

Everything DiSC® 363 for Leaders - FAQ

Q: Why is it called Everything DiSC 363 for Leaders?

A: Like other profiles that use 360° feedback, Everything DiSC 363 for Leaders is filled with data and useful information from the points of view of both the leader and the raters. Unlike other profiles, Everything DiSC 363 for Leaders shows leaders what to do with that information by giving three strategies for continued leadership development.

Q: Who is Everything DiSC 363 for Leaders for? Can it be used with executives?

A: The profile is designed for leaders at every level, whether they're emerging, high-potential leaders or experienced executives.

Q: What topics does Everything DiSC 363 for Leaders cover?

A: The profile looks at eight approaches to effective leadership as suggested by the DiSC model. These include the Pioneering, Energizing, Affirming, Inclusive, Humble, Deliberate, Resolute, and Commanding Approaches. The leadership assessment asks questions to determine the leader's tendencies in using each of these eight approaches. The profile provides 360° feedback around the eight approaches as well as three strategies to improve their leadership effectiveness.

Q: What is a rater?

A: A rater is a person who has been assigned to complete an assessment about the leadership skills of another individual. Raters are assigned to one of four rater categories or types – Manager, Direct Report, Peer, or Other.

Q: How many raters do I need per leader?

A: The profile presents feedback from up to four different groups of raters: Manager, Peers, Direct Reports, and Other. However, you do NOT need to have all groups represented. For example, some leaders may only have a Manager and Peers. In order for any rater group to be shown in the profile, it must have two or more rater respondents. This is to ensure confidentiality of individual responses. However, only one respondent is needed for the Manager category; you may include additional managers as needed.

Q: When do I use the “Other” rater group?

A: The Other rater group is for people who do not fit into Peer, Direct Report, or Manager groups. This could include vendors, former coworkers, or clients. The Other designation can also be used when a leader does not have two or more people in a Peer or Direct Report group and needs to combine groups. In cases like this, EPIC administrators can re-designate raters as Others, creating a group of two and maintaining rater anonymity.

Q: Do I have to use all of the rater groups?

A: No, you can use whatever combination you like. However, the profile may feel more useful when more rater groups are represented.

Q: Are there open-ended responses in the assessment?

A: No, our research has shown that open-ended responses are more of a distraction that can derail the development process. As an alternative, our assessment includes context-specific comments, which raters can select to provide more detailed feedback. This allows raters to give constructive feedback and not distract people from the information.

Q: What is the assessment experience like for the leader and the raters?

A: The leader is given an online assessment which takes 20-30 minutes to complete. The assessment is in two parts: the Everything DiSC base assessment; and a 72-item Leadership Behavior section about how he or she tends to lead. Raters are given a two-part assessment that takes 15-20 minutes to complete: the same 72-item Leadership Behavior section about the leader and a 24-item Leadership Requests section asking which leadership practices they'd like the leader to do more of. In this second section, raters can also select from context-specific comments to give additional feedback.

Q: What is CommentSmart?

A: CommentSmart is Inscape Publishing's exclusive selectable comments feature that allows raters to give focused, balanced, constructive feedback—that the leader can actually use. These comments eliminate the issue of snide, unhelpful comments that derail the learning process. In addition, CommentSmart saves time by allowing raters to choose from a list of pre-written, highly-tested comments.

Q: Does the profile identify the DiSC styles of the raters?

A: No, Everything DiSC 363 for Leaders doesn't measure the DiSC styles of the raters.

Q: Is this a validated profile?

A: Yes. The Everything DiSC 363 for Leaders research report is available.

Q: How is this different from Everything DiSC Management?

A: The Everything DiSC Management Profile is about day-to-day, one-to-one management relationships. It is also based only on a self-assessment. The Everything DiSC 363 for Leaders is based on a combination of self-assessment and 360° feedback from colleagues. Everything DiSC 363 for Leaders deals with the big picture of leading an organization or group and the way the leader affects the entire group. Everything DiSC 363 for Leaders can be used in conjunction with Everything DiSC Management, or can be used on its own.