



WORKSHOP OVERVIEW

DISC®: Understanding Behavioral Styles

UNDERSTAND BEHAVIOR. IMPROVE COMMUNICATION. STRENGTHEN YOUR TEAM.

Discover how behavioral styles influence communication, decision-making, teamwork, and leadership—and learn how to work more effectively with others.

You don't have to agree with everyone to work well together. But you do need to understand how people communicate, make decisions, respond to change, and approach their work.

This interactive DISC® workshop helps participants understand their own behavioral style and recognize differences in the people around them. Instead of labeling people, participants learn to use behavioral awareness to communicate more effectively, reduce misunderstandings, and build stronger working relationships.

FORMAT
60–90 Minutes
Half-Day
Full-Day

AUDIENCE
Leaders
Teams
HR Professionals
Supervisors

DELIVERY
Virtual
In-Person

Why This Workshop Matters

People don't communicate the way you communicate. And that's often where the trouble begins.

- ✓ Messages get misunderstood.
- ✓ Communication becomes frustrating.
- ✓ Conflict increases.
- ✓ People make assumptions about one another.
- ✓ Collaboration becomes harder.
- ✓ Strong relationships become more difficult to build.

The problem isn't that people are different. The problem is when we don't know how to work with those differences.

DISC® gives leaders and teams a practical framework for understanding those differences and using them to communicate more effectively.

What Participants Will Learn

Understand the four DISC® styles — Recognize the primary behavioral patterns and what they can look like at work.

Identify personal tendencies — Increase awareness of your natural communication and behavioral preferences.

Recognize strengths and challenges — See how different styles can contribute to—and sometimes complicate—teamwork.

Adapt communication — Adjust your approach based on what others may need to hear and how they process information.

Reduce misunderstandings — Use behavioral awareness to prevent assumptions and improve everyday interactions.

Build stronger relationships — Apply what you learn to leadership, teamwork, conflict, and collaboration.



THE EXPERIENCE

This Isn't About Putting People in Boxes.

DISC® should never be used to label people. This workshop is about creating awareness.

“Here's how I naturally communicate.”

“Here's why that person may approach things differently.”

“Here's what I can do differently to communicate with them.”

Participants learn to recognize behavioral differences without judging them. The focus isn't on changing who you are. It's on understanding yourself and others well enough to create better connections, better conversations, and better results.

Through discussion, activities, reflection, and real-world examples, participants learn practical ways to adapt communication and collaborate more effectively.

AWARENESS

Understand your own tendencies and preferences.

PERSPECTIVE

Recognize that others may see and approach situations differently.

ADAPTATION

Choose communication strategies that better fit the person and situation.

APPLICATION

Use behavioral awareness in real workplace conversations.

Why Rising Phoenix Leadership?

DISC® is more valuable when people know what to do with the insight. Karen Mellen brings more than 20 years of Human Resources experience together with leadership development, coaching, facilitation, communication, and behavioral assessment expertise.

Her approach goes beyond explaining behavioral styles. Participants learn how to use what they discover in the real world—whether they are leading a team, navigating conflict, collaborating across departments, serving customers, or simply trying to communicate more effectively.

The goal isn't to leave with a DISC® report. It's to leave with greater awareness and practical tools.

Designed Around Your Organization

This experience can be customized for leadership development programs, new manager training, team building, communication initiatives, conflict resolution, leadership retreats, sales teams, customer service teams, cross-functional teams, and conference breakout sessions.

Examples and activities can be tailored to your industry, audience, team dynamics, and organizational goals.

Flexible Delivery

60-Minute Keynote • 90-Minute Interactive Workshop • Half-Day • Full-Day • Multi-Session Leadership Series

Virtual and in-person delivery available.



FROM AWARENESS TO ORGANIZATIONAL IMPACT

What Your Organization Can Gain

- ✓ Improved communication
- ✓ Stronger teamwork
- ✓ Reduced misunderstandings
- ✓ More productive conversations
- ✓ Increased collaboration
- ✓ Greater self-awareness
- ✓ Stronger working relationships
- ✓ More effective leadership

Take the Learning Deeper with a DISC® Assessment

Want participants to go beyond learning the four behavioral styles? Add a personalized DISC® Behavioral Assessment.

Participants receive individual insight into their behavioral tendencies and can apply what they learn directly to their communication and relationships.

Assessment and debrief options can be customized to your organization's goals, including individual debriefs, team discussions, leadership development, communication training, conflict resolution, and coaching.

The assessment is an optional enhancement—not a requirement for the workshop.

This Is Where the Partnership Begins

A workshop can create awareness. Lasting change requires application.

Rising Phoenix Leadership can support your organization beyond the workshop through coaching, facilitation, behavioral assessments, and additional leadership development experiences—helping leaders and teams turn awareness into everyday behaviors.

The goal isn't simply to understand behavior. It's to use that understanding to lead, communicate, and work better together.

Let's Talk About Your Team.

Every organization has different communication challenges. Maybe your leaders struggle to connect with different personalities. Maybe misunderstandings keep slowing the team down. Maybe conflict is rooted in different communication styles. Maybe your managers need a practical framework they can use immediately.

Let's start with the challenge you're experiencing and determine whether DISC®: Understanding Behavioral Styles is the right solution for your organization.

BRING DISC®: UNDERSTANDING BEHAVIORAL STYLES TO YOUR TEAM

Karen Mellen

Leadership Development Trainer | Coach | Speaker | DISC Consultant

Rising Phoenix Leadership

www.risingphoenix-leadership.com

Develop Your Leaders • Strengthen Your Team • Build Your Talent Pipeline