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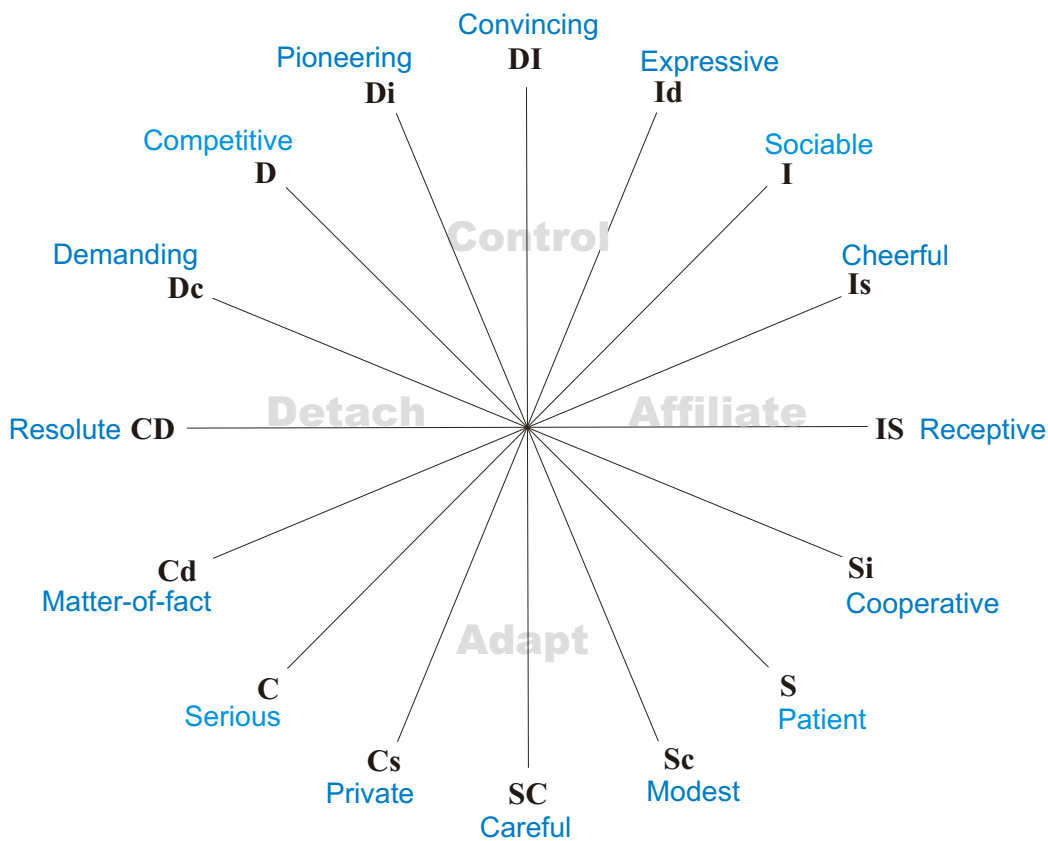
The DiSC® Indra™ Report

DiSC® Indra™

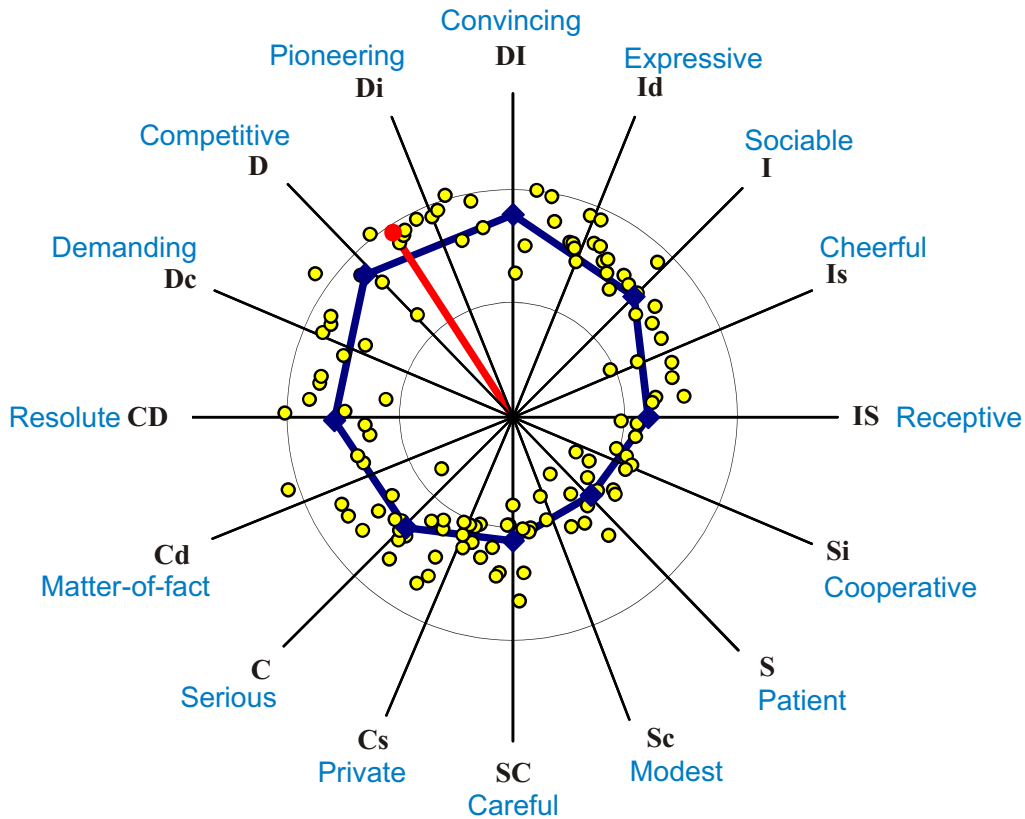
DiSC® Indra™ offers an in-depth understanding of relationship dynamics by applying the time-honored DiSC model to interpersonal style. Using the feedback provided by *Indra*, individuals and groups are able to reduce conflict and increase their comfort and effectiveness when relating with others.

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

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* Dyad Report and the *DiSC Indra* Group Report, available separately.



Your Interpersonal Style: **Pioneering (Di)**



Your DiSC® Indra™ Map is composed of three important elements:

Your Item Scores: ● Your item scores represent your actual responses to the questions in the assessment. These items scores are used to calculate your DiSC Contour and your DiSC Vector. You may find it interesting to look at how they are spread on the Map.

Your DiSC Contour: ◆ Your DiSC Interpersonal Map displays eight diamonds that represent your scores on the eight scales (octants) that define *DiSC Indra*. Your DiSC Contour is the shape that results from connecting these eight octants. 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.

Your DiSC Vector: ● Your DiSC Vector is the result of all 150 item scores condensed into a single vector radiating from the center of the Map. The length and location of the Vector represents your exact preferences along the Control-Adapt and Affiliate-Detach dimensions. The location of your Vector determines your unique DiSC Interpersonal Style. See page 4 for a description of your interpersonal style. You can also read about other styles on pages 10-13.

Your Interpersonal Style: **Pioneering (Di)**

People with your Pioneering (Di) interpersonal style tend to vigorously pursue new challenges, setting the pace for others. Tending to be active and energetic, you are likely to initiate new projects and aggressively pursue results. Eager to take charge of things, you tend to push determinedly to win. You are likely to be motivated by success and admiration, and may be single-minded in pursuing prestige or money.

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 discussions, even in the face of opposition from others. You are likely to be quick to persuade others to your viewpoint. You may be described by others as someone who shows energy, daring, initiative, and imagination in planning and carrying out new ideas.

People tend to see you as assertive and as being capable of putting yourself forward boldly and insistently. You are likely to be very determined and persistent, even in the face of antagonism or opposition from others. You may take command of any situation whether or not you have been put in charge. Tending to be strong-willed and outspoken, your natural approach seems to be to direct or instruct others. Some people may have difficulty with what they perceive as your “bossy” behavior, especially if you do not have formal authority or position.

When approaching a new problem or decision, you are likely to move quickly and directly. While you may solicit opinions from others, you are unlikely to pay much attention to the input from those whom you do not see as being successful. In your pioneering approach to life, you are likely to be comfortable taking risks and trying new, challenging ideas. You may have little patience with failure and may not easily accept defeat or setbacks. In your striving for results, you may push hard to get people to do things your way. Tending to be quick in thought and action, you may be impatient and fault-finding with those who are not. You are likely to be quite frank in telling people what you think of their performance.

In spite of your tendency toward a strong ego and a high level of self-confidence, you may have some concern that others may take advantage of you if you appear too weak. This concern may cause you to present yourself to others as strong and invulnerable. You seem to have a natural avoidance of the conventional, conforming approach. As a result, you may have a low opinion of people who are more humble and easygoing in their approach to life.

The intensity of your responses as demonstrated by the length of your DiSC Vector indicates that you are probably not very flexible in your style and tend to use your Pioneering (Di) interpersonal style in most situations.

Highlights of Your Style:

- Quick to persuade others to your viewpoint
- Determined and persistent when facing opposition from others
- Vigorously pursue new challenges
- Assert yourself boldly and insistently in difficult situations

Your DiSC® Interpersonal Behavior Continuum

DiSC® Indra™

The Interpersonal Behavior Continuum maps your DiSC® Interpersonal Style on those behaviors that you are most and least likely to exhibit. *Low* behaviors are those you are less likely to use even though the situation may require them. *High* behaviors are those you are more likely to use even though the situation may not require them. The Continuum shows the potential for certain behaviors to occur but not the certainty that they will occur. You may have modified these potential behaviors based on your life experience and value system.

The Continuum can be used to show the similarities and differences between your interpersonal style and the styles of others. Other people may have a different list of Continuum behaviors because their DiSC Vector is in a different location on the *DiSC Indra™* Map. Information about how you relate to a specific person can be found in the *DiSC Indra Dyad Report* (available separately).

┌ Low ————— High ─┘

assertive Inclined to bold or confident assertion; emphatic	●
bold Showing readiness to take a risk; daring	●
complacent Satisfied with life as it is; content	●
compliant Willing to give in; yielding, submissive	●
conforming Behaving in a conventional way	●
daring Willing to take risks; bold, venturesome	●
decisive Characterized by the ability to arrive at a solution; resolute	●
direct Straightforward and candid; frank, to the point	●
enterprising Showing initiative; goal-oriented	●
humble Meekness or modesty in behavior, attitude, or spirit; deferential	●
industrious Diligent in work or study; hardworking	●
lenient Inclined not to be harsh or strict; merciful, generous, or indulgent	●
modest Not wanting to call attention to oneself; retiring	●
obedient Willing to comply with authority	●
outspoken Speaking freely, openly, or boldly; assertive	●
passive Offering no opposition or resistance; submissive	●
pioneering Leading the way; trailblazing	●
strong Capable of the effective exercise of authority	●
submissive Inclined or willing to yield to orders or wishes of others	●
vigorous Done with force and energy	●

Relationship Fit Map

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 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).

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. 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

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.

Your Relationship Fit Map

