

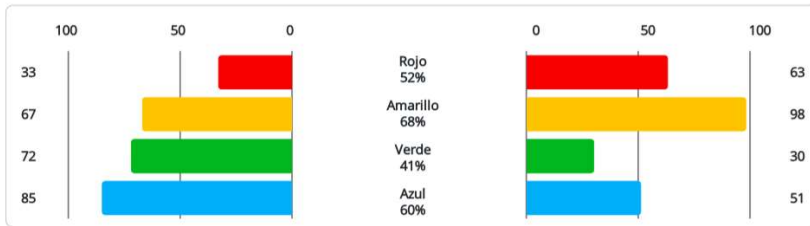
🏠 Santiago Peñaranda

Is a positive, patient, rigorous and diplomatic person, who seeks visibility, certainty and excellence.

56%
of similarity
Low

🏠 Juanita Fandiño

Is a straightforward, optimistic, impartial and dynamic person, who seeks things to be done, recognition and high performance.



Graphic Explanation



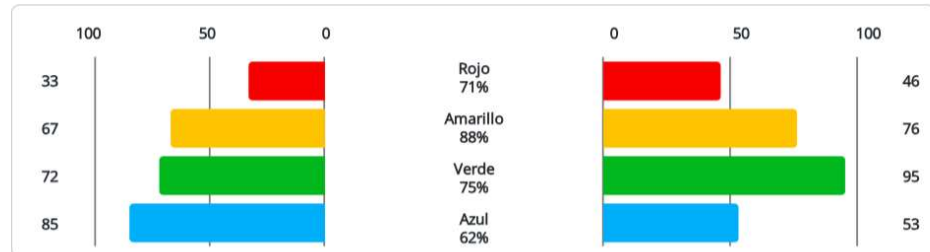
🏠 Santiago Peñara...

Is a positive, patient, rigorous and diplomatic person, who seeks visibility, certainty and excellence.

75%
of adjustment
Medium high.

★ Un Mexicano

This position requires a person that is positive, self-controlled impartial and mediating who seeks visibility, harmony and high performance.



MOLTON DISC



Multicultural Management

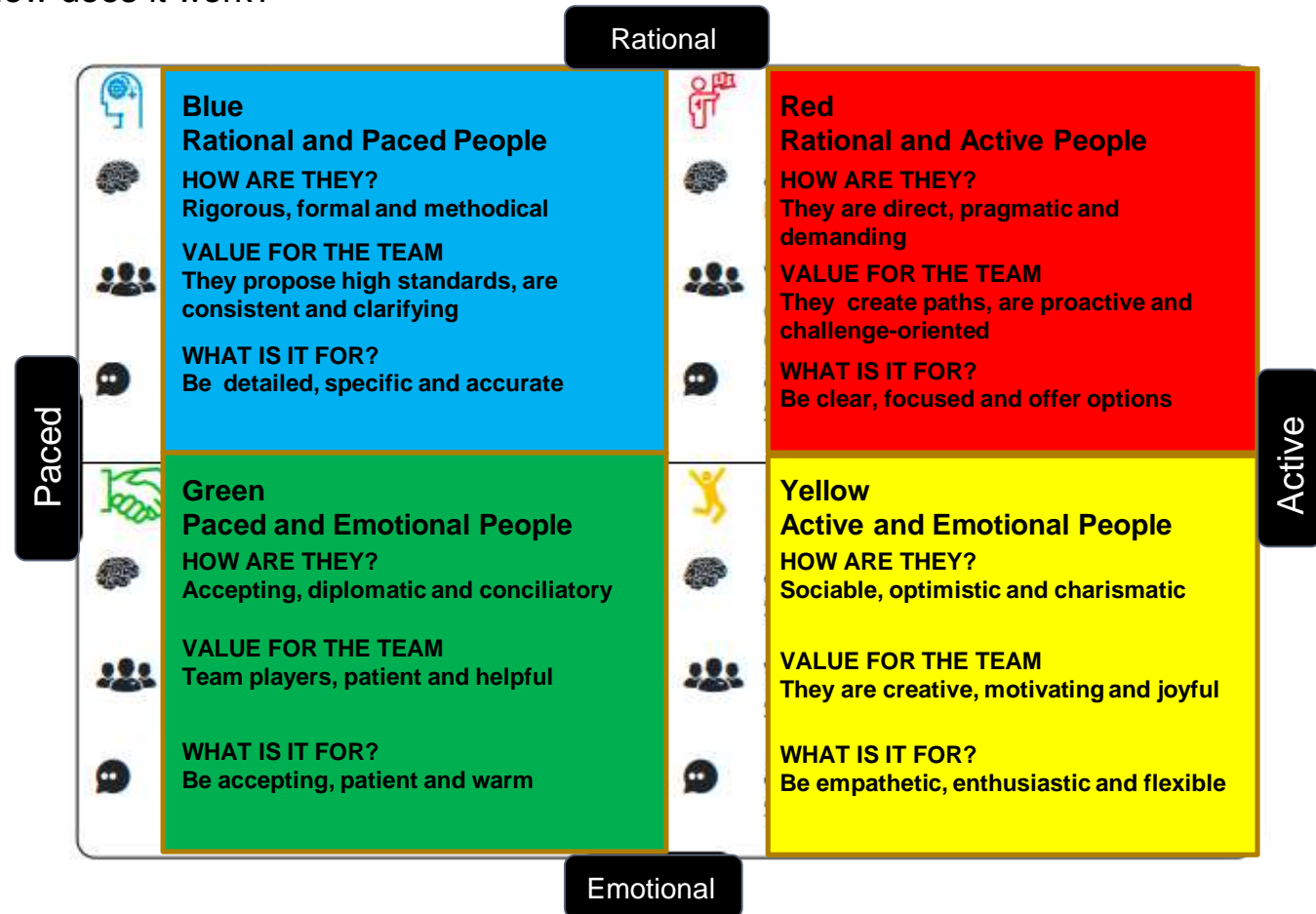
The Language of Colors

Based on:

The DISC theory created by William Moulton Marston from Harvard University

The 4 Temperaments by Hipocrates

How does it work?



Applications & Used For

□ Applications:

- To compare an individual profile with the profile of the counterparts' **country(ies)** in order to identify differences and similarities
- Compare the individual profile with the profile of the counterparts in a **Work Team** in order to identify differences and similarities
- To develop action plans to align personal styles with those of the counterparts in order to pursue and achieve common goals

□ Used for:

- Global Leaders
- Candidates for international assignments
- Expatriates
- Repatriates
- Real or virtual work teams
- Leaders & Coaches
- Mergers and Acquisitions
- Exchange Students

Dimensions of the Molton **DISC**

- Relationship & Motivation Style / Tasks vs. Personal Relationships
- Communication Style: Conflict Solving, Negotiation & Feedback / Direct vs. Indirect / Explicit vs. Implicit
- Entrepreneurial Style / Innovative vs. Status Quo
- Leadership & Decision Making Style / Hierarchical vs. Egalitarian
- Teamwork Style / Individualism vs. Collectivism
- Time Use & Management / Strict vs. Flexible

Example Alignment Report Person vs. Country

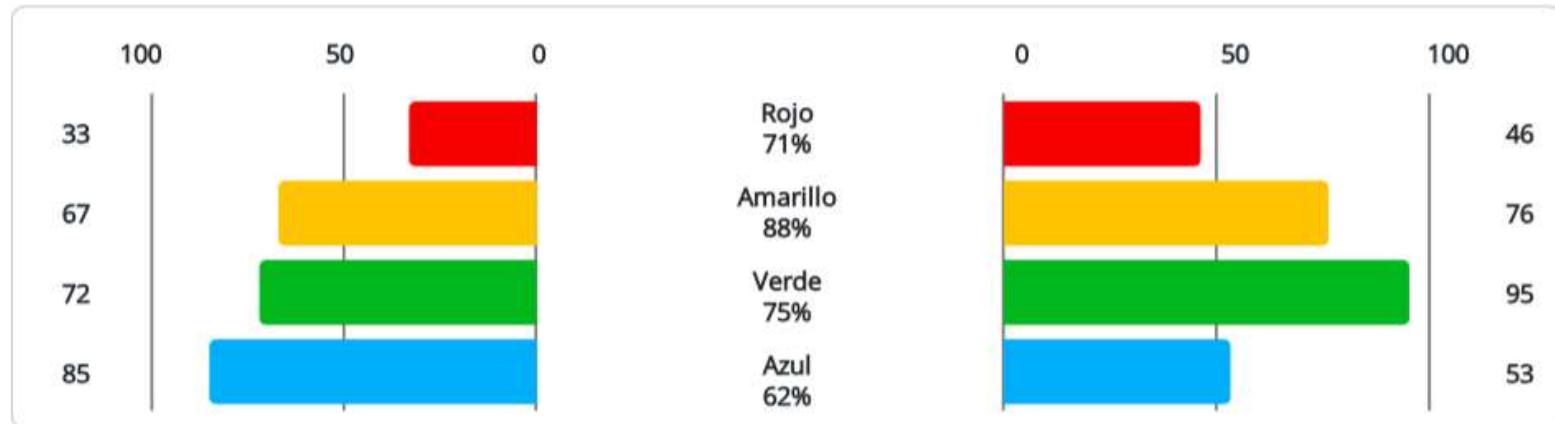
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Example Alignment Report

Person vs. Country

Recommendations



Santiago Peñaranda



What to avoid

Un Mexicano



Action

Description

Not recognize

Santiago Peñaranda has a style that is accepting and must interact with a Un Mexicano who is positive, which is why you must make an effort not to ignore this person, through your easiness to act with diplomacy.

Don't discuss

Santiago Peñaranda tends to be someone who is accepting and must interact with a Un Mexicano who is impartial, which is why you should respectfully object the points of view with which you disagree.

Stop opining

For being someone who is participative and having to interact with a Un Mexicano who is mediating, you must negotiate with kindness, through your open style of expressing yourself.

Intimidate

For being someone who is participative and having to understand a Un Mexicano who is self-controlled, you must when there is conflict, avoid making personal attacks.

Example Alignment Report Person to Person Graph

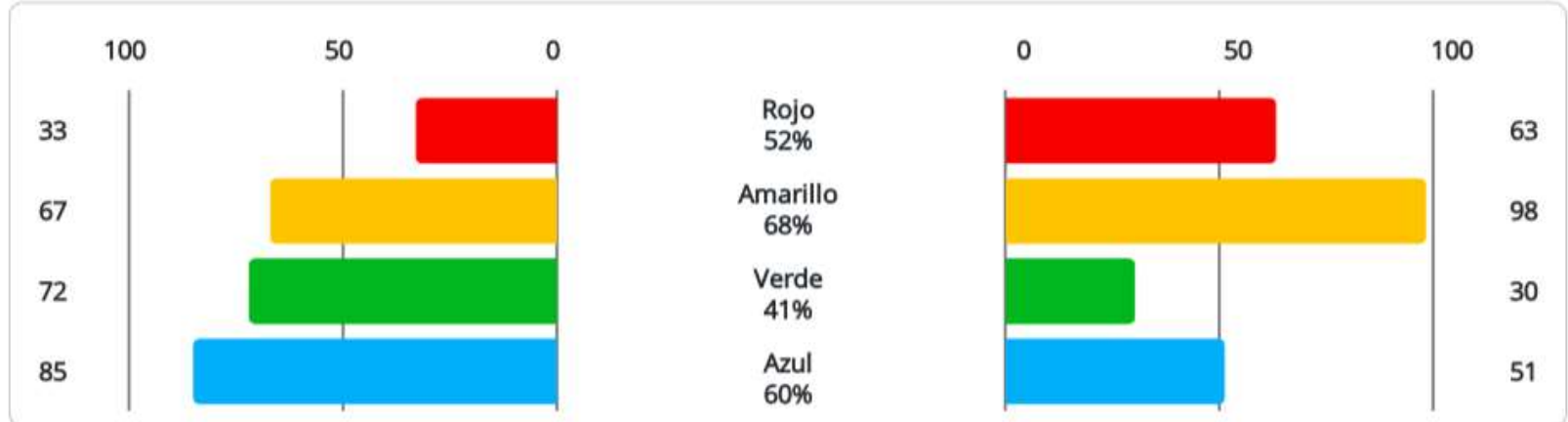
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Graphic Explanation

Example Alignment Report Person to Person Summary

↑  **Adjustment 52% Low**
Santiago Peñaranda is a person that is peaceful and Juanita Fandiño is a person that is concrete.

↑  **Adjustment 68% Medium**
Santiago Peñaranda is a person that is affirmative and Juanita Fandiño is a person that is passionate.




↓  **Adjustment 41% Very low**
Santiago Peñaranda is a person that is serene and Juanita Fandiño is a person that is alert.

↓  **Adjustment 60% Medium**
Santiago Peñaranda is a person that is meticulous and Juanita Fandiño is a person that is objective.

Example Alignment Report

Person to Person

Recommendations

 Santiago Peñaranda	 What to do	Juanita Fandiño 
Action	Description	
Speak your mind	Since Santiago Peñaranda is someone who is accepting and Juanita Fandiño is someone who is firm, you must present your point of view concerning key subjects based on your diplomatic style.	
Accelerate	Since Santiago Peñaranda is someone who is accepting and Juanita Fandiño tends to be someone who is hasty, you must try to be agile to act without losing your easiness to act with friendliness.	
Generar buen ambiente	Por su tendencia para actuar de forma participativa y al ser Juanita Fandiño una persona optimista, evite ser hiriente y atacar en lo personal al estar en conflicto, pues es una persona que tiende a ser impulsiva.	
Valide	Por su tendencia a ser una persona participativa y al ser Juanita Fandiño de característica ecuánime, de ser posible argumente sus puntos de vista a profundidad sobre cada tema.	
Generate challenges	When Santiago Peñaranda behaves in a way that is paused and Juanita Fandiño in a way that is firm, you must talk to this person about goals and challenges, since this motivates this person.	
Be agile when doing things	Since Santiago Peñaranda is someone who is paused and Juanita Fandiño could be someone who is hasty, you must try to anticipate events, by verifying very well what you will do.	