

COMPARISON REPORT

EVERYTHING **DiSC**
COMPARISON REPORT

ASSESSMENT TO ACTION.

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

Monday, December 07, 2015

This report is provided by:

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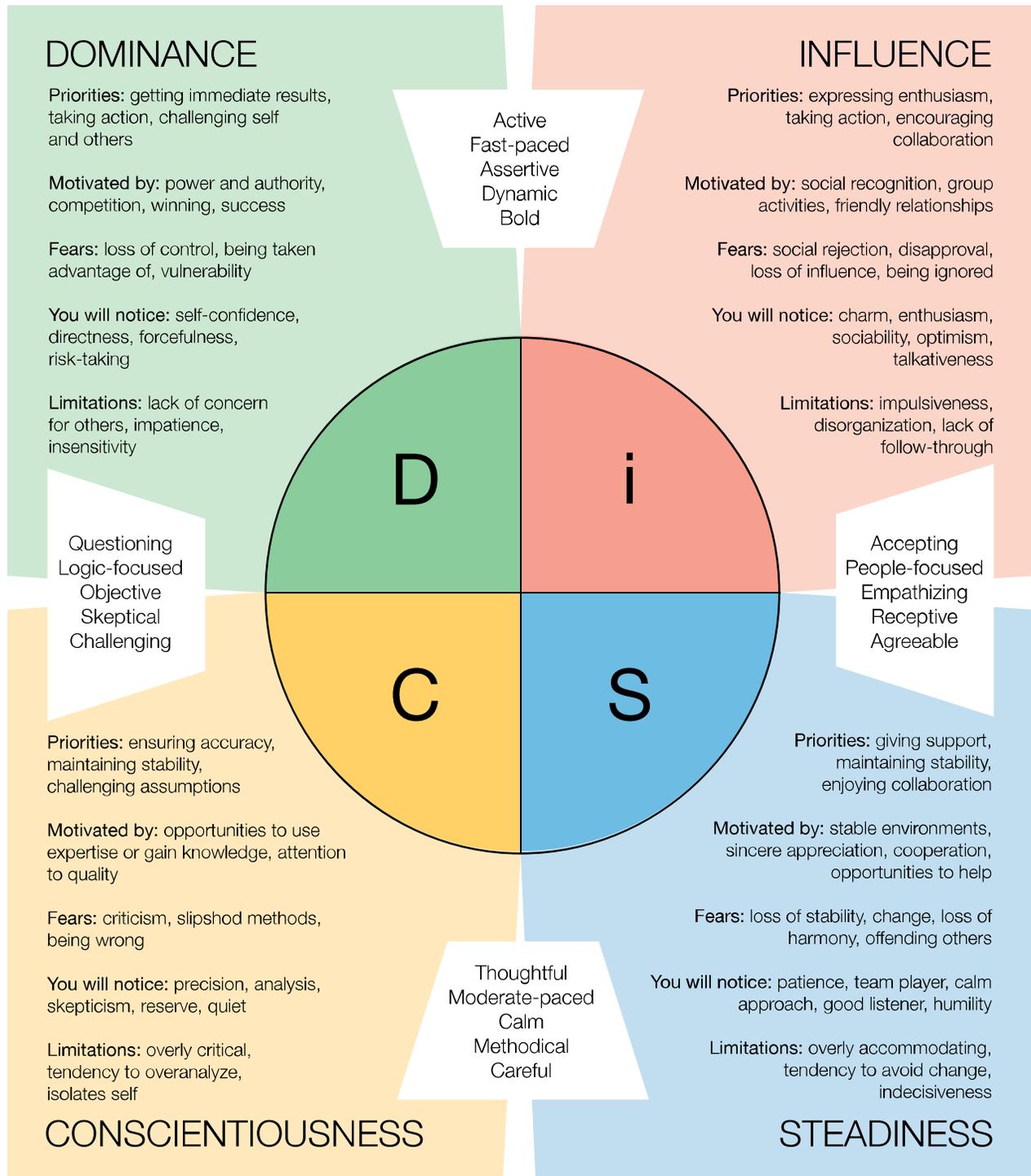


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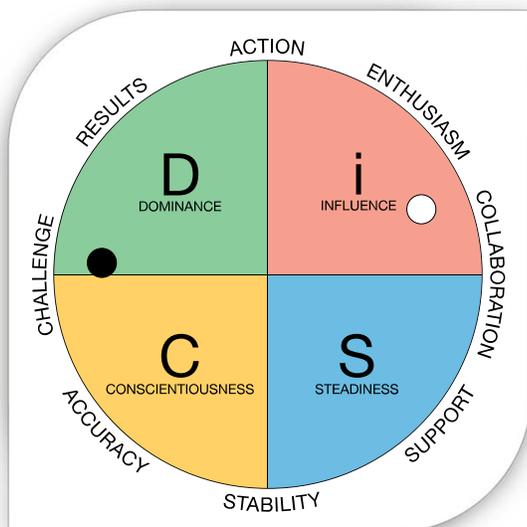
Understanding the Everything DiSC Map

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



● = The Grinch:
DC Style

○ = Frosty:
iS Style

You emphasize:

- CHALLENGE
- RESULTS
- ACCURACY

Frosty emphasizes:

- COLLABORATION
- ENTHUSIASM
- SUPPORT
- CHALLENGE

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. Your priorities are typical of your style. Frosty expands beyond her typical priorities to include an extra priority.

Typical of your DC style, you focus on:

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

Typical of her iS style, she focuses on:

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

In addition, Frosty focuses on:

- **Challenging** unfounded ideas.

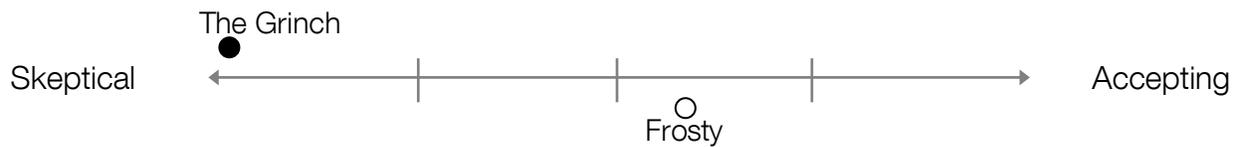
As you can see by the map above, your positions on the map are very far apart. This doesn't necessarily mean that the two of you don't have anything in common, or even that you will have any problems working together. The next pages will give you an opportunity to explore your similarities and differences, 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 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; Frosty is somewhat accepting. *The Grinch*, compared to *Frosty*, you're more likely to be questioning when presented with new information, and this may help you uncover potential problems.

► Personalize ✓ X ?

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

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

► Apply

Potential roadblocks when working with Frosty

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

Potential benefits of you and Frosty working together

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

Tips for working with Frosty

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

► 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; Frosty is very energetic. *The Grinch*, compared to Frosty, you tend to work at a more methodical pace.

► Personalize ✓ X ?

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

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

► Apply

Potential roadblocks when working with Frosty

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

Potential benefits of you and Frosty working together

- She 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 Frosty

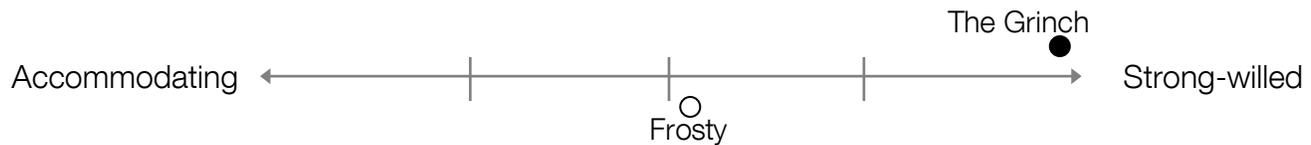
- Work together to set timelines that you're both comfortable with.
- Make an effort to match her faster pace when situations call for urgency.
- Ask her to slow down when you feel strongly that more deliberation is called for.

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

► Personalize ✓ X ?

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

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

► Apply

Potential roadblocks when working with Frosty

- 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 Frosty 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 Frosty

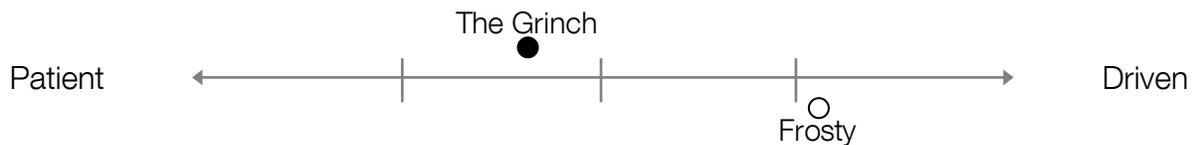
- Look for opportunities to compromise.
- Initiate an open discussion of your opinions rather than remaining steadfast in your beliefs.
- Find a constructive way to evaluate your differences, such as listing the pros and cons.

► Discover

When it comes to urgency, people naturally have differences in how patient or driven they are. Because you tend to take a peaceful, even-tempered approach, you may have trouble relating to those who are more hard-charging. Depending on the needs of the situation and who you are interacting with, you may find that your patient 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 somewhat patient; Frosty is very driven. *The Grinch*, compared to *Frosty*, you are probably fairly calm and laidback.

► Personalize ✓ X ?

The Grinch's Tendencies

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

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

► Apply

Potential roadblocks when working with Frosty

- She may feel that you lack a sense of urgency.
- You may think she is too impatient.

Potential benefits of you and Frosty working together

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

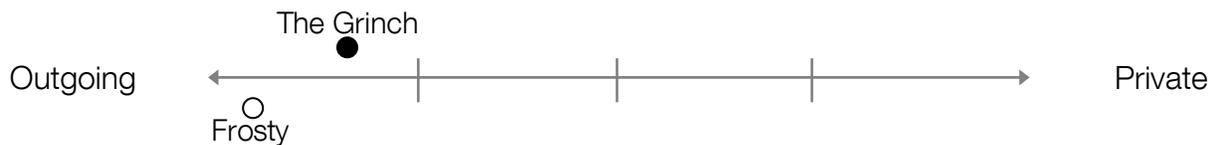
Tips for working with Frosty

- Point out situations where patience could pay off.
- Acknowledge the importance of picking up the pace when necessary.
- Help her find ways to make forward progress quickly.

► 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; Frosty is very outgoing. *The Grinch*, you and Frosty both tend to be open and collaborative.

► Personalize ✓ X ?

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

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

► Apply

Potential roadblocks when working with Frosty

- 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 Frosty working together

- You and Frosty 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 Frosty

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

► Personalize ✓ X ?

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

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

► Apply

Potential roadblocks when working with Frosty

- At times, you or Frosty 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 Frosty working together

- Because you and Frosty 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 Frosty

- Keep your communication professional, even if you think she 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 Frosty. Then, take some time to reflect on and discuss opportunities for improvement.

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