



EVERYTHING DiSC® COMPARISON REPORT



For Person Two

Working with

Person One

Friday, May 22, 2009

This report is provided by:

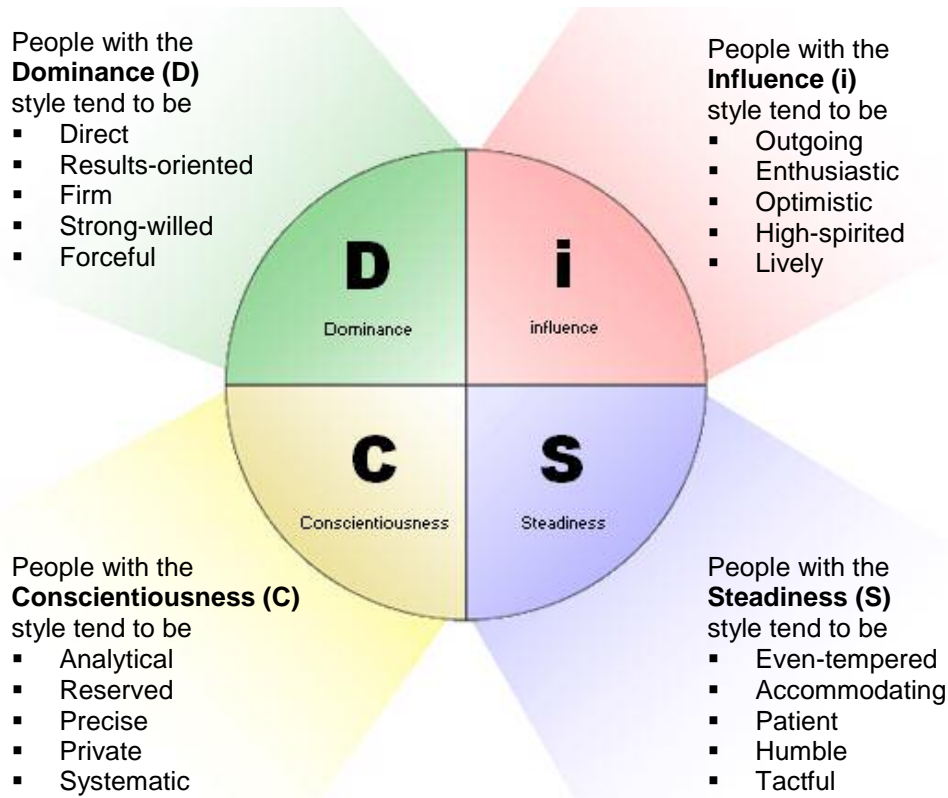
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Welcome Back to Everything DiSC®

Everything DiSC® Comparison Report

Person, this report is designed to help you better understand Person One and to build a more effective working relationship with him. 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.

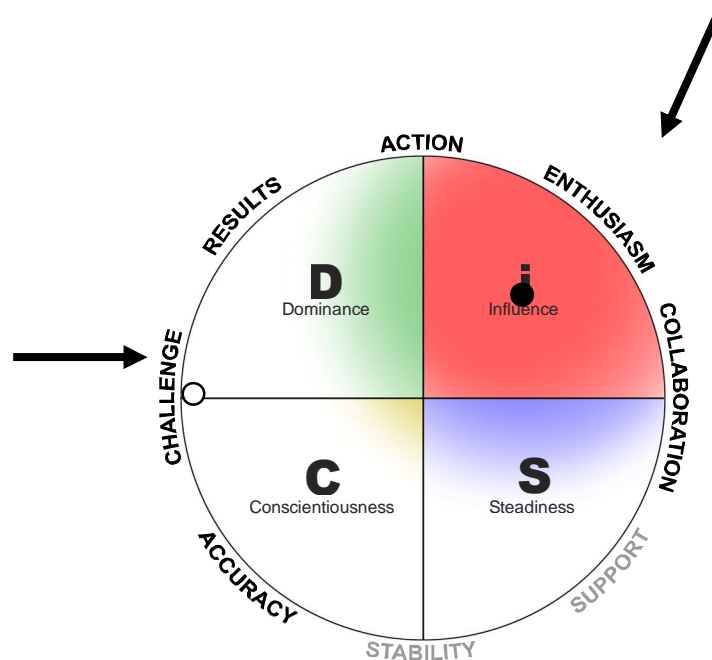
- You
- Person One

You: i Style

You emphasize Enthusiasm, Action, and Collaboration, which are priorities that Person doesn't share. Most likely, you tend to be more outgoing, fast-paced, and team-oriented.

Person: DC Style

Person emphasizes Challenge, Results, and Accuracy, which are priorities that you don't share. Most likely, he tends to be more questioning, driven, and analytical.



Understand Each Other's Priorities

Because Person's style is DC, he is likely to ask tough questions and **Challenge** assumptions. This isn't one of your top priorities, and you're more likely to focus on building team spirit and **Collaborating** with others.

Person also places a high priority on **Results**, so he's likely to come across as straightforward and focused on the bottom line. You, on the other hand, tend to be more **Action**-oriented and adventurous.

Finally, Person likely values **Accuracy**, so he probably comes across as objective and matter-of-fact. In contrast, you may focus more energy on being encouraging and **Enthusiastic**.

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

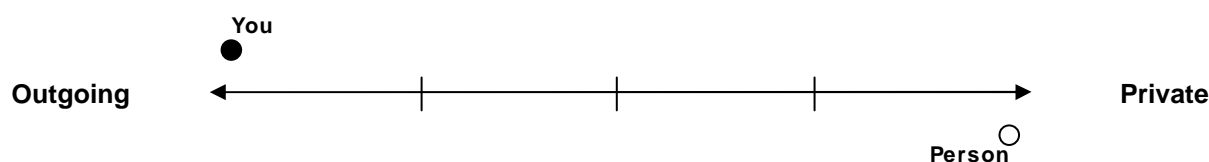
Everything DiSC® Comparison Report

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 his 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:

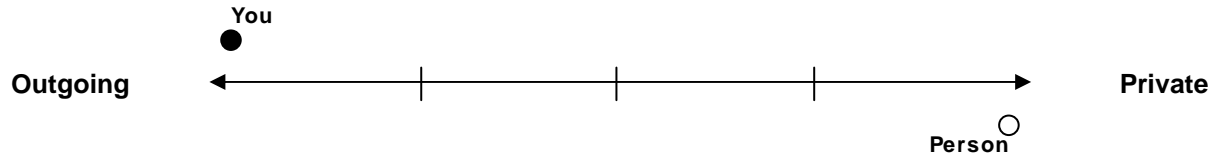
- Putting a ✓ next to statements you agree with,
- Putting an X next to statements that you don't agree with, and
- Putting a ? next to statements you aren't sure about
- Adding your own statements next to the blank bullets

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 outgoing; Person is private

Person, compared to Person, you're probably more open and collaborative, and you may require a lot less personal space in your work environment than he does. Since Person likes to work independently for long periods of time, you may sometimes feel reluctant to approach him. And, while you may believe that collaboration leads to significant ideas that reflect multiple perspectives, he might feel that digging into projects alone is more productive.

► PERSONALIZE

✓ X ?

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
- _____

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
- _____

► 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

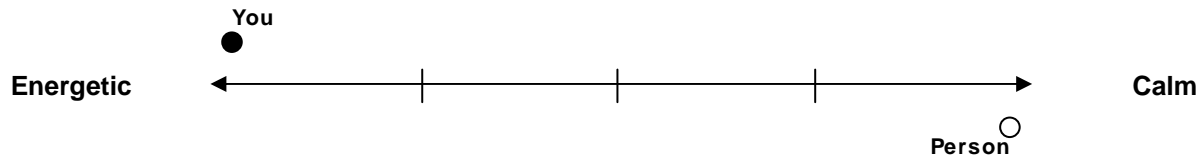
- Ask Person how he likes to be approached (phone call, email, etc.) when you need to reach him.
- Avoid pushing him to collaborate when he'd rather work independently.
- Suggest teaming up when you genuinely feel that his perspective could contribute to better outcomes for the group.

Energetic vs. Calm

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're energetic; Person is calm

Person compared to Person, you tend to prefer a faster, livelier pace to get a quicker turnaround. Most likely, you enjoy making decisions on the fly, while Person may prefer a more methodical, controlled pace to ensure reliable results. At times, you may become frustrated with his cautious pace, while he may think that you overlook important details.

► PERSONALIZE

✓ X ?

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
- _____

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
- _____

► 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

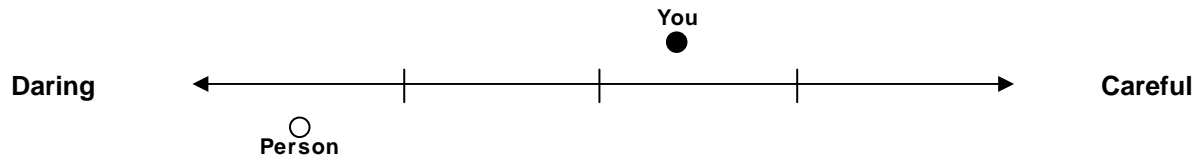
- Work together to set timelines that you're both comfortable with.
- Make an effort to match his more methodical pace when situations call for caution or accuracy.
- Let him know when you feel strongly that more urgency is called for.

Daring vs. Careful

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're somewhat careful; Person is daring

Person, compared to Person, you're more likely to take a fairly cautious approach. As a result, you probably seek reliable, consistent outcomes. But he may feel that you're occasionally risk-averse. While you may think that he's too reckless, keep in mind that his frequently bold ideas may lead to valuable improvements.

► PERSONALIZE

✓ X ?

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
- _____

Person's Tendencies

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

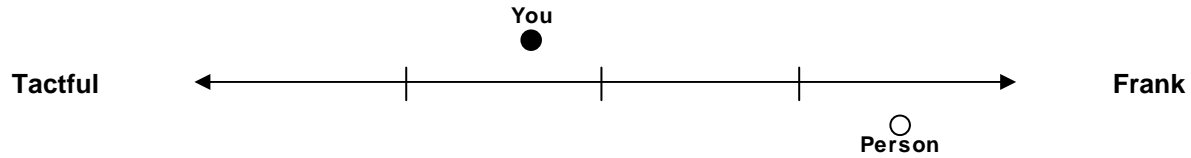
- Avoid shooting down his bold or adventurous ideas before you've heard him out.
- Consider whether his plans are really too risky or if it's the idea of change that makes you a bit uncomfortable.
- Encourage him to consider your legitimate objections.

Tactful vs. Frank

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're somewhat tactful; Person is frank

Person, compared to Person, you're more likely to be tactful and less direct, choosing your words carefully to avoid offending others. Because Person dislikes beating around the bush, he tends to use a more frank approach. While you may be somewhat taken aback by this at times, he's probably just trying to be honest and straightforward, and this can help to surface important issues more quickly.

► PERSONALIZE

✓ X ?

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
- _____

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
- _____

► APPLY

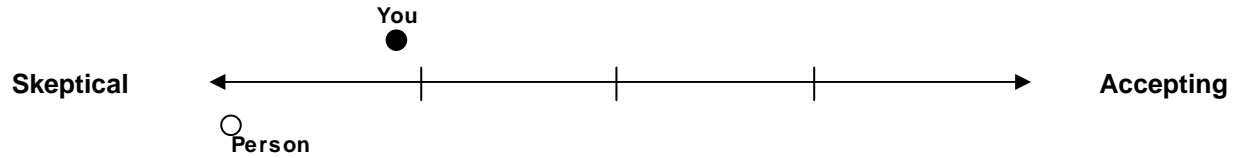
Q How accurately does the feedback on this page describe the differences in your levels of directness?

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

- Focus on his message rather than on his tone.
- If you feel hurt by something he says, point it out to him, and ask him to clarify his intentions.
- Exercise diplomacy without diluting information or being vague.

► 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

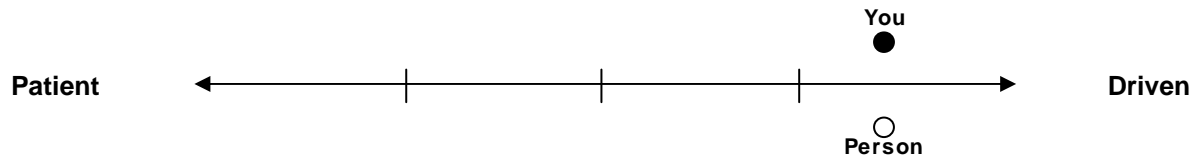
- Avoid getting caught up in over-analysis when you disagree.
- Explain the rationale for your concerns.
- Choose your battles when working with him, and try to give him the benefit of the doubt from time to time.

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 outgoing; Person is private
	You're energetic; Person is calm
	You're somewhat careful; Person is daring
	You're somewhat tactful; Person is frank
	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)