

DiSC® in the County Workplace

EVERYTHING 

The Association of Minnesota Counties is offering Minnesota counties and AMC affiliate groups the opportunity to reserve a DiSC® class for their leadership teams (commissioners and department heads) or front line employees.

DiSC® programming is designed for Minnesota county government employees to develop stronger teams and more effective relationships. It can be used by everyone in an organization, regardless of title or role.

What is DiSC®?

DiSC® is a personal assessment tool used to improve work productivity, teamwork and communication. DiSC® is non-judgmental and helps people discuss their behavioral differences. If you participate in a DiSC® program, you'll be asked to complete a series of questions that produce a detailed report about your personality and behavior.

Participants will:

- Discover their DiSC® style
- Understand their reactions to coworkers
- Build more effective work relationships

AMC is excited to now be able to offer members and affiliates three modules of the DiSC® Program at a discounted rate.

* Module 1 is required prior to modules 2 and 3.

MODULE 1: “DISCOVERING YOUR DiSC® STYLE”

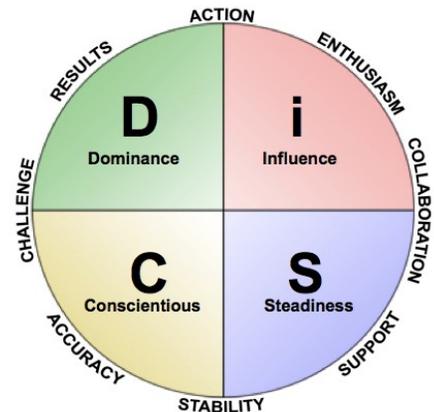
Length: 90 minutes

Goals:

- Learn about the DiSC® model and the *Everything DiSC® Workplace Map*
- Identify your style and explore the priorities that drive you during your workday
- Discover the similarities and differences among the DiSC® styles

Activity Description:

Participants walk through the framework of the DiSC® model and watch a video that introduces the model. They learn about their DiSC® styles, how their priorities influence their actions, and what motivates and stresses them. They then create flipchart descriptions of a day in the life of their styles and share them with the large group. Finally, they reflect on what they've learned and write down ideas they want to remember.



MODULE 2: “UNDERSTANDING OTHER STYLES”

Length: 90 minutes

Goals:

- Discover your reactions to different DiSC® styles.
- Identify what works for you and what challenges you when working with each style.
- Use the DiSC® model to understand the people you work with every day.

Activity Description:

Participants watch video segments introducing four coworkers in a game-show format and decide who they would most and least like to work with. They get into groups according to the character they least want to work with. They read about how they might react to that character, then record on a handout what is difficult and what works for them when working with that style. They share with their small groups and create a flipchart showing what's difficult and what works.

MODULE 3: “BUILDING MORE EFFECTIVE RELATIONSHIPS”

Length: 90 minutes

Goals:

- Learn how others have bridged their differences using DiSC®
- Practice using DiSC® to build more effective relationships at work
- Write an action plan for building more effective relationships

Activity Description:

Participants watch video segments of coworkers describing their challenges working with each DiSC® style and the strategies they use to overcome these obstacles. They then learn personalized strategies for building a more effective relationship with one style of their choosing. Participants select one overall strategy and write an action plan for using it in their workplace. Finally, they complete the front side of the *Everything DiSC® Workplace Style Guide* to display in their workspace.

Program Costs & Details

Instructor: Heather Bandeen, AMC Education Director

Program Fees:

- **Individualized Pre-Workshop Online Assessment (required*):** \$50 per participant
- **½ Day Workshop:** \$400 plus instructor mileage
- **Full Day Workshop:** \$700 plus instructor mileage

The individualized “Everything DiSC® Workplace” online analysis is required for each person to complete prior to the workshop. Each participant must take the assessment online at least 14 days before the workshop and the results, individually tailored for each participant, will be distributed at the workshop. The online cost of this assessment is \$50.00 per person. AMC is charged this amount for each instrument from the Wiley Corporation who has copyright for the Everything DiSC® instrument.

For more information or to schedule DiSC® programming in your county, please contact Heather Bandeen at AMC at hbandeen@mncounties.org.