

Extended DISC Work Pair Analysis

REPORT

Work pair

Jane Sample and Sam Sample

Organization

Extended DISC//ABC, Inc.

Date

8/17/2004



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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Extended DISC Work Pair Analysis

Profile & Diamond

Work pair

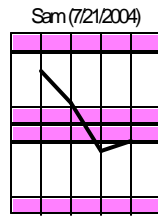
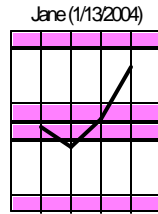
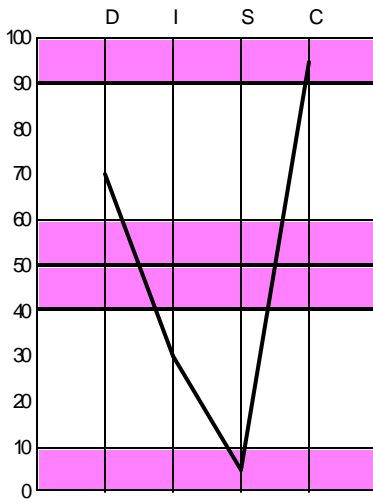
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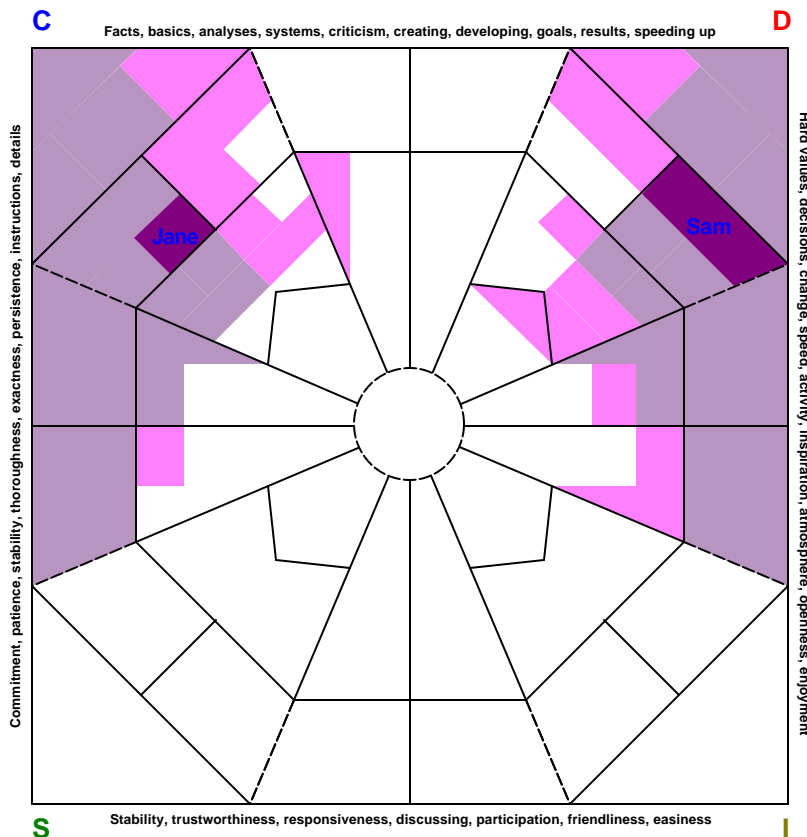
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	D	I	S	C
Jane Sample	00	00	05	95
Sam Sample	70	30	00	00
Pair Profile	70	30	05	95

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.

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- +
- +
- +
- +