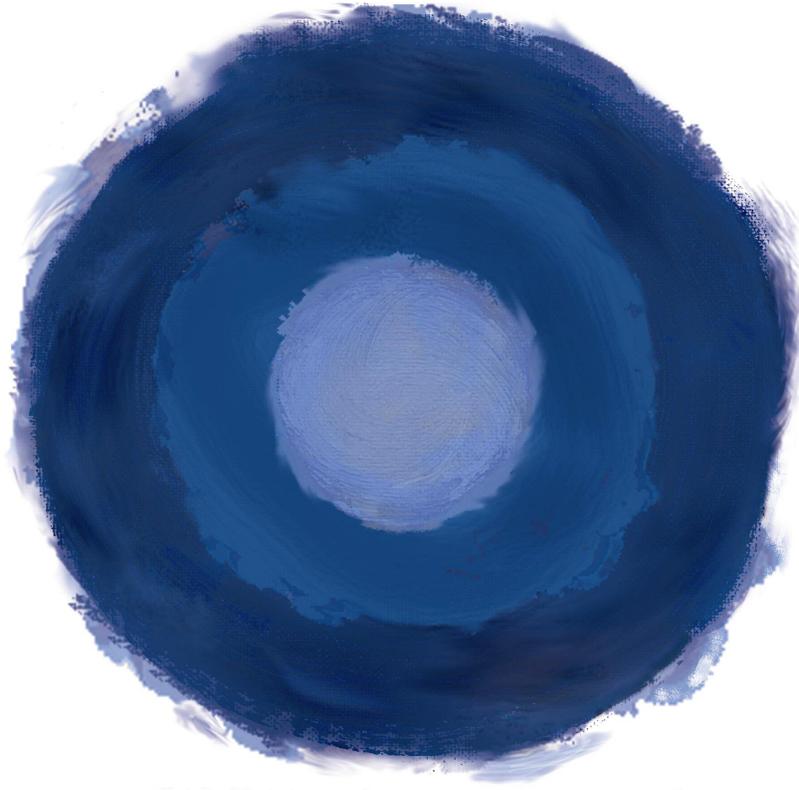




Dyad Report



Therese Jones with
Emily Sample
Wednesday, May 14, 2003

This report is provided by:

Resources Unlimited
800.278.1292 (Within the U.S.)
515.278.1292 (Outside the U.S.)
Support@ResourcesUnlimited.com
www.ResourcesUnlimited.com

Training that Stands the Test of Time...

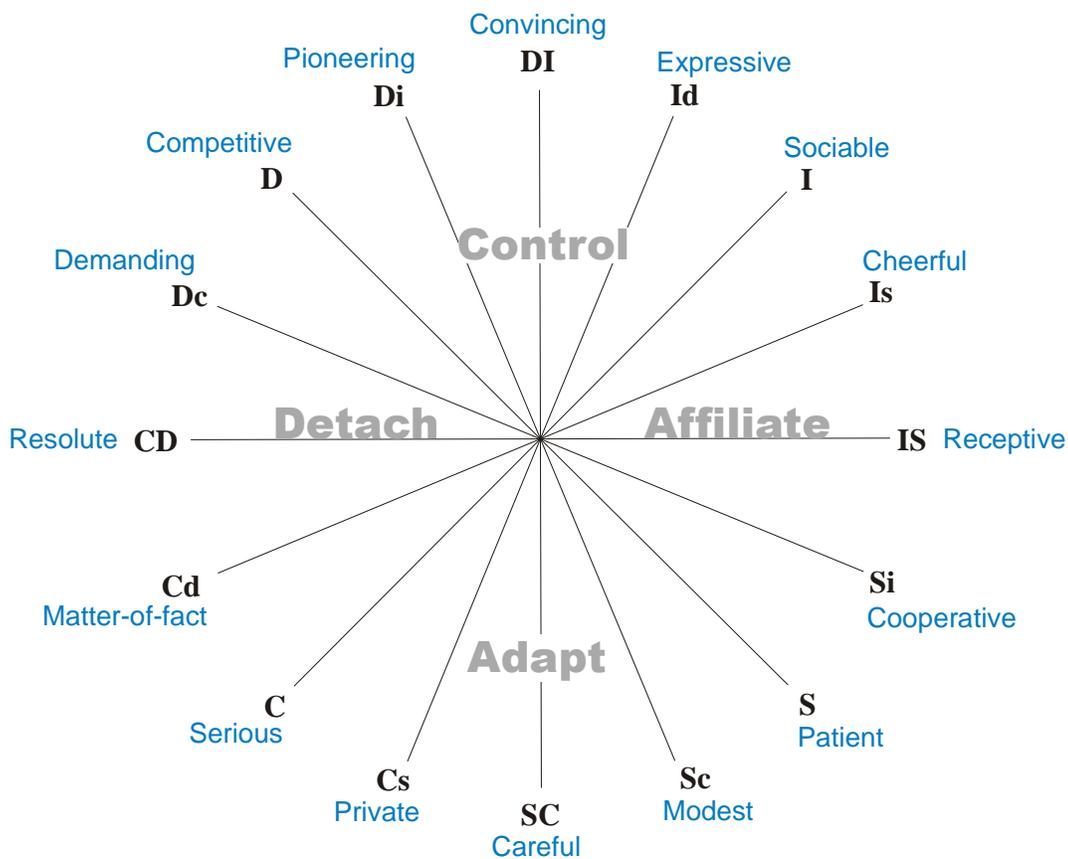
The DiSC® Indra™ Report

DiSC® Indra™

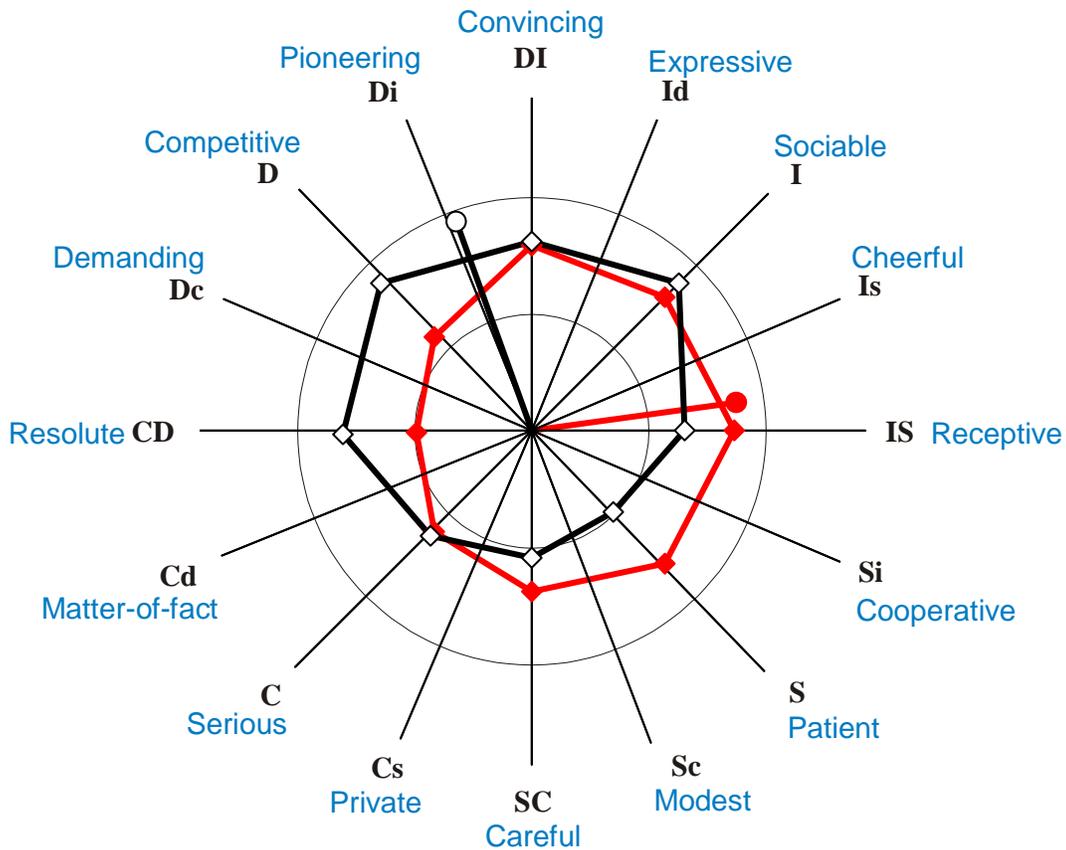
DiSC® Indra™ offers an in-depth understanding of relationship dynamics by applying the time-honored DiSC model to interpersonal style. Using the feedback provided by *Indra*, individuals and groups are able to reduce conflict and increase their comfort and effectiveness when relating with others.

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 Emily in this report.



Therese relating with Emily



DiSC Interpersonal Style of Therese Jones: ● Receptive (IS)
DiSC Interpersonal Style of Emily Sample: ○ Pioneering (Di)

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 Therese and may be different if viewed from the perspective of Emily.

Your DiSC Interpersonal Styles

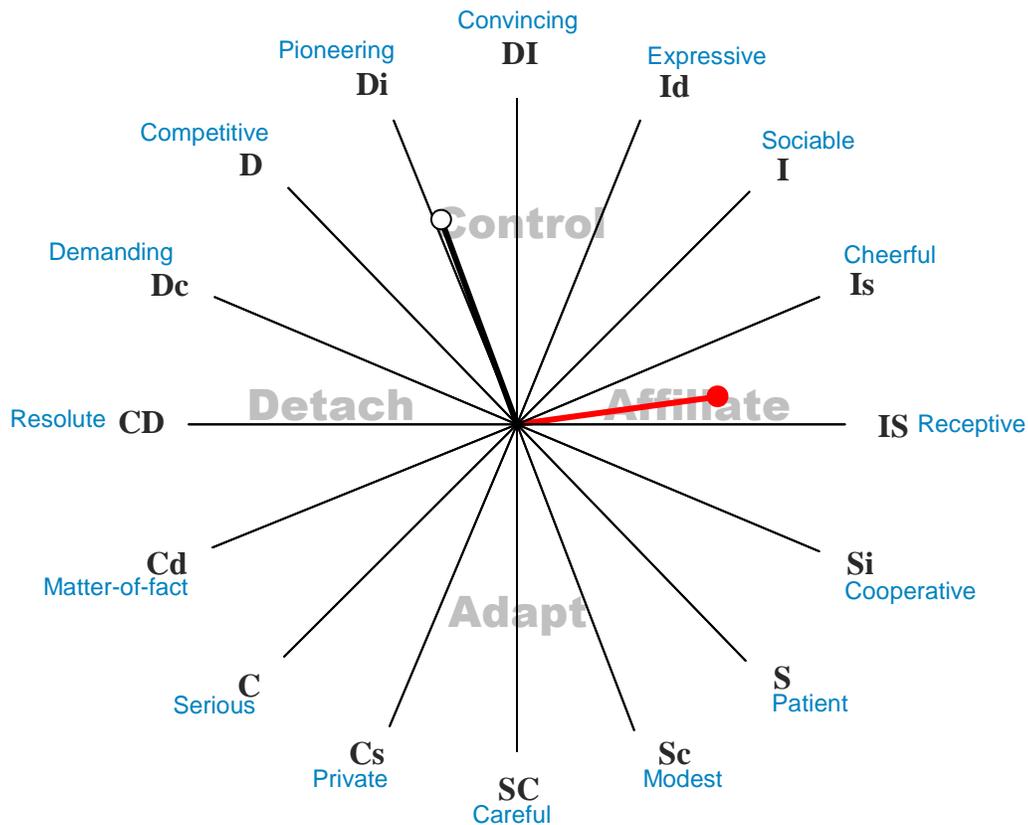
DiSC® Indra™

Therese's Receptive Style ●

People with your Receptive (IS) DiSC interpersonal style tend to be warm, easy-going and friendly. You are likely to present a relaxed, pleasant, approachable manner or appearance to others. Feeling at ease with things as they are, you tend to respond to others in a trusting, receptive manner. Content and adaptable, you tend to establish positive relations with others with your agreeable, affiliative responses to their behavior. Your trusting, generous nature is likely to draw similar responses from others. Other people are likely to find you easy to talk with because of comfortable interpersonal style.

Emily's Pioneering Style ○

People with Emily's Pioneering (Di) style tend to be eager to take charge and set the pace. Convincing others to work toward her goals, Emily is usually seen as decisive, forceful, and persuasive. It seems easy for her to take the lead in conversations, even in the face of opposition from others. People tend to see Emily as assertive and resistant to influence from others. Tending to be quick in thought and action, she may be impatient and fault-finding with those who are not.



DiSC® Interpersonal Behavior Continuum

DiSC® Indra™

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 Emily. *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.

Therese ● Emily ○

	Low ————— High
aggressive Willing to engage in direct action; bold, active	● ○
agreeable Ready to consent or submit; likeable	○ ●
blunt Lacking in feeling, insensitive; abrupt, curt	● ○
competitive Having a strong urge to win	● ○
demanding Requiring much of others	● ○
diplomatic Using tact and sensitivity in dealing with others; tactful	○ ●
dominant Exercising the most influence or control	● ○
easy-going Relaxed in attitude; unworried	○ ●
even-tempered Not quickly angered or excited; calm	○ ●
firm Showing determination or resolution; unyielding	● ○
forceful Powerful, vigorous, dynamic	● ○
gentle Considerate and kindly in disposition; mild	○ ●
helpful Providing assistance; cooperative	○ ●
humble Meekness or modesty in behavior, attitude, or spirit; deferential	○ ●
insistent Firm in asserting a demand or an opinion; unyielding	● ○
intense Showing strong emotion, firm purpose, great seriousness; forceful	● ○
lenient Inclined not to be harsh or strict; merciful, generous, or indulgent	○ ●
obliging Ready to do favors for others; accommodating	○ ●
restless Not able to rest, relax, or be still	● ○
soft-hearted Full of compassion or tenderness	○ ●

Relationship Fit

DiSC® Indra™

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:

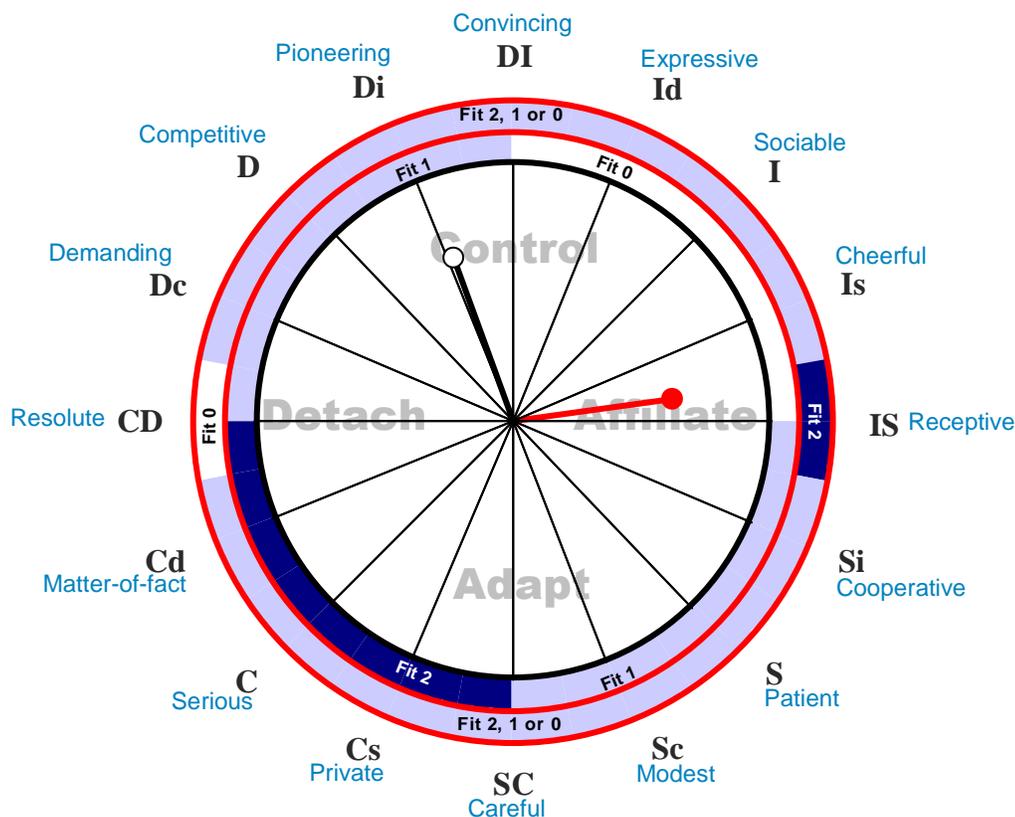
Fit on 2 Dimensions—fit on *both* Control and Affiliation

Fit on 1 Dimension—fit on *either* Control or Affiliation

Fit on 0 Dimensions—fit on *neither* Control nor Affiliation

Relationship Fit Map for Therese with Emily

(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 Emily’s Vector (○) falls on your Fit areas (outer circle). You can also see where your Vector (●) falls on Emily’s Fit areas (inner circle).

Relationship Fit for Therese with Emily

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 Emily may have a Relationship Fit on either 1 or 0 dimension(s), depending on how you approach the Control dimension. It will be a Fit on 1 relationship if you are reciprocal on Control (Adapt with Control) as you are not likely to share the same expectation on Affiliation (Affiliate with Detach).

A lack of Fit on both dimensions does not mean you and Emily 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 1 or 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 Emily.

Strategies for Therese when relating with Emily

You are likely to prefer interactions that are more informal and social than may be comfortable for Emily. 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 the other person. You might use the following strategies to do this:

- Maintain business-like, direct, to-the-point communication
- Limit discussions to the task at hand
- Focus on facts and results, not feelings
- Be prepared for aggressive, give-and-take discussions

As you seem to have a neutral position on Control, you may be willing to give Emily more control in your interactions. Some things you might do to maintain respectful harmony with this person are:

- Meet on a regular, scheduled basis to discuss how things are going
- Acknowledge your discomfort in raising issues that may cause conflict
- Be prepared to assert your views when necessary
- Define where you would like to have control and where you are comfortable deferring control to the other person

Relationship Fit: 1 or 0

Therese: Affiliate and Neutral on Control

Emily: Control and Detach

Reflect and Review

DiSC® Indra™

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

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

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

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

How do those differences create challenges for you and Emily 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 Emily. How would your relationship with Emily 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 Emily benefit if you *increased* your use of any of your “*low*” behaviors? Which behaviors would you increase to improve comfort and effectiveness?

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

How do you experience this in your relationship with Emily?

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

