



## Classic DISC Collaboration Report Debrief Guide

**Way to Go!!** You have taken a big step in building a more positive and effective relationship with your colleague by completing the Classic DISC Assessment and reviewing the Collaboration Report.

The attached Collaboration Report provides the two of you a blueprint of your behavioral styles, highlighting side-by-side similar and dissimilar perspectives and tendencies. The Report also reveals specific areas where differences in perspective could lead to potential misunderstandings, and offers possible solutions for conflict resolution.

### **Here are a few suggestions of how to get the most out of your Collaboration Report:**

1. Individually spend some time reviewing your report and highlight sentences on each page that you especially agree with. Fill in the blanks on pages 12-15.
2. Determine a debrief date! Plan to spend some uninterrupted time reviewing your reports together.
3. Read aloud to each other your fill-in-the-blank pages (pgs. 12-15). And share any insights you learned about one another.

#### Here are some questions you may want to ask one another:

- Were there any surprises? If so, what?
- What new insights did you learn about me?
- What are some strengths we have as work mates?
- How will it help us to know more about one another?
- What strengths are we missing as a team?
- How might some of our differences or similarities cause us some challenges, and how will we adapt or modify our behavior to improve our communication?

4. After doing the above activity, complete the Collaboration Action Plan (pg. 16) and review that with your work mate. Know that this action plan is designed to help you develop a positive working relationship and give you strategies on how to work together more effectively. Knowing what you now know about each other's behavioral style, strengths, struggles and needs/wants will help to create and maintain a healthy work atmosphere.