



# DISC

# Relationship

# Report

## Behavioral Style Comparison

Report Comparing:

Meg Sample and  
Ben Sample

Date: April 28, 2017

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Version 1.1

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## Overview of the Four Basic DISC styles

Meg, 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 Ben 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 D DOMINANCE STYLE		HIGH I INFLUENCING STYLE		HIGH S STEADINESS STYLE		HIGH C CONSCIENTIOUS STYLE
<b>Primary Drive</b>	Independence		Interaction		Stability		Correctness
<b>Preferred tasks</b>	Challenging		People related		Scheduled		Structured
<b>Comfortable with</b>	Being decisive		Social friendliness		Being part of a team		Order and planning
<b>Personal strength</b>	Problem solver		Encourager		Supporter		Organizer
<b>Strength out of control</b>	Preoccupation on goals over people		Speaking without thinking		Procrastination in addressing change		Over analyzing everything
<b>Personal limitation</b>	Too direct and intense		Too disorganized and nontraditional		Too indecisive and indirect		Too detailed and impersonal
<b>Personal wants</b>	Control, Variety		Approval, Non-structure		Routine, Harmony		Standards, Logic
<b>Personal Fears</b>	Losing, Being taken advantage of		Rejection, Rigid structure		Change, Confrontation		Criticism, Illogical thinking
<b>Blind spots</b>	Being held accountable		Follow through on commitments		Embracing need for change		Making decisions without analysis
<b>Needs to work on</b>	Empathy, Patience		Controlling emotions		Being assertive when pressured		Worrying less about everything
<b>Measuring Maturity</b>	Giving up control		Objectively handling rejection		Standing up for self when confronted		Not being defensive when criticized

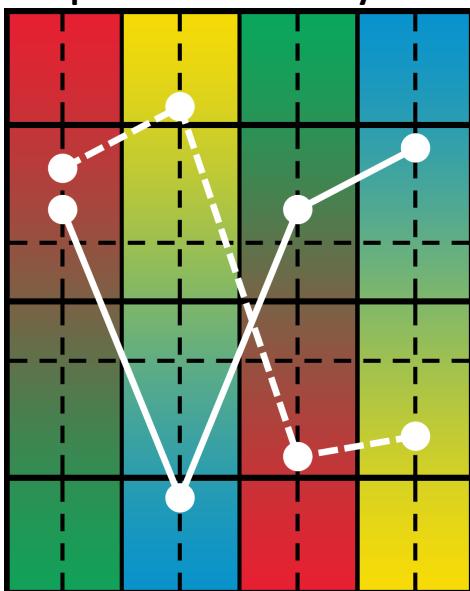
## DISC Graphs of Meg and Ben

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

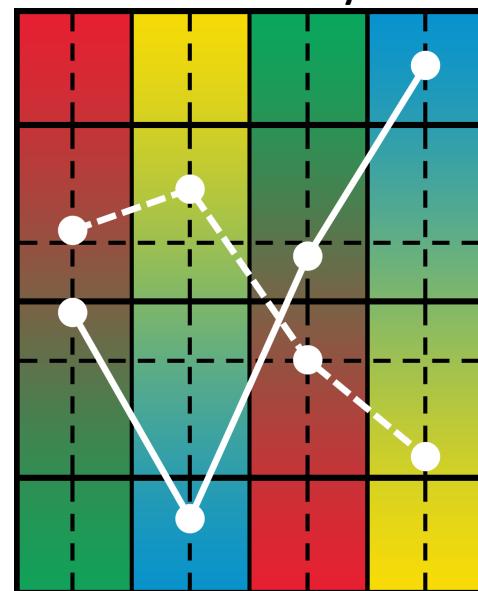
SOLID LINE = Meg Sample

DASH LINE = Ben Sample

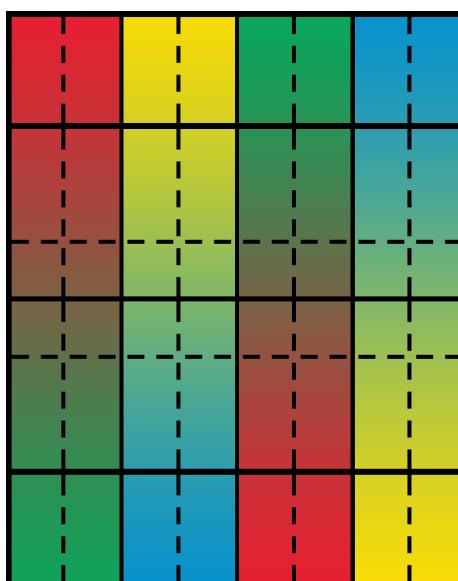
### Adapted Behavioral Style



### Natural Behavioral Style



Review both your Natural and Adaptive graphs above and determine which graph best describes your core behavior in this relationship. Draw each of your graphs below and use it as the template in completing the four exercises found on pages 9-12 in your Relationship Report.



*A cord of three strands is not quickly broken. Ecclesiastes 4:12b*

## Classical DISC Behavioral Pattern (Graph II)

The behaviors of Meg and Ben 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 behavioral patterns along with some insights into how Meg and Ben typically function in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by Meg and Ben based upon the interpersonal dynamic of their relationship.

### Meg Sample's DISC style: Fact-Finder

#### Fact-Finder Style Overview

Fact-finders have highly developed "quality control" and critical thinking ability. They favor logic and facts but also possess intuitive abilities that they will meld with the facts. Preparation is essential prior to action. They may appear shy but can work with others who have similar high quality focus. They avoid confrontational situations and, because they need to "get it right," can delay decisions. If they make a mistake, they will likely research additional material to support their original choice.

- **Emotional characteristic:** Avoid unsafe or risky ideas or relationships.
- **Goals:** Safety and accomplishment through correctness.
- **How others are valued:** Others' ability to effectively use logic and data.
- **Influences group:** Encourages and supports attention and focus on quality of evidence and analytical thinking.
- **Value to the organization:** Gets the facts, reviews the findings and brings analytical clarity to the project.
- **"Watch-out-for":** Subject to "analysis paralysis"; may try to indirectly impose a more controlled environment.
- **When under pressure:** Can become overly alarmed and anxious in risky or uncertain work situations.
- **Fears:** Other's erratic behavior or facing strong criticism or blame.

### Ben Sample's DISC style: Influencer

#### Influencer Style Overview

Influencers enjoy working with others. They are viewed as friendly, even as they seek to accomplish their personal goals. They often gain the respect and support of others. They aspire to positions of authority and it is important that they "look good to others." They like variety in their day. They can be too optimistic about others and tend to believe they can influence others more than they likely can. Influencers often need analytical support to offset their tendency to proceed without all the facts.

- **Emotional characteristic:** Recognizable vitality, vibrancy, enthusiasm and openness to connecting with others.
- **Goals:** Seek authority and prestige through a variety of status symbols.
- **How others are valued:** Through their ability to verbalize and create an attunement of ideas.
- **Influences group:** Through friendliness and a fluidity of interactions and relationships.
- **Value to the organization:** Often good at promoting ideas and concepts; being poised and confident and able to make requests of others to get things accomplished.
- **"Watch-out-for":** Unjustified reliance on personal persuasion; overly enthusiastic; too optimistic.
- **When under pressure:** Can become too persuadable; will want to look good.
- **Fears:** Routine; boring activities; demanding personal relationships that limit their ability to take action.

## Strengths of Meg versus strengths of Ben

Meg and Ben 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 Meg & Ben best utilize their strengths when relating with each other?

### Meg's strengths:

- You provide significant input to projects and processes, and are alert to potential problems and controls necessary.
- You are frequently seen by others as an expert in your area of responsibility.
- You're an excellent critical thinker, frequently asking "Why?"
- You bring a unique combination of accuracy and intuition to projects.
- If given the responsibility to maintain high standards, you will meet those standards.
- You have a keen awareness of the broad impact of important decisions.
- You are deadline conscious, with excellent time-management skills.

### Ben's strengths:

- You understand people very well and rely on that understanding to lead, persuade, and motivate.
- You have the potential to be an engaging presenter.
- You have a strong sense of urgency to get things done expediently.
- You are an excellent team player, very effective at training or developing others.
- You score like those known to be "movers and shakers" in the workplace.
- You are able to react and adapt quickly to change in projects or activities.
- You are able to think quickly on your feet.

## Struggles of Meg versus struggles of Ben

Everyone has possible struggles, limitations or weaknesses. Oftentimes, it is simply an overextension of their strengths that may become a weakness. Meg's and Ben'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 their partner overcome or minimize a struggle.

### Meg's struggles:

- When forming teams, you may tend to select people who are similar to you.
- You may require a complete explanation of details before making a decision.
- You may be too locked into rules, regulations, and procedures, at times when flexibility is needed.
- You may be overly defensive about your position, especially when faced with change or threats.
- You may be too cautious when making decisions, tending to second-guess yourself, rather than standing firmly behind your decision.
- You may tend to withdraw ideas in order to avoid controversy.
- You may tend to hesitate under intense pressure to make a proper decision.

### Ben's struggles:

- You may sometimes act impulsively, favoring emotion over facts.
- Your optimism and high level of trust may cause you to overestimate the abilities or intentions of others. As a result, you may be left with unexpected difficulties.
- You may overestimate your ability to influence people.
- You may tend to be a selective listener, hearing only what you want to hear.
- You could be more effective in large groups by being more firm in delegating tasks and setting deadlines.
- Your natural optimism may yield a tendency to over-forecast the success of a project.
- You are sometimes inattentive to details and may need support in this area.

## Communication plans

The following suggestions can help Meg and Ben understand and be aware of each other's unique communication preferences. To use this information effectively, share it with each other and discuss your communication preferences to form a more effective, less stressful interpersonal relationship.

### When communicating with Meg, DO:

- Be accurate and realistic; don't overinflate ideas or results.
- Do your homework, because she will have already done her share of it.
- Prepare your case in advance. Don't try to "wing it," using charm alone.
- Provide logical and practical evidence.
- Assure her that there won't be surprises.
- Keep on task with the business agenda.
- Take your time; be precise and thorough.

### When communicating with Meg, DON'T:

- Use unreliable evidence or testimonials.
- Be casual, informal, or loud.
- Rush the issues or the decision-making process.
- Push too hard.
- Be disorganized or sloppy.
- Get in the habit of manipulating ideas quickly.
- Use someone else's opinion as evidence.

### When communicating with Ben, DO:

- Offer input on how to make ideas become reality.
- Provide testimonials from people he sees as important and prominent.
- Be specific about what's needed, and who is going to do it.
- Give Ben the opportunity to express his opinions and make some of the decisions.
- Offer specific evidence about the probability of success or effectiveness of some of the options.
- Provide immediate incentives for his willingness to help on the project.
- Try to be engaging, stimulating, and fast-paced.

### When communicating with Ben, DON'T:

- Ask rhetorical or useless questions.
- Make guarantees and assurances when there is a risk in meeting them.
- Speculate wildly without factual support.
- Get bogged down in facts, figures, or abstractions.
- Be overly task-oriented.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Confuse or distract him from the business issues at hand.

## Understanding Your Task Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Preferred Tasks	Challenging	People Related	Scheduled	Detailed
Work Style	Decisive	Interactive	Cooperative	Traditional
Strength	Problem Solver	Encourager	Supporter	Organizer
Limitation	Too Direct	Too Disorganized	Too Indecisive	Too Detailed

----- midline -----

Preferred Tasks	Routine	Technical	Diverse	Unorthodox
Work Style	Participative	Structured	Reactive	Instinctive
Strength	Team Player	Logical Thinker	Energy Source	Risk Taker
Limitation	Too Indirect	Too Impersonal	Too Intense	Too Nontraditional
Low Style	D	I	S	C

## Understanding Your Task Style

**Example:** "As a High D/C and Low I/S blend, I prefer tasks that are *challenging, detailed and diverse*. My **work style** tends to be *decisive and structured*. My **strengths** are being a *problem solver, organizer and logical thinker*. Regarding my **limitations**, I tend to be *too direct, impersonal and intense*; therefore, I **need** a High I, Low D on my team."

Using the chart above, define your work style by completing the statements below.

### Defining Your Task Style

As a high \_\_\_\_\_ and low \_\_\_\_\_ blend, I **prefer tasks** that are \_\_\_\_\_.

My **work style** tends to be \_\_\_\_\_.

My **strengths** are being a \_\_\_\_\_. Regarding my **limitations**, I tend to be

too \_\_\_\_\_, therefore I **need** a High \_\_\_\_\_,

(opposite) Low \_\_\_\_\_ (opposite) on my team or in my life."

## Understanding Your Communication Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Act	Assertive	Persuasive	Patient	Contemplative
Want	Control	Approval	Routine	Standards
Fear	Losing	Rejection	Change	Being Wrong
Fear Response	Anger	Blame	Nonparticipation	Criticism

----- midline -----

Act	Cooperative	Unemotional	Responsive	Free-spirited
Want	Harmony	Logic	Variety	Non-structured
Fear	Confrontation	Illogical actions	Status Quo	Conforming
Fear Response	Indifference	Suspicion	Physical Action	Emotion
Low Style	D	I	S	C

## Understanding Your Communication Style

**Example:** “As a High D/C and Low I/S blend, I naturally **act assertive and responsive** because I **want control and logic**. If I perceive that I may face (**fear**) **losing or illogical actions**, I may **respond with anger or suspicion**.”

Using the chart above, define your communication style by completing the statements below.

### Defining Your Communication Style

As a high \_\_\_\_\_ and low \_\_\_\_\_ blend, I naturally **act** \_\_\_\_\_

because I **want** \_\_\_\_\_

If I perceive that I may face (**fear**) \_\_\_\_\_

I may **respond** with \_\_\_\_\_

## Understanding Your Negotiating Style in Resolving Conflict

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Comfortable	Decisive	Enthusiastic	Supportive	Structured
Fears	Losing	Rejection	Change	Being Wrong
Tension	Demand Action	Attack	Comply	Avoid Disagreeing
Conflict	Avoid Contact	Comply	Attack	Demand Details

----- midline -----

Comfortable	A Team Player	Detached	Spontaneous	Unstructured
Fears	Confrontation	Illogical Actions	Status Quo	Conforming
Tension	Become Quiet	Remain Calm	Challenge Others	Become Arbitrary
Conflict	Stuff Feelings	React Covertly	Assess Blame	Become Sarcastic
Low Style	D	I	S	C

### Understanding Your Negotiating Style in Resolving Conflict

**Example:** "As a High I/S and Low D/C blend facing conflict, I am most **comfortable** being *enthusiastic and supportive*. When I feel **fears** of *confrontation and rejection* it causes tension for me. Under **tension**, I may *become quiet and comply*. If this intensifies the **conflict**, I may *attack or become sarcastic*."

Using the chart above, define your negotiating style in resolving conflict by completing the statements below.

#### Defining Your Negotiating Style in Resolving Conflict

As a high \_\_\_\_\_ and low \_\_\_\_\_ blend, I am most **comfortable** being \_\_\_\_\_

When I feel **fears** of \_\_\_\_\_ it causes tension for me.

Under **tension**, I may \_\_\_\_\_

If this intensifies the **conflict**, I may \_\_\_\_\_.

## Understanding Your Relational Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Respond	Be Direct	Be Friendly	Be Nonthreatening	Be Specific
Relate	Briefness	Freedom to Express Feelings	Friendly Tones	Patient Answers
Reinforce	The Bottom Line	Social Recognition	Time to Process	Freedom to Validate
Help	Get out of the way	Talk to Me	Give Assurances	Leave Me Alone

----- midline -----

Respond	Allow Time to Process	Be Logical	Focus on Action	Focus on Activities
Relate	Nonverbal Assurances	Accurate Data	Variety	Non-structure
Reinforce	Time to React	Support	Control	Encouragement
Help	Give Me a Hug	Respect Privacy	Allow Spontaneity	Allow Flexibility
Low Style	D	I	S	C

## Understanding Your Relational Style

**Example:** "As a High I/S and Low D/C blend, my suggestion to others in **responding** to me is *be friendly and nonthreatening*. **Relate** to me with *freedom to express my feelings*. In **reinforcing** me give me *verbal encouragement*. When I'm under stress, you can be **helpful** to me if you *talk to me*."

Using the chart above, define your relational style by completing the statements below.

### Defining Your Relational Style

As a high \_\_\_\_\_ and low \_\_\_\_\_ blend, my suggestion to others in **responding** to me

is \_\_\_\_\_

**Relate** to me with \_\_\_\_\_

In **reinforcing** me, give me \_\_\_\_\_

When I'm under stress, you can be **helpful** if you \_\_\_\_\_.

**Circle** statements that communicate how to build a better relationship with either of you. Note differences.

## 3 R's of DISC Relationships

CONSCIENTIOUS (C)	DOMINANCE (D)
<p><b>HOW TO RESPOND TO A HIGH C</b></p> <ul style="list-style-type: none"> <li>• In conflict expect: Response to be cautious and/or negative</li> <li>• Focus: Patiently answer questions</li> <li>• Tone: Patient and persistent</li> <li>• Give: "Why" responses</li> </ul> <p><b>HOW TO RELATE TO A HIGH C</b></p> <ul style="list-style-type: none"> <li>• Answer questions in a patient and persistent manner</li> <li>• Mix accurate data with assurances</li> <li>• Allow time to validate information</li> </ul> <p><b>HOW TO REINFORCE THE HIGH C</b></p> <ul style="list-style-type: none"> <li>• Provide a step-by-step approach</li> <li>• Provide reassurances of support</li> <li>• Give permission to validate information with third parties</li> </ul>	<p><b>HOW TO RESPOND TO A HIGH D</b></p> <ul style="list-style-type: none"> <li>• In conflict expect: Disagreement and debate</li> <li>• Focus: On actions and goals</li> <li>• Tone: Firm and direct</li> <li>• Give: "What" responses</li> </ul> <p><b>HOW TO RELATE TO A HIGH D</b></p> <ul style="list-style-type: none"> <li>• Be brief and to the point</li> <li>• Explain "How to achieve goals" using logic with an action plan</li> <li>• Allow time to consider your ideas</li> </ul> <p><b>HOW TO REINFORCE THE HIGH D</b></p> <ul style="list-style-type: none"> <li>• Repeat the plan of action, focusing on goals, objectives, and results</li> <li>• Give bottom line instructions</li> <li>• Get out of his/her way</li> </ul>
<p><b>HOW TO RESPOND TO A HIGH S</b></p> <ul style="list-style-type: none"> <li>• In conflict expect: Time to process in accepting change</li> <li>• Focus: Harmony and stability</li> <li>• Tone: Nonthreatening and patient</li> <li>• Give: "How" responses while making allowances for family needs</li> </ul> <p><b>HOW TO RELATE TO A HIGH S</b></p> <ul style="list-style-type: none"> <li>• Use friendly tones when instructing</li> <li>• Give personal, nonverbal acceptance and assurances</li> <li>• Allow time to process information</li> </ul> <p><b>HOW TO REINFORCE THE HIGH S</b></p> <ul style="list-style-type: none"> <li>• Repeat any instructions</li> <li>• Provide hands-on reinforcement</li> <li>• Be patient in allowing time to take ownership</li> </ul>	<p><b>HOW TO RESPOND TO A HIGH I</b></p> <ul style="list-style-type: none"> <li>• In conflict expect: Denial or shift blame</li> <li>• Focus: On relationships and fun activities</li> <li>• Tone: Informal, friendly and positive</li> <li>• Give: "Who" responses</li> </ul> <p><b>HOW TO RELATE TO A HIGH I</b></p> <ul style="list-style-type: none"> <li>• Use friendly voice tones</li> <li>• Allow time for them to verbalize their feelings</li> <li>• Help them transfer talk to an action plan</li> </ul> <p><b>HOW TO REINFORCE THE HIGH I</b></p> <ul style="list-style-type: none"> <li>• Offer positive encouragement and incentives for taking on tasks</li> <li>• Help them organize an action plan</li> <li>• Communicate positive recognition</li> </ul>

## Relationship Action Plan: How to Love One Another

Refer back to what you and your mate discussed and learned in the Relationship Report. Fill in the spaces below together and create strategies to appreciate and support one another.

Name & DISC Style: Partner 1 \_\_\_\_\_ Partner 2 \_\_\_\_\_

I appreciate your strengths of ... (page 6)	
I can help with your struggles by ... (page 7)	
I will communicate with you by doing ... And not doing... (page 8)	
I am aware of the following areas that may cause conflict ... (page 11)	
I will relate to you by... (pages 12 & 13)	
I will reinforce you by... (pages 12 & 13)	

Name & DISC Style: Partner 2 \_\_\_\_\_ Partner 1 \_\_\_\_\_

I appreciate your strengths of ... (page 6)	
I can help with your struggles by ... (page 7)	
I will communicate with you by doing ... And not doing... (page 8)	
I am aware of the following areas that may cause conflict ... (page 11)	
I will relate to you by... (pages 12 & 13)	
I will reinforce you by... (pages 12 & 13)	

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## So Now What?

This report is filled with information about Meg's and Ben's style and how each, with the in-depth knowledge of each other's behavioral preferences, can develop a better relationship.

There are many suggestions in this report for Meg and Ben to apply these behavioral style tips to improve their 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 of 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

There are no warranties, express or implied, regarding the online DISCstyles assessment. You assume full responsibility, and the authors & assessment company and their agents, distributors, officers, employees, representatives, related or affiliated companies, and successors, and the company requesting you to complete this DISCstyles Assessment (THE GROUP) shall not be liable for, (i) your use and application of The DISCstyles Assessment, (ii) the adequacy, accuracy, interpretation or usefulness of The DISCstyles Assessment, and (iii) the results or information developed from your use or application of The DISCstyles Assessment.

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The DISC Behavioral Assessment, based on the popular and practical DISC model of human behavior, is the most widely used behavioral model in the world, and has helped millions of people improve communication, productivity, team building and leadership, as well as their personal and professional relationships within the workplace and home.

## **Additional Resources and Applications**

CEO or manager, teacher or trainer, coach or parent - if you desire to impact people by helping them discover and capitalize on their strengths, then continue your journey of applying the DISC style information and behavioral adaptability out into your spheres of influence.

### **DISC STYLES COACHING**

Explore how you can become a more effective manager, parent or leader by engaging in DISC styles coaching to better understand yourself and how to maximize your style for improving relationships and getting greater results.

### **DISC STYLES COUNSELING**

Qualified therapists and counselors can provide DISC styles counseling to improve individual performance or build stronger family/marriage relationships.

### **DISC STYLES WORKSHOPS**

The DISC styles information lends itself well to a variety of workshops/seminars on topics such as Coaching, Communication, Conflict Management, Customer Service, Team Building, Leadership and Management.

### **DISC STYLES CERTIFICATION**

Become certified to use the DISC styles assessments and additional resources in your own coaching, consulting, counseling or training applications.

