



DISC Flow® Connect

Yna Jackson

and

Gray Silver

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CONFIDENTIAL



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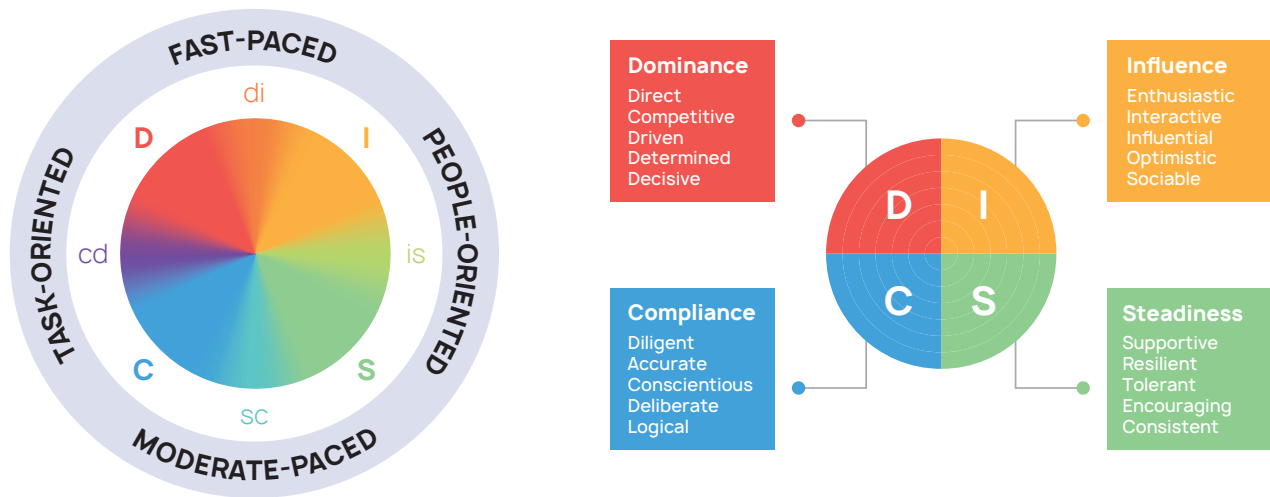
Introduction to DISC Flow® Connect

Yna, the DISC Flow® Connect has been designed to help you better understand Gray 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 Gray, 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 Gray.



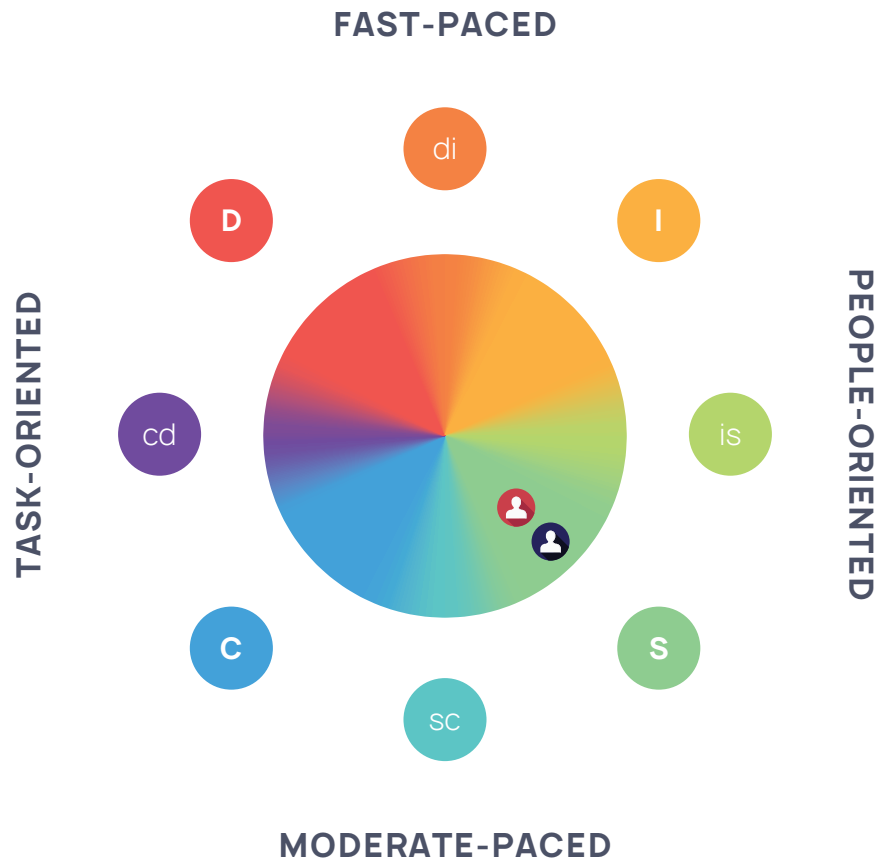
The image on your left shows the placement of the pace and priorities dichotomies, while the diagram on the right shows an example of behavioural tendencies ascribed to each of the four core DISC Styles.





DISC Styles: Discovering Similarities and Differences



YNA JACKSON | GRAY SILVER

GENERAL CHARACTERISTICS



Both of you are considered as **Moderate-paced** and **People-oriented**.

  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 **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



Yna Jackson
HIGH STEADINESS (S)

Prominent Behaviours

- You are highly satisfied with working in a stable and predictable environment and most likely display caution when changes are called for.
- You strive for consensus and harmony within the team and look to reconcile any viewpoints to achieve results.
- You tend to demonstrate compliance towards authority and loyalty to your group, sometimes at the expense of individuality and sincerity.
- You tend to approach problems and challenges reflectively, and when faced with new situations, you take time to consider the impact on all the people concerned.
- You probably give much consideration to others when making decisions on some tasks.



Gray Silver
HIGH STEADINESS (S)

Prominent Behaviours

- Highly satisfied with working in a stable and predictable environment and most likely display caution when changes are called for.
- Strives for consensus and harmony within the team and look to reconcile any viewpoints to achieve results.
- Tends to demonstrate compliance towards authority and loyalty to one's group, sometimes at the expense of individuality and sincerity.
- Tends to approach problems and challenges reflectively, and when faced with new situations, takes time to consider the impact on all the people concerned.
- Gives much consideration to others when making decisions on some tasks.

Key Considerations when working with Gray...



Potential Differences

Comparing Styles



Yna Jackson
HIGH STEADINESS (S)

Communication Style

- Pleasant and disarming by nature, you communicate collaboratively and this encourages others to listen to you.
- As a team player, you are supportive and accommodating to those in authority, as well as colleagues.
- You actively pay attention to the thoughts and feelings of your colleague and seek to respond appropriately.
- You use your patience and understanding to reconcile any misunderstandings and actively seek mutual agreement and compromise.
- You are likely to be uncomfortable working with someone for whom you have negative feelings.



Gray Silver
HIGH STEADINESS (S)

Communication Style

- Pleasant and disarming by nature, this person communicates collaboratively and this encourages others to listen.
- As a team player, this person can be supportive and accommodating to those in authority, as well as colleagues.
- Actively pays attention to the thoughts and feelings of their colleague and seeks to respond appropriately.
- Uses patience and understanding to reconcile any misunderstandings and actively seeks mutual agreement and compromise.
- Likely to be uncomfortable working with someone they have negative feelings about.



Key Considerations when working with Gray...



Potential Differences

Comparing Styles



Yna Jackson
HIGH STEADINESS (S)

Decision Making

- You always take other people's ideas and suggestions into account when making decisions.
- Your decision-making process is based on consensus, collaboration and compromise.
- You give much consideration to others when making decisions as you want to avoid conflicts and arguments.
- You show respect towards the decision of the majority.
- Mostly seeks to reach a decision that is best for most colleagues in the group rather than solely for your own self-interest.



Gray Silver
HIGH STEADINESS (S)

Decision Making

- Always take other people's ideas and suggestions into account when making decisions.
- Decision-making process is based on consensus, collaboration and compromise.
- Gives much consideration to others when making decisions as this person wants to avoid conflicts and arguments.
- Shows respect towards the decision of the majority.
- Mostly seeks a decision that is best for the group's interest rather than solely for self gain.

Key Considerations when working with Gray...



Potential Differences

Comparing Styles



Yna Jackson
HIGH STEADINESS (S)

Preferred Work Environment

- You are more comfortable working in an environment that encourages teamwork and support.
You tend to be most comfortable in a workplace that has established processes and procedures.
 - You are likely to be more motivated when working in a stable environment, one where you are encouraged to share your thoughts and feelings.
 - You probably find yourself uncomfortable when changes are being made, especially if you've not had the time to adapt, or if the reasons behind the changes have not been communicated properly.
- You are a genuine team-player and motivated by working on collaborative projects.



Gray Silver
HIGH STEADINESS (S)

Preferred Work Environment

- More comfortable working in an environment that encourages teamwork and support.
 - Tend to be most comfortable in a workplace that has established processes and procedures.
 - Likely to be more motivated when working in a stable environment, one where they are encouraged to share their thoughts and feelings.
 - May feel uncomfortable when changes are being made, especially if this person did not have the time to adapt, or if the reasons behind the changes have not been communicated properly
- A genuine team-player who is motivated by working on collaborative projects.

Key Considerations when working with Gray...



Potential Differences

Comparing Styles



Yna Jackson
HIGH STEADINESS (S)

Conflict Management

- You deal well with any disturbance by being calm and working responsibly.
- You may take time to initiate action and prefer not to oversee the conflict.
- You might rather be an observer than directly involved in the mediation.
- You are generally a cooperative and highly reliable person.
- You are more likely to consider the viewpoint of the other party, just to settle things.



Gray Silver
HIGH STEADINESS (S)

Conflict Management

- Deals well with any disturbance by remaining calm and working responsibly.
- May take time to initiate action and prefers not to oversee the conflict.
- Might rather be an observer than directly involved in the mediation.
- Generally a cooperative and highly reliable person.
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Key Considerations when working with Gray...



Potential Differences

Comparing Styles



Yna Jackson
HIGH STEADINESS (S)

Value to the Team

- The team can count on you for your consistency and trustworthiness.
- You are responsible, and complete every task assigned to the best of your capabilities.
- You do everything to avoid delays and problems.
- You proactively seek ways to support the team.
- You give your full support to your colleagues.



Gray Silver
HIGH STEADINESS (S)

Value to the Team

- This person can be counted on for their consistency and trustworthiness.
- This person is responsible, and will complete every task assigned to the best of their abilities.
- This person does everything to avoid delays and problems.
- Seeks ways to proactively support the team.
- Gives full support to their colleagues.

Key Considerations when working with Gray...



Potential Differences



Moving Forward with DISC Flow® Connect

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

		
K	S	S
KEEP DOING	STOP DOING	START DOING

I. SIMILARITIES

1. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

II. DIFFERENCES

1. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional reflections you may wish to take note of: