



Taking Flight with DISC Certification



Are you interested in facilitating world class DISC training programs? Perhaps you have been training in DISC for years and are open to fresh activities, new insights, and premium materials to add to your repertoire. Or, perhaps you are new to training or new to training with DISC. Becoming certified in Taking Flight with DISC will equip you with the skills, insights, and best practices to facilitate engaging, epiphany filled DISC training sessions. Because when participants are actively participating, the learning accelerates, light bulbs go off, and your impact soars.

Why birds?

By linking the four personality styles to four birds, the *Taking Flight with DISC* program breathes new life into the tried and true DISC model. First introduced by Merrick Rosenberg in his book, *Taking Flight!*, the birds add colorful energy and help create a memorable session for participants. By linking Eagles to the (D) Dominant style, Parrots to the (I) Interactive style, Doves to the (S) Supportive style and Owls to the (C) Conscientious style, people remember the styles like never before because the characteristics of the birds are intuitive. If people are going to apply new wisdom, they have to remember it! A year from now, when people are asking questions like, "What does the D stand for?" they will still recall that eagle's personality is direct, decisive, daring, and driven.

Quite simply, birds are memorable. For example, an eagle intuitively reveals behavioral traits like bold, direct, and results-oriented. Participants can easily describe characteristics that capture the essence of each style to eagles, parrots, doves and owls. The "stickiness" of the birds allows participants to instantly connect with what they represent and remember them for the long-term.

What is the impact of Taking Flight with DISC Training?

We all know that employees who are self-aware are more likely to maximize their talents, more effectively recognize and manage their challenges, and produce better results. Self-aware employees work better with their colleagues and promote teamwork at every level of the organization. In return, their company experiences higher morale, lower turnover, and better results. Every employee, whether they realize it or not (and most do not), is a co-creator of workplace culture. When people understand their own personality and behavioral style and show respect for individual differences, they impact the culture in a very positive way. By applying the wisdom of the styles, each person improves the culture, one interaction at a time.



Take Flight Learning



Besides the birds, what makes Taking Flight with DISC different?

Most personality styles training sessions generate a high level of engagement because if there's one topic people like to learn about, it's themselves. But the big question three months later is, "Did the training change people's behaviors?" And maybe more importantly, "Did the training generate a good return-on-investment for the organization?"

Most personality styles training programs are designed to teach people a model and help them understand their report and their personality. Taking Flight with DISC focuses on creating new behaviors that help individuals build stronger relationships and drive better results.

Instead of focusing on the model, the *Taking Flight with DISC* program targets the development of new skills. We focus on application. This session builds upon the key skills needed by all employees, such as: communicating, listening, providing feedback, managing stress, dealing with change and managing time. By building on existing knowledge, we utilize a brain-friendly approach to learning that makes new insights immediately accessible in the moment they are needed.

There's an expression in neuroscience: *what wires together fires together*. The *Taking Flight with DISC* session wires DISC to existing knowledge and thus it fires at just the right time.

Is this session interactive?

Yes! This new approach was pioneered by Merrick Rosenberg. In addition to leading DISC training programs for more than 30,000 people over the past two decades, Merrick cofounded Team Builders Plus, one of the first team building companies in the United States. His background in designing interactive team building activities, combined with his DISC experience have led to this reimagined approach to DISC training that makes the styles fun, easy to remember, and practical to apply.

The *Taking Flight with DISC* training program is filled with laughter and learning from beginning to end. We use activities that reflect what people see in their daily life, and get participants to describe their experience with these topics to show how the styles relate to each other. Forget just turning to a partner to discuss and report out, this is a level of interaction you have never seen before.

How long is the session?

The training program can be conducted as either a half- or full-day. The half-day program includes an introduction to the four styles, engaging activities to see the styles in action, linking the four styles to core skills needed by all employees, exercises to develop people-reading skills, and action planning.



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The full-day session expands the insights to include core principles of applying the styles in action, team dynamics using the birds, and a deeper understanding of how the styles react under stress and pressure.

This certification will guide you through a step-by-step process in building (or enhancing) your base of DISC knowledge and demonstrate why participants love learning the Taking Flight with DISC way. Topics covered in-depth include:

1. Learning the history and theoretical foundation of the DISC Personality Styles.
2. Interpreting DISC profile graphs.
3. Understanding the four styles (Eagle, Parrots, Doves and Owls) and learning how to apply them in everyday situations.
4. Integrating the Taking Flight birds into engaging DISC exercises to deepen the learning experience.
5. Applying DISC in a variety of settings, including: Coaching, conflict management, customer service training, leadership development, sales training, diversity training, hiring, M&A, mentoring, new employee orientation, on-boarding, creating performance improvement plans, and team building.
6. Utilizing our fully-scripted Taking Flight Facilitator Guide to reinforce and master what you have learned in the facilitation process.

