GREETINGS MANAGERS, EPIC ADMINISTRATORS, AND TRAINERS

Happy New Year and welcome to our first quarter newsletter. We hope you are looking forward to a new beginning in 2021 as we continue the fight to overcome COVID-19. The focus of this newsletter will be DiSC® Workplace on Catalyst Platform announced in July 2020.

EVERYTHING DISC® WORKPLACE ON CATALYST PLAFORM – OFFICIAL RELEASE

The DiSC® Workplace on Catalyst Platform rollout is now complete! Recall from our 2Q2020 Newsletter, this new solution was introduced in a pilot program in which some of you were invited to participate. The pilot program was very successful and the rollout of the product commenced in July 2020.

To recap, Everything DiSC® Catalyst is a learning platform that gives participants access to complete their assessments and view their reports immediately online. Also, its interactivity in classroom participation makes it ideal for trainers to reach students virtually in a meaningful way. Plus this makes it a very viable alternative for training organizations during COVID given the preferred option for training is by online delivery.

Free Catalyst Upgrade Available for Past DiSC Learners

Our vendor, Wiley and Sons, offered learners a free upgrade of the DiSC® Workplace Report to DiSC® on Catalyst (i.e., move from a static, PDF report to a web-based report). Initially, the free upgrade was to expire on December 31, 2020. Since then, a couple updates have occurred:

a) The Free upgrade timeframe extends until April 30, 2021.
b) The Free upgrade now expands to include DiSC® Classic profiles (electronic versions only).
c) The upgrade applies only for English assessments.*

This means your learners can still obtain free upgrades from their current DiSC® profile to DiSC® Catalyst profile. The window for free upgrade will close on April 30, 2021.

Future Assessments Migrating to Catalyst Platform

Since our last newsletter, the Everything DiSC® Agile EQ™ assessment has been added to the Catalyst Platform. As a learner, the benefits of the Catalyst platform capability now exists when deciphering Everything DiSC® Agile EQ™. Again those benefits include interactive virtual classroom participation and ease of use on virtual learning platforms such as ZOOM, Microsoft Team, etc.

Our vendor is committed to port additional DiSC® Assessments (Management, Productive Conflict, Sales, DiSC Work of Leaders®, DiSC 363® for Leaders, and DiSC Classic (electronic profiles only) onto the Catalyst Platform in the near future. Our future newsletter will update you on when these additions will occur. *All upgrades are available for English profiles only.*

LIVE CATALYST DEMONSTRATIONS FOR SUB-ACCOUNT CLIENTS

We view the Catalyst platform as the next generation of delivery for online assessments. We will be hosting private demonstrations of the Catalyst Platform for all clients with EPIC sub-accounts. Based on the questions received about the new platform, we believe this is the fastest way to get everyone up to speed. We encourage you to have your trainers and EPIC administrators attend this virtual session. There will also be time allotted for a Q&A segment to get individual questions addressed. **We will contact the account owners via email to set up web-conferencing appointments for the live demo.**

Pricing using Catalyst Platform

The table below reflects EPIC credits to purchase the DiSC® Workplace on Catalyst and the EPIC credits needed when an additional assessments is added. We do incentivize you when your initial assessment is through the Catalyst Platform. Studying the table below, fewer credits are required to attain incremental assessments when purchased via an existing Catalyst Platform.

Learner Pricing Table	New Learner	Past DiSC Learner
Workplace on Catalyst (Base experience)	15 Credits	FREE UPGRADE
Agile EQ on Catalyst (Add-on experience)	+10 Credits	+10 Credits FREE UPGRADE *For Past Agile EQ Learners*

Upgrade Everything DiSC Facilitation Kits to Include Catalyst Materials

Upgrading current Everything DiSC® Facilitation Kits to include Catalyst Materials is free to all clients that have purchased Everything DiSC® Facilitation Kits. If you haven't done so, we encourage you to do so now. Click on the link below **with your serial number handy** to complete the upgrade.

https://register.everythingdisc.com/

We know you may not have your serial number at your fingertips in which case just send us an email authorizing us to request this information from Wiley. We

are happy to support you to complete this step.

On-Demand Video Tutorials -- DiSC on Catalyst Training for Trainers

https://teamforresults.com/disc-on-catalyst-training-tutorials/

We previously shared this resource with you in an earlier newsletter. This resource serves as an on-demand tutorial for those needing the training near-term. Live Demo sessions, mentioned earlier, will include updates to these tutorials.

Tutorials on this page are categorized by a single topic area allowing trainers and facilitators to learn in small snippets. We recommend trainers complete all the tutorials over time to build their knowledge thereby maximizing the benefits and functionality provided through this platform. Three tutorials are provided:

- Tutorial#1 - Assign a Catalyst Access Code (Using your EPIC Subaccount)
- Tutorial#2 - Walk-Through of the Catalyst Platform
- Tutorial#3 - Preview of the Facilitation Guide
- DiSC Catalyst FAQ

EPIC SUB-ACCOUNT

The Everything DiSC Workplace® on Catalyst and DiSC Agile™ have now been added to your EPIC subaccount. This mean you can assign codes to generate these assessments via EPIC capability on your sub-account platform. Tutorial#1 above provides step-by-step pictorial views on how to make this happen.

EPIC Credits

Good news! Our vendor, Wiley & Sons did not announce a price increase for EPIC Credits in the New Year. Of course, let us know when you need to order additional EPIC credits, facilitator kits, certification classes and/or other products. We process new orders within 24-48 hours of receipt.

UPDATES FOR TRADITIONAL DISC PRODUCTS

This section pertains to the traditional Everything DiSC and 5 Behaviors facilitation kits and supporting assessments.

We previously provided training videos in a new format to support virtual training using our traditional products. These videos complement the existing Everything DiSC® and 5

Behaviors applications (facilitation kits) you have previously purchased.

Embedded in the link below are **video resources** available at no additional cost. I'm happy to relay that we are able to extend these video to you through December 31, 2021. The video resources support the following Everything DiSC® and 5-Behaviors Products:

- Workplace
- Conflict
- Agile EQ
- Management
- 5-Behaviors of a Functional Team

http://teamforresults.com/everything-disc-video-resoruces/

Updated Everything DiSC Work of Leaders Virtual Facilitation Kit– Now Available

This facilitation kit has been updated to support virtual facilitation. The new materials include Virtual Facilitation Activities Guide, revised PowerPoint®, and virtual handouts (English only). These updated facilitation documents provide concrete guidance for hosting a virtual Everything DiSC® Work of Leaders session focused on the most impactful activities. The overview provides a high-level look at the activities and options, followed by a more

detailed description of each activity. We encourage you to be creative with these ideas, given your situation and the capabilities of your virtual delivery platform.

Client Questions

We received a number of questions about online learning activities for trainers, especially for DiSC® on Catalyst platform. To address this need, we will be hosting Live Demonstration for our clients during January and February. We will email EPIC account owners in the next couple weeks to schedule sessions.

Also, we encourage you to take advantage of the Virtual Showcases mentioned below to gain new insights. *Showcases are complimentary one-hour training sessions. To register for a showcase, forward us the name and email address of the registrant. Multiple people can attend from a single organization.*

An earlier section in this newsletter addresses what to do to complete the kits upgrade.

Training Showcases

First, if you haven't taken advantage of the virtual training showcases, I encourage you to join a session as my guest. This is a great opportunity for L&D Managers and trainers to experience products and assess if they are right for your agency without having to leave your office. Contact us to register for an upcoming session. The showcases are typically 60 minutes.

Virtual Showcases:	January 12	1:00 – 2:00 pm CST
	January 21	10:00 – 11:00 am CST
Engage, Connect, Adapt: Equipping Your Workforce to Thrive	February 18	10:00 – 12:00 am CST
	March 02	1:00 – 2:00 pm CST
The Five Behaviors: Unleash the Power of Teamwork	March 18	10:00 – 11:00 am CST
	February 19	11:00 – 12:00 pm CST
	March 17	11:00 – 12:00 pm CST

UPCOMING SHOWCASE SCHEDULE

For easy reference, we are providing a list of upcoming classes over the next several months in the tables below. We hope this will be helpful for planning purposes. To access the most recent availability of Everything DiSC classes, **click the link below** *then pull down to the bottom of the web page* to see the current list of classes. Contact us if you want to register your trainers for a certification class and to obtain pricing information. Discounts are available for multiple attendees. Recall also that trainers can earn SHRM or CPLP recertification credits for most classes.

https://www.everythingdisc.com/managementresourceservices

DiSC® Certification Training Sessions

As many of you know, the certification classes fill up quickly. The demand has been particularly high for the virtual certification classes. It is exciting to see so many trainers complete their certification. We only have a small quantity of seats available for winter and spring classes which are shown below. We encourage you to sign up early to get the time and location you prefer. Contact us to complete registration.

SESSION	DATE	NOTES
Virtual On-Line Certification: Everything DiSC Workplace	Jan 14, Jan 28, Feb 4, Feb 11	2:00 pm – 3:30 pm CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	Jan 15, Jan 29, Feb 5, Feb 12	9 am – 10:30 am CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	Feb 18, Mar 4, Mar 11, Mar 18	1:00 pm – 2:30 pm CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	Mar 10, Mar 24, Mar 31, Apr 7	9 am – 10:30 am CST. Additional details will be sent upon registration

5-Behaviors Team Accreditation Training

This is an intensive five-week virtual learning course to prepare your facilitators/training consultants to more effectively lead The Five Behaviors of a Cohesive Team® program. This team development program is based on the 5 Behaviors of a Dysfunctional Team Book by Patrick Lencioni. Contact us if you want to register or have questions about implementing the program.

SESSION	DATE	NOTES
Instructor - Led **Virtual Classroom:** The Five Behaviors™ Facilitator Accreditation	Jan 19, Jan 26, Feb 2, Feb 9, Feb 16, Feb 23. 90-Minute Weekly Sessions	1:00 pm CST Additional details will be sent upon registration
Instructor - Led **Virtual Classroom:** The Five Behaviors™ Facilitator Accreditation	Mar 26, Apr 2, Apr 9, Apr 16, Apr 23, Apr 30. 90-Minute Weekly Sessions	9:00 am CST Additional details will be sent upon registration

Thank you and let us know if there are particular topics you want us to add to the newsletter. We are always happy to have a phone consultation if you would like to explore any of the assessments for fit to support an in-house training program or questions related to the EPIC platform. We look forward to hearing from you.

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