



HR/DISC Course Outline

3 Day Training

Day 1: 8 hours

DISC and YOU:

- 1 hour – Introduction and Ground Rules
- 1 hour – Decoding words and yourself
- 1 hour – Introduction to DISC
- 1 hour – What are the 2 questions that DISC addresses?
- 1 hour – Teach through guided discussions about individual needs
- 1 hour – Address questions such as: What is the purpose of DISC? What can we measure with DISC?
- 2 hours – Big Reveal of the “DOT” – What personality am I?

Day 2: 8 hours

All about Working with Others:

- 1 hour – Teach through discussions about a change in the way you look at yourself after realizing your personality trait
- 7 hours – Teaching:
 - Why DISC?
 - How many styles are associated with DISC?
 - Does the inclination of the “DOT” matter?
 - Reading and analyzing your story
 - Reviewing different priorities
 - What are your stressors and motivators?
 - What are the different motivators, stressors, fears and limitations of different personality traits

- Developing a deeper understanding of different personalities
- Developing an understanding on how your personality reacts to other personalities
- How to connect with other personalities
- How to problem solve with similar and other personalities
- Strategies to use when things get tense between different personalities
- How to use your words effectively
- How to accept and share ideas with similar and other personalities
- How to plan and strategize with other personalities
- Reviewing and summarizing the day with the Interaction Guide

Day 3: 8 hours

It's all about the Team and Sales:

- .5 hour – Review of Day 2. Develop an understanding of how individuals see themselves
- 7 hours – Teaching:
 - Looking at your team
 - Discussing and teaching how to understand the personality of other team members through team view report
 - Teaching through the Group Report:
 - How do we lead based on the different personalities in our team?
 - Crafting a vision
 - Building alignment around that vision
 - Bringing our vision to life by execution and working with others
 - What are your group's leadership strengths?
 - What are your group's leadership challenges?
 - Teaching through the Comparison Report:
 - How and where does your team fit on the DISC map?
 - What are your team's strengths and weaknesses?
 - Teaching Sales through DISC:
 - Where is your "DOT"?
 - What are your priorities?
 - What is your shading?

- What are your sales strengths?
 - What are your sales weaknesses?
 - Recognizing different buying styles based on individual personality types
 - What are some of the buying behaviors that can help you identify different personalities?
 - Understanding what drives and motivates different personalities
 - What do different personalities prioritize?
 - How to adapt to different customers to achieve sales
 - Based on your personality, how do you adapt to other personalities to sell to them?
 - What are different strategic interactions that you can have with your customers?
- .5 hour - Conclusion:
- Answering and addressing any questions