

Get Advice Tool

The Get Advice tool on Catalyst™ provides learners the ability to quickly solve problems with colleagues. Learners can look up a colleague and get style-specific suggestions on the following topics: connecting, collaborating, getting buy-in, and managing tension.

1. Click **Get advice** in the *Tools from DiSC[®]* section of the home page.

The screenshot shows the Catalyst home page. At the top, there's a dark blue header with the 'EVERYTHING DiSC' logo on the left, the user name 'Hi Matas' with a profile picture in the center, and a 'Log out' button on the right. Below the header, a large light blue banner features the text 'Matas, you have an Si style' and a subtext 'That means you're probably agreeable and empathetic, focused on relationships and maintaining harmony.' A blue button labeled 'Learn about your style' is positioned below the text. To the right of the text is a circular DiSC diagram with 'Si' highlighted in red, and an illustration of a person in a yoga pose. Below the banner, the section 'Tools from DiSC[®]' contains three white cards. The first card is 'Compare to a colleague', the second is 'Build a group', and the third is 'Get advice', which is highlighted with a red dashed border. Each card has a brief description and a small illustration.

Matas, you have an Si style
That means you're probably agreeable and empathetic, focused on relationships and maintaining harmony.
[Learn about your style](#)

Tools from DiSC[®]

- Compare to a colleague**
Look up colleagues, compare styles, get tips for working together.
- Build a group**
Create team DiSC[®] maps and explore group dynamics.
- Get advice**
Tackle common problems with coworkers.

2. Click a topic card: *Connecting*, *Collaborating*, *Getting buy-in*, or *Managing tension*.

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Hi Matas
Log out

What do you need advice about?

To get help working with a colleague, start by choosing a topic.


Connecting

Want to build trust with a coworker? Or get more comfortable communicating with a teammate?




Collaborating

Looking to work more effectively with a colleague? Or figure out why you both take different approaches to a project?




Getting buy-in

Want to get a teammate excited about your ideas? Or get a coworker to really consider your perspective?



Managing tension

Are conversations with a coworker leaving you frustrated? Looking for effective ways to disagree?




3. Enter a colleague's name and then select it from the dropdown. Only colleagues who are sharing their information can be selected.

Clicking the *Get Advice on Another Topic* link at the top of the page opens the topic cards page.

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[GET ADVICE ON ANOTHER TOPIC](#)




Connecting

It's easier to share ideas or get on the same page when you understand and feel comfortable with a coworker. But building that understanding can take time and effort. Connecting is about creating stronger rapport with coworkers based on both your needs and tendencies.

Who do you want to connect with? Search for a colleague.

Ashley Williams



Topic-specific information and tips are then displayed on the page.

Collaborating with Ashley

Let's look at a couple of tendencies that could affect the way you and Ashley collaborate.

Consider, for example, that you're very unstructured and Ashley is very structured. Ashley's tendency to plan can help you two avoid preventable pitfalls. And your willingness to improvise may come in handy when things don't go according to plan. But whereas Ashley likely sees joint decisions as final, you may think of them as more flexible.



[DETAILS](#) ▾

Additionally, you're very fast-paced, and Ashley is somewhat steady-paced. So you may have different expectations about how much time and effort tasks will require. You may become frustrated with Ashley's more cautious pace. And Ashley may sometimes find your faster pace stressful or worry you're rushing when more care is required.



[DETAILS](#) ▾

Tips

Keep in mind

A lack of structure may be stressful for them. Be mindful that Ashley probably needs more closure than you do. And they likely find improvisation and a lack of preparation to be stressful.

Your differences can be a source of strength. Once you acknowledge your differences, you might be able to distribute tasks based on whether they require quick action or a more careful approach. And your differences can serve to balance out your pace, making sure you aren't moving too quickly or too slowly.



Take action

Don't change course without discussion. Discuss any shortcuts or alternate approaches you come up with before you take them. Be prepared to make a case to Ashley for why a change to the plan would be beneficial—and to listen to any concerns they raise.

Voice your concerns. Let Ashley know when you feel strongly that more urgency is called for. Identify your specific concerns. And be prepared to listen to any concerns they raise in response so you can work together to identify the best path forward.



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