

Everything DiSC Management[®] – Program Updates

The *Everything DiSC Management*[®] program has been updated to provide participants with the benefits of adaptive testing and to align with the improvements made to the *Everything DiSC Workplace*[®] and *Everything DiSC Work of Leaders*[®] programs.

The purpose of this document is to help you more easily update any facilitation materials you have customized to align with the changes in the program. With your needs in mind, part of our goal in updating the profile and the associated materials was to minimize the disruption to the number and order of pages within the report. **For this reason, most of the changes occur within the first six pages of the report and the associated facilitation materials** (Modules 1 and 2: Your DiSC Management Style).

In summary, the changes to the program include:

- **Adaptive testing.** Participants will now see the effects of Adaptive Testing with more accurate results and the potential for additional priorities associated with their DiSC style.
- **A new layout and design.** We've updated the colors and redesigned every page of the profile to make the information easier to absorb.
- **Increased personalization.** We've added a personalized introduction, a narrative about the participant's DiSC style and dot, and information about additional priorities (if the participant has any).
- **An overview of the DiSC styles.** We've added an Appendix page that provides a snapshot of the four basic DiSC styles. This overview features the priorities associated with the *Everything DiSC Management* profile.

The rest of this document will walk you through the changes in more detail, using the *Everything DiSC Management* profile as the guiding framework.

Updated Profile Page	Description of the Profile Changes	Implications of the Changes for the Facilitation and Support Materials
All	All pages in the profile have a new design.	All images of the profile pages throughout the slide deck have been replaced with new images.
All	Inscape branding has been replaced with Wiley branding.	References to Inscape Publishing have been replaced with references to Wiley throughout the materials.
2	This page aligns with page 2 in the previous profile. In the new version: <ul style="list-style-type: none"> • We've added a personalized introduction that speaks to the participant's style. • The cornerstone principles are condensed from six principles into five. • There are two new bullets in the descriptions of each style around the DiSC map. 	There are no impacts. The cornerstone principles are discussed in the facilitation, but the specific statements do not appear on the slides or in the leader's guide.

Updated Profile Page	Description of the Profile Changes	Implications of the Changes for the Facilitation and Support Materials
3	<p>This page aligns with page 3 in the previous profile. In the new version, we've slowed down the explanation of DiSC:</p> <ul style="list-style-type: none"> • We now introduce the 12 different regions where a dot may be located. • We no longer introduce the Management priorities here. • The information that was at the bottom of page 2 in the previous version (people are a blend of all four styles, etc.) has been incorporated into this page in the new version. • We've clarified the explanation of the dot location (close to the edge or close to the center). 	<ul style="list-style-type: none"> • The image of the DiSC map has been replaced wherever it appears throughout the materials (slides and handouts). The new map is divided into 12 different regions. • Slide 10 in the updated PowerPoint deck (Your DiSC® Style) replaces slide 10 in the previous version (Introduction). We now talk about the participant's DiSC style here, rather than the personal Everything DiSC® Management Map, since the participant will not see the priorities or shading until later in the new profile. • Slide 11 (Your DiSC Style) in the updated PowerPoint deck shows one example of a divided map with no shading and no priorities, instead of three examples of the previous DiSC maps. • NEW SLIDE: Slide 12 (Your Inclination) in the updated PowerPoint deck is new. • The portion of the leader's guide that addresses slides 10-12 in the updated version has been adjusted to account for these changes.
4	<p>This is a new page in the profile (Your DiSC Style & Dot):</p> <ul style="list-style-type: none"> • We've provided a detailed narrative based on the participant's DiSC style and dot location ("Your Dot Tells a Story"). • The information about time management, decision-making, and problem-solving that had been discussed on page 6 of the previous version of the profile (Managing Your Day) is incorporated into this narrative. The Managing Your Day page has been removed. 	<ul style="list-style-type: none"> • NEW SLIDES: Slide 13 (Your DiSC® Style Overview), slide 14 (Partner Discussion), and slide 15 (Priorities of Your DiSC® Style) in the updated PowerPoint deck are new. • The addition of these new slides is also reflected in the leader's guide.

Updated Profile Page	Description of the Profile Changes	Implications of the Changes for the Facilitation and Support Materials
5	<p>This page aligns with page 4 in the previous version of the profile. In the new version:</p> <ul style="list-style-type: none"> We introduce the Management priorities for the first time. We discuss the shading of the participant's DiSC map. We identify and describe any additional priorities (up to two extra priorities) the participant may have. 	<ul style="list-style-type: none"> Slide 16 in the updated PowerPoint deck (Your Management Priorities) aligns with slide 12 in the previous version. The order of the slides is consistent in both versions from this point forward (though the numbering will be off to account for the addition of the 4 new slides). The time recommended for the individual "read and personalize" exercise in the leader's guide has been reduced. We've also removed the partner discussion that previously followed the individual exercise.
6	<p>This page aligns with page 5 in the previous version of the profile. In the new version:</p> <ul style="list-style-type: none"> We've added the headers of "Motivators" and "Stressors." Any additional priorities the participant has will be accounted for in the descriptions of motivators and stressors. 	<ul style="list-style-type: none"> Slide 17 in the updated PowerPoint deck (Your Management Preferences) aligns with slide 13 in the previous version. The personalization exercise is now simplified, so that the participant just focuses on identifying two enjoyable motivators and two draining stressors. The portion of the leader's guide that addresses slide 17 in the updated version has been adjusted to account for these changes.
---	<p>Page 6 in the previous version of the profile (Managing Your Day) has been removed. The information is now incorporated into the narrative on page 4 of the new profile (Your DiSC Style & Dot).</p>	<ul style="list-style-type: none"> Slides 21 and 22 (Managing Your Day) in the updated PowerPoint deck align to slides 17 and 18 in the previous version. Participants use the narrative on page 4 of the updated profile to identify their time-management, decision-making, and problem-solving tendencies. The portion of the leader's guide that addresses slides 21 and 22 in the updated version has been adjusted to account for these changes.
7-26	<p>From page 7 onward, the page order and content of the new profile is consistent with the previous version of the report. The main difference is that participants with additional priorities will see those priorities taken into account in the personalized feedback.</p>	<p>There are no impacts.</p>
27	<p>We've added an Appendix to the report with an overview image of the four basic DiSC styles, including the associated Management priorities.</p>	<p>There are no impacts to the slide deck or leader's guide. However, we have included a poster template of the DiSC Styles Overview graphic on the USB drive.</p>

Additional Changes to the Facilitation

In addition to the updates described in the previous table, we've made the following changes to the facilitation materials:

- The USB contains a master slide deck, a master leader's guide, and a master handout file, rather than having the slides, leader's guide, and handouts broken into separate files by module.
- We've added a reference to the profile page number to the slides to accompany the image of the page.
- We've added images of the handouts to the slides when appropriate.
- We've made minor layout and wording adjustments to the slides and handouts.
- We've added an English subtitles version of the Build Your Own Video file to the USB. We are also continuing to provide a Build Your Own Video file without subtitles.
- The electronic version of the user guide, video viewing guide, and sample reports (Profile, Comparison Report, and Supplement for Facilitators) are now available online through the "Everything DiSC® Management Resources" link on the USB.
- We've included poster templates for the "Everything DiSC Management Map" and the "Everything DiSC Management DiSC Styles Overview" images on the USB.