



DISC/Behaviors Mini-Lessons

In these lessons, students will learn language to express their unique behavior and communication styles through DISC scores. Students will come away with a written statement that describes their behavior style and apply that to identifying their ideal work environment.

Materials:

- Summary Pages of students' Indigo Report
- DISC Videos – see links in individual lessons

Preparation:

Before beginning, you may want to read over the DISC chapter in Section 2 of the [Indigo Fieldbook](#), "Behaviors – *Keys to Communicating*".

Info:

Introduction



1 min

Introduce students to the concept of DISC.



DISC scores reveal a person's natural behavioral styles. You can use your DISC scores to better understand yourself and articulate your unique qualities. The four different colored bars represent four behavior qualities, which are Dominance, Influencing, Steadiness, and Compliance. The more you understand and recognize different styles in other people, the easier it will be to communicate effectively.

Think of the DISC scores as clues or hints telling you what to expect when you meet a new classmate for the first time. Will they look you in the eye and shake your hand enthusiastically? Will they speak calmly and slowly? Will they ask a lot of questions? Will they argue with you? Knowing what each colored bar represents and how those styles tend to show up behaviorally will help you figure out the best way to interact with a person exhibiting those traits.

You can also use DISC to describe the type of environment you work best in and use that as a guideline when making choices about the kind of jobs you want to have.

The Graph:

Reading the DISC Graph



5 min

Explain the DISC graph, emphasizing that:

- There are no right or wrong scores
- Bars above 50 are considered "high"; bars below 50 are considered "low"
- The 50 line is called the Energy Line
- All are needed

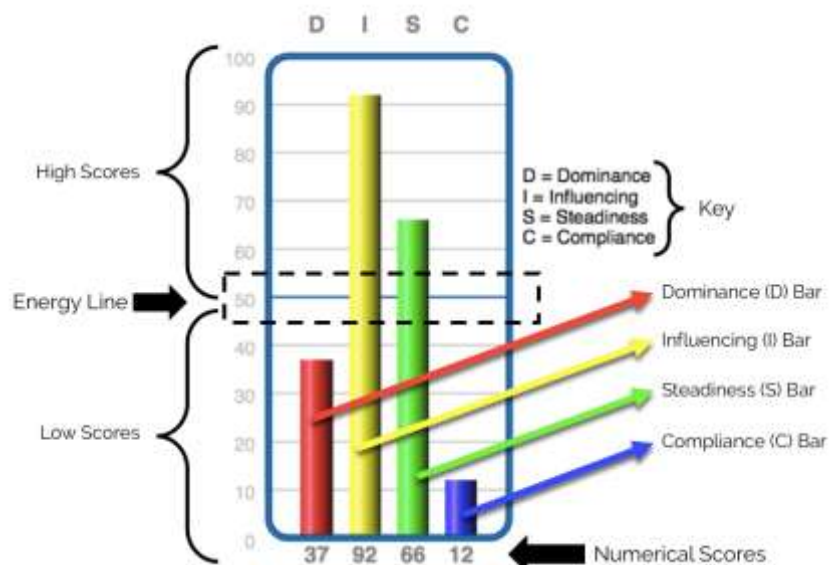


Locate the DISC graph is on the top right of your Summary Page. This graph describes how you tend to behave naturally in non-stressful conditions. **There is no "correct" score to have.** Each person's style is a unique blend of D, I, S and C. Each colored bar has a meaning. To read the graph start with the red bar on the left and end with the blue bar on the right. The four letters stand for Dominance, Influencing, Steadiness, and Compliance. The red bar is Dominance, yellow is Influencing, green is Steadiness, and blue is Compliance.

Each of your DISC scores falls somewhere between 0-100, and is indicated by a colored bar, with your numerical score listed underneath. If any of your behavioral scores are above 50, they are considered high, and any scores under 50 are considered low. High is not good and low is not bad. How High or Low the score is shows how strongly which attributes are displayed. For example, someone with 95 Dominance will be energized by highly competitive, fast paced environments, and a person with 5 Dominance will be incredibly drained by the exact same scenario. A 55 Dominance could go either way depending on the situation.

Take note of the 50 line on the graph, which we call the energy line. We call it the energy line because if you are in an environment that is better suited for a high score and you have a naturally low score, it will be more difficult for you to cope, and thus may drain your energy.

The most important thing to know when it comes to behaviors is: **There is no wrong or right style.** Every type of combination is necessary and valuable.



Info:**Bridges**

2 min

Talk about Bridges – what they are and how they are important in a group.



If all your scores are between 30 and 70, you are what we call a “Bridge”. You are likely flexible and adaptable. Bridges can adapt to a variety of environments without much stress. As we describe the high and low qualities of each DISC indicator, you may feel that you are a little bit of both or somewhere in the middle. This is to be expected! When your DISC bar is somewhere in the middle, your style is also somewhere in the middle.

While a Bridge has all 4 DISC bars between 30 and 70, many of you will also have at least one bar in that range. If that is true for you, when we discuss that DISC bar, chances are that pieces of both the high and low may feel true for you or maybe it depends on the situation. For some who has the qualities of the Bridge – this is true for ALL 4 DISC indicators.

Activity:**DISC Adjectives**

5 min

Read out or display the list of adjectives that correspond to each high and low DISC attribute. Ask students to write down whether they are high or low in each DISC, and which adjectives they identify with. Alternatively, you can print the last page of this packet as a worksheet.



Now we are going to look at some words that are associated with the different DISC scores. Write down the words that you identify with. Focus on the words connected with your Highest or Lowest DISC style. For example, if you have a Low Dominance style, you will likely identify with more terms from that category.

Dominance	Low D Adjectives	Agreeable, Diplomatic, Peace-Keeper, Collaborative
	High D Adjectives	Results-Oriented, Bold, Direct, Competitive
Influencing	Low I Adjectives	Focused, Good Listener, Observant, Quiet-Thinker
	High I Adjectives	Optimistic, Outgoing, Enthusiastic, Sociable
Steadiness	Low S Adjectives	Flexible, Spontaneous, Likes Variety, Active
	High S Adjectives	Reliable, Supportive, Patient, Consistent
Compliance	Low C Adjectives	Efficient, Big-Picture Thinker, Risk-Taker, Innovative
	High C Adjectives	Structured, Precise, Detail-Oriented, Systematic



Dominance reflects how you respond to problems.

1

Introduction



Dominance reflects how people respond to problems. The most important thing to remember is that scores above 50 are considered High D's. High D's tend to address things directly and urgently, not minding if conflict is created. High D's like intense environments with challenges and competition. The higher the D score the more these characteristics are true.

Scores under 50 are considered Low D's. Low D's tend to be deliberate and thoughtful, avoiding friction while solving problems. Low D's prefer to work in more peaceful, collaborative settings. The lower the D score the more these characteristics are true.

2

Video

Watch Dominance video: <https://vimeo.com/332540831/05d71ee6b7>

3

Discussion

Guide a discussion about the pro's and con's of High and Low D's and leadership.



Dominance is a quality that is often associated with leadership. It is important to know that both High and Low D's make great leaders, but their leadership style looks different.

- *What does the High Dominance leadership style look like?*
 - Possible responses – One person telling everyone else what to do, bossy, commanding. The goal is to guide them to an understanding that the style is a “directive” style.
- *What does the Low Dominance leadership style look like?*
 - Possible responses – asking everyone their opinion, getting input from others. The goal is to develop understanding that the style is collaborative and consensus in style.

While there are benefits to both behavior/communication styles, and both can be great leaders, but there are also potential downfalls to each style.

- *What are some potential downfalls of the High D leadership style?*
 - Possible responses – They will be seen as mean, their honesty is brutally honest and brutal isn't nice, they get in more fights.
- *What are some potential downfalls of the Low D leadership style?*
 - Possible responses – They are too nice and you don't know if they are being honest, they don't get stuff done as fast, they may not stand up for themselves or their ideas.

All of these ideas are observations and opinions. It doesn't mean that High D's ARE bossy or Low D's don't get stuff done. This is just the impression these styles can create. We are not suggesting that you behave differently, but that you take ownership for your behavior and the impact it can have.



Influencing reflects how you respond to people.

1

Introduction



Influencing reflects how you respond to people. Remember, scores above 50 are considered High I's. High I's tend to be talkative, enthusiastic, and outgoing. High I's like to express themselves and connect with people. They trust others easily. The higher the score the more this is true.

Scores below 50 are considered Low I's. Low I's tend to be more reserved and reflective and listen more than they speak. Low I's prefer a more cautious approach when developing trust. The lower the score the more this is true.

2

Video

Watch the Influencing video: <https://vimeo.com/137215640>

3

Discussion

Guide a discussion about the pro's and con's of High and Low I's and how they can communicate and work better together. Make sure High I's understand they need to listen to Low I's and not dominate the discussion all the time.



There are benefits and downfalls to each of these communication styles.

- *What do you think is one benefit of the High Influencing style of communication?*
 - Possible responses – They have lots of friends, they meet new people easily, people like to be around them, they volunteer in class a lot
- *What are benefits of the Low Influencing style of communication?*
 - Possible responses – they are good listeners, when they do talk they have something important to say, their circle of friends is small but tight and close.

While there are benefits to both communication styles, there are also potential downfalls for each.

- *What are some potential downfalls of the High Influencing communication style?*
 - Possible responses – They can be annoying because they are always talking, they can be seen as rude for talking when they shouldn't.
- *What are some potential downfalls of the Low Influencing communication style?*
 - Possible responses – They can be seen as rude for not talking to others, they may seem uninterested when they don't participate in class, they don't share their ideas.

We are not suggesting that you behave differently, but that you take ownership for your behavior and the impact that it can have. Choose when you want to speak up and have your voice heard and make sure you are making opportunities to share your ideas and also listen to the ideas of others.



Steadiness reflects how you respond to pace.

1

Introduction



Steadiness reflects how you respond to pace. High S's tend to be patient, routine driven, and supportive. High S's like stable environments with clear expectations. High Steadiness folks usually do best when they take the time to make a plan and stick to the plan if at all possible. The higher the S score, the more this is true.

Low S's tend to be adaptable, change oriented, and prefer variety. Low S's like environments that are constantly changing. The lower the S score, the more this is true.

2

Video

Watch Steadiness video: <https://vimeo.com/137215641>

3

Follow-Up

Guide a discussion about the pro's and con's of High and Low S's and how they can communicate and work better together.



There are benefits and downfalls to each of these communication styles.

- *What do you think is one benefit of the High S style of communication?*
 - Possible responses – They are predictable, you can count on them, they stick to their schedule and get things done.
- *What are benefits of the Low S style of communication?*
 - Possible responses – they are always up for something new, they are good at multitasking, they are very patient.

While there are benefits to both communication styles, there are also potential downfalls to each style.

- *What are some potential downfalls of the High S communication style?*
 - Possible responses – They don't like or do well with change, they could miss out on things because they don't like to always try new things, being too patient isn't always good.
- *What are some potential downfalls of the Low S communication style?*
 - Possible responses – They change their mind too much and don't stick to one thing for very long, they don't finish what they start because they get bored, being unpredictable could also make them less reliable.

We are not suggesting that you behave differently, but that you take ownership for your behavior and the impact that it can have.



Compliance reflects how you respond to process.

1

Introduction



Compliance reflects how you respond to process. High Compliance people produce high quality work – that is important to them and they do not like to make mistakes. They are very detail-oriented. High C's prefer environments where there are rules and procedures to follow. The higher the C score, the more this is true.

Low C's tend to think of rules and regulations as suggestions. They are more focused on the result than the process. They are out of the box thinkers. Low C's prefer environments with less structure and less focus on the details. The lower a person's C score, the more this is true.

2

Video

Watch the Compliance video: <https://vimeo.com/137215638>

3

Follow-Up

Guide a discussion about the pro's and con's of High and Low C's and how they can communicate and work better together.



There are benefits and downfalls to each of these communication styles.

- *What do you think is one benefit of the High C style of communication?*
 - Possible responses – They follow all the rules, they are good at planning and research.
- *What are benefits of the Low C style of communication?*
 - Possible responses – they get things done fast, they don't get stuck on all the details

While there are benefits to both communication styles, there are also potential downfalls to each style.

- *What are some potential downfalls of the High C communication style?*
 - Possible responses – They can get so hung up on all the details and doing things right they can get stuck, they strive to be perfect which isn't always real or helpful
- *What are some potential downfalls of the Low C communication style?*
 - Possible responses – They don't get as good of grades because they forget the details and don't do what they are supposed to, not following rules can be dangerous.

We are not suggesting that you behave differently, but that you take ownership for your behavior and the impact that it can have.



In this activity, students will write statements that describe their ideal work environment based on DISC and what they already know about themselves. They can also incorporate their motivators into their statements. You can focus the statement on envisioning an ideal work environment or substitute another relevant situation.

Ask students:

Based on your DISC scores and what you already know about yourself, what sort of environment would you like to work in?

All students should write out their Ideal Environment Statement on the worksheet and turn it in at the end of the class period.



You are now going to write Ideal Environment Statements. Your Ideal Environment Statement should be one to three sentences about your most distinct DISC traits, what they mean to you, and what sort of work environment would fit those traits.

Some examples of Ideal Environment Statements are:

I am High D and Low C, so I want to work in a place where I have a lot of choices and I'm not told what to do. I'm also High Aesthetic, so I want to work in a beautiful environment.

I am Low I and High S and C, so I want a stable work environment that has clear rules and where there is not a lot of interaction with people.

Write down your Ideal Environment Statement. You will turn it in at the end of the class.

If there is time, ask volunteers to share their statements out loud.

Questions & Feedback

Contact support@indigoproject.org



DISC Words Worksheet

Name: _____

D Dominance Is your D score High, Medium, or Low? _____

Below are some words associated with the Low Dominance style. Circle any words you identify with:

Agreeable Diplomatic Peace-Keeper Collaborative

Below are some words associated with the High Dominance style. Circle any words you identify with:

Results-Oriented Bold Direct Competitive

I Influencing Is your D score High, Medium, or Low? _____

Below are some words associated with the Low Influencing style. Circle any words you identify with:

Focused Good Listener Observant Quiet-Thinker

Below are some words associated with the High Influencing style. Circle any words you identify with:

Optimistic Outgoing Enthusiastic Sociable

S Steadiness Is your D score High, Medium, or Low? _____

Below are some words associated with the Low Steadiness style. Circle any words you identify with:

Flexible Spontaneous Likes Variety Active

Below are some words associated with the High Steadiness style. Circle any words you identify with:

Reliable Supportive Patient Consistent

C Compliance Is your D score High, Medium, or Low? _____

Below are some words associated with the Low Compliance style. Circle any words you identify with:

Efficient Big-Picture Thinker Risk-Taker Innovative

Below are some words associated with the High Compliance style. Circle any words you identify with:

Structured Precise Detail-Oriented Systematic