

Why I am Passionate About DiSC® Indra®

I have been using DiSC® Indra® almost exclusively now (rather than DiSC® Classic) for at least three years so I thought I would share my experience with you.

The Language

The first thing that caught my attention was the language around *Control* and *Affiliation*. My consulting work is almost exclusively focused on helping business leaders create a work environment where people are passionate about their work and the organization they work for. To achieve this, the organization needs *exceptional leadership* at all levels from the CEO to the front line supervisors.

One of the most common ways in which leaders destroy employee engagement and passion is to *disempower* them through excessive *control*. For employees to be really passionate about their work, they need to have some say in what they do and how they do it... a *sense of choice* Kenneth Thomas called it in his great book *Intrinsic Motivation at Work*.

DiSC® Indra helps managers understand their *need for control* more clearly, because it uses that language. There are many times when the leader needs to *let go of control* or *Adapt* to let their team members have control of the project. In the Dimensions of Leadership Profile we called that supporting an *Act of Leadership* to create a *shared leadership* model.

I have found that DiSC® Indra® has also helped people who have a *low need for control* and therefore *Adapt*, and those who have a *low need for affiliation* and therefore *Detach*, to better understand and accept their natural tendencies. I've heard many people say: "Yes I do have a low need for control... I don't want to be in charge or make all the decisions." And they are much more OK with that than perceiving themselves as *less powerful than the environment*.

I have also found many people who say: "Yes I do have a low need for affiliation. When are all you friendly people going to stop seeing me as antisocial?"

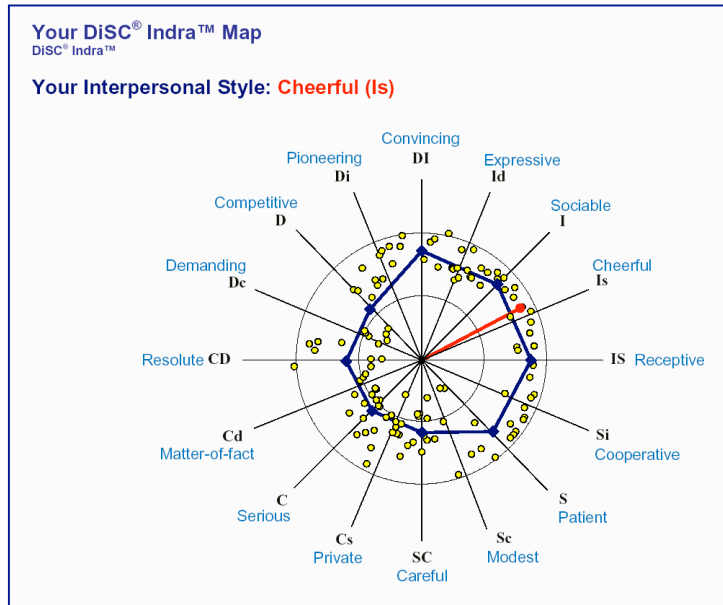
My experience is that the language of Indra really helps people understand and accept themselves and others, and the visual of the Indra Map helps them "see" where they are in relationship to others.

The Range of Motion

When you get your *DiSC® Classic Profile* result, whether it is electronic or paper-based, your graph three result is static. You have this much D, i, S and C and that makes up your classical pattern. Now you know that you have the ability to move up and down each of those four dimensions, but *the profile doesn't say that!* There you are... that is your profile.

With DiSC® Indra® your *Vector* tells you where you are in terms of a *home base* and by the length of the vector how attached you may be to using that style. But then you also have the blue *Contour*

Line with its 8 plotting points that show the degree to which you appear to flex your behavior either side of your home base.



If you look at my Indra map you can see that it indicates that my *range of motion* goes from *Convincing* (DI) at the top all the way around to *Patient* in the High S quadrant. I happen to think that is a pretty accurate assessment. I can be convincing when I want or need to be, but I need to boost my energy level a bit to do that. And I can be *patient* and sit and listen to someone, comfortably even though my natural tendency is that I like to be busy doing something...I can't sit still.

In my experience, this information is much more powerful and *acceptable* to my participants than just getting a graph

three result. For the more detail minded, when you add the 150 little yellow dots to the interpretation, they represent my responses to each of the words in the questionnaire. The attributes I see as most like me are furthest out from the center, and those I said were least like me closest to the center.

It is obvious that in the area of my *range of motion*, none of the dots are near or inside the inner circle. And yet when you look at the High C quadrant, even though most of my dots are inside or close to the inner circle, I do have two or three things in this area that may be strengths.

OK, so now you're saying that I don't have to prove it by going in to all this detail, so I'll move on to my final point about why I'm passionate about Indra.

Relationship Fit

This section of the DiSC® Indra® report can really help people significantly improve their relationships with others by increasing their behavioral adaptability. The two underlying dimensions here are *Comfort* and *Effectiveness*. Interpersonal comfort is related to the *Affiliation* dimension in Indra, and *Effectiveness* with the *Control* dimension.

Many Inscape distributors I have spoken with have felt that this section is too complicated and that clients have difficult getting their head around the model... and I did find that too. So I have simplified the way I present it down to two basic questions.

On the Affiliation dimension, are you more *comfortable* being with (or working with) someone the same as you, or opposite to you? That is, if you have a *high need for affiliation*, would you rather be with someone who has a *low need for affiliation*, or someone like you? The answer is obvious – we are more *comfortable* being with people like ourselves. When I present this to a group as a question... they always come up with the right answer.

Then on the Control dimension, are you more *effective* working with someone the same as you, or opposite to you? For example, if you have a *high need for control*, will you be more effective working with others who also have a *high need*, or with those who have a *low need for control*?” The obvious answer is that you will mostly be more *effective* working with someone who is opposite to you.

So in terms of *relationship fit*, we tend to be more *comfortable* with people like ourselves on the *Affiliation* dimension, and more *effective* with people who are opposite to us on the *Control* dimension.

Application

The obvious application from this is that when we are dealing with people who are the opposite of ourselves on the *Affiliation* dimension, our focus should be to adapt our behavior to make the relationship more *comfortable* for them.

When we are dealing with people who are the same as ourselves on the *Control* dimension, our focus in terms of behavioral adaptability should be to be willing to give and take control when you both have a high need for control, and stretch yourself to take control or make a decision when you both have a low need for control.



I have had such a positive reaction from my clients to DiSC[®] Indra[®] that I felt compelled to share my passion for this profile with you. If you haven't used this profile yet, and you are certified to do so, I would encourage you to, as we say in Australia... “*ave a go!*”

Keith Ayers

President

Integro Leadership Institute, LLC