

COMPARISON REPORT



ASSESSMENT TO ACTION.

For **Alex Bradley**
Working with
Gracie Lanza

Wednesday, February 18, 2009

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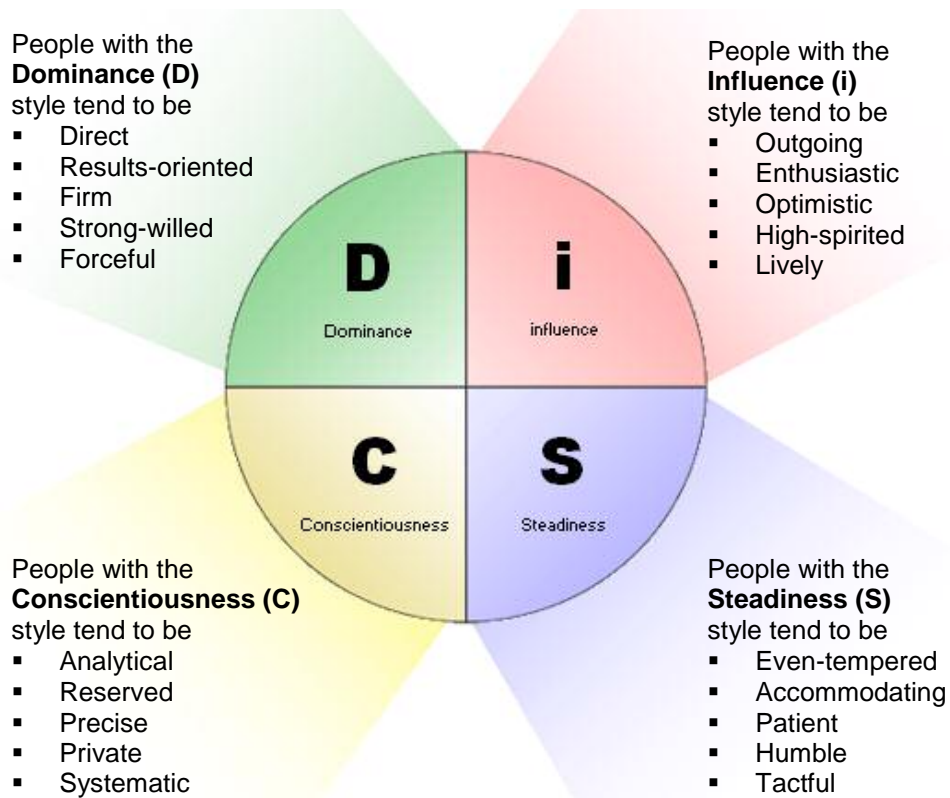


Welcome Back to Everything DiSC®

Everything DiSC® Comparison Report

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



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 Gracie 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.

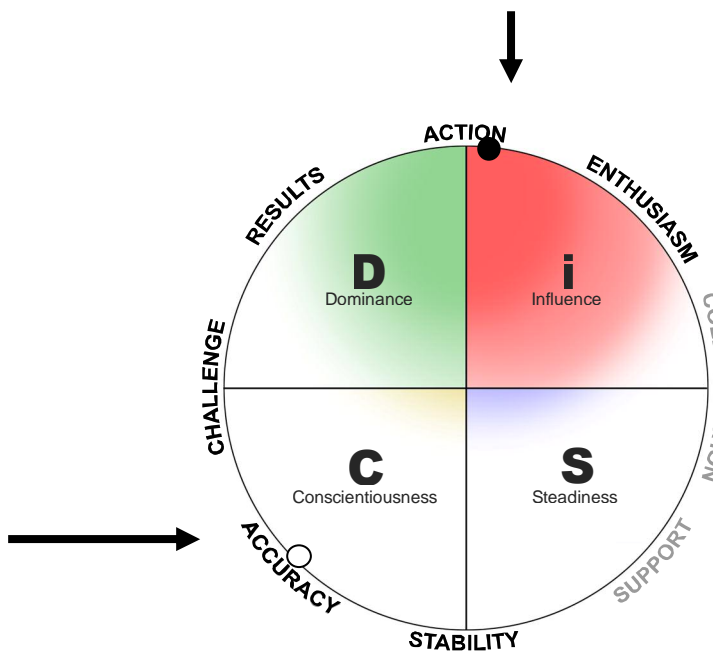
- You
- Gracie Lanza

You: iD Style

You emphasize Action, Enthusiasm, and Results, which are priorities that Gracie doesn't share. Most likely, you tend to be more adventurous, high-spirited, and driven.

Gracie: C Style

Gracie emphasizes Accuracy, Stability, and Challenge, which are priorities that you don't share. Most likely, she tends to be more systematic, cautious, and questioning.



Understand Each Other's Priorities

Because Gracie's style is C, she values **Accuracy** and prefers an analytical environment. This isn't one of your top priorities, and you're more likely to focus on rallying others around a common cause with your **Enthusiasm**.

Gracie also places a high priority on **Stability**, so she's likely to focus on follow-through and approach decisions cautiously. You, on the other hand, probably tend to be more **Action**-oriented and spontaneous.

Finally, Gracie is likely to **Challenge** new ideas, and she may come across as questioning and skeptical. In contrast, you may focus more energy on driving toward quick **Results**.

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 Gracie.

Instructions

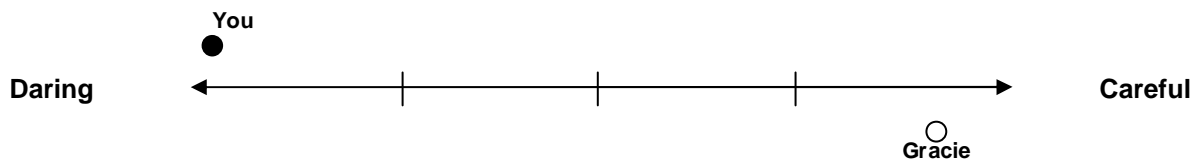
Everything DiSC® Comparison Report

Your Similarities and Differences

OK, Alex. In this section, we'll explore how you and Gracie compare on six different pairs of traits. These traits were chosen for you and Gracie 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 Gracie, and this will hopefully lead to a meaningful dialogue between the two of you. Gracie's report includes the same information, but written from her perspective. Each page will include the following three steps:

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

For each pair of traits, you'll receive a continuum that shows where you and Gracie each fall, which is clearly labeled with your names and two dots (black for you, white for Gracie). 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 Gracie'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 Gracie each fall on the trait continuum. These questions can be used for self-discovery, or you and Gracie can choose to complete this section together as a dialogue. The "Tips for Working with Gracie" are practical ideas that you might try to increase effectiveness with Gracie in this area.

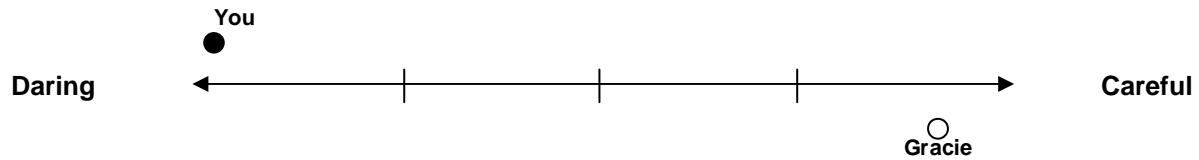
You may find that differences are sometimes a healthy part of your relationship, while at other times, they can cause tension. Likewise, your biggest similarities can also pose both benefits and challenges.

Daring vs. Careful

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're daring; Gracie is careful

Alex, compared to Gracie, you're much more likely to embrace bold ideas and gamble on big payoffs. As a result, you probably encourage innovation and seek important breakthroughs. However, she tends to be cautious, so she may find your approach to be somewhat reckless. While you may see her as risk-averse or overly conventional, remember that her focus on predictable and safe results can keep unpleasant surprises to a minimum.

► PERSONALIZE

✓ X ?

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

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 Gracie

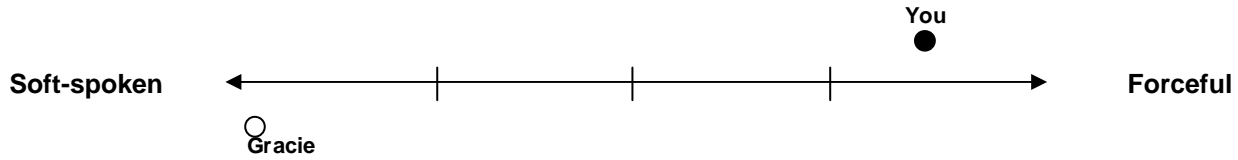
- Avoid insisting that your plan is better just because it's new and adventurous.
- Consider her legitimate objections to riskier aspects of your ideas.
- Remember that she dislikes moving forward with a plan until she's sure it will work.

Soft-spoken vs. Forceful

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're forceful; Gracie is soft-spoken

Alex, compared to Gracie, you're more likely to be outspoken about your preferences. Your assertive approach may ensure that your opinion is heard and that there is no confusion about where you stand. However, she may feel it's difficult to be heard when you advocate strongly for your position, while you may become frustrated at her hesitancy to speak up. Remember that her modest approach probably prevents disagreements from getting too heated.

► PERSONALIZE

✓ X ?

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
- _____

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
- _____

► 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 Gracie

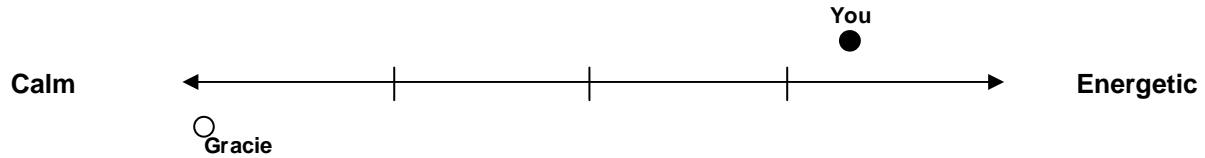
- Avoid dominating discussions or talking over her.
- Encourage her to share her opinions.
- Refrain from forcing her to accept your ideas.

Calm vs. Energetic

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're energetic; Gracie is calm

Alex compared to Gracie, you tend to prefer a faster, livelier pace to get a quicker turnaround. Most likely, you enjoy making decisions on the fly, while Gracie may prefer a more methodical, controlled pace to ensure reliable results. At times, you may become frustrated with her cautious pace, while she may think that you overlook important details.

► PERSONALIZE

✓ X ?

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
- _____

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
- _____

► 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 Gracie

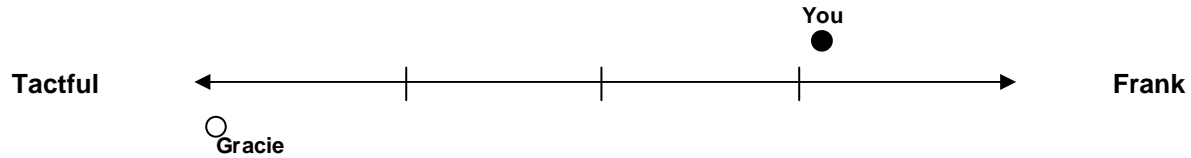
- Work together to set timelines that you're both comfortable with.
- Make an effort to match her more methodical pace when situations call for caution or accuracy.
- Let her know when you feel strongly that more urgency is called for.

Tactful vs. Frank

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're frank; Gracie is tactful

Alex, compared to Gracie, you're much more likely to be frank when communicating. Because you don't like to beat around the bush, you may help to surface important issues more quickly. Gracie tends to be a lot less direct and probably chooses her words carefully to avoid offending others. She may be taken aback by your frankness, while you may wish that she would speak her mind more often.

► PERSONALIZE

✓ X ?

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
- _____

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
- _____

► 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 Gracie

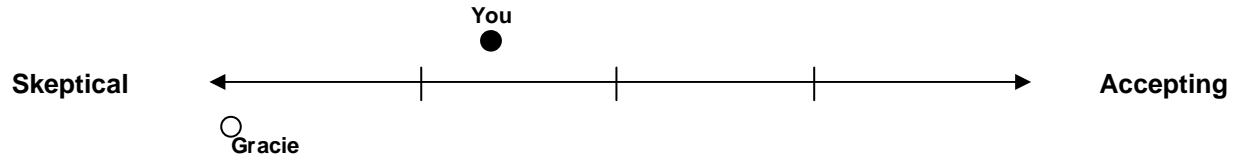
- Take time to think through your message before presenting important information to her.
- Gently encourage her to be more candid with you if she seems to be withholding something.
- Pay attention to her reactions to gauge the impact of your words.

Skeptical vs. Accepting

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're somewhat skeptical; Gracie is skeptical

Alex, you and Gracie both tend to take a questioning approach when presented with new information, though she may be slightly more skeptical than you are. Because the two of you like to have proof, you probably ask a lot 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 may occasionally be less open to each others' ideas.

► PERSONALIZE

✓ X ?

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
- _____

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

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 Gracie

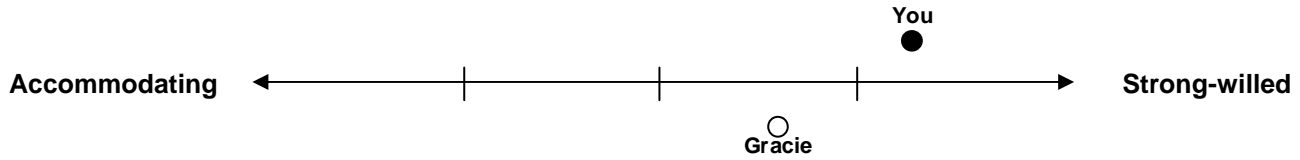
- Avoid getting caught up in over-analysis when you disagree.
- Explain the rationale for any concerns you may have.
- Choose your battles when working with her, and try to give her the benefit of the doubt from time to time.

Accommodating vs. Strong-willed

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



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

Alex, you and Gracie are both persistent about your opinions, though you may be slightly more strong-willed than she is. 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 Gracie discuss will be fully explored.

► PERSONALIZE

✓ X ?

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
- _____

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
- _____

► 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 Gracie

- Initiate an open discussion of your positions rather than digging in your heels.
- Suggest constructive ways 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 Gracie.

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

Next, consider comparing your rankings with Gracie'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)