DISC Collaboration

An Evaluation of Behavioral Style Comparisons

Report Comparing: **Indra Prasad and Cherie Cowley**

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People Smart
W O R L D

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Overview of the four basic DISC styles

Indra, 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 Cherie 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.

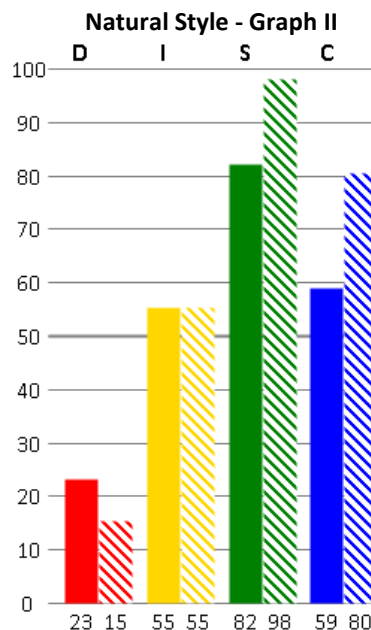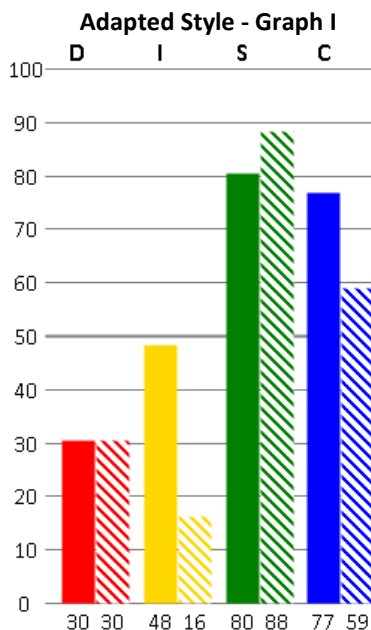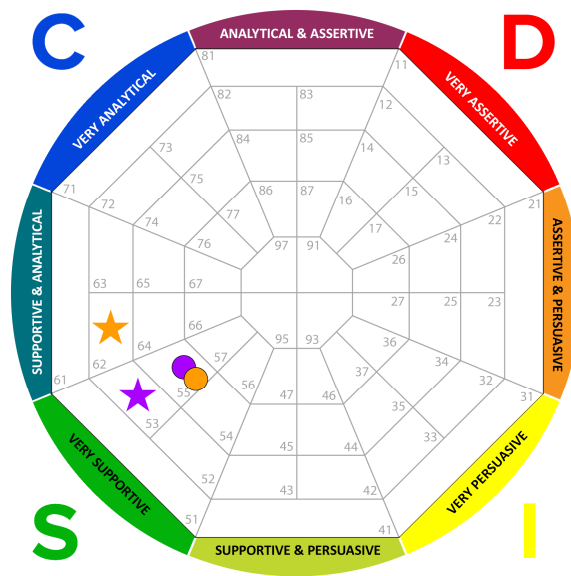|	HIGH DOMINANT STYLE	HIGH INFLUENCING STYLE	HIGH STEADY STYLE	HIGH CONSCIENTIOUS STYLE
PACE	Faster/Decisive	Faster/Spontaneous	Slower/Relaxed	Slower/Systematic
PRIORITY	Challenges	Attention	Relationships	Correctness
SEEKS	Productivity Control	Participation Applause	Acceptance Status Quo	Data And Proof 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UNDER STRESS MAY BECOME	Demanding Aggressive	Excitable Disorganized	Submissive Indecisive	Withdrawn Critical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 Indra and Cherie

This DISC Collaboration Report shows how Indra and Cherie 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.

Indra Prasad
● = Natural Behavioral Style
★ = Adapted Behavioral Style
▨ = Bar Graph

Cherie Cowley
● = Natural Behavioral Style
★ = Adapted Behavioral Style
▨ = Bar Graph

Adapted Style - Graph I

	D		I		S		C	
	30	30	48	16	80	88	77	59

Natural Style - Graph II

	D		I		S		C	
	23	15	55	55	82	98	59	80

Classical DISC style overview

The behaviors of Indra and Cherie 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 Indra and Cherie typically functions in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by Indra and Cherie based upon the interpersonal dynamic of their relationship.

Indra Prasad's DISC style: **Harmonizer**

Harmonizer Style Overview

Harmonizers balance both interpersonal connections and goals/objectives. They are supportive, make others feel included, and extend a hand of friendship. They tend to be well organized and deliver effective results. Being service oriented, the Harmonizer style is quite good at taking on/helping with tasks that others may struggle with themselves. They do not like conflict and may avoid connections with assertive individuals.

- **Emotional characteristic**: Responds to affection and praise, rejects aggressive behaviors by others.
- **Goals**: Being accepted and appreciated by others.
- **How others are valued**: By other's willingness to include the Harmonizer in activities and processes.
- **Influences group**: Offering friendship and a willingness to listen.
- **Value to the organization**: Blends well with others; supportive and team oriented.
- **"Watch-out-for"**: Overuse of kindness and accommodation.
- **When under pressure**: Will rely on influencing with information of calling upon personal relationships to address the current issue.
- **Fears**: This style seeks to avoid conflict, anger and disharmony.

Cherie Cowley's DISC style: **Technician**

Technician Style Overview

Technicians will seek projects in their area(s) of expertise. They constantly challenge their own work and results. They are likely knowledgeable in many areas. They are easy to work with unless their expertise is challenged. They are quality oriented and expect strong results from themselves and others. They can become critical of others if they achieve poor results. At times, they can become too insistent on doing things a "certain way."

- **Emotional characteristic**: Need to be current and keep pace with others.
- **Goals**: High expectations for their own growth and advancement.
- **How others are valued**: Through demonstrated self-discipline, position and authority.
- **Influences group**: Projecting confidence in ability to create, implement and expand the correct activities and actions.
- **Value to the organization**: Skilled problem-solvers and experts in identifying solutions for their own area(s) of experience.
- **"Watch-out-for"**: Over-focus on personal goals and may expect too much from others.
- **When under pressure**: Can become inhibited and overly sensitive to critical feedback.
- **Fears**: Being too predictable or being unrecognized for their contributions.

Strengths of Indra versus strengths of Cherie

Indra and Cherie 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 Indra & Cherie best utilize their strengths when working together?

Indra's strengths:

- You are able to meet new people with poise and confidence.
- You are willing to work hard for a mission, cause, project, or purpose.
- You will readily join outside clubs and organizations to advance personal or team goals.
- You are an excellent team player and are very supportive of team efforts, while also respecting organizational policies and protocol.
- You are typically ready, willing, and able to assist others with a specialized project. All they have to do is ask.
- You are an excellent teacher or coach to others on the team, especially in situations requiring patience and specialized skills.
- You bring an extensive base of both knowledge and expertise that can be tapped in getting a job done.

Cherie's strengths:

- You are skilled in dealing with details (e.g., precise standards, data, and fine print) with accuracy and confidence.
- You are deadline conscious, with excellent time-management skills.
- You are a reflective, critical thinker, able to comprehend complex or abstract systems, assist with solutions, and get others on board with the project.
- You are always well-prepared for meetings. You do your homework and expect the same of others.
- You are conscientious and serious about doing things the correct way.
- You are a cooperative team player who respects organizational policies and protocol. You are able to get along with a variety of other behavioral styles.
- You are willing to work hard for a mission, cause, project, or purpose.

Work style tendencies

Work Style Preferences provide useful insights as Indra and Cherie 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?

Indra's work style tendencies:

- You encourage others and contribute to a positive work atmosphere, making efforts to avoid a climate of hostility or aggression.
- Your approach to the job is systematic, deliberate, and persistent, and you are able to keep others optimistically involved in the process.
- You are motivated to demonstrate good organizational skills, and to follow processes through to completion.
- You maintain a stable and predictable pace in completing complex or specialized projects, and demonstrate a tireless work ethic to get the project finished.
- You are ready, willing, and able to help others become more effective and successful.
- You want to be seen as one who shows sincere interest in both internal and external stakeholders on a project.
- You are motivated to be a team player who is supportive of team efforts.

Cherie's work style tendencies:

- You tend to be optimistic -- you demonstrate high personal standards while setting high goals for yourself.
- You tend to be vocal with others when areas of responsibility need to be delegated.
- You tend to be rather friendly and easy-going in your interactions with others.
- You persuade others in the organization by demonstrating personal competence, and encourage others with a sense of optimism.
- You have the ability to handle people with patience.
- You have the ability to self-manage much of your own workload.
- You have the ability to focus on building your own skills and talents, while also assisting others on the team in building their own skills.

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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, Indra and Cherie can create an environment where they are most likely to be able to be self-motivated and motivate each other.

Indra tends to be most effective in environments that provide:

- Minimal interpersonal conflict and hostility.
- Identification with the team or greater organization.
- Opportunities to work with people with whom you have developed trust, rapport, and credibility.
- Public recognition for your accomplishments.
- Variety in work tasks and projects.
- Sufficient time to adjust to changes in the workplace or procedures.
- A secure work situation.

Cherie tends to be most effective in environments that provide:

- Complete information, details, and examples with no gaps or surprises.
- Close relationships with small groups of associates, rather than superficial relationships with a large group of people.
- A place relatively free of interpersonal conflict and hostility.
- A variety of highly specialized assignments and technical areas of responsibility.
- Freedom from intensely pressured decisions.
- Established practices, procedures, and protocols.
- Opportunities for building a network of people and contacts.

Communication plans

The following suggestions can help Indra and Cherie 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 Indra, DO:

- Offer input on how to make the ideas become reality.
- Be certain that individual responsibilities are clear, and that there are no ambiguities. Put the details in writing.
- Plan to talk about things that support Indra's dreams and goals.
- Attempt to be engaging, stimulating, and fast-paced.
- Ask for Indra's input, and provide assurances regarding decisions.
- Be casual and informal with gestures and body language.
- Present your ideas and opinions in a non-threatening way.

When communicating with Indra, DON'T:

- Be overly task-oriented.
- Be rude, abrupt, or too fast-paced in your delivery.
- Patronize or demean Indra by using incentives or subtlety.
- Get bogged down in facts, figures, or abstractions.
- Be domineering or demanding.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be impersonal or judgmental.

When communicating with Cherie, DO:

- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Break the ice with a brief personal comment.
- Be accurate and realistic, don't over-inflate ideas or outcomes.
- Do your homework, because Cherie's homework will already be done.
- Join in with some name-dropping, and talk positively about people and their goals.
- Provide logical and practical evidence.
- Cherie will follow through, so be certain to follow through on your part.

When communicating with Cherie, DON'T:

- Offer promises that you can't keep.
- Use someone else's opinion as evidence.
- Leave the idea or plan without backup support.
- Be disorganized or sloppy.
- Be unrealistic with deadlines.
- Rush the issue or the decision-making process.
- Push too hard.

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Struggles of Indra versus struggles of Cherie

Everyone has possible struggles, limitations or weaknesses. Oftentimes, it is simply an overextension of their strengths that may become a weakness. Indra's and Cherie'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?
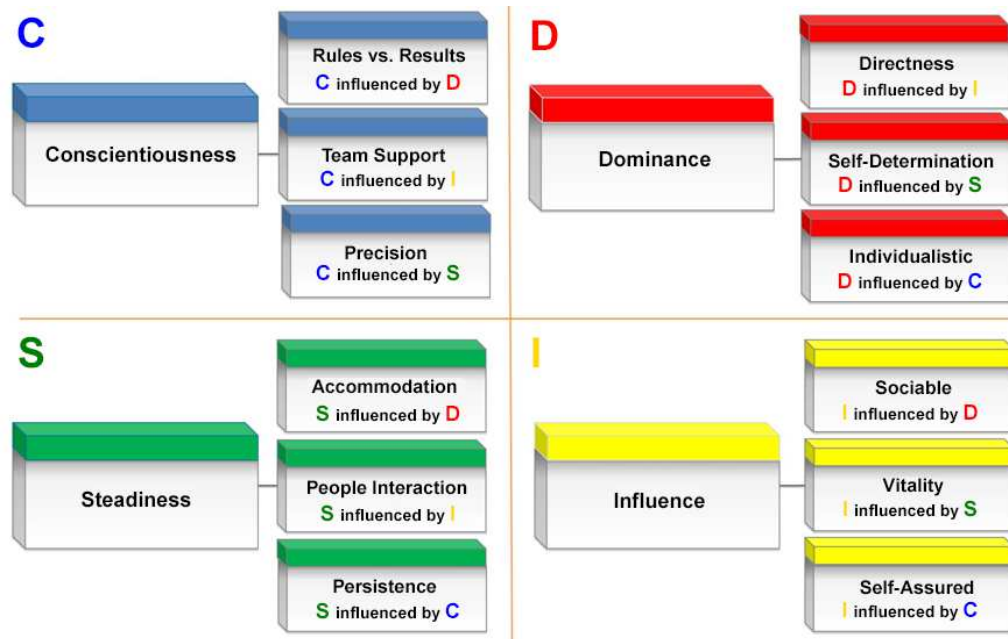
Indra's struggles:

- You may be more interested in being liked by others than in making concrete progress.
- You may evoke a false sense of cooperation with others on the team, then resist passive-aggressively.
- You may need to learn to say "no" more often to requests for help, both on and off the job.
- You may be considered a grudge-holder by some, as you have a long memory for wrongs committed.
- Because of a desire for completeness and perfection, you may have some difficulty meeting deadlines.
- You could improve your time-management skills.
- When sudden change is suggested, you may become indecisive under pressure.

Cherie's struggles:

- You may demonstrate a "superior" attitude, especially toward those whom you perceive as having lower skills, or lower attention to quality.
- You may hold on too tightly to past tradition in procedures and processes, thus requiring a complete explanation of details before changes are made.
- You may tend to trust people a bit too much and may suffer setbacks as a result.
- You may react on impulse rather than thinking things through before responding.
- Because of your desire for completeness, you may encounter some difficulty in meeting deadlines.
- You may need help in prioritizing. Under pressure, all items may be ranked as most important.
- You may be considered a grudge-holder, as you tend to have a long memory for wrongs committed.

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Worksheet: Collaboration strategy

The majority of all people have differences in their behavioral styles. Therefore, it is natural to experience both harmonious and stressful situations when we work with others. You can have the greatest respect and / or loving feelings for a person, but something the collaboration does not work completely painlessly. If the tension is stress-related, the use of Platinum Rule® may be helpful - treat others the way they want to be treated.

Fill in the worksheet below to gain insight into your respective basic styles. Then discuss what you can do to reconcile your similarities and adjust your behavior to reduce stress as you experience differences. This forms your cooperation strategy to get the most effective cooperation possible. Good luck!

OUR STYLES

Name: **Indra**

Strengths:_____

_____

Work style tendencies:_____

_____

Ideal environments:_____

_____

Communication plans:_____

_____

Struggles:_____

_____

Name: **Cherie**

Strengths:_____

_____

Work style tendencies:_____

_____

Ideal environments:_____

_____

Communication plans:_____

_____

Struggles:_____

_____

OUR COLLABORATION STRATEGY:

_____
_____
_____
_____
_____
_____
_____
_____
_____
_____
_____

The 12 integrated DISC style relationships

The **Directness Behavior** measures how the strength of an individual's direct, assertive and results oriented communication style is influenced by their desire to build relationships and connect with others.

The **Self-Determination** behavior measures how the strength of an individual's direct, assertive and "results now" oriented behaviors are influenced by their degree of patience and preferred pace.

The **Individualistic Behavior** measures how the strength of an individual's direct, assertive and "results now focus" is influenced by their need to precisely follow established structural and procedural guidelines while pursuing objectives.

The **Sociable Behavior** measures how the strength of an individual's preference for cordial social interaction and people connection is influenced by their need for immediate results.

The **Vitality Behavior** measures how the strength of an individual's desire for interpersonal connections is influenced by their degree of urgency, preferred pace and activity level.

The **Self-Assured Behavior** measures how the strength of an individual's extroversion and desire for personal connection with others is influenced by their need for structure, detail, and accurate evidence prior to taking action.

The **Accommodation Behavior** measures how the strength of an individual's level of patience and activity level are influenced by the strength of their desire to lead, command and direct activities focused on immediate results and solutions.

The **People Interaction Behavior** measures how the strength of an individual's degree of patience and preferred activity level are influenced by the strength of their extroversion and a desire to socially interact and accommodate others.

The **Persistence Behavior** measures how the strength of an individual's patience, activity level and team support is influenced by their need for accuracy, precision and structure.

The **Rules vs. Results Behavior** measures how the strength of an individual's need to precisely follow established structural and procedural guidelines, standards and codes is influenced by their need for direct "results now" actions that target immediate accomplishments.

The **Team Support Behavior** measures how the strength of an individual's desire for accuracy, structure, rules and standards is influenced by the strength of their desire to interact, engage and accommodate other people.

The **Precision Behavior** measures how the strength of an individual's need for structure, accuracy, order and precision is influenced by their pace, patience and level of team accommodation.

= Indra Prasad

= Cherie Cowley

1. The Directness Behavior (D/I)

LOW   HIGH
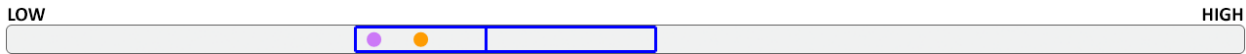
Lower intensity scores identify an inclination to search for a more socially interactive, popular and accommodating solution.
Higher intensity scores identify a willingness to make and defend tough and even unpopular decisions.

2. The Self-Determination Behavior (D/S)

LOW   HIGH

Lower intensity scores identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to taking action.
Higher intensity scores identify a preference toward a more "now oriented pace" that is keyed toward taking actions that achieve immediate results and goals.

3. The Individualistic Behavior (D/C)

LOW   HIGH

Lower intensity scores favor strong and precise compliance and adherence to established structure, rules, policy and procedures.
Higher intensity scores are not deterred by potential restraints or established policies especially if they are perceived to impede immediate results.

4. The Sociable Behavior (I/D)

LOW   HIGH

Lower intensity scores reflect a much stronger competitive "result now" focus with less effort on accommodation and building relationships.
Higher intensity scores reflect an emphasis on seeking, building and sustaining personal relationships.

5. The Vitality Behavior (I/S)

LOW   HIGH

Lower intensity scores reflect thoughtfulness and care when crafting both words and deeds as one moves steadily toward the identified goal and objective.
Higher intensity scores reflect a high energy, freewheeling, confident and engaging style that will likely embrace new ideas and concepts.

6. The Self-Assured Behavior (I/C)

LOW   HIGH

Lower intensity scores reflect a cautious and conscientious approach that seeks to take actions that are supported by reliable tactics, trusted data and past successes.
Higher intensity scores sometimes lead to overconfidence with a willingness to improvise and to take spontaneous actions vs. thorough planning.

■ = **Indra Prasad**

■ = **Cherie Cowley**

7. The Accommodation Behavior (S/D)

LOW   HIGH

Lower intensity scores reflect a propensity to make difficult decisions, remain firm in supporting and defending them sustained by a strong focus on achieving immediate results and accomplishing assigned goals.
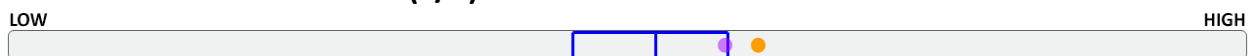**Higher intensity** scores reflect a willingness to consider, accommodate and support alternative solutions and ideas.

8. The People Interaction Behavior (S/I)

LOW   HIGH

Lower intensity scores reflect a freewheeling and confident belief that most if not all interactive social situations can be handled "on the fly."
Higher intensity scores display a great deal of care and consideration when crafting the words and deeds that impact others.

9. The Persistence Behavior (S/C)

LOW   HIGH

Lower intensity scores reflect a need to follow established policies and procedures even if it requires running counter to the team's direction that may be advocating alternative or even potentially risky actions.
Higher intensity scores reflect an emphasis on supporting planned group and team efforts.

10. The Rules vs. Results Behavior (C/D)

LOW   HIGH

Lower intensity scores suggest a more direct, immediate "result now" focus that will not likely be restrained by established protocols, procedures and policies.
Higher intensity scores identify a strong need to pursue objectives with guidance and reliance upon established structure, rules, organizational protocols and policies.

11. The Team Support Behavior (C/I)

LOW   HIGH

Lower intensity scores display a more cordially social, engaging and accommodating communication style with a less focus on established protocols.
Higher intensity scores display reliance upon structure, logic, facts and established data, procedures and protocols.

12. The Precision Behavior (C/S)

LOW   HIGH

Lower intensity scores suggest steady paced progress, strong support, consideration and accommodation for the team's overall direction.
Higher intensity scores reflect a desire to operate in a "fail-safe" environment supported by accurate data and through preparation.

So Now What?

This report is filled with information about Indra's and Cherie'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 Indra and Cherie 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!

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