



 **THE GUINEA GROUP**

A Highly Effective 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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TEAMWORK IS ABOUT SERVICE AND GIVING

Take this money please,
This is not a tease,
It is about giving, creating, and telling a story.

Antony Guinisa 

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NOTES / REFLECTION

6



WHAT IS YOUR WHY?

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CURRENT LEADERSHIP EVALUATION



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

WORKSHOP SLIDES

UPGRADED LEADERSHIP EVALUATION

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!



EQ Empathy Decisions Safety

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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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NOTES / REFLECTION

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But first ...

SCIENCE



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OUTPUTS ↑ **RELATIONSHIPS**

100 %	—————	100 %
70 %	—————	70 %
50 %	—————	50 %
30 %	—————	30 %

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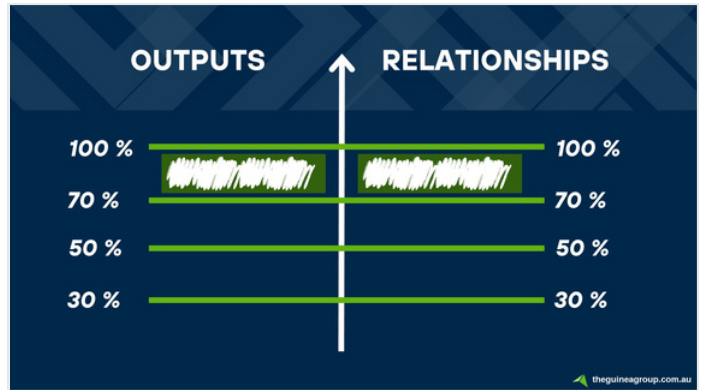
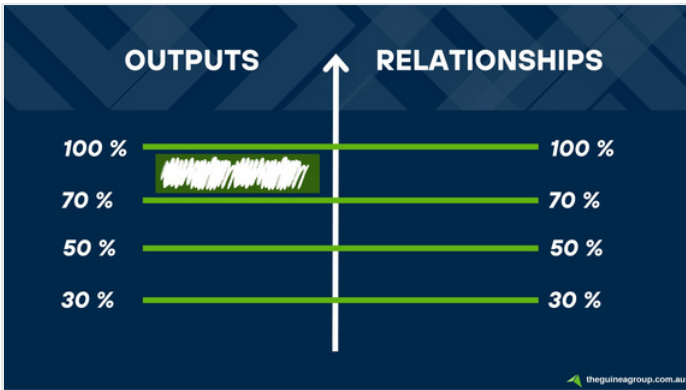
NOTES / REFLECTION

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WORKSHOP SLIDES

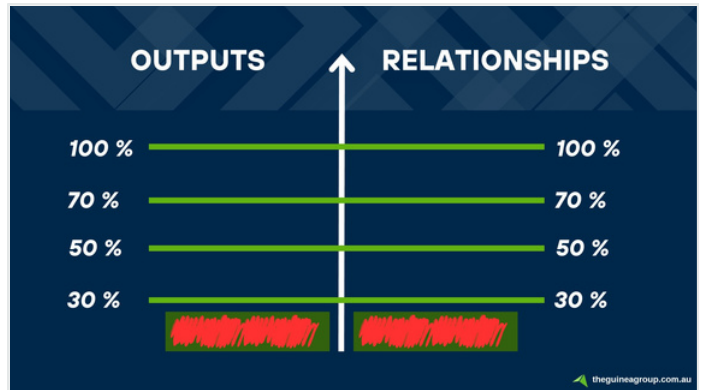
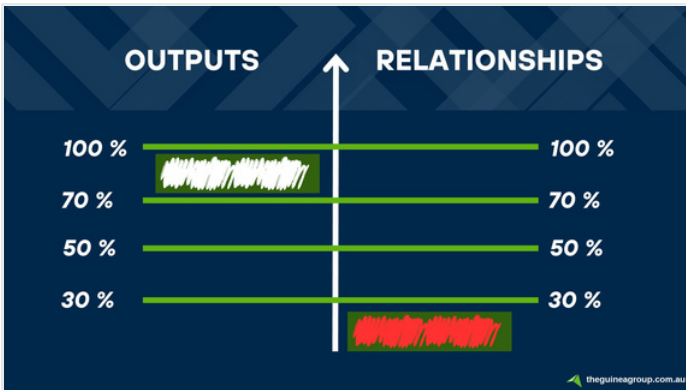


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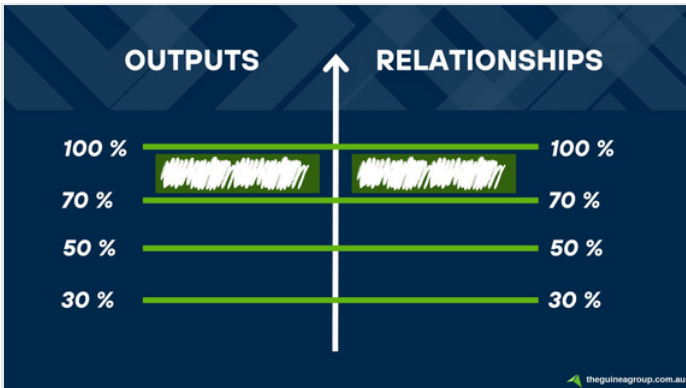
NOTES / REFLECTION

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WORKSHOP SLIDES



NOTES / REFLECTION

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NOTES / REFLECTION

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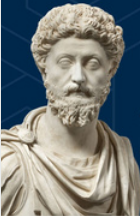
WORKSHOP SLIDES

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2 Engagement

- What is DISC?
- What is your and other's DISC?
- What is a great conversation?

"Be tolerant with others, and strict with yourself"
- Marcus Aurelius



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NOTES / REFLECTION

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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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WORKSHOP SLIDES

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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"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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WORKSHOP SLIDES

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Great Conversations?



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3 Articulation

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



"First learn the meaning of what you say, and then speak"
- Epictetus

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NOTES / REFLECTION

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PSYCHOLOGICAL SAFETY DEPENDABILITY STRUCTURE AND CLARITY MEANING IMPACT

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NOTES / REFLECTION

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WORKSHOP SLIDES

BRING YOUR EI



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

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CONNECTION IS ALL ABOUT EMPATHY

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NOTES / REFLECTION

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"Emotional control is not about emotional suppression"




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HOW DO OTHERS PERCEIVE YOU?

360°



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NOTES / REFLECTION

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WORKSHOP SLIDES

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Team Building Activity – Spaghetti Tower

For: Creative Problem Solving & Collaboration Skills

Because: There are times when you need to work together to solve problems

Required: 1 bag of uncooked spaghetti, 1 roll of sticky tape & 1 bag of marshmallows for each team

Instructions: Using just these supplies, which team can build the most solid tower?
 Note that there must be a full marshmallow at the very top of the spaghetti tower, and the whole structure has to stand on its own (that means no hands or other objects supporting it!) for as long as judging takes!!!

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Team Building Activity – Spaghetti Tower

Duration: 10 minutes for planning
 30 minutes for building
 20 minutes for debriefing

Process:

1. Start by planning out your structure
2. Don't open anything during planning
3. See if you can get the structure to look like the plan
4. Have fun
5. Learn something

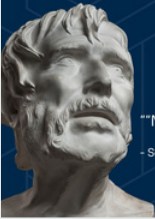
NOTES / REFLECTION

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4 Demonstration

- Self-Awareness
- Integrity
- Recognition

“No man was ever wise by chance”
 - Seneca the younger

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AWARENESS

WILLINGNESS

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NOTES / REFLECTION

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WORKSHOP SLIDES

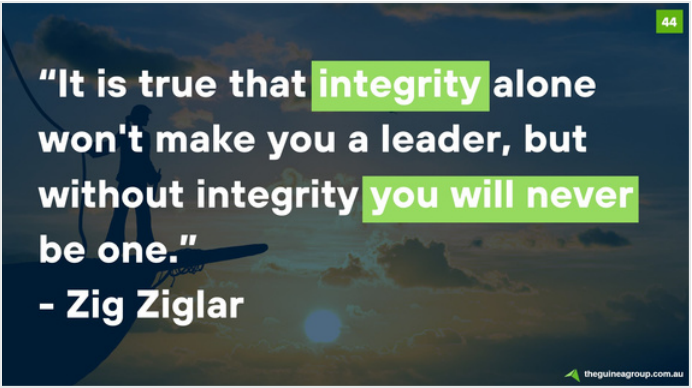
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INTEGRITY

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"It is true that integrity alone won't make you a leader, but without integrity you will never be one."

- Zig Ziglar

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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

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ON POINT **ON PURPOSE** **ON PERIOD**

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SAYING "THANK YOU" ...

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NOTES / REFLECTION

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ACTIVITY

What is on your team development Action Plan?

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THE GREAT LEADERSHIP PHILOSOPHERS



NOTES / REFLECTION

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ACTIVITY



What is on your team development Action Plan?

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NOTES / REFLECTION

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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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