Introducing Everything DiSC® Agile EQ™

The more volatile, uncertain, complex, and ambiguous our working environments become, the more critical a truly agile workforce is to success. Each day, we're called to make progress faster, while pivoting on short notice. To stand firm in our ideas while remaining open to new perspectives. Staying agile demands that we develop *and use* our emotional intelligence (EQ)—a level of sophistication never demanded before. Sound daunting? It doesn't have to be.

Everything DiSC® is offering a new way to support your agile workforce. By combining the personalized insights of DiSC® with active emotional intelligence development, *Everything DiSC® Agile EQ™* teaches participants to read the emotional and interpersonal needs of a situation and respond accordingly. Participants discover an agile approach to workplace interactions and learn to navigate outside their comfort zone, empowering them to meet the demands of any situation. In this half-day training, participants will:

- Discover their EQ strengths
- Recognize their EQ potential
- Commit to customized strategies for building agility

The result is an emotionally intelligent workforce that can support a thriving agile culture.

Frequently Asked Questions

1. **What do you mean by "agile" EQ?**
   There are different ways to be emotionally intelligent, and different situations that call on us to use our EQ. The term "agile EQ" refers to how effectively and efficiently you can adapt to a social or emotional situation to solve the problem at hand—because an approach that works well in one situation won't always work in the next. But sometimes we reach for the same responses out of habit, even when the situation is begging us to rethink our approach. This type of reaction leaves people and organizations resistant, and unprepared to solve the dynamic and diverse challenges that come their way.

   Everything DiSC Agile EQ teaches learners about the wide range of responses they have to handle social and emotionally charged situations, and how to reach for the ones that might be uncomfortable yet better suited for the unique challenges they're facing. This empowers learners to become more effective and better equipped to meet the demands of today's changing workplace.

2. **What is the "Agile EQ" approach to emotional intelligence?**
   The *Agile EQ* model assumes that there are a variety of different social and emotional skills that are necessary to successfully navigate relationships and work. These are skills like being assertive, managing one's temper, or showing compassion. The *Agile EQ* model arranges these skills into eight *mindsets* (e.g., self-assured, composed, empathizing).

   We all have certain mindsets that come naturally to us, to the point where they tend to be automatic. Other mindsets tend to be less comfortable, and, as a result, we might not always recognize when a situation calls for them. The *Agile EQ* model proposes that an emotionally intelligent person is one who (1) recognizes which mindsets are most appropriate to the situation and (2) stretches to use those mindsets (regardless of how comfortable they may be for that person). **This ability to stretch is called *agility*.** The *Agile EQ* model also proposes that with practice, persistence, and the right resources, agility can be developed by anyone.

   The *Agile EQ* model, therefore, focuses on one meta-competency (i.e., agility) that directs the use of more specific competencies (i.e., the mindsets).

3. **Why do you refer to emotional intelligence as "EQ" instead of "EI"?**
   In the way that "IQ" has come to denote *general* intelligence, our use of "EQ" refers to *emotional* intelligence and is parallel to another term, "EI." Although we recognize that there are academic distinctions among these terms, we believe that the everyday term and usage of "EQ" resonates better with learners and the average person trying to make use of these concepts.

4. **What does *Everything DiSC® Agile EQ™* measure?**
   Based on the participant's own preferences and tendencies, *Everything DiSC® Agile EQ™* measures the patterns of responses they're likeliest to take in social and emotional situations—their "mindsets." It also measures the degree of comfort or effort it takes for them to practice each mindset. The goal of the entire program is then to *develop EQ* through awareness of one's own behavioral comfort zone, and practice of the mindsets that lie beyond it.

5. **What happened to Everything DiSC® priorities?**
   Those who are familiar with other Everything DiSC® applications (e.g., *Workplace, Productive Conflict*) are probably familiar with the "priorities" that surround the Everything DiSC map. These priorities are used to help participants quickly understand their DiSC® style and the aspects of a situation that may be particularly salient for them. In these Everything DiSC applications, a person is measured on all eight priorities that surround the DiSC map and may have an "extra priority" (or two) on their map (represented by cross-hatched shading).

   In the *Agile EQ* application, the Everything DiSC map is surrounded by eight *mindsets*, rather than priorities. This terminology helps participants to recognize that they will need to shift how they are thinking about a social or emotional event depending on the unique demands of that situation.

6. **Can a participant have "extra shading" in *Everything DiSC Agile EQ*?**
   No. Participant profiles do not show "extra shading" in *Everything DiSC Agile EQ* even though all the mindsets are measured independently of DiSC style. Instead, for the five mindsets that are outside of a participant's comfort zone, the participant is given an *effort meter*. This effort meter shows how difficult it will be for the participant to shift into a given mindset and provides a more nuanced picture of his or her comfort level (compared to the extra shading convention, which is all-or-nothing).

7. **How is *Everything DiSC Agile EQ* different from other EQ products?**
   Many EQ products are designed as diagnostic instruments and focus on EQ as a numerical score. While *Everything DiSC Agile EQ* does measure aspects of emotional intelligence—which are reported in the effort meter sections of the profile—the tool is primarily a *development tool*. That is, the purpose of *Agile EQ* is not to give someone a clinical evaluation of their current level of emotional intelligence. Instead, it's designed to help a person understand where personal development may be needed, why it is needed, and how to apply it to a wide range of social and emotional situations. Instead of asking, "What's your EQ score?"—we ask, "How could you actually improve your EQ?"

8. **What is the difference between *Everything DiSC Workplace®* and *Everything DiSC® Agile EQ™*?**
   Both *Everything DiSC Workplace®* and *Everything DiSC® Agile EQ™* are assessment-based learning experiences that involve self-discovery and awareness. Where the experience goes next is what truly separates the two products.

   Said simply, *Everything DiSC Workplace* helps the learner understand and adapt to the needs *of the people* around them. It creates a common language that helps build better relationships. *Everything DiSC Agile EQ* helps the learner understand and adapt to the needs *of the situations* they experience. It enables social and emotional problem-solving to help support agility.

   Beyond this, the *Everything DiSC Workplace* and *Everything DiSC Agile EQ* differences are summarized below:

	Everything DiSC Workplace®	**Everything DiSC® Agile EQ™**
Value Proposition	To engage every individual in building more effective relationships at work.	To develop the emotional intelligence necessary to support a thriving, agile culture.
Participant Take-Aways:	• Discover the priorities, motivators, and stress triggers that shape their workplace experience • Appreciate and value different preferences and tendencies of others • Identify actionable strategies for more successful interpersonal interactions	• Discover the instinctive mindsets that shape their responses and interactions • Recognize opportunities to stretch beyond what comes naturally to them • Stretch to use those mindsets (regardless of how comfortable they may be for that person)
Intended Audience	Anyone	Anyone
Personalized Profile Length	22 Pages	26 Pages
Facilitation Length	Full Day	Half Day
Example:	A participant learns to work more effectively with someone **who is very assertive**	A participant learns to recognize the need for AND adopt **an assertive response** when the situation calls for it.

9. **Do I have to use Workplace before I use Agile EQ?**
   No. *Everything DiSC Agile EQ* is designed to be run without participants having any existing knowledge of DiSC®. The program includes sufficient information about DiSC for participants to be able to follow the content. That said, *Everything DiSC Workplace* and *Everything DiSC Agile EQ* can be used together in whatever context works best for your client.

10. **What's in the *Everything DiSC® Agile EQ™* Facilitation Kit?**
    The *Everything DiSC® Agile EQ™* Facilitation Kit includes:

    - Facilitator's Guide (customizable)
    - PowerPoint® Presentation with embedded video (customizable)
    - Video with English Subtitles (MP4 & WMV files)
    - Participant handout (customizable)
    - Agile EQ Map Poster (DiSC map with mindsets)
    - DiSC and Agile EQ Poster (DiSC map with mindset definitions)
    - Templates and images
    - User Guide
    - Access to online resources, including an FAQ and Sample Profiles

11. **Who is *Everything DiSC Agile EQ* for?**
    Everything DiSC Agile EQ is designed to benefit everyone—regardless of title or position, department or function—in developing the EQ necessary to support a thriving agile culture.

12. **Can I use existing data for *Everything DiSC Agile EQ*?**
    Yes. You can elect to use existing data when sending out access codes for the *Everything DiSC Agile EQ* assessment. This is a best practice as it ensures that participants' dot placement remains stable across different Everything DiSC® products.

13. **Does *Everything DiSC Agile EQ* have a Supplement for Facilitators Report?**
    Yes. The Supplement for Facilitators Report has been adjusted to reflect the shift in terminology and related concepts from "priorities" to "mindsets.". However, the structure and type of information presented (umbrella graph, unexpected items, subscale bar graph, defintions, FAQ) remain the same.

14. **Does *Everything DiSC Agile EQ* work with Comparison Reports and Group Reports?**
    Yes.

15. **Does *Everything DiSC Agile EQ* work with *MyEverythingDiSC*?**
    Yes.

16. **Will *Everything DiSC Agile EQ* work in conjunction with other EQ models?**
    While it's possible *Everything DiSC Agile EQ* could work with other EQ models, it was designed to be a stand-alone experience and recommended to be executed as such. That said, *Everything DiSC Agile EQ* will work well as a complement to another *Everything DiSC* learning experience.

17. **How many EPIC credits is the assessment and profile?**
    25 EPIC Credits

For more product information and background, please reference the Facilitator's Guide within the *Everything DiSC Agile EQ* Facilitation Kit, now available for purchase on the EPIC store.