



WORKBOOK & ASSESSMENT

Family DISC Assessment Learning Workbook

Introduction

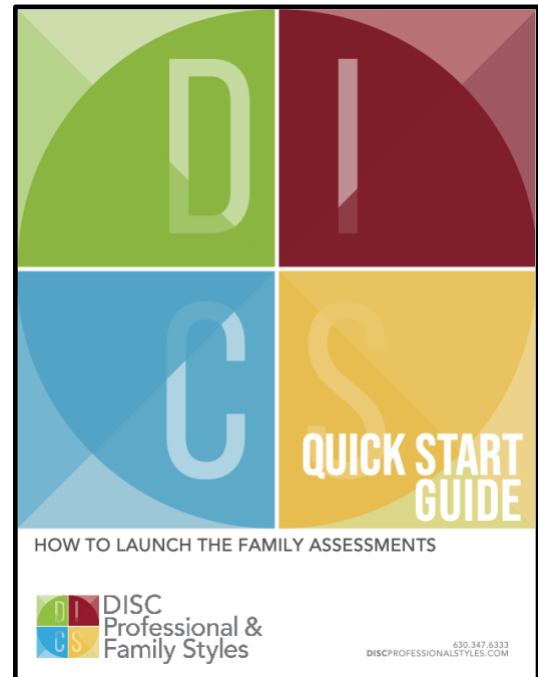
The Purpose of this Workbook: This workbook serves as a guide to help you understand family dynamics through the DISC assessment, providing practical tools for improving communication, resolving conflicts, and fostering healthy relationships. Refer to it often and use the worksheets at the back of the workbook to help couples and families apply DISC tools.

Benefits of Using DISC with Couples and Families

- **Enhanced Communication:** Family members learn to communicate more effectively by understanding each other's preferred communication styles.
- **Reduced Conflict:** Awareness of personality differences helps in anticipating and mitigating conflicts.
- **Personal Growth:** Individuals gain self-awareness and can work on their strengths and areas for improvement.
- **Stronger Relationships:** Improved understanding leads to deeper connections and stronger family bonds.

How to Launch the DISC Family Styles Assessment

1. Download the How to Launch the Family DISC on the Free resources Page at www.discprofessionalstyles.com.
2. Then start by setting up your personal account here:
<https://www.onlineworksolutions.com/cgi-bin/disc/account.pl>.
3. Choose the Family DISC option.
4. Click on the **How to Launch Family DISC** button In the top right-hand corner of your screen. Download the report and follow the steps.



Overview of the DISC Model:

The DISC assessment, a personality profiling tool, can be highly beneficial for families. It provides insights into individual behaviors, communication styles, and interaction patterns. By understanding each family member's DISC profile, families can enhance their relationships, improve communication, and resolve conflicts more effectively. Here's how to use the DISC assessment in a family setting:

- D (Dominance): Individuals with high D traits are often assertive, goal-oriented, and competitive. They like to take charge and make quick decisions.
- I (Influence): Those with high I traits are outgoing, enthusiastic, and enjoy social interactions. They are often persuasive and enjoy being in the spotlight.
- S (Steadiness): High S individuals are calm, patient, and supportive. They value harmony and tend to be good listeners.
- C (Conscientiousness): People with high C traits are detail-oriented, analytical, and systematic. They value accuracy and prefer structured environments.



Notes:

Steps to Implement DISC with Couples and Families

Step 1: Assessment: Each family member takes the DISC assessment to identify their primary and secondary traits. Several online platforms offer the DISC assessment, which usually involves answering a series of questions about preferences and behaviors.

Step 2: Share Results: Meet with each family member individually or organize a family meeting to share and discuss the results. Each member should understand their own profile and those of others.

Step 3: Discussion and Reflection: Discuss how each profile manifests in daily life. Reflect on how individual traits influence interactions, decision-making, and conflict resolution within the family. (See content from the assessment as well as worksheets attached).

Step 4: Use the Coaching Materials in the Workbook: Build your session (s) to focus on the specific issue needing resolution, using the worksheets and exercises available.

Notes:

Understanding Family Dynamics

Communication Strategies - Help families take a step back to envision the dynamics that occur regularly in their lives.


- **For D types:** Encourage them to be mindful of others' feelings and to listen actively.
- **For I types:** Remind them to give others a chance to speak and to focus on follow-through.
- **For S types:** Encourage them to express their needs and preferences more openly.
- **For C types:** Help them to be more flexible and to appreciate diverse viewpoints.
- **Use this worksheet** to help family members understand how to manage conversations.

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Leading Difficult Conversations Worksheet

Holding difficult conversations is easier when you understand family member's DISC styles and their needs. To get started, review YOUR DISC style and be ready to use these style flexing tips:

Your DISC Style	Tips for Managing Difficult Conversations
D Dominant	<ol style="list-style-type: none"> 1. Be careful about interrupting others 2. When disagreeing, choose your words carefully 3. Ask more questions and listen 4. Provide compliments 5. Before deciding, involve others
I Influential	<ol style="list-style-type: none"> 1. Stick to the topic being discussed 2. Think before you speak (use filters) 3. Use pauses to provide opportunities for others to speak 4. Listen more than you speak 5. Do not initiate physical contact 6. Ratchet your energy level down a few notches 7. Use direct statements rather than roundabout questions
S Steady	<ol style="list-style-type: none"> 1. Instead of not speaking interrupt others when you need to speak 2. Speak at a faster pace and louder tone 3. Use direct statements rather than roundabout questions 4. Bring your energy level up 5. Provide recommendations and your opinions 6. Speak candidly
C Conscientious	<ol style="list-style-type: none"> 1. Instead of not speaking, insert yourself into the conversation 2. Speak at a faster pace and louder tone 3. Use direct statements rather than roundabout questions 4. Bring your energy level up 5. Provide recommendations and your opinions early on 6. Use a strong and confident voice 7. Increase the frequency of which you speak in a conversation



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Conflict Resolution: Use DISC insights to address and resolve conflicts.

For example, understanding that a D type might be perceived as overly critical can help in moderating their approach. Conversely, recognizing that an S type might avoid conflict can help others encourage them to speak up.


Use this worksheet to help family members identify and resolve conflict.

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Family DISC Conflict Styles

Style	Strengths	Possible Challenges
D-Dominant	<ul style="list-style-type: none"> Stands up to confrontation Faces conflict in a straight-forward way Persists to resolve conflicts Helps others by modeling courage and fortitude 	<ul style="list-style-type: none"> Can be too aggressive Can be blunt and insensitive Can be too demanding Can reduce conflicts to "winning" and "losing" Forgets to support others in conflict situations
I-Influential	<ul style="list-style-type: none"> Focuses on supporting others during conflicts Looks for win-win solutions Is sensitive to how others feel and serves as an emotional barometer 	<ul style="list-style-type: none"> Can vent emotionally when feeling pressured Can suppress conflicts instead of exploring them on a deeper level Tries to "fix" conflicts
S-Steady	<ul style="list-style-type: none"> Acts as a steadying force for others Is unemotional and calm in the face of conflict situations Finds ways to accommodate people in conflict 	<ul style="list-style-type: none"> May give-in to easily Looks for ways to avoid conflict May appear to agree during conflicts but may not be committed to a given direction
C-Conscientious	<ul style="list-style-type: none"> Maintains a calm and detached demeanor during conflict Values the "correct" way to proceed Explores details which others may overlook 	<ul style="list-style-type: none"> May withdraw or detach from the conflict situation Does not often share real concerns or thoughts Often plans next move



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**Building Stronger Relationships:
Leverage DISC profiles to
strengthen bonds.**

Plan activities that cater to different personality types. For instance, a family outing that includes both social interaction for I types and a structured plan for C types can be beneficial.


Use this worksheet to help family members appreciate unique differences between members.

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Supporting Family Styles

	DOMINANT	INFLUENTIAL	STEADY	CONSCIENTIOUS
What they want to accomplish	Creating results for self and others, control.	Building closeness and helping.	Providing a secure, stable family environment.	Prefer a non-emotional, predictable family environment.
What they don't like	Losing control, being taken advantage of.	Rejection, loss of approval.	Sudden changes, loss of security.	Criticism, lack of quality standards.
How they communicate	Direct, fast-paced, forceful, decisive.	Enthusiastic, positive, sociable.	Patient, predictable, cooperative, quiet.	Quiet, thoughtful, focused on accuracy, controlled, non-emotional.
Information needed to make decisions	How can the decision save time and achieve a faster results?	What will others think of the decision? How will it please or impact others?	How can the decision add stability? Will it result in improved consistency or security?	Why is this decision the most logical? Will it result in the best way forward?
How to support this style	Balance doing with being. Check urgency to ensure pacing and inclusion.	Respect that other's feelings are important. Open conflicts up for discussion.	Provide additional information as needed and acknowledge that calculated risks are often necessary.	Help them balance their need for perfect solutions with reality. Support shared learning (even failures).



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Parenting Styles:

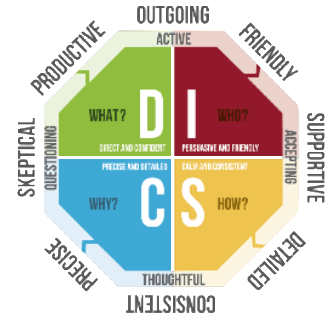
Adapt parenting approaches based on the child’s DISC profile.

For example, a child with a high D trait might respond well to clear, direct instructions, while a child with a high S trait might need more reassurance and gentle guidance. Understand and adjust your own parenting style by recognizing your DISC profile’s strengths and potential challenges **Use this worksheet to read** other’s DISC styles.

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How to Read & Support Family DISC Styles



Watch the behavior of the person you are "reading." This is not an attempt to label another person, but it is an attempt to learn to understand, support and leverage their unique style strengths and challenges.

Where does the person you are reading seem to fit?

	STYLE	SUPPORT
D	Directing Courageous, outspoken	Slow them down/remember the details
I	Influencing Supportive, generous	Clarify personal needs, offer support when needed
S	Steady Reserved, quiet, kind	Increase urgency/take a risk!
C	Conscientious Reserved, contemplative	Focus on realistic standards, collaboration vs. isolation

DISC Professional & Family Styles

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Exercises

Here are some sample exercises to use.

Exercise: Family Role Identification

Explore the strengths that family members bring to the family with this exercise.

Use this worksheet.

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Exercise: Family Role Identification

This exercise helps couples and families to

- Each family member identifies their role (e.g., leader, peacemaker, problem-solver) and reflects on how their DISC profile aligns with this role.
- **Questions to ponder**
- How can each person's style be supported to enable the family to use their natural style?
- How can each person be supported to avoid over-use of their natural style?

DISC Styles in the Family

Dominance (D) in the Family:

- Characteristics: Direct, assertive, result oriented.
- Strengths and Challenges: Discuss the strengths and potential challenges of a "D" style family member.
- **Activity:** Family members discuss how they perceive the "D" member's style and how it affects family dynamics.

Influence (I) in the Family:


- Characteristics: Sociable, enthusiastic, persuasive.
- Strengths and Challenges: Discuss the strengths and potential challenges of an "I" style family member.
- **Activity:** Role-play scenarios where the "I" member's strengths can shine and discuss how to support them in challenging situations.

Steadiness (S) in the Family:

- Characteristics: Calm, reliable, team oriented.
- Strengths and Challenges: Discuss the strengths and potential challenges of an "S" style family member.
- **Activity:** Reflection exercise where family members appreciate the "S" member's contributions and discuss how to avoid taking them for granted.

Conscientiousness (C) in the Family:

- Characteristics: Analytical, detail-oriented, cautious.
- Strengths and Challenges: Discuss the strengths and potential challenges of a "C" style family member.
- **Activity:** Collaborative problem-solving session where the "C" member takes the lead in planning a family project.


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Exercise: Communication Mapping

Explore how different DISC styles communicate and how miscommunication can occur.

- Map out each family member's communication style based on their DISC profile.
- Identify potential communication breakdowns and solutions.

Use this worksheet.

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Family Communications Map


Creating a DISC Family Communications Mapping Worksheet can be an excellent tool for families to understand each other's communication styles and improve interactions. Here's a template for such a worksheet:

DISC Family Communications Mapping Worksheet

Instructions:

1. **Identify Family Members:** List all family members and their corresponding DISC personality type.
2. **Describe Communication Styles:** Note down each member's communication preferences, strengths, and potential challenges.
3. **Mapping Interactions:** Map out how each family member typically interacts with others, highlighting areas where communication might flow easily or encounter difficulties.
4. **Improvement Strategies:** Suggest ways each family member can adapt their communication style to better connect with others.

Family Member/DISC Type	Strengths	Challenges	Triggers	Communication Tips



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Exercise: Family Action Planning

Use the start-stop-continue model to create an action plan.

Use this worksheet.

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Family Action Plan

What can we **start doing** to improve my effectiveness as a family member?
1-2 action items

What can we **stop doing** to improve my effectiveness as a family member?
1-2 action items

What can we **continue to do** to improve my effectiveness as a family member?
1-2 action items

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Exercise: Holding a check-in can be as simple as using this worksheet.

Hold regular meetings to ensure that you stay on track with your progress.

Use this worksheet.

Notes:

Exercise: Family Check-In's

Hold regular check-ins to ensure that you continue to progress with developing your family's relationships.

1. Ask the family to meet for check in and allow an hour for the discussion.
2. At the meeting talk about five things that have gone right since starting DISC training.
3. At this point, take turns sharing any concerns you may have from the past week. Conflict is inevitable and necessary in any relationship. When handled constructively, it will leave you feeling more connected. For that to happen, you must listen to one another and attune to each person's style."
4. Use the following ATTUNE approach created by the Gottman Institute":
 - Awareness – of other's feeling and experience
 - Tolerance – that there are different valid viewpoints for negative emotions
 - Turning Toward – recognize other's need and turning toward it
 - Understanding – attempt to understand other's experience and their perspective
 - Non-defensive Listening – listening to other's perspective without concentrating on victimizing yourself or reversing the blame
 - Empathy – responding to others with an understanding, awareness, and sensitivity to their experience and needs.
5. Discuss how you can adjust so that each family member feels more valued and loved.

Reading List

Here's a concise reading list to deepen your understanding of the DISC model:

1. "The DISC Model: A Look at Behavioral Styles" by Merrick Rosenberg
 - A practical guide to understanding and applying the DISC model in various settings, including personal and professional environments.
2. "The Everything DISC Manual" by Jeffrey Sugerman, Mark Scullard, and Julie Straw
 - This book offers a comprehensive look at the DISC model, exploring the theory behind it and its applications in leadership, teamwork, and communication.
3. "Taking Flight!: Master the DISC Styles to Transform Your Career, Your Relationships...Your Life" by Merrick Rosenberg and Daniel Silvert
 - A more engaging and narrative-driven approach to the DISC model, using the metaphor of birds to represent the four personality styles.
4. "The DISC Behavior Inventory: A Comprehensive Guide" by Ray Lincoln
 - A thorough exploration of the DISC behavior inventory, with insights on interpreting and applying DISC assessments in various contexts.
5. "Positive Personality Profiles: D-I-S-Cover Personality Insights to Understand Yourself and Others!" by Robert A. Rohm
 - Focuses on using DISC to improve self-awareness, communication, and relationships, making it a great resource for both personal and professional development.

These books should provide a well-rounded foundation in understanding and utilizing the DISC model effectively.

For more information on training, therapy and coaching, reach out to us at scain@corplearning.com.