

# Leadership

## Personality-Based Leadership

Course Code: LD401

This program presents an innovative way for participants to understand how four personality styles that have been recognized in multiple cultures effect interactions we have as a leader. Use of the DISC\* model is presented in an interactive and memorable way, by associating each of the D I S and C personalities with a unique bird using the Take Flight Learning model. Participants learn about their own style through personal assessment, and how to recognize and effectively interact with other styles in professional and personal worlds in a fun, interactive way. Participants learn how to tone down overuse of behavioral strengths to be more effective in interactions with others.

### Learning Objectives

- Learn about the four behavioral styles – Dominant, Interactive, Supportive, and Conscientious
- Demonstrate understanding of how each style differs from each other
- Accurately identify another person's style
- Identify how teams can benefit from all four styles.
- Demonstrate how to alter your approach to better match others styles
- Recognize overuse of behavioral strengths so as to not irritate others.
- Create strategies to improve relationships & performance
- Build an Action Plan for improved communication

### Topics & Content

- Description of each style – D I S C
- Fast paced and verbal or Even paced and reserved
- Task or People oriented
- History of behavioral styles
- Which behavioral style are you? (Personal Assessment Report)
- How each style behaves at work
- Identifying others' styles
- Primary and secondary style combinations
- Home Rule vs. The Golden Rule
- Communicating with others
- Team dynamics
- Toning down overuse of strengths to not irritate others

### Course Information

#### Duration

1 day

#### Audience

Managers  
Team Leaders  
Supervisors  
Emerging leaders  
Team Members

#### Accreditations

PMI: 7 PDU's

NASBA: 8 CPEs

OPM: 7 CLPs

OPM Competency: Leveraging Diversity

\*Instructor certified in DISC by Take Flight Learning



***“Informative, useful  
in everyday life and  
relationships.”***