

# Work Pair Analysis Report

This analysis is based on the responses given in the online questionnaire. This analysis should not be the sole criterion for making decisions about these people. The purpose of this analysis is to provide supporting information for this work pair.

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## Sample Pair

**Organisation:**

**Company ABC**

**Date:**

**20.05.2015**



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This Work Pair Report combines the results of two individuals' Behavioural Analysis Reports into one report. It is designed to help you understand each other better, as well as to help you build a relationship that is based on mutual understanding and respect for your individual differences. Please remember that there are no good or bad categories, just behavioural differences.

All the information in this report is derived from the individuals' respective **natural behavioural styles**. There are the behavioural styles that require the **least** amount of energy and effort to exhibit.

There is no ideal behavioural style. This report is based on the principle that each of the styles has its own advantages and disadvantages.

This Work Pair Report divides all of the different behavioural styles into four main styles:

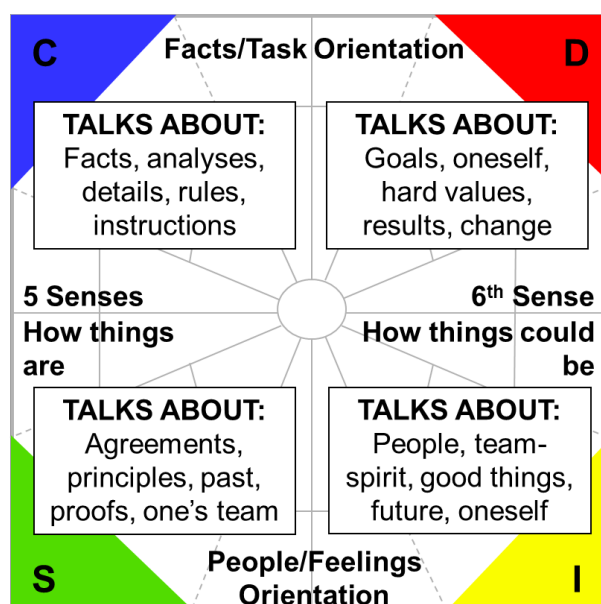
**Dominance** - D styles are competitive, aggressive decisive and results-oriented, but can also be impatient, overbearing and even rude.

**Influence** - I styles are talkative, sociable, optimistic and friendly, but can also be inattentive to detail, overly talkative and emotional.

**Steadiness** - S styles are calm, helpful, patient, modest and laid back, but also need stability and security and, therefore, help with change.

**Compliance** - C styles are precise, logical, matter-of-fact, analytical and careful, but can also focus too much on details and lose the big picture.

## How to identify the Behavioural Styles



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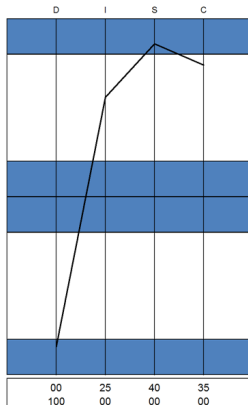
## Your Individual Profiles

The following profiles are a visual representation of your behavioural style. They are based on your responses to the online questionnaire and have been calculated by your "most" and "least" selections into a frequency distribution of each of the behavioural styles - D, I, S and C.

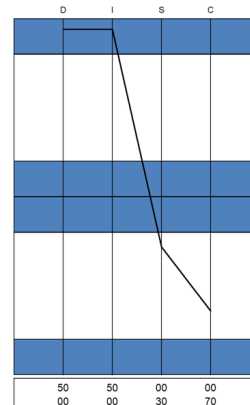
**Profile II** - your natural style (unconscious behaviour) remains fairly stable, but not rigid, over your lifetime. It is the style that is more comfortable to you and uses the least energy.

**There are no good or bad profiles, just different.**

**Sally Carter**  
Profile II - Natural Style



**Martin Christian**



## Attributes

### Sally Carter

Thorough, friendly, safe, popular, pleasant, affectionate, kind, exact, follows instructions, concentrating, careful, pedantic, patient, helpful, obedient.

### Martin Christian

Direct, active, independent, busy, talkative, social, motivating, inspiring, encouraging, open, restless, goal-oriented, purposeful, seeks challenge, strong-willed.

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### Flexibility Zones

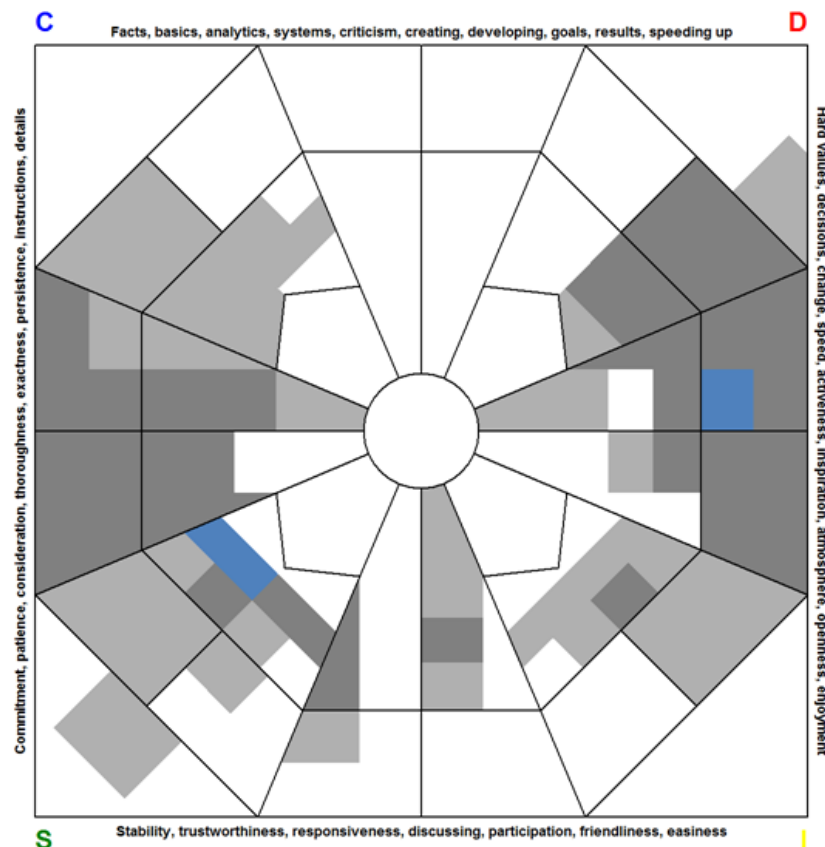
The below Diamond visually shows what behavioural styles are the most comfortable to you and what styles require the most energy from you.

The deepest shade on the Diamond shows the location of your natural behavioural style. This is your most natural and comfortable behavioural style.

The remaining shadings demonstrate the behavioural styles that are most comfortable and where you can easily develop.

The white areas of the Diamond illustrate the behavioural areas that require the most energy, effort and concentration from you.

The further you move from your deepest shade, the more energy required.



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## Communication Style

This section will help you to understand how you and the other person likes to communicate and be communicated to. Flow of information and listening is important.

### How each person tends to communicate:

#### Sally Carter

She is a calm, friendly and unintrusive conversationalist. One can approach her and describe problems without feeling uncomfortable. She listens to others' opinions, but does not give her as she is very sensitive and does not want to irritate anybody. While she is good at telling about things she is familiar, she remains in the background (listening to others) when she does not know something.

#### Martin Christian

In communication Martin looks for the most clear and simple way. Strong values and results are important to him, and he can achieve them either by motivating or manipulating people. Sometimes he can be too black-and-white or one-sided in his talk, and security-seeking people may even be afraid to work with him.

#### Communication - Direct and clear

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 5

#### Communication - Friendly and close

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 5

#### Communication - Listening and patient

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 5

#### Thoughtful, fact-based communicator

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 5

#### Active sharing of factual information

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 5

#### Communicating in a compelling and positive way

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 5

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### The way each person tends to listen:

#### Wants to do the talking

Sally Carter: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

#### Listening and expressing understanding with body language

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Martin Christian: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Being able to stop listening to focus on own thoughts and ideas

Sally Carter: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

#### Paying attention only to the essential information

Sally Carter: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

#### Preferring to listen to short stories only

Sally Carter: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

#### Listening to short and exciting stories

Sally Carter: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

#### Listening by being present and available

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Martin Christian: -5 -4 -3 **-2** -1 0 1 2 3 4 5

#### Focusing only on the essential information

Sally Carter: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

#### Paying attention to the facts and details

Sally Carter: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Martin Christian: -5 -4 **-3** -2 -1 0 1 2 3 4 5

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## Understanding each other

This section covers a more in-depth look about each person regarding how they may make decisions, openness to share and take initiative, along with planning and adaptability.

## The way each person makes decisions:

### Sally Carter

She needs time to think when she knows that she must do something unpleasant. She relies on given instructions and asks for advice when she is not sure. Usually she can be described as a shy and careful decision maker.

### Martin Christian

He is very strong-willed. He knows what he wants and how to achieve it - which he usually does because he is able to focus his attention, decisions and work to that purpose. He knows how to manipulate people to get what he wants.

### Making well thought out decisions based on security

Sally Carter: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

Martin Christian: -5 **-4** -3 -2 -1 0 1 2 3 4 5

### Making considered decision based on detailed analysis

Sally Carter: -5 -4 -3 -2 **-1** 0 1 2 3 4 5

Martin Christian: -5 -4 **-3** -2 -1 0 1 2 3 4 5

### Making spontaneous decisions based on intuition

Sally Carter: -5 -4 -3 **-2** -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

### Making fast decisions based on achieving goals

Sally Carter: -5 **-4** -3 -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

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### How each person takes initiative and is open to sharing:

#### Being willing to share one's mistakes with others

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

Martin Christian: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Being alert to one's own mistakes and willing to fix them

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Martin Christian: -5 **-4** -3 -2 -1 0 1 2 3 4 5

#### Taking initiative

Sally Carter: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 4 **5**

#### Showing initiative in solving problems

Sally Carter: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

### How each person might plan or be adaptable:

#### Being flexible in adapting to changes and setbacks

Sally Carter: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

#### Limited room for flexibility

Sally Carter: -5 -4 **-3** -2 -1 0 1 2 3 4 5

Martin Christian: -5 -4 -3 -2 -1 0 1 2 **3** 4 5

#### Long-term planning of details

Sally Carter: -5 -4 -3 -2 -1 0 **1** 2 3 4 5

Martin Christian: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Planning the use of own time

Sally Carter: -5 -4 -3 -2 -1 0 1 **2** 3 4 5

Martin Christian: -5 -4 **-3** -2 -1 0 1 2 3 4 5

#### Systematic planning of activities

Sally Carter: -5 -4 -3 -2 -1 0 1 2 3 **4** 5

Martin Christian: -5 **-4** -3 -2 -1 0 1 2 3 4 5



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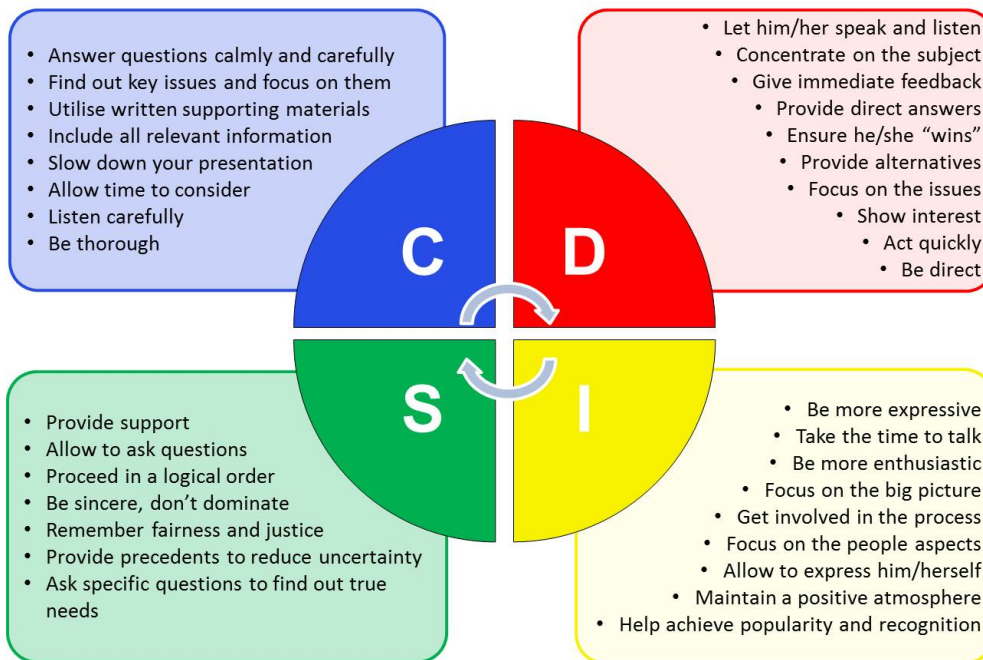
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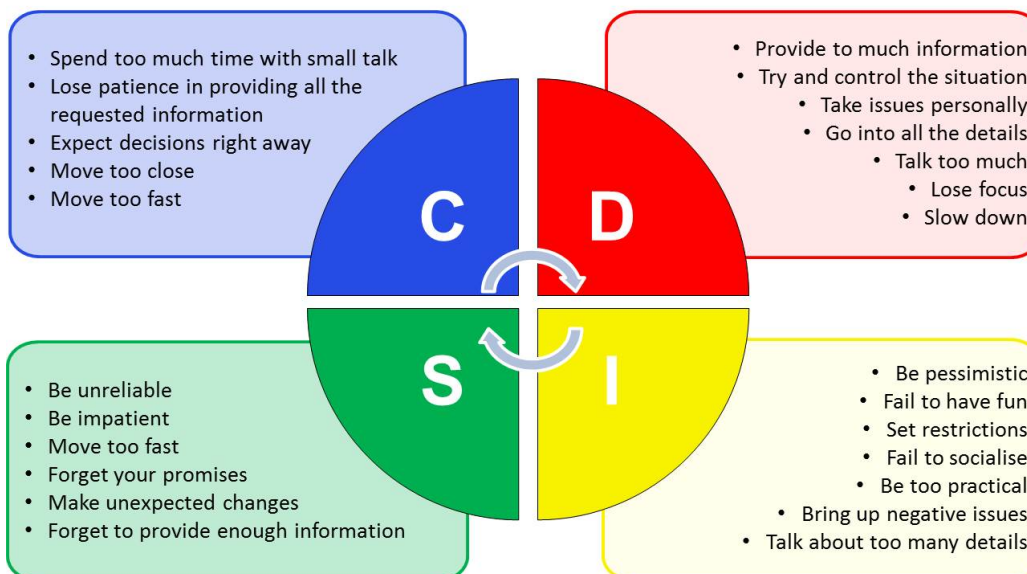
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### When communicating with different behavioural styles

#### Do



#### Don't



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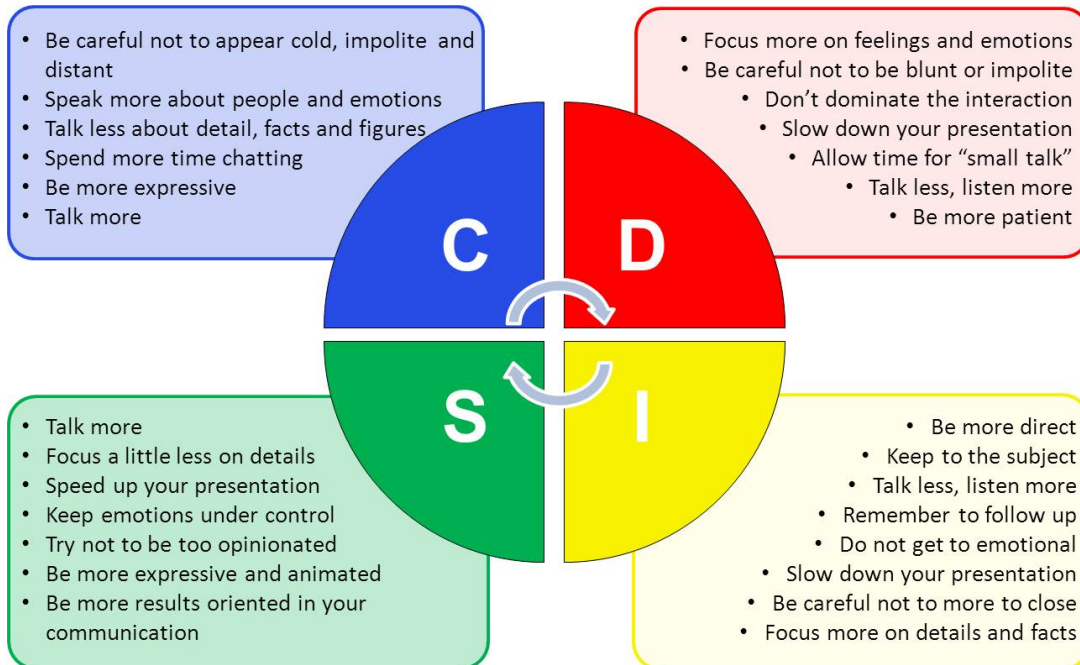
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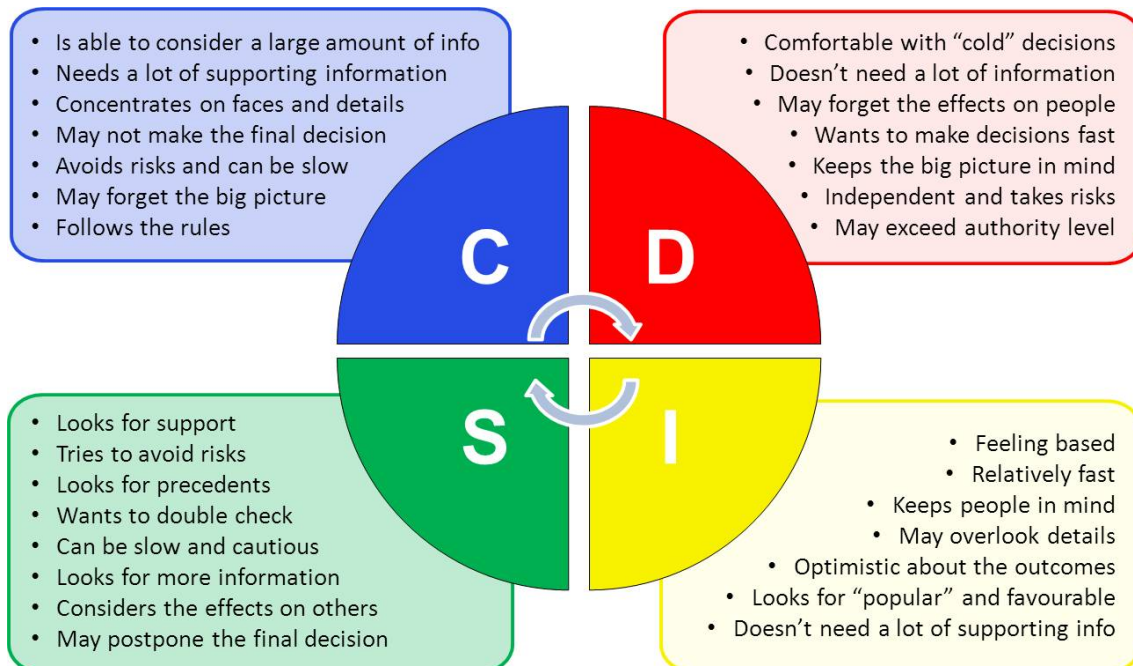
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### Improving your communication



### Decision Making



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### Work Pair Report Worksheet

How similar or different are our styles? What does this mean to us?

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Are we taking advantage of our individual strengths? If not, which specific strengths do we have as individuals?

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What is each person's natural communication style?

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How could these communication styles strengthen or hinder a work relationship?

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