



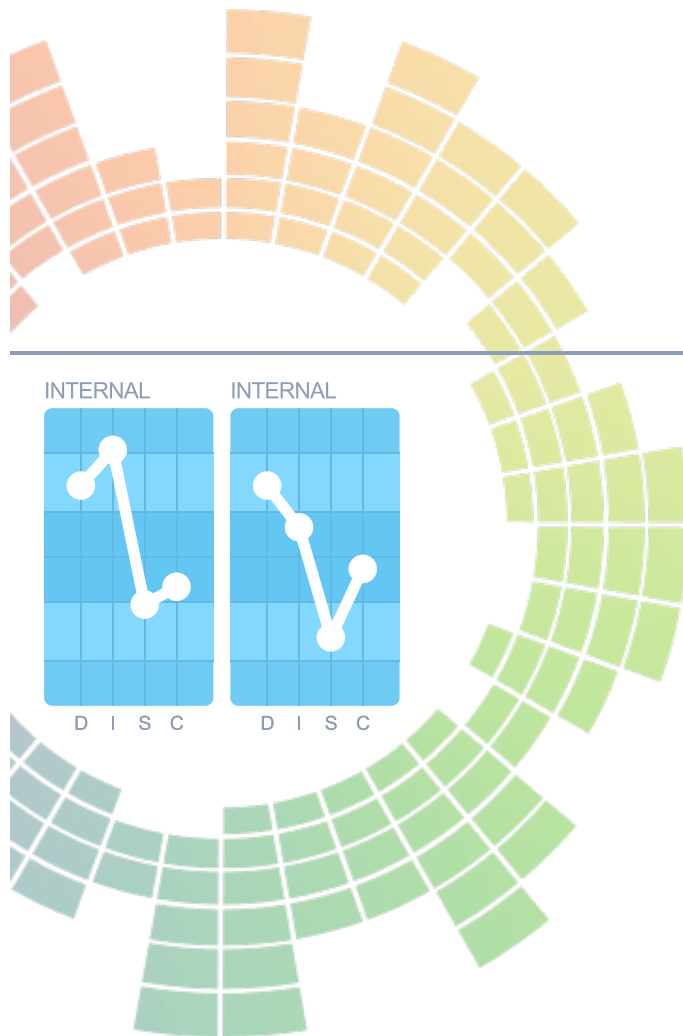
DISC relationship
assessment

Report prepared by Kim Parkin
on behalf of Corporate Compass

Randy Parkin

Robert Craddock

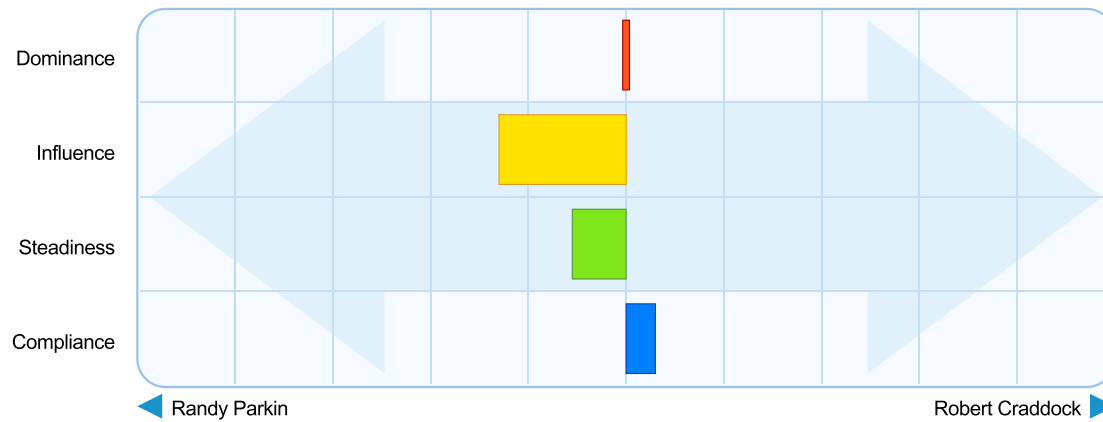
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Any purely behavioral tool should never be
used to make a recruitment or
redeployment decision unsupported by
other techniques such as interviewing.

Factor Comparison



This graph shows how the four DISC factors compare between the two candidates' profiles. Shorter bars near the center of the graph indicate factors that are similar in both profiles, while longer bars indicate DISC factors that differ more significantly.

- Bars to the left of center indicate factors that are notably higher in Randy's profile.
- Bars to the right of center indicate factors that are notably higher in Robert's profile.

Viewpoint: Randy Parkin

- Both members share a dominant, assertive style.
- This relationship can be expected to work positively, at least on a social level.
- A positive relationship, so long as pressure of work is low.
- Both these members show a dynamic and individualistic nature.
- Working together, these two members will tend to emphasize each other's independent and individualistic styles.

Both of these members share an aggressive, direct approach to life, and there is much room here for mutual respect, especially in a pressured, urgent environment where these qualities confer a real advantage. Where the working situation does not provide an outlet for these competitive styles, however, there is a risk that they will be channeled in a negative fashion to the detriment of the team as a whole.

A relationship of this kind often works positively, at least on a social level, as Randy's open and expressive approach shares various elements with Robert's reactive and urgent style. Randy, however, will tend to emphasize the informal, social elements of his role, and this can lead to impatience on the part of Robert where time-scales or other factors demand more disciplined, urgent action.

Randy's outgoing and expressive style, combined with Robert's dominant and assertive approach, means that both individuals will be highly visible within the team structure, with other less active types taking their lead from these two members' behavior.

In this relationship, it is likely that Randy will take a dominant position. Nonetheless, there is potential here for a positive and harmonious combination; Randy is interested in seeing direct results, and Robert has the urgency and pace to provide these results quickly and efficiently.

Randy and Robert are similar inasmuch as they both concentrate on action, rather than thought or discussion, and both possess a responsive, impatient approach. Working together in a team, these mutual qualities are likely to be reinforced by one another. This will mean that, under typical circumstances, both these members will have impressive work-rates (although their lack of concentration on issues of planning may be a cause of concern in some situations).

Viewpoint: Robert Craddock

- Both members share a dominant, assertive style.
- Randy's reluctance to concentrate on practical matters may be frustrating for Robert.
- Both Robert and Randy have confident styles, and Randy, at least, shows a preference for socially open situations.
- In combination, Robert and Randy will reinforce each other's dynamic approach.
- Working together, these two members will tend to emphasize each other's independent and individualistic styles.

Both of these members share an aggressive, direct approach to life, and there is much room here for mutual respect, especially in a pressured, urgent environment where these qualities confer a real advantage. Where the working situation does not provide an outlet for these competitive styles, however, there is a risk that they will be channeled in a negative fashion to the detriment of the team as a whole.

Robert's already less than patient style will, under typical circumstances, find it rather difficult to work with Randy's effusive, extrovert nature. Being primarily interested in rapid, responsive action he will have difficulty understanding the fact that Randy is interested in approval and attention, factors that his natural style sees as rather unnecessary.

Both Robert and Randy have a confident, expressive demeanor, and they can often display similarly direct and open styles. There may be variations at work beneath the surface, however; Randy's confidence is directed in a more social, personal sense, and he will work far better if he receives positive feedback from other members of the team.

Robert and Randy share an interest in achieving results, and both prefer to act rather than consider strategy, so there is room for common ground in their relationship. An important element in their interpersonal dynamic, however, is Randy's preference to feel in control of his situation; if he feels that Robert is being unreasonably demanding or failing to show proper respect (and given his style, this can happen relatively easily), he is likely to become somewhat uncooperative.

Robert and Randy are similar inasmuch as they both concentrate on action, rather than thought or discussion, and both possess a responsive, impatient approach. Working together in a team, these mutual qualities are likely to be reinforced by one another. This will mean that, under typical circumstances, both these members will have impressive work-rates (although their lack of concentration on issues of planning may be a cause of concern in some situations).