



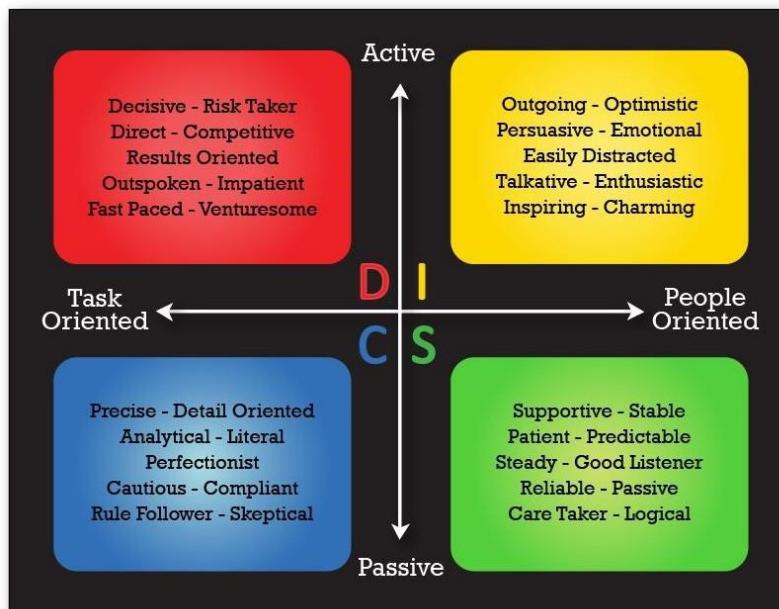
The Bridging DISC Workshop
for
American Swim Coaches Assoc.
Building an unstoppable and better coach!

Jeff Kincaid
Kincaid Consulting Group
Consultant / Leadership Team Coach / National Trainer

DISC...

As a passionate observer of human behavior, all of my courses are created to equip people with an in-depth & comprehensive understanding of the DISC language. These simple, yet powerful concepts, can create an explosive impact in the growth of your business and your life. The courses are infused with interactive learning, group exercises and will equip your organization to...

- Enhance teamwork among team members
- Convert and close more business
- Build culture, trust, respect and admiration in the workplace
- Create greater self-awareness and foster self-discovery
- Win more clients and create stronger relationships
- Enhance teamwork among team members and staff
- Identify how and why people act the way they do
- Maximize personal strengths and minimize weaknesses
- Uncover root communication problems
- Develop more focused and motivated teams
- Increase success with hiring and retention
- Motivate team members toward greater productivity
- Create a working environment that is more productive, satisfying, and profitable for everyone involved





Meet your trainer:

Jeff is a trained, certified analyst through TTI Success Insights in the following programs for the delivery of assessments, debriefing, and coaching in behaviors (DISC), motivators (12 Driving Forces), EQ or Emotional Quotient (Emotional Intelligence); and Leadership Training in The Prioritized Leadership Suite. "I take personal and professional development very seriously and spend a great deal of my investment developing and honing skills for the benefit of my clients and people whom I work with within many areas. Individual growth leads to change, understanding, and improvement in our relationships. Though nothing is rarely perfect in our world, we can always strive to be the best at understanding ourselves and others for better work and home life."

The common denominator in most working relationships understands one's true purpose in life and then communicating that vision of purpose, care, and scope beyond the motivation to go from good to great. The most prominent element is whether we understand our own unique behavioral, motivational, and emotional intelligence styles and the need for others to create authentic meaning to deliver our services with high-level value with the best-in-class communication techniques.

For 30 years, Jeff has worked with parents & athletes, business owners, banking & finance relationships, and the industrial supply chain. The most misunderstood aspect of the business was communication and behavioral understanding. That's why Kincaid Consulting Group delivers training through workshops, coaching, and leadership development, to help others be the best professionals possible.

Certified Master Leadership Coach
Consultant | National Trainer | Team Coach
Jeffkincaid@kincaidconsultinggroup.com



Workshop: **\$90.00 per coach;** The workshop will include:

- Interactive presentation with an E- guidebook.
- Question and answer periods throughout.
- Group activities to enhance learning and development.
- Your own DISC Assessment (**to be completed prior to the clinic**)
- DISC ebook: Everything you need to succeed with DISC (sent with assessment)
- A thorough understanding of the four styles of DISC:
- **Dominance:** How we tackle Problems and Challenges
- **Influence:** How People and Contacts are utilized
- **Steadiness:** How the Pace and Consistency affect speed in life
- **Compliance:** How Policy and Constraints rule the day

A special additional bonus to take the work home: DISC DEEP DIVE: A powerful 12 month learning experience with guide resources to enhance the team learning.

Sample of the first month is below.

L
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D
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R
'S
GUIDE

KEEP THE CONVERSATION ALIVE



DISC DEEP DIVE



LEADER'S GUIDE TO KEEPING IT ALIVE

THE VALUE:

DISC DEEP DIVE was created to keep your organization's investment in DISC alive and thriving. As a leader, your investment in DISC should continue to pay off in the form of stronger communication, improved relationships, and positive team dynamics. DISC DEEP DIVE will help you accomplish this through regular guided discussions and exposure to the many applications of the powerful DISC tool.

THE DESIGN:

DISC DEEP DIVE was designed with all four behavioral styles in mind:

- Brevity for our D's
- Interaction in the form of games for our I's
- Opportunities to know each other better for our S's
- Growing your expertise and testing of knowledge for our C's
- Discussion questions for ALL four styles

THE HOW TO:

- **Each month**, e-mail your team one of the 12 monthly DISC DEEP DIVES (DDD). There are two versions for each month: one with a colorful background for e-mail distribution, and another with a white background for printing distribution. If you stay in consecutive order by distributing Month 1, Month 2, Month 3, Month 4, etc., a different behavioral style will be featured each month.
- **Before distributing** the first DDD, share with your staff **WHY** you are doing this and **WHAT** it will look like (i.e., one-pager, 12 months, e-mailed, discuss at team meetings, etc.). If your team has recently gone through DISC training, chances are they will be just as excited as you to keep their DISC language, knowledge, and lens alive!
- **Ask your team members** to complete the four sections of the DDD before your next team meeting. Make sure they know to come prepared for discussion. The S's and C's will especially appreciate the opportunity to prepare in advance.
- **During your team meeting**, allocate 10-15 minutes on the agenda to listen to everyone's responses to the **FOR DISCUSSION** prompt.
- **An accompanying answer key** has been provided for each month's DDD activity sheet so that you can focus on the important things such as the discussions and be free to observe relationship building at work.

IDEAS FOR MAKING IT WORK FOR YOUR TEAM:

- **Do you have a friendly, competitive group?** Set up a challenge: the first two people each month to return their completed DDD to you, get a prize (coffee gift card, snack, a DISC crown at their workstation until the next month...)
- **Start a shared google doc** or group in your internal messaging system so others can post their answers to discussion questions.
- **Consider assigning ownership** of the monthly team meeting DISC DEEP DIVE discussion to one of your team members, rotating team members each month. It's a perfect developmental opportunity and ensures learning ownership and application rests within the team.
- **Have fun with this each month!** Explore the conversations. Listen to what your team is telling you. Get creative and let us know how you are using it.

DISC DEEP DIVE



Test Your Knowledge:

Which style displays the following behaviors?

Has a slow and warm pace	D	I	S	C
Has a slow and competent pace	D	I	S	C
Has a rapid and friendly pace	D	I	S	C
Has a rapid and business-like pace	D	I	S	C

When communicating, which style displays the following behaviors?

Provides a lot of information	D	I	S	C
Is typically quick and to the point	D	I	S	C
Is animated when speaking	D	I	S	C
Appears calm and methodical	D	I	S	C



For Discussion: List 3 ways to best communicate with you.

Action: What will you focus on or do differently this month based on your reflections and insights? Please consider incorporating what your team members have shared regarding *their* preferences.



When communicating with the D style

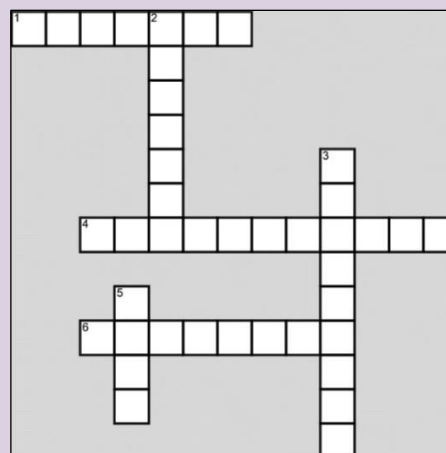
DO...

- Be clear, specific and to the point (think bullet point fashion)
- Be confident in your delivery
- Focus on solutions rather than problems
- Ask specific questions
- Stick to business

TIP OF THE MONTH

If you want to be heard when communicating with individuals who are demonstrating a DOMINANT communication style, you may find that they are more receptive when your body language includes a strong handshake, direct eye contact and you control your gestures.

Have Some Fun:



With the D Style

Across

1. Likes to be in ___ of their surroundings.
4. Is not easily ___ or offended.
6. ___ is NOT their virtue

Down

2. Wants ___ & efficiency.
3. Is motivated by a ___.
5. Functions at a ___ pace.

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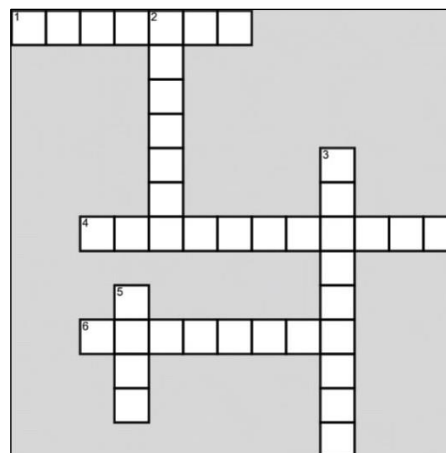
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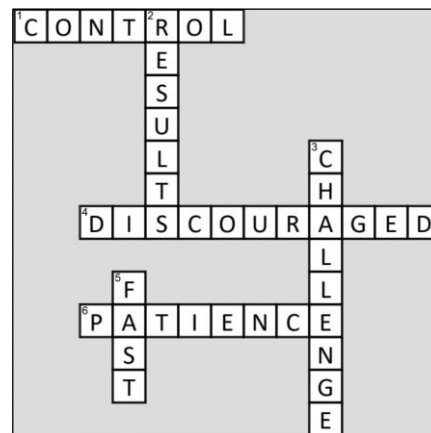
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