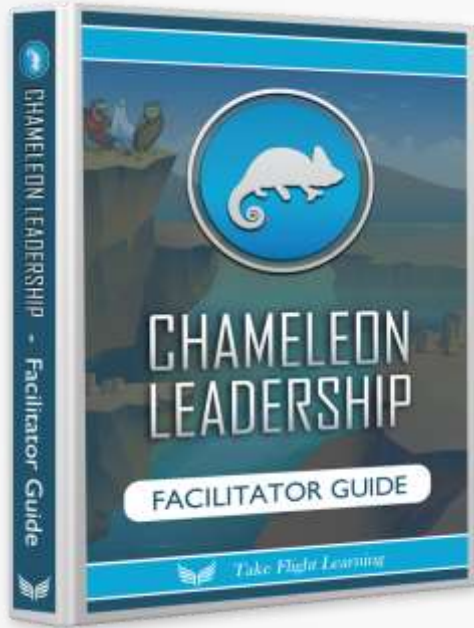
Take the time to consider how this overall graph impacts your team. Do you have an abundance of one or two styles? Are any of the styles lightly represented? What are the potential strengths and challenges of your combined styles based on what you do?

Every graph tells a story. What does this graph tell you?

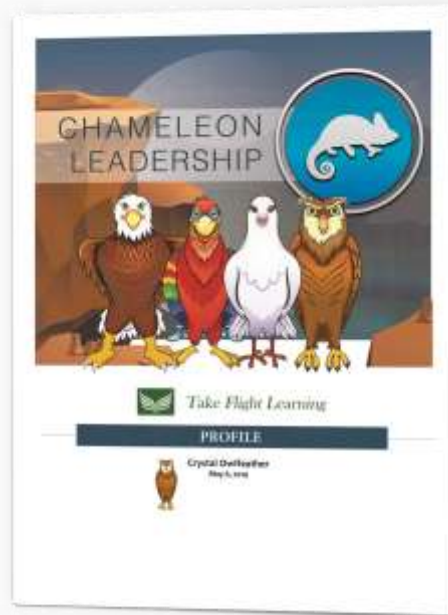
2 2 3 5

Copyright © 2005-2008 Owl and Tree Flight Learning. All rights reserved. www.owlflightlearning.com 15

Chameleon Leadership



Facilitator Guide

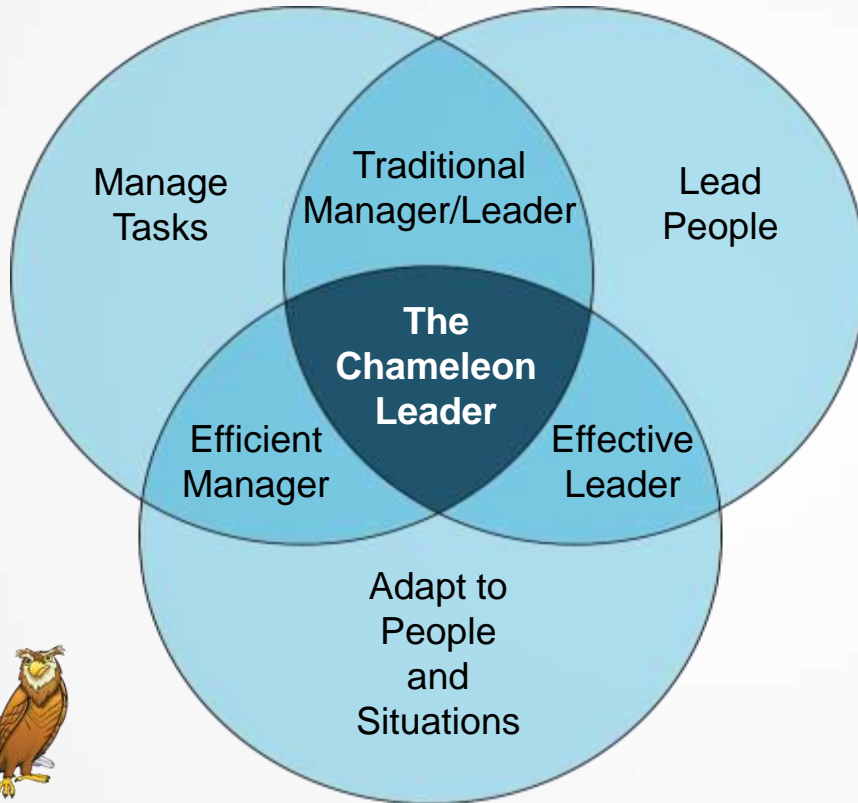


Profile



Participant Guide

Chameleon Leadership



Topics:

Communication

Listening

Delegation

Feedback

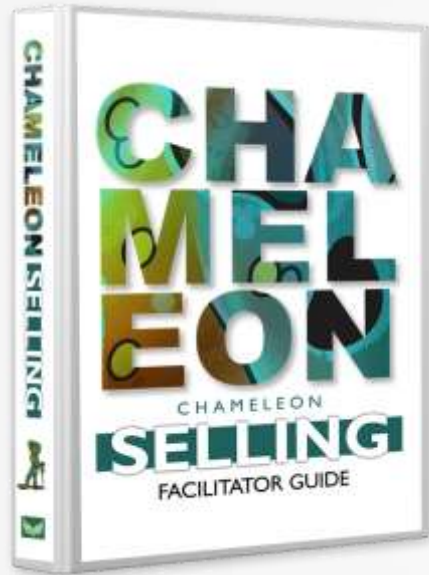
Coaching

Meetings

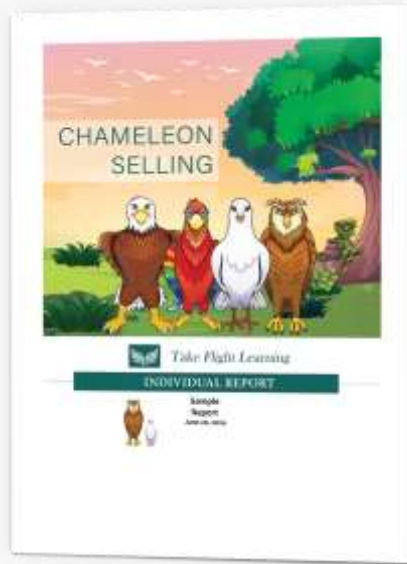
Accountability

Engagement

Chameleon Selling



Facilitator Guide



Profile

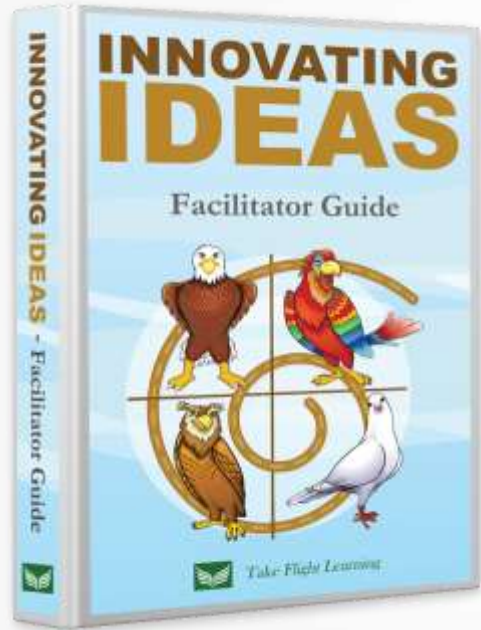


Participant Guide

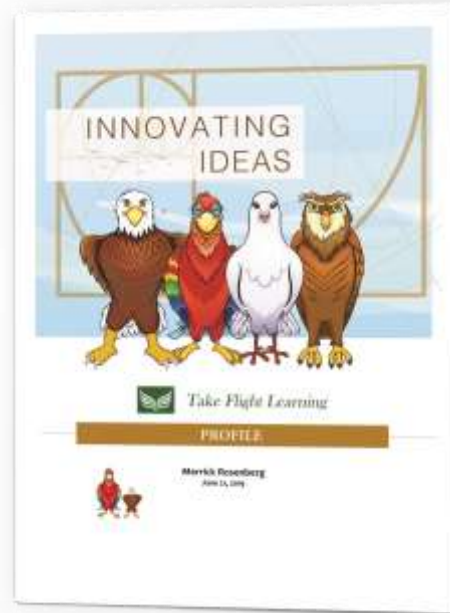


Card deck/spinner

Innovating IDEAs

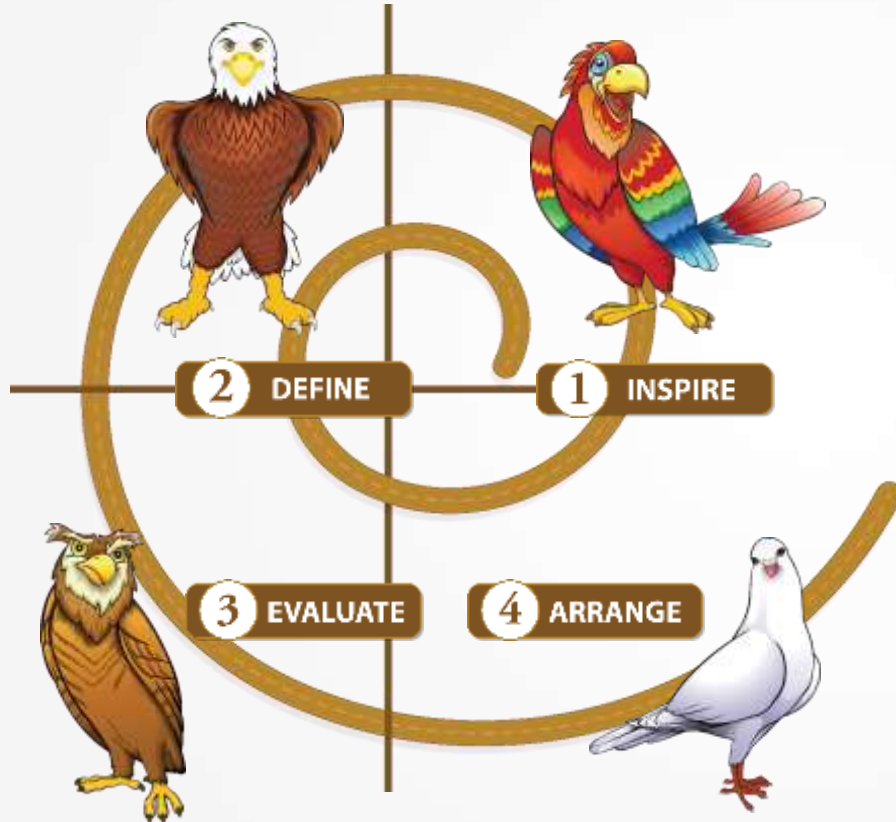


Facilitator Guide

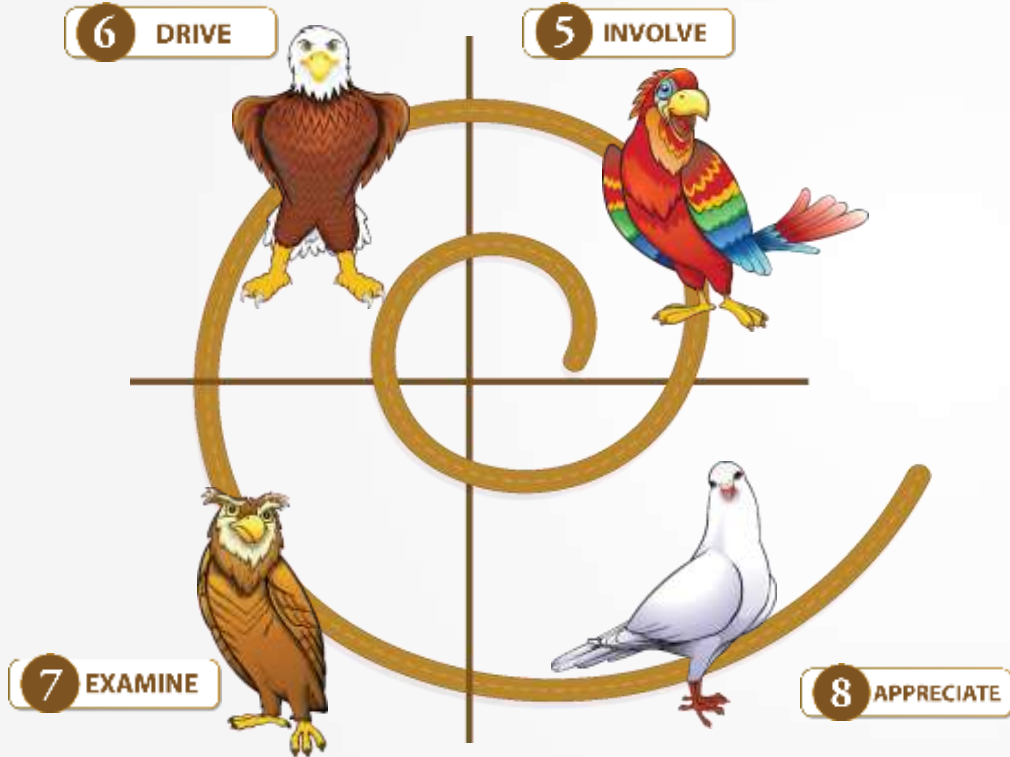


Profile

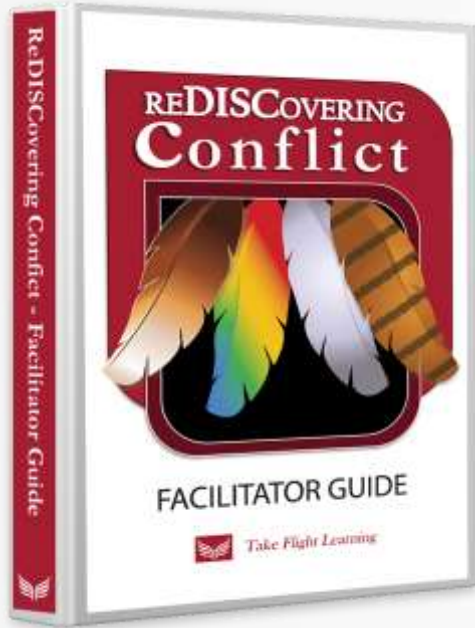
Innovating IDEA: Creativity Loop



Innovating IDEA: Innovation Loop



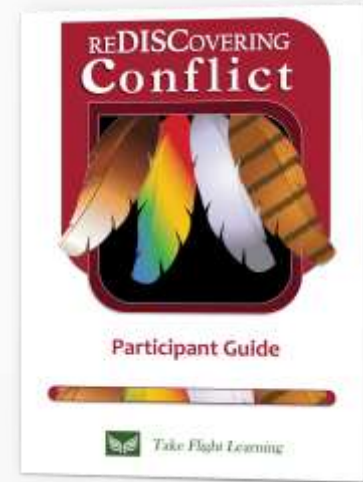
ReDISCovering Conflict



Facilitator Guide



Profile



Participant Guide

ReDISCovering Conflict




Coaching in Style



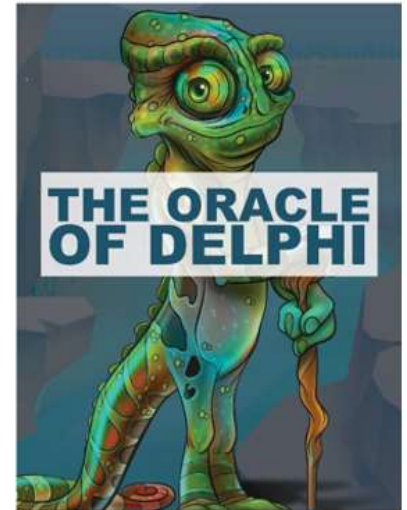
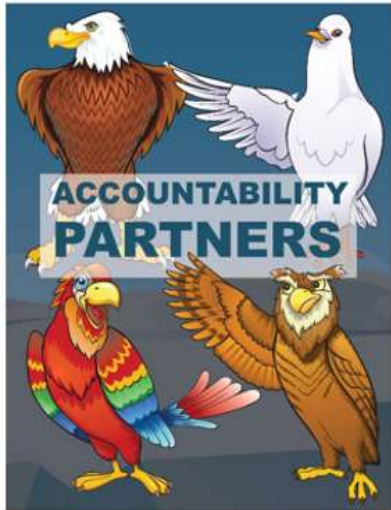
Table of Contents

Self-awareness	5
Understanding Others	12
Team Dynamics	15
Vision	19
Goal Clarity	21
Interpersonal Relationships	25
Communication	28
Listening	32
Delegation and Empowerment	35
Feedback and Recognition	39
Performance Management and Accountability	43
Stress Management	47
Meetings	51
Engagement	54
Leading Change	58
Influence	60
Looking Forward	65



Seek to become the highest version of yourself.
At the same time, help others become
the best version of who they are, not who you are.
- Merrick Rosenberg

Reinforcement Activities



BirdBrains, Inc.



Winner of 23 Film Festival Awards

- ☆ Best Education/Training Film
- ☆ Best Short
- ☆ Best Educational Short
- ☆ Best Original Song
- ☆ Most Original Concept
- ☆ Best Puppetry
- ☆ Best Puppetry Design
- ☆ Best Voiceover Talent
- ☆ Set Design

BirdBrains, Inc.



Facilitator Guide

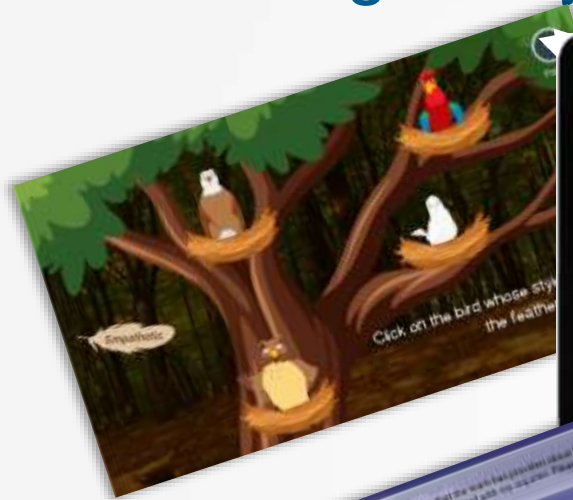


Profile



Participant Guide

eLearning in Style

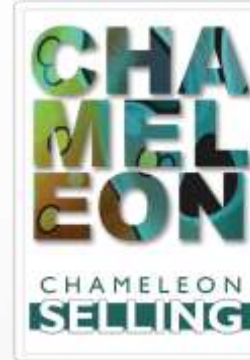


Certifications



The DISC Ecosystem

Start Here → Go deeper → Reinforce → Roles → New Skills → Coaches



Q&A



Merrick Rosenberg

[TakeFlightLearning.com](https://www.TakeFlightLearning.com)



Take Flight Learning

