

Frequently Asked Questions

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EVERYTHING DISC[®] AGILE EQ[™] CONCEPTS

What does “Agile” mean in the context of *Agile EQ*?

Within the *Agile EQ* framework, agility is the ability to recognize the emotional and social needs of a situation and act accordingly. Agility is necessary because (1) different situations call for different responses and (2) some situations call for us to respond in ways that may not be the most intuitive or comfortable for us.

Some participants may be used to seeing the word “agile” in the context of software development or project management. In these contexts, the term often refers to a set of practices that break large projects into smaller, iterative initiatives so that cross-functional teams can react quickly to changes. However, in all of these settings (including emotional intelligence), agility is necessary to remain competitive in a professional world that is increasingly interdependent, fluid, and unpredictable.

Is the *Everything DiSC*[®] 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*[®] *Agile EQ*[™] 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 Manual* (in English).

How are *Agile EQ* mindsets measured?

Each of the eight mindsets are measured using item (i.e., question) responses gathered during the assessment process. This assessment asks participants to respond to statements like “I am even-tempered” on a five-point “strongly agree” to “strongly disagree” scale. The *Agile EQ* assessment also asks participants to rate how easy or difficult social or emotional tasks are for them on a five-point scale, ranging from “very difficult” to “very easy.” Sample items include “Making small talk with people I barely know,” “Keeping my emotions from showing when I am angry,” and “Standing up to people who are being too aggressive.” These responses are then aggregated to form scales, which are then presented to participants in the effort meter sections of the profile.

Can effort meter scores for the mindsets change?

Yes. Unlike DiSC styles (which, on average, are not expected to change significantly as a function of maturation), a person can become more comfortable with mindsets that are outside their comfort zone and this may be reflected in their effort meter results.

Will my DiSC[®] style be different in Agile EQ than it is in Workplace or other Everything DiSC[®] applications?

The assessment items used to determine a person's DiSC style and dot placement in *Everything DiSC[®] Agile EQ[™]* are exactly the same as the items used for *Everything DiSC Workplace[®]*, *Productive Conflict, Management, Sales, or Work of Leaders*. *Agile EQ* also has product-specific assessment items that measure the mindsets.

When someone takes the Everything DiSC assessment again, they generally do not answer the questions exactly the same way. The median change that we see is 12 degrees within the circle. So, someone's dot is bound to move a little, even when the person is taking the same application.

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 mindsets 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.

EVERYTHING DiSC® AGILE EQ™ FACILITATION

Does an organization need to have previous knowledge of DiSC® to use *Everything DiSC® Agile EQ™*?

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 Agile EQ Profile*. These pages give a sufficient foundation for understanding how an individual's natural tendencies influence their approach to various interpersonal and emotionally charged situations. The *Everything DiSC Agile EQ Facilitation Kit* also covers the foundational elements of the DiSC model.

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 an *Agile EQ* 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 *Agile EQ* has specific items associated with it, participants will still have to answer certain items to receive their *Agile EQ Profile*. See EPIC Help for more information.

How much class time should I plan for facilitating *Everything DiSC Agile EQ*?

The *Everything DiSC Agile EQ* facilitation consists of three modules, which vary in length from 60 to 100 minutes each. Delivery time depends on group size as well as group and partner discussions. It is possible to effectively deliver all three modules in a half-day session.

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

Yes. The program mainly helps individuals explore how to navigate outside their comfort zone in various interpersonal and emotionally charged situations. But the activities in the *Everything DiSC Agile EQ* facilitation also help reveal patterns and insights about interactions and dynamics 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 Agile EQ* training be delivered in a virtual environment?

Yes. However, as you consider how to adapt *Everything DiSC Agile EQ* 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.