

GREETINGS MANAGERS, EPIC ADMINISTRATORS, AND TRAINERS



We hope you are looking forward to the start of summer and COVID being a thing of our past! We promised in our last newsletter to focus on the 5 Behaviors® of a Team Program in this quarter's newsletter. So let's do it. We will also provide the latest updates to DiSC® Catalyst since our 1st Quarter Newsletter.



A RECAP OF THE 5 BEHAVIORS® PROGRAM

The Five Behaviors® is the result of a partnership between Wiley and best-selling author Patrick Lencioni. The framework for the program is to provide a team experience that improves team effectiveness and productivity through understanding and apply The Five Behaviors® Model: *Trust, Conflict, Commitment, Accountability, and Results*. This learning experience helps build a culture of high-performing teams through better communication and collaboration. The format includes a personal development component and a facilitated whole-team component.

When your internal clients request team development training, consider the 5 Behaviors® Program. The program can be implemented using a 2-prong solution. Here is how this works. First have individuals complete the new personal development team assessment followed with facilitating an intact team session bringing the entire team together to discuss their feedback and current happenings and agree on ways to grow as a team, i.e., develop a plan for action. Recall that the facilitated team session will focus on creating dialogue with all team members and less on classroom training. Let us hear your feedback as you experience sessions using this approach! Of course call us if you have questions.

Here is a 3 minute video of the 5 Behaviors Team Model presented by Patrick Lencioni.

<https://bcove.video/36GcOFR>



New: The Five Behaviors™ Personal Development Assessment

www.TeamForResults.com

630-983-7607

This new assessment guides individuals to become better teammates. The goal is to put the focus on the individual to examine and sharpen personal skills to enhance teamwork and collaboration. This assessment—like the 5B Behaviors of a Team-- integrates Patrick Lencioni's Team Model.

The Personal Development Assessment was designed specifically for individuals to better understand how they work within a team. **Participants do not all need to be part of the same team when this assessment is used in a training session.** The benefit of the learning is it provides learners the capacity to better understand how to collaborate and continues the common language needed to embrace team work and collaboration.

This assessment came about from your feedback on the 5 Behaviors™ of a Cohesive Team Assessment *targeted for intact teams*. You told us that you needed a tool to educate individuals first on their own behaviors on a team prior to bringing the entire team together to discuss team concerns. We believe the Personal Development assessment answers that request. You can find a sample report in your EPIC account. The assessment uses 25 Epic credits.

5 Behavior Trainer Resource Page

We have created a 5 Behaviors Resource Page on our website for trainers.

The resources are available to support your work with the 5 Behaviors Program. The focus for the latest materials is to support delivering the Personal Development component of the program in a virtual training setting. Trainers are free to adapt the materials to facilitate in-person sessions as well. I have put the link below.

Clients will need to purchase the 5 Behaviors Facilitator Kit to have access to materials needed to facilitate intact team sessions. Trainers can attend the 5 Behaviors® Accreditation course (available through online training) to gain the knowledge needed to facilitate the team component. Contact us if you need to order the kit or sign-up for the accreditation course.

<https://teamforresults.com/5-behaviors-resources-for-facilitators/>

New: 5 Behavior White Paper (Available in June)

Read Wiley's **White Paper** for the latest research on the challenges faced by virtual teams in 2020 and learn key strategies for creating a culture of teamwork in the virtual workplace. Click the link above to download the white paper.



You may also opt to attend a live training facilitated by Wiley to learn more about the research and the 5 Behaviors program. Contact us to sign you up for a complimentary training session: *Closing the Virtual Teamwork Skills Gap*.

DISC CATALYST™ UPDATES

New Privacy Feature

We hope you have reviewed our May 4th email to sub-account holders announcing the new ‘learner privacy feature’ now live on the Catalyst Platform. Recall DiSC on Catalyst has a “Your Colleagues” feature. Learners taking the catalyst profile in the same organization can find their colleagues and gain personalized, real-time tips for more effective interactions. We recommend learners within the same organization share their DiSC style information with their colleagues to strengthen relationships and ultimately team productivity.

This new privacy functionality addresses a concern raised by a few facilitators regarding sharing personal information from the DiSC Report. Catalyst now offers learners an opt-out feature. Here is an excerpt from our May 4th email announcing the update.

Effective immediately, learners taking DiSC Catalyst profiles now have the ability to turn ‘off’ the ‘Your Colleague’ view feature that allows their profile to be viewed by the organization. Recall there was discussion about the privacy feature that some learners may not be comfortable with this level of personal information sharing during our live train-the-trainer sessions.

The new functionality on the Platform puts this decision in the hands of each learner. The platform’s default setting will have the feature turned ‘on’ and a learner can quickly edit her/his profile by visiting the Privacy tab to turn off the feature instantly.

Of course, the feature was designed in the platform so learners can have an interactive experience so our hope is only a very small number will opt-out. If a learner chooses not to share, their colleagues will not see their profile information, nor will they see their colleagues’ information.

Learners who choose this option can change their settings any time by visiting the Privacy tab within the Account Settings page on Catalyst. Learners simply select “No” and save their response. Learners who choose this option can opt back in at any time..

Wiley emphasizes the implementation of this functionality complies with global privacy regulations. We hope that this new functionality addresses the concern that was raised earlier in our session.

To learn more about how this new feature works, view our micro-learning video (~3 minutes) using the link below.

www.TeamForResults.com

630-983-7607

https://players.brightcove.net/3742124946001/KWzPgeDSE5_default/index.html?videoId=6249412895001

Also, facilitators will need to make adjustments to one of the DiSC Catalyst assignments if classmates choose to opt-out. Download the tip sheet for Fundamentals Module 2: *Finding Common Ground Activity* for recommended changes to this small-group activity.

<https://teamforresults.com/disc-on-catalyst-training-tutorials-2/>

NEW: DEMO Site for the Catalyst Platform

Facilitators can demo the power of the Catalyst Platform with their clients prior to hosting a session to showcase the Catalyst platform experience using the Catalyst demo environment, i.e., a fictitious organization. This is an opportunity to highlight the benefits of the “Your Colleague” section for the entire organization and speak to the value of having this resource available to everyone post the session.

Ideally you will use this tool during the front-end meetings with your client to bring them onboard with how the platform works.

Here are the Login credentials for the demo site for a personalize tour.

URL: catalyst.everythingdisc.com

Email: mateo@everythingdisc.com

Password: CatalystDemo123!

Alternatively, you may opt to share this demo link in a client email.

<https://bcove.video/2QGNW10>

Train-the-Trainer: On-Demand Video Tutorials

Want to learn more about Catalyst. Haven’t facilitated a DiSC class in a while. Do you have new trainers coming on board that will need to facilitate DiSC Catalyst sessions? Take advantage of our Train-the-Trainer Tutorials to come up to speed on DiSC.Catalyst.

The tutorials on this web 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.

We add new content to this page when updates become available. Consider bookmarking this site for an on-going resource.

<https://teamforresults.com/disc-on-catalyst-training-tutorials-2/>

EPIC SUB-ACCOUNT

No significant changes were made to the EPIC Platform since our last newsletter. Use the job aid on the resource link above if you need a refresher on assigning Catalyst access codes.

EPIC Credits

Let us know when you need to order additional EPIC credits, facilitator kits, certification classes or other products. We target processing new orders within 24-48 hours

UPCOMING CLASS 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 DiSC™ courses. 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 Sessions

As many of you know, the certification classes have filled 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 summer classes which are shown below. We encourage you to sign up early to get the time you prefer. Contact us to complete registration.



SESSION	DATE	NOTES
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Virtual On-Line Certification: Everything DiSC Workplace	June 3, June 10, June 17, June 24	9 am – 10:30 am CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	June 3, June 10, June 17, June 24	1 pm – 2:30 pm CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	July 2, July 9, July 16, July 23	9 am – 10:30 am CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	July 21, July 28, Aug 4, Aug 11	10 am – 11:30 pm CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	July 21, July 28, Aug 4, Aug 11	2 pm – 3:30 pm CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	Aug 19, Aug 26, Sept 2, Sept 9	2 pm – 3:30 pm CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	Sept 14, Sept 21, Sept 28, Oct 5	9 am – 10:30 am CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	Sept 14, Sept 21, Sept 28, Oct 5	1 pm – 2:30 pm CST. Additional details will be sent upon registration
Virtual On-Line Certification: Everything DiSC Workplace	Oct 13, Oct 20, Oct 27, Nov 3	10 am – 11:30 am CST. Additional details will be sent upon registration

5 Behaviors Team Accreditation Training

Accreditation training is an intensive five-week virtual learning course to prepare your in-house facilitators and 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. Again, contact us if you want to register or have questions about implementing the program.

SESSION	DATE	NOTES
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Instructor - Led Virtual Classroom: The Five Behaviors™ Facilitator Accreditation	June 9, June 16, June 23, June 30, July 7, July 14	10:00 am – 11:30 am CST Additional details will be sent upon registration
Instructor - Led Virtual Classroom: The Five Behaviors™ Facilitator Accreditation	July 20, July 27, Aug 3, Aug 10, Aug 17, Aug 24	2:00 pm – 3:30 pm CST Additional details will be sent upon registration
Instructor - Led Virtual Classroom: The Five Behaviors™ Facilitator Accreditation	Sept 3, Sept 10, Sept 17, Sept 24, Oct 1, Oct 8	9:00 am – 10:30 am CST Additional details will be sent upon registration

CLOSING

In closing, “Thank You” for being our client. It is an honor to serve you. Also, let us know if there are particular topics you want us to add to the newsletter. Last, 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.

Contact Us

We look forward to hearing from you.



Contact Us

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