



Group Dynamic

DiSC Catalyst for People Managers

It is strongly encouraged that People Managers take both the Catalyst DiSC Workplace and Management assessment. The Catalyst platform provides tools to adapt your leadership approach to accommodate your team members' diverse needs and preferences.

Step 1: Learn your Management Style:

- Find “Your Management Style” on Catalyst and explore your priorities, what you enjoy, and what drains you. Remember that any DiSC style can be an effective and influential leader.

Step 2: Explore Team Dynamics:

- Go to “Your Groups” and build groups for your entire team, departments, and projects.
- On *Group Insights*, you can identify potential areas of synergy and possible points of conflict based on the interaction of different DiSC styles within the team.
- If this is a new team, check out *Conversation Starters* to help break the ice.

Step 3. Tailor Communication:

- During team meetings, practice using language that resonates with each DiSC style, emphasizing different aspects of your message to effectively engage all team members.
- Before one-on-one meetings, use the “Your Colleagues” section to compare yourself to your direct report. Make notes of how they will best receive the content of your meeting-constructive feedback, encouragement, challenges, etc.

Step 4. Mitigate Conflict:

- Encourage your team to utilize “Your Colleagues” to learn their work partners' strengths and “Get Advice” for collaborating and managing conflict.
- Facilitate constructive discussions and seek consensus on how, as a team, you will navigate differences and collaborate effectively towards common goals.

Step 5. Provide Development Opportunities:

- Offer training and development opportunities tailored to the strengths of individual team members based on their DiSC profiles.
- Delegate tasks and responsibilities that align with their preferences and capabilities, maximizing productivity and engagement.

An important thing to remember:

As people grow, you will delegate tasks and responsibilities that do not align with their preferences and capabilities. When that happens, use it to coach them on stretching away from their natural style. Agile EQ can help with that, but so can you; help people use what they've learned about the preferences of people different than them in order to understand why certain tasks can be more draining and help them push through that.

Additional Resources: Review the "Manage Up" segment on Catalyst to strengthen your relationships with your manager. Consider taking the DiSC Agile EQ assessment as the next step in your people management growth.