

Insights Reference Guide

Classic

DiSC® Classic is used to improve performance, deal more effectively with conflict, and value differences. Using the research-based DiSC model, *DiSC Classic* helps you better understand why you act the way you do.

Individual Insights

Personal Insight into Behavioral Preferences and Inclinations: Help people understand their habits and behavioral tendencies in a manageable and systematic way.

- Understand the work environments that are most and least comfortable for you
- Develop a stronger sense of your task-oriented and relationship-oriented work habits
- See how your dominant characteristics can be both strengths and drawbacks
- Understand how others interpret your actions
- 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
- Learn more about your fears and behavioral tendencies when you are under pressure
- Understand what motivates you in your relationships and find ways to maximize this motivation

Appreciation of Personal Diversity: Help people understand how others might have personalities and behavioral styles that are different from their own.

- Understand that others may have different motivations, priorities, and instincts that compete with your own
- Learn about tendencies and biases you have when reading the behavior of others
- Understand how others might interpret or misinterpret your behaviors

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

- Learn a better, simpler model 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

Interpersonal Insights

Dialogue About Personality Preferences and Differences: Help people create a forum in which an open discussion about personality differences is not only accepted, but encouraged.

- Understand that differences do not necessarily lead to conflict
- 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

Relating to Individuals with Different Personalities: Help people develop strategies and skills that will mend or improve the quality of interpersonal relationships within a social setting.

- Understand that although people need to adjust at times, their preferences are not necessarily wrong
- Develop new communication strategies and contracts about communication
- Withhold judgment to see a situation from multiple perspectives
- Adapt your personal tendencies, when appropriate, to facilitate harmonious relationships
- Increase empathy and compassion for the perspectives and struggles of others
- Communicate your frustrations in a less threatening fashion
- Learn how to reduce misinterpretations of interpersonal behaviors

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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

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Discovering Diversity Profile®

The *Discovering Diversity Profile*® allows individuals to explore their own viewpoints on workforce diversity in four key areas, and can help transform resistance into acceptance, cooperation, and respect.

Individual Insights

Personal Insight into Development on Diversity Issues: Help people understand their behavior, attitudes, and understanding of diversity.

- Learn where assumptions may be mistaken
- Understand your own attitudes and opinions about diversity issues
- Recognize the danger of not realizing your limitations within the work setting
- Understand how your behaviors may affect others

Appreciation of Diversity Within the Workplace: Help people become aware of the impact that diversity-related issues have in the workplace.

- Understand how culture influences work behavior and attitudes
- Reflect on the experience of co-workers with diverse backgrounds
- Realize that even if diversity issues aren't important to you, they affect your workspace and co-workers

Interpersonal Insights

A Common Language to Understand and Discuss Interpersonal Diversity Issues: Help people develop a language through which they can efficiently and accurately discuss diversity concerns.

- Comprehend a better, simpler model to understand the complex issue of workplace diversity
- Organize your unique subjective experiences with co-workers into a usable format
- Formulate a defined process through which you can address diversity issues

Dialogue About Diversity in the Workplace: Help create an environment where individuals accept, welcome, and encourage a wider range of diversity.

- Understand that diversity does not equal adversity
- Create a safe forum to discuss differences
- Express problems and frustrations in a more open fashion
- Express dissenting opinions without fear of disapproval or causing offense
- Create a culture of receptiveness and acceptance

Building Relationships Through Acceptance: Help people apply their knowledge about diversity issues and strengthen or mend relationships with those around them.

- Understand the emotional experience of another person
- Become more sensitive to the needs and feelings of those around you
- Challenge assumptions about others that might adversely influence your behavior
- Understand strategies to increase the effectiveness of partnerships and teams

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Personal Listening Profile®

The *Personal Listening Profile*® helps individuals identify their preferred listening style and understand how they can adopt other approaches when appropriate. Ultimately, this profile is designed to help people accept interpersonal differences and adopt behavioral strategies that foster considerate, collaborative, and effective relationships.

Individual Insights

Personal Insight into Communication Preferences: Help people understand their preferences, strengths, and growth areas as listeners.

- Gain a deeper understanding of the focus of your listening, the motivations behind your listening, and the overt behaviors you demonstrate while listening
- Gain a feeling of acceptance with the understanding of the nature and value of your contribution
- Understand the sources of frustrations at work if you are consistently required to listen in ways that are incompatible with your style
- Understand the danger of not realizing your limitations as a listener

Effective Information Processing: Help people more accurately and efficiently gather, understand, and judge the information presented to them.

- Learn how to gather information that is more thorough and complete
- Learn how to make decisions and draw conclusions that are processed more critically
- Draw attention to the gaps in your information processing style
- Learn how to organize information and listen for core meanings of the message

Understanding of Diversity in Communication Styles: Help people understand how others might have listening styles that are different from their own.

- Understand that others may have different motivations, priorities, and instincts that compete with yours
- Help co-workers understand that diversity does not equal adversity
- Understand your expectations of others within the communication process
- Understand how others might misinterpret your listening behavior

Interpersonal Insights

Dialogue About Communication: Help individuals and groups accept, welcome, and encourage the entire spectrum of listening styles.

- Encourage co-workers to understand that there are no right or wrong listening preferences, just differences
- Create a safe forum to discuss differences
- Create a culture of acceptance around diverse listening styles

Relating to Other Communication Styles: Develop communication strategies that help people avoid misunderstandings, frustration, and resentment.

- Understand that even though people need to adjust at times, their preferences are not necessarily wrong
- Develop a model and language through which groups can more harmoniously, cooperatively, and efficiently work together
- Allow greater focus on understanding the needs and perspectives of co-workers
- Develop specific strategies that minimize or avoid miscommunication with co-workers

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Team Dimensions Profile

The *Team Dimensions Profile* helps individuals learn to work from their strengths by identifying their most natural team role, while giving them added appreciation for the contributions of others. As a result, team innovation and productivity increase as conflict and project-cycle time decrease.

Personal Insights	Individual Insights	<p>Personal Insight into Work Preferences: Help people understand their preferences for work activities and job tasks.</p> <ul style="list-style-type: none">• Understand the nature and value of your contribution• Understand the strengths that you bring to a project and how to best capitalize on these strengths• Understand the sources of your frustrations at work, if you are consistently required to take on roles that don't fit your preferences• Comprehend what motivates you in your work and find ways to maximize this motivation• Understand the danger of not realizing your limitations
		<p>Understanding of Diversity in Work Roles: Help people understand how others view the group process and their roles.</p> <ul style="list-style-type: none">• Understand that others may have different motivations, priorities, and instincts that compete with your own• Understand the roots of your frustrations with others• Realize that diversity does not equal adversity
Task Insights	Group Insights	<p>Valuing All Work Roles: Help people accept, welcome, and encourage the entire spectrum of work roles.</p> <ul style="list-style-type: none">• Understand that although people need to adjust at times, their preferences are not necessarily bad• Develop a model and language through which you can more systematically, cooperatively, and efficiently work with others• Create a safe forum to discuss differences• Create a culture of acceptance around diverse work roles• Give team members the courage to step out and do what they do best• Realize when it is appropriate to let others do what they do best
		<p>Knowledge About Project Development: Help people understand the process through which a team or organization creates, develops, and realizes an idea or project.</p> <ul style="list-style-type: none">• Identify the tasks that need to be completed at each stage of project development• Share a common understanding about the process to ensure less wasted time• Understand how unnecessary or mistimed digressions can be stopped or addressed later
		<p>Ability to Create Balance in Work Tasks: Help individuals within groups understand that they will have to fill different work roles as a project progresses.</p> <ul style="list-style-type: none">• Understand that you will have to shift your thinking and behaviors from time to time• Realize when it is necessary to stretch beyond your preferences• Understand how teams can be reformed to contain a more even balance of roles

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Time Mastery Profile®

The *Time Mastery Profile*® helps people understand how they think about and use their time. This understanding is the foundation for changing behaviors and attitudes surrounding time management.

Individual Insights

Insight Into Personal Work Habits: Help people identify and understand their time-management strengths and growth areas.

- Understand the roots of undesirable habits
- Recognize the most important liabilities in work habits
- Understand how your time is currently spent and misspent
- Develop a new perspective for organizing thoughts about time management

A Process to Improve Self-Management: Help people develop strategies and techniques to develop more efficient, productive work habits.

- Understand and manage your work flow better
- Prioritize development efforts
- Learn general tips or behavioral changes for effective time management
- Discover the most efficient, promising path to improving work habits
- Increase confidence and drive to change habits

Interpersonal Insights

A Common Language to Understand and Discuss Time Management: Help people develop a language through which they can efficiently and accurately discuss time management.

- Organize thoughts about time management
- Use common terminology to discuss work habits with others
- Create performance discussions that are less personal and more objective

Dialogue About Differences in Time Management: Help people create a forum in which they can discuss personal and group work habits.

- Discuss personal frustrations without fear of causing offense
- Become more receptive to hearing feedback
- Help your organization to redefine the work culture
- Understand how group time (e.g., meetings, team time) is used inefficiently
- Adapt your behavior to better suit the needs of all group members
- Agree on policies that affect individual and group time

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Work Expectations Profile

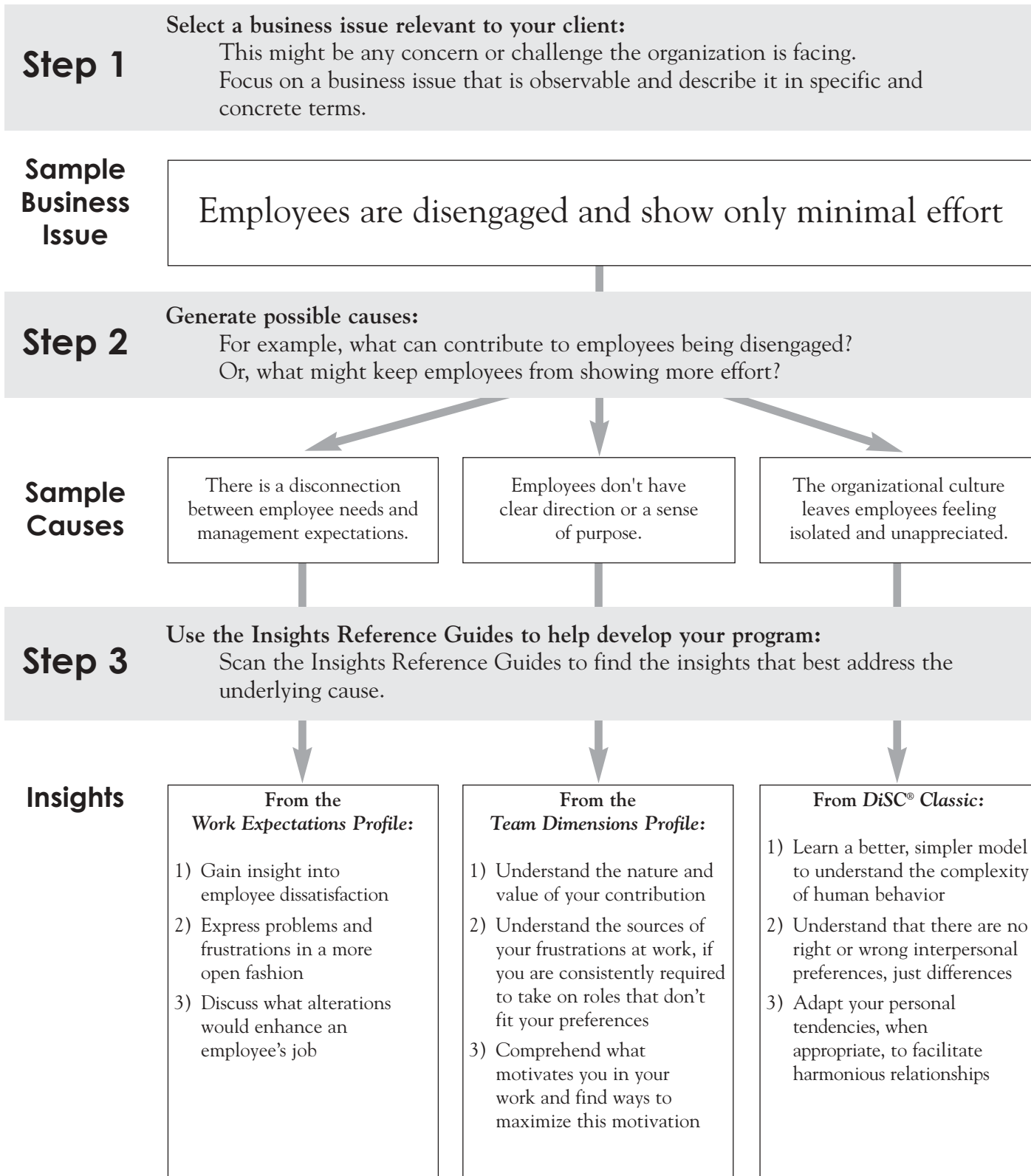
Whether spoken or unspoken, a “psychological contract” of needs and expectations exists between employees and employers that affects job satisfaction and performance. The *Work Expectations Profile* provides a framework to help employees and managers understand and discuss these needs and expectations.

Individual Insights	<p>Personal Insight into Work Attitudes and Preferences: Help people understand what characteristics are important to them in a job.</p> <ul style="list-style-type: none">• Learn what reinforces you on a job• Learn what is necessary for your satisfaction on a job• Create a framework in which to organize your work experience
	<p>Understanding of Current Work Satisfaction: Help people gain a deeper understanding of what brings them satisfaction and frustration at their job.</p> <ul style="list-style-type: none">• Understand what work expectations are met and unmet in your job• Identify areas of your job that are dissatisfying or frustrating• Reflect on the direction of your career and the changes you want to make within your job
	<p>Managers and Supervisors Understand the Expectations of Their Employees: Help managers better read the pulse of their departments or organizations and learn about potential areas of group dissatisfaction.</p> <ul style="list-style-type: none">• Learn what characteristics of a job and what reinforcements are important to the department or organization• Learn what work expectations are being met within the department or organization• Gain insight into employee dissatisfaction
Interpersonal Insights	<p>A Common Language to Understand and Discuss Work Expectations: Help people develop a language through which they can efficiently and accurately communicate concerns about their work preferences, attitudes, and satisfaction.</p> <ul style="list-style-type: none">• Categorize the benefits and characteristics of a job or career• Reference an area of work expectations to describe common concerns• Create a safe forum to discuss differences• Express problems and frustrations in a more open fashion• Express dissenting opinions without fear of disapproval or causing offense
	<p>Address Unmet Work Expectations: Help managers and employees apply their knowledge about work expectations to make changes within both the job and themselves.</p> <ul style="list-style-type: none">• Discuss what alterations would enhance an employee's job• Feel understood about job concerns and needs• Understand management's perspective on employee needs• Adjust unrealistic expectations rather than hold on to resentment

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Sample Solution

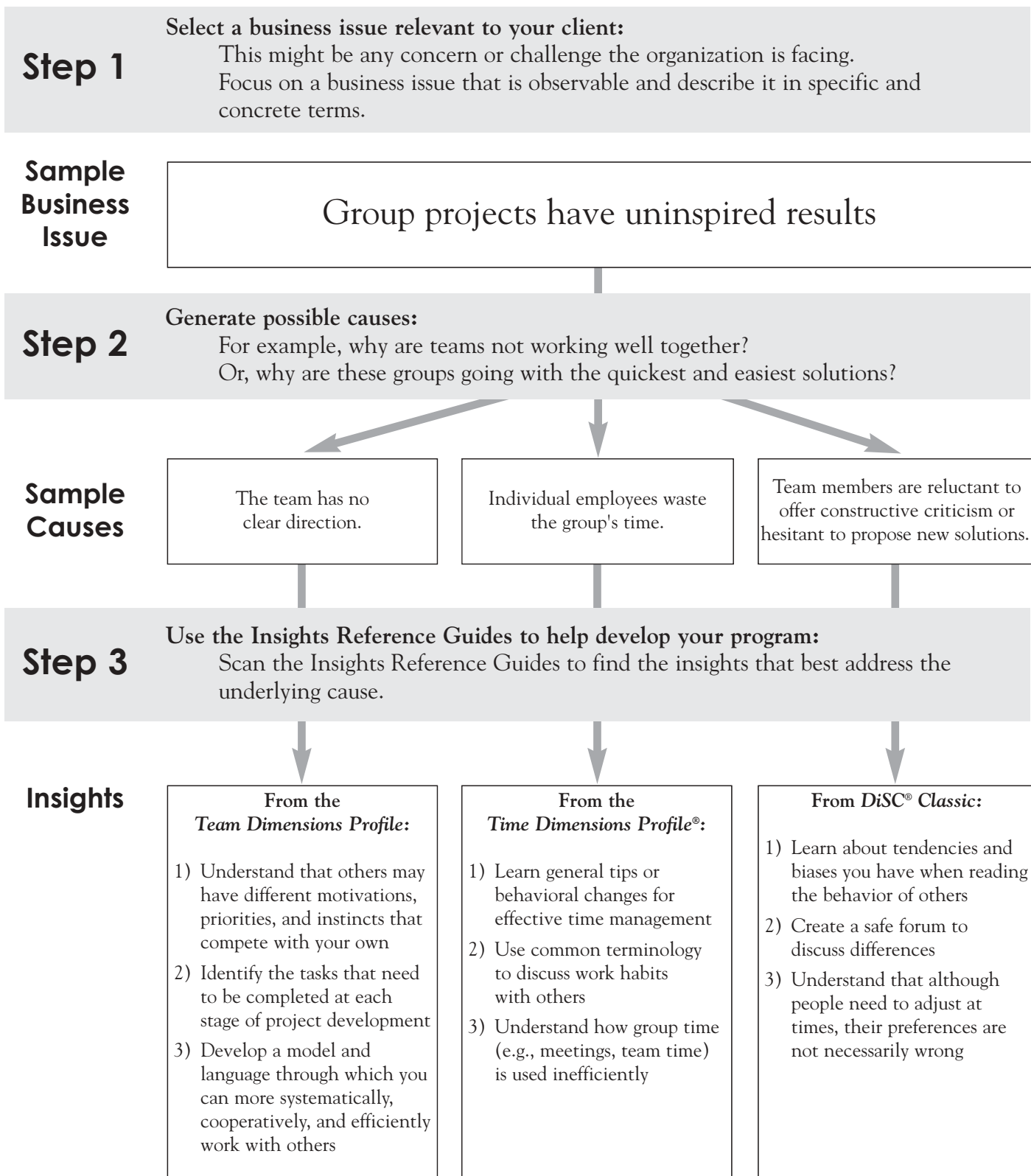
Below are some examples of how the Insights Reference Guides can help you use Inscape tools to solve relevant business issues using a three-step process.



Insights Reference Guide

Sample Solution

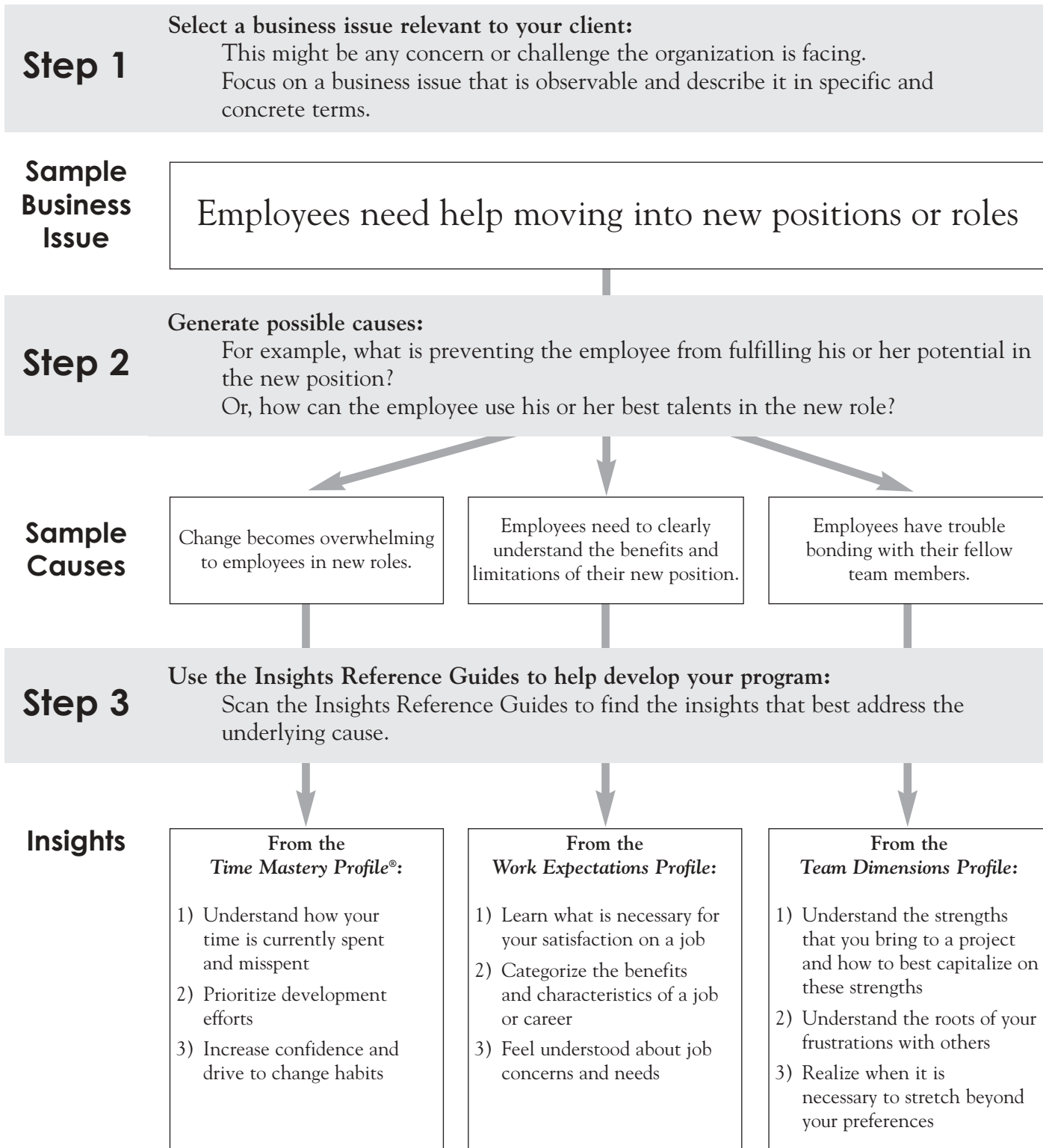
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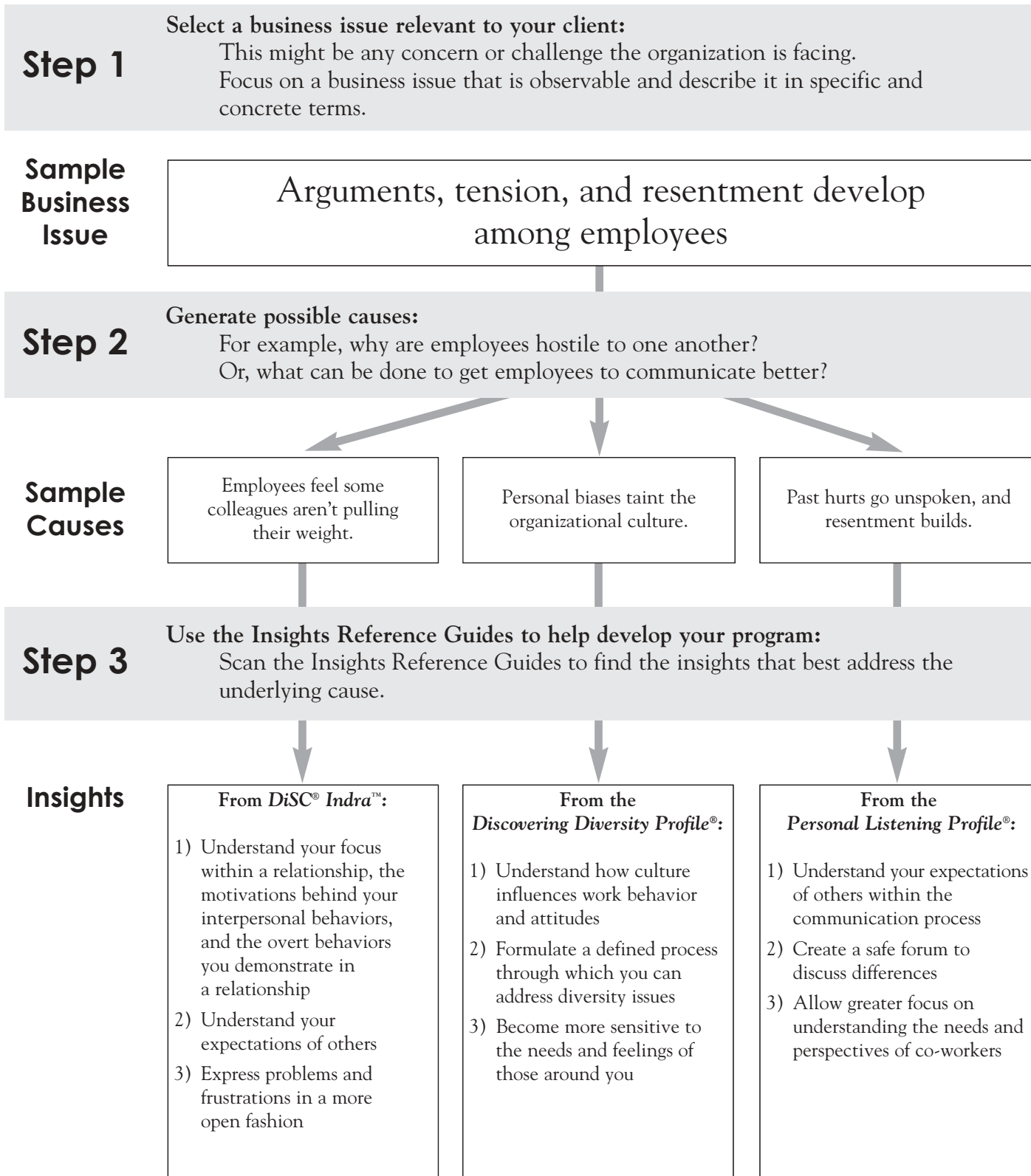
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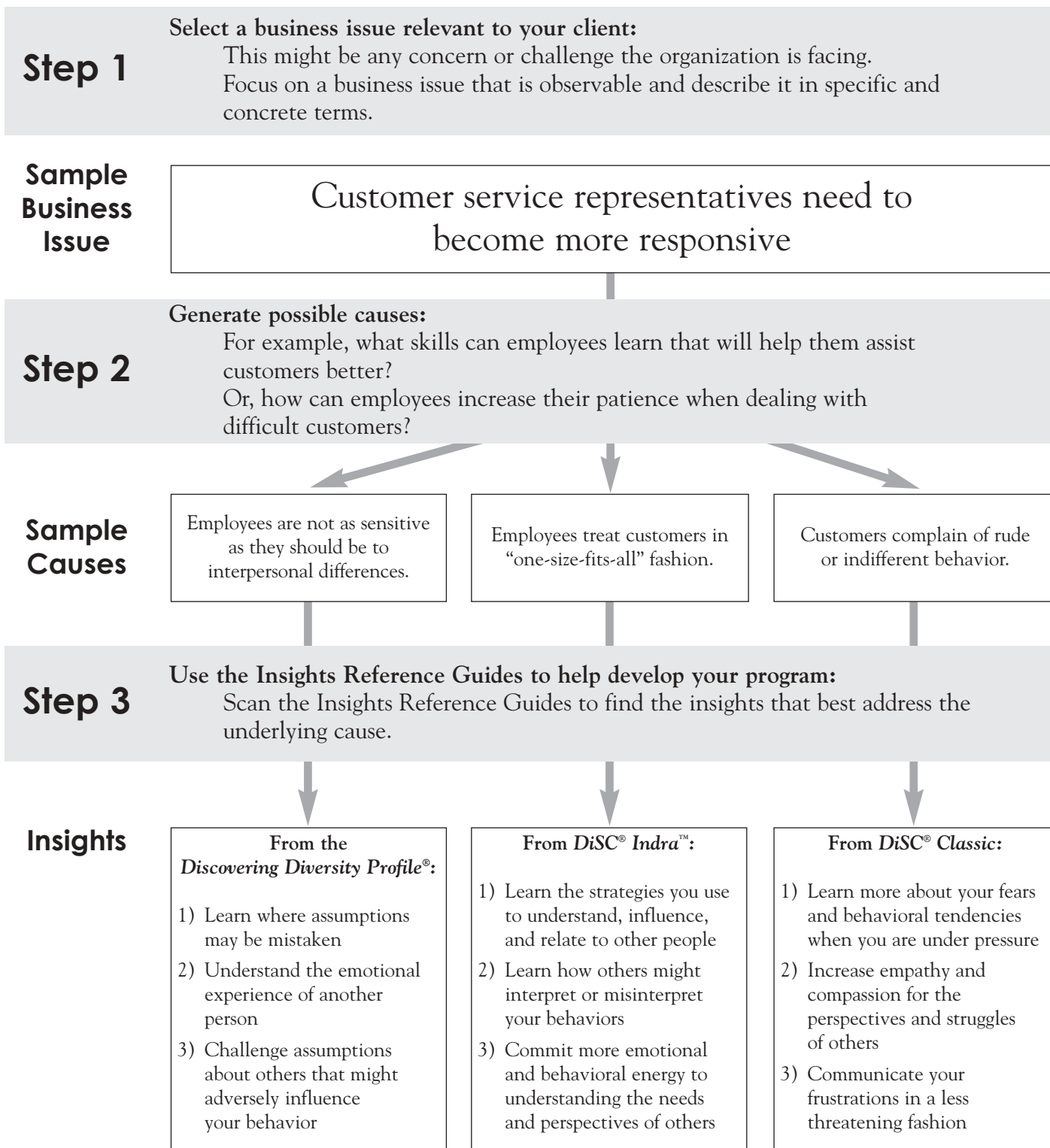
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