

## Professional Development Institute

### DISC Online Assessment and Workshops

The DISC Training presents two highly interactive half-day workshops “Dynamic Communications & Enhanced Team Success” and “C’mon Man You’re Killing Me!” Prior to meeting, participants will complete a DISC on-line assessment. It will take participants about 15 minutes to complete and another 30 minutes to review the results prior to the workshop.

#### Workshop #1

#### Dynamic Communications & Enhanced Team Success

##### **The Key to Success: Dynamic Communications Focused on Results**

Achievers throughout history have one thing in common – they know themselves. This means they don’t underestimate what they can do, they don’t sell themselves short and they know their own strengths and limitations. More importantly, by understanding themselves, they are able to develop plans to overcome their shortcomings and take full advantage of their strengths to improve their communication with others. When this is channeled towards business results they are able to consistently accomplish more.

##### **Workshops Objectives**

Dynamic Communication & Enhanced Team Success was designed to help people win and achieve a greater degree of success in life and work. This workshop will open your eyes to a new way of viewing yourself and others and will allow you to discover how to communicate more effectively while achieving your organizational goals.

##### **Specifically, this workshop will help you:**

- Understand your own behavioral design
- Recognize, understand and appreciate others’ behavioral designs
- Adapt your behaviors for enhanced communication, understanding and relationships
- Identify behavioral styles by observing tone of voice, words, body language and pace
- Understand how to enhance team dynamics to accomplish specific business goals
- Identify specific actions you need to take to be more effective within the organization

##### **The workshop will utilize the DISC behavior model**

What is DISC? DISC measures observable behavior and emotions. Behaviors are considered to be the “how” of your life and are apparent in the things you do and how you act. DISC is the language of people watching, or observing behavior and emotions. Behavioral characteristics are categorized into four dimensions of normal behavior, which are referred to as DISC:

- D - Dominance
- I - Influence
- S - Steadiness
- C - Compliance



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## Workshop #2 C'mon Man You're Killing Me

### **The Key to Success:**

C'mon Man will focus on understanding the dynamics we encounter in the workplace and accepting that perfect workplace relationships are impossible. While highly effective workplace relationships can and will exist when you are empowered with a better understanding of yourself and those around you.

### **Workshops Objectives**

C'mon Man, will help you develop strategies in how to deal with these sometimes challenging workplace situations.

### **Specifically, this workshop will help you:**

- Identify the impact of negative relationships
- Learn why we have conflicts in the workplace
- Learn the various roles one takes on in the workplace: The Hero, Caretaker, Entertainer, Peacemaker and Invisible One
- Understand how some roles may be problematic to yourself and your relationships at work and how to avoid getting “stuck” in these roles
- Learn what “Conflict” really is and what the indicators of conflict are
- Learn how conflict can be constructive and destructive
- Understand the various styles in which we respond to conflict
- Learn how we communicate in 4 ways – passive, passive-aggressive, aggressive or assertive
- Learn communication skills and strategies to improve your relationships within the workplace and in your personal life.

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### **Investment:**

- DISC Assessment \$ 75/person (Discounted price, Suggested Retail is \$90).
- Workshops \$ 1,500 each

### **Outcomes for each participant include:**

- Better understanding of self and others
- Tools to be more effective in working with diverse teams
- Tools for driving results when faced with difficult or uncooperative people
- Specific goals and actions to be more effective

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