

If you Google the word  
'leadership,' you will receive  
over 140 million hits.  
Everyone is trying to define it.

In reality, Leadership is  
defined by you and  
the people with whom  
you interact.



GrowthSource, Inc.

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DiSC® Insights & Strategies™





Developing leaders  
at all levels to  
lead with purpose  
&  
decide on principle

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# DiSC Insights & Strategies™

For many years, performance research has shown that individuals with the highest levels of performance are those who manage themselves effectively. Typically, these individuals exhibit the following behavioral characteristics:

- They understand themselves and how their behavior affects others
- They understand their reactions to other people
- They know how to maximize on what they do well
- They have a positive attitude about themselves which causes others to have confidence in them
- They know how to adapt their behavior to meet the needs of other people and particular situations

## The Opportunity

The foundation of personal and professional success lies in understanding yourself, understanding others, and realizing the impact of personal behavior on others. For over thirty years, the language of DiSC® has unlocked the door to productive communication and relationships for nearly 60 million people.

The simple fact is that differences in how people behave accounts for an extraordinary amount of misunderstanding, miscommunication, distrust, and reduced productivity. Possessing a deep understanding of one's own behavioral style and a full appreciation of others' can help improve performance.

*DiSC® Insights & Strategies* provides participants with insight into how behavior affects performance, and provides participants with increased understanding and appreciation for how others may approach their work. Equally important, participants learn how to make adjustments in their interactions that will enhance their effectiveness. Immediate results can be achieved when working with others on teams, in negotiations, sales, customer service, and leadership.

## 2 Days

By the conclusion of the session, participants will:

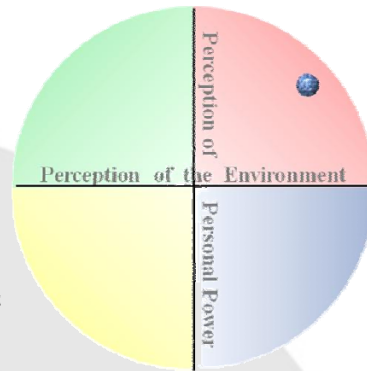
- Understand Individual Performance and Behavior
- Understand the DiSC® Dimensions of Behavior
- Understand the Behavioral Strengths that Contribute to Their Success and the Behavioral Challenges that Mitigate it.
- Learn What it Takes to Adapt Behavior for Increased Effectiveness
- Develop Strategies for Their Increased Personal Effectiveness

*DiSC® Insights & Strategies* is a fully-validated, performance-based program that has been proven to have substantial impact on individual performance and quality in complex, highly competitive, and rapidly changing business environments.



**CONTROL**  
Active,  
Fast-Paced, Assertive,  
Dynamic & Bold

**DETACH**  
Questioning,  
Logic Focused,  
Challenging,  
Skeptical &  
Matter-of-Fact



**AFFILIATE**  
Accepting,  
People-Focused,  
Collaborative,  
Empathizing &  
Agreeable

**REFLECTIVE**  
Moderate-Paced, Cautious,  
Methodical & Careful

## Pre-Session Preparation

*DiSC® System of Behavior Management* – Participants respond online to complete the DiSC® Behavioral Profile, a learning instrument that measures individual behavioral style based on the DiSC® Behavioral Model.

Participants receive selected readings on Emotional Intelligence and its impact on individual effectiveness.

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### Day 1

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*Emotional Intelligence* – Developing the five Personal and Interpersonal competencies essential for success in the workplace.

*Why Emotional Intelligence Matters* – Understanding the importance of Emotional Intelligence in the workplace. Building a business case for why it matters in your organization.

*DiSC® System of Behavior Management* – Debriefing the DiSC® report. Utilizing their DiSC Profiles, participants pinpoint the behavioral strengths that contribute to their success.

*Behavioral Strengths and Overuses* – Exploring the impact when behavioral strengths may be overused or misused—mitigating individual effectiveness

*The Dynamic Nature of Behavioral Goals and Fears* – Identifying the underlying mechanism that drives individual behavioral choices and effectiveness with others and in situations.

Homework is assigned to prepare for Day 2.

Learning resources:

Everything DiSC® Workplace™  
Harvard Business Review Articles

Talented employees  
need great managers  
...but how long a  
talented employee stays  
and how productive his is  
while his is there is  
determined by his  
relationship with his  
immediate manager

- Marcus Buckingham and  
Curt Coffman

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Self awareness is absolutely fundamental ...You have to [do] a lot of introspective work to develop it, and you can't be authentic without it.

— Bill George

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## Day 2

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*Behavioral Adaptability* – Applying mentoring approaches with self-awareness, self-regulation, and the ability to adapt individual behavior to meet the needs of others and particular situations.

### **Personal Accountability Roundtable**

*Courageous Conversations* – In a structured roundtable format, participants share their individual DiSC insights and what they will do to maximize their effectiveness based on their behavioral style.

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## Post Session Implementation

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*Action Planning:* Participants finalize their action plan for improving individual effectiveness.

Participants conduct DiSC® discussions with their supervisors.

*On-going Support:* One-on-one distance mentoring session with each participant.