

COMPARISON REPORT



ASSESSMENT TO ACTION.

For **Gracie Lanza**
Working with
Alex Bradley

Monday, July 25, 2011

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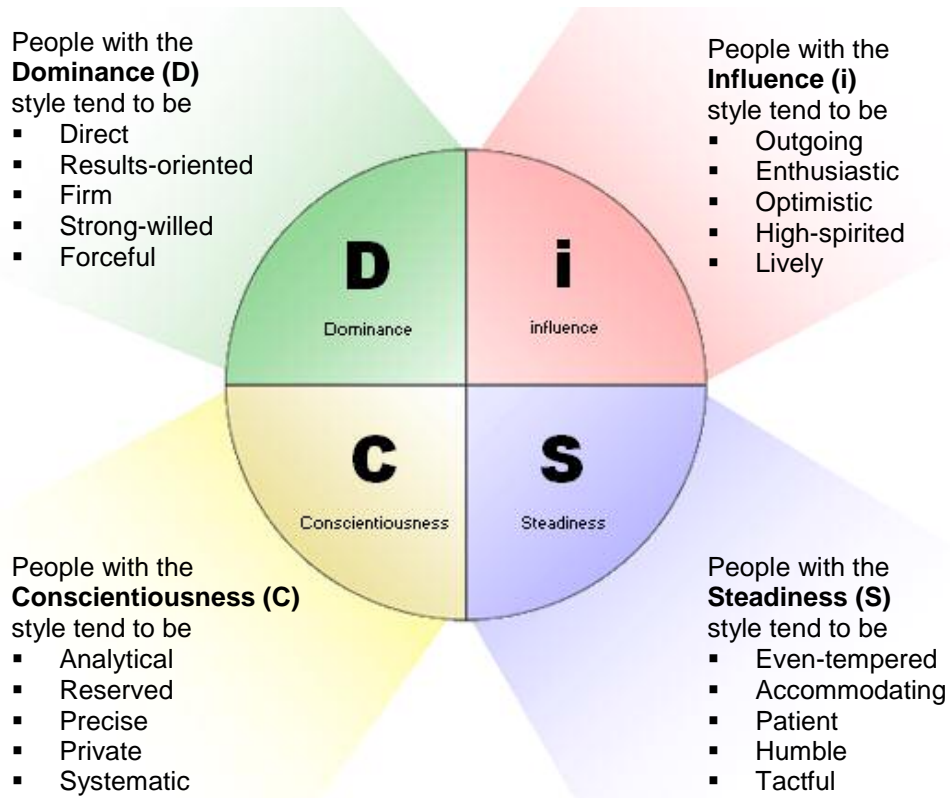


Welcome Back to Everything DiSC®

Everything DiSC® Comparison Report

Gracie, this report is designed to help you better understand Alex Bradley and to build a more effective working relationship with him. 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.



Remember, no DiSC style is better or worse than any other, and every style adds something important to an effective working relationship.

How You and Alex Fit on the Everything DiSC® Relationship Map

DiSC® Style Comparison

Everything DiSC® Comparison Report

The eight words shown around the **Everything DiSC® Relationship Map** shown below are **priorities** that people use in their work that affect their relationships with others. If you've completed an application-specific Everything DiSC Profile (such as Management or Sales), these priorities will look slightly different. However, the basic motivations and preferences of the DiSC® styles remain consistent. Our research shows that these eight words are useful in describing how our style preferences affect relationships.

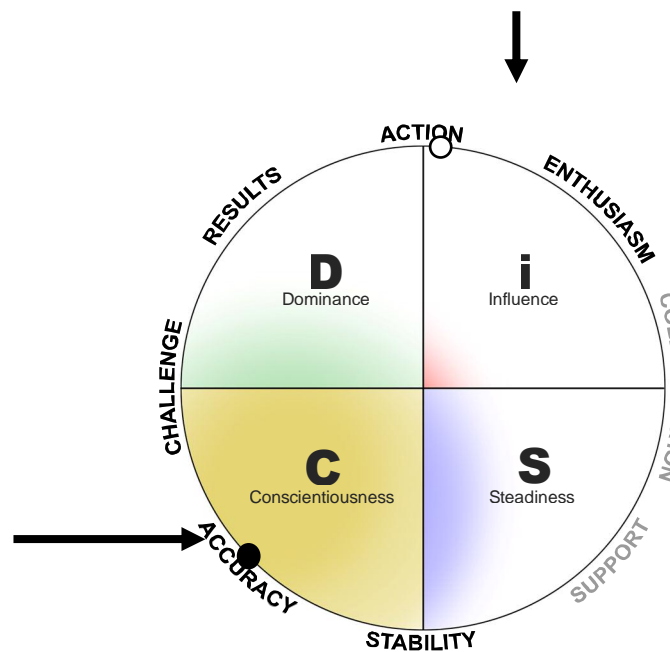
- You
- Alex Bradley

Alex: iD Style

Alex emphasizes Action, Enthusiasm, and Results, which are priorities that you don't share. Most likely, he tends to be more adventurous, high-spirited, and driven.

You: C Style

You emphasize Accuracy, Stability, and Challenge, which are priorities that Alex doesn't share. Most likely, you tend to be more systematic, cautious, and questioning.



Understand Each Other's Priorities

Because Alex's style is iD, he prefers constant **Action** and embraces adventurous ideas. This isn't one of your top priorities, and you're more likely to focus on restraint and **Stability**.

Alex also places a high priority on **Enthusiasm**, so he's likely to bring a consistently upbeat attitude to work situations. You, on the other hand, probably put more energy into working analytically to produce **Accurate** outcomes.

Finally, Alex likely has a strong drive to accomplish rapid **Results**. In contrast, you may focus more on **Challenging** assumptions.

As you can see by the map above, your positions on the map are very far apart, which means that your DiSC styles are **Very Dissimilar**. 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 when you work with Alex.

Instructions

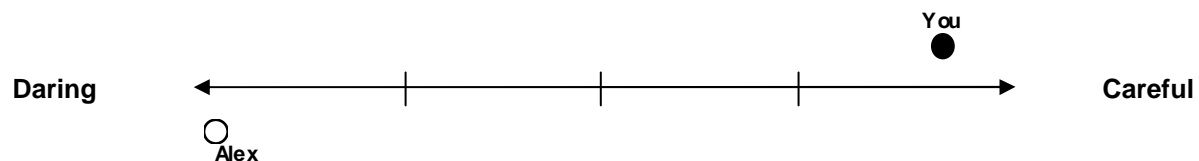
Everything DiSC® Comparison Report

Your Similarities and Differences

OK, Gracie. In this section, we'll explore how you and Alex compare on six different pairs of traits. These traits were chosen for you and Alex from a variety of traits that are measured by your DiSC assessment. These six pairs of traits were found to be most significant for your relationship with Alex, and this will hopefully lead to a meaningful dialogue between the two of you. Alex's report includes the same information, but written from his perspective. Each page will include the following three steps:

1) **DISCOVER** how you and Alex fit on the trait continuum.

For each pair of traits, you'll receive a continuum that shows where you and Alex each fall, which is clearly labeled with your names and two dots (black for you, white for Alex). You'll also receive a paragraph that interprets the placement of your two dots. Here's an example of a trait continuum:



2) **PERSONALIZE** the information by selecting from several bullet points.

Next, you will read a list of three bullet points that further explain how this pair of traits might play out in your relationship. Read the list and personalize your feedback and Alex's feedback by:

- Putting a ✓ next to statements you agree with,
- Putting an X next to statements that you don't agree with, and
- Putting a ? next to statements you aren't sure about
- Adding your own statements next to the blank bullets

3) **APPLY** what you've learned and gain some helpful tips.

Finally, you will receive questions and a list of tips that are customized based on where you and Alex each fall on the trait continuum. These questions can be used for self-discovery, or you and Alex can choose to complete this section together as a dialogue. The "Tips for Working with Alex" are practical ideas that you might try to increase effectiveness with Alex in this area.

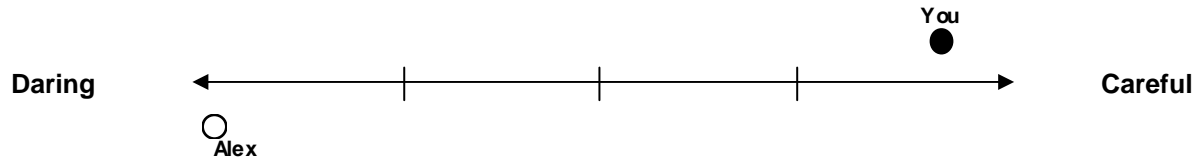
You may find that differences are sometimes a healthy part of your relationship, while at other times, they can cause tension. Likewise, your biggest similarities can also pose both benefits and challenges.

Daring vs. Careful

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're careful; Alex is daring

Gracie, compared to Alex, you're much more likely to take a cautious approach. As a result, you probably seek reliable, consistent outcomes. But he may feel that you're overly conventional or risk-averse. While you may think that he's too reckless, keep in mind that his frequently bold ideas may lead to valuable improvements.

► 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

Q How accurately does the feedback on this page describe the differences in your approach to risk-taking?

Q How do your differences affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Alex

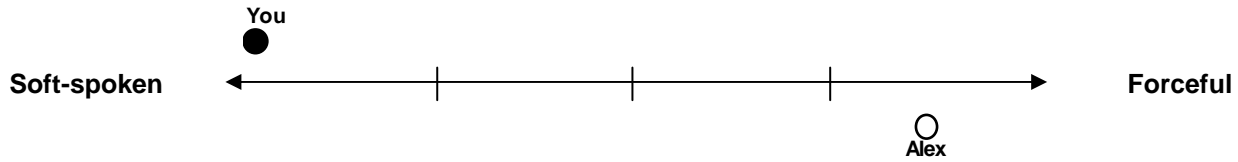
- Avoid shooting down his bold or adventurous ideas before you've heard him out.
- Consider whether his plans are really too risky or if it's the idea of change that makes you uncomfortable.
- Encourage him to consider your legitimate objections.

Soft-spoken vs. Forceful

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're soft-spoken; Alex is forceful

Gracie, compared to Alex, you're less likely to be outspoken about your preferences. Because you tend to be hesitant to speak up, he may see you as timid or unassertive. At the same time, his more opinionated style may overshadow you, and you may view him as overly aggressive or demanding. But your modest, soft-spoken approach probably minimizes disagreements, while his commanding presence may help to get issues out into the open.

► PERSONALIZE

✓ X ?

Gracie's Tendencies

- Tends to shy away from leading discussions
- Tends to withhold her opinion unless directly asked for it
- May come across as unassertive at times
- _____

Alex's Tendencies

- Tends to take the lead in group settings
- Tends to push strongly for his position
- May come across as opinionated or outspoken
- _____

► APPLY

Q How accurately does the feedback on this page describe the differences in your levels of assertiveness?

Q How do these differences affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Alex

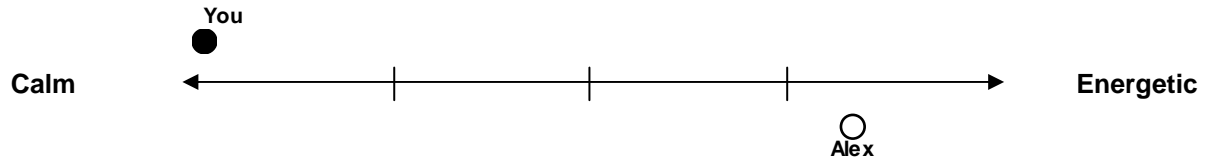
- Speak up when you feel that you have something valuable to contribute.
- Ask him direct questions rather than beating around the bush.
- Make sure that you hold up your part of the discussion.

Calm vs. Energetic

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're calm; Alex is energetic

Gracie, compared to Alex, you tend to work at a more methodical pace. You're less concerned with speed, preferring to focus on reliable results. However, Alex probably likes to maintain a faster, livelier pace to get a quicker turnaround. At times, you may think he overlooks the details, while he may become frustrated with your cautious pace.

► PERSONALIZE

✓ X ?

Gracie's Tendencies

- Tends to prefer working at a measured pace
- Tends to dislike last-minute deadlines or sudden changes
- May come across as overly cautious at times
- _____

Alex's Tendencies

- Tends to prefer working at a rapid pace
- Tends to be energized by flurries of activity and quick turn-around times
- May come across as too hasty at times
- _____

► APPLY

Q How accurately does the feedback on this page describe the differences in your pace?

Q How do your differences in pace affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Alex

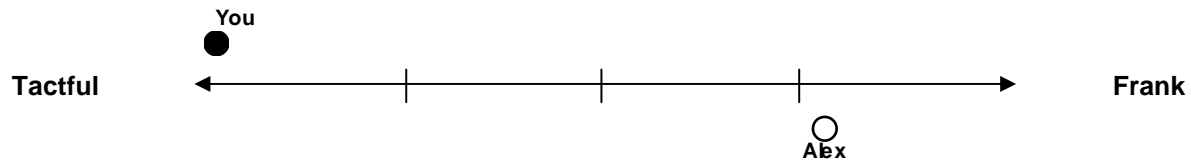
- Work together to set timelines that you're both comfortable with.
- Make an effort to match his faster pace when situations call for urgency.
- Ask him to slow down when you feel strongly that more deliberation is called for.

Tactful vs. Frank

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're tactful; Alex is frank

Gracie, compared to Alex, you're much more likely to be tactful and less direct, choosing your words carefully to avoid offending others. Because Alex dislikes beating around the bush, he tends to use a more frank approach. While you may be somewhat taken aback by this at times, he's probably just trying to be honest and straightforward, and this can help to surface important issues more quickly.

► PERSONALIZE

✓ X ?

Gracie'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
- _____

Alex's Tendencies

- Tends to get right to the point and say exactly what's on his mind
- Tends to not hold back his thoughts and feelings
- May come across as blunt or insensitive at times
- _____

► APPLY

Q How accurately does the feedback on this page describe the differences in your levels of directness?

Q How do these differences affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Alex

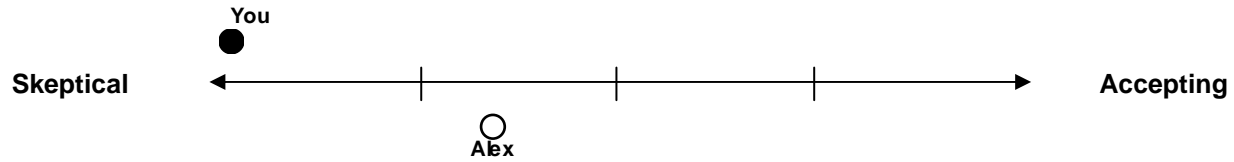
- Focus on his message rather than on his tone.
- If you feel hurt by something he says, point it out to him, and ask him to clarify his intentions.
- Exercise diplomacy without diluting information or being vague.

Skeptical vs. Accepting

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're skeptical; Alex is somewhat skeptical

Gracie, you and Alex both tend to take a questioning approach when presented with new information, though you may be slightly more skeptical than he is. Because the two of you like to have proof, you probably ask a fair amount of critical questions, and you may experience tension when one of you challenges the other's ideas. While your similar approaches may help you to uncover potential problems, you occasionally may be less open to each others' ideas.

► 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 be somewhat questioning of other people's ideas
- Tends to consider that things could go wrong
- May come across as a bit too questioning at times
- _____

► APPLY

Q How accurately does the feedback on this page describe the similarities in your questioning approach?

Q How does this skeptical approach affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Alex

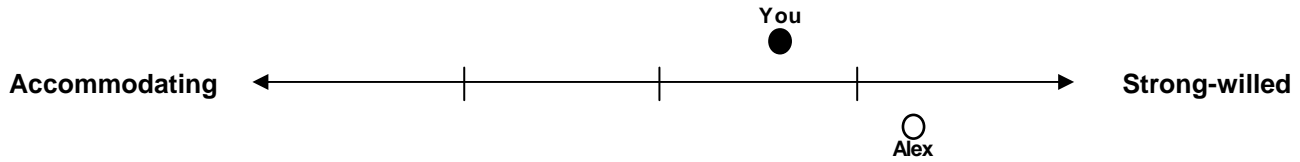
- Avoid getting caught up in over-analysis when you disagree.
- Explain the rationale for your concerns.
- Choose your battles when working with him, and try to give him the benefit of the doubt more often.

Accommodating vs. Strong-willed

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're somewhat strong-willed; Alex is strong-willed

Gracie, you and Alex are both persistent about your opinions, though he may be slightly more strong-willed than you are. Because you share this trait, you may butt heads at times, even over what could be considered trivial issues. While this tenacity may lead to some tension in your relationship, you can rest assured that any issues you and Alex discuss will be fully explored.

► PERSONALIZE

✓ X ?

Gracie's Tendencies

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

Alex's Tendencies

- Tends to overlook advice and input from others
- Tends to hold tightly to his own ideas
- May come across as stubborn at times
- _____

► APPLY

Q How accurately does the feedback on this page describe the similarities in your tendency to be strong-willed?

Q How does this affect your relationship or your ability to work together effectively, and what could you do to make improvements?

Tips for Working with Alex

- Initiate an open discussion of your positions rather than digging in your heels.
- Find a constructive way to evaluate your differences, such as listing pros and cons.
- Choose your battles carefully, and look for opportunities to compromise.

Summary and Action Plan

Everything DiSC® Comparison Report

Action Planning

Rank your six pairs of traits by **MOST (#1)** to **LEAST (#6) IMPORTANT** to improve the effectiveness of your relationship with Alex.

Ranking	Trait
	You're careful; Alex is daring
	You're soft-spoken; Alex is forceful
	You're calm; Alex is energetic
	You're tactful; Alex is frank
	You're skeptical; Alex is somewhat skeptical
	You're somewhat strong-willed; Alex is strong-willed

Next, consider comparing your rankings with Alex's rankings. If you like, work together to choose 2-3 pairs of traits to focus on to make your relationship more effective. **CIRCLE** these 2-3 pairs in the table above.

Using the previous section as a reference, list specific action items that you can take to make improvements for each of the pairs of traits you'd identified. You may require an additional sheet of paper.

Trait	My Action Item(s)