

# Taking Flight with DISC



Take Flight Learning

## Overview

The *Taking Flight with DISC* training program is a refreshing, reimagined approach to traditional personality styles workshops. The program is built around four key concepts: self-awareness, social awareness, flexibility and culture. While the most self-aware people are the most successful people, those who can read others and adapt to meet their needs are even more so. This session teaches the DISC styles so individuals can develop new ways of treating others while being true to themselves.

Participants will discover how they unconsciously impose their style on others and sometimes even try to change the people around them because after all, “my way is the right way.” The exercises and discussions help them understand the needs, tendencies, motivators and fears of the people in their lives. We then channel that awareness into action by providing the skills to flexibly adapt to others by anticipating their needs and displaying the right behavior at the right time. Participants will also learn how to apply the four styles to improving team dynamics and organizational culture.

## Why birds instead of letters?

By relating the four personality styles to four birds, *Taking Flight with DISC* breathes new life into the tried and true DISC model. First introduced by Merrick Rosenberg in his books, *Taking Flight!* and *The Chameleon*, the birds add colorful energy and help provide visual cues that embody the traits of the four styles.

### The D-I-S-C Letters

- People don't remember what the letters stand for
- Individuals forget their style after several weeks
- People rarely apply new skills based on the letters
- The letters fail to get ingrained into the culture

By linking direct Eagles to the Dominant style, social Parrots to the Interactive style, compassionate Doves to the Supportive style, and logical Owls to the Conscientious style, people remember the styles like never before. To apply new wisdom, they must remember it! A year from now when people using the classic letters are asking questions such as, “What does the D stand for?”, those who learned about the birds will still recall that an Eagle is direct, confident and bottom-line. You will soon be noticing birds everywhere, from desktops to conversations in team meetings. The four styles will become embedded into your culture.

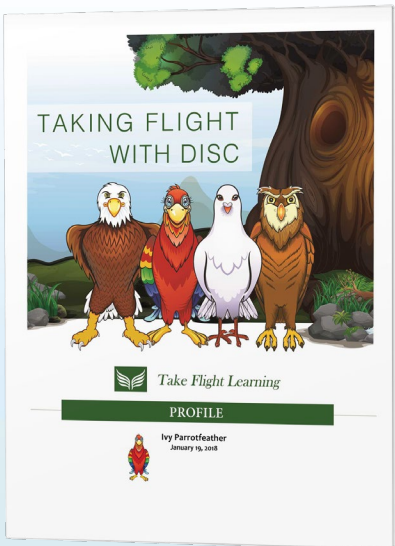


### The Birds

- Eagles, Parrots, Doves and Owls intuitively embody each style's meaning
- Little time is needed to teach the styles
- People learn more effectively through visual imagery
- People proudly display their bird style on their desk and the buzz goes viral



# Outline



Prior to attending the *Taking Flight with DISC* session, participants complete a 10-15 minute online assessment. The algorithm that generates the report has been utilized by more than 10 million people. The *Taking Flight with DISC* profile is beautifully designed with personalized information about your style and how to tap into the power of your personality.

The session begins with a quick overview of the four styles. In contrast to most DISC training programs in which the facilitator must explain the styles, the participants are able to intuit the traits of Eagles, Parrots, Doves and Owls. The participants start off by sharing their knowledge of the four styles and continue to be active contributors, offering insights based on their own experiences of the styles throughout the session.

Activities enable the participants to not only understand their own style, but also how their behavior impacts others. They will learn how to determine the styles of others by tuning into their behavior, their body language, and several other clues. Imagine shaking someone's hand or reading a single email and being able to identify their style so you can adapt immediately to what that person needs.

Beyond flexing to one individual, *Taking Flight with DISC* explores team dynamics based on the styles. What if your team was comprised of all Eagles? They would be vastly different than a team of Doves. Or what if your group had no Owls or Parrots? How would that impact your culture and results? This session teaches participants how to understand and capitalize on the styles to drive team success.

Prior to the final goal-setting component, this session gives participants time to reflect on the "shadow side" of the styles. They will learn that when they use their strengths, they create personal and professional success. However, when they overuse their greatest assets, they become their greatest liabilities. By utilizing strengths without overusing them and flexing to the styles of others, participants will be able to build strong relationships, self-direct their careers, and drive organizational success.





## Outcomes

The *Taking Flight with DISC* Session will help participants to:

- Deeply understand their own style through the *Taking Flight with DISC* profile
- Quickly read the styles of others and instantly flex to meet their needs
- Tap into their natural gifts to capitalize on their strengths
- Avoid overusing their strengths so they don't become liabilities
- Infuse the four styles into their organizational culture so they are used every day
- Build stronger relationships, communicate more effectively, become empowering leaders, and co-create a more engaging and productive work environment

## This session includes:

- An introduction to the four styles, including background information about their origin
- Activities to heighten style awareness about how they act when communicating, listening, taking risks, managing stress, providing feedback, delegating work, managing conflict, responding to change and more!
- Style-flexing exercises to gain the ability to adapt to anyone in any situation
- Tools to improve team dynamics by capitalizing on each person's strengths
- Action planning to turn insights into sustained results



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