



JOHNNA JOHNSON & Co.

"Providing uncommon inspiration, education and tools for remarkable transformation."

## Workshop Overview

# Embracing the Value of Differing Personalities

### General Program Description:

Do you have to work with someone who is so blunt and to the point it's offensive? Do you sit next to someone who is a social butterfly, talks loud and can't find the 'critical report' they were supposed to read? What about a colleague who is quiet and likes to do things 'the way it's always been done' or a team member who over analyzes *everything*? Do these personality types drive you crazy and affect your team's ability to get the results you are striving for?

Our number-one-selling team building workshop we offer is *Embracing the Value of Differing Personalities* using the DiSC Behavior Model (and assessment tool). This interactive workshop provides tools that take individuals from irritation and judging others to respecting, appreciating and valuing the unique gifts we each bring to the team.

This workshop will enhance the participants overall effectiveness as a whole person. Whether from the perspective of a leader, sales person, parent, committee chair, manager or colleague, this workshop is guaranteed to change the way you operate!

### Results/Benefits/ROI:

As a result of your investment in your people – your most valuable asset – here are some of the major benefits you can anticipate your team walking away with:

- A new, sincere appreciation for differing personalities on the team;
- Strategies for working together to increase productivity;
- Effectiveness in completing tasks through improved relationships with others;
- Tools to be a more effectiveness leader;
- Less conflict;
- Increased focus;
- Effective and interactive communication;
- Less down time/gossip/frustration;
- More team spirit;
- A personal plan of action to *Embrace the Value of Differing Personalities!*

**Program Objectives:**

As a result of this dynamic workshop participants in this course will:

- Participate in a individualized behavior assessment;
- Understand four key behavior tendencies and how they affect others;
- Determine motivating factors for each behavioral type;
- Identify the types of environments each behavioral type prefers;
- Classify demotivating factors for each behavioral type;
- Discover the conflict styles for each behavioral type;
- Define the management styles of each behavioral types (for managers only);
- Create strategies and action plans for managing the different types (for managers only).

**General Program Outline:**

The *general* outline for this team-changing seminar includes:

- Increasing Your Effectiveness through Understanding Behaviors
- Behavior vs. Personalities
- The Behavior Model: Four Dimensions of Who We Are
- **D**ominant, influencing, **S**teadiness & **C**onscientiousness
- Individualized DiSC Assessment
- Identifying the Different Types
- When Strengths become Weaknesses
- Relating to the Different Dimensions of Behavior
- Adapting Your Behavior to be More Effective in a Variety of Settings
- Personalized Action Plan to Implement New Tools

**Delivery Options:**

- **Full Day Training Session** (6 hours, 9am to 4pm)
  - Complete outline discussed in detail with several examples, activities, group discussions, videos and plenty of opportunities to interact with Johnna to customize individual situations;
  - Personalized DiSC Assessment & Workbook (additional fee);
  - What a great kick start to your leadership and team retreats.
- **½ Day Training Session** (3 hours, 9am to Noon or 1pm to 4pm):
  - Complete outline discussed with examples, a group activity and group discussions if time permits;
  - Personalized DiSC Assessment (additional fee);
  - Fits perfectly into your regional leadership & team meetings - just in time for strategic planning!

**The Facilitator:**

Johnna Schuck Johnson inspires organizations, teams and individuals to ***Raise the Bar: From Mediocrity to Excellence!*** Throughout her keynotes, workshops and coaching, you will experience not only her energetic and interactive methods but most importantly, her essential elements of excellence: Ambition, Attitude & Action!

With over 15 years in the Training & Development industry, Johnna has worked extensively in both the private and government sectors along with numerous professional associations and individuals. Johnna has served as a Training Officer for the largest law enforcement agency in the state of Idaho, earned her way into the

top 2% of an International Cosmetic Company as a Sales Director and was an instructor for the largest financial institution in the world!

In 2003, she compiled her experience, drive and passion and founded New Heights Training & Development, offering keynotes, workshops and coaching to inspire her audiences to raise the bar from mediocrity to excellence in all areas of their lives. Regardless of her audience, Johnna brings techniques and tools that can be used by every type of person, business, and profession with an exceptional return on investment to *every* member of her audience. This high-energy, excellence-driven, Idaho-native exudes genuine passion not only in what she delivers but also in those she teaches.

In addition, Johnna received her Bachelor's Degree in General Communication with an emphasis in Training & Development from Boise State University and she possesses a variety of certifications that are a result of her commitment to continuing education and on-going professional development. She has served on the Board of Directors for the American Society for Training and Development (ASTD) and is a local and national member of numerous national business, speaking and training associations.

Whether she was receiving a college scholarship for her distinction of excellence, breaking numerous sales & performance records or starting her own companies, Johnna certainly has first-hand experience and know-how when it comes to raising the bar! With an impressive success rate and being an expert in her field, thousands have sought out Johnna's expertise to assist them with personal, professional and organizational excellence including colleagues, executives, military leaders and Fortune 500 companies.