



TRUITY



# DISC IN THE WORKPLACE

*Understand yourself and your team to improve communication and teamwork*

**A Presentation Guide for Trainers and Managers**



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# Introduction

*Welcome to the Disc @ Work!*

We've all heard the golden rule, "Do to others what you would have them do to you."

Unfortunately, this assumes we're all the same, which we clearly are not!

One of the best ways to understand our similarities and differences is through the power of DISC. Used by over one million individuals, businesses and organizations every year, the DISC model helps people not only understand their own drivers and behaviors in the workplace, but also identify those same things in others. When everyone on a team takes the assessment, managers get a common framework to view each employee – unlocking a host of "a-ha" moments to guide decision-making.

Meant to be paired with your team's [DISC Personality Assessment reports](#) and our [slide presentation](#), this guide will provide the fundamentals you need to explain DISC and the way it influences behaviors in the workplace, as well as run a workshop for your team. Each section contains a "snapshot" table of the main takeaways, for those with limited prep time, and then additional detail for those who want to dive in further.

Get ready to **unlock the power**  
of your work team!

# Before you Begin

This guide is designed for managers, team leaders, trainers and human resources professionals who have used Truity's DISC for the Workplace assessment with their work teams.

As a facilitator, you may have a general understanding of the principles of DISC, but you do not need to be an expert. The information contained in this guide is intended to bring you up to speed on the salient aspects of DISC, giving you everything you need to lead a fun and enlightening workshop.

The complete kit comprises three parts: a **study guide** to help you learn about DISC in advance of the session, a **script**, complete with group activities, which you may follow to ensure a successful session, and a **slideshow** to provide a visual component to your presentation. The study guide and script are included in this document. The slideshow link is [here](#).

## To get started:

1. Have your team members take Truity's DISC Personality Assessment and read their reports.
2. Read through the study guide to familiarize yourself with the basic concepts of DISC.
3. Review the workshop script and list of team activities – you can follow this exactly or use it as a framework for presenting the material to your group.
4. Make a copy of the workshop slides to create a slideshow for your team. Remove the first slide as directed.
5. **Note:** The full workshop contains a section on the eight DISC subtypes. If time is limited, we recommend that you focus your presentation around the four main DISC types and omit the section on subtypes. To do so, **remove slides 25-29** from the slide deck and **omit the part of the script** that refers to these slides.



70% of Fortune 500 companies use DISC to develop solid and effective teams.

# Understanding DISC

## What is DISC?

DISC is an acronym for **Drive, Influence, Support and Clarity**. Because there are only four basic behavioral styles in the DISC system, it is easy to learn. Yet, despite its simplicity, the DISC Personality Assessment describes some of the most fundamental differences between individuals. The DISC is a powerful tool in terms of understanding why people do what they do – and then using this knowledge to reduce conflict and improve relationships, leadership and communication in the workplace.



### What's in a name?

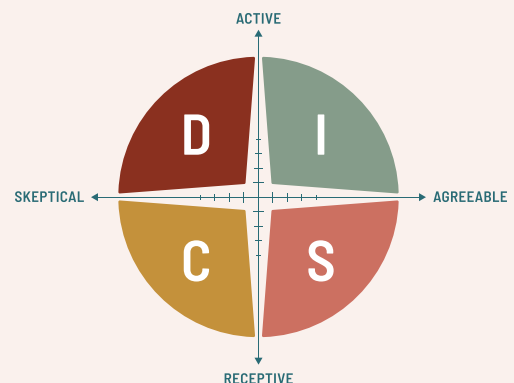
When American psychologist William Moulton Marston created DISC, he gave different names to the four basic personality types: **Dominance, Inducement, Submission** and **Compliance**. Some years later, these names were changed to **Dominance, Influence, Steadiness** and **Conscientiousness**, as the original names were deemed to be too negative! Many still use this terminology, but we prefer the words **Drive, Influence, Support**, and **Clarity** as they are more user-friendly and easily understood today.

## What Does the DISC Diagram Mean?

As an assessment tool, DISC is designed to measure two fundamental 'axes' of a person's behavior:

1. Their SKEPTICISM versus their AGREEABLENESS, and
2. Whether they are more ACTIVE or more RECEPTIVE.

Taken together, these two axes form a grid, where each quadrant represents one of the four DISC personality types.





## **The full guide is only available to Truity @ Work users.**

- If you are a Truity @ Work customer, please log into your account to access the full versions of all training materials.
- For more information on testing your team with the Truity @ Work platform, click here: [Personality Tests for Business](#).
- To purchase test credits for the Truity @ Work platform, click here: [Purchase Test Credits](#).

**Questions? [Click here to contact us.](#)**