

# BREAKING BOUNDARIES

“Redefining Culture for a Thriving Future”



**NXTVM**  
SOLUTIONS

## 3-Day Onsite Culture Workshop Outline

### Day 1: DiSC Assessment and Workshop

- Introduction and Workshop Objectives (30 mins)
- DiSC Assessment Overview (1 hour)
- DiSC Style Exploration (1.5 hours)
- Understanding Communication Styles (1 hour)
- Break and Energizer Activity (15 mins)
- Enhancing Collaboration through DiSC (1.5 hours)
- Real-Life Applications (1 hour)
- Wrap-Up and Day 1 Reflection (30 mins)

### Day 2: Discovering and Defining Core Values

- Introduction to Day 2 and Recap (30 mins)
- Personal Values Identification (1 hour)
- Correlation to Business Values (1 hour)
- Solidify Core Values (1 hour)
- Lunch Break (1 hour)
- Define Core Values (1.5 hours)
- Break and Energizer Activity (15 mins)
- Interactive Activities and Discussions (1.5 hours)
- Wrap-Up and Day 2 Reflection (30 mins)

### Day 3: Shaping Vision, Mission, and Communication

- Introduction to Day 3 and Recap (30 mins)
- Understanding Your Vision and Mission (1 hour)
- Action Planning for Vision and Mission (1.5 hours)
- Communication Plan Development (1.5 hours)
- Lunch Break (1 hour)
- Implementation Strategies (1 hour)
- Break and Energizer Activity (15 mins)
- Ongoing Support and Follow-Up (1 hour)
- Final Q&A and Workshop Conclusion (30 mins)

## Welcome Message: Embrace Your Journey to a Purposeful Future!

Dear Participants,

I am thrilled to extend a warm and heartfelt welcome to each one of you as we embark on an exciting and transformative three-day journey together. This Culture Workshop is not just a series of sessions; it's a unique opportunity for us to shape the very essence of our organization's future.

As the owner of this company, I am deeply committed to fostering an extraordinary culture that fuels growth, empowers our team, and ignites a passion for excellence in everything we do. Our core values of **Work-Life Balance**, **Ownership**, **Proactive Learning**, **Transparency**, **Teamwork**, & **Delivering Value** are the pillars upon which we will build this purposeful culture.

Throughout these three days, we will dive into the depths of self-discovery, collaborative teamwork, and effective communication, all of which play a pivotal role in nurturing a purpose-driven workplace. Together, we will explore the power of your core values and how they intertwine with our company's mission, vision, and goals.

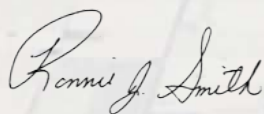
I encourage you to immerse yourself fully in this experience, to be open to new insights, and to actively engage in every activity and discussion. The strength of our culture lies in each of you, and the collective effort we invest during this workshop will resonate throughout our organization.

As we progress through each session, remember that this workshop is not just about acquiring knowledge; it's about translating that knowledge into action. The real magic happens when we apply what we learn to drive meaningful change in our daily interactions, decision-making, and overall business operations.

I have great confidence that this Culture Workshop will serve as a turning point for our organization. By embracing our core values and crafting a united vision, we will unleash a profound sense of purpose that will inspire us to reach new heights of success.

Thank you for your dedication and commitment to this transformative journey. Let's embark on this adventure together, united by our shared purpose, and create a purpose-driven culture that empowers us to achieve greatness.

With great excitement and anticipation,



Founder | NXTLVL Solutions Inc.

## Mission Statement and End Results:

The overall expectation of the entire 3-day workshop is to create a transformative and positive cultural shift within the organization. Participants will gain a deep understanding of their behavioral styles through the DiSC assessment, fostering self-awareness and empathy. They will identify and define core values that align with their personal beliefs and the organization's objectives, forming the foundation of a purpose-driven culture.

By the end of the workshop, participants will be equipped with practical tools, action plans, and communication strategies to implement the identified core values in their daily operations. The workshop aims to inspire collective ownership of the culture-building process and promote collaboration, effective communication, and harmonious team dynamics.

The expectations include:

**Increased Self-Awareness:** Participants will gain insights into their own behavioral styles, enhancing their understanding of how they interact with others and navigate workplace dynamics.

**Stronger Team Cohesion:** The workshop will foster a sense of unity and teamwork among participants, creating a shared language and understanding of each other's strengths and preferences.

**Defined Core Values:** Participants will collaboratively articulate a set of core values that reflect the organization's vision, mission, and aspirations, guiding decision-making and behaviors.

**Culture-Building Action Plans:** Actionable plans will be developed to implement the identified core values, ensuring they are integrated into daily practices and become integral to the organization's culture.

**Enhanced Communication:** Participants will develop communication strategies that promote transparency, inclusivity, and constructive feedback, strengthening relationships and fostering open dialogue.

**Long-Term Impact:** The workshop's ongoing support and follow-up will ensure that the cultural improvements are sustained and measured, leading to lasting positive changes within the organization.

## **Day 1: DiSC Assessment and Workshop**

### **Introduction and Workshop Objectives (30 mins)**

Welcome participants and set the workshop's tone, emphasizing the importance of self-awareness and understanding behavioral styles for effective communication and collaboration.

### **DiSC Assessment Overview (1 hour)**

Introduce the DiSC model and its four main behavioral styles: Dominance (D), Influence (i), Steadiness (S), and Conscientiousness (C). Explain the value of the DiSC assessment in gaining insights into individual behavioral preferences and interactions with others.

### **DiSC Style Exploration (1.5 hours)**

Facilitate a group discussion where participants share their DiSC style results. Guide participants in exploring the characteristics, strengths, and potential challenges associated with each DiSC style.

### **Understanding Communication Styles (1 hour)**

Explain how different DiSC styles influence communication preferences and tendencies. Provide practical tips on adapting communication styles to better connect with individuals of varying DiSC styles.

### **Enhancing Collaboration through DiSC (1.5 hours)**

Facilitate team-building exercises and interactive activities that encourage participants to collaborate and work together based on their DiSC styles. Emphasize the importance of leveraging individual strengths for a cohesive and high-performing team dynamic.

### **Real-Life Applications (1 hour)**

Engage participants in sharing real-life scenarios where understanding DiSC styles could have improved communication and collaboration. Facilitate discussions on how DiSC awareness can be applied to work situations.

### **Wrap-Up and Day 1 Reflection (30 mins)**

Summarize key learnings from Day 1 and encourage participants to reflect on their DiSC results, considering how they can apply their understanding in their interactions.

## DiSC Sneak Peek

### Day 1 Workbook - Embrace Your Unique DiSC Style and Enhance Communication

Welcome to Day 1 of Our Transformative Culture Workshop!

Today, we embark on a journey of self-awareness and understanding, exploring the DiSC model and how it influences our communication and collaboration. This workbook will be your guide as you navigate through interactive activities, real-life examples, and personalized DiSC assessments. Let's begin!

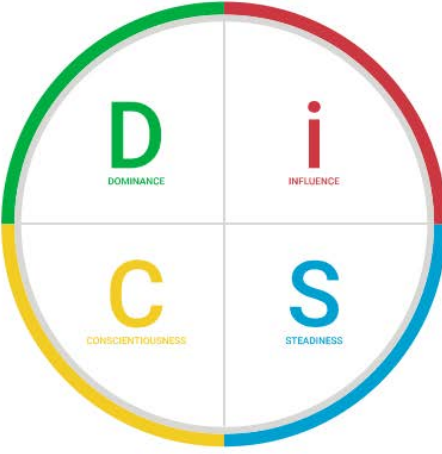
#### Session 1: Discover Your DiSC Style

Start with a Warm Welcome:

Take a moment to introduce yourself and share one thing you're excited to learn in this workshop with your fellow participants.

#### Introduction to DiSC:

**OVERVIEW OF THE DiSC® MODEL**



**Dominance**

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

**Influence**

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

**Conscientiousness**

- Analytical
- Reserved
- Precise
- Private
- Systematic

**Steadiness**

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

Explore the DiSC model and the four primary behavioral styles: Dominance, Influence, Steadiness, and Conscientiousness.

Reflect on how each style influences communication and team dynamics.

## Everything DiSC® Coaching Guide

This guide contains coaching approaches, coaching questions, and guidelines for structuring and delivering a personal coaching session using Everything DiSC® information.

Each Everything DiSC report has cornerstone principles of DiSC® and describes how DiSC informs our approach in its respective context. Begin your time by first explaining these principles and ensuring that the individual understands and agrees with them.

This is DiSC®. It gives you a quick, intuitive way to understand yourself and the needs and priorities of the people around you.

It describes four basic styles. D, i, S, and C.

Cornerstone Principles:

- All DiSC styles and priorities are *equally valuable* and everyone is a blend of all four styles.
- Your work style is also influenced by *other factors* such as life experiences, education, and maturity.



**D**  
DOMINANCE

If you have a D or Dominance style, you probably speak your mind, focus on the bottomline, and take pride in winning. You most likely prefer environments where decisions get made quickly and people are empowered to take charge of their work. But you may get impatient when you're asked to slow down or take a more diplomatic approach.



**i**  
INFLUENCE

If you have an i or Influence style, you tend to focus on the positive, take quick action, and enjoy socializing. You're probably happiest in a work environment where you're free to explore exciting possibilities and share your ideas. But, you might feel drained when you have to work alone for long periods, or when people's attitudes seem too negative.



**S**  
STEADINESS

Or you may have an S or Steadiness style, which means you probably like to do your part, keep things calm and friendly, and collaborate. You'll likely work best when you're part of a supportive team, where expectations are clear. But if you're pressured to move too quickly or things get tense, it can stress you out, and you might have trouble speaking up.



**C**  
CONSCIENTIOUSNESS

And finally, if you have a C or Conscientiousness style, you probably focus on getting things right, put time into analysis, and prefer to keep emotions in check. You tend to appreciate environments where you can work at your own pace and your expertise is valued, but you may get frustrated if you think decisions aren't being thought through, or if you're expected to do a lot of socializing.

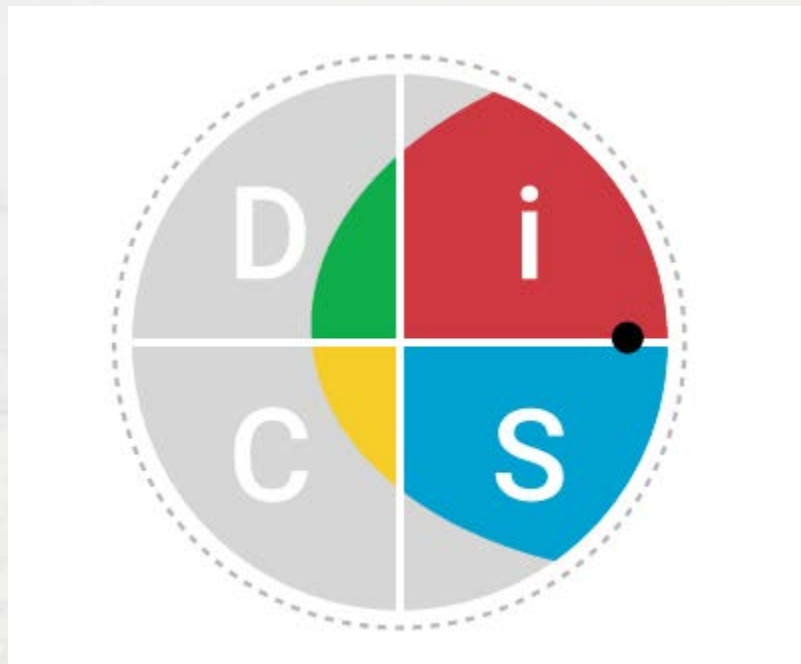
## Session 2: Personalized DiSC Insights

### Embrace Your DiSC Assessment:

Review the results to gain insights into your unique behavioral style.

#### Your DOT

This report is personalized to you, based on your assessment results. In order to get the most of your experience, you'll need to understand your personalized DiSC map, pictured below.



As you saw on the previous page, the Everything DiSC model is made up of four styles: D, i, S, and C. The picture below illustrates the 12 different regions where a person's dot might be located.

Keep in mind, no DiSC style or dot location is better than any other. And because everyone is a blend of all four styles, there will probably be a few aspects of the other styles that you relate to.

The dot location shows your DiSC style. Because the dot is located in the i region but is also near the line that borders the S region, you have an iS style.

Everyone is a blend of all four styles.

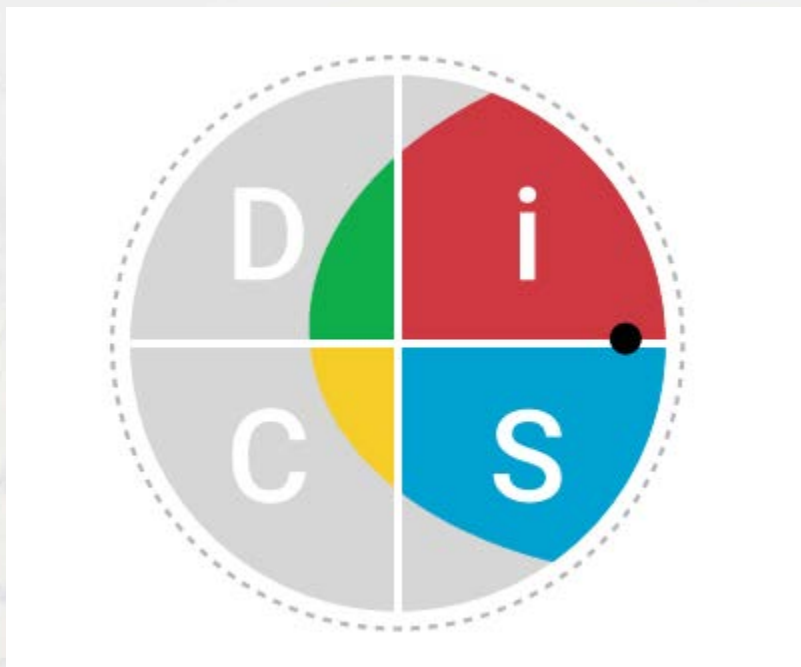


All DiSC styles are equal and valuable in their own ways.

The bottom line is, Everything DiSC® gives you a new way to understand yourself and the people around you. To see past limitations, to know when to stretch a little, and to build skills that, over time and with practice, help create a culture that works for everyone.

**Close to the Edge or Close to the Center:**

A dot's distance from the edge of the circle shows how naturally inclined a person is to encompass the characteristics of his or her DiSC style. A dot positioned toward the edge of the circle indicates a strong inclination toward the characteristics of the style. A dot positioned close to the center of the circle indicates a slight inclination. A dot in the center of the circle is no better than one on the edge, and vice versa. The dot above is near the edge of the circle, so that means this person has a strong inclination and will probably relate well to the characteristics associated with the style.



**Video Presentations and Key Observations:**

Watch engaging video presentations that shed light on the various DiSC styles and their impact on interactions.

Use the key observations to understand the strengths and preferences of each style.

### **Session 3: Role-Playing for Real-Life Scenarios**

#### **Empathy in Communication:**

Engage in role-playing exercises to practice empathetic communication, considering different DiSC styles in challenging scenarios.

Share your experiences and observations with the group.

#### **Real-Life Stories:**

Listen to real-life stories from the facilitator's experiences and clients who have embraced DiSC self-awareness.

Reflect on how understanding DiSC styles can positively influence workplace relationships.

### **Session 4: Effective Communication & Conflict Resolution**

#### **Building Effective Communication:**

Discover strategies for effective communication that align with the various DiSC styles.

Discuss the importance of adapting communication to enhance collaboration and teamwork.

#### **Conflict Resolution:**

Explore conflict resolution techniques that leverage the strengths of diverse DiSC styles.

Practice conflict resolution role-plays for constructive outcomes.

#### **Conclusion: Embrace Your DiSC Journey**

## **Session 4: Effective Communication & Conflict Resolution**

### **Building Effective Communication:**

Discover strategies for effective communication that align with the various DiSC styles.

Discuss the importance of adapting communication to enhance collaboration and teamwork.

### **Conflict Resolution:**

Explore conflict resolution techniques that leverage the strengths of diverse DiSC styles.

Practice conflict resolution role-plays for constructive outcomes.

**Conclusion:** Embrace Your DiSC Journey

## Coaching Questions

Here are some examples of open-ended questions that you can use in your coaching sessions.

<p><b>Introducing Questions</b> Descriptive "Wh" question</p>	<ul style="list-style-type: none"> <li>• "Tell me about.../ Describe..."</li> <li>• "What do you do when... / What happens when..."</li> <li>• "What do you recognize..."</li> <li>• "What, which, when, who, how, why..."</li> </ul>
<p><b>Follow-Up Questions</b> Specifying Probing</p>	<ul style="list-style-type: none"> <li>• "Can you tell me a little more about..."</li> <li>• "What do you mean by..."</li> <li>• "What happened then?/ Who, when, etc..."</li> <li>• Pauses, silence, nods, eye contact, reflective listening</li> </ul>
<p><b>Illustrating Questions</b> Examples Hypothetical Experiences</p>	<ul style="list-style-type: none"> <li>• "Tell me about the last time / your experience with..."</li> <li>• "Give me an example of..."</li> <li>• "In which situations..."</li> <li>• "What would happen if..."</li> <li>• "Imagine that..."</li> </ul>
<p><b>Indirect Questions</b> Contrast Projective Change of perspective</p>	<ul style="list-style-type: none"> <li>• "Some might say that [opposite view] is..."</li> <li>• "When do you not..."</li> <li>• "What do you think others would see, do, say..."</li> <li>• "What might happen if..."</li> </ul>
<p><b>Direct Questions</b> Structuring Clarifying Interpreting</p>	<ul style="list-style-type: none"> <li>• Change of subject, introduce specific topics</li> <li>• Yes-no/either-or/factual answers</li> <li>• "Do you mean by [...] that..."</li> <li>• "So, what you say is... /in other words..."</li> </ul>

### Self-Reflection:

Take time to journal your insights, discoveries, and reflections from Day 1's activities. Consider how embracing your unique DiSC style can positively impact your communication and team dynamics.



