



Enhancing Team Relationships – One Member at a Time

A Hot Topic Workshop from Organization & Employee Development

Workshop Description:

Collaboration is the foundation for getting things done in an academic environment. Whether you're working informally or formally as part of a team, your ability to influence others depends upon how well you can adapt to their preferences.

In this interactive session, participants will explore team dynamics in terms of team member personality. Using Accelerate e-learning resources, we'll assess our own preferences for interacting with team members and explore the opportunities present for adapting our style to meet the preferences desired by others.

Before this workshop, participants will be asked to participate in a 15-minute assessment from an Accelerate eBook, Conversations for Change: 12 Ways to Say it Right When it Really Matters.

After completing this session, participants will be able to:

- Discuss how team interactions are influenced by the individual preferences of team members
- Understand how to communicate and work effectively with others based upon their preference
- Develop strategies to work with others with opposite preferences

Audience:

All WSU faculty and staff seeking to improve their relationships with others

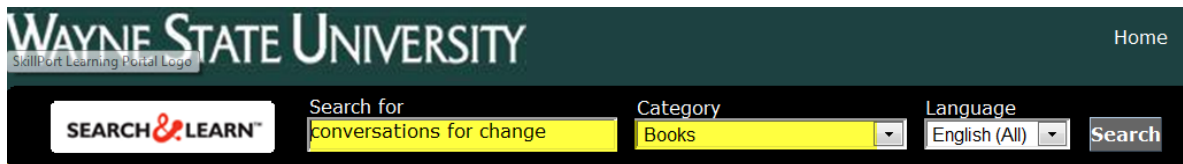
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Pre-Requisite:

Before discussing the concept of flexing to adapt to team member preferences, please invest approximately 15 minutes to complete a self-assessment entitled DiSC. To do this:

1. Logon to Pipeline at www.pipeline.wayne.edu
2. Click on the Employee tab
3. Click on the Accelerate icon (right side of the screen)
4. Click on this link or search this title [Conversations for Change: 12 Ways to Say it Right When It Matters Most](#)



5. Complete a 15 min. Communication Styles assessment by:
 - a. Click on Part I – Foundations for Every Conversation.

[Conversations for Change: 12 Ways to Say It Right When It Matters Most](#)

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by Shawn Kent Hayashi ISBN: 9780071745284

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Whether you're trying to motivate a team, negotiate a contract, make a sale, ask for a raise, land a new job, or terminate an employee, this book shows you how to reach your maximum potential by using conversations effectively.

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[Conversations for Change—12 Ways to Say It Right When It Matters Most](#)

[Introduction](#)

[Part I](#) - Foundations for Every Conversation

[Part II](#) - The 12 Conversations

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- b. Click on Chapter 3: Communication Styles

Part I: Foundations for Every Conversation

Chapter List

- Chapter 1: Emotional Intelligence
- Chapter 2: Values: Workplace Motivators
- Chapter 3: Communication Styles

- c. Read Chapter 3 or click on the “the Four Communication Styles” link shown at the bottom of the page.

Chapter 3

- ▶ **The Communications-Style Assessments**
 - **The Four Communication Styles**
 - Adapting to Other People's Communication Styles

- d. Midway down the page is reference to the assessment, as shown below.

Special Bonus Offer!

To complete your online assessment, please go to www.TheProfessionalDevelopmentGroup.com and click on the Talent Mastery Assessments button on the left. Then click on the Take Assessments button. Use response link 124439XUB.

- The website for the assessment may be found by clicking [here](#) or going to the redirected web page for the TheProfessionalDevelopmentGroup found at: <http://yourtalentatwork.com/tpdg-redirect/>
- Click on “[Want to take an assessment? Click here](#)”



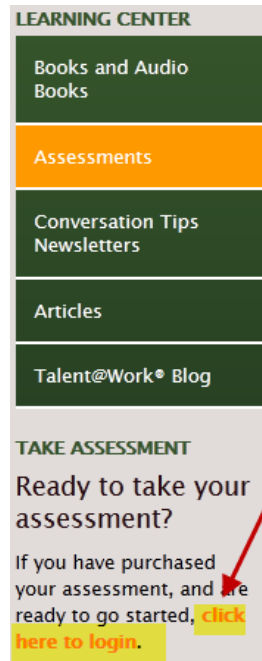
YES! This is The Professional Development Group's new website!

- [Want to take an assessment? Click here](#)
- Want information on the Star Developer Award? [Click here](#)
- Visit [new home page](#)

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- e. Complete the approximately 15 minute assessment.
- On the left hand side of the page, click “here to logon” under “Ready to take your assessment?”



- Enter the response link noted in the “Special Bonus Offer”: **124439XUB**
 - Complete the approximately 15 minute assessment
 - Your results will be emailed to you in a report. Please note a sales flyer and potentially a LinkedIn invitation will also be sent from the vendor – feel free to disregard, such is the cost of a “free” tool that is valued at \$25.00!
6. Bring a copy of your report to class.



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Workshop Objectives:

Upon successful completion of this blended learning workshop, participants will be able to:

- Describe how team interactions are influenced by the individual preferences of team members
- Understand how to communicate and work effectively with others based upon their preference
- Develop strategies to work with others with opposite preferences
- Access Accelerate resources to continue learning about how best to work in a high performing team

Agenda

- I. Introduction
- II. DiSC Styles
 - a. What is DiSC?
 - b. Description of each style
 - c. Positive contributions of each style to any team
- III. Flexing to Meet the Needs of Others
 - a. Strategies for adapting preferences
 - b. Devising a personal action plan
- IV. Wrap Up