



DISC Collaboration

An Evaluation of Behavioral Style Comparisons

Report Comparing: **Sample1 Sample11** and **Sample2 Sample22**

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Table of Contents

Introduction to the DISC Comparison Report.....	3
DISC Scores	4
Behavioral Style Overview	5
Strengths.....	6
Work Style Tendencies	7
Motivations – Ideal Environments.....	8
Communication Plans	9
Struggles	10
Worksheet: Collaboration strategy.....	11
The 12 Behavioral Tendencies	12
So Now What?	17
Disclaimer	18

Overview of the four basic DISC styles

Sample1, 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 **Sample2** 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UNDER STRESS MAY BECOME	Demanding Aggressive	Excitable Disorganized	Submissive Indecisive	Withdrawn Critical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 Sample1 and Sample2

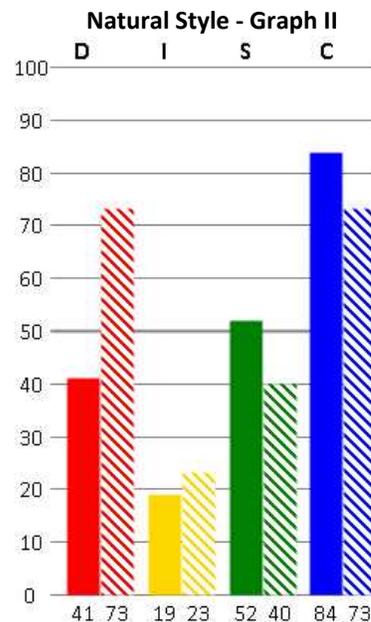
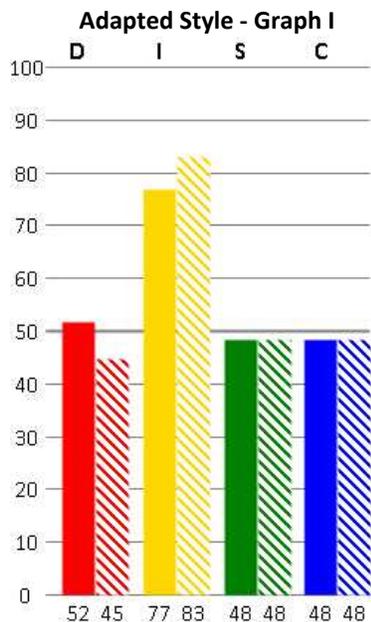
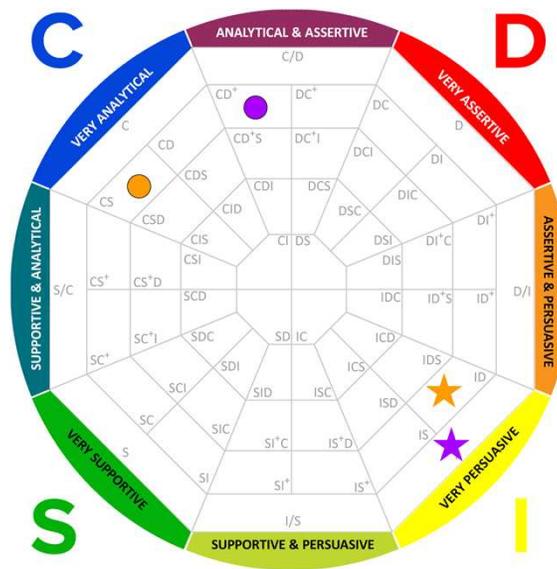
This DISC Collaboration Report shows how **Sample1** and **Sample2** interact with each other in order to help them develop a better working relationship. Their DISC behavioral style is only one aspect within a working relationship, but it is one of the most crucial elements, as it defines how they interact and communicate with each other.

Sample1 Sample11

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

Sample2 Sample22

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



Classical DISC style overview

The behaviors of **Sample1** and **Sample2** 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 **Sample1** and **Sample2** typically functions in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by **Sample1** and **Sample2** based upon the interpersonal dynamic of their relationship.

Sample1 Sample11'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.

Sample2 Sample22's DISC style: Explorer

Explorer Style Overview

Explorers display opposing directions in their behaviors. There is a desire for results and goal achievement AND a competing desire for those results to be perfect. Explorers shift between aggression and sensitivity, the desire for immediate results vs. consideration of alternatives. They often make routine decisions quickly but may need to exercise caution for bigger ones. They are change agents who will want the space and flexibility to explore by retesting and revisiting their conclusions over time. They can be seen as emotionally distant and sometimes surprisingly direct.

- **Emotional characteristic:** May shift between being aggressive or restrained.
- **Goals:** Achieving dominance and reaching unique goals.
- **How others are valued:** Do others meet their standards? Can others present unique ideas that are move things forward both effectively and accurately?
- **Influences group:** Will establish an observable focus on building structures to help the group achieve objectives and accomplish goals.
- **Value to the organization:** Will initiate or adjust tactics and plans.
- **"Watch-out-for":** Can become overly critical, blunt with others and sometime look down at other peoples ideas.
- **When under pressure:** Can become bored with routine tasks. Does not respond well to micro-management. Can attempt to dominate situations and trailblaze.
- **Fears:** Situations without personal influence; will struggle with personal poor performance.

Strengths of Sample1 versus strengths of Sample2

Sample1 and Sample2 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 Sample1 & Sample2 best utilize their strengths when working together?

Sample1's strengths:

- You are deadline conscious, with excellent time-management skills.
- Conscientious, you are serious about doing things the correct way.
- You have a keen awareness of the broad impact of important decisions.
- You're an excellent critical thinker, frequently asking "Why?"
- If given the responsibility to maintain high standards, you will meet those standards.
- You are technically skilled and highly proficient in your area of specialty.
- You make decisions based on factual data.

Sample2's strengths:

- You tend to be a strong agent of change.
- You are able to find solutions quickly, with a high degree of quality control.
- You put hard work and heavy effort into finding the best possible answers to questions or problems.
- You have the ability to use your imagination and take calculated risks in developing new solutions to problems.
- You maintain a strong, businesslike focus on problems, ideas, and solutions.
- You are able to make decisions having the bottom-line in mind.
- You consider many alternatives, theories, and possibilities in your problem-solving approach.

Work style tendencies

Work Style Preferences provide useful insights as **Sample1** and **Sample2** 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?

Sample1's work style tendencies:

- You seek freedom from routine, control, and minutiae.
- You can work with a variety of people and get things done through mutual cooperation.
- You tend to evaluate others on the job by their ability to express themselves verbally.
- You are able to wield authority with confidence, and thus obtain the respect of others in the organization.
- You are persuasive with customers and peers due to your personal and friendly approach.
- When pressured on the job, you may become more persuadable and less firm in your opinions.
- You want to be perceived as trustworthy, and easy to work with.

Sample2's work style tendencies:

- You wish to be seen as an easy person to get along with. You won't deliberately antagonize others.
- You tend to seek specialized assignments that capitalize on your social and motivational skills.
- While you may tend toward surface analysis in some cases, you can also show very keen awareness of important details.
- You are able to generate team involvement through friendly conversation and gentle persuasion of team members in a one-on-one manner.
- You have the ability to speak to audiences, and motivate others with poise, confidence, and excellent verbal skills.
- You generally display a high energy level and are very good at meeting new people.
- You are able to meet others easily and readily, and are socially poised in small or large group situations.

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, **Sample1** and **Sample2** can create an environment where they are most likely to be able to be self-motivated and motivate each other.

Sample1 tends to be most effective in environments that provide:

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

Sample2 tends to be most effective in environments that provide:

- Opportunities to express yourself.
- A non-hostile working environment.
- Public recognition for accomplishments.
- The opportunity to network with others.
- Freedom to move around, either in the office or around the country.
- Activities with many opportunities for interaction with people.
- Projects that allow you to motivate and persuade people.

Communication plans

The following suggestions can help **Sample1** and **Sample2** 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 **Sample1**, **DO**:

- Assure Sample1 that there won't be surprises.
- Make an organized appeal for your support and contributions.
- Be accurate and realistic; don't overinflate ideas or results.
- Take your time; be precise and thorough.
- Be certain that the information others have is credible.
- List pros and cons to suggestions you make.
- Do your homework, because Sample1's homework will already be done.

When communicating with **Sample1**, **DON'T**:

- Be casual, informal, or loud.
- Push too hard.
- Get in the habit of manipulating ideas quickly.
- Use unreliable evidence or testimonials.
- Rush the issues or the decision-making process.
- Be disorganized or sloppy.
- Be vague about what's expected of the group.

When communicating with **Sample2**, **DO**:

- Motivate and persuade Sample2 by pointing out objectives and expected results.
- Do your homework, because Sample2's homework will already be done.
- Be prepared to handle some objections.
- Beware of indecision, and be sure to keep the "data gate" open for more information.
- When you disagree, take issue with the methods or procedures, not with the person.
- Stick to business matters only -- small talk or charm won't be appreciated.
- Be specific about what's needed, and who is going to do it.

When communicating with **Sample2**, **DON'T**:

- Provide incomplete or unclear directions or instructions.
- Whine about all of the work you have to do.
- Leave things up in the air, or decide by chance.
- Try to develop "too close" a relationship, especially too quickly.
- Forget or lose things necessary for the meeting or project.
- Confuse or distract Sample2 from the issues at hand.
- Engage in rambling discussion, and waste Sample2's time.

Struggles of **Sample1** versus struggles of **Sample2**

Everyone has possible struggles, limitations or weaknesses. Oftentimes, it is simply an overextension of their strengths that may become a weakness. **Sample1's** and **Sample2'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?

Sample1's struggles:

- You may allow yourself to get bogged down in the details, especially when the climate becomes pressured.
- You may be too cautious when making decisions, tending to second-guess yourself, rather than standing firmly behind your decision.
- When forming teams, you may tend to select people who are similar to you.
- You do not like to make waves and thus may not be verbal with your feelings and opinions, especially if they run contrary to the group.
- You may be overly defensive about your position, especially when faced with change or threats.
- You may require a complete explanation of details before making a decision.
- You may need to assert yourself more in team meetings, so that others can take your opinions into consideration.

Sample2's struggles:

- You tend to be unconcerned about social poise and may appear somewhat abrupt or aloof toward others without being aware of this. You could build more bridges by showing more sensitivity to their feelings.
- Others may have difficulty keeping up with your opposing desires for quick, yet perfect results.
- You could use some assistance in prioritizing issues.
- You may need some improvement on your communication skills. It is important to share ideas with others on the team, allowing them to be a "sounding board" for your thoughts.
- You may sulk or withdraw if not given attention and/or credit for ideas submitted.
- You have a strong need for perfection and may not be satisfied until it has been reached.
- You may like to work under pressure, and thus you put others under unwelcome pressure sometimes.

12 Behavioral Tendencies – Summary

The primary styles - **D, I, S, and C** - are each influenced by the other three styles in our behavioral expression. Each person is not just one of these styles, rather a result of all four combining and affecting each other. The following behavioral tendencies are scored based on the way the DISC styles combine and influence one another. On this page you'll see all 12 Behavioral Tendencies in Summary for both individuals, and the following pages deliver more detail about each of these measurements.

When comparing the results, be aware that neither person is right nor wrong in their behavior. These behavioral tendencies can be alike or different, but as long as both people understand how they will each behave, interactions can be mutually beneficial.

Behaviors	Sample1	Sample2
Self-Reliance <i>How this individual works within a team.</i>	Directive	Directive
Personal Drive <i>How this individual's own goals move things forward.</i>	Situational	Self-Driven
Providing Instruction <i>How this individual dictates directions and expectations.</i>	Reserved & Detailed	Situational
Building Rapport <i>How this individual focuses when interacting with others.</i>	Results-Focused	Results-Focused
Customer & Team Interaction <i>How this individual engages with customers and stakeholders, internal and external.</i>	Supporting	Situational
Expressing Openness <i>How this individual is most comfortable expressing themselves.</i>	Structural	Structural
Change Resistance <i>How this individual resists engaging with change.</i>	Situational	Drives Change
Careful Decision Making <i>How this individual approaches decisions and actions.</i>	Cautious	Situational
Work Process Alignment <i>How this individual focuses on process to follow through on work.</i>	Accuracy	Accuracy
Prioritizing <i>How this individual determines the order for dealing with items or tasks based on established rules and structure.</i>	Rules	Situational
Reasoning <i>How this individual uses evidence to think through and solve problems.</i>	Evidence-based	Evidence-based
Accuracy <i>How this individual focuses on correctness and exactness.</i>	Precision	Precision

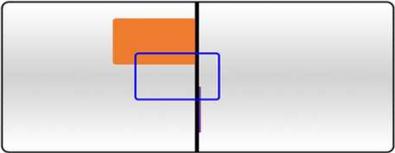
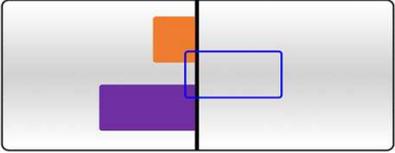
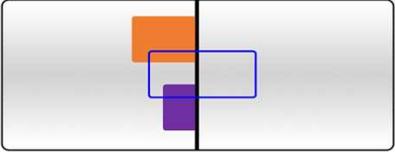
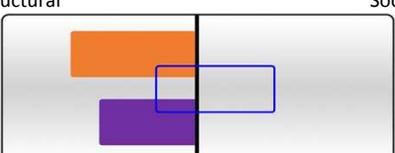
12 Behavioral Tendencies – Details & Graphs

For each of the 12, you will see a graph and personalized statement for each person based on the Natural style tendencies. The scores and statements reveal which style combinations are most observable and describe how each person will express the tendency based on their individual DISC blend.

Interpretation Notes:

- Frequency Observed:** The behavioral tendencies are presented in the order from Most Frequently Observed to Least Frequently Observed.
 - HI – Clearly observed in most situations, seen more often
 - HM – Frequently observed in many situations
 - MOD – May or may not be observed depending on the situation
 - LM – Sometimes observed in some situations
 - LOW – Absence of the behavior in most situations
- Direction of your score** – As the graph moves to the right or left, it shows how each person will likely express the behavior. If the graphs are near the center, the result is a balancing behavioral effect that will depend on the situation..
- General Population Comparison** – The **blue box** represents the general population in this behavioral tendency. Approximately 68% of people score in this range.

		Situational
<h3>Self-Reliance</h3> <p>Sample1 (HM): You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently and directionally. You will likely do your best work independently when you can manage your productivity and efficiency autonomously. Be sure you are not distancing yourself too much.</p> <p>Sample2 (HM): You are quite results driven, focused on accomplishing things quickly and efficiently and are likely to do so mostly independently and directionally. You will likely do your best work independently when you can manage your productivity and efficiency autonomously. Be sure you are not distancing yourself too much.</p>		
<h3>Personal Drive</h3> <p>Sample1 (MOD): Your determination is balanced between a self-driven and others-driven approach, focusing on actions to achieve results with awareness of risks and consequences of actions. You are likely driven by both a desire to meet your own needs and motivations, and support and help others in the process.</p> <p>Sample2 (HM): You are somewhat self-determined, often focused on taking actions that achieve results and goals. You will likely be driven to action based on your own needs and motivations and are likely a self-starter. Be aware that it can be appropriate to support and help others as well.</p>		

<p style="text-align: center;">Providing Instruction</p> <p>Sample1 (LM): You are more likely to precisely follow established structural and procedural guidelines, and are aware of the need for accuracy and compliance to certain guidelines and protocol.</p> <p>Sample2 (MOD): You are able to balance the desire to set the expectations or uphold the protocol based on the situation and what is most relevant. You may follow the established structural and procedural guideline if they support the objectives.</p>	<p style="text-align: center;">Situational</p> <p>Reserved & Detailed Directive & Compulsive</p> 
<p style="text-align: center;">Building Rapport</p> <p>Sample1 (LM): You are somewhat results driven in your interactions, preferring not to connect socially unless there is a specific outcome or purpose. You are more likely to focus on results with a desire to reach a goal or complete a task, rather than connecting or building relationship. Remember, others may like to get to know you more when working together.</p> <p>Sample2 (LM): You are somewhat results driven in your interactions, preferring not to connect socially unless there is a specific outcome or purpose. You are more likely to focus on results with a desire to reach a goal or complete a task, rather than connecting or building relationship. Remember, others may like to get to know you more when working together.</p>	<p>Results-Focused Relationships-Focused</p> 
<p style="text-align: center;">Customer & Team Interaction</p> <p>Sample1 (LM): You are likely to focus on providing support and a calming presence to others, often caring for their needs in a way that builds trust and confidence in your service. You are more likely to do whatever you can to make sure others are taken care of and get what they require. It is important to also be attentive to the needs of the business too.</p> <p>Sample2 (MOD): You can be engaging and persuasive while providing support and stability in your interactions with others. You are likely to balance the needs of others, creating a relationship and ensuring their needs are met. This can effectively create loyal and trusting relationships.</p>	<p>Supporting Engaging</p> 
<p style="text-align: center;">Expressing Openness</p> <p>Sample1 (LOW): You are very comfortable when focused on the structure, detail and accuracy requiring adequate time for planning and consideration of consequences before acting. You are likely to be more confident with data, information and procedures that ensure precision. Remember, there are times when creating connection with others can boost your success as well.</p> <p>Sample2 (LM): You are somewhat comfortable when focused on the structure, detail and accuracy preferring some time for planning and consideration of consequences before acting. You are likely to be more confident with data, information and procedures that ensure accuracy and precision. Remember, there are times when creating connection with others can boost you up as well.</p>	<p>Structural Social</p> 

		Situational
<p>Change Resistance</p> <p>Sample1 (MOD): You can be slow to accept or embrace change or more committed to your own thoughts and ideas during times of change, depending on the level of risk and expected outcome. There may be times when you actively accept and engage in change and other times you feel like more information and planning would be beneficial. You are likely to be on board, as long as things make sense.</p> <p>Sample2 (LM): You are likely to be more firm in times of change, preferring to lead and direct activities focused on results and solutions. You are likely to respond/interact in change by driving action and facing it head on as it comes. You may even want to change things just to see how it can be different. Sometimes keeping things consistent is good too.</p>		
<p>Careful Decision Making</p> <p>Sample1 (HM): You often carefully and cautiously consider the risks and benefits, while weighing the pros and cons to prepare for the outcome. You are likely to approach decisions with thoughtfulness before moving forward. There are times when it can be appropriate to do what feels right. Don't let logic be the only ruler.</p> <p>Sample2 (MOD): You balance careful attention and consideration of risks, but may also act more impulsively, going with your gut and intuition. Your decisions can be based on a balanced approach of logic and emotion where you will do what feels right and also what makes sense while being attentive to risks.</p>		
<p>Work Process Alignment</p> <p>Sample1 (LM): Your process and follow through is often driven by upholding quality standards to be sure what you are doing is accurate and precise. You are likely to process information and follow through with exactness and precision as a focus. There are times when consistency is as important as accuracy. Don't forget to balance them.</p> <p>Sample2 (LM): Your process and follow through is often driven by upholding quality standards to be sure what you are doing is accurate and precise. You are likely to process information and follow through with exactness and precision as a focus. There are times when consistency is as important as accuracy. Don't forget to balance them.</p>		

So Now What?

This report is filled with information about **Sample1's** and **Sample2'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 **Sample1** and **Sample2** 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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