



# Building a High Performing Team

## Training Program

NAME:

DATE:

## THE 3 OUTCOMES



### Learning Self

(Why do I  
do that?)



### Communication Others

(Everyone is  
different)



### Teamwork Connection

(It is about  
we not me)

## THE 3 PARTS

01

### ABOUT YOU

Favourite ever peer?

Why?

Favourite Movie?

02

### ABOUT ME

18 years at it ...

Married 29 Years

Triathlete

03

### ABOUT US

Please use the chat!

## BEFORE WE START...

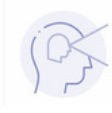
8

10


12

## WORKSHOP SLIDES


**In other words** 5




**Raise your self awareness**




**Make communication more productive**




**Be high performing**

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What do you hope to get out of this session?





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### NOTES / REFLECTION

Who could you say thank you to?


**THANKS**  
*for being awesome*



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**Part 1** 8

✓ **Learning Self**  
(Why do I do that?)

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### NOTES / REFLECTION

## ACTIVITY



What do you hope to get out of this session?

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## WORKSHOP SLIDES

### What is DISC?

9

DISC is a behaviour self-assessment tool originally based on the 1928 DISC emotional and behavioural theory of psychologist William Moulton Marston, which centered on four personality traits: Dominance, Inducement, Submission, and Compliance. This theory was then developed into a behavioural assessment tool by industrial psychologist Walter Vernon Clarke.

Marston was a lawyer and a psychologist; he also contributed to the first polygraph test, authored self-help books and created the character Wonder Woman. He generated the DISC characteristics of emotions and behavior of normal people (at the time, 'normal' had the meaning of 'typical' rather than an antonym for 'abnormal'). Marston hypothesized that our behaviour is influenced by 'psychonic energy' that is transferred through a web of nerve cells he named 'psychons'.

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[https://en.wikipedia.org/wiki/DISC\\_assessment](https://en.wikipedia.org/wiki/DISC_assessment)  
<https://www.onlinediscprofile.com/what-is-disc/disc-history/>

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### What is DISC?

10

He published his findings in his 1928 book called Emotions of normal people in which he explained that the four personality types (yellow, green, blue and red) arise as variations between people.

According to Marston, people illustrate their emotions using four behavior types: Dominance (D), Inducement (I), Submission (S), and Compliance (C). He argued that these behavioural types came from people's sense of self and their interaction with the environment.

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### NOTES / REFLECTION

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### How can you use DISC?

11

- A great learning tool
- Helpful for introspection
- Very accurate

The key pages are:  
9, 13, 15, 19, 29



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### Why it matters to you

12

- Page 9
- What makes sense, and what doesn't
- Please share



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### NOTES / REFLECTION

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## WORKSHOP SLIDES

### Why it really matters to you

- Page 13
- This is the key
- Please reflect



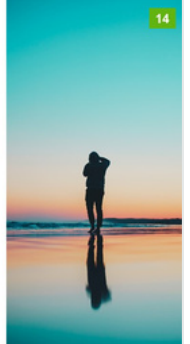
13

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### — This is a great skill

Introspection ...  
Comes before reflection ...



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### NOTES / REFLECTION

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### — Activity 1

#### In your Workbook:

Reflect on what your DISC means, what you have learnt about yourself



Lock it in

Can't be  
unwritten

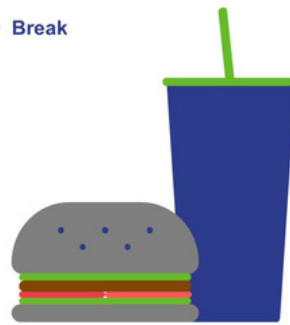
Make it  
happen

15

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### — Break



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### NOTES / REFLECTION

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## ACTIVITY



Reflect on what your DISC means, what you have learnt about yourself?

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## WORKSHOP SLIDES


Part 2 17


✓ **Communication**  
**Others**  
(Everyone is different)

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How you can improve your communication 18

- Page 29
- Communicating with different styles
- This is the 'Platinum Rule'




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### NOTES / REFLECTION

Part 3 19

✓ **Teamwork**  
**Connection**  
(it is about we not me)

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Another winner from your DISC workbook 20

- Page 15
- What do you need to tell others
- Please share



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### NOTES / REFLECTION

## WORKSHOP SLIDES

### Back to you ...

- Page 19
- How can you improve?
- Please share



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### Time to act

Make a commitment ...  
Make a change ...



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### NOTES / REFLECTION

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### Activity 2

#### In your Workbook:

Reflect on what your DISC means, and how you can apply what you have learnt to improving your interactions with others



Lock it in

Can't be unwritten

Make it happen

23

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#### Any Questions? We're here to help

We exist to support leaders to upgrade their mindset, upskill their leadership, and uplift their teams, to create psychologically safe and high performing teams!

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### NOTES / REFLECTION

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NOTES / REFLECTION

NOTES / REFLECTION



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