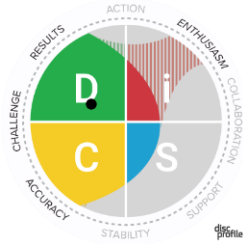


NACS Taking Flight with DISC Program

DISC Basics

DISC is a personal assessment tool used by more than one million people every year to help improve teamwork, communication, and productivity in the workplace. DISC assessments are used in thousands of organizations around the world, from sprawling government agencies and Fortune 500 companies to nonprofits and small businesses. DISC profiles help build stronger, more effective working relationships.



The DISC model provides a common language people can use to better understand themselves and those they interact with—and then use this knowledge to reduce conflict and improve working relationships.

Key Areas Influenced by DiSC Assessment and Training:

- Communication
- Coaching
- Change management
- Managing through conflict
- Working in teams

Taking Flight with DISC



The Taking Flight with DISC training program is based on the tried-and-true DISC personality styles model as represented by Eagles (the Dominant D style), Parrots (the Interactive I style), Doves (the Supportive S style), and Owls (the Conscientious C style). Instead of using letters that have to be memorized, the birds are intuitive. The intuitive nature and “stickiness” of the birds allows participants to instantly connect with styles and remember them over the long-term.

The report offers powerful insights into dealing with other styles and how people can better manage through potentially difficult situations.

The Taking Flight with DISC program promotes new skill development by linking the styles to important core skills. Since neuroscience states, neurons that wire together fire together, the Taking Flight with DISC session wires DISC to existing knowledge, allowing the styles to trigger right when you need them.

Participants will learn how to utilize the four styles when communicating and listening to others, providing feedback, taking risks, coping with stress, dealing with change,

managing time, working in teams, and more. By building on existing knowledge, Take Flight Learning's brain-friendly approach makes new DISC insights immediately accessible in the moment they are needed.

Through interactive exercises, participants discover how often they impose their style on others and how the simple shift to treating people how they need to be treated will strengthen relationships and increase effectiveness.

NACS Offer:

NACS facilitators that have been certified with Merrick Rosenberg to conduct Taking Flight with DISC conduct the interactive training onsite at your location.

Participants (class sizes can range from 8 to 30 attendees) receive:

- A full personalized Taking Flight with DISC profile based on a pre-work assessment taken before the training
- A desktop sized bird to display
- A workbook where they will conduct group and individual exercises throughout the day and can refer back to

As a result of this course, participants will be able to:

- Utilize the four styles when communicating and listening to others
- Manage and coach team members based on THEIR personal styles
- Reduce conflict among team members by using a styled approach
- Tone down overuse of negative style traits

Costs:

- The cost to bring this program to your organization is a flat facilitator travel fee (\$500 for locations in the continental US) + \$300 per participant, which includes the assessment and all materials.
- The host organization is responsible for securing a training room/facility and all food/beverage for the day.
- A/V and room setup needs will be discussed based on the host facility.

Taking Flight with DISC: Full Day Training/Debrief Sample Agenda

Time	Agenda
9:00-9:15	Icebreaker- A guess at your style
9:15-9:30	Introduction; The History of Styles
9:30-10:15	Activities: Which Style are You?; Buying a Car
10:15-10:45	Your Results: Reveal and deep dive into styles
10:45-11:15	Activities: Break Room; Style Polarities
11:15-11:30	<i>Break</i>
11:30-12:20	Identifying styles: Greetings activity, famous styles, combination styles, decision tree
12:20-1:00	<i>Break for lunch</i>
1:00-1:30	Showing flexibility with others: Home rule, email
1:30-2:45	Team Dynamics: Perception and Reality activity; Grid; Appreciating other styles; Which bird are they; team dynamics
2:45-3:00	<i>Break</i>
3:00-3:15	Activity: Strengths and Challenges; Self Reflection
3:15-3:45	Toning Down Overuse; Action Planning