

# Meet Catalyst.™



## Introducing Everything DiSC® on Catalyst™

Everything DiSC® on Catalyst™ is a personal development learning experience that equips people with the social and emotional know-how for more effective interactions at work—no matter who or where they are.

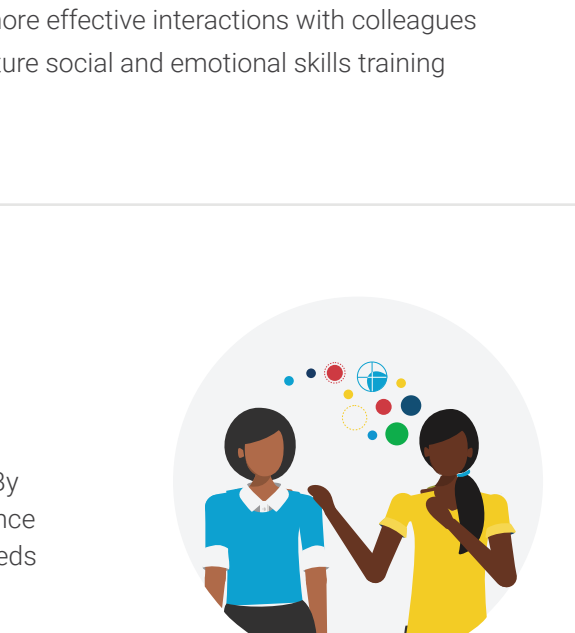
By combining our proven DiSC model with flexible facilitation and a powerful learning platform, Everything DiSC on Catalyst helps people:

- Better understand themselves
- Appreciate and value differences in perspective and approach
- Learn how to build better relationships
- Access real-time tips for more effective interactions with colleagues
- Build the foundation for future social and emotional skills training

The result is lasting impact. When learners use Everything DiSC on Catalyst, the hard work of long-lasting behavior change is possible...even fun. When organizations use Everything DiSC on Catalyst, they foster a more engaged, collaborative, and adaptive culture that drives results.

## The Everything DiSC on Catalyst Experience

Each Everything DiSC on Catalyst learning experience starts with our best-selling Everything DiSC Workplace application. From there, learners can continue their DiSC journey with Agile EQ™ or Management.



### BASE EXPERIENCE: Everything DiSC Workplace®

Everything DiSC Workplace on Catalyst takes the best-selling Everything DiSC Workplace experience to the next level. Designed to build more effective relationships at work, Workplace on Catalyst helps people adapt to others in real-time. With this base experience, participants will:

- Discover their DiSC® style
- Deepen their understanding of self and others
- Learn how to build better relationships
- Access real-time tips for more effective interactions with colleagues
- Build the foundation for future social and emotional skills training

### ADD-ON EXPERIENCE Everything DiSC® Agile EQ™

Everything DiSC Agile EQ develops the emotional intelligence necessary to support what organizations need most right now—a thriving, agile culture. By combining the personalized insights of DiSC with active emotional intelligence development, participants learn to read the emotional and interpersonal needs of a situation and respond accordingly. Agile EQ participants will:

- Discover the instinctive mindsets that shape their responses and interactions
- Recognize opportunities to stretch beyond what comes naturally to them
- Take action to become more agile in their approach to social and emotional situations



### ADD-ON EXPERIENCE Everything DiSC® Management

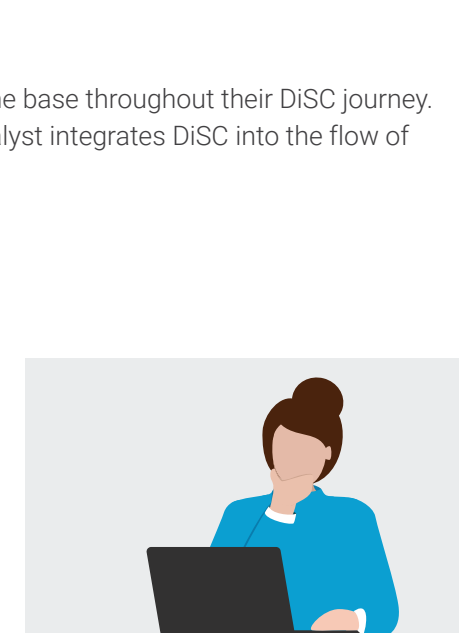
Everything DiSC Management on Catalyst prepares anyone in a management role to successfully engage, motivate, and develop their people—from anywhere. It combines DiSC with personalized management insights to help learners adapt their approach to each direct report, improving their management effectiveness in real-time. Everything DiSC Management is available within the Catalyst system as a 10-credit add-on to the Everything DiSC Workplace® base experience\*. Learners will:

- Discover their DiSC management style
- Develop a set of core management skills that are essential in the modern workplace
- Gain actionable strategies for adapting their management style to each person they manage

\*For pricing information, contact your Everything DiSC Authorized Partner.

## The Everything DiSC on Catalyst Components

Everything DiSC® on Catalyst™ offers a highly adaptive, human-centered solution that transforms your typical day-long training event into an ongoing development process—that works. The result is a more engaged, collaborative workforce that has an immediate and lasting impact on your organization's performance and culture.



## 1 The Assessment

Each learner starts their Everything DiSC on Catalyst experience with an assessment that includes the DiSC basic questions, along with Workplace, Agile EQ, Management, and Productive Conflict application questions.

As the original DiSC provider with nearly 50 years of expertise, Everything DiSC on Catalyst offers a proven, scientifically validated assessment with a 90%+ accuracy rating from learners worldwide. Learners respond to behavioral statements on a five-point scale to measure their preferences and tendencies based on the DiSC model—a simple, yet powerful model that describes four basic behavioral styles: **D (Dominance)**, **i (Influence)**, **S (Steadiness)**, and **C (Conscientiousness)**.



## 2 The Catalyst Platform

Catalyst is a personalized learning platform that acts as each learners' home base throughout their DiSC journey. Designed to support instructor-led facilitation or individual exploration, Catalyst integrates DiSC into the flow of work, ensuring takeaways are readily applied.

### On Catalyst, Learners Can:



#### Discover Their DiSC Style

Catalyst delivers each learners' assessment results using a personalized, narrative-style behavioral profile. The personalized profile content:

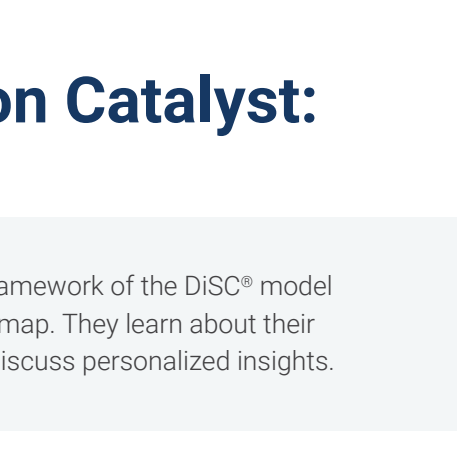
- Deepens self-understanding through the lens of each learner's unique DiSC style
- Gives learners insight into their own preferences and tendencies
- Lays the groundwork for a transformational learning experience full of "aha!" moments



#### Connect with Colleagues

The *Your Colleagues* feature turns insights into action by connecting learners to their colleagues and offering real-time tips for more effective interactions. Learners will:

- Learn their colleagues' strengths, when to pull them into a project, and what stresses them out
- Compare preferences and tendencies across a range of workplace behaviors using the DiSC model
- Gain access to tips that help them work better together in a variety of situations



#### Access DiSC Applications for Ongoing Learning

Catalyst offers a range of DiSC application content—including Workplace, Agile EQ, and (coming soon) Management—designed to help learners develop the social and emotional know-how for more effective interactions at work. This personalized content helps each learner:

- Better understand themselves
- Appreciate and value differences in perspective and approach
- Readily—and consistently—adapt to the unique needs of each person or situation they encounter

## 3 The Everything DiSC on Catalyst Facilitation Kit

The Everything DiSC on Catalyst Facilitation Kit offers facilitators a new dimension of support to help meet a wide range of time, location, and group size constraints. It uses a short-format, modular design and includes virtual and in-person facilitation options to ensure facilitators can create a customized experience that meets the unique needs of any client.

## This Everything DiSC® on Catalyst™ Facilitation Kit Includes:

- Classroom Facilitation Guides for Fundamentals, Workplace, and Agile EQ modules in Microsoft Word (customizable)
- Virtual Facilitation Guides for Fundamentals, Workplace, and Agile EQ modules in Microsoft Word (customizable)
- PowerPoint™ decks for each classroom and virtual module (customizable)
- Participant handouts for classroom and virtual sessions
- Program Guide for planning your session
- Access to online research and resources, including sample reports, posters, templates, and other detailed product information



## MODULE DESCRIPTIONS AND ESTIMATED TIMES Everything DiSC Workplace on Catalyst:

**FUNDAMENTALS MODULE 1 YOUR DISC® STYLE:** 60 minutes classroom/65 minutes virtual

Participants walk through the framework of the DiSC® model and review the Everything DiSC map. They learn about their DiSC styles, then discover and discuss personalized insights.

**FUNDAMENTALS MODULE 2 YOUR COLLEAGUES:** 30 minutes classroom/20 minutes virtual

Participants learn about one another on the Catalyst platform. Working in pairs, participants look each other up on the "Your Colleagues" page. They discuss the impact of their continuous results on their relationships and find new ways to work together.

**WORKPLACE MODULE 1 WHAT DRIVES YOU:** 75 minutes classroom/70 minutes virtual

Participants discover their workplace priorities, as well as their motivators and stressors. They see how they compare to people with other styles and consider ways to be more effective at work.

**WORKPLACE MODULE 2 YOU AND OTHER STYLES:** 75 minutes classroom/60 minutes virtual

Participants use the DiSC model to better understand the people they work with through video and discussion. They consider how they react to the different DiSC styles and gain insight into their relationship with a colleague based on that person's DiSC style.

**WORKPLACE MODULE 3 BUILD BETTER RELATIONSHIPS:** 60 minutes classroom/55 minutes virtual

Participants learn how others have bridged their differences using DiSC. To practice building more effective relationships at work, they review tips for working with one colleague based on their DiSC style, and then discuss ways to improve relationships with people of all styles.

## MODULE DESCRIPTIONS AND ESTIMATED TIMES Everything DiSC Agile EQ on Catalyst:

**AGILE EQ MODULE 1: YOUR EQ STRENGTHS** 45 minutes classroom/40 minutes virtual

Participants discover their unique emotional intelligence strengths and the core needs that drive them, and consider how to use their strengths in new ways.

**AGILE EQ MODULE 2 BEYOND YOUR COMFORT ZONE:** 95 minutes classroom/100 minutes virtual

Participants learn about the full range of Agile EQ mindsets available to them and why it's important to stretch beyond their comfort zones to be more agile in handling different challenges. They use a combination of personalized insights, video, and discussion to consider new ways of responding to complex social and emotional situations.

**AGILE EQ MODULE 3 DEVELOP YOUR EQ:** 60 minutes classroom/60 minutes virtual

Participants take steps to develop their emotional intelligence by exploring anticipated difficulties in stretching to new mindsets, choosing a mindset to work on, and creating an action plan for becoming more agile.

## MODULE DESCRIPTIONS AND ESTIMATED TIMES Everything DiSC Management on Catalyst:

**MANAGEMENT MODULE 1 YOUR MANAGEMENT STYLE:** 60 minutes classroom/60 minutes virtual

Learners learn about their DiSC® management style and the priorities that drive their approach to work. In small groups, they explore the responsibilities that energize them and drain them throughout the day.

**MANAGEMENT MODULE 2 PEOPLE READING:** 30 minutes classroom/30 minutes virtual

Managers practice a simple method to gauge the DiSC styles of their direct reports. They watch video clips and compete to guess the styles of the characters.

**MANAGEMENT MODULE 3 DIRECT & DELEGATE:** 60 minutes classroom/60 minutes virtual

Managers discuss their natural strengths and challenges when delegating and directing. They explore how to customize their approach to specific direct reports so they can work more effectively.

**MANAGEMENT MODULE 4 MOTIVATION:** 60 minutes classroom/60 minutes virtual

Managers explore the type of environment they create for the people they manage and the ways that it might be motivating or demotivating. They learn how they can more effectively tailor that environment to their specific direct reports to create more engagement.

**MANAGEMENT MODULE 5 DEVELOP TALENT:** 60 minutes classroom/60 minutes virtual

Managers discuss the advantages and disadvantages of their natural style of developing others. They explore the diverse professional development needs among their direct reports so they can best support long-term growth.

**MANAGEMENT MODULE 6 MANAGE UP:** 60 minutes classroom/60 minutes virtual

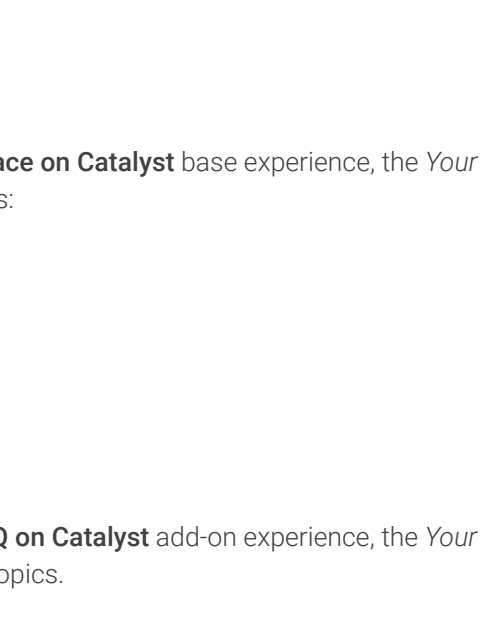
Participants explore how their own manager tends to see them. They discuss how they can better connect with that manager, get buy-in, and deal with conflict.

## Get Your Kit Today

Talk to your Authorized Partner about purchasing your Everything DiSC on Catalyst Facilitation Kit, complete with a USB drive and Welcome Guide\*.

Already have a Workplace or Agile EQ Facilitation Kit? No problem! For any Workplace or Agile EQ Kit holder who purchased a traditional kit on or before **December 31, 2022**, you are eligible to access a free upgrade via the [Everything DiSC registration site](#) using a registered serial number.

\*For pricing information, contact your Everything DiSC Authorized Partner.



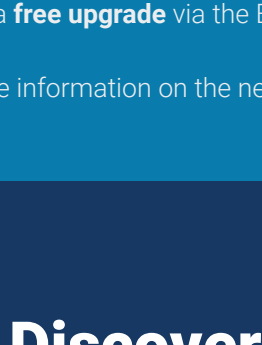
## 4 Your DiSC Profile Report

The *Your DiSC Profile* report is a highly personalized report that provides each learner with a comprehensive result of their Everything DiSC on Catalyst assessment. The report contents depend on what applications the learner has access to within their Everything DiSC on Catalyst experience.



For a learner with the **Everything DiSC Workplace on Catalyst** base experience, the *Your DiSC Profile* report includes the following topics:

- Your DiSC Style
- What Drives You
- You and Other Styles
- Build Better Relationships
- Personalized Style Index



For a learner with the **Everything DiSC Agile EQ on Catalyst** add-on experience, the *Your DiSC Profile* report will also include the below topics:

- Your EQ Strengths
- Beyond Your Comfort Zone
- Develop Your EQ



For a learner with the **Everything DiSC Management on Catalyst** add-on experience, the *Your DiSC Profile* report will also include the below topics:

- Direct & Delegate
- Motivation
- Develop Talent
- Manage Up

The report can be printed from EPIC and used for in-person classroom training in the same way it's always been used. In addition, learners can also download their reports directly from the Catalyst platform.

## Special Offers Extended Through December 31, 2022

### Everything DiSC Workplace on Catalyst

Any past Everything DiSC or DiSC Classic learner can upgrade to Everything DiSC Workplace on Catalyst for **FREE** through December 31, 2022. This upgrade is available for English profiles only.

\*Free upgrade available for Everything DiSC Workplace, Everything DiSC Management, Everything DiSC Productive Conflict, Everything DiSC Agile EQ, Everything DiSC Sales, Everything DiSC Work of Leaders®, Everything DiSC 360® for Leaders, and DiSC Classic (electronic profiles only). This upgrade is available for English profiles only. To gain access to this free upgrade, use existing data in EPIC. For more information, contact your Everything DiSC Authorized Partner.

### Everything DiSC Agile EQ on Catalyst

Any past Everything DiSC Agile EQ learner is eligible for a **FREE** Everything DiSC Agile EQ on Catalyst upgrade through December 31, 2022. This upgrade includes the Everything DiSC Workplace on Catalyst base experience and is available for English profiles only.

### Everything DiSC on Catalyst Facilitation Kit

For any Workplace or Agile EQ Kit holder who purchased a traditional kit on or before December 31, 2022, you are eligible to access a **free upgrade** via the Everything DiSC registration site using a registered serial number.

For more information on the new Everything DiSC on Catalyst experience, contact your Everything DiSC Authorized Partner.

## Discover a new way to engage and connect your people.

