

Session 4: Run Sheet

Your clients should have completed their DiSC assessment for homework. If they have not, here is the link again: www.win3.co.za (copy and paste the text and send to them).

Group:

Let each person introduce themselves: My name is _____ and my passion statement is _____. Encourage participation even if the passion statement is not completed.

Educate your clients:

- The 4 DiSC styles or modes a person can operate in.
- You decide if you need to provide your clients with the DiSC cheat sheet.
- Remind them that people are a blend and can operate in different styles based on situations or stress.
- If we know what style a person is operating from/in, we can connect better, understand better and build quality relationships.
- This is also critical to managing personality clashes. (And later toxic behaviour.)

Introduce the two questions:

- Is the person in front of me “Extrovert or Introvert” (fast or slow paced).
- Is the person focused on “Tasks or People” (after greeting do they go immediately to the task at hand or do they talk more about the person/people).

1:1

Go through your clients DiSC assessment with them:

- Look at which graphs have a similar pattern
- What does your client do well – above the midline?
- How does this compare to stress/change graph?
- What dots move (what do they do more of or less of when going through change/stress or private versus in public).
- Look at the other graph – what is different? How might their responsibilities/tasks be different?
- Are they possible alone at home?
- What would serve them better when going through change?
- Do they need more fun, people, gathering of information, or to take charge and make decisions?