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Everything DiSC Workplace® Certification FAQ

What is the focus of the Certification content?

This course has a high focus on facilitation—whether in a workshop or facilitating a one-on-one coaching session, facilitators at all levels have much to gain from this program. This comprehensive course begins with online coursework, culminating in two days of practical application through an in-person workshop and an online certification exam. The online coursework provides foundational information that is relevant to all learners prior to the in-person workshop. By the end of the program, participants will become more confident, experienced, and engaged in facilitating Everything DiSC Workplace®.

What is the overall objective of the Certification?

This course will help build confidence and competence when facilitating the Everything DiSC Workplace program—while helping the participant meet the needs of their particular audience.

Who is the ideal participant for the Everything DiSC Workplace Certification?

Anyone who wants to facilitate, coach, or train Everything DiSC Workplace to individuals and groups within their organization, as well as organizations who wants participants to receive the credential of Certified Everything DiSC Workplace® Facilitator.

What facilitation experience should you have for this program?

All facilitators are welcome, regardless of experience. Relatively inexperienced facilitators may need to spend more time completing the online activities to feel prepared for the in-person session as they will be asked to present in front of the group. This course does not teach basic facilitation skills. It is designed to educate trainers, coaches and facilitators who plan to use the Everything DiSC Workplace program.

What kind of credential will you receive?

At the successful conclusion of this course, participants will earn the credential of Certified Everything DiSC Workplace® Facilitator. Each participant will receive a certificate of completion and logo, which may be used for LinkedIn or other social media outlets.

Is re-certification required?

No. This is a one-time certification and the credential does not expire.

Why pre-work/online coursework?

Pre-work is an essential and integral part of the blended learning experience as it gives participants knowledge that will aid when asked to present content during the in-person session.

What is the post-work?

The post-work consists of an exam, course evaluation, and ongoing access to the Online Training Center and all its resources.

Why an exam?

The final step in obtaining the credential of Certified Everything DiSC Workplace Facilitator is to take a comprehensive final exam. This enables us to ensure that anyone holding this credential has reached a certain level of demonstrated comprehension. This exam is administered through the Online Training Center and is available upon completion of the online pre-work, two-day course and after completing a course evaluation. This is a rigorous exam and successful completion will demonstrate comprehension that will prove helpful in facilitating this program.



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Everything DiSC Workplace® Certification FAQ (Continued)

What if you fail the exam?

If a person does not pass the exam, they will be given a second opportunity. Due to the rigor of the exam, we request that it is taken within 72 hours of completing the in-person training and suggest participants allow at least 60 minutes to complete. The exam contains 40 multiple-choice and true/false questions. A score of 80% or higher is required to pass. Participants are allowed to use all resources provided throughout the Certification during their exam (open book).

How long does the required online coursework take to complete?

The required online coursework in our Online Training Center will take approximately 2 hours (depending on previous DiSC knowledge and language) prior to the in-person experience. The online coursework consists of taking an Everything DiSC Workplace assessment as well as exploring foundational DiSC concepts. The post-work is comprised of an online exam. We recommend setting aside an hour to complete the exam and a quick evaluation form.

What is the investment?

- The price per person is \$2495 +gst without the Everything DiSC Workplace® facilitation kit. There is a discount available for multiple participants from the same organization.
- *The price for the Everything DiSC Workplace® facilitation kit is \$1295+gst.

**Each organization must own at least one Everything DiSC Workplace Facilitation Kit, which includes all of the facilitation and participant materials required to facilitate an Everything DiSC Workplace® course. This kit is required for the organization, not the person.*

What is the Cancellation Policy?

All participants need to confirm registration 30 days or more prior to the start of the in-person workshop as facilitation kits need to be shipped and there is online prework required prior to the session. If you need to cancel, the following cancellation policy applies:

- More than 30 days prior to the start of the course, 100% refund.
- Between 15-29 days prior to the start of the course, 50% refund.
- Less than 14 days prior to start of course, no refund and a credit will be issued to attend a future workshop within two years.

What happens when you're ready to facilitate your first workshop?

Following your certification, Hone Consulting will set you up with your own *Epic Account*, so you can purchase and administer the online assessments for the Everything DiSC personality profiles at the following prices, which are guaranteed until December 31, 2019:

- Everything DiSC Workplace - \$78.75/each
- Everything DiSC Management - \$131.25/each
- Everything DiSC Work of Leaders - \$131.25/each

Everything DiSC® Management and Everything DiSC Work of Leaders® facilitator kits can also be purchased at the current price of \$1295/each.

Prices are subject to change with three months' notice, and discount pricing is available based on volume unit orders.