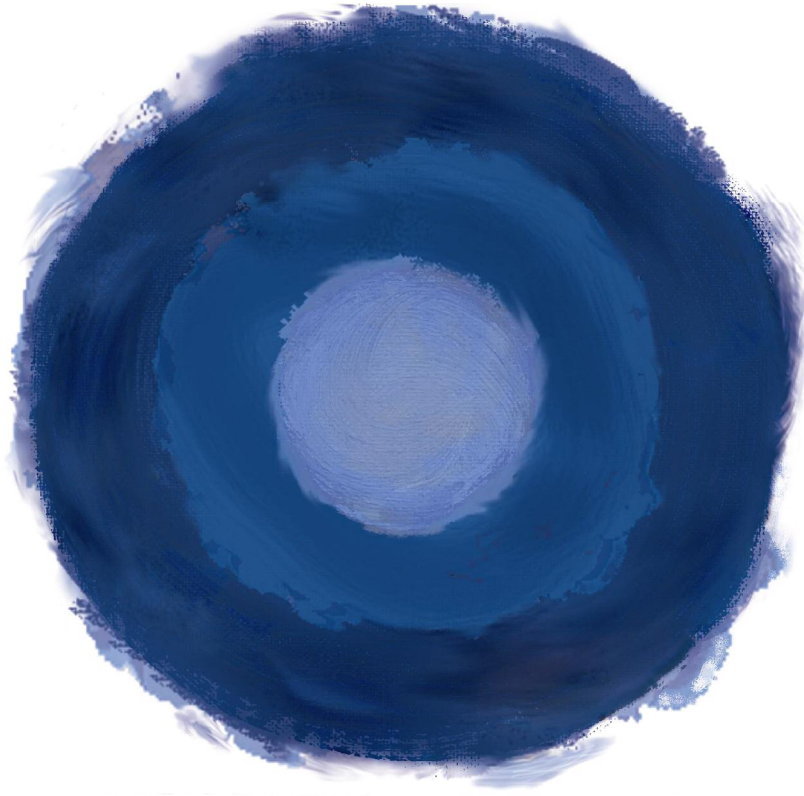




Dyad Report



Paul Pioneering with Kathy Cooperative
Wednesday, June 29, 2005

This report is provided by:

Norquest Learning Solutions
www.norquestlearning.com
The Norquest Team
Doreen Blake
dBlake@norquestlearning.com



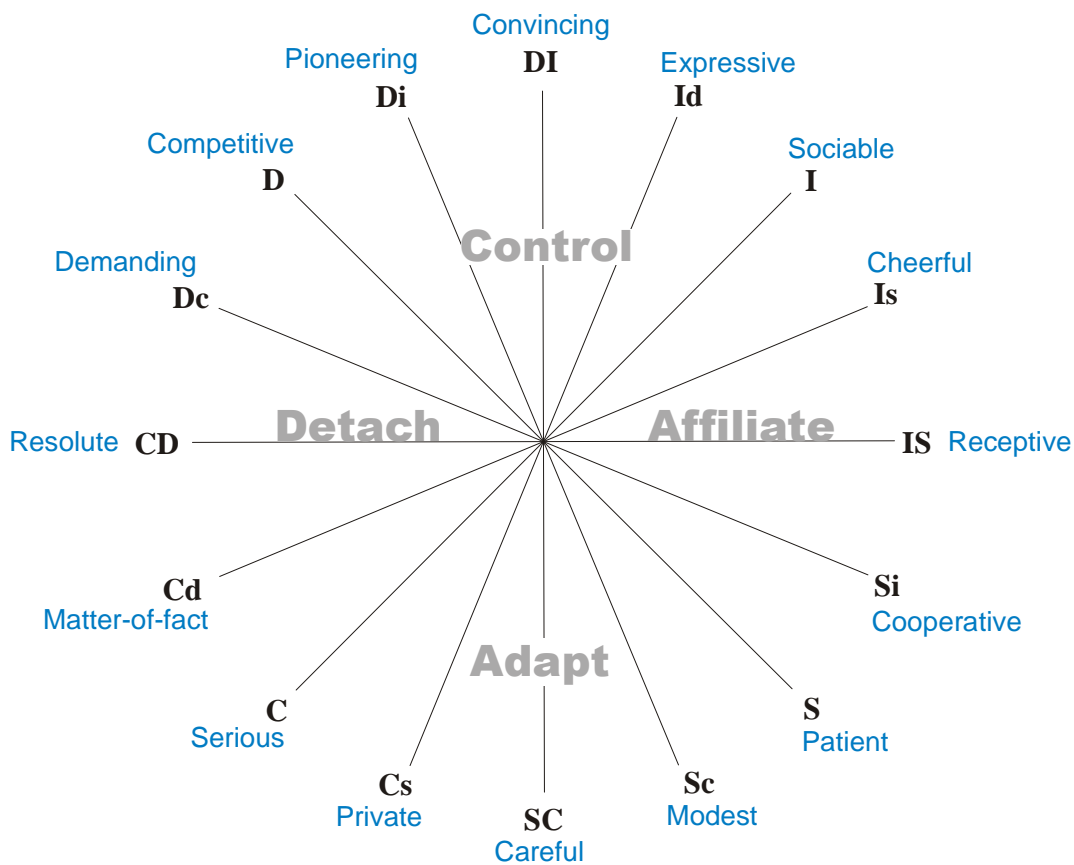
The DiSC® Indra™ Report

DiSC® Indra™

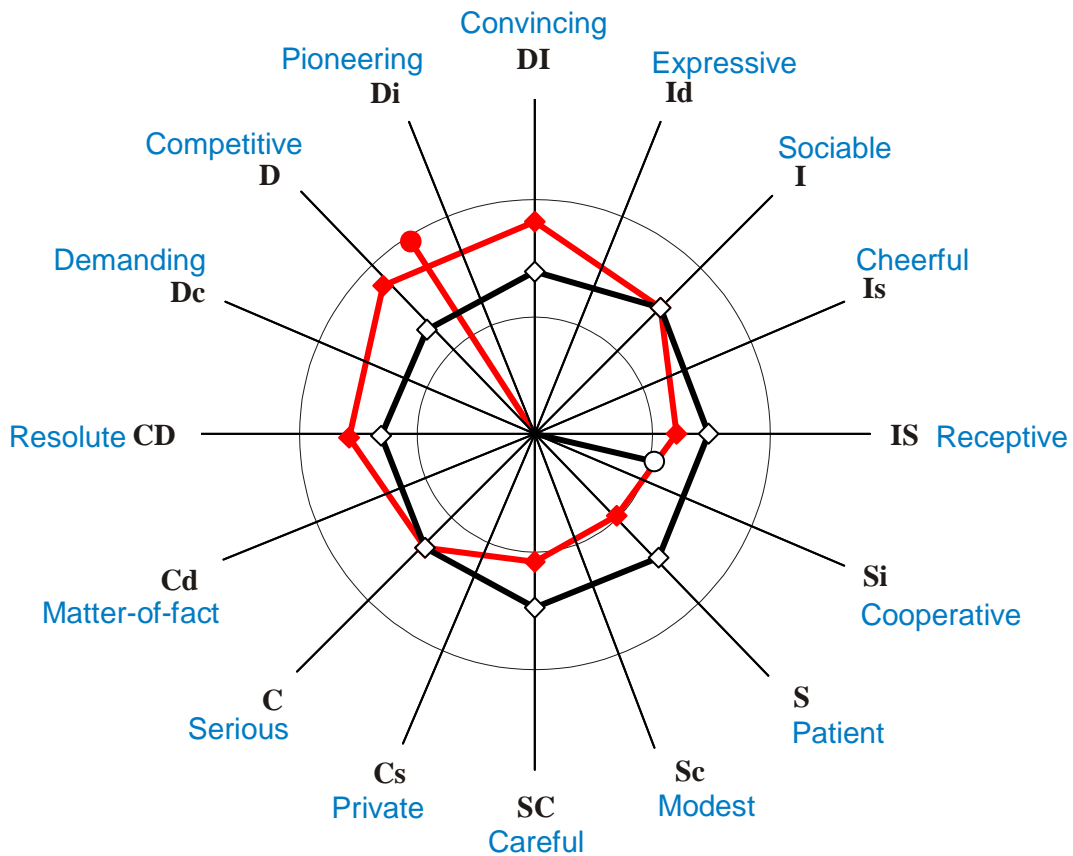
DiSC® Indra™ offers an in-depth understanding of relationship dynamics by applying the time-honored DiSC model to interpersonal style. Using the feedback provided by *Indra*, individuals and groups are able to reduce conflict and increase their comfort and effectiveness when relating with others.

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 Kathy in this report.



Paul relating with Kathy



DiSC Interpersonal Style of Paul Pioneering: ● Pioneering (Di)
DiSC Interpersonal Style of Kathy Cooperative: ○ Cooperative (Si)

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 Paul and may be different if viewed from the perspective of Kathy.

Your DiSC Interpersonal Styles

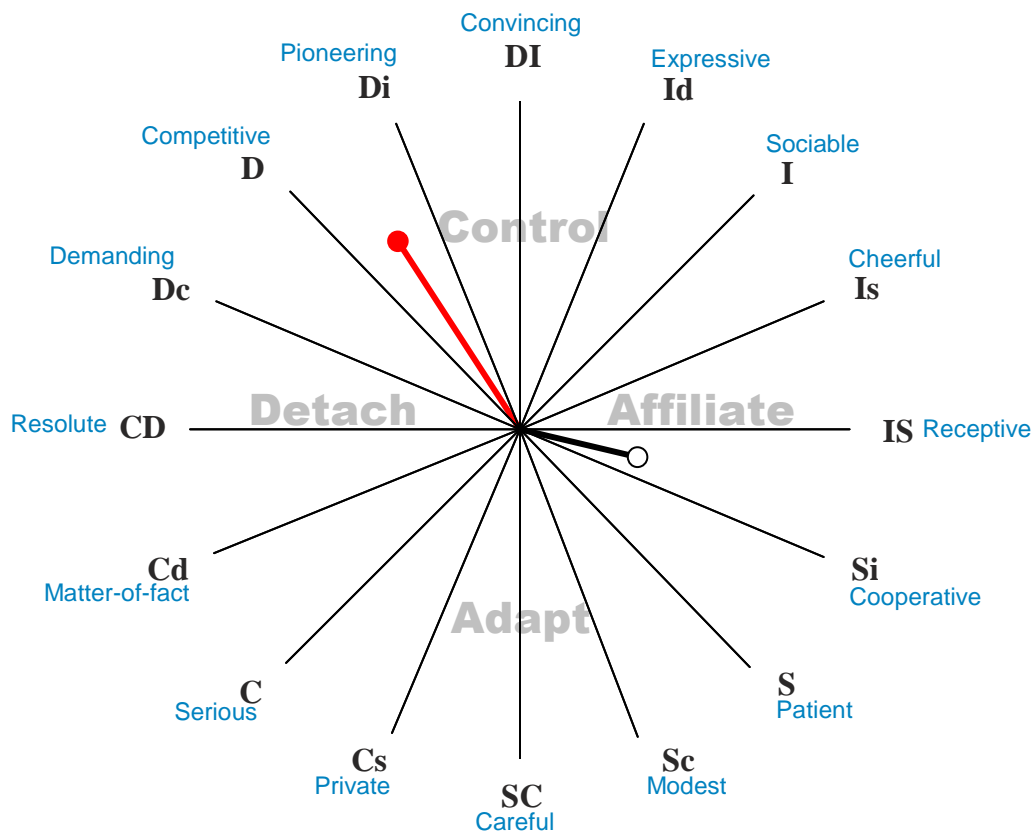
DiSC® Indra™

Paul's Pioneering Style ●

People with your Pioneering (Di) style tend to be eager to take charge of things, setting the pace for others. You are likely to be quick to persuade others to your viewpoint. Convincing others to work toward your goals, you are usually seen as being decisive, forceful, and persuasive. It seems to be easy for you to be outspoken and take the lead in conversations, even in the face of opposition from others. People tend to see you as assertive, capable of putting yourself forward boldly and insistently and resisting influence from others. Tending to be quick in thought and action, you may be impatient and fault-finding with those who are not.

Kathy's Cooperative Style ○

People with Kathy's Cooperative (Si) style tend to be even-tempered and accepting. Empathetic and supportive, Kathy is likely to show caring and understanding when listening to others. His considerate responses are likely to create a warm atmosphere that encourages other people to express their feelings without any fear of embarrassment or rejection. He is probably eager to understand others' problems. Offering understanding and support, Kathy seems to be skillful at finding and acknowledging another person's good qualities.



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 Kathy. *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.

Paul ● Kathy ○

	Low ————— High
accepting Going along with; tolerating without protest	● ○
aggressive Willing to engage in direct action; bold, active	○ ●
blunt Lacking in feeling, insensitive; abrupt, curt	○ ●
competitive Having a strong urge to win	○ ●
compliant Willing to give in; yielding, submissive	● ○
conscientious Guided by a framework of perceived rules	● ○
demanding Requiring much of others	○ ●
diplomatic Using tact and sensitivity in dealing with others; tactful	● ○
direct Straightforward and candid; frank, to the point	○ ●
dominant Exercising the most influence or control	○ ●
even-tempered Not quickly angered or excited; calm	● ○
firm Showing determination or resolution; unyielding	○ ●
forceful Powerful, vigorous, dynamic	○ ●
gentle Considerate and kindly in disposition; mild	● ○
humble Meekness or modesty in behavior, attitude, or spirit; deferential	● ○
insistent Firm in asserting a demand or an opinion; unyielding	○ ●
intense Showing strong emotion, firm purpose, great seriousness; forceful	○ ●
lenient Inclined not to be harsh or strict; merciful, generous, or indulgent	● ○
obliging Ready to do favors for others; accommodating	● ○
tactful Showing a sense of what is fitting and considerate in dealing with others	● ○

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:

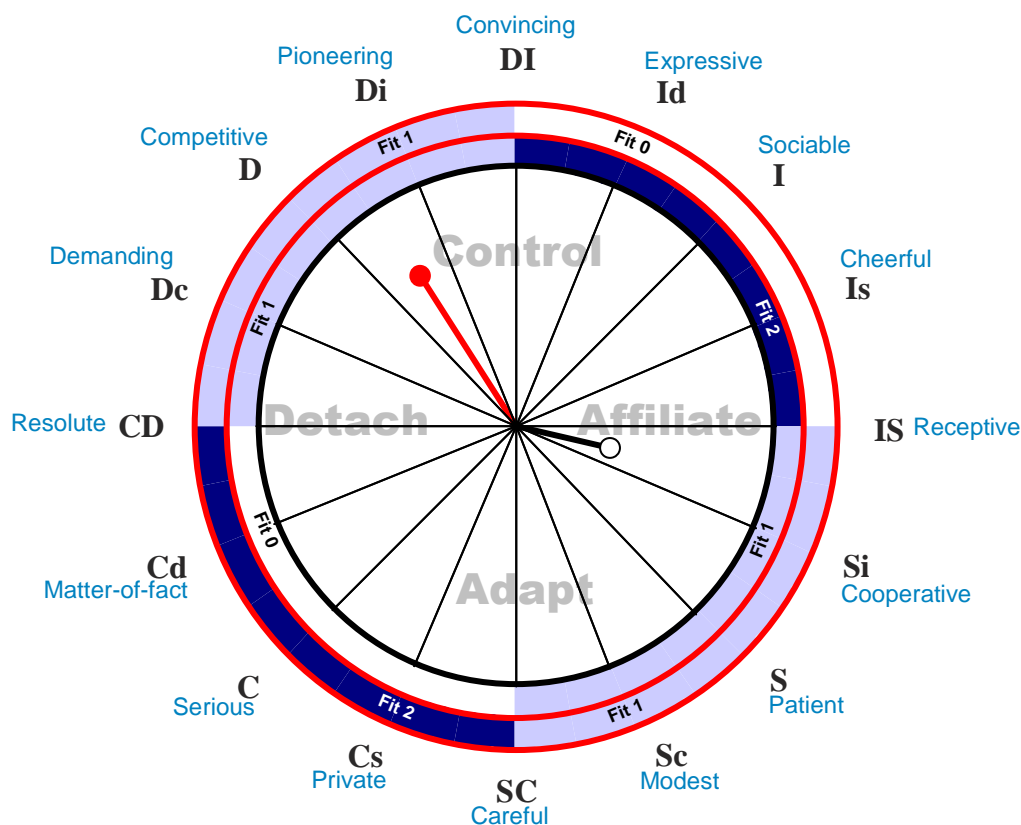
Fit on 2 Dimensions—fit on *both* Control and Affiliation

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

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

Relationship Fit Map for Paul with Kathy

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

Relationship Fit for Paul with Kathy

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 Kathy have a Relationship Fit on 1 dimension. You are likely to have a Fit on the Control dimension (Control with Adapt), but not on the Affiliation dimension (Detach with Affiliate). 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 Kathy.

A lack of Fit on both dimensions does not mean you and Kathy cannot or will not have a relationship that is effective and 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 of your interactions with Kathy.

Strategies for Paul when relating with Kathy

You are likely to prefer interactions that are more direct and to the point than is likely to be comfortable for Kathy. 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 Kathy. 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 Kathy socially

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 Kathy. 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 Kathy's comfort with how control is being handled in your interactions

Relationship Fit: 1

Paul: Control and Detach

Kathy: Adapt and Affiliate

Reflect and Review

DiSC® Indra™

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

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

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

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

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

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

How do you experience this in your relationship with Kathy?

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

