

Notes

Bernstein Fellows Introductory DiSC Workshop

FHLI HQ, November 19, 2024

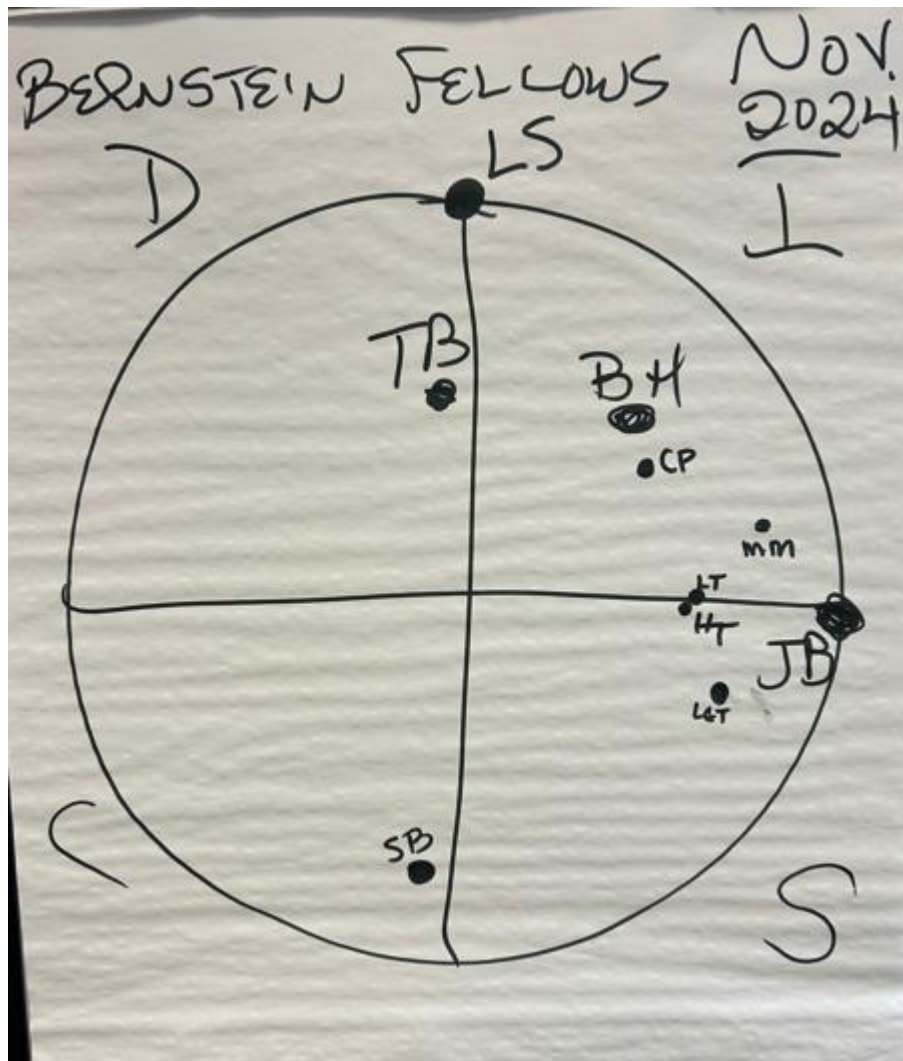
Led by John Burton of John Burton Coaching LLC

Participants:

Liz Stevens, Matthew Mitchell, LaCosta Tipton, Cayla Price, Sheneka Brightwell, Lisa Tyndall, Hugh Tilson, Brandy Harrell. There in spirit: Tonia Bryant.

The main content of the workshop was the presentation and experience of the DiSC Behavior Model. The accompanying PowerPoint is attached to these notes, and includes the array of dots on the DiSC Map for the group. Interestingly, your group are almost all in the East, i.e., highly people- and collaboration-oriented as distinguished from those in the Far West, who are more task and challenge oriented.

The group's distribution of DiSC dots is this, including Tonia, (initials TB), who could not be at the workshop:



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The group was asked to come up with what they “Bring” to the workshop and to their time in this cohort. Then we outlined what they “Need” from the same two perspectives.

Bring	Need
Empathy	Intentional feedback
Collaboration	Safety
Grace—Truthfulness, Understanding	Grace, Humor
Laughter	Friendship
Anxiety, perfectionism	Mellow
Balance—work hard, play hard	Balance
Joy	Asking for help/practice
Listening ears	Accepting help
	Support

This list then morphed into a set of norms this group wants to live by and impose on themselves and each other. These words will guide their behavior when together; each person gave permission to the group to call them toward these actions and behaviors.

Norms	
Honesty	Brainstorming sessions
Respectful	Throw mud (ask Michael about this one!)
Curiosity	Mutually Supportive Dynamic
Respectful/challenging	Friendship
Assume good intentions	Cohesion
Agree to disagree	Meeting members where they are at
Commit to presence	

The next challenge was to identify “What’s in It For Us?”. That is, if we got good at this “awareness stuff”, if we paid attention more of the time to how we are communicating, how we are contributing, in addition to the content of our speech, what would we, our fellow Fellows, and our organizations gain?

WIIFU	
Modeling growth	Expand our impact
Modeling humility	Balance (v. micromanaging)
Modeling curiosity	Growth
Accepting and encouraging vulnerability	Connection

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Seems like a pretty good list of valuable outcomes, doesn't it? Now each of you, and the group as a whole, must stay vigilant to the challenges. You all are already successful, but this list suggests there is more to do to be great leaders.

Homework: the group took away an 8 ½ x 11 Action Plan worksheet designed to prompt and support continued attention to the work of self-awareness and building new effective habits:

Action Plan-with an accountability partner?

	3 Days	3 Weeks	3 Months
One or two main goals			
Whom do I want to impact?			
What do I need to do?			
How will I know if I did it?			

References:

The two main written resources we use for the work of building self-awareness, building good teams, and embracing the gift of feedback are: [The Advantage: Why Organizational Health Trumps Everything Else In Business](#) by Patrick Lencioni, [The Advantage: Why Organizational Health Trumps Everything Else In Business: Lencioni, Patrick M.: 0783324932645: Amazon.com: Books](#). With the DiSC model as the backbone, Lencioni develops the robust body of The Five Behaviors of a Cohesive Team and the playbook for a healthy organization.

And [Radical Candor](#) by Kim Scott. [What Is Radical Candor? Get Kim Scott's 6-Minute Cheat Sheet](#). Scott shares her model for courageous and professional feedback and why it is so crucial for effective leaders.