



# DISC Collaboration

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An Evaluation of Behavioral Style Comparisons

Report Comparing: **Simon Sample and Pauline Sample**

Date: **June 23, 2016**



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## Overview of the four basic DISC styles

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

## DISC scores of Simon and Pauline

This DISC Collaboration Report shows how Simon and Pauline 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.

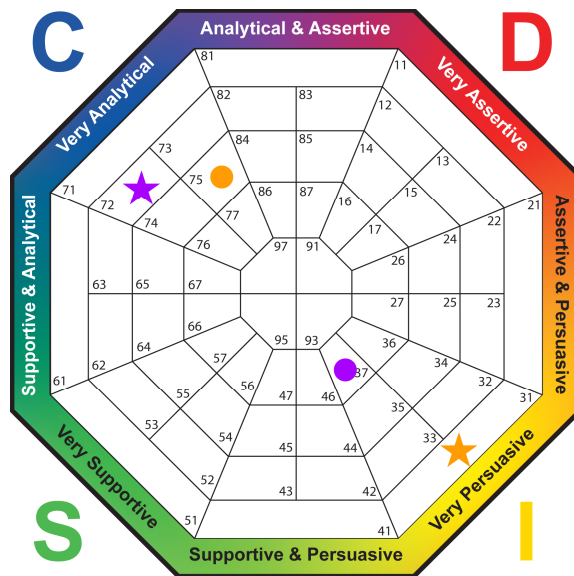
## Percent Match = 57%

### Simon Sample

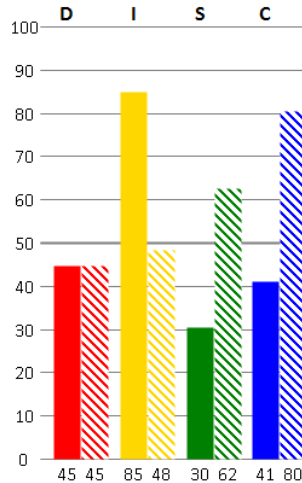
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- ▨ = Bar Graph

### Pauline Sample

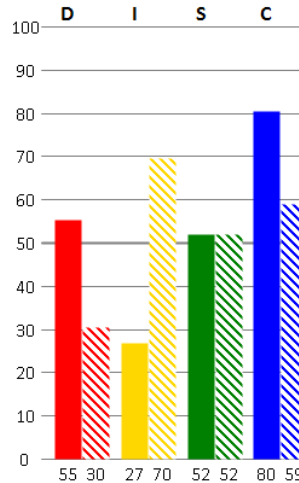
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- ▨ = Bar Graph



Adapted Style - Graph I



Natural Style - Graph II



## Classical DISC style overview

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

### Simon Sample'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.

### Pauline Sample'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 Simon versus strengths of Pauline

Simon and Pauline 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 Simon & Pauline best utilize their strengths when working together?

### Simon's strengths:

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

### Pauline's strengths:

- You are conscientious and serious about doing things the correct way.
- You are deadline conscious, with excellent time-management skills.
- You are always well-prepared for meetings. You do your homework and expect the same of others.
- Your remarkable consistency allows you to maintain a stable and predictable pace to complete complex projects. You demonstrate a tireless work ethic in getting the job done.
- You are willing to work hard for a mission, cause, project, or purpose.
- Your stable manner and sincere approach give you a rare ability to placate people who are angry or upset.
- You are skilled in dealing with details (e.g., precise standards, data, and fine print) with accuracy and confidence.

## Work style tendencies

Work Style Preferences provide useful insights as Simon and Pauline 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?

### Simon's work style tendencies:

- You tend to be action-oriented and are able to handle many projects simultaneously.
- You tend to seek specialized assignments that capitalize on your social and motivational skills.
- You wish to be seen as an easy person to get along with. You won't deliberately antagonize others.
- You are able to meet others easily and readily, and are socially poised in small or large group situations.
- You convey a high trust level in the ability of others on the team to carry out their responsibilities and commitments.
- You tend to be very extroverted and may rely on creativity or spontaneity to make an activity more exciting.
- You generally display a high energy level and are very good at meeting new people.

### Pauline's work style tendencies:

- You possess a broad-based awareness of the political and economic implications of any decision that is made on behalf of the organization.
- You may tend to be a "worrier" (in a positive way), giving thought to work projects even when away from the job. You may come in after a weekend of thinking and offer an ideal solution.
- You prefer precise time management and enjoy meetings that begin and end on time.
- You demonstrate a high degree of quality control awareness.
- You tend to be most effective in a work culture featuring minimal conflicts.
- You may hesitate to trust newer people in the organization, until they have established their credibility.
- On the job, you may tend to align with others with equally high-quality control standards.

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

### Simon tends to be most effective in environments that provide:

- Activities with many opportunities for interaction with people.
- Freedom from controls, detail, and paperwork.
- A non-hostile working environment.
- Opportunities to express yourself.
- A democratic environment with participatory management.
- Freedom to move around, either in the office or around the country.
- The opportunity to network with others.

### Pauline tends to be most effective in environments that provide:

- Support of your critical thinking skills.
- Highly specialized assignments and technical areas of responsibility.
- Complete explanations of areas of responsibility and control.
- Time to reflect and think about pros and cons to solutions.
- Encouragement to make decisions by logic, rather than emotion.
- Standard, accepted operating procedures that sometimes support complex processes.
- A work group which provides close relationships with a small group of associates, rather than superficial relationships with a larger group of people.



## Communication plans

The following suggestions can help Simon and Pauline 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 Simon, **DO**:

- Do your homework, because Simon will have already done his share of it.
- Give him time to verify the issues and potential outcomes.
- Be specific about what's needed, and who is going to do it.
- Be efficient: Hit the major points first.
- Remember these three rules: Be brief, be bright, and be gone.
- Give Simon the opportunity to express his opinions and make some of the decisions.
- When you disagree, take issue with the methods or procedures, not with the person.

### When communicating with Simon, **DON'T**:

- Leave things up in the air, or decide by chance.
- Whine about all of the work you have to do.
- Provide incomplete or unclear directions or instructions.
- Forget or lose things necessary for the meeting or project.
- Fail to follow through. If you say you're going to do something, do it.
- Engage in rambling discussion, and waste his time.
- Confuse or distract him from the issues at hand.

### When communicating with Pauline, **DO**:

- Do your homework, because Pauline will have already done her share of it.
- Pauline will follow through on her part, so be certain to follow through on your part.
- Provide clear, specific solutions, and support your position with pros and cons.
- Ask for her input regarding people and specific assignments.
- Be certain that individual responsibilities are clear, in writing, and that there are no ambiguities.
- Give her time to verify the issues and potential outcomes.
- Assure her that there won't be any surprises.

### When communicating with Pauline, **DON'T**:

- Rush the issue or the decision-making process.
- Be disorganized or sloppy.
- Make decisions for her.
- Get in the habit of manipulating ideas quickly.
- Offer promises that you can't keep.
- Leave the idea or plan without backup support.
- Use someone else's opinion as evidence.

## Struggles of Simon versus struggles of Pauline

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

### Simon's struggles:

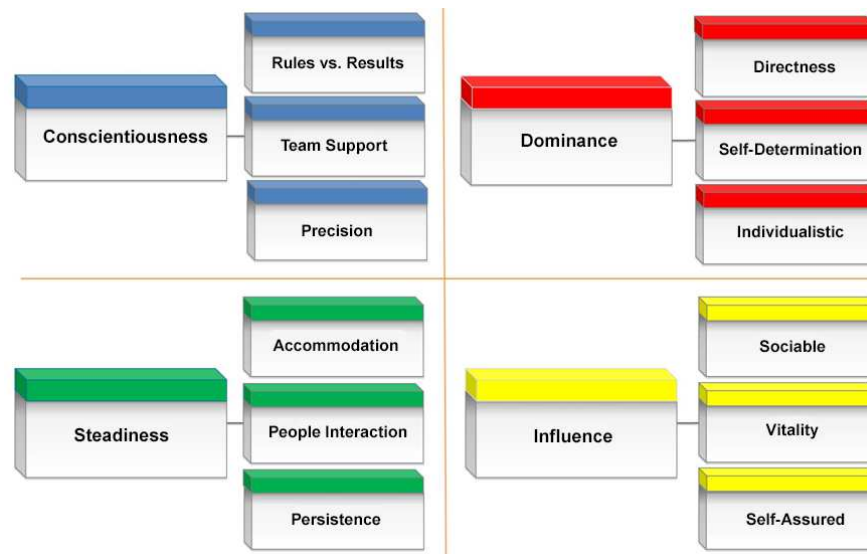
- You have a strong need for perfection and may not be satisfied until it has been reached.
- You tend to be unconcerned about social poise and may appear somewhat abrupt or aloof toward others without being aware of this. You could build more bridges by showing more sensitivity to their feelings.
-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

### Pauline's struggles:

- You may sometimes show unreasonable expectations of the capability or capacity of others.
- When pressured or faced with sudden change, you may become indecisive.
- You may need help in prioritizing. Under pressure, all items may be ranked as most important.
- You may react on impulse rather than thinking things through before responding.
- When under pressure, you may become overly sensitive to criticism and/or become bogged down in details.
- You may provide a false sense of buy-in to others on the team, then may sometimes resist passive-aggressively.
- You may demonstrate a "superior" attitude, especially toward those whom you perceive as having lower skills, or lower attention to quality.

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## 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.

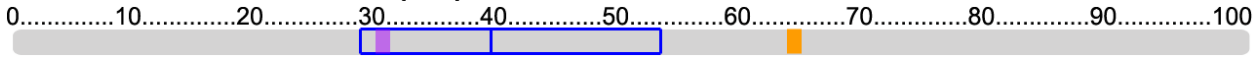
The **Rules vs. Results Behavior** measures how the strength of an individual's need to precisely follow established structural and procedural guidelines, standards and codes is influenced by their need for direct "results now" actions that target immediate accomplishments.

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.

 = Simon Sample  
 = Pauline Sample

### 1. The Directness Behavior (D/I)



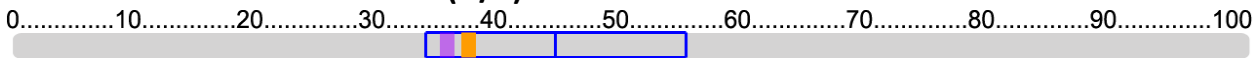
**Lower intensity** scores identify an inclination to search for a more socially interactive, popular and accommodating solution.  
**Higher intensity** scores identify a willingness to make and defend tough and even unpopular decisions.

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



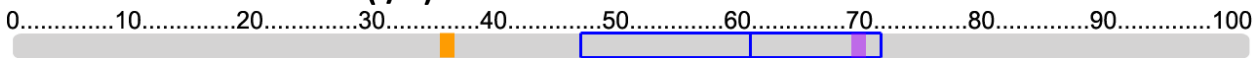
**Lower intensity** scores identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to taking action.  
**Higher intensity** scores identify a preference toward a more “now oriented pace” that is keyed toward taking actions that achieve immediate results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

### 3. The Individualistic Behavior (D/C)



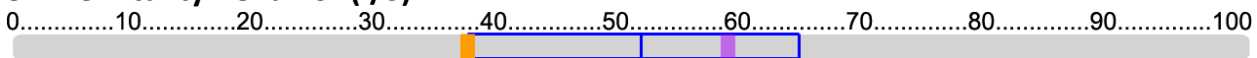
**Lower intensity** scores favor strong and precise compliance and adherence to established structure, rules, policy and procedures.  
**Higher intensity** scores are not deterred by potential restraints or established policies especially if they are perceived to impede immediate results.

### 4. The Sociable Behavior (I/D)



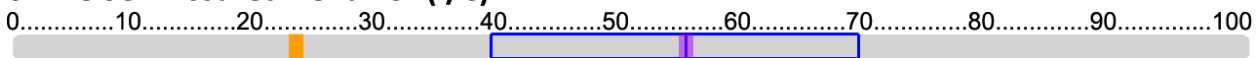
**Lower intensity** scores reflect a much stronger competitive “result now” focus with less effort on accommodation and building relationships.  
**Higher intensity** scores reflect an emphasis on seeking, building and sustaining personal relationships.

### 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.

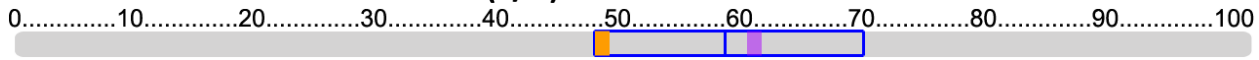
### 6. The Self-Assured Behavior (I/C)



**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.

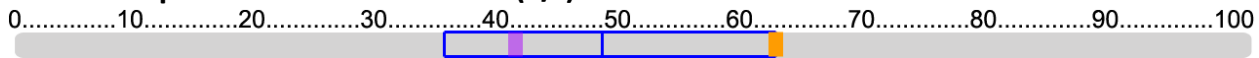
 = Simon Sample  
 = Pauline Sample

### 7. The Accommodation Behavior (S/D)



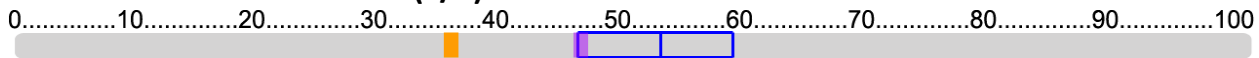
**Lower intensity** scores reflect a propensity to make difficult decisions, remain firm in supporting and defending them sustained by a strong focus on achieving immediate results and accomplishing assigned goals.  
**Higher intensity** scores reflect a willingness to consider, accommodate and support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

### 8. The People Interaction Behavior (S/I)



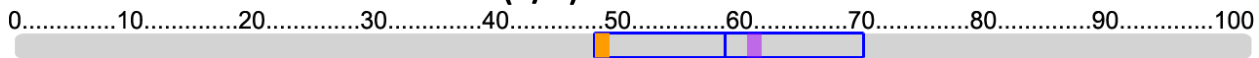
**Lower intensity** scores reflect a freewheeling and confident belief that most if not all interactive social situations can be handled “on the fly.”  
**Higher intensity** scores display a great deal of care and consideration when crafting the words and deeds that impact others.

### 9. The Persistence Behavior (S/C)



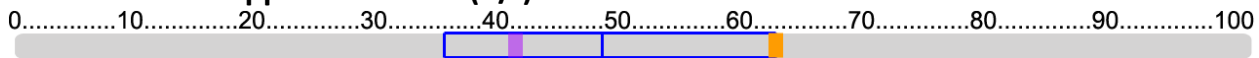
**Lower intensity** scores reflect a need to follow established policies and procedures even if it requires running counter to the team's direction that may be advocating alternative or even potentially risky actions.  
**Higher intensity** scores reflect an emphasis on supporting planned group and team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

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



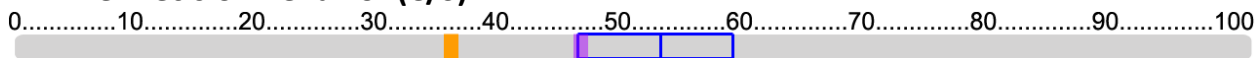
**Lower intensity** scores suggest a more direct, immediate “result now” focus that will not likely be restrained by established protocols, procedures and policies.  
**Higher intensity** scores identify a strong need to pursue objectives with guidance and reliance upon established structure, rules,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

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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