

EVERYTHING **DiSC**[®]
PRODUCTIVE
CONFLICT

VIDEO VIEWING GUIDE

WILEY

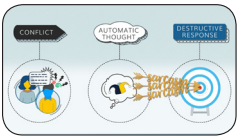
Everything DiSC® Productive Conflict video provides both theoretical explanations and practical examples of conflict interactions, and helps participants gain a greater awareness of how they might behave in conflict situations and why.

This manual provides an overview of the video content located in the Facilitation Materials folder. *Everything DiSC Productive Conflict* video is available with English subtitles or without subtitles.



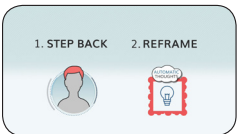
INTRODUCTION TO DiSC® AND CONFLICT introduces the DiSC® model and describes the four DiSC styles in the context of conflict.

PAGE 3



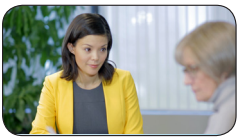
DESTRUCTIVE RESPONSES describes a model for understanding how we respond to conflict.

PAGE 3



CHANGING YOUR RESPONSE describes how to step back and reframe one's thoughts during conflict.

PAGE 3



AUTOMATIC THOUGHTS shows a series of conflict conversations in which one person's automatic thoughts are highlighted.

PAGE 4

INTRODUCTION TO DiSC® AND CONFLICT

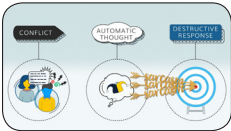
TOTAL LENGTH: 3:30 MINUTES



This video segment introduces the DiSC® model and illustrates the four DiSC styles and their conflict priorities. It shows how people may respond differently during conflict and helps to build self-awareness around conflict behaviors.

DESTRUCTIVE RESPONSES

TOTAL LENGTH: 1:30 MINUTES



This video introduces a model that describes how we respond to conflict. In this case, the focus is on destructive responses. So, the model shows (1) a conflict event, (2) an automatic thought, and (3) the destructive response.

CHANGING YOUR RESPONSE

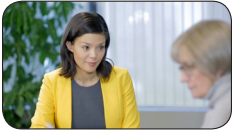
TOTAL LENGTH: 1:45 MINUTES



This video re-introduces the model, but this time the emphasis is on a more productive response during conflict. The conflict event and automatic thought still occur, but the model now includes a process of stepping back and reframing one's thoughts, which provides an opportunity to choose a productive response.

AUTOMATIC THOUGHTS

TOTAL LENGTH: 5:30 MINUTES



This set of videos shows a series of conflict conversations between two people. In each case, one person's automatic thoughts are highlighted.

USING THE AUTOMATIC THOUGHTS SEGMENTS IN FACILITATION

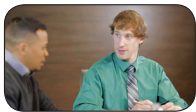
These videos are used in Module 3. Videos 1–3 are used in sequence to help participants identify and discuss when automatic thoughts may become unhealthy. Video 4 is used later in the module for an activity designed to help participants practice reframing.

AUTOMATIC THOUGHTS 1: SALLY



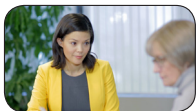
In this video, Sally reacts to Stephanie's having rescheduled a meeting to a time when Sally is not available. Sally thinks that Stephanie isn't showing her sufficient consideration and pushes back.

AUTOMATIC THOUGHTS 2: TOM



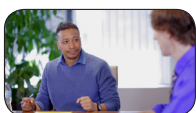
In this video, Tom engages Dante in a discussion about what another coworker—Jake—said during a previous meeting. Tom thinks that Jake contradicts everything that he says, and he tries to get Dante to see it that way as well.

AUTOMATIC THOUGHTS 3: STEPHANIE



In this video, Stephanie presents her ideas for a newsletter to Sally and is discouraged by Sally's reaction. When Sally doesn't jump on board, Stephanie assumes the discussion will turn ugly and decides not to push it further.

AUTOMATIC THOUGHTS 4: DANTE



In this video, Dante reacts to Tom's asking about a report that Dante is still working on. Dante feels that Tom's request means that Tom doesn't think Dante can do the job right.