

Frequently Asked Questions about Everything DiSC® on Catalyst™ Concepts and Theory

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EVERYTHING DiSC® ON CATALYST™ CONCEPTS AND THEORY

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EVERYTHING DiSC® ON CATALYST™ CONCEPTS AND THEORY

How does *Everything DiSC® on Catalyst™* help people be more effective at work?

Everything DiSC on Catalyst gives participants insight into their own behavioral tendencies when communicating with others and navigating various social and emotional situations. It helps them recognize and adapt to the needs of their coworkers and develop their emotional intelligence by becoming more agile in handling challenges. The Workplace content empowers participants to understand why their coworkers say and do the things they do and use that knowledge to build and maintain healthy, effective working relationships. The Agile EQ™ content helps people discover their own unique emotional intelligence and enhance it by learning to adopt new mindsets when the situation calls for it. The Management content helps learners navigate the complicated relationships of managing and being managed by people, each with their own behavioral and communication preferences, by providing multidirectional feedback about working both with direct reports and with supervisors.

Is the *Everything DiSC on Catalyst* assessment valid and reliable?

Yes. In fact, we only publish Everything DiSC® products that have surpassed our strict testing standards and have been proven effective through our iterative design process. The assessment builds on over 40 years of DiSC® research and knowledge. Specific information related to validity and reliability is available in the “DiSC research” section of the Catalyst™ platform, the Everything DiSC Research Report, and the *Everything DiSC Manual* (in English).

How did you determine workplace and management priorities?

First, we used the existing DiSC model research to derive the workplace and management priorities of employees with different DiSC styles. We then collected data to evaluate our hypotheses and from this research developed models for the two sets of priorities. Finally, managers and employees were asked to rate how important they felt various priorities were in a work environment and for a manager. Results showed strong support for the chosen models. These models accurately reflect real-life work and management environments and are useful for understanding various approaches to building effective relationships at all levels within the workplace. More information is available in the Everything DiSC Research Report and the *Everything DiSC Manual* (in English).

How are the EQ mindsets measured?

Each of the eight mindsets is measured using item (i.e., question) responses gathered during the assessment process. The assessment asks participants to respond to statements like “I am even-tempered” on a five-point “strongly agree” to “strongly disagree” scale. Agile EQ assessment items also ask participants to rate how easy or difficult social or emotional tasks are for them on a five-point scale, ranging from “very difficult” to “very easy.” Sample items include “Making small talk with people I barely know,” “Keeping my emotions from showing when I am angry,” and “Standing up to people who are being too aggressive.” These responses are then aggregated to form scales, which are then presented to participants in the effort meter sections of Agile EQ content.

Note that unlike DiSC styles (which, on average, are not expected to change significantly as a function of

maturity), a person can become more comfortable with EQ mindsets that are outside their comfort zone and this may be reflected in their effort meter results over time.

How do you define management and differentiate it from leadership?

A basic Internet search of management and leadership yields a vast number of results and you will find that there are as many definitions for management and leadership as there are experts in the field. In developing Everything DiSC® Management, we conducted an analysis of experts in the field to identify the broadest commonalities between definitions. From this, we defined management as bringing out the best in the individual people you manage on a one-to-one basis. Leadership, on the other hand, deals more with one-to-many scenarios. Thus, leadership definitions focus on bringing out the best in an organization or a collection of people. As you might imagine, the two have overlapping skill sets; however, each requires unique skills. Everything DiSC Management focuses on understanding your own management style, directing and delegating others, providing motivating environments, developing others, and working more effectively with your own manager. In each of these areas, managers will learn to be more effective in one-to-one professional relationships.

Why does some of a participant's feedback seem to contradict what they know about their DiSC® style?

There may be times when a person's feedback does not seem consistent with characteristics typical of their DiSC style. For instance, we know that no two people with the D style are identical. This is because the D style is multidimensional and, therefore, contains correlated but separate elements such as forcefulness, directness, and tough-mindedness. There are times when an individual may demonstrate only two out of three of these characteristics and still be classified as a D style. Unexpected behaviors or priorities outside of the typical characteristics of a DiSC style help reflect the depth of a person's individual personality.

Does an organization need to have previous knowledge of DiSC to use *Everything DiSC® on Catalyst™*?

No. The Catalyst™ platform includes an overview of DiSC as well as a narrative specific to a participant's DiSC style. This information gives a sufficient foundation for understanding how an individual's natural tendencies influence their behavioral priorities. The *Everything DiSC on Catalyst Facilitation Kit* also covers the foundational elements of the DiSC model so that participants will have the grounding they need to understand the more advanced topics.

What if participants have already taken an assessment for a different Everything DiSC® program?

If a participant has already taken an Everything DiSC assessment, you can use their foundational DiSC scores to give them access to Catalyst, but they will still need to answer some additional assessment questions. Follow the prompts in EPIC to use existing report data. See EPIC Help for more information.

How is the *Your DiSC Profile pdf* different from the content on the Catalyst platform?

Most of the content in the pdf is the same as the content found in corresponding sections of the Catalyst platform, though there are some minor differences in presentation and organization. The pdf also contains introductory pages for each section that are not found on the platform and are intended to support modular facilitation. Conversely, some content on the platform, such as the "Your colleagues"

section, is not included anywhere in the pdf.

How can I get a deeper understanding of the background and concepts related to *Everything DiSC on Catalyst*?

The DiSC·ology section of the Catalyst platform includes information on the theory, research, and history behind DiSC. The Everything DiSC Research Report (available through the Facilitator Resources page) goes even deeper into the research. In addition, you may find detailed information in the Everything DiSC Manual (in English).

How can I learn more about facilitating an *Everything DiSC on Catalyst* session?

Prior to facilitating an *Everything DiSC on Catalyst* session, we recommend that you review all materials included in your facilitation kit, particularly the Program Guide, which includes important information on facilitation timing and structure, materials, technology, and preparing for your session.