

# DISC Flow<sup>®</sup> Connect

## Jane Smith

and

## John Jones

Assessment date: January 26, 2021

CONFIDENTIAL



The PROFILES GROUP

0203 019 2262  
sales@discflow.co

<b>I</b>	<b>Introduction to DISC Flow® Connect</b>	<b>3</b>
<b>II</b>	<b>DISC Styles: Discovering Similarities and Differences</b>	<b>4</b>
	○ General Characteristics	4
	○ Comparing Styles	5
	● Prominent Behaviours	5
	● Communication Style	6
	● Decision Making	7
	● Preferred Work Environment	8
	● Conflict Management	9
	● Value to the Team	10
<b>III</b>	<b>Moving Forward with DISC Flow® Connect</b>	<b>11</b>



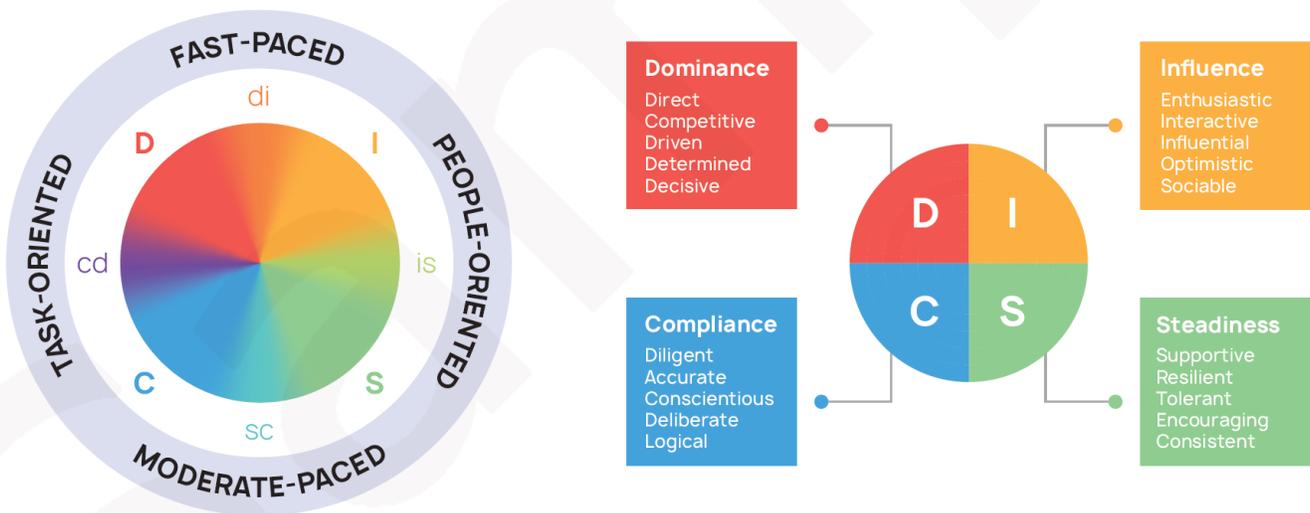
# Introduction to DISC Flow® Connect

Jane, the DISC Flow® Connect has been designed to help you better understand John and improve the overall quality of your relationship.

The following pages allow you to explore your natural similarities and differences, and how these might impact upon how well you connect with each other. Put simply, by better understanding the dynamics of your relationship with John, you can adapt your approach to the needs of the situation, and get a better outcome.

Throughout the report, you will be looking at the advantages and disadvantages of these similarities and differences, and how you can best work with them for mutual benefit. These similarities and differences can be accounted for by the position of your respective DISC Styles, and show how close, or how far apart your behavioural tendencies might be.

We don't claim that this report will give you all the answers, but we do hope you find much to engage your interest and that you find some important insights and useful tips to help you build a stronger and more productive relationship with John.



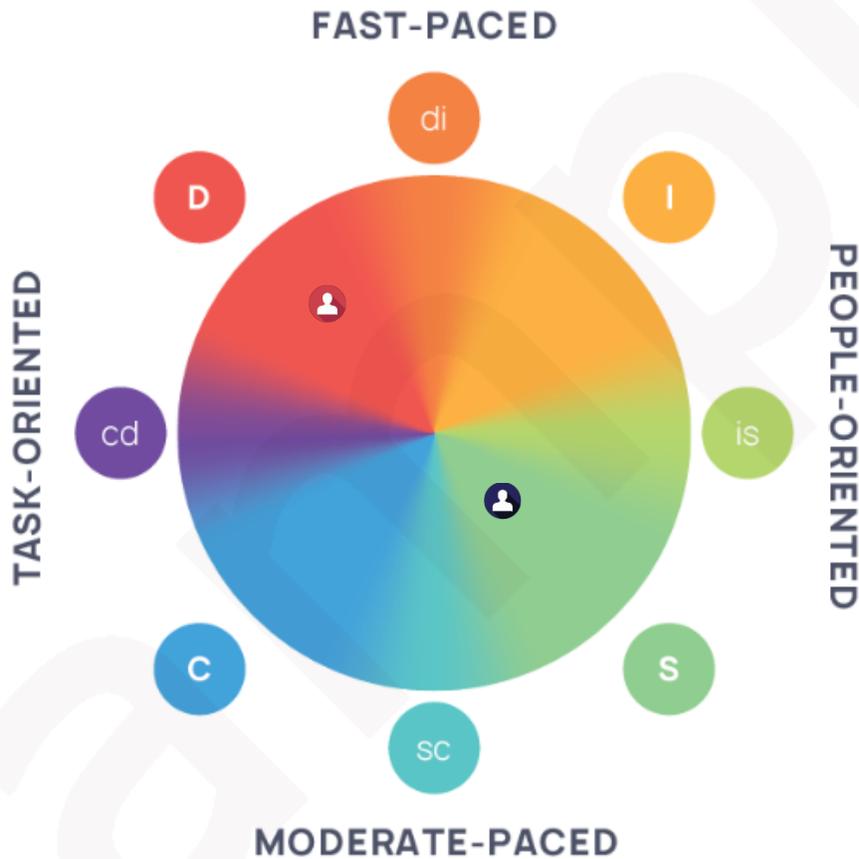
The image on your left shows the placement of the pace and priorities dichotomies, while the diagram on the right shows an example of behavioural tendencies ascribed to each of the four core DISC Styles.



# DISC Styles: Discovering Similarities and Differences

JANE SMITH | JOHN JONES

## GENERAL CHARACTERISTICS



Each of you has the following priorities:



A **Fast-paced** person is generally quick to reflect and respond to a situation. They are proactive and usually comfortable adapting to sudden change. There is also a sense of urgency in their thoughts, actions and communication style.



A **Moderate-paced** person generally takes some time to reflect before responding to a situation. They are thoughtful and may find sudden change uncomfortable. There is also a sense of control in their thoughts, actions and communication style.



A **Task-oriented** person is generally focused on the achievement of results. They prioritise the accomplishment of tasks and are objective and practical in their approach. They proactively find ways to get the job done and may not pay too much attention to what other people think or say.



A **People-oriented** person is generally focused on the thoughts, feelings, and emotions of themselves and others. They prioritise relationships and are encouraging and supportive in their approach. They prefer to work in collaboration with others to get the job done.

## Comparing Styles



**Jane**

Moderate Dominance (D)

### Prominent Behaviours

- You generally have a take-charge attitude and in many situations this helps those who may be more reserved.
- You usually consider any ideas that would result in a timely and favourable outcome.
- Although your standards are very high, you will sometimes adjust them when the situation calls for it.
- You tend to be decisive and direct when handling situations that require immediate action.
- Due to your competitive nature, you sometimes take on assignments that are beyond what your own resources can realistically accomplish.



**John**

Low Steadiness (S)



### Prominent Behaviours

- While having preference for routine activities, this person can calmly embrace change and apply variation in one's work as well as in personal life.
- An active person who is always on the lookout for fun, adventure and new experiences. However, having a low boredom threshold, this person may find it difficult to concentrate for long periods or lose track when working on multiple tasks.
- Prefers to express unique ideas even though it may go against standard practice.
- Able to maintain composure despite abrupt changes.
- Quickly drops one's calm and friendly demeanour if this person believes that others are attempting to take advantage.

### Key Considerations when working with John...

<p>✔ How we should complement each other</p>	<p>✘ Things to Watch out for</p>
--	----------------------------------

## Comparing Styles



**Jane**

Moderate Dominance (D)

### Communication Style

- You are relatively straightforward when expressing yourself to others.
- You usually state your views without hesitation and expects others to listen.
- On occasion, you will attempt to direct or control the conversation, but look to find a way to finish it without being too abrupt.
- You tend to communicate openly and are generally not afraid to speak out.
- You seek to control your urge to be direct and forceful, looking to achieve a balance between stating a fact and asking the opinion of others.



**John**

Low Steadiness (S)



### Communication Style

- Prefers to be actively involved in group discussions and tends to try and dominate the conversation.
- Inclined to self-promote, this person may tend to speak a lot and avoid listening to others.
- May sometimes be less attentive to the thoughts and feelings of their colleagues.
- Doesn't normally hesitate to speak their mind and can be straightforward when addressing any misunderstanding.
- Clearly expresses themselves to others and is confident about their ideas and opinions.

### Key Considerations when working with John...

<p>✔ How we should complement each other</p>	<p>✘ Things to Watch out for</p>
--	----------------------------------

## Comparing Styles



**Jane**

Moderate Dominance (D)

### Decision Making

- You are reasonably decisive.
- You tend to be self-assured and realistic when responding to a situation and to reach a decision.
- You tend to dislike procrastination and like to focus on getting things done.
- You can be moderately assertive and forceful to reach a conclusion.
- At times, you may gather all the necessary data available before making decisions.



**John**

Low Steadiness (S)



### Decision Making

- Tends to be quick at reaching a conclusion and implementing solutions that deal with the problem at hand.
- May overlook alternative courses of action or fail to let others have any control or input in the decision.
- Likely to decide according to what is practical to the situation regardless of what other people may think or say.
- Assertive of one's ideas and less likely hesitate to oppose the decision of the majority.
- Makes a decision that is objective and less biased towards the subjective feedback of others.

### Key Considerations when working with John...

<p>✔ How we should complement each other</p>	<p>✘ Things to Watch out for</p>
--	----------------------------------

## Comparing Styles



**Jane**

Moderate Dominance (D)

### Preferred Work Environment

- On balance, you tend to prefer a working environment that has few personal distractions.
- You tend to focus on the big picture and enjoy variety and challenging assignments.
- You are comfortable being in charge or having the responsibility to make decisions for yourself.
- You are usually motivated to work on projects that produce prompt and measurable results.
- You usually prefer to have autonomy in most of your tasks.



**John**

Low Steadiness (S)



### Preferred Work Environment

- Prefers to have a work environment that provides enough freedom or autonomy to manage their tasks.
- Likely to be always on-the-go and can become bored when working on routine activities.
- As a very active individual, this person probably loves working in a fast-paced atmosphere where they can be involved with a variety of projects and tasks.
- May become impatient and dissatisfied when working on tedious and time-consuming tasks.
- Likely to be motivated when working on a challenging task, especially where there is a tangible outcome.

### Key Considerations when working with John...

<p>✔ How we should complement each other</p>	<p>✘ Things to Watch out for</p>
--	----------------------------------

## Comparing Styles



**Jane**

Moderate Dominance (D)

### Conflict Management

- You generally approach conflicts insistently and assertively.
- You often want your recommendations to be adopted when resolving an issue.
- You can be quite open and able to consider other people's suggestions.
- You strive for swift solutions that specifically target the primary concern.
- You sometimes fail to see the social aspects of the issue.



**John**

Low Steadiness (S)



### Conflict Management

- Easily finds solution when facing difficulties.
- Equipped with the ability to think fast and act fast, people expect this person to respond readily to any tough situation or emergency.
- Whenever a problem is encountered, this person takes the initiative to act upon it without any hesitation.
- Proactive in responding to problems and less likely to wait for other people's feedback.
- Sees conflict as a challenge that should be met head-on.

### Key Considerations when working with John...

<p>✔ How we should complement each other</p>	<p>✘ Things to Watch out for</p>
--	----------------------------------

## Comparing Styles



**Jane**

Moderate Dominance (D)

### Value to the Team

- You are valuable to a team that needs the occasional reset in focus and direction.
- Your assertiveness is useful whenever the team loses its momentum because of avoidable distractions.
- You manage critical projects well due to your sense of urgency.
- Your determination allows you to endure demanding work requirements.
- In a team, you may feel comfortable serving as an extension of the leader.



**John**

Low Steadiness (S)



### Value to the Team

- Contributes a lot of work to speed up tasks and projects.
- Inclined to accelerate the process, this person works quickly and tirelessly towards the goal.
- Has initiative and is always ready for action in times of emergency.
- Noteworthy for being an active member of the team.
- Helps the team by proactively sharing ideas with them.

### Key Considerations when working with John...

<p>✔ How we should complement each other</p>	<p>✘ Things to Watch out for</p>
--	----------------------------------



# Moving Forward with DISC Flow® Connect

Jane, based upon the contents of your report, reflect and identify the important similarities and major differences that you wish to focus on to improve the overall quality of your relationship with John. Classify those you should Keep doing, Stop doing and Start doing in order to communicate better and work more effectively with each other.



## I. SIMILARITIES

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## II. DIFFERENCES

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional reflections you may wish to take note of: