

COMPARISON REPORT

EVERYTHING **DiSC**
COMPARISON REPORT

ASSESSMENT TO ACTION.

For **Frosty the Snowman**
Working with **The Grinch - Jim Carrey**

Monday, December 07, 2015

This report is provided by:

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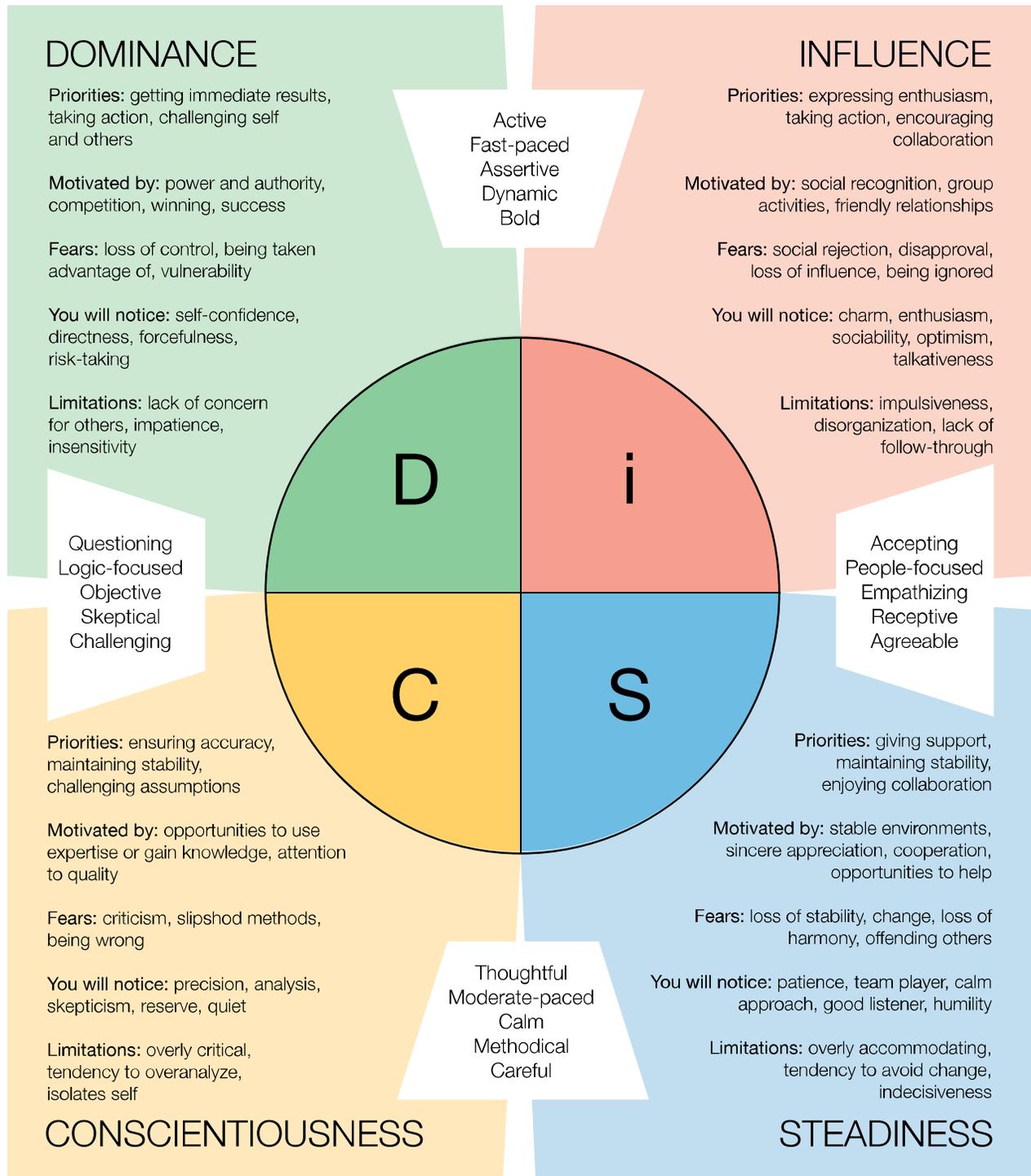


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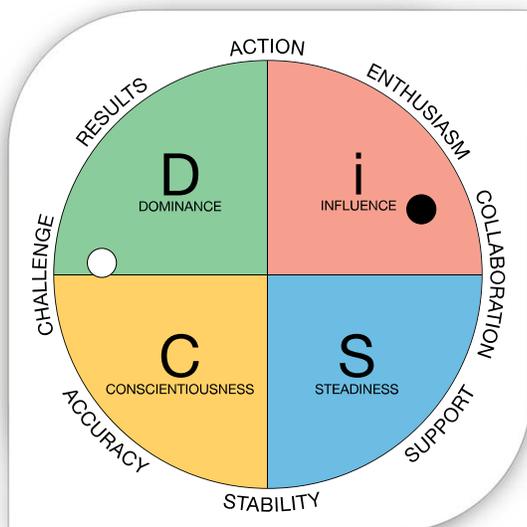
Understanding the Everything DiSC Map

Frosty, this report is designed to help you better understand The Grinch - Jim Carrey and to build a more effective working relationship with him. All of the information is derived from the responses that you and The Grinch 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.



HOW YOU AND THE GRINCH 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.



● = Frosty:
iS Style

You emphasize:

- COLLABORATION
- ENTHUSIASM
- SUPPORT
- CHALLENGE

○ = The Grinch:
DC Style

The Grinch emphasizes:

- CHALLENGE
- RESULTS
- ACCURACY

Understand Each Other's Priorities

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. The Grinch's priorities are typical of his style.

Typical of your iS style, you focus on:

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

In addition, you also focus on:

- **Challenging** unfounded ideas.

Typical of his DC style, he focuses on:

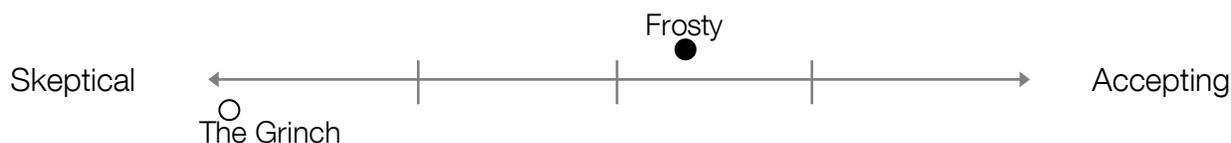
- Being skeptical and **Challenging** assumptions.
- Pushing for efficient **Results**.
- Working analytically to ensure **Accuracy**.

As you can see by the map above, your positions on the map are very far apart. This doesn't necessarily mean that the two of you don't have anything in common, or even that you will have any problems working together. 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.

► Discover

When it comes to evaluating ideas and situations, some people are more accepting, while others are more skeptical. You tend to be receptive to new ideas and information, whereas other people are more questioning. Your accepting 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 somewhat accepting; The Grinch is very skeptical. *Frosty, compared to The Grinch, you're more likely to assume the best and accept ideas and people for what they seem.*

► Personalize ✓ X ?

Frosty's Tendencies

- Tends to be mostly receptive to other people's ideas
- Tends to expect things to go relatively well
- May come across as a bit too easygoing at times

The Grinch'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

► Apply

Potential roadblocks when working with The Grinch

- You may think that he comes across as too cynical.
- He may think that you don't ask enough critical questions.

Potential benefits of you and The Grinch working together

- His skepticism may help uncover potential problems.
- Your receptivity may help others feel comfortable sharing ideas.

Tips for working with The Grinch

- Be ready with facts and evidence in case he has questions.
- Avoid endorsing his ideas just to be agreeable.
- Explore alternatives that take both of your points of view into consideration.

► Discover

When it comes to pace, some people are naturally calm, while others are more energetic. You probably like to work at a dynamic pace, whereas some people prefer to do things more methodically. You may find that your preference for an energetic 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 very energetic; The Grinch is somewhat calm. *Frosty, compared to The Grinch, you tend to prefer a somewhat faster, livelier pace to get quicker results.*

► Personalize ✓ X ?

Frosty's Tendencies

- Tends to prefer working at a rapid pace
- Tends to be energized by flurries of activity and tight deadlines
- May come across as too hasty at times

The Grinch'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

► Apply

Potential roadblocks when working with The Grinch

- He may think that you move too quickly and miss important details.
- You may become frustrated with his cautious pace.

Potential benefits of you and The Grinch working together

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

Tips for working with The Grinch

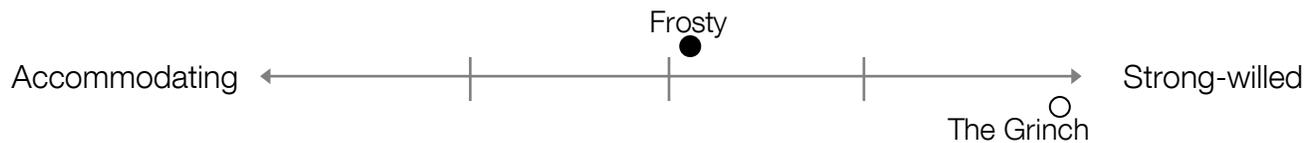
- Work together to set timelines that you're both comfortable with.
- Match his more methodical pace when situations call for caution or accuracy.
- Let him know when you feel strongly that more urgency is called for.

► Discover

When it comes to temperament, some people are more accommodating, while others are more strong-willed. You tend to be persistent—perhaps even stubborn at times—whereas other people are more adaptable. While your strong-willed nature can be a benefit at times, it can also put a strain on some relationships.



- Strong-willed individuals may hold firmly to their ideas.
- Accommodating individuals may defer to others.
- Behaviors on both ends of the continuum are valuable.



You're somewhat strong-willed; The Grinch is very strong-willed. *Frosty, you and The Grinch are both persistent about your ideas, though he may be slightly more strong-willed.*

► Personalize ✓ X ?

Frosty's Tendencies

- Tends to be hesitant to consider advice and input from others
- Tends to be fairly committed to her own ideas
- May come across as a bit stubborn at times

The Grinch's Tendencies

- Tends to overlook advice and input from others
- Tends to hold tightly to his own ideas
- May come across as stubborn at times

► Apply

Potential roadblocks when working with The Grinch

- The two of you may sometimes experience conflict over what could be considered trivial issues.
- You both may disregard each other's opinions and miss out on valuable input.

Potential benefits of you and The Grinch working together

- Your shared persistence may help the two of you surmount obstacles.
- Your mutual tenacity helps ensure that any issues the two of you discuss will be fully explored.

Tips for working with The Grinch

- Look for opportunities to compromise.
- Initiate an open discussion of your opinions rather than remaining steadfast in your beliefs.
- Find a constructive way to evaluate your differences, such as listing the pros and cons.

► 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; The Grinch is somewhat patient. *Frosty, compared to The Grinch, you are probably more likely to encourage immediate answers and convey a sense of urgency.*

► Personalize ✓ X ?

Frosty'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

The Grinch'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 The Grinch

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

Potential benefits of you and The Grinch working together

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

Tips for working with The Grinch

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

► 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 in a social and collaborative environment, whereas other people prefer immersing themselves in quiet, solitary tasks. Your tendency to be outgoing 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 outgoing; The Grinch is very outgoing. *Frosty, you and The Grinch both tend to be open and collaborative.*

► Personalize ✓ X ?

Frosty's Tendencies

- Tends to seek out social situations that allow her to meet new people
- Tends to get restless if she has to work alone for too long
- May come across as overly talkative at times

The Grinch's Tendencies

- Tends to seek out social situations that allow him to meet new people
- Tends to get restless if he has to work alone for too long
- May come across as overly talkative at times

► Apply

Potential roadblocks when working with The Grinch

- The two of you may struggle with projects that require you to work independently for long stretches of time.
- Because you are both so outgoing, you might become sidetracked by too much socializing when you collaborate.

Potential benefits of you and The Grinch working together

- You and The Grinch tend to be open and collaborative, so others probably feel welcome to approach you.
- You both enjoy sharing information, and you probably have similar ideas about the power of teamwork.

Tips for working with The Grinch

- Recognize that other coworkers may be less collaborative than the two of you are.
- Limit your small talk when pressing issues and projects are on the line.
- Collaborate when it’s most effective, but learn to recognize when it’s time to work independently.

► Discover

When it comes to sharing information, some people are more frank than others. You probably like to get right to the point, but some people prioritize showing consideration and supportiveness when communicating. While your frank approach has many benefits, there are times when being more tactful may be beneficial.



- Tactful individuals tend to avoid offending others.
- Frank individuals tend to speak their minds.
- Behaviors on both ends of the continuum are valuable.



You're very frank; The Grinch is very frank. *Frosty, you and The Grinch both tend to be frank when communicating.*

► Personalize ✓ X ?

Frosty's Tendencies

- Tends to get right to the point and say exactly what's on her mind
- Tends to not hold back her thoughts and feelings
- May come across as blunt or insensitive at times

The Grinch's Tendencies

- Tends to get right to the point and say exactly what's on his mind
- Tends to not hold back his thoughts and feelings
- May come across as blunt or insensitive at times

► Apply

Potential roadblocks when working with The Grinch

- At times, you or The Grinch might cause offense by overestimating the other's tolerance for bluntness.
- The two of you may sometimes intimidate others with your direct approach.

Potential benefits of you and The Grinch working together

- Because you and The Grinch dislike being ambiguous or unclear, you may help surface important issues quickly.
- You both probably feel free to say what's on your mind when working together.

Tips for working with The Grinch

- Keep your communication professional, even if you think he can handle your tougher side.
- Agree to avoid interrupting each other if conversations become tense.
- Be aware that fairly direct conversations between the two of you can make other people around you uncomfortable.

REFLECTION & DIALOGUE

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

Rank	Trait	Reflection & Dialogue
	<p>You're somewhat accepting; The Grinch is very skeptical.</p> 	
	<p>You're very energetic; The Grinch is somewhat calm.</p> 	
	<p>You're somewhat strong-willed; The Grinch is very strong-willed.</p> 	
	<p>You're very driven; The Grinch is somewhat patient.</p> 	
	<p>You're very outgoing; The Grinch is very outgoing.</p> 	
	<p>You're very frank; The Grinch is very frank.</p> 	