

# The DISC Index



## Behavioral Profile

The DISC Index is the most contemporary interpretation of Dr. William Marston's groundbreaking work into understanding and measuring a person's natural and adaptive behavioral styles. Since each individual has his/her own unique preferences and habits for how he/she likes to behave, this understanding is crucial when working with team members, as a leader or manager, or in an environment that requires conflict resolution.

## Why the DISC Index?

Unlike all existing DISC profiles, the DISC Index has created an instrument that produces zero waste. With the invention of the first ever click-and-drag DISC instrument, the DISC Index generates reports ten-times as varied and individualized as other profiles on the market today.

Another unique aspect of the DISC Index is the individual treatment that each DISC Dimension receives. Instead of only considering how every dimension plays in concert within an individual's pattern or style, the DISC Index separates the four dimensions and helps an individual understand how each dimension can be used to support his/her success.

## The How of Success

To reach optimal performance, you must understand WHAT natural talents you possess, WHY you are motivated to use them, and HOW you prefer to use them. The DISC Index reviews the HOW portion of the What, Why, and How trilogy. By understanding HOW you prefer to behave, you are able to better align your environment, select the work that ensures more meaning and success, and produce less stress while doing so.

## Application

The DISC Index can be used in a wide variety of situations such as selection and hiring, success planning, team development, enhanced communication, and improving the relationship between managers and their team members.

Each DISC report comes with a personal debrief which includes relevance building exercises and summary questions to help individuals understand and specifically apply the knowledge to their personal and professional success.

## Validation

The DISC Index is fully validated and exceeds standards set by the EEOC for validity and reliability.

**Jane Doe**  
August 3, 2015

This Innermetric ADvanced Insights Profile combines the best of three world-class profiles.

The Attribute Index measures how you think and make decisions. The Values Index measures your motivational style and drivers and the DISC Index measures your preferred behavioral style. Together they create WHAT, WHY and HOW (i.e., What natural talents do you have, Why are you motivated to use them and How do you prefer to use them.)

This level of self-awareness and discovery are the core to achieving peak performance in any role or endeavor, to ensure that you properly align what you do best with how you do it and why.

Resource Associates - Wendy  
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**DISC Index | Executive Summary**

**Natural and Adaptive Styles Comparison**

Style	Natural	Adaptive
D	46	60
S	63	39
C	46	42

**Adaptive Style:**  
The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adapt to this style for too long you may become stressed and less effective.