

Organizations worldwide have embraced the language of DiSC[®], pioneered by Inscape Publishing over 30 years ago. Millions of people have gained insight about themselves and others through our DiSC-based learning instruments. The DiSC model provides nonjudgmental language for exploring behavioral issues across four primary dimensions:

- **Dominance: Direct and Decisive.** D's are strong-willed, strong-minded people who like accepting challenges, taking action, and getting immediate results.
- **Influence: Optimistic and Outgoing.** I's are "people people" who like participating on teams, sharing ideas, and energizing and entertaining others.
- **Steadiness: Sympathetic and Cooperative.** S's are helpful people who like working behind the scenes, performing in consistent and predictable ways, and being good listeners.
- **Conscientiousness: Concerned and Correct.** C's are sticklers for quality and like planning ahead, employing systematic approaches, and checking and re-checking for accuracy.

A key to developing an open, supportive and productive environment is for the individuals to become more aware, knowledgeable and accountable for their personal behavior and its impact on others. This training is to help participants understand and consciously adjust the behaviors they tend to engage in most often.

DiSC is a tool that measures and reports behavioral tendencies. The training session will help individuals to understand their own reports and how to use this knowledge for increased productivity.

Pre-Work

As pre-work, participants will complete the DiSC profile response form online. Once complete, the form will automatically email to UTC.

Training Session

The basics of DiSC will be explained so that the participants have a working knowledge of the four behavioral styles. During the session, participants will receive copies of their personal DiSC reports and will be provided an opportunity to read the information. The learnings will be applied to facilitation style and how to read the style of participants.