

# Course : DISC® Rainbow Method, revealing the manager in you

Practical course - 2d - 14h00 - Ref. ISC

Price : 1480 € E.T.

★★★★☆ 4,6 / 5

This course introduces you to Arc En Ciel DISC®: a unique method based on various psychological approaches such as Martson's DISC. It enables you to reveal your inner manager and optimize your day-to-day effectiveness.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Deciphering your Arc En Ciel DISC® profile to get to know yourself better
- ✓ Facilitate and optimize your relational learning as an individual and as a manager
- ✓ Develop your flexibility while respecting your limits
- ✓ Better recognize the strengths and weaknesses of others as individuals and collaborators
- ✓ Express your managerial potential in professional situations

## Intended audience

Current or future managers, or anyone wishing to better understand and develop their professional and personal environment.

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

Practical exercises, discussions, role-playing, debriefing of your Arc-En-Ciel DISC® profile and games.

### Teaching methods

Active pedagogy based on discussions, games, debriefing of your Arc-En-Ciel DISC® profile, role-playing exercises and evaluation throughout the course.

## Course schedule

### PARTICIPANTS

Current or future managers, or anyone wishing to better understand and develop their professional and personal environment.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Identify the foundations of the Arc En Ciel DISC® method

- The color method©: red, yellow, green and blue.
- Marston's four traits: DISC.
- Jung's eight psychological types: attitudes and functions.
- Spranger's approach: the six motivations.
- Graphics and the Arc-en-Ciel questionnaire.

### Exercise

Illustrate the relativity of perception through four colors. Decipher your Arc En Ciel DISC® profile.

## 2 Managing with color

- Discover the dynamic between the two styles: natural and adapted.
- Use the Rainbow Wheel.
- Understand four management styles according to the four colors: directive, affective, participative and prescriptive.
- Experiment with group decision-making.

### Role-playing

Use Jung's four functions in a given managerial situation.

## 3 Experimenting with the optimal efficiency scheme

- Identify the four stages of optimal efficiency.
- Know your management style, its strengths and limitations.
- Develop internal and external flexibility.
- Identify and adapt to your employees' style.
- Consider and integrate complex managerial situations.

### Role-playing

The four steps to optimum efficiency.

## 4 Understanding the risks of selection and management distortions

- Represent selection risks according to the four colors: autocrat, utopian, laxist and technocrat.
- Considering two elements and minimizing the third: myself, others or the situation.
- Understand the need for a hierarchy of functions and equality of people.
- Confusing registers: hierarchy of persons or equality of functions.
- Select a single register: hierarchy of functions or equality of people.

### Exercise

Show the risks of selection and distortion according to the four colors.

## 5 Developing a development strategy

- Decipher your professional and personal development paths.
- Use your Arc En Ciel DISC® profile.
- Implement personal success strategies.

### Hands-on work

Draw up a personal development plan.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 4 June, 14 Sep., 30 Nov.

### PARIS LA DÉFENSE

2026 : 4 June, 14 Sep., 30 Nov.