

COMPARISON REPORT



ASSESSMENT TO ACTION.

For **Rick Stamm**
Working with
Susan Stamm

Monday, August 27, 2012

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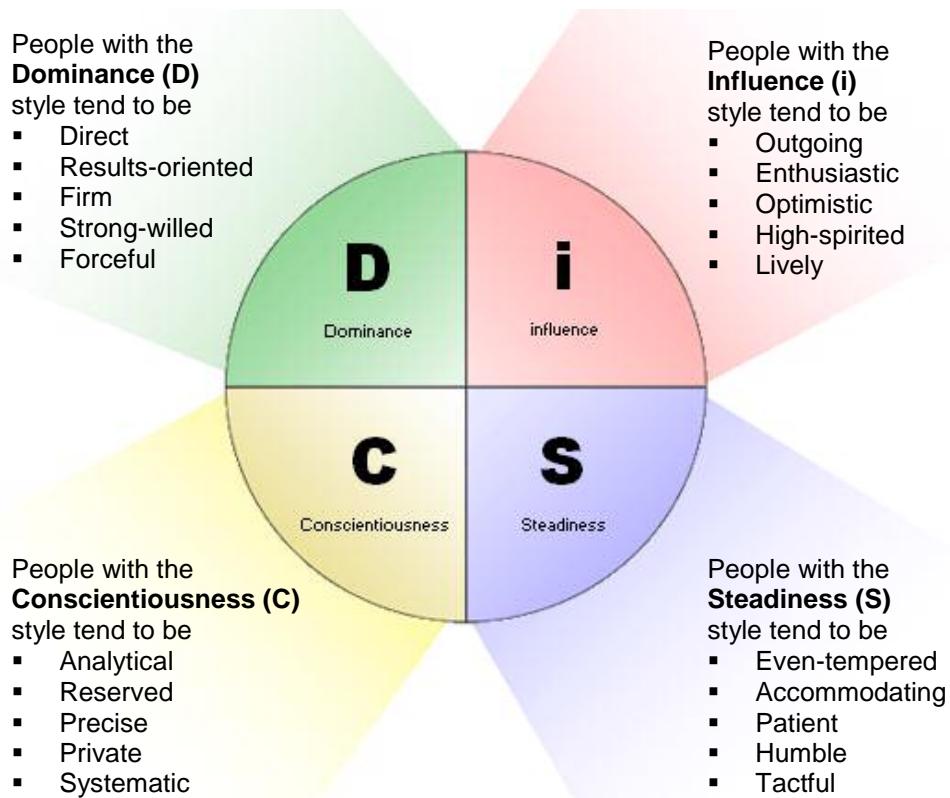


Welcome Back to Everything DiSC®

Everything DiSC® Comparison Report

Rick, this report is designed to help you better understand Susan Stamm and to build a more effective working relationship with her. All of the information is derived from the responses that you and Susan 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 Susan Fit on the Everything DiSC® Relationship Map

DiSC® Style Comparison

Everything DiSC® Comparison Report

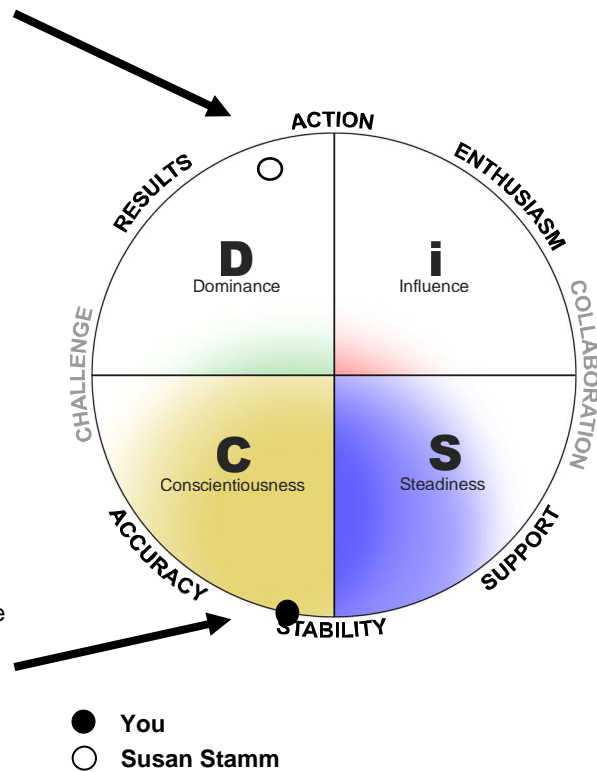
The eight words shown around the **Everything DiSC® Relationship Map** shown below are **priorities** that people use in their work that affect their relationships with others. If you've completed an application-specific Everything DiSC Profile (such as Management or Sales), these priorities will look 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.

Susan: Di Style

Susan emphasizes Action, Results, and Enthusiasm, which are priorities that you don't share. Most likely, she tends to be more fast-paced, driven, and expressive.

You: CS Style

You emphasize Stability, Accuracy, and Support, which are priorities that Susan doesn't share. Most likely, you tend to be more cautious, systematic, and soft-spoken.



Understand Each Other's Priorities

Because Susan's style is Di, she places a high priority on **Action** and maintaining a fast pace. This isn't one of your top priorities, and you probably prefer consistency and **Stability**.

Susan also places a high priority on **Results**, so she's likely to rely on her competitive nature and people skills to work toward her goals. You, on the other hand, probably put more energy into **Supporting** others with your expertise.

Finally, Susan is likely to value **Enthusiasm**, so she may be energetic and passionate about new ideas. In contrast, you may focus more energy on maintaining **Accuracy**.

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 Susan.

Instructions

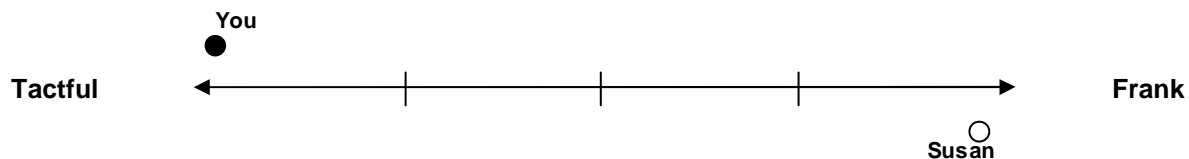
Everything DiSC[®] Comparison Report

Your Similarities and Differences

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

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

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

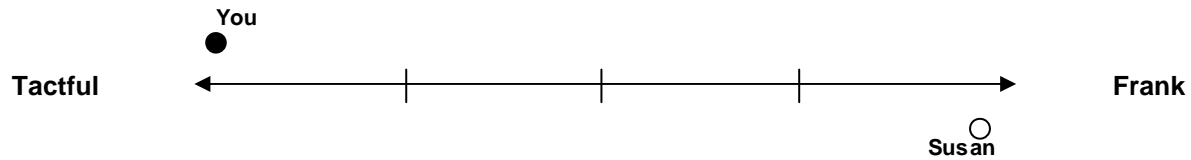
You may find that differences are sometimes a healthy part of your relationship, while at other times, they can cause tension. Likewise, your biggest similarities can also pose both benefits and challenges.

Tactful vs. Frank

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're tactful; Susan is frank

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

► PERSONALIZE

✓ X ?

Rick'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
- _____

Susan's Tendencies

- Tends to get right to the point and say exactly what's on her mind
- Tends to not hold back her 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 Susan

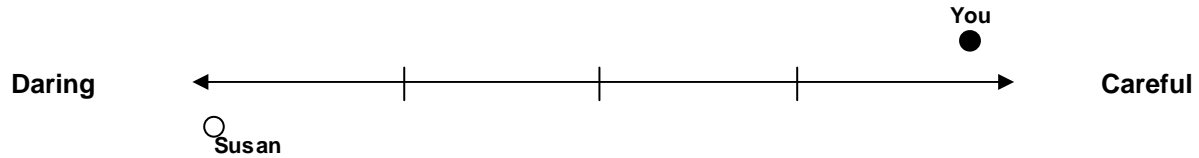
- Focus on her message rather than on her tone.
- If you feel hurt by something she says, point it out to her, and ask her to clarify her intentions.
- Exercise diplomacy without diluting information or being vague.

Daring vs. Careful

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're careful; Susan is daring

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

► PERSONALIZE

✓ X ?

Rick'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
- _____

Susan'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 Susan

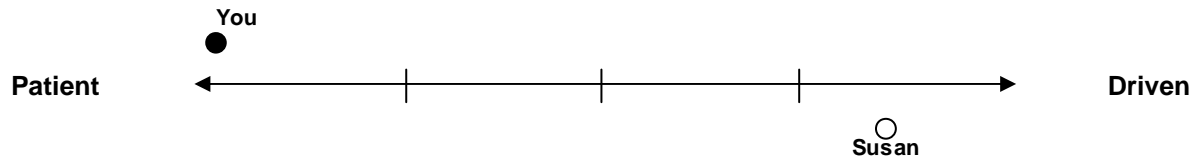
- Avoid shooting down her bold or adventurous ideas before you've heard her out.
- Consider whether her plans are really too risky or if it's the idea of change that makes you uncomfortable.
- Encourage her to consider your legitimate objections.

Patient vs. Driven

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're patient; Susan is driven

Rick, compared to Susan, you're probably pretty calm and laidback. You usually don't express frustration at minor inconveniences, which may help to keep tension low and contribute to quality outcomes. However, she may feel that you lack a sense of urgency. In turn, you may believe that she sometimes comes across as impatient or demanding. But her focus on immediate answers may help resolve problems more quickly.

► PERSONALIZE

✓ X ?

Rick's Tendencies

- Tends to be uncomfortable pressuring others
- Tends to calmly accept delays
- May come across as lacking urgency
- _____

Susan'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

Q How accurately does the feedback on this page describe the differences in how you balance patience against a sense of urgency?

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 Susan

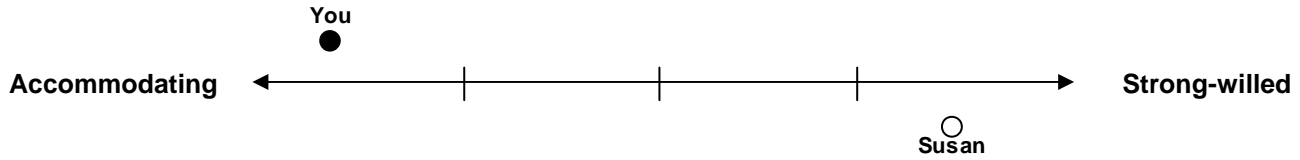
- Point out situations where patience could pay off.
- Acknowledge the importance of picking up the pace when necessary.
- Help her find ways to make forward progress quickly.

Accommodating vs. Strong-willed

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're accommodating; Susan is strong-willed

Rick, compared to Susan, you're more likely to be agreeable and cooperative. In fact, because you strive to be accommodating, you may even sacrifice your own ideas to let Susan have her way. She's probably quite persistent about her opinions, and while this tenacity can help her to push through obstacles, it may prevent her from receiving the benefit of your input.

► PERSONALIZE

✓ X ?

Rick's Tendencies

- Tends to welcome input and advice from others
- Tends to be willing to set his own ideas aside
- May come across as hesitant at times
- _____

Susan's Tendencies

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

► APPLY

Q How accurately does the feedback on this page describe the differences between you?

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 Susan

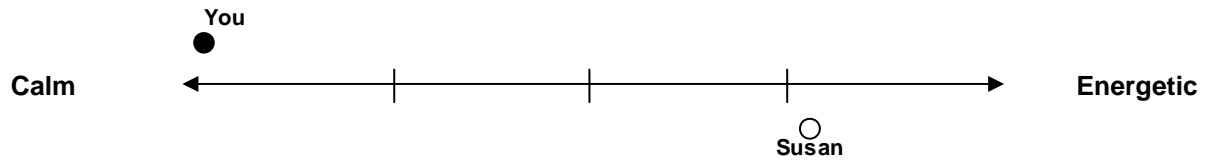
- Have the confidence to restate your position instead of just giving in when she becomes insistent.
- Don't underestimate the importance of expressing your ideas.
- Practice being more straightforward about your own needs.

Calm vs. Energetic

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're calm; Susan is energetic

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

► PERSONALIZE

✓ X ?

Rick'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
- _____

Susan'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 Susan

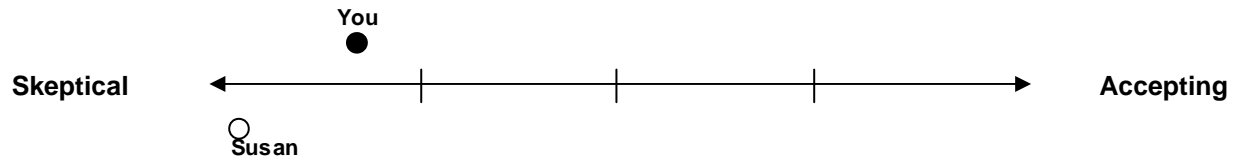
- Work together to set timelines that you're both comfortable with.
- Make an effort to match her faster pace when situations call for urgency.
- Ask her to slow down when you feel strongly that more deliberation is called for.

Skeptical vs. Accepting

Everything DiSC® Comparison Report

Your Similarities and Differences

► DISCOVER



You're skeptical; Susan is skeptical

Rick, you and Susan both tend to take a questioning approach when presented with new information. 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 similarly skeptical viewpoints may help you to uncover potential problems, this may also prevent you from receiving each other's ideas with open minds.

► PERSONALIZE

✓ X ?

Rick'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
- _____

Susan'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 Susan

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

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 Susan.

Ranking	Trait
	You're tactful; Susan is frank
	You're careful; Susan is daring
	You're patient; Susan is driven
	You're accommodating; Susan is strong-willed
	You're calm; Susan is energetic
	You're skeptical; Susan is skeptical

Next, consider comparing your rankings with Susan'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)