

Extended DISC Work Pair Analysis

REPORT

Work pair

Jane Sample and Sam Sample

Organization

Extended DISC//ABC, Inc.

Date

8/17/2008



This analysis is based on the responses given in the Extended DISC Personal Analysis questionnaire. This analysis should not be the sole criterion for making decisions about these individuals. The purpose of this analysis is to provide supporting information to the individuals.

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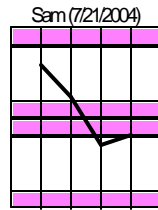
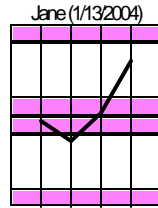
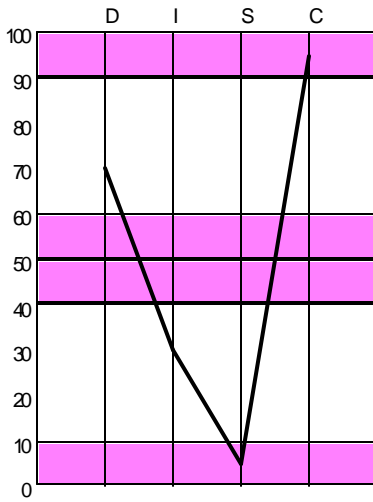
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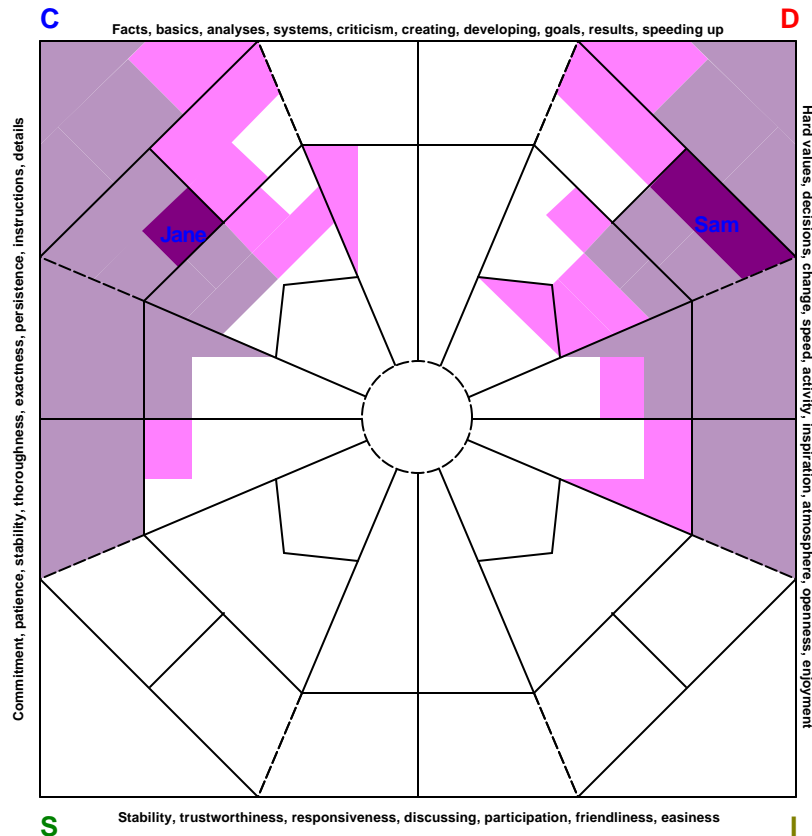
8/17/2008

Profile & Diamond



	D	I	S	C
Jane Sample	00	00	05	95
Sam Sample	70	30	00	00
Pair Profile	70	30	05	95

Pair Diamond



Jane Sample

Sam Sample

Decision making fast, unexpected, involves risk	1 9	Decision making fast, unexpected, involves risk
Decision making deliberate, analytical	8 3	Decision making deliberate, analytical
Seeking change active, impatient	1 10	Seeking change active, impatient
Seeking change long-term, cautious	9 1	Seeking change long-term, cautious
Risk taking high-pressure situation	1 9	Risk taking high-pressure situation
Communication motivating, supporting	1 6	Communication motivating, supporting
Communication understanding listening	3 2	Communication understanding listening
Communication critical listening	10 2	Communication critical listening
People-orientation	1 4	People-orientation
Thoroughness, systematic logical behavior	8 2	Thoroughness, systematic logical behavior
Detail orientation ability to check	10 2	Detail orientation ability to check
Need for independent work	8 5	Need for independent work
Relationship to responsibility individualistic	7 6	Relationship to responsibility individualistic
Conflicts fearless approach	1 9	Conflicts fearless approach
Conflicts diplomatic approach	1 4	Conflicts diplomatic approach
Flexibility giving up one's own will	10 2	Flexibility giving up one's own will
Flexibility fast adaptation to change	2 8	Flexibility fast adaptation to change
Leadership desire to control	1 9	Leadership desire to control
Expressing feelings spontaneous, unqualified	1 9	Expressing feelings spontaneous, unqualified
Setting goals brave	1 9	Setting goals brave

Jane Sample

Sam Sample

Aggressiveness desire to take on	1 10	Aggressiveness desire to take on
"Feet on the ground" attitude toward new things	8 5	"Feet on the ground" attitude toward new things
Ultimate power desire to keep it to oneself	1 10	Ultimate power desire to keep it to oneself
Emphasizing positiveness	1 6	Emphasizing positiveness
Striving for reliability	8 1	Striving for reliability
Ability to follow rules closely	10 1	Ability to follow rules closely
Manipulative selling	1 9	Manipulative selling
Planning and executing of systems	9 4	Planning and executing of systems
Creative facts-oriented thinking	8 6	Creative facts-oriented thinking
Positive encouragement	1 6	Positive encouragement
Working thoroughly	10 1	Working thoroughly
Following of the set standards	10 1	Following of the set standards
Stubborn handling of own responsibilities	10 4	Stubborn handling of own responsibilities
Vivacious and lively inspiring	1 7	Vivacious and lively inspiring
Ability to be by oneself	9 4	Ability to be by oneself
Development of new alternatives	1 9	Development of new alternatives
Understanding listening	2 2	Understanding listening
Fearless attitude toward risk	1 10	Fearless attitude toward risk
Long-term thoroughness	9 1	Long-term thoroughness
Maintenance of one's own work pace	9 1	Maintenance of one's own work pace

Remember

This section lists things that this type of work pair, when working together, easily forgets. Many of the items are self-evident but it is likely that they tend to be forgotten.

- + Cautiousness doesn't mean the same thing to each of you
- + The ways each of you react to things are different
- + To respect each other's way of expressing feelings
- + Sometimes you need to speak - sometimes listen
- + Not everybody has equal patience
- + Deliberation isn't dangerous
- + You understand plans differently
- + To check your goals every now and then

Accept

In this part items that may cause disagreement are listed. If the two people in the work pair have different underlying opinions and values, the differences are likely to cause different preferences.

- + Different kinds of attitudes towards ideas
- + Different goals
- + One is emotional and the other one is practical
- + A different way to express opinions
- + Different ways of getting enthusiastic
- + A different pace of thinking
- + You don't each communicate in the same way
- + Each of you have a different kind of straightforwardness

Practice

This part lists items that the work pair is not very good at, but should be able to do.

- + Joint action plan
- + Scheduling
- + Common ways to happiness
- + To recognize each other's true thoughts
- + Lessening unnecessary principals
- + Lessening frustrating each other
- + Reading each other
- + Taking things as things and people as people

Our own views (perceptions)

This part is reserved for the work pair itself for making notes when they go through the different items on the page.

- +
- +
- +
- +
- +

Instructions for Interpreting Work Pair Analysis

General Instructions

The Extended DISC® Work Analysis combines the results of two individuals' Personal Analysis results into a one report. It is designed to help them to work together more productively and effectively. It also assists in creating a working relationship based on mutual understanding and respect for individual differences. The tool has no good-bad categories and it does not rank people in any way.

All of the information in the report is derived from the individuals' respective natural behavioral styles. They are the behavioral styles that require the least amount of energy and effort, and are usually the most pleasant to each individual. The styles equate to the mode that each individual in the work pair normally uses to react with the environment and most frequently exhibits outwardly in their behavior.

There is no ideal behavioral style. The Extended DISC® Work Pair Analysis is based on the principle that each of the styles has its own advantages and disadvantages.

The Extended DISC® Work Analysis divides all of the different behavioral styles into four main styles. These styles are not better or worse.

D-style

D-styles are competitive, aggressive, decisive and results-oriented. They prefer to move fast, take risks and get things done now. D-styles also like to be in charge, control and have the power. They like change and challenges.

D-styles can also be impatient, overbearing and even rude. They are often not very good listeners and are prone to make snap decisions. Others may perceive D-styles as somewhat self-centered, demanding, blunt and overly aggressive.

I-style

I-styles are talkative, sociable, optimistic and lively. They are people-oriented, spontaneous, energetic and enthusiastic. I-styles tend to be positive and good at influencing others.

I-styles can also be inattentive to details, overly talkative and emotional. They may over-promise because they are so optimistic and are eager to be popular. Others may perceive I-styles as somewhat careless, impulsive and lacking follow-up.

S-style

S-styles are calm, helpful, patient, modest and laid back. They are eager to help, loyal and often make excellent team players. S-styles tend to be patient listeners, trustworthy, and balanced between tasks and people. They are very persistent.

S-styles need stability and security and, therefore, need help with change. They may be too willing to pitch in and at times are taken advantage of. Others may perceive S-styles as too slow, stuck on the status quo, indecisive, stubborn and even quietly resentful.

C-style

The C-styles are precise, logical, matter-of-fact, analytical and careful. They need data, information and analyses. They are focused on tasks and ensure things get done correctly. C-styles tend to produce high quality work.

C-styles may also focus too much on the details, becoming nitpicking, slow and losing the big picture. At times they get lost in the analysis, focusing too much on the trees and not the forest. Others may perceive C-styles as too critical, distant, pessimistic, and even cold.

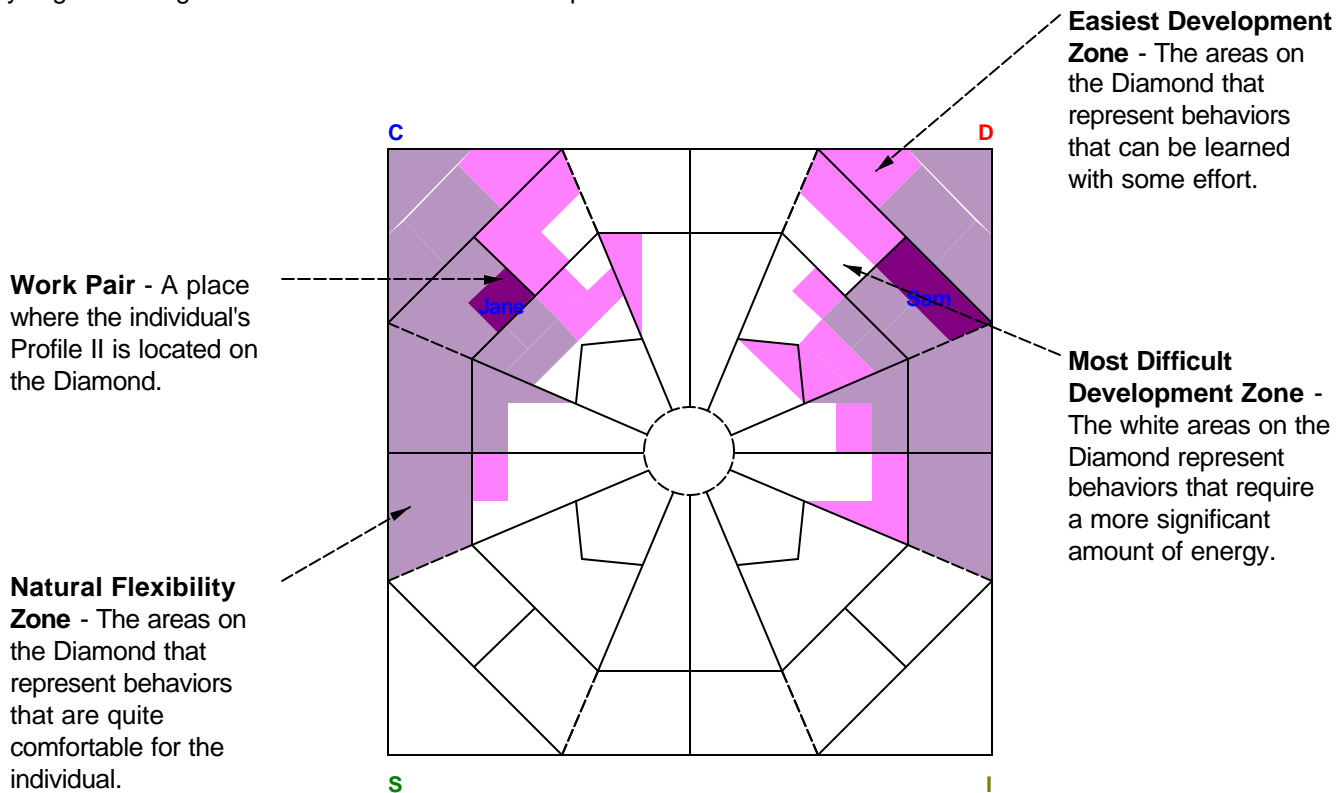


Understanding the Work Profile and Pair Diamond Page

The Work Pair Profile and Diamond Page combines graphical information from the individuals' Personal Analysis reports. It gives the reader a quick understanding of how similar or different the two individuals are.

The Profile and Diamond Page creates a Work Pair Profile that is the average profile of the two individual's Personal Analysis Profile IIs. Note that the profile is scaled to a standard size. The possible tightness or shifting in Profile II is not included in the Work Pair Profile. If the Work Pair Profile is tight (fully in the neutral zone), it means the individuals are total opposites of each other. In addition, the Profile IIs (from Personal Analysis) of the work pair members are shown. The date in brackets is the date when the Personal Analysis was completed. Please note that if either of the individual results is very old, it might be worth considering redoing the Personal Analysis before printing the Work Pair Analysis report.

On the percentages section, the Profile II percentages of the work pair members are first shown. Note that only the percentages of the behavioral dimensions above the Middle Line are used in Work Pair Analysis. Based on the individual percentages, a Work Pair Percentage is calculated. It is used for creating the Work Pair Profile. It also gives us a way of analyzing the strengths and weaknesses of the work pair.



Understanding the Bars

The Graphical Pages contain graphical comparisons of two individuals' natural behavioral tendencies.

The bar graph of the person on the left side of the page moves from left to right. Conversely, the bar graph of the person on the right side of the page moves from right to left. The longer the bar is, the more comfortable a person is with that particular behavioral dimension.

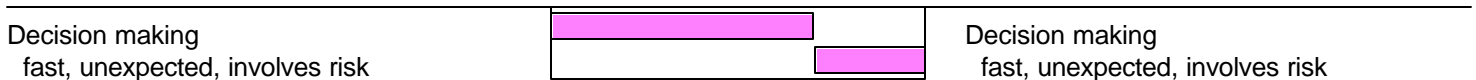
If the bar is long (full-size bar), that item is very natural for the person and he/she is willing to accept responsibility for it in the work pair. If the bar is short (small-size bar), it means that this type of behavior is not very natural for the person and it would most likely require more energy for him/her to work in that way for longer periods of time. If the bar is in the middle (half-size bar), it means the person can relatively easily adjust to working that way, but it may not be the behavior that motivates him/her most.

When comparing the two bars it is possible to identify the areas where the work pair is very strong, where one finds the activity more natural than the other one, and where neither of them finds it comfortable.

The following combinations of the bars can be identified:

Even Bars

The bars meet each other. There are two possibilities: 1) Both individuals are somewhat comfortable with the behavioral dimension. 2) One of the individuals is very comfortable with the dimension while the other is not.



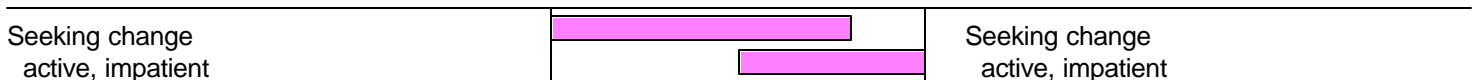
Uneven Bars

There is a gap between the bars. In these situations neither person is very comfortable with the behavioral dimension.



Overlapping Bars

The bars overlap. This means that both individuals are comfortable with the behavioral dimension.



Good to Remember

The Good to Remember Page helps the work pair to discuss and also identify areas that need notice and special attention.

The Good to Remember Page has been designed to be used by the work pair. Some of the sentences may not be immediately clear. They require both of you to think and ask: "what does this mean for us?"

The Text Page consists of four parts.

Remember

This section lists things that typically this type of work pair, when working together, easily forgets. Many of the items are self-evident, but it is likely that they tend to be forgotten. Hence, pay special attention and talk about these items periodically.

Accept

This part lists items that may cause disagreements. If you have different underlying opinions and values, the differences are likely to cause different preferences. Some of the most likely ones are listed here. If you are very similar in terms of your behavioral style, it is possible that you may reinforce your opinions and approaches and, as a result, may end up in a disagreement with your environment.

Becoming aware of these issues can help you to become more flexible toward each other and other people.

Practice

This part lists items where you are not naturally very comfortable but should be able to do. It is recommended that you, both together and perhaps with the help of someone who knows both of you, analyze the items and try to find out if some of them are problems that need to be addressed.

Our own views (perceptions)

This part is reserved for you to make notes and write down ideas.

Worksheet - Profile and Diamond Page

How similar or different are our styles? What does it mean to our work relationship?

Are we taking advantage of our individual strengths?

Is it possible that we are emphasizing our similar strengths so much that they have become weaknesses?

Worksheet - Bar Graphs

Below are some items for you to consider and discuss. Remember to focus on your particular job requirements and environment.

Areas where we both have long bars

Is there a possibility that we share responsibility in this area?

Would it be better if only one of us were to take the responsibility for this?

Is this a very important item for our job performance?

One of us has a long bar

Is it possible that the one with the long bar handles this?

Can the one with the short bar get support from the other one?

Both of us have a short bars

Is this really important in the job? Why? Why not?

Could it be delegated outside the work pair? Why? Why not?

Is it possible to get outside support? How?

Both of us have medium bars

Can we share the responsibility? How?

Is one of us more interested in handling it?



Worksheet - Good to Remember Page

What are the items we both identify and accept? What could we do to improve in these areas?

Are there items that only one of us identifies and accepts?

How did we understand the item?

Are there any real-life examples that could help in identification?

What would have to be different in our present situation for the item not to be part of the report?

Are there any items that neither one of us identifies and accepts?

How do we understand the item?

Could it mean something else? If so, what?

Why does the report include something like this about our behavioral styles?

Is there someone who could help us look at this from a different angle?