

TEAM Development

Leadership Program

PENNY

**Dive Deep
into DISC for
TEAMS**

01

**Develop Your
TEAM &
Create High
Performance
Culture**

02

**Manage Your
TEAM
Through
Change**

03

**Tapping into
Your
TEAM's
Motivations**

04

**Encouraging
Collaborative
TEAM
Decisions**

05

**Dive Deep
into DISC for
TEAMS**

01

**Develop Your
TEAM &
Create High
Performance
Culture**

02

**Manage Your
TEAM
Through
Change**

03

**Tapping into
Your
TEAM's
Motivations**

04

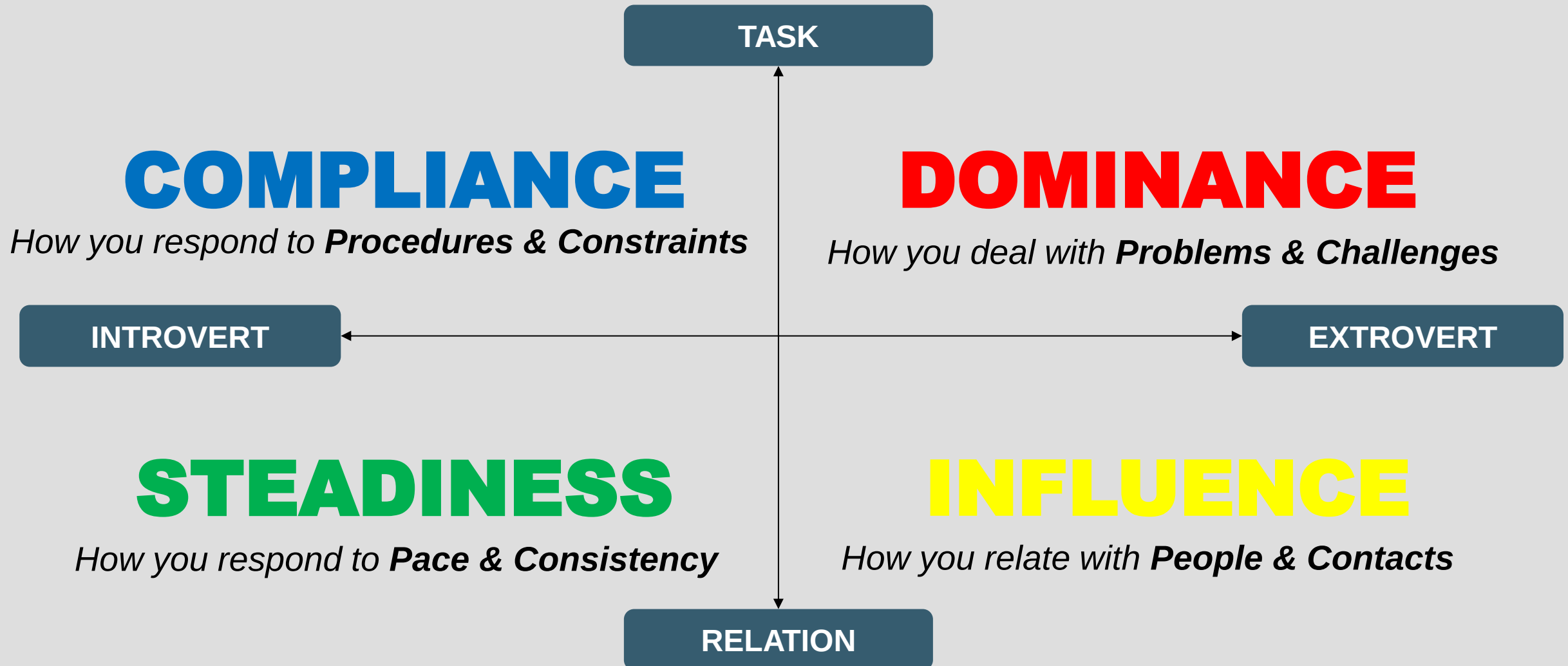
**Encouraging
Collaborative
TEAM
Decisions**

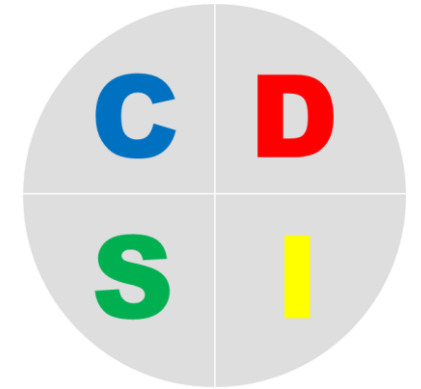
05



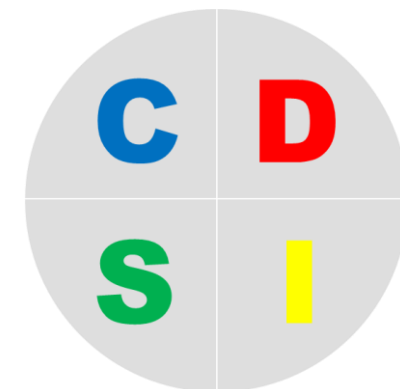
COMMUNICATION STYLE

DISC Dimensions

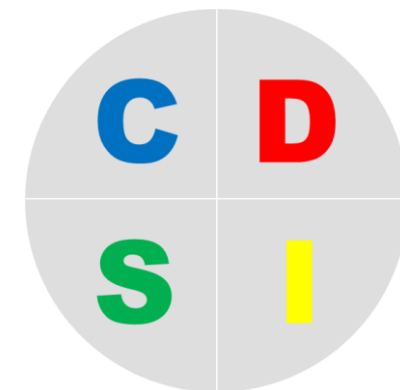




Wait in line, but if it too crowded doesn't mind taking the stairs.
Hold the elevator to let people on, and may even initiate conversation.
Walk up, get in, and push the button incessantly to close the door.
Count the number of people and may get off if it exceeds the limit.



Run in hoping to grab a few items, and may forget something.
Prepare a detailed list, and shop by aisle or section.
Bring coupons and a calculator to ensure the best deal.
See someone they recognize, and strike up a conversation.



Golf the same day, same time, same place each month.
Keep close score, play strictly by the rules, and clean the clubs frequently.
Spend more time in the clubhouse talking to people than on the course.
Drive the cart aggressively and play through slower golfers.

DISC Report Review

- Behavioral Characteristics (2-3)
- Value To The Organization (4)
- Checklist for Communicating: Ways to Communicate (5)
- Checklist for Communicating: Ways NOT to Communicate (6)
- Communication Tips (7)
- Ideal Environment (8)
- Perceptions (9)
- Natural and Adapted Style (10-11)
- Keys to Motivating (12)
- Keys to Managing (13)
- Areas for Improvement (14)
- Style Insights® Graphs (15)



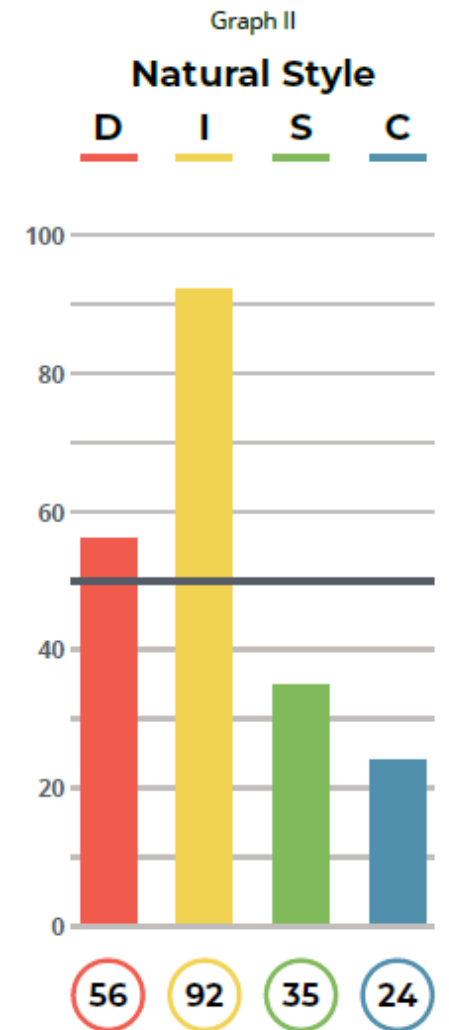
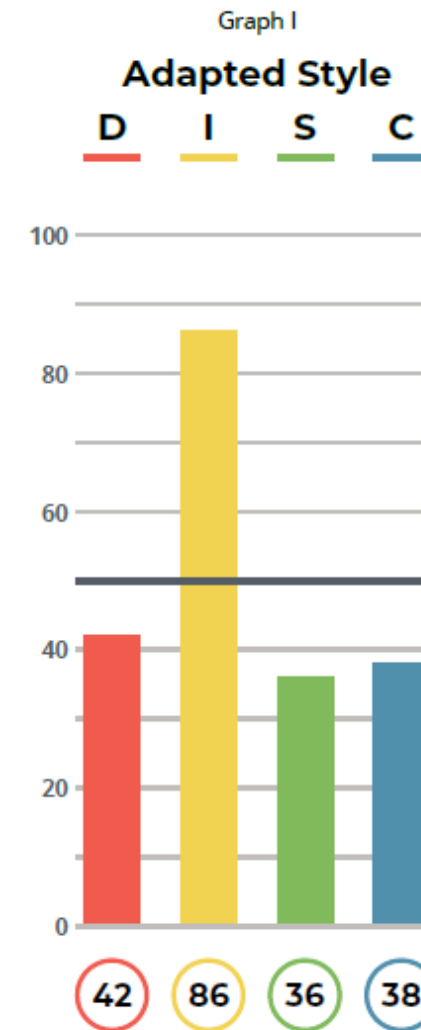
How much adaptation is too much?

0–25 Points: Not Stressful

25–40 Points: Somewhat Stressful

40–60 Points: Stressful

60+ Points: Severely Stressful

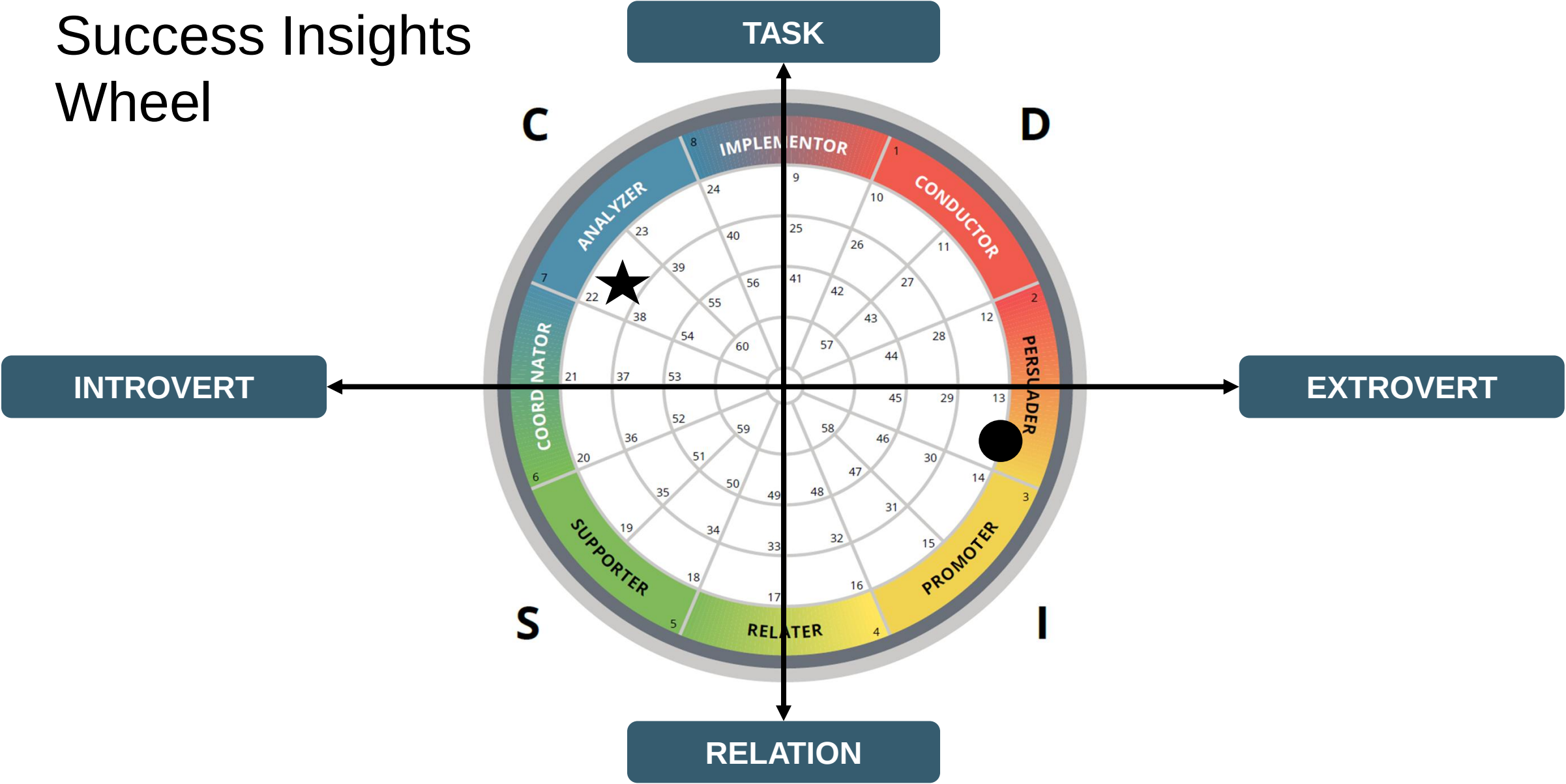


DISC Report Review

- Behavioral Characteristics (2-3)
- Value To The Organization (4)
- Checklist for Communicating: Ways to Communicate (5)
- Checklist for Communicating: Ways NOT to Communicate (6)
- Communication Tips (7)
- Ideal Environment (8)
- Perceptions (9)
- Natural and Adapted Style (10-11)
- Keys to Motivating (12)
- Keys to Managing (13)
- Areas for Improvement (14)
- Style Insights® Graphs (15)
- The Success Insights® Wheel (16-17)

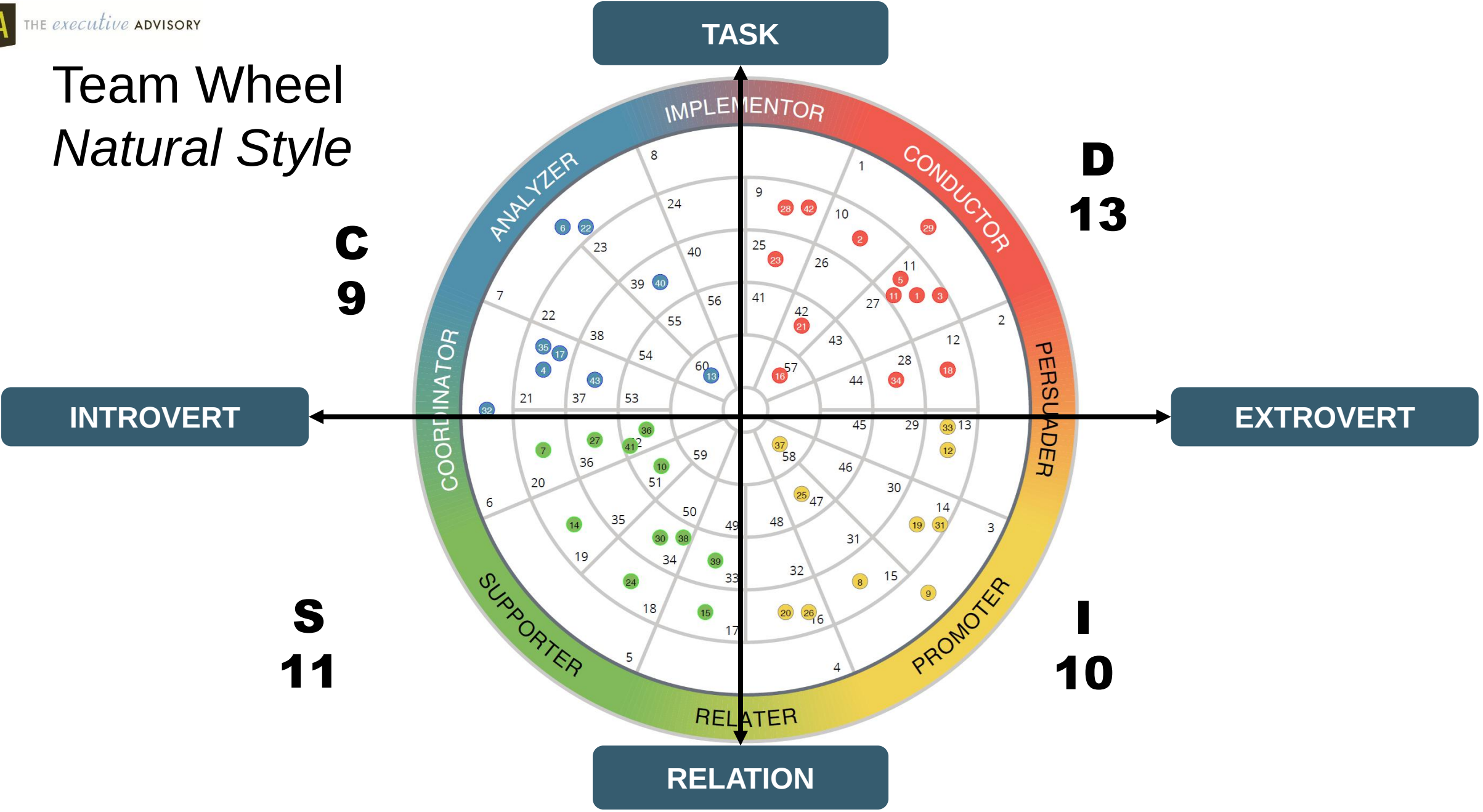


Success Insights Wheel



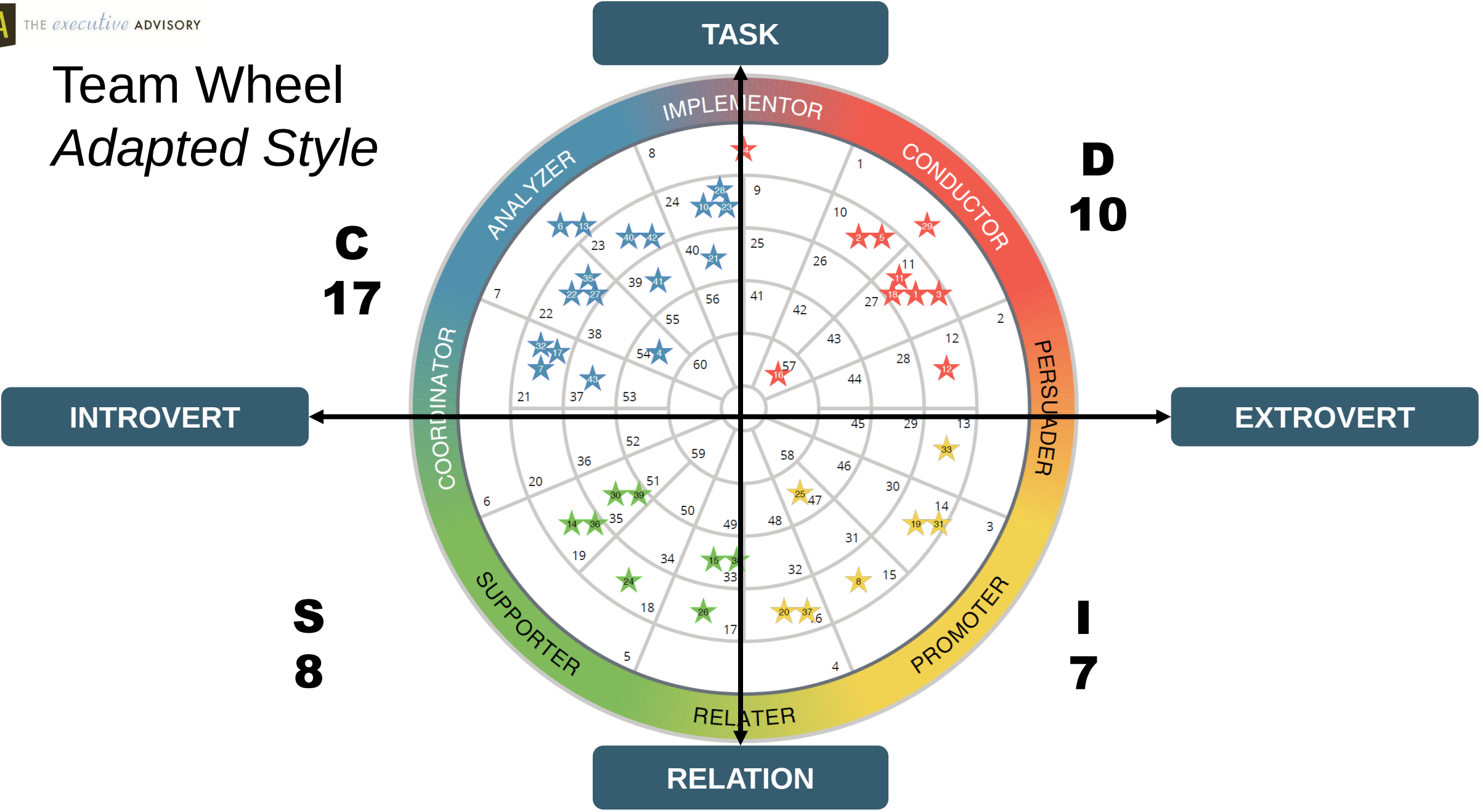
Team Wheel

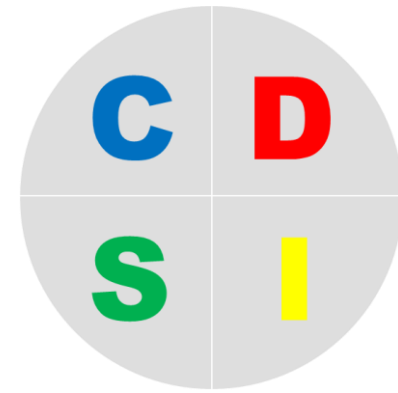
Natural Style



Team Wheel

Adapted Style





DISC: How do you work?

- ***Communication***
How should people communicate with you effectively?
- ***Change***
How do you/your style think about change and what are some tips for implementing it?
- ***Culture***
What three behaviors/actions promote a productive team environment?
- ***Collaboration***
How does your style like to work with others? What actions promote teamwork?
- ***Conflict***
What aspects of your style may create conflict or tension with others?

WHAT WILL YOU DO?



**Dive Deep
into DISC for
TEAMS**

01

**Develop Your
TEAM &
Create High
Performance
Culture**

02

**Manage Your
TEAM
Through
Change**

03

**Tapping into
Your
TEAM's
Motivations**

04

**Encouraging
Collaborative
TEAM
Decisions**

05



TEAM Development

Leadership Program