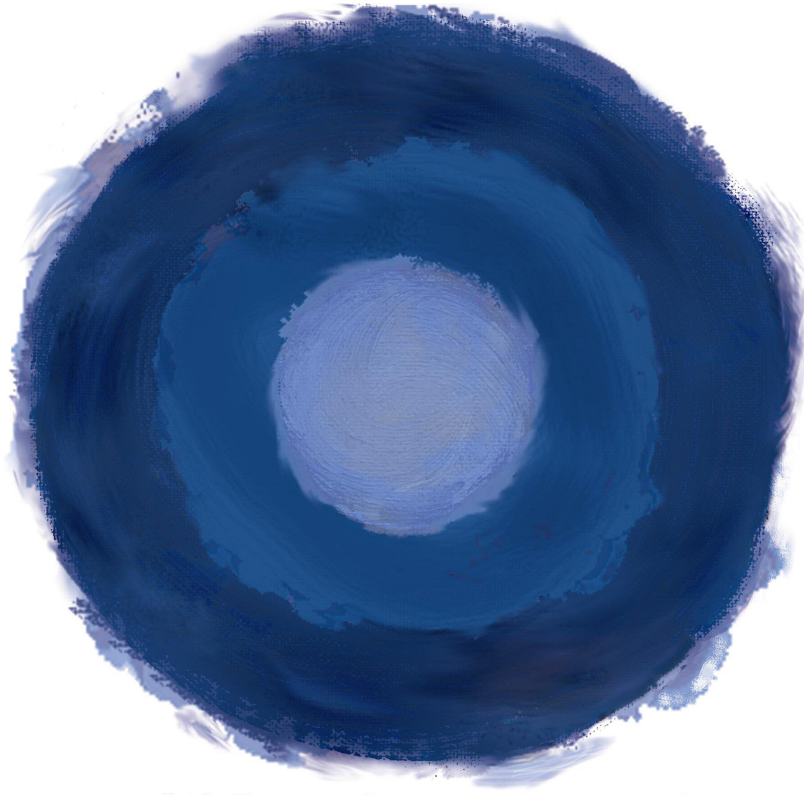




Dyad Report



Mark Modest with
Patty Pioneering
Friday, May 23, 2003

This report is provided by:

Inscape Publishing
6465 Wayzata Blvd Suite 800
St Louis Park, MN 55426

763-765-2222



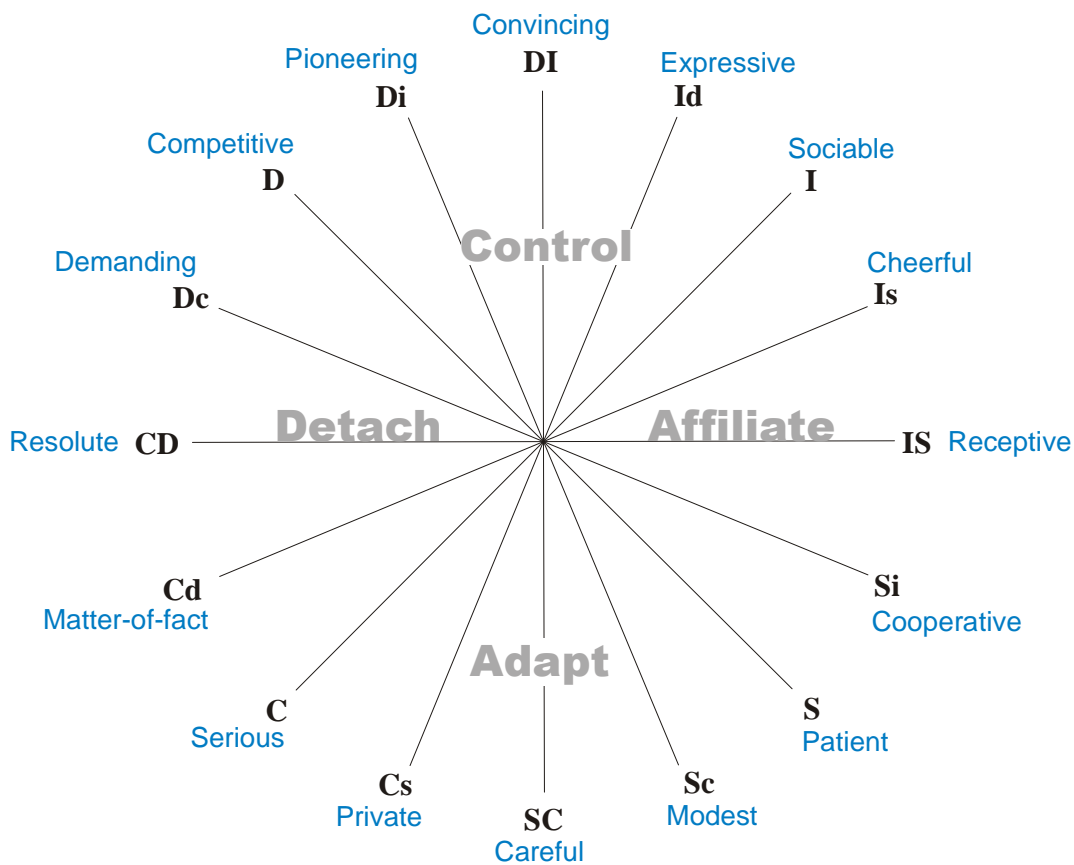
The DiSC® Indra™ Report

DiSC® Indra™

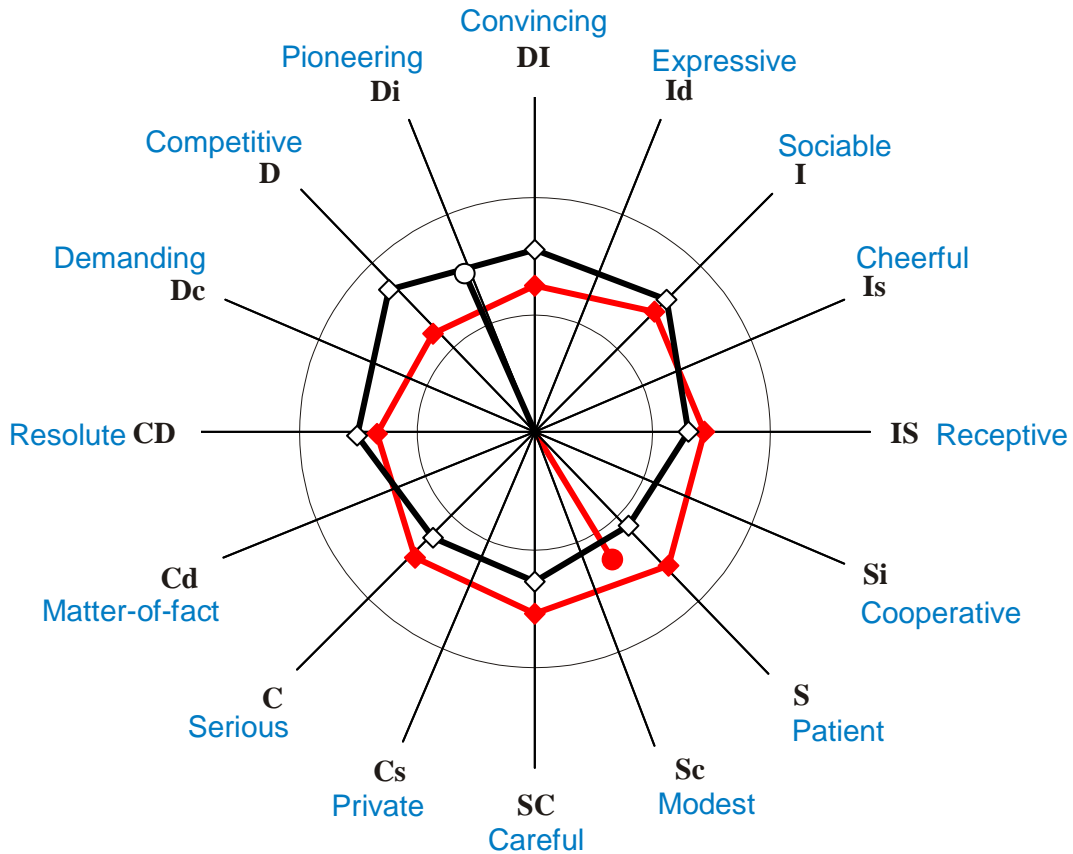
DiSC® Indra™ offers an in-depth understanding of relationship dynamics by applying the time-honored DiSC model to interpersonal style. Using the feedback provided by *Indra*, individuals and groups are able to reduce conflict and increase their comfort and effectiveness when relating with others.

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 Patty in this report.



Mark relating with Patty



DiSC Interpersonal Style of Mark Modest: ● Modest(Sc)
DiSC Interpersonal Style of Patty Pioneering: ○ 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 Mark and may be different if viewed from the perspective of Patty.

Your DiSC Interpersonal Styles

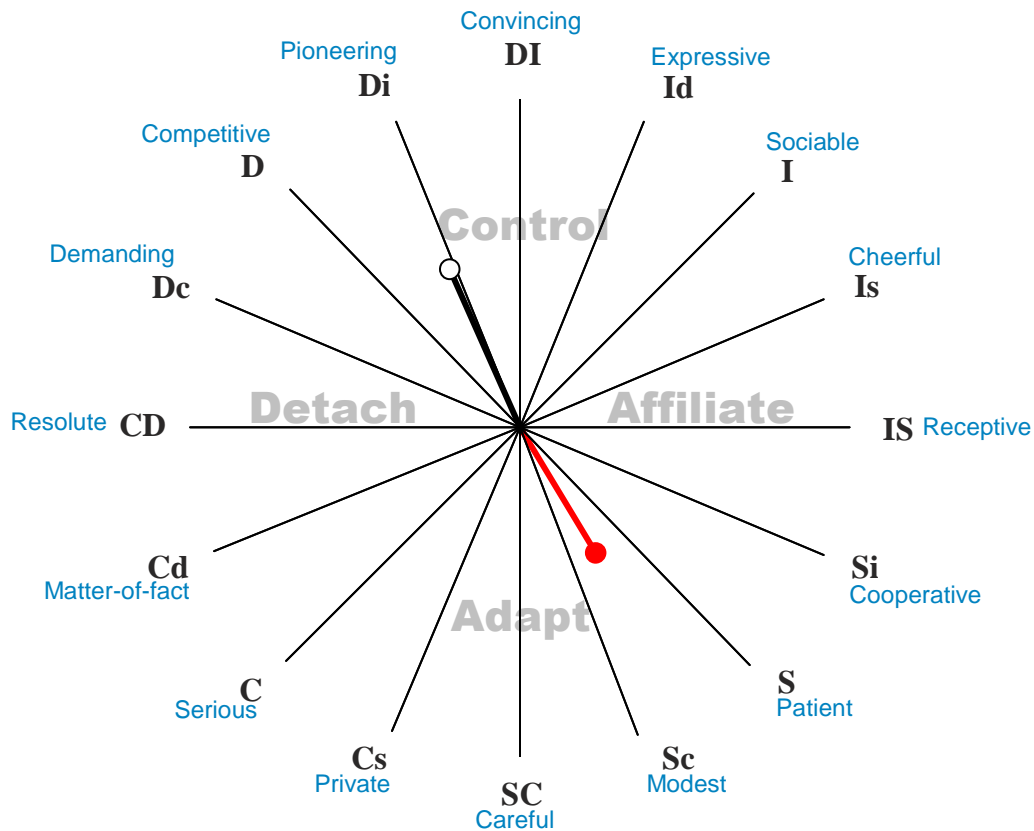
DiSC® Indra™

Mark 's Modest Style ●

People with your Modest (Sc) style tend to be fairly low-key and easygoing. You are likely to offer others predictability and consistency in your interactions and may want the same response from them. You tend to be comfortable in letting others direct conversations and may hesitate to state your preferences, not wanting to be seen as demanding. You may be quick to agree with others, accommodating to their viewpoints rather than risking conflict with them. Your unassuming demeanor makes it easy for others to approach you. You are likely to easily adjust to a wide range of personal styles and bring increased harmony to any situation.

Patty's Pioneering Style ○

People with Patty's Pioneering (Di) style tend to be eager to take charge and set the pace. Convincing others to work toward her goals, Patty 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 Patty 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 Patty. *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.

Mark ● Patty ○

	┌ Low	High ─┐
assertive Inclined to bold or confident assertion; emphatic	●	○
bold Showing readiness to take a risk; daring	●	○
compliant Willing to give in; yielding, submissive	○	●
conforming Behaving in a conventional way	○	●
consistent Holding always to the same principles or practice; dependable	○	●
conventional Conforming to established practice or accepted standards; traditional	○	●
daring Willing to take risks; bold, venturesome	●	○
direct Straightforward and candid; frank, to the point	●	○
frank Open and honest expressing what one thinks and feels	●	○
humble Meekness or modesty in behavior, attitude, or spirit; deferential	○	●
modest Not wanting to call attention to oneself; retiring	○	●
obliging Ready to do favors for others; accommodating	○	●
outspoken Speaking freely, openly, or boldly; assertive	●	○
persistent Refusing to give up or let go; persevering obstinately	●	○
pioneering Leading the way; trailblazing	●	○
predictable Exhibiting behavior that is expected; trustworthy	○	●
strong-willed Having a determined will	●	○
unassuming Not bold, forward or arrogant; humble, modest	○	●
undemanding Not requiring much of others	○	●
vigorous Done with force and energy	●	○

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:

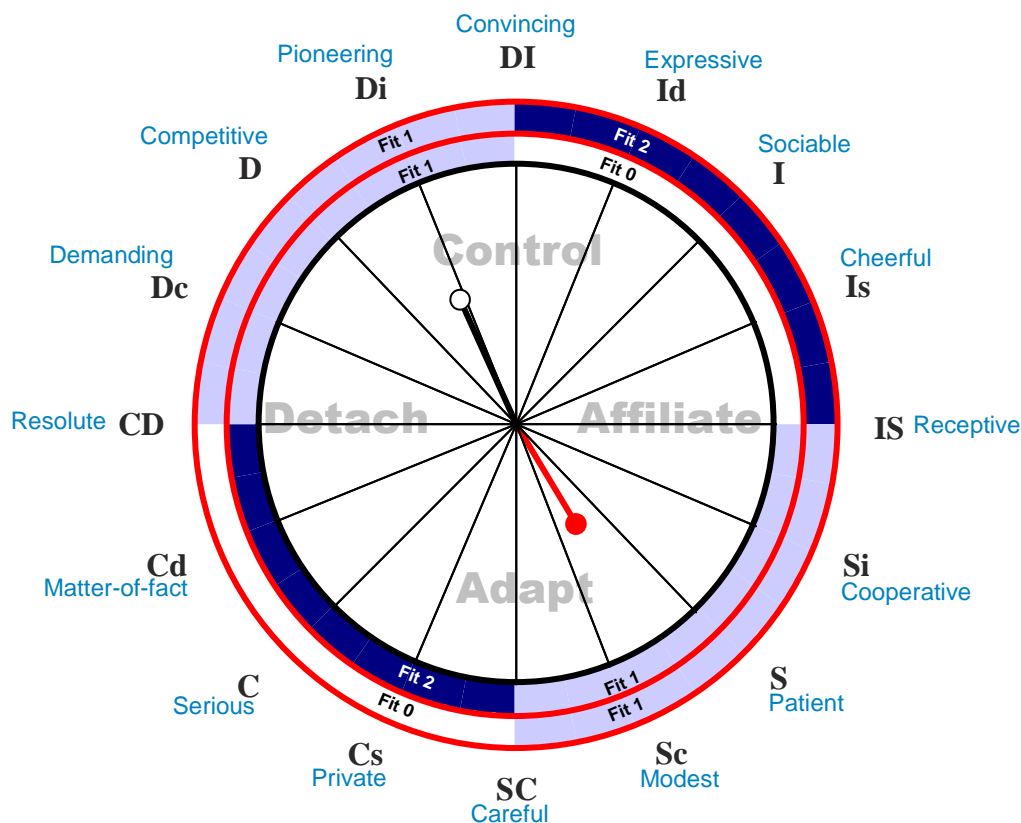
Fit on 2 Dimensions—fit on *both* Control and Affiliation

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

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

Relationship Fit Map for Mark with Patty

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

Relationship Fit for Mark with Patty

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 Patty have a Relationship Fit on 1 dimension. You are likely to have a Fit on the Control dimension (Adapt with Control), but not on the Affiliation dimension (Affiliate with Detach). You are likely to have different expectations for how distant or close your interactions should be. This may affect how comfortable you feel in your interactions with Patty. Your reciprocal relationship on Control is likely to contribute to your effectiveness.

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

Strategies for Mark when relating with Patty

You are likely to prefer interactions that are more warm and friendly than may be comfortable for Patty. 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 Patty. You might use the following strategies to do this:

- Communicate in a direct, to-the-point manner
- Limit social or personal conversation
- Focus discussion on facts and results rather than on feelings and personal issues
- Be prepared to listen to Patty's ideas about how things should be done
- Check out Patty's selective perception by asking open-ended questions (who, what, where, when, how)

You may naturally tend to adapt to your environment and accommodate others in your interactions. Much of the time, this will be a comfortable and effective way of relating for Patty. Some things you might do to maintain a respectful and effective relationship for Patty 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 to Patty

Relationship Fit: 1

Mark : Adapt and Affiliate

Patty: 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 Patty, you may want to explore the following areas to reduce potential conflicts and improve effectiveness in your relationship with Patty.

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

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

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

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

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

How do you experience this in your relationship with Patty?

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

