COMPARISON REPORT

EVERYTHING DiSC
COMPARISON REPORT

For **Gracie Lee**
Working with **Alex Bradley**

Friday, January 19, 2018

This report is provided by:

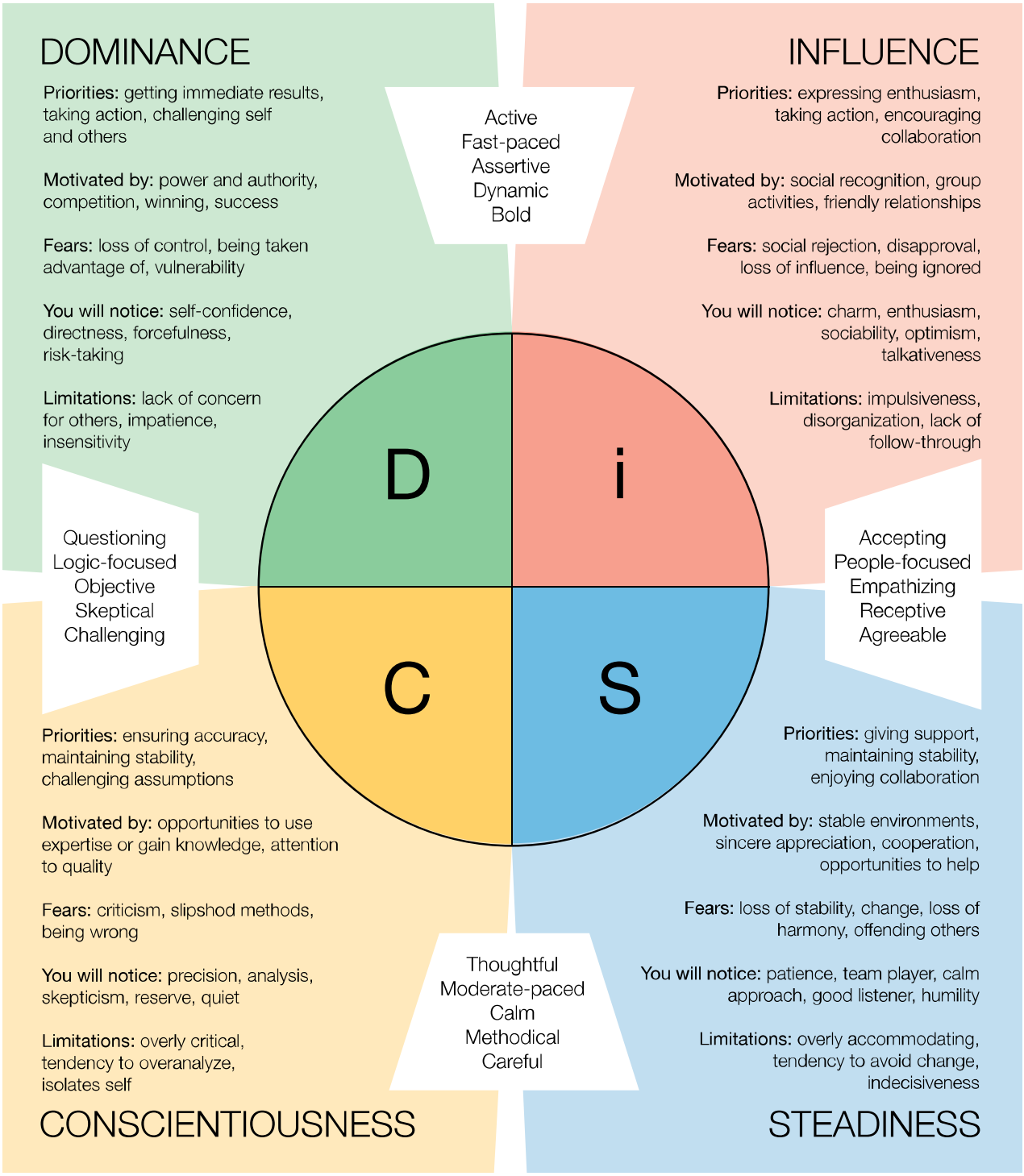
Resources Unlimited
800.278.1292 (Within the U.S.)
515.278.1292 (Outside the U.S.)
alicia.pfeffer@resourcesunlimited.com

Resources UNLIMITED

WILEY

Understanding the Everything DiSC Map

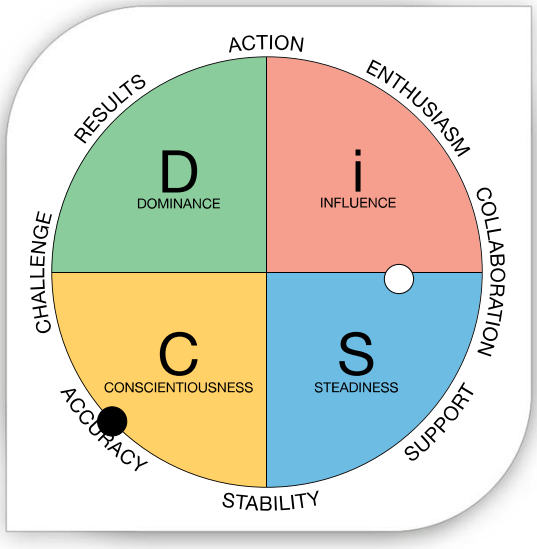
Gracie, this report is designed to help you better understand Alex Bradley and to build a more effective working relationship between the two of you. All of the information is derived from the responses that you and Alex gave when answering your Everything DiSC® profiles. Once again, you'll be using the Everything DiSC Map. Here's a quick refresher on the four DiSC® styles.



© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.

HOW YOU AND ALEX FIT ON THE EVERYTHING DiSC® MAP

The eight words shown around the Everything DiSC® Map shown below are priorities that people use in their work that affect their relationships with others.



● = Gracie:
C Style

You emphasize:

- ACCURACY
- STABILITY
- CHALLENGE

○ = Alex:
Si Style

Alex emphasizes:

- COLLABORATION
- SUPPORT
- ENTHUSIASM
- ACTION
- ACCURACY

Understand Each Other's Priorities

Typically, people emphasize the three priorities that are closest to their dot on the DiSC circle. However, sometimes a person can expand beyond the typical priorities to include additional priorities. Your priorities are typical of your style. Alex expands beyond the Si style's typical priorities to include two extra priorities.

Typical of your C style, you focus on:	Typical of Alex's Si style, Alex focuses on:
• Delivering **Accuracy** and quality.	o Making connections and **Collaborating** with coworkers.
• Working carefully to maintain **Stability**.	o Maintaining **Enthusiasm** and an upbeat attitude.
• Analyzing and **Challenging** new ideas.	o Meeting people's needs and offering **Support**.
	In addition, Alex focuses on: o Initiating **Action** and maintaining a quick pace. o Working with precision and **Accuracy**.

As you can see by the map above, your positions on the map are very far apart. 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.

© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.

▶ Discover

When it comes to taking risks, some people are naturally daring, while others tend to be more careful. You probably like to exercise caution, while others who you interact with may be more bold and adventurous. In some situations, your careful approach will be quite effective, while in others, it may create limitations.

- Careful individuals may want to take things slowly.
- Daring individuals may want to charge ahead.
- Behaviors on both ends of the continuum are valuable.

You're very careful; Alex is very daring. *Gracie, compared to Alex, you're more likely to take a cautious approach.*

▶ Personalize ✓ X ?

Gracie's Tendencies

- ☐ Tends to see major changes as risky or stressful
- ☐ Tends to rely on well-tested methods and solutions
- ☐ May come across as closed-minded at times

Alex's Tendencies

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

▶ Apply

Potential roadblocks when working with Alex

- Alex may feel that you are overly conventional or risk-averse.
- You may sometimes find Alex's approach to be somewhat reckless.

Potential benefits of you and Alex working together

- Your sense of caution probably helps keep unpleasant surprises to a minimum.
- Alex's bold ideas may sometimes lead to valuable improvements.

Tips for working with Alex

- Avoid rejecting Alex's bold or adventurous ideas before they've been explained.
- Consider whether Alex's plans are really too risky or if it's the idea of change that makes you uncomfortable.
- Encourage Alex to consider your legitimate objections.

© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.

▶ Discover

When it comes to evaluating ideas and situations, some people are more accepting, while others are more skeptical. You tend to be more questioning of new ideas and information, whereas other people are more receptive. Your skeptical nature has its advantages and disadvantages, depending on the needs of the situation.

- Accepting individuals may focus on advantages.
- Skeptical individuals may focus on the disadvantages.
- Behaviors on both ends of the continuum are valuable.

You're very skeptical; Alex is very accepting. *Gracie, compared to Alex, you're more likely to be questioning when presented with new information, and this may help you uncover potential problems.*

▶ Personalize ✓ X ?

Gracie'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

Alex's Tendencies

- ☐ Tends to validate other people's ideas whenever possible
- ☐ Tends to expect things to go smoothly
- ☐ May come across as too trusting at times

▶ Apply

Potential roadblocks when working with Alex

- You may think that Alex doesn't ask enough critical questions.
- Alex may think that you come across as too cynical.

Potential benefits of you and Alex working together

- Alex's receptivity may help others feel comfortable sharing ideas.
- Your skepticism may help uncover potential problems.

Tips for working with Alex

- Avoid coming across as critical when Alex presents new ideas to you.
- Explain the rationale for any concerns you may have.
- Encourage Alex to share any doubts.

© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.

OUTGOING » PRIVATE

▶ Discover

When it comes to work preferences, people's natural tendencies to be private or outgoing play a role. Much of the time, you enjoy working at quiet, solitary tasks, whereas other people feel the need to be more social and collaborative. Your tendency to be private can have pluses and minuses depending on the situation and the people you work with.

- Private individuals may prefer to work independently.
- Outgoing individuals may prefer to collaborate.
- Behaviors on both ends of the continuum are valuable.

You're very private; Alex is very outgoing. *Gracie, compared to Alex, you probably tend to keep to yourself and are able to work independently for long periods of time.*

▶ Personalize ✓ X ?

Gracie'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 evaluate

Alex's Tendencies

- ☐ Tends to seek out social situations to meet new people
- ☐ Tends to get restless if working alone for too long
- ☐ May come across as overly talkative at times

▶ Apply

Potential roadblocks when working with Alex

- Because you tend to create more personal space, Alex may feel less welcome to approach you.
- Alex's desire to work as a team may make you uncomfortable.

Potential benefits of you and Alex working together

- Alex's collaborative efforts often lead to significant ideas that reflect multiple perspectives.
- You are willing to take on the tasks that require working independently for long periods of time.

Tips for working with Alex

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

© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.

▶ Discover

When it comes to urgency, people naturally have differences in how patient or driven they are. Because you tend to take a peaceful, even-tempered approach, you may have trouble relating to those who are more hard-charging. Depending on the needs of the situation and who you are interacting with, you may find that your patient nature has its advantages and disadvantages.

- Patient individuals may prefer more lead time on projects.
- Driven individuals may prefer to set aggressive timelines.
- Behaviors on both ends of the continuum are valuable.

You're very patient; Alex is very driven. *Gracie, compared to Alex, you are probably fairly calm and laidback.*

▶ Personalize ✓ X ?

Gracie's Tendencies

- ☐ Tends to be uncomfortable pressuring others
- ☐ Tends to calmly accept delays
- ☐ May come across as lacking urgency

Alex'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

Potential roadblocks when working with Alex

- Alex may feel that you lack a sense of urgency.
- You may think Alex is too impatient.

Potential benefits of you and Alex working together

- Your easygoing approach may help keep tension low and contribute to quality outcomes.
- Alex's focus on swift results may help resolve problems more quickly.

Tips for working with Alex

- Point out situations where patience could pay off.
- Acknowledge the importance of picking up the pace when necessary.
- Help Alex find ways to make forward progress quickly.

© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.

▶ Discover

When it comes to sharing information, some people are more frank than others. You probably strive to show consideration and supportiveness when communicating, but some people prefer to get right to the point. While your tactful approach has many benefits, there are times when being more frank may be beneficial.

- Tactful individuals tend to avoid offending others.
- Frank individuals tend to speak their minds.
- Behaviors on both ends of the continuum are valuable.

You're somewhat tactful; Alex is very tactful. *Gracie, you and Alex both probably choose your words carefully to avoid offending others, though Alex may be slightly more tactful.*

▶ Personalize ✓ X ?

Gracie's Tendencies

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

Alex's Tendencies

- ☐ Tends to find the most diplomatic way to convey information
- ☐ Tends to hold back certain thoughts and feelings
- ☐ May come across as vague or indirect at times

▶ Apply

Potential roadblocks when working with Alex

- Because you and Alex are so tactful, your messages may sometimes come across as ambiguous or unclear.
- You both probably avoid bringing up difficult issues, which may allow tension or misunderstandings to build slowly.

Potential benefits of you and Alex working together

- You and Alex choose your words carefully, which prevents you from offending people.
- The two of you probably experience pleasant interactions with your coworkers and each other.

Tips for working with Alex

- Exercise diplomacy without diminishing negative information or withholding your true feelings.
- Encourage Alex to be more candid with you if you believe something is being withheld.
- Practice being straightforward with each other to help you feel comfortable with more direct colleagues.

© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.

▶ Discover

When it comes to temperament, some people are more accommodating, while others are more strong-willed. You tend to be persistent—perhaps even stubborn at times—whereas other people are more adaptable. While your strong-willed nature can be a benefit at times, it can also put a strain on some relationships.

- Strong-willed individuals may hold firmly to their ideas.
- Accommodating individuals may defer to others.
- Behaviors on both ends of the continuum are valuable.

You're somewhat strong-willed; Alex is somewhat strong-willed. *Gracie, you and Alex are both persistent about your opinions.*

▶ Personalize ✓ X ?

Gracie's Tendencies

- ☐ Tends to be hesitant to consider advice and input from others
- ☐ Tends to be fairly committed to own ideas
- ☐ May come across as a bit stubborn at times

Alex's Tendencies

- ☐ Tends to be hesitant to consider advice and input from others
- ☐ Tends to be fairly committed to own ideas
- ☐ May come across as a bit stubborn at times

▶ Apply

Potential roadblocks when working with Alex

- The two of you may sometimes experience conflict over what could be considered trivial issues.
- You both may disregard each other's opinions and miss out on valuable input.

Potential benefits of you and Alex working together

- Your shared persistence may help the two of you surmount obstacles.
- Your mutual tenacity helps ensure that any issues the two of you discuss will be fully explored.

Tips for working with Alex

- Look for opportunities to compromise.
- Initiate an open discussion of your opinions rather than remaining steadfast in your beliefs.
- Find a constructive way to evaluate your differences, such as listing the pros and cons.

© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.

REFLECTION & DIALOGUE

Rank the six pairs of traits by MOST (~1) to LEAST (~6) IMPORTANT when it comes to improving your relationship with Alex. Then, take some time to reflect on and discuss opportunities for improvement.

Rank	Trait	Reflection & Dialogue
	You're very careful; Alex is very daring.	
	You're very skeptical; Alex is very accepting.	
	You're very private; Alex is very outgoing.	
	You're very patient; Alex is very driven.	
	You're somewhat tactful; Alex is very tactful.	
	You're somewhat strong-willed; Alex is somewhat strong-willed.	

© 2012 by John Wiley & Sons, Inc. All Rights Reserved
Reproduction in any form, in part or in whole, is prohibited.