



TEAM CRAFT

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Team Building since 1989*

Team Craft

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The Personal and Team Styles Workshop

Personal & Team Styles Profiles Communication Skill Building

Effective teams demonstrate real communication skills. This seminar is focused on the communication challenges people constantly face on the job. Participants gain useful insight on their behavior styles and communication patterns and new ways to employ them to achieve results. During a Personal Styles seminar participants can . . .

- Assess their own communication style in light of the needs of their team.
- Compare and contrast their style with other team members.
- Explore effective communication strategies for various situations.
- Practice the skills during experiential teambuilding activities.

Participants value and enjoy the process of identifying and discussing the personal behavior styles that produce their familiar team dynamics. People come to understand these styles as normal, fairly predictable, and necessary to have in a fully functioning team. The differences among team members ensure the kind of diversity necessary to help the team be productive.

At times these styles can cause friction and confusion within the team. We describe how this can happen and useful strategies to take advantage of the strengths and minimize the unpleasantness that can occur, especially in times of stress.

For an in-depth personal and team profile analysis participants take an online survey prior to the seminar. We use the DiSC Personal Profile System which generates a personalized analysis for the respondent of one's style which can be downloaded as a PDF document. Respondents read their report in preparation for the team session. The document provides analysis on a variety of factors that describe one's leadership style, interpersonal dynamics, and team roles where they can likely add real value to their team's process. Helpful suggestions and worksheets are provided to encourage new and effective behaviors on the team. Additional sub-sections are available that provide coaching points for relating to others, leading their team, being managed, and utilizing effective sales skills relative to their style. These reports cost from ninety to two-hundred dollars per person.

View the PDF file of a sample DiSC profile report provided with this description or available at the Team Cart website:
teamcraft.com/dlpdf.html

At the program we can also provide each participant with an additional report—an analysis of their team culture given the aggregate of communication styles within the team. This report contains graphs and diagrams for easy comprehension, short descriptions of each member's profile strengths, an explanation of the DiSC model, and descriptions of good team practices given their varied styles. The Team Analysis is \$150 in total for the entire team.

Additional team concepts relevant to effective communication can also

be included in the program as time allows. These include:

- the Stages of Team Development;
- the Teamwork Grid;
- the concept of FLOW and the psychology of optimal experience;
- the CONNECT communication model;
- a summary of the research from *The Wisdom of Teams*.

We use this information to support a lively discussion and make several productive observations about how the team can identify its own unique path to high performance.

This program can be conducted in from four to eight hours - relative to the level of detail and development the team wants to pursue.

This program is also available in more basic & shorter formats.

The "Classic" version of the DiSC Personal Profile System can also be taken online. It too produces a PDF, though with less detail on personal characteristics. This version is supported with a two to four hour seminar and costs sixty dollars per person, in addition to program time.

A short and very general description of styles uses a paper survey instrument called the Personal Profile Preview. We can do this presentation in from one to two hours. It can work well as part of an InterActive teams program. This costs twenty dollars per person for the survey booklet and related materials, in addition to program time.