

Anne Pricer with Pat Fergusson
Monday, July 23, 2007

This report is provided by:

OPERATIONS SERVICE SYSTEMS
Beyer Training & Development
Las Vegas, NV ~ Cincinnati, OH
www.suebeyer.com
sue@suebeyer.com
800-878-6906

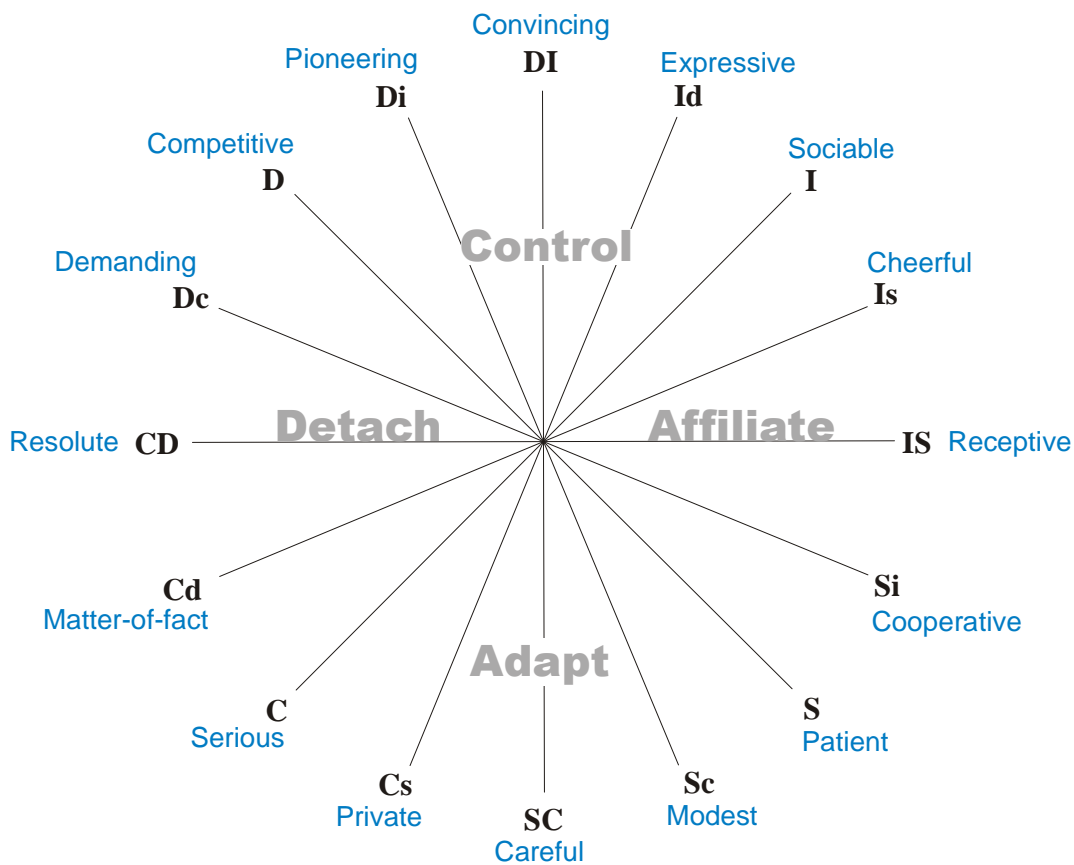
The DiSC® Indra™ Report

DiSC® Indra™

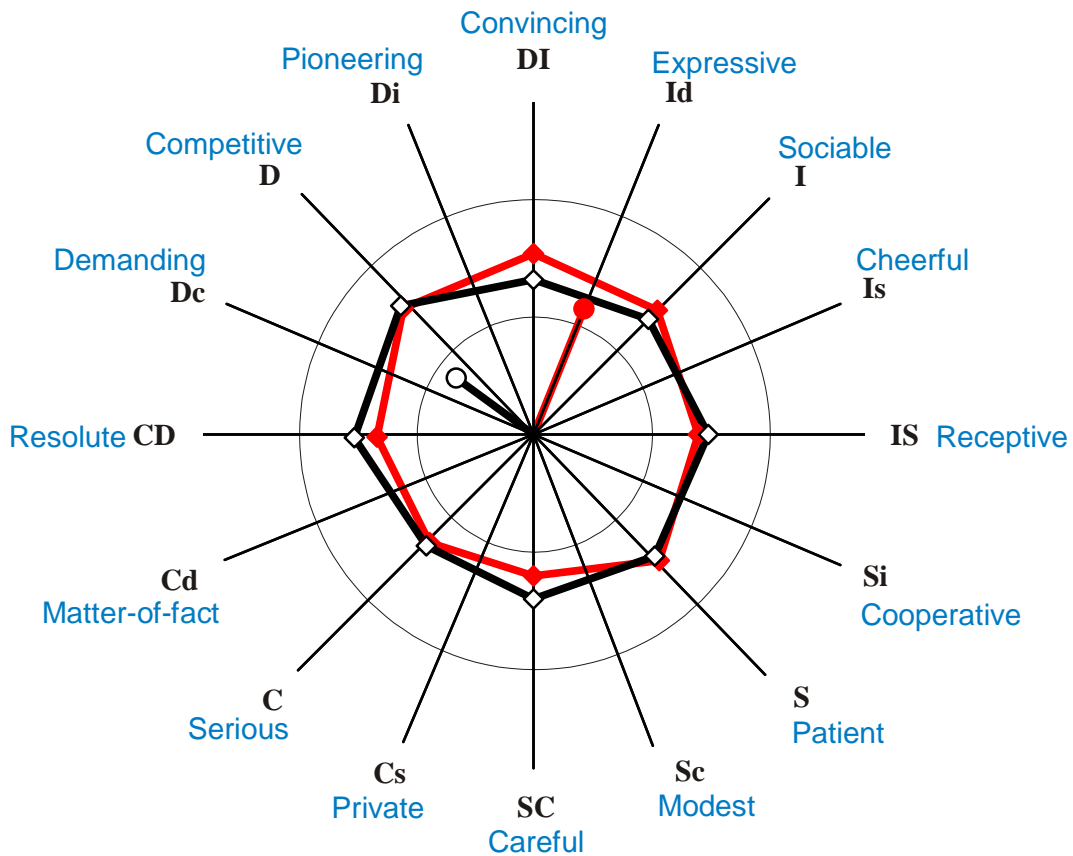
DiSC® Indra™ offers an in-depth understanding of relationship dynamics by applying the time-honored DiSC model to interpersonal style. Using the feedback provided by *Indra*, individuals and groups are able to reduce conflict and increase their comfort and effectiveness when relating with others.

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 Pat in this report.



Anne relating with Pat



DiSC Interpersonal Style of Anne Pricer: ● Expressive (Id)
DiSC Interpersonal Style of Pat Ferguson: ○ Competitive (D)

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 Anne and may be different if viewed from the perspective of Pat.

Your DiSC Interpersonal Styles

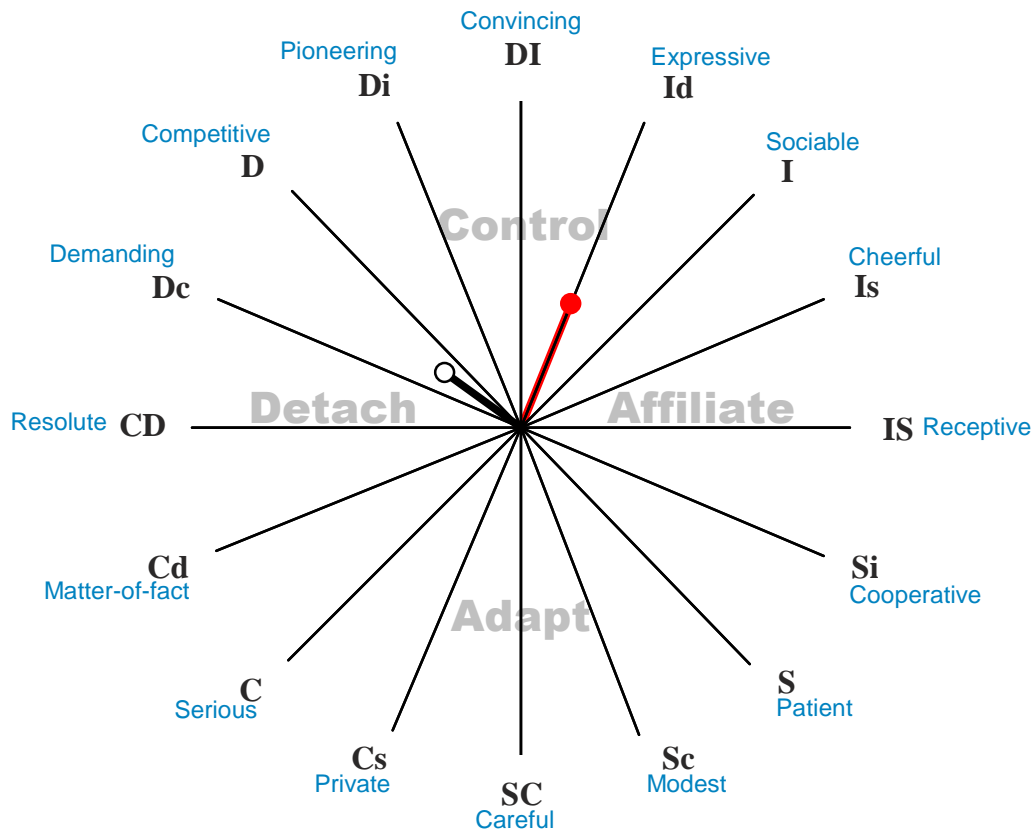
DiSC® Indra™

Anne's Expressive Style ●

People with your Expressive (Id) style tend to approach people and situations in an energetic, lively manner. You probably enjoy the challenge of meeting new people and getting them to like you. You tend to communicate clearly and vividly to others using an emotionally expressive and demonstrative style. With your magnetic and inspiring approach, you are likely to be able to sway people to your point of view. You are probably quite good at drawing people to you and at keeping them as colleagues, clients, or friends. Your style is truly an extroverted one and you are likely to find yourself easily wrapped up in your physical or social environment.

Pat's Competitive Style ○

People with Pat's Competitive (D) style tend to be strongly individualistic and determined. Pat tends to prefer dealing with people in a straightforward manner and appreciates others engaging him candidly as well. Often self-reliant and resourceful, Pat may be comfortable with aggressive interactions. He is likely to seek competitive situations and his desire to win may be stronger than his sensitivity to the needs of others. Pat's firm approach tends to communicate to others that they should take their complaints elsewhere if they want a softhearted response.



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 Pat. *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.

Anne ● Pat ○

	Low ————— High
boisterous Noisy and lacking in restraint; loud, exuberant	○ ●
compelling Demanding attention; irresistible	○ ●
determined Showing force of will; resolute, unwavering	● ○
direct Straightforward and candid; frank, to the point	● ○
dominant Exercising the most influence or control	● ○
dynamic Marked by intensity and vigor; forceful, energetic	○ ●
energetic Displaying vigor; active	○ ●
enterprising Showing initiative; goal-oriented	● ○
expressive Showing feeling; emotional	○ ●
extraverted More interested in external conditions	○ ●
frank Open and honest expressing what one thinks and feels	● ○
humble Meekness or modesty in behavior, attitude, or spirit; deferential	○ ●
inspiring Stimulating to action; motivating	○ ●
introverted Concentrating upon one's own thoughts as opposed to external conditions	● ○
lenient Inclined not to be harsh or strict; merciful, generous, or indulgent	○ ●
obliging Ready to do favors for others; accommodating	○ ●
quiet Reserved; soft-spoken; mild	● ○
soft-hearted Full of compassion or tenderness	○ ●
submissive Inclined or willing to yield to orders or wishes of others	○ ●
unassuming Not bold, forward or arrogant; humble, modest	○ ●

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:

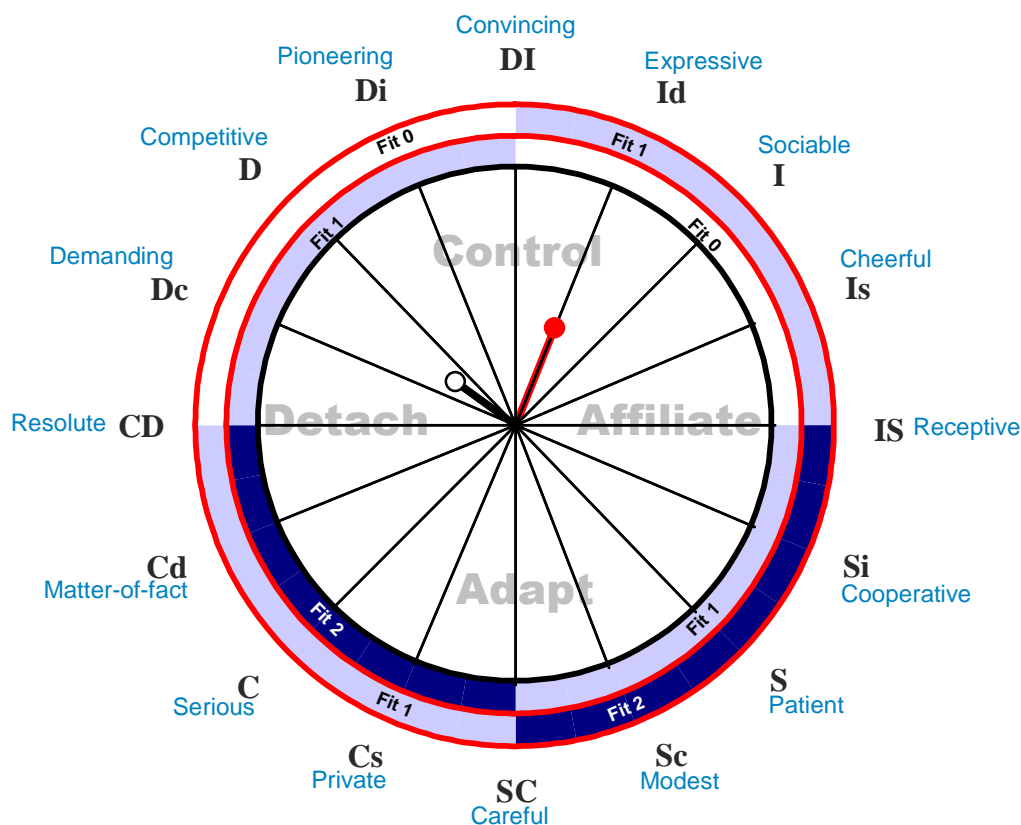
Fit on 2 Dimensions—fit on *both* Control and Affiliation

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

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

Relationship Fit Map for Anne with Pat

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

Relationship Fit for Anne with Pat

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 Pat have a Relationship Fit on 0 dimensions. There is neither a Fit on the Control dimension (Control with Control) nor the Affiliation dimension (Affiliate with Detach). On the Control dimension you both are likely to seek to control the environment, which may cause some challenges in how you work together. You also are likely to have different expectations for the amount of distance in your interactions.

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

Strategies for Anne when relating with Pat

You are likely to prefer interactions that are more informal and social than may be comfortable for Pat. You might increase the effectiveness of this relationship by moving to a less comfortable type of interaction for you but one that is likely to be more comfortable for Pat. You might use the following strategies to do this:

- Communicate in a direct, to-the-point manner
- Maintain a fast-paced, results-oriented approach to discussions
- Limit social or personal conversation
- Focus discussion on facts and results rather than on feelings and personal issues
- Be prepared to listen to Pat's ideas about how things should be done
- Check out Pat's selective perception to make sure everything was heard

You are likely to experience conflict in this relationship over issues of power and control unless you use strategies for dealing with your shared desire for control. You might find the following strategies effective:

- Determine how limits of authority will be defined
- Agree upon areas of responsibility
- Discuss expectations for how control will be handled
- Identify areas of agreement
- Agree to disagree when necessary
- Defer to Pat when it will increase effectiveness

Relationship Fit: 0

Anne: Control and Affiliate

Pat: Control and Detach

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

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

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

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

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

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

How do you experience this in your relationship with Pat?

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

