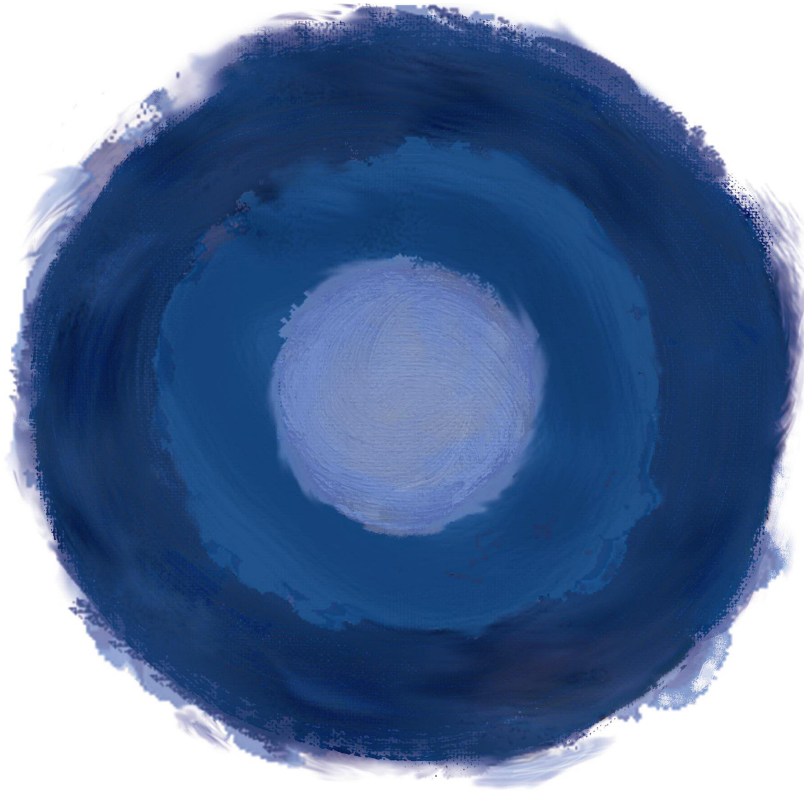




Dyad Report



Emily Sample with
Therese Jones
Wednesday, May 14, 2003

This report is provided by:

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Training that Stands the Test of Time...

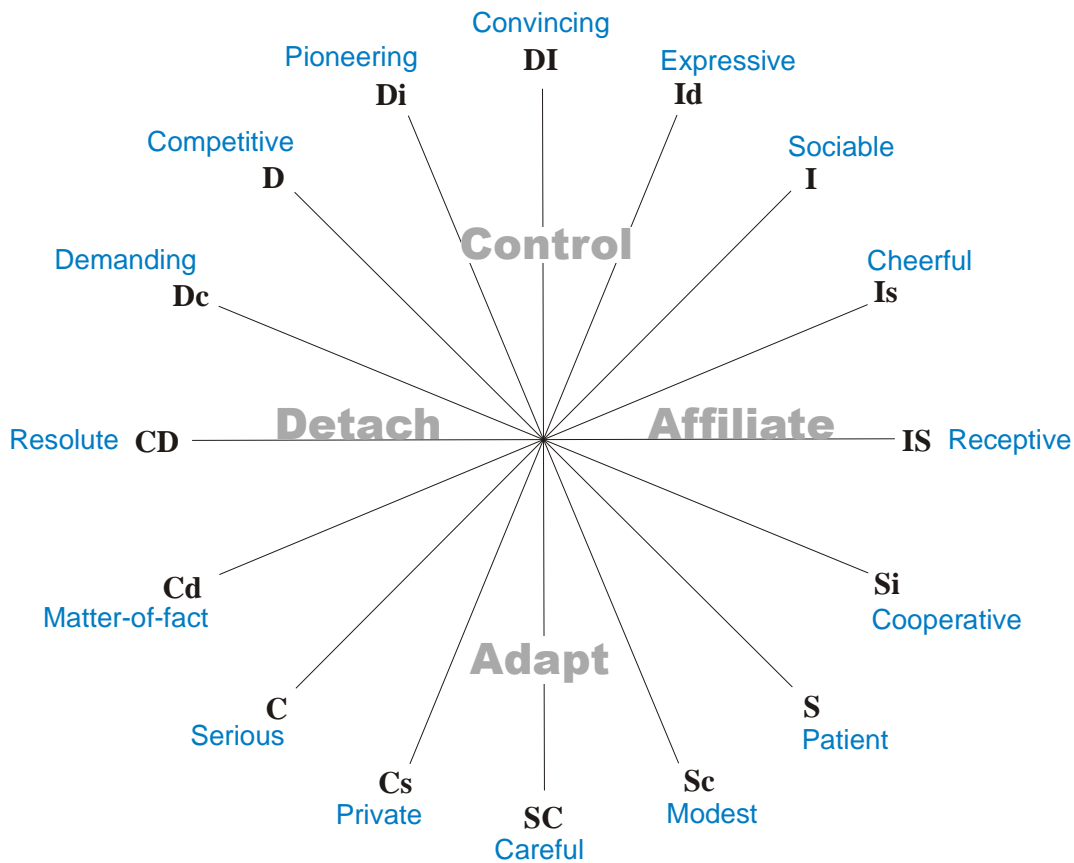
The DiSC® Indra™ Report

DiSC® Indra™

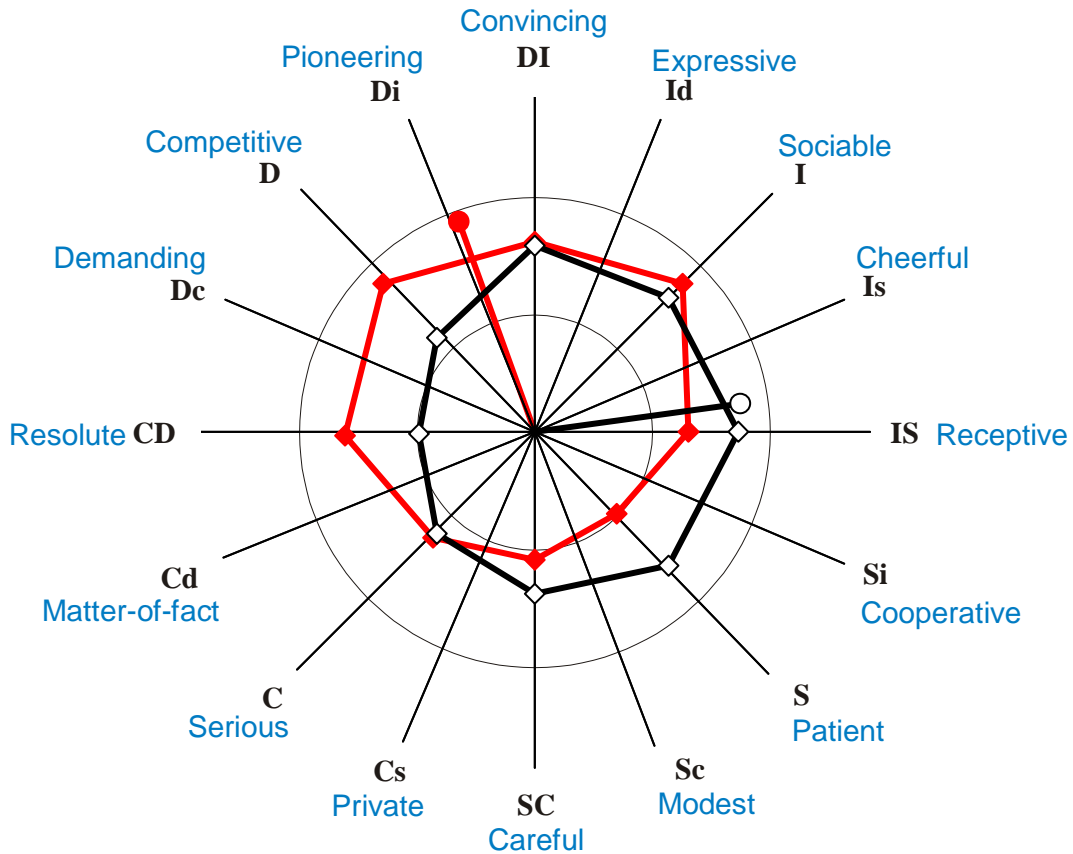
DiSC® Indra™ offers an in-depth understanding of relationship dynamics by applying the time-honored DiSC model to interpersonal style. Using the feedback provided by *Indra*, individuals and groups are able to reduce conflict and increase their comfort and effectiveness when relating with others.

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 Therese in this report.



Emily relating with Therese



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

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

Your DiSC Interpersonal Styles

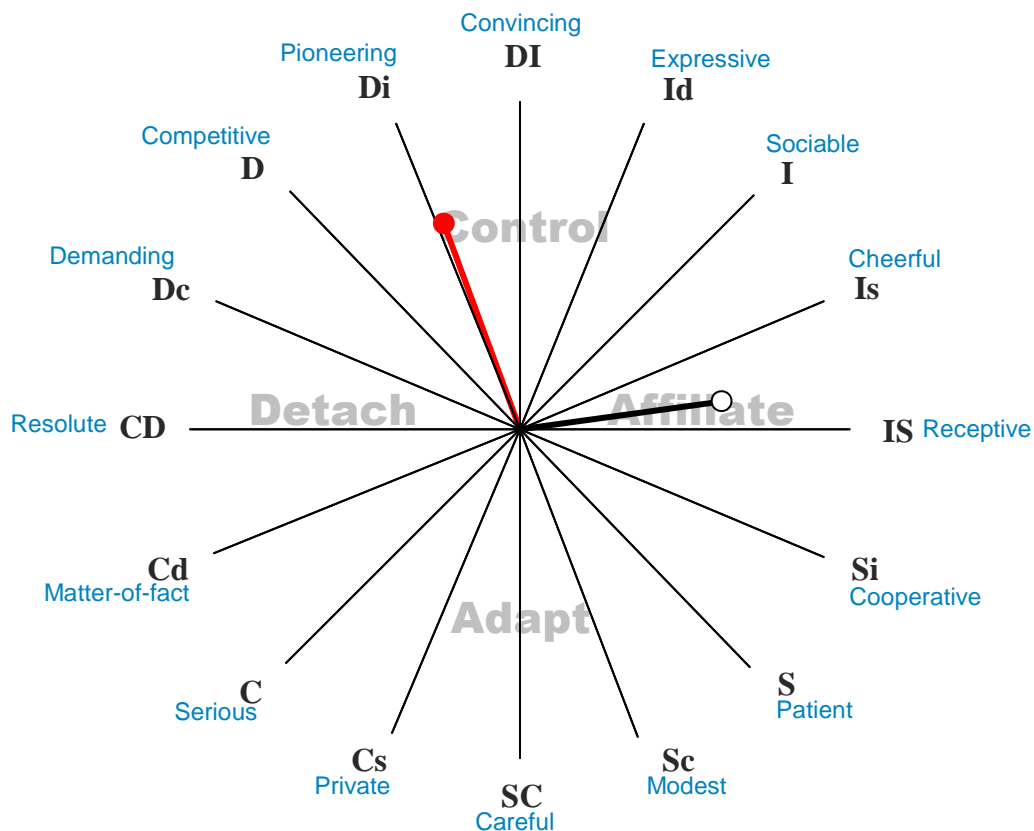
DiSC® Indra™

Emily's Pioneering Style ●

People with your Pioneering (Di) style tend to be eager to take charge of things, setting the pace for others. You are likely to be quick to persuade others to your viewpoint. Convincing others to work toward your goals, you are usually seen as being decisive, forceful, and persuasive. It seems to be easy for you to be outspoken and take the lead in conversations, even in the face of opposition from others. People tend to see you as assertive, capable of putting yourself forward boldly and insistently and resisting influence from others. Tending to be quick in thought and action, you may be impatient and fault-finding with those who are not.

Therese's Receptive Style ○

People with Therese's Receptive (IS) style tend to be easygoing and friendly. Therese is likely to present a relaxed, approachable manner to others. Feeling at ease with things as they are, Therese tends to respond to others in a trusting, receptive manner. She tends to establish positive relations with others with her agreeable, affiliative responses. Therese's trusting behavior is likely to draw similar responses from others. Other people are likely to find her easy to talk to because of her comfortable interpersonal style.



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 Therese. *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.

Emily ● Therese ○

	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:

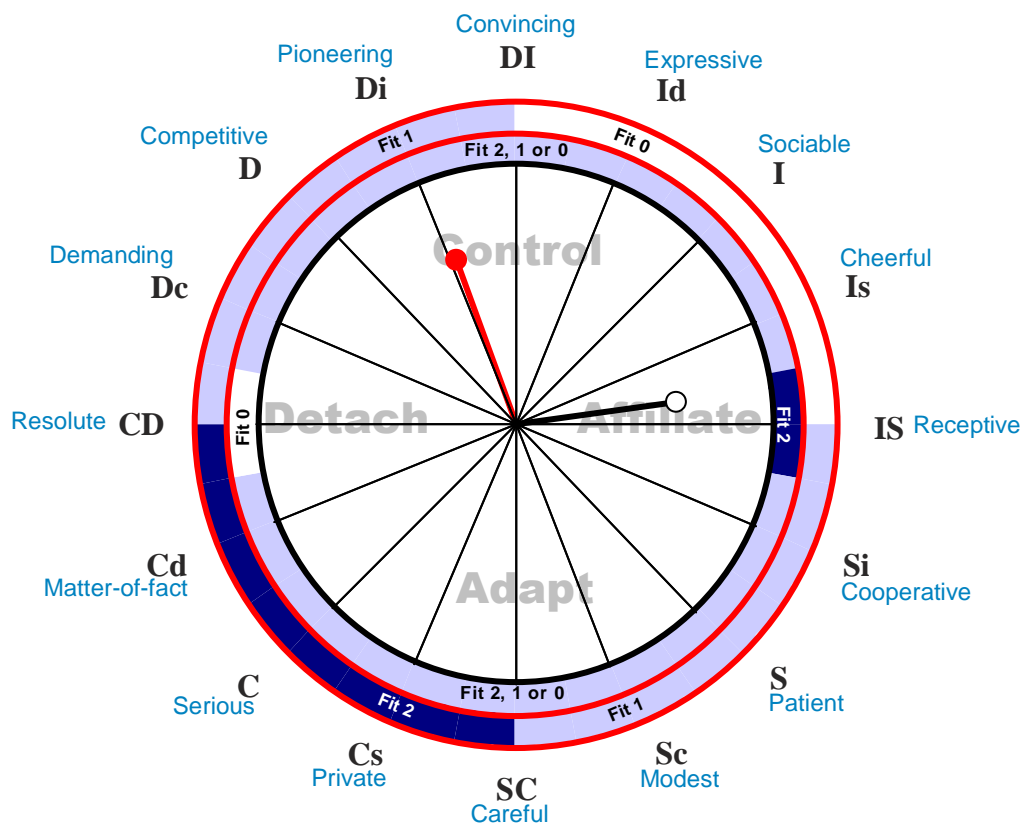
Fit on 2 Dimensions—fit on *both* Control and Affiliation

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

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

Relationship Fit Map for Emily with Therese

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

Relationship Fit for Emily with Therese

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

A lack of Fit on both dimensions does not mean you and Therese 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 Therese.

Strategies for Emily when relating with Therese

You are likely to prefer interactions that are more direct and to the point than may be comfortable for Therese. 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:

- Meet informally on a regular basis
- Provide opportunities to discuss problems and concerns
- Maintain a more affiliative approach by inquiring about the other person as a person

You may naturally tend to take control in your interactions. Much of the time, this will be a comfortable and effective way of relating for Therese who seems to be neutral on control. Some things you might do to maintain respectful harmony with this person are:

- Check for agreement after stating your ideas of how things should be done
- Inquire about the other person's perception of potential limitations, conflicts or challenges
- Solicit feedback on your actions in a warm, sincere manner
- Discuss the other person's comfort with how control is being handled in your interactions

Relationship Fit: 1 or 0

Emily: Control and Detach

Therese: Affiliate and Neutral on Control

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

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

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

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

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

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

How do you experience this in your relationship with Therese?

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

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

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