Everday's a DiSC Day

Activity time: 120 minutes
Facilitator must have in depth knowledge of DiSC

Instructions:

Divide the group into their primary DiSC styles.

1. Give the simple instruction: "Create a poster that reflects a 'Day in the Life' of your style: D, i, S, or C." Suggest questions they can answer based on the goals of this session:
- What's your first thought of the day?
- What makes it a great day? A bad day?
- How can we learn to best relate to you?
- How are you often misunderstood?
- What are your fears?
- What's most likely to drive you crazy during a work day?
- What are the contributions you bring to a team/organization?

2. Allow 10 minutes for the groups to work together on their posters and then have each group teach the other groups what they captured on their poster.
*It's important we a*llow the group to voice their own contributions, words, expressions.

After each group finishes their poster we will ask some follow-up questions such as.

- How do each style's posters differ? Did you notice the different approaches to creating posters?
- How do the traits of this Disc Style fit with Data Labs Values?
- How do the behaviours of this Disc Style fit with the Ladder of Accountability?
- Did each group work together in the same way? (how they decided who would write/draw, how long it took them to put something on the chart, which group volunteered to go first)

3. After each group has shared with the group, wrap it up by going around to each poster and adding the "Get it Factor" (the main motivation for each style – shortcut language)

    Get It Factor

    D: Get it Done!
    I: Get Recognition or Approval
    S: Get Along
    C: Get it Right

4. Facilitate a discussion of the strengths of each style and ask for examples of how they've seen these displayed. When does their team need each strength most? What are some examples of when or how they have had to stretch into another style of behaviour to accomplish a goal?

5. **Additional activity**

Discuss how people can overuse their strengths. Ask everyone to visit the posters not reflective of their style and place a dot (or make a mark) next to traits or actions they've seen overused or as a limitation. Once everyone has returned to their seats, ask for examples of observable behaviours that show how a marked item has been a limitation or barrier. What does "overly analytical" really look and feel like to non-Cs, for example? When does the group welcome and value deep analysis? When do prefer less? Allow enough time for discussion.

6. **Optional - DiSC Management (if we have time)**

Ask the group to explore a day in the life of a manager and ask these questions:

*   How does your management style contribute to your organization?
*   What are your management challenges as a D, i, S or C?
*   How have you been misunderstood as a manager (by direct reports or more senior management)?
*   What would your direct reports say is something you avoid or neglect that would make you a better manager?
*   What would you like to learn from another style?