

DISC *Covering Me & You*

Creating a Culture of Kindness and Peace

By Sandra Davis with Carol Dysart



A WORKBOOK for all AGES

Develop Character VIRTUES in our Children, Communities and Ourselves

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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 Resources:

- ***DISCovering Me*** & You Workshop (Materials).
- Creating a Culture of Kindness and Peace Workbook.
 - Introduction to the DISC Model.
 - 50 Ways for DISCovering Friendships.

Currently being developed:

- ***DISCovering*** the Art of Leadership Workbook
- ***DISCovering Me & You*** Developing VIRTUES Workbook
- ***Mirroring Your Vision™*** Workbook

Note: A Facilitator Guide can also be purchased outlining how to facilitate a one-on-one conversations or workshops for each book – PDF formats.

DISCovering Me Report:

This 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.

To order: For printed copies of all materials, the report or digital downloads go to: www.discoveringme.net and go to “more” and then click “buy online”.

Author's Thoughts and Acknowledgements

Hello! I'm Sandra Davis, an Expert Facilitator, Coach, instructional Design and Curriculum Developer, Co-founder and CEO of PeopleSmart Enterprises and the Developer of the ***DISCovering Me*** program.

Carol Dysart, my business partner and I have a vision of a world populated with people-literate, socially responsible, compassionate, and productive individuals.

My goal, with this book, is to create a simple yet thorough resource for people to read and learn about the subject of personality types and differences (*people-literacy*).

Learn about how you can develop and apply the VIRTUES in your life for creating a more kind and peaceful world.

DISCovering Me & You Creating a Culture of Kindness and Peace is a personal invitation to join us in creating a more kind, peaceful and caring world. We invite you to commit to doing the exercises with passion and commitment. If you are reading this to a younger person I encourage you to also learn and grow with the reader.

We know that anyone who takes the time to read and apply what has been written in this book, will become empowered to develop more caring and kind communities for creating a peaceful world.

Special thanks to Carol Dysart for teaching me everything I know about DISC. She is truly an inspiration to me and has guided me to be the best I can be, throughout my DISC journey over the past 15 years.

I would also like to say a big thank you to Dr JJ Sawyer, who has shared her expertise as a teacher and principal. She also saw the value of my work and encouraged me to get it out into the world.

May all your relationships be magnificent!

Sandra

Introduction

- **Part One:** Introduction to the DISC Model for describing observable behavior
- **Part Two:** *50 Ways for DISCovering Friendships*
- **Part Three:** *DISCovering Me & You Creating a Culture of Kindness and Peace*

This book has been designed to support parents, grandparents and educators to develop a more kind and peaceful culture, when interacting with children, whether in the home or in the classroom. A culture where conflict is resolved in a peaceful way and differences of style are valued.

How would you and others feel if it was possible? Once you have read this book you will know the answers to these questions and will also know how YOU can create a culture of kindness and peace.

PART ONE & TWO: Learn what observable behavior is, what makes up your DISC personality style and what language to use to describe the way you do things.

Once you find out what your DISC style is, by completing the Mini-Me Survey in the back of this book (or the person completing it for you tells you what primary DISC style you are), you will find out what motivates you, and why you do the things you do sometimes.

You will also learn how to develop the human qualities (VIRTUES) of courage, friendliness, flexibility and patience. When you complete the exercises in ***Creating a Culture of Kindness and Peace***, we encourage you to practice these by being friendly and patient when you do some of the exercises.

PART THREE: *DISCovering Me & You Creating a Culture of Kindness and Peace* will introduce you to other VIRTUES like 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 kind and peaceful memories.

Rules of the Game

We have ***DISCovering Me & You*** RULES OF THE GAME for you to use when you are applying what you have learned in this book:

- ✓ ***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.
- ✓ ***No Blaming*** because it says someone or something is responsible for a fault or wrong. It's about taking responsibly for your actions.
- ✓ ***Justifying*** is giving an explanation or reason for something you said or did, or did not say or do.

LET'S
PLAY

Part One:



Introduction to DISC

What is DISC? DISC is a language to describe behavior and was first invented by a man called William Moulton-Marsden way back in the 1920's. You see in those days only people that were insane were studied. However he was very interested in studying the observable behaviors of normal people. William wrote a wonderful book called *The Emotions of Normal People*, which is still read today. And did you know he was also the creator of the super hero *Wonder Woman*!

DISC is an acronym that stands for:

- **Dominance**
- **Influence**
- **Steadiness**
- **Compliance**

What is Observable Behavior?

Observable behavior is what can be **SEEN ONLY** in the environment. Think about when you are watching someone, what would you see them doing? Would you see them, folding their arms, stomping their feet or perhaps scratching their face? This is observable behavior. When observing someone you can also see what **PACE** they use. By this I mean, the speed at which they are moving, walking or running. In the DISC Model a person's pace is either **FAST or SLOW**.

Now also think about when you are watching that same person, what would they be focusing on? In the DISC Model people either **FOCUS** on the **TASK or the PEOPLE**.

What drives our Behavioral Style?

Our mindsets, emotions and beliefs drive our behavioral style. There is no good or bad style to have, it always depends on the situation you are in and the people you are with. DISC is not about giving you a label. It just gives us a language and a way to better understand ourselves, and others based on what the needs are of each of the four DISC styles.

What are the Four P's?

In the DISC Model each primary DISC Style has a different life focus. D's like to focus on **problems**, I's like to focus on **people**, S's like to focus on **pace** and C's like to focus on **procedures**. So that it makes it easier for you to remember we have called these life focuses the **Four P's**. Each of the four styles also has specific behavioral needs, as well as how fast or slow they like to go and what they fear. In the following chart you will see what the *focus, need, pace and fear* is for each of the four DISC primary styles:

The Four P's Chart

	D STYLE	I STYLE	S STYLE	C STYLE
FOCUS	Task	People	People	Task
NEED	Problems	People	Pace	Procedures
PACE	Fast	Fast	Slower	Slower
FEAR	Taken Advantage of	Losing Social Recognition	Sudden Change	Criticism of their Work

Exercise: DISC

- Observable behavior is what can be _____.
- What three things drive our behavior?
 - Our Mind _____
 - Our E _____
 - Our B _____
- DISC is an acronym (short form) for?
 - D stands for _____
 - I stands for _____
 - S stands for _____
 - C stands for _____
- There is know good or bad style to have, it depends on the S _____
- What are the Four P's?

