

# Comparison Report

## Mateo Vega

Working with **Alyssa Page**

Tuesday, October 20, 2020

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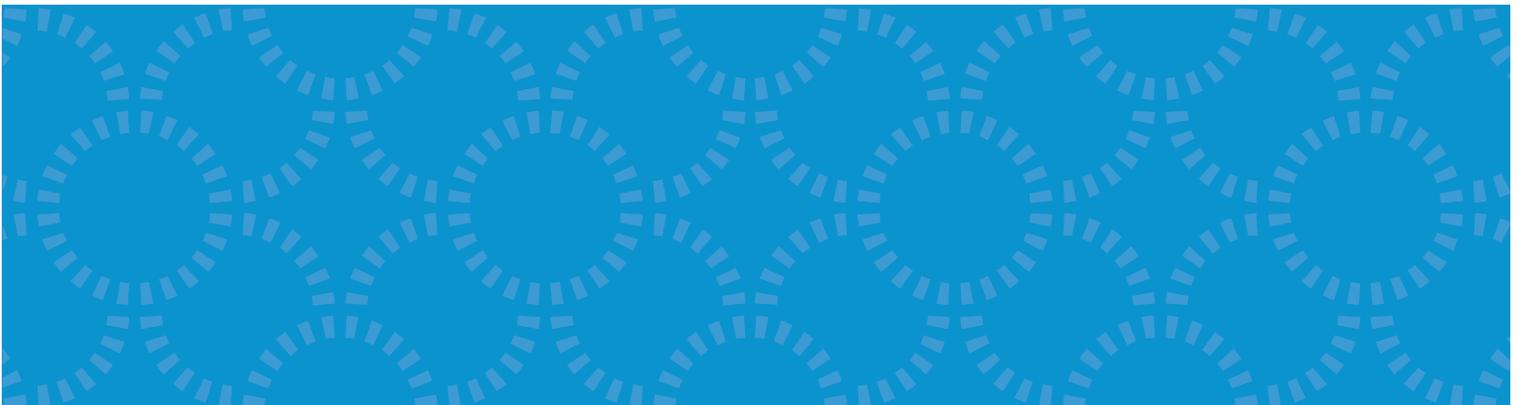
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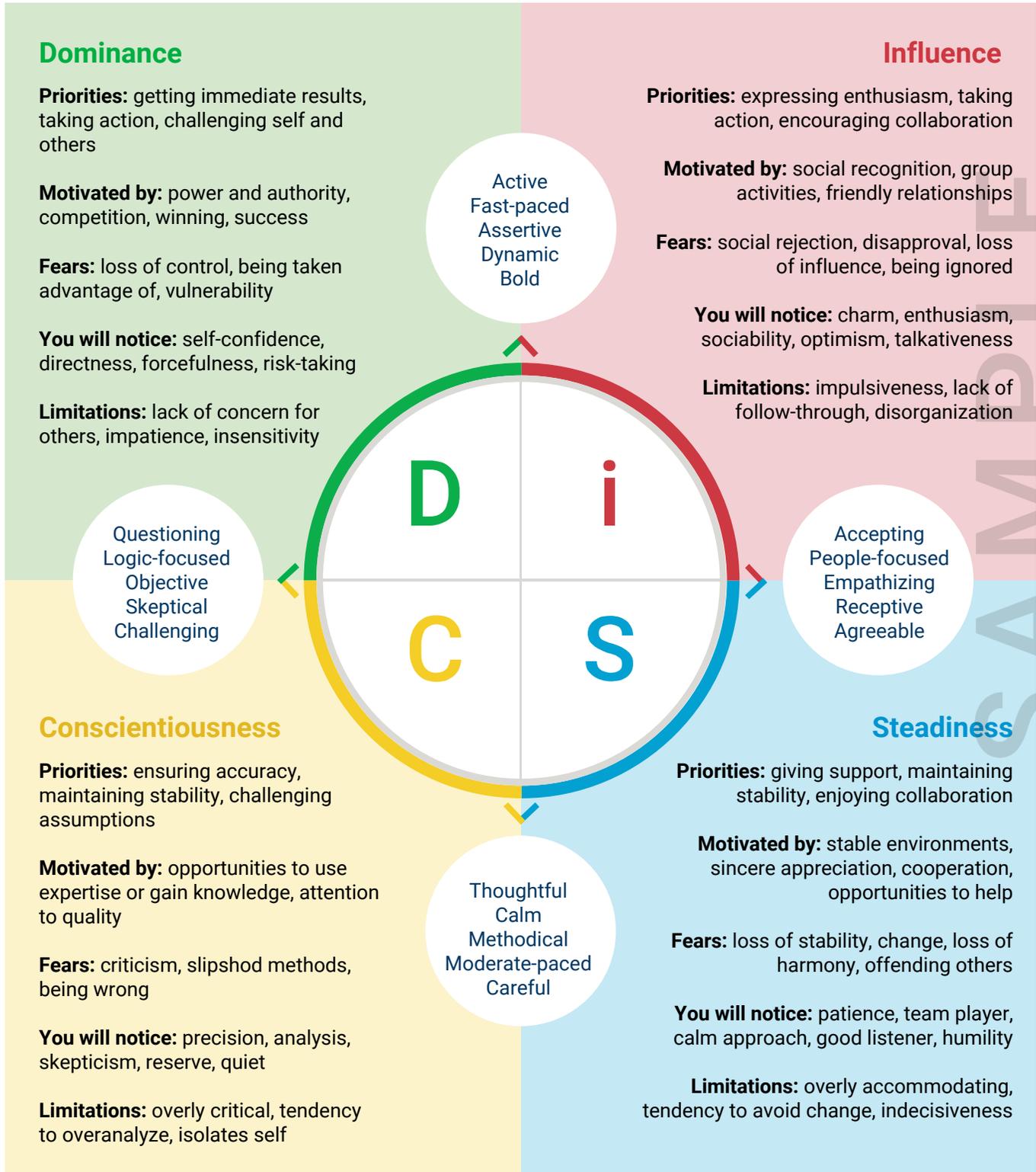
SAMPLE

WILEY



# Welcome Back

Mateo, this report is designed to help you better understand Alyssa Page 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 Alyssa 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.



# Comparing DiSC® Styles

## HOW YOU AND ALYSSA 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.

### ● Mateo

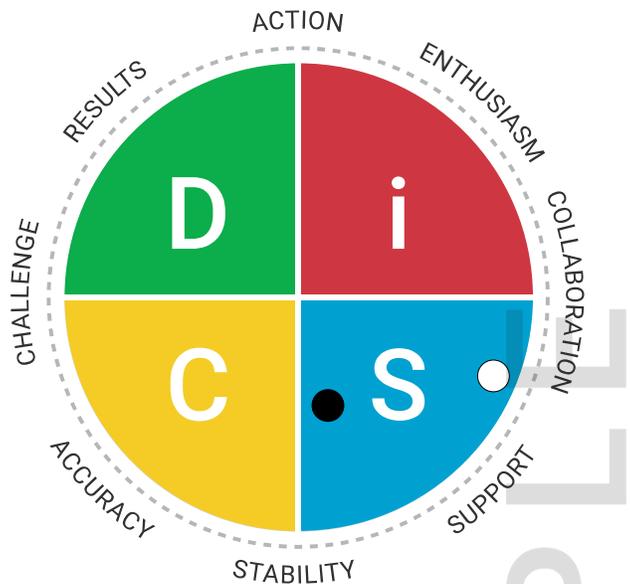
#### You emphasize:

- STABILITY
- SUPPORT
- ACCURACY
- ACTION

### ○ Alyssa

#### Alyssa emphasizes:

- COLLABORATION
- SUPPORT
- ENTHUSIASM



## WHAT IS THE MOTIVATION FOR THEIR BEHAVIOR?

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 expand beyond your typical priorities to include an extra priority. Alyssa's priorities are typical of the Si style.

#### Typical of your SC style, you focus on:

- Maintaining order and **Stability**.
- Ensuring that people have the **Support** they need.
- Working methodically to produce **Accurate** outcomes.

#### In addition, you also focus on:

- Initiating **Action** and maintaining a quick pace.

#### Typical of Alyssa's Si style, Alyssa focuses on:

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

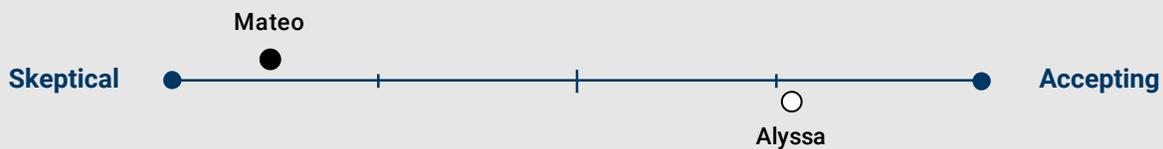
As you can see by the map above, your positions on the map are fairly close. This doesn't necessarily mean that the two of you won't have differences, but you probably have a fair amount of common ground. The next pages will give you an opportunity to explore your similarities and differences, and to see how these might translate to strengths or challenges.

# Skeptical > Accepting

## DISCOVER

When it comes to evaluating ideas and situations, some people are more accepting, while others are more skeptical. You tend to be more questioning of new ideas and information, whereas other people are more receptive. Your skeptical nature has its advantages and disadvantages, depending on the needs of the situation.

- Accepting individuals may focus on advantages.
- Skeptical individuals may focus on the disadvantages.
- Behaviors on both ends of the continuum are valuable.



**You're very skeptical; Alyssa is very accepting.**

Mateo, compared to Alyssa, you're more likely to be questioning when presented with new information, and this may help you uncover potential problems.

## PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

### Mateo'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

### Alyssa's tendencies:

- Tends to validate other people's ideas whenever possible
- Tends to expect things to go smoothly
- May come across as too trusting at times

## APPLY

### Potential roadblocks when working with Alyssa:

- You may think that Alyssa doesn't ask enough critical questions.
- Alyssa may think that you come across as too cynical.

### Potential benefits of you and Alyssa working together:

- Alyssa's receptivity may help others feel comfortable sharing ideas.
- Your skepticism may help uncover potential problems.

### Tips for working with Alyssa:

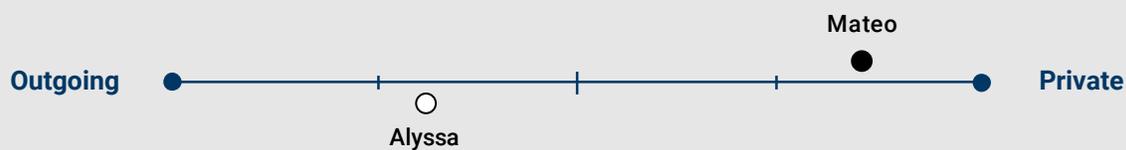
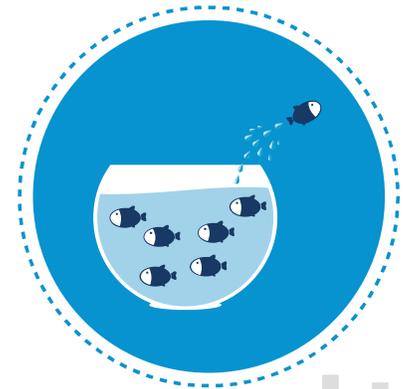
- Avoid coming across as critical when Alyssa presents new ideas to you.
- Explain the rationale for any concerns you may have.
- Encourage Alyssa to share any doubts.

# Outgoing > Private

## 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 at quiet, solitary tasks, whereas other people feel the need to be more social and collaborative. Your tendency to be private 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 private; Alyssa is somewhat outgoing.**

Mateo, compared to Alyssa, you probably tend to keep to yourself and are able to work independently for long periods of time.

## PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

### Mateo's tendencies:

- Tends to avoid social situations that require meeting a lot of new people
- Tends to be very comfortable working independently
- May come across as reserved and difficult to evaluate

### Alyssa'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 Alyssa:

- Because you tend to create more personal space, Alyssa may feel less welcome to approach you.
- Alyssa's desire to work as a team may make you uncomfortable.

### Potential benefits of you and Alyssa working together:

- Alyssa's collaborative efforts often lead to significant ideas that reflect multiple perspectives.
- You are willing to take on the tasks that require working independently for long periods of time.

### Tips for working with Alyssa:

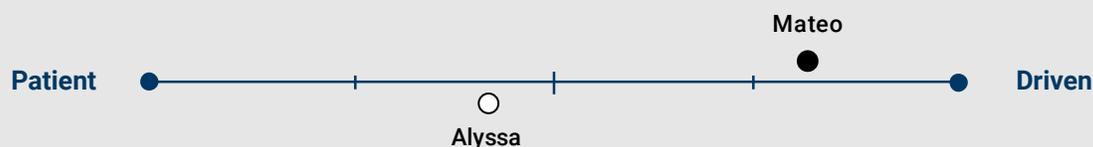
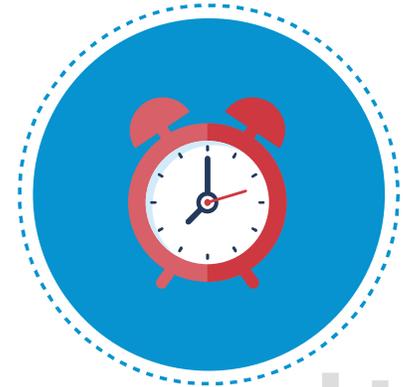
- Agree to work collaboratively when multiple perspectives could lead to better outcomes.
- Make an effort to engage in small talk from time to time, so Alyssa feels that you're approachable.
- Keep lines of communication open in a way (phone, email, etc.) that is comfortable for you.

# Patient > Driven

## 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; Alyssa is somewhat patient.

Mateo, compared to Alyssa, you are probably more likely to encourage immediate answers and convey a sense of urgency.

## PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

### Mateo'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

### Alyssa's tendencies:

- Tends to avoid pressuring others whenever possible
- Tends to accept delays
- May come across as lacking urgency at times

## APPLY

### Potential roadblocks when working with Alyssa:

- Alyssa is more likely to remain calm, so your approach may come across as impatient.
- You may think Alyssa lacks a sense of urgency.

### Potential benefits of you and Alyssa working together:

- Your focus on swift results may help resolve problems more quickly.
- Alyssa's easygoing approach may help keep tension low and contribute to quality outcomes.

### Tips for working with Alyssa:

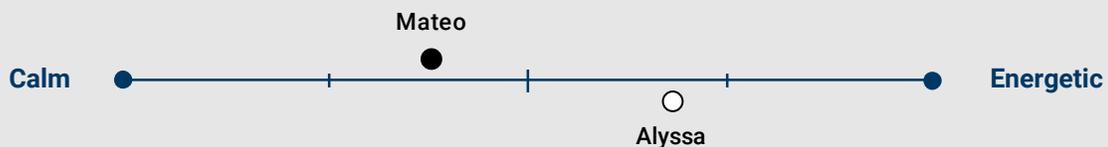
- Express a sense of urgency but avoid pressuring Alyssa.
- Point out situations where a bit more urgency could pay off.
- Consider whether Alyssa's more patient approach may be appropriate for the situation.

# Calm > Energetic

## DISCOVER

When it comes to pace, some people are naturally calm, while others are more energetic. You probably like to work at fairly methodical pace, whereas some people prefer things to be more dynamic. You may find that your preference for a measured 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 somewhat calm; Alyssa is somewhat energetic.**

Mateo, compared to Alyssa, you tend to work at a more methodical pace.

## PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

### Mateo's tendencies:

- Tends to prefer working at a relatively measured pace
- Tends to be less comfortable with last-minute deadlines or sudden changes
- May come across as a bit too cautious at times

### Alyssa's tendencies:

- Tends to prefer working at a fairly fast pace
- Tends to be comfortable with lots of activity and tight deadlines
- May come across as a bit too hasty at times

## APPLY

### Potential roadblocks when working with Alyssa:

- Alyssa may become frustrated with your cautious pace.
- You may think that Alyssa moves too quickly and overlooks important details.

### Potential benefits of you and Alyssa working together:

- Alyssa is comfortable working under pressure and tight deadlines.
- You pay close attention to how much time is needed to do things right.

### Tips for working with Alyssa:

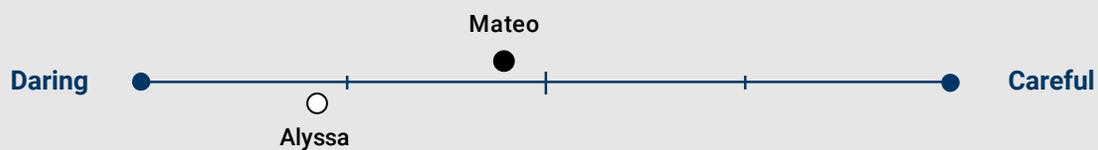
- Work together to set timelines that you're both comfortable with.
- Make an effort to match Alyssa's faster pace when situations call for urgency.
- Ask Alyssa to slow down when you feel strongly that more deliberation is called for.

# Daring > Careful

## 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 somewhat daring; Alyssa is very daring.**

Mateo, both you and Alyssa may be willing to gamble on big payoffs, though Alyssa may be slightly more daring.

## PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

### Mateo's tendencies:

- Tends to see change as positive
- Tends to look at new ways of doing things
- May come across as somewhat reckless at times

### Alyssa'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 Alyssa:

- You and Alyssa 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 Alyssa 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 Alyssa:

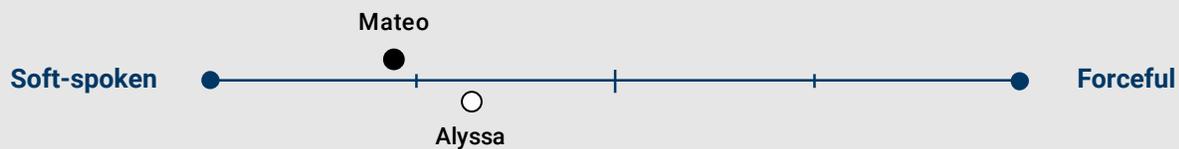
- Remind each other to take time to check your solutions for flaws.
- Assess whether the plan is truly an improvement or if you're both just excited about new ideas.
- Consider whether a traditional solution, even if it is less daring, is more appropriate.

# Soft-spoken > Forceful

## DISCOVER

When it comes to assertiveness, people naturally have differences in how soft-spoken or forceful they are. You may be a little hesitant to speak up with your ideas, but other people are more assertive. Depending on who you are interacting with, you may find that your soft-spoken nature 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 soft-spoken; Alyssa is somewhat soft-spoken.**

Mateo, both you and Alyssa are probably modest and soft-spoken, though you may exhibit this trait slightly more.

## PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

### Mateo's tendencies:

- Tends to shy away from leading discussions
- Tends to withhold an opinion unless directly asked for it
- May come across as unassertive at times

### Alyssa's tendencies:

- Tends to be slightly hesitant to take the lead in discussions
- Tends to hang back before offering an opinion
- May come across as somewhat unassertive at times

## APPLY

### Potential roadblocks when working with Alyssa:

- The two of you may have important opinions that will never be expressed.
- Because neither of you is likely to speak up, you and Alyssa may end up confused about how the other feels.

### Potential benefits of you and Alyssa working together:

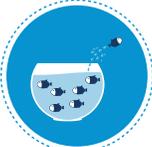
- Neither of you is likely to become insistent or aggressive, which helps you avoid tension when working together.
- You both probably appreciate each other's willingness to listen.

### Tips for working with Alyssa:

- Take turns leading discussions.
- Encourage each other to make a point of voicing your most important thoughts.
- Consider enlisting the help of more outspoken colleagues to get conversations going.

# Reflection & Dialogue

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

RANK	TRAIT	REFLECTION & DIALOGUE
	<p>You're very skeptical; Alyssa is very accepting.</p> 	
	<p>You're very private; Alyssa is somewhat outgoing.</p> 	
	<p>You're very driven; Alyssa is somewhat patient.</p> 	
	<p>You're somewhat calm; Alyssa is somewhat energetic.</p> 	
	<p>You're somewhat daring; Alyssa is very daring.</p> 	
	<p>You're very soft-spoken; Alyssa is somewhat soft-spoken.</p> 	

SAMPLE