



DISC Collaboration

An Evaluation of Behavioral Style Comparisons

Report Comparing: **Aaron Sample and Dave Sample**

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Hiring Solutions LLC 

Occupational Assessments to support Selection, Coaching, Training, and Development

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Overview of the four basic DISC styles

Aaron, 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 Dave 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UNDER STRESS MAY BECOME	Demanding Aggressive	Excitable Disorganized	Submissive Indecisive	Withdrawn Critical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 Aaron and Dave

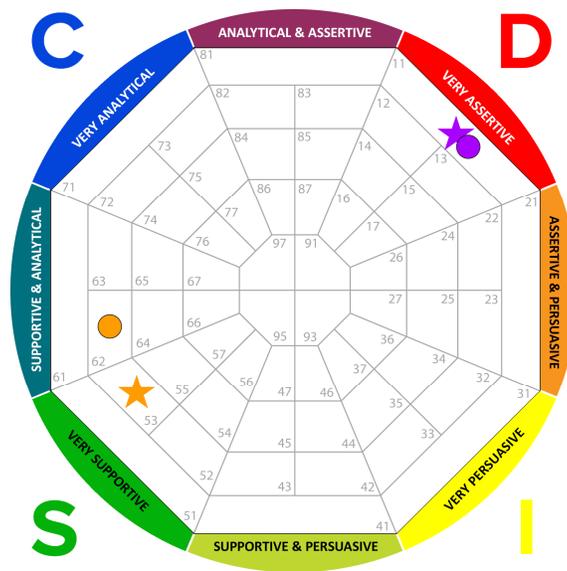
This DISC Collaboration Report shows how Aaron and Dave interact with each other in order to help them develop a better working relationship. Their DISC behavioral style is only one aspect within a working relationship, but it is one of the most crucial elements, as it defines how they interact and communicate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

Aaron Sample

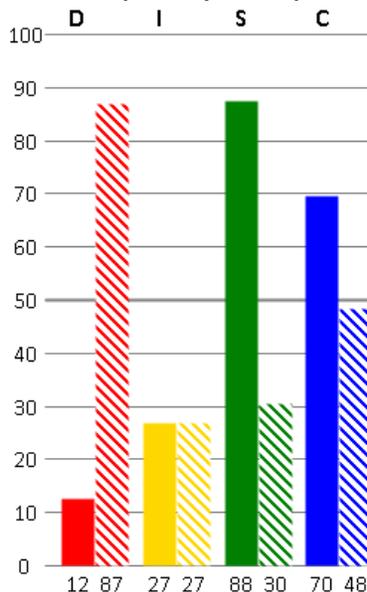
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- = Bar Graph

Dave Sample

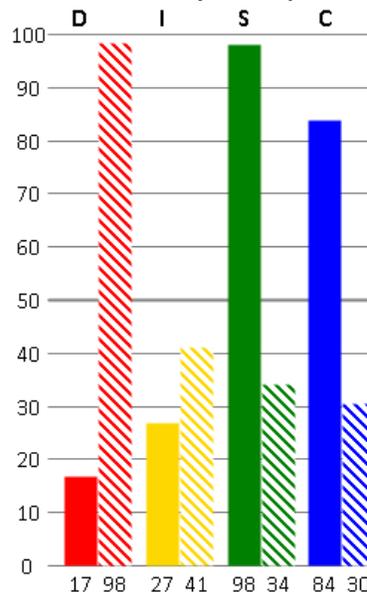
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- = Bar Graph



Adapted Style - Graph I



Natural Style - Graph II



Classical DISC style overview

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

Aaron Sample's DISC style: Formalist

Formalist Style Overview

Formalists rely upon procedure and structure in all aspects of life. They are detail oriented and seek perfection. They need to know the expectations and the timetable for their work. They can get bogged down in detail and will not rush important decisions. They will take a risk if they have the facts to support it. They may be initially suspicious of personal compliments, praise or flattery.

- **Emotional characteristic:** Internally focuses energy on holding themselves to exacting standards and doing things right; may appear reserved and restrained.
- **Goals:** To achieve stable and reliable accomplishments.
- **How others are valued:** The consistent ability to be precise and accurate.
- **Influences group:** Through detailed and accurate input to team efforts.
- **Value to the organization:** Will embrace and support high quality and expected standards.
- **"Watch-out-for":** Rely too much on past procedures; can become rule bound.
- **When under pressure:** May revert to too much diplomacy and overly careful maneuvering.
- **Fears:** Aggressive, risky and confronting interactions; superficial personal relationships.

Dave Sample's DISC style: Producer

Producer Style Overview

Producers follow their own path and will seek new projects and challenges. They are self-reliant and like to solve their issues without asking for help. This independence fosters innovation that is strongly advocated to others. Being in control is important to them and they can push back if challenged. They have high expectations of others and can be quite critical if expected results lag. They can be seen as uncaring and, at times, difficult to work with.

- **Emotional characteristic:** Will strive to meet their own needs in their own way.
- **Goals:** Finding new opportunities they can tackle and goals to achieve.
- **How others are valued:** Based upon ability to create workable solutions that meet the Producer's standards.
- **Influences group:** Will influence by setting a competitive fast-paced agenda aimed at accomplishing results and by projecting personal power.
- **Value to the organization:** Will avoid the "blame game" and will offer new and innovative solutions towards making progress.
- **"Watch-out-for":** Can appear overly controlling of others and outcomes in order to support and meet their own personal agendas.
- **When under pressure:** Can become isolated and will push back hard if they are challenged or threatened or if they are denied new opportunities.
- **Fears:** Losing control or being without meaningful challenges.

Strengths of Aaron versus strengths of Dave

Aaron and Dave 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 Aaron & Dave best utilize their strengths when working together?

Aaron's strengths:

- You provide an objective, reality-focused view of systems, procedures, and organizational operations.
- You are patient in working with others on the team and demonstrating detailed methods for completing a project.
- You provide valuable input on projects by considering possible pitfalls that others on the team may have overlooked.
- You have an excellent, considerate, analytical listening style.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- You are a strong guardian of quality-control standards and procedures.
- You are tactful in explaining ideas that may impact others on the team.

Dave's strengths:

- You value perseverance and rarely give up.
- You are self-reliant, with the ability and innovation to blaze new trails.
- You bring innovative ideas and solutions.
- You have a strong sense of urgency when it comes to getting things done.
- You ask questions that challenge tradition.
- You deal directly, with an eye on the bottom-line.
- You are a quick and efficient problem solver.

Work style tendencies

Work Style Preferences provide useful insights as Aaron and Dave 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?

Aaron's work style tendencies:

- You prefer precise time management and enjoy meetings that begin and end on time.
- You are likely to be one of the few members of the project team who has read all of the "fine print" featured in policies or procedures.
- You tend to be most effective in a work culture featuring minimal conflicts.
- You possess a broad-based awareness of the political and economic implications of any decision that is made on behalf of the organization.
- You do your homework and tend to be very well prepared for meetings and appointments.
- You demonstrate a high degree of quality control awareness.
- You are somewhat conventional and a bit cautious when it comes to making decisions that impact quality or policy.

Dave's work style tendencies:

- You set high goals for yourself and others.
- You are not easily influenced by the group, or by the constraints of organizational protocol.
- You like to generate new ideas, allowing others work on the details of a project.
- You may be critical of established procedures and methods.
- You desire authority equal to your responsibility.
- You are very self-reliant, always looking to find your own solutions.
- You tend to rely more heavily on your own evaluations and decisions, than on the input of others.

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

Aaron tends to be most effective in environments that provide:

- Encouragement to make decisions by logic, rather than emotion.
- A work group which provides close relationships with a small group of associates, rather than superficial relationships with a larger group of people.
- A work environment with a predictable pattern of activity, so as to monitor quality processes.
- Complete information, details, and examples, with no gaps or surprises.
- Freedom from intensely pressured decisions.
- Highly specialized assignments and technical areas of responsibility.
- Complete explanations of areas of responsibility and control.

Dave tends to be most effective in environments that provide:

- An audience to hear your ideas and solutions.
- A wide sphere of influence and responsibility.
- Removal from routine or repetitive work.
- A cutting-edge, innovative, entrepreneurial atmosphere with lots of latitude to express your ideas.
- Minimum direct supervision.
- Few, if any controls or limitations on your authority.
- Performance appraisals based on the results achieved, not the means or process used.

Communication plans

The following suggestions can help Aaron and Dave 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 Aaron, **DO**:

- Be sensitive to possible areas of disagreement as Aaron may not be verbal about them.
- Provide assurances about Aaron's input and decisions.
- Give Aaron time to verify the issues and potential outcomes.
- Show sincere interest in Aaron as a person.
- Approach issues in a logical, straightforward, and factual way.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Present your ideas and opinions in a non-threatening way.

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

- Be rude, abrupt, or too fast-paced in your delivery.
- Fail to follow through. If you say you're going to do something, do it.
- Leave things up in the air, or decide by chance.
- Offer promises that you can't keep.
- Make decisions for Aaron.
- Be vague about what's expected of the group.
- Leave an idea or plan without backup support.

When communicating with Dave, **DO**:

- Be prepared to handle some objections.
- Present your items in a logical way.
- Ask "what"-oriented questions that close the issue or topic.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- When you disagree, take issue with the methods or procedures, not with the person.
- When you agree, support the ideas and potential results, rather than supporting the person responsible for the results.
- Get to the point quickly, and don't ramble.

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

- Forget or lose things necessary for the meeting or project.
- Make decisions for Dave.
- Let it reflect on Dave personally when in disagreement.
- Leave loopholes or vague issues hanging in the air.
- Make guarantees and assurances when there is a risk in meeting them.
- Try to develop "too close" a relationship, especially too quickly.
- Engage in rambling discussion, and waste Dave's time.

Struggles of Aaron versus struggles of Dave

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

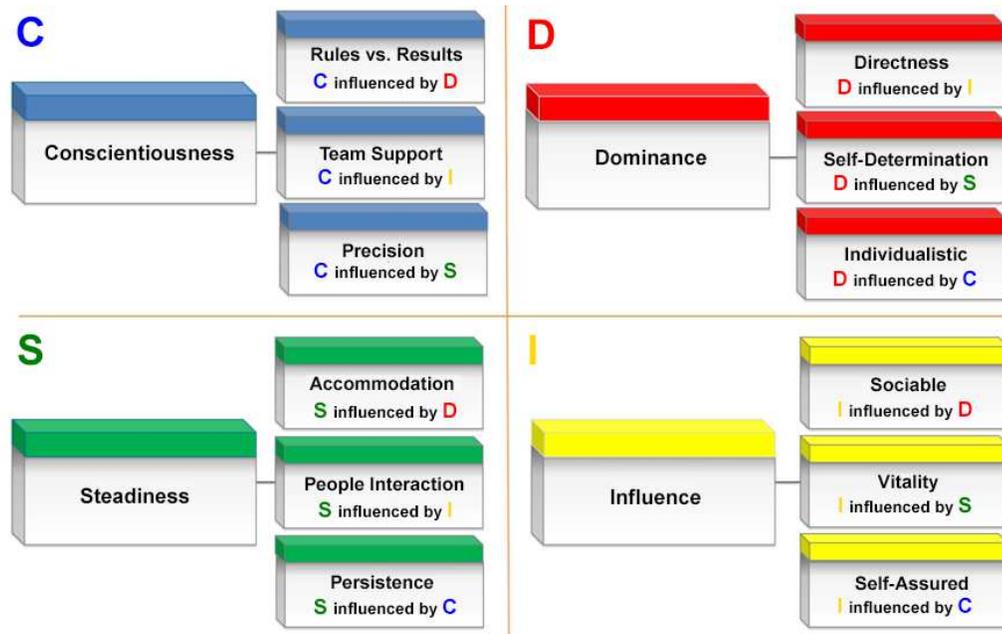
Aaron's struggles:

- You may be overly dependent on a few people who share a similar focus, leading to the exclusion of others on the team who could provide valuable input.
- You could demonstrate more flexibility regarding new ideas and innovations.
- You could benefit from a greater degree of self-confidence and an increased sense of urgency to accomplish activities on a tighter timeline.
- You may be perceived as slow in making decisions and tentative when it comes to making changes.
- You could demonstrate a bit more spontaneity and take yourself a bit less seriously.
- You may be too tightly bound to established procedures and tradition, even as more efficient and effective methods become available.
- You may sometimes overthink or overexert yourself on standard or routine procedures.

Dave's struggles:

- You may frequently be argumentative when in disagreement.
- You may overuse threats to persuade or motivate others.
- You are sometimes blunt and critical, and you forget about appropriate tact.
- You tend to be a one-way communicator.
- You may tend to overstep your boundaries in assuming authority.
- You can be a selective listener, hearing only what you want to hear.
- You may be very critical and even sarcastic when others don't measure up to your standards.

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.

- = Aaron Sample
- = Dave 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.

- = Aaron Sample
- = Dave 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 Aaron's and Dave'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 Aaron and Dave 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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