DiSC® Indra®
Group Report

Small Group Sample Report
(5 People)
Saturday, March 20, 2010

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TRANSPECTIVE

The DiSC® Indra® Report
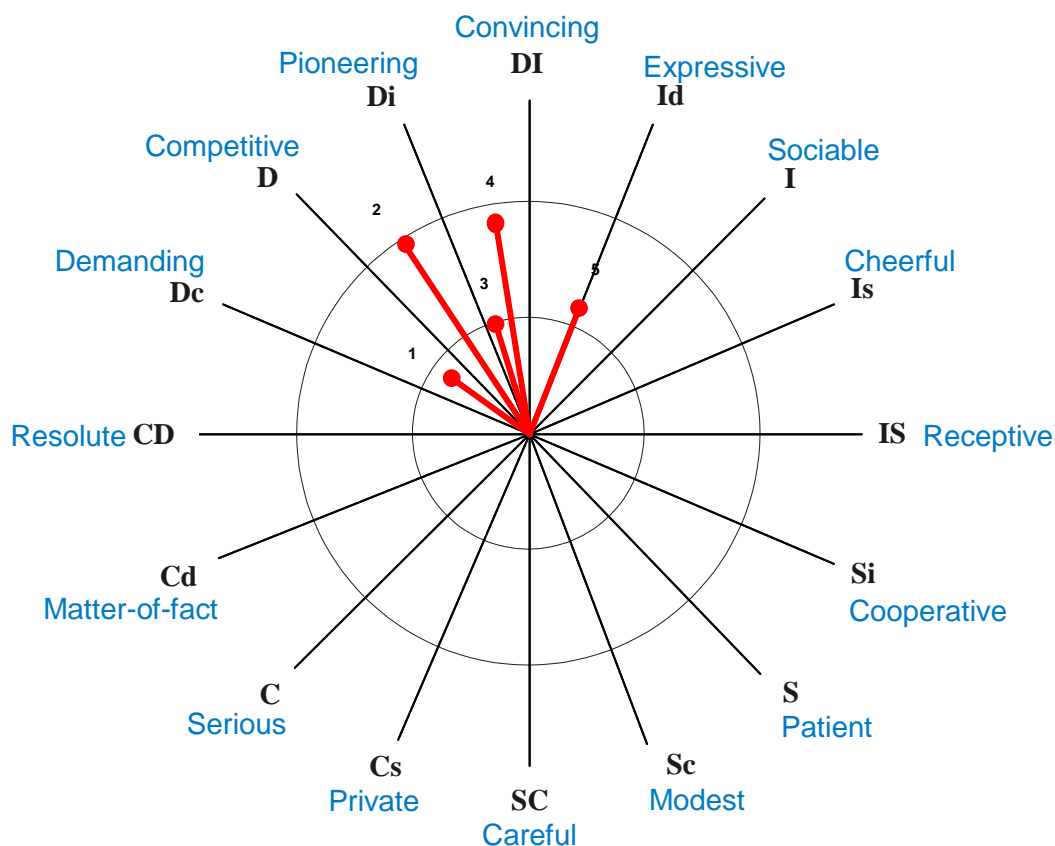**DiSC® Indra®**

Small Group Sample Report

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. This report explores the relationship dynamics of this group based on the Interpersonal Styles of its members.

DiSC Indra Model

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.
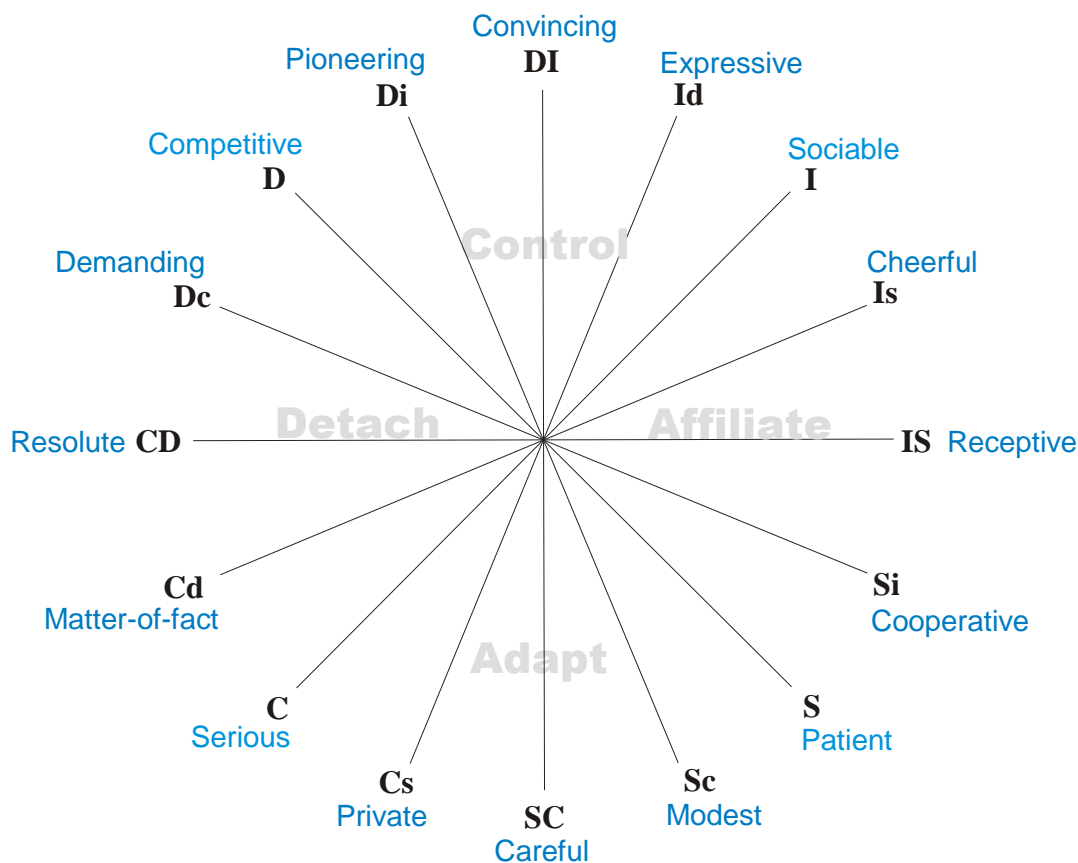
Small Group Sample Report

The Group version of the DiSC® Indra® Map contains the DiSC Vectors for everyone in your group. Each person's DiSC Vector represents their exact preferences along the Control and Affiliation dimensions, determining their DiSC Interpersonal Style. The members of your group and their Interpersonal Styles are listed on the next page.

Interpersonal Styles of Your Group
DiSC® Indra®

Each group member, along with their DiSC® Interpersonal Style, is listed in the table according to their DiSC Vector location, starting with the Dc pattern and moving clockwise around the Indra®
Map. A symbol is assigned to each group member on the basis of their Style.

On the following four pages, each of the DiSC Indra Interpersonal Styles are described, along with the number of people and percentage of the group with each Style. An integrated summary of your group is then presented in the section on Group Dynamics, followed by the Group Interpersonal Continuum for exploring similarities and differences, and the Relationship Fit Matrix for all the dyads in your group. Finally, a set of questions and an action plan are provided for further exploration with your group.

Vector	Group Member	DiSC Interpersonal Style	Symbol
1	Pat Fergusson	Competitive (D)	●
2	Respondent Name	Pioneering (Di)	■
3	Carol More	Pioneering (Di)	■
4	Cathy Convine	Convincing (DI)	♦
5	Anne Pricer	Expressive (Id)	✸

The DiSC® Indra® Interpersonal Styles

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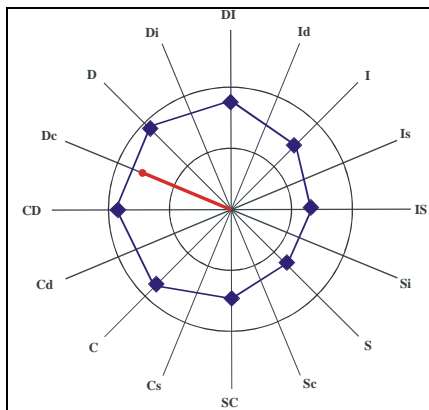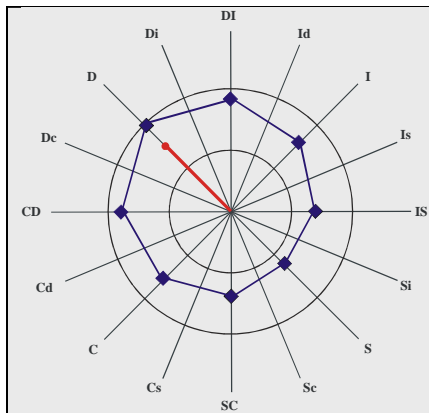
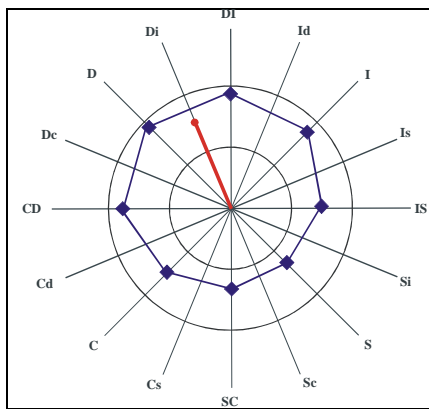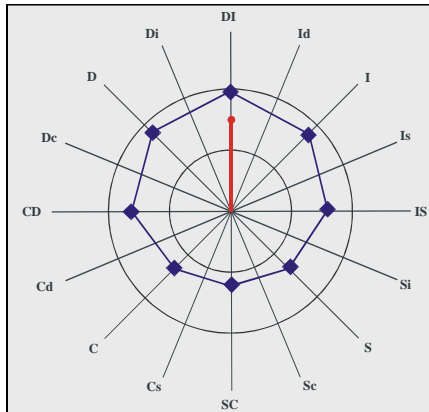|	
	Demanding (Dc) ◁ **Number of People: 0 (0%)** People with a Demanding (Dc) style tend to be intense and forceful in their approach to life. Often strong-willed and independent, they are likely to prefer pursuing their own path and directing their own activities rather than collaborating with others. Tending to have a serious approach to life, they are likely to expect a certain amount of struggle in order to achieve their goals. As a result, they are unlikely to spend much time in casual social interactions with others. Strongly focused on results, people with this style tend to want control over those things that affect their ability to achieve their goals.
	Competitive (D) ● **Number of People: 1 (20%)** People with a Competitive (D) style tend to be strongly individualistic and determined. They tend to prefer dealing with people in a straightforward manner and appreciate others engaging them candidly as well. Often self-reliant and resourceful, people with this style may be comfortable with aggressive interactions. They are likely to seek competitive situations and their desire to win may be stronger than their sensitivity to the needs of others. Their firm approach tends to communicate to others that they should take their complaints elsewhere if they want a softhearted response.
	Pioneering (Di) ■ **Number of People: 2 (40%)** People with a Pioneering (Di) style tend to be eager to take charge and set the pace. Convincing others to work toward their goals, they are usually seen as decisive, forceful, and persuasive. It seems easy for them to take the lead in conversations, even in the face of opposition from others. People tend to see them as assertive and resistant to influence from others. Tending to be quick in thought and action, people with this style may be impatient and fault-finding with those who are not.
	Convincing (DI) ♦ **Number of People: 1 (20%)** People with a Convincing (DI) style tend to seek to influence people and situations. They may make a conscious effort to modify the thoughts and actions of others using persuasive verbal abilities. Their ability to express views confidently and their skill at remaining composed under pressure is likely to demonstrate their leadership abilities to others in a compelling way. People with this style may find teaching or directing others effective as a way of displaying power and self-confidence in an affiliative rather than competitive way. Others are likely to enjoy their dynamic approach.

The DiSC® Indra® Interpersonal Styles
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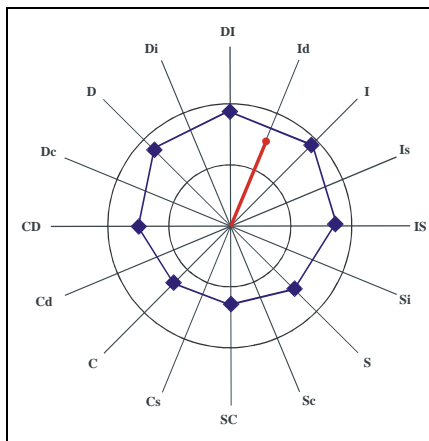
Expressive (Id)   ✳   Number of People: 1 (20%)

People with an Expressive (Id) style tend to approach people and situations in an energetic, lively manner. They seem to enjoy the challenge of meeting new people and getting them to like them. They tend to communicate clearly and vividly, using an emotionally expressive and demonstrative style. With this inspiring approach, they are likely to sway people to their point of view. They seem to be quite good at attracting people and keeping them as colleagues, clients, or friends. People with this style are true extroverts and are likely to find themselves easily wrapped up in their interpersonal environment.
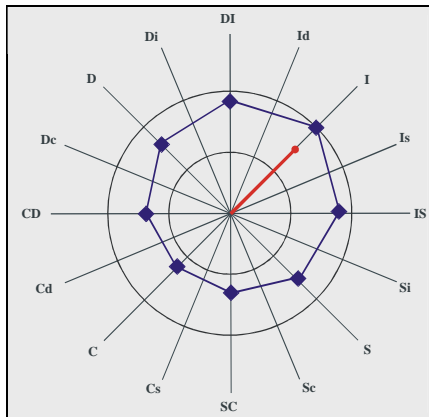

Sociable (I)   ▼   Number of People: 0 (0%)

People with a Sociable (I) style tend to be cheerful and outgoing. With their optimism and great enthusiasm for life, they are unlikely to be discouraged by negative responses from others. They are likely to have a relaxed, casual manner when interacting with others. Open and easy to approach, they tend to be actively involved with other people. They may look for ways to include interaction with others as part of their daily activities, seeking a job and activities that provide maximum opportunities. Valuing approval and popularity, people with this style are likely to cultivate a wide range of friends and acquaintances cutting across work and social circles.
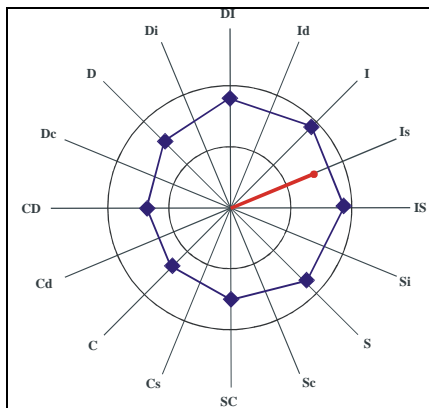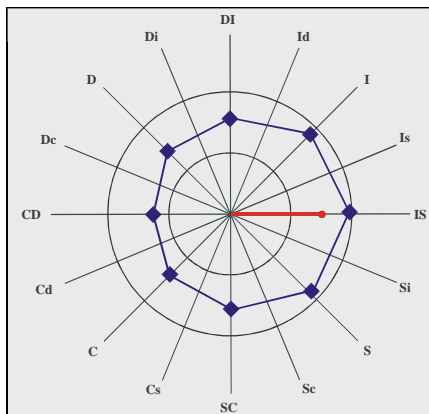

Cheerful (Is)   ▶   Number of People: 0 (0%)

People with a Cheerful (Is) style tend to be warm and light-hearted. Positive and joyful in their approach to life, they are likely to find a great deal to appreciate in others. No matter what someone might say or do, they probably find something complimentary to say about that person. As a result, they tend to give others the feeling of being understood and accepted for who they are. People with this style seem to have discovered that acceptance and approval can be won by using friendly behavior. They are likely to feel most comfortable interacting with others in an open and optimistic manner, expressing their thoughts and feelings freely.

Receptive (IS)   ▲   Number of People: 0 (0%)

People with a Receptive (IS) style tend to be easygoing and friendly. They are likely to present a relaxed, approachable manner to others. Feeling at ease with things as they are, they tend to respond to others in a trusting, receptive manner. They tend to establish positive relations with others with their agreeable, affiliative responses. Their trusting behavior is likely to draw similar responses from others. Other people are likely to find people with this style easy to talk to because of their comfortable interpersonal style.

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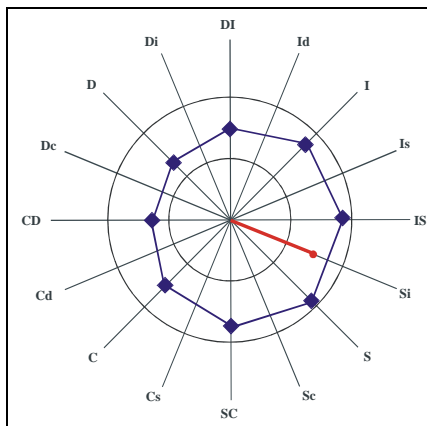
Cooperative (Si) ◄   **Number of People: 0 (0%)**

People with a Cooperative (Si) style tend to be even-tempered and accepting. Empathetic and supportive, they are likely to show caring and understanding when listening to others. Their considerate responses are likely to create a warm atmosphere that encourages other people to express their feelings without any fear of embarrassment or rejection. People with this style are probably eager to understand others' problems. Offering understanding and support, they seem to be skillful at finding and acknowledging another person's good qualities.
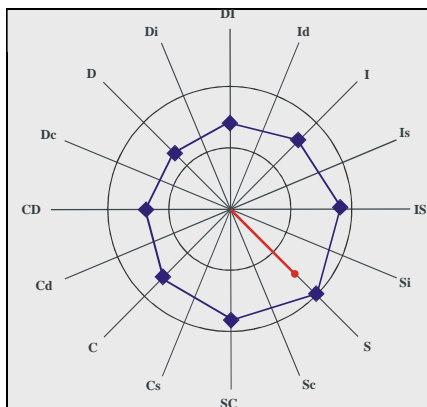
Patient (S) ○   **Number of People: 0 (0%)**

People with a Patient (S) style tend to be calm and respectful in their interactions with others. Not quickly angered or excited, they are likely to work to maintain harmony. They tend to demonstrate their conscientiousness by listening patiently to the needs and requests of others. They are als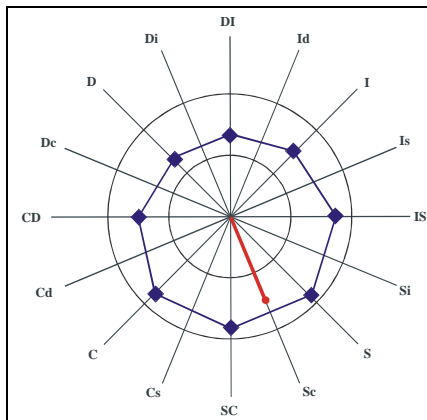o likely to be comfortable showing their appreciation for guidance from a strong leader. In fact, people with this style may feel more comfortable taking direction from someone who has clear vision and strong decision-making ability than in using their own judgment.

Modest (Sc) □   **Number of People: 0 (0%)**

People with a Modest (Sc) style tend to be low-key and easygoing. They are likely to offer predictability and consistency in their interactions and may want the same from others. They tend to be comfortable letting others direct conversations and may hesitate to state their preferences, not wanting to be seen as demanding. They may be quick to agree with others' viewpoints rather than risking conflict with them. The unassuming demeanor of people with this style makes them easy to approach. They are likely to adjust easily to a wide range of personal styles and seek to bring increased harmony to any situation.
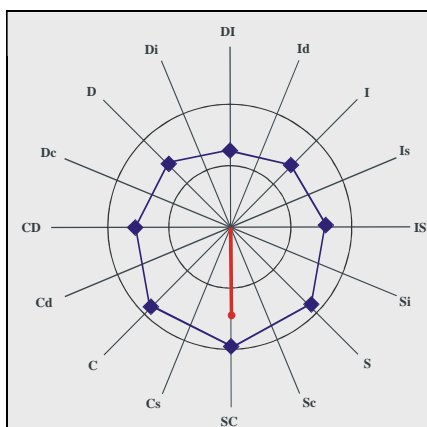
Careful (SC) ◇   **Number of People: 0 (0%)**

People with a Careful (SC) style tend to be cautious and soft-spoken in their interactions. They are likely to be self-controlled and careful in their approach, seeking to conform to the expectations of those in authority. Somewhat restrained in their interactions with others, they may avoid situations that involve challenging, competing, or exercising power over others. While they may be uncomfortable in authority roles, other people are likely to find their unthreatening style easy to approach. As they are probably willing to follow the direction of others, people with this style may find conventional, predictable interactions provide them with the sense of comfort and security they seek.

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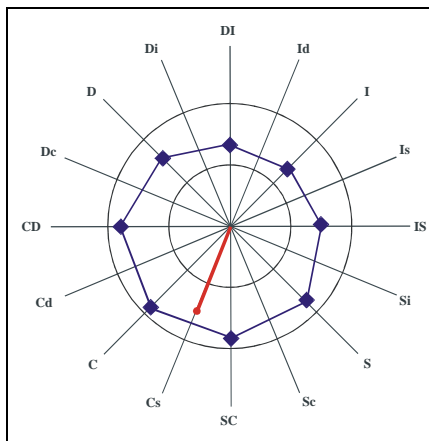
Private (Cs) ✧   Number of People: 0 (0%)

People with a Private (Cs) style tend to be reserved and solitary. They may prefer to limit their social contact to interactions that are more structured than informal. Tending to be serious and rational, they may enjoy logical arguments or interacting with people who use a more systematic, methodical approach. They are likely to think carefully before speaking and use words precisely. Tending to be somewhat introverted, people with this style may hesitate to join in casual conversation with others. Since they seem to be comfortabl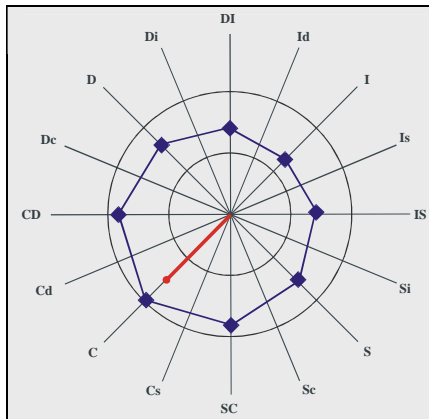e with their reserved, solitary approach to life, interactions with others may take a low priority in their day-to-day activities.

Serious (C) ▽   Number of People: 0 (0%)

People with a Serious (C) style tend to be distant and unexpressive in their interactions. They may seek to limit social interactions to those that are necessary to fulfill work requirements. Tending to be somewhat introverted, they are likely to value their privacy and may prefer to pursue solitary activities. Seeming to approach life in a somber manner, they may also be critical and perfectionistic. Perhaps as a result of their exacting standards, people with this style may look at life skeptically, or even pessimistically. Their skepticism may give them a realistic appraisal of situations, as they are unlikely to be influenced by someone else's perceptions or ideas.
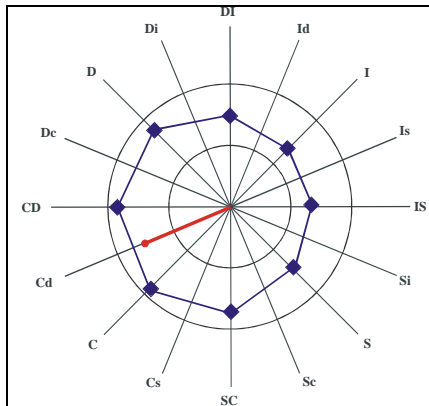
Matter-of-fact (Cd) ▷   Number of People: 0 (0%)

People with a Matter-of-fact (Cd) style tend to be reserved in their expression. Tending to relate to others in a detached manner, they are likely to build trust slowly when interacting with new people. They may take time to get to know someone before revealing much about themselves. Rather than seeking close involvement with a specific group of people, they may find that having the right amount of personal space, privacy, and autonomy is most important to their sense of wellbeing. As they are likely to be controlled in their emotional expression, they may appear detached and unconcerned. People with this style may use their reserved, unsentimental approach as a way of maintaining a comfortable distance.
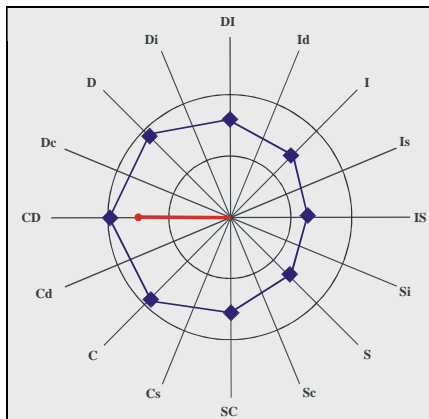
Resolute (CD) △   Number of People: 0 (0%)

People with a Resolute (CD) style tend to have a firm determination and fixed purpose in life. Although they tend to be reserved, their determined approach enables them to be firm when necessary. They are likely to pursue their goals vigorously, even in the face of opposition. In fact, they may anticipate difficulties and attempt to control negative outcomes through vigilant adherence to rules and standards. With their goal-oriented, purposeful approach to life, they may not always seem as concerned about others. They are not likely to waste time and energy on social pleasantries while striving for results. Others probably view people with this style as being stern but fair, acknowledging their purposeful approach to life.

Group Interpersonal Dynamics
DiSC® Indra®

A group's interactions will be characterized by how the DiSC® Vectors of the group members fall on the Control-Adapt and Affiliate-Detach dimensions. A group may have people equally distributed in all four quadrants formed by the two dimensions or the group may have greater representation in one quadrant than another. You will see the composition of your group displayed in the graphic below.
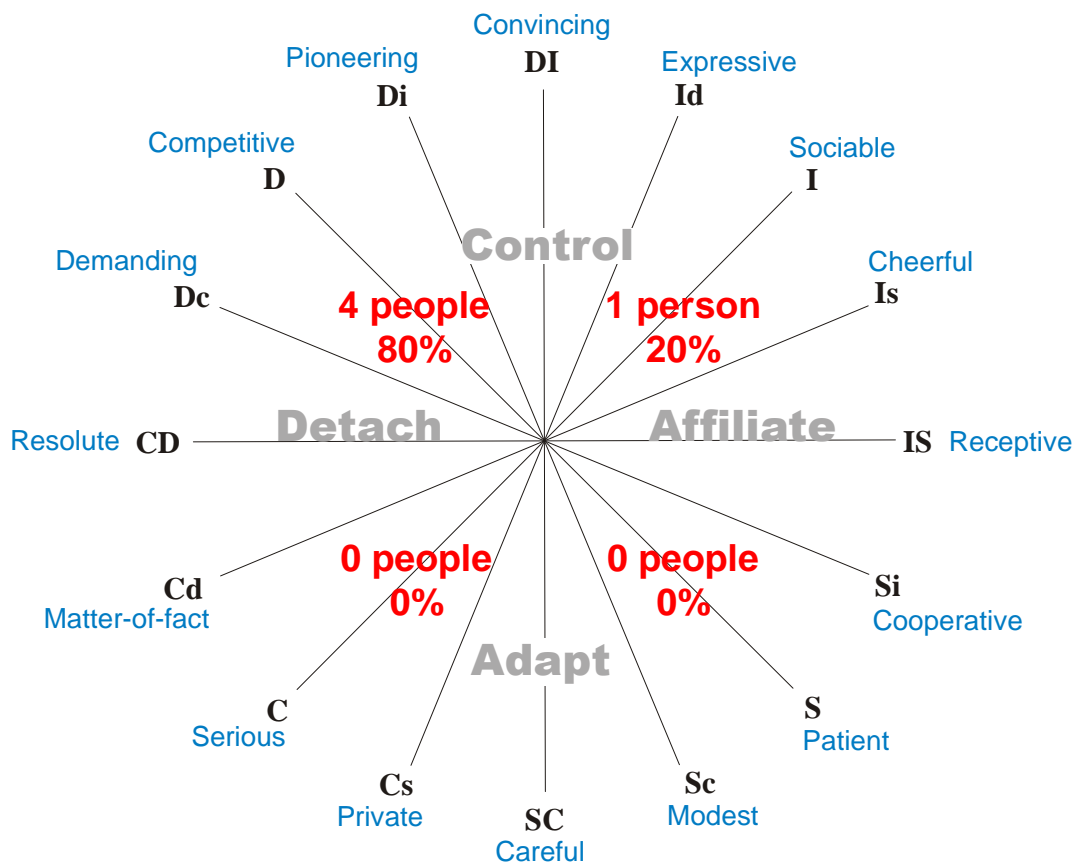
Small Group Sample Report- Group Dynamics

- The DiSC interpersonal styles of your group members are more represented in the Control hemisphere than the Adapt hemisphere.
- The DiSC interpersonal styles of your group members are more represented in the Detach hemisphere than the Affiliate hemisphere.
- You have more members of your group in the Control/Detach quadrant than the other three quadrants.

Based on the unique combination of DiSC Vector locations for each member of your group, it is likely that your group interacts in a direct, results-oriented, and purposeful manner. This interpersonal approach may represent the type of work in which the group is involved or it may simply represent the interpersonal styles of the people in the group. If your work environment has the same balance of requirements, you may have a good fit. Your group can also explore strategies for meeting the needs of different work environments using the Group Dialogue questions at the end of this report.

DiSC® Interpersonal Continuum - Group
DiSC® Indra®

The DiSC® Interpersonal Continuum maps each Interpersonal Style in your group based on 50 interpersonal behaviors. This continuum can be used to increase understanding of the similarities and differences between you and the other people in your group. Suggested dialogue questions for exploring differences and similarities can be found in the Dialogue section of this report.

To understand the continuum, find your symbol listed on page 4. This symbol is the same for everyone with your Interpersonal Style. Locate your symbol in the continuum, either highlighting or circling it for easy identification. The number under each symbol represents the number of people in the group with that particular style.
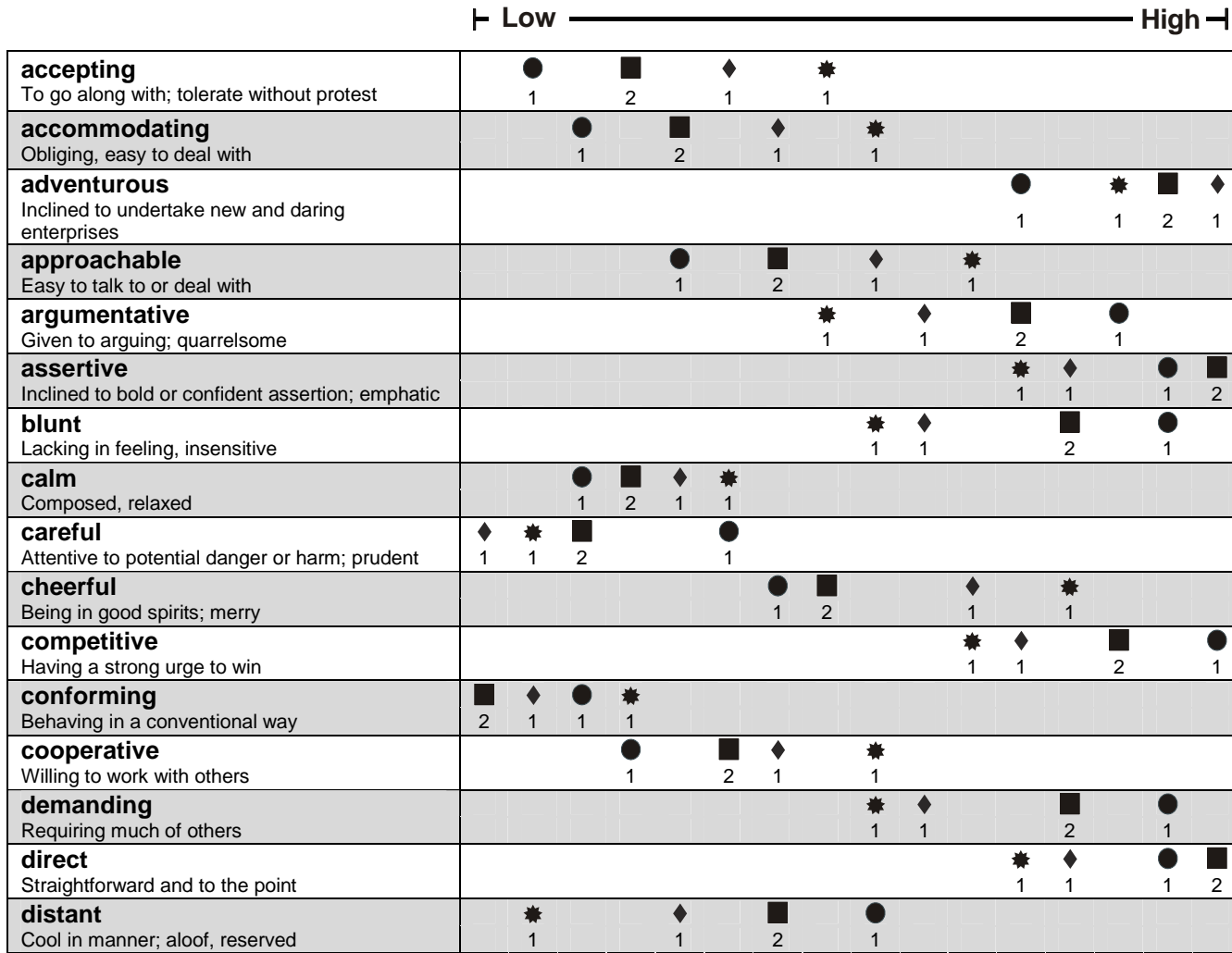
├ Low ──────────────── High ┤

Behavior	Symbols (Low → High)
accepting — To go along with; tolerate without protest	● 1 ■ 2 ♦ 1 ✳ 1
accommodating — Obliging, easy to deal with	● 1 ■ 2 ♦ 1 ✳ 1
adventurous — Inclined to undertake new and daring enterprises	● 1 ✳ 1 ■ 2 ♦ 1
approachable — Easy to talk to or deal with	● 1 ■ 2 ♦ 1 ✳ 1
argumentative — Given to arguing; quarrelsome	✳ 1 ♦ 1 ■ 2 ● 1
assertive — Inclined to bold or confident assertion; emphatic	✳ 1 ♦ 1 ● 1 ■ 2
blunt — Lacking in feeling, insensitive	✳ 1 ♦ 1 ■ 2 ● 1
calm — Composed, relaxed	● 1 ■ 2 ♦ 1 ✳ 1
careful — Attentive to potential danger or harm; prudent	♦ 1 ✳ 1 ■ 2 ● 1
cheerful — Being in good spirits; merry	● 1 ■ 2 ♦ 1 ✳ 1
competitive — Having a strong urge to win	✳ 1 ♦ 1 ■ 2 ● 1
conforming — Behaving in a conventional way	■ 2 ♦ 1 ● 1 ✳ 1
cooperative — Willing to work with others	● 1 ■ 2 ♦ 1 ✳ 1
demanding — Requiring much of others	✳ 1 ♦ 1 ■ 2 ● 1
direct — Straightforward and to the point	✳ 1 ♦ 1 ● 1 ■ 2
distant — Cool in manner; aloof, reserved	✳ 1 ♦ 1 ■ 2 ● 1

DiSC® Interpersonal Continuum - Group
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To understand the continuum, find your symbol listed on page 4. This symbol is the same for everyone with your Interpersonal Style. Locate your symbol in the continuum, either highlighting or circling it for easy identification.

⊢ **Low** ——————————————————————————— **High** ⊣

Trait	Description	Continuum (Low → High), symbols with counts
dominant	Exercising the most influence	✸1 ♦1 ■2 ●1
easy-going	Relaxed in attitude; unworried	●1 ■2 ♦1 ✸1
expressive	Showing feeling; emotional	●1 ■2 ♦1 ✸1
firm	Showing determination or resolution; unyielding	✸1 ♦1 ■2 ●1
flexible	Responsive to change	●1 ■2 ♦1 ✸1
hesitant	Acting with uncertainty; discreet	✸1 ♦1 ■2 ●1
impersonal	Showing no emotion; aloof	✸1 ♦1 ■2 ●1
industrious	Diligent in work or study	✸1 ♦1 ■2 ●1
inspiring	Stimulating to action; motivating	●1 ■2 ♦1 ✸1
joyful	Feeling, expressing, or causing extreme gladness	●1 ■2 ♦1 ✸1
lenient	Inclined not to be harsh or strict	●1 ■2 ♦1 ✸1
matter-of-fact	Straightforward or unemotional	✸1 ♦1 ■2 ●1
modest	Not wanting to call attention to oneself; retiring	♦1 ■2 ✸1 ●1
open	Receptive to others; sociable	●1 ■2 ♦1 ✸1
optimistic	Expecting a favorable outcome	●1 ■2 ♦1 ✸1
outgoing	Sociable and responsive to others	●1 ■2 ♦1 ✸1
outspoken	Speaking freely, openly, or boldly	✸1 ●1 ♦1 ■2
patient	Capable of calmly awaiting an outcome or result	●1 ■2 ♦1 ✸1
persuasive	Having power to convince others	✸1 ●1 ■2 ♦1

DiSC® Interpersonal Continuum - Group
DiSC® Indra®

To understand the continuum, find your symbol listed on page 4. This symbol is the same for everyone with your Interpersonal Style. Locate your symbol in the continuum, either highlighting or circling it for easy identification.

Term	⊢ Low ──────────── High ⊣												
private — Valuing freedom from intrusion or public attention	✴ 1	♦ 1		■ 2		● 1							
questioning — Given to doubt; skeptical			✴ 1				♦ 1		■ 2	● 1			
quiet — Reserved; soft-spoken; mild; meek	✴ 1	♦ 1	■ 2	● 1									
receptive — Ready or willing to receive favorably				● 1		■ 2	♦ 1	✴ 1					
reserved — Showing self-restraint in expression	✴ 1	♦ 1		■ 2		● 1							
resolute — Firm or determined; unwavering			✴ 1		♦ 1			■ 2	● 1				
restrained — Moderate in response; well-behaved, orderly	♦ 1	✴ 1	■ 2	● 1									
serious — Grave in quality or manner; stern			✴ 1	♦ 1		■ 2	● 1						
skeptical — Given to doubt; questioning			✴ 1	♦ 1	■ 2		● 1						
sociable — Fond of the company of others; gregarious							● 1	■ 2		♦ 1		✴ 1	
stern — Firm or unyielding; uncompromising					✴ 1		♦ 1	■ 2			● 1		
tactful — Considerate in dealing with others		● 1	■ 2			♦ 1	✴ 1						
undemanding — Not requiring much of others	● 1	■ 2	♦ 1		✴ 1								
verbal — Talkative, expressive										● 1	■ 2	✴ 1	♦ 1
warm — Shows enthusiasm and friendliness					● 1		■ 2	♦ 1		✴ 1			

Relationship Fit Matrix
DiSC® Indra®

The Relationship Fit Matrix summarizes all possible dyadic relationships for all members of your group. 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. Relationships can fit on both dimensions, one of the two dimensions, or none. We refer to these as:

Fit on 2—fit on *both* Control and Affiliation dimensions
Fit on 1—fit on *either* Control or Affiliation dimensions
Fit on 0—fit on *neither* Control nor Affiliation dimensions

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

	1	2	3	4	5
1. Pat Fergusson	-----				
2. Respondent Name		-----			
3. Carol More			-----		
4. Cathy Convine				-----	
5. Anne Pricer					-----

Fit on 2 dimensions	Fit on 1 or 0 dimension(s)
Fit on 2 or 1 dimension(s)	Fit on 2, 1 or 0 dimension(s)
Fit on 1 dimension	Fit on 0 dimensions

A tip for reading this table is to find your number across the header and then read down the column corresponding to your number. A legend is also provided to help you understand the table. To learn more about a specific relationship of interest, a Dyad Report is available separately.

Group Dialogue Questions
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Each group can benefit from dialogue about how they manage similarities and differences in their day-to-day interactions. Here are some suggested questions for your group dialogue.

1. In what ways does the mix of interpersonal styles of group members work well in your environment?

2. What challenges does the mix of interpersonal styles of group members create in your environment?

3. In what ways can group members "flex" their styles when there are either increased or decreased requirements for Control/Affiliate behaviors?

4. In what ways can group members "flex" their styles when there are either increased or decreased requirements for Control/Detach behaviors?

5. In what ways can group members "flex" their styles to meet either increased or decreased requirements for Adapt/Affiliate?

6. In what ways can your group members "flex" their styles to meet either increased or decreased requirements for Adapt/Detach?

7. Looking at the Interpersonal Behavior Continuum, where do you see opportunities for optimizing your effectiveness?

8. Looking at the Interpersonal Behavior Continuum, where do you see challenges for optimizing your effectiveness?

9. What specific actions can you implement to improve the functioning of your group?

Action Plan
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I/We will improve our effectiveness as a work group with the following actions:

We will do more of:

We will do less of:

We will continue doing: