

COMPARISON REPORT

EVERYTHING **DiSC**
COMPARISON REPORT

For **Craig Campbell**
Working with **david redfern**

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This report is provided by:

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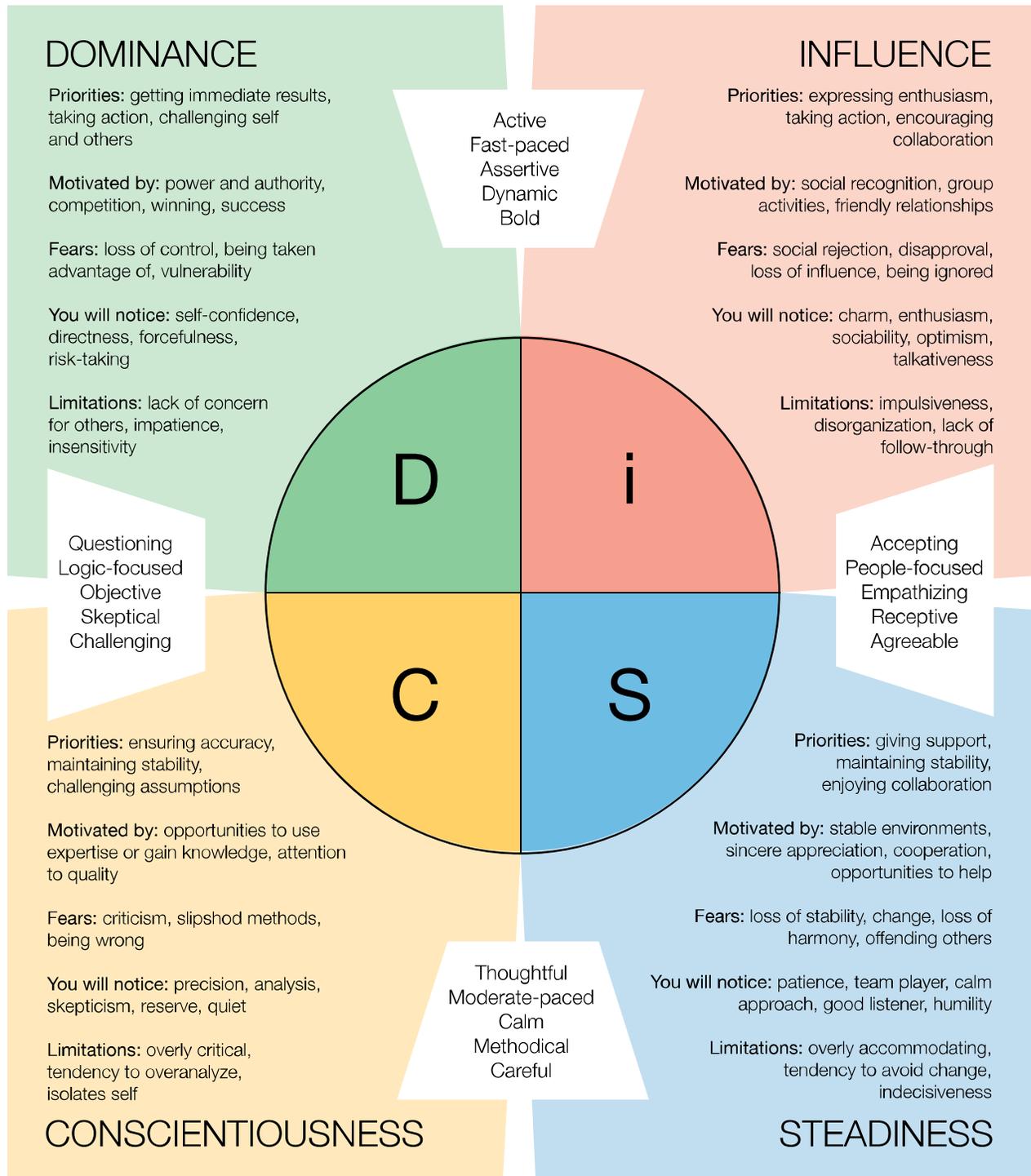


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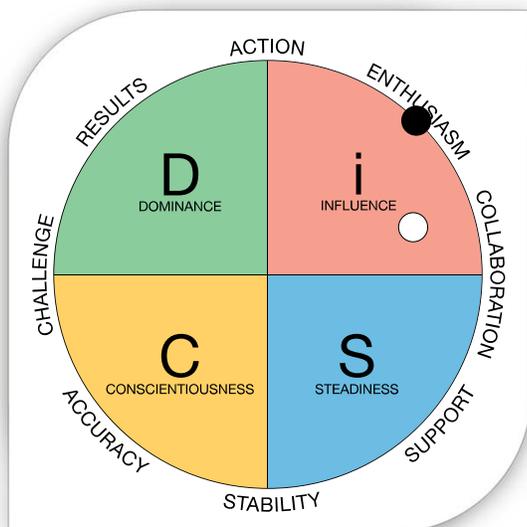
Understanding the Everything DiSC Map

Craig, this report is designed to help you better understand david redfern 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 david 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 DAVID 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.



● = Craig:
i Style

○ = david:
iS Style

You emphasize:

- ENTHUSIASM
- ACTION
- COLLABORATION
- CHALLENGE
- RESULTS

david emphasizes:

- COLLABORATION
- ENTHUSIASM
- SUPPORT
- ACTION
- RESULTS

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 and david both expand beyond your typical priorities to include two extra priorities.

Typical of your i style, you focus on:

- Expressing **Enthusiasm** and keeping things fun.
- Taking **Action** to make quick progress.
- Building team spirit by **Collaborating** with others.

In addition, you also focus on:

- **Challenging** unfounded ideas.
- Providing quality **Results**.

Typical of david's iS style, david focuses on:

- Making connections and **Collaborating** with coworkers.
- Maintaining **Enthusiasm** and an upbeat attitude.
- Meeting people's needs and offering **Support**.

In addition, david focuses on:

- Initiating **Action** and maintaining a quick pace.
- Providing quality **Results**.

As you can see by the map above, your positions on the map are very close. This doesn't necessarily mean that the two of you won't have differences, but you probably have quite a bit of common ground. 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 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; david is somewhat outgoing. *Craig, you and david both tend to be open and collaborative, though you may be slightly more outgoing than david is.*

► Personalize ✓ X ?

Craig'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

david's Tendencies

- Tends to enjoy social situations and meeting new people
- Tends to get a bit restless if working alone for too long
- May come across as somewhat talkative at times

► Apply

Potential roadblocks when working with david

- The two of you may struggle with projects that require you to work independently for long stretches of time.
- Because you are both so outgoing, you might become sidetracked by too much socializing when you collaborate.

Potential benefits of you and david working together

- You and david tend to be open and collaborative, so others probably feel welcome to approach you.
- You both enjoy sharing information, and you probably have similar ideas about the power of teamwork.

Tips for working with david

- Recognize that other coworkers may be less collaborative than the two of you are.
- Limit your small talk when pressing issues and projects are on the line.
- Collaborate when it's most effective, but learn to recognize when it's time to work independently.

► 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; david is very forceful. *Craig, both you and david are probably fairly outspoken about your thoughts and willing to advocate strongly for your beliefs.*

► Personalize ✓ X ?

Craig's Tendencies

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

david's Tendencies

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

► Apply

Potential roadblocks when working with david

- You both tend to be demanding, so you may have trouble negotiating or compromising with each other.
- Your shared forceful approach may sometimes cause disagreements to become impassioned or intense.

Potential benefits of you and david working together

- Both of you are usually willing to advocate for your beliefs.
- The decisions that you and david make together are likely to be well-informed due to multiple points of view.

Tips for working with david

- Avoid getting into a competition.
- Take time to listen to each other's opinions more often.
- Refrain from becoming too demanding.

► 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; david is very daring. *Craig, both you and david may be willing to gamble on big payoffs.*

► Personalize ✓ X ?

Craig's Tendencies

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

david's Tendencies

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

► Apply

Potential roadblocks when working with david

- You and david are drawn to riskier ideas, which could lead to some unpleasant surprises.
- The two of you may take unnecessary chances at times and overlook more reliable solutions.

Potential benefits of you and david working together

- Your shared willingness to take chances sometimes brings about great innovation.
- The two of you are likely to produce bold ideas that could lead to important improvements.

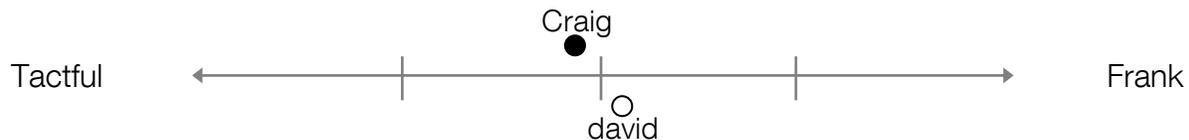
Tips for working with david

- Remind each other to take time to check your solutions for flaws.
- Assess whether the plan is truly an improvement or if you're both just excited about new ideas.
- Consider whether a traditional solution, even if it is less daring, is more appropriate.

► 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 somewhat tactful; david is somewhat frank. *Craig, compared to david, you're more likely to be tactful and less direct, choosing your words carefully to avoid offending others.*

► Personalize ✓ X ?

Craig'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

david's Tendencies

- Tends to speak directly and get to the point fairly quickly
- Tends to sometimes speak before thinking
- May come across as somewhat blunt at times

► Apply

Potential roadblocks when working with david

- david may wish that you would speak your mind more often.
- You may sometimes be surprised or offended by david's bluntness.

Potential benefits of you and david working together

- david tends to be straightforward, which may help surface important issues more quickly.
- You choose your words carefully, which prevents you from offending people.

Tips for working with david

- Exercise diplomacy without diminishing negative information or withholding your true feelings.
- Focus on david's message rather than on the tone.
- If you feel taken aback by something david says, point it out, and ask for clarification.

► 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; david is very driven. *Craig, both you and david are likely to convey a sense of urgency and encourage immediate results.*

► Personalize ✓ X ?

Craig'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

david'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

► Apply

Potential roadblocks when working with david

- You both may get annoyed when there aren't immediate answers.
- Your tendency to push each other may end up causing tension.

Potential benefits of you and david working together

- Your shared focus on swift results may help resolve problems more quickly.
- You are both driven to undertake difficult issues and produce significant outcomes.

Tips for working with david

- Recognize if your shared impatient approach sometimes causes problems.
- Identify situations where a bit more patience could pay off.
- Remind each other that you might burn others out with your constant sense of urgency.

► 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; david is very energetic. *Craig, you and david probably both enjoy working at a lively pace.*

► Personalize ✓ X ?

Craig'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

david'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

► Apply

Potential roadblocks when working with david

- The two of you may sometimes underestimate how much time is actually needed to get things done right.
- You both might rush through things too quickly and miss important details.

Potential benefits of you and david working together

- You and david are able to make quick decisions and focus on producing fast results.
- The two of you are probably comfortable working under pressure and tight deadlines.

Tips for working with david

- Work together to find opportunities to ensure the reliability and accuracy of your work.
- Remind each other to allow more time when situations call for more caution or accuracy.
- Encourage each other to maintain high standards as well as a fast pace.

REFLECTION & DIALOGUE

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

Rank	Trait	Reflection & Dialogue
	<p>You're very outgoing; david is somewhat outgoing.</p> 	
	<p>You're very forceful; david is very forceful.</p> 	
	<p>You're very daring; david is very daring.</p> 	
	<p>You're somewhat tactful; david is somewhat frank.</p> 	
	<p>You're very driven; david is very driven.</p> 	
	<p>You're very energetic; david is very energetic.</p> 	