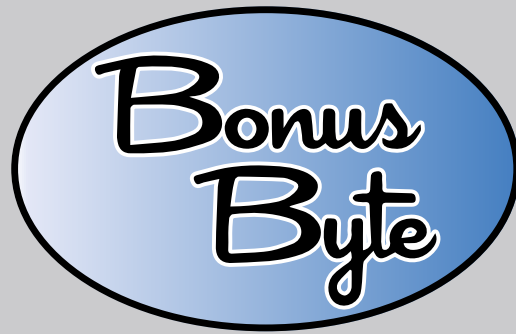


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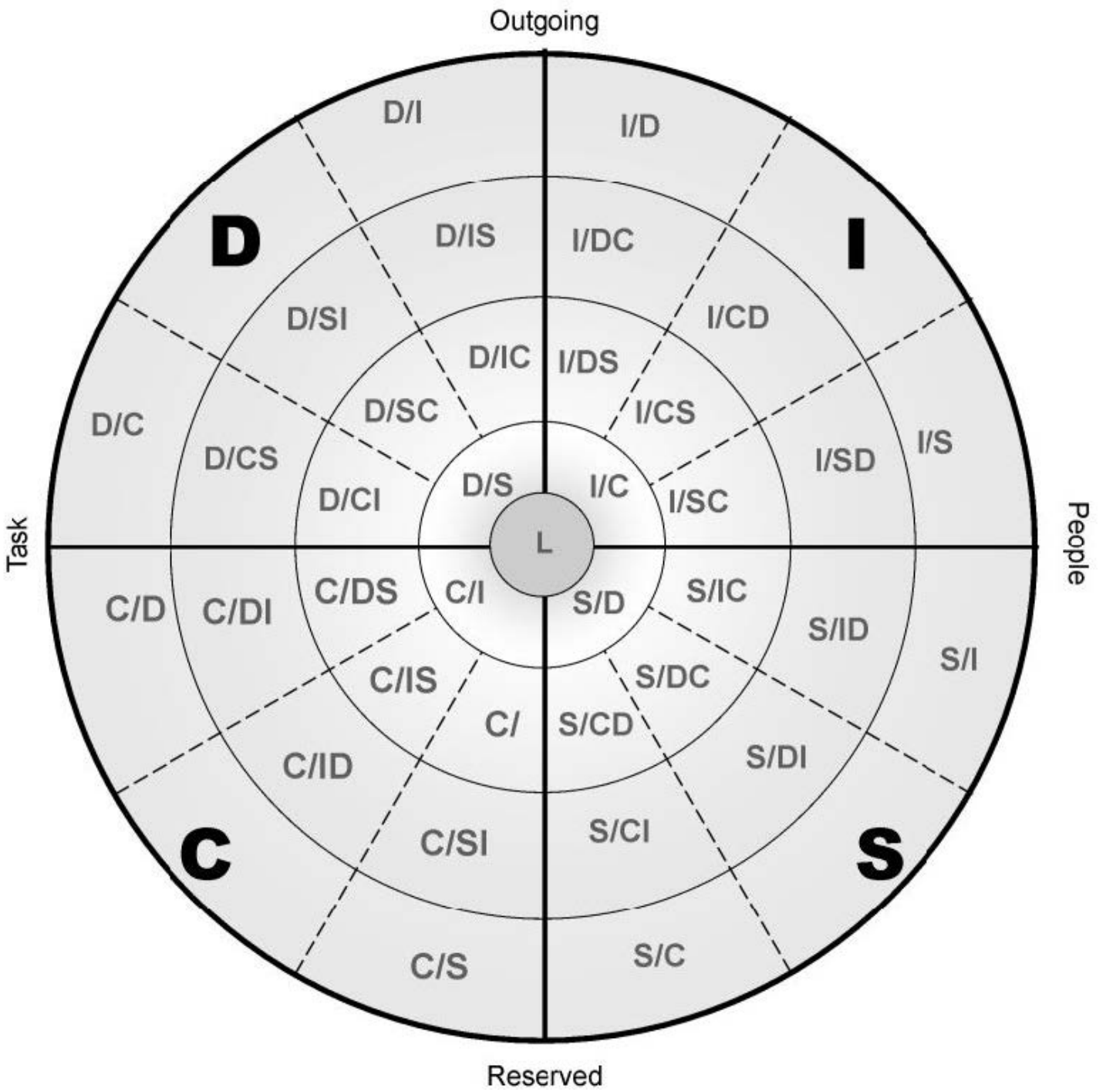
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How to Use the DISC Profile to Build Your Team

HOW TO USE THE DISC PROFILE TO BUILD YOUR TEAM

by Guy Harris

1. Have each team member complete the free DISC profile available in the Bud to Boss Community. (For more detailed information, you can get a more complete report by using one of the paid assessments at discpersonalitytesting.com.)
2. Collect the assessment results and plot each person on the attached team DISC chart. Precisely where each person's dot is plotted is not the focus of this exercise. Rather, the intent is to get an overall view of how the team behaves and interacts.
3. Explain the model to all of your team members using the descriptions in *From Bud to Boss*. (Be careful with your explanation. Remember to use the tool to understand people rather than to *label* people.)
4. Using the team chart, continue discussion with your team about what the team chart tells you about team behaviors. (For example, is the team more outgoing or more reserved, more task-oriented or more people-oriented?) A few questions to consider in your discussion:
 - What do these tendencies reveal about team strengths and blind-spots?
 - What behaviors or decision making tendencies are natural strengths for the team?
 - What behaviors or decision making tendencies does the team need to beware of?
 - What interactions in the team are possible trouble areas?
 - What interactions in the team are working well?
 - What interactions with other teams are possible trouble areas?
 - What interactions with other teams are working well?
5. Talk about how the team can make the best use of its strengths and how to compensate for areas where it is not quite as strong.



ABOUT BUD TO BOSS

Bud to Boss provides new leaders and organizations looking to develop new leaders with insight, resources and powerful learning opportunities designed to specifically address the challenges of successfully transitioning from peer to leader.

To speak with someone about how we can help you or your organization, send a note to **info@BudtoBoss.com** or call the number on this page.

You can learn more about us at:

BudtoBoss.com

Our products and services include:

- Books & Learning Resources, including the best-selling book *From Bud to Boss*
- Classroom & Virtual Workshops
- The Bud to Boss Toolkit eLearning Course
- A Variety of Enterprise Solutions including Onsite Training and Certification



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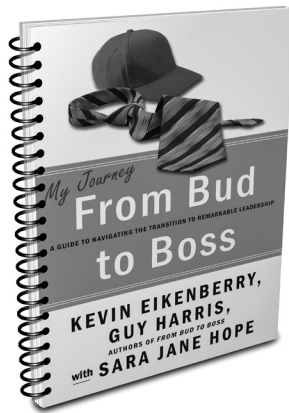
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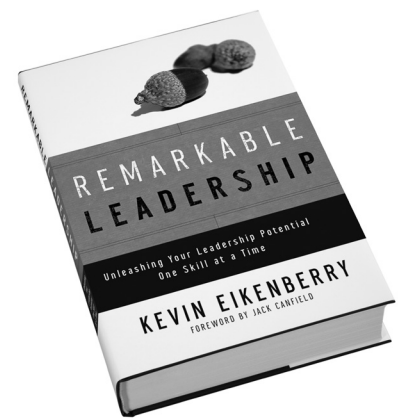


My Journey From Bud to Boss

A companion volume to the From Bud to Boss book, the Journey is a workbook designed to help you apply the knowledge gained to actual work experiences. It includes activities, questions, and exercises designed to take you beyond the concepts introduced to you during the Workshop or the book. And while this book is completely designed to be written in, all of the templates and tools are available in both PDF and Word document form so that you can use them over and over.

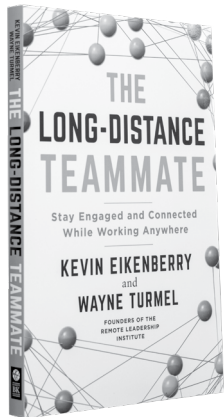
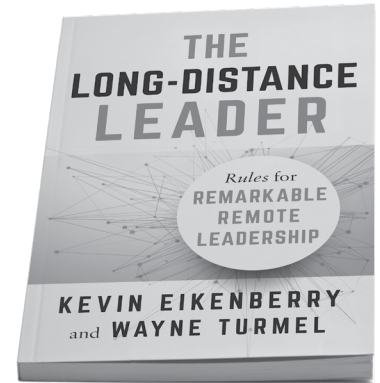
Remarkable Leadership

is a practical handbook written for anyone who wants to hone the skills needed to become a remarkable leader. This book outlines a framework and a mechanism for both learning new things and applying current knowledge in a thoughtful and practical way. It explores real-world concerns such as focus, limited time, incremental improvement, and how we learn.



The Long-Distance Leader

is a practical, candid look at what it takes to lead people, projects and teams in today's dispersed workplace. The book showcases 19 rules for being a remarkable remote leader, and offers practical models, tools, and best practices to tackle the real-world challenges from how we work and communicate virtually.



The Long-Distance Teammate

Written by the founders of the Remote Leadership Institute, this book is the most authoritative single resource for helping remote workers get work done effectively, build relationships that are both productive and satisfying, and maintain a career trajectory when they are not in constant close contact with their leader, coworkers, or the organization in general.

Check out our website for additional leadership resources including our free video training series, blogs, newsletters, podcast and more!

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