



DISC Collaboration

An Evaluation of Behavioral Style Comparisons

Report Comparing: **April Brown and Bob Jones**

Date: **November 30, 2015**



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Overview of the Four Basic DISC Styles

April, 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 Bob 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UNDER STRESS MAY BECOME	Demanding Aggressive	Excitable Disorganized	Submissive Indecisive	Withdrawn Critical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 April and Bob

This DISC Collaboration Report shows how April and Bob 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.

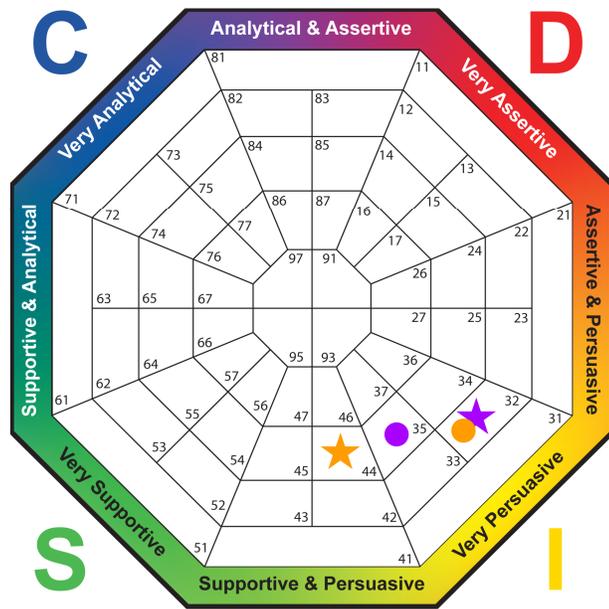
Percent Match = 85%

April Brown

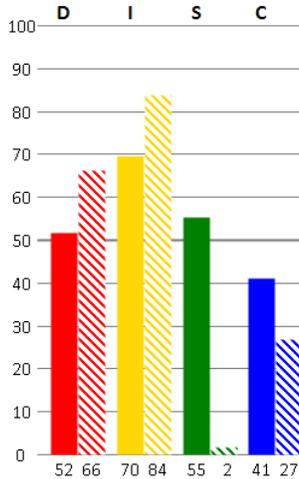
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- ▨ = Bar Graph

Bob Jones

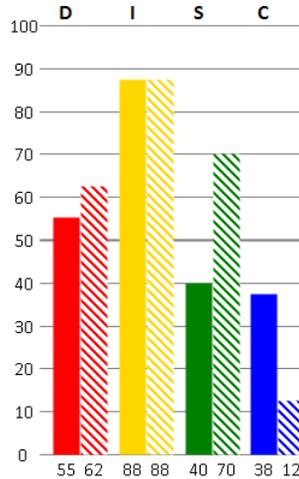
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Adapted Style - Graph I



Natural Style - Graph II



Classical DISC Style Overview

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

April Brown'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.

Bob Jones's DISC Style: Coach

Coach Style Overview

Coaches are adept at solving "people problems." They are seen as warm, empathetic and insightful. They like to form extended personal relationships and often develop a reputation for unobtrusive, contributory efforts when working with others. They can become too lenient with marginal contributors and tend to be too mild when issuing corrections, directions and expectations.

- **Emotional characteristic:** Wants to be seen as warm and open by others.
- **Goals:** Building personal connections and positive feelings.
- **How others are valued:** Favorable recognition of others; finds the basic decency in them.
- **Influences group:** Through personal relationships and being open to others' ideas, problems and needs.
- **Value to the organization:** Will bring stability to group efforts with predictable actions and will possess good listening skills.
- **"Watch-out-for":** Can become too tolerant and may avoid needed direct confrontations.
- **When under pressure:** Can become too accommodating, trusting and sharing too much with others.
- **Fears:** Having to pressure others or being seen or blamed as the source of pain or problems by others.

Strengths of April versus Strengths of Bob

April and Bob 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 April & Bob best utilize their strengths when working together?

April's Strengths:

- You have the potential to be an engaging presenter.
- You are able to delegate responsibility to others in an enthusiastic and personable way.
- You are able to think quickly on your feet.
- You're a self-starter, and an active agent in everything you do.
- You can handle objections, questions, and pressure, with poise and confidence.
- You are very much at ease in making presentations to both large or small groups.
- You're able to sell others on a variety of ideas and concepts.

Bob's Strengths:

- You work hard to achieve the team's goals and objectives.
- You bring a high "sincerity factor" to the team climate.
- You possess a positive sense of humor and never make jokes at the expense of others.
- You are a good listener.
- You are very people-oriented and, as a result, are able to talk with new people very easily in small groups or in large audiences.
- You demonstrate a high degree of patience in working with others.
- You are able to reach goals by working with and supporting the efforts of others on the team.

Struggles of April versus Struggles of Bob

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

April's Struggles:

- Your natural optimism may yield a tendency to over-forecast the success of a project.
- 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 have difficulty disciplining others, or bearing bad news.
- 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.
- You may be somewhat disorganized behind the scenes, despite maintaining an organized public presence.
- You are sometimes inattentive to details and may need support in this area.

Bob's Struggles:

- You may need some coaching in time management; for instance, in setting more ambitious deadlines.
- You may be rather indirect in providing instructions, because you don't want to impose your will on others.
- You may have difficulty with quick decision making because of your need to consider the "people side" of all issues.
- You may be a bit of a grudge-holder toward those who offer criticism.
- You may tend to take constructive criticism personally, possibly losing focus as to how it relates to the task.
- You may hesitate to correct or discipline those who report to you, for fear of offending someone.
- You may show less emphasis on productivity and more emphasis on the "people side" of a project.

Work Style Tendencies

Work Style Preferences provide useful insights as April and Bob 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?

April's Work Style Tendencies:

- You show a high degree of persistence in working on projects, especially over the long haul.
- You are optimistic and motivated to be an excellent team player, able to defer your ego when working with others who may prefer having more control of the situation.
- You tend not to force your own ideas on others with edicts, but rather by offering considered suggestions.
- You tend to be an excellent "teacher" to peers on the team, at all levels of the organization.
- Your empathetic nature and sensitivity toward people may lead others to seek you out as a coach or counselor, or ask to assist them with a personal or team problem.
- You are perceived by others on the team as a good listener.
- On the job, you tend to say "yes" more often than "no," when asked to help out with a colleague's project or problem.

Bob's Work Style Tendencies:

- You approach projects and express ideas with enthusiasm.
- When pressured on the job, you may become more persuadable and less firm in your opinions.
- You are able to maintain a positive public image through a variety of assignments.
- You want to be perceived as trustworthy, and easy work with.
- You seek freedom from routine, control, and minutiae.
- You enjoy working with others and tend to make friends easily on and off the job.
- You are able to wield authority with confidence, and thus obtain the respect of others in the organization.

Communication Plans

The following suggestions can help April and Bob 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 April, **DO**:

- Offer input on how to make ideas become reality.
- Offer specific evidence about the probability of success or effectiveness of some of the options.
- Use her own words to direct things back to the topic or issue at hand.
- Be clear in your explanations.
- Provide immediate incentives for her willingness to help on the project.
- Give April the opportunity to express her opinions and make some of the decisions.
- Try to be engaging, stimulating, and fast-paced.

When Communicating with April, **DON'T**:

- Let the discussion with her get caught in dreams too much, otherwise you'll lose time.
- Speculate wildly without factual support.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Get bogged down in facts, figures, or abstractions.
- Be overly task-oriented.
- Make decisions for her.
- Confuse or distract her from the business issues at hand.

When Communicating with Bob, **DO**:

- Break the ice with a brief personal comment.
- Put the details in writing, but don't plan on discussing them too much.
- Show sincere interest in him as a person.
- Present your ideas and opinions in a non-threatening way.
- Provide assurances about his input and decisions.
- Ask for his input regarding people and specific assignments.
- Plan to talk about things that support his dreams and goals.

When Communicating with Bob, **DON'T**:

- Be vague or ambiguous.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be overly task-oriented.
- Leave the idea or plan without backup support.
- Be rude or abrupt in your delivery.
- Manipulate or bully him into agreeing.
- Talk down to him.

Motivations

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

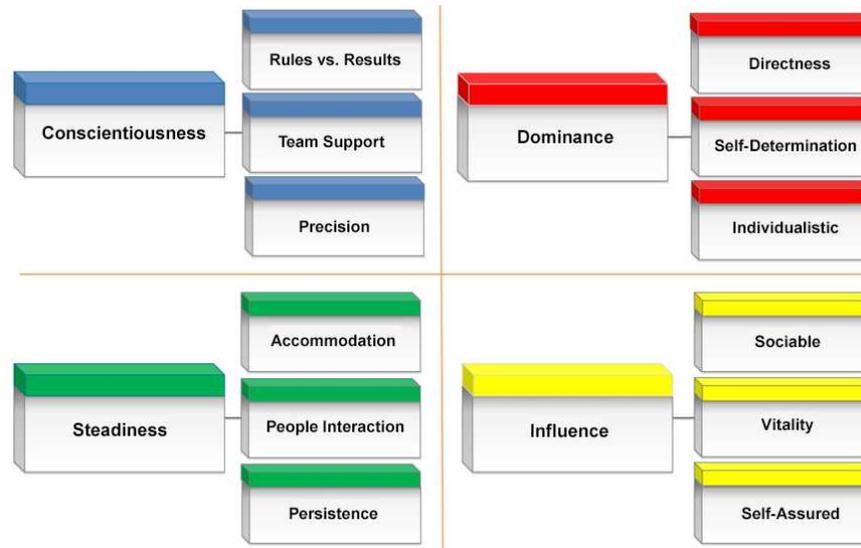
April Tends to Be Most Effective In Environments That Provide:

- A work culture that takes pride in the systems, processes, and people working behind the scenes.
- Specialized assignments that also involve working and communicating with a variety of people.
- A participatory manager or board with whom a democratic relationship has been established.
- A favorable working climate containing positive attitudes and optimistic spirit.
- Support and appreciation of your individual efforts.
- Clear responsibility and lines of authority to avoid confusion or overlapping initiatives.
- A job culture where there is little hostility, confrontation, anger, or pressure.

Bob Tends to Be Most Effective In Environments That Provide:

- Public recognition of your accomplishments.
- Authority equal to your responsibility.
- A wide scope of involvement with a variety of people.
- A freedom to travel around the organization or around the country.
- Opportunities to try new ideas.
- Freedom from controls, details, and minutiae.
- Encouragement to talk about projects and issues openly with peers and managers.

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.

■ = April Brown
■ = Bob Jones

1. The Directness Behavior (D/I)



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)



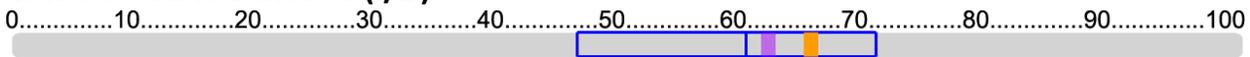
Lower intensity scores identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to taking action.
Higher intensity scores identify a preference toward a more “now oriented pace” that is keyed toward taking actions that achieve immediate results and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

3. The Individualistic Behavior (D/C)



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)



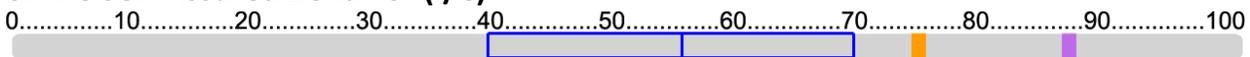
Lower intensity scores reflect a much stronger competitive “result now” focus with less effort on accommodation and building relationships.
Higher intensity scores reflect an emphasis on seeking, building and sustaining personal relationships.

5. The Vitality Behavior (I/S)



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.

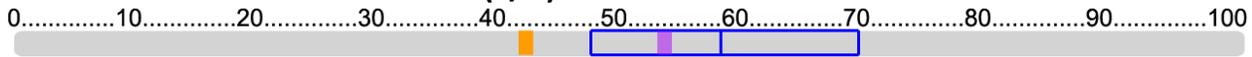
6. The Self-Assured Behavior (I/C)



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.

 = April Brown
 = Bob Jones

7. The Accommodation Behavior (S/D)



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)



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)



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)



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)



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)



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 April's and Bob'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 April and Bob 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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