DISC Workshop

Explore the four behavioural styles of the DISC model in a fun and interactive way.

During this workshop, participants discover the four behavioural styles of the DISC model with the aim of:
- better understanding their own behavioural style and that of others in order to anticipate reactions and needs;
- adapting their communication style to suit the behavioural style of those they are talking to;
- reducing tension by addressing disagreements with greater mutual understanding.

Number of participants: 8 - 24

Estimated duration: 1h15

Duration	Step name	Notes	Mode and Rights	Content	Tools
10 mins	Icebreaker + Model explanation	**Notes** - Welcome participants. - Ask those who tend to work at a fast pace to stand on the right and those who tend to work at a slower pace to stand on the left. - Ask those who tend to be goal-oriented to stand at the top and those who tend to be relationship-oriented to stand at the bottom (for example, when working on a project). - Present the DISC model: colour symbols + diagram. **Instructions** Placez-vous autour de la table en fonction des 4 axes.			
15 mins	Imagining the positive & negative aspects of the four styles	**Notes** Participants spread out around the four tables. Each table represents a style. They fill out the behavioural style post-it notes they are working on. Then they change tables and start again for another style. There			00 h 03 m 00 s Change of tables! Table 1 moves to table 2. Table 2 moves to table 3. Table 3 moves to table 4. Table 4 moves to table 1.

		are four rounds in total (4 x 3 min). - Start the timer at the beginning of each round. - Send an announcement between each round to indicate the table change. **Instructions** As a group, think about the strengths, areas to watch out for, and stress points for each behavioural style. You have 3 minutes per style.		
20 mins	Visiting each table together	**Notes** - Send the announcement and join the participants at table 1. - Move with the participants to each of the 4 tables to read the reports and present a summary slide for each colour. - Spend 5 minutes at each table. Start the timer each time.		00 h 05 m 00 s See you at table 1
10 mins	Back to the main table: team DISC focus	**Notes** Present DISC team graphs and explain the benefits of DISC for teams and management.		
10 mins	Case study	**Notes** Participants divide into groups of three around the tables. - Start the timer. **Instructions** Based on the specific situation described in the professional scenario, try to identify convincing communication approaches for each behavioural style.	Case study	00 h 10 m 00 s
10 mins	Restitution + Closing	**Notes** - Send the announcement. - Lead the debriefing by projecting the collaborative notes from the different groups onto the central table. - Allow time for questions and feedback. - Launch the poll to gauge appreciation of the workshop.		Come back to the main table. Evaluation - How did you find this workshop?

Legend:

Facilitation mode:

- Independent tables
- Synchronised tables

Participant rights:

- Table library access + Content interactions + Speech
- Content interactions + Speech
- Speech only
- Raise hand