

# Reveal Your Why

## Increasing Engagement Through Understanding Values

**The “Reveal Your Why“ workshop will illuminate and amplify your motivating factors.**

The workshop is designed to help team members improve both their appreciation for each other and their workplace effectiveness. This is a highly interactive session, ideal for intact work teams.

### **What are Driving Forces?**

Driving Forces are sometimes called hidden motivators because they are not often readily observed. Motivators are the drivers that impel you into action. There are 12 Driving Forces. The top four, or Primary Driving Forces, of an individual tell us how a person derives meaning from life and work.

- They play a major factor in creating engagement and job satisfaction
- If not properly understood, drivers may cause conflict with other people
- People with similar drivers may expedite collaboration and communication

Research verifies that motivators are part of our mind-set, our way of perceiving value, our biases, ultimately influencing our decisions. Our motivators influence “why” we do what we do.

### **In this workshop participants will:**

- Explore their personal and their team’s driving forces through a series of exercises
- Understand each driving force and how they can interact to influence our decisions
- Identify how to connect their personal driving forces to their fulfillment both at work and in their personal lives
- Think about their personal objectives with a view to creating big or small goals that can lead to improved life satisfaction
- Learn how to interact with others using what they know about their driving forces to lead to more meaningful and successful interactions

### **Course Materials**

Each attendee receives a workbook that will be used throughout the workshop. This workbook will provide opportunity for personal reflection and goal setting throughout the workshop. It will serve as a personal resource post workshop for ongoing reflection and development.



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# Dynamic Communication

## Increasing Communication Through Understanding Behavior

**The Dynamic Communication workshop will open your eyes to a new way of viewing others and yourself.**

The workshop is designed to help team members improve both their appreciation for each other and their workplace effectiveness. Taking the time to understand the different behavioral styles of others is the key to effective communication. Discovering how to achieve the things you want, not only at work but also in life.

### **What is DISC?**

DISC measures observable behaviors. Our behaviors show "how" we act. Behavioral Characteristics are grouped together into 4 styles which are referred to as DISC .

- D = Dominance
- I = Influence
- S = Steadiness
- C = Compliance

### **Continuing Education Units (CEU)**

For attending the Dynamic Communication seminar you are eligible to receive continuing education units accredited by the International Association for Continuing Education and Training (IACET). One contact hour = 0.1 CEU

### **In this workshop participants will:**

- Learn why communication seems so difficult, and how to communicate more effectively
- Bring the results of their own DISC assessment to life by gaining clarity about their own unique style
- Discover how to recognize different behavioral styles in others and how to flex their style to improve communication with others
- Learn and use some practical techniques they can implement immediately to increase the effectiveness of their communications
- Review and interpret a Behaviors Team Wheel that shows the style diversity of the entire team

### **Course Materials**

Each attendee receives a workbook that will be used throughout the workshop that becomes a resource post workshop for ongoing communications style development. This workbook helps attendees learn how to recognize, understand and apply the DISC behavioral model for better communication.



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