EVERYTHING DiSC WORKSMART

Effective Managers Start Here

Introducing Everything DiSC® Worksmart

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High Performing Organizations Start with Effective Managers

Research shows that effective managers boost employee retention 3x and performance up to 15x*—**yet 59% lack proper training.** Without the right support, managers struggle to meet the needs of their teams, putting engagement, culture, and performance at risk.

That's where Everything DiSC® Worksmart on Catalyst™ comes in.

EVERYTHING DiSC® WORKSMART

*Gartner, Building an Organization of Great Managers: Upgrade Your HR Strategy 12/26/23

Get to Know Everything DiSC® Worksmart

Introducing Everything DiSC® Worksmart, an essential tool for managers that helps them tackle real-world challenges in the moment, with confidence. This innovative learning experience combines **trusted DiSC® insights** with **focused, one-hour training sessions,** and **on-demand action planning** to support managers as they address critical issues that impact team performance.

With Worksmart, managers receive direct access to **five targeted topics** within their Catalyst™ profile:

- Giving Constructive Feedback
- Managing Conflict
- Empowering Your Team
- Helping Your Team Navigate Change
- Motivating Your Team

The result? A stronger management culture that drives engagement, productivity, and performance across your organization.

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The Everything DiSC® Worksmart Experience Includes:

Five targeted learning modules facilitated by a Practitioner, in about an hour each, that provide action plans managers can apply immediately with their teams.

Module 1: Giving Constructive Feedback

Participants explore the challenges of giving feedback with personalized insights based on their DiSC style. Managers learn the four key elements that make feedback strong, actionable, and encouraging as well as how to flex each of the elements based on their teammates' styles.

Module 2: Managing Conflict

Managers explore their behavioral instincts when they're faced with conflict and examine how others have different instincts based on their unique DiSC styles. Through discussion and reflection, managers will create a custom action plan that will help them manage conflict with a team member.

Module 3: Empowering Your Team

Managers learn how to ensure each of their team members feel confident and effective when they take the lead. They will explore their go-to empowerment approach based on their DiSC style and understand how to adjust their approach to the needs of other styles. Managers build a custom empowerment plan for each of their team members using Catalyst™.

Module 4: Helping Your Team Navigate Change

Managers gain a deeper understanding of change and how to help their team navigate through it. Participants gain exposure to how different DiSC styles respond to change and their varying needs as they adjust to change.

Module 5: Motivating Your Team

Managers explore what's motivating and demotivating for themselves and their team members, based on DiSC style. They also create action plans for fostering a motivating environment where people feel inspired and excited about their work.

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Unlock a High Performing Culture with Everything DiSC® on Catalyst™

Enhance organizational performance by improving employee interactions. This system goes beyond teaching DiSC® and puts learning into practice, leading to professional growth that drives results.

Everything DiSC Workplace on Catalyst: The Foundation

The Workplace assessment and learning experience uses the DiSC® model to help people better understand themselves, appreciate and value different styles, and adapt to the unique needs of each person or situation they encounter so they can foster a more engaged, collaborative, and dynamic culture. All learners should complete an Everything DiSC Workplace assessment and facilitation as a first step.

Everything DiSC Worksmart on Catalyst: Effective Managers Start Here

Worksmart, the next step in the Everything DiSC on Catalyst learning experience, is designed specifically to give managers the tools they need to navigate their top workplace challenges and put what they learn into practice to build more effective teams. In one hour, managers dive into a topic, learn how to adjust their style, and emerge with action plans they can put into place right away.

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Contact me to get started with Worksmart today!

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