Everything DiSC®

What is the role of Everything DiSC® in The Five Behaviors® Personal Development assessment?

The personalized content within The Five Behaviors® Personal Development profile is derived from the participant's Everything DiSC® assessment. Everything DiSC is a personal development assessment that measures an individual's tendencies and preferences. It is designed to support an individual's understanding of their work-related behaviors, the behaviors of others, and how to apply this knowledge in work situations. Everything DiSC is referenced on the first page of the participant's profile, but is not otherwise mentioned in the profile or the facilitation. Participants are not required to have a knowledge of DiSC® to complete this program.

To be a key competitor in the team market, we made the decision to create a pure team experience by focusing exclusively on Lencioni's Team model in The Five Behaviors Personal Development product. We also wanted to attract a broader non-DiSC market who may already be using another personality assessment in their organizations.

Is a participant's DiSC® style available in their Five Behaviors Personal Development profile?

No, a participant's DiSC style is not called out in their profile. This is to ensure focus on the The Five Behaviors model (as apposed to DiSC).

The Profile & Facilitation

Is there a "good" place to be on The Five Behaviors® Personal Development continua?

No, there is no "good or bad" on the continua. The continua illustrate where an individual considers themselves in terms of typical behaviors around Conflict and Accountability. The goal of the exercise is to highlight these differences and help people work more effectively together because of them.

I love the Personal Development continua! Why aren't continua used for every behavior?

We strategically design our programs to break up the activities in the profiles to ensure participants stay fully engaged and give exercises more impact.

Can I use The Five Behaviors Personal Development to generate Everything DiSC® group reports?

At this time you cannot generate any Everything DiSC® group reports from The Five Behaviors® Personal Development data.

Can I use The Five Behaviors Personal Development to generate Comparison Reports?

Yes, The Five Behaviors Personal Development Assessments can be used to create The Five Behaviors Comparison Reports. However, The Five Behaviors Personal Development Assessments cannot be used to create Everything DiSC Comparison Reports.

Differences between The Five Behaviors® Personal Development & Team Development

How do I know when to use Personal Development instead of Team Development, and vice versa?

The question really has to do with the needs of an organization or the needs of a team. Please refer to the assessment comparison grid below!

Solution Highlights	Personal Development	Team Development
Product Description	Helps individuals to better understand themselves and their roles within a team through the principles of The Five Behaviors®	Helps participants better understand themselves, the personalities on their team, and how they can effectively work together
Purpose	Creates and scales a culture of teamwork and collaboration	Builds cohesiveness within intact teams
Who	Anyone	Intact Team
Number of People	Up to 30	5-12
Longevity of Team	No requirement	Designed for teams with a 6-week minimum tenure

Beyond what the grid tells you, the answer to this question depends on the needs and goals of the organization, so be sure to do a needs analysis before you decide which product to use.

In addition to the needs analysis and grid, consider if the participants are part of an intact team with challenges that need to be addressed. If yes, The Five Behaviors Team Development may be a good place to start. If they're not part of an intact team, The Five Behaviors Personal Development introduces The Five Behaviors model to anyone in the organization while teaching individuals to better understand themselves and their role on a team—regardless of what team they're working on.

Do I have to use the two programs together? And in which order?

The programs were designed to be used independently of each other but can also be used together. If you plan on using them together, then the order depends on your client's needs. There's no right or wrong here.

Is there a Facilitation Kit for The Five Behaviors® Personal Development?

Personal Development is available on The Five Behaviors® Facilitation Kit along with Team Development. Please see The Five Behaviors price lists for wholesale and suggested retail pricing on this new kit.

Use Existing Data

Can I use Everything DiSC® assessment data to create a Personal Development report?

No. Because The Five Behaviors Personal Development does not have additional assessment items, using existing data would result in a learner receiving a profile without taking any Five Behaviors assessment. During the beta tests, we received feedback that learners were confused when EPIC administrators used existing data, which made them question where their results came from.

Can I use Personal Development assessment data to create an Everything DiSC report?

You can use Personal Development assessment data to create an Everything DiSC® profile on Catalyst™. However, you can not use Personal Development to generate a traditional Everything DiSC profile (on EPIC).

Can I use existing data from Five Behaviors Team Development to create a Personal Development, and vice versa?

Yes. You can use the existing data function within The Five Behaviors products.

If I use existing data from a Five Behaviors Team Development assessment, what data will be pulled in for Personal Development profile?

The base Everything DiSC assessment data will be used to generate The Five Behaviors Personal Development profile. Since participants who have already taken the Team Development assessment are already familiar with the Team model, they should have an understanding of where the data from their Personal Development report came from.

If an individual completes The Five Behaviors® Personal Development assessment, can that data be used to create a Five Behaviors Team Development profile?

You can use existing data when going from a Five Behaivors® Personal Development Profile to a Five Behaviors Team Development Profile. However, the participant will still need to complete the team survey and team culture questions, unique to The Five Behaviors Team Development assessment.

Use Existing Data Matrix

EVERYTHING DiSC® PROFILES	PERSONAL DEVELOPMENT PROFILE	TEAM DEVELOPMENT PROFILE
Can I use this data to create:	Can I use this data to create:	Can I use this data to create:
5B Personal Development ⊗	5B Personal Development ⊗	5B Personal Development ⊘
5B Team Development ⊘	5B Team Development ⊘	5B Team Development ⊗
5B Comparison Report ⊘	5B Comparison Report ⊘	5B Comparison Report ⊘
5B Progress Report ⊘	5B Progress Report ⊘	5B Progress Report ⊘
Everything DiSC® Profiles *for other ED profiles* ⊘	Everything DiSC Profiles ⊗	Everything DiSC Profiles ⊘
Everything DiSC Group, Facilitator, Comparison Team View Report ⊘	Everything DiSC Profiles on Catalyst™ ⊘	Everything DiSC Group, Facilitator, Comparison, Team View Report ⊘
	Everything DiSC Group Facilitator Comparison, Team View Report ⊗	

Partnership Tools

When will Personal Development become available in other languages?

At this time, we do not have any timelines for the release of additional languages. Watch your email and Mindlab Connect for all of our translation updates.

This is great! How can I learn more about The Five Behaviors® Personal Development?

For even more information, visit Mindlab Connect to watch a recording of our Partner Education webinar on The Five Behaviors® Personal Development.