



EVERYTHING DiSC® COMPARISON REPORT



For Person One

Working with

Person Two

Tuesday, May 12, 2009

This report is provided by:

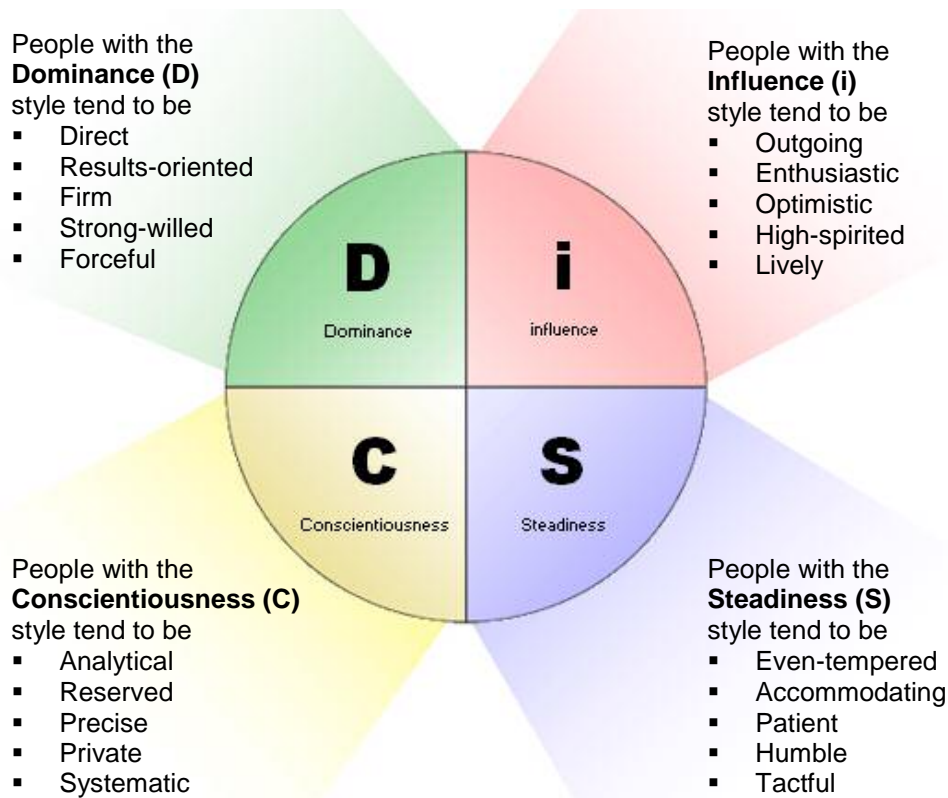
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Welcome Back to Everything DiSC®

Everything DiSC® Comparison Report

Person, this report is designed to help you better understand Person Two and to build a more effective working relationship with her. All of the information is derived from the responses that you and Person gave when answering your Everything DiSC® profiles.

Once again, you'll be using the Everything DiSC Map. Here's a quick refresher on the four DiSC® styles.



Remember, no DiSC style is better or worse than any other, and every style adds something important to an effective working relationship.

How You and Person Fit on the Everything DiSC® Relationship Map

DiSC® Style Comparison

Everything DiSC® Comparison Report

The eight words shown around the **Everything DiSC® Relationship Map** shown below are **priorities** that people use in their work that affect their relationships with others. If you've completed an application-specific Everything DiSC Profile (such as Management or Sales), these priorities will look slightly different. However, the basic motivations and preferences of the DiSC® styles remain consistent. Our research shows that these eight words are useful in describing how our style preferences affect relationships.

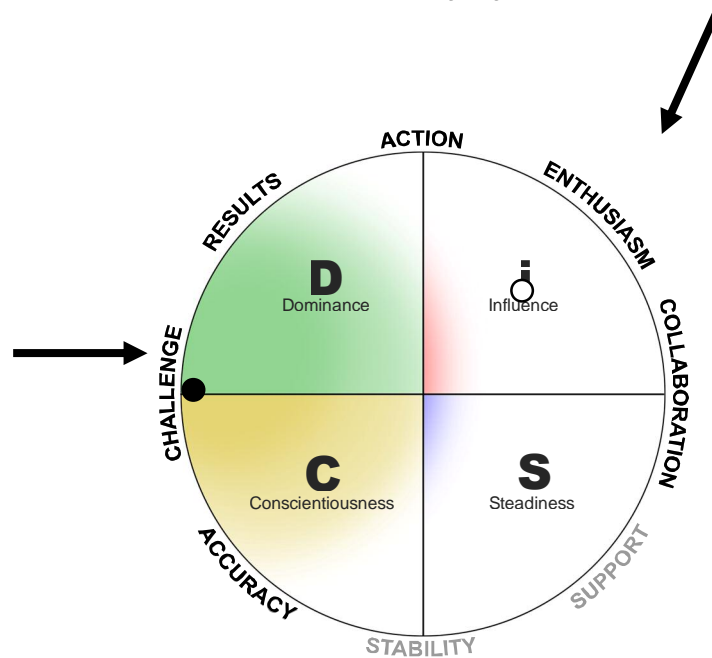
- You
- Person Two

Person: i Style

Person emphasizes Enthusiasm, Action, and Collaboration, which are priorities that you don't share. Most likely, she tends to be more outgoing, fast-paced, and team-oriented.

You: DC Style

You emphasize Challenge, Results, and Accuracy, which are priorities that Person doesn't share. Most likely, you tend to be more questioning, driven, and analytical.



Understand Each Other's Priorities

Because Person's style is i, she values **Enthusiasm** and keeping things positive. This isn't one of your top priorities, and you're more likely to focus on thinking objectively to ensure **Accuracy**.

Person also places a high priority on **Action**, so she's likely to be fast-paced and eager to make quick progress. You, on the other hand, probably tend to be more driven to achieve high-quality **Results**.

Finally, Person is likely to value **Collaboration**, so she probably works to get people involved and build team spirit. In contrast, you may focus more energy on **Challenging** assumptions.

As you can see by the map above, your positions on the map are very far apart, which means that your DiSC styles are **Very Dissimilar**. This doesn't necessarily mean that the two of you don't have anything in common, or even that you will have any problems working together. The next pages will give you an opportunity to explore your similarities and differences, and to see how these might translate to strengths or challenges when you work with Person.



Instructions

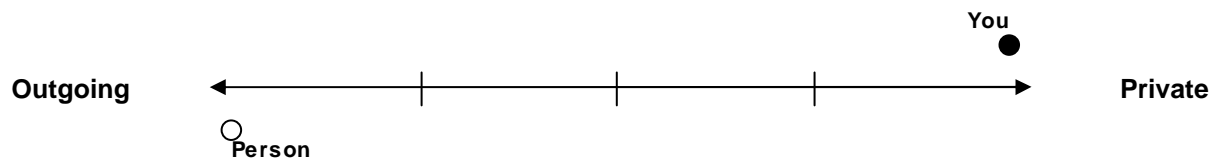
Everything DiSC® Comparison Report

Your Similarities and Differences

OK, Person. In this section, we'll explore how you and Person compare on six different pairs of traits. These traits were chosen for you and Person from a variety of traits that are measured by your DiSC assessment. These six pairs of traits were found to be most significant for your relationship with Person, and this will hopefully lead to a meaningful dialogue between the two of you. Person's report includes the same information, but written from her perspective. Each page will include the following three steps:

1) **DISCOVER** how you and Person fit on the trait continuum.

For each pair of traits, you'll receive a continuum that shows where you and Person each fall, which is clearly labeled with your names and two dots (black for you, white for Person). You'll also receive a paragraph that interprets the placement of your two dots. Here's an example of a trait continuum:



2) **PERSONALIZE** the information by selecting from several bullet points.

Next, you will read a list of three bullet points that further explain how this pair of traits might play out in your relationship. Read the list and personalize your feedback and Person's feedback by:

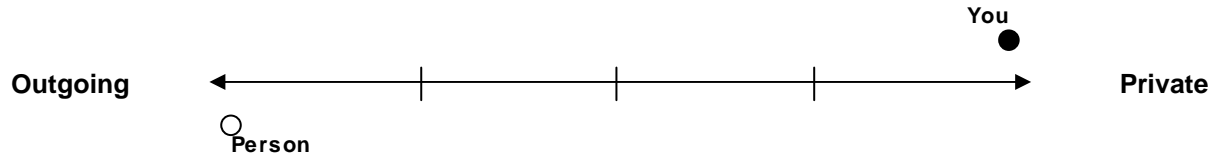
- Putting a ✓ next to statements you agree with,
- Putting an X next to statements that you don't agree with, and
- Putting a ? next to statements you aren't sure about
- Adding your own statements next to the blank bullets

3) **APPLY** what you've learned and gain some helpful tips.

Finally, you will receive questions and a list of tips that are customized based on where you and Person each fall on the trait continuum. These questions can be used for self-discovery, or you and Person can choose to complete this section together as a dialogue. The "Tips for Working with Person" are practical ideas that you might try to increase effectiveness with Person in this area.

You may find that differences are sometimes a healthy part of your relationship, while at other times, they can cause tension. Likewise, your biggest similarities can also pose both benefits and challenges.

► DISCOVER



You're private; Person is outgoing

Person, compared to Person, you probably tend to keep to yourself and are able to work independently for long periods of time. Because you tend to carve out a lot more personal space in your work environment than she does, Person may feel less welcome to approach you. Even though her desire to work as a team may make you uncomfortable at times, keep in mind that collaborative efforts often lead to significant ideas that reflect multiple perspectives.

► PERSONALIZE

✓ X ?

Person's Tendencies

- Tends to avoid social situations that require meeting a lot of new people
- Tends to be very comfortable working independently
- May come across as reserved and difficult to read
- _____

Person's Tendencies

- Tends to seek out social situations that allow her to meet new people
- Tends to get restless if she has to work alone for too long
- May come across as overly talkative at times
- _____

► APPLY

- Q** How accurately does the feedback on this page describe the differences in how you like to get your work done?

- Q** How do these preferences affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Person

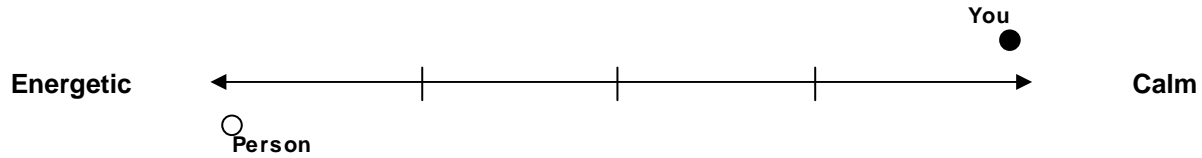
- Consider engaging in small talk from time to time, so she feels that you're approachable.
- Keep lines of communication open in a way (phone, email, etc.) that is comfortable for you.
- Agree to work collaboratively when multiple perspectives could lead to better outcomes.

Energetic vs. Calm

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're calm; Person is energetic

Person, compared to Person, you tend to work at a more methodical pace. You're less concerned with speed, preferring to focus on reliable results. However, Person probably likes to maintain a faster, livelier pace to get a quicker turnaround. At times, you may think she overlooks the details, while she may become frustrated with your cautious pace.

► PERSONALIZE

✓ X ?

Person's Tendencies

- Tends to prefer working at a measured pace
- Tends to dislike last-minute deadlines or sudden changes
- May come across as overly cautious at times
- _____

Person's Tendencies

- Tends to prefer working at a rapid pace
- Tends to be energized by flurries of activity and quick turn-around times
- May come across as too hasty at times
- _____

► APPLY

Q How accurately does the feedback on this page describe the differences in your pace?

Q How do your differences in pace affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Person

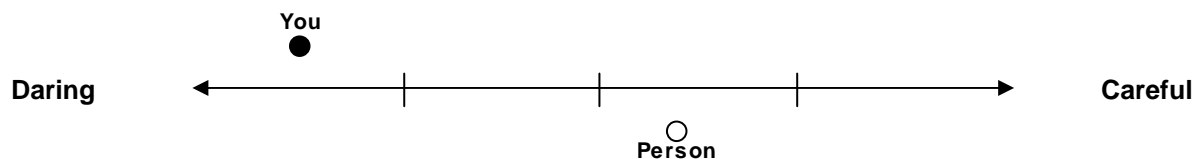
- Work together to set timelines that you're both comfortable with.
- Make an effort to match her faster pace when situations call for urgency.
- Ask her to slow down when you feel strongly that more deliberation is called for.

Daring vs. Careful

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're daring; Person is somewhat careful

Person, compared to Person, you're more likely to embrace bold ideas and gamble on big payoffs. As a result, you probably encourage innovation and seek important breakthroughs. However, she is more likely to be fairly cautious, so she may find your approach to be a bit reckless. While you may see her as occasionally risk-averse or overly conventional, remember that her focus on predictable and safe results can keep unpleasant surprises to a minimum.

► PERSONALIZE

✓ X ?

Person's Tendencies

- Tends to see change as invigorating
- Tends to pitch fresh ideas and new approaches
- May come across as reckless at times
- _____

Person's Tendencies

- Tends to think things through thoroughly before making a major change
- Tends to look first at well-tested methods and solutions
- May come across as somewhat closed-minded at times
- _____

► APPLY

Q How accurately does the feedback on this page describe the differences in your approach to risk-taking?

Q How do your differences affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Person

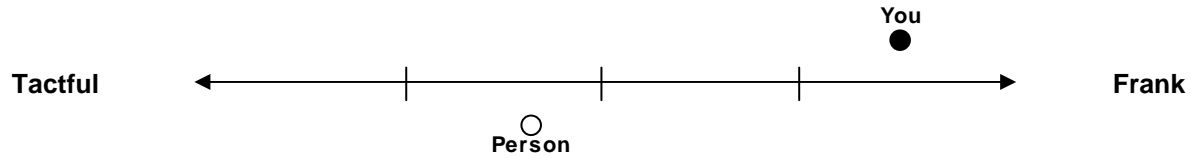
- Avoid insisting that your plan is better just because it's new and adventurous.
- Consider her legitimate objections to riskier aspects of your ideas.
- Remember that she dislikes moving forward with a plan until she's sure it will work.

Tactful vs. Frank

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're frank; Person is somewhat tactful

Person, compared to Person, you're more likely to be frank when communicating. Because you don't like to beat around the bush, you may help to surface important issues more quickly. Person tends to be somewhat less direct and probably chooses her words carefully to avoid offending others. She may be taken aback by your frankness, while you may wish that she would speak her mind a bit more often.

► PERSONALIZE

✓ X ?

Person's Tendencies

- Tends to get right to the point and say exactly what's on his mind
- Tends to not hold back his thoughts and feelings
- May come across as blunt or insensitive at times
- _____

Person's Tendencies

- Tends to find a diplomatic way to convey information
- Tends to think before she speaks
- May come across as somewhat vague or indirect at times
- _____

► APPLY

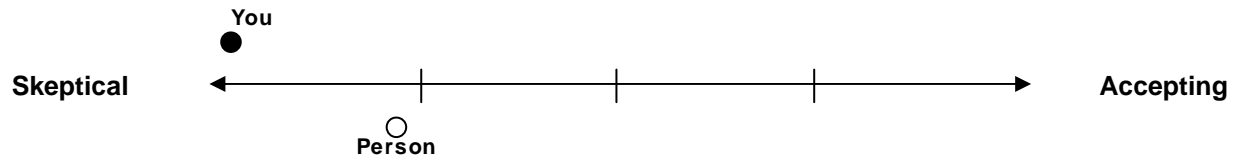
Q How accurately does the feedback on this page describe the differences in your levels of directness?

Q How do these differences affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Person

- Take time to think through your message before presenting important information to her.
- Encourage her to be more candid with you if she occasionally seems to be withholding something.
- Pay attention to her reactions to gauge the impact of your words.

► DISCOVER



You're skeptical; Person is skeptical

Person, you and Person both tend to take a questioning approach when presented with new information. Because the two of you like to have proof, you probably ask a lot of critical questions, and you may experience tension when one of you challenges the other's ideas. While your similarly skeptical viewpoints may help you to uncover potential problems, this may also prevent you from receiving each other's ideas with open minds.

► PERSONALIZE

✓ X ?

Person's Tendencies

- Tends to question and test other people's ideas
- Tends to anticipate and plan for what could go wrong
- May come across as overly critical at times
- _____

Person's Tendencies

- Tends to question and test other people's ideas
- Tends to anticipate and plan for what could go wrong
- May come across as overly critical at times
- _____

► APPLY

Q How accurately does the feedback on this page describe the similarities in your questioning approach?

Q How does this skeptical approach affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Person

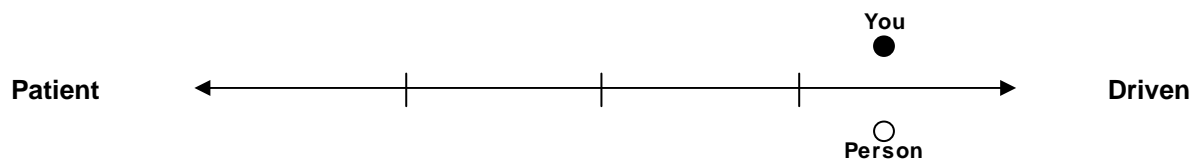
- Avoid getting caught up in over-analysis when you disagree.
- Explain the rationale for your concerns.
- Choose your battles when working with her, and try to give her the benefit of the doubt from time to time.

Patient vs. Driven

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're driven; Person is driven

Person, both you and Person likely display a sense of urgency and push for immediate results. The two of you probably take a hard-charging approach, which can help you to tackle difficult issues and solve problems quickly. However, you both tend to get annoyed if you don't get answers right away, and this could lead to frustration or poor outcomes in situations where more patience is required.

► PERSONALIZE

✓ X ?

Person's Tendencies

- Tends to urge others to move quickly
- Tends to get annoyed by others who seem to lack urgency
- May come across as impatient at times
- _____

Person's Tendencies

- Tends to urge others to move quickly
- Tends to get annoyed by others who seem to lack urgency
- May come across as impatient at times
- _____

► APPLY

Q How accurately does the feedback on this page describe the similarities in your sense of urgency?

Q How does your sense of urgency affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Person

- Recognize when your shared impatient approach causes problems.
- Identify situations where more patience could pay off.
- Remind each other that you might burn others out with your constant sense of urgency.



Summary and Action Plan

Everything DiSC® Comparison Report

Action Planning

Rank your six pairs of traits by **MOST (#1)** to **LEAST (#6) IMPORTANT** to improve the effectiveness of your relationship with Person.

Ranking	Trait
	You're private; Person is outgoing
	You're calm; Person is energetic
	You're daring; Person is somewhat careful
	You're frank; Person is somewhat tactful
	You're skeptical; Person is skeptical
	You're driven; Person is driven

Next, consider comparing your rankings with Person's rankings. If you like, work together to choose 2-3 pairs of traits to focus on to make your relationship more effective. **CIRCLE** these 2-3 pairs in the table above.

Using the previous section as a reference, list specific action items that you can take to make improvements for each of the pairs of traits you'd identified. You may require an additional sheet of paper.

Trait	My Action Item(s)