



Dyad Report



Person A with
Person B

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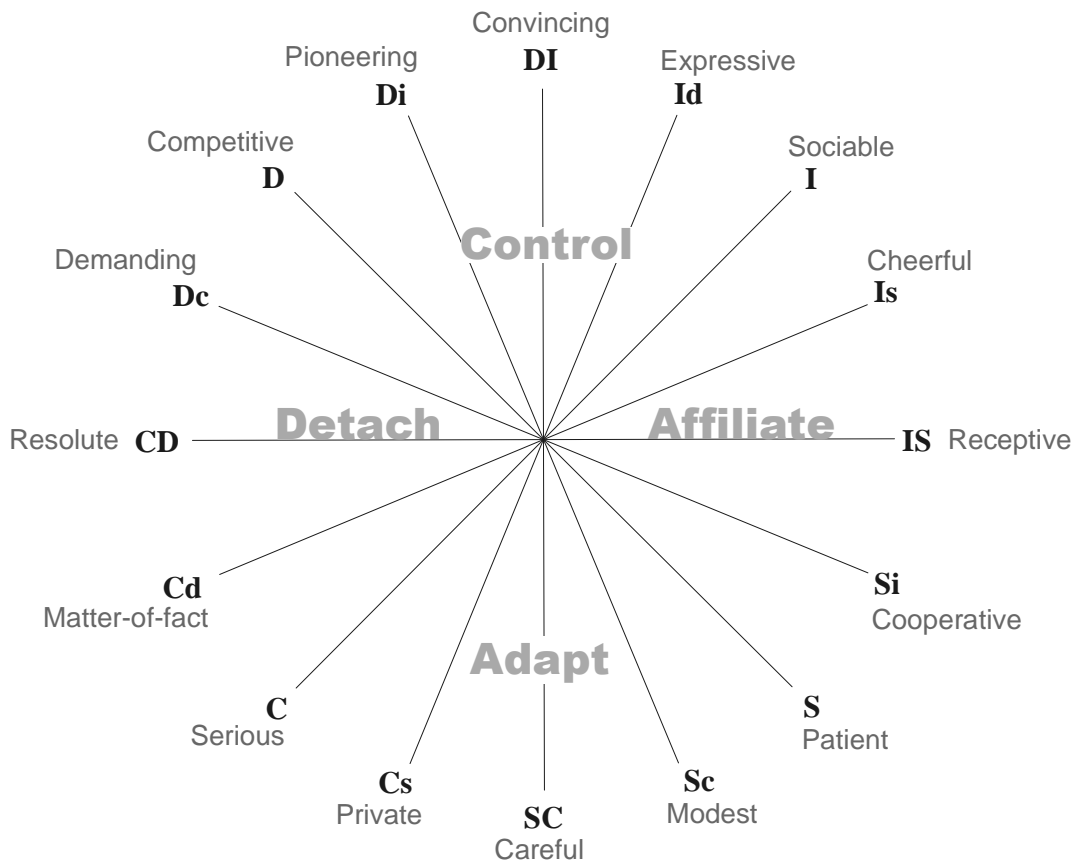
The DiSC® Indra™ Report

DiSC® Indra™

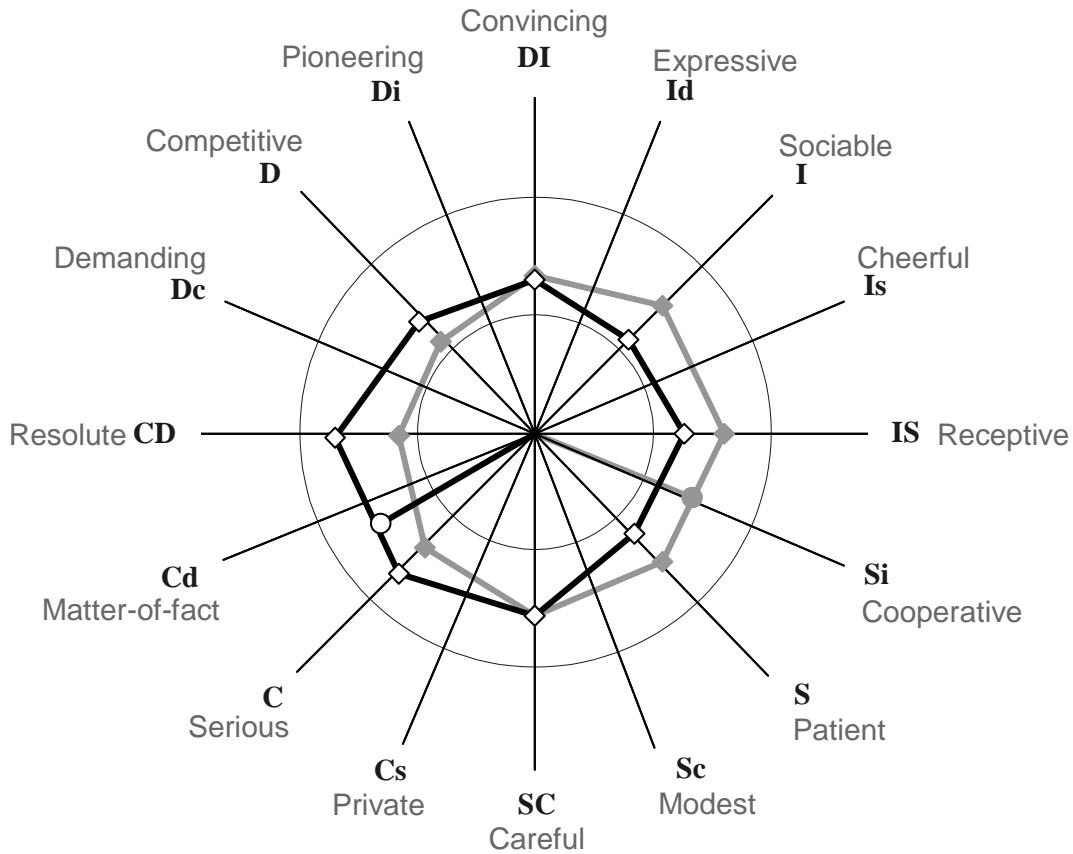
DiSC® Indra™ offers an in-depth understanding of relationship dynamics by applying the time-honored DiSC model to interpersonal style. Using the feedback provided by *Indra*, individuals and groups are able to reduce conflict and increase their comfort and effectiveness when relating with others.

DiSC Indra displays a person's DiSC Interpersonal Style on two dimensions—Control-Adapt and Affiliate-Detach. Each of the 16 distinct styles represents a specific combination of these dimensions. There are no right or wrong styles in the *DiSC Indra* approach to understanding relationships in the workplace. *DiSC Indra* simply provides a map for understanding each other's view of how we handle the relationship dynamics of Control and Affiliation and strategies for bridging our differences so we can relate to each other with comfort and effectiveness.

The circular form of DiSC shown below represents the underlying relationships among all 16 DiSC Interpersonal Styles. The styles closest to each other are more similar than those that are more distant from each other. You can explore what this means to you and Person in this report.



Person relating with Person



DiSC Interpersonal Style of Person A: ● Cooperative (Si)
DiSC Interpersonal Style of Person B: ○ Matter-of-fact (Cd)

The DiSC® Interpersonal Map displays each person’s DiSC Vector and DiSC Contour. The DiSC Vectors represent the exact location of both of your DiSC Interpersonal Styles. The DiSC Contours are the shapes that result from connecting the eight scales (octants) that define DiSC Indra.

You can see your areas of similarity and difference from the position of both of your Vectors and shape of your Contours. The following pages will provide more information for understanding the unique combination represented by your two styles. On the next page, you will be presented with a description of each of your styles followed by the DiSC Interpersonal Behavior Continuum, which highlights your most important similarities and differences. Following the Continuum is your Relationship Fit Map, which describes the dynamics of your relationship in terms of comfort and effectiveness. In addition, you will find strategies for increasing comfort and effectiveness in this relationship. At the end of this report you will find a set of questions and an action plan for further exploration. This report is from the perspective of Person and may be different if viewed from the perspective of Person.

Your DiSC Interpersonal Styles

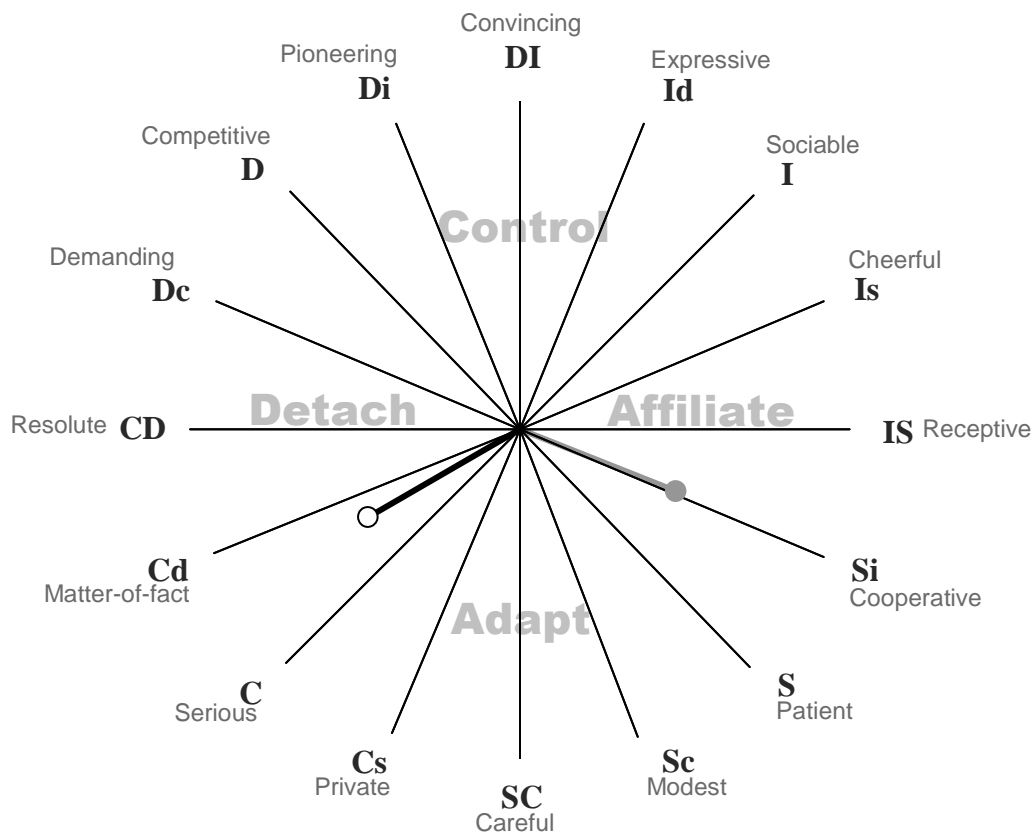
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Person's Cooperative Style ●

People with your Cooperative (Si) style tend to be even-tempered and accepting. Empathetic and supportive, you are likely to show caring and understanding when listening to others. Your considerate and accepting responses create a warm atmosphere that may encourage others to express their feelings without any fear of embarrassment or rejection. You are likely to be eager to understand others' problems, looking for ways you can support their efforts. Offering understanding and support, you probably are skillful at finding and acknowledging another person's good qualities.

Person's Matter-of-fact Style ○

People with Person's Matter-of-fact (Cd) style tend to be reserved in their expression. Tending to relate to others in a detached manner, Person is likely to build trust slowly when interacting with new people. He may take time to get to know someone before revealing much about himself. Rather than seeking close involvement with a specific group of people, Person may find that having the right amount of personal space, privacy, and autonomy is most important to his sense of well-being. As he is likely to be controlled in his emotional expression, Person may appear detached and unconcerned. Person may use his reserved, unsentimental approach as a way of maintaining a comfortable distance.



DiSC® Interpersonal Behavior Continuum

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The Interpersonal Behavior Continuum maps those behaviors that people with your DiSC® Interpersonal Styles are most and least likely to use. The behaviors on this Continuum may be different than the behaviors in your individual report, as they have been selected based on their relevance to your interactions with Person. *Low* behaviors are those that are less likely to be used even though the situation may require them. *High* behaviors are those that are more likely to be used even though the situation may not require them. The Continuum displays the potential for certain behaviors to occur but not the certainty that they will occur. Both of you may have modified these potential behaviors based on your life experience and value system.

Person ● Person ○

	Low ————— High
aloof Distant physically or emotionally; reserved	● ○
approachable Easy to talk to or deal with; open, friendly	○ ●
blunt Lacking in feeling, insensitive; abrupt, curt	● ○
companionable Having the qualities of a good companion; friendly	○ ●
cooperative Showing a willingness to work or act together with others; helpful	○ ●
critical Inclined to find fault; faultfinding	● ○
forceful Powerful, vigorous, dynamic	● ○
friendly Showing kindly interest and good will; congenial	○ ●
helpful Providing assistance; cooperative	○ ●
impersonal Showing no emotion; aloof	● ○
insistent Firm in asserting a demand or an opinion; unyielding	● ○
receptive Ready or willing to receive favorably; approachable	○ ●
restless Not able to rest, relax, or be still	● ○
sentimental Resulting from emotion rather than reason; soft-hearted	○ ●
stern Firm or unyielding; uncompromising	● ○
strict Rigorous in the imposition of discipline	● ○
supportive Furnishing encouragement or assistance	○ ●
sympathetic Expressing sensitivity to others' emotions; compassionate	○ ●
trusting Places confidence in others; relies or depends	○ ●
unsentimental Facing life realistically and with determination	● ○

Relationship Fit

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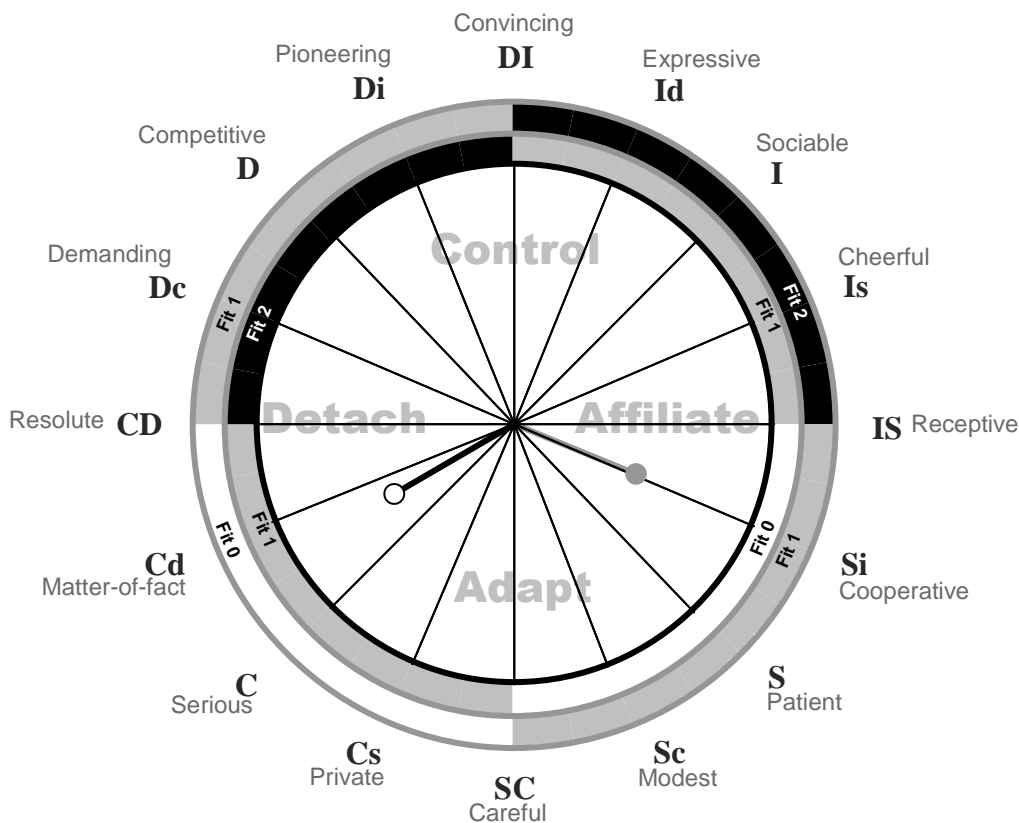
In addition to similarities and differences, we can look at the effectiveness and comfort of our relationships. This is called Relationship Fit, which involves a mutual give-and-take such that each person’s behavior supplements the other, resulting in a more effective and comfortable relationship. We tend to be most effective when we relate to those with a reciprocal preference for Control (Control is effective with Adapt and Adapt is effective with Control). On the other hand, we find that comfort is increased when we share preferences for Affiliation (Affiliate is comfortable with Affiliate, and Detach is comfortable with Detach).

Based on our preferences for Control and Affiliation, we find that relationships can have a Fit on both dimensions, one, or none. These three categories of Relationship Fit are:

- Fit on 2 Dimensions**—fit on *both* Control and Affiliation
- Fit on 1 Dimension**—fit on *either* Control or Affiliation
- Fit on 0 Dimensions**—fit on *neither* Control nor Affiliation

Relationship Fit Map for Person with Person

(Graphic is a reduced scale version of Page 3)



Your Relationship Fit Map displays both of your Vectors and Relationship Fit areas. To understand the Map, you need to look where Person’s Vector (○) falls on your Fit areas (outer circle). You can also see where your Vector (●) falls on Person’s Fit areas (inner circle).

Relationship Fit for Person with Person

There are no good or bad relationships, only relationships that require more or less energy to bridge our differences. As you can see on the Relationship Fit Map, you and Person have a Relationship Fit on 0 dimensions. There is neither a Fit on the Control dimension (Adapt with Adapt) nor the Affiliation dimension (Affiliate with Detach). On the Control dimension you both are likely to seek to adapt to the environment, which may cause some challenges in how you work together. You also are likely to have different expectations for the amount of distance in your interactions.

A lack of Fit on both dimensions does not mean you and Person cannot or will not have a relationship that is effective or comfortable. You each may have already modified your behavior in ways that have improved your ability to interact with each other. Fit on 0 dimensions means that your relationship is likely to require more effort to achieve comfort and effectiveness than a relationship that has a Fit on 2 dimensions. You may find the following strategies helpful in increasing the comfort and effectiveness of your interactions with Person.

Strategies for Person when relating with Person

You are likely to want interactions to be more warm and friendly than is likely to be comfortable for Person. You might increase the effectiveness of this relationship by moving to a less comfortable type of interaction for you but one that will be more comfortable for Person. You might use the following strategies to do this:

- Communicate in a factual, business-like manner
- Avoid asking personal questions which may feel intrusive to Person
- Maintain a formal, reserved approach when interacting unless Person initiates a more personal approach
- Focus on facts rather than feelings
- Logically state your reasons when suggesting a course of action
- Use a fact-based approach to discussions whenever possible

You and Person may both naturally tend to adapt to your environment and accommodate others in your interactions. You may have some challenges in your tendencies to defer to each other in certain situations. Some things you might do to maintain a respectful and effective relationship with Person are:

- Define how control and authority will be handled between you
- Approach problem-solving, decision-making, and delegating in a structured manner
- Identify tasks, activities, and interactions that you both are likely to avoid
- Schedule regular follow-up review and discussion of these activities
- Discuss in a non-defensive manner how your approach to sharing control is working

Relationship Fit: 0

Person: Adapt and Affiliate

Person: Adapt and Detach

Reflect and Review

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Based on your understanding of the strengths and limitations of the DiSC® Interpersonal Styles of both you and Person, you may want to explore the following areas to reduce potential conflicts and improve effectiveness in your relationship with Person.

1. In what ways are the DiSC Interpersonal Styles of you and Person similar?

How do your behavioral similarities positively contribute to your relationship with Person?

2. In what ways are the DiSC Interpersonal Styles of you and Person different?

How do those differences create challenges for you and Person in working together?

3. In looking at your DiSC Interpersonal Behavior Continuum, you will see interpersonal behaviors that are similar and different for you and Person. How would your relationship with Person benefit if you *decreased* your use of any of your “*high*” behaviors? Which behaviors would you decrease to improve comfort and effectiveness?

How would your relationship with Person benefit if you *increased* your use of any of your “*low*” behaviors? Which behaviors would you increase to improve comfort and effectiveness?

4. Does Person’s DiSC Interpersonal Style Fit on 2, 1, or 0 dimensions with your style?

How do you experience this in your relationship with Person?

5. What actions from the Strategies sections would be helpful in improving your relationship with Person?

Action Plan

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I will practice my understanding of my DiSC® Interpersonal Style and Person's style in the following ways:

1. Maximize my effectiveness when relating to Person by:
2. Modify my style to more effectively relate to Person by:
3. Maximize the effects of our similarities by:
4. Minimize the impact of our differences by: