

Courtesy of Your Life's Path

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DiSC Facilitation Recommendations for Small Team Meetings and Retreats using the Everything DiSC Workplace Profile Report and Everything DiSC Facilitator Report:

For retreats and team meetings with Everything DiSC, we generally recommend that the team leader convene a meeting/session with the team *after* the team has completed their **Everything DiSC Workplace Profile** assessments and has received their reports.

Ask that each person come to the meeting with their Everything DiSC Workplace Profile report and be ready to discuss the following points in a group conversation / round table format (feel free to customize based on specifics of your team):

- After you give the team your introduction on why you are taking them through the DiSC assessment and its benefits intended for the team moving forward, ask each person to share with the group as follows:
 - Their DiSC style and priorities (each person has 3-5 DiSC priorities near their dot placement)
 - What key 2-3 things they learned about themselves in their report
 - How others can best work with them
 - What DiSC strategies to do they want to put into practice or goals using DiSC would they like to set for themselves moving forward in their approach to their work and in their interactions with co-workers and customers
 - What are their thoughts as a group for using DiSC in the team culture on a regular basis moving forward

Whiteboard or document the key outcomes of the discussion above.

Also, you can go a step further and use the conversation starters (Issues to Consider) section of the **Everything DiSC Facilitator Report** to discuss with the group the team's culture, strengths, challenge areas and identify any issues that may be present on the team as it relates to the team's mission and work. Set goals to address those issues. Then monitor and measure progress to those goals every 30 days or so.

Remember to emphasize with the group that the practice and repetition of the tips, methods and strategies found in their DiSC profiles builds new skill and that is development. New skill development creates an elevated level of team effectiveness and performance and that is the ultimate Return on Investment (ROI) for the group in learning and using DiSC!