

# *Out of the Box* DISC Workshop



## **Facilitator Guide**

*Prism Counseling & Coaching*

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This guide has been created as a tool to facilitate DISC workshops and training sessions. It is intended for educational and informational purposes only and is not a substitute for professional advice or consultation.

For more information, please visit [discassess.com](https://discassess.com).

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# Introduction and Preparation

Welcome to this DISC facilitator guide — a “workshop in a box” meant to be a ready-to-use resource to help you lead an engaging and informative DISC workshop with minimal preparation. This guide is designed to equip you with all the resources needed to facilitate a 2-3 hour session, but it’s flexible enough to be adapted for shorter or longer periods, or even split into several mini-sessions, depending on your specific needs.

Whether you are working with a small team or a large group, this guide will help you deliver valuable insights into personality types and how they impact communication and collaboration.

**Objective:** To help participants understand the DISC model, understand their own DISC type, and explore how different personality types can work together more effectively.

## **Materials Needed:**

- Online DISC assessments through [discassess.com](https://discassess.com)
- Instructions for games and activities at [discassess.com/games](https://discassess.com/games)
- Whiteboard or flipchart and markers

## Administering the DISC Assessment

Ensure participants have completed the DISC Assessment and have their results ready before the workshop begins. Either the group package or individual assessments can be purchased at [discassess.com](https://discassess.com)

- **Group Package:** If you're leading a team, consider purchasing a DISC Group Package. This package includes a dashboard with pre-purchased assessments that you can send directly to your participants. You'll be able to review the results in advance.
- **Individual Purchase:** For settings like non-profits, community organizations, churches, and volunteer groups, you can ask each participant to purchase their own assessment individually. Just ensure that everyone has access to their results before the workshop begins.

Participants should complete their assessments at least a day before the workshop. Depending on your preference, you can ask participants to read their reports before the session or wait until the workshop to go over the results together. Remind your participants to bring their DISC reports with them to the workshop, either printed out or accessible on their smart phone, tablet, or laptop for easy reference.

## 1. Welcome and Icebreaker (15-20 minutes)

**Objective:** To set the tone for the workshop and get participants comfortable with each another to prepare for learning.

### **Instructions:**

- **Welcome Statement:** "Over the next two hours, we're going to explore how understanding our own personality types — and those of others — can enhance communication, collaboration, and unity in both personal and professional settings."
- **Icebreaker:** Use the DISC Bingo game to get participants interacting: [discassess.com/games](http://discassess.com/games). Hand out the bingo cards, explain the rules, and give participants 10-15 minutes to mingle and fill out their cards.

**Optional:** If you have more time, you can extend the icebreaker by asking participants to introduce themselves and share one of the words on the BINGO card that best describes them and why.

## 2. Overview of the Four DISC Types (20-25 minutes)

**Objective:** To introduce participants to the DISC model and provide a deep dive into each of the four personality types.

### Instructions:

- **Whiteboard Setup:** Draw a large circle divided into four quadrants on the whiteboard (like this: ⊗) and label each quadrant with each of the DISC letters, going left to right clockwise: D-I-S-C.
- **Explanation:** "The DISC model categorizes personality traits into four types: Dominant, Influencing, Steady, and Compliant. Each type has unique strengths and challenges, and understanding these can help us work better together."

### Overview of Each DISC Type

#### Dominant (D):

- **Key Characteristics** (Write on the whiteboard):
  - ▶ Direct
  - ▶ Results-oriented
  - ▶ Decisive

- **Longer Description:** "Dominant individuals are characterized by their directness and drive to achieve results. They are natural leaders who thrive in competitive environments and are motivated by goals and challenges. They tend to be decisive, often taking charge in situations where quick decisions are needed."
- **Strengths and Challenges:** Write on the whiteboard:
  - ▶ **Strengths:** Leadership, decisiveness, goal orientation.
  - ▶ **Challenges:** Can be perceived as aggressive, may overlook others' input.
- **Workplace Dynamics:** "In the workplace, Dominants are often the ones who push teams toward achieving goals, but they may need to work on listening to others and considering different perspectives."
- **Story Example:** "Miguel, a Dominant type, was known for his ability to make quick decisions and push his team to meet deadlines. However, his direct communication style often came across as abrasive, and his team members felt unheard and undervalued. This led to high stress levels and frequent conflicts within the team. After learning about the DISC model, Miguel recognized the need to adjust his approach. He began to actively



listen to his team's input and incorporated their ideas into his decisions. This not only improved team morale but also increased productivity, as his team felt more motivated and respected."

### **Influencing (I):**

- **Key Characteristics** (Write on the whiteboard):
  - ▶ Enthusiastic
  - ▶ Outgoing
  - ▶ Persuasive
- **Longer Description:** "Influencing individuals are known for their enthusiasm, sociability, and ability to inspire others. They are natural communicators who excel in roles that require persuasion and motivation. They enjoy being in the spotlight and are often the life of the party."
- **Strengths and Challenges:** Write on the whiteboard:
  - ▶ **Strengths:** Communication, motivation, creativity.
  - ▶ **Challenges:** May struggle with details, can be overly optimistic.
- **Workplace Dynamics:** "Influencers are great at bringing teams together and fostering collaboration. However, they may need

support in managing details and following through on long-term goals.”

- **Story Example:** "Kyle, an Influencing type, was always the center of attention at work. He was great at generating ideas and rallying the team around new initiatives. However, his lack of focus on details often meant that projects were left unfinished, and his colleagues sometimes felt overwhelmed by his constant enthusiasm. After discovering his DISC type, Kyle learned to balance his energy with a more structured approach. He began collaborating closely with Compliant colleagues who excelled at planning and detail-oriented tasks. This partnership allowed him to focus on what he did best — motivating the team — while ensuring that projects were completed efficiently.”

### **Steady (S):**

- **Key Characteristics** (Write on the whiteboard):
  - ▶ Patient
  - ▶ Loyal
  - ▶ Supportive
- **Longer Description:** "Steady individuals are calm, dependable, and focused on creating harmony. They are often the peacemakers

in groups, preferring to maintain stability and support others. They are reliable team members who value consistency and are motivated by building strong relationships.”

- **Strengths and Challenges:** Write on the whiteboard:
  - ▶ **Strengths:** Consistency, dependability, relationship-building.
  - ▶ **Challenges:** May resist change, can be overly accommodating.
- **Workplace Dynamics:** "Steady types are the glue that holds teams together, ensuring that everyone feels included and valued. However, they may need encouragement to step out of their comfort zone and embrace change."
- **Story Example:** "Jeanette, a Steady type, was the backbone of her team, always ensuring that everyone was supported and that tasks were completed smoothly. However, she often found herself avoiding conflict and was hesitant to push back on unrealistic demands, which sometimes led to burnout. After understanding her DISC profile, Jeanette became more aware of her tendency to avoid conflict. She learned techniques to assert herself when necessary, while still maintaining her supportive nature."

This balance allowed her to protect her well-being while continuing to be a reliable team member.”

### **Compliant (C):**

- **Key Characteristics** (Write on the whiteboard):
  - ▶ Analytical
  - ▶ Detail-oriented
  - ▶ Precise
- **Longer Description:** "Compliant individuals are methodical, accurate, and focused on quality. They thrive in environments that require attention to detail and adherence to rules. They are motivated by data and logic, and they excel in roles that require careful planning and precision."
- **Strengths and Challenges:** Write on the whiteboard:
  - ▶ **Strengths:** Accuracy, planning, adherence to standards.
  - ▶ **Challenges:** Can be overly critical, may struggle with decision-making.
- **Workplace Dynamics:** "Compliant types excel in roles that demand precision and careful analysis. They provide the structure

and accuracy that others may overlook, but they may need to work on flexibility and embracing ambiguity.”

- **Story Example:** “Rosa, a Compliant type, was known for her meticulous work and high standards. However, her need for perfection often led to delays, and she struggled to make quick decisions, especially when under pressure. Her colleagues sometimes felt frustrated by her insistence on following every rule to the letter. After learning about the DISC model, Rosa recognized the impact of her behavior on her team. She began to trust her colleagues more, delegating tasks and allowing for a more collaborative approach, which improved team efficiency.”

### 3. DISC Self-Assessment Review (20-25 minutes)

**Objective:** To help participants understand and reflect on their DISC results, which they have already completed online.

**Introduction:** "Now that everyone has their DISC Assessment results, let's take some time to review and reflect on what your individual profiles reveal about your personality and behavior in different settings."

**Group Discussion:** "Break into small groups based on your major DISC type — Dominant, Influencing, Steady, or Compliant. In your groups, discuss the following:

- How do you see these traits playing out in your personal and professional life?
- Were there any surprises or new insights you gained from the assessment?
- Are there parts you disagree with or want to clarify?

**Sharing Insights:** "After discussing in small groups, we'll reconvene and have a few volunteers share their insights with the larger group. This will help us understand the variety of experiences and perspectives within our team."

## Leader's Role:

- **Facilitating Discussion:** As the leader, your role is to facilitate the group discussions, ensuring that everyone has a chance to share and reflect. You might want to walk around the room, listen in on the conversations, and gently guide participants to deeper insights if needed.
- **Encouraging Openness:** Invite participants to be open about their experiences with their DISC type and how it resonates (or doesn't) with their self-perception. This can lead to rich, meaningful discussions that enhance the learning experience for everyone.

This segment helps participants connect with their DISC profiles on a deeper level, setting the stage for the subsequent workshop activities where they will apply these insights to real-world scenarios.

## ***Optional Section: Minor Types (20-25 minutes)***

While the DISC model identifies a primary personality type for each individual, many people also exhibit traits of secondary or even tertiary types. These minor types can significantly influence how a person expresses their primary type, creating a more nuanced and flexible behavior profile.

**What Are Minor Types?:** "Minor types are the secondary and tertiary traits that complement a person's primary DISC type. For example, someone with a Dominant (D) primary type might also exhibit characteristics of the Influencing (I) or Compliant (C) types. This blend can create a personality that is both assertive and persuasive, or goal-oriented and detail-focused."

**Impact on Behavior:** "These minor types can either soften or enhance the dominant traits. For instance, a Compliant/Steady (C/S) individual may approach projects with a detailed eye but also incorporate the perspectives of others on their team. On the other hand, an Influencing/Steady (I/S) individual might combine enthusiasm with a strong sense of loyalty and support for their team."



## Discussion Activity:

- **Engage Participants:** Ask participants to reflect on their DISC assessment results and identify any secondary or even tertiary types they also scored in. Encourage them to discuss how these minor types influence their primary type.
- **Questions to Consider:**
  - ▶ How does your minor type enhance or soften the traits of your primary DISC type?
  - ▶ In what situations do you notice your secondary or tertiary traits coming to the forefront?
  - ▶ How do these overlapping traits impact your interactions with others in the workplace?

This exploration of minor types provides a richer understanding of the DISC model, allowing participants to see themselves not just as a single type but as a blend of characteristics that adapt and change depending on the situation.

## 4. How DISC Types Interact (25-30 minutes)

**Objective:** To explore how different DISC types interact in the workplace and how understanding these dynamics can improve teamwork and communication.

**Introduction:** "Now that we've explored the four DISC types, let's discuss how these different personalities interact in a workplace setting. Understanding these dynamics can help us work together more effectively."

### Group Discussion:

- **Dominant with Influencing:** "How does a focus on results interact with a focus on people and relationships? What strengths and potential conflicts might arise?"
- **Steady with Compliant:** "How do these two types collaborate on tasks that require both attention to detail and patience? What challenges might they face?"
- **Dominant with Steady:** "How can a driven, results-oriented approach be balanced with a need for stability and support?"
- **Influencing with Compliant:** "How do creativity and attention to detail complement or clash with one another?"

## Key Points to Discuss:

- **Complementary Strengths:** Highlight how each DISC type brings unique strengths to the table, contributing to a well-rounded team.
- **Potential Conflicts:** Discuss common areas where different DISC types might clash and how to navigate these situations.
- **Strategies for Collaboration:** Provide practical tips for working with different DISC types, such as adjusting communication styles, setting clear expectations, and finding common ground.

**Optional:** Use real-world examples or case studies to illustrate these interactions in action.

## 5. Application and Scenarios (20-30 minutes)

**Objective:** To explore how DISC types interact in different scenarios.

**Instructions:**

- **Scenario Presentation:** "Let's look at some real-world scenarios and discuss how different DISC types might handle them."
- **Group Activity:** Divide participants into small groups and assign each group a scenario. Use scenarios that highlight workplace situations, such as team meetings, conflict resolution, or project management.
- **Discussion:** After each group has discussed their scenario, bring everyone back together and have each group share their insights.

### ***Scenario I: Team Meeting - Setting Priorities***

The team is gathered to discuss the priorities for the upcoming quarter. The company has several projects in the pipeline, but resources are limited, and not all projects can be prioritized.

- How might a **Dominant** type approach setting priorities? (Likely to push for quick, decisive action and focus on high-impact projects).

- How would an **Influencing** type contribute? (May emphasize projects that involve collaboration and have the potential to inspire the team).
- How might a **Steady** type feel in this situation? (Could advocate for maintaining consistency and ensuring that the team isn't overwhelmed).
- What about a **Compliant** type? (Would likely focus on data and detailed analysis to determine which projects are most feasible and align with company standards).

### ***Scenario II: Conflict Resolution - Disagreement Over Strategy***

Two team members are in a disagreement over the direction of a key project. One believes the project should move quickly to capture market opportunities, while the other believes more research and analysis are needed before proceeding.

- How would a **Dominant** type handle the disagreement? (Might push for immediate action, possibly sidelining concerns to maintain momentum).
- How could an **Influencing** type help? (May try to mediate by finding a solution that keeps everyone motivated and aligned).

- What would a **Steady** type do? (Likely to try to calm the situation and find a compromise that everyone can live with).
- How might a **Compliant** type respond? (Would likely insist on more data and thorough analysis before making a decision).

### ***Scenario III: Project Management - Tight Deadlines***

The team is working on a project with a tight deadline. There's pressure from upper management to deliver results quickly, but the team is worried about maintaining quality.

- How might a **Dominant** type lead the team under pressure? (Would likely push the team hard to meet the deadline, focusing on speed and results).
- What role would an **Influencing** type play? (Could help keep the team's morale high, ensuring that stress doesn't lead to burnout).
- How would a **Steady** type contribute? (Might focus on keeping the team steady and calm, ensuring that everyone stays on track without getting overwhelmed).
- What concerns would a **Compliant** type raise? (Would likely emphasize the importance of maintaining quality, even under tight deadlines, and might advocate for more time if needed).

## ***Scenario IV: Innovation and Change - Introducing a New Process***

The company is introducing a new process that will streamline operations but requires the team to learn new software and change their workflow.

- How would a **Dominant** type respond to the change? (Might be eager to implement the change quickly and efficiently, seeing it as a way to improve results).
- How would an **Influencing** type handle the situation? (Could act as a cheerleader for the change, helping others see the benefits and stay positive).
- How might a **Steady** type react? (Could be resistant to change, preferring the comfort of familiar processes and might need reassurance).
- How would a **Compliant** type approach the new process? (Would likely want to fully understand the new software and processes before adopting them, focusing on accuracy and detail).

## ***Scenario V: Cross-Department Collaboration - Merging Teams***

Two departments are being merged into one, and there's tension about how to integrate the teams' different working styles and priorities.

- How might a **Dominant** type assert their preferences? (May try to take charge of the situation, setting the direction for the new, combined team).
- How could an **Influencing** type ease the transition? (Might work to build relationships between the two teams, emphasizing collaboration and shared goals).
- How would a **Steady** type support the merge? (Would likely focus on ensuring that everyone feels included and that the transition is smooth and stress-free).
- What role would a **Compliant** type play? (Could work on ensuring that both teams understand and adhere to the new procedures, focusing on creating clear, structured processes).

**Optional:** Use role-playing to act out the scenarios, with participants embodying different DISC types.



## 6. Closing Activity and Conclusion (20-25 minutes)

**Objective:** To reinforce the knowledge gained during the workshop in a fun, interactive way and to wrap up the session by summarizing key insights and encouraging participants to apply what they've learned.

### DISC Quiz Show

- **Introduction:** "As we approach the end of our session, let's test your DISC knowledge with a quick and fun quiz show! Get ready to buzz in and answer questions about the DISC model."
- **Quiz Questions:** Split participants into two teams and use the prepared questions, which cover everything from basic concepts to deeper insights about the DISC model. You can find these at: [discassess.com/games](http://discassess.com/games).
- **Scoring:** Keep track of points on a whiteboard. The team with the most points at the end wins a small prize or simply the satisfaction of their superior DISC knowledge!

### Summary of Key Points:

- "Today, we've explored the DISC model in depth, examining how each personality type — Dominant, Influencing, Steady, and Compliant — brings unique strengths and challenges to the workplace."

- "We've discussed how understanding these differences can enhance communication, collaboration, and overall team dynamics."
- "Through scenarios and discussions, we've seen how each type can contribute to solving problems, leading projects, and resolving conflicts by leveraging their natural tendencies and strengths."

### **Application of Insights:**

- "The true power of the DISC model lies in its application. I encourage each of you to take the insights you've gained today and apply them in your everyday interactions. Adjusting your communication style to better connect with colleagues, or recognizing when to lean on the strengths of others, can lead to significant improvements in how you work together as a team."
- "Remember, the goal isn't to change who you are, but to understand how you can better navigate the differences in personality types to build stronger, more effective relationships."

**Final Thought:** "The DISC model is more than just a tool; it's a framework for understanding ourselves and each other better. By embracing this understanding, we can create more harmonious,

productive, and successful environments—both at work and in our personal lives. Thank you again for being a part of this journey."

This combined activity and conclusion ensure that participants leave the workshop not only with reinforced knowledge but also with a clear sense of how to apply what they've learned in their personal and professional lives.

## Additional Resources and Tools

For more resources on using the DISC model with groups, check out:

- [Free Printable Profiles](#), PDFs with word cloud for each type — print these for each team member and post them at their workstation for others to see and learn their type
- [Special Event T-Shirts](#), great for retreats, conferences, and special events where each attendee can proudly display their DISC type
- [Poster of the DISC Wheel](#), excellent for displaying at a seminar or in your office
- [Training with DISC: 30 Games & Team Building Exercises](#) by Jason Hedge
- The [Christian DISC®](#), a faith-based version of the DISC designed for churches and faith-based organizations