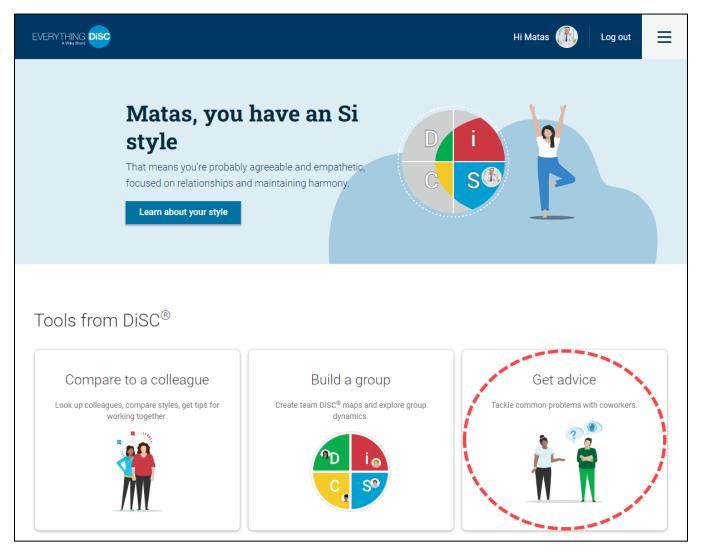


# **Get Advice Tool**

The Get Advice tool on Catalyst<sup>™</sup> 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.

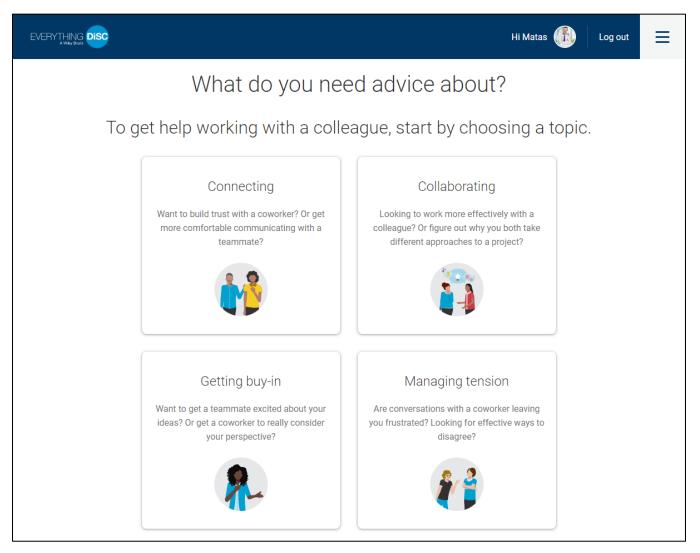
1. Click **Get advice** in the *Tools from DiSC®* section of the home page.







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







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.

	Hi Matas 🅼	Log out	≡
< GET ADVICE ON ANOTHER TOPIC			
	💕 Connecting		
comfortable with	re ideas or get on the same page when you understand and feel n a coworker. But building that understanding can take time and ng is about creating stronger rapport with coworkers based on both your needs and tendencies.		
	Who do you want to connect with? Search for a colleague.		
	Ashley Williams		





## 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.



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



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.





