

Video Viewing Guide

Catalyst.



Video Viewing Guide

Everything DiSC® on Catalyst™ video provides both theoretical explanations and practical examples of the use of DiSC® principles in the workplace. Forming an integral part of many facilitation activities, these videos explore key concepts and show real-world examples of the ways in which participants can use DiSC to expand their self-awareness, build relationships, and develop their emotional intelligence.

This guide provides an overview of the video content within the facilitation kit. *Everything DiSC on Catalyst* video is available with English subtitles or without subtitles. Some of these videos are also featured on the Catalyst™ platform.

Everything DiSC® Fundamentals



INTRODUCTION TO DiSC®

Introduces the DiSC model and explores why workplace interactions can be both highly meaningful and highly complex.

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THE DiSC MODEL

Provides an overview of the DiSC model and can be used as an optional recap of key DiSC concepts.

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Workplace



GALAXY PROJECT

Uses a team project scenario to introduce four coworkers of different DiSC styles and to elicit people's instinctive reaction to each style.

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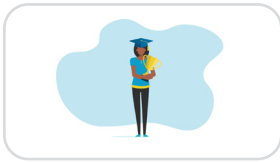


WORKING WITH THE STYLES

Includes team discussions about the challenges of working with each DiSC style and strategies for becoming more effective in those relationships.

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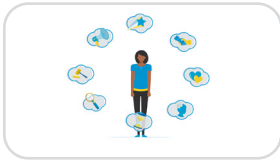
Agile EQ™



YOUR EQ STRENGTHS

Introduces the concept of EQ and explores why some aspects of EQ may come more naturally than others.

Page 9



BEYOND YOUR COMFORT ZONE

Describes the potential issues with only using those mindsets that are comfortable.

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ASK THE EXPERT

Each video shows an “expert” (someone who is good at a particular mindset) describing the benefits of the mindset.

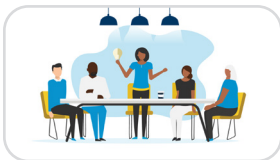
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MINDSETS IN ACTION

This series of videos illustrates a natural mindset and two stretch mindsets for each of the four DiSC® styles.

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DEVELOP YOUR EQ

Shows the value of stretching beyond one’s comfort zone and what it takes to do so.

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Everything DiSC® Fundamentals



INTRODUCTION TO DiSC®

Total Length: 4:25 minutes

Even though people tend to think of their work lives in terms of big, consequential moments, more often, it's the small interactions that make the difference between a good day and a bad one. This video segment introduces the DiSC® model and describes how using DiSC to better understand ourselves and the people around us can lead to more productive and meaningful experiences at work.



THE DiSC MODEL

Total Length: 3:30 minutes

Also featured on the Catalyst™ platform

This video segment appears in the Optional Recap section at the start of each Classroom Facilitation module and is also included on the Catalyst platform. Designed to provide a review of key information about the DiSC model, the video describes the four main DiSC styles and explains concepts such as inclination and shading. Facilitators should use their discretion to determine when this video review is necessary.

Workplace



GALAXY PROJECT

Total Length: 11 minutes

These segments let participants experience their instinctive reactions to the four DiSC® styles. Four coworkers are introduced in the context of a team project.

Using the Galaxy Project Segments in Facilitation

These segments are used in Workplace Module 2: You and Other Styles, where they help participants experience their initial reactions to each style. As they watch each segment, participants go through a process of identifying each character's DiSC style, stressors, and conflict reactions.



Galaxy Project—Part 1

In this video, the team members discuss how they'll approach an impending project deadline. Each character provides a brief aside to help clarify the person's DiSC style.



Galaxy Project—Part 2

In this video, which takes place later in the same day as the first one, team members continue to discuss their project. The character asides provide insight as to what causes stress for each person.



Galaxy Project—Part 3

Classroom facilitation only

In this video, which takes place on the day of the project presentation, team members are feeling unprepared. The character asides provide insight as to how each person responds during conflict.



WORKING WITH THE STYLES

Total Length: 10 minutes

These segments, which take place roughly six months after the Galaxy Project videos, show the team discussing specific strategies for working with different DiSC® styles. Each team member recounts examples of issues they've faced in working with one another and how they've applied what they've learned about one another's styles to improve their relationships.

Using the Working with the Styles Segments in Facilitation

These four segments are used in Workplace Module 3: Build Better Relationships, where they help participants see different approaches to working more effectively with each DiSC style.



Working with the D Style

In this video, the team discusses challenges and effective strategies for working with Sally, who has a D style.

Stephanie (i style) says that she understands that Sally wants to get things done, so, when talking with Sally, she tries to get to the point more quickly. Stephanie also tries not to take things personally when Sally communicates more bluntly.

Tom (S style) used to think that Sally was abrupt, but now he understands that it is because she is focused on getting things done. Like Stephanie, he tries not to take things personally when Sally communicates more bluntly.

Dante (C style) thinks that Sally moves too fast sometimes, but now he tries to make a fair assessment of her suggestions. He's getting better about pushing for more time when needed while also recognizing that sometimes he needs to allow things to progress.

Sally (D style) has no problem confronting others and speaking her mind, but she forgets that others may struggle with this. So, she encourages her coworkers to push back and say something to her if they disagree or have another opinion to offer.



Working with the i Style

In this video, the team discusses challenges and effective strategies for working with Stephanie, who has an i style.

Sally (D style) used to think that Stephanie put too much emphasis on relationships, but now is learning to make the relationship with Stephanie a priority since that is key for Stephanie.

Tom (S style) thinks that things with Stephanie can be chaotic at times. He recognizes that she has a lot of ideas and energy at the start of a project, but that she loses interest when things become routine, so he is working on finding a balance between supporting and questioning her ideas.

Dante (C style) also thinks things can be chaotic with Stephanie, but his response would be to just shut things down. He's now learning to allow himself time to sit with things and think about Stephanie's ideas before reacting.

Stephanie (i style) often felt shut down or ignored in the past. She wants people to hear her out to help her feel like she is part of the team, and she says the team is now doing a better job of this.



Working with the S Style

In this video, the team discusses challenges and effective strategies for working with Tom, who has an S style.

Sally (D style) says that Tom is good about bringing other views into projects, which she initially thought was slowing things down. But now she's learning that the group needs other opinions to get buy-in.

Stephanie (i style) acknowledges that she tends to bounce around rather than seeing things through, which has caused problems with Tom in the past. She's learning to check in more often, especially when she decides to switch gears on Tom.

Dante (C style) notes that he and Tom are similar in that they can both take too much time on a project. He says that he and Tom are learning to encourage each other to take risks to get things done more quickly.

Tom (S style) says he has a hard time committing to a decision when it is unclear how it will affect the team. He wants an understanding of where things are going and how others are going to be affected before buying in.

**Working with the C Style**

In this video, the team discusses challenges and effective strategies for working with Dante, who has a C style.

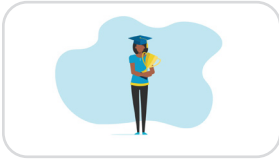
Sally (D style) knows that Dante needs time to sit with things. She makes sure she gets Dante any background materials in advance and takes the time to identify what needs to be done in order to move forward.

Stephanie (i style) didn't think Dante felt like he could count on her, and she often pushed too hard for him to understand her ideas. Now, she knows that she needs to slow down and focus on the facts when working with Dante.

Tom (S style) was never sure when to approach Dante or how to bring things up. Now, Tom tries not to interrupt when Dante is working, sometimes finding that email is a more effective communication method.

Dante (C style) wants to fully understand ideas and to know what is behind them. It isn't his intent to appear closed off; he's usually just thinking. Although he does like to get absorbed in what he's doing, that doesn't mean that he always wants to work alone.

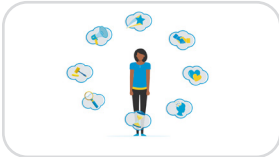
Agile EQ™



YOUR EQ STRENGTHS

Total Length: 2:55 minutes

This video introduces the idea of EQ. It explains how some types of emotional intelligence may come more naturally to people than others, depending on their DiSC® style, and it describes the value of using one's strengths in new ways.



BEYOND YOUR COMFORT ZONE

Total Length: 3:09 minutes

Also featured on the Catalyst™ platform

This video describes the potential issues with only using those mindsets that someone finds comfortable or natural. It helps people to understand that they have many options when addressing a situation and the importance of recognizing those options.



ASK THE EXPERT

Total Length: 19 minutes

Also featured on the Catalyst platform

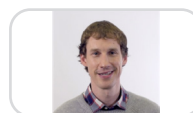
Each video shows an "expert" (someone who is good at a particular mindset) describing the benefits of the mindset.

Using the Ask the Expert Segments in Facilitation

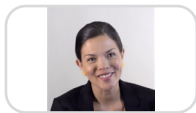
Designed as an accompaniment to the Ask the Expert activity in Agile EQ™ Module 2: Beyond Your Comfort Zone (Classroom Facilitation only), these videos can be used to represent any mindset not covered by participants. There's one segment for each of the eight mindsets. In each segment, a person speaks to their natural mindset, describing how they use it, the benefits, what others might be missing by not using it, and some tips for how to adopt the mindset.



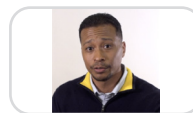
Dynamic Mindset



Composed Mindset



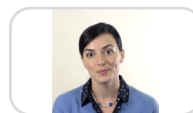
Outgoing Mindset



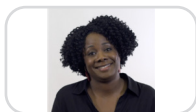
Objective Mindset



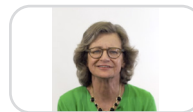
Empathizing Mindset



Resolute Mindset



Receptive Mindset



Self-Assured Mindset



MINDSETS IN ACTION

Total Length: 20 minutes

This series of videos illustrates a natural mindset and two stretch mindsets for each of the four DiSC® styles.

Using the Mindsets in Action Segments in Facilitation

These segments are used in Agile EQ™ Module 2: Beyond Your Comfort Zone as part of the Mindsets in Action activity. Participants select a character with a given DiSC style and watch and discuss a video of that character using a natural mindset. Then, participants are presented with two optional stretch mindsets for that same character and choose which one they'd like to see. They then watch and discuss the second video, noting the differences between the first example and the second.



Sally's Natural Mindset: Self-Assured

Sally's Chosen Mindset: Composed

Sally's Chosen Mindset: Receptive



Stephanie's Natural Mindset: Empathizing

Stephanie's Chosen Mindset: Objective

Stephanie's Chosen Mindset: Self-Assured



Tom's Natural Mindset: Receptive

Tom's Chosen Mindset: Dynamic

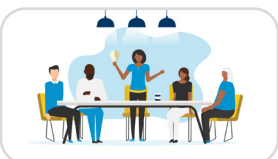
Tom's Chosen Mindset: Resolute



Dante's Natural Mindset: Composed

Dante's Chosen Mindset: Empathizing

Dante's Chosen Mindset: Outgoing



DEVELOP YOUR EQ

Total Length: 2:23 minutes

This video acknowledges that it can be difficult to adopt new mindsets and presents some options for taking small, manageable steps that can lead to increased agility with one's emotional intelligence.