



DISC Collaboration

An Evaluation of Behavioral Style Comparisons

Report Comparing: **BONG SIAN FOOK** and **LEE CHONG YE**

Date: **February 17, 2020**



DISC TALENT

*Knowing your TALENTs
change everything*

Table of Contents

Introduction to the DISC Comparison Report.....	3
DISC Scores	4
Behavioral Style Overview	5
Strengths	6
Work Style Tendencies	7
Motivations – Ideal Environments.....	8
Communication Plans	9
Struggles	10
Worksheet: Collaboration strategy	11
The 12 Behavioral Tendencies	12
So Now What?	17
Disclaimer	18



Overview of the four basic DISC styles

BONG, below is an overview chart to help you better understand some of the characteristics of each of the Four Basic DISC Styles, so you can interact with **LEE** and other DISC styles more effectively. DISC is quite useful in describing how a person behaves and is perceived in personal, social and work environments.

	HIGH DOMINANT STYLE	HIGH INFLUENCING STYLE	HIGH STEADY STYLE	HIGH CONSCIENTIOUS STYLE
PACE	Faster/Decisive	Faster/Spontaneous	Slower/Relaxed	Slower/Systematic
PRIORITY	Challenges	Attention	Relationships	Correctness
SEEKS	Productivity Control	Participation Applause	Acceptance Status Quo	Data And Proof Precision
STRENGTHS	Administration Leadership Problem Solver	Persuasive Motivator Optimistic	Good Listener Team Player Loyalty	Critical Thinker Accuracy Planning
STRUGGLES	Impatient Lacks Tact Poor Listener	Inattentive To Detail Short Attention Span Impulsive	Oversensitive Resists Change Slow To Act	Perfectionist Critical Unresponsive
FEARS	Being Taken Advantage Of	Loss Of Social Recognition	Little Time To Adjust To Change	Personal Criticism Of Their Work Efforts
CONVERSATIONS	Short, Fast, Abrupt	Spontaneous, Upbeat	Supportive, Friendly	Systematic, Nonverbal
UNDER STRESS MAY BECOME	Demanding Aggressive	Excitable Disorganized	Submissive Indecisive	Withdrawn Critical
PLANNING	Achieving The Plan	Promoting The Plan	Implementing The Plan	Structuring The Plan
VOICE	Strong, Clear Confident	Animated, Friendly, Much Inflection	Soft, Lower Volume, Warm	Monotone, Quiet, Precise
WORKPLACE	Efficient Stacks Of Papers Plaques & Awards	Messy Desk Photos & Sayings Many Post-Its	Comfortable Family Photos Team Awards	Stark & Structured Wall Charts/Calendar Latest Technology

DISC scores of BONG and LEE

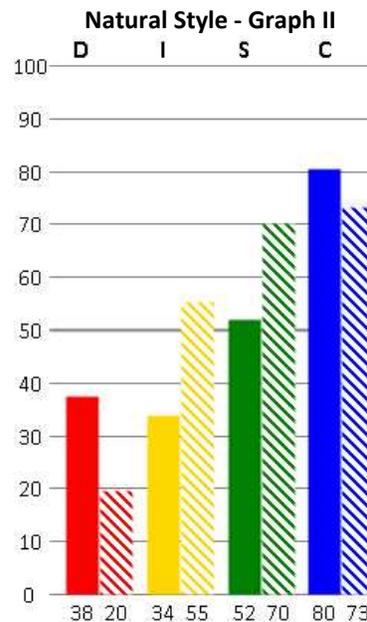
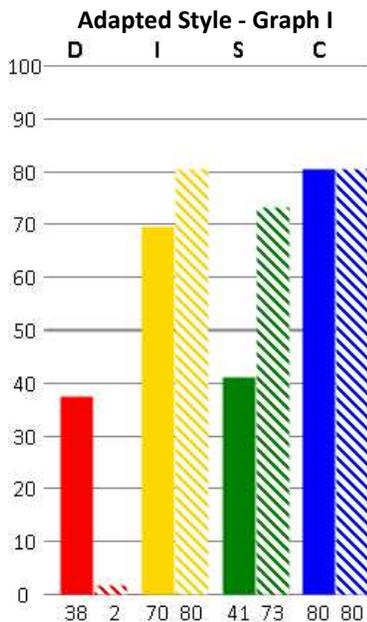
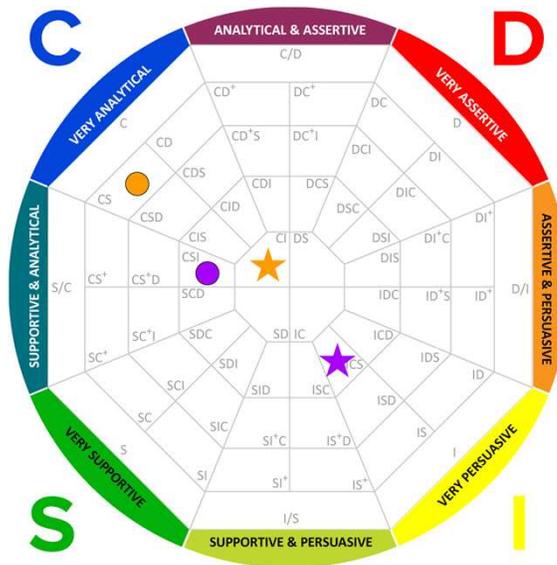
This DISC Collaboration Report shows how **BONG** and **LEE** interact with each other in order to help them develop a better working relationship. Their DISC behavioral style is only one aspect within a working relationship, but it is one of the most crucial elements, as it defines how they interact and communicate with each other.

BONG SIAN FOOK

- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- ▒ = Bar Graph

LEE CHONG YE

- = Natural Behavioral Style
- ★ = Adapted Behavioral Style
- ▒ = Bar Graph



Classical DISC style overview

The behaviors of **BONG** and **LEE** displayed on this page are a combination of the influence of each of the four major DISC factors. Typically, each person will have one or two (most often) of the DISC factors that are prominently displayed. What follows is a description of the classic workplace patterns along with some insights into how **BONG** and **LEE** typically function in their day-to-day interpersonal dynamics. Their style is a baseline indicator that likely will be adapted by **BONG** and **LEE** based upon the interpersonal dynamic of their relationship.

BONG SIAN FOOK'S DISC style: Fact-Finder

Fact-Finder Style Overview

Fact-finders have highly developed "quality control" and critical thinking ability. They favor logic and facts but also possess intuitive abilities that they will meld with the facts. Preparation is essential prior to action. They may appear shy but can work with others who have similar high quality focus. They avoid confrontational situations and, because they need to "get it right," can delay decisions. If they make a mistake, they will likely research additional material to support their original choice.

- **Emotional characteristic:** Avoid unsafe or risky ideas or relationships.
- **Goals:** Safety and accomplishment through correctness.
- **How others are valued:** Others' ability to effectively use logic and data.
- **Influences group:** Encourages and supports attention and focus on quality of evidence and analytical thinking.
- **Value to the organization:** Gets the facts, reviews the findings and brings analytical clarity to the project.
- **"Watch-out-for":** Subject to "analysis paralysis"; may try to indirectly impose a more controlled environment.
- **When under pressure:** Can become overly alarmed and anxious in risky or uncertain work situations.
- **Fears:** Other's erratic behavior or facing strong criticism or blame.

LEE CHONG YE'S DISC style: Technician

Technician Style Overview

Technicians will seek projects in their area(s) of expertise. They constantly challenge their own work and results. They are likely knowledgeable in many areas. They are easy to work with unless their expertise is challenged. They are quality oriented and expect strong results from themselves and others. They can become critical of others if they achieve poor results. At times, they can become too insistent on doing things a "certain way."

- **Emotional characteristic:** Need to be current and keep pace with others.
- **Goals:** High expectations for their own growth and advancement.
- **How others are valued:** Through demonstrated self-discipline, position and authority.
- **Influences group:** Projecting confidence in ability to create, implement and expand the correct activities and actions.
- **Value to the organization:** Skilled problem-solvers and experts in identifying solutions for their own area(s) of experience.
- **"Watch-out-for":** Over-focus on personal goals and may expect too much from others.
- **When under pressure:** Can become inhibited and overly sensitive to critical feedback.
- **Fears:** Being too predictable or being unrecognized for their contributions.

Strengths of **BONG** versus strengths of **LEE**

BONG and **LEE** likely display the strengths below rather consistently. For the most part, these qualities tend to enhance their interpersonal effectiveness. The big question is – how can **BONG** & **LEE** best utilize their strengths when working together?

BONG's strengths:

- You make decisions based on factual data.
- You are technically skilled and highly proficient in your area of specialty.
- You tend to be well-prepared for meetings or contributions to report documents. You do your homework and expect the others to do the same.
- You are frequently seen by others as an expert in your area of responsibility.
- You remain objective, even in emotional situations.
- You have a strong ability to clarify complex issues, and to define the essence of a problem or solution.
- If given the responsibility to maintain high standards, you will meet those standards.

LEE's strengths:

- You are a cooperative team player who respects organizational policies and protocol. You are able to get along with a variety of other behavioral styles.
- You are always well-prepared for meetings. You do your homework and expect the same of others.
- You are able to provide strengths on both the "people side" and the technical side of projects and operations.
- You may be seen as the hub of the wheel, always at the center of many activities.
- You combine people skills, patience in working with others, quality control, and attention to details in a versatile blend of talent and expertise.
- Your remarkable consistency allows you to maintain a stable and predictable pace to complete complex projects. You demonstrate a tireless work ethic in getting the job done.
- You are excellent at motivating others toward team goals with your enthusiasm and optimism, as well as your sensitivity to their needs and concerns.

Work style tendencies

Work Style Preferences provide useful insights as **BONG** and **LEE** work together on a team or project. They are the talents and tendencies they each bring to the job. How do their work style tendencies mesh or clash?

BONG's work style tendencies:

- You do your homework and tend to be very well prepared for meetings and appointments.
- You are somewhat conventional and a bit cautious when it comes to making decisions that impact quality or policy.
- On the job, you may tend to align with others with equally high-quality control standards.
- You are likely to be one of the few members of the project team who has read all of the "fine print" featured in policies or procedures.
- You have an instant awareness of mistakes and instances of lapsed quality control.
- You tend to be most effective in a work culture featuring minimal conflicts.
- You may tend to be a "worrier" (in a positive way), giving thought to work projects even when away from the job. You may come in after a weekend of thinking and offer an ideal solution.

LEE's work style tendencies:

- You are articulate about many different topics and issues.
- You tend to be rather friendly and easy-going in your interactions with others.
- You tend to be modest, but also have the ability to become assertive when necessary for emphasis.
- You tend to make decisions based on factual data.
- You have the ability to handle people with patience.
- You place high expectations on yourself and others and are able to help coach others to higher standards of quality.
- You are able to express a sense of humor, while remaining very serious about work tasks and projects, especially when it is necessary to maintain a high degree of quality control.

Motivations – Ideal environments

Everybody is motivated; however, they are motivated for their own reasons, not somebody else's reasons. By understanding each other's motivations, **BONG** and **LEE** can create an environment where they are most likely to be able to be self-motivated and motivate each other.

BONG tends to be most effective in environments that provide:

- Freedom from intensely pressured decisions.
- A work group which provides close relationships with a small group of associates, rather than superficial relationships with a larger group of people.
- Complete information, details, and examples, with no gaps or surprises.
- Encouragement to make decisions by logic, rather than emotion.
- Complete explanations of areas of responsibility and control.
- Highly specialized assignments and technical areas of responsibility.
- Support of your critical thinking skills.

LEE tends to be most effective in environments that provide:

- Complete information, details, and examples with no gaps or surprises.
- Freedom from intensely pressured decisions.
- Support for critical thinking skills and logical, rather than emotional, decision making.
- Time to reflect and think about pros and cons to solutions.
- A variety of highly specialized assignments and technical areas of responsibility.
- A democratic environment with participatory management.
- Established practices, procedures, and protocols.

Communication plans

The following suggestions can help **BONG** and **LEE** understand and be aware of each other's unique communication preferences. To use this information effectively, share it with each other, as well as with co-workers, and discuss your communication preferences to form a more productive, less stressful working relationship.

When communicating with **BONG**, **DO**:

- Prepare your case in advance. Don't try to "wing it," using charm alone.
- Provide logical and practical evidence.
- Be accurate and realistic; don't overinflate ideas or results.
- Provide a specific, step-by-step timetable, complete with names and responsibilities.
- Do your homework, because BONG's homework will already be done.
- Assure BONG that there won't be surprises.
- Be certain that the information others have is credible.

When communicating with **BONG**, **DON'T**:

- Push too hard.
- Use unreliable evidence or testimonials.
- Use someone else's opinion as evidence.
- Get in the habit of manipulating ideas quickly.
- Rush the issues or the decision-making process.
- Be disorganized or sloppy.
- Be casual, informal, or loud.

When communicating with **LEE**, **DO**:

- Provide logical and practical evidence.
- Ask for LEE's input regarding people and specific assignments.
- Provide testimonials from people LEE sees as important and prominent.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Join in with some name-dropping, and talk positively about people and their goals.
- Do your homework, because LEE's homework will already be done.
- Provide clear, specific solutions, and support your position with pros and cons.

When communicating with **LEE**, **DON'T**:

- Leave the idea or plan without backup support.
- Make decisions for LEE.
- Use someone else's opinion as evidence.
- Rush the issue or the decision-making process.
- Push too hard.
- Get in the habit of manipulating ideas quickly.
- Be vague about what's expected of the group.

Struggles of **BONG** versus struggles of **LEE**

Everyone has possible struggles, limitations or weaknesses. Oftentimes, it is simply an overextension of their strengths that may become a weakness. **BONG's** and **LEE's** struggles are listed below. It's best if they read through their list and identify the one or two struggles with which they are having the most difficulty. Then, they can look back at their strengths page and see if they have a strength that might help a struggle?

BONG's struggles:

- You may be too locked into rules, regulations, and procedures, at times when flexibility is needed.
- You may tend to hesitate under intense pressure to make a proper decision.
- You may be overly defensive about your position, especially when faced with change or threats.
- You may tend to avoid taking responsibility for problems and failures.
- You do not like to make waves and thus may not be verbal with your feelings and opinions, especially if they run contrary to the group.
- You may allow yourself to get bogged down in the details, especially when the climate becomes pressured.
- You may tend to withdraw ideas in order to avoid controversy.

LEE's struggles:

- You may hold on too tightly to past tradition in procedures and processes, thus requiring a complete explanation of details before changes are made.
- You may be considered a grudge-holder, as you tend to have a long memory for wrongs committed.
- You may demonstrate a "superior" attitude, especially toward those whom you perceive as having lower skills, or lower attention to quality.
- You tend to promise a bit more than you can deliver, then enlist others to help deliver it.
- You may provide a false sense of buy-in to others on the team, then may sometimes resist passive-aggressively.
- You may become verbally aggressive when the climate becomes unfavorable.
- You may sometimes show unreasonable expectations of the capability or capacity of others.

12 Behavioral Tendencies – Summary

The primary styles - **D, I, S, and C** - are each influenced by the other three styles in our behavioral expression. Each person is not just one of these styles, rather a result of all four combining and affecting each other. The following behavioral tendencies are scored based on the way the DISC styles combine and influence one another. On this page you'll see all 12 Behavioral Tendencies in Summary for both individuals, and the following pages deliver more detail about each of these measurements.

When comparing the results, be aware that neither person is right nor wrong in their behavior. These behavioral tendencies can be alike or different, but as long as both people understand how they will each behave, interactions can be mutually beneficial.

Behaviors	BONG	LEE
Self-Reliance <i>How this individual works within a team.</i>	Situational	Collaborative
Personal Drive <i>How this individual's own goals move things forward.</i>	Situational	Others-driven
Providing Instruction <i>How this individual dictates directions and expectations.</i>	Reserved & Detailed	Reserved & Detailed
Building Rapport <i>How this individual focuses when interacting with others.</i>	Situational	Relationships-Focused
Customer & Team Interaction <i>How this individual engages with customers and stakeholders, internal and external.</i>	Situational	Situational
Expressing Openness <i>How this individual is most comfortable expressing themselves.</i>	Structural	Situational
Change Resistance <i>How this individual resists engaging with change.</i>	Situational	Reluctant to Change
Careful Decision Making <i>How this individual approaches decisions and actions.</i>	Situational	Situational
Work Process Alignment <i>How this individual focuses on process to follow through on work.</i>	Accuracy	Situational
Prioritizing <i>How this individual determines the order for dealing with items or tasks based on established rules and structure.</i>	Rules	Rules
Reasoning <i>How this individual uses evidence to think through and solve problems.</i>	Evidence-based	Situational
Accuracy <i>How this individual focuses on correctness and exactness.</i>	Precision	Situational

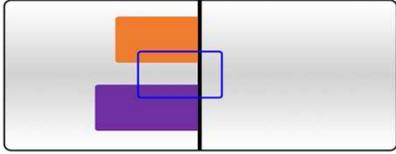
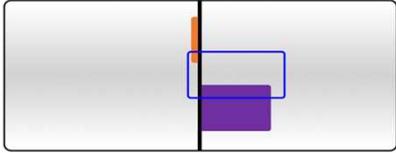
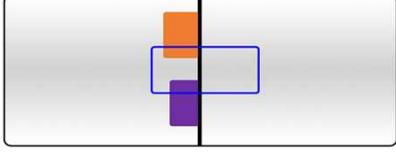
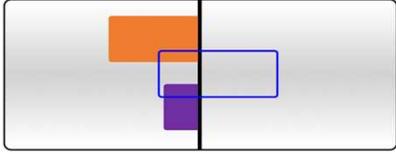
12 Behavioral Tendencies – Details & Graphs

For each of the 12, you will see a graph and personalized statement for each person based on the Natural style tendencies. The scores and statements reveal which style combinations are most observable and describe how each person will express the tendency based on their individual DISC blend.

Interpretation Notes:

- Frequency Observed:** The behavioral tendencies are presented in the order from Most Frequently Observed to Least Frequently Observed.
 - HI – Clearly observed in most situations, seen more often
 - HM – Frequently observed in many situations
 - MOD – May or may not be observed depending on the situation
 - LM – Sometimes observed in some situations
 - LOW – Absence of the behavior in most situations
- Direction of your score** – As the graph moves to the right or left, it shows how each person will likely express the behavior. If the graphs are near the center, the result is a balancing behavioral effect that will depend on the situation..
- General Population Comparison** – The **blue box** represents the general population in this behavioral tendency. Approximately 68% of people score in this range.

	Situational
<p style="text-align: center;">Self-Reliance</p> <p>BONG (MOD): You balance results and interaction, getting things done efficiently, but also involving others to get this accomplished as effectively as possible. You are likely to be productive and efficient whether working independently or in collaboration with others, depending on the circumstances and variables of the work.</p> <p>LEE (LM): You are quite attentive to involving others, preferring to reach results together, which may impact efficiency. You will likely do your best work in collaboration with others. Be aware that too much interaction may cause some delays in productivity or efficiency.</p>	
<p style="text-align: center;">Personal Drive</p> <p>BONG (MOD): Your determination is balanced between a self-driven and others-driven approach, focusing on actions to achieve results with awareness of risks and consequences of actions. You are likely driven by both a desire to meet your own needs and motivations, and support and help others in the process.</p> <p>LEE (LM): Your determination is somewhat steady, supportive and less urgent, considering relationship consequences before acting. You will likely be driven to action based on the expectations of others which may mean you take on more than your fair share or stretch yourself too thin when you make commitments.</p>	

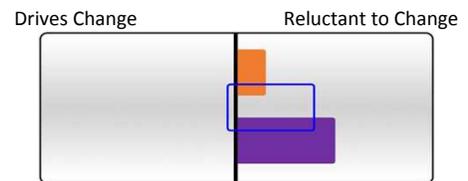
<p style="text-align: center;">Providing Instruction</p> <p>BONG (LM): You are more likely to precisely follow established structural and procedural guidelines, and are aware of the need for accuracy and compliance to certain guidelines and protocol. Sometimes, bending the rules slightly is important to getting the best results.</p> <p>LEE (LM): You are more likely to precisely follow established structural and procedural guidelines, and are aware of the need for accuracy and compliance to certain guidelines and protocol. Sometimes, bending the rules slightly is important to getting the best results.</p>	<p style="text-align: center;">Situational</p> <p>Reserved & Detailed Directive & Compulsive</p> 
<p style="text-align: center;">Building Rapport</p> <p>BONG (MOD): Your interactions are driven by both a desire to connect with others socially, and to get the work done and reach results. If you can do both at once, that's great!</p> <p>LEE (HM): You are somewhat social and more likely to focus on building relationship and making connections, rather than accomplishing a goal or completing a task. Don't forget that sometimes there are things to be done.</p>	<p>Results-Focused Relationships-Focused</p> 
<p style="text-align: center;">Customer & Team Interaction</p> <p>BONG (MOD): You can be engaging and persuasive while providing support and stability in your interactions with others. You are likely to balance the needs of others, creating a relationship and ensuring their needs are met. This can effectively create loyal and trusting relationships.</p> <p>LEE (MOD): You can be engaging and persuasive while providing support and stability in your interactions with others. You are likely to balance the needs of others, creating a relationship and ensuring their needs are met. This can effectively create loyal and trusting relationships.</p>	<p>Supporting Engaging</p> 
<p style="text-align: center;">Expressing Openness</p> <p>BONG (LM): You are somewhat comfortable when focused on the structure, detail and accuracy preferring some time for planning and consideration of consequences before acting. You are likely to be more confident with data, information and procedures that ensure accuracy and precision. Remember, there are times when creating connection with others can boost you up as well.</p> <p>LEE (MOD): Your comfort is balanced between your ability to interact with others and build personal connections, while still maintaining a focus on structure, detail and accuracy, and you may struggle with maintaining a consistent pace or focus. You can be confident with both social interactions and information to support your perspective.</p>	<p>Structural Social</p> 

Situational

Change Resistance

BONG (MOD): You can be slow to accept or embrace change or more committed to your own thoughts and ideas during times of change, depending on the level of risk and expected outcome. There may be times when you actively accept and engage in change and other times you feel like more information and planning would be beneficial. You are likely to be on board, as long as things make sense.

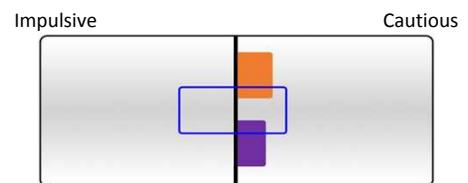
LEE (HM): You are somewhat change oriented as long as you can prepare for it and understand the expectations associated as well as the reasons for the needed adjustments. You are likely to respond/interact in change by building understanding first, and then planning how to successfully navigate what may come. You won't always have time to fully prepare so flexibility and openness can be a benefit



Careful Decision Making

BONG (MOD): You balance careful attention and consideration of risks, but may also act more impulsively, going with your gut and intuition. Your decisions can be based on a balanced approach of logic and emotion where you will do what feels right and also what makes sense while being attentive to risks.

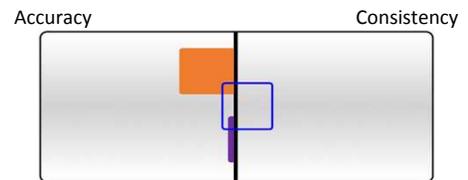
LEE (MOD): You balance careful attention and consideration of risks, but may also act more impulsively, going with your gut and intuition. Your decisions can be based on a balanced approach of logic and emotion where you will do what feels right and also what makes sense while being attentive to risks.



Work Process Alignment

BONG (LM): Your process and follow through is often driven by upholding quality standards to be sure what you are doing is accurate and precise. You are likely to process information and follow through with exactness and precision as a focus. There are times when consistency is as important as accuracy. Don't forget to balance them.

LEE (MOD): Your process and follow through is balanced between keeping things methodical and steady and upholding quality standards to be sure what you are doing is accurate and precise. There may be times when you process information and then follow through based on an equal emphasis on accuracy and consistency. These two, when balanced, will ensure great outcomes.

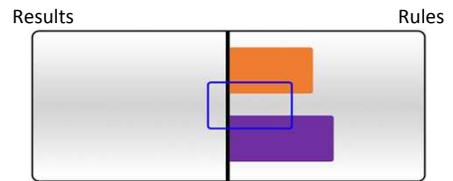


Situational

Prioritizing

BONG (HM): You often focus on following established structural and procedural guidelines to ensure high-quality outcomes with great importance on accuracy, order and precision. You are likely to prioritize the rules rather than the results. While the rules and procedures are a key component to success and what should take precedence, be sure you know what the end result should be.

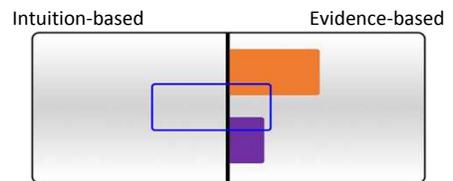
LEE (HM): You often focus on following established structural and procedural guidelines to ensure high-quality outcomes with great importance on accuracy, order and precision. You are likely to prioritize the rules rather than the results. While the rules and procedures are a key component to success and what should take precedence, be sure you know what the end result should be.



Reasoning

BONG (HM): You often rely on data and evidence to ensure decisions reflect the right thing to do, and will seek verification to make complete and accurate judgments. You are likely think through things with careful and thoughtful consideration, often weighing risks and examining the proof and data to make decisions. Remember, the brain and the heart together make a great team.

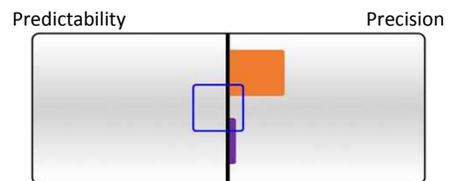
LEE (MOD): You may rely somewhat on your feelings and interactions with others to make decisions, and choose what is likely to be considered acceptable but will seek to back up judgments with evidence and verification. When reasoning, you likely rely on a balanced approach of logic and emotion, and look at the circumstances with a logical perspective and also paying attention to what feels right.



Accuracy

BONG (HM): You frequently focus on carefully and deliberately ensuring high-quality outcomes with great importance on accuracy, structure, order and precision in all you do. You are likely to focus on being and doing things right. While doing it the right way can impact success dramatically, it is also helpful to have dependability and uniformity in planning processes.

LEE (MOD): Your plans are a combination of careful deliberations to ensure quality outcomes, and systems and processes that allow forward movement in a steady environment. You are likely aware of both predictability and precision when making plans. You will like have more positive outcomes when using balanced planning.



So Now What?

This report is filled with information about **BONG's** and **LEE's** style and how each, with the in-depth knowledge of each other's behavioral preferences can work better together as a well-oiled team.

There are many suggestions in this report for **BONG** and **LEE** to apply these behavioral style tips to improve their working relationship, avoid stressful behaviors and practice conflict resolution, if and when needed.

Don't put this report on a shelf or in a file. It is important to use this information to open up a meaningful dialogue with each other to improve all your relationship. Use this report as a reference tool. There is a lot of information in it and it is not meant to be digested in just one reading.

Have fun with making a few minor changes in your behavior and experience the results. You might be surprised! Remember The Platinum Rule®: "Treat others the way THEY want to be treated." You will have much more success in all your relationships, not just with each other!

Disclaimer

There are no warranties, express or implied, regarding the online DISCstyles assessment. You assume full responsibility, and the authors & assessment company and their agents, distributors, officers, employees, representatives, related or affiliated companies, and successors, and the company requesting you to complete this DISCstyles Assessment (THE GROUP) shall not be liable for, (i) your use and application of The DISCstyles Assessment, (ii) the adequacy, accuracy, interpretation or usefulness of The DISCstyles Assessment, and (iii) the results or information developed from your use or application of The DISCstyles Assessment.

You waive any claim or rights of recourse on account of claims against THE GROUP either in your own right or on account of claims against THE GROUP by third parties. You shall indemnify and hold THE GROUP harmless against any claims, liabilities, demands or suits of third parties.

The foregoing waiver and indemnity shall apply to any claims, rights of recourse, liability, demand or suit for personal injury, property damage, or any other damage, loss or liability, directly or indirectly arising out of, resulting from or in any way connected with The DISCstyles Assessment, or the use, application, adequacy, accuracy, interpretation, usefulness, or management of The DISCstyles Assessment, or the results or information developed from any use or application of The DISCstyles Assessment, and whether based on contract obligation, tort liability (including negligence) or otherwise.

In no event, will THE GROUP be liable for any lost profits or other consequential damages, or for any claim against you by a third party, even if one or more of THE GROUP has been advised of the possibility of such damages.