



Solving the People Problem

Catalyst™ Orientation

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platform: catalyst.everythingdisc.com





The Challenges

Influencing effective communication and workforce connection is as critical today as it has ever been

- Lack of Engagement
- The Cost of Conflict
- Difficult Teams Relationships
- New Stressors for 2020





The Underlying Problem

The challenges we just discussed are all influenced, in large part, by what we call “**The People Problem**”

What is the People Problem?

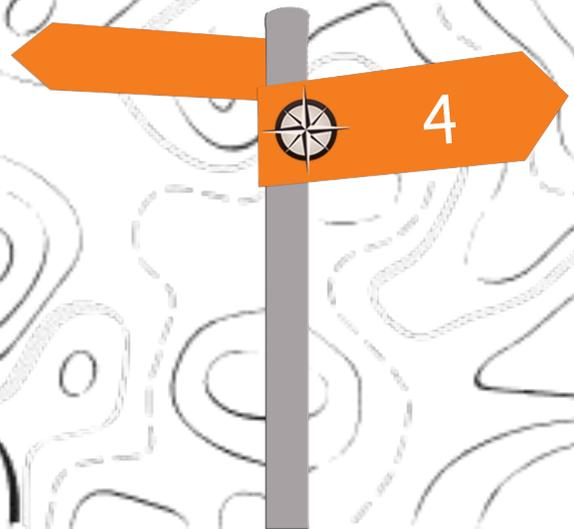
Simply, people in the workforce not knowing and/or applying their knowledge about the natural “default mindsets” and “behavioral patterns” we all have.

The fact is that people are *wired* differently, and the better we understand that wiring – in ourselves and in those around us – the more likely we are to overcome the tough challenges we face.





The Solution



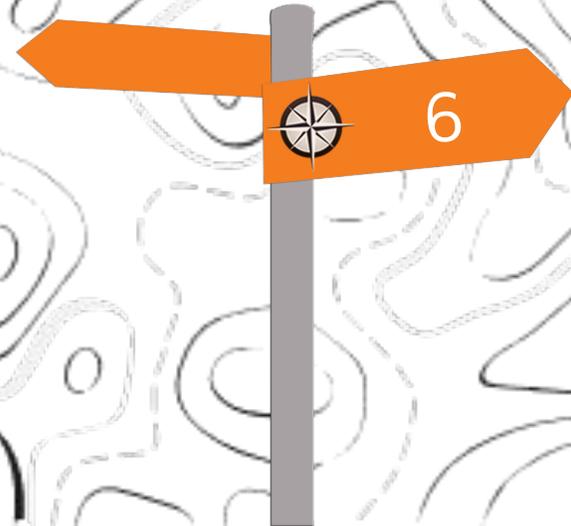


	Awareness	Application
Self		
Others		



We are all different, but.....

Difference
creates great results
when we understand,
appreciate,
and honor it.





Fast-Paced to Cautious

*More fast-paced
and outspoken*



*More cautious
and reflective*

Do you consider yourself more fast-paced and outspoken or more cautious and reflective?

Where would fall on this continuum?





Questioning to Accepting

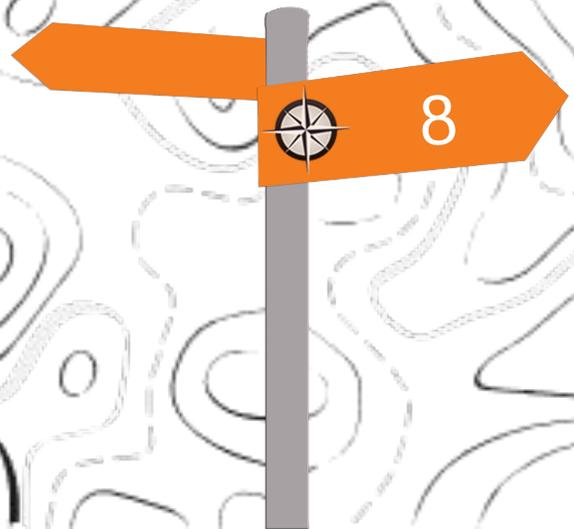
Do you consider yourself more questioning and skeptical or more accepting and warm?

Where do you fall on the continuum from left to the right below?

More questioning and skeptical



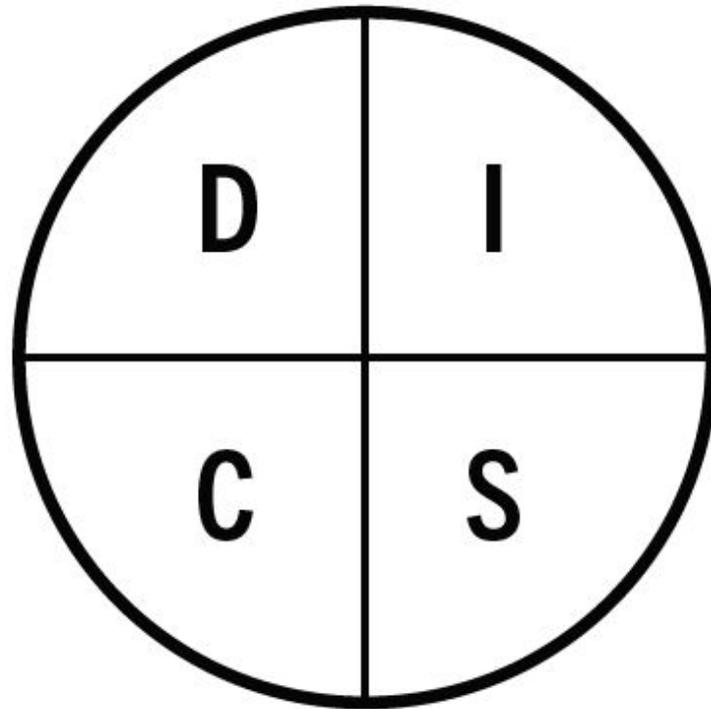
More accepting and warm





Bringing Our Answers Together

*More fast-paced
and outspoken*



*More questioning
and skeptical*

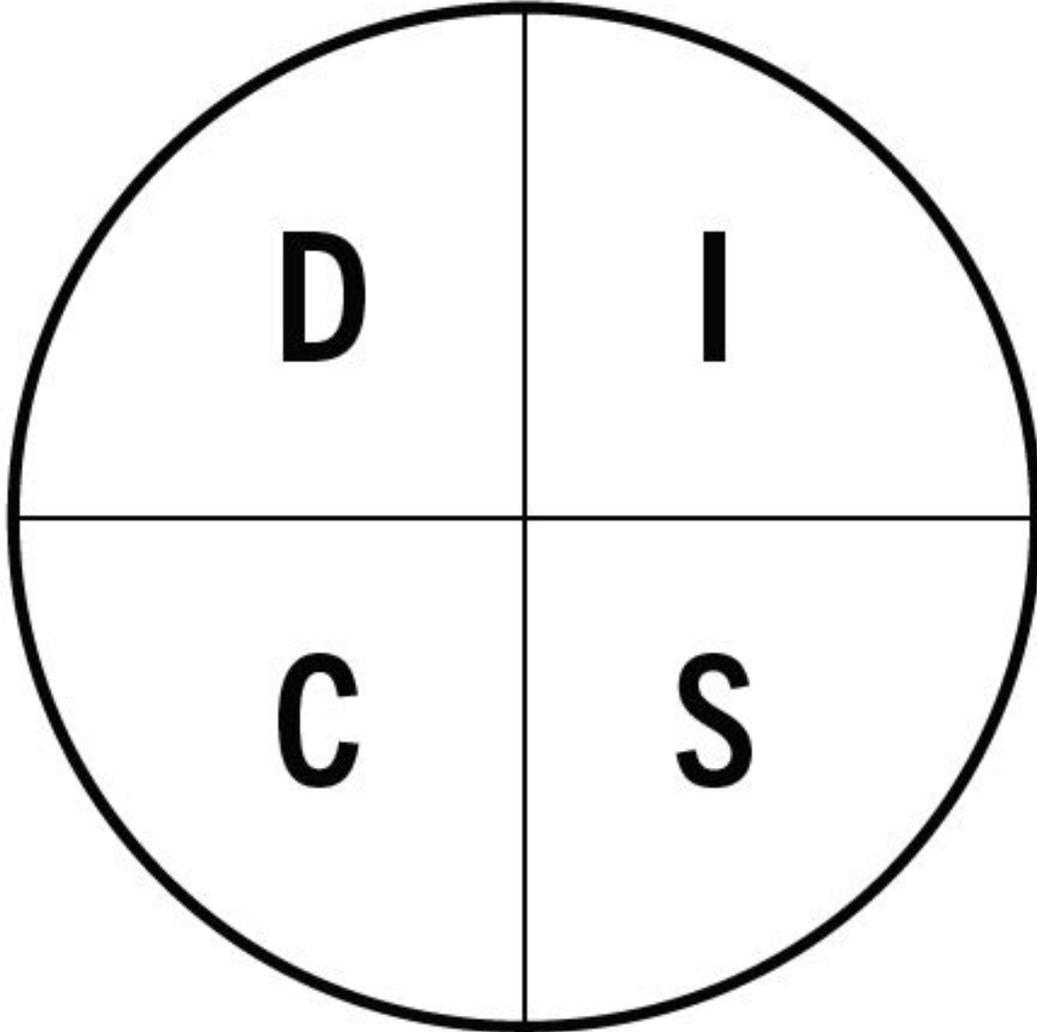
*More accepting
and warm*

*More cautious
and reflective*





Identifying Our Base Style



Bringing these two variables together provides us with a base Style

D – Dominance

I – Influence

S – Steadiness

C – Conscientiousness



DISC-EQ

	Awareness	Application
Self		
Others		



DISC-EQ

	Awareness	Application
Self	Know Your Style	
Others		



Let's Learn About Our Style

Hi EVANS, you have an Si style!

People with the Si style tend to be agreeable and empathizing, focused on relationships and maintaining harmony.

[Learn more about your style >](#)



Reimagining **DISC**®

This is your place to learn about yourself and the people around you. These insights will help you discover new ways to connect and appreciate each other. Explore at your own pace. Not familiar with DiSC®? Start there!

[Learn about the DiSC model >](#)





Exploring the Style

Your map

This is your personal DISC map. Your dot or photo shows just where you fall on the circle, and the shading represents your comfort zone.

You fall between the middle and the edge of the circle, meaning you're moderately inclined toward your Si style, and you probably relate to some of those characteristics.

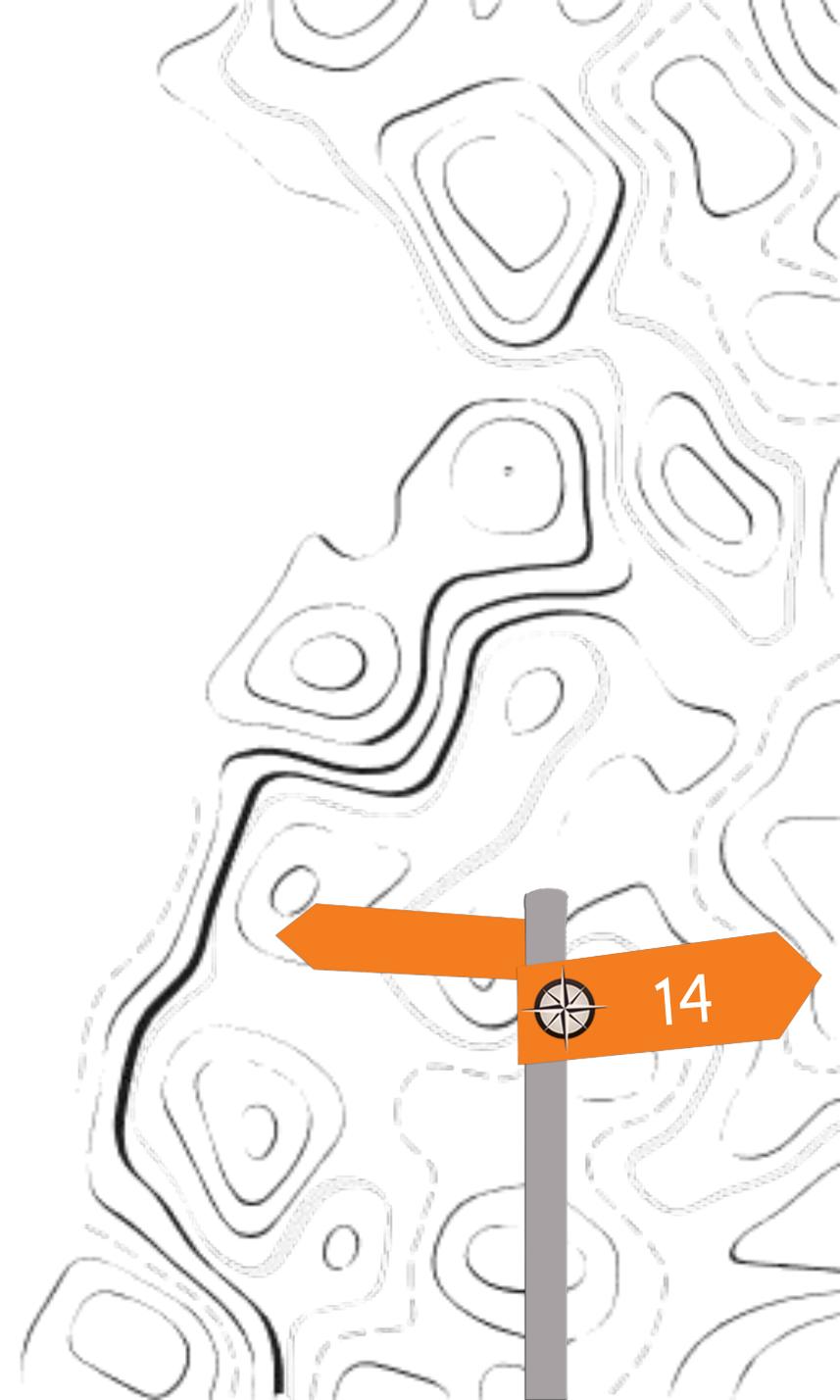


Your Si story

Because you have an Si style, EVANS, you're probably a friendly person who reaches out to others with your warmth and sincerity. You tend to be empathic, and you're likely driven by a desire to like and be liked. You're quick to offer a smile, and you make an effort to get to know people personally.

You're probably a service-oriented person who enjoys meeting the needs of other people and working quietly behind the scenes. Furthermore, you want to be helpful, so you often take extra time to listen to people's problems. However, you're usually able to balance your own needs as well when trying to accommodate others.

You're probably genuinely interested in what people have to say and spend more time listening than speaking. Because you're so attentive, it's often clear to others that their





Knowing My Style

In breakout rooms by your style, answer the following three questions:

1. What are three things people should know about our style?
2. What is one way people misunderstand our style?
3. What song best represents our style?

*Elect someone to take notes and report back
If no volunteers – whomever has the next birthday is elected!*





DISC-EQ

	Awareness	Application
Self	Know Your Style	Choose Actions Wisely
Others		



DISC-EQ

	Awareness	Application
Self	Know Your Style	Choose Actions Wisely
Others	Know Other Styles	



DISC-EQ

	Awareness	Application
Self	Know Your Style	Choose Actions Wisely
Others	Know Other Styles	Adapt Actions for Mutual Benefit



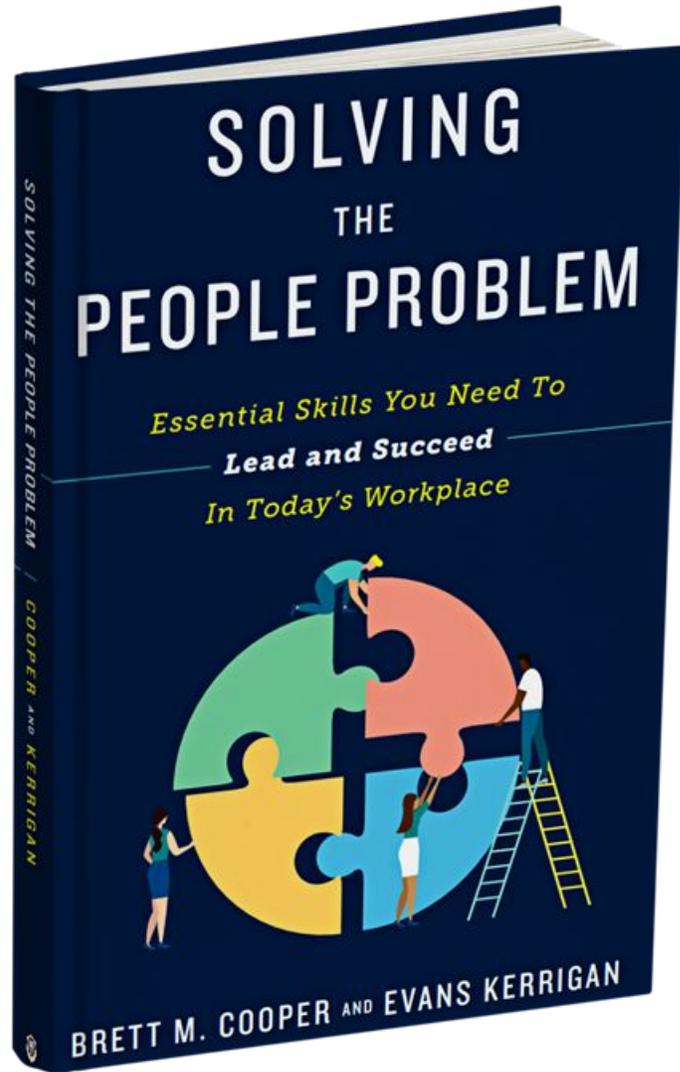
DISC-EQ

The evolution of Emotional Intelligence
Isn't this what we'd all like to see throughout our organizations?

Know Your Style	Choose Actions Wisely
Know Other Styles	Adapt Actions for Mutual Benefit



Capturing the Ideas & Recommendations



A great resource to continue your growth past today

A multi-year project to capture the research and stories behind this work

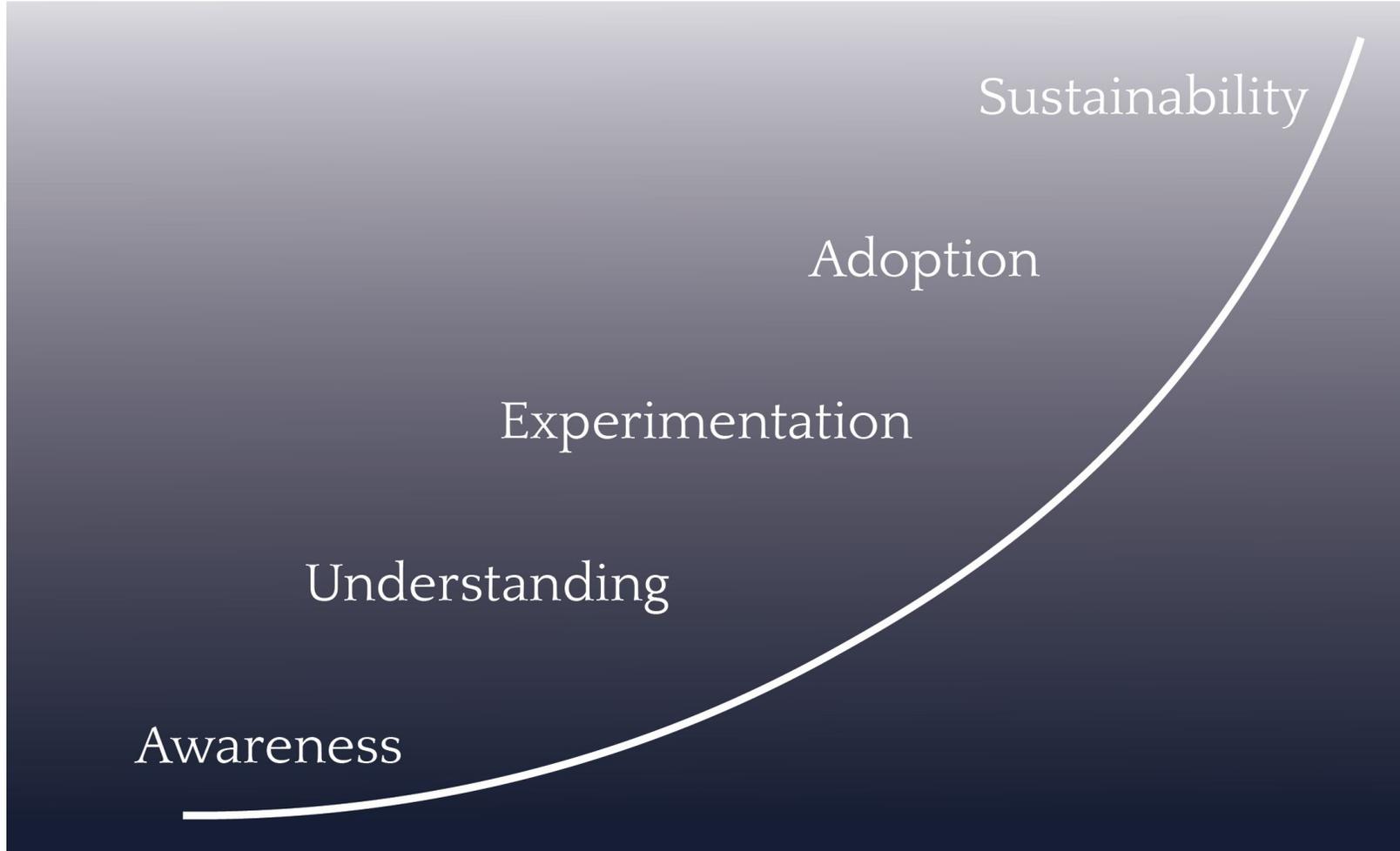


Areas Where DISC-EQ Makes a Difference





The Change Curve



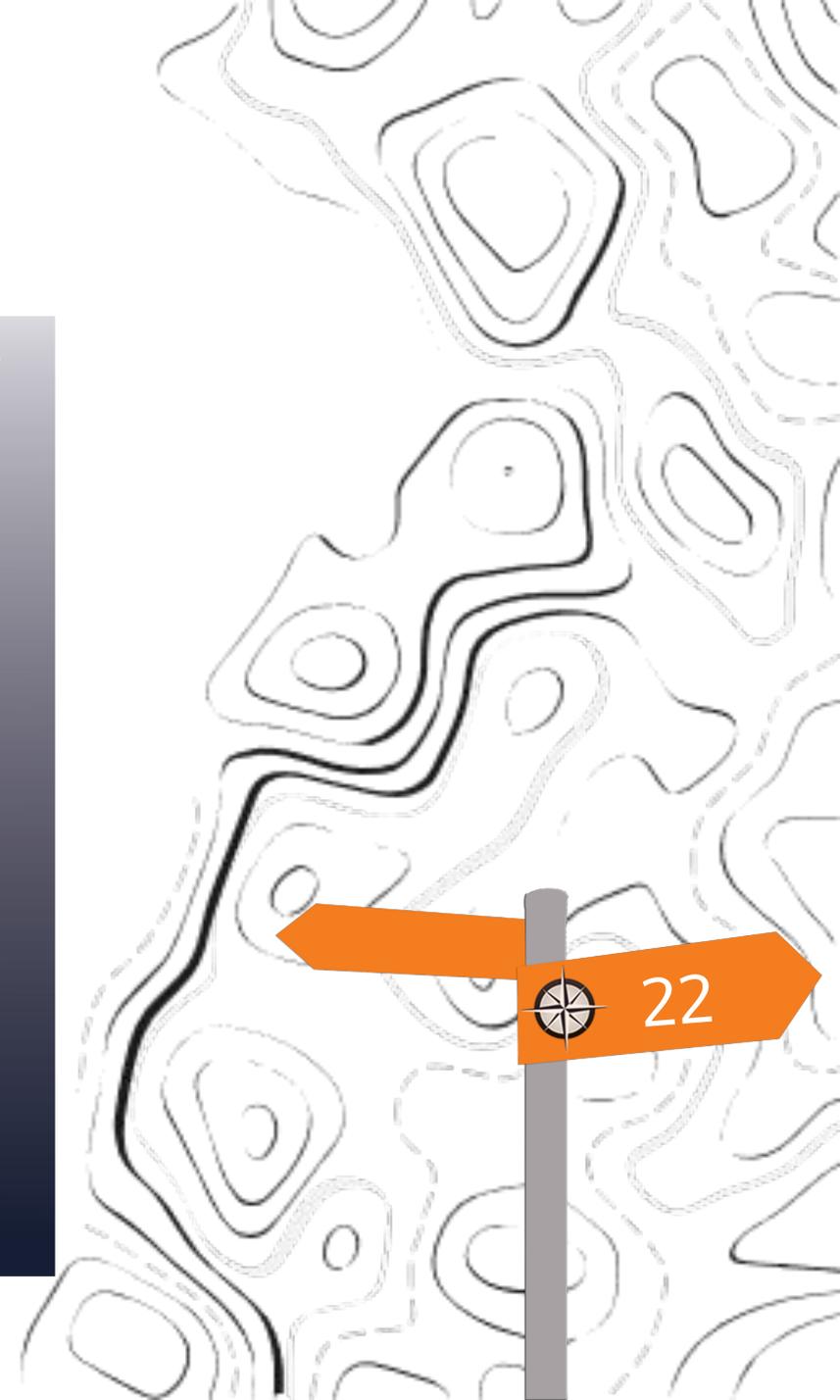
Awareness

Understanding

Experimentation

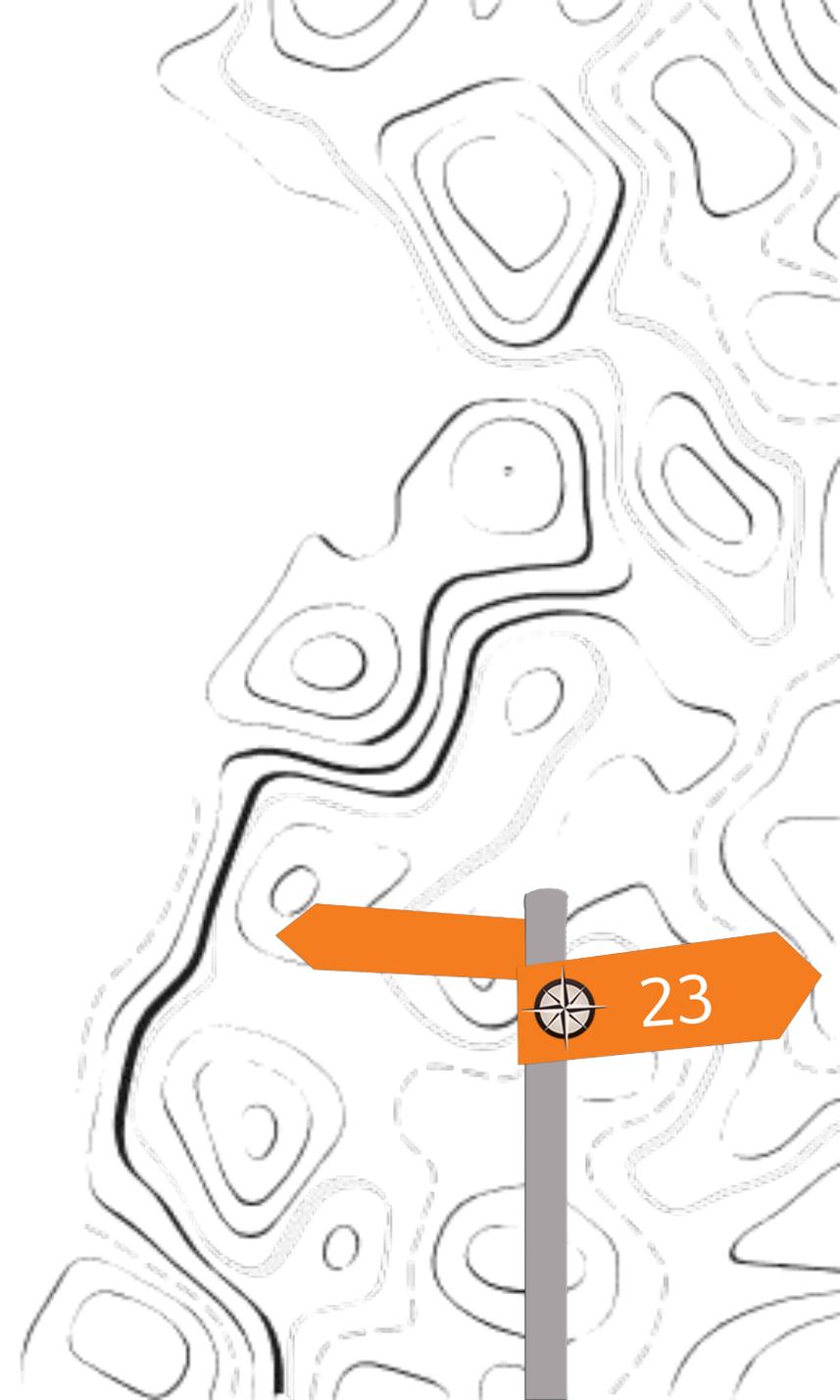
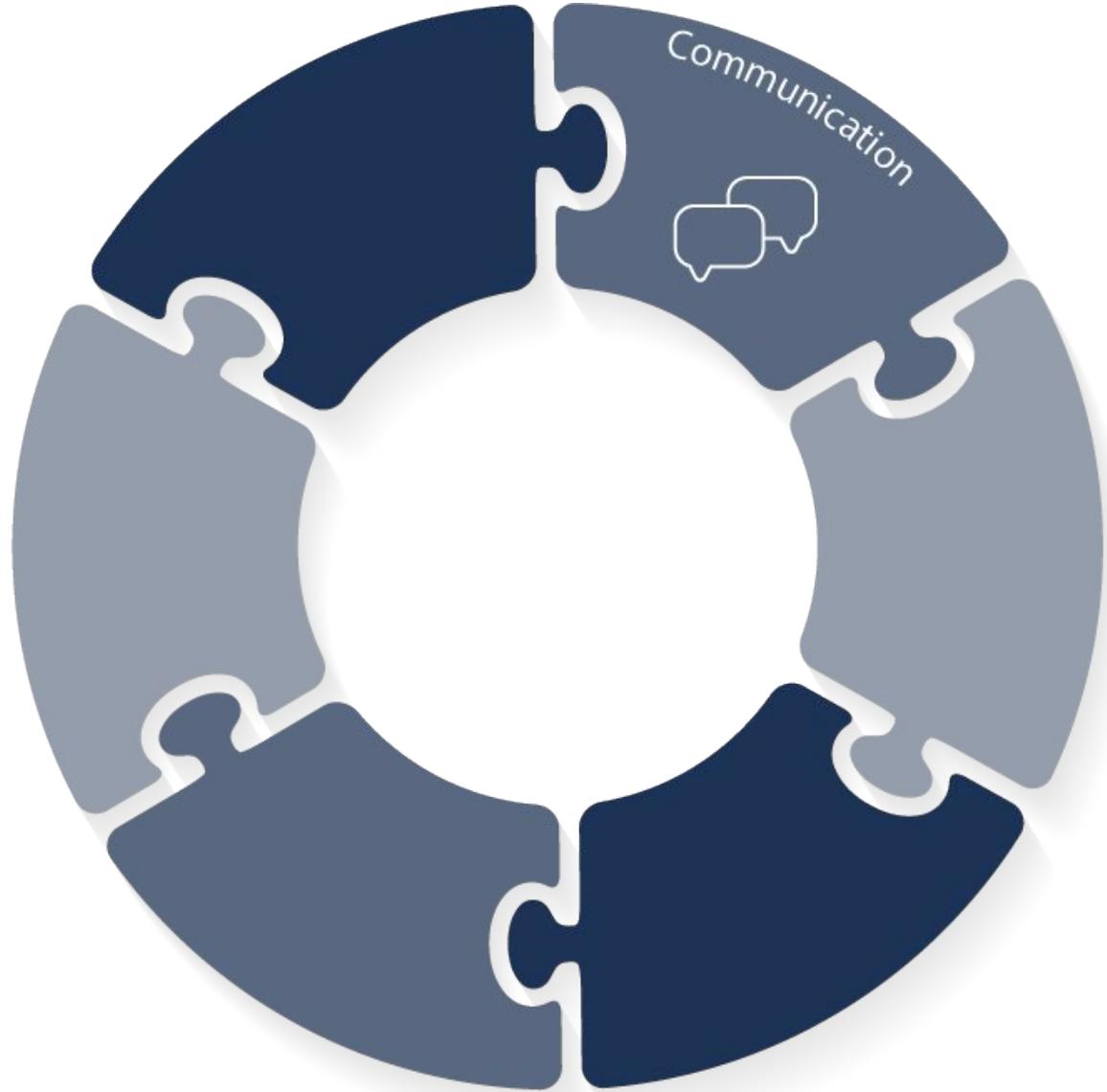
Adoption

Sustainability





1. Communication





How Do Others Communicate

Your DiSC style

Your colleagues

Workplace

Agile EQ

DiSC·ology

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What drives you >

When it comes to your work, have you ever noticed that there are certain things you tend to focus on? Or that you're energized by some tasks but dread doing others? DiSC is a helpful tool for understanding those preferences and tendencies.



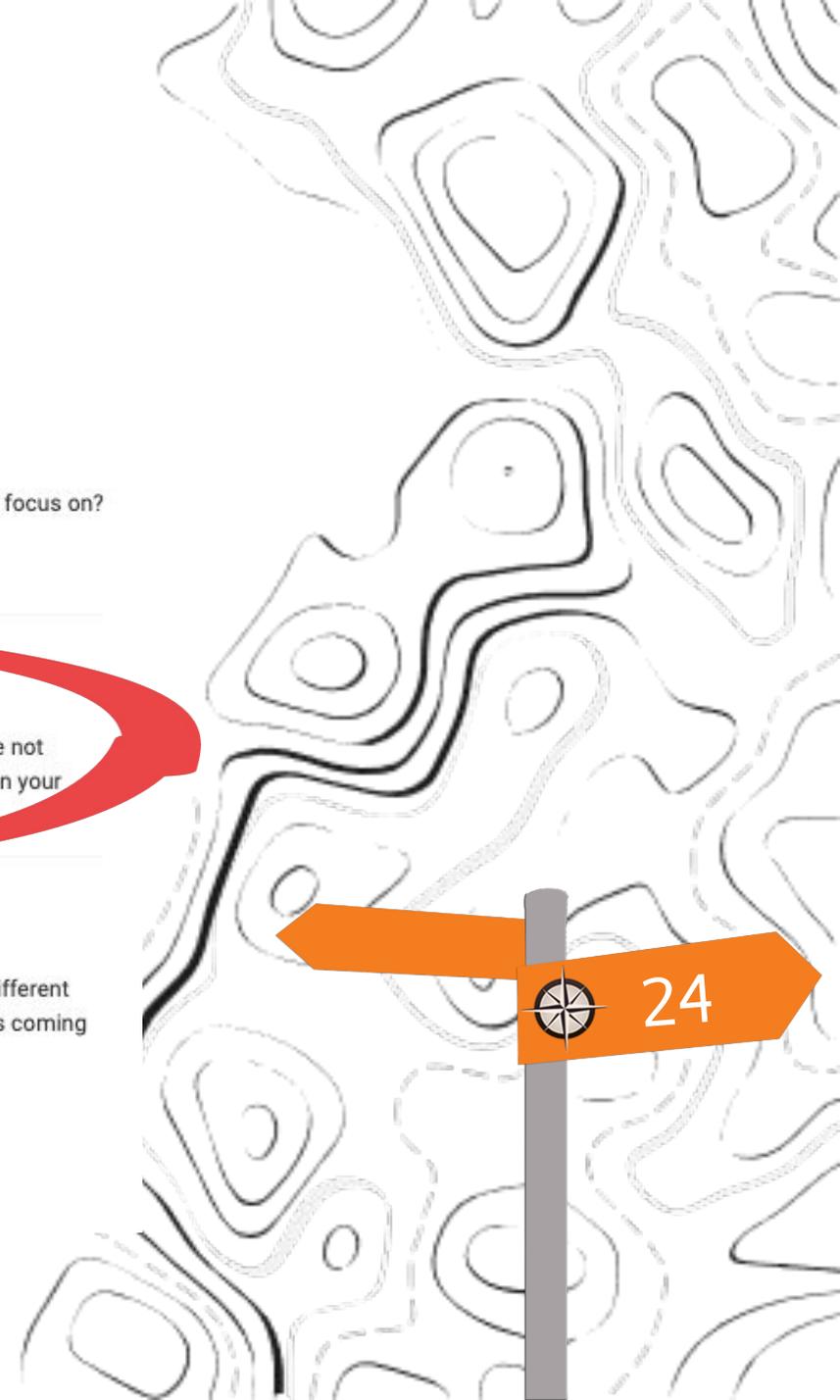
You and other styles >

There are probably some people you can relate to pretty easily, and others who—well, you're not exactly sure where they stand. Learning what drives different people can shed some light on your relationships.



Build better relationships >

Even though we all want good working relationships, that often means different things to different people. That's why building better relationships starts with understanding where someone's coming from and learning how to meet them where they are.





Learn About Another Style

[Home](#) > [Workplace](#) > [You and other styles](#)

 [Intro](#)

[The D style & you](#)

[The i style & you](#)

[The S style & you](#)

[The C style & you](#)

You and other styles

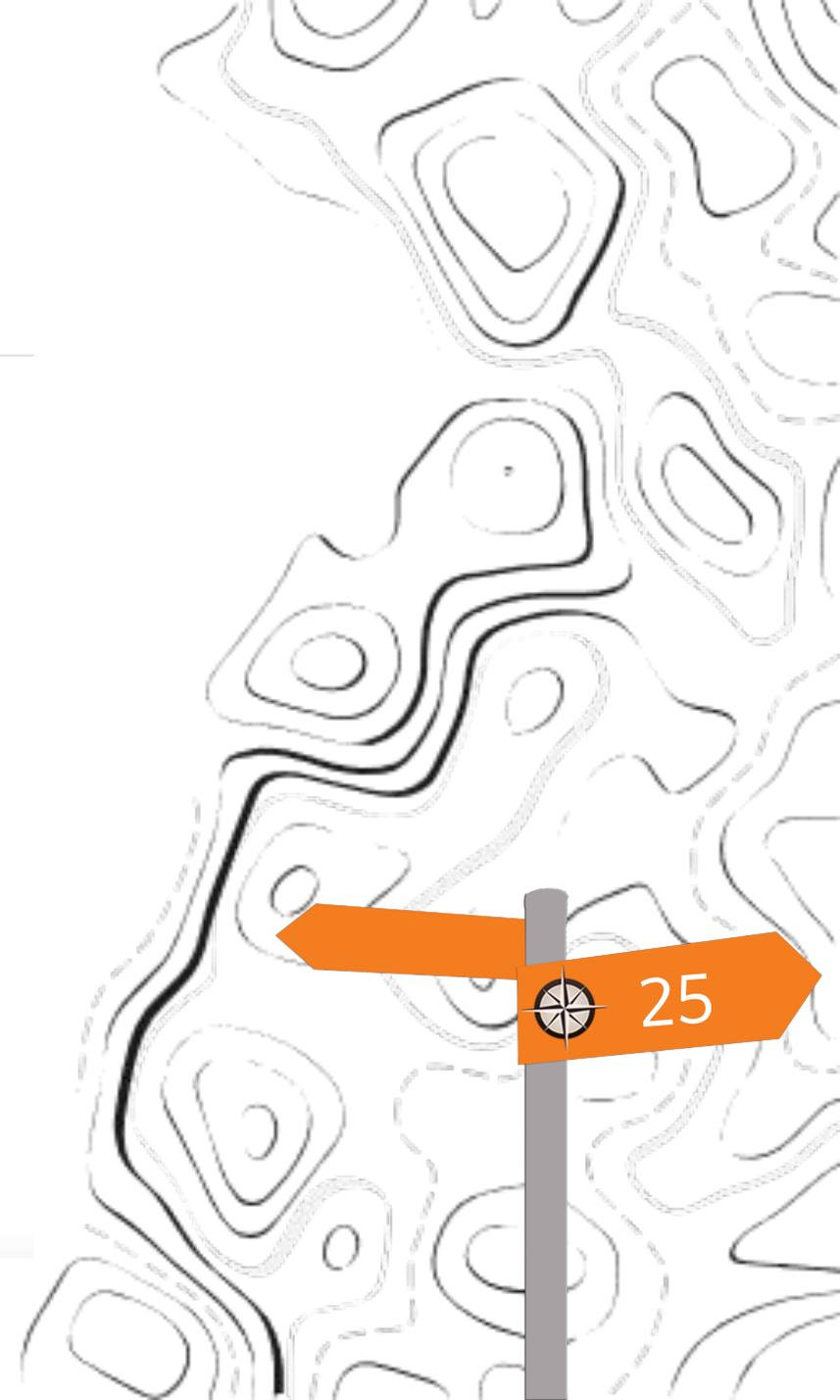
Have you ever wondered why you click with some people but find it harder to connect with others? DISC[®] helps you appreciate where others are coming from. It gives you a greater sense of what you have in common and how you're different. And it can lay the groundwork for greater understanding.

The D style & you

To you, people with the D style may seem:

- Blunt
- Forceful
- Demanding
- Dominant

Imagine that you regularly interact with someone with a D style. They're well-respected by the organization as a go-getter who delivers on their promises, but you probably find their direct, businesslike approach to be overly aggressive. Also, because you tend to be friendly and supportive, you may have trouble relating to their competitive drive for results.





How Can I Work Better With Others

Your DiSC style

Your colleagues

Workplace

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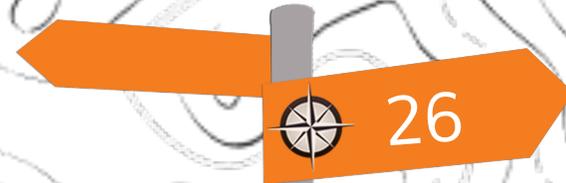
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Improving Your Communications

Intro

Connecting with D

Connecting with I

Connecting with S

Connecting with C

Build better relationships

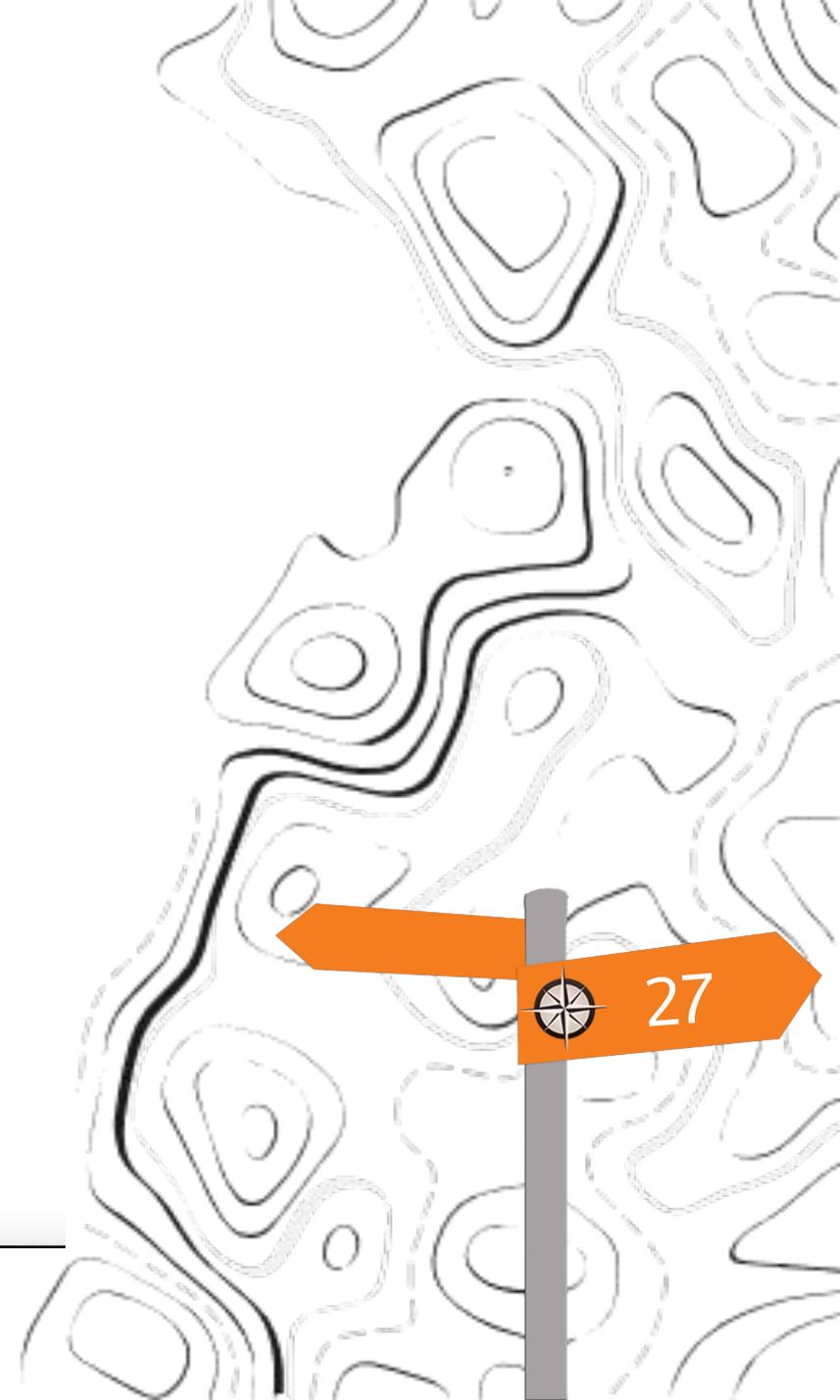
Knowing someone else's preferences and tendencies—how they like to work, what they care about—can help you meet them where they are and allow for a better and more effective relationship. Explore strategies to connect, problem-solve, and navigate tense situations.

Connecting with D

When you need to be more effective

EVANS, people with the D style like to get right to the point, and this might affect the way you relate to one another. They're probably willing to be blunt in the interest of making rapid progress. You're more likely to be tactful and agreeable, and you may prioritize collaboration over the bottom-line results they want. As a result, you may be intimidated by their frank approach, while they may become frustrated if you focus more on including everyone than on getting things done.

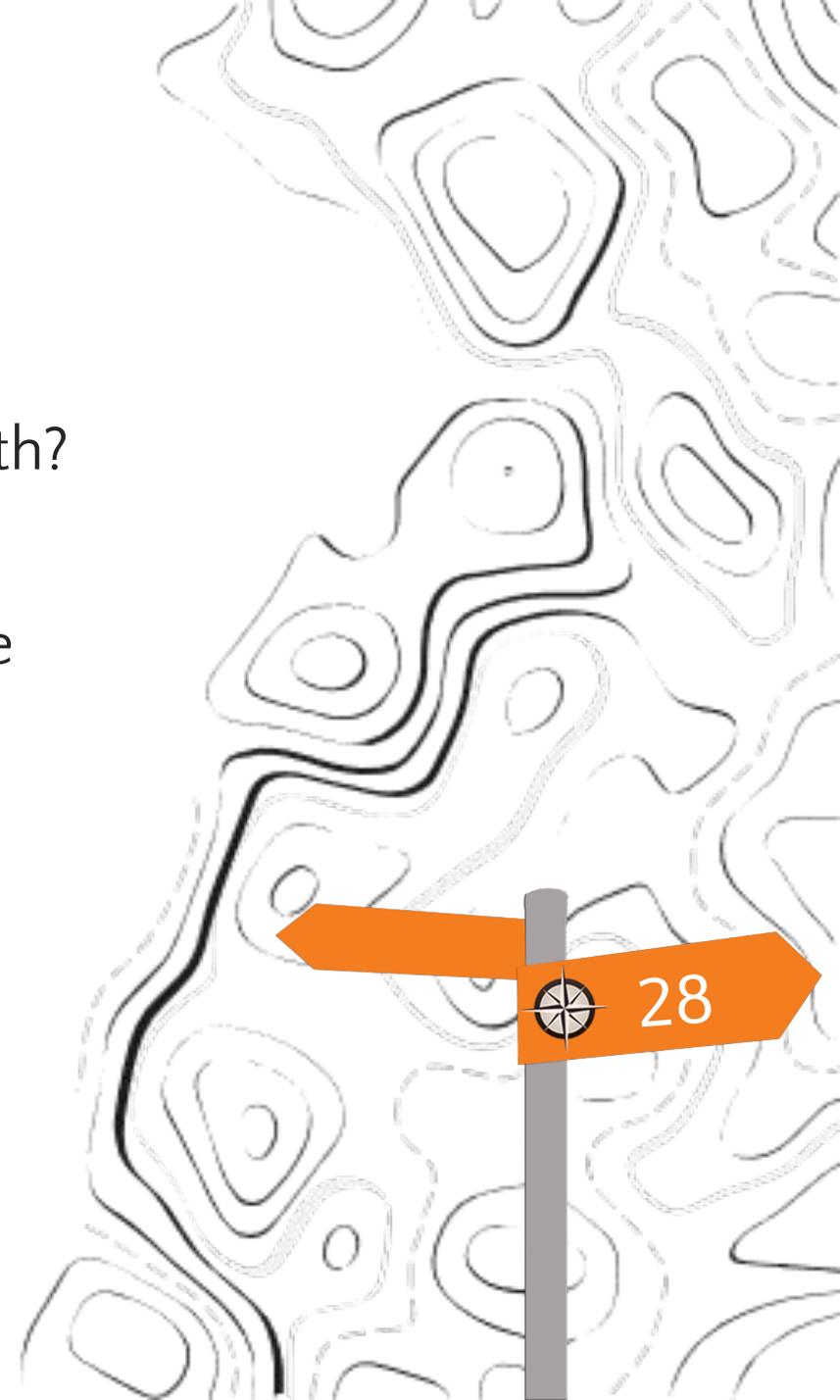
- Move quickly to focus the discussion on the topic at hand.
- Refrain from taking their bluntness personally.
- Talk to them about the benefits of including others' ideas, but focus on bottom-line results.





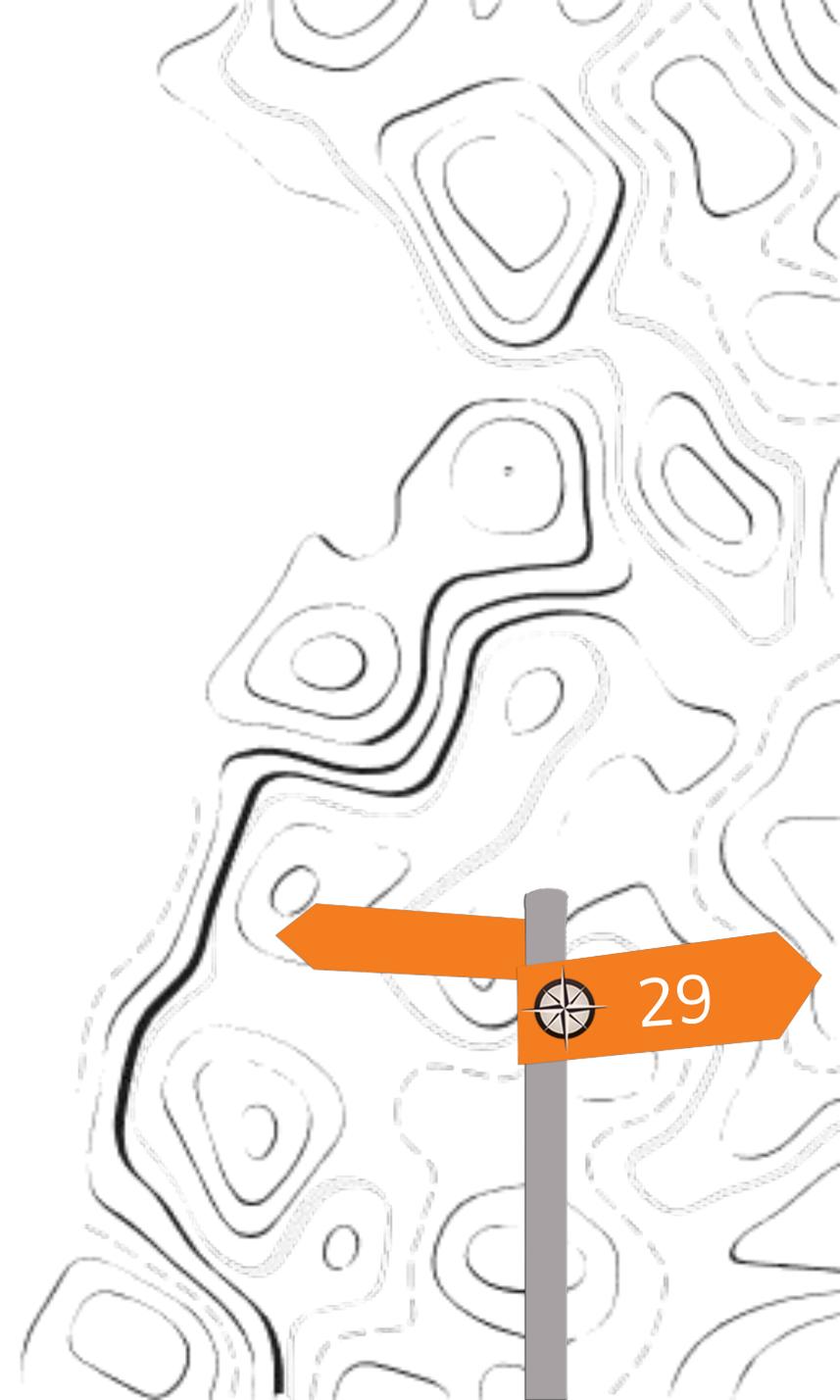
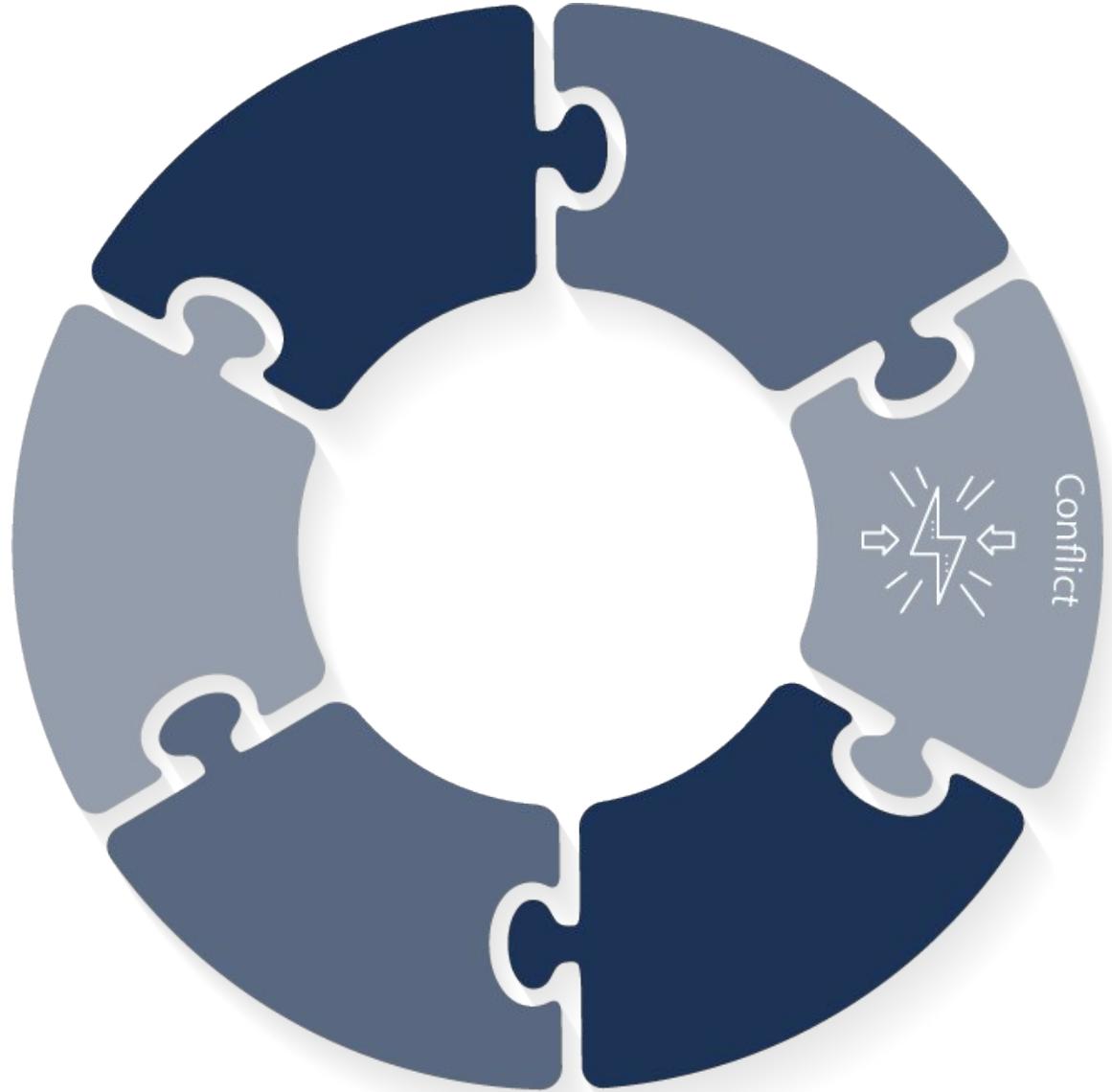
Communications Exercise

1. Who would you like to communicate more easily with?
2. What style do you think they are?
3. Using the Building Better Relationships area, what are one or two things you could do to improve this relationship?





2. Conflict





Your Colleagues

 Jennifer Lewis

Your maps together

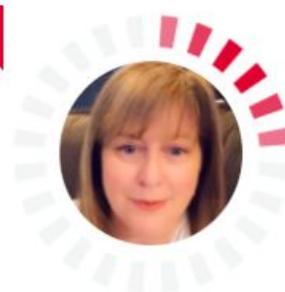
Your similarities & differences

Compare your tendencies

Working together

Jennifer Lewis

ITS | Integris Performance Advisors



Jennifer has an i style. You might've noticed that Jennifer is outgoing and optimistic, often excited to collaborate and connect with a team. And Jennifer probably has a knack for generating enthusiasm, rallying people around initiatives and exploring possibilities. That's pretty typical of someone with the i style.

Jennifer cares about:

- building relationships
- encouraging others
- self-expression

Pull Jennifer in when:

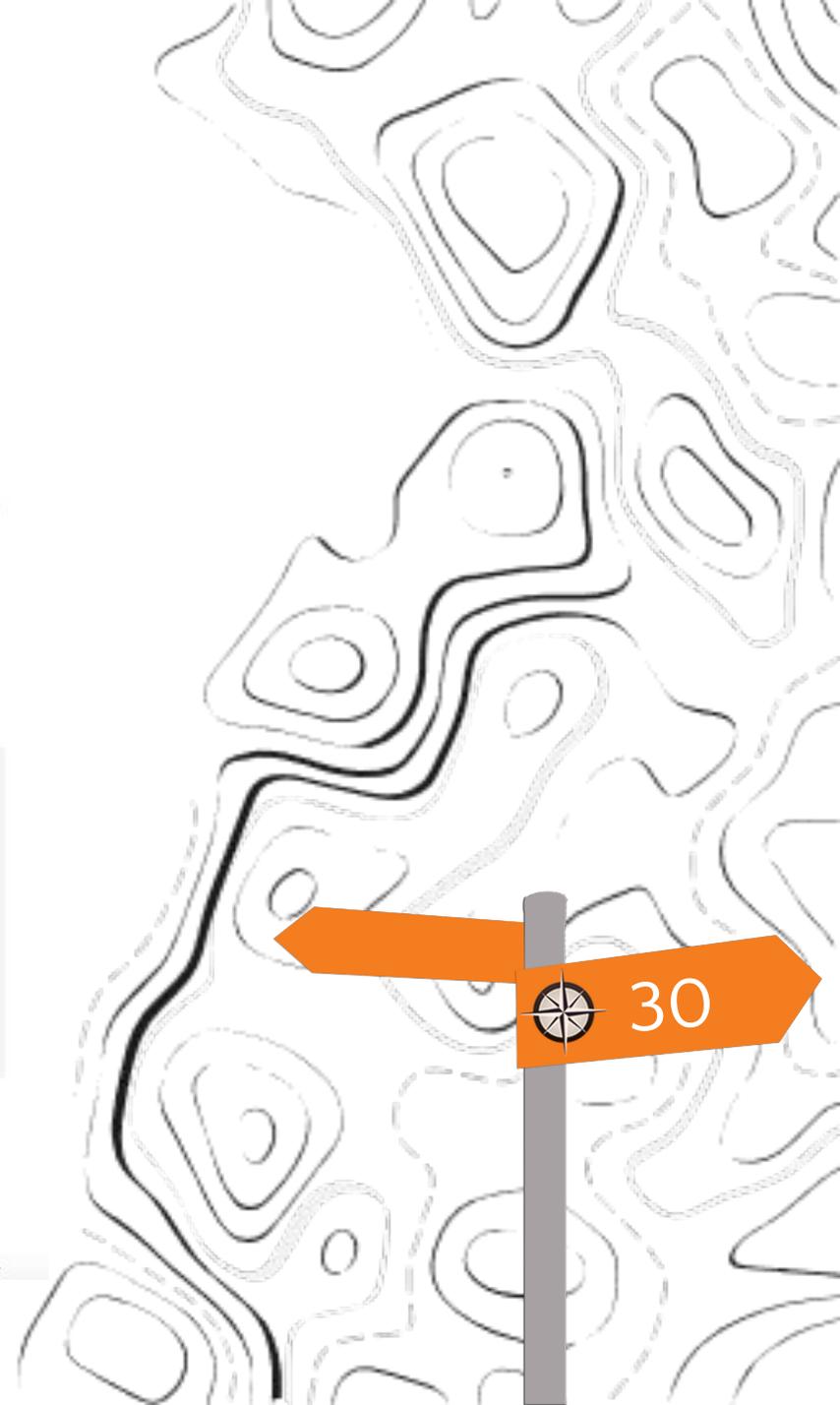
- collaborative brainstorming is needed
- building team spirit
- you need to dream big

Jennifer may be stressed by:

- working in a rigid or competitive environment
- prioritizing the bottom line over people or values
- being isolated or in an unsocial environment

Your maps together

To understand how you and Jennifer can better work together, start by checking out your DiSC® maps side by side.





Your Colleagues

Jennifer Lewis

Your maps together

Your similarities & differences

Compare your tendencies

Working together

Working together

Your traits and preferences can show up in all sorts of ways in different situations. Explore the scenarios below to learn more about how this might impact your relationship with Jennifer.

Tension

Connecting

Collaboration

Buy-in

What if things get tense?

Remember, you're very tactful, and Jennifer is very frank.

You're very accommodating, and Jennifer is very direct.

Benefits ✓

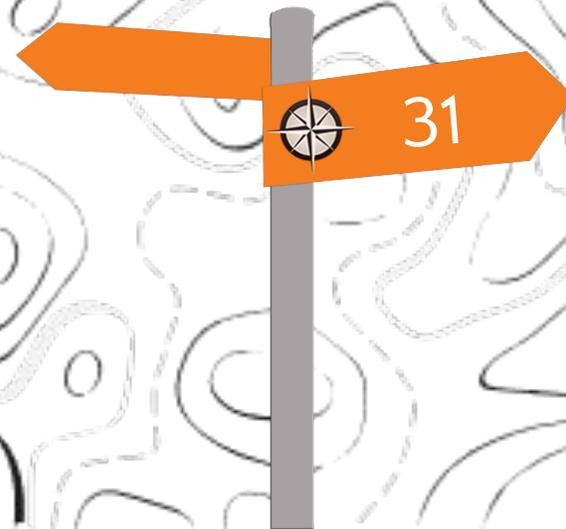
- Jennifer tends to be straightforward, which may help surface important issues more quickly.
- Jennifer's tenacity helps ensure that any issues the two of you discuss will be fully explored.

Roadblocks ✗

- Jennifer may wish that you would speak your mind more often.
- You might sometimes feel that it's easier to give in than assert your perspective with Jennifer.

Tips

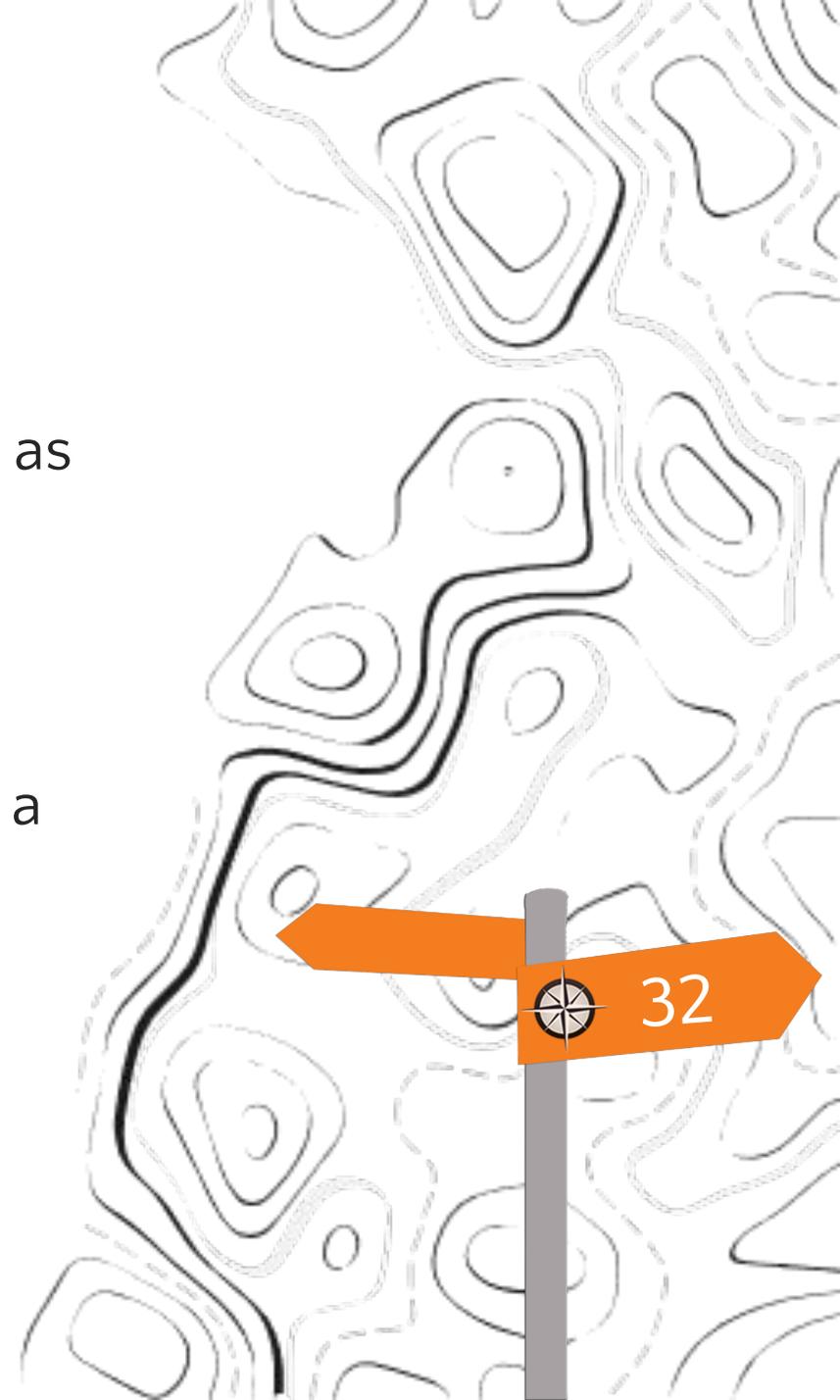
- If you feel taken aback by something Jennifer says, point it out, and ask for clarification.
- Restate your beliefs instead of just giving in when Jennifer becomes insistent.





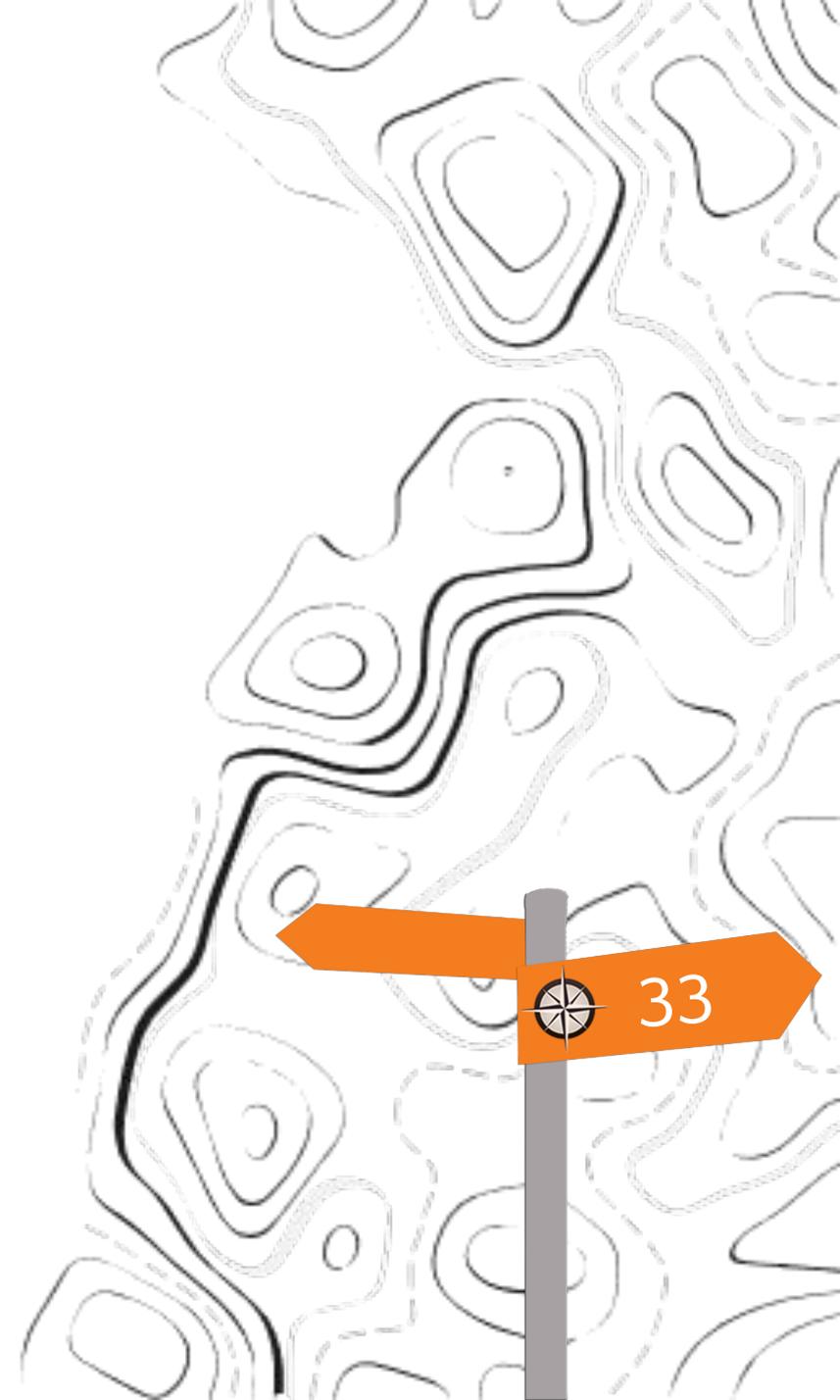
Reviewing and Planning Interactions

1. Think of a situation with a coworker that did not go as smoothly as you wanted
2. Identify the coworker's style
3. How might you have contributed to the issue
4. How can you approach the conversation to lead to a more productive result with this person going forward





3. Teamwork





Your Colleagues Section

Search:

Filter:

Styles

- + D styles
- + i styles
- + S styles
- + C styles

Departments

- + Executive
- + Finance
- + HR
- + Integris
- + ITS
- + Marketing
- + Operations
- + Partner

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S



Jessi Cimafonte
S style
Marketing
Integris Performance Advisors

Accommodating & open-minded
Enjoys team brainstorming
Receptive to new perspectives

ID



Brett Cooper
ID style
Executive
Integris Performance Advisors

Drives momentum
Takes quick action
Livens things up

i



Sophia Cooper
i style
Marketing
Integris Performance Advisors

Enthusiastic & social
Loves group brainstorming
Jumps on possibilities

D



Lynne Given
D style
HR
Integris Performance Advisors

Straightforward & assertive
Gets down to business
Streamlines the process

iS



Maxine Jones
iS style
Finance
Integris Performance Advisors

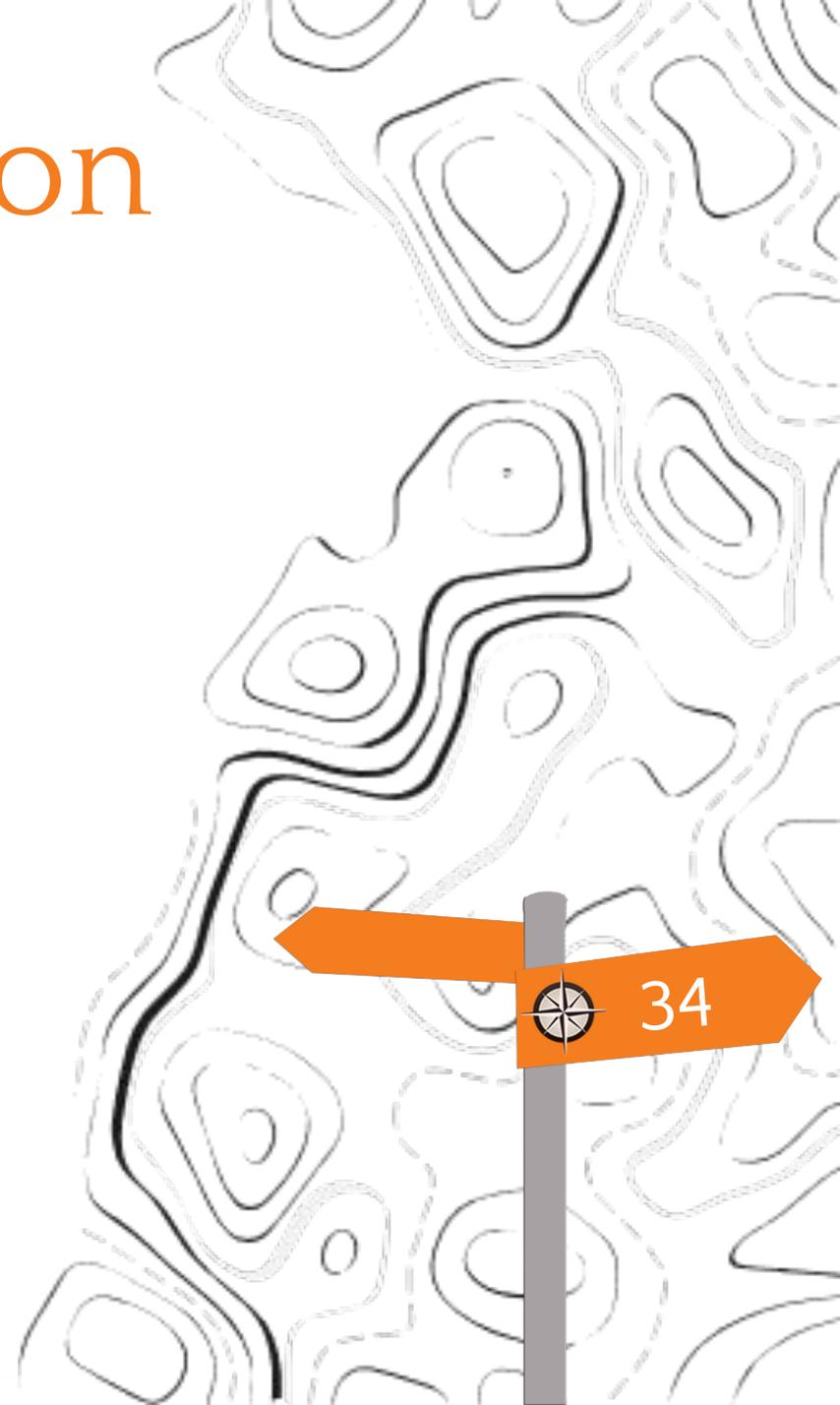
Warm & empathetic
Keeps a cheerful outlook
Livens things up

C



Joan Kerrigan
C style
Operations
Integris Performance Advisors

Analytical & precise
Strives toward high standards
Thoughtful & dependable





Thinking About Your Team

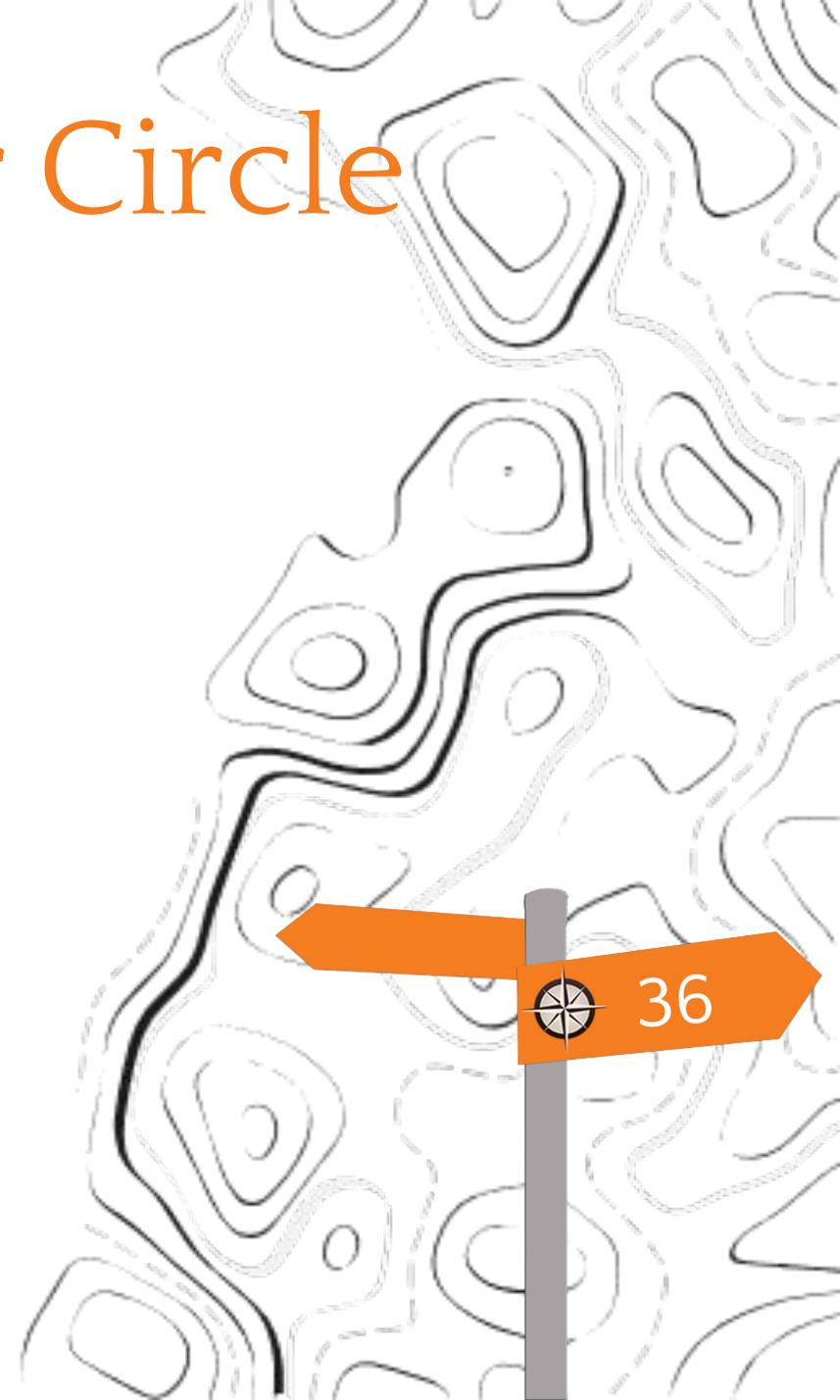
Go to the People section of Catalyst

Identify the styles of the members of your team

- How does the style makeup of the team affect how the team does it's work?
- What ideas does the balance or imbalance on the team bring to mind for you?



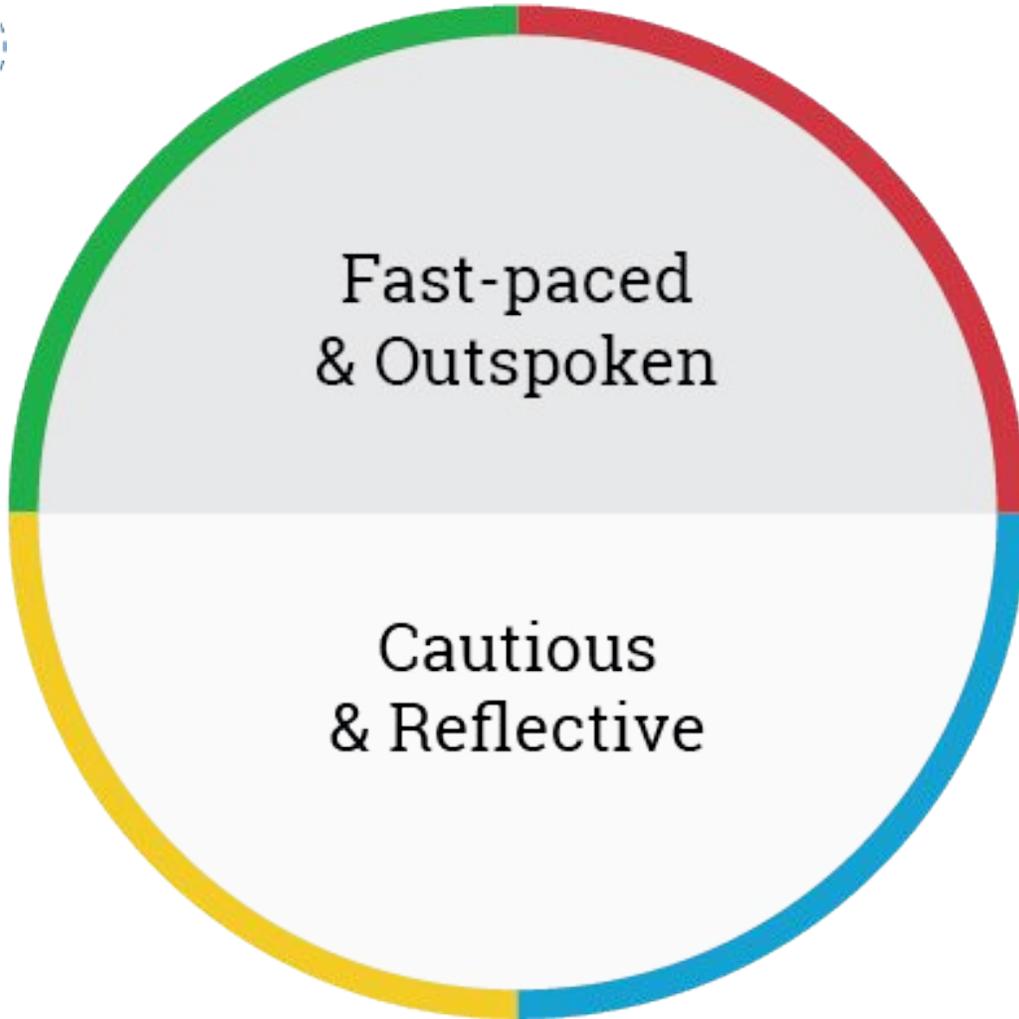
4. Those Outside Your Circle





Identifying Style

1

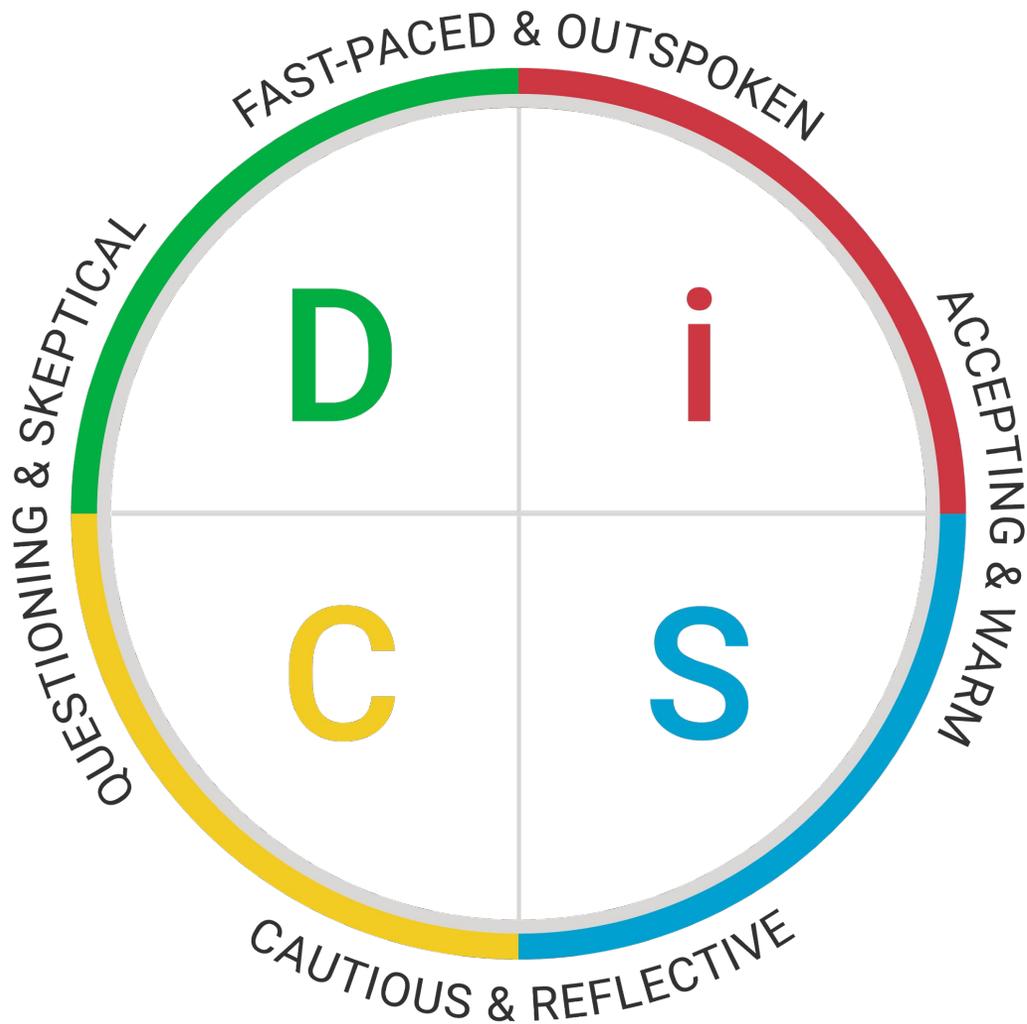


2





Identifying Style



Let's take a look at how this could play out by looking at two scenarios –

- We will review a brief scenario
- Then choose our preferred response



Building Successful Interactions

Your DiSC style

Your colleagues

Workplace

Agile EQ

DiSC·ology

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What drives you >

When it comes to your work, have you ever noticed that there are certain things you tend to focus on? Or that you're energized by some tasks but dread doing others? DiSC is a helpful tool for understanding those preferences and tendencies.



You and other styles >

There are probably some people you can relate to pretty easily, and others who—well, you're not exactly sure where they're coming from. Learning what drives different people can come light on your relationships.



Build better relationships >

Even though we all want good working relationships, that often means different things to different people. That's why building better relationships starts with understanding where someone's coming from and learning how to meet them where they are.





Scenario 1

You are starting on a new project with people you have not worked with in the past and don't know

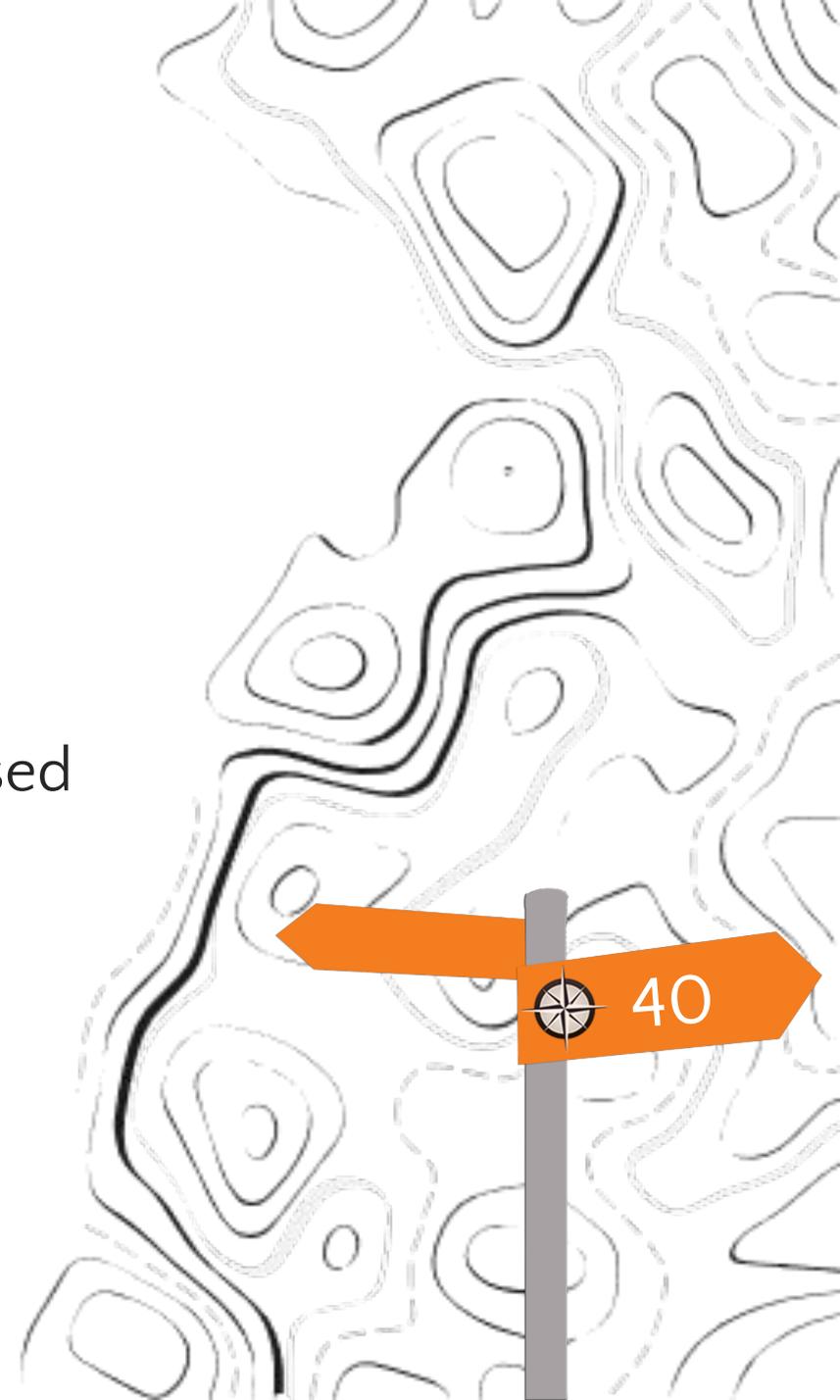
At the first meeting, you notice Sue champion her plan moving forward as soon as the meeting starts

She pushes back immediately when other ideas are raised

Most members of the team stay quiet

What style do you think Sue might have?

What would you recommend to help the team going forward?





Scenario 2

You are asked to present your idea to a senior leader you don't know or work with normally

As you enter the office you notice the pictures of their family and some team outings with co-workers

He comes out from behind his desk and shakes your hand welcoming you to the office joining you at a little side table

He enthusiastically shares that he has heard great things already and is excited about what you have to share

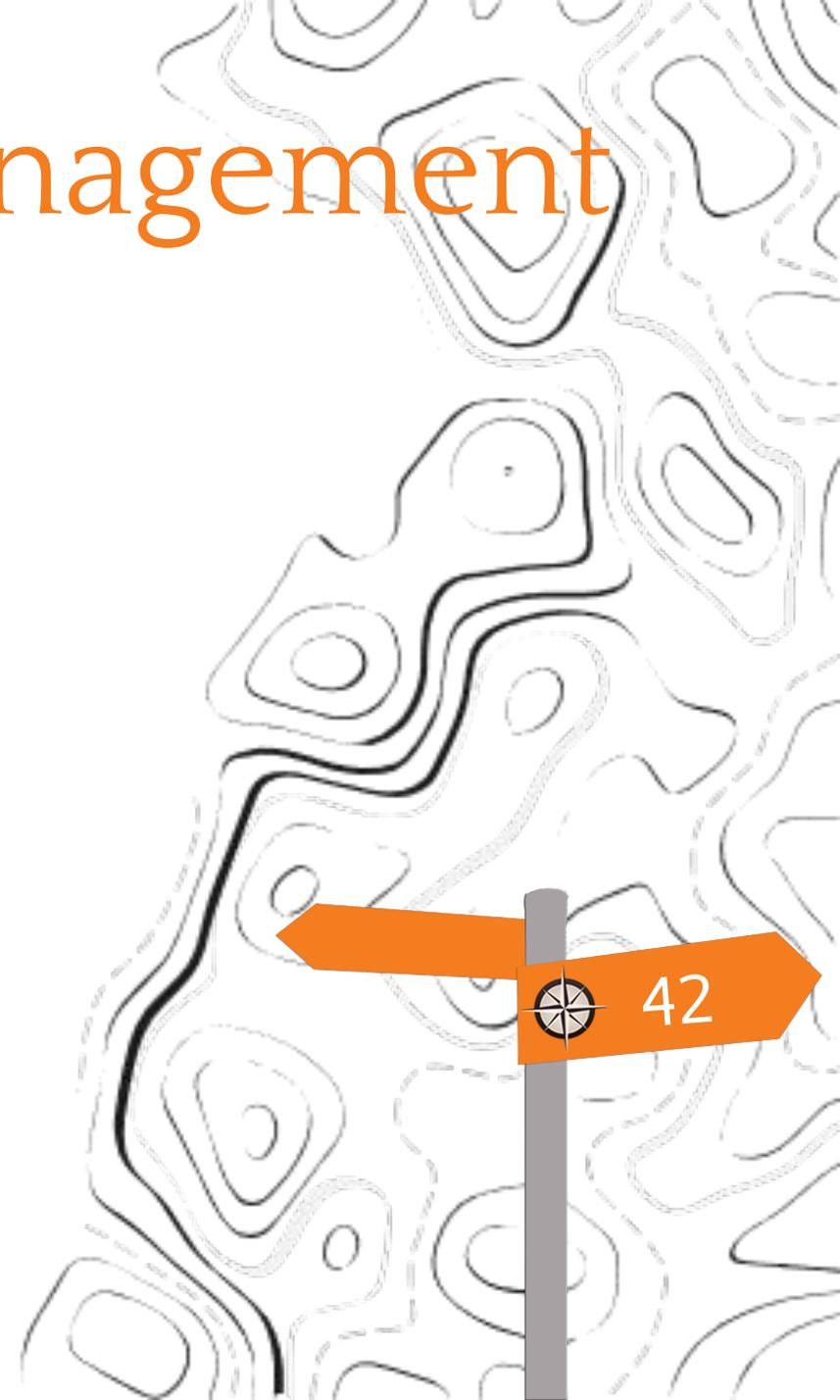
What style do you think Fred might have?

How would you begin sharing your project?





5. Leadership and Management





Your DiSC style

Your colleagues

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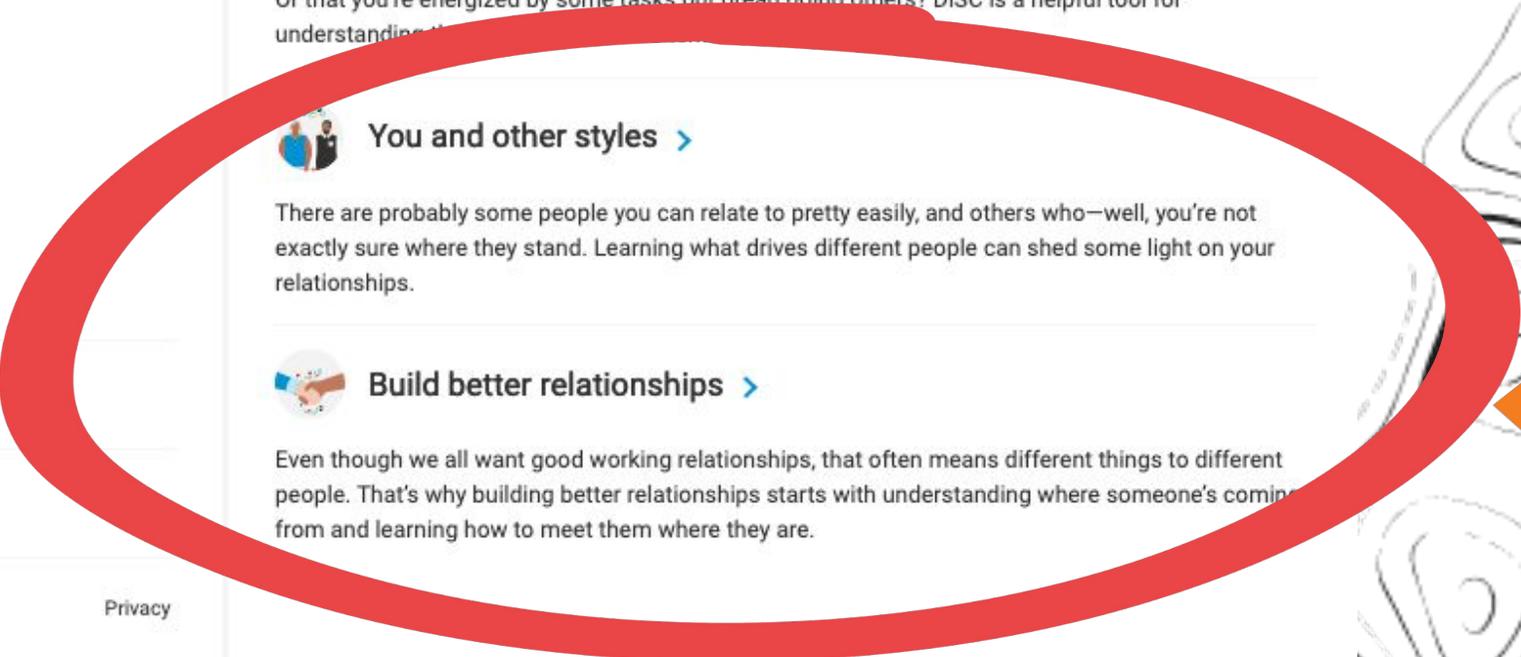
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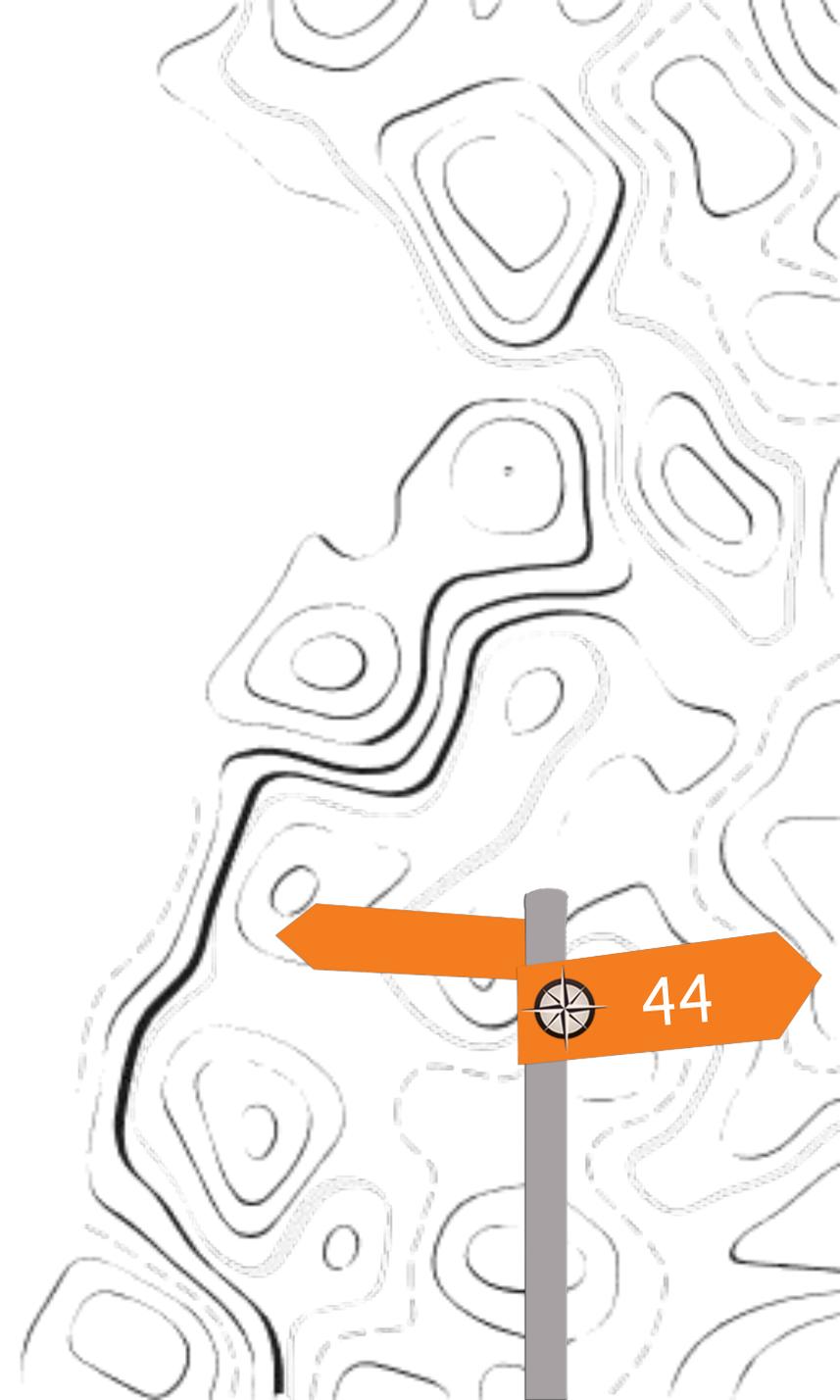




How Does DISC-EQ Affect Leadership

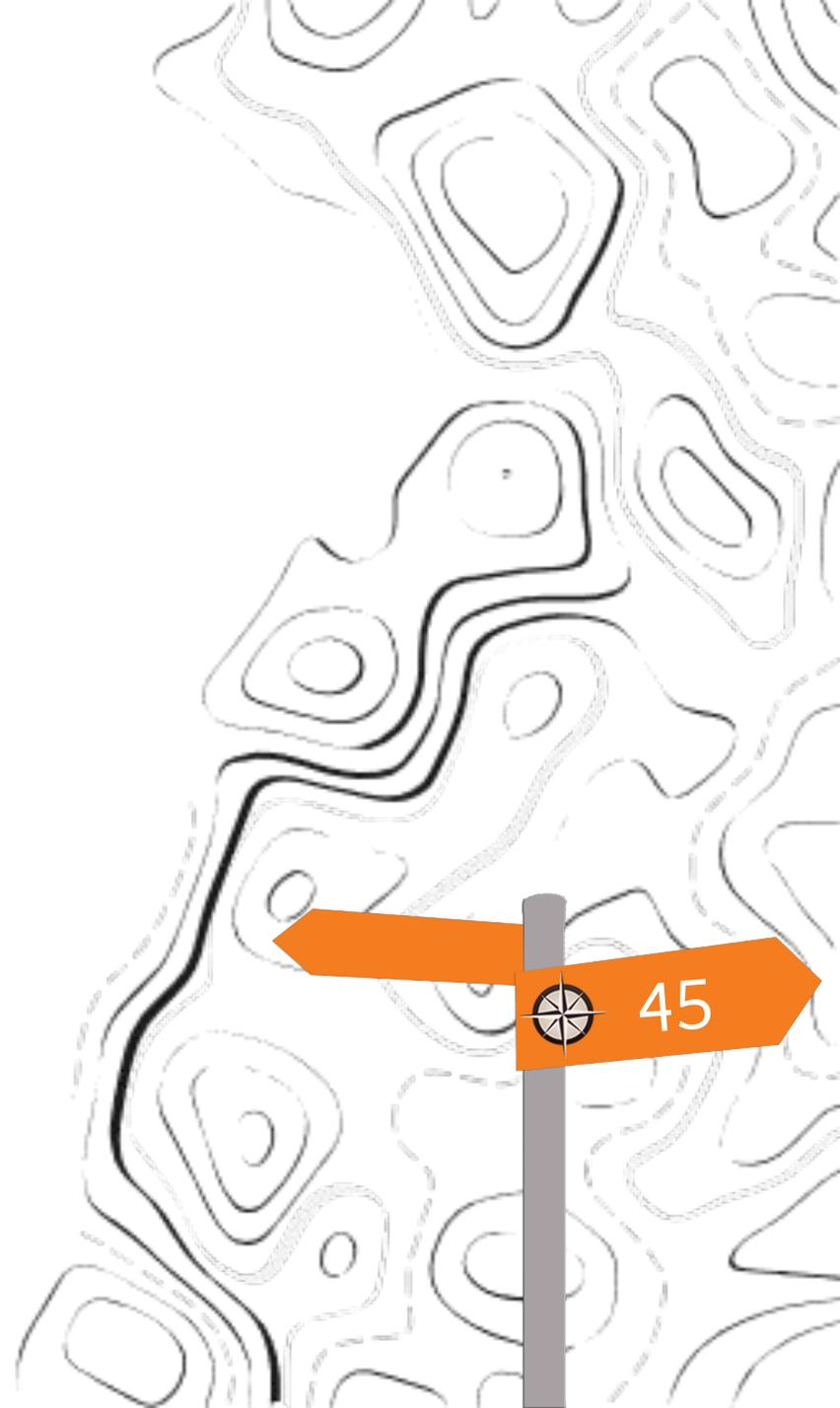
A few of the Roles of Leaders

- Assigning work
- Rewarding and Recognizing
- Delegating
- Building and supporting norms for the team





6. Decision Making





Let's Look at Workplace in Catalyst

Your DiSC style

Your colleagues

Workplace

Agile EQ

DiSC·ology

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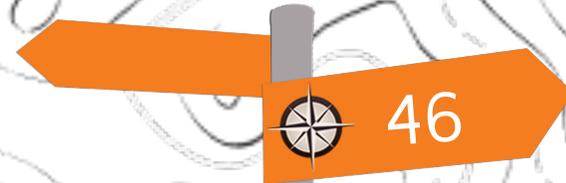
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How Priorities Affect Decisions

Intro

Your workplace priorities

Your motivators & stressors

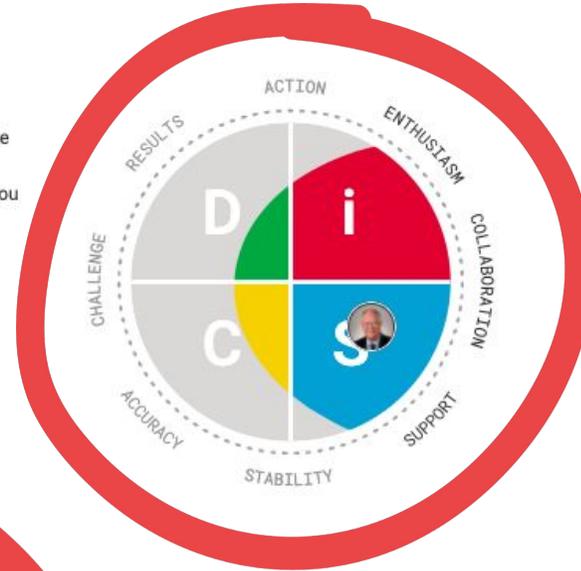
Strategies

Your workplace priorities

The words around the DISC map represent where people tend to focus their energy at work. The closer your shading comes to one of those words, the more likely you are to prioritize it. Everyone has at least three priorities, and some people have four or five. Having five is no better than having three, and vice versa.

Typically, people with the Si style have shading that touches Collaboration, Support, and Enthusiasm.

Your shading is characteristic of the Si style.



Valuing collaboration

EVANS, because you value friendly cooperation, you find it motivating to work on a team. In fact, you probably have a knack for bringing people together and making everyone feel included. Most likely, you see the benefit in acknowledging others' opinions, and you may feel disconnected from people who prefer to work independently. You believe collaboration helps create a warm, cohesive environment.

Giving support



47



Key Points

All Priorities have value

Understanding your own priorities and how they impact your decision process

How could using other Priorities positively impact some of your thinking?

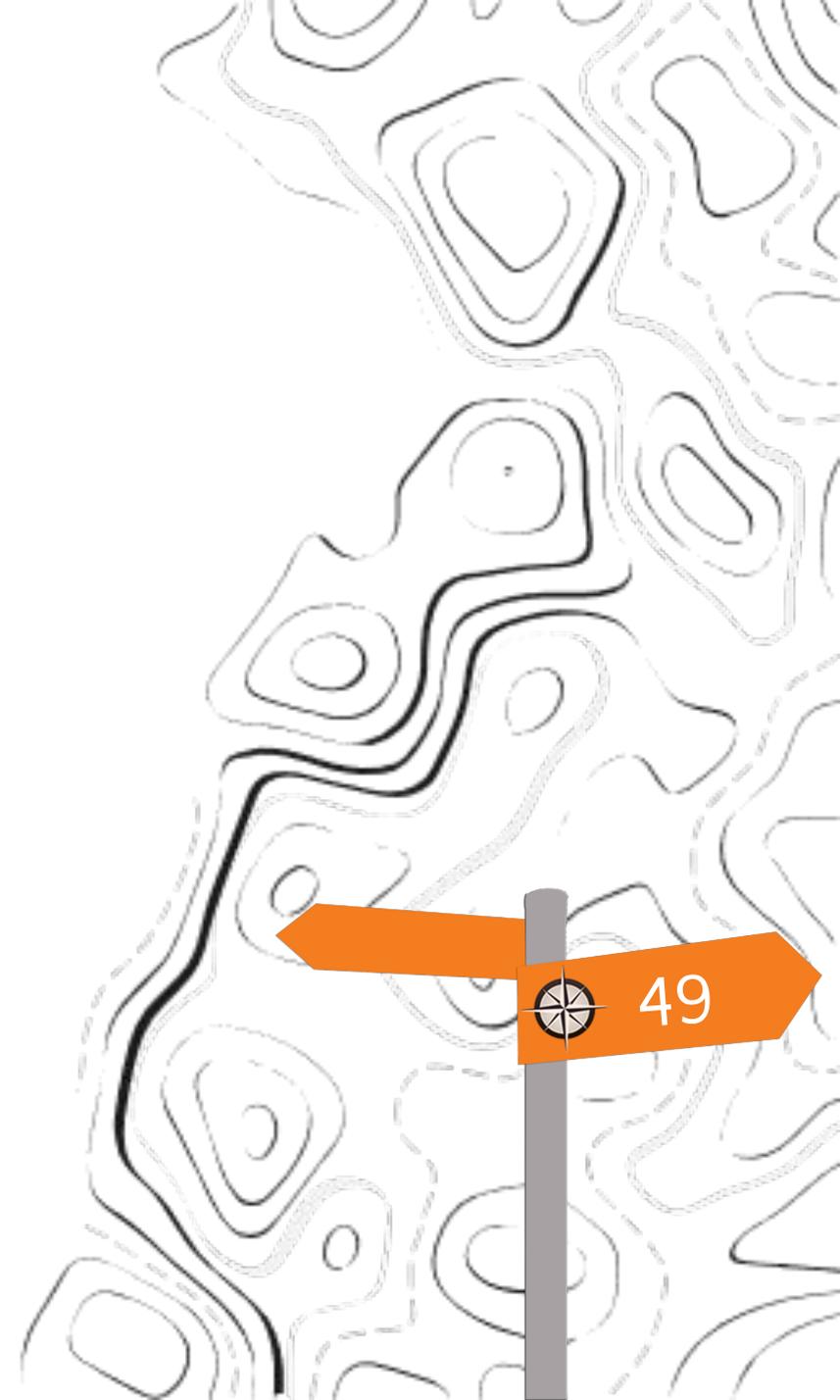




What is Next for You

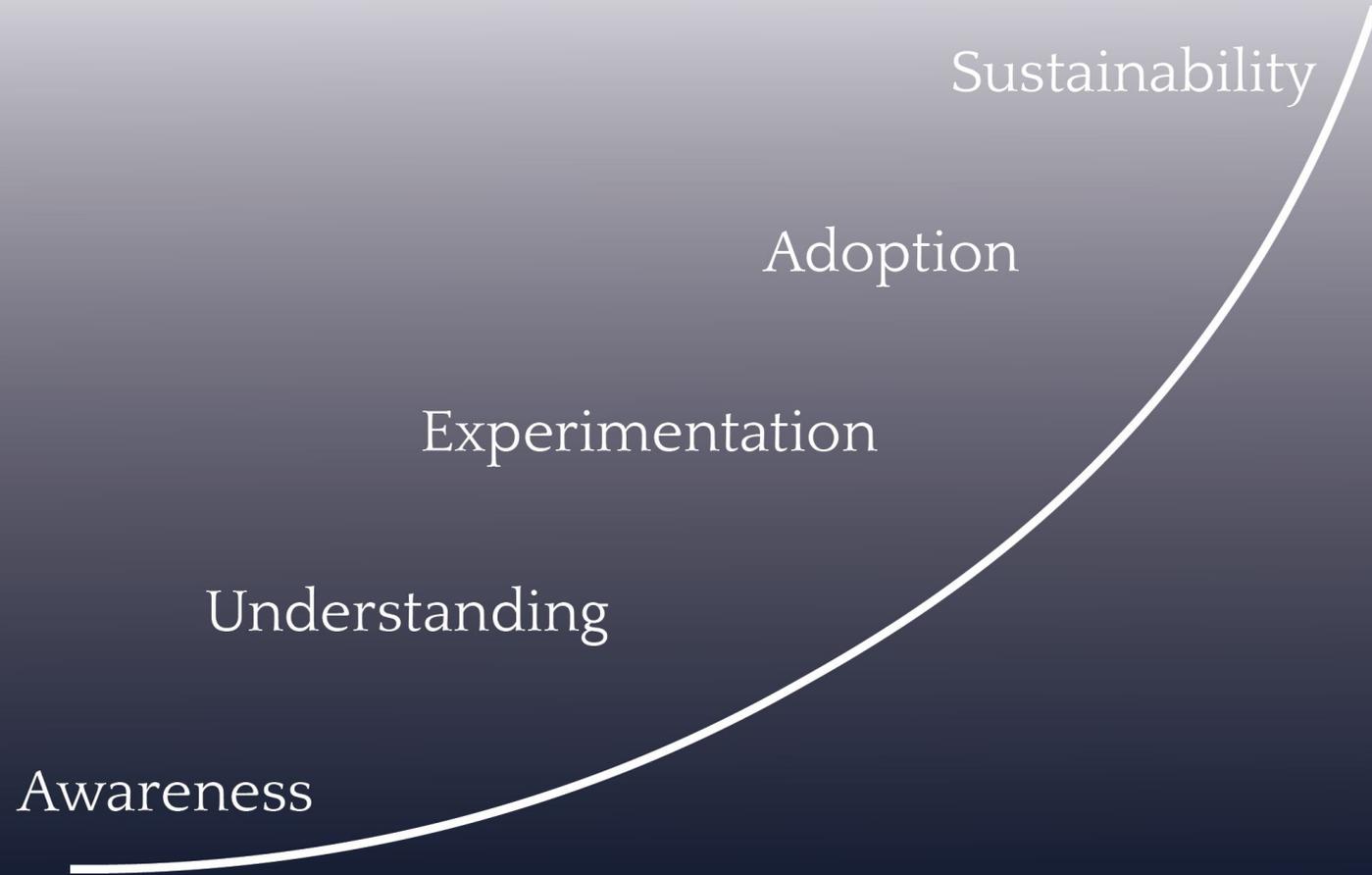
Identify two actions the you want to take now that you have this tool available

- What will this will allow you to do?
- How will you measure your success?





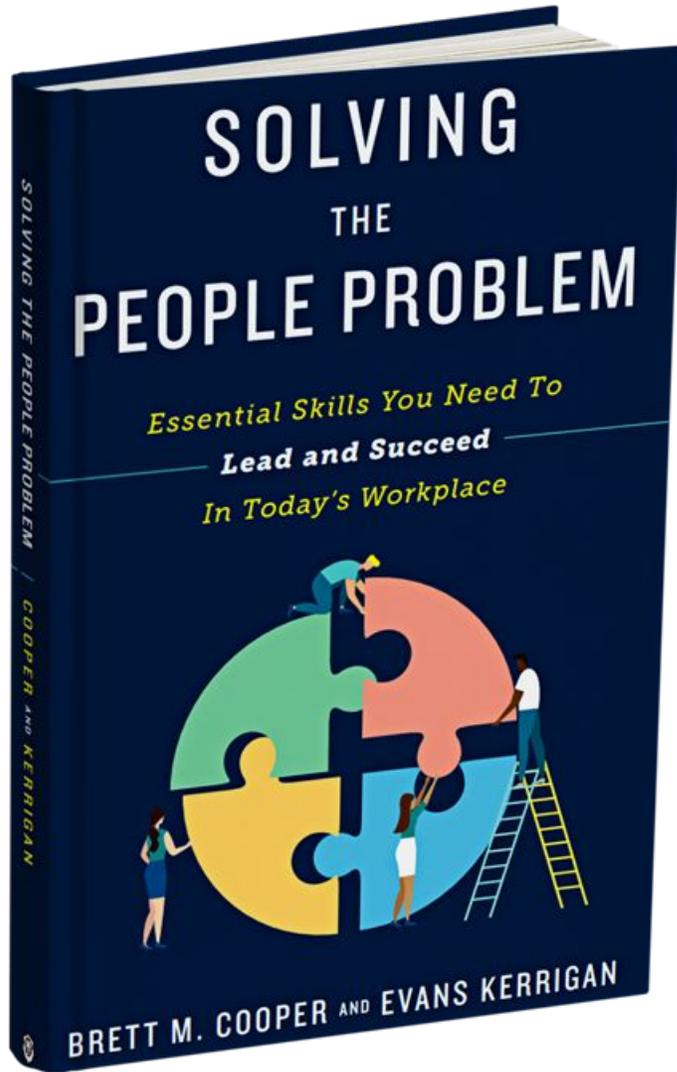
Your Tools for Growth and Change



- A common language for style
- Everyone in the organization is available
- Learning any time you want it
- Planning for tough conversations
- Figuring out what happened in situations that did not go as planned



Time to Solve the People Problem



1. Communication
2. Conflict
3. Teamwork
4. Customer Service and Sales
5. Leadership
6. Decision making