



LEADERSHIP ACADEMY DISC Peer Advisory Group Discussion Guide

MATERIALS:

- Remind Mentees to bring their DISC report, Action Plan and Goal.
- [DISC handout](#): Reflection and instructions for pages in the DISC report not covered in the workshop.
- The [DISC Highs/Lows PowerPoint presentation](#) can be a helpful resource to refer to during this discussion.

CHECK-IN IDEAS:

A continuation of “Getting To Know You”

- Complete the sentence, “I wish everyone could...”
- If you could have an extra hour of free time every day, how would you use it?
- What’s your favorite family tradition?
- Name one thing still on your bucket list.
- What year would you visit if you had a time machine?
- Coffee, tea, both, or other? Why?

MAIN DISCUSSION - IDEA ONE:

- **Establish norms** to create a safe space for sharing throughout the year.
- Use this portion of the meeting to discuss Key Takeaways.
 - Regarding your DISC style, what have noticed about yourself after having gone through the workshop?
 - How have you been able to apply the information when communicating with others?
 - Think about situations you encounter regularly and consider when you adapt and shift gears from one style into another based on the interaction.
 - How does this help you?

- How could this be hard for you or hinder you from being more effective?
- How can you use what you learned to help you with your goal?
- Where do you need support from others?

MAIN DISCUSSION - IDEA TWO:

- **Establish norms** to create a safe space for sharing throughout the year.
- **Values Reflection (Page 7 in the DISC report).**
 - What are your Top 3 values (you can also see these as your key strengths or superpowers) from the list? Share these with your peers. Explain how you use these strengths in your role to benefit the organization.
 - How can you leverage these strengths further?
 - Are there any on this list you disagree with? Why?
 - To keep the conversation going throughout the year, point out to your peers when you see their Top Values in action in the Peer Advisory Group meetings and workshop breakouts!
 - Encourage each other to use your strengths in new and different ways!

CLOSE IDEAS:

- What are you taking away from this discussion that you want to put into action?
- What's one thing you will do over the next month to observe your or others behaviors and the impact they have?

REMINDERS TO SHARE WITH YOUR PAG:

- It is important to keep in mind and help reinforce – there is NO good/bad/right/wrong DISC style, we are who we are.
- We are a blend of all styles high or low depending on where we fall on our graphs.
- DISC is a tool to better ***understand one's observable behaviors*** and that of others – it is not a personality assessment, and it doesn't take into account so many other facets of who a person is (their values, their cultural background, their education, upbringing, spirituality, EQ, IQ, technical skills) and their life experiences. All these things, and more, make us who we are, and we are unique individuals.
- We all have strengths and blind spots – it's why we need each other and why it's important to celebrate the gifts and talents each person brings to the group, to a team, etc.