



DISC Collaboration

An Evaluation of Behavioral Style Comparisons

Report Comparing: **Susan Sample and Jane Roqueplot**

Date: **December 22, 2016**



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Overview of the Four Basic DISC Styles

Susan, below is a chart to help you learn some of the characteristics of each of the Four Basic DISC Styles. This, combined with the information within your report, will help you with an understanding of how you can interact with Jane and other DISC styles more effectively.

The DISC concept helps in describing “how” people “do what they do” or how they “behave” towards challenges, people, pace, and rules. Your report will also help you realize how some people may perceive (describe) others in personal, social and work environments.

	HIGH DOMINANT STYLE	HIGH INFLUENCING STYLE	HIGH STEADY STYLE	HIGH CONSCIENTIOUS STYLE
PACE	Fast, Decisive	Fast, Spontaneous	Slow, Calm	Slower, Systematic
PRIORITY	Challenges	Attention	Relationships	Correctness
SEEKS	Productivity Control	Participation Applause	Acceptance Status Quo	Data, 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UNDER STRESS MAY BECOME	Demanding Aggressive	Excitable Disorganized	Submissive Indecisive	Withdrawn Critical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, Warm Lower Volume	Monotone, Quiet Precise
WORKPLACE	Efficient Stacks of Papers Plaques & Awards	Messy Desk Photos, Sayings Many Post-It Notes	Comfortable Family Photos Team Awards	Stark, Structured Wall Charts/Calendar Latest Technology

DISC Scores of Susan and Jane

This DISC Collaboration Report shows how Susan and Jane interact with each other to help them understand each other for developing a good relationship. Their DISC behavioral style is only one aspect of a relationship, but it is one of the most crucial elements, as it defines how they interact and communicate with one another.

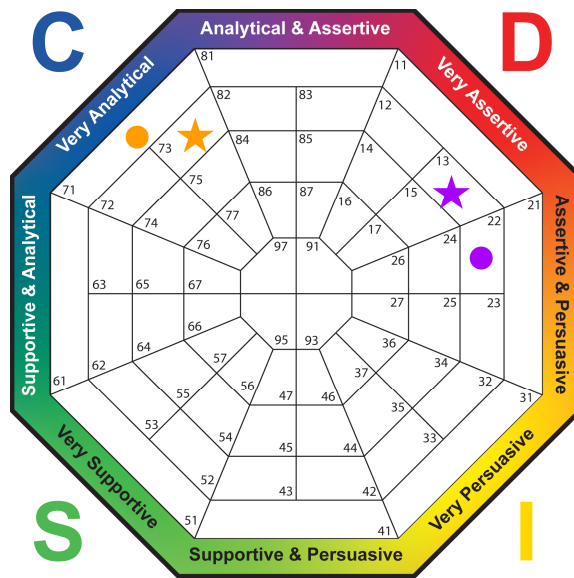
Percent Match = 50%

Susan Sample

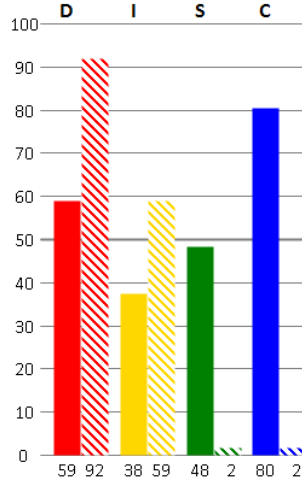
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- = Bar Graph

Jane Roqueplot

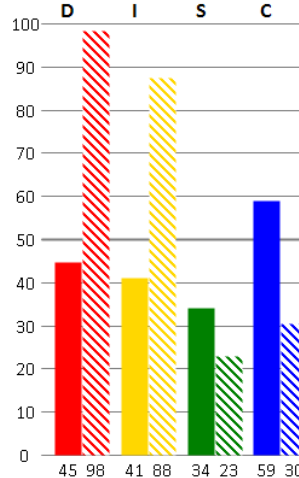
- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- = Bar Graph



Adapted Style - Graph I



Natural Style - Graph II



Classical DISC Style Overview

The behaviors of Susan and Jane 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 patterns along with some insights into how Susan and Jane typically function in their day-to-day interpersonal dynamics.

Susan Sample's DISC style: **Fact-Finder**

Fact-Finder Style Overview

Fact-finders have highly developed "quality control" and critical thinking ability. They favor logic and facts but also possess intuitive abilities that they will meld with the facts. Preparation is essential prior to action. They may appear shy but can work with others who have similar high quality focus. They avoid confrontational situations and, because they need to "get it right," can delay decisions. If they make a mistake, they will likely research additional material to support their original choice.

- **Emotional characteristic:** Avoid unsafe or risky ideas or relationships.
- **Goals:** Safety and accomplishment through correctness.
- **How others are valued:** Others' ability to effectively use logic and data.
- **Influences group:** Encourages and supports attention and focus on quality of evidence and analytical thinking.
- **Value to the environment:** Gets the facts, reviews the findings and brings analytical clarity to the project.
- **"Watch-out-for":** Subject to "analysis paralysis"; may try to indirectly impose a more controlled environment.
- **When under pressure:** Can become overly alarmed and anxious in risky or uncertain work situations.
- **Fears:** Other's erratic behavior or facing strong criticism or blame.

Jane Roqueplot's DISC style: **Dynamo**

Dynamo Style Overview

Dynamos will make an attempt to adjust or modify the thoughts and actions of others. They are good at understanding how to steer others toward a predetermined result. They will set the stage for the desired result before they verbalize that desire. Their strong persuasive skills can elicit cooperation from others but sometimes create a feeling by others of being manipulated. Dynamos can be intimidating and can seek to override the decisions of others.

- **Emotional characteristic:** May appear to not need attention or affirmation from others.
- **Goals:** To gain control over circumstances, outcomes and other people.
- **How others are valued:** How they project their personal power.
- **Influences group:** Uses relationships, personal power, incentives and rewards to get the results they want.
- **Value to the environment:** Will be a "mover and shaker." Uses a variety of methods when interacting with others to move behaviors towards a desired result.
- **"Watch-out-for":** Understand that the ends do not always justify the means.
- **When under pressure:** Can be seen as manipulative, argumentative and abrasive.
- **Fears:** Being seen taken advantage of or losing social status in the group.

Strengths of Susan Versus Strengths of Jane

Susan and Jane likely display the strengths below rather consistently. These qualities tend to enhance their interpersonal effectiveness. The big question is – how can Susan and Jane best utilize their strengths when interacting?

Susan's strengths:

- You bring a unique combination of accuracy and intuition to projects.
- Conscientious, you are serious about doing things the correct way.
- You tend to be well-prepared for meetings or contributions to report documents. You do your homework and expect the others to do the same.
- You are frequently seen by others as an expert in your area of responsibility.
- You make decisions based on factual data.
- You have a keen awareness of the broad impact of important decisions.
- You provide significant input to projects and processes, and are alert to potential problems and controls necessary.

Jane's strengths:

- You have the ability to use discipline in an appropriate manner, often effecting win-win situations.
- You are a very active agent in all that you do.
- You demand a high performance from yourself and others.
- You are excellent at initiating activity and providing direction for the team or organization.
- You have a strong tendency to work toward making things happen, rather than waiting for things to happen.
- You are able to juggle many projects and activities simultaneously, while maintaining a keen awareness of the status of each.
- You tend to set high goals, then work hard with people to achieve those goals.

Style Tendencies

Style tendencies provide useful insights as Susan and Jane interact. These are the talents and preferences each brings to the environment. How do their style tendencies mesh or clash?

Susan's style tendencies:

- You motivate others on the team with a sense of competition and urgency.
- You are motivated by a freedom and flexibility to re-examine results and conclusions.
- You are able to look at a project from a "big picture" perspective, while keeping track of the details and minutiae that contribute to each step.
- You enjoy developing new systems and procedures to increase efficiency or quality control.
- Your ability to quickly analyze the facts allows you to show dominance in many new situations.
- You are motivated to be an initiator of creative new ideas, and may be seen as an agent of change within an organization.
- You sometimes hesitate in making decisions due to a desire to investigate all facets of a problem, and all potential solutions.

Jane's style tendencies:

- You seem to thrive in positions of power, authority, and responsibility.
- You want to achieve tangible, measurable, real-time results.
- You expect others to keep up and maintain a rapid pace.
- You want to be seen by others as flexible, versatile, and positive, in all environments.
- You are motivated to be a very active agent in everything you do.
- You may be perceived by some as aggressive, in your strong determination to meet or exceed expectations.
- Your highly assertive and persuasive nature sets the tone for projects and activities in which you are involved.

Motivations – Ideal Environments

Everyone is motivated; however, people are motivated for their own reasons, not somebody else's reasons. By understanding each other's motivations, Susan and Jane can create an environment where they are most likely to be self-motivated, while creating an environment that is motivating to one another.

Susan tends to be most effective in environments that provide:

- Support of some occasional vacillation in decisions or ideas.
- Freedom to create in new and different ways.
- Power and authority to make decisions and create change.
- Opportunities for one to work alone, and to think things through.
- Support which allows you to focus maximum effort on the job tasks, and not to be concerned with social protocol.
- Freedom from external pressure, while allowing for self-imposed pressure and urgency.
- Opportunity for advancement to positions allowing for creativity.

Jane tends to be most effective in environments that provide:

- Freedom from mundane, repetitive details.
- A broad bandwidth of operation and influence.
- Opportunities to see immediate results.
- Assignments involving motivational skills in leading others.
- A high degree of contact with people, and an abundance of problems to solve.
- Challenges in building new territory or networks of people.
- Social recognition for accomplishments.

Communication Plans

The following suggestions can help Susan and Jane understand and be aware of each other's unique communication preferences. To use this information effectively, it should be shared with each other, including a discussion about each other's communication preferences. This will help form a more productive and less stressful relationship.

When communicating with Susan, **DO**:

- Be accurate and realistic; don't overinflate ideas or results.
- Make an organized appeal for your support and contributions.
- Assure her that there won't be surprises.
- Take your time; be precise and thorough.
- Prepare your case in advance. Don't try to "wing it," using charm alone.
- Keep on task with the business agenda.
- Provide a specific, step-by-step timetable, complete with names and responsibilities.

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

- Get in the habit of manipulating ideas quickly.
- Be unrealistic with deadlines.
- Rush the issues or the decision-making process.
- Be disorganized or sloppy.
- Be casual, informal, or loud.
- Use someone else's opinion as evidence.
- Push too hard.

When communicating with Jane, **DO**:

- Stay on track. Hit the major points first, and get to the main point quickly.
- Be engaging, stimulating, and fast-paced.
- Give Jane the opportunity to express her opinions and make some of the decisions.
- Provide immediate incentives for her willingness to help on the project.
- When you disagree, take issue with the methods or procedures, not with the person.
- Plan to talk about things that support her dreams and goals.
- Put the details in writing, but don't plan on discussing them too much.

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

- Speculate wildly without factual support.
- Get bogged down in facts, figures, or abstractions.
- Don't stick too rigidly to the agenda.
- Forget or lose things necessary for the meeting or project.
- Leave loopholes or vague issues hanging in the air.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and action plans are the result.
- Confuse or distract her from the issues at hand.

Struggles of Susan Versus Struggles of Jane

Everyone has possible struggles, limitations, or weaknesses. Often, these are simply an overextension of the individual's strengths. Strengths used to the extreme can be viewed as a negative trait or weakness. Susan's and Jane's struggles are listed below. It's best to read through this list and identify the one or two struggles that are causing the most difficulty. Then, look back at the "Strengths" page and determine what strength(s) might help a struggle.

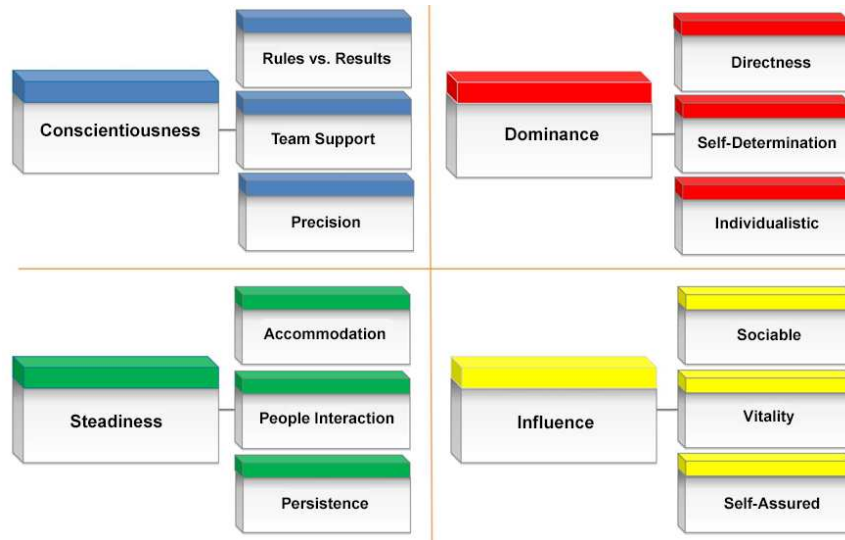
Susan's struggles:

- You may be too cautious when making decisions, tending to second-guess yourself, rather than standing firmly behind your decision.
- You may require a complete explanation of details before making a decision.
- You may tend to withdraw ideas in order to avoid controversy.
- You may be too locked into rules, regulations, and procedures, at times when flexibility is needed.
- You may need to assert yourself more in team meetings, so that others can take your opinions into consideration.
- You may tend to avoid taking responsibility for problems and failures.
- You may allow yourself to get bogged down in the details, especially when the climate becomes pressured.

Jane's struggles:

- You may be a selective listener, at times hearing only what you want to hear.
- You may not always verbalize the complete story and tend to consciously withhold some information.
- You may become impatient, especially when dealing with slower-moving or slower-thinking people.
- You could be a bit more willing to share talents in order to help others develop professionally. You may tend to be a bit too self-serving.
- You may need to lower project expectations a bit in light of real-world constraints.
- You may lack follow-through, expecting others to pick up the loose ends.
- You may sometimes intimidate others with power, position, or politics.

The 12 Integrated DISC Style Relationships



Directness Behavior measures how the strength of an individual's direct, assertive and results oriented communication style is influenced by the desire to build relationships and connect with others.

Self-Determination Behavior measures how the strength of an individual's direct, assertive and "results-now oriented" behaviors are influenced by the degree of patience and preferred pace.

Individualistic Behavior measures how the strength of an individual's direct, assertive and "results now focus" is influenced by the need to precisely follow established structural and procedural guidelines while pursuing objectives.

Sociable Behavior measures how the strength of an individual's preference for cordial social interaction and people connection is influenced by the need for immediate results.

Vitality Behavior measures how the strength of an individual's desire for interpersonal connections is influenced by the degree of urgency, preferred pace and activity level.

Self-Assured Behavior measures how the strength of an individual's extroversion and desire for personal connection with others is influenced by the need for structure, detail, and accurate evidence prior to acting.

Accommodation Behavior measures how the strength of an individual's level of patience and pace are influenced by the strength of desire to lead, command and direct activities focused on immediate results and solutions.



People-Interaction Behavior measures how the strength of an individual's degree of patience and preferred activity level are influenced by the strength of extroversion and a desire to socially interact and accommodate others.

Persistence Behavior measures how the strength of an individual's patience, activity level and team support is influenced by the need for accuracy, precision and structure.

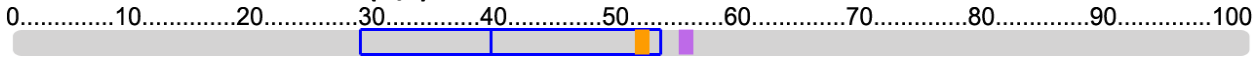
Rules vs. Results Behavior measures how the strength of an individual's need to precisely follow established structural and procedural guidelines, standards and codes is influenced by the need for direct "results now" actions that target immediate accomplishments.

Team-Support Behavior measures how the strength of an individual's desire for accuracy, structure, rules and standards is influenced by the strength of the desire to interact, engage and accommodate other people.

Precision Behavior measures how the strength of an individual's need for structure, accuracy, order and precision is influenced by the pace, patience and level of team accommodation.

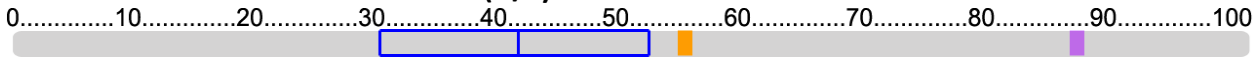
 = Susan Sample
 = Jane Roqueplot

1. The Directness Behavior (D/I)



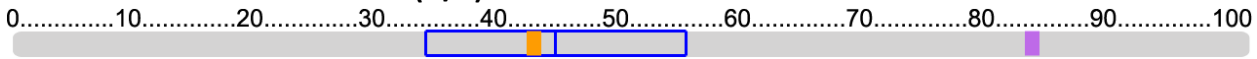
Lower intensity scores identify an inclination to search for a socially interactive, popular and accommodating solution.
Higher intensity scores identify a willingness to make and defend tough and even unpopular decisions.

2. The Self-Determination Behavior (D/S)



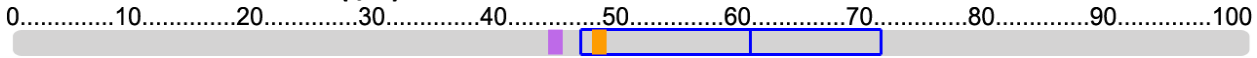
Lower intensity scores identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to action.
Higher intensity scores identify a preference toward a more “now oriented pace” that is keyed toward taking actions that achieve immediate results and goals.

3. The Individualistic Behavior (D/C)



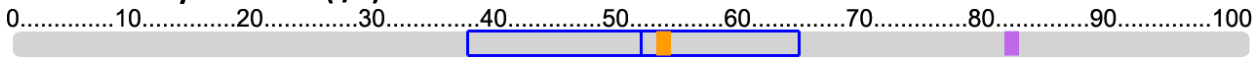
Lower intensity scores favor strong and precise compliance and adherence to established structure, rules, policy and procedures.
Higher intensity scores are not deterred by potential restraints or established policies especially if they are perceived to impede immediate results.

4. The Sociable Behavior (I/D)



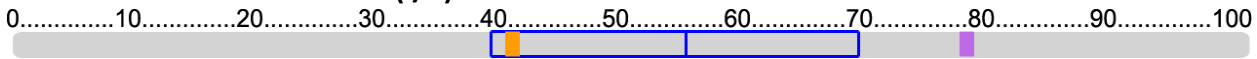
Lower intensity scores reflect a much stronger competitive “result now” focus with less effort on accommodation and building relationships.
Higher intensity scores reflect an emphasis on seeking, building and sustaining personal relationships.

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.

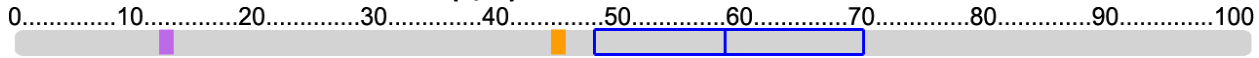
6. The Self-Assured Behavior (I/C)



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.

 = Susan Sample
 = Jane Roqueplot

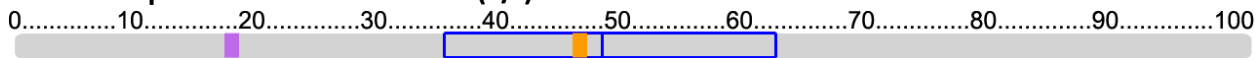
7. The Accommodation Behavior (S/D)



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.

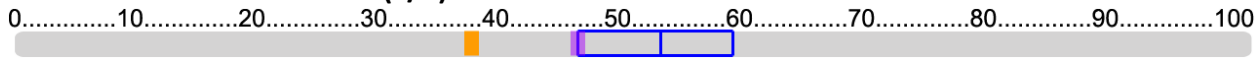
8. The People Interaction Behavior (S/I)



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 care and consideration when crafting the words and deeds that impact others.

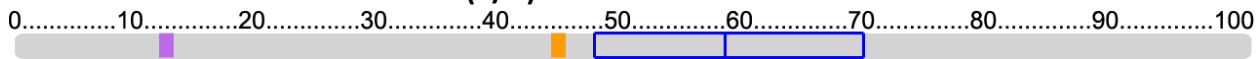
9. The Persistence Behavior (S/C)



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.

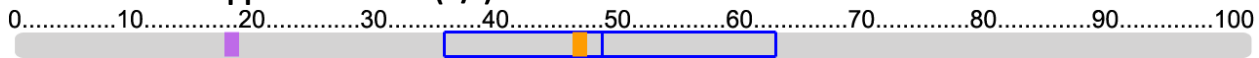
10. The Rules vs. Results Behavior (C/D)



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.

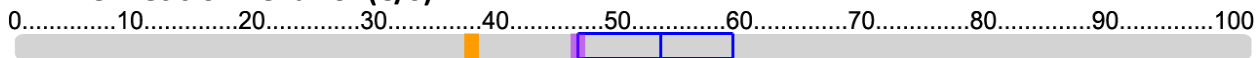
11. The Team Support Behavior (C/I)



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 Susan's and Jane's style and how they, with the in-depth knowledge of each other's behavioral preferences, can interact better.

There are many suggestions in this report for Susan and Jane to apply these behavioral style tips to improve their relationship, avoid stressful behaviors and practice conflict resolution, when needed.

This report should be used as a reference tool. We recommend that Susan and Jane use the information within their reports to open a meaningful dialogue with each other to improve all their interactions. With all the information in your reports, it is not meant to be digested in just one reading.

Susan and Jane, when interacting, strive to make a few minor adjustments to your natural tendencies as your effort to match the needs of one another. You will notice the benefits.

Recognize how each other's strengths, when combined, can produce maximum effectiveness. You will appreciate the results as you learn how one style can complement and balance the other.

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!

Be sure to ask us how we can continue to help with your Relationship Strategies.

Would a Collaboration Report with another person be helpful?

If so, let us know!