EVERYTHING DiSC

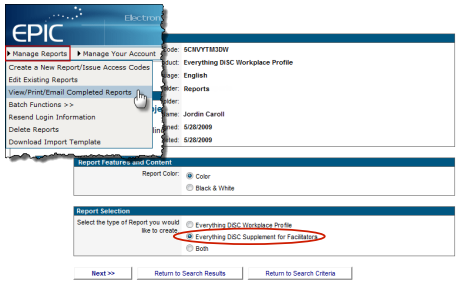
Application Tools

In Your Epic Account

Supplement for Facilitators

Facilitator Report/Group Culture

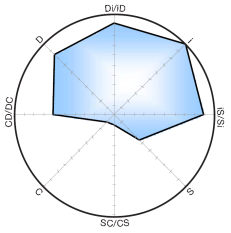
Where to find it in EPIC



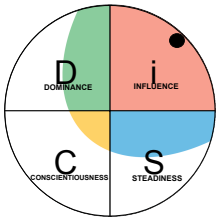
DiSC® Scales

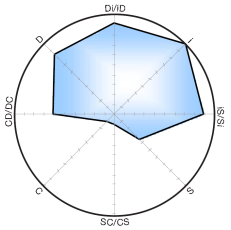
Everything DiSC® measures **eight** distinctive style scales

- Respondent is scored on each
- The closer a point is to the edge, the higher the score



Proprietary Algorithm



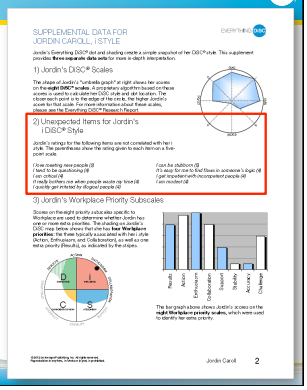


- All ED profiles are built on the same base assessment of the eight scales

Unexpected Items

Atypical endorsement of assessment items

- High endorsement of opposite-style items
- Low endorsement of her style items


SUPPLEMENTAL DATA FOR
JORDIN CAROLL, i STYLE

EVERYTHING DiSC

Jordin's Everything DiSC® dot and shading create a simple snapshot of her DiSC® style. This supplement provides **three separate data sets** for more in-depth interpretation.

1) Jordin's DiSC® Scales

The shape of Jordin's "umbrella graph" at right shows her scores on the **eight DiSC® scales**. A proprietary algorithm based on these scores is used to calculate her DiSC style and dot location. The closer each point is to the edge of the circle, the higher Jordin's score for that scale. For more information about these scales, please see the Everything DiSC® Research Report.

2) Unexpected Items for Jordin's i DiSC® Style

Jordin's ratings for the following items are not correlated with her i style. The parentheses show the rating given to each item on a five-point scale.

I love meeting new people (3)
I tend to be questioning (4)
I am critical (4)
It really bothers me when people waste my time (4)
I quickly get irritated by illogical people (4)
I can be stubborn (3)
It's easy for me to find flaws in someone's logic (4)
I get impatient with incompetent people (4)
I am resolved (4)

3) Jordin's Workplace Priority Subscales

Scores on the eight priority subscales specific to Workplace are used to determine whether Jordin has one or more extra priorities. The shading on Jordin's DiSC map below shows that she has **four Workplace priorities**. The three typically associated with her i style (Action, Enthusiasm, and Collaboration), as well as one extra priority (Results), as indicated by the shapes.

Results
Action
Enthusiasm
Collaboration
Support
Stability
Accuracy
Challenge

The bar graph above shows Jordin's scores on the **eight Workplace priority scales**, which were used to identify her extra priority.

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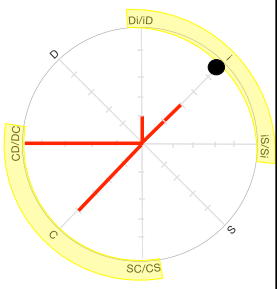
Jordin Caroll 2

Determining what's unexpected

A "1" or "2" response to any assigned-style and adjacent items

A "4" or "5" response to any opposite-style and adjacent items



Unexpected Items

- Up to ten of the most meaningful items
- Reflects subtle ways that her tendencies may differ from her assigned style

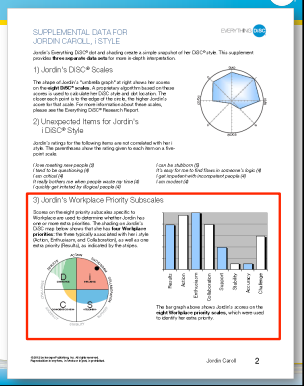
2) Unexpected Items for Jordin's i DiSC® Style

Jordin's ratings for the following items are not correlated with her i style. The parentheses show the rating given to each item on a five-point scale.

I love meeting new people (2)
I tend to be questioning (4)
I am critical (4)
It really bothers me when people waste my time (4)
I quickly get irritated by illogical people (4)
I can be stubborn (5)
It's easy for me to find flaws in someone's logic (4)
I get impatient with incompetent people (4)
I am modest (4)

Priority Subscales

- Product-specific priorities are measured on subscales


SUPPLEMENTAL DATA FOR
JORDIN CAROLL, i STYLE

1) Jordin's DiSC® Scales

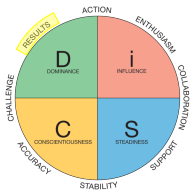
2) Unexpected Items for Jordin's i DiSC® Style

3) Jordin's Workplace Priority Subscales

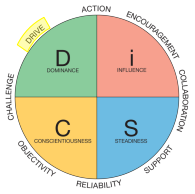
Jordin Carroll 2

Everything DiSC® Priorities

Workplace

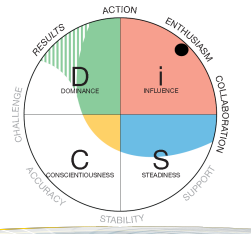


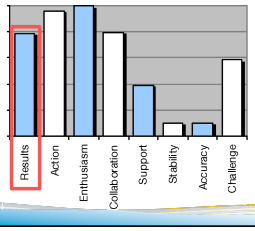
Management



Measuring the Priorities

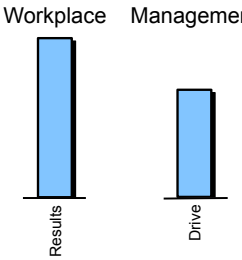
- Each profile has unique assessment items to measure product-specific priorities
- Subscales are used to determine extra priorities





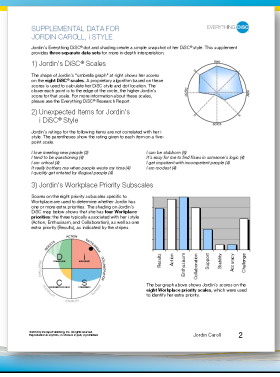
Product-Specific Priorities

Possible to have a high-priority subscale in one product but not another



Individualized Interpretation

Use with the **Unexpected Items** to understand how this person might differ from the stereotype


SUPPLEMENTAL DATA FOR
JORDIN CARROLL | STYLE

1) Jordin's DISC® Scales

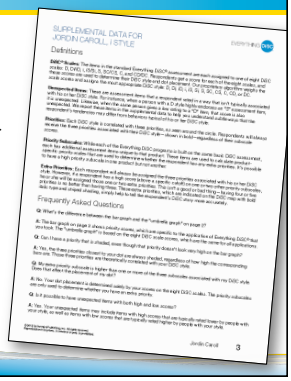
2) Unexpected Items for Jordin's DISC® Style

3) Jordin's Workplace Priority Subscales

Jordin Carroll 2

Resource on Page 3

- Definitions of the report sections
- FAQs address:
  - Difference between the bar and "umbrella" graphs
  - Shaded priorities that aren't high on the graph
  - How subscales affect dot placement
  - Unexpected items with both high and low scores


SUPPLEMENTAL DATA FOR
JORDIN CARROLL | STYLE

Definitions

Frequently Asked Questions

Jordin Carroll 3

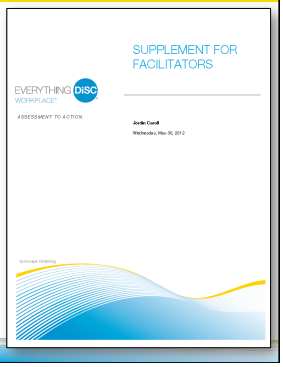
Free with ED profiles

EVERYTHING DiSC® WORKPLACE®

EVERYTHING DiSC® MANAGEMENT

EVERYTHING DiSC® SALES

EVERYTHING DiSC® WORK OF LEADERS®


SUPPLEMENT FOR FACILITATORS

EVERYTHING DiSC® WORKPLACE®

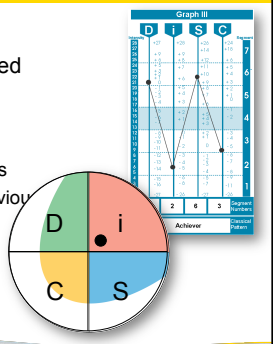
A SESSMENT TO ACTION.

Jordin Carroll

Wednesday, May 30, 2012

Supplement Applications

- Navigating the more complicated or sophisticated situations
  - Dot close to the center
  - Former *DiSC® Classic* Appraiser, Achiever patterns
  - Dot has shifted from a previou profile



Supplement Applications

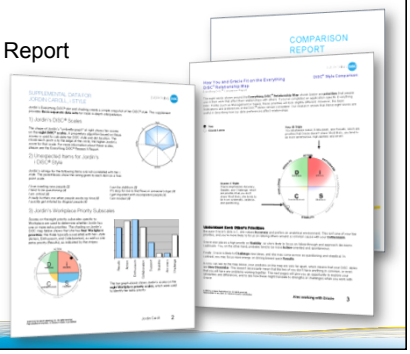
- Investigating style assignments that raise questions for respondents
  - Parse out characteristics of those who don't entirely identify with their style

Supplement Applications

- Facilitator/Coach Preparation
  - Arms you with data

Supplement Applications

- Enhancing Comparison Report discussions



EVERYTHING DiSC

Group Reports:

DiSC Culture Report
DiSC Facilitator Report

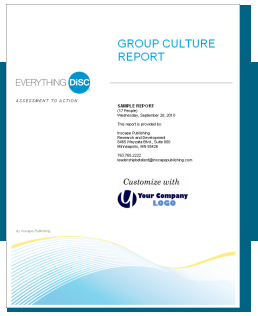
inscapepublishing

EVERYTHING DiSC

Group Culture and How It Affects Your Team

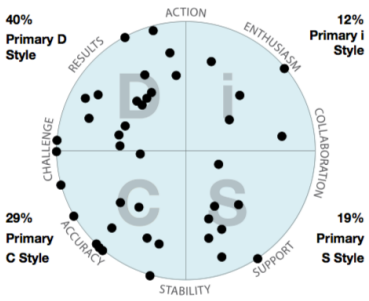
inscapepublishing

Group Culture Report



PET 14.4

Your Culture



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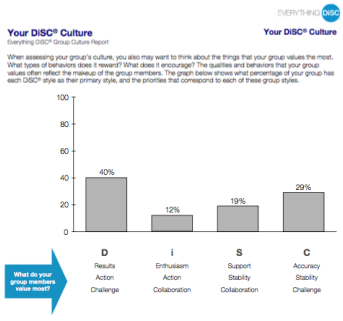
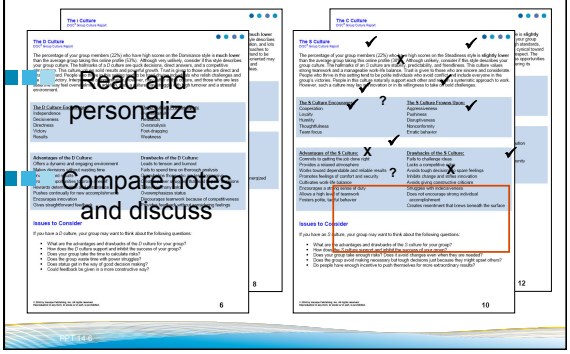
Group Culture Report



PET 14.5

This Group's Style



Read and personalize

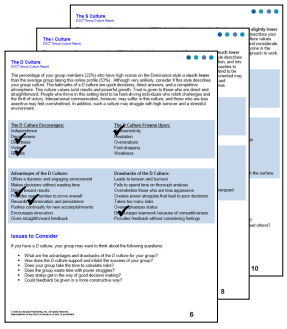
Compare notes and discuss

PET 14-6

Other Style Influences

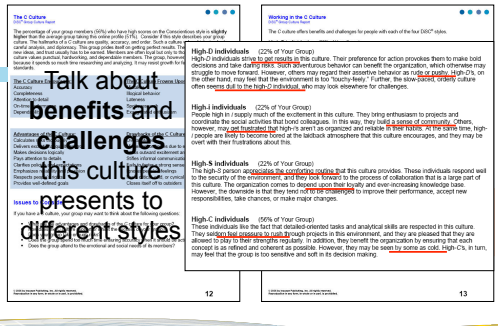
Do these characteristics

- provide balance?
- create conflict?
- go unnoticed?



PET 14-7

Working in This Culture



Talk about **benefits** and **challenges** this culture presents to different styles

PET 14-8

Group Discussion

- What strengths does your DiSC® style offer the team?
- What contributions do you bring to your group culture?

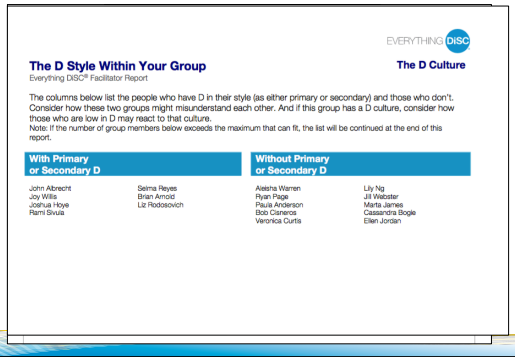
PPT 14-9

Group Discussion

- Choose one contribution from your assigned style
- Discuss the benefits of this contribution

PPT 14-10

Facilitator Report Difference



EVERYTHING DiSC

The D Style Within Your Group — **The D Culture**

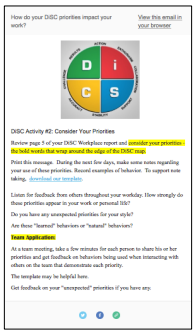
Everything DiSC® Facilitator Report

The columns below list the people who have D in their style (as either primary or secondary) and those who don't. Consider how these two groups might misunderstand each other. And if this group has a D culture, consider how those who are low in D may react to that culture.
Note: If the number of group members below exceeds the maximum that can fit, the list will be continued at the end of this report.

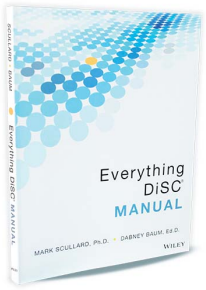
With Primary or Secondary D		Without Primary or Secondary D	
John Albrecht	Selma Reyes	Aleisha Warren	Lily Ng
Joy Willis	Brian Arnold	Ryan Page	Jill Webster
Joshua Hoye	Liz Rodosovich	Paula Anderson	Marta James
Rami Sivula		Bob Cisneros	Cassandra Bogle
		Veronica Curtis	Ellen Jordan

Weekly E-Mail Reinforcement

http://eepurl.com/bNRXS1



For the tough questions!

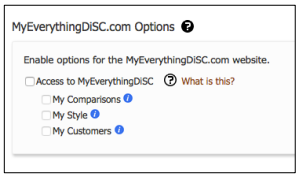


The Ultimate Application Tool

Access Options

- Add MyED to introduce DiSC Model when assigning access code (View=No)
- Add MyED in the classroom – introduce Comparison Reports, set up accounts
- Add MyED as follow-up to training – assign Comparison Reports

Epic Administration



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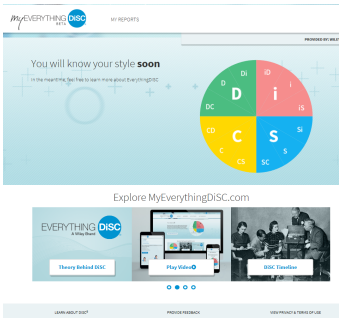
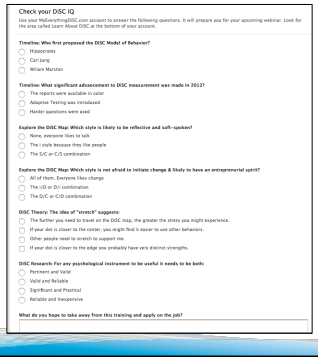
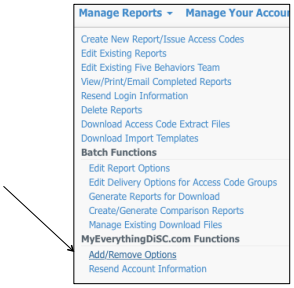
View = No Initial Report Setup



Quiz on DiSC

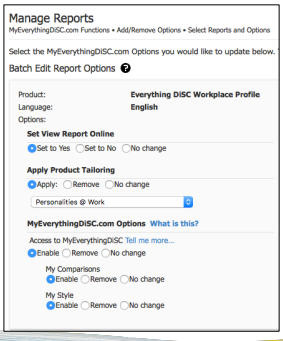


Adding MyED Options



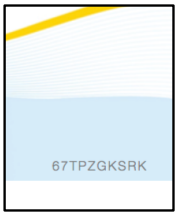
Set View

Choose Options



Adding reports in the classroom

Access Code on Report Cover



Questions?