

Team Building with DISC

1 Day

ABOUT DISC

The DISC Profile is a nonjudgmental tool for understanding behavioral types and personality styles. It helps people explore behavior across four primary dimensions:

- **Dominance:** To the point, decisive and bottom line oriented. These people tend to be independent and results driven. They are strong-willed people who enjoy challenges, taking action, and immediate results.
- **Influence:** Optimistic and outgoing. They tend to be highly social and outgoing. They prefer participating on teams, sharing thoughts, and entertaining and energizing others.
- **Steadiness:** Empathetic & Cooperative. These people tend to be team players and are supportive and helpful to others. They prefer being behind the scene, working in consistent and predictable ways. They are often good listeners and avoid change and conflict
- **Conscientiousness:** Concerned, Cautious & Correct. These people are often focused on details and quality. They plan ahead, constantly check for accuracy, and what to know "how" and "why".

PROGRAMME OUTLINE

Morning First Half	<p>Gather and Introduction</p> <ul style="list-style-type: none"> • Group Formation Activities • Scissors-Paper-Stone <p>1st Phase Warm-Up Activity</p> <ul style="list-style-type: none"> • Group Name • Running Hoop (Physical Rate: 2) <p>These two interactive activities (games) aim at warming up the teams and bringing together the team members in a loud and fun way. These sets the tone for the teams to move more and more from trying to carve out a competitive edge to working out a team-focus solution.</p> <p>DiSC® Jamboree- DiSC Administration</p>
	<ul style="list-style-type: none"> • Tea Break
Morning Second Half	<p>2nd Phase DiSC® Profile Interpretation</p> <ul style="list-style-type: none"> • Looking at the 15 Classical Patterns <p>Participants will be introduced to the DiSC® concept and the</p>

	<p>importance of the power of perception using the Marston theory on DiSC. Participants will get interpretation for their profiles along the format of the 15 classical patterns.</p> <p>DiSC@ Strengths – Weaknesses Facilitation</p> <p>Participants will be introduced to their individual profile strengths and weaknesses. Groups will discuss on how to take necessary steps to address the differences.</p>
	Lunch Break
Afternoon First Half	<p>3rd Phase</p> <p>Amazing Maze (Physical Rate: 3)</p> <p>Popular Team Activity. Different teams will have to work with each other to achieve customers' satisfaction and effective outcomes. Teams will experience a 'cross-over' cooperation situation where they must strategize to achieve maximum results. (Requirement: Big Open Space: either on beach or in ballroom)</p> <p>Debrief:</p> <ul style="list-style-type: none"> • Success is found in effective collaboration and communication. • Success lies in drawing in participation from other team members. • We cannot succeed alone. • Differences are strength not weakness.
	Tea Break
Afternoon Second Half	<p>4th Phase</p> <ul style="list-style-type: none"> • The Octopus (Physical Rate: 4) <p>An activity that requires collaboration, trust, teamwork and communication skill. Participants learn to lead one another. In today's workplace where cross functional activities occur, this is an ideal activity to bring home the message of building rapport, pacing and leading others.</p> <p>Debrief:</p> <ul style="list-style-type: none"> • Taking initiative to make necessary changes • Forging greater trust • How to create Effective Communication • How to Pace and Lead others <p>Action Plan</p> <ul style="list-style-type: none"> • Action Steps Moving Forward