



DISC Collaboration

An Evaluation of Behavioral Style Comparisons

Report Comparing: **Sample2 Report2** and **Sample3 Report3**

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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

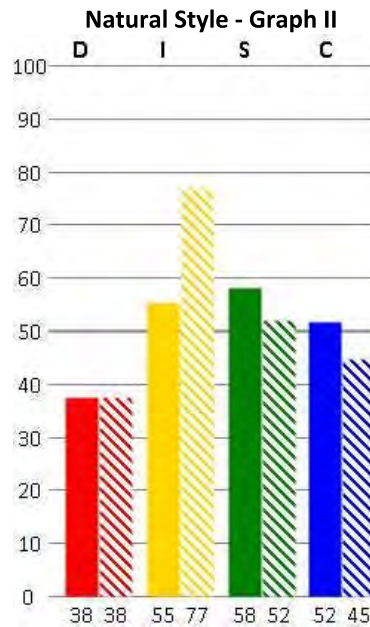
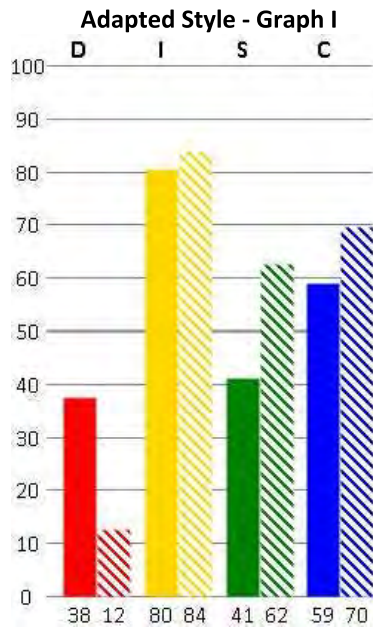
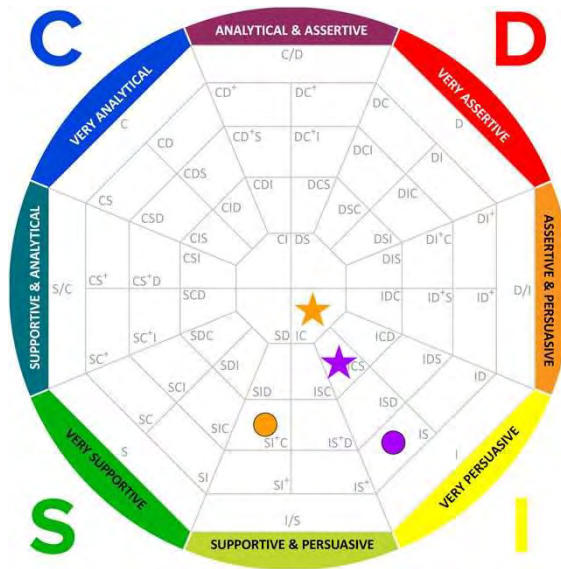
Sample2, below is an overview chart to help you better understand some of the characteristics of each of the Four Basic DISC Styles, so you can interact with **Sample3** and other DISC styles more effectively. DISC is quite useful in describing how a person behaves and is perceived in personal, social 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 Sample2 and Sample3

This DISC Collaboration Report shows how **Sample2** and **Sample3** 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.

- | | |
|---|---|
| <p>Sample2 Report2</p> <ul style="list-style-type: none"> ● = Natural Behavioral Style ★ = Adapted Behavioral Style ▒ = Bar Graph | <p>Sample3 Report3</p> <ul style="list-style-type: none"> ● = Natural Behavioral Style ★ = Adapted Behavioral Style ▒ = Bar Graph |
|---|---|



Classical DISC style overview

The behaviors of **Sample2** and **Sample3** 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 **Sample2** and **Sample3** typically function in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by **Sample2** and **Sample3** based upon the interpersonal dynamic of their relationship.

Sample2 Report2's DISC style: Technician

Technician Style Overview

Technicians will seek projects in their area(s) of expertise. They constantly challenge their own work and results. They are likely knowledgeable in many areas. They are easy to work with unless their expertise is challenged. They are quality oriented and expect strong results from themselves and others. They can become critical of others if they achieve poor results. At times, they can become too insistent on doing things a "certain way."

- **Emotional characteristic:** Need to be current and keep pace with others.
- **Goals:** High expectations for their own growth and advancement.
- **How others are valued:** Through demonstrated self-discipline, position and authority.
- **Influences group:** Projecting confidence in ability to create, implement and expand the correct activities and actions.
- **Value to the organization:** Skilled problem-solvers and experts in identifying solutions for their own area(s) of experience.
- **"Watch-out-for":** Over-focus on personal goals and may expect too much from others.
- **When under pressure:** Can become inhibited and overly sensitive to critical feedback.
- **Fears:** Being too predictable or being unrecognized for their contributions.

Sample3 Report3'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 **Sample2** versus strengths of **Sample3**

Sample2 and **Sample3** 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 **Sample2** & **Sample3** best utilize their strengths when working together?

Sample2's strengths:

- You are excellent at motivating others toward team goals with your enthusiasm and optimism, as well as your sensitivity to their needs and concerns.
- You are willing to work hard for a mission, cause, project, or purpose.
- 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 may be seen as the hub of the wheel, always at the center of many activities.
- You are a cooperative team player who respects organizational policies and protocol. You are able to get along with a variety of other behavioral styles.
- You show a strong ability to clarify complex issues, to define the essence of a problem or solution, and to predict the broad impact of important decisions.
- You are a reflective, critical thinker, able to comprehend complex or abstract systems, assist with solutions, and get others on board with the project.

Sample3's strengths:

- You are able to negotiate conflicts into win-win situations.
- You are a good listener.
- You are very people-oriented and, as a result, are able to talk with new people very easily in small groups or in large audiences.
- You are able to reach goals by working with and supporting the efforts of others on the team.
- You demonstrate a high degree of patience in working with others.
- You bring a high "sincerity factor" to the team climate.
- You possess a positive sense of humor and never make jokes at the expense of others.

Work style tendencies

Work Style Preferences provide useful insights as **Sample2** and **Sample3** 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?

Sample2's work style tendencies:

- You tend to make decisions based on factual data.
- You tend to be rather friendly and easy-going in your interactions with others.
- You have a large base of knowledge, and a continuing appetite to learn more and seek expertise in specialized subjects.
- You persuade others in the organization by demonstrating personal competence, and encourage others with a sense of optimism.
- You tend to be optimistic -- you demonstrate high personal standards while setting high goals for yourself.
- You are able to express a sense of humor, while remaining very serious about work tasks and projects, especially when it is necessary to maintain a high degree of quality control.
- You place high expectations on yourself and others and are able to help coach others to higher standards of quality.

Sample3's work style tendencies:

- On the job, you tend to say "yes" more often than "no," when asked to help out with a colleague's project or problem.
- Your empathetic nature and sensitivity toward people may lead others to seek you out as a coach or counselor, or ask to assist them with a personal or team problem.
- You tend to be an excellent "teacher" to peers on the team, at all levels of the organization.
- At work, you tend to have a "long fuse," and are not easily angered, although you may take some of the anger home to vent.
- On the job, you have a strong need to be patient, polite, and create an environment of good-will for internal and external stakeholders.
- You show a high degree of persistence in working on projects, especially over the long haul.
- You meet new people easily and prefer networking with others rather than working in solitary conditions.

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, **Sample2** and **Sample3** can create an environment where they are most likely to be able to be self-motivated and motivate each other.

Sample2 tends to be most effective in environments that provide:

- A place relatively free of interpersonal conflict and hostility.
- Opportunities for building a network of people and contacts.
- Clear areas of responsibility with minimal ambiguities.
- Opportunities to work with people with whom you have developed trust, rapport, and credibility.
- Complete information, details, and examples with no gaps or surprises.
- A variety of highly specialized assignments and technical areas of responsibility.
- Close relationships with small groups of associates, rather than superficial relationships with a large group of people.

Sample3 tends to be most effective in environments that provide:

- Support and appreciation of your individual efforts.
- A participatory manager or board with whom a democratic relationship has been established.
- A work culture that allows for your natural interest in helping others learn and grow professionally.
- Clear responsibility and lines of authority to avoid confusion or overlapping initiatives.
- A job culture where there is little hostility, confrontation, anger, or pressure.
- A favorable working climate containing positive attitudes and optimistic spirit.
- A balance between some stable, predictable work activities and some variety and change on a regular basis.

Communication plans

The following suggestions can help **Sample2** and **Sample3** 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 **Sample2**, **DO**:

- Do your homework, because Sample2's homework will already be done.
- Be certain that individual responsibilities are clear, in writing, and that there are no ambiguities.
- Provide clear, specific solutions, and support your position with pros and cons.
- Join in with some name-dropping, and talk positively about people and their goals.
- Provide logical and practical evidence.
- Present your ideas and opinions in a non-threatening way.
- Be accurate and realistic, don't over-inflate ideas or outcomes.

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

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

When communicating with **Sample3**, **DO**:

- Put the details in writing, but don't plan on discussing them too much.
- Show sincere interest in Sample3 as a person.
- Provide assurances about Sample3's input and decisions.
- Ask for Sample3's input regarding people and specific assignments.
- Present your ideas and opinions in a non-threatening way.
- Break the ice with a brief personal comment.
- Plan to talk about things that support Sample3's dreams and goals.

When communicating with **Sample3**, **DON'T**:

- Be overly task-oriented.
- Leave the idea or plan without backup support.
- Talk down to Sample3.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Manipulate or bully Sample3 into agreeing.
- Offer assurances and guarantees you can't fulfill.
- Be rude or abrupt in your delivery.

Struggles of **Sample2** versus struggles of **Sample3**

Everyone has possible struggles, limitations or weaknesses. Oftentimes, it is simply an overextension of their strengths that may become a weakness. **Sample2's** and **Sample3'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?

Sample2's struggles:

- When pressured or faced with sudden change, you may become indecisive.
- You may hold on too tightly to past tradition in procedures and processes, thus requiring a complete explanation of details before changes are made.
- You may sometimes show unreasonable expectations of the capability or capacity of others.
- You may tend to trust people a bit too much and may suffer setbacks as a result.
- 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.
- Because of your desire for completeness, you may encounter some difficulty in meeting deadlines.

Sample3's struggles:

- You may be a bit of a grudge-holder toward those who offer criticism.
- You may need some coaching in time management; for instance, in setting more ambitious deadlines.
- You may have difficulty with quick decision making because of your need to consider the "people side" of all issues.
- You may be rather indirect in providing instructions, because you don't want to impose your will on others.
- You may show less emphasis on productivity and more emphasis on the "people side" of a project.
- You may tend to take constructive criticism personally, possibly losing focus as to how it relates to the task.
- You may hesitate to correct or discipline those who report to you, for fear of offending someone.

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	Sample2	Sample3
Self-Reliance <i>How this individual works within a team.</i>	Situational	Collaborative (I)
Personal Drive <i>How this individual's own goals move things forward.</i>	Situational	Situational
Providing Instruction <i>How this individual dictates directions and expectations.</i>	Situational	Situational
Building Rapport <i>How this individual focuses when interacting with others.</i>	Situational	Relationships-Focused (I)
Customer & Team Interaction <i>How this individual engages with customers and stakeholders, internal and external.</i>	Situational	Engaging (I)
Expressing Openness <i>How this individual is most comfortable expressing themselves.</i>	Situational	Social (I)
Change Resistance <i>How this individual resists engaging with change.</i>	Situational	Situational
Careful Decision Making <i>How this individual approaches decisions and actions.</i>	Situational	Impulsive (I)
Work Process Alignment <i>How this individual focuses on process to follow through on work.</i>	Situational	Situational
Prioritizing <i>How this individual determines the order for dealing with items or tasks based on established rules and structure.</i>	Situational	Situational
Reasoning <i>How this individual uses evidence to think through and solve problems.</i>	Situational	Intuition-based (I)
Accuracy <i>How this individual focuses on correctness and exactness.</i>	Situational	Situational



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
<p style="text-align: center;">Self-Reliance</p> <p>Sample2 (MOD): You balance results and interaction, getting things done efficiently, but also involving others to get this accomplished as effectively as possible. You are likely to be productive and efficient whether working independently or in collaboration with others, depending on the circumstances and variables of the work.</p> <p>Sample3 (LM): You are quite attentive to involving others, preferring to reach results together, which may impact efficiency. You will likely do your best work in collaboration with others. Be aware that too much interaction may cause some delays in productivity or efficiency.</p>	
<p style="text-align: center;">Personal Drive</p> <p>Sample2 (LM): Your determination is somewhat steady, supportive and less urgent, considering relationship consequences before acting. You will likely be driven to action based on the expectations of others which may mean you take on more than your fair share or stretch yourself too thin when you make commitments.</p> <p>Sample3 (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>	

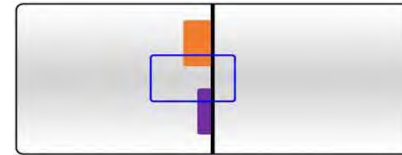
Situational

Providing Instruction

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. Keep in mind that sometimes this may come through as difficult for styles that are less focused on tasks and more focused on relationship.

Sample3 (HM): 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. Keep in mind that sometimes this may come through as difficult for styles that are less focused on tasks and more focused on relationship.

Reserved & Detailed (C) Directive & Compulsive (D)

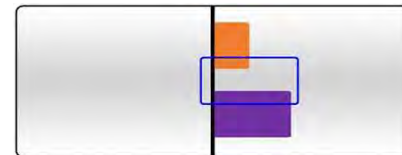


Building Rapport

Sample2 (MOD): Your interactions are driven by both a desire to connect with others socially, and to get the work done and reach results. If you can do both at once, that's great!

Sample3 (HM): You are somewhat social and more likely to focus on building relationship and making connections, rather than accomplishing a goal or completing a task. Don't forget that sometimes there are things to be done.

Results-Focused (D) Relationships-Focused (I)

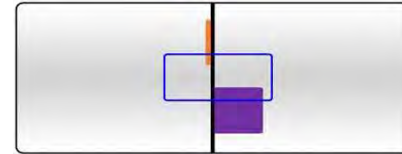


Customer & Team Interaction

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.

Sample3 (HM): You are somewhat engaging, charming, persuasive, and influential, often connecting with others in a way that builds trust and confidence. You are more likely to focus on engaging with the others to create a relationship, interacting with them to build a friendship to ensure they will come back to work with you directly. Sometimes business should be just business.

Supporting (S) Engaging (I)

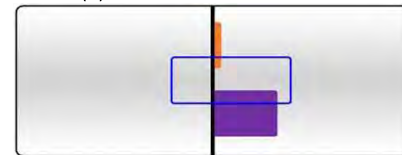


Expressing Openness

Sample2 (MOD): Your comfort is balanced between your ability to interact with others and build personal connections, while still maintaining a focus on structure, detail and accuracy, and you may struggle with maintaining a consistent pace or focus. You can be confident with both social interactions and information to support your perspective.

Sample3 (HM): You are somewhat comfortable when interacting with others, quick paced and focused on personal connections, and may tend to elaborate to engage with others. You are likely to be most confident and comfortable when interacting with others, and are likely to trust information passed along through people you trust. Remember, sometimes having the support documentation is important too.

Structural (C) Social (I)

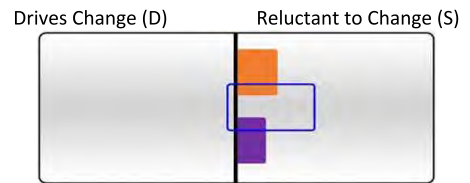


Change Resistance

Sample2 (HM): 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.

Sample3 (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.

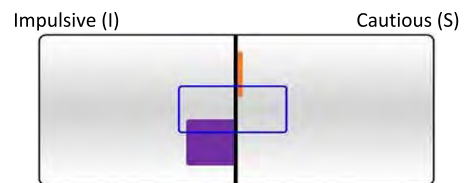
Situational



Careful Decision Making

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.

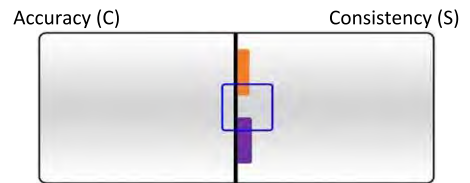
Sample3 (LM): You are somewhat impulsive based on feelings rather than taking the time to consider the risks and consequences. You are likely to make decisions spontaneously and emotionally, trusting your gut and going with what feels right. Sometimes it is important to see if it makes sense too, not just feels good.



Work Process Alignment

Sample2 (MOD): Your process and follow through is balanced between keeping things methodical and steady and upholding quality standards to be sure what you are doing is accurate and precise. There may be times when you process information and then follow through based on an equal emphasis on accuracy and consistency. These two, when balanced, will ensure great outcomes.

Sample3 (MOD): Your process and follow through is balanced between keeping things methodical and steady and upholding quality standards to be sure what you are doing is accurate and precise. There may be times when you process information and then follow through based on an equal emphasis on accuracy and consistency. These two, when balanced, will ensure great outcomes.

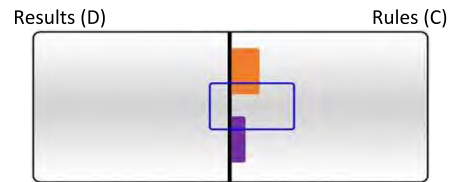


Situational

Prioritizing

Sample2 (MOD): You are attentive to established guidelines to ensure high-quality results now and are focused on actions that target immediate accomplishment. You likely balance both rules and results when prioritizing, recognizing that both have significance in a successful experience and outcome.

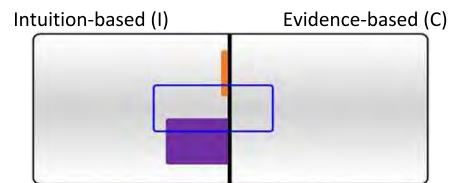
Sample3 (MOD): You are attentive to established guidelines to ensure high-quality results now and are focused on actions that target immediate accomplishment. You likely balance both rules and results when prioritizing, recognizing that both have significance in a successful experience and outcome.



Reasoning

Sample2 (MOD): You may rely somewhat on your feelings and interactions with others to make decisions, and choose what is likely to be considered acceptable but will seek to back up judgments with evidence and verification. When reasoning, you likely rely on a balanced approach of logic and emotion, and look at the circumstances with a logical perspective and also paying attention to what feels right.

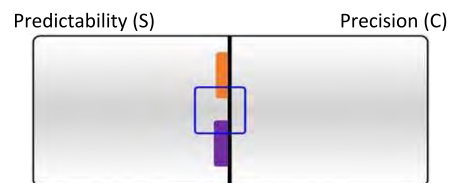
Sample3 (LM): You often rely on your feelings and interactions with others to make decisions, choosing what is likely to be social acceptable. You are likely to think things through based on emotions over logic, trusting your gut. Be aware that balanced thinking looks at both the emotions and the logic.



Accuracy

Sample2 (MOD): Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a steady environment. You are likely aware of both predictability and precision when making plans. You will have more positive outcomes when using balanced planning.

Sample3 (MOD): Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a steady environment. You are likely aware of both predictability and precision when making plans. You will have more positive outcomes when using balanced planning.



So Now What?

This report is filled with information about **Sample2's** and **Sample3'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 **Sample2** and **Sample3** 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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