EVERYTHING DiSC
COMPARISON REPORT

Comparison Report

Alex Bradley

Working with **Gracie Lee**

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Welcome Back

Alex, this report is designed to help you better understand Gracie Lee 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 Gracie 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.

Dominance

Priorities: getting immediate results, taking action, challenging self and others

Motivated by: power and authority, competition, winning, success

Fears: loss of control, being taken advantage of, vulnerability

You will notice: self-confidence, directness, forcefulness, risk-taking

Limitations: lack of concern for others, impatience, insensitivity

Active
Fast-paced
Assertive
Dynamic
Bold

Influence

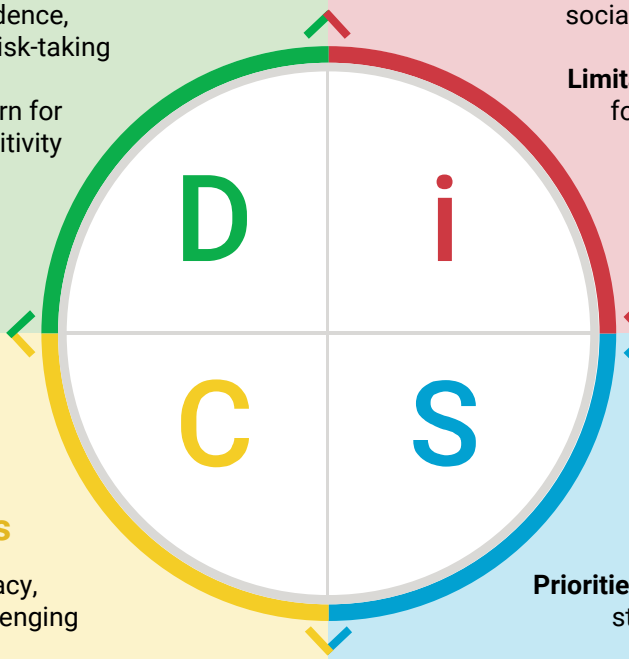
Priorities: expressing enthusiasm, taking action, encouraging collaboration

Motivated by: social recognition, group activities, friendly relationships

Fears: social rejection, disapproval, loss of influence, being ignored

You will notice: charm, enthusiasm, sociability, optimism, talkativeness

Limitations: impulsiveness, lack of follow-through, disorganization



Questioning
Logic-focused
Objective
Skeptical
Challenging

Accepting
People-focused
Empathizing
Receptive
Agreeable

Conscientiousness

Priorities: ensuring accuracy, maintaining stability, challenging assumptions

Motivated by: opportunities to use expertise or gain knowledge, attention to quality

Fears: criticism, slipshod methods, being wrong

You will notice: precision, analysis, skepticism, reserve, quiet

Limitations: overly critical, tendency to overanalyze, isolates self

Thoughtful
Calm
Methodical
Moderate-paced
Careful

Steadiness

Priorities: giving support, maintaining stability, enjoying collaboration

Motivated by: stable environments, sincere appreciation, cooperation, opportunities to help

Fears: loss of stability, change, loss of harmony, offending others

You will notice: patience, team player, calm approach, good listener, humility

Limitations: overly accommodating, tendency to avoid change, indecisiveness

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Comparing DiSC® Styles

HOW YOU AND GRACIE FIT ON THE EVERYTHING DiSC® MAP

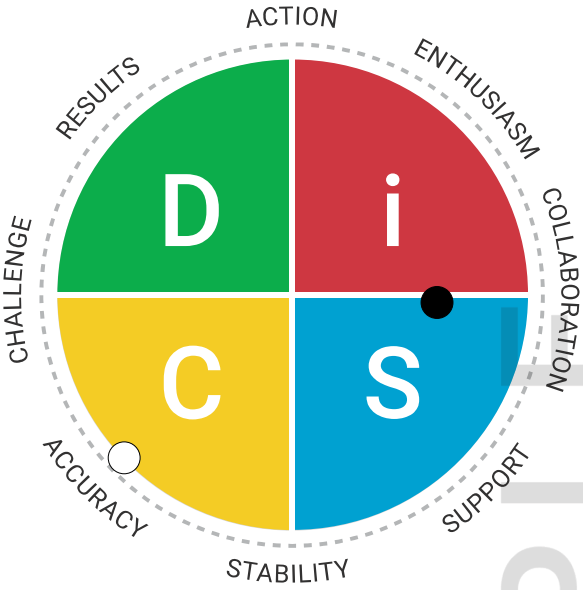
The eight words shown around the Everything DiSC® Map shown below are priorities that people use in their work that affect their relationships with others.

● **Alex**

You emphasize:
- COLLABORATION
- SUPPORT
- ENTHUSIASM
- ACTION
- ACCURACY

○ **Gracie**

Gracie emphasizes:
- ACCURACY
- STABILITY
- CHALLENGE



WHAT IS THE MOTIVATION FOR THEIR BEHAVIOR?

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. You expand beyond your typical priorities to include two extra priorities. Gracie's priorities are typical of the C style.

Typical of your Si style, you focus on:
- Making connections and **Collaborating** with coworkers.
- Maintaining **Enthusiasm** and an upbeat attitude.
- Meeting people's needs and offering **Support**.

In addition, you also focus on:
- Initiating **Action** and maintaining a quick pace.
- Working with precision and **Accuracy**.

Typical of Gracie's C style, Gracie focuses on:
- Delivering **Accuracy** and quality.
- Working carefully to maintain **Stability**.
- Analyzing and **Challenging** new ideas.

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.

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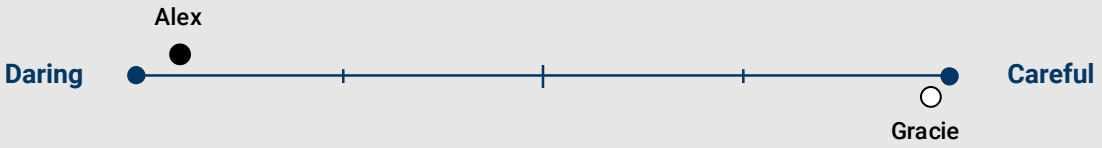
Daring › Careful

DISCOVER

When it comes to taking risks, some people are naturally daring, while others tend to be more careful. You're probably comfortable taking chances, while others who you interact with may prefer to exercise more caution. In some situations, your daring approach will be quite effective, while in others, it may cause you to act impulsively.

- 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 daring; Gracie is very careful.
Alex, compared to Gracie, you're more likely to welcome bold ideas and gamble on big payoffs.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

Alex's tendencies:

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

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

APPLY

Potential roadblocks when working with Gracie:

- You may feel that Gracie is overly conventional or risk-averse.
- Gracie may occasionally find your approach to be somewhat reckless.

Potential benefits of you and Gracie working together:

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

Tips for working with Gracie:

- Avoid insisting that your plan is better just because it's new and different.
- Consider Gracie's legitimate objections to somewhat riskier aspects of your ideas.
- Remember that Gracie dislikes moving forward with a plan until feeling sure it will work.

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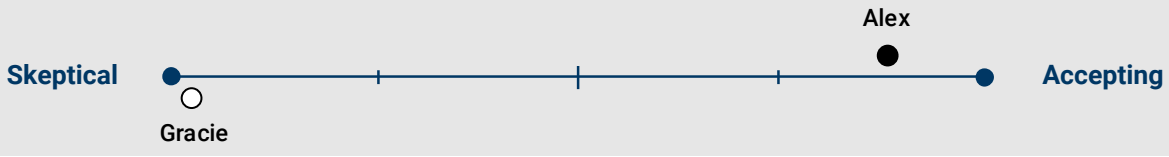
Skeptical › Accepting

DISCOVER

When it comes to evaluating ideas and situations, some people are more accepting, while others are more skeptical. You tend to be receptive to new ideas and information, whereas other people are more questioning. Your accepting 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 accepting; Gracie is very skeptical.
Alex, compared to Gracie, you're more likely to assume the best and accept ideas and people for what they seem.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

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

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

APPLY

Potential roadblocks when working with Gracie:

- You may think that Gracie comes across as too cynical.
- Gracie may think that you don't ask enough critical questions.

Potential benefits of you and Gracie working together:

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

Tips for working with Gracie:

- Be ready with facts and evidence in case Gracie has questions.
- Avoid endorsing Gracie's ideas at the expense of your own opinions.
- Explore alternatives that take both of your points of view into consideration.

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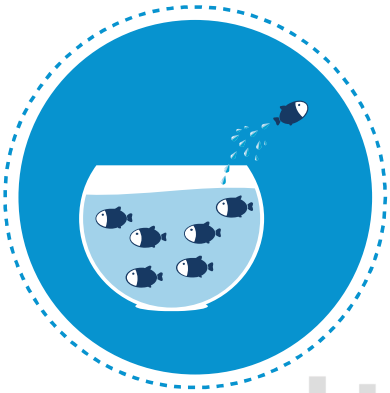
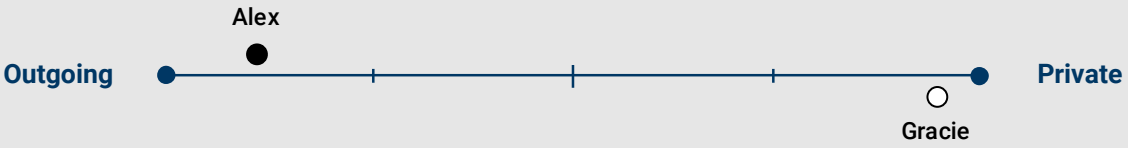
Outgoing › Private

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 in a social and collaborative environment, whereas other people prefer immersing themselves in quiet, solitary tasks. Your tendency to be outgoing 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 outgoing; Gracie is very private.
Alex, compared to Gracie, you're probably more open and collaborative, and you may require less personal space in your work environment.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

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

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

APPLY

Potential roadblocks when working with Gracie:

- Because Gracie likes to work independently, you may feel reluctant to attempt to collaborate.
- Your desire to work as a team might make Gracie uncomfortable.

Potential benefits of you and Gracie working together:

- Gracie is willing to take on the tasks that require working independently for long periods of time.
- Your collaborative efforts often lead to significant ideas that reflect multiple perspectives.

Tips for working with Gracie:

- Ask how Gracie likes to be approached (phone call, email, etc.).
- Avoid pushing for collaboration when Gracie would rather work independently.
- Suggest teaming up when you genuinely feel that Gracie's perspective could contribute to better outcomes for the group.

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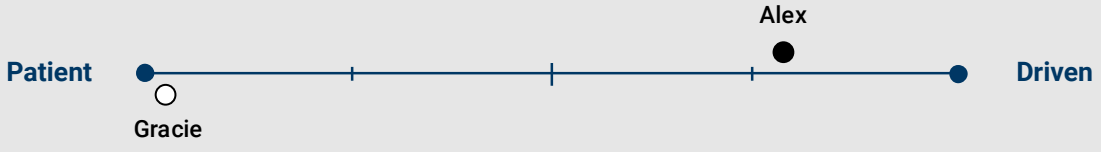
Patient › Driven

DISCOVER

When it comes to urgency, people naturally have differences in how patient or driven they are. Because you tend to take a hard-charging approach, you may have trouble relating to those who are more peaceful and even-tempered. Depending on the needs of the situation and who you are interacting with, you may find that your driven 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 driven; Gracie is very patient.
Alex, compared to Gracie, you are probably more likely to encourage immediate answers and convey a sense of urgency.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

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

Gracie's tendencies:

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

APPLY

Potential roadblocks when working with Gracie:

- Gracie is more likely to remain calm, so your approach may come across as impatient.
- You may think Gracie lacks a sense of urgency.

Potential benefits of you and Gracie working together:

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

Tips for working with Gracie:

- Express a sense of urgency but avoid pressuring Gracie.
- Point out situations where a bit more urgency could pay off.
- Consider whether Gracie's more patient approach may be appropriate for the situation.

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Tactful › Frank

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

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

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

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

APPLY

Potential roadblocks when working with Gracie:

- Because you and Gracie 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 Gracie working together:

- You and Gracie 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 Gracie:

- Exercise diplomacy without diminishing negative information or withholding your true feelings.
- Encourage Gracie 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.

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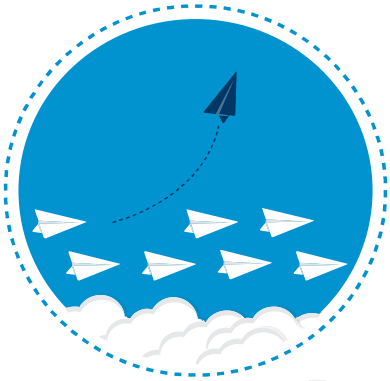
Accommodating › Strong-willed

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

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

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

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

APPLY

Potential roadblocks when working with Gracie:

- 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 Gracie 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 Gracie:

- 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.

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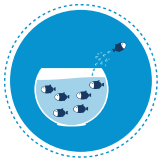
Reflection & Dialogue

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

RANK	TRAIT	REFLECTION & DIALOGUE
	You're very daring; Gracie is very careful.	
	You're very accepting; Gracie is very skeptical.	
	You're very outgoing; Gracie is very private. 	
	You're very driven; Gracie is very patient.	
	You're very tactful; Gracie is somewhat tactful.	
	You're somewhat strong-willed; Gracie is somewhat strong-willed.	

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