# Facilitator Instructions: Group Profile Activity

## Activity Goals and Objectives:

*By having your participants and staff complete this activity, they will learn the following:*

1. Individuals learn more about their teammates
2. Individuals will learn how to apply their knowledge of the DISC
3. Individuals will learn that knowing a person's DISC style will help them understand how to communicate, collaborate and build relationships with others.

## Why does this activity matter?

*Express the importance to staff/ individuals learning to apply knowledge into a work environment and understand staff differences through a strength-based approach.*

1. Help with communication between each other.
2. Provide empathy for yourself and others by understanding that not everyone sees the world through the same lens as yourself.
3. Provide insight into how and why conflicts could arise between teammates. That differences in how people are fundamentally different, and each person has strengths and weaknesses. Our job as growth-minded individuals is to learn to acknowledge each other's differences and build on them versus seeing them through a negative lens.

## Handout Instructions:

*These instructions correspond to the participant handout. Have participants complete this handout before the four corners activity. They predict each other's DISC style, and the team will share their DISC style after the four corners activity. The group will discuss questions at the end of the activities.*

## How well do you know your teammates?

- Step 1: Based on the DISC overview training, how can you predict your teammate's DISC style?
- Step 2: Fill in their actual style.
- Step 3: Count your wins and report out to the group!