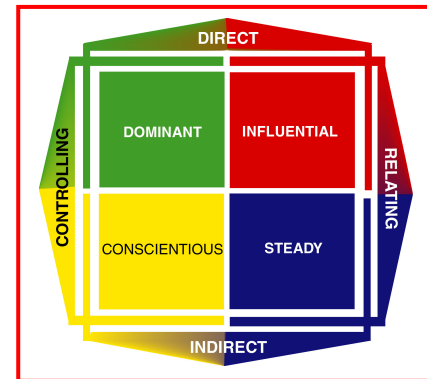


DISC Personality Style Profile: ***Working Together With Style***

What makes people act and communicate as they do? What makes one person focus on facts while another focuses on the big picture? What makes one person embrace teamwork while another person prefers to work alone? What makes one person act quickly while another person takes time to analyze the situation?

Understanding different personality styles and how to communicate more effectively with them is at the core of becoming an effective coach, team player and individual contributor.



If we could recommend one foundational program for managers and teams to complete, this would be it! The profile provides a starting point for people to gain insight into themselves and build productive business relationships.

In the **DISC Personality Style Profile: Working Together with Style** program each person learns about their own style as well as the style of the members of their team. This program helps identify communication styles, information gathering preferences and decision-making criteria. Learning about and accepting each person's style leads to a more productive working relationship. It's a practical and proven approach that allows members of a team to work together effectively.

Outcomes:

- Provide unique insights into people's orientations, priorities, and motives in carrying out their work and relating to others
- Create an awareness of the differences between people, and emphasize the need to modify or adapt personal styles to improve outcomes related to effective work performance
- Enhance organization development programs addressing such issues as problem solving and decision making, time management, interpersonal relations, conflict management, teambuilding, and organizational change



Content:

The program's specific content areas include:

Applications for the Personality Style Profile: Leadership - An important aspect in leading others is to clearly understand yourself - your style, your talents and your blind spots. Understand how others perceive you and how you can adapt your own style to be an effective leader.

Coaching - Managers can use the information from the profile to understand the motivations and behavioral styles of his or her team members and then learn to adapt his or her style to best influence and communicate with individuals, the purpose of which is to positively impact performance and results.

TeamBuilding - Helps members on a team understand and appreciate their fellow team members, valuing their unique talents, strengths, and abilities.

Conflict Management - Helps define areas of similarity and areas of potential conflict between people and members of the team.

Sales - Helps sales people identify customer personality styles and adapt their approach to the style of the customer ultimately leading to a shortened sales cycle.

Personality Style Profile - Two Types of Instruments: Self Scoring Version - This is a quick and simple to use behavioral styles instrument. Participants choose the words that most and least describe them and score the profile. The outcome is a graph and a description of his or her preferred behavioral style.

Comprehensive Report - This report offers more in-depth information than the self-scoring version. After the participant completes the Personal Styles Response Form, BreakThroughs' software generates a comprehensive report explaining the participant's preferred behavioral style. The report also includes details regarding preferred communication style, approach to problem solving and conflict, best ways to motivate and manage and meet the needs of the individual.