

**INTRODUCTION**

## LEARN ABOUT YOUR STRENGTHS AND WHAT HAPPENS IF THEY ARE OVERUSED (Module is 18 pages: only 7 pgs shown)

<b>SUGGESTED TIME:</b>	60-90 minutes THIS MODULE is PART of Course Outline
<b>DESCRIPTION:</b>	Everybody likes to succeed. So when we find something we do well (like analyzing, empathizing, inspiring, or directing), we often find as many opportunities as possible to use those abilities. This module helps participants learn about the strengths that are associated with their styles and explore how these assets have helped them succeed in the past. They also discover how overusing these talents can actually hinder their success.
<b>GOALS:</b>	<p>This module is designed to help participants:</p> <ul style="list-style-type: none"> <li>• Identify the strengths of the different DiSC® styles</li> <li>• Recognize how personal strengths have contributed to their past successes</li> <li>• Understand how their strengths can be overused</li> </ul>
<b>QUICK REFERENCE:</b>	<p><b>CONTENT IN THESE 4 STEPS - PPT &amp; DVD TO USE ARE ON LEFT</b></p> <p><b>Step 1. APPRECIATING STRENGTHS</b> Participants use QuikDiSC® cards to identify and share the strengths of their fellow group members.</p> <p><b>Step 2. RECOGNIZING STRENGTHS AND IDENTIFYING OVERUSES</b> <i>PART 1: Recognizing Strengths.</i> Participants are grouped by their styles, watch video segments, and discuss the strengths of each style.  <i>PART 2: Identifying Overused Strengths.</i> Groups identify commonly overused strengths of each style.</p> <p><b>Step 3. EXPLORING YOUR STRENGTHS AND OVERUSES</b> Participants use their reports to explore the personal strengths that have helped them succeed in the past, as well as how these strengths have been overused. They then share their findings with partners.</p> <p style="text-align: right;"><b><i>Continued on reverse</i></b></p>

**Small Group Activity**  
QuikDiSC® Cards  
HO 5-1  
PPT 5-1 – PPT 5-5

**Small Group Activity**  
Everything DiSC DVD  
HO 5-2 – HO 5-3  
PPT 5-6 – PPT 5-10  
Colored stickers

**Large Group Activity**  
HO 5-4  
*DiSC Classic* paper p. 7  
PPT 5-11 – PPT 5-12 OR  
*DiSC Classic 2.0* pp. 5-9  
PPT 5-11, PPT 5-13 – PPT 5-16 OR  
*DiSC PPSS Behavioral Tendency*  
Continuum  
PPT 5-11, PPT 5-17

# INTRODUCTION

**Individual Activity**  
HO 5-5 – HO 5-10  
PPT 5-18 – PPT 5-21

## **Step 4. REFLECTION AND ACTION PLAN**

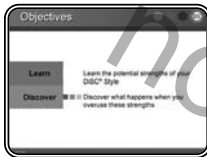
Participants reflect on a situation where they overused their strengths and write an action plan to avoid this in the future.

Sample  
not for training use

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



PPT 5-1  
LEARN ABOUT  
YOUR STRENGTHS  
AND WHAT  
HAPPENS IF THEY  
ARE OVERUSED



PPT 5-2  
OBJECTIVES SHOWS WHICH POWERPOINT TO USE

## SAY SHADED AREAS ARE SCRIPT YOU USE

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.

## Step 1. APPRECIATING STRENGTHS



### SMALL GROUP ACTIVITY



PPT 5-3  
APPRECIATING  
STRENGTHS

### 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 his or her 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.*

### 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.

# FACILITATION

## 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.

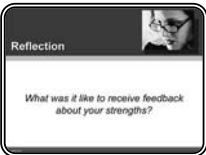
Give the person the card you selected.

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. Provide HO 5-1 to participants if they don't already have it.*

**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.



PPT 5-4  
REFLECTION



HO 5-1  
APPRECIATING STRENGTHS

**TRANSITION**

## ASK

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

*Wait for responses.*

## INSTRUCT

Take a minute to record the words you received and your thoughts on the “Appreciating Strengths” handout.

*Allow about one minute for participants to complete the handout.*

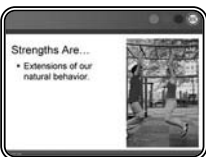
**NOTE TO FACILITATOR:**

DIRECT PARTICIPANTS TO THE HANDOUT IF THEY ALREADY HAVE IT, OR DISTRIBUTE IT IF NECESSARY.

## EXPLAIN **SHOWS TO LEFT WHICH POWERPOINT TO USE**

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.



PPT 5-5  
STRENGTHS ARE...

# FACILITATION

## Step 2. RECOGNIZING STRENGTHS AND IDENTIFYING OVERUSES: RECOGNIZING STRENGTHS

### SAY **SHOWS SCRIPT, ACTIVITY, & TOOLS TO USE**

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.



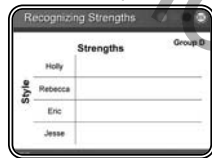
#### SMALL GROUP ACTIVITY

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 PPT 5-6.



PPT 5-6  
RECOGNIZING  
STRENGTHS



### EXPLAIN

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

Draw three horizontal lines 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	
Style	Holly		
	Rebecca		
	Eric		
	Jesse		

# FACILITATION



EVERYTHING  
DiSC® DVD



HO 5-2  
RECOGNIZING  
STRENGTHS



PPT 5-7  
RECOGNIZING  
STRENGTHS

**EXPLAIN SHOWS WHICH PART OF DVD TO USE**

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

**INSTRUCT SHOWS WHICH HANDOUT TO USE**

While we're watching the video, think about each person's strengths and take notes on the handout titled "Recognizing Strengths."

After each person is done talking, 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 video?

*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:**

DIRECT PARTICIPANTS TO THE HANDOUT IF THEY ALREADY HAVE IT, OR DISTRIBUTE IT IF NECESSARY.

**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.

# FACILITATION

## INSTRUCT

**Recorders, record the information from your group in the first row.**

*Choose "Continue" on the DVD to show Rebecca, then allow three minutes for groups to record Rebecca's strengths.*

*Repeat for the remaining two DiSC styles (Eric and Jesse). Allow three minutes after each section for the groups to record the strengths they saw.*

## DEBRIEF

### ASK

**What style was Holly?**

*Wait for participants to respond. Holly is the D-Dominance style.*

## INSTRUCT

**Recorders, please put a "D" for Dominance by Holly's name.**

### ASK

**What did the "i," "S," and "C" groups record as strengths for Holly?**

*Wait for the "i," "S," and "C" groups to give their feedback.*

*Listen for answers like strong, efficient, fearless, confident, and hardworking.*

### ASK

**"D's," did you come up with anything different?**

#### Management Application:

Ask participants these questions for further dialogue:

- Do you think the people you supervise would agree with the strengths listed? Why or why not?
- How might their perspectives be different?
- Do the people you supervise have different strengths from yours?
- Does this present any challenges to you or them?

#### NOTE TO FACILITATOR:

IF YOU COMPLETED INSIGHT MODULE 7, ENCOURAGE PARTICIPANTS TO USE THEIR PEOPLE-READING GUIDES TO IDENTIFY THE STYLES.