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## Engagement Comparison

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# Compare and Share



## How to Get the Most from your Comparison Report

*No two people are exactly alike. It is natural to experience both productivity and conflict when interacting with others. Whether you are working through this comparison report with a friend or foe, it will identify opportunities to improve communication and understanding; in turn, creating more productive interactions rather than conflict.*

### For maximum impact...

#### 1 Review the Report Individually

Take your time reading through the report in its entirety, focusing on both your portion and your colleague's. This individual review will allow you to take in the full picture (each section) before getting caught-up on any single topic.

#### 2 Highlight Points of Interest

Identify points that you would like to bring to the discussion. These points may be both positive and negative and will help to begin a healthy conversation on areas of similarity and differences.

#### 3 Discuss Together

Bring together the points each of you has highlighted within the report. Remain open to what your colleague has to say. Allocate plenty of time to make sure each of you has the opportunity to speak and respond.

#### 4 Move Forward - Start/Stop/Continue

Reflect - Where did you come to a better understanding of each other's behaviors and drivers? How might you apply this understanding of each other to build a more productive relationship moving forward? Make an agreement on at least one point you will start, stop, and continue.



# Keys to Engagement



## What Unlocks John's and Frank's Potential

*Isn't it funny how something that excites one person, can completely turn off another? Each individual is engaged by a unique combination of approaches, topics and ideas. Below, are a few of the most effective ways to keep John and Frank engaged. Compare each other's Keys to Engagement and discuss how you could work together.*

### Engagement happens for John when...

- 🔑 Helping others if they are willing to work hard for the desired results.
- 🔑 There are opportunities to create solutions with others that relate to his vision.
- 🔑 He can compartmentalize issues when solving problems.
- 🔑 It is understood that working and focusing on tangible results is the desired outcome.



### Engagement happens for Frank when...

- 🔑 Clear beginnings and endings are defined to maximize an experience.
- 🔑 His physical space feels comforting.
- 🔑 He can be supportive of the team if the team is working hard to help the organization.
- 🔑 He has time to develop proven ways to help others contribute to the vision.

# Engaging Through Communication

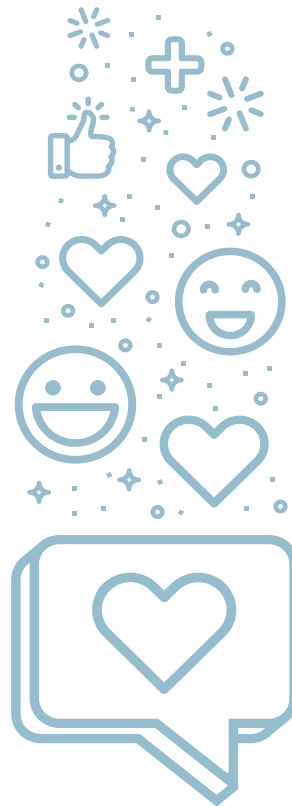


## How to Talk with Each Other

When it comes to engaging others in conversation, use the platinum rule. Approach others as they want to be approached. This section provides a shareable list of ways John and Frank prefer to communicate. Use this list to identify the top three ways to have the most effective conversations.

### John's Do...

- ✓ Provide ideas for implementing action.
- ✓ Stick to business--let him decide if he wants to talk socially.
- ✓ Provide testimonials from people he admires.
- ✓ Leave time for small talk and socializing.



### Frank's Do...

- ✓ Provide tangible, practical instructions.
- ✓ Take time to be sure that he is in agreement and understands what you said.
- ✓ Clearly define (preferably in writing) expectations.
- ✓ Look for possible areas of early disagreement or dissatisfaction.



# Creating Peak Productivity



## Where John and Frank Excel

Each person's productive place is based on what can truly engage them, and keep them motivated. This page offers a list of John's and Frank's preferences that will engage their most productive selves. Based on the information, how might each person make accommodations for the other?

### John's productive place includes...

- ▶ Rewards based on group "wins" as well as individual contributions.
- ▶ The opportunity to show others their potential in order to drive the desired outcomes.
- ▶ Keeping the momentum moving.
- ▶ Fast-paced, chaotic and activity-based situations.



### Frank's productive place includes...

- ▶ Time to establish and prove processes that maintain organizational synergy.
- ▶ Leaders that appreciate and understand the value of team harmony and follow through.
- ▶ Working on a team that is viewed as a resource to the organization.
- ▶ An opportunity to achieve goals without being in the limelight.

# Make It or Break It



## How John and Frank Work as a Team

A popular saying goes, “Teamwork makes the Dreamwork”, but has that dream ever turned into a nightmare? Understanding that each team member provides unique strengths and abilities will help avoid conflict and maximize the engagement of the team. The list below identifies a few of those strengths and weaknesses that John and Frank bring to their team.



### John's Strengths

- ✓ Emphasizes timely project completion.
- ✓ Attracted to challenges and problems.



### John's Weaknesses

- ⊘ Push and pull rather than lead.
- ⊘ Takes on too much and may lose focus.



### Frank's Strengths

- ✓ Project-focused.
- ✓ Patient and steady.



### Frank's Weaknesses

- ⊘ May ignore others when over-focused on the project.
- ⊘ May struggle with a chaotic pace.





# Avoiding Time Traps



## What is the Hold-up

*If there were only more hours in the day... An individual's time is valuable, and it is important to make the most of it. Each style comes with its own set of time management issues and opportunities. This section identifies what may be wasting John's and Frank's time.*

### John's time traps...

- ❌ Underestimating the abilities of others.
- ❌ A desire to solve problems quickly without adequate information.
- ❌ Struggling to delegate.
- ❌ Sporadic decision-making.



### Frank's time traps...

- ❌ Resists change when not seen as contributing to success.
- ❌ Postpones unpleasant tasks and conversations.
- ❌ Sticks to routines that are comfortable.
- ❌ Resists uncomfortable change.

# Avoiding Time Traps



## How to Maximize Time

*There are many ways to increase capacity or open up more time within a day. Below are ways to maximize time through small changes that both John and Frank can make to overcome some of the previously identified traps. How might each hold the other accountable?*

### John's time savers...

- ✓ Develop a trusted support team.
- ✓ Write down personal and job-related goals and prioritize them.
- ✓ Create and implement a plan.
- ✓ Include others in new opportunities to create a strong bench.

### Frank's time savers...

- ✓ Have clearly defined and written performance objectives.
- ✓ Ask others for recommendations on different approaches.
- ✓ Ask for clarity on duties and responsibilities.
- ✓ Openly share expectations and information.



# Making an Impression



## How Others May View John and Frank

How might one's actions be perceived by others? Realizing other's perspectives can be an uncomfortable exercise, but a good step toward better engagement. Below, outlines how John and Frank see themselves and how others might perceive them.

### John Sees himself as...

- ✓ Ambitious
- ✓ Decisive
- ✓ Competitive
- ✓ Confident



### Frank Sees himself as...

- ✓ Considerate
- ✓ Thoughtful
- ✓ Good-natured
- ✓ Dependable

### Day-to-day, Others May See John as...

- ✓ Demanding
- ✓ Bold
- ✓ Disruptive
- ✓ Stubborn



### Day-to-day, Others May See Frank as...

- ✓ Stand-offish
- ✓ Hesitant
- ✓ Unconcerned
- ✓ Inflexible

### In Extreme Situations, Others May See John as...

- ✓ Harsh
- ✓ Controlling
- ✓ Aggressive
- ✓ Egotistical



### In Extreme Situations, Others May See Frank as...

- ✓ Possessive
- ✓ Unapproachable
- ✓ Disengaged
- ✓ Insensitive





# Identifying Obstacles

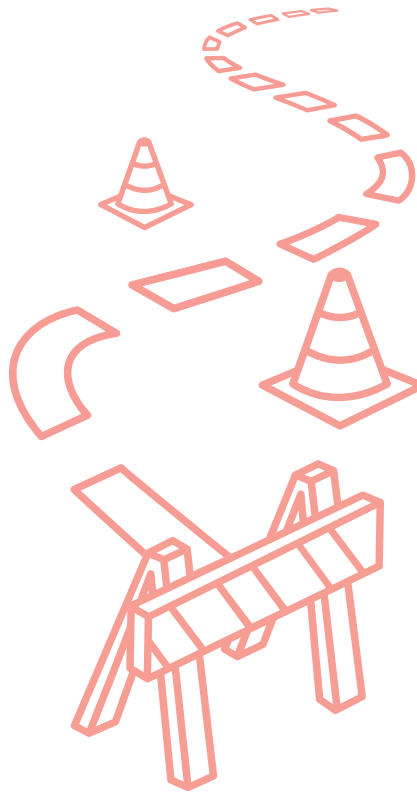


## How John and Frank are in Their Own Way



*When faced with obstacles, people can either press on, (or attack) or take a path of least resistance. Self-awareness and awareness of others are key in persevering over or through obstacles instead of becoming disengaged. This page identifies potential limitations that John and Frank may place on themselves. How can working together assist in overcoming obstacles?*

### John may...

-  Dislike routine work or routine people.
-  Keep too many balls in the air.
-  Not be aware of how the different pace of others may affect his plan.
-  Have trouble delegating and just does it himself.



### Frank may...

-  Yield to avoid controversy or an antagonistic environment.
-  Spend too much time actively avoiding new opportunities.
-  Not take action against others who challenge or break the rules.
-  Be defensive when risk is involved.

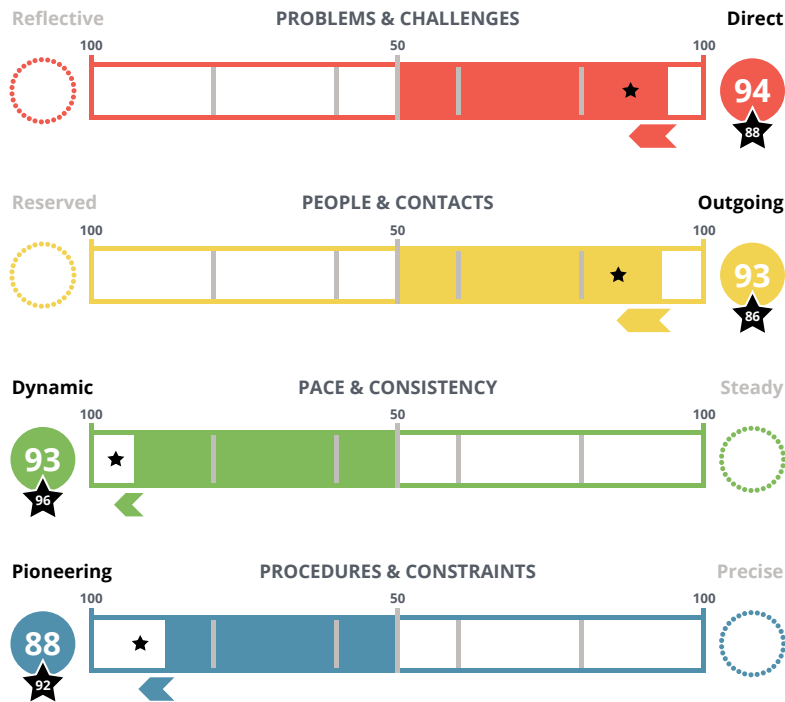
# Behavioral Continuum



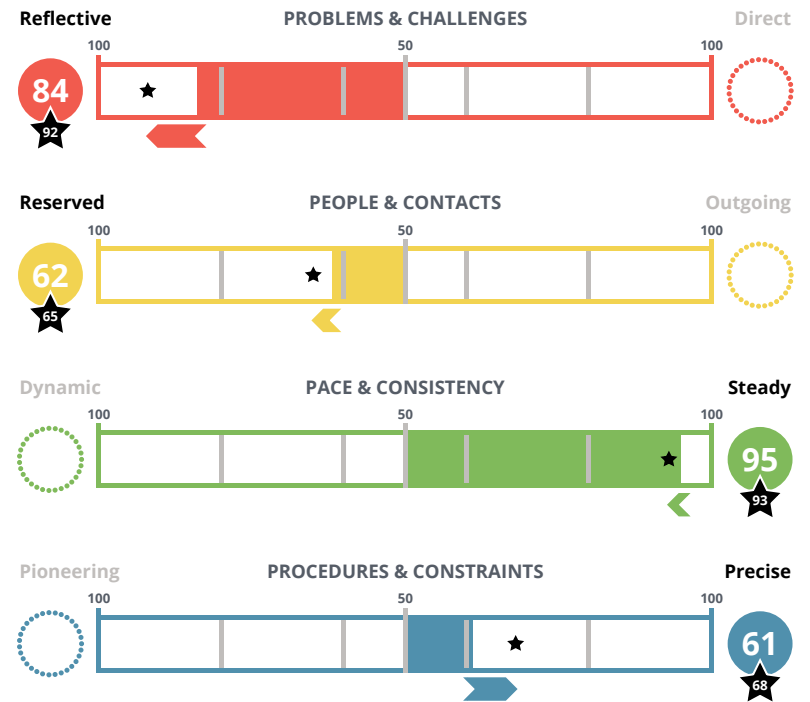
## John's and Frank's Behavioral Styles

Everyone has a varying level of the four main behavioral factors that create their own, personal style. Each side of those factors lives on a continuum, and the combination influences individuals' level of engagement in different situations. The below graphs are a visual representation of where John and Frank fall within each continuum.

### John's DISC Continuum



### Frank's DISC Continuum



★ Adapted Position  
 ◀ Adapted Movement

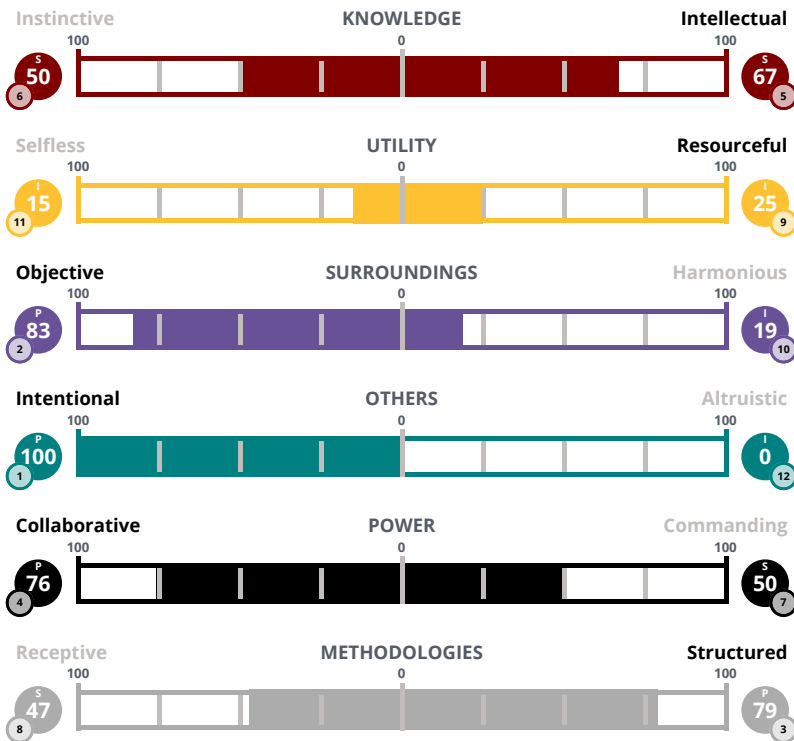
# Motivational Continuum



## What Drives John and Frank

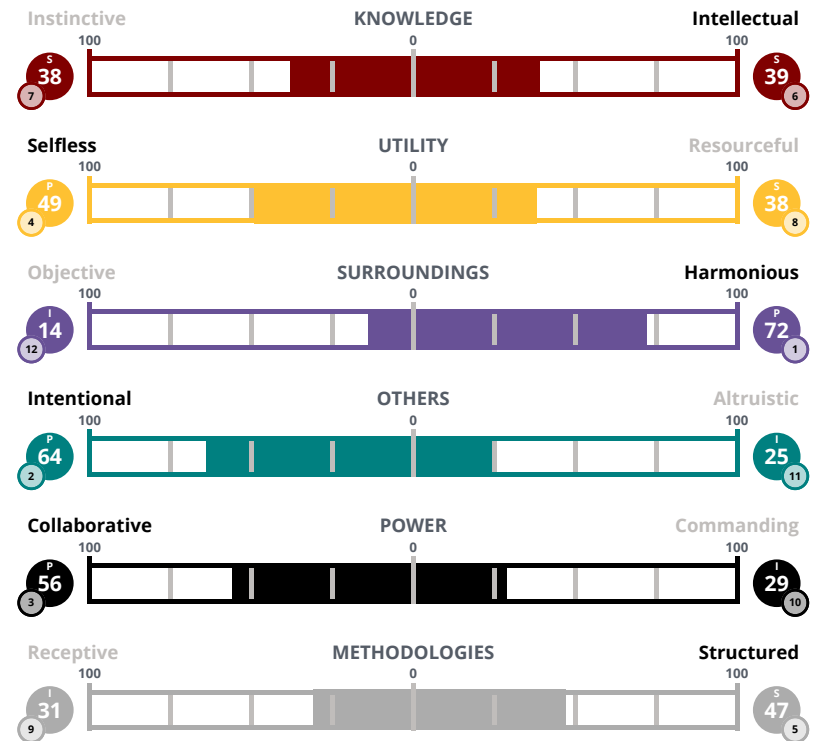
The 12 Driving Forces graph is a visual continuum, representing the valued side and its level of intensity for each Driving Force. Diamonds indicate an individual's primary cluster of drivers. These drivers will keep an individual motivated and engaged regardless of the situation. Below are John's and Frank's personalized 12 Driving Forces graph.

### John's 12 Driving Forces



P ..... Primary, Situational, or Indifferent  
76 ..... Driving Forces Score  
3 ..... Driving Forces Rank

### Frank's 12 Driving Forces



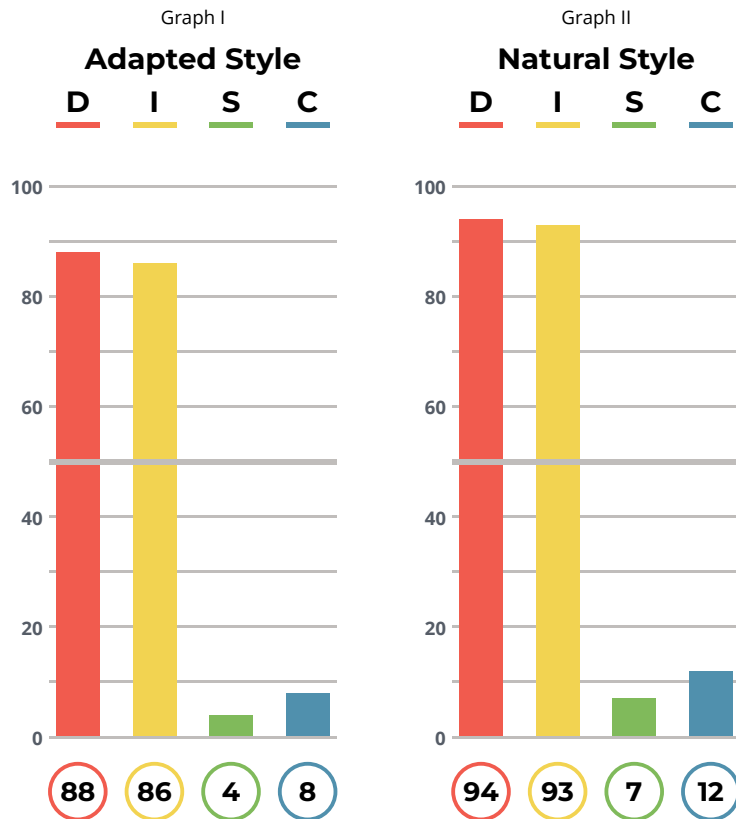
# DISC Graph



## John's and Frank's Behavioral Style

The DISC Graph is a visual representation of an individual's behavioral style. The score's distance from the midline indicates the intensity of observable behavior that others will see. Remember, your primary observable behavior may be above or below the midline. Below are John's and Frank's behavioral styles represented in both Natural and Adapted forms.

### John's DISC Graph



### Frank's DISC Graph

