

Everything DiSC® Agile EQ™

Program Overview

PROGRAM CONTENT:

Three training modules include Facilitator's Guide, PowerPoint®, participant handout, and video that support the 26-page *Everything DiSC® Agile EQ™ Profile*.

PROGRAM DESCRIPTION:

Everything DiSC Agile EQ helps people

- Explore the concepts of emotional intelligence and Agile EQ—the ability to read the emotional and interpersonal needs of a situation and respond accordingly.
- Understand the need for and value of a variety of responses.
- Develop a greater ability to adapt their approaches to best meet the needs of different situations.



MODULE 1: Discover Your Mindsets**Length:** 60 minutes**Activities:**

- Individual
- Small Group
- Large Group

Materials:

- Prepared flip-chart sheets
- *Everything DiSC® Agile EQ™ Profile*: pp. 2–8

Goals:

- Develop an understanding of Agile EQ
- Develop an understanding of your own DiSC® style
- Learn about Agile EQ mindsets and which may be most natural for you

Activity Description:

Participants are introduced to and discuss the concepts of emotional intelligence (EQ) and Agile EQ. They then watch a video that illustrates Agile EQ concepts. Individually, they read about their own DiSC style and EQ mindsets. In DiSC style groups, they discuss past choices and behaviors related to their EQ mindsets and consider whether they may be missing out on other options.

MODULE 2: Recognize and Value Other Mindsets**Length:** 85–100 minutes**Activities:**

- Individual
- Partner
- Small Group
- Large Group

Materials:

- Prepared flip-chart sheets
- Flip chart and markers
- *Everything DiSC Agile EQ Profile*: pp. 5–14

Goals:

- Gain a greater understanding of other EQ mindsets
- Understand the need for and value of other mindsets
- Understand the value of shifting to less comfortable mindsets

Activity Description:

Participants watch a video that introduces the value of considering other mindsets. In groups, participants prepare a presentation on their most comfortable mindset and teach others about its benefits. Individually, participants review one mindset outside their comfort zone and discuss with a partner how they might be more interpersonally effective if they were more comfortable using that mindset. Lastly, participants watch scenario videos where they get to choose a character, watch that character use a comfortable mindset, then choose an alternative mindset for the character to use instead.

MODULE 3: Act to Become Agile**Length:** 60 minutes**Activities:**

- Individual
- Small Group
- Large Group

Materials:

- *Everything DiSC Agile EQ Profile*: pp. 15–26
- A copy of the Mindset Practice Handout for each participant

Goals:

- Explore anticipated difficulties in stretching to new mindsets
- Create an action plan for stretching to another mindset

Activity Description:

Participants watch a video that explains what it takes to become more agile and why it isn't easy. They briefly discuss past experiences in adopting new habits. Individually, participants select a mindset to work on and think about why it might be difficult for them. Then, working in trios, they discuss the difficulties they'll individually need to overcome. In the same trios, participants take turns practicing a scenario for their chosen mindset while the others provide feedback. Finally, participants wrap up by creating an action plan to help them stretch toward their chosen mindset moving forward.