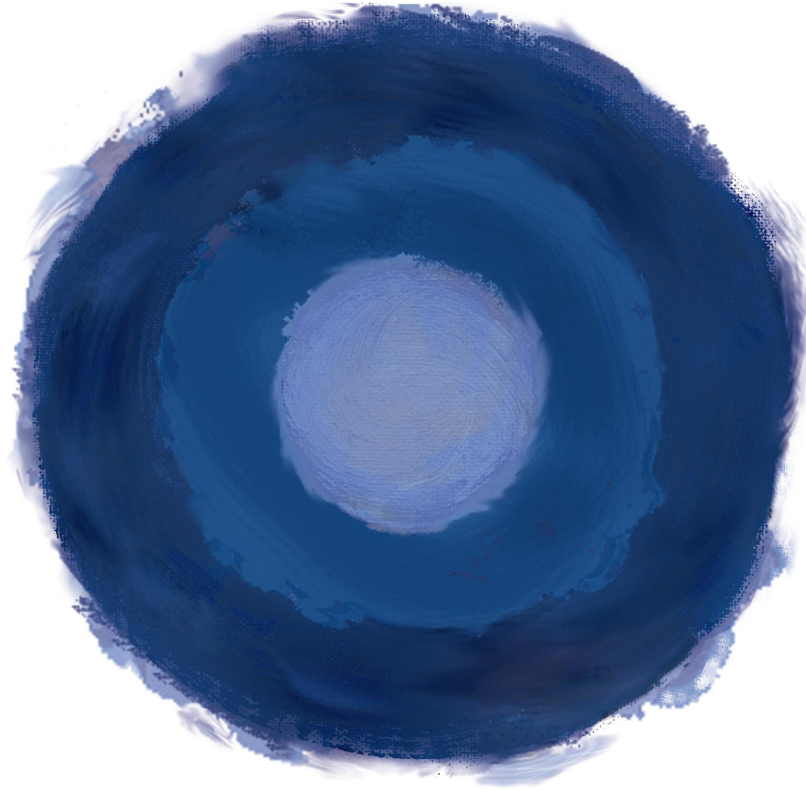




Dyad Report



**Patty Pioneering
with Mark Modest**

Tuesday April 1, 2003

This report is provided by:

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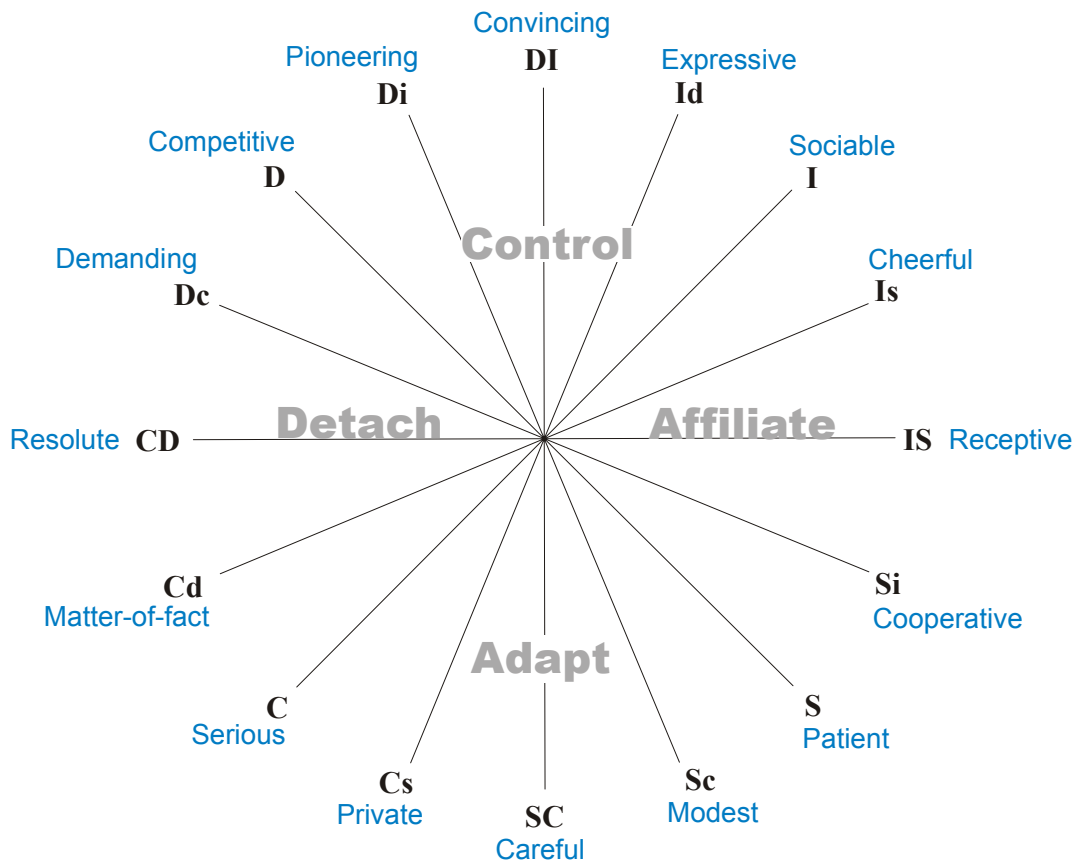
The DiSC® Indra™ Report

DiSC® Indra™

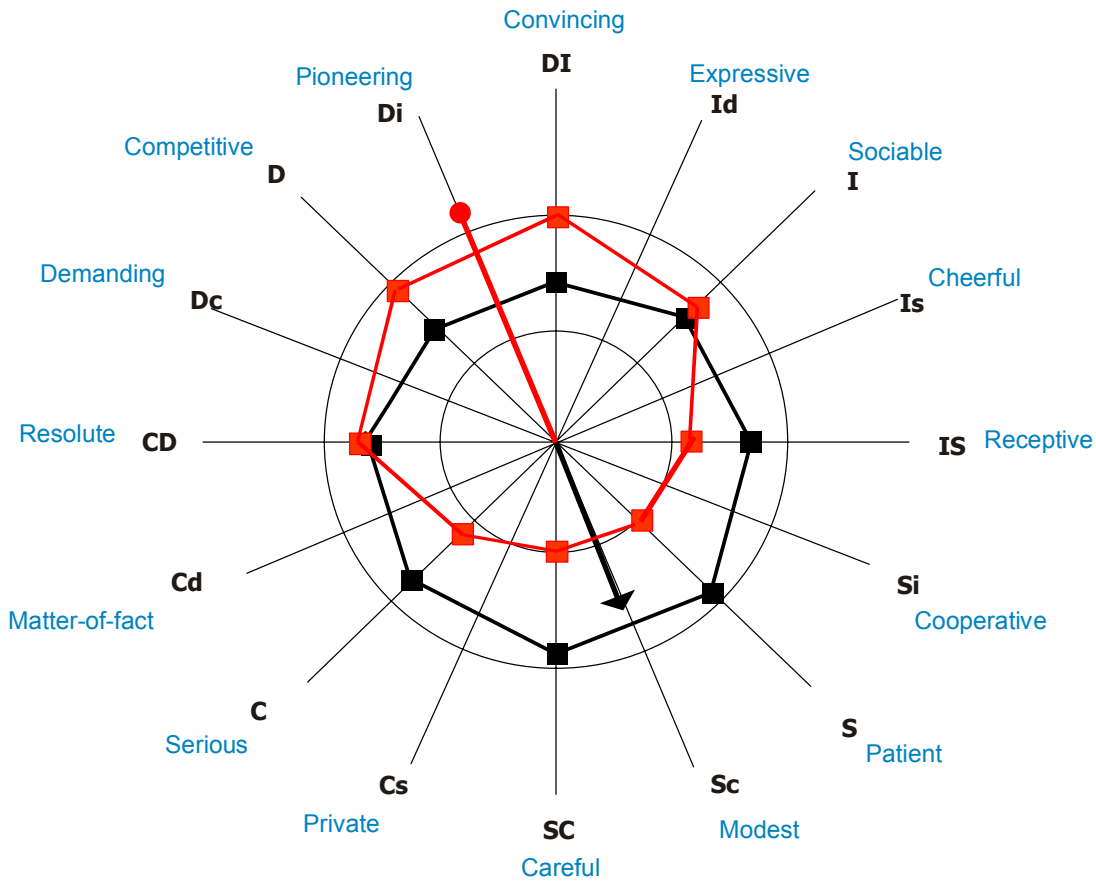
DiSC® Indra™ offers an in-depth understanding of relationship dynamics by applying the time-honored DiSC model to interpersonal style. Using the feedback provided by Indra, individuals and groups are able to reduce conflict and increase their comfort and effectiveness when relating with others.

DiSC Indra displays a person's DiSC Interpersonal Style on two dimensions—Control-Adapt and Affiliat-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.

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 your relationships in this report, as well as in the DiSC Indra Individual Report and the DiSC Indra Group Report, available separately.



Patty relating with Mark



DiSC Interpersonal Style of Patty: ● Pioneering (Di)
DiSC Interpersonal Style of Mark: ➔ Modest (Sc)

The DiSC Interpersonal Map displays each person's DiSC Vector and DiSC Contour. The DiSC Vector represents the exact location of the point where responses to the Control-Adapt and Affiliate-Detach dimensions intersect. The DiSC Contour is the shape that results from connecting the eight scales (octants) that define DiSC Indra. The typical shape for the Contour of your interpersonal style is an oval with the octants nearest your DiSC Vector being the highest and the octants opposite being the lowest. Each DiSC Interpersonal Style has a distinct shape displayed by the DiSC Vector and the DiSC Contour.

You can see from the position of your Vectors and Contours your areas of similarity and difference. 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 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 be presented with strategies for increasing both effectiveness and comfort 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 Patty and may be different if viewed from the perspective of Mark.

Your DiSC Interpersonal Styles

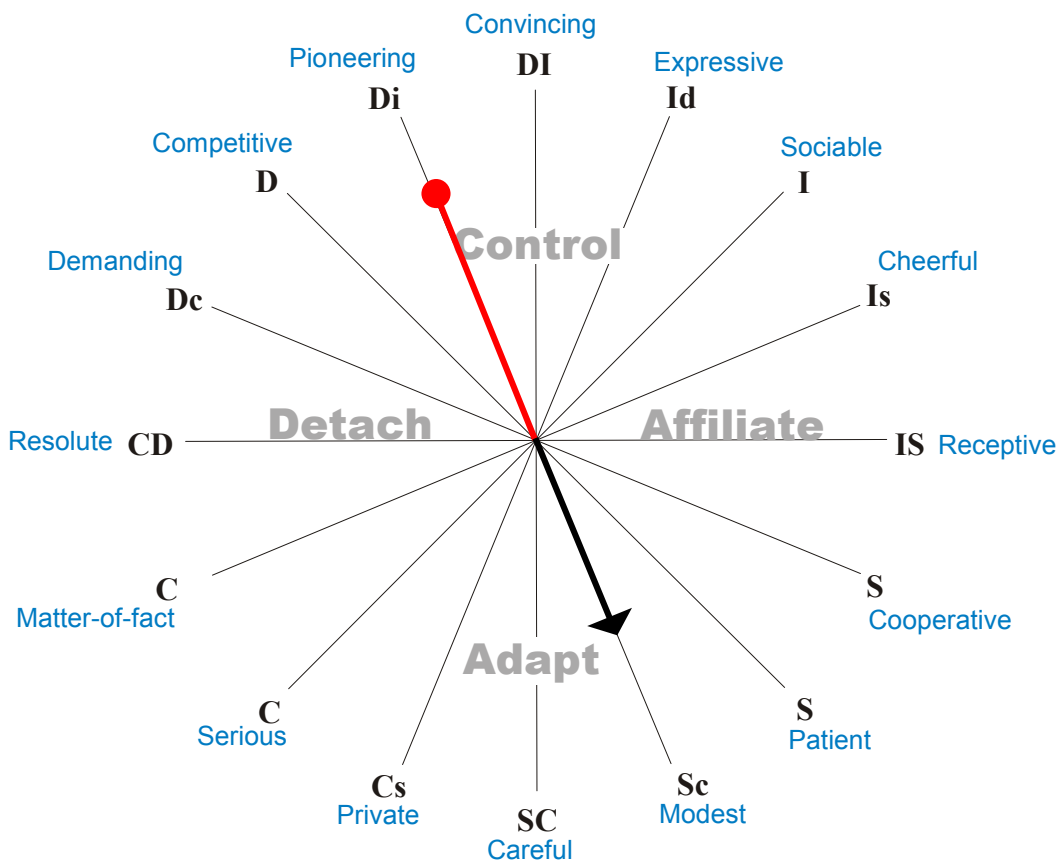
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Patty's Pioneering Style —●

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

Mark's Modest Style —▶

People with Mark's Modest (Sc) style tend to be low-key and easygoing. Mark is likely to offer predictability and consistency in his interactions and may want the same from others. He tends to be comfortable letting others direct conversations and may hesitate to state his preferences, not wanting to be seen as demanding. He may be quick to agree with others' viewpoints rather than risking conflict with them. Mark's unassuming demeanor makes him easy to approach. He is likely to adjust easily to a wide range of personal styles and seeks to bring increased harmony to any situation.



DiSC® Interpersonal Continuum for Patty with Mark

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 Mark. *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.

Patty ●
Mark ▲

	-Low----- -----High-
assertive Inclined to bold or confident assertion; emphatic	▲ ●
bold Showing readiness to take a risk; daring	▲ ●
compliant Willing to comply; yielding, submissive	● ▲
conforming Behaving in a conventional way	● ▲
consistent Holding always to the same principles or practice	● ▲
conventional Conforming to 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; 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 That which may be predicted; 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

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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 is not the same as similarity between two people. Instead, Relationship Fit 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 the opposite expectation 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 expectations for Affiliation (Affiliate is comfortable with Affiliate, and Detach is comfortable with Detach).

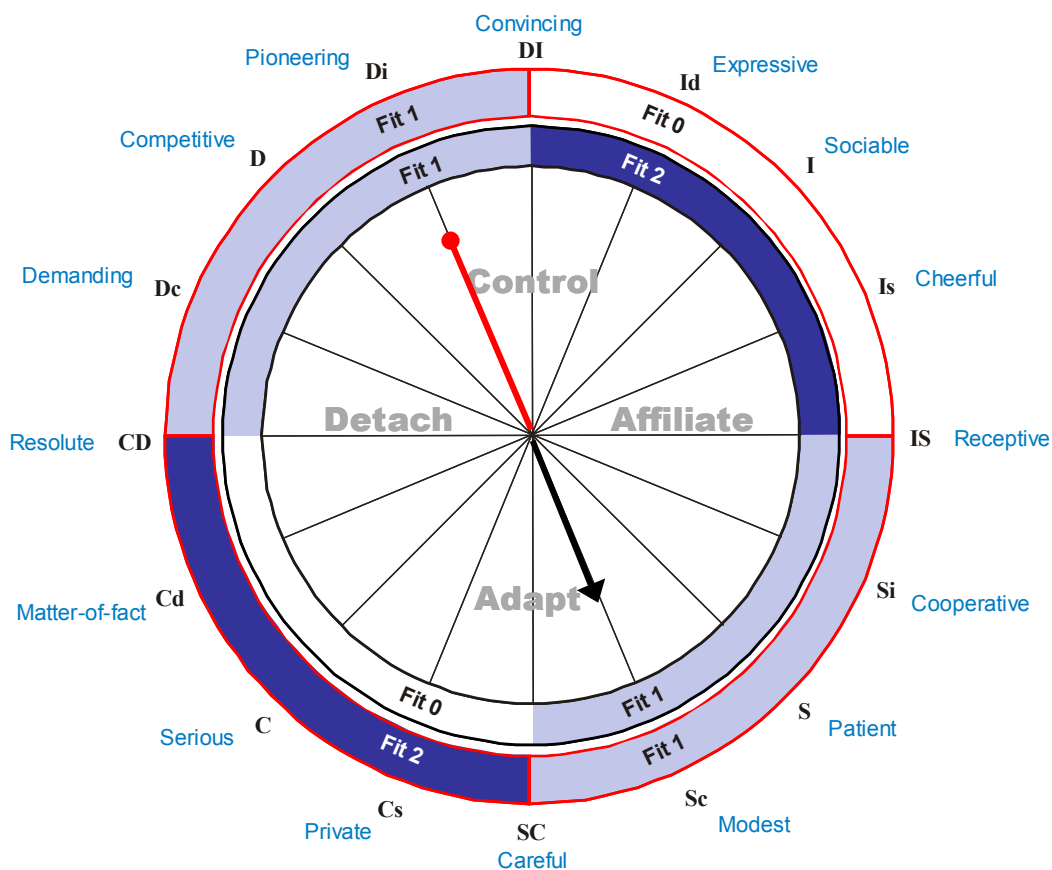
Based on our expectations for Control and Affiliation, we find that relationships can fit on both dimensions, one, or none. These three categories of Relationship Fit are:

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 Patty with Mark



Your Relationship Fit Map displays both of your Vectors and Fit areas. To understand the Map, you need to look where Mark's Vector (→) corresponds to your Fit areas (outer circle). You can also see where your Vector (→) corresponds to Mark's Fit areas (inner circle).

Relationship Fit for Patty with Mark

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We are likely to find our most effective and comfortable relationships are with those people with whom we have a Relationship Fit on both dimensions of Control and Affiliation. There are no good or bad relationships, only relationships that require more or less energy to bridge our differences. If a relationship with a particular person has a fit on one or no dimensions, it does not mean that the relationship cannot be effective or comfortable. It means that the relationship probably requires more effort to establish comfort and achieve effectiveness than a relationship that has a fit on both dimensions.

According to the Map, you and Mark have a Relationship Fit on 1 dimension. You are likely to have a fit on the Control dimension (Control-Adapt), but not on the Affiliation dimension (Detach–Affiliate). You are likely to have different expectations on how distant or close your interactions should be. This may affect how comfortable you feel in your interactions with Mark. You may find the following strategies helpful in increasing the effectiveness of your interactions with Mark.

If your relationship with Mark does not fit on both dimensions, it does not mean you cannot or will not have a relationship that is effective or comfortable. It means that your relationship is likely to require more effort than a relationship that has a Fit on both dimensions.

Strategies for Patty When Relating with Mark

You are likely to prefer to have interactions be more direct and to the point than is likely to be comfortable for Mark. You might increase the potential effectiveness of this relationship by moving to a less comfortable type of interaction for you but one that will be more comfortable for Mark. 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 Mark. Some things you might do to maintain respectful harmony are:

- Check for agreement after stating your plan of action
- Inquire about potential limitations, conflicts or challenges
- Check the other person's comfort with how control is being handled in your interactions

The lack of fit on both dimensions does not mean you and Mark 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 1 or Fit 0 means that your relationship is likely to require more effort to achieve comfort and effectiveness than a relationship that has a fit on both dimensions.

Relationship Fit: 1

Patty: Control and Detach

Mark: Adapt and Affiliate

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

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

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

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

How do those differences create challenges for you and Mark 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 Mark. How would your relationship with Mark benefit if you *decreased* your use of any of your “*high*” behaviors? Which behaviors would you decrease to improve effectiveness?

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

4. Is Mark’s DiSC Interpersonal Style fit 2, fit 1, or fit 0 to your DiSC Interpersonal Style?

How do you experience this in your relationship with Mark?

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

Action Plan

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

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