TRAINING OUTLINE

COURSE TITLE	From Personality to Performance "DISC + LSP"
DURATION	2 days

Introduction

Your values, motivations and personality have the power to drive your success or your failure at work or at home. DISC is a model of human behavior that helps people understand why they do what they do.

This 2-day engaging workshop incorporates a DISC behavior assessment and leverage the innovative LEGO® Serious Play® methodology shall give a more complete understanding of yourself and others. It enhances your ability to use your natural personality or communication style to better collaborate with others in order to become a more influential professional and leader.

Training Objective

- Increase your self-knowledge: how you respond to conflict, what motivates you, what causes you stress and how you solve problems
- Develop skills in using LEGO® Serious Play as a tool for self-reflection and communication
- Implement best practices on how to adapt one's style to better communicate and influence others
- Identify motivation factors for different DISC profiles and learn how to leverage them in the workplace
- Enhance personal performance and contribute values to team success

Who Should Attend?

Executive, Team leaders and Managers

Learning Methodologies

Interactive lecture, individual sharing, case studies discussion, videos playing and intellectual games

Course Content

Understanding the DISC Personality Model

- Introduction to DISC Profiling - Understanding different personality styles (Dominance, Influence, Steadiness, Conscientiousness)
- DISC assessment to discover their personality profile - Reflect on individual results and what they reveal about behaviors tendencies

Self-Awareness with DISC

- Understanding of the four personality styles and their key traits
- Activity: Build models using LEGO® bricks Build your personality – How do you see yourself?
- Presents their model, explaining how their personality type manifests in real-life situations and impact their work performance

SWOT Analysis for Peak Performance

- Exploring Johari Window Model to identify known and unknown areas
- Recognize the strength and weakness of each style
- Activity: Build a model that represents own strength and weakness
- Reflection technique: Pair-and-share feedback session to deepen understanding of strengths, weaknesses, and behavioral tendencies

Motivation & Inner Drive

- Exploring intrinsic vs. extrinsic motivation
- LEGO Serious Play Activity: Build your "Personal Motivational Engine"
- Connection to DISC: How do different DISC types stay motivated?

Stress Factors & Resilience Building

- Identifying stressors based on DISC personality types
- LEGO Serious Play Activity: Create your "Stress Monster" and "Resilience Shield"
- Techniques to manage stress effectively
- Building resilience to overcome challenges

Leverage DISC for Effective Communication

- Understanding how each DISC profile communicates in the workplace
- LEGO® Communication Activity: Build a model representing a communication challenge related to your DISC type
- Exploring how to adapt communication styles to effectively interact with other DISC types

DISC Influence Team Dynamic

- Introduction to how different DISC profiles interact in a team environment
- Discuss how team values differ across DISC types and they contribute the values to the team
- The Interaction Table – Human Relations vs Work Task
- Group presentations and discussions on how diverse teams can leverage strengths