

# Summary of our Everything DiSC® Programs and Assessments

Everything DiSC is a new generation of behavior-based assessments using the latest research and testing. *It has been proven to improve productivity, reduce conflict and improve job satisfaction.* Our training programs align with the assessments which ensure the sessions are personalized and people walk away with the ability to use this information immediately in their everyday lives.

## **Everything DiSC Workplace – Available on the Catalyst Portal**

DiSC has been around for decades, helping people improve communications one relationship at a time. In this session, we explore the four primary work styles and guide employees through activities that help them feel safe and comfortable acknowledging differences and respectfully engaging with one another. The result is more effective and productive working relationships. Everything DiSC Workplace focuses on:

- Discovering your DiSC style
- Understanding other styles
- Building more effective relationships
- How to read and recognize styles

*Audience:* Individual Contributors or In-tact Team (all levels)

*Session Length:* 3 hours to full day (can be modularized)

## **Everything DiSC Management - Available on the Catalyst Portal**

This program offers managers a safe, fun way to understand the impact their behavior has on others, and they discover how others may respond to their style. Participants are provided the tools they need to coach and develop competent, motivated employees by gaining a deeper understanding of individual strengths and challenges. DiSC Management focuses on:

- Understanding the DiSC model
- The impact our behavior has on others
- Understanding what energizes and drains each style
- How to delegate, develop and motivate each style
- How to work with your boss

*Audience:* Aspiring Managers or Current Managers

*Session Length:* Full day recommended (can be modularized)

## **Everything DiSC Sales – Currently not available on the Catalyst Portal**

Sales professionals learn to increase their productivity by learning how to adapt their presentation to meet customer expectations in the sales process. In this session, we help the Rep discover their natural approach to selling, what gives them energy, how to read their customer's buying style and provide personalized strategies for adapting. DiSC Sales focuses on:

- Understanding the DiSC model
- Knowing the motivators and stressors associated with selling
- Learning to read the style of the customer
- Recognize what motivates each style
- See how each style approaches the buying and decision-making process
- Adapting the presentation accordingly

*Audience:* Sales and Service Representatives

*Session Length:* Full day recommended



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# Summary of our Everything DiSC® Programs and Assessments

## **\*Everything DiSC Work of Leaders – Currently not available on the Catalyst Portal**

While DiSC Management and Workplace sessions focus on improving one-to-one relationships, the Work of Leaders program is designed for the leader to learn ways to develop multiple relationships across the team by creating a vision, gaining alignment and ensuring successful execution of projects to achieve business objectives. Work of Leaders focuses on:

- Understanding the “work of a leader” and what drives them
- 8 dimensions of leadership influenced by DiSC style
- The relevance of Vision, Alignment and Execution
- The drivers behind each of the above
- Understanding both personally and as a team where strengths and gaps may lie
- Best practices connecting to real world demands providing a clear path for action

*Audience:* Leadership Teams (can also be used as a coaching tool)

*Session Length:* One full day or longer based on objectives

## **\*Everything DiSC Productive Conflict – Currently not available on the Catalyst Portal**

Conflict in the workplace is inevitable. This program teaches participants methods to openly share ideas and give and receive feedback in a way that fosters respect. This course builds important skills that are necessary for effective communication and teamwork by providing the keys to maintaining a well-balanced workplace. Individuals will learn to understand their behavior during conflict and develop problem solving skills needed to manage adversity within the team. In this course, participants will:

- Explore approaches to conflict and recognize their natural tendencies
- Identify the triggers that turn productive conflict behaviors into unproductive
- Learn strategies to work through conflict and adversity
- Ensure all team members feel heard and valued
- Make better and faster decisions

*Audience:* Employees at all levels

*Session Length:* 3 to 4 hours

## **\*Everything DiSC Agile EQ - Available on the Catalyst Portal**

Emotional Intelligence is critical to supporting a thriving, dynamic and agile culture. By combining the personal insights of DiSC with the development of increased emotional intelligence, participants learn a flexible approach to various workplace interactions. They will be able to stretch beyond their comfort zone in scenarios such as change, managing, increasing or decreasing their pace and more. Participant take-aways include the ability to:

- Recognize the instinctive mindsets that shape their responses and interactions
- Identify opportunities to stretch beyond what comes naturally to them
- Take action to become more agile in social and emotional situations

*Audience:* Employees at all levels

*Session Length:* 3 to 4 hours

**\* Note:** While built around the DiSC model, the Work of Leaders, Productive Conflict and Agile EQ programs and assessments are not designed to teach the fundamental DiSC principles. They introduce it, and may address the concepts, but we often expand the DiSC theories if participants do not have a foundational knowledge of DiSC.



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# Summary of our Everything DiSC® Programs and Assessments

## Additional Products and Resources

**Five Behaviors of a Cohesive Team:** Based on the best-selling book *The Five Dysfunctions of a Team* by Patrick Lencioni. This is “powered” by Everything DiSC.

This program helps teams have real discussions designed to move them forward. Teamwork is an untapped competitive advantage, and this program takes the positive approach to overcoming the dysfunctions that plague many teams today. This is not your typical “training” as it creates conversations and dialogue around real issues. The objectives include:

- Increase trust levels by learning to be vulnerable
- Engage in conflict around ideas and issues (not people)
- Make better and faster decisions
- Eliminate confusion and politics
- How to hold a peer accountable for their commitments
- Keeping a team focused on the common goal

*Audience:* Leadership Teams, Function Teams and Cross Functional Teams

*Session Length:* Our best practice is two full days

**Five Behaviors Personal Development:** An individual approach to learning about the behaviors in the model (versus rating the team) ***DiSC is not part of this programming.***

Also based on the model in the best-selling book by Patrick Lencioni, this program teaches individuals the behaviors that foster productive, collaborative teamwork. Within the course is a personal assessment and practical activities based around Trust, Conflict, Commitment, Accountability and Results. The course is rich in discussion and various exercises throughout. When your team members understand the behaviors expected of them, they become a more productive, high-functioning team. The intended outcomes encourage reaching better and faster decisions, collaborating and avoiding wasted time on politics and confusion. This course is designed to:

- Create best practice behaviors for teamwork
- Foster vulnerability-based trust
- Know how to have healthy, productive conflict with teammates
- Ensure team members feel valued and heard so they fully commit to a decision
- Create a culture of peer-to-peer accountability versus “telling the boss” or grumbling and complaining to others
- Achieve results in a collaborative manner where everyone feels respected

*Audience:* Individual Contributors, Cross Functional Teams, Functional Teams, Team members of the leaders who go through the Five Behaviors Team programming

*Session Length:* 3.5 hours (can be broken into modules)



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# Summary of our Everything DiSC® Programs and Assessments

## Everything DiSC Programs and Assessments Language Options

### **Everything DiSC Workplace**

#### Facilitation Kit:

- Chinese
- Danish
- English
- Estonian
- Finnish
- French
- German
- Japanese
- Norwegian
- Spanish
- Swedish

#### Assessments

- Bahasa Indonesian
- Chinese
- Danish
- Dutch
- English
- Estonian
- Finnish
- French
- German
- Italian
- Japanese
- Maltese
- Norwegian
- Polish
- Brazilian Portuguese
- European Portuguese
- Spanish
- Swedish
- Turkish

Interaction Guide and Style Guide  
English

### **Everything DiSC Management**

#### Facilitation Kits:

- Chinese
- English
- French

#### Assessments

- Brazilian Portuguese
- Chinese
- Danish
- English
- French
- Japanese
- Norwegian
- Spanish
- Swedish

### **Everything DiSC Management**

Interaction Guide: English



# Summary of our Everything DiSC® Programs and Assessments

## **Everything DiSC Work of Leaders – English only** (Facilitation Guide and Assessments)

### **Everything DiSC Productive Conflict**

#### Facilitation Kits:

- Chinese
- Danish
- English
- French
- Norwegian
- Swedish

#### Assessments:

- Chinese
- Danish
- English
- Finnish
- French
- German
- Norwegian
- Swedish

Interaction Guide: English

## **Everything DiSC Agile EQ – English only**

### **Five Behaviors**

**Cohesive Team Facilitation Kit** – Danish, English

**Cohesive Team Activities:** Danish, English, Norwegian, Swedish

**Personal Development Facilitation Kit** – English only

**Personal Development Activities:** Brazilian Portuguese, Dutch, English

**Please note:** Videos for all Everything DiSC Programs and Assessments are primarily in English and display corresponding alternative language subtitles with the following exceptions:

- Recently updated English videos for Workplace, Management and Sales have not been translated into other languages
- Only English Assessments are available for the Catalyst upgrade

The process for using assessments in other languages is for us to fill out a language request form (per language) with Wiley. Upon approval, they allow us to add it to your EPIC Account. The pricing may be different for each language. We will also confirm the pricing for Facilitation Kits if needed.

**Ask us about Everything DiSC and Five Behaviors Certification**



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