

## The Team and DiSC (20-30 minutes)



**NOTE:** For this activity, you'll need your prepared DiSC Model flip charts.



### [🗣️] SAY:

- Now we'll learn more about the composition of DiSC styles on this team.
- For starters, no peeking! Don't look at page 10 of your profiles yet.
- Around the room I've posted three flip-chart pages with a blank DiSC Team Map.
- I want you to count off by threes.
- (Once count off is complete) All the "1"s will go to this map [*indicate which map*], all the "2"s here [*again, indicate*], and all the "3"s here [*indicate*].

**NOTE:** If you have a very large team, you may want to use 4 flip charts.

### SAY:

- In your sub-groups, I want you to write in your own initials in your style quadrants.
- Then I want you to guess as to the styles of all of your teammates and write them on the map in the appropriate quadrants.

**NOTE:** If you have a very large team, you can ask each group to just write in the initials of the members of one other group, which you can specify.

Allow the teams about 5 minutes to complete this task.



Once everyone has finished, invite all the participants to walk around the room and see how each sub-group plotted the team's styles.



### [🗣️] SAY:

- Now let's take a look at page 10 of the profile, the DiSC Team Map, which shows each person's DiSC style.

**NOTE:** If you've printed the poster of page 10, you can post and refer to it here as well.

If your team has more than 30 members, each person's DiSC style will be represented with a dot rather than the person's initials. If this is the case, you can refer to page 9 of the Annotated Team Report for a list of each person's style.

### ASK:

- How did we do in plotting the team's styles?



**NOTE:** *If the sub-groups did well, you might want to comment on their good recognition of DiSC styles. If sub-groups had more trouble, you might want to spend a little more time reviewing DiSC characteristics (pages 8 and 10 of the profile may be useful) and asking people of different styles to talk about how they like to work and interact with others.*

**NOTE:** *If you want to add a competitive edge to this activity, you can compare each flip-chart to the team map on page 10 and see which sub-group got the largest number of correct styles.*

**ASK:**

- (referring to page 10) What, if anything, do you notice about the distribution of styles?
- How do you think this might help/hinder the team?

*Allow a few minutes for discussion.*

**NOTE:** *If participants are having difficulty with this discussion, you might refer them to page 8 of the profile, which summarizes the DiSC style characteristics, or page 10 of the profile, which provides information for each style about characteristics, motivations, fears, and limitations.*

**SAY:**

- As we work through the profile, you'll learn more about the impact of different styles on the team's functioning.

**NOTE:** *If desired, distribute a Building Trust takeaway card to each participant. Let team members know that the card is a tool that they can use back on the job to remind them of what they've learned.*

## Trust-Building Behaviors (15 minutes)



**[🗣️] SAY:**

- As part of the assessment, you were all given a chance to identify behaviors that might help the team with trust building.
- Take a few minutes to review the results at the top of page 11.

*Allow a minute or two for participants to read the results.*

**SAY:**

- Let's use the questions at the bottom of page 11 to discuss those results.

PPT  
1

# ACHIEVING COMMITMENT

## Defining Commitment & Video Review (25 minutes)

PPT  
2

### [🔊] SAY:

- When teams engage in healthy conflict, they have the opportunity to air their ideas and opinions.
- When people feel heard, they are more likely to commit to team decisions, even those with which they initially disagreed.
- Two key factors of commitment are buy-in and clarity.
- Team members must all be willing to support the team's decisions, and everyone must be on the same page as to what those decisions and plans are.
- Let's watch what happens when a team lacks commitment. You can take notes on your handout.



*Distribute copies of the Commitment: Wrong-Way/Right-Way Teams handout.*

PPTs  
3-4

[🔊] Video segment (1:10 minutes)  
*Wrong Way: Team Without Commitment*

PPT  
5

### [🔊] ASK:

- What did you see that demonstrated a lack of commitment?
- What was going wrong on this team?



**NOTE:** *If participants don't point it out, mention the following:*

- *Perrin tries to rush the decision*
- *Charles is reluctant to proceed without the focus group feedback*
- *Sun Mee expresses concern about timing, priorities; Chad dismisses her concerns*
- *Lots of confusion among team members about how decision was made and how or if to proceed*
- *Perrin and Chad leave before there's any agreement*
- *Perrin just tells team to figure it out*

PPT  
6

### [🔊] SAY:

- In this next video, Pat Lencioni explains how he defines commitment.

PPT  
7

[🔊] Video segment (2:40 minutes)  
*Definition of Commitment*

**NOTE:** Videos featuring Patrick Lencioni were shot in front of a live audience. This isn't always apparent in each video, so you may want to share this information with the team.

PPT  
8

[🗣️] **SAY:**

- We just heard how Lencioni defines commitment. Now let's watch the same team doing a better job with commitment

PPT  
9

[🗣️] *Video segment (1:10 minutes)*  
*Right Way: Team with Commitment*

PPT  
10

[🗣️] **ASK:**

- What did you see that demonstrated commitment?
- What was this team doing right?



**NOTE:** If participants don't point it out, mention the following:

- Charles and Sun Mee express concerns; Perrin listens and offers possible accommodation
- Team engages in discussion about go/no-go decision
- Even though Perrin and Chad prepare to leave, they stay until the discussion wraps up
- Perrin confirms buy-in
- Team talks through all the necessary steps and timing

## Team Survey Summary Results (5 minutes)

PPT  
11

[🗣️] **SAY:**

- Now that we understand the importance of clarity and buy-in, let's look at how this team scored on those aspects of the assessment.
- On page 19 of the profile, you'll see a summary of how the team responded to the commitment-related items.
- Take a moment to review each item as well as the overall Commitment rating.



Page 19

*Allow a few minutes for participants to read page 19.*

**NOTE:** Page 19 of the Annotated Team Report includes normative data, which may give the team some perspective.

*The normative data is based on the ratings of over 6,400 team members who have responded to the team survey. You should decide on a team-by-team basis whether the information should be shared. Normative information can be helpful in giving context and meaning to results. In some cases, it may inspire team members to push themselves harder. If, however, a team has very low scores, normative information may be demoralizing. The goal should be to improve the team's performance and not to worry about what the norm*