

Creating High-Performing Teams Workshop



Facilitator Guide

Version 2

Creating High-Performing Teams (CHPT) One-Day Team Building Workshop with Biblical DISC®

You will need the following educational resources for the workshop:

Trainer Materials	Participant Materials – 1 Per Person
Facilitator Guide PowerPoint Slides Your Biblical DISC Assessment DISCOVERY Cards Pride and Fear Cards (Optional) Pride and Fear Discussion Sheet (Optional) DISC Practitioner Resource Manual (DPRM) Team Dynamics Report	Biblical DISC Assessment CHPT Teams Handout Selected pages from Team Dynamics Report DISC Word Search Handout DISCO Handout Pens/Markers/Highlighters Prize for DISCO - Optional When Personalities Clash Booklet - Optional
Equipment	<i>Creating High Performing Teams Handout, Exercise Handouts and PPTs are on OASIS</i>
Computer Projector and Screen	

Agenda

- Wisdom of Teams
- God’s Word /LLJ Models
- DISC & Biblical DISC
- Team Concepts/Adapting
- Jesus – Role Model
- Spiritual Maturity
- Individual & Team Action Plan

Optional:

For a half-day team building workshop, refer to the Building Effective Teams handout, Facilitator Guide and PPTs on OASIS.

Suggested Pre-Class Assignment:

Have participants read up to page 16 in their Biblical DISC report and complete the summary page on page 16 of the report.

Time	Topic/Activities	Materials
<p>8:30-8:55</p>	<p>Workshop Intro and Agenda Self Intro - My role: facilitate & lead you through activities, share personal insights about CHPT & Biblical DISC Open in prayer Work together at tables on DISC Word Search– highlight or underline words. Mention that the goal is to introduce them to workshop concepts and ideas.</p> <p>Make name tent out of this sheet; 4-corner responses (place of birth, current role, primary DISC style, fun fact). Stand and find partner you don't know well, and intro self. Move to new table (4-6 in each group), and do 60 sec. intro/person in groups.</p> <p>Note to Facilitator: DISC Word Search HO is found on OASIS</p> <p>Distribute workbooks. Share Learning Outcomes -Steps to a Great Workshop Recognize Key Teambuilding Concepts title page Read Scripture verses page 4</p> <p>Note to Facilitator: Having your DISC Practitioner Resource Manual (DPRM) available will help with the word tracks for some of the content you'll be teaching.</p>	<p>PPT 1</p> <p>DISC Word Search HO</p> <p>PPT 3</p> <p>PPT 4-5 WB p. 3 WB p.4 PPT 7</p>
<p>8:55-9:15</p>	<p>Share Lead Like Jesus (LLJ) Model and Mission From the LLJ Encounter workshop, share LLJ Spheres of Influence model– with a focus on self-awareness LLJ Principles: Our Identity in Jesus - Whose Am I/Who am I? Have a volunteer read the first two paragraphs. Have another volunteer read the balance of the page. DISC is about accurate self-awareness.</p> <p>The pyramid on page 7 refers to Patrick Lencioni's well-known book, The Five Dysfunctions of a Team – those dysfunctions are shown here on the PPT. Listed next to them would be the Five R's – those behaviors that would make up an EFFECTIVE team. This workshop will focus specifically on the first R, how to build trusting Relationships – the foundation of an effective team.</p> <p>Note to Facilitator: Refer to Lencioni's book for a more thorough understanding of his model.</p>	<p>PPT 8 PPTs 9-10 WB p. 5 PPTs 10-11</p> <p>WB p. 7; PPTs 13-14 PPTs 15-18</p>

	<p>Page 8 introduces another teambuilding concept from Katzenbach and Smith’s book, <i>The Wisdom of Teams</i>, called the team performance curve. Notice the two parts that form the curve- the Performance Impact on the vertical scale, and the time required to achieve it on the horizontal scale. Page 9 gives the definitions of the different types of teams – note that while a High-Performing Team has the highest performance impact, it also takes the longest to develop.</p> <p>Sm. Group discussion – Types of Teams pg. 9, Q5 - where are we on the Team Performance Curve? Why? Examples? Select a discussion leader: the person born farthest away from here.</p> <p>Review pg 10 together: Together Everyone Achieves More Our focus for today will be purpose # 2 of a High Performing Team – “Discovering and valuing style differences and building trust.”</p> <p>Title Page: DISCover Your Personal Behavioral Style</p>	<p>WB p. 8; PPTs 15-18</p> <p>WB p. 9 PPT 19</p> <p>WB p. 9</p> <p>WB p. 10</p> <p>WB p. 11</p>
<p>9:15-9:30</p>	<p>Johari Window Model and Ancient Wisdom (For a word track on the Johari Window Model, see your DISC Practitioner Resource Manual – DPRM, pp. 2.2-2.3.) Share w partner: What’s tougher for you – disclosing information about yourself or receiving honest feedback? Cover blind spots</p>	<p>WB p. 12 PPTs 21-27</p> <p>PPT 28</p> <p>PPT 29</p>
<p>9:30-9:35</p>	<p>DISC Model Background Explain Classic DISC Model: Perception of the environment, and perception of amount of control over environment. Say: “Some people wake up in the morning and see the environment as unfavorable (D’s and C’s) – others see it as favorable (I’s and S’s). Some people believe they have more control, so they tend to initiate action with a direct 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.”</p> <p>Note to Facilitator: (See your DRPM pages 2.1 – 2.2 for a word track to explain the Classic DISC model.)</p> <p>DISC = Common Language Say: “The DISC model gives us a safe, non-threatening, non-judgmental way to talk about human behavior. It is safe for everyone to use and It helps create a common language.” Explain: Modern Research and Ancient Wisdom- Dallas Theological Seminary (DTS) professor Ken Voges</p>	<p>WB p. 13 PPT 31</p> <p>PPT 32</p> <p>PPTs 33-34</p>

9:30-9:45	Break	
9:45-10:00	<p>DISCOVERY Cards Exercise 5 cards per participant, plus 20+ extra cards for the exercise. (Count out the cards so each participant gets one of each color, plus one extra card.)</p> <p>Note to Facilitator: DISCOVERY Card exercise instructions and template for cards are found on OASIS</p>	DISCOVERY cards PPTs 36-38
10:00-10:20	<p>Your Biblical DISC Assessment report Key Principles of DISC Model Jesus = The model FOR human behavior DISC Ground Rules Briefly refer to pages 4&5 of the Biblical DISC report</p> <p>Refer to pg. 6 of report and determine high plotting points; have participants complete pg. 8; indicate +,-,? for definitions of high style; discuss with learning partner</p> <p>Cover p. 7 of report: Natural Style – based on “least” answers, and Adapted Style – based on “most” answers The information in this report is largely based on your Graph II – Natural Style. (Page 2.7 of the DPRM has more information on the two graphs.)</p> <p>Note to facilitator: 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.</p> <p>Note to Facilitator: A best practice is to give this as a pre-workshop assignment – participants read pages 9-15 and write out their summary statements on page 16.</p> <p>Exercise example: Have participants share with their table groups (or the entire team if less than 8 people) two each of their Do’s and Don’ts when communicating with them from p. 14. Explain that the balance of page 16 can be used in a similar fashion - the information can be shared in a team setting to gain greater understanding between team members.</p>	<p>Report p. 3, PPT s PPTs 40 - 41 PPT 42 PPT 43 Report pp. 4-5, PPTs 45-46 Report pp. 6 & 8; PPTs 47-48</p> <p>Report p. 7 PPTs 49-50</p> <p>Report pp. 9-15</p> <p>Report p. 16 PPT 51</p> <p>Report p. 14</p>

<p>10:20-10:50</p>	<p>DISC Lecturette: Four DISC Style Descriptions PPTs contain fill-in-the-blanks, Biblical examples of DISC, Presidential examples of DISC, and DISC quizzes just for fun.</p> <p>Note to Facilitator: See DPRM pp. 1.1 to 1.8 for fill-in the blanks, examples and word tracks for this DISC Lecturette. You may want to use personal examples or humor statements on the D,I,S,C behavioral styles to supplement the DISC Lecturette found in the DPRM on pages 1.5-1.8</p> <p>Purpose is self-awareness; “who” am I.</p> <p>Action Plan, first item; share insights</p>	<p>WB p. 14; PPTs 53-68</p> <p>PPTs 69-70</p> <p>WB p. 33 PPT 71</p>
<p>10:50-11:00</p>	<p>Optional Stretch Break</p>	
<p>11:00 – 11:15</p>	<p>Key Adaptability Concepts – the willingness and skill to modify my behavior for the benefit of the relationship. A key concept is to adapt your behavior when working with others who have a different behavioral style than us. Jesus is our role model- the Titanium rule.</p> <p>Style Shifting – highlight 2-3 things that would be most helpful in adapting to others. What could you do to be more effective? Complete individually, and then share with learning partner</p> <p>Building Effective Relationships with DISC title page</p>	<p>WB p. 15 PPTs 73-76</p> <p>WB p. 16 PPTs 77-78</p> <p>WB p. 17</p>
<p>11:15-12:00</p>	<p>Regroup to similar styles at tables – try to get about an even # of D,I,S and C participants per table (can use secondary high styles). Leadership Matters Video of Jesus’ Perfect Leadership</p> <p>Set up the Mary and Martha story by reading ppts. Ask volunteers to read roles of Martha, Mary, Jesus, and narrator. What are the differences between the comments of Martha and Mary? Show their DISC styles. What was Jesus’ perfect answer? More direct with Martha, more emotional with Mary. Modern Research – and Jesus as our perfect role model of that.</p> <p>3R’s in Relating to the High Styles Have each group work on their style page – reading the material, choosing one statement from each of the 3 R’s (relate to, respond to, and reinforce), and answering the questions.</p> <p>Debrief from each group.</p>	<p>Video on PPT 80</p> <p>PPTs 81-82 WB p. 19</p> <p>PPTs 83-84</p> <p>PPTs 85-86</p> <p>WB pp. 20-23</p> <p>PPTs 88-90</p>

	<p>Show Paul's strengths, and video</p> <p>Fill in blanks at bottom of pages 17-20 for one or two work colleagues at your organization.</p> <p>Complete 2nd part of Action Plan</p>	<p>PPTs 91-93</p> <p>WB p. 33; PPT 94</p>
12:00-1:00	Lunch	
1:00-1:15	<p>4 Corners DISC exercise – In like-style D,I,S,C groups, have each group go to the wall with a piece of chart paper and markers. In 5 minutes, each group records on chart:</p> <ul style="list-style-type: none"> -3 strengths of your style -Bumper sticker and/or song that represents your style -3 ways to adapt to your opposite style. <p>Debrief the exercise by sharing from each group</p>	Chart Paper & Markers, tape
1:15-1:30	<p>Behavioral Pattern View, The Wheel. Introduce the wheel concept, and explain this will be helpful when you look at the Team Dynamics Report later (showing multiple people on wheel) Compare pages 18-19. If you are adapting more than 2 segments apart, that's probably stressful for you. Discuss pages 18-19 with learning partner.</p>	<p>Report p. 17; PPTs 96-97</p> <p>Report pp. 18-19; PPT 98</p>
1:30-1:45	<p>Learn about your Task Style.</p> <p>Circle all words above or below midline based on your natural style. Fill in the blanks on bottom of p. 20 based on these words. Each person shares their own task style sentence w small group (or share w large group if less than 8 participants).</p>	Report. p.20 PPTs 99-111
1:45-2:05	<p>Understanding Biblical Characters with DISC Behavior; identify your pattern and Biblical character on pgs. 25-29.</p> <p>Say: <i>"Share with your learning partner the strengths and limitations of your style and what you can learn from your Biblical character."</i></p>	Report pp. 25-29
2:05-2:15	Break	
2:15-3:00	<p>How to Identify Others' DISC Styles</p> <p>In pairs or table groups, identify style of:</p> <ul style="list-style-type: none"> • Billy Graham – High I/D backup • Hitler – High I/D backup <p>Both had same style, but their VALUES (heart) were very different. Jefferson quote: While style is important, values are critical</p> <p>Ancient Wisdom – Love is a value. Every style can choose to love</p> <p>Work on Teambuilding Case Studies in D,I,S and C groups. Give each group their opposite style (but don't tell them this); D's get Jackson (S), I's get Olivia (C), S's get Austin (D), and C's get Amber (I). Determine style of your person in the case study and the strategies of how you'd advise them to work together.</p>	<p>Report p. 37, WB pp. 24, 25 PPTs 113-117</p> <p>PPT 118 PPT 119</p> <p>PPT 121 WB pp. 27-31</p>

	<p>Note to Facilitator: Have participants use pp. 38-41 of B. DISC Report to complete the Case Studies Report-Debrief from each group.</p> <p>Create a DISC Power Team (Have participants consider how to build a team with D,I,S and C styles all represented).</p> <p>Note to Facilitator: Create a Team Dynamics Report for this team. Print and distribute pages 3-4 from the Team Dynamics Report to each participant as they work on creating a DISC Power Team. You may choose to provide additional pages from the Team Dynamics Report that would be helpful in completing page 32 of their workbook.</p> <p>Note: Covering the entire report would take additional debrief time</p>	<p>Report pp. 38-41 PPTs 122-123</p> <p>WB p. 32</p> <p>Team Dynamics Report Pp 3-4 from Team Dynamics Report – 1 per participant</p>
<p>3:00-3:10</p>	<p>Break</p>	
<p>3:10-3:20</p>	<p>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 get five in a row wins a prize.</p> <p>Note: Bring several small prizes - candy bars, mug, book, Starbucks \$5 gift cards, etc.</p>	<p>DISCO handouts – 1 per participant</p> <p>Prize for winner</p>
<p>3:20-4:00</p>	<p>Note to Facilitator: This section is optional and would extend the workshop another 40 minutes. It connects the Biblical DISC model to the LLJ Encounter EGO model (Edging God Out or Exalting God Only).</p> <p>Exercise: Print and distribute a set of multi-color cards with pride and fear of DISC styles to each group; they are to match color cards to white cards re: pride or fear, one white card for each color card; (The cheat sheet for correct answers is p. 38 in WB.)</p> <p>Debrief in small groups based on questions on HO Fear & Pride Model from Lead Like Jesus Encounter – Impact on Results/Relationships</p> <p>Pride and Fear LLJ Teaching Model</p> <p>Fear of the Lord – reverent awe (good fear)</p> <p>Pride & Fear Triggers(Each D,I,S and C group takes their own style - Fill in blanks from handout, answer questions. Use Bible or phone. (Handouts printed from slides 130, 133, 137, 145).</p> <p>Each group reports out – gives blank fill-ins, summarizes verses and provides responses to questions.</p> <p>Note to Facilitator: PPTs 129-147 are hidden in the master deck, and do not need to be shown IF the exercise is processed as shown here. DISC Practitioners should review these slides for additional information useful for teaching this content.</p>	<p>Pride/Fear Cards</p> <p>Testimony of Styles; Extra HO: Card Exc. Discuss. PPT 125</p> <p>PPTs 126-127 PPT 128 Extra HO's: Pride and Fear Triggers</p> <p>WB pp. 36-37 in Appendix</p> <p>PPTs 129-147</p>

<p>4:00-4:25</p>	<p>Being Adaptable Jesus Final Command: Love One Another What Was Jesus' Behavior Like?</p> <p>Say: <i>"Whatever the situation called for, Jesus adapted perfectly. He could use every style as needed".</i> Conclusions on Jesus' Behavior Jesus Command and Modeling – John 13:34-35 Peter's Teachable Moment: Read the Matthew 26 verses on the slide, and then play the video.</p> <p>Play Video: Skit of Jesus and Peter Measuring the Maturity of High I Peter: What Changed Peter? The answer: "Filled with the Holy Spirit" Testimony of the DISC Styles: When we are filled with the Holy Spirit, we can Exalt God Only with Humility and God-Grounded Confidence (instead of operating out of Pride and Fear).</p> <p>Action Plan – work on individually</p> <p>Ask each person to express insights from the day.</p> <p>Optional: Provide every person a <i>When Personalities Clash</i> Booklet to reinforce their understanding of Biblical DISC</p>	<p>PPT 149 PPTs 150-151 Report p.32; PPT 152 Report pp. 33-34</p> <p>PPT 153 PPT 154 PPT 155</p> <p>PPT 156 PPT 157</p> <p>PPT 158 WB p. 38</p> <p>W.B. p. 33 PPT 160</p>
<p>4:25-4:30</p>	<p>Close in Prayer</p>	<p>PPT 162</p>

Facilitator Notes:
