

Team Assessment Workshop - DISC

Magna Leadership offers several "Solutions Now™" Workshops* for team development focused on results. Each workshop is customized to meet objectives set by the individual manager. Each of these workshops is designed to build trust through each team member's self-awareness and alignment of their strengths and their optimal working style to maximize team productivity. This is accomplished through fun and interactive activities that create open communication for collaborative knowledge sharing to obtain resolutions through real-time problem solving. As a result of each workshop, the frequency and quality of solutions-based communications between team members and with external stakeholders delivers a completely new level of outcomes.

*Magna Leadership Solutions is an authorized distributor/solutions provider for assessments provided by Target Training International (TTI). All assessments used are proven and statistically validated.

DISC Workshop – Understanding “what” we do though behaviors

The DISC Personality Assessment delivers a 22-page personalized report that not only defines unique behavior, but also guides the employee and manager in leveraging behavior for success. The level of depth for each 4 to 8 hour workshop is determined by the session length and team size. Every workshop provides a comprehensive look at these 17 elements in the individual's DISC report:

1. General Characteristics - Preferred work style based on natural behavior
2. Value to the Organization - Contributing behaviors
3. Checklist for Communicating - How others can effectively communicate
4. Don'ts on Communicating - What others should avoid when communicating
5. Communication Tips - Adopting communication to other styles
6. Ideal Environment - Preferred work atmosphere
7. Perceptions – Internal and external views of styles
8. Descriptors – Communications to with all 4 behavioral styles
9. Natural & Adapted Style - A four-quadrant comparison of preferred and actual work behaviors
10. Adapted Style - Current actual work behaviors
11. Keys to Motivating - Creating the ideal environment for maximized workplace motivation
12. Keys to Managing - Essential areas managers to address to achieve best performance
13. Areas for Improvement - Areas for development identified
14. Action Plan - Template to create a customized roadmap to create change back in the workplace
15. Behavioral Hierarchy - Eight prioritized behaviors identifying strengths and areas for improvement
16. Style Insights® Graphs - A visual of the individual's natural and adapted styles
17. The Success Insights® Wheel - A visual illustration of the individual's behavioral adaptation

Solutions Now™ Workshops

All Solutions Now Certified Workshops are action-learning designs that eliminate the need for traditional training classes.

Every design incorporates the ADAM™ four-step process:

1. **A**nalyze Return-On-Investment (R-O-I)
2. **D**esign solutions for current problems or challenges
3. **A**pply proven tools to implement solutions
4. **M**easure success and outcome for continuous improvement

