

# FACILITATION

## LEARN ABOUT YOUR STRENGTHS AND WHAT HAPPENS IF THEY ARE OVERUSED

<b>SUGGESTED TIME:</b>	60-90 minutes
<b>POWERPOINTS:</b>	PPT 5-1 – 5-4 PPT 5-5 (if using DiSC® Classic Paper), PPT 5-6 – 5-7 (if using DiSC Classic 2.0), PPT 5-8 (if using DiSC PPSS)
<b>MATERIALS NEEDED:</b>	<ul style="list-style-type: none"> <li>• QuikDiSC® cards (optional)</li> <li>• Everything DiSC® DVD</li> <li>• HO 5-1</li> <li>• HO 5-2</li> <li>• Colored stickers (eight each of four different colors)</li> <li>• Flipchart</li> <li>• Markers</li> <li>• Masking tape</li> </ul>
<b>NOTES TO FACILITATOR:</b>	If you are using the Alternative Activity to the QuikDiSC card activity on page IM 5-2, you will need HO-ALT 5-1.

### SAY

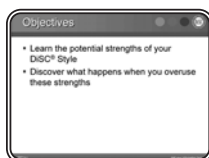
By now you have an understanding of the four DiSC® styles and your own style.

You can use your understanding of the DiSC styles to become more effective. But first it is important to recognize your own behavioral strengths and to see how they can both help and hinder you.

In this section we will

- Learn the potential strengths of your DiSC style
- Discover what happens when you overuse these strengths

Let's get started.



PPT 5-1  
OBJECTIVES

# FACILITATION



PPT 5-2  
QuikDiSC®

## INSTRUCT

**You have a number of colored cards on your table with different behaviors listed on each of them.**

**Select one card for each person at your table that you think describes one of their strengths.**

*Give participants 30 seconds to select a card for each person.*

*Depending on the size of the tables, each person should have four to five cards.*

## INSTRUCT

**When everyone has a card for each person at the table, select one person and have the entire table say what card they picked for him or her and why.**

**Give the person the card you selected.**

**Have the entire table share their cards with the same person before moving on to the next person.**

*Give participants about five to seven minutes to share at their tables.*

## ASK

**What was it like to receive feedback about your strengths?**

*Wait for responses.*

## EXPLAIN

**We all need to be reminded of what strengths others see in us.**

**Often, our strengths are just extensions of our natural behavior, and that's where DiSC® can provide insight.**

### NOTE TO FACILITATOR:

YOU WILL NEED ONE DECK OF QUIKDISC® CARDS FOR EVERY FOUR TABLES OF FIVE TO SIX PEOPLE.

THIS IS A DIFFERENT APPLICATION OF QUIKDISC THAN IS DESCRIBED IN THE INSTRUCTIONS INCLUDED WITH THE GAME.

### ALTERNATIVE ACTIVITY

IF YOU DO NOT WANT TO USE QUIKDISC CARDS, AN ALTERNATIVE ACTIVITY CAN BE FOUND ON PAGE AA 5-1 OF THE ALTERNATIVE ACTIVITIES SECTION.

## TRANSITION

## SAY

Before we move on to see the strengths of DiSC® styles in action, I'd like you to get into groups based on your primary style.



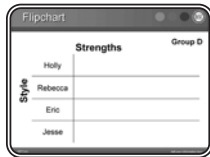
**SMALL  
GROUP ACTIVITY**

Divide the participants into four groups based on their primary styles. If you do not have two or more people for each style in a group, ask someone who has that style as their second-highest style to join the group with too few people.

Direct participants to a place in the room for each of the four groups to work.

Each group should have flipchart paper and colored markers.

Illustrate how to draw the flipchart necessary for this activity, by using PowerPoint 5-3.



PPT 5-3  
FLIPCHART



## EXPLAIN

To do this activity, I'll need to have one person in your group format a piece of flipchart paper.

Draw four horizontal rows about six inches apart.

Label the top of your graph "Strengths" and the left side "Style."

Label the first row "Holly," the second row "Rebecca," the third "Eric," and the fourth "Jesse."

Also write your group's style in the upper right-hand corner.

		Group D
		Strengths
Holly		
Rebecca		
Eric		
Jesse		

# FACILITATION



EVERYTHING  
DiSC® DVD

## EXPLAIN

We'll look at some clips that will show us each DiSC® style in action so we can see how each describes his or her goals.

## INSTRUCT

While we're watching the DVD, take notes individually about the person's strengths.

After each person is done talking, I will stop the DVD, and you will have three minutes to discuss at your table what you saw as strengths.

Record those strengths on your flipchart.

## ASK

Are there any questions before I start the DVD?

*Answer any questions.*

*Begin the DVD by selecting **Goals** under the **Pure Styles** menu.*

*When Holly is done speaking, the DVD will pause to allow time for discussion.*

## INSTRUCT

Select one person to be a recorder for your group.

Take three minutes to discuss what you saw as Holly's strengths.

**Team Application:**

Have participants discuss what strengths the style they watched might bring to a team.

**Management Application:**

Have participants discuss what strengths the style they watched might bring to a manager/supervisor role.

**Communication Application:**

Have participants discuss what strengths the style they watched might bring when communicating with a particular messaging goal.

### NOTE TO FACILITATOR:

THE SIMPLEST WAY TO USE THE DVD IN THIS EXERCISE IS TO PLAY "GOALS" FROM THE MENU. THIS METHOD ALLOWS TIME FOR DISCUSSION AFTER EACH CHARACTER. HOWEVER, IF YOU WISH TO SHOW THE CHARACTERS IN A DIFFERENT ORDER, SIMPLY CHOOSE "GOALS" FOR EACH INDIVIDUAL BY SELECTING THE CORRESPONDING CIRCLE. SEE PAGE 77 IN THE RESOURCES SECTION FOR MORE INFORMATION ON USING THE DVD.