

Frequently Asked Questions for Everything DiSC® on Catalyst™

Designed for Everything DiSC® Certified Facilitators, internal facilitators, and EPIC sub-account holders
Updated February 2022

Meet Catalyst.™

The **NEW** way to experience



Everything DiSC® on Catalyst™ Frequently Asked Questions

General Questions

1. What is *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 a DiSC with flexible facilitation and a powerful learning platform, *Everything DiSC on Catalyst* helps learners:

- Better understand themselves
- Appreciate and value difference in others
- Readily adapt to the unique needs of each person or situation they encounter

The result is lasting impact. For learners, *Everything DiSC on Catalyst* makes social and emotional growth possible. For organizations, *Everything DiSC on Catalyst* helps foster an engaged, collaborative, and adaptive culture that drives results.

2. What are the program components in the *Everything DiSC® on Catalyst™* experience?

The Everything DiSC® Assessment

- Powered and proven by 40+ years of research
- Uses computer adaptive testing and sophisticated algorithms for precise results
- Provides the foundation for a personalized learning experience

The Catalyst™ Platform

- Delivers the results of the Everything DiSC assessment in a guided, narrative-style format
- Allows learners to go deeper into their DiSC® style to develop social and emotional skills
- Compares their DiSC style with colleagues and gives real-time tips for more effective interactions
- Provides access to a range of social and emotional skills development content—personalized to each learner’s unique DiSC style

Your DiSC Profile (PDF)

- Delivers the results of the Everything DiSC assessment in a guided, narrative-style format, including the learner’s application content.
- A dynamic report available for download from the Catalyst platform and the EPIC Admin Site
- Modular design to coincide with the topics in the facilitation

The *Everything DiSC on Catalyst* Facilitation Kit (Optional Kit for Facilitators)

- Includes *DiSC Fundamentals*, *Workplace*, *Agile EQ™*, and *Management* content, featuring customizable virtual and in-person training modules, contemporary video, and activities.
- Uses a short-format, modular design that is easily tailored to any group size or time constraint.
- Available for purchase or as a free extension of the *Everything DiSC Workplace®*, the *Everything DiSC® Agile EQ™*, and/or the *Everything DiSC Management* Facilitation Kits

3. What applications are available within the *Everything DiSC on Catalyst* learning experience?

The best-selling *Everything DiSC Workplace* and *Everything DiSC Management* applications, and the all-new *Everything DiSC Agile EQ* application.

4. How do the applications work together within the *Everything DiSC on Catalyst* learning experience?

Learners begin their *Everything DiSC on Catalyst* experience with *Workplace*. For new learners, this base experience is available for 15 credits. For past *Everything DiSC®* or *DiSC® Classic* learners, this experience is available as a free upgrade through **December 31, 2022**.

From *Workplace*, you and/or your EPIC administrators can extend the learning journey to include *Agile EQ™* or *Management*—both of which can be unlocked in EPIC for just 10 credits.

Learner Pricing Table:

	Assessment	New Learner	Past DiSC® Learner
Everything DiSC on Catalyst BASE Experience	Workplace	15 Credits	Free Upgrade
Everything DiSC on Catalyst ADD-ON Experiences	Agile EQ	+10 Credits	+10 Credits
			Free Upgrade (for past Agile EQ Learners)
	Management	+10 Credits	+10 Credits
			Free Upgrade (for past Management Learners)

*Free upgrade to Workplace on Catalyst 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 363® for Leaders, and DiSC® Classic (electronic profiles only).

5. How are the *Everything DiSC on Catalyst* applications different than the traditional *Everything DiSC* applications?

Everything DiSC Workplace®, *Everything DiSC Management*, and *Everything DiSC® Agile EQ™* on Catalyst™ refactor the traditional *Workplace*, *Management*, and *Agile EQ* experiences to better support real-world application of the learning concepts. The result is an experience that transforms the traditional once-and-done training event into an ongoing learning process. Three notable differences are described below:

Modular Design: The traditional *Workplace*, *Management*, and *Agile EQ* content have been refactored into 14 learning modules. Unlike the traditional experiences, each module is self-contained and can be done alone or in conjunction with others. The design enables group training sessions that can be easily customized to meet a wider range of time or group-size constraints.

The *Workplace* learning modules include the following:

- Fundamentals Module 1 (60 minutes classroom/65 minutes virtual): Your DiSC® Style
- Fundamentals Module 2 (30 minutes classroom/20 minutes virtual): Your Colleagues
- *Workplace* Module 1 (75 minutes classroom/70 minutes virtual): What Drives You
- *Workplace* Module 2 (75 minutes classroom/60 minutes virtual): You and Other Styles
- *Workplace* Module 3 (60 minutes classroom/55 minutes virtual): Build Better Relationships

The *Management* experience has been refactored into six learning modules.

- *Management* Module 1 (60 minutes classroom/60 minutes virtual): Your Management Style
- *Management* Module 2 (30 minutes classroom/30 minutes virtual): People Reading
- *Management* Module 3 (60 minutes classroom/60 minutes virtual): Direct & Delegate
- *Management* Module 4 (60 minutes classroom/60 minutes virtual): Motivation
- *Management* Module 5 (60 minutes classroom/60 minutes virtual): Develop Talent
- *Management* Module 6 (60 minutes classroom/60 minutes virtual): Manage Up

The *Agile EQ*™ experience has been refactored into three learning modules.

- *Agile EQ* Module 1 (45 minutes classroom/40 minutes virtual): Your EQ Strengths
- *Agile EQ* Module 2 (95 minutes classroom/100 minutes virtual): Beyond Your Comfort Zone
- *Agile EQ* Module 3 (60 minutes classroom/60 minutes virtual): Develop Your EQ

Please note that all learning modules can be delivered separately or together in a single event. The intent of the modular design is to equip Partners and Facilitators with more options to address emerging learning trends around shorter-format sessions.

Immediately Relevant and Applicable to Each Learner's Day-to-Day Work Life: The Catalyst™ platform acts as a personalized, on-demand home base for learners to call on throughout their DiSC® journey. Here, learners take their DiSC assessment, gain access to their personalized results as well as their *Workplace* and/or *Agile EQ and Management* application content, and can compare their DiSC style to their colleagues and get tips for more effective interactions in real-time. This contextualized experience allows learners to apply what they learn with their colleagues and more easily come back to DiSC to help achieve lasting behavior change.

Virtual or In-Person Instructor-Led Facilitation: To address the remote work implications brought on by COVID-19, the *Workplace, Management* and *Agile EQ™ on Catalyst™* facilitation has been designed to support virtual OR in-person training and include the following:

- Virtual facilitation (for use with videoconferencing technology)
- Classroom facilitation (for face-to-face sessions)

6. Will *Everything DiSC® on Catalyst™* be translated?

The future vision of *Everything DiSC on Catalyst* includes translations; however, we are focused on creating and optimizing the experience in English first, so we can't provide any timelines.