

Team Development Programs

Assessment Descriptions | June 2024

The DiSC on Catalyst® Profile

The DiSC on Catalyst® Profile is a personalized learning platform that acts as a single access point for both individuals and teams. The DiSC® is a model of human behavior that helps people understand “why they do what they do.” The DiSC dimensions of behavior (Dominance, influencing, Steadiness, and Conscientiousness) make up the DiSC model and interact with other factors to describe the typical behavioral styles of individuals. DiSC is a nonjudgmental language for exploring issues across four primary DiSC dimensions of behavior. Catalyst integrates DiSC into the flow of work, ensuring takeaways are readily applied.

- Deepens self-understanding through the lens of each learner’s unique DiSC style.
- Gives learners insight into their own preferences and tendencies.
- Lays the groundwork for a transformational learning experience full of “aha!” moments.

The Find Colleagues feature enables teams to integrate DiSC into their day-to-day work lives:

- Compare DiSC styles and gain tips for more effective interactions.
- Easily navigate through the platform to view comparison continua, actionable tips, and more.
- Adapt to the unique needs of each person and situation the encounter in real time.

CliftonStrengths® Assessment

Our strengths are often so close to our identities, that we are not able to see our own uniqueness. We may be able to identify tasks in which we have high ability – perhaps those things that we would say we are good at doing, but are we accurate in identifying those things as strengths? When individuals and teams use the Clifton Strengths Finder assessment to discover what you do best, you'll have stronger team dynamics, better conversations, and increased collaboration. All too often, our natural talents go untapped. From the cradle to the cubicle, we devote more time to fixing our shortcomings than to developing our strengths. A strengths-based approach to leading your team pays off for more than the bottom line. You can use a strengths-based approach to answer questions like: How can I improve teamwork? How can I improve team dynamics? How can I improve team collaboration? Why? Because the Clifton Strengths assessment gives people a common language and vocabulary to better describe, communicate with and understand each other. Plus, when you have people in roles

that fit their talents, their energy and passion can fuel their own great performance and inspire the same from their partners.

Emotional Intelligence (EQ - Emotional Quotient)

The overall result of well-developed emotional intelligence is healthy emotional and social thriving, which is linked to an individual's well-being (and happiness). The EQ-I model of emotional intelligence is comprised of 16 specifically defined components of an individual's socio-emotional functioning. EQ is a relatively recent behavioral model, rising to prominence with Daniel Goleman's 1995 book called Emotional Intelligence. Emotional Intelligence is increasingly relevant to team development because the EQ principles provide a new way to understand and assess people's behaviors, management styles, attitudes, interpersonal skills, and potential.

The Four Lenses™

The Four Lenses is a temperament model that helps individuals and organizations establish a common language and value system for diverse perspectives and unique talent in the workplace and in life. Because our paradigms are so influential, we often struggle communicating with those who have a different perspective. By failing to truly understand those around us, surely, we are missing one of the greatest opportunities life has to offer. The Four Lenses will help your team change the way you see one another. Participants discover unique aspects about themselves and everyone around them. After completing the Four Lenses, participants learn to interact with others in a powerful new way.

The Immunity to Change™

The Immunity to Change™ approach is specifically designed to help individuals, work teams, and organizations make those personal and collective changes that are most important to them– but have proven resistant even to thoughtful plans and heartfelt intentions. This seminar is the first step in deepening your knowledge and experience with Immunity to Change™ for your own personal change initiative. Participants will learn how to create powerful individual Immunity to Change™ maps during the seminar and uncover the hidden immune system that prevents change. This type of seminar can be extended for assisting teams to uncover their team immunity to change in a similar format.