

DISCovering Me **Program for Youth**

LICENSE OVERVIEW



Developing *People-literacy* for a PeopleSmart World

A DISCovering Me License is...

- **Access to your own easy-to-use**, customized assessment administration site:
 - Site Branding
 - Online customized assessment links – DISCovering Me
 - Timely support and assessment wholesale pricing
 - Secure SSL capabilities – http environments

- **DISCovering Me** Program for improving the *human connection* and making a difference within the communities you work with, that includes:
 - Online assessments
 - Workbooks
 - Facilitator Guides – DISC, Anti-Bullying, Leadership and Character Building
 - Lesson Plans and student assessments
 - Enrolment Form – public events
 - E-Books
 - Debrief Guides
 - Assessment Training Resource Center

- **Testimonial:** The support I received from the PeopleSmart Trainer, through online chats was fantastic! She was always available for me when I had questions and needed advice.

- **Investment**

LICENSE	INITIAL – First Year USD \$	ANNUAL USD \$	TRAINING DISC Level 1
Individual Consultant	\$3,500	\$1,700	1 person Included in Fee
School/Non-Profit	\$2,900	\$1,200	1 person Included in Fee

Introduction

Welcome to a unique Licensing opportunity provided by an internationally known team led by **Sandra Davis**, of Auckland, NZ, an expert Facilitator, Coach, Curriculum Designer, and Licensing consultant and **DISC Masters, Carol Dysart**, M.Sc. Counselling of San Diego, CA USA.

A **DISCovering Me License** gives you, as an Educator, Facilitator, Coach or Business Owner, access to your own easy-to-use, customized assessment administration site. It also includes all the tools and training materials and resources in the **DISCovering Me** Program listed in the package outlined herein.

The two professionals founded PeopleSmart Enterprises (PSE) in 2003. Carol an experienced DISC Master Consultant since 1980, and Sandra were both interested in raising awareness and interpersonal appreciation and communication. Each had a vision of a world populated with people-literate, socially conscious and responsible, compassionate, and productive individuals. They now have: PeopleSmart Enterprises LLC (USA) and PeopleSmart Enterprises NZ Ltd, along with PeopleSmart World the training division for their organization.

Their mission required they create their own as well as gather proven assessment systems, books, and training for *people-literacy*, so they could share these with other like-minded people who were also passionate about the difference they could make, when applying these resources in their own youth markets and communities.

Ideal licensees are those who will delight in their ability to bring affordable tools and training in *people-literacy* to people committed to creating and enjoying productive relationships, and more effective communication, and collaboration. These individuals are also looking to leverage their business offer through the ability to white label the PeopleSmart Enterprises' Intellectual Property, Carol and Sandra have applied and are continuing to develop, as specialists in the field of human development.

Affordable personal and professional growth to meet both specific and general needs of any population is a key component of this worldwide, self-and-other-understanding license offer!

OUR VISION AND VALUES

Communities thriving in a PeopleSmart World.

At PeopleSmart Enterprises we care about:

- Being open and honest in all our dealings with everyone we meet.
- Meeting and exceeding licensee and other strategic alliance partnership expectations.
- The individual as a person and their contribution to the team.
- Being innovative and resourceful.
- Open communication and a willingness to speak the truth without invalidation.
- Focusing on what works and thinking creatively for solutions.

OUR RULES OF THE GAME

(Fully integrated into our business and adapted from Excelerated Business School for Entrepreneurs' The Money & You Program.)

1. Be willing to support our purpose, values, rules and goals.
2. Speak with good purpose.
3. Acknowledge whatever is being communicated as true for the speaker at that moment. If you disagree or do not understand, ask clarifying questions.
4. Complete your agreements:
 - a. Make only agreements that you are willing and intend to keep.
 - b. Communicate any potential broken agreement at the first appropriate time.
 - c. Clear up any broken agreement at the first appropriate opportunity.
5. When something is not working, look to the system for corrections and propose a system-based solution to the person who can do something about it.
6. Each individual is responsible for continuously improving the organization's system.
7. Be effective and efficient (optimize every event ... more with less).
8. Have the willingness to win and to allow others to win (win/win).
9. Focus on what works and be responsible – no lay blame or justification.

The DISCovering Me Program

The ***DISCovering Me*** program is a series of workshops designed to teach ages 10 years and over. Included in the program are workshops, workbooks, online ***DISCovering Me*** Assessments (13yrs to adults), and teaching materials and resources. The workshops have been designed to easily integrate into a curriculum (inquiry/topic/theme of each term), the disciplinary system and culture of any school or organization. The ***DISCovering Me*** and You workbook and the ***DISCovering Me*** Assessment (13yrs and adults), are the foundation workshops.

The program has been designed to support the development of human potential along with leadership and collaboration skills. The goal of the program for the student, is to teach *people-literacy* and to shape Character – apply understanding and the language of the DISC Personal Style model and develop Character Virtue Strengths, along with leadership and communication skills.

Ultimately, these students will be able to understand what drives their observable behaviour through completing an online DISC Personal Style Assessment, effectively interact with different styles by speaking the language of DISC, and apply and develop character virtue behaviours and language through participating in the ***DISCovering Me*** lessons. Classroom culture is enhanced and bullying behaviours are eliminated once students begin to apply the knowledge gained from the program.

Fundamentally, each child is a unique individual, and education for a lifetime of harmonious relationships and leadership effectiveness requires the development of skills, attitudes and the shaping of character. It is our commitment as instructional designers and educators of the ***DISCovering Me*** program to provide effective tools and resources for developing children to their fullest potential in these areas.

Assessments, Materials and Resources

The license PLA admin site account include the following assessment tools, materials, and resources:

DISCovering Me Program – Tools, Resources and Materials

- **DISCovering Me** – DISC for Self - Report with Guide (USD \$30 per report)
- **DISCovering Me** Report with Exercise Sheets – Birds (USD \$27 per report)
- **DISCovering My Leadership Style** Report (USD \$27 per report)
- **DISCovering My Career Path** Report – DISC and Motivators (USD \$45 per report)
- Online Assessments – Learning Styles, Emotional Intelligence, Critical Thinking
- Registration Form – public events
- Parent letter – Introducing the *DISCovering Me* workshop
- Curriculum Overview
- Lesson Plans – 8 Weeks
- ***DISCovering Me* and You** Creating A Culture of Kindness and Peace Workbook
- ***DISCovering Me* and You** - Workbook
- Facilitator/Teacher Guides
- Student Survey
- ***DISCovering Me and You*** marketing Flyer
- ***DISCovering Me*** parent introduction letter
- Activity Sheets
- Virtues Definitions
- Act with Tact – Virtues Sheet

PowerPoints

- Irresistible Leadership
- Basics of Behavior 101
- Developing Virtues in Self and Others
- Trainer – *DISCovering Me* Debrief
- ***DISCovering Me*** Workshop

Books

- 50 Ways to Have Magnificent Relationships
- Me, You and Them
- Parenting that Works
- 50 Ways to Effectively Deal with Conflict
- Mastering the Art of Leadership

Testimonials

DISCovering Me Program

Teacher's Feedback – Middle School

Our school asked a *DISCovering Me* facilitator to deliver several workshops for teaching children about their DISC Personal Style, character virtues and optimism, due to some bullying issues we were having.

I found that the objectives of the workshops were clearly defined, and student participation and interaction was encouraged. Student handouts and materials that were distributed were relevant and supported student learning.

The topics covered were relevant to the school's curriculum area of Health, and the content was organized and easy to follow. The workshop content linked especially well with Health because children were given a way to describe how their own feelings, beliefs and actions, and those of other people, contributed to their personal sense of self-worth. They were also able to recognize instances of discrimination and were given the opportunity to act responsibly to support their own rights and feelings and those of other people.

Through activities each child was given the opportunity to describe and demonstrate a range of communication skills that enabled them to interact appropriately with other people. I found the facilitator to be very reflective and open to changes, which was awesome and even though we were short of time, we still managed to focus on the things that were important and anything that cropped up because of discussions.

I particularly liked the way she was aware of the needs of individuals and adapted certain activities to meet those needs, maximizing the learning for those pupils and avoiding any embarrassment.

Starting with the peacefulness exercise was very effective. Reflecting on previous sessions at the start and when time allowed doing a recap at the end was also very useful. I liked the mix of activities and the pupil interaction and involvement. The poster/flipcharts were very helpful as a reminder. I particularly

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like the laying blame, justifying or taking responsibility one as it was relevant to the “no bullying” objective we were working on.

I think that the program would be just as successful if delivered in modules throughout the year based on the need of the student/class/school? The program experience will definitely be useful in my future work as a teacher.

Management Training

As a Principal the *DISCovering Me* program and using DISC assessments, has supported me to employ staff that have the right behaviours for the role. When new staff members begin they often have to “hit the ground running”, and the DISC tool gives me a way of quickly integrating them into the team, as I am more aware of their behavioural needs.

Working with the *DISCovering Me* facilitator I also now have a better understanding of why people communicate and react the way they do to certain situations. This understanding enables me as a manager to communicate and approach each member of my staff more effectively, which means we all benefit. Knowing what the needs are of each DISC style has supported me to better interact and communicate with parents and students alike. And the Mini Me Kids Survey gives teachers a way to quickly identify a child’s DISC style, when having to introduce a relief teacher to new children or when starting with a new Term 1 class of children.

We are planning to use DISC assessments and the *DISCovering Me* facilitator’s coaching skills and knowledge, to help us with our personal development strategies. The overall process has been an extremely useful and enlightening experience for staff and myself. I am looking forward to gaining more understanding of my DISC leadership style, and of learning how to embed the methodology and understanding of DISC, into the school’s culture and its community.

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Personal DISC insights... 12 to 13 year olds

A class of middle school children have written the following insights, using the materials they were given in their *DISCovering Me* workshop, and using their own words.

I am a "MISS High I with a D". People and problems motivate me. I tend to talk a lot and always question problems. I like to have control and need LOTS of people to be around ME!! When I am STRESSED I will either dictate and get angry or talk a whole lot more than normal! ME, MYSELF and I describe ourselves as bubbly, funny, outgoing and hardworking when the times right. I am everyone's cheerleader (a good excuse to be very loud)...

I'm a High S and I am a very social person. I like to go at a slow steady pace. I also fear sudden change in certain situations. I get angry, and nervous under stress. I like to take my time with things. When it comes to performances I am afraid people will criticize me about my performances that is why I'm shy...

I am a High I. To get the best out of me you need to invite me to parties, talk to me, don't ignore me and I need to trust you. When I am stressed I talk more and I attack verbally. I love talking to everyone and I love having lots of friends!

Licensee Testimonial

I discovered the PeopleSmart DISC assessment at the Money & You Program in 2015. When I first read my DISC report, I felt like I had finally been given permission to be "me", and it also helped me to accept the way I am. We also used the DISC assessment as a part of the recruitment process for our bus company. I experienced the results of using the DISC tool when having to hire and the positive impact it had to the overall recruitment process.

I then decided to become a certified instructor and in 2016 became a PeopleSmart Licensee so that I could spread the power of DISC.

I really like the self-paced training approach, the videos, and the work book, included in my licensee training, as they explained all the fundamentals and applications of DISC using the *PeopleSmart DISC*

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DISCovering Me License Overview

Interpretation Method. Also, the support I received from the PeopleSmart Trainer, through online chats was fantastic! She was always available for me when I had questions and needed some advice when having to debrief a DISC report.

When receiving my Licensee training, the trainer travelled to me, and spent 3 days brainstorming with me about the direction I wanted to take my new business, my marketing plan, and even set up a new Weebly website for me and helped me to design my logos, all the things I needed to start my business.

It is also great that we continue to have regular Skype calls for keeping me knowledgeable and informed about new assessment tools, and for receiving advise, when having to write and submit proposals.

My vision is to see all VCE students in Victoria using DISC to support their learning and career directions. Coming from the teaching background, I can see this is very needed and know of the positive impact that DISC can bring to a student's academic and social life. I am looking forward to supporting more people to develop "People-Literate" skills for creating better and happier relationships.

About the Licensors



SANDRA DAVIS

Sandra is an expert facilitator, coach, instructional design curriculum developer, and franchising consultant, and lives with her husband of 30 years, in New Zealand. For over 15 years, Sandra has used her creative business planning skills, with a combination of facilitation processes, coaching interventions, and mentoring, working in New Zealand, Australia, Malaysia, Singapore, Brazil, West Indies, and the USA enhancing team dynamics, organizational culture and most recently in the West Indies and New Zealand delivering the *DISCovering Me* program for youth.

She is highly skilled at developing and documenting business and people processes, articulating them into “user friendly” business plans, training manuals, handbooks & templates. Sandra has also worked in the franchise industry documenting operational feasibility studies, processes, policies, and procedures.



CAROL DYSART

Her clients and students know **Carol Dysart**, Masters of Science, in Counselling and resident of San Diego, CA, as their *DISC Master*. Her mastery in the “art and science of understanding people” comes from teaching high school for 15 years before opening her first business venture, using DISC. Since then she has introduced thousands of students, of the many seminar and coaching companies around the world that she has been serving and supporting, to DISC.

Carol brings a passion for people and decades of experience in both teaching and business development from years of owning her own companies.

She believes that DISC is the best tool to introduce any new people to each other and always brings it into every CEO coaching or training job she agrees to take on. Knowing how to get the most out of people by being able to “read” them is an easy and learnable “art” that anyone can learn.

The Financial Details

LICENSE	INITIAL – First Year USD \$	ANNUAL USD \$	TRAINING DISC Level 1
Individual Consultant	\$3,500	\$1,700	1 person Included in Fee
School/Non-Profit	\$2,900	\$1,200	1 person Included in Fee

- All prices are quoted in USD dollars.
- License Fees for an organization with multiple campuses/branches – Proposal submitted on request.

For further information about becoming a PeopleSmart Enterprises Licensee contact:

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Schedule 1 – Assessment Wholesale Pricing

DISCovering Me – USD \$27 per Report

- DISC for Self Report with Guide
- DISCovering Me Report with Exercises (Birds)
- DISCovering My Leadership Style Report
- DISCovering My Career Path Report - DISC and Motivators

Core Assessments – USD \$27 per Report

- Emotional Intelligence
- Motivators – Seven Dimensions of Motivation
- Critical Thinking
- Learning Styles

DISCovering Me Combination – USD \$45 per Report

- DISC and Learning Styles
- DISC and Emotional Intelligence