

Team Discussion: DiSC Group Maps

Before You Begin

Description: This is a fun, virtual activity you can do with your team to help build trust and an appreciation of important differences. It can take anywhere between 20 and 50 minutes, depending on the size of your group and how quickly you want to move. Note that this activity does assume that everyone in the group has a basic understanding of the 4 DiSC styles. Ideal group size is between 4 and 15 people.

Step 1: Create a group map of your team in Catalyst using [this link](#). When you open up your group, there will be a DiSC map that shows everyone on the team. You'll review this group map with the team as part of the activity.

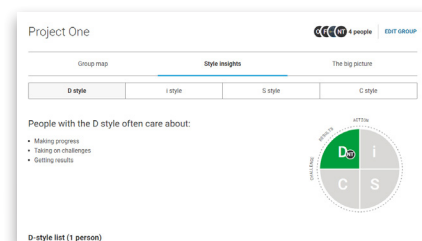
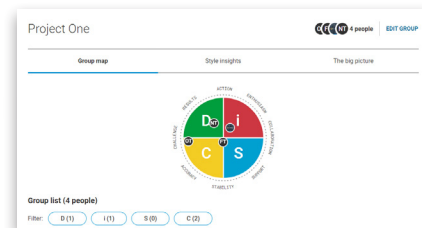
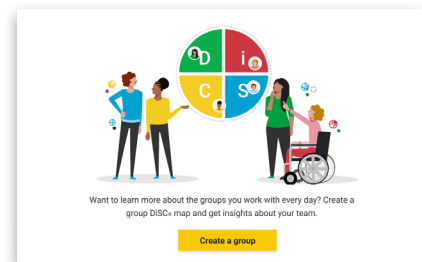
Step 2: Create a virtual meeting with your team go to the Group Map section for your team on Catalyst. Share your screen and ask the group, **"Are there any surprises on the map for anyone?"**

Note: you may need to remind people what the four styles are. D: direct & firm; i: outgoing & enthusiastic; S: even-tempered and accommodating; C: analytical & reserved.

Step 3: Navigate to the "Style Insights" tab along the top of the screen. You will see a description of the D style and group members with that style. Ask the team members with a D style any of the following:

- **"Which of the bullets do you identify with most?"**
- **"How does this impact how you approach your work?"**
- **"How has this helped you in your career?"**

Repeat this discussion with the other three style tabs, spending 5-8 minutes on each. If there are no team members in a particular quadrant, skip that style.



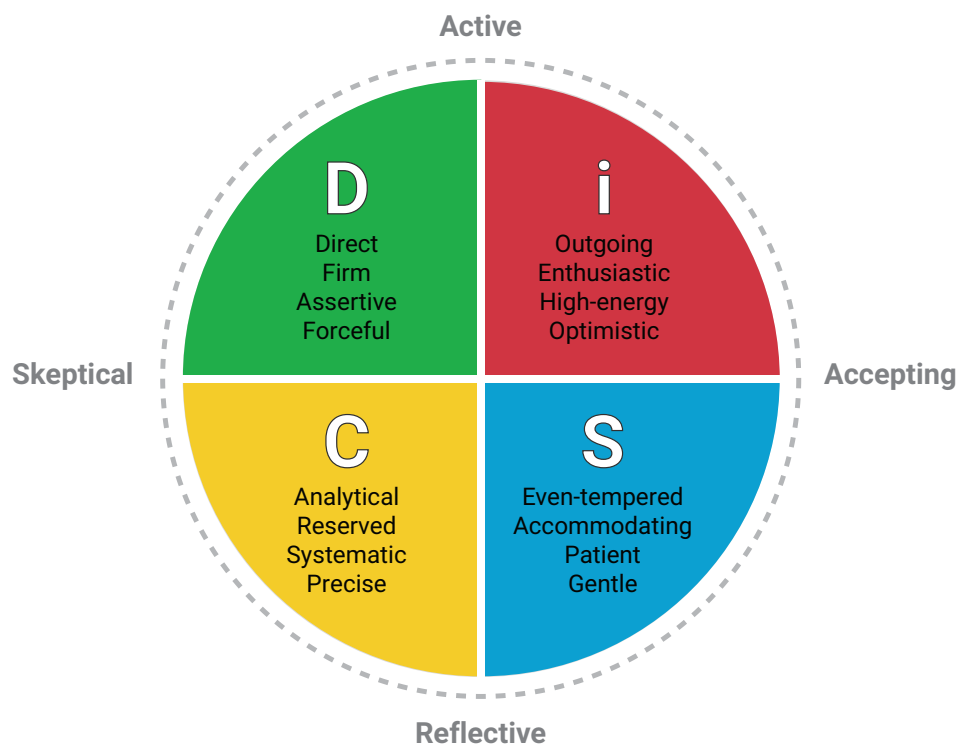
Step 4: Return to the “Group Map” tab. Ask the team any of the following:

- **Did you hear anything that surprised you?**
- **Of all the bullets, were there ones from other styles that you didn’t relate to as well?**
- **Is there any way you (or the team as a whole) might act or think differently after this discussion?**

Step 5: Ask everyone to look up two colleagues in Catalyst over the next week and identify one important similarity and difference between you.

DiSC REFERENCE

DiSC is a simple personality model that measures preferences and tendencies. It is most frequently used to help people understand the different ways that they approach their work and relationships.



When it comes to understanding yourself or other people, remember that DiSC isn’t the whole story. Keep these key ideas in mind:

1. All DiSC styles and priorities are equally valuable, and everyone is a blend of all four styles.
2. Your work style is also influenced by other factors, such as life experiences, education, and maturity.

