Quincy Parent / Teenager



<u>Quincy</u> <u>Teenager</u>

High D Dominance High C Conscientiousness

**DISC Behavior Style Similarities** 

Task-oriented / Get things done

Do not like touch unless they initiate it

**DISC Behavior Style Differences** 

Under stress: Under stress:

Quick to anger Avoids people

Dictates action Withdraws from situations

Stress relief: Stress relief:

Physical activity Alone time

Pace: Pace:

Fast & decisive Slow & methodical

**DISC Behavior Style Needs To Satisfy** 

Getting results Following their procedures

Being in charge Controlling their environment

Explanations about what Explanations about why

Quincy Parent / Teenager



# Paula's Commentary On DISC Behavior Style Similarities & Differences

Quincy and Teenager's DISC behavior style similarities share important perspectives on getting things done, having control, and discomfort with unwelcome touch.

The DISC behavior style differences mean they might have to agree on an action or task, then work towards the end result separately.

Quincy could start the action or task with enough time for Teenager to work at their slow and methodical pace.

Quincy could ask Teenager to explain what it is about their procedures that would produce the results Quincy wants. He could explain to Teenager why the results are important.

Though Quincy wants to be in charge, satisfying Teenager's need to control their environment would allow them to create their own procedure for achieving the results Quincy wants.

Quincy Parent / Teenager



<u>Quincy</u> <u>Teenager</u>

Helping Position

Social Loyalty High Status

### Spranger Guiding Value Similarities

People-oriented / Connecting with people

Feeling connections to people in particular situations

Working closely with people in those situations

### Spranger Guiding Value Differences

Feeling connections to people in need Feeling connections to people in power

Working toward success for others

Working toward success for self

Coordinating helpful actions between people Forming beneficial alliances for self

### Spranger Guiding Value Passions To Satisfy

Helping others

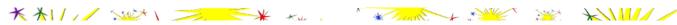
Leading others

Opportunities to help others

Opportunities to advance self

Resources to help Acceptance as a leader

Quincy Parent / Teenager



## Paula's Commentary On Spranger Guiding Value Similarities & Differences

The guiding value similarities are encouraging for Quincy and Teenager to connect with each other and work with each other.

The difficulty is that their perspectives for connecting with and working with others are opposite. They could open doors to each other by demonstrating how one perspective could help the other perspective.

Teenager could offer to take leadership for finding resources Quincy could use for helping others.

Quincy could tell everyone he helps that Teenager took an important leadership role.

An extra satisfaction for Teenager would happen if Quincy could create beneficial alliances with leaders who have the Helping guiding value. Those leaders would know other leaders, so the beneficial alliances for Teenager could multiply.