

One Page Integration Agenda

Integration Session Agenda

Understand Your Leadership Style

90 Minute Virtual Integration Session

Purpose

This session reinforces the DISC behavioral style concepts introduced in the LeaderTrak Lens video course. Participants will apply style awareness to real workplace relationships and discuss strategies for adapting communication to improve leadership effectiveness.

Welcome & Session Focus

0:00 – 0:10

- Welcome and integration session overview
 - Connection to the Understand Your Leadership Style course
 - Quick participant reflections from the video and workbook
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Understanding Behavioral Style Differences

0:10 – 0:25

- Review of the DISC behavioral style model
 - Discussion of how style differences impact communication
 - Reflection on personal leadership tendencies
-

Applying DISC to Leadership Situations

0:25 – 0:50

- Identifying behavioral styles in others
 - Discussing workplace situations involving different styles
 - Small group discussion on style-related leadership challenges
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Adapting Leadership Style

0:50 – 1:20

- Strategies for adapting communication to different styles
 - Practicing how to work effectively with each DISC style
 - Discussion of real leadership situations
-

Commitments & Close

1:20 – 1:30

- Identify one relationship where style adaptation will improve results
- Capture key insights and leadership commitments
- Session close

Facilitator Integration Session Outline

Understand Your Leadership Style

LeaderTrak Lens Integration Session (90 Minutes)

1. Welcome & Session Context

0:00 – 0:10

Facilitator message:

“You’ve already completed the video learning and workbook for this course. Today is about applying the DISC concepts to your real leadership relationships.”

Remind participants that understanding behavioral style differences improves communication and workplace effectiveness because leaders learn to **interact more effectively with people whose styles differ from their own** .

Opening Reflection

Ask participants in chat or discussion:

“What insight about your DISC style stood out most to you from the course?”

Common responses may include:

- Realizing how others perceive them
 - Understanding why certain people frustrate them
 - Learning how their communication style affects others
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2. Revisiting the DISC Model

0:10 – 0:25

Briefly review the DISC model.

Explain that the model categorizes behavior using two dimensions:

- Task vs relationship focus
- Active vs passive response to the environment .

These dimensions create the four styles:

D – Dominant / Driver

I – Influencing / Expressive

S – Steady / Amiable

C – Compliant / Analytical

Discussion Question

Ask participants:

“Which style do you interact with most easily? Which style challenges you the most?”

Follow up:

“What behaviors make that style challenging?”

This discussion helps reinforce that **no style is better or worse**, but differences often create workplace tension.

3. Applying DISC to Real Leadership Situations

0:25 – 0:50

Ask participants to reflect on a real relationship.

Prompt:

“Think of a person you work with whose style is very different from yours.”

Participants should write down:

- The person’s likely DISC style
- Behaviors that create friction
- The impact on communication or results

Small Group Breakout (optional)

Groups of 3 discuss:

1. What style do you believe this person is?

2. What behaviors indicate that style?
 3. How does the style difference affect communication?
 4. What adjustments might improve the relationship?
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Group Debrief

Ask:

“What patterns are you noticing about style differences?”

Reinforce a key insight:

Approximately **75 percent of people have different behavioral tendencies than you do**, which makes style awareness essential for leaders.

4. Adapting Your Leadership Style

0:50 – 1:20

Explain that effective leaders adapt their style to work productively with others.

The goal is not to change who you are, but to **adjust behaviors to make communication more effective**.

Discussion: Adapting to Each Style

Ask participants:

“How should you adapt when working with each style?”

Capture responses.

Examples:

High D

- Be direct
- Focus on results
- Avoid unnecessary detail

High I

- Be engaging and conversational
- Allow time for discussion
- Focus on big ideas

High S

- Show patience
- Build trust
- Avoid rushing decisions

High C

- Provide details and data
- Be organized and prepared
- Allow time for analysis

These strategies help leaders **build stronger relationships and improve communication outcomes.**

Scenario Discussion

Ask participants:

“What is one leadership situation where adapting your style would improve the outcome?”

Discuss how adjustments could change the conversation.

5. Leadership Commitment

1:20 – 1:30

Ask participants to write down:

1. One relationship they want to improve
2. The other person’s likely DISC style
3. One behavior they will adjust when interacting with that person

Closing Reflection

Ask participants:

“What is one insight about leadership style you will apply immediately?”

Close with:

“Great leaders understand their own tendencies and are willing to adapt to others. That flexibility is what improves communication, relationships, and results.”

Optional “Guess the Style” Integration Activity

Purpose

This activity helps participants practice **recognizing DISC behavioral styles and adapting communication accordingly**. Leaders often understand their own style but struggle to identify the style of others. This exercise builds that skill.

The DISC model categorizes behavior based on **task vs relationship focus and active vs passive response to the environment**, creating four styles: D, I, S, and C .

Activity Timing

15–20 minutes

Works well during the **application portion of the integration session**.

Facilitator Instructions

Tell participants:

“We are going to practice identifying behavioral styles in everyday leadership situations. I’ll describe a workplace scenario. Your job is to guess the person’s DISC style.”

Participants can respond:

- In chat
- By raising their hand
- Or by typing D, I, S, or C

Scenario 1

You walk into a meeting and someone says:

“Okay, let’s get started. We have 30 minutes and three decisions to make. Here are the options and here’s my recommendation.”

Guess the style.

Answer: **High D**

Discussion prompts:

- What behaviors indicated a D style?
- How should you communicate with them?

Key insight:

Be direct, concise, and focus on results.

Scenario 2

A team member walks into your office and says:

“Oh my gosh, I had this idea on the way in today! If we did this differently it could really energize the whole team. Let me tell you about it...”

Guess the style.

Answer: **High I**

Discussion prompts:

- What behaviors indicated an I style?
- How should you communicate with them?

Key insight:

Allow conversation, show enthusiasm, avoid getting overly detailed.

Scenario 3

You ask someone about a project update and they respond:

“I want to make sure everyone on the team feels comfortable with the changes before we move forward.”

Guess the style.

Answer: **High S**

Discussion prompts:

- What behaviors indicated an S style?
- How should you communicate with them?

Key insight:

Show patience, build trust, avoid rushing them.

Scenario 4

A team member sends you a two page email explaining exactly how something should be implemented and includes data to support their recommendation.

Guess the style.

Answer: **High C**

Discussion prompts:

- What behaviors indicated a C style?
- How should you communicate with them?

Key insight:

Be organized, provide details, allow time for analysis.

Debrief Question

Ask participants:

“What happens when we communicate with people as if they were our style instead of their style?”

Expected insights:

- Miscommunication
- Frustration
- Poor results

Key message:

Great leaders **adapt their style to meet others where they are.**

Transition Statement

“This is why leadership style awareness matters. Once you recognize behavioral differences, you can adjust your approach and dramatically improve communication and results.”