

# COMPARISON REPORT

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ASSESSMENT TO ACTION.

**For Alex Bradley**  
**Working with Gracie Lanza**  
Tuesday, July 31, 2012

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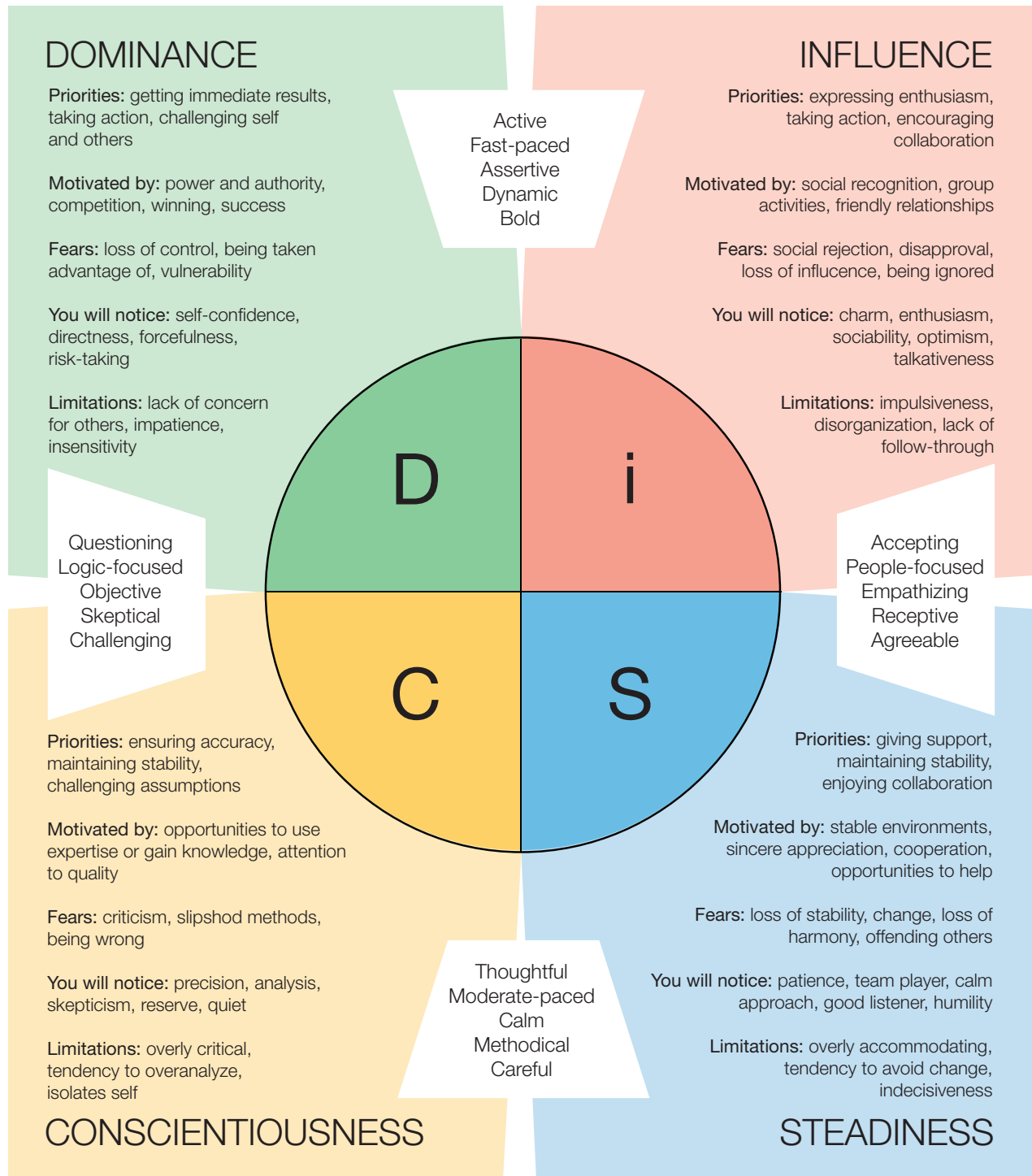
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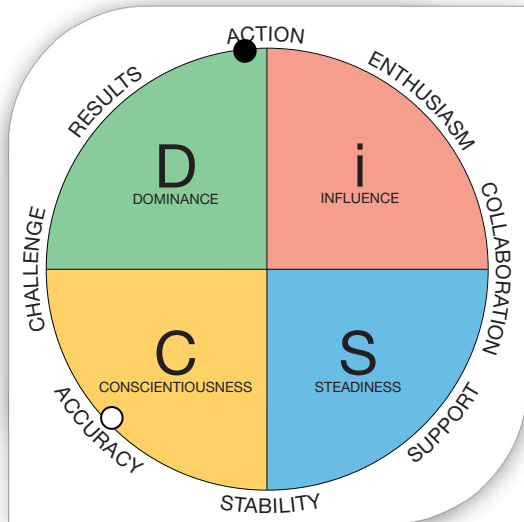
## Understanding the Everything DiSC Map

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.



# 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:  
Di Style

○ = Gracie:  
C Style

**You emphasize:**

- ACTION
- RESULTS
- ENTHUSIASM
- CHALLENGE

**Gracie emphasizes:**

- ACCURACY
- STABILITY
- CHALLENGE

## Understand Each Other's Priorities

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 an extra priority. Gracie's priorities are typical of her style.

Typical of your Di style, you focus on:

- Initiating **Action** toward bold outcomes.
- Accomplishing rapid **Results**.
- Expressing passion and **Enthusiasm** for new ideas.

In addition, you also focus on:

- **Challenging** unfounded ideas.

Typical of her C style, she 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.

▶ 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 ✓ 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

Potential roadblocks when working with Gracie

- You may feel that she is overly conventional or risk-averse.
- She 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.
- Her 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 her legitimate objections to somewhat riskier aspects of your ideas.
- Remember that she dislikes moving forward with a plan until she is sure it will work.

▶ Discover

When it comes to pace, some people are naturally calm, while others are more energetic. You probably like to work at a dynamic pace, whereas some people prefer to do things more methodically. You may find that your preference for an energetic pace is more appropriate in some situations than in others.



- Calm individuals may want to provide reliable outcomes.
- Energetic individuals may aim for quick turnarounds.
- Behaviors on both ends of the continuum are valuable.



You're very energetic; Gracie is very calm. Alex, compared to Gracie, you tend to prefer a somewhat faster, livelier pace to get quicker results.

▶ Personalize ✓ X ?

Alex's Tendencies

- Tends to prefer working at a rapid pace
- Tends to be energized by flurries of activity and tight deadlines
- 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

Potential roadblocks when working with Gracie

- She may think that you move too quickly and miss important details.
- You may become frustrated with her cautious pace.

Potential benefits of you and Gracie working together

- She pays close attention to how much time is needed to do things right.
- You are comfortable working under pressure and tight deadlines.

Tips for working with Gracie

- Work together to set timelines that you're both comfortable with.
- 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.

## ▶ Discover

When it comes to assertiveness, people naturally have differences in how soft-spoken or forceful they are. You probably don't think twice about speaking up for yourself, but other people are less assertive. Depending on who you are interacting with, you may find that your forcefulness can be both a pro and a con.

- Soft-spoken individuals may spend more time listening.
- Forceful individuals may spend more time talking.
- Behaviors on both ends of the continuum are valuable.



You're very forceful; Gracie is very soft-spoken. *Alex, compared to Gracie, you are more likely to be outspoken about your preferences.*

## ▶ Personalize ✓ X ?

## Alex's Tendencies

- Tends to take the lead in group settings
- Tends to push strongly for his beliefs
- 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

## Potential roadblocks when working with Gracie

- Because you tend to be demanding at times, she may feel it's difficult to be heard.
- Your forceful approach may cause her to withdraw before a disagreement has been resolved.

## Potential benefits of you and Gracie working together

- Your more forceful approach may help expose issues or problems.
- Her modest approach probably prevents disagreements from getting too intense.

## Tips for working with Gracie

- Avoid dominating the discussion.
- Encourage her to share her opinions more often.
- Refrain from pushing her to accept your ideas.

▶ 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 ✓ X ?

Alex's Tendencies

- Tends to seek out social situations that allow him to meet new people
- Tends to get restless if he has to work 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 she likes to work independently, you may feel reluctant to approach her.
- Your desire to work as a team might make her uncomfortable.

Potential benefits of you and Gracie working together

- She 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 Gracie how she likes to be approached (phone call, email, etc.) when you need to reach her.
- Avoid pushing her to collaborate when she would rather work independently.
- Suggest teaming up when you genuinely feel that her perspective could contribute to better outcomes for the group.

## ▶ Discover

When it comes to evaluating ideas and situations, some people are more accepting, while others are more skeptical. You tend to be more questioning of new ideas and information, whereas other people are more receptive. Your skeptical nature has its advantages and disadvantages, depending on the needs of the situation.



- Accepting individuals may focus on advantages.
- Forceful individuals may focus on the disadvantages.
- Behaviors on both ends of the continuum are valuable.



You're very skeptical; Gracie is very skeptical. *Alex, you and Gracie both tend to take a questioning approach when presented with new information.*

## ▶ Personalize ✓ X ?

### Alex'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

### 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

- The two of you may experience tension when you challenge each other's opinions.
- There may be times when the two of you prematurely reject each other's ideas.

### Potential benefits of you and Gracie working together

- Your mutual skepticism may help uncover potential problems.
- You and Gracie are unlikely to accept ideas or solutions that you believe to be flawed.

### Tips for working with Gracie

- Explain the rationale for any concerns you may have.
- Avoid getting caught up in over-analysis when you disagree.
- Try not to start trivial arguments when working with her, and give her the benefit of the doubt more often.

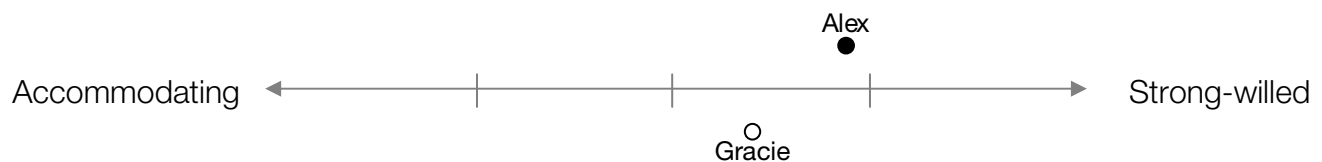


## ▶ Discover

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 ✓ X ?

### Alex's Tendencies

- Tends to be hesitant to consider advice and input from others
- Tends to be fairly committed to his 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 her 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.

# 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
	<p>You're very daring; Gracie is very careful.</p> 	
	<p>You're very energetic; Gracie is very calm.</p> 	
	<p>You're very forceful; Gracie is very soft-spoken.</p> 	
	<p>You're very outgoing; Gracie is very private.</p> 	
	<p>You're very skeptical; Gracie is very skeptical.</p> 	
	<p>You're somewhat strong-willed; Gracie is somewhat strong-willed.</p> 