



Why DiSC is Not Enough

DiSC is a powerful tool for helping people understand themselves and others. But DiSC is not a measure of skills — only behavioral tendencies and patterns. Having a natural *preference* for interacting with people (Influence) does not necessarily mean that a person has learned how to be *skilled* at interacting with people. Certainly, many high i's are good at dealing with people (friendly, sociable, warm and enthusiastic). But others aren't. They can be selfish, shallow, disruptive, unruly, impulsive and noisy. The difference is Emotional Intelligence.

Emotional Intelligence (EQ) forms the basis of social effectiveness and has the power to bring out the best traits in our DISC profile. EQ is a set of skills that (a) can be measured and (b) can be developed. Combined with an understanding of the DiSC model, EQ can help people achieve more in their interactions with colleagues and customers.

Developing EQ

Emotional Intelligence is the capacity of individuals to recognize and effectively manage emotions in themselves and with others. Research has proven that one's emotional intelligence (EQ) is more reliable in predicting success than one's intelligence quotient (IQ). This course helps participants understand EQ and develop workplace skills to build upon the foundation of the DiSC model.

As pre-work, participants take the EQ-i 2.0 Inventory which examines an individual's social and emotional strengths and weaknesses. After completing the inventory, participants will receive a comprehensive report which they use during workshop. Participants are also asked to watch an online video as preparation for the workshop.

Workshop Objectives

After participating in the workshop, the participants will be able to:

- Define EQ and how it relates to personal and organizational success.
- Apply tools to increase personal skills: self-perception and self-expression of personal emotions.
- Analyze and interpret online assessment results from the EQ-I 2.0.
- Apply tools to increase social skills: recognizing the emotions in others and responding to those emotions.
- Integrate their DiSC results with EQ concepts for a comprehensive understanding of successful workplace interactions.

