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EVERYTHING DiSC® MANAGEMENT CONCEPTS

How does Everything DiSC Management relate to DiSC®?

Everything DiSC® profiles traditionally provide narrative feedback with a particular area of focus such as interacting with colleagues, selling to clients, or leading a team. Due to the nature of management hierarchy, the focus of *Everything DiSC® Management's* feedback must be multidirectional, providing you with not only specific information about working with individuals you manage, but also about being managed by your supervisors. While still aligning with our cornerstone principle that all DiSC® styles are equally valuable, *Everything DiSC Management* helps you easily navigate otherwise complicated relationships of managing and being managed by people, each with their own behavioral and communication preferences.

Is the Everything DiSC Management assessment valid and reliable?

Yes. In fact, we only publish Everything DiSC products that have surpassed our strict testing standards and have been proven effective through our iterative design process. *Everything DiSC Management* is one of a number of assessments within the Everything DiSC family of products. This assessment builds on over 40 years of DiSC research and knowledge. Specific information related to validity and reliability is available in the *Everything DiSC Research Report* and the *Everything DiSC Research Manual* (in English).

How did you determine the Management Priorities?

First, we used the existing DiSC model research to derive the priorities of managers with different DiSC styles. Next, we collected data to evaluate these hypotheses. From this research, a model of the *Everything DiSC Management* priorities was developed. Both managers and employees were then asked to rate how important they felt various management tasks were for a manager. The *Everything DiSC Management* model accurately reflects real-life management environments and is useful for understanding various approaches to management. More information is available in the *Everything DiSC Research Report* and the *Everything DiSC Research Manual* (in English).

How do you define *management* and differentiate it from *leadership*?

A basic Internet search of *management* and *leadership* yields a vast number of results and you will find that there are as many definitions for *management* and *leadership* as there are experts in the field. In developing *Everything DiSC® Management*, we conducted an analysis of experts in the field to identify the broadest commonalities between definitions. From this, we defined management as bringing out the best in the individual people you manage on a *one-to-one* basis. Leadership, on the other hand, deals more with *one-to-many* scenarios. Thus, leadership definitions focus on bringing out the best in an organization or a collection of people. As you might imagine, the two have overlapping skill sets; however, each requires unique skills. *Everything DiSC® Management* focuses on understanding your own management style, directing and delegating others, providing motivating environments, developing others, and working more effectively with your own manager. In each of these areas, managers will learn to be more effective in *one-to-one* professional relationships.

Why does some of my feedback seem to contradict what I know about my DiSC® style?

There may be times when a person's report and narrative feedback do not seem consistent with characteristics typical of their DiSC® style. For instance, we know that two people with the D style are not identical. This is because the D style is multidimensional and, therefore, contains correlated but separate elements such as forcefulness, directness, and tough-mindedness. There are times when an individual may demonstrate only two out of three of these characteristics and still be classified as a D style. Unexpected behaviors or priorities outside of the typical characteristics of a DiSC style help reflect the depth of a person's individual personality. The *Everything DiSC Supplement for Facilitators* can help you identify these unexpected behaviors and is available for any Everything DiSC profile.

How can I get a deeper understanding of the background and concepts related to Everything DiSC® Management?

For resources such as research reports and coaching tips and tools, refer to the *Everything DiSC Management* Help and Resources links in the Support Materials folder on the USB drive of the *Everything DiSC Management Facilitation Kit*. In addition, you may find detailed information in the *Everything DiSC Research Manual* (in English). Our new, first-in-class learning platform, MyEverythingDiSC, also offers many opportunities to learn more about research and theory of the Everything DiSC model. Here you'll find ways to continue to use and learn from DiSC® on a daily basis. Ask your Authorized Partner or account manager for more information on how to access MyEverythingDiSC.

EVERYTHING DiSC® MANAGEMENT FACILITATION

Does an organization need to have previous knowledge of DiSC® to use Everything DiSC Management?

No. An overview of DiSC® as well as a narrative specific to a participant's DiSC style is provided in the early pages of the *Everything DiSC® Management Profile*. These pages give a sufficient foundation for understanding how an individual's natural tendencies influence their management priorities. The *Everything DiSC Management Facilitation Kit* also covers the foundational elements of the DiSC model so that participants will have the grounding they need to understand the more advanced topics covered in the *Everything DiSC Management Profile*.

What if participants have already taken an assessment for a different Everything DiSC program?

If a participant has already taken an Everything DiSC assessment, you can use the foundational DiSC scores to create a *Management* report for the same person. To create a report, locate the participant's existing Everything DiSC record in EPIC and follow the prompts to create an additional report from that data. Because *Management* has specific items and behavioral priorities associated with it, participants will still have to answer certain items to receive their *Management Profile*. See EPIC Help and Tutorials for more information.

How much class time should I plan for facilitating Everything DiSC® Management?

The *Everything DiSC Management* facilitation consists of six, 60-minute modules. Delivery time depends on group size as well as group and partner discussions. Though possible, it is not recommended that a trainer attempt to deliver all six modules in a single day's session. In addition to the effects of group size and discussion needs, trainers need to consider the large amount of information processing that is required of the participants. Test groups have found that a minimum of two days is best to ensure a positive, enlightening management development experience. Given its modular design, *Management* facilitation can be delivered as a workshop series, with each module serving as a separate workshop.

Can I use this training with both intact groups as well as non-intact groups?

Yes. While the program mainly helps individuals explore their own strengths and challenges in working and communicating with others, the activities in the *Everything DiSC Management* facilitation also help reveal patterns and insights about communicating within an intact work group. When working with an intact group, you may have the opportunity to enrich the program by taking participants' newfound insights to an organizational level in your discussions.

Can the Everything DiSC Management training be delivered in a virtual environment?

Yes. However, as you consider how to adapt *Everything DiSC Management* to a virtual environment; do not underestimate the power of the conversations that are inspired by this training, which are a primary agent for insight processing. Thus, be sure to design your webinar to use interaction tools to their fullest extent. Limiting your class sizes to 15–20 participants will also help facilitate meaningful conversations in a virtual environment.