

## Section One: Pure Styles

Approximate Running Time: 12:30

This section includes four characters representing the purest form of each of the four DiSC styles.

### Characters

Holly = D  
Rebecca = i  
Eric = S  
Jesse = C

Each character is shown in five separate segments. The characters describe themselves (and ultimately, their styles) by giving a general overview of their behavior and describing four basic aspects of themselves.

### Segments

Introduction  
Goals  
Fears  
Preferred Environment  
In Conflict

This section can be viewed in several different ways. First, it can be viewed **by character**. For example, if you wish to provide a lot of information about the D style, you can play all of Holly's self-description by clicking on her name on the menu. After each segment, you will see a transition screen. This allows for discussion in between segments. When you are ready to move on, simply click "Continue" to see the next part of Holly's description.

Second, this section can be viewed **by segment**. For example, if you want to see the introduction segment of all four DiSC styles, simply click "Introduction" on the menu. Once again, it will play each character with a transition screen in between to allow for discussion. When you are ready to move on, click "Continue" to see the next character.

Finally, this section can be viewed **a la carte**. By this we mean that you can choose any segment of any character and play it individually. For example, if you want to see how the S character describes himself in conflict, simply click the circle in the row next to Eric under the column labeled "In Conflict."

## Section Two: The Meeting

Approximate Running Time: 17:30

This section shows a team in conflict, a manager meeting with individual team members to work through the conflict, and a more effective team meeting as a result.

Scene 1: Opening team meeting  
Scene 2: Kirby and James (D)  
Scene 3: Kirby and Steve (i)  
Scene 4: Kirby and Doug (S)  
Scene 5: Kirby and Jeannie (C)  
Scene 6: Closing team meeting

This section consists of six independent scenes. It is recommended to start with Scene 1 and end with Scene 6, but Scenes 2-5 (individual meetings) may be played in any order. After each scene is finished you will be returned to the menu, and the scene you just played will be highlighted to help you remember where you are.

## Section Three: Effective Communication

Approximate Running Time: 15:00

This section features an HR manager, Palani Griggs, recruiting sales people for a new biotech division. He meets with four Territory Sales Managers (TSMs) representing each of the four DiSC® styles. Palani's first interaction (A) with each is ineffective, as he does not adapt his delivery to the needs of the style. The second interaction (B) is effective, since he modifies his communication to the needs of each style.

Palani's Intro  
Palani and Holly (D)           A B  
Palani and Rebecca (i)       A B  
Palani and Eric (S)            A B  
Palani and Jesse (C)         A B

This section consists of nine independent scenes. It is recommended that you start with Palani's Intro, but the individual interactions may be played in any order. Many facilitators find that it is most helpful to show the ineffective (A) interactions before the effective (B) interactions. After each scene is finished you will be returned to the menu, and the scene you just played will be highlighted to help you remember where you are.

## Section Four: Natural Styles

Approximate Running Time: 23:00

This section consists of informal, unscripted responses to eight questions by people of all four DiSC styles. Some of the people appeared in other sections of the video — others appear only in this section.

| Question                       | D Style | i Style   | S Style | C Style |
|--------------------------------|---------|-----------|---------|---------|
| Your Work Style                | Ann     | Jenn      | Beth    | Jeannie |
| How Do People Perceive You     | James   | Jenn      | Eric    | Jesse   |
| Your Communication Strengths   | James   | Christina | Beth    | Jeannie |
| People You Prefer to Work With | James   | Jenn      | Beth    | Jesse   |
| Resolving Conflict             | James   | Jenn      | Eric    | Jeannie |
| Being More Effective           | Ann     | Jenn      | Eric    | Jeannie |
| Processing New Information     | James   | Christina | Eric    | Jeannie |
| Receiving Negative Information | James   | Christina | Eric    | Jesse   |

Please note that the menu lists the characters in D, i, S, and C order. However, because these are "natural" styles, they may exhibit tendencies outside of their primary style. For that reason, these segments provide rich opportunities for discussion and dialogue.

This section can be viewed **a la carte**, or any character for any question. For example, if you want to see Jeannie responding about how she resolves conflict, simply click her name next to that question.

Also included in this section is an informal conversation between Greta and Eric that can be used in people-reading or other applications to highlight the differences between opposite styles. Eric has been seen previously and represents a fairly strong S style, but Greta does not appear elsewhere and is a combination DI style.

Finally, this section includes a **People-Reading Exercise** that uses a sequence of the Natural Styles questions and characters to provide opportunities for people-reading practice in your DiSC sessions. They appear in the following order:

Resolving Conflict: Eric (S)  
Resolving Conflict: Jeannie (C)  
Being More Effective: Ann (D)  
Being More Effective: Jenn (i)  
Receiving Negative Information: Christina (i)  
Receiving Negative Information: Jesse (C)  
People You Prefer to Work With: Beth (S)  
People You Prefer to Work With: James (D)

Each of these can also be accessed a la carte as described above, allowing you to make up your own people-reading sequences.

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