

## Extended DISC® Work Pair Analysis

*Extended DISC® Work Pair Analysis* is a very powerful tool. It is easy to use and very cost effective. It is no wonder that it is so widely utilized.



*Work Pair Analysis* is designed to provide information that allows two individuals to take action that will have a positive impact on their performance.

***“We have found Extended DISC® to be an extremely useful and popular tool in a variety of contexts. Participants have been able to instantly apply the new knowledge at work and at home. Highly recommended.”***

James Engel  
Vice President  
St. Aubin, Haggerty & Associates

### What is Extended DISC Work Pair Analysis?

*Work Pair Analysis* is a tool that combines the results of two individuals into one, user-friendly report. It identifies the styles of individuals, how the styles complement one another, and where the behavior gaps exist. It also provides information regarding what the individuals should:

- Remember
- Accept
- Practice

when working together.

*Work Pair Analysis* provides the information in a visual, accessible and easy to understand format.

	Sam Sample	Joe Example
Decision making fast, unscripted, involves risk	██████████	██████████
Decision making deliberate, analytical	██████████	██████████
Seeking change active, impatient	██████████	██████████
Seeking change long-term, cautious	██████████	██████████

One of the enlightening features of *Work Pair Analysis* is that it clearly demonstrates that while two similar styles often get along well, they not only amplify the strengths, but also their weaknesses. As a result, their performance is not optimal. Typically the participants are not aware of this fact.

### How does the process work?

*Extended DISC® Work Pair Analysis* is extremely easy to use. Once the participating individuals have completed the 10 minute *Extended DISC® Personal Analysis* questionnaire, simply select the two individuals from the database. That’s it! No additional questionnaires to complete. The process takes just seconds.



**What are some of the applications?**

Our clients come up with new applications for *Work Pair Analysis* all the time. Some of the favorites are performance improvement applications between:

- Supervisor-Subordinate
- Peer-Peer
- New employee-Manager
- Coach-Coachee
- Team member-Team member
- Employee-Administrative assistant
- Salesperson-Customer

Conflict resolution is also a very popular application because *Work Pair Analysis* provides information in a very neutral and non-threatening format. As a result, issues can be discussed and resolved.



**One System – Multiple Solutions:**

One of the unquestionable strengths of *Work Pair Analysis* is that it integrates with other *Extended DISC*® tools. Once a person has completed the questionnaire, the users can also create:

- Personal Analysis
- Team Analysis
- 360° Feedback
- Job Analysis

Consequently, users do not have to learn new models, terminology and concepts to have access to a wide range of powerful applications. Imagine the savings in time, money and frustration.



*“Extended DISC® provides our company with all of the employee and organizational development tools we need.”*

*Riley Harvill, Ed.D.  
Vice President  
The HarBeck Company, Inc.*

**How can I learn more?**

Contact us today. We can answer your questions and let you even give the *Work Pair Analysis* a try. We are confident that you will like what you see.



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