



## Course Outline

### Week 1 - History of DISC

- Introductions, overview of program
- Personal goals and objectives
- Background of behavioral styles
- Who was William Marston?

### Week 2 - Marston's Model in Detail

- Where does DiSC fit in with other models?
- Influence of self and environment
- Current language around DISC
- On-going research

### Week 3 - DISC Theory

- Overview of the Four Dimensions
- Dominance
- Influence
- Steadiness
- Compliance

### Week 4 - Interpretation of DISC Classic

- A look at our own reports
- Explanation of the graphs
- Understanding the Intensity Index
- Narrative Sections of Profile

### Week 5 - Types of Instruments, Platforms

- Paper instrument
- DISC Classic 2.0 on-line report
- DiSC PPS & supplemental reports
- Overview of EPIC platform\*

BONUS: We will also schedule a hands-on training session for you on your new EPIC (Electronic Profile Information Center) sub-account, so you know how to use this valuable tool to issue access codes and run individual as well as group reports.



### Week 6 - Behind the Profile\*

- How to give instructions
- Where the scores come from
- What the three graphs mean
- How the classical patterns are determined

\*Even though most people now take the on-line version, you'll want to know how to score a profile individually. It's like understanding the basics of math, even though you use a calculator.

### Week 7 - How to Craft a Solution

- Determine the business problem/need
- Analyze your audience
- Develop objectives and time frames
- Select appropriate tool and resources

### Week 8 - Selecting Additional Tools

- Everything DiSC Facilitation System
- Use of the DVD, PowerPoint & handouts
- Use of Action Planners, People Reading Cards
- E-courses, activities, case studies

### Week 9 - Application & Practice

- Development of an outline
- Teach-backs of activities
- Demonstration of DISC knowledge

### Week 10 - Application & Practice (Part II)

- Continuation of Week IX
- Questions and answers

### Week 11 - Organizational Development Tools\*

- Group Reports
- Facilitator Reports
- Team Views
- Role Behavioral Analysis

\*All of the above tools are available to help you raise the level of DiSC understanding and increase the ability of participants to work together more effectively using the language of DISC.

### Week 12 - Protecting Your ROI

- Evaluation of program effectiveness
- Reinforcement ideas
- Keeping DISC alive
- Action planning and goal setting

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