

# Insights Reference Guide



**DiSC® Indra™** 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

**Personal Insight into Interpersonal Style:** Help people understand their preferences, strengths, and growth areas in relationships.

- Identify the strengths that you bring to a relationship
- Understand your focus within a relationship, the motivations behind your interpersonal behaviors, and the overt behaviors you demonstrate in a relationship
- Learn the strategies you use to understand, influence, and relate to other people
- 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
- Understand what motivates you in relationships and find ways to maximize this motivation
- Learn how invested you are in your style and how much flexibility you have when change is appropriate

**Appreciation of Interpersonal Diversity:** Help people understand that others might have interpersonal styles that are different from their own.

- Understand that others may have different motivations, priorities, and instincts that compete with your own
- Understand your expectations of others
- Learn how others might interpret or misinterpret your behaviors
- Understand the roots of your frustrations with others

## Interpersonal Insights

**A Common Language to Understand and Discuss Interpersonal Relationships:** Help people develop a language through which they can efficiently and accurately discuss interpersonal concerns.

- Comprehend a better, simpler way to understand the complexity of human behavior
- Organize your experience with co-workers, friends, and loved ones into a usable format
- Create a common language to discuss your unique subjective experiences

**Dialogue About Interpersonal Behavior:** Help people accept, welcome, and encourage the entire spectrum of interpersonal styles.

- Understand that diversity does not equal adversity
- Understand that there are no right or wrong interpersonal preferences, just differences
- Create a safe forum to discuss differences
- Create a culture of acceptance around diverse interpersonal styles
- Express problems and frustrations in a more open fashion

**Building Relationships with Other Interpersonal Styles:** Develop communication strategies that help people avoid misunderstandings, frustration, and resentment.

- Develop a model and language through which you can more harmoniously, cooperatively, and efficiently work with others
- Commit more emotional and behavioral energy to understanding the needs and perspectives of others
- Develop new communication strategies and contracts about communication
- Reduce the misinterpretation of behavioral indicators