



## DISC Learning Management System (LMS) Training Overview

LMS includes 17 modules of easy-to-understand content, including video and quizzes, to provide a complete understanding of DISC. This learning platform enables you to start using TTI SI's valuable tools to improve employee engagement and productivity.

### Course Outline

#### Module 1: Overview DISC

This module will provide a brief overview of your DISC course. The module also covers the language of DISC and how the TTI SI DISC assessment can help you build communication channels both personally and professionally.

#### Module 2: DISC History

The TTI SI DISC assessment is based on William Moulton Marston's work chronicled in his book, *Emotions of Normal People*. DISC is all about assessing our observable behaviors and how they affect our communications with others. This module explains the theoretical basis for the creation of DISC.

#### Module 3: DISC Assessment

This module dives into the actual assessment, providing information on how the DISC assessment questions were developed and how they lead to accurately identifying an individual's behaviors.

#### Module 4: DISC Report Overview

The better you understand how to read the report, the more comfortable you will be during your debriefs, and the better you can guide others in the application of the results.

#### Module 5: DISC Combinations

DISC styles are very rarely pure. Meaning, more than likely you will have a combination of factors that make up your behavior. This module will review many common combinations and start to guide you to understanding how the different factors work together to form the unique behavioral style.

#### Mid-Training Review

A combination of multiple choice, single choice and true/false questions to test your DISC knowledge.

#### Module 6: Reading the DISC Graphs

TTI SI DISC actually has 2 graphs to represent your style. In this module we will review how to read both the natural and the adaptive style graphs. It will show you that if you find yourself with only the DISC graphs and a minimal amount of time, you can still provide quality insight.



### **Module 7: Reading Success Insights Wheel**

If you prefer wheels to graphs, this module is for you. TTI SI was the first to plot DISC on a wheel to show more depth in the differing DISC styles. The wheel is a great tool to not only show where your behavior falls with respect to our descriptors, but it represents your adapted style too.

### **Module 8: DISC Debrief**

A good debrief can be life changing. Even though there are many different ways to conduct a debrief and many different situations for which they can be applied, there are certain themes that will help you maximize time with a report recipient. This module contains an actual debrief, edited for time, with helpful tips from one of our most experienced TTI SI solutions consultant.

### **Modules 9-13: The Meeting**

Our DISC in Action series starts with a typical team meeting. The following 4 modules show that meeting from each of the D,I,S and C perspectives. Can you identify the different DISC styles in the group of four? As you watch, remember that these are characterizations of pure DISC styles. We want to show the extremes of the high D, I, S, and C. Follow Dee, Isaac, Susan, and Calvin as they attempt to plan for this year's big trade show!

### **Module 14-17: The Highs/Lows of DISC**

Modules 14-17 are focused on both the high side and the low side of the D, I, S and C. Did you know that someone with an extremely low D may exhibit that behavior as their dominant factor over anything they may have above the energy line? These modules will follow a high and a low D, I, S and C as they navigate typical tasks in an office.

### **Final Review**

A combination of multiple choice, single choice and true/false questions to test your DISC knowledge.