

Your team knows DiSC. Now what?



Everything DiSC on Catalyst Follow-up ideas for your team to ‘return and learn’

Keep building DiSC knowledge and skills by applying, adapting, and adding to the menu of ideas offered up here. Activities can be as brief as minutes (rapid check-ins) or integrated into existing planning conversations. They can be used in team meetings, sub-groups, or 1-1 conversations. The shared learning experiences can improve team communication, trust, and relationships...and reduce stress.

Enrich learning with [other DiSC profiles](#). *Management* and *Agile EQ* are available on the Catalyst platform. *Productive Conflict*, *Work of Leaders*, and *Sales* are available as stand-alone reports.

[Contact us](#) to learn more, get advice on building out these activities, or explore options to meet your specific needs.

Encourage everyone to bookmark Catalyst <https://catalyst.everythingdisc.com/>.

Remind people about their style-specific podcast on Catalyst *Your Style Story* > *Your Style Podcast*.

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DISC WORKPLACE

Activity ideas for team meetings or individual action

Process these prompts in full group discussion or break into smaller groups/pairs with light take-up across groups. Some activities can be done outside team meetings and debrief in a subsequent meeting.

Rapid check-in to amplify how DiSC naturally fits into the day-to-day

- a. What action or activity have you done this week that reflects your DiSC style?
- b. What action or activity this week have you done this week to intentionally flex your natural style? How did it go?
- c. Make your best guess at the DiSC style of a colleague or client (not on Catalyst) based on what you know about them. What clues are you looking for? (Here is a [people-reading tip sheet](#))
- d. Pick a style different than your own. How might you best communicate with someone of that style in an email, a phone call, or a video chat?

Deeper dive team development through a DiSC lens.

- a. **Debrief a recent or in-progress project.** What are impacts of style mix on planning, meeting, problem-solving, communicating, etc.? How does each style add value? Did we see any impact of style gaps? What would we do differently in a do-over?
- b. **Preview an upcoming project.** Integrate a DiSC lens into planning. Adapt debrief questions.
- c. **Check your team culture.** Review your *Group Culture* report. Use reflection questions in the report to prompt discussion.

Deeper dive personal development through a DiSC lens

- d. **Practice.** Bring a real-life situation scenario to the group, e.g., a client asks for an unrealistic deadline. How will you handle based on different client DiSC styles. (Catalyst resource: *Workplace > You and Other Styles* and *Build Better Relationships*).
- e. **Pair and share with My Colleagues.** Pair people up to review info about each other. What clicks? What are challenges? What are ways to work even better together?
- f. **Identify one new behavior to try.** See *Catalyst Workplace > What Drives You > Strategies* for ideas. Identify 3+ opportunities to use the behavior you selected. Try it out before the next team meeting. How did it go? How did it feel? Did it get easier?
- g. **Achieve development goals.** Use DiSC insights/tools to process feedback and work on development goals. How can you leverage style strengths? How can you adapt your behaviors?

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DISC MANAGEMENT

Activity ideas for team meetings or individual action

Each of these is useful for individual managers to try out. Peer support to discuss and debrief in team meetings can be valuable.

General Refresher

Take a fresh spin through the *Management* section of Catalyst. Refresh your understanding of how your style influences your management approaches, how it may work well or not so well with other styles. Use the specific activities below to hone in on ways to capitalize on natural tendencies and adapt to others.

Use other Catalyst content to enrich learning. Consider reviewing *Workplace (What Drives You, You and Other Styles and Build Better Relationships)* or *Your Colleagues* (if they are on Catalyst).

Specific Activities

- a. **Select a team member you supervise and one of the manager roles to *Motivate, Direct and Delegate, or Develop Talent*.** Read through the general and style-specific content for the corresponding role. Use the *Adapt to Others* feature to identify or guess their style. Use the corresponding template to draft and implement an action plan: [Motivation](#) [Direct and Delegate](#) [Develop Talent](#)
- b. **Sharpen your approach to the performance review cycle.** How does your style impact your approach to giving feedback and discussing development plans? What changes in approach can be helpful with each style of people on your team?
- c. **Offer real-time feedback.** Use DiSC insights to identify what helps/holds you back from offering timely feedback and coaching. Make a plan - and use it when the opportunity presents itself. You may be able to anticipate and do style-based prep for upcoming opportunities, e.g. a presentation someone is scheduled to give, a project plan they are creating.
- d. **Get peer coaching.** Pair up with a colleague who has a different style. Share a challenge you are having in your manager role. Use your style insights to identify why it may be difficult for you. Get advice and ideas on approaches and identify ways you can get more comfortable.
- e. **Manage-up.** Review the Manage-up section, and prep to meet with your manager to discuss your styles and how to best work together and support each other even better. If your manager is on Catalyst, you can also review the *My Colleagues* section on Catalyst. Here is a helpful [Manage Up](#) Action Planning Template.

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