


**STRATEGON**

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## BEHAVIOURAL STYLES - DISC AND MBTI

### People do things for their reasons, not yours.

In these training sessions, participants are asked to complete a series of questions that will allow them to learn more about why they do the things they do. The instruments we use were developed to help people achieve a greater degree of success in life and work. Achievers throughout history have had one thing in common - they know themselves and they have a clear understanding on how others work. Achievers don't underestimate what they can do. They know their own limitations and, by realising their weaknesses, are able to develop plans to overcome their shortcomings and take full advantage of their strengths. The workshop is fun, challenging and interactive, full of learning and enlightenment for both team leaders and members.

## DISC Overview

### BEHAVIOURAL BACKGROUND

- Projection – examination of perception and reality
- Interpretation – how we interpret the behaviour of others
- Why we support certain people and not others
- Why we make the choices and decisions we make in the workplace
- Working with different styles of people?

### PERSONAL INSIGHTS PROFILE - DISC

- Exploring "adapted" and "natural" behaviour
- Assessing individual value and value to the team
- Identifying key strengths
- Exploring possible limitations and how to improve effectiveness

### KEYS TO ADAPTING COMMUNICATION FOR MORE PRODUCTIVE CLIENT RELATIONSHIPS

- Encouraging awareness of first impressions and interaction
- A comprehensive look at each style and its characteristics
- How to recognise the style of your clients
- Strategies for communicating with different behavioural styles
- Selling with "style" – blending your personal style with other non compatible styles

### IMPROVING INTERNAL COMMUNICATION AND TEAMWORK

- Techniques and tips for improving teamwork
- How to support each other's strengths and limitations
- Strategies to Resolve and prevent internal conflict
- Understanding and appreciating the individual's value to the organisation

## MBTI Overview

At the end of this session participants will:

- Understand how to modify behaviour to meet the needs of people with different personalities.
- Have an insight into their personal preferences and individual differences (through an understanding of Myers Briggs Type Indicator, know their personality type and learn how to recognise others) and know this can influence group effectiveness.
- Increase their ability to influence senior managers through knowing the triggers in their personality.
- Have a detailed understanding of group processes and how an effective team works cross functionally.
- Be able to utilise their understanding of how each person interacts in their team.

## **Workshop Content**

- The importance of a deep understanding of others to maximise the impact of your communication.
- Understanding how to deal with people with non-responsive personalities so as you win them over.
- To increase your tolerance of others and yourself in a stressful work environment.
- The Myer-Briggs Personality type indicator and how to assist team development.
- Completion and scoring of the MBTI paperwork.
- Overview of E/I, S/N, T/F, & J/P.
- Extroversion and Introversion and their impact on self and your personal style.
- Judging and Perceiving and the impact on yourself and relationships with others.
- Sensate and Intuition functions and the impact on attention to detail and ideas.
- Thinking and Feeling functions and the impacts on resolving conflict.
- Personality typology's and how to relate to people with different personality styles.
- Different questioning strategies for different people.
- Action planning in the workplace.