



DISC Collaboration Report

Behavioral Style Comparison

Report Comparing:

Jay Sample and Julie Sample

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Overview of the four basic DISC styles

Jay, below is an overview chart to help you better understand some of the characteristics of each of the Four Basic DISC Styles, so you can interact with Julie and other DISC styles more effectively. DISC is quite useful in describing how a person behaves and is perceived in personal, social and work environments.

	HIGH DOMINANT STYLE		HIGH INFLUENCING STYLE		HIGH STEADY STYLE		HIGH CONSCIENTIOUS STYLE
PACE	Faster/Decisive		Faster/Spontaneous		Slower/Relaxed		Slower/Systematic
PRIORITY	Challenges		Attention		Relationships		Correctness
SEEKS	Productivity Control		Participation Applause		Acceptance Status Quo		Data And Proof Precision
STRENGTHS	Administration Leadership Problem Solver		Persuasive Motivator Optimistic		Good Listener Team Player Loyalty		Critical Thinker Accuracy Planning
STRUGGLES	Impatient Lacks Tact Poor Listener		Inattentive To Detail Short Attention Span Impulsive		Oversensitive Resists Change Slow To Act		Perfectionist Critical Unresponsive
FEARS	Being Taken Advantage Of		Loss Of Social Recognition		Little Time To Adjust To Change		Personal Criticism Of Their Work Efforts
CONVERSATIONS	Short, Fast, Abrupt		Spontaneous, Upbeat		Supportive, Friendly		Systematic, Nonverbal
UNDER STRESS MAY BECOME	Demanding Aggressive		Excitable Disorganized		Submissive Indecisive		Withdrawn Critical
PLANNING	Achieving The Plan		Promoting The Plan		Implementing The Plan		Structuring The Plan
VOICE	Strong, Clear Confident		Animated, Friendly, Much Inflection		Soft, Lower Volume, Warm		Monotone, Quiet, Precise
WORKPLACE	Efficient Stacks Of Papers Plaques & Awards		Messy Desk Photos & Sayings Many Post-Its		Comfortable Family Photos Team Awards		Stark & Structured Wall Charts/Calendar Latest Technology

DISC scores of Jay and Julie

This DISC Collaboration Report shows how Jay and Julie interact with each other in order to help them develop a better working relationship. Their DISC behavioral style is only one aspect within a working relationship, but it is one of the most crucial elements, as it defines how they interact and communicate with each other.

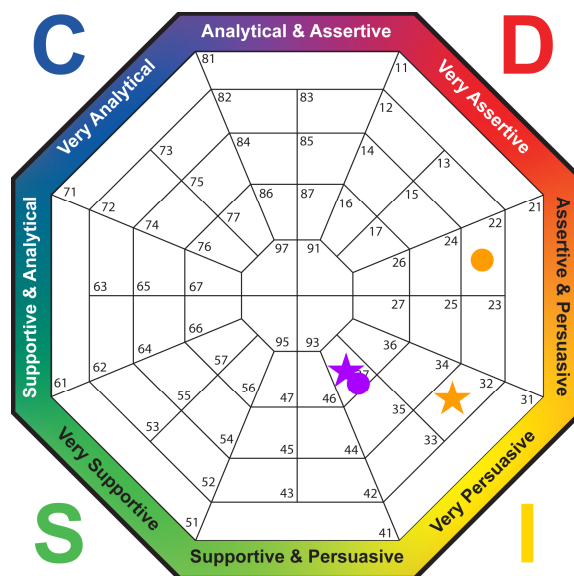
Percent Match = 54%

Jay Sample

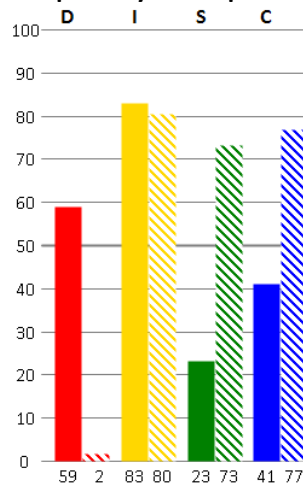
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- = Bar Graph

Julie Sample

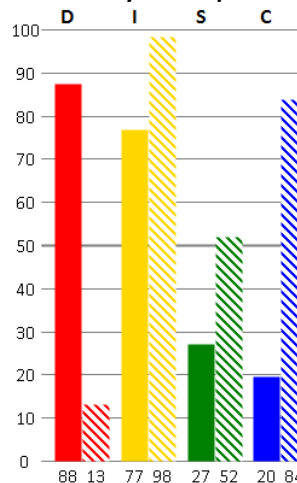
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- = Bar Graph



Adapted Style - Graph I



Natural Style - Graph II



Classical DISC style overview

The behaviors of Jay and Julie displayed on this page are a combination of the influence of each of the four major DISC factors. Typically, each person will have one or two (most often) of the DISC factors that are prominently displayed. What follows is a description of the classic workplace patterns along with some insights into how Jay and Julie typically functions in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by Jay and Julie based upon the interpersonal dynamic of their relationship.

Jay Sample's DISC style: Results-Driven

Results-Driven Style Overview

The Results-Driven style displays strong self-confidence that may be viewed as arrogance. They will pursue options that challenge them to achieve goals. They like difficult tasks, unique opportunities and seek positions of authority. They avoid constraints. Rules can be viewed as loose guidelines. They act quickly and can become impatient and critical with more methodical and analytical people. In the extreme, they can appear cool and abrasive to others.

- **Emotional characteristic:** High ego strength and single-minded intensity.
- **Goals:** Winning, achieving dominance and lack of restraints.
- **How others are valued:** Through ability to accomplish tasks quickly and keep pace.
- **Influences group:** Power of assertion and persistence to win.
- **Value to the organization:** Get it done mind-set.
- **"Watch-out-for":** Can become too impatient and seek the "I win - You lose" scenario.
- **When under pressure:** Critical and fault-finding; can overstep bounds and not contribute fully to the team direction if different than their own.
- **Fears:** That other will take advantage, appearing too accommodating or too slow to act.

Julie Sample's DISC style: Assessor

Assessor Style Overview

Assessors apply creative focus to practical, workable concepts and make them doable. They display competitive and results-oriented interactions but engage others with persuasion rather than through aggressive methods. They are good at explaining their ideas and the steps required to reach their goals. They are organized and often have a step by step action plan to assure a good result. They can be quite verbal in stating their dissatisfaction and in criticizing others who are not contributing.

- **Emotional characteristic:** Strong desire to look good to others.
- **Goals:** To win and to win with style.
- **How others are valued:** By their ability to trigger action and activities.
- **Influences group:** Acknowledgement of others' competitive ideas.
- **Value to the organization:** Players who work through others.
- **"Watch-out-for":** Can overstep bounds of authority and be overly clever.
- **When under pressure:** Can become overly critical and impatient with others.
- **Fears:** Looking bad in the eyes of other people and/or not being viewed as a winner.

Strengths of Jay versus strengths of Julie

Jay and Julie likely display the strengths below rather consistently. For the most part, these qualities tend to enhance their interpersonal effectiveness. The big question is – how can Jay & Julie best utilize their strengths when working together?

Jay's strengths:

- You are able to direct and motivate others, while still being sensitive to their needs and concerns.
- You are able to efficiently multi-task, maintaining control over many projects simultaneously.
- You have the ability to be both firm and friendly, as the situation demands.
- You are socially poised and confident, able to speak in a persuasive way to both small and large groups of people.
- You are highly driven toward solutions and success, and enjoy bringing others with you on the journey.
- You're a cooperative team player or leader, who respects organizational policies and protocol.
- You are able to jump into the middle of a project in process, get people on board, and make decisions quickly.

Julie's strengths:

- You are people-oriented, but also rather modest, so you have the ability to get along with a wide variety of people.
- You tend to be diplomatic in working with others.
- You are deadline-savvy and able to juggle many issues simultaneously.
- You bring a strong sense of quality control to the team's efforts.
- You tend to demonstrate technical competence, as well as skill in dealing with people.
- You show a high level of respect for established systems and organizational protocol.
- An optimistic team player, you are able to motivate others toward their goals.

Work style tendencies

Work Style Preferences provide useful insights as Jay and Julie work together on a team or project. They are the talents and tendencies they each bring to the job. How do their work style tendencies mesh or clash?

Jay's work style tendencies:

- You are persuasive with customers and peers due to your personal and friendly approach.
- You are able to maintain a positive public image through a variety of assignments.
- You want to be perceived as trustworthy, and easy to work with.
- You approach projects and express ideas with enthusiasm.
- You can work with a variety of people and get things done through mutual cooperation.
- You are able to wield authority with confidence, and thus obtain the respect of others in the organization.
- You enjoy working with others and tend to make friends easily on and off the job.

Julie's work style tendencies:

- You have a large base of knowledge, and a continuing appetite to learn more and seek expertise in specialized subjects.
- You are able to express a sense of humor, while remaining very serious about work tasks and projects, especially when it is necessary to maintain a high degree of quality control.
- You tend to be vocal with others when areas of responsibility need to be delegated.
- You tend to make decisions based on factual data.
- You place high expectations on yourself and others and are able to help coach others to higher standards of quality.
- You persuade others in the organization by demonstrating personal competence, and encourage others with a sense of optimism.
- You tend to be rather friendly and easy-going in your interactions with others.

Motivations – Ideal environments

Everybody is motivated; however, they are motivated for their own reasons, not somebody else's reasons. By understanding each other's motivations, Jay and Julie can create an environment where they are most likely to be able to be self-motivated and motivate each other.

Jay tends to be most effective in environments that provide:

- New and varied activities; a change-oriented workplace culture.
- Encouragement to talk about projects and issues openly with peers and managers.
- Authority equal to your responsibility.
- A freedom to travel around the organization or around the country.
- Challenging assignments.
- Public recognition of your accomplishments.
- Opportunities to try new ideas.

Julie tends to be most effective in environments that provide:

- A variety of highly specialized assignments and technical areas of responsibility.
- Opportunities for building a network of people and contacts.
- Time to reflect and think about pros and cons to solutions.
- Public recognition for accomplishments.
- Support for critical thinking skills and logical, rather than emotional, decision making.
- Clear areas of responsibility with minimal ambiguities.
- Established practices, procedures, and protocols.

Communication plans

The following suggestions can help Jay and Julie understand and be aware of each other's unique communication preferences. To use this information effectively, share it with each other, as well as with co-workers, and discuss your communication preferences to form a more productive, less stressful working relationship.

When communicating with Jay, **DO**:

- Give Jay the opportunity to express his opinions and make some of the decisions.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Put the details in writing, but don't plan on discussing them too much.
- Join in with some name-dropping, and talk positively about people and their goals.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Motivate and persuade Jay by pointing out objectives and expected results.
- Plan some extra time in your schedule for talking, relating, and socializing, but let him take the lead, and don't be surprised if the socializing ends abruptly.

When communicating with Jay, **DON'T**:

- Be sloppy or disorganized.
- Be overly task-oriented.
- Let the discussion with him get caught in dreams too much, otherwise you'll lose time.
- Speculate wildly without factual support.
- Leave loopholes or vague issues hanging in the air.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Ask rhetorical or useless questions.

When communicating with Julie, **DO**:

- List pros and cons to the suggestions you make.
- Provide testimonials from people she sees as important and prominent.
- Give her time to verify the issues and potential outcomes.
- If you disagree with the direction, show your position in an organized presentation.
- Plan to talk about things that support her dreams, and goals.
- Plan some extra time in your schedule for talking, relating, and socializing.
- Be engaging, stimulating, and fast-paced.

When communicating with Julie, **DON'T**:

- Use unreliable evidence or testimonials.
- Get in the habit of manipulating ideas quickly.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be impersonal or judgmental.
- Rush the issues or the decision-making process until you have buy-in.
- Whine about all of the work you have to do.
- Use someone else's opinions as evidence.

Struggles of Jay versus struggles of Julie

Everyone has possible struggles, limitations or weaknesses. Oftentimes, it is simply an overextension of their strengths that may become a weakness. Jay's and Julie's struggles are listed below. It's best if they read through their list and identify the one or two struggles with which they are having the most difficulty. Then, they can look back at their strengths page and see if they have a strength that might help a struggle?

Jay's struggles:

- Your strong ego may make you appear blunt and overly critical to those who may not share the same personality type. You may get more positive reactions by softening your approach and putting aside your ego.
- While directing team projects, you may tend to avoid direct participation with others.
- Rather than emphasizing the positive, you may sometimes be too critical with team results.
- Your sense of urgency may lead you to attempt too many simultaneous tasks. You may avoid delegation, reasoning that it's easier and faster to do the task yourself.
- You could get better results from your team by exercising a greater degree of patience.
- You may oversell others on project goals, and the team's ability to achieve them.
- Your sense of urgency, coupled with your strong ego and optimism, may cause you to overstep your authority or scope.

Julie's struggles:

- You may be overly optimistic in judging others' abilities.
- You may be overly defensive about your position, especially when faced with change or threats.
- You may tend to oversell your ideas.
- You may be overly optimistic in your ability to persuade or manage others.
- You may get bogged down in details, like a security blanket in a high-pressure climate.
- You may tend to promise a bit more than you can deliver, then enlist the help of others to ensure timely delivery.
- Your high level of enthusiasm may be seen by some as shallow or self-absorbed.

So Now What?

This report is filled with information about Jay's and Julie's style and how each, with the in-depth knowledge of each other's behavioral preferences can work better together as a well-oiled team.

There are many suggestions in this report for Jay and Julie to apply these behavioral style tips to improve their working relationship, avoid stressful behaviors and practice conflict resolution, if and when needed.

Don't put this report on a shelf or in a file. It is important to use this information to open up a meaningful dialogue with each other to improve all your relationship. Use this report as a reference tool. There is a lot of information in it and it is not meant to be digested in just one reading.

Have fun with making a few minor changes in your behavior and experience the results. You might be surprised! Remember The Platinum Rule®: "Treat others the way THEY want to be treated." You will have much more success in all your relationships, not just with each other!

Disclaimer

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