



Questions and Answers DiSC® Indra™

Q. What is DiSC® Indra™ ?

A. DiSC Indra evolved from deeper research into the underlying structure of DiSC. Since 1993, Inscape has been exploring the structure of DiSC through its ongoing research and development projects, both domestically and in conjunction with its international partners. As Inscape continued its exploration, a discovery was made about Marston's original two underlying dimensions that demonstrated a strong similarity to the dimensions discussed in interpersonal theory, particularly those of the circumplex models. This discovery was confirmed through ongoing item analysis, which suggested the presence of two strong underlying bipolar factors that were contributing to the four D,i,S, and C factors. By using the statistical methods of interpersonal researchers, Inscape researchers discovered that DiSC had, in fact, a circumplex structure rather than a simple two- or four-dimensional structure. The key significance of this finding is that it demonstrates how all the DiSC styles are related to each other in a circular and continuous manner.

Q. Does the name Indra stand for something?

A. Indra stands for IN-Depth Relationship Assessment. Inscape chose this name because DiSC Indra is designed to focus on interpersonal style as expressed in relationships at three different levels. The first level represents the individual level where feedback is provided about the individual's interpersonal style and the relationship dynamics that are likely to result from that style. The second level represents the dyad level where information is provided about the potential interaction dynamics between two specific people based on their DiSC interpersonal styles. The third level represents the group level where relationships of more than two people are explored in terms of the impact of their



Q. Is DiSC Indra replacing PPS or PPSS?

A. DiSC Indra is not replacing the Personal Profile System[®] 2800 (now called DiSC Classic) nor is it replacing the Personal Profile System Software (DiSC PPSS). The three products together comprise Inscape's family of core DiSC products, each having its own unique applications.

Q. How is DiSC Indra different from DiSC Classic?

A. DiSC Classic looks at an individual as they see themselves in relation to their environment; DiSC Indra looks at the individual specifically in their relationships to others.

Q. How is DiSC Indra different from PPSS?

A. The Personal Profile System Software reports provide extensive feedback to an individual that focuses on how they most likely express their DiSC style in different environments, such as in management, sales, or their peer relationships. The feedback also focuses on an individual's approach to specific activities, such as problem-solving, decision-making, delegating, handling stress, etc. In contrast, DiSC Indra focuses on individuals' DiSCinterpersonal styles as expressed in their interactions with others, first at the individual level, then at the dyad and group levels.

Q. How will I know which Inscape DiSC product to use?

A. Each product has its unique applications. A list of applications for DiSC Indra will be provided, but another way to decide is to look at the range of DiSC applications that your client is most likely to use. If your client is interested in exploring a deeper understanding of self with DiSC, then DiSC Classic or DiSC PPSS would be a good place to start. If your client is interested in increasing understanding and effectiveness in relationship dynamics, whether one-on-one or as part of a team, then DiSC Indra might better suit their needs.



Q. What is a circumplex?

A. A circumplex is a mathematical model that describes the Cartesian location of points on two underlying orthogonal (90-degree relationship) dimensions. Not all models that have two dimensions or two axes are circumplex. A circumplex is different in that all the points within its 360-degree space (formed by the two orthogonal axes) contain data. In a simple two-factor, two-axis model, the data points are located exclusively along the axes. Before a model can be considered a circumplex, it must conform to rigorous statistical measures. By demonstrating a consistent circumplex format, DiSC Indra is the most sophisticated application of a circular DiSC model available today.

Q. What difference does it make that DiSC Classic and DiSC PPSS use a forced-choice format and DiSC Indra uses a rating scale?

A. Both types of assessments are designed to minimize bias, each using a different type of response format. A rating scale was chosen for DiSC Indra because the scale allowed for the use of a greater range of statistical methods. In the scoring methodology, Inscape used techniques specifically designed to reduce bias in the rating scales. During the alpha research, a sample that responded to both versions (DiSC Classic and DiSC Indra) was collected. The sample results concluded that the use of a rating scale was more appropriate for DiSC Indra. Additional information about the rating scale can be found in the DiSC Indra Research Report.

Q. What focus should a person use in responding to DiSC Indra?

A. It is recommended that individuals respond based on who they are at work, instead of who they think they should be or who they might like to be.

Q. Why does DiSC Indra use words instead of phrases?

A. Research demonstrated that adjectives (words) are the most commonly used form of response item in style self-assessments because



words seem to capture a person's self-description most accurately. Phrases seem to be most useful when looking at situation-specific behavior and role behavior.

Q. What happened to the Classical Patterns? Do they correlate to the patterns in DiSC Indra?

A. Early in the development of the DiSC instrument, commonly occurring clusters of patterns were identified. In those clusters, the relationship of the D, i, S, and C dimensions to one another formed distinctive shapes or patterns. Fifteen mega-clusters or patterns emerged from the ongoing data collection. It was those 15 basic patterns that formed the basis for the descriptive interpretation provided in DiSC-based assessments. As part of John Geier's continuing research, he collected additional pattern descriptions through clinical interviews with hundreds of people. By extracting behavioral information from those interviews, Geier provided richer descriptions of the 15 patterns, which came to be known as the Classical Profile Patterns.

DiSC Indra has its own set of Patterns, which are defined differently from those of DiSC Classic. The Classical Patterns were derived empirically (through the data). The DiSC Indra Patterns were derived theoretically (through the model) then validated empirically. After evaluating the results of preliminary research done with a sample that responded to both DiSC Classic and DiSC Indra, there was good reason to believe that a map could be created which overlaid the Classical Patterns onto the DiSC Indra Patterns. The 16 DiSC Indra Patterns that arose from the new model were defined by their locations on the interpersonal space (formed by the two dimensions of Control and Affiliation) and were named for the interpersonal style that they represented.

Q. How does DiSC Indra provide information about relationships, and why is it useful?

A. DiSC Indra provides relationship interaction information in two



different application formats. The first, which focuses on similarities and differences, uses the Interpersonal Behavior Continuum developed from empirical research, along with a high-low range to show the potential with two or more people for using those specific behaviors. The second method is based on Relationship Fit theory, which looks at relationship dynamics from the perspective of effectiveness and comfort. Relationship Fit explains the way relationships are made more effective when people with different styles either supply mutual needs or offset mutual lacks.

Q. Is it necessary to complete DiSC Classic before responding to DiSC Indra?

A. It is not necessary to respond to DiSC Classic first, but the client will need an understanding of the DiSC model to fully appreciate the information provided. While some information about the model is available in the individual report, the expertise of the distributor will be invaluable in providing a full context for understanding and applying the information.

Q. Why is DiSC Indra available only online?

A. DiSC Indra is only available online because of the highly sophisticated nature of its scoring algorithms, which occur at three levels: item, octant, and DiSC vector. Advanced statistical techniques have been used to minimize both the social desirability and the response set bias.

Q. Can you use DiSC Classic and DiSC Indra together, with some of the participants completing DiSC Classic, while others complete DiSC Indra?

A. It is recommended that you use them in separate sessions because the descriptive feedback provided by each will have a different focus.



Q. Is there a DiSC Indra Facilitator's Kit?

A. A facilitator's kit will be released later this year and available to those who have completed the Certificate training. Until then, information is available through Certificate training and the DiSC Indra Sales Kit, which includes an overview of the product, applications, a research report, and more.

A. Yes. To purchase or train on DiSC Indra, distributors must earn their DiSC Indra Certificate. Distributors' customers who want to train on DiSC Indra in their organizations must also complete Certificate training. Contact Inscape's Distributor Support for training dates and locations or check Inscape's Web site.