



 THE GUINEA GROUP

# Building a High Performing Team

With DISC Profiling

NAME:

DATE:

## FIRST THINGS FIRST...



### ABOUT YOU

Favourite Team  
Member?  
Why?  
Favourite Movie?



### ABOUT ME

Leadership Coach  
Married 30 years  
Triathlete



### ABOUT US

Open  
Honest  
Safe

## THE 4 OUTCOMES



LEARNING



ARTICULATION



ENGAGEMENT



DEMONSTRATION

## BEFORE WE START...

8

10

12

2

# WORKSHOP SLIDES

4



**WHAT DO YOU HOPE TO GET OUT OF THIS SESSION?**

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**SAYING "THANK YOU" ...**

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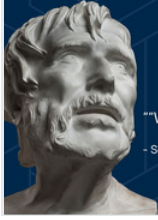
## NOTES / REFLECTION

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**1 Learning**

- HPTs
- Outputs
- Relationships

*"We learn not in the school, but in life"*  
- Seneca the Younger

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**But first ...**

**SCIENCE**

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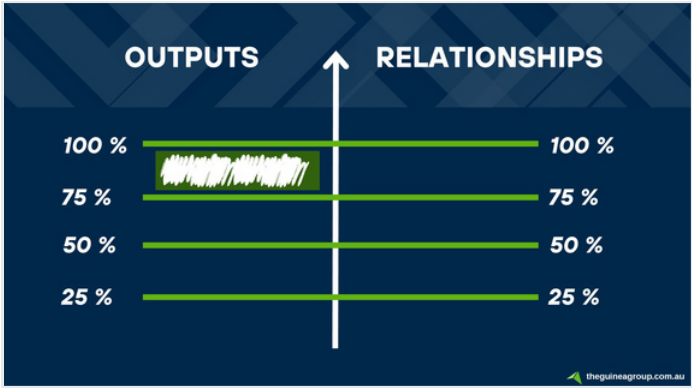
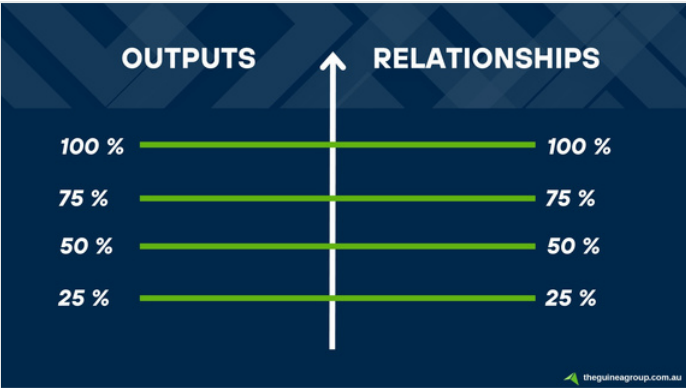
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# WORKSHOP SLIDES

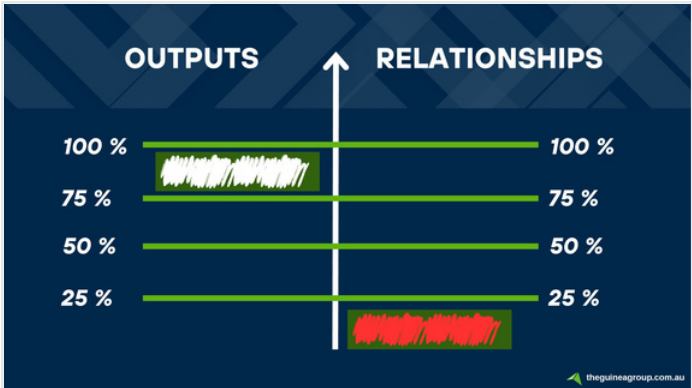
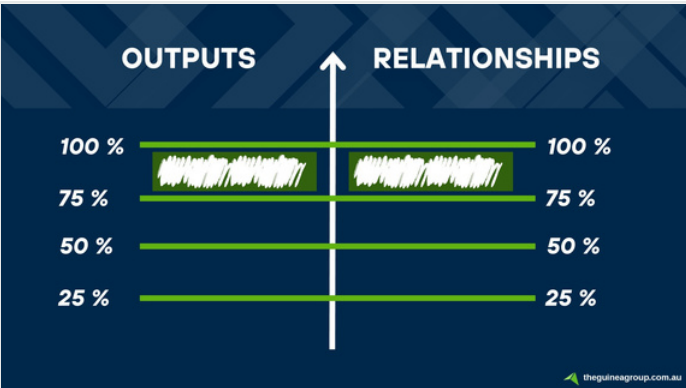


## NOTES / REFLECTION

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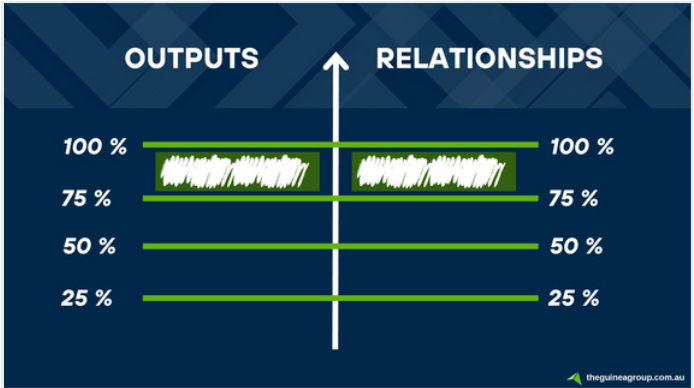
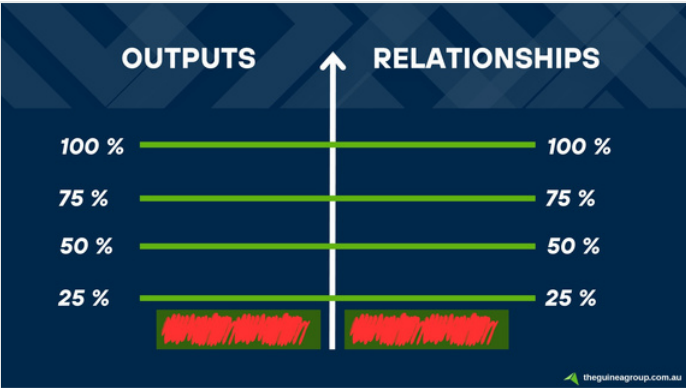
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# WORKSHOP SLIDES



## NOTES / REFLECTION

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## NOTES / REFLECTION

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# WORKSHOP SLIDES



**COMMIT  
COMMIT  
COMMIT**

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**CURRENT LEADERSHIP EVALUATION** 20



**WHERE ARE YOU STARTING?**

*It is important to evaluate where you feel you are at, currently, as what can be measured, can be managed and improved!*

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## NOTES / REFLECTION

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**UPGRADED LEADERSHIP EVALUATION** 21




**WHERE DID YOU GET TO?**

*We will do this survey again at the end of the program, to see how far we have all come!*

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**2 Engagement** 22

- What is Psychological Safety?
- Empathy?
- How are you perceived by others?



*"Be tolerant with others, and strict with yourself"*

- Marcus Aurelius

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## NOTES / REFLECTION

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# WORKSHOP SLIDES

PSYCHOLOGICAL SAFETY    DEPENDABILITY    STRUCTURE AND CLARITY    MEANING    IMPACT

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## CONNECTION IS ALL ABOUT EMPATHY

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### NOTES / REFLECTION

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26

## HOW DO OTHERS PERCEIVE YOU?

360°

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### 3 Articulation

- What is DISC?
- What is your DISC?
- What are other's DISC?

"The mind that is anxious about future events is miserable"

- Seneca the younger

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### NOTES / REFLECTION

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# WORKSHOP SLIDES

**THE DISC PROFILE**

*The DISC Model of Behavior was first proposed in 1928 by William Moulton Marston, a physiological psychologist, in his book Emotions of Normal People. Marston made a deliberate decision to focus only on psychological phenomena that were directly observable and measurable through objective means!*



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**YOUR DISC PROFILE HELPS YOU UNDERSTAND YOURSELF**



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## NOTES / REFLECTION

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**YOUR DISC PROFILE**

*Personally, what I love about DISC is the self-awareness piece, and the element of understanding yourself in a more meaningful way ... before you try and understand others!*

Check out pages 9, 13, 15



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**OTHERS DISC PROFILE**

*And the other thing that is to love about DISC profiling is the ability to be aware and empathise with other people, and to understand their communication styles! Winner!*

Check out pages 19, 29



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## NOTES / REFLECTION

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# WORKSHOP SLIDES

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**"People want to be treated according to their behavioural style, not yours."**



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**MAKING IT COUNT**

- Ask others
- Know others
- Practice this skill



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## NOTES / REFLECTION

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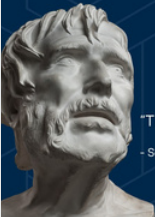
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**4 Demonstration**

- Emotional Intelligence
- Integrity
- Recognition



"The mind that is anxious about future events is miserable"  
- Seneca the younger

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**BRING YOUR EI**



	<b>SELF</b>	<b>SOCIAL</b>
<b>REGISTRATION</b>	<b>SELF-AWARENESS</b> Emotional Self-Awareness Accurate Self-Assessment Self-Confidence	<b>SOCIAL AWARENESS</b> Empathy Organisational Awareness Service Orientation
<b>REGULATION</b>	<b>SELF-MANAGEMENT</b> Self-Control Transparency Adaptability Achievement Drive Initiative	<b>RELATIONSHIP MANAGEMENT</b> Inspirational Leadership Developing Others Influence Change Catalyst Conflict Management Building Bonds Teamwork & Collaboration

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## NOTES / REFLECTION

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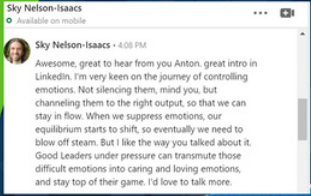
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# WORKSHOP SLIDES

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**"Emotional control is not about emotional suppression"**



**Sky Nelson-Isaacs**  
Available on mobile

**Sky Nelson-Isaacs** · 4:08 PM

Awesome, great to hear from you Anton, great intro in LinkedIn. I'm very keen on the journey of controlling emotions. Not silencing them, mind you, but channeling them to the right output, so that we can stay in flow. When we suppress emotions, our equilibrium starts to shift, so eventually we need to blow off steam. But I like the way you talked about it. Good Leaders under pressure can transmute those difficult emotions into caring and loving emotions, and stay top of their game. I'd love to talk more.

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**AWARENESS**

**WILLINGNESS**



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NOTES / REFLECTION

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**REMEMBER TO USE RECOGNITION!**



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**2 OUT OF 3 PEOPLE RECEIVE NO WORKPLACE RECOGNITION IN A GIVEN YEAR**



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NOTES / REFLECTION

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# WORKSHOP SLIDES

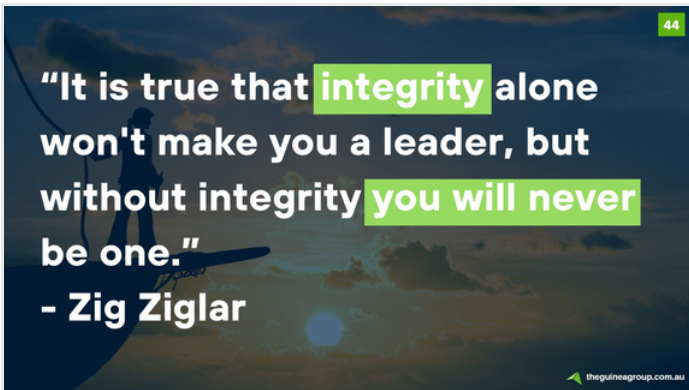


## NOTES / REFLECTION

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## NOTES / REFLECTION

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# ACTIVITY



What is on your team development Action Plan?

Lined writing area for the activity.

# WORKSHOP SLIDES

### THE GREAT LEADERSHIP PHILOSOPHERS



### 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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theteam@theguineagroup.com.au

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## NOTES / REFLECTION

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## NOTES / REFLECTION

A large area for notes or reflection, consisting of 20 horizontal dotted lines on a light green background.

## NOTES / REFLECTION

A large area for notes or reflection, featuring a light green background and horizontal dotted lines for writing.



## 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!

+61 422 058 736 | [theteam@theguineagroup.com.au](mailto:theteam@theguineagroup.com.au)

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