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Everything DiSC Workplace® Concepts

How does Everything DiSC Workplace relate to DiSC®?

Everything DiSC® profiles traditionally provide narrative feedback with a particular area of focus such as leading a team, selling to clients, or managing and motivating employees. Due to the complexity of building and maintaining healthy workplace relationships, the focus of feedback with Everything DiSC Workplace is well-rounded and provides you with specific information about understanding your own behavioral priorities when communicating with others as well as recognizing and adapting to the needs of your coworkers. By staying aligned with our cornerstone principle that all DiSC® styles are equally valuable, Everything DiSC Workplace helps you understand that each of your colleagues have their own behavioral and communication preferences. You'll learn why your coworkers say and do the things they do, and use that knowledge to build more effective working relationships.

Is the Everything DiSC Workplace 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. Everything DiSC Workplace is one of a number of assessments within the Everything DiSC family of products. This assessment builds on over 40 years of DiSC research and knowledge. Specific information related to validity and reliability is available in the Everything DiSC Research Report and the *Everything DiSC Research Manual* (in English).

How did you determine the Workplace Priorities?

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

Why does some of my feedback seem to contradict what I know about my DiSC style?

There may be times when a person's report and narrative feedback do not seem consistent with characteristics typical of their DiSC style. For instance, we know that two people with the D style are not 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. The Everything DiSC® Supplement for Facilitators can help you identify these unexpected behaviors and is available for any Everything DiSC profile.

How can I get a deeper understanding of the background and concepts related to Everything DiSC Workplace®?

For resources such as research reports and coaching tips and tools, refer to the Everything DiSC Workplace® Help and Resources links in the Support Materials folder on the USB drive of the Everything DiSC Workplace® Facilitation Kit. In addition, you may find detailed information in the *Everything DiSC® Research Manual* (in English). Our new, first-in-class learning platform, MyEverythingDiSC, also offers many opportunities to learn more about research and theory of the Everything DiSC model. Here you'll find ways to continue to use and learn from DiSC® on a daily basis. Ask your Authorized Partner or account manager for more information on how to access MyEverythingDiSC.

Everything DiSC Workplace Facilitation

Does an organization need to have previous knowledge of DiSC to use Everything DiSC Workplace?

No. An overview of DiSC as well as a narrative specific to a participant's DiSC style is provided in the early pages of the Everything DiSC Workplace® Profile. These pages give a sufficient foundation for understanding how an individual's natural tendencies influence their behavioral priorities. The Everything DiSC Workplace 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 covered in the Everything DiSC Workplace Profile.

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 the foundational DiSC scores to create a Workplace report for the same person. To create a report, locate the participant's existing Everything DiSC record in EPIC and follow the prompts to create an additional report from that data. Because Workplace has specific items and behavioral priorities associated with it, participants will still have to answer certain items to receive their Workplace Profile. See EPIC Help and Tutorials for more information.

How much class time should I plan for facilitating Everything DiSC Workplace?

The Everything DiSC Workplace facilitation consists of three, 90-minute modules, plus optional people-reading and Comparison Report activities. Delivery time depends on group size as well as group and partner discussions. It is possible to effectively deliver all three modules in a single day's session. However, group size and discussion needs will vary and, therefore, consideration should be given to

the large amount of information processing that is required of the participants. Test groups have found that extending Everything DiSC Workplace® facilitation to two days is best to ensure a positive and enlightening experience. Due to its modular design, Everything DiSC Workplace facilitation can also be delivered as a workshop series, with each module a separate workshop.

Can I use this training with both intact groups as well as non-intact groups?

Yes. While the program mainly helps individuals explore their own strengths and challenges in working and communicating with others, the activities in the Everything DiSC Workplace facilitation also help reveal patterns and insights about communicating within an intact work group. When working with an intact group, you may have the opportunity to enrich the program by taking participants' newfound insights to an organizational level in your discussions.

Can the Everything DiSC Workplace® training be delivered in a virtual environment?

Yes. However, as you consider how to adapt Everything DiSC Workplace to a virtual environment; do not underestimate the power of the conversations that are inspired by this training, which are a primary agent for insight processing. Thus, be sure to design your webinar to use interaction tools to their fullest extent. Limiting your class sizes to 15-20 participants will also help facilitate meaningful conversations in a virtual environment.