

# Building Effective Teams Workshop



## Facilitator Guide

*Version 1*

## Building Effective Teams (BET) Half-Day Team Building Workshop with Biblical DISC®

You will need the following educational resources for the workshop, which include the following:

<b>Trainer Materials</b>	<b>Participant Materials – 1 Per Person</b>
Facilitator Guide PowerPoint® Slideshow Your Biblical DISC Assessment DISCOVERY Cards DISC Practitioner Resource Manual (DPRM)	Biblical DISC Assessment Building Effective Teams Handout DISC Find-A-Word Handout DISCO Handout Pens/Markers/Highlighters
<b>Equipment</b>	Prize for DISCO - Optional
Computer Projector and Screen	<i>BET Handout, Exercise Handouts and PPTs are on OASIS</i>

### Agenda

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DISC Find-A-Word Pre-Class Activity- Optional Introductions – Welcome - Prayer Learning Outcomes Biblical DISC Assessment Johari Window DISC=Common Language Classic DISC Model DISC Lecturette – Four DISC Style Descriptions Basic Concepts - Adaptability	Style Shifting- Adapting Your Style Discover Your DISC Behavioral Pattern DISCO Energizeer People Reading Case Studies Action Plan Close- Prayer
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**Optional:**

For a one-day team building workshop refer to the Creating High Performing Teams handout and PPTs on OASIS

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Time	Topic/Activities	Materials
8:15-8:30	<b>Optional:</b> Pre-Class Activity- DISC Find A Word	DISC Find A Word HO
8:30 – 9:00	<p>Welcome -Intro – Open in Prayer DISCOVERY Cards Exercise Find a partner, and regroup into teams of 4-6 per group</p> <p>Distribute Teams Handout Go over Learning Objectives Cover Important Points Jesus – The model FOR Human Behavior</p> <p><b>Optional:</b> Historical Perspective of DISC and Biblical DISC Have participants access their Biblical DISC report</p>	<p>PPT 1 DISCOVERY Cards – (5 per participant, plus 20 extra) PPTs 2-4</p> <p>BET Handout (H.O.) H.O. p.1, and PPT 6 H.O. p. 1 and PPT 7 PPT 8</p> <p>PPTs 9-11</p>
9:00-9:20	<p>Table of Contents in Biblical DISC (Highlight 3 different sections) Briefly refer to and explain the DISC model on pages 4 and 5 of report</p> <p>Refer to pg. 6 of report and determine high plotting points; have participants complete p. 8; indicate +, -, ? for descriptions of high style; discuss insights with learning partner</p> <p>Cover p. 7 of report: (Graph II on the right is your Natural Style – based on your “least” answers from assessment; Graph I Adapted Style – based on “most” answers. The information in this report is largely based on your Graph II Natural Style.</p>	<p>B. DISC Report p. 2 PPT 13 Report pp. 4-5, PPTs 14-15</p> <p>Report pp. 6 and 8 PPTs 16-17</p> <p>Report p. 7 PPTs 18-19 (Page 2.7 of the DPRM has more info on the two graphs.)</p>
9:20-9:45	<p><b>Note to facilitator:</b> Pages 9-15 of the Biblical DISC report contain “narrative” pages which describe the participant’s behavior in a variety of areas: general characteristics, strengths, motivations, ideal work environment, under stress, communication do’s and don’ts and improvement areas. P. 16 is a summary page for participants to capture key ideas from those pages. A good practice is to give this as a pre-workshop assignment – participants read these pages and write out their summary statements on page 16.</p>	<p>Report pp. 9-15</p> <p>Report p. 16 PPT 20</p>



	<i>approach (D's and I's), while others perceive they have less control, so they integrate with an indirect approach (S's and C's). Put these together and you get the four-quadrant model of D-I-S-C."</i>	
10:20-10:35	DISC Lecturette on each style Biblical examples; examples of Presidents DISC Quizzes  <b>Note to Facilitator:</b> Several PPTS are hidden in this section and may be shown as appropriate	Handout p. 4 PPTs 34-51 (See DRPM pp. 1.1 to 1.8 for fill-ins, examples and word tracks for this.)
10:35 – 10:45	Key Adaptability Concepts Key is to adapt when working with others who are different than us.  Style Shifting – highlight 2-3 things that would be most helpful in adapting to others. What could you do to be more effective? Do individually, and then share with learning partner	Handout p. 5 PPTs 55-57  Handout p. 6 PPTs 58-59
10:45-11:05	Understanding Biblical Characters with DISC Behavior; identify your pattern and Biblical character on pgs. 26-29. <b>Say:</b> <i>"Share with your learning partner the strengths and limitations of your style and what you can learn from your Biblical character."</i> Show Jesus' leadership styles and ability to adapt perfectly.	Report pp. 25-35  Report pp. 32-33
11:05-11:15	DISCO energizer – like BINGO, each participant tries to get five in a row. Have other participants initial a box that is true of them – one set of initials per person. First one to five in a row wins a prize.	DISCO handouts – 1 per participant
11:15-11:25	How to Identify Others' DISC Styles In pairs or table groups, identify style of: <ul style="list-style-type: none"> <li>• Billy Graham – High I/D backup</li> <li>• Hitler – High I/D backup</li> </ul> Both had the same style, but their VALUES (heart) were very different. So, while style is important, it's all about values! Build or destroy based on your values.	Handout pp. 7-8 PPT 60 - 64
11:25-11:45	Work on Teambuilding Case Studies in groups; Use pages 38-41 of Biblical DISC report to complete the Case Studies.  Debrief Being Adaptable	Handout pp. 9-12 PPTs 65 – 69
11:45-11:55	Action Plan – work on individually Ask each person to express insights from the day.	Handout p. 13 PPT 70
11:55-12:00	Jesus Final Command Close in Prayer	PPTs 71-72

