

FACILITATOR GUIDE: PERSONALITY TESTING USING DISC

THE FACILITATOR'S JOB:

1. To create a positive learning environment
2. To maintain the group's focus and keep them on track with course material
3. To encourage everyone to participate
4. To remain neutral, treating everyone fairly, making sure everyone has a chance to participate and encouraging everyone to engage
5. To ask the sample questions below or insert your own

LEARNING OBJECTIVES FOR THE COURSE:

1. Understand the secret of mental processing
2. Communicate effectively with other people based on their personality type and place them in roles that take advantage of their strengths
3. Understand the foundational principles of the DISC personality assessment and the 4 dimensions of personality
4. Identify how much of each personality dimension you have in your psychological make-up

SESSION LENGTH: 60 - 90 MINUTES

**Ask each person to bring their downloaded DISC results to this session.
(Some portions are omitted for the sake of time.)**

Module 2 - Writing and scoring your assessment (15 - 20 minutes)

1. Share your scores with the group. Which areas did you score over 60%? (List these on a whiteboard so everyone can see everyone else's scores.)
2. Did you find your results to be accurate? (Remember, DISC is a tool to discuss areas of strength and weakness, not a scientifically validated instrument.)

Module 3 - Understanding the Dominant Personality Type (10 - 18 minutes)

1. Who do you know who is a D? How do you see it in them?
2. Who in this group is a D? Which parts do you identify with in the strengths and the areas of weakness?

Module 4 - Understanding the Inspiring Personality Type (10 - 18 minutes)

1. Who do you know who is an I? How do you see it in them?
2. Who in this group is an I? Which parts do you identify with in the strengths and the areas of weakness?

Module 5 - Understanding the Supportive Personality Type (10 - 18 minutes)

1. Who do you know who is an S? How do you see it in them?
2. Who in this group is an S? Which parts do you identify with in the strengths and the areas of weakness?

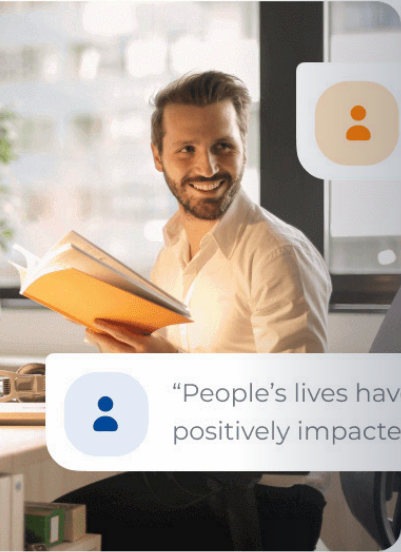
Module 6 - Understanding the Conscientious Personality Type (10 - 18 minutes)

1. Who do you know who is a C? How do you see it in them?
2. Who in this group is a C? Which parts do you identify with in the strengths and the areas of weakness?

Wrap-Up

1. Any other questions/comments?
2. Discuss which course is next, when it will be completed and the date/time of our next meeting.

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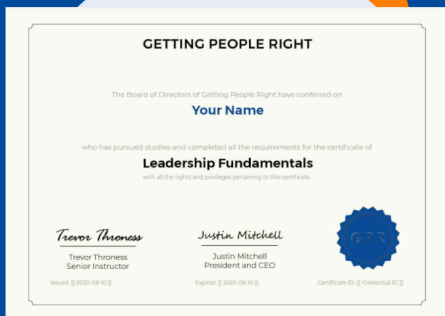
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- ✓ Learning the process to hire a-players
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- ✓ Objectively assessing your team
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