



EVERYTHING DiSC® WORKPLACE™ VIDEO VIEWING GUIDE

The *Everything DiSC® Workplace™* video helps people build more effective working relationships using the power of DiSC®. It includes 14 segments of contemporary, workplace-specific video. The video works three ways: as standalone video clips, integrated with the *Everything DiSC Workplace* facilitation PowerPoint®, or integrated with your custom PowerPoint. See www.everythingdisc.com/workplace/help for more detailed information.

This manual provides an overview of the video content as it appears in the DVD_Format_Video file, located in the Facilitation Materials folder. Like the *Everything DiSC Workplace Profile* and facilitation materials, the video helps people

- Discover their DiSC styles
- Understand their reactions to other styles
- Build more effective work relationships



The Workplace introduces the DiSC model and describes the four DiSC styles.

Page 2

Choose Your Coworker uses a game show host to introduce four coworkers of different DiSC styles to elicit people's instinctive reaction to each style.

Page 2

Workplace Strategies includes interviews with coworkers describing the challenges of working with each DiSC style and strategies they have used to become more effective in their relationships.

Page 3

People Reading shows one actor modeling various DiSC styles.

Page 6

THE WORKPLACE

TOTAL LENGTH: 7 MINUTES



This video segment introduces participants to the DiSC® model. In fable style, it tells the story of a dysfunctional workplace that was transformed by discovering the importance of building effective relationships. It then describes the DiSC model and the priorities of each style, showing how this information can help improve workplace relationships.

USING THE WORKPLACE SEGMENT IN FACILITATION

This video is used in Module 1, where it introduces participants to *Everything DiSC® Workplace™* and explains the benefits of Everything DiSC as a tool for building more effective relationships within organizations.

CHOOSE YOUR COWORKER

TOTAL LENGTH: 5 MINUTES



This video segment lets participants experience their instinctive reactions to the four DiSC styles. Greta is a game show host who interviews four different coworkers. They answer her questions according to their DiSC styles, which are not revealed. Though phrased somewhat differently with each coworker, the basic interview questions are:

- How would you describe yourself in the workplace?
- What are your pet peeves?
- What may be difficult about working with you?
- How do you handle conflict?

After completing the interviews, Greta invites the audience to choose the coworker they want to work with the most and the one they want to work with the least.

USING THE CHOOSE YOUR COWORKER SEGMENT IN FACILITATION

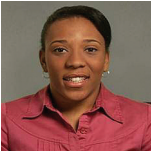
This segment is used in Module 2, where it helps participants experience their initial reactions to each style. After watching this segment, they choose the coworker they'd most like to work with and the coworker they'd least like to work with, and discuss their choices with a partner.

CARLOS (D COWORKER)



Carlos describes himself as driven, assertive, and goal-oriented. He hates it when people waste time and overanalyze things. He's been told he's too blunt, but he defends this by saying he's not trying to hurt anyone's feelings – he just calls it like he sees it. Carlos admits that conflict can sometimes fuel him, and he'll pursue it because he thinks he's right and needs to prove his point.

CHRISTIANA (S COWORKER)



Christiana describes herself as friendly, patient, and helpful. She's someone people can get along with, easygoing, and a team player. Her pet peeves are bullheadedness and a lack of concern for others' input. She realizes that she can be indecisive, but she explains that it's nice to get others' opinions before making a big decision. She wants to be sure no one will get upset. Christiana doesn't like conflict. She tries to defuse the situation, never going head-on with anyone.

ANNA (i COWORKER)



Anna describes herself as energetic and high-spirited. She really likes getting to know people and bringing them together to work as a team. She has trouble working with people who won't talk things out when they're upset and instead bring others down with them. She realizes that her coworkers may not think she takes things seriously, and she notes that being too social can sometimes sidetrack meetings. Anna tries to make light of conflict situations, because she knows that if she gets too involved, she may get overly emotional and say things she'll regret.

JESSE (C COWORKER)



Jesse describes himself as reliable. He's a private person, preferring to work alone because it allows him to focus and get more done. He doesn't like when people don't have their thoughts organized before meeting with him. Jesse admits that he's not comfortable with the emotion displayed in conflict situations. He prefers to keep a distance so he can look at things rationally and separate facts from feelings. When that doesn't work, he withdraws and refuses to talk about it.

WORKPLACE STRATEGIES

TOTAL LENGTH: 10 MINUTES



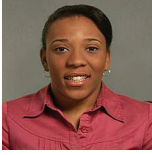
The segments in this collection help participants learn specific strategies for working with different DiSC® styles. There are four different video segments showing Greta interviewing three of the coworkers from the game show about what it's like to work with the fourth coworker. She asks them about the challenges they've experienced and strategies they've used to make the relationship more effective.

USING THE WORKPLACE STRATEGIES SEGMENTS IN FACILITATION

These segments are used in Module 3, where they help participants see different approaches to working more effectively with each DiSC style. After watching these segments, participants can create an action plan for working more effectively with their coworkers. There are four segments, each described on pages 4 and 5.

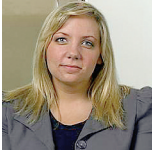
Workplace Strategies continues on next page

WORKING WITH CARLOS (D COWORKER)



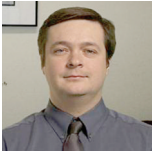
CHRISTIANA (S COWORKER)

Christiana initially saw Carlos as very determined and persistent, and she admits that he could be a little intimidating. She now realizes that Carlos would prefer that she be straightforward with him, and she speaks up when she feels he's being too forceful.



ANNA (i COWORKER)

Anna likes Carlos' intensity, and she appreciates his passion for his work and that he keeps things moving. However, she thinks he can be abrupt and impatient at times. She has learned to let him know that she'd like him to hear her out, even if he already agrees with her and is ready to move on. She understands that he just wants to get things done, so she tries to get to the point more quickly.



JESSE (C COWORKER)

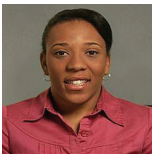
Jesse likes that Carlos says what he's thinking and cuts to the chase. He admits there is tension when Carlos is really pushy with an ambitious idea, and in the past, Jesse would respond by running through arguments in his head. Jesse's current strategy is to try to keep an open mind, not to say "no" immediately, and ask Carlos for some time to do research or talk to his team.

WORKING WITH ANNA (i COWORKER)



CARLOS (D COWORKER)

Carlos appreciates Anna's energy and that she's always moving. He has trouble when Anna wants to keep talking about things, even after he understands her idea and wants to go with it. He's learned to let her talk things out and show his appreciation for what she's doing.



CHRISTIANA (S COWORKER)

Christiana thinks Anna is cheerful and fun, and they get along really well. However, she admits that working with Anna can sometimes be chaotic. Anna is energetic and likes starting new things, but loses interest with routine. Christiana has learned to let Anna be herself, but she speaks up when things move off track or get dropped after the initial excitement.



JESSE (C COWORKER)

Jesse agrees with Christiana that Anna's excitement helps their team move and create. He finds it more difficult when Anna exaggerates and tries to sell him on an idea without providing real answers to his questions. Her emotional energy makes him nervous. He has learned to acknowledge her emotions and let her know that he's really hearing her. Then he can tell her about his reservations without coming off as critical or aloof.

WORKING WITH CHRISTIANA (S COWORKER)



ANNA (I COWORKER)

Anna thinks Christiana is very considerate, helpful, and always willing to listen. Sometimes, though, she feels that Christiana is slowing things down because of her cautious nature. When Anna looks at it from Christiana's point of view, she realizes that it can seem chaotic when she's coming at Christiana with a million different ideas or changing things too much. Now, they work together to establish timelines that they're both comfortable with.



JESSE (C COWORKER)

Jesse appreciates how Christiana takes her time and works systematically to get things right. She's told him, though, that she feels criticized when he gives her feedback. Now he's learned to point out the things he likes as well as the things he doesn't. He's realized that his logical approach can come across as harsh or judgmental.



CARLOS (D COWORKER)

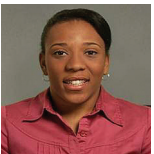
Carlos thinks that everyone gets along with Christiana. He does get frustrated when she's wishy-washy, because it's difficult for him to tell if she's on board or just trying to be nice. However, he's realized that he was coming across as too forceful. Now he tries to pause and give her time to talk. He asks for her opinions and lets her know that he hears her point of view, but he admits that it's not easy.

WORKING WITH JESSE (C COWORKER)



ANNA (I COWORKER)

Anna likes that Jesse is really dependable and good at analysis. However, she sometimes feels he's being overly critical and expects everything to be perfect. She also thinks Jesse is hard to read because of his reserved nature. Now that she knows him better, Anna has accepted that Jesse is more private than she is, and that when he points out things that are wrong, he's not trying to be mean. She appreciates that he checks her work and that he brings structure to the team.



CHRISTIANA (S COWORKER)

A shared appreciation for structure makes it easy for Christiana to work with Jesse. She agrees with Anna, though, that it's difficult to deal with his silence. When they first met, it was hard for her to tell if he didn't like her or was upset. Now she accepts that he is very reflective. If he seems impersonal, it's not a sign that he doesn't like her. She reminds herself that he's just more skeptical by nature.

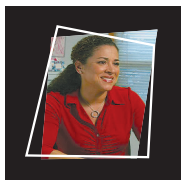


CARLOS (D COWORKER)

Carlos doesn't mind Jesse's skepticism since he shares the same quality, and he appreciates that Jesse really knows his stuff. Carlos' biggest challenge with him is that Jesse can be stubborn and needs absolute proof before agreeing to anything. Carlos now realizes that pressuring Jesse to agree with him just causes him to dig his heels in deeper. Carlos has learned to just state his position logically and give Jesse time to exercise caution and make his own decision.

PEOPLE READING (FOR OPTIONAL ACTIVITY)

TOTAL LENGTH: 4 MINUTES

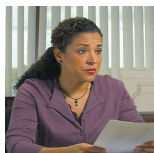


The 30-second segments in this collection provide an opportunity for participants to learn how to read people's DiSC® styles through the people-reading process. One actor, Jen, plays all of the styles in order to keep participants focused on the behaviors and not on the individual. It also helps convey the subtlety involved in determining DiSC styles.

USING THE PEOPLE READING SEGMENTS IN FACILITATION

Six of the eight segments are used in an optional people-reading activity that helps participants understand the people they work with. In the facilitation materials, Scenarios 1-6 are used in the order shown below, but they are designed to be played in any sequence that works for your training. Scenarios 5 and 6 feature a combination of styles, and are likely to be more challenging for participants. You may swap or add Scenarios 7 and 8 in your facilitation if you prefer.

SCENARIO 1



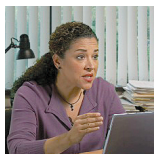
C style: In this scenario, Jen is cautious and reserved as she provides an improved outline. She reveals her C style through her focus on accuracy and analysis. Her systematic approach and logical reasoning are also characteristic of her style. She allows time for her colleague to read and process the information before going into more depth.

SCENARIO 2



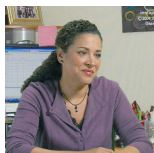
i style: In this scenario, Jen is fast-paced and high-spirited, showing her enthusiasm about an upcoming brainstorming meeting. Her expressive nature and her interest in getting everyone involved reveal her i style. Her people-oriented nature is apparent through her interest in networking. She also gets excited about working with people who have lots of new ideas.

SCENARIO 3



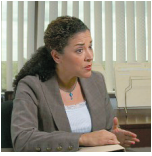
D style: In this scenario, Jen is outspoken and assertive. Her impatience while reading the plan and her eagerness to get going show her fast-paced D style. She is straightforward and somewhat blunt, showing her determination to get things done. She also shows a willingness to assert control in order to ensure speedy results.

SCENARIO 4



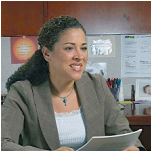
S style: In this scenario, Jen is accepting and warm, and her accommodating approach reveals her S style. She expresses a sincere willingness to help and shows empathy. She also requests plenty of notice about changes, and she shows consideration for others' needs.

SCENARIO 5



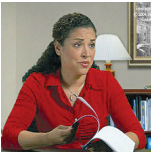
CD or DC style: In this scenario, Jen is skeptical and direct. She expresses her frustration openly. Her desire to be prepared and her no-nonsense approach illustrate her CD or DC style. Jen's preference is to get things done right the first time. She's also ready to push for what she needs.

SCENARIO 6



iS or Si style: In this scenario, Jen is warm and accepting. Her friendly approach and interest in collaboration reveal her iS or Si style. Jen wants to get everyone involved, yet she is willing to let someone else take the lead. She also wants to make sure that the team has fun while being productive.

SCENARIO 7



D style: In this scenario, Jen is fast-paced and direct. Her bluntness and impatience illustrate her D style. She is irritated with how they've been going around in circles without making a decision. She expresses her willingness to take matters into her own hands and confront others to get the job done.

SCENARIO 8



S style: In this scenario, Jen is warm and apologetic. She expresses her willingness to take on an extra task to support others, and this accommodating approach illustrates her S style. She is moderate-paced and soft-spoken, and she shows that she is both humble and obliging when she goes out of her way to make things easy for her colleague.

