

DiSC<sup>®</sup> Indra<sup>™</sup> maps and measures the relationships of people and provides feedback about the interrelatedness of their DiSC styles. Designed to highlight the areas of compatibility and incompatibility, DiSC Indra pinpoints the differences and provides actionable insight into the dynamics of teams and other groups of people.

Individual Insights	<p><b>Personal Insight into Interpersonal Style:</b> Help people understand their preferences, strengths, and growth areas in relationships.</p> <ul style="list-style-type: none"><li>• Identify the strengths that you bring to a relationship</li><li>• Understand your focus within a relationship, the motivations behind your interpersonal behaviors, and the overt behaviors you demonstrate in a relationship</li><li>• Learn the strategies you use to understand, influence, and relate to other people</li><li>• Understand the sources of your frustrations at work, if you are consistently required to behave in a way that is incompatible with your personal style</li><li>• Understand what motivates you in relationships and find ways to maximize this motivation</li><li>• Learn how invested you are in your style and how much flexibility you have when change is appropriate</li></ul>
	<p><b>Appreciation of Interpersonal Diversity:</b> Help people understand that others might have interpersonal styles that are different from their own.</p> <ul style="list-style-type: none"><li>• Understand that others may have different motivations, priorities, and instincts that compete with your own</li><li>• Understand your expectations of others</li><li>• Learn how others might interpret or misinterpret your behaviors</li><li>• Understand the roots of your frustrations with others</li></ul>
Interpersonal Insights	<p><b>A Common Language to Understand and Discuss Interpersonal Relationships:</b> Help people develop a language through which they can efficiently and accurately discuss interpersonal concerns.</p> <ul style="list-style-type: none"><li>• Comprehend a better, simpler way to understand the complexity of human behavior</li><li>• Organize your experience with co-workers, friends, and loved ones into a usable format</li><li>• Create a common language to discuss your unique subjective experiences</li></ul>
	<p><b>Dialogue About Interpersonal Behavior:</b> Help people accept, welcome, and encourage the entire spectrum of interpersonal styles.</p> <ul style="list-style-type: none"><li>• Understand that diversity does not equal adversity</li><li>• Understand that there are no right or wrong interpersonal preferences, just differences</li><li>• Create a safe forum to discuss differences</li><li>• Create a culture of acceptance around diverse interpersonal styles</li><li>• Express problems and frustrations in a more open fashion</li></ul>
	<p><b>Building Relationships with Other Interpersonal Styles:</b> Develop communication strategies that help people avoid misunderstandings, frustration, and resentment.</p> <ul style="list-style-type: none"><li>• Develop a model and language through which you can more harmoniously, cooperatively, and efficiently work with others</li><li>• Commit more emotional and behavioral energy to understanding the needs and perspectives of others</li><li>• Develop new communication strategies and contracts about communication</li><li>• Reduce the misinterpretation of behavioral indicators</li></ul>