Impact of Learner Privacy Feature on Facilitation

To allow learners to explore similarities and differences with coworkers, the "Your colleagues" feature of the Catalyst™ platform makes some information about learners' style, preferences, and tendencies visible to others in their organization. Learners who are not comfortable sharing this information can opt out via a privacy feature in their account settings. To learn more, watch this [video](#).

If a learner opts out of sharing, it may have implications for activities in facilitated sessions. Below we've provided guidelines to help you navigate these facilitated activities.

Fundamentals Module 2: Finding Common Ground Activity

(Virtual and Classroom Versions)

In this activity, paired learners look one another up on the "Your colleagues" page and discuss what their similarities and differences mean for working together. Any participant who has opted out of sharing will be hidden from others on the "Your colleagues" page, and will also be unable to see the DiSC® information of others in the organization. To address this possibility, we recommend the following:

Before the session: Email participants a couple of days in advance to set expectations about sharing during the session. Let them know that if they've disabled sharing in their privacy account settings, they'll need to temporarily turn it back on to participate in this session. Invite any participants who have concerns to reach out so you can address their concerns, or, if necessary, prepare for the alternative activity described below.

At the session: Confirm everyone is sharing at the start of the session to make sure there are no surprises midway through.

Options

There are two options for dealing with participants who have turned off sharing:

1. **Temporarily share:** Participants can temporarily turn on sharing for the duration of the facilitated session. They can do this either through their account settings or via a box at the top of the "Your colleagues" page (note that this box will only be visible to participants who have already opted not to share).

   A participant could make this change at the start of the facilitated session, and then, if desired, turn off sharing at the end of the session (by returning to their account settings).

EVERYTHING DiSC
A Wiley Brand

🏠 Home > Your colleagues
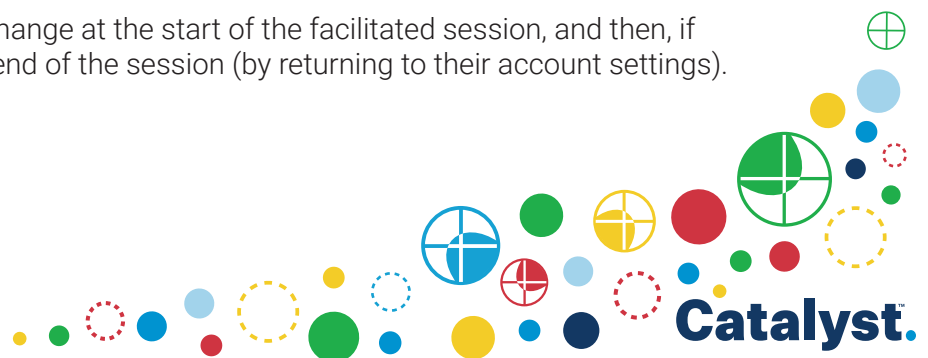
Your colleagues

Search: [Search people]   Sort (425 people): [▲▼]

Filter:

By style
Disabled when you're not sharing
☐ D styles
☐ i styles
☐ S styles
☐ C styles

By department
☐ Account Manager
☐ Architecture Strategy Group
☐ Brand
☐ Brand Digital Team

You're not sharing with colleagues.

Your colleagues can't see your DiSC® information, and you can't see theirs. Choose "Share with colleagues" to explore your similarities and differences and discover strategies for working together.

[SEE A SAMPLE COLLEAGUE]   [SHARE WITH COLLEAGUES] ←

2. Alternative Activity

In the event that any participants are reluctant to turn on sharing for the session, it's still possible for them to engage in a meaningful conversation with colleagues about working together. In these situations, we recommend the following modified activity for either virtual or classroom facilitation:

If possible, pair up participants who prefer not to share (if that's not possible, mixed pairs can also do this activity). Ask these pairs to navigate to "The DiSC® model" page in the DiSC•ology section on the Catalyst™ platform. Have them locate the chart describing the four main styles:

The four styles

D style	**i style**	**S style**	**C style**
Active & skeptical	Active & accepting	Accepting & reflective	Skeptical & reflective
DC D Di	iD i iS	Si S SC	CS C CD
Priorities: getting immediate results, taking action, challenging themselves and others	**Priorities:** expressing enthusiasm, taking action, encouraging collaboration	**Priorities:** giving support, maintaining stability, enjoying collaboration	**Priorities:** ensuring accuracy, maintaining stability, challenging assumptions
Motivated by: power and authority, competition, winning, success	**Motivated by:** social recognition, group activities, friendly relationships	**Motivated by:** stable environments, sincere appreciation, cooperation, opportunities to help	**Motivated by:** opportunities to use expertise or gain knowledge, attention to quality
Fears: loss of control, being taken advantage of, vulnerability	**Fears:** social rejection, disapproval, loss of influence, being ignored	**Fears:** loss of stability, change, loss of harmony, offending others	**Fears:** criticism, slipshod methods, being wrong
Limitations: lack of concern for others, impatience, insensitivity	**Limitations:** impulsiveness, disorganization, lack of follow-through	**Limitations:** overly accommodating, tendency to avoid change, indecisiveness	**Limitations:** overly critical, tendency to overanalyze, isolates self

Catalyst.
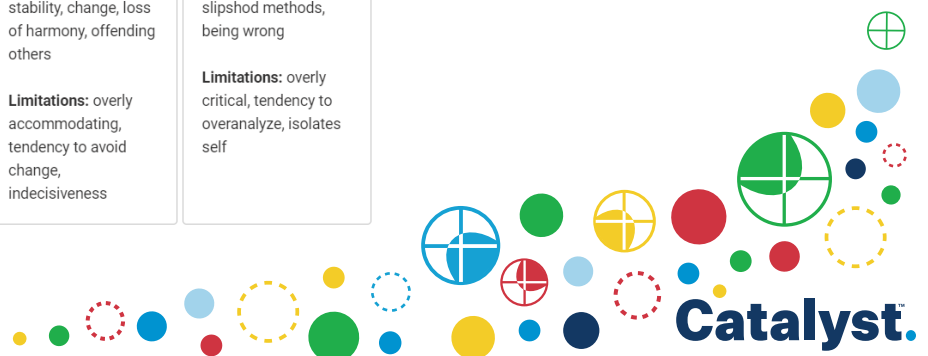
Using this chart, each partner should choose two ideas from their style that resonate with them and discuss:

- Which ideas did you choose for yourself and why?
- To what extent do you identify with the ideas your partner chose? Are these areas of common ground or difference?
- What do these similarities or differences mean for your working relationship? For example, would they help you when it comes to working on a project together? How might they make things more difficult?

By emailing participants about the session in advance, you'll hopefully know ahead of time if anyone is reluctant to share. But it's also helpful to have these questions handy in case it comes up during the session (either as a handout for classroom facilitation or to copy and paste into a virtual breakout room).

Note for classroom facilitation: In the regular classroom version of this activity, participants switch partners midway through and have a second conversation about working with a different colleague. This switch can also be done with the modified activity described above. However, each partner may want to choose only one idea from the chart above for each conversation to account for the shorter discussion time.

Note for virtual facilitation: This alternative activity will only work if you can pair up participants in separate breakout rooms. If you're conducting the discussion as a large virtual group, follow the large-group guidelines provided in the activity instructions in Fundamentals Module 2. You'll need to make the following modification:

Instead of asking non-sharing participants to look one another up in "Your colleagues," ask them to review the sample colleague page and think about what it would be like to work with a person who had the tendencies reflected in the continua. Participants can access the sample colleague page via a button at the top of the "Your colleagues" page (visible only to people who have already opted not to share).