

| 4 Hour Lesson Plan<br>DISC Training Session 8-28- 2019 |       |       |  |   |
|--|-------|-------|--|---|
| (Green = Activities)                                   |       |       |  |   |
| (Blue = Short Movie Clips)                             |       |       |  |   |
| Time   | Min.  | Slide | Section  | Report Notes (DETAILED SCRIPT IN PPT "NOTE FORMAT")   |
|  |       | 1     | <b>Intro</b>   | No slide for "Intro Section"  |
| 15   |       | 1     | Increase Your Communication Success with DISC?                                 |   |
|  |       | 2     | Before We Dive In ...  | Write Name with natural hand, then switch. You can stretch!   |
|  |       | 3     | The Three P's: Purpose, Process Payoff   | You may want to rename Objectives   |
|  |       | 4     | Communication Success - Learn the DISC A, B, C's                               | Agenda  |
|  |       | 5     | <b>Part 1 - DISC Background</b>  |   |
| 5  |       | 6     | What is DISC? - Ride an elevator today? (ANIMATED)                             | 3 Ask them what do they observe in others   |
|  |       | 7     | History  | Keep in brief   |
| 5  |       | 8     | DISC Model - Since 1928 "Pace & Priority"                                      | Pace is the easiest one to identify because it is more visible.   |
| 5  |       | 9     | Motivation Match-up (ANIMATED)   |   |
|  |       | 10    | <b>Part 2 - Natural Style</b>  |   |
| 5  | 11,12 |       | Natural Graph II Explanation   | 6 Emphasize: Style not Skill, 24/7, Work & Home   |
|  | 13    |       | What Determines Natural Graph  | 6 Their Selection of "Least" when they took the Assessment  |
| 10   | 14-17 |       | D, I, S, C Graphs  | 6 Describe Styles-Orientation ; high, below & near Energy Line  |
| 5  | 18    |       | Natural Word Sketch  | 7 Have them stand & move around & share   |
| 15   | 19    |       | Identify DISC Styles (Show 4 Short Clips) (ANIMATED)                           | Tell attendees you'll be asking them to identify styles. Matt Damon - S, Gregory Peck - C, Julianna Margulies - D, George Clooney - I           |
| 5  | 20    |       | Team Styles  | Insert Your Group's Natural DISC Quadrant- See "Team Report" Pg 5   |
| 10   | 21,22 |       | Strengths, Communication Tips  | 11, 14 Ask Individuals to share their style examples  |
| 10   | 23    |       | Pair and Share - With a Different Style than Yours                             | 11,14 If participant did Pg 8, Summary Pg they can refer to Pg 8  |
|  |       | 24    | <b>Part 3 - Adaptive Style</b>   |   |
| 15   | 25    |       | Adaptive Graph   | 15 Explain Adaptive is a 1 day view & can represent a longer period too.  |
|  | 26    |       | What determines Adapted Graph results?   | Their Selection of "Most" when they took the Assessment   |
|  | 27    |       | Adaptive Word Sketch   | 16  |
|  | 28    |       | Similar or Different - Better?   | Emphasize it's ok if Natural & Adaptive are same or different.  |
|  | 29    |       | If needed ... Can you Stretch?   | Folding Arms Activity   |
|  |       | 30    | <b>Part 4 - Applying DISC</b>  |   |
| 10   | 31    |       | Overview of Four Basic Styles  |   |
|  | 32    |       | DISC Behaviors -Non-verbal Examples  | 18 Activity: Demonstrate handshakes in pairs.   |
| 10   | 33    |       | DISC Style - Name that Style Worksheet   | 19 Instructions   |
|  | 34-37 |       | Name that Style - Activity   | 19  |
| 5  | 38    |       | Prep for Trip to Visit another Country   | 20 Share story of your stretching &/or ask group for examples.  |
|  | 39    |       | DISC Styles - 2 Key Questions - Pace? Priority? (ANIMATED) (Show 1 Short Clip) | 25 "The Great Outdoors." John Candy - Steady...talks about family, nature & is calm. Dan Akroyd - Conscientious...elaborates in detail detail & |
|  | 40    |       | Behavior Styles ---<br>Communication Tips to Use with Each Style               | 21,22 Ask all to review & they will refer while doing Case Scenarios.   |
| 30   | 41    |       | DISC Styles: Case Scenarios (ANIMATED)   | 23,24 After each scenario discussion, then click  |
| 15   | 42-47 |       | A DISC Story   | Role Play with Jane & Carlos  |
| 25   | 48    |       | Email Decoding Activity  | 26 Introduction   |
|  | 49    |       | Email: Communication Tips  | 26 Instruction  |
|  | 50-53 |       | Email Decoding Worksheet (First do Email #4 as a large group.) (ANIMATED)      | 26,27 Then assign other 3 groups one of remaining emails to decode & respond to.  |
| 20   | 54-60 |       | Action Plan for All Four Styles  | 29 Participants just select 1 co-worker they know well  |
| 5  | 61    |       | What if this is your first encounter?  |   |
|  | 62    |       | Bonus Tip 1. Start as if they are a Steady Style.                              | 2. Then pay attention to their response & stretch if needed   |
| 5  | 63    |       | How DISC Supports Your Organization's Values                                   | Prior to Training tie Your Organization's Values with DISC  |
|  | 64    |       | DISC Tips  | Weekly Short Reminders. First D, following weeks I, S, C... (11 Series)   |
| 10   | 65    |       | What was your Key Insight? (Show 1 Movie Clip)                                 | "Patch Adams"- Robin Williams is Natural high I Style and flexes into a high C when conversing with his boss who is a high C.                   |

|  |  |    |  |  |  |
|--|--|----|--|--|--|
|  |  | 66 | How to Increase Communication Success? APPLY DISC<br>A,B,C |  | A,B,C Aware, Be open, Can do. Use Fun Ending. Have people stand if they are going to do emails, be in mtgs that day. Then self-applause. |
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