

The Platinum Rule:  
Do unto others as  
they would want  
done to them



# DISCOVERING SELF AND OTHERS

## Improving communication and collaboration with people who work together

Whether you realize it or not, your behavior fits predictable patterns. The way you respond to your environment, the way you react to people, what your view of the world is, and what the energy you bring to work each day is usually follow patterns that become obvious when you know what to look for.

At the heart of this program is the cutting-edge DISC Profile Assessment, a powerful tool for people to understand themselves. With the unique Self Assessment and Observer Assessment, it provides a comprehensive view of how individuals interact in everyday situations. The observer feedback section uses data from up to 25 others and is displayed through graphs to demonstrate trends from various settings (work, family, and social). No other assessment on the market provides this level of feedback or enables more in-depth interpretation and validation of one's DISCposition. The goal is to understand behavior in order to enhance work relationships.

In the DIScovering Self portion of the program, you learn to observe yourself objectively. You receive the tools and insight necessary for self-observation, and a model to help you make sense of what you learn. In the second part of the program, you will learn to apply these tools and insights to DIScovering Others—not in an attempt to label, but to understand, appreciate, and better respond to people.

### LEARNING OUTCOMES

- Improved understanding of and empathy for individual capacity, communication style, and motivational factors that can drive peak performance
- Enhanced commitment, ownership, and motivation relating to personal communication
- Improved overall interpersonal skills (empathy, communication, respect, relating, conflict resolution)
- Increased awareness and understanding of human behavior
- Increased commitment to understanding self and others



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## WHO SHOULD ATTEND?

Leaders

Self-leaders and project managers

Team leaders and members

Sales representatives

## PROGRAM FORMAT

DIScovering Self and Others is a one-day classroom experience. The design can be modified by combining and rearranging the learning activities for the client, and then delivering the program modules over time or on consecutive days. This flexible delivery option allows for different training approaches to meet the needs of different parts of the organization while ensuring consistency in the quality and content of the training curriculum.

### Part One—DIScovering Self—3.5 Hours

The goal in the initial part of the program is to teach individuals how to observe their own behavior and determine whether it is serving them and their goals. DIScovering Self is a vital step in preparing for self-leadership and the leadership of others. Imagine for a moment that you are a leader who has a high need to control your environment—and the people in it. Because it feels so natural, you may not recognize when your controlling behavior shuts others down or prevents them from developing needed skills and confidence. When the situation calls for you to match or meet the needs of another, you will find it difficult to make the adjustments necessary. It is difficult to adapt new behavior if you are unaware of your instinctive responses and the ways that you automatically act.

### Part Two—DIScovering Others—3.5 Hours to 4.5 Hours

The focus of the second part of the program is on identifying people—reading clues that provide insight into the most appropriate way to communicate with others. Emphasis is placed on the most important DISC principle, the Platinum Rule: Do unto others as they would want done to them. Part Two builds on the understanding gained in Part One and provides interactive opportunities to practice what has been learned, including a dress rehearsal for a meeting with someone at work. People in leadership roles should focus on using DISC concepts to develop their direct reports and staff members. Other participants may benefit from the ability to influence up and to communicate effectively with clients, volunteers, family members, and peers.

**Ken**<sup>THE</sup>**Blanchard**<sup>®</sup>  
COMPANIES

**Shawn K. Woods & Associates**  
Leadership Development, Talent

398 W. Army Trail Road #124-358  
Bloomington, Illinois 60108  
Phone: (331) 551-8686  
Website: [www.shawnkwoods.com](http://www.shawnkwoods.com)  
Email: [info@shawnkwoods.com](mailto:info@shawnkwoods.com)

Contact me at

[info@shawnkwoods.com](mailto:info@shawnkwoods.com) or call  
**331.551.8686 to Get Started**



**SHAWN K. WOODS**  
& ASSOCIATES

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