



Build Better Relationships & More Effective Teams

Why do you **GET ALONG** with some people and experience **CONFLICT** with others? How do we **IMPROVE** these interactions? How can you **GET THE BEST** from clients, family, friends, team members—and yourself? What are their **STRENGTHS**? What really **MOTIVATES** them? What about you? DISC helps you play to your strengths—and theirs—to be more **PRODUCTIVE** and greatly improve your **RELATIONSHIPS**.



UNDERSTANDING DISC ▶



DISC PROFILES EXPLAIN YOUR NATURAL, BASIC BEHAVIOUR PATTERNS. ARE YOU MORE TASK-ORIENTED OR PEOPLE ORIENTED? ARE YOU MORE OUTGOING OR RESERVED? BY LEARNING ABOUT YOURSELF, YOU CAN DETERMINE THE BEST WAY TO ACT IN ANY SITUATION. BY LEARNING ABOUT OTHERS, YOU CAN ADAPT TO ENHANCE YOUR INTERACTIONS AND RELATIONSHIPS.

With DISC training and coaching, you can

- Boost team building and performance
- Improve communication and relationships
- Identify strengths
- Develop amazing people skills
- Unlock leadership potential
- Reduce stress and conflict at work and home
- Direct your personal and career development

Exploring our personality and behaviour

Most approaches to understanding people look at what is wrong or what needs to be fixed. DISC focuses on your beneficial personal attributes and traits and how to use them in your daily life. We spend years developing our intelligence to effectively use our minds. Developing your unique personality to effectively use your behaviour is just as vital to enjoyable living and career success. DISC uncovers blind spots or areas of limited understanding, creating greater personal awareness. This enhances your personal effectiveness, strength, balance, and ability to succeed and grow.

TEAM DISCOVERY WORKSHOP



1

The DISC Profile

The leader sends participants a note that explains the workshop's purpose and asks them to complete their DISC Profiles. Reach Capabilities then emails personalized access codes to an online questionnaire that consists of 24 simple questions and takes about 15 minutes to complete.

Upon finishing, each participant receives a detailed and personalized report that reveals their:

- natural strengths and motivations
- key communication traits
- decision-making styles and priorities
- way of relating to others
- value as a team member
- and more

2

Phone Interpretations (optional)

Reach Capabilities conducts one-on-one phone calls with each participant selected by the team leader. In this interactive 45-minute call, we provide a confidential and detailed interpretation of the person's DISC profile tailored to his or her needs.

3

Team Assessment

The team leader receives a composite graph report that shows the diversity of talent and personality profiles in the work group. We identify potential communication and team performance issues and provide recommendations for improvement. And we help the leader separate behaviour-related issues from other team dynamics.

4

Team DISCOVERY Workshop

This half-day interactive workshop covers concepts and exercises to help participants understand and use DISC effectively:

- An overview of DISC and why it's important
- Understanding yourself through your personality style
- Understanding another person through his or her style
- Adapting your style to create better relationships
- Building better teams through role and responsibility dynamics
- Ways to improve your day-to-day interactions at home and work

SUSTAINING THE LEARNING ►

Workshop Resources

Each participant is given a set of useful take-away tools to enhance the workshop experience and bring the learning back to everyday life. People typically embed DISC terms in their interactions with both a sense of understanding and humour. Expect them to immediately adjust their communications and interactions with their team members as they use their new knowledge to improve their working relationships. The workshop is a great way to develop your team and create mutual respect and understanding.

Supplementary DISC Products and Services

Expand the knowledge of DISC and Personality Quotient to extend the ROI. Choose from a suite of additional tools and programs to improve coaching, career development, relationships, and team productivity. For more information or to book a future refresher session, contact inquire@ReachCapabilities.com.

The DISC Model of Human Behaviour

