
Name

DISCovering Me and You

Creating a Culture of Kindness and Peace



WORKBOOK

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References

The Family Virtues Guide – Linda Kavelin-Popov

The **Virtues Project**[™] is a global grassroots initiative to inspire the practice of virtues in everyday life, sparking a global revolution of kindness, justice, and peace.

Rules of the Game

Adapted with permission from the Global Business School for Entrepreneurs - The Money and You Program.

DISCovering Me and You Resources:

- Creating a Culture of Kindness and Peace Workbook
- DISCovering the Art of Leadership Workbook
- 50 Ways for DISCovering Friendships Booklet

Note: Educator Guides can also be purchased for each workbook and booklet.

DISCovering Me and You Report:

A 35 page report with exercises is based on the four DISC Personality Styles and uses four bird characters to introduce the DISC model that is the universal language of behavior.

www.discoveringme.net

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About the Author...

Hello! I'm Sandra Davis, an expert facilitator, coach, instructional design and curriculum developer, DISC Master and consultant.

I am passionate about empowering individuals to lead happy and enriched lives. I bring over 15 years of experience in facilitating leadership development and business cultures that thrive.

I use these DISC resources and other tools to compliment my work and expertise in the debriefing of the DISC assessment, and for facilitating the ***DISCovering Me*** workshops, that I teach others how to facilitate as well.

I am committed to designing tools and resources that support others to become "people smart", for creating lives that are rewarding - both personal and career.

I know that you will enjoy completing this workbook and encourage you to share what you have learned with others in your life. May all your relationships be filled with kindness and peace.

Sandra

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Introduction...

What does it mean to create a culture of kindness and peace? What does culture mean?

This workbook has been designed for changing a bullying culture, to one of kindness and peace. A culture where conflict is resolved in a peaceful way and differences of style are valued.

What would you see and hear if there was no bullying in your environment?

How would you and others feel if it was possible? Once you have completed this workbook you will know the answers to these questions and will also know how YOU can create a culture where there is no bullying.

You will review information from Workbook 1, ***DISCovering Me and You*** - what observable behavior is, what makes up your DISC personality style and what language to use to describe the way you do things.

In Workbook 1 ***DISCovering Me and You***, you also learned how to develop the human qualities (virtues) of friendliness and the patience. When completing Workbook 2, ***Creating a Culture of Kindness and Peace*** we encourage you to practice these by being friendly and patient when you complete some of the exercises.

Can you remember what behaviors you would see, and what you would hear others saying when they are being patient and friendly?

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Workbook 2, ***Creating a Culture of Kindness and Peace*** will introduce you to the virtues of peacefulness, kindness, forgiveness, empathy, mercy, consideration, integrity and being compassionate.

Once you learn how to practice certain behaviors for each of these virtues, you will know when to use them for creating a no bullying culture.... because we all know that bullying is NOT okay and it is NOT acceptable.

Remember that the words and behaviors you use have the power to create kindness or cruelty. Bullying is a choice....

...So choose to create kindness memories.

Let's review the DISCovering Me Rules of the Game:

- ***Respect*** each other and the environment we are in, by treating others, as you would like to be treated. Take special care of other people's belongings and speak courteously to everyone.
- ***Be willing to participate*** even when it feels hard or difficult. Be willing to ask for support.
- ***Take Responsibility*** for the words you use and take the agreements that you make seriously. Admit when you have made a mistake without giving excuses. Demonstrate a willingness to do your part.
- ***Blaming*** is saying that (someone or something) is responsible for a fault or wrong.
- ***Justifying*** is giving an explanation or reason for something you said or did, or did not say or do.

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Review Workbook 1 – *DISCovering Me and You*

1. Observable behavior is what can be _____.
2. What three things drive our behavior?
 - a. Our Mind _____
 - b. Our E _____
 - c. Our B _____
3. Only _____% of our behavior can be seen. _____% cannot be seen and is made of our mindsets, emotions and beliefs.

DISC is an acronym (short form) for what words?

D stands for _____

I stands for _____

S stands for _____

C stands for _____

4. My DISC style is a high: _____

There is no good or bad style to have. DISC is not about giving us a label. It just gives us a way to better understand others, based on what the needs are of each of the four DISC styles and ourselves. Or what it is we like to focus on in life.

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5. I like to focus on

P _____

6. My fear is _____

7. Behavior is neither good or bad it depends on the S _____

And remember there is no good or bad DISC style to have.

Exercise - DISC

Use the "Checklist for Communicating" page in your workbook to answer the following questions:

A High D's need is to be _____ and they like to get _____

A High I's need is to focus on _____ and like to get _____

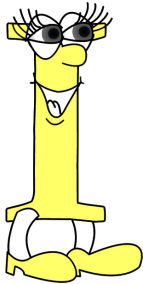
A High S's need is to have a steady _____ and they like _____

A High C's need is to focus on the _____ and get things _____

Checklist for Communicating...



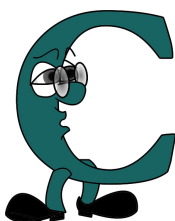
D's are fast paced and like to get results. Their need is to be in control and they are independent. They fear losing control and so tell them what's in it for them. Don't give them too much detail, just the facts when talking to them.



I's are fast paced like to focus on people and like to get involved. They fear rejection so be warm and friendly to them. Don't do all the talking and ask them "what" questions.



S's are slower and they like people. Their need is to have a steady pace to their environment. They fear sudden change and loss of security so give them time. Don't be demanding and ask "how" questions.



C's are slow paced and focus on the task. They like to get things right and fear their performance being criticized so tell them "why". Don't be disorganized or messy.

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What is a Culture?

A culture is a set of:

- **Beliefs and values** that we share when we are together, such as “I like to have fun”, “being honest is important” and “I don’t like it when people interrupt me”.
- **Attitudes that we bring** to class such as the feelings, thoughts and mindset that we each have from one moment to the next moment – an attitude of being positive, an attitude of perseverance, of “I keep on keeping on”!
- **Behaviors that we all demonstrate** when we are in the Life Focus of our DISC style – remember the 4P’s... D’s focus on problems, I’s focus on people, S’s focus on the pace of the environment and C’s focus on procedures... as well as the knowledge that we learn together as a group such in **DISCovering Me**. We also belong to other cultures - at home and in the communities that we belong to.

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Exercise - Culture

Take a moment to think about what values and attitudes are important to you to have in your family or community culture? Turn to the person next to you and share one of your values with them.

Check two of the **VALUES** that are important to you...

The two values that are important to me are:

- I like people telling me the truth.
- I like to have fun.
- I don't like being interrupted.
- I like to complete different tasks.

Check two of the **ATTITUDES** that are important to you...

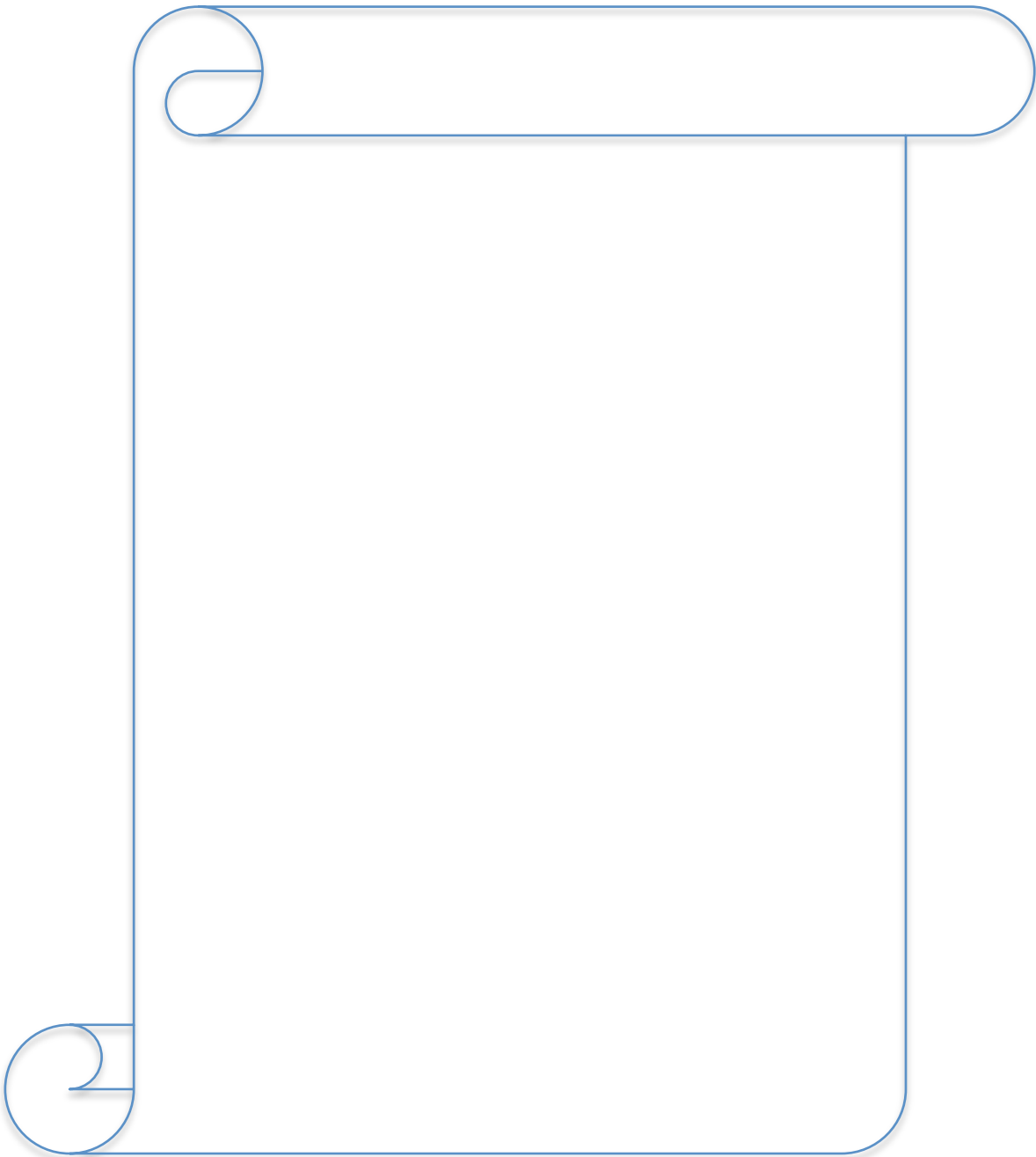
The two attitudes that are important to me are:

- I look for the good in whatever happens.
- I have a determination to succeed.
- I am warm and friendly and ready to help people.

Then on the next page write or draw images on the poster, of the values and attitudes you have chosen...

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Culture Poster...



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What is Bullying?

Now that we have created our group culture let's understand what it means to be bullied and find out what types of bullying there are.



Exercise – Part 1: (What is Bullying)
Personal Intervention (for those that bully)

Write down an example for those that bully, for each of the bullying categories.

Example: (Physical bullying) I am frustrated and push past someone because I am in a hurry.

Intervention: The **Patience** virtue
Trusting that things will turn out for the best – things will be all right. Being calm and tolerant when things happen.

Physical Bullying is:

(Obvious bodily acts to gain power over peers that include kicking, punching or hitting.)

Emotional bullying is:

(Treatment that may diminish the sense of identity and self-worth.)

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Exclusion bullying is:

(Rejecting someone from interpersonal interactions.)

Verbal bullying is:

(Using words in a negative way to gain power over someone)

Intimidation bullying is:

(Any gesture that interferes or disrupts someone's freedom to coexist with peers.)

Cyber bullying is:

(Sending electronic messages of an intimidating or threatening nature.)

What is a Bullying Intervention?

An intervention is something that you can do or say to prevent or stop bullying? Write down on the Bullying Worksheet what you could DO or SAY, using VIRTUES on the next page that would stop or prevent each bullying situation...

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Virtues for Creating Kindness and Peace

Empathy: Having the ability to understand another person's experience – what they are feeling and what they are thinking.

Forgiveness: Overlooking mistakes and letting go of resentments.

Kindness: Having a genuine concern for the well fare of others. Kindness springs from compassion (caring and having a strong desire to ease another person's distress).

Mercy: We are touched by other's suffering and want to help. We offer the gift of our tenderness.

Consideration: Giving careful thought to the needs of others, and making decisions in a thoughtful way. We mindfully consider what will result from our choices before we act.

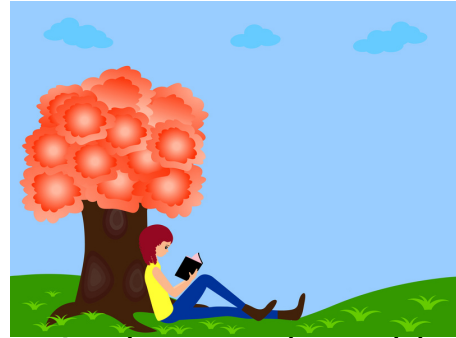
Patience: Trusting that things will turn out for the best – things will be all right. Being calm and tolerant when things happen.

Integrity: Being honest wit others and yourself. It is standing up for what you believe is right.

Courage: Being afraid and doing the right thing anyway. To keep going even when you feel like giving up. Saying what needs to be done or said, even when it is not easy.

Sara's Story...

Sara had only been at the school for a few weeks and was finding it hard to make friends. She was a quiet shy girl and an A grade student who loved to read. Sara especially loved to read



novels that had lots of characters in them and would think about all the details for hours, after having read a chapter or two. Her teacher, Mr. Jones would often see her sitting on her own in the playground during the lunchtime break.

Sara liked Mr. Jones, and because studying came easy to her, she often had her hand up with the answer before anyone else in her class and loved getting those answers right.

It really frustrated her whenever she got one wrong! Mr. Jones would make an effort to include her because she was new at school, and would often choose her when she had her hand up to answer.

It wasn't that the others kids didn't make an effort to speak with her, most of them did!

Sara just felt uncomfortable around them because the others girls in her class all seemed prettier than her. Lately she had started putting on a lot of weight and was also having a growth spurt. So not only did she feel fat, and not at all pretty, she was also taller than the rest of the girls in her class! And for some reason one of the girls Mary had taken a disliking to her.

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Jennifer and Mary were the most popular girls in Sara's class. Sara would hear them talking to the other kids in the class and it sounded like Mary was the boss! It seemed that she liked to be in control. When Mr. Jones asked them to do something as a class, Mary would often tell the others what to do.

One day Sara saw Mary push one of the boys over when he started to take charge, and heard her saying, "*hey get lost Billie, you're stupid, you can't even work the photo copying machine, I'm doing it for Mr. Jones*"! Billie just pushed her back, sat down next to Mathew, pulled a face and said, "*what is your problem I was just trying to help, chill out!*"

Silently though he hid the fact that he felt rather embarrassed, as she was right, reading was a bit hard for him and it took him awhile to work things out.

Sara thought that Jennifer seemed quite nice, as she would make an effort to talk with her, especially if Mary wasn't around. Jennifer wasn't sure why Mary didn't want to include Sara in their group, as she didn't mind the more the merrier as far as she was concerned! Jennifer had lots of friends and always seemed to know what to say at just the right time!

One day during lunch break, Sara was sitting under a tree in the playground reading a book all about spiders.

It was for a project that was due to be handed in at the end of the week. Mary, Jennifer and a couple of other girls in her class walked by and Mary noticed what the book was about, "*hey nerd no one reads about spiders!*"

As they walked off Mary turned around and yelled, "*why don't you go chase some fatty, you might loose some weight that way?*" Sara felt ashamed, and extremely

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hurt. The girls that she thought were her friends and that heard what Mary had said, said nothing!

Sara sighed and thought... "This is going to be a long year!" And went back to her reading.

Exercise - Sara's Story

a) Sara's DISC style is a High _____ because she thinks about all the _____.

Sara's C style loves to get things _____.

b) Mary's DISC style is a high _____ because it seems like she likes to be in _____ and she likes to focus on _____.

c) Jennifer's style is a high _____ because she likes to focus on _____.

d) How did both Sara and Billie feel when Mary was unkind to them by what she said?

Billie felt: _____

Sara felt: _____

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Reflection

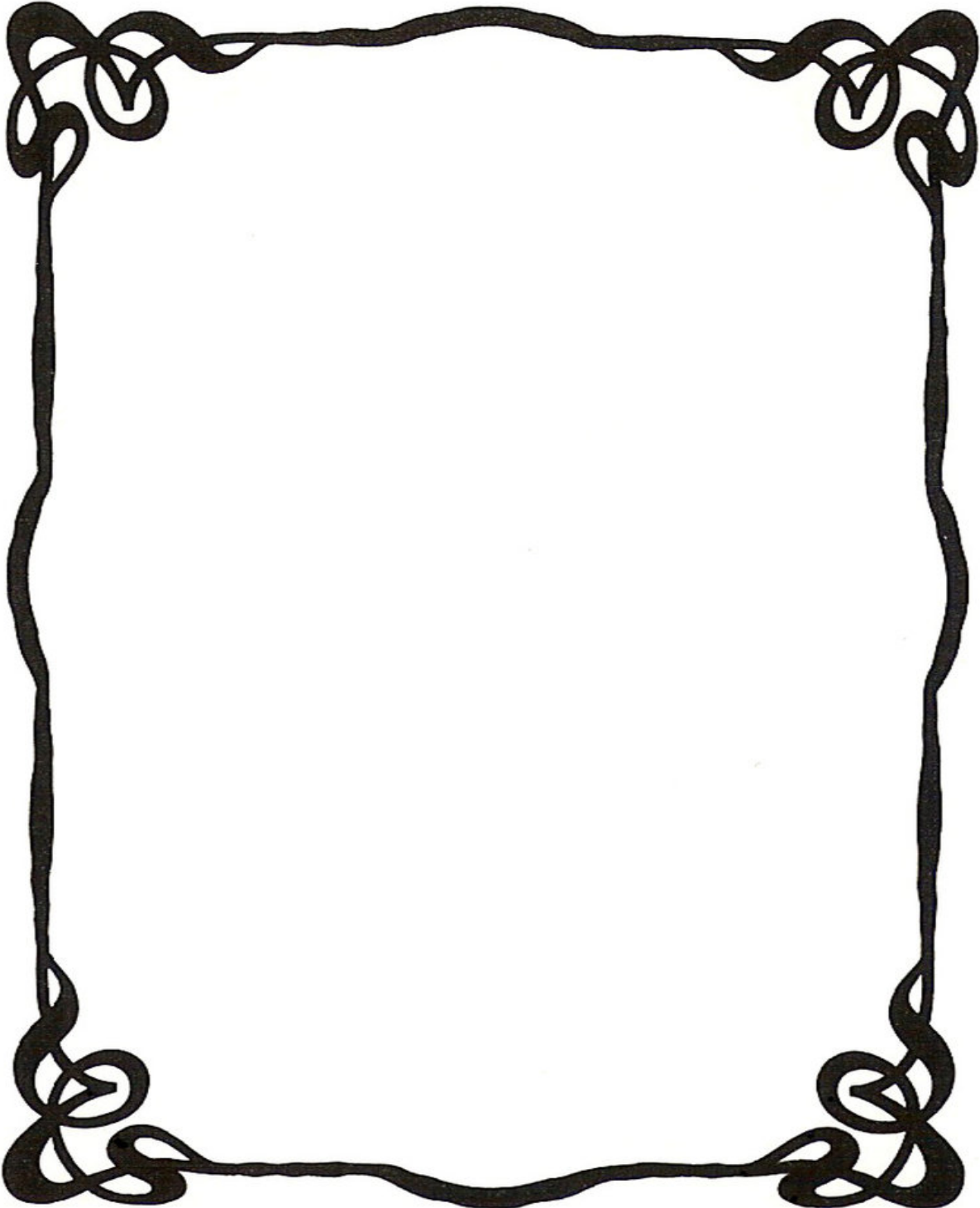
e) "I'm RIGHT... which means that everyone else who is different is WRONG!"

Some people bully others because they are feeling angry and sad and they think that know one understands them, so they use words to hurt people. And some people bully others because they like to be right so they make others wrong.

Or some people seek attention and want people to notice them, so they might hurt others physically.

f) Draw a picture that symbolizes the fact that as human beings we all need to feel ACCEPTED and loved for who we are **just the way we are....**

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Exercise - Experience Peace

We are now going to do an Exercise that will demonstrate that we have all experienced the effects of bullying, have bullied others or been bullied by someone.

Answer truthfully the following questions by checking the box next to each question that relates to you...

- Has a friend ever made fun of you or teased you?
- Has a friend ever called you a name that you didn't like?
- Have you ever been excluded by your friends?
- Have you ever said something about someone by sending a text or email that you wouldn't say to them face-to-face?
- Have you ever used words to hurt someone by calling him or her names like "loser" or "stupid" or "idiot"?
- Have you ever remained silent while someone else was being bullied because you have been afraid or felt uncomfortable?
- Have you ever been ignored by others when in a group and felt as if you cannot contribute?

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- Have you ever teased someone for the clothes they wear, or made a joke at someone else's expense?

As a group discuss this list and add any other questions or statements that you come up with that someone has experienced:

Refer to the virtues list on page 15 and write down 2 virtues that you will work on practicing relating to the answers that you have said "yes" to above, that will improve your relationships:

1. _____

2. _____

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A POEM...

Shame

There's a girl at school
We teased today,
made jokes and
called her names.

My friends all laughed
called it harmless fun
said it was just a game.

But now I'm home
feeling terrible inside
long gone that
thoughtless grin.

How will I face her
tomorrow at school?
I wish I hadn't joined in.

...Anonymous

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Now it's time to learn all about the DISCovering Me human qualities or virtues of character, for creating a "no bullying" culture.

What does it mean to develop these human qualities?

As we mentioned in Workbook 1 ***DISCovering Me and You***, human qualities are behaviors that you have and live by that make you human and an individual. They help to develop your personality. They are a part of who you are as a human being.

The words you use and the way you speak them to yourself and to others have power and can influence. Your words have the power to hurt people's feelings OR encourage someone to be the best they can be.

Your inner conversations that you have with yourself, your beliefs and mindsets drive your behavior.

Developing these human qualities or virtues within you and communicating them to others, helps to develop high self-esteem in yourself and in others. Self-esteem is the good thoughts that you have about yourself.

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**Now you are going to be introduced
to five VIRTUES...**

**Peacefulness, Kindness,
Forgiveness,
Empathy & Compassion...**



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