



Onboarding employees using DiSC assessments can be a valuable and insightful process to help integrate new team members effectively. The DiSC assessment is a tool designed to measure an individual's behavior and communication style, categorizing them into four primary personality traits: Dominance, Influence, Steadiness, and Conscientiousness. Here's a step-by-step guide on how to incorporate DiSC assessments into the onboarding process.

Step 1: Introduction to DiSC

Start by providing a brief overview of the DiSC model (see paragraph above) during the initial onboarding orientation. Explain that the assessment is a self-discovery tool that helps individuals understand their natural tendencies and preferred communication styles.

Step 2: Administer DiSC Assessments

Administering an assessment can be done on your own if you are a subaccount or requested through Group Dynamic. Assessments can be administered outside of a facilitated session and to an individual or a group.

Step 3: Individual Feedback and Expectations

Conduct one-on-one feedback sessions with each employee to discuss their DiSC assessment results. Emphasize that there are no right or wrong styles and that the goal is self-awareness. Be sure to share your DiSC assessment and what you have found helpful- this conversation should go both ways to encourage healthy communication within the organization.

Clearly communicate to employees how the organization values diverse communication styles and how DiSC is used as a tool for understanding, not labeling. Encourage an open-minded and inclusive work culture where differences are celebrated.

Step 4: Incorporate DiSC into Training, Evaluation and Growth

Integrate DiSC principles into other onboarding training sessions. For example, incorporate DiSC insights into communication workshops, conflict resolution training, and leadership development programs to enhance their effectiveness.

Incorporate DiSC assessments into performance evaluations and professional development plans. Encourage employees to revisit their DiSC profiles on the Catalyst Platform periodically and use the insights gained for continuous personal and professional growth.

Step 5: Consider further DiSC Applications

Both DiSC Agile EQ and Management are available on the Catalyst platform and build upon the existing Workplace assessment. These applications can be given to individuals or whole teams at your discretion, with or without a facilitated session. To learn more about Agile EQ and Management applications, please email Group Dynamic.

By incorporating DiSC assessments into the onboarding process, organizations can foster a culture of understanding, collaboration, and effective communication from the very beginning of an employee's tenure.