

Group Map

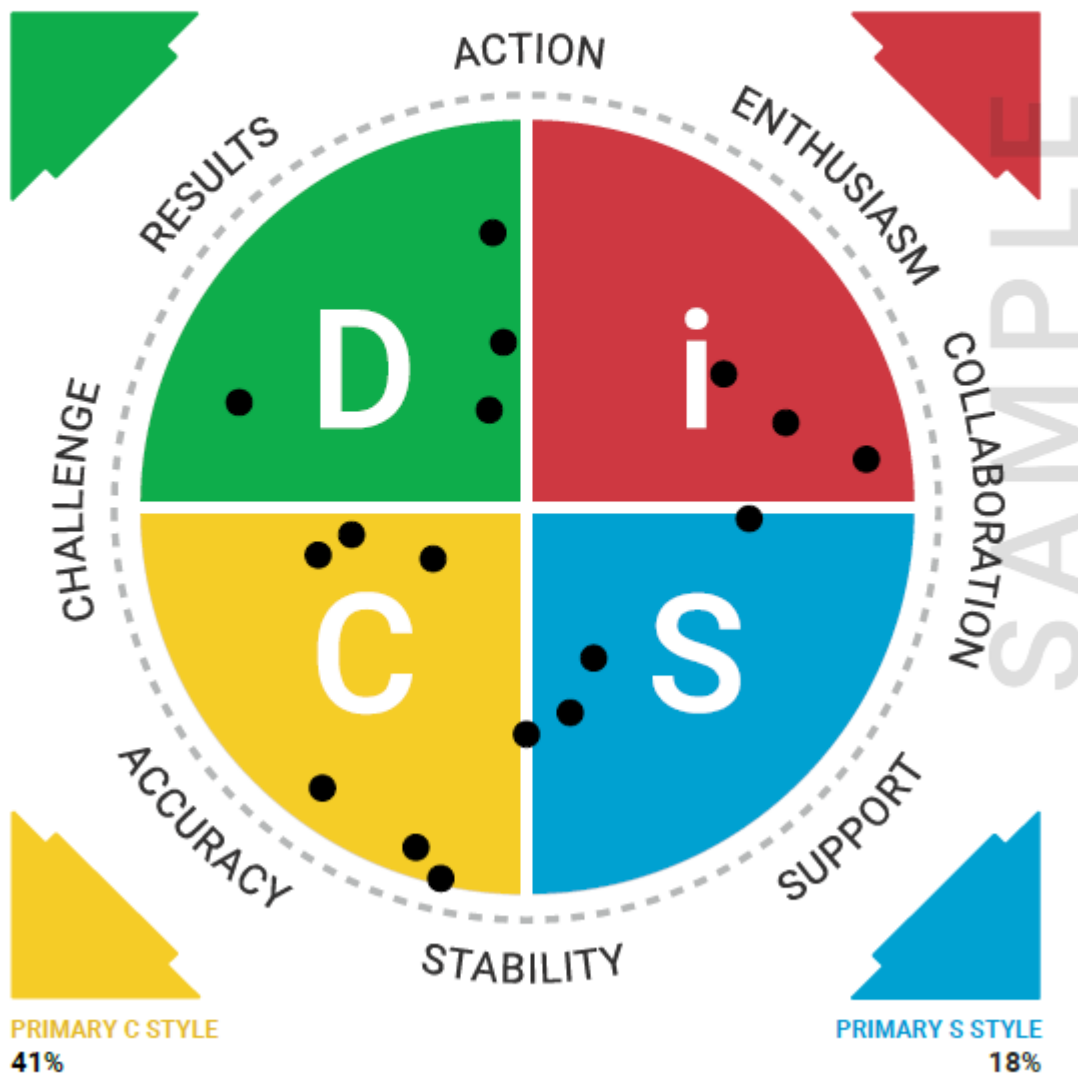
The Everything DiSC[®] map below shows the distribution of DiSC[®] styles in your group. Each black dot represents one person. The percentages reflect the proportion of people who fall in each of the four DiSC regions.

PRIMARY D STYLE

24%

PRIMARY i STYLE

18%



Sample Report

John Albrecht  Di Style	Paula Anderson  SC Style	Brian Arnold  DC Style	Cassandra Bogie  CS Style
Bob Cisneros  C Style	Veronica Curtis  CS Style	Joshua Hoye  CD Style	Marta James  SC Style
Ellen Jordan  CS Style	Lily Ng  iS Style	Ryan Page  iS Style	Selma Reyes  Di Style

Jeannie Bril

| DiSC Certification - The TEAM Approach

Jeannie has an i style. You might've noticed that Jeannie is outgoing and optimistic, often excited to collaborate and connect with a team. And Jeannie probably has a knack for generating enthusiasm, rallying people around initiatives and exploring possibilities. That's pretty typical of someone with the i style.



Jeannie cares about:

- building relationships
- encouraging others
- taking initiative

Pull Jeannie in when:

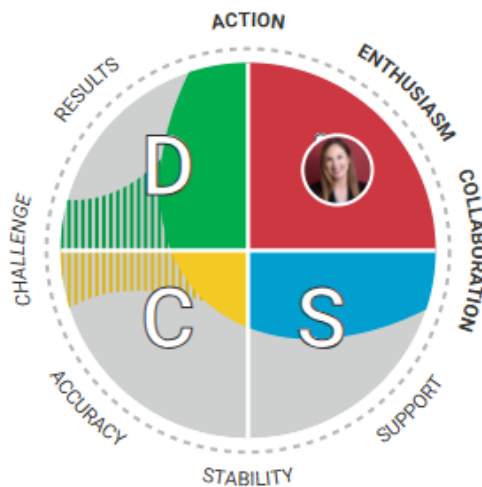
- collaborative brainstorming is needed
- building team spirit
- rallying the team

Jeannie may be stressed by:

- working in a rigid or competitive environment
- prioritizing the bottom line over people or values
- working in a stagnant, low-energy environment

Your maps together

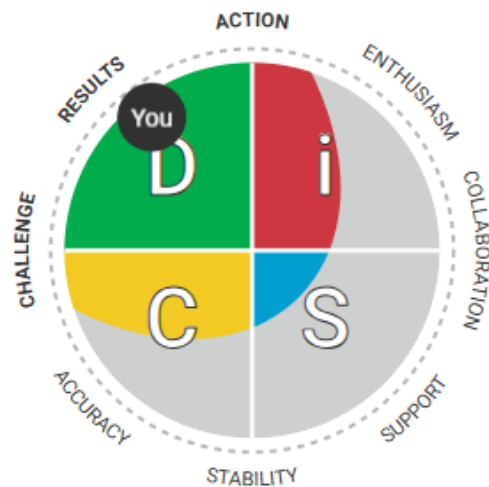
To understand how you and Jeannie can better work together, start by checking out your DiSC® maps side by side.
How do your workplace priorities compare?



Jeannie's i style

At work, Jeannie tends to prioritize:

- Enthusiasm
- Collaboration
- Action
- Challenge



Your D style

At work, you tend to prioritize:

- Results
- Action
- Challenge

Your similarities & differences

Your DiSC assessments tell us a lot about what you and Jeannie have in common, and where you differ. Here are some highlights:



Similarities

You & Jeannie

- Tend to keep a high profile
- Like a good debate
- Tend to challenge people
- Push back when pushed
- Tend to be strong-willed

Differences

You

- Show less emotional support
- Keep your enthusiasm toned down
- Are private
- Are frank
- Want closure

Jeannie

- Shows more emotional support
- Shows enthusiasm
- Is expressive
- Is tactful
- Likes to leave options open

Compare your tendencies

See how you and Jeannie compare on different continua.



DETAILS ▾



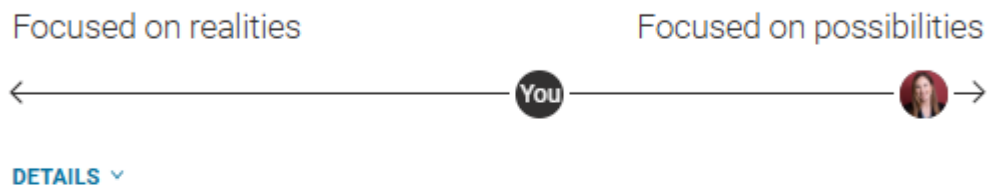
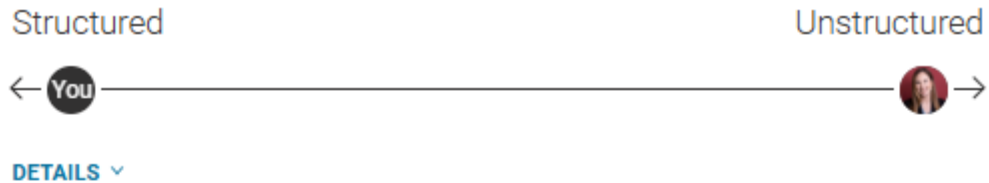
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DETAILS ▾



Working together

Your traits and preferences can show up in all sorts of ways in different situations. Explore the scenarios below to learn more about how this might impact your relationship with Jeannie.

Tension

Connecting

Collaboration

Buy-in

What if things get tense?

Remember, you're very frank, and Jeannie is somewhat tactful.
You're very strong-willed, and Jeannie is somewhat strong-willed.

Benefits ✓

- You tend to be straightforward, which may help surface important issues more quickly.
- Your mutual tenacity helps ensure that any issues the two of you discuss will be fully explored.

Roadblocks ✗

- Jeannie may sometimes be surprised or offended by your bluntness.
- Because you both tend to focus on defending your own position, you might be resistant to hearing each other's perspectives.

Tips

- Pay attention to Jeannie's reactions to gauge the impact of your words.
- Take the time to clarify your opinions rather than remaining steadfast in your beliefs.

Working together

Your traits and preferences can show up in all sorts of ways in different situations. Explore the scenarios below to learn more about how this might impact your relationship with Jeannie.

Tension

Connecting

Collaboration

Buy-in

What if you and Jeannie are trying to connect?

Remember, you're very structured, and Jeannie is very unstructured.

You're very focused on logic, and Jeannie is somewhat focused on feelings.

Benefits ✓

- Jeannie's more social nature may give you more opportunities to get to know each other.
- You may be able to help Jeannie get some distance from emotionally charged situations.

Roadblocks ✗

- Because you tend to create more personal space, Jeannie may feel less welcome to approach you.
- You may jump right to analyzing Jeannie's perspective, without taking time to acknowledge Jeannie's feelings.

Tips

- Keep lines of communication open in a way (phone, email, etc.) that is comfortable for you.
- Recognize that expressing feelings may be how Jeannie processes new information or change, and avoid becoming impatient.

Working together

Your traits and preferences can show up in all sorts of ways in different situations. Explore the scenarios below to learn more about how this might impact your relationship with Jeannie.

Tension

Connecting

Collaboration

Buy-in

What if you and Jeannie are working on a project together?

Remember, you're very structured, and Jeannie is very unstructured.

You're very fast-paced, and Jeannie is very fast-paced.

Benefits ✓

- Jeannie's tendency to improvise likely comes in handy when things don't go according to plan.
- The two of you are probably comfortable working under pressure and tight deadlines.

Roadblocks ✗

- You may want to follow a clear plan, while Jeannie may prefer to figure things out as you go.
- You both might rush through things too quickly and miss important details.

Tips

- Clarify which decisions are subject to change and which are final.
- Remind each other to allow more time when situations call for more caution or accuracy.

Working together

Your traits and preferences can show up in all sorts of ways in different situations. Explore the scenarios below to learn more about how this might impact your relationship with Jeannie.

Tension

Connecting

Collaboration

Buy-in

What if you're trying to get buy-in from Jeannie?

Remember, you're very skeptical, and Jeannie is somewhat skeptical.

You're somewhat focused on possibilities, and Jeannie is very focused on possibilities.

Benefits ✓

- You and Jeannie are unlikely to accept ideas or solutions that you believe to be flawed.
- You and Jeannie probably enjoy hearing each other's fresh ideas.

Roadblocks ✗

- There may be times when the two of you prematurely reject each other's ideas.
- You may both be resistant to considering the more practical implications of new opportunities.

Tips

- Avoid getting caught up in over-analysis when you disagree.
- Emphasize how your idea would support long term goals and contribute to the big picture.