



· THIN BOOK ·

Solutions Series

#2 - Using DiSC® With Patrick Lencioni's *The Five Dysfunctions of a Team: Trust*

We know many of you use the books and products associated with the best selling *Five Dysfunctions of a Team*. We, too, think Five Dysfunctions is very good. Here's some ideas to link Thin Book Publishing tools to the Team-Building Roadmap. Step 1 on the Roadmap is to use a Behavioral Profile Assessment to begin to create an atmosphere for trust.

We define trust in teams as the willingness to be vulnerable to another team member because you believe there will be a positive outcome and that the other team members accept your unique talents and care about you as a person. Learning how to appreciate unique talents begins with a style instrument because it begins to create a common language for the innate talents and strengths of each team member. There are a number of style assessments available to use to help people understand their innate talents. We recommend DiSC®, a proven, valid and reliable instrument

Why use DiSC®?

DiSC® is a system for understanding and managing behavior and expectations. By identifying individual strengths, people can learn how to leverage and not overuse those strengths to the point of becoming limitations.

We offer DiSC® from Inscape Publishing, because they have created a tremendous number of resources around this product and are committed to continual research and updates. A licensing fee or extended training (although available) is not required so you can easily adapt the instrument in a variety of team building work. DiSC® is user friendly once you understand the instrument and focuses on behaviors that are easily translated into action plans.

A DiSC®-Based Approach

You can start with:

- DiSC® Classic 2.0 - A web-based assessment with an immediate 23 page report: \$28
- DiSC® Facilitator Report - A summary of the team's style with ideas for the facilitator to lead the team to productive dialogue about how to leverage the differences: \$45

You can add:

- Everything DiSC® Facilitation System, plus video: \$1,500

If you are responsible for delivering training, this system has a wealth of resources. The Everything DiSC Facilitation System is built on a series of Insight Modules that help facilitate specific outcomes, or "insights," using a broad range of DiSC-based reports and tools. With the Insights Modules, you can:

- Create simple, effective DiSC-based training solutions;
- Learn which DiSC tool works best for your desired outcome;
- Discover how to combine DiSC resources for better results; and
- Customize your own DiSC-based training solutions.

Contact us for a copy of the research on DiSC or download the report from our website.

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www.thinbook.com or call 888.316.9544