



Understand yourself and others and leverage your strengths.

Report Comparing:
Grace Sample and Jack Sample
Date: **March 18, 2022**

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Version 2.0

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Overview of the Four Basic DISC styles

Grace, below is an overview chart to help you better understand some of the characteristics of each of the Four Basic DISC Styles, so you can interact with Jack and other DISC styles more effectively. DISC is quite useful in describing how a person behaves and is perceived in personal, social and work environments.

	HIGH D DOMINANCE STYLE	HIGH I INFLUENCING STYLE	HIGH S STEADINESS STYLE	HIGH C CONSCIENTIOUS STYLE
Primary Drive	Independence	Interaction	Stability	Correctness
Preferred tasks	Challenging	People related	Scheduled	Structured
Comfortable with	Being decisive	Social friendliness	Being part of a team	Order and planning
Personal strength	Problem solver	Encourager	Supporter	Organizer
Strength out of control	Preoccupation on goals over people	Speaking without thinking	Procrastination in addressing change	Over analyzing everything
Personal limitation	Too direct and intense	Too disorganized and nontraditional	Too indecisive and indirect	Too detailed and impersonal
Personal wants	Control, Variety	Approval, Non-structure	Routine, Harmony	Standards, Logic
Personal Fears	Losing, Being taken advantage of	Rejection, Rigid structure	Change, Confrontation	Criticism, Illogical thinking
Blind spots	Being held accountable	Follow through on commitments	Embracing need for change	Making decisions without analysis
Needs to work on	Empathy, Patience	Controlling emotions	Being assertive when pressured	Worrying less about everything
Measuring Maturity	Giving up control	Objectively handling rejection	Standing up for self when confronted	Not being defensive when criticized

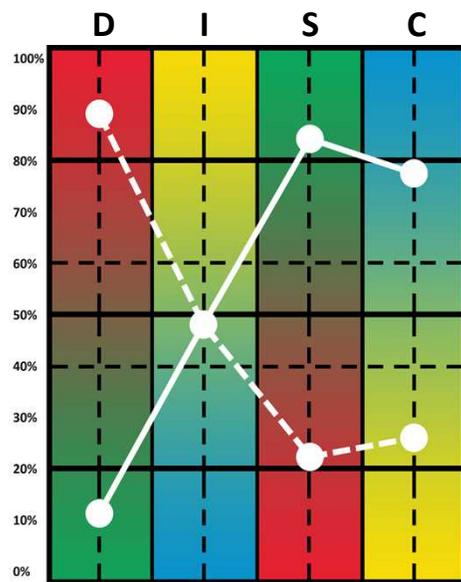
DISC Graphs of Grace and Jack

This DISC Relationship Report shows how Grace and Jack interact with each other in order to help them develop a better relationship. Their DISC behavioral style is only one aspect within their relationship, but it is one of the most crucial elements, as it defines how they interact and communicate with each other.

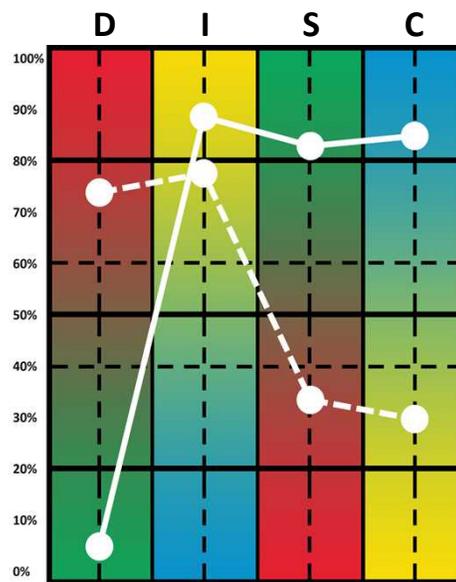
SOLID LINE = Grace Sample

DASH LINE = Jack Sample

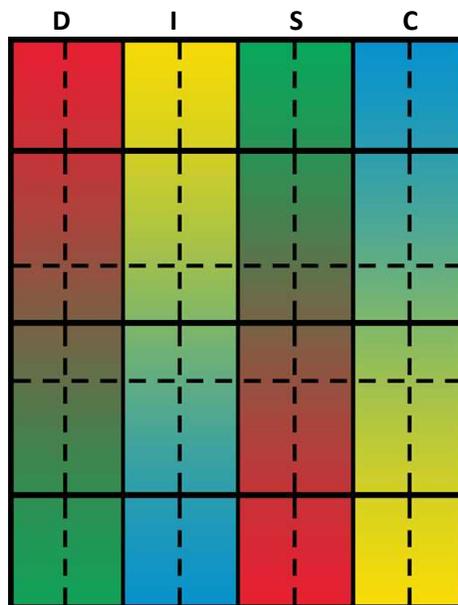
Adapted Behavioral Style



Natural Behavioral Style



Review both your Natural and Adaptive graphs above and determine which graph best describes your core behavior in this relationship. Draw each of your graphs below and use it as the template in completing the four exercises found on pages 10-13 in this Relationship Report.



A cord of three strands is not quickly broken. Ecclesiastes 4:12b

DISC Behavioral Patterns (Graph II)

The behaviors of Grace and Jack displayed on this page are a combination of the influence of each of the four major DISC factors. Typically, each person will have one or two (most often) of the DISC factors that are prominently displayed. What follows is a description of their behavioral patterns along with some insights into how Grace and Jack typically function in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by Grace and Jack based upon the interpersonal dynamic of their relationship.

Grace Sample's DISC style: Technician

Technician Style Overview

Technicians will seek projects in their area(s) of expertise. They constantly challenge their own work and results. They are likely knowledgeable in many areas. They are easy to work with unless their expertise is challenged. They are quality oriented and expect strong results from themselves and others. They can become critical of others if they achieve poor results. At times, they can become too insistent on doing things a "certain way."

- **Emotional characteristic:** Need to be current and keep pace with others.
- **Goals:** High expectations for their own growth and advancement.
- **How others are valued:** Through demonstrated self-discipline, position and authority.
- **Influences group:** Projecting confidence in ability to create, implement and expand the correct activities and actions.
- **Value to the organization:** Skilled problem-solvers and experts in identifying solutions for their own area(s) of experience.
- **"Watch-out-for":** Over-focus on personal goals and may expect too much from others.
- **When under pressure:** Can become inhibited and overly sensitive to critical feedback.
- **Fears:** Being too predictable or being unrecognized for their contributions.

Jack Sample's DISC style: Dynamo

Dynamo Style Overview

Dynamos will make an attempt to adjust or modify the thoughts and actions of others. They are good at understanding how to steer others toward a predetermined result. They will set the stage for the desired result before they verbalize that desire. Their strong persuasive skills can elicit cooperation from others but sometimes create a feeling by others of being manipulated. Dynamos can be intimidating and can seek to override the decisions of others.

- **Emotional characteristic:** May appear to not need attention or affirmation from others.
- **Goals:** To gain control over circumstances, outcomes and other people.
- **How others are valued:** How they project their personal power.
- **Influences group:** Uses relationships, personal power, incentives and rewards to get the results they want.
- **Value to the organization:** Will be a "mover and shaker." Uses a variety of methods when interacting with others to move behaviors towards a desired result.
- **"Watch-out-for":** Understand that the ends do not always justify the means.
- **When under pressure:** Can be seen as manipulative, argumentative and abrasive.
- **Fears:** Being seen taken advantage of or losing social status in the group.

Strengths of Grace versus strengths of Jack

Grace and Jack likely display the strengths below rather consistently. For the most part, these qualities tend to enhance their interpersonal effectiveness. The big question is – how can Grace & Jack best utilize their strengths when relating with each other?

Grace's strengths:

- You are a cooperative team player who respects organizational policies and protocol. You are able to get along with a variety of other behavioral styles.
- You are excellent at motivating others toward team goals with your enthusiasm and optimism, as well as your sensitivity to their needs and concerns.
- You are skilled in dealing with details (e.g., precise standards, data, and fine print) with accuracy and confidence.
- You are deadline conscious, with excellent time-management skills.
- Due to your combination of people skills, patience, and objective reasoning, you have the ability to logically negotiate cooperation from others, rather than demanding it.
- You can be depended upon to do what you say you will do.
- You may be seen as the hub of the wheel, always at the center of many activities.

Jack's strengths:

- You are a very active agent in all that you do.
- You are excellent at initiating activity and providing direction for the team or organization.
- You are able to make decisions quickly and to take the credit or blame for the outcome of decisions.
- You have a strong tendency to work toward making things happen, rather than waiting for things to happen.
- You tend to set high goals, then work hard with people to achieve those goals.
- You have the ability to use discipline in an appropriate manner, often effecting win-win situations.
- You demand a high performance from yourself and others.

Struggles of Grace versus struggles of Jack

Everyone has possible struggles, limitations or weaknesses. Oftentimes, it is simply an overextension of their strengths that may become a weakness. Grace's and Jack's struggles are listed below. A best practice is to read through their list and identify the one or two struggles with which they are having the most difficulty. Then, they can look back at their strengths page and see if they have a strength that might help their partner overcome or minimize a struggle.

Grace's struggles:

- You may be considered a grudge-holder, as you tend to have a long memory for wrongs committed.
- When under pressure, you may become overly sensitive to criticism and/or become bogged down in details.
- You may tend to trust people a bit too much and may suffer setbacks as a result.
- You tend to promise a bit more than you can deliver, then enlist others to help deliver it.
- You may become verbally aggressive when the climate becomes unfavorable.
- When pressured or faced with sudden change, you may become indecisive.
- You may sometimes show unreasonable expectations of the capability or capacity of others.

Jack's struggles:

- You may be a selective listener, at times hearing only what you want to hear.
- You may sometimes intimidate others with power, position, or politics.
- You may sometimes take an "ends justify the means" approach.
- You may lack follow-through, expecting others to pick up the loose ends.
- You may lose interest in a project or initiative once the challenge is gone.
- You may become somewhat angry or belligerent when under pressure, or when threatened.
- You may need to lower project expectations a bit in light of real-world constraints.

Communication Plans

The following suggestions can help Grace and Jack understand and be aware of each other's unique communication preferences. To use this information effectively, share it with each other and discuss your communication preferences to form a more effective, less stressful interpersonal relationship.

When communicating with Grace, **DO**:

- Do your homework, because Grace's homework will already be done.
- Present your ideas and opinions in a non-threatening way.
- Provide clear, specific solutions, and support your position with pros and cons.
- Provide logical and practical evidence.
- Ask for Grace's input regarding people and specific assignments.
- Assure Grace that there won't be any surprises.
- Be candid, open, and patient.

When communicating with Grace, **DON'T**:

- Be unrealistic with deadlines.
- Push too hard.
- Rush the issue or the decision-making process.
- Be vague about what's expected of the group.
- Leave the idea or plan without backup support.
- Get in the habit of manipulating ideas quickly.
- Make decisions for Grace.

When communicating with Jack, **DO**:

- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Plan to talk about things that support Jack's dreams and goals.
- Give Jack the opportunity to express opinions and make some of the decisions.
- Stay on track. Hit the major points first, and get to the main point quickly.
- Provide testimonials from people Jack sees as important and prominent.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Be engaging, stimulating, and fast-paced.

When communicating with Jack, **DON'T**:

- Don't stick too rigidly to the agenda.
- Leave loopholes or vague issues hanging in the air.
- Forget or lose things necessary for the meeting or project.
- Speculate wildly without factual support.
- Let the discussion with Jack get caught in dreams too much, otherwise you'll lose time.
- Get bogged down in facts, figures, or abstractions.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and action plans are the result.

Circle statements that communicate how to build a better relationship with either of you. Note differences.

3 R's of DISC Relationships	
<p>CONSCIENTIOUS (C)</p> <p>HOW TO RESPOND TO A HIGH C</p> <ul style="list-style-type: none"> • In conflict expect: Response to be cautious and/or negative • Focus: Patiently answer questions • Tone: Patient and persistent • Give: "Why" responses <p>HOW TO RELATE TO A HIGH C</p> <ul style="list-style-type: none"> • Answer questions in a patient and persistent manner • Mix accurate data with assurances • Allow time to validate information <p>HOW TO REINFORCE THE HIGH C</p> <ul style="list-style-type: none"> • Provide a step-by-step approach • Provide reassurances of support • Give permission to validate information with third parties 	<p>DOMINANCE (D)</p> <p>HOW TO RESPOND TO A HIGH D</p> <ul style="list-style-type: none"> • In conflict expect: Disagreement and debate • Focus: On actions and goals • Tone: Firm and direct • Give: "What" responses <p>HOW TO RELATE TO A HIGH D</p> <ul style="list-style-type: none"> • Be brief and to the point • Explain "How to achieve goals" using logic with an action plan • Allow time to consider your ideas <p>HOW TO REINFORCE THE HIGH D</p> <ul style="list-style-type: none"> • Repeat the plan of action, focusing on goals, objectives, and results • Give bottom line instructions • Get out of his/her way
<p>STEADINESS (S)</p> <p>HOW TO RESPOND TO A HIGH S</p> <ul style="list-style-type: none"> • In conflict expect: Time to process in accepting change • Focus: Harmony and stability • Tone: Nonthreatening and patient • Give: "How" responses while making allowances for family needs <p>HOW TO RELATE TO A HIGH S</p> <ul style="list-style-type: none"> • Use friendly tones when instructing • Give personal, nonverbal acceptance and assurances • Allow time to process information <p>HOW TO REINFORCE THE HIGH S</p> <ul style="list-style-type: none"> • Repeat any instructions • Provide hands-on reinforcement • Be patient in allowing time to take ownership 	<p>INFLUENCING (I)</p> <p>HOW TO RESPOND TO A HIGH I</p> <ul style="list-style-type: none"> • In conflict expect: Denial or shift blame • Focus: On relationships and fun activities • Tone: Informal, friendly and positive • Give: "Who" responses <p>HOW TO RELATE TO A HIGH I</p> <ul style="list-style-type: none"> • Use friendly voice tones • Allow time for them to verbalize their feelings • Help them transfer talk to an action plan <p>HOW TO REINFORCE THE HIGH I</p> <ul style="list-style-type: none"> • Offer positive encouragement and incentives for taking on tasks • Help them organize an action plan • Communicate positive recognition

Understanding Your Task Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Preferred Tasks	Challenging	People Related	Scheduled	Detailed
Work Style	Decisive	Interactive	Cooperative	Traditional
Strength	Problem Solver	Encourager	Supporter	Organizer
Limitation	Too Direct	Too Disorganized	Too Indecisive	Too Detailed

----- midline -----

Preferred Tasks	Routine	Technical	Diverse	Unorthodox
Work Style	Participative	Structured	Reactive	Instinctive
Strength	Team Player	Logical Thinker	Energy Source	Risk Taker
Limitation	Too Indirect	Too Impersonal	Too Intense	Too Nontraditional
Low Style	D	I	S	C

Understanding Your Task Style

Example: “As a High D/C and Low I/S blend, I **prefer tasks** that are *challenging, detailed and diverse*. My **work style** tends to be *decisive and structured*. My **strengths** are being a *problem solver, organizer and logical thinker*. Regarding my **limitations**, I tend to be *too direct, impersonal and intense*; therefore, I **need** a High I, Low D on my team.”

Using the chart above, define your work style by completing the statements below.

Defining Your Task Style

As a high _____ and low _____ blend, I **prefer tasks** that are _____.

My **work style** tends to be _____.

My **strengths** are being a _____. Regarding my **limitations**, I tend to be too _____, therefore I **need** a High _____, (opposite) Low _____ (opposite) on my team or in my life.”

Understanding Your Communication Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Act	Assertive	Persuasive	Patient	Contemplative
Want	Control	Approval	Routine	Standards
Fear	Losing	Rejection	Change	Being Wrong
Fear Response	Anger	Blame	Nonparticipation	Criticism

----- midline -----

Act	Cooperative	Unemotional	Responsive	Free-spirited
Want	Harmony	Logic	Variety	Non-structured
Fear	Confrontation	Illogical actions	Status Quo	Conforming
Fear Response	Indifference	Suspicion	Physical Action	Emotion
Low Style	D	I	S	C

Understanding Your Communication Style

Example: “As a High D/C and Low I/S blend, I naturally **act** *assertive and responsive* because I **want** *control and logic*. If I perceive that I may face (**fear**) *losing or illogical actions*, I may **respond** with *anger or suspicion*.”

Using the chart above, define your communication style by completing the statements below.

Defining Your Communication Style

As a high _____ and low _____ blend, I naturally **act** _____

because I **want** _____.

If I perceive that I may face (**fear**) _____

I may **respond** with _____.

Understanding Your Negotiating Style in Resolving Conflict

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Comfortable	Decisive	Enthusiastic	Supportive	Structured
Fears	Losing	Rejection	Change	Being Wrong
Tension	Demand Action	Attack	Comply	Avoid Disagreeing
Conflict	Withhold Contact	Shift Blame	Passive/Aggressive Behaviors	Demand Details

----- midline -----

Comfortable	A Team Player	Detached	Spontaneous	Unstructured
Fears	Confrontation	Illogical Actions	Status Quo	Conforming
Tension	Become Quiet	Remain Calm	Challenge Others	Become Arbitrary
Conflict	Stuff Feelings	React Covertly	Punitive Actions	Emotional Denials
Low Style	D	I	S	C

Understanding Your Negotiating Style in Resolving Conflict

Example: “As a High I/S and Low D/C blend facing conflict, I am most **comfortable** being *enthusiastic and supportive*. When I feel **fears** of *confrontation and rejection* it causes tension for me. Under **tension**, I may *become quiet and comply*. If this intensifies the **conflict**, I may *attack or use emotional denials*.”

Using the chart above, define your negotiating style in resolving conflict by completing the statements below.

Defining Your Negotiating Style in Resolving Conflict

As a high _____ and low _____ blend facing conflict, I am most **comfortable** being _____

When I feel **fears** of _____ it causes tension for me.

Under **tension**, I may _____

If this intensifies the **conflict**, I may _____ or use _____.

Understanding Your Relational Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Respond	Be Direct	Be Friendly	Be Nonthreatening	Be Specific
Relate	Briefness	Freedom to Express Feelings	Friendly Tones	Patient Answers
Reinforce	The Bottom Line	Social Recognition	Time to Process	Freedom to Validate
Help	Get Out of the Way	Talk to Me	Give Assurances	Leave Me Alone

----- midline -----

Respond	Allow Time to Process	Be Logical	Focus on Action	Focus on Activities
Relate	Nonverbal Assurances	Accurate Data	Variety	Non-structure
Reinforce	Time to React	Support	Control	Encouragement
Help	Give Me a Hug	Respect Privacy	Allow Spontaneity	Allow Flexibility
Low Style	D	I	S	C

Understanding Your Relational Style

Example: "As a High I/S and Low D/C blend, my suggestion to others in **responding** to me is *be friendly and nonthreatening*. **Relate** to me with *freedom to express my feelings*. In **reinforcing** me give me *verbal encouragement*. When I'm under stress, you can be **helpful** to me if *you talk to me*."

Using the chart above, define your relational style by completing the statements below.

Defining Your Relational Style

As a high _____ and low _____ blend, my suggestion to others in **responding** to me is _____

Relate to me with _____

In **reinforcing** me, give me _____

When I'm under stress, you can be **helpful** if you _____.

Relationship Action Plan: How to Love One Another

Refer back to what you and your mate discussed and learned in the Relationship Report. Fill in the spaces below together and create strategies to appreciate and support one another.

Name & DISC Style: Partner 1 _____ Partner 2 _____

I appreciate your strengths of ... (p 6)	
I can help with your struggles by ... (p 7)	
I will communicate with you by doing ... And not doing... (p 8)	
I am aware of the following areas that may cause conflict ... (p 12)	
I will respond to you by... (p 9)	
I will relate to you by (p 9)	
I will reinforce you by... (p 9)	

Name & DISC Style: Partner 2 _____ Partner 1 _____

I appreciate your strengths of ... (p 6)	
I can help with your struggles by ... (p 7)	
I will communicate with you by doing ... And not doing... (p 8)	
I am aware of the following areas that may cause conflict ... (p 12)	
I will respond to you by... (p 9)	
I will relate to you by... (p 9)	
I will reinforce you by ... (p 9)	

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So Now What?

This report is filled with information about Grace's and Jack's style and how each, with the in-depth knowledge of each other's behavioral preferences, can develop a better relationship.

There are many suggestions in this report for Grace and Jack to apply these behavioral style tips to improve their relationship, avoid stressful behaviors and practice conflict resolution, if and when needed.

Don't put this report on a shelf or in a file. It is important to use this information to open up a meaningful dialogue with each other to improve all of your relationship. Use this report as a reference tool. There is a lot of information in it and it is not meant to be digested in just one reading.

Have fun with making a few minor changes in your behavior and experience the results. You might be surprised! Remember The Platinum Rule®: "Treat others the way THEY want to be treated." You will have much more success in all your relationships, not just with each other!

Disclaimer

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DISC Assessments

The DISC model of human behavior is the most widely used behavioral model in the world, and has helped millions of people improve communication, productivity, team building and leadership, as well as their personal and professional relationships within the workplace and home. Continue your journey of learning and applying the language of DISC through the additional resources below.

Additional Resources and Applications

CEO or manager, teacher or trainer, coach or parent—if you desire to impact people by helping them discover and capitalize on their strengths, then continue your journey of applying the DISC style information and behavioral adaptability out into your spheres of influence.

DISC STYLES COACHING

Explore how you can become a more effective manager, parent or leader by engaging in DISC styles coaching to better understand yourself and how to maximize your style for improving relationships and getting greater results.

DISC STYLES COUNSELING

Qualified therapists and counselors can provide DISC styles counseling to improve individual performance or build stronger family/marriage relationships.

DISC STYLES WORKSHOPS

The DISC styles information lends itself well to a variety of workshops/seminars on topics such as Coaching, Communication, Conflict Management, Customer Service, Team Building, Leadership and Management.

DISC STYLES CERTIFICATION

Become certified to use the DISC styles assessments and additional resources in your own coaching, consulting, counseling or training applications.

The Relationship Report is a product of LLJ, offering leadership solutions for individuals and organizations through their authorized Certified DISC Practitioners.