

Get Advice Tool

The Get Advice tool on Catalyst™ provides learners the ability to quickly solve problems with colleagues. Learners can look up a colleague and get style-specific suggestions on the following topics: connecting, collaborating, getting buy-in, and managing tension.

1. Click **Get advice** in the *Tools from DiSC®* section of the home page.

The screenshot shows the Catalyst home page for a user named Matas. The top navigation bar includes the DiSC logo, the user's name 'Hi Matas', a 'Log out' button, and a menu icon. The main content area features a large header with the text 'Matas, you have an Si style' and a sub-header 'That means you're probably agreeable and empathetic, focused on relationships and maintaining harmony.' Below this is a 'Learn about your style' button. To the right is a circular DiSC diagram with 'Si' highlighted and an illustration of a person in a yoga pose. Below the header is a section titled 'Tools from DiSC®' containing three cards: 'Compare to a colleague', 'Build a group', and 'Get advice'. The 'Get advice' card is highlighted with a red dashed border and contains the text 'Tackle common problems with coworkers.' and an illustration of two people talking.

2. Click a topic card: *Connecting*, *Collaborating*, *Getting buy-in*, or *Managing tension*.

The screenshot shows the Catalyst interface. At the top, there is a dark blue header with the 'EVERYTHING DiSC A Wiley Brand' logo on the left, the user name 'Hi Matas' and a profile picture in the center, and a 'Log out' button on the right. Below the header, the main content area has a white background. At the top of this area, the text reads 'What do you need advice about?' followed by 'To get help working with a colleague, start by choosing a topic.' Below this text are four topic cards arranged in a 2x2 grid. Each card has a title, a short paragraph of text, and a circular icon. The cards are: 1. 'Connecting' with the text 'Want to build trust with a coworker? Or get more comfortable communicating with a teammate?' and an icon of two people talking. 2. 'Collaborating' with the text 'Looking to work more effectively with a colleague? Or figure out why you both take different approaches to a project?' and an icon of two people with a lightbulb above them. 3. 'Getting buy-in' with the text 'Want to get a teammate excited about your ideas? Or get a coworker to really consider your perspective?' and an icon of a person speaking. 4. 'Managing tension' with the text 'Are conversations with a coworker leaving you frustrated? Looking for effective ways to disagree?' and an icon of two people in a discussion.

3. Enter a colleague's name and then select it from the dropdown. Only colleagues who are sharing their information can be selected.

Clicking the *Get Advice on Another Topic* link at the top of the page opens the topic cards page.

The screenshot shows the Catalyst interface. At the top left is the 'EVERYTHING DiSC A Wiley Brand' logo. At the top right, it says 'Hi Matas' next to a profile picture, and a 'Log out' button. Below the header is a navigation bar with a link '< GET ADVICE ON ANOTHER TOPIC'. The main content area features a 'Connecting' topic card. The card has a circular icon of two people and the title 'Connecting'. Below the title is a paragraph: 'It's easier to share ideas or get on the same page when you understand and feel comfortable with a coworker. But building that understanding can take time and effort. Connecting is about creating stronger rapport with coworkers based on both your needs and tendencies.' Below the paragraph is a search prompt: 'Who do you want to connect with? Search for a colleague.' There are two input fields. The first contains 'Ashley'. The second is open, showing a dropdown menu with 'Ashley Williams' selected. A mouse cursor is pointing at 'Ashley Williams'. Below the dropdown is a circular profile picture of a man in a white shirt and tie, with a large grey speech bubble icon behind it.

Topic-specific information and tips are then displayed on the page.

Collaborating with Ashley

Let's look at a couple of tendencies that could affect the way you and Ashley collaborate.

Consider, for example, that you're very unstructured and Ashley is very structured. Ashley's tendency to plan can help you two avoid preventable pitfalls. And your willingness to improvise may come in handy when things don't go according to plan. But whereas Ashley likely sees joint decisions as final, you may think of them as more flexible.



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Additionally, you're very fast-paced, and Ashley is somewhat steady-paced. So you may have different expectations about how much time and effort tasks will require. You may become frustrated with Ashley's more cautious pace. And Ashley may sometimes find your faster pace stressful or worry you're rushing when more care is required



[DETAILS](#) ▾

Tips

Keep in mind

A lack of structure may be stressful for them. Be mindful that Ashley probably needs more closure than you do. And they likely find improvisation and a lack of preparation to be stressful.

Your differences can be a source of strength. Once you acknowledge your differences, you might be able to distribute tasks based on whether they require quick action or a more careful approach. And your differences can serve to balance out your pace, making sure you aren't moving too quickly or too slowly.

Take action

Don't change course without discussion. Discuss any shortcuts or alternate approaches you come up with before you take them. Be prepared to make a case to Ashley for why a change to the plan would be beneficial—and to listen to any concerns they raise.

Voice your concerns. Let Ashley know when you feel strongly that more urgency is called for. Identify your specific concerns. And be prepared to listen to any concerns they raise in response so you can work together to identify the best path forward.

