TTI SUCCESS INSIGHTS®

Talent Insights®

Team Report

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VP of Samples
TTI
05.04.2021

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Introduction

The TTI Talent Insights® Team Report is designed to increase the understanding of the team's makeup. The report provides insight into two distinct areas, behaviors and driving forces. Revealing a team's potential by identifying strengths and weaknesses will lead to personal and professional development and a higher level of productivity.

Behaviors

This section of the report is designed to help reveal how individual behaviors influence the team dynamic. The ability to interact effectively with other team members is key to a team's success, and this report reveals each individual's behavioral style within the team framework.

Driving Forces

This section of the report provides the why behind a team's actions. Understanding the dynamics of the drivers within the team, why they do what they do, reveals energizers, stressors and more about the team and its members.

Behaviors and Driving Forces Summary

This section is a visual representation of the team from a behavioral and driving forces standpoint ordered into primary, situational and indifferent clusters.

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Introduction

Behaviors

Predictable patterns of human nature can be accurately measured through behavioral assessments. A clear understanding of these predictable behaviors can enable productive outcomes. When individual behavioral scores are compiled to examine members of a team, managers are able to see areas of strength, pursue improvement opportunities, and secure the resources needed to deliver on organizational goals.

CONTENTS OF THE REPORT

- Overview - A summary examining the composition of your team for both DISC and behavioral segmentation expressed as a percentage.
- Team Composition - Defines the makeup of your organization by behavioral segment and shares the DISC graphs of individuals on your team.
- Behavioral Segment Analysis - Examines the individuals within each segment, segment characteristics, ways to communicate, and ideal environment.
- Group Wheel Plots - Identifies the natural, adapted, and migrated styles of each team member.
- Behavioral Style Comparison - Compares individual scores to others on the team, team averages, and population means.

TEAM MEMBER LIST

Sue Anderson
Amanda Doe
Frank Jones
John Smith
Joe Williams

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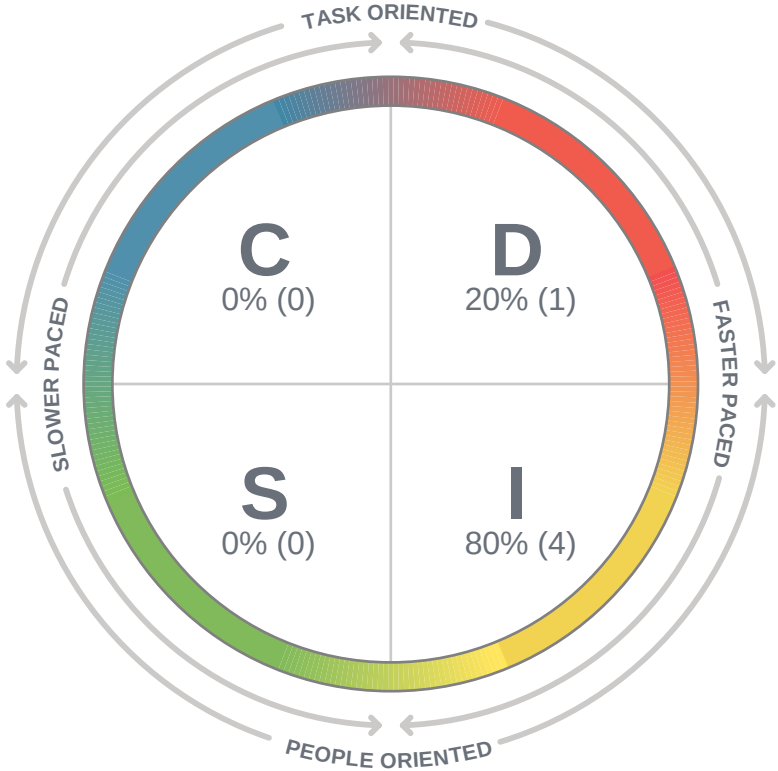
Team DISC Overview

The TTI Success Insights® wheel is a graphic representation of a team's behavioral make-up among the four quadrants of the DISC wheel.

OBSERVING DISC

Have you ever noticed:

- Some people are forceful, direct, and results-oriented
- Some are optimistic, fun, and talkative
- Some are steady, patient, and relaxed
- Some are precise, accurate, and detail-oriented



DEFINING DISC

Dominance
How you respond to problems and challenges

Influence
How you influence others to your point of view

Steadiness
How you respond to the pace of the environment

Compliance
How you respond to rules and procedures

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The TTI Success Insights® Wheel

The wheel illustrates the blending of the four DISC styles, while demonstrating the similarities and differences in behavioral styles among the team members. This wheel shows the behavioral composition of a team, represented as percentages in each of the eight segments.

BEHAVIORAL SEGMENT DEFINITIONS

CONDUCTOR - D - People who tend to be direct, decisive, and seek results.

PERSUADER - D/I - People who tend to convince others by appealing to reason, understanding, or emotion.

PROMOTER - I - People who tend to verbalize many thoughts to influence outcomes.

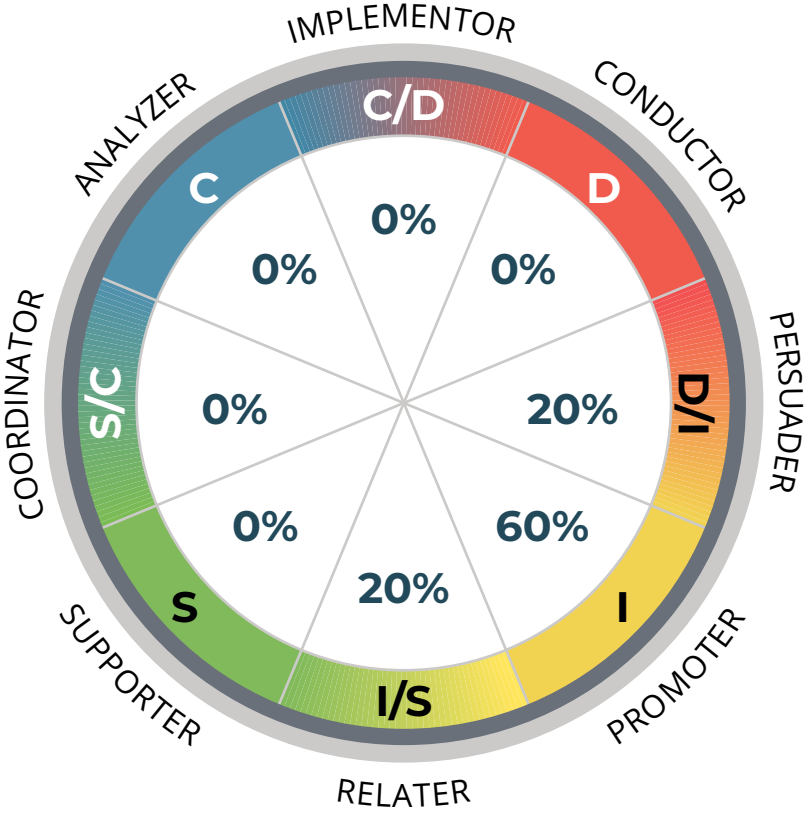
RELATER - I/S - People who tend to take time, think positively, and are focused on interpersonal relationships.

SUPPORTER - S - People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.

COORDINATOR - S/C - People who tend to be fact-oriented and adhere to proven methods to complete projects and tasks.

ANALYZER - C - People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.

IMPLEMENTOR - C/D - People who tend to assess, leverage facts and figures, and advance toward a solution.



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Promoter Team Characteristics - (I)

Promoters tend to verbalize many thoughts to influence outcomes. The following information will give the team members a clear understanding and appreciation of Promoters.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Communicate well with others
- People-oriented
- Advocate for new ideas and products
- Bring the team together
- Enjoy convincing people

POTENTIAL WEAKNESSES

- Overly optimistic about team abilities
- React based on emotions
- Overvalue the skills of others
- Emphasize fun over efficiency
- Listen selectively to team members

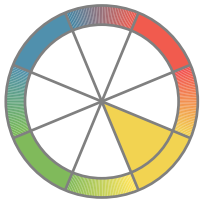
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

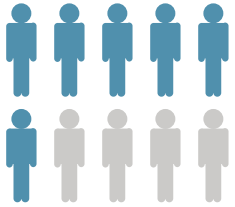
Effective use of humor
Motivate others towards goals
Good mixer



17.46%
of the Population

WORDS THAT WORK

Flexible
Exciting
Inspiring



3/5
60% of the Team

WORDS THAT DON'T WORK

Ordinary
Quiet
Strict

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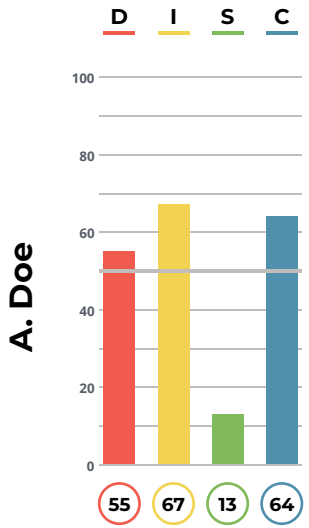
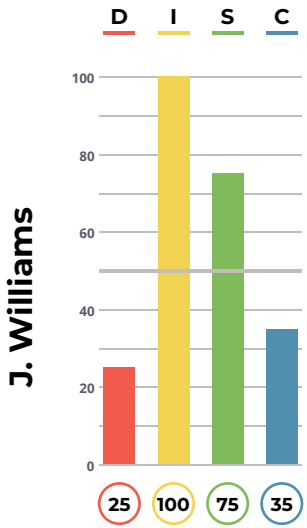
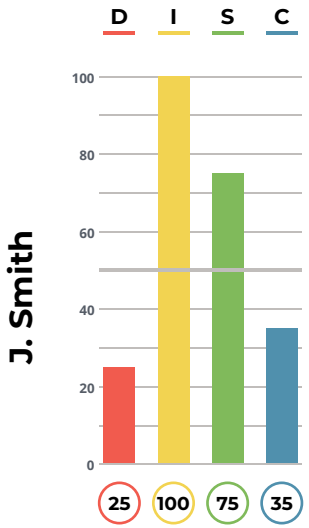
Promoter Team DISC Graphs - (I)

PROMOTER TEAM

Amanda Doe
John Smith
Joe Williams







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Persuader Team Characteristics - (D/I)

Persuaders tend to convince others by appealing to reason, understanding, or emotion. The following information will give the team members a clear understanding and appreciation of Persuaders.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Get results through team members
- Use their intuition
- Decisive and aggressive when presented with challenges
- Independent and autonomous
- Engage others in projects and tasks

POTENTIAL WEAKNESSES

- Let emotions get in the way of decision-making
- Take on too many responsibilities at once
- Leave tasks unfinished
- Do not follow up and follow through as needed
- Avoid conflict within the team

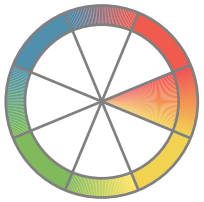
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Cordially enterprising
Accomplishes goals through people
Innovative



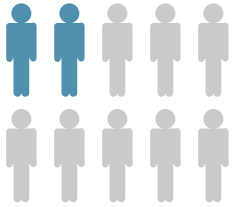
12.68%
of the Population

WORDS THAT WORK

Amazing

Unprecedented

Extraordinary



1/5
20% of the Team

WORDS THAT DON'T WORK

Standardized

Structured

Uniform

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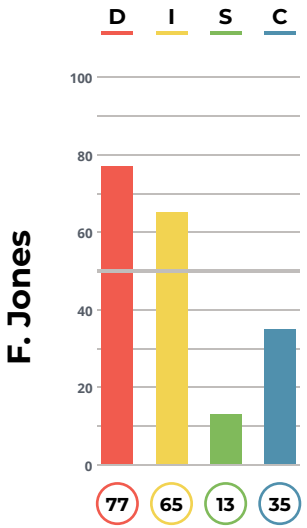
Persuader Team DISC Graphs - (D/I)

PERSUADER TEAM

Frank Jones



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Relater Team Characteristics - (I/S)

Relaters tend to take time, think positively, and are focused on interpersonal relationships. The following information will give the team members a clear understanding and appreciation of Relaters.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Show loyalty
- Offer understanding and friendship
- Protect and value people and things
- Promote and implement ideas
- Help others using empathy and understanding

POTENTIAL WEAKNESSES

- Accept the current situation
- Hold grudges
- Agree with the opinions of others
- Avoid confrontation
- Act without urgency

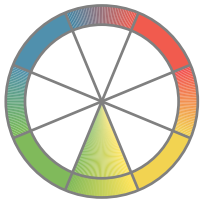
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

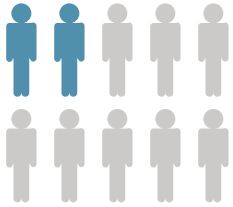
Cooperative member of the team
Service-oriented
Tenacious



20.08%
of the Population

WORDS THAT WORK

Easygoing
Simple
Responsive



1/5
20% of the Team

WORDS THAT DON'T WORK

Complex
Abstract
Analytical

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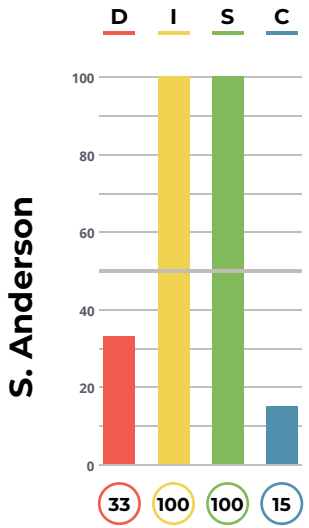
Relater Team DISC Graphs - (I/S)

RELATER TEAM

Sue Anderson



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Conductor Team Characteristics - (D)

Conductors tend to be direct, decisive, and seek results. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Energized by direct answers
- Enjoys confrontation
- Seeking problems to solve
- Comfortable with power and authority
- Happy to work on challenging assignments

POTENTIAL WEAKNESSES

- Overstep authority within the team
- Dislike routine work
- Over delegate and under instruct
- Poor or selective listening
- Make decisions without all of the facts

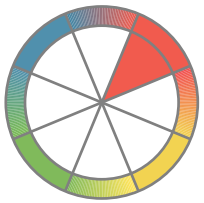
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Venturesome, ambitious
Pioneering
Self starter



7.12%
of the Population

WORDS THAT WORK

Quick
Advantage
Decisive

0/5
0% of the Team

WORDS THAT DON'T WORK

Inconsistent
Follow directions
Patient

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Supporter Team Characteristics - (S)

Supporters tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Perform well in team environments
- Conform to established procedures
- Add stability to the team
- Focus on team activities
- Comfort others and show patience

POTENTIAL WEAKNESSES

- Get into too much detail
- Do the work themselves, rather than delegate
- Do not forgive faults or mistakes
- Resist team-initiated changes
- Lack a sense of urgency

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Consistent and steady
Patient and empathetic
Good listener

11.90%
of the Population

WORDS THAT WORK

Consistent

Usual

Secure

0/5
0% of the Team

WORDS THAT DON'T WORK

Unexpected

Urgent

Confrontation

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Coordinator Team Characteristics - (S/C)

Coordinators tend to be fact-oriented and adhere to proven methods to complete projects and tasks. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Shows self-discipline
- Understand and preserve the need for quality systems
- Follow projects through to completion
- Implement and fine-tune the plan
- Make tough decisions without letting emotions interfere

POTENTIAL WEAKNESSES

- Communicate indirectly
- Resist change without reasoning
- Suppress feelings
- Hide true feelings
- Downplay accomplishments

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Objective outlook
Conscientious and steady
Looks for logical solutions

21.28%
of the Population

WORDS THAT WORK

Proven
Standard
Organized

0/5
0% of the Team

WORDS THAT DON'T WORK

Unfamiliar
Hectic
Incomplete

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Analyzer Team Characteristics - (C)

Analyzers tend to seek out accuracy in all activities and are careful to gather precise data to ensure the highest quality possible. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Use data to problem solve
- Maintain high standards for self and subordinates
- Use facts to support their opinion and cause
- Think critically
- Accurate and precise

POTENTIAL WEAKNESSES

- Do the work themselves and do not delegate
- Keep their feelings to themselves
- Hesitate to act without sufficient facts
- Lean on team leader or supervisor
- Conceal new ideas

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Will gather data for decision making
Defines, clarifies, and tests
Maintains standards

5.12%
of the Population

WORDS THAT WORK

Factual

Precise

Verified

0/5
0% of the Team

WORDS THAT DON'T WORK

Imagine

Educated guess

Experimental

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Implementor Team Characteristics - (C/D)

Implementors tend to assess, leverage facts and figures, and advance toward a solution. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

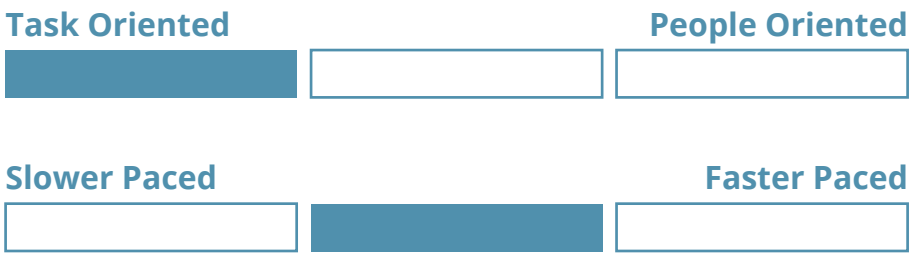
POTENTIAL STRENGTHS

- Use time well
- Finish tasks quickly
- Expect high performance standards
- Aware and sensitive to the cost of errors and mistakes
- Share creative ideas

POTENTIAL WEAKNESSES

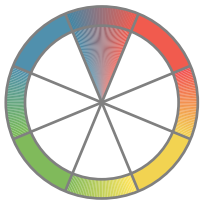
- Come across as insincere
- Disregard the feelings of team members
- Take on too much within the team
- Overuse facts and figures
- Become demanding under stress

BEHAVIORAL ATTRIBUTES



VALUE TO THE ORGANIZATION

Creativity
Excellent troubleshooter
Pursues rational outcomes



4.22%
of the Population

WORDS THAT WORK

Function
Action
Data

0/5
0% of the Team

WORDS THAT DON'T WORK

Relax
Perception
Assume

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Wheel Segment Definitions

The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains a definition and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

CONDUCTOR - D (0%)	SUPPORTER - S (0%)
People who tend to be direct, decisive, and seek results.	People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.
PERSUADER - D/I (20%)	**COORDINATOR - S/C (0%)**
People who tend to convince others by appealing to reason, understanding, or emotion.	People who tend to be fact-oriented and adhere to proven methods to complete projects and tasks.
PROMOTER - I (60%)	**ANALYZER - C (0%)**
People who tend to verbalize many thoughts to influence outcomes.	People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.
RELATER - I/S (20%)	**IMPLEMENTOR - C/D (0%)**
People who tend to take time, think positively, and are focused on interpersonal relationships.	People who tend to assess, leverage facts and figures, and advance toward a solution.

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Team Member Overview

The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

CONDUCTOR - D (0%)	SUPPORTER - S (0%)
PERSUADER - D/I (20%)	**COORDINATOR - S/C (0%)**
Frank Jones	
PROMOTER - I (60%)	**ANALYZER - C (0%)**
Amanda Doe John Smith Joe Williams	
RELATER - I/S (20%)	**IMPLEMENTOR - C/D (0%)**
Sue Anderson	

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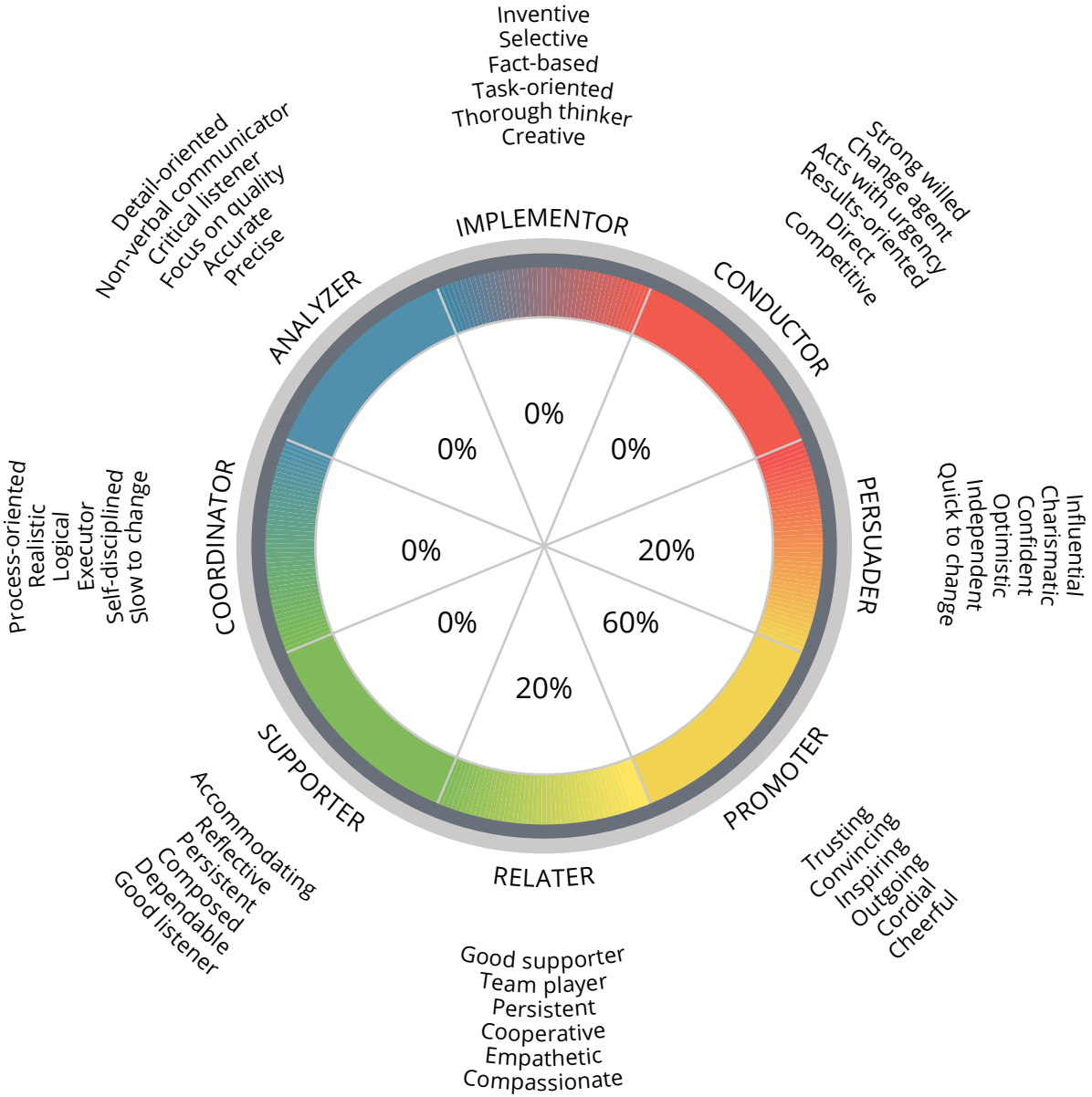
Team Member Characteristics



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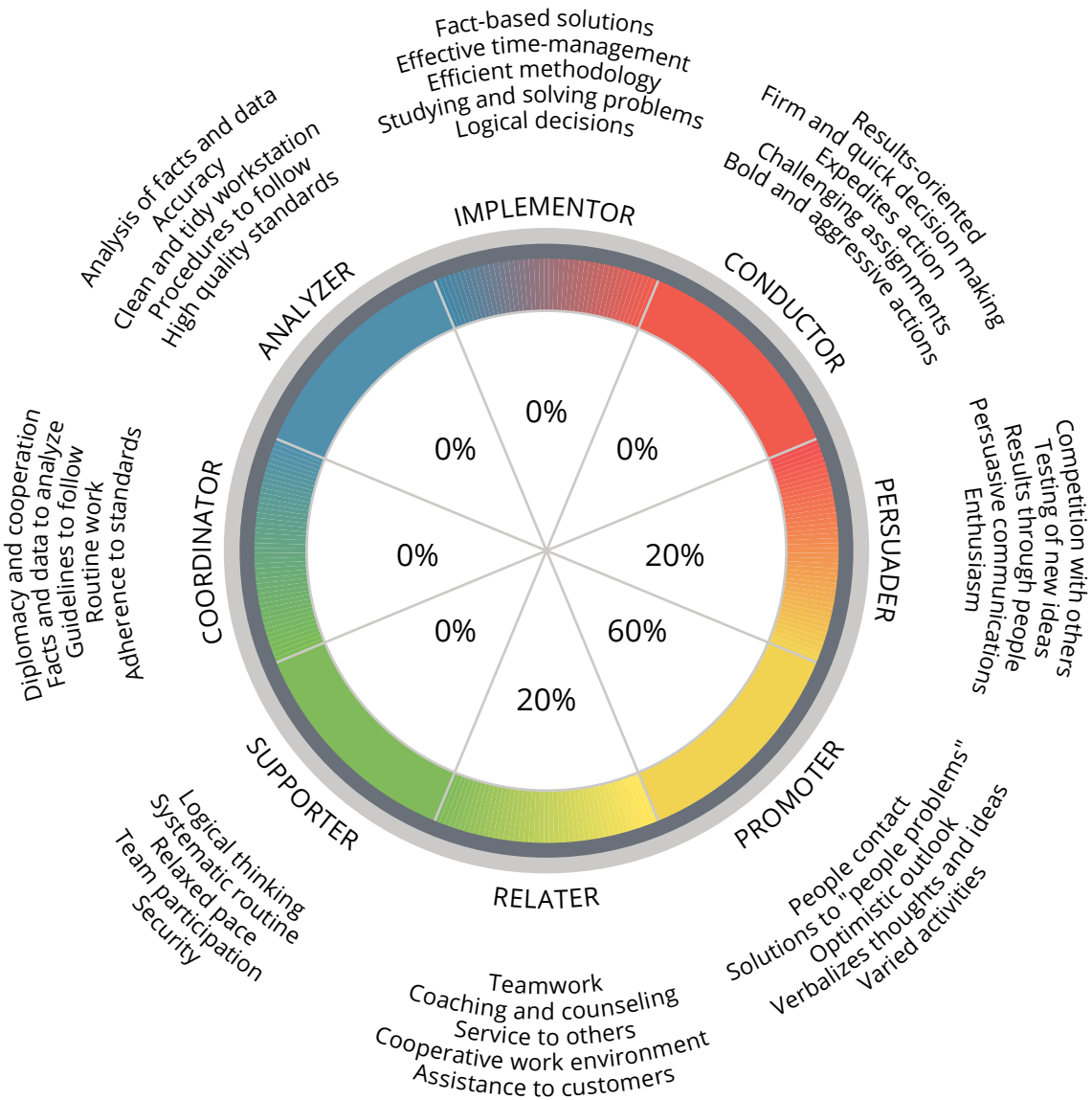
Ideal Environment for Team Members



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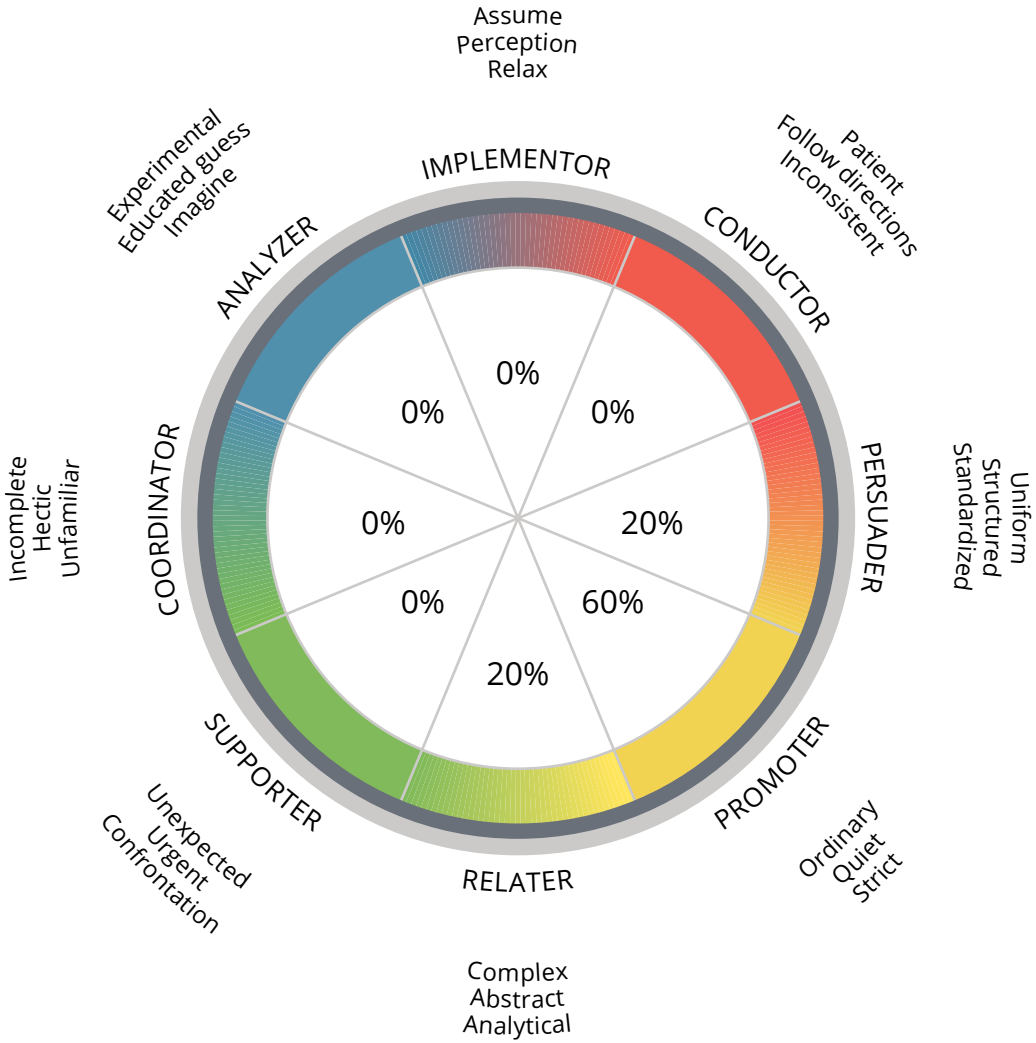
Words That Don't Work with Team Members



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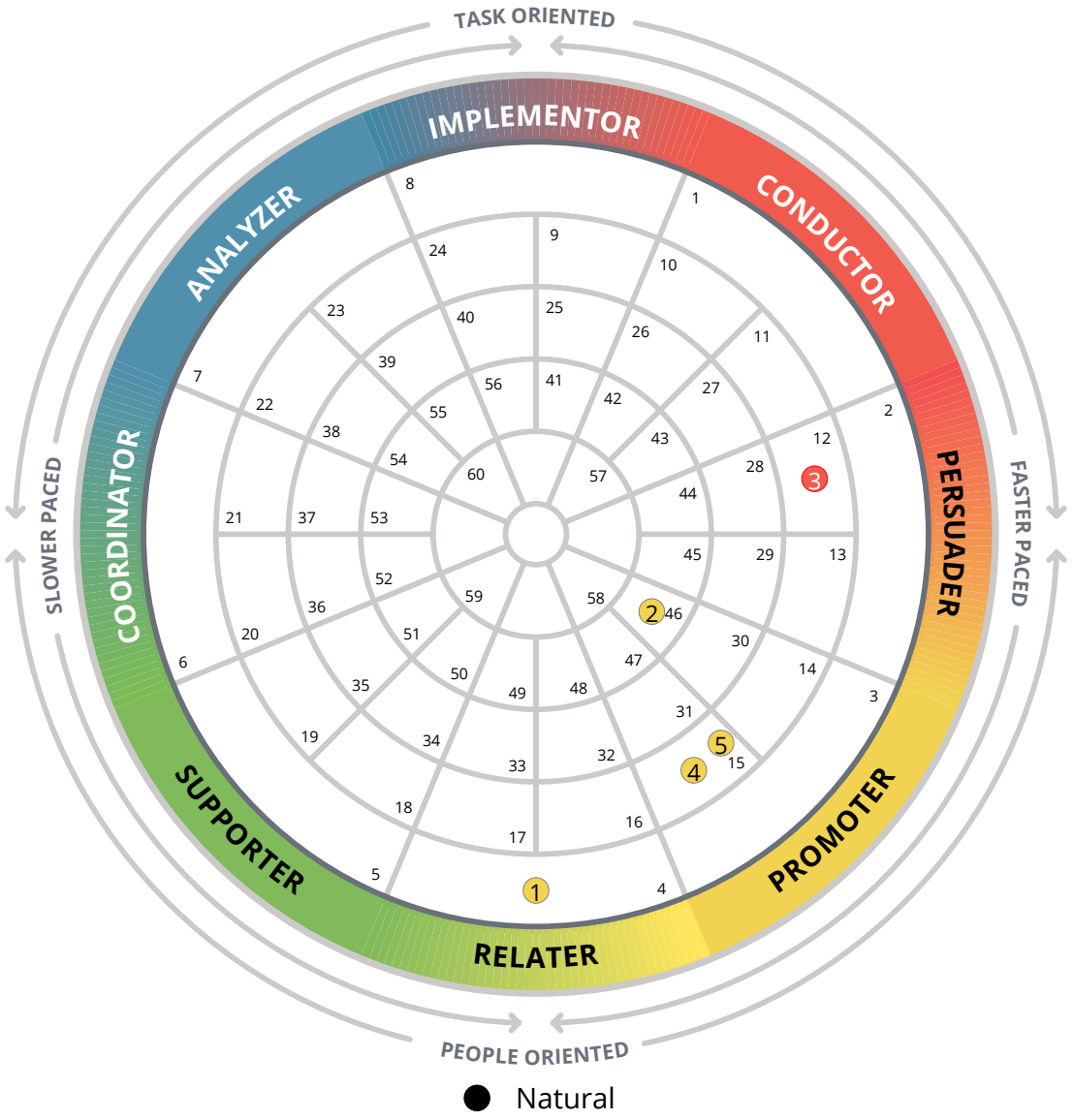
Group Wheel Natural



Team Members

1: Sue Anderson
2: Amanda Doe
3: Frank Jones
4: John Smith
5: Joe Williams

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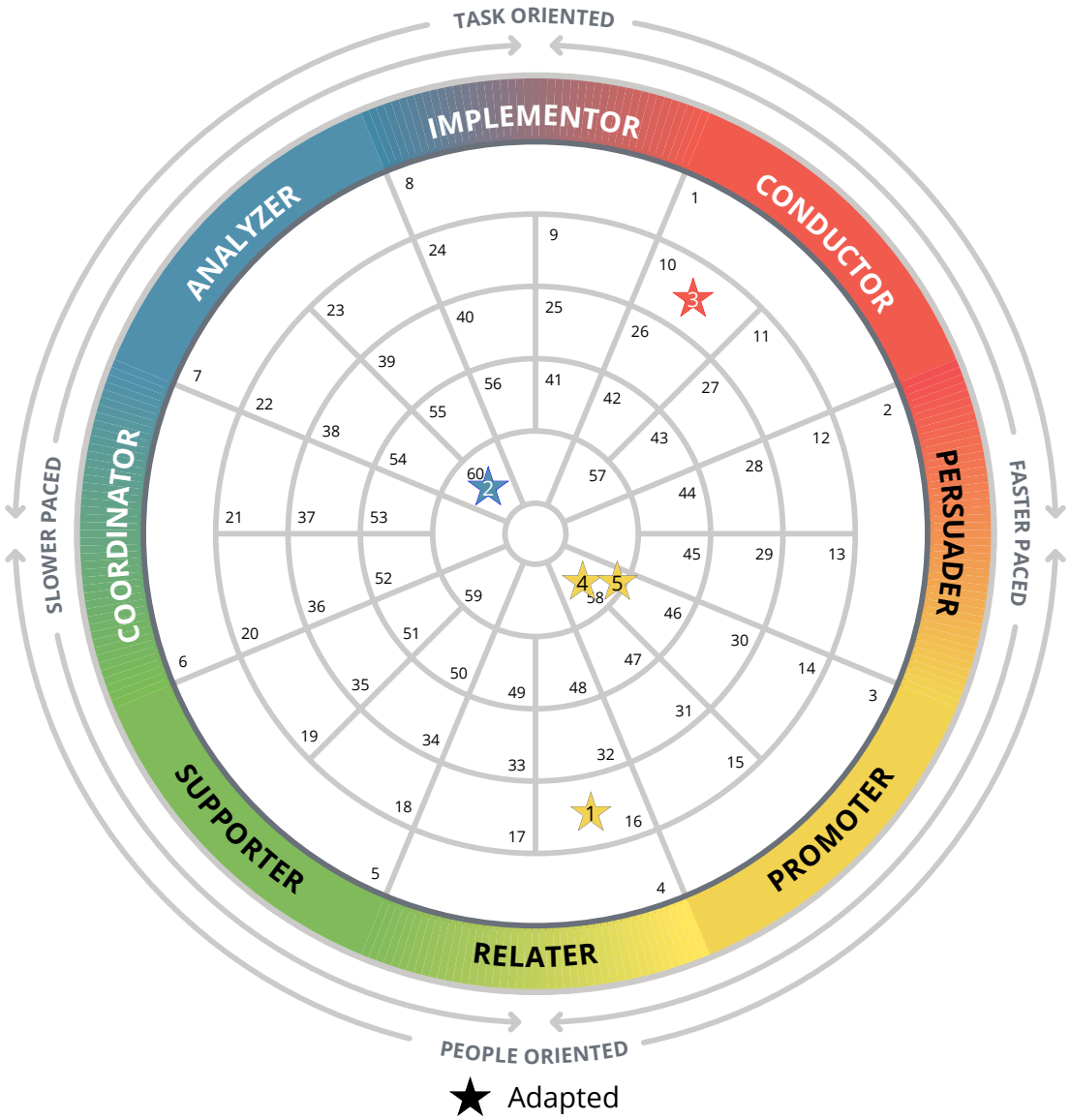
Group Wheel Adapted



Team Members

1: Sue Anderson
2: Amanda Doe
3: Frank Jones
4: John Smith
5: Joe Williams

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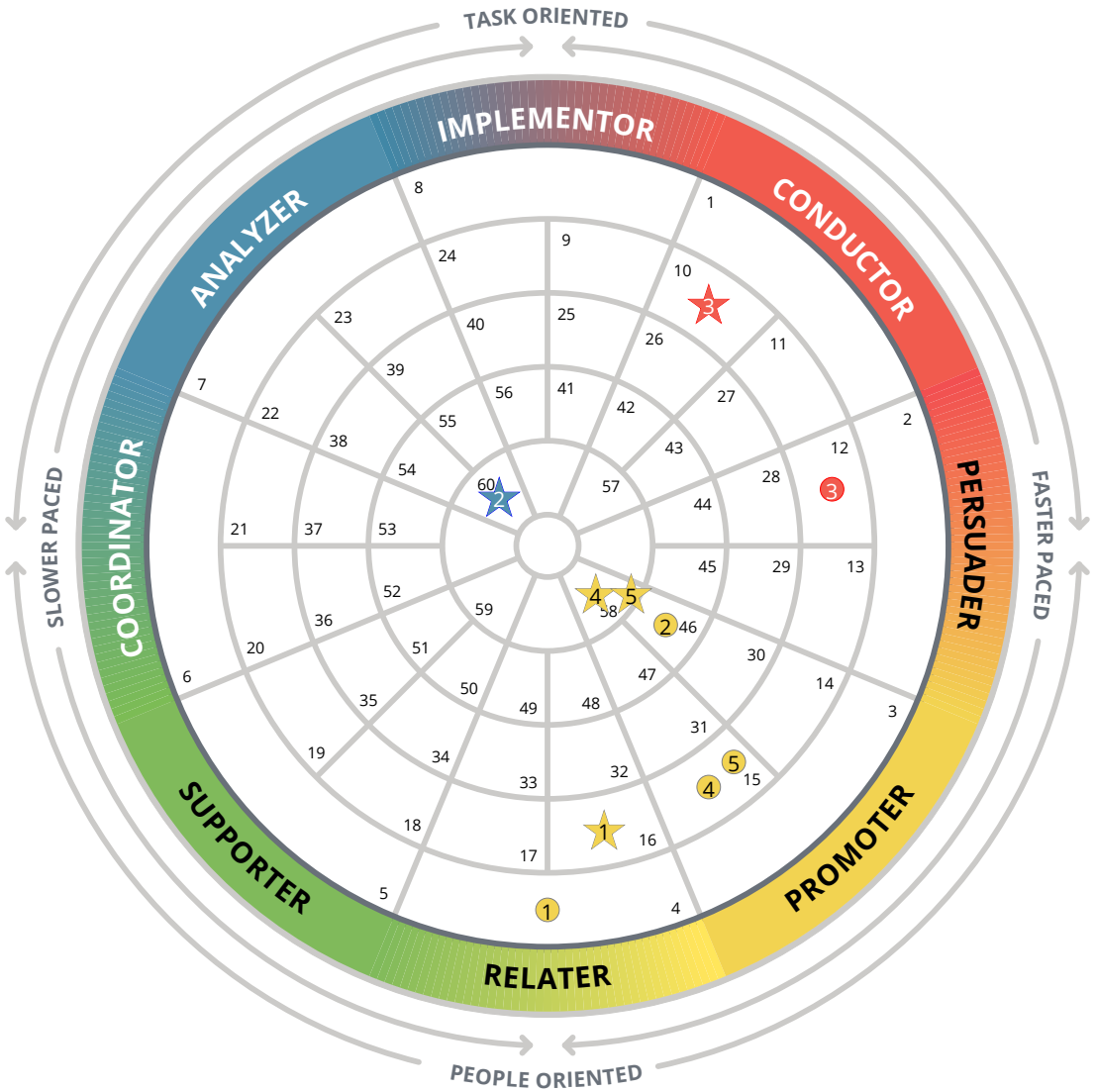
Group Wheel Migration



Team Members

1: Sue Anderson
2: Amanda Doe
3: Frank Jones
4: John Smith
5: Joe Williams

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Behavioral Hierarchy Defined

Twelve behavioral factors that are critical to team success are measured in this assessment. Comprehending each phrase and its definition drives a common language that will enable you to compare individual scores, the team average, and the population means on subsequent pages.

Analysis - Compile, confirm and organize information.

Competitive - Want to win or gain an advantage.

Consistent - Perform predictably in repetitive situations.

Customer-Oriented - Identify and fulfill customer expectations.

Persistence - Finish tasks despite challenges or resistance.

Following Policy - Adhere to rules, regulations, or existing methods.

Frequent Change - Rapidly shift between tasks.

Interaction - Frequently engage and communicate with others.

Organized Workplace - Establish and maintain specific order in daily activities.

People-Oriented - Build rapport with a wide range of individuals.

Urgency - Take immediate action.

Versatile - Adapt to various situations with ease.

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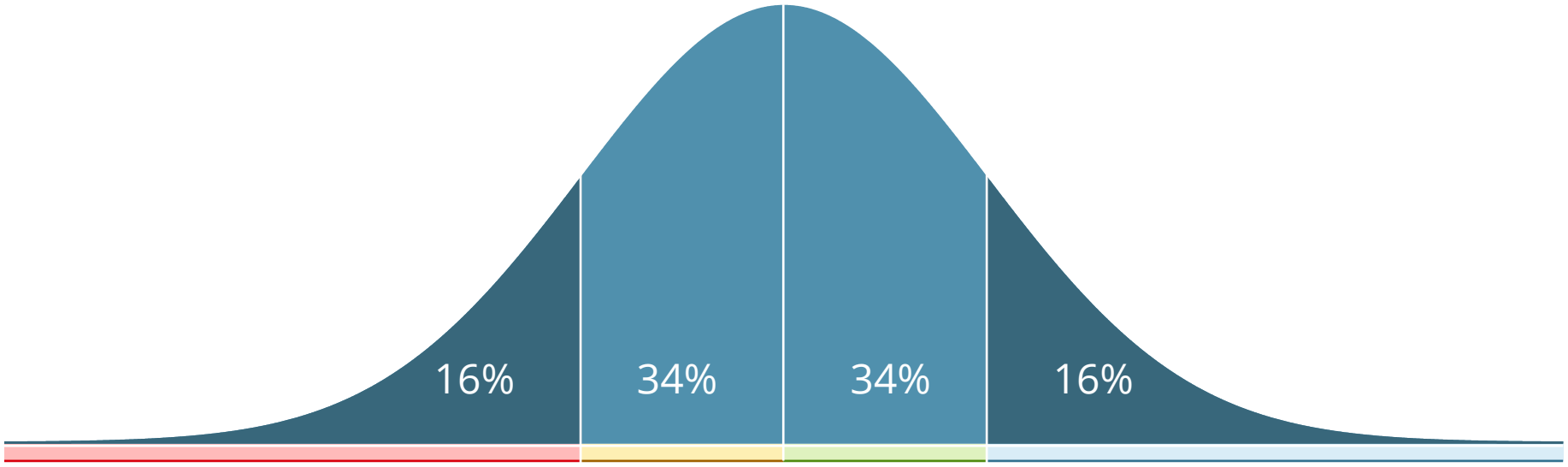
The Bell Curve Defined

Understanding how to read a bell curve and standard deviation will enable you to clearly analyze the composition of your team.

The bell curve, known as a normal distribution, is the most common type of distribution for a population. The highest point on the curve, represents the highest population of people, or the mean of the group. The standard deviation is a number used to show how data is spread out from the mean, representing a percentage of the total data collected.

For example, if the assessment scores of 100 people are collected and used in a normal probability distribution, 68 people, representing 68% of the 100 assessment scores, should fall within one standard deviation of the mean. Thirty four percent will be one standard deviation above the mean and 34% will be one standard deviation below the mean. The remaining 32% of people will be two or more standard deviations away from the mean. Sixteen percent will be two or more standard deviations above the mean and 16% will be two or more standard deviations below the mean.



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Behavioral Style Comparison

Behavioral Characteristics	Team Avg.	S. Anderson	A. Doe	F. Jones	J. Smith	J. Williams	Mean
Interaction	85	100	55	70	100	100	58
People-Oriented	72	90	50	50	85	85	64
Customer-Oriented	71	83	50	43	90	90	63
Versatile	68	55	70	85	65	65	54
Frequent Change	65	60	68	80	58	58	52
Consistent	50	52	45	32	60	60	62
Competitive	48	40	60	80	30	30	49
Persistence	48	47	52	40	50	50	62
Following Policy	48	48	52	35	52	52	61
Urgency	47	16	77	95	23	23	43
Analysis	33	15	60	40	25	25	54
Organized Workplace	30	15	55	30	25	25	53

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean

Samuel Sample

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Introduction

12 Driving Forces®

Contents of the Report

- Overview - A summary examining the composition of your team's Driving Forces.
- Team Characteristics - Defines the makeup of your organization by Driving Forces segment and shares the primary cluster graphs of individuals on your team.
- Primary Cluster Overview - Lists each team member by their primary Driving Forces.
- Driving Forces Group Bars - Identifies the primary, situational, and indifferent clusters of the team.
- Driving Forces Comparison - Compares individual scores to others on the team, team averages, and population means.

Team Member List

Sue Anderson
Amanda Doe
Frank Jones
John Smith
Joe Williams

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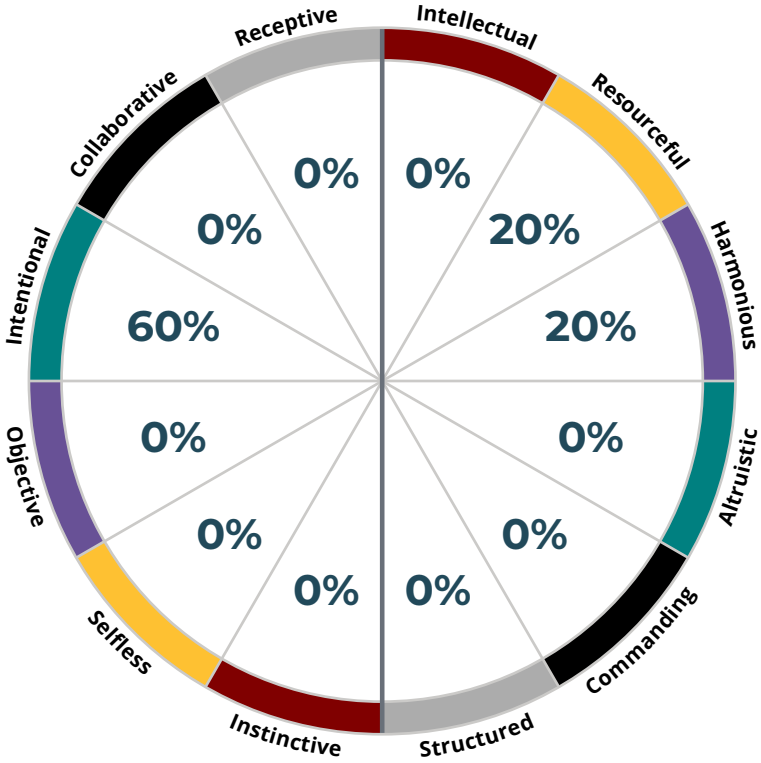
Team Driving Forces Overview

Observing Driving Forces

Have you ever noticed some people:

- Seek knowledge relevant and useful to their current situation
- Seek to expand their understanding and knowledge in all endeavors
- Tend to be unrestrained in the application of resources
- Tend to utilize and apply their resources to maximize return
- Seek function in their surroundings
- Seek to fully experience their surroundings
- Tend to be selective in who they help and serve
- Tend to serve, help and eliminate the suffering of others indiscriminately
- Seek to share power, recognition and control
- Seek to be recognized and control their own destiny
- Tend to remain open and flexible in their methodologies and approach to life
- Tend to live within defined systems and traditional approaches



Segment breakdown of each team member's #1 Driving Force

Samuel Sample

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Driving Forces Defined

Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

Knowledge

Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

Utility

Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

Objective - People who are driven by the functionality and objectivity of their surroundings.

Surroundings

Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.

Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

Others

Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.

Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.

Power

Commanding - People who are driven by status, recognition and control over personal freedom.

Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

Methodologies

Structured - People who are driven by traditional approaches, proven methods and a defined system for living.

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Intentional Team Characteristics

The following information will give team members a clear understanding and appreciation of team members with Intentional as their number one driving force.

Strengths and Weaknesses

Potential Strengths

- Will help others when others are willing to work hard
- Seek to develop or help others when they can see future opportunities
- Downplay emotions when making decisions concerning people
- Choose who, when, and how much to help based on the desired outcome
- Expect people to be self-reliant and resist intervening until necessary

Potential Weaknesses

- May expect something in return each time they help or serve others
- Focus on themselves, perhaps at the expense of others
- May create scenarios that benefit themselves more than others
- Tend to value people as an opportunity or resource rather than as an individual

Intentional | Others | Altruistic

Energizers

Rely on self
Benefit personally
Develop internal advocates

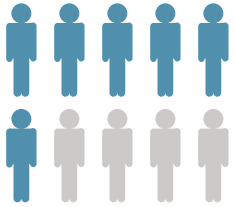
Stressors

Disregard contribution
Support others in need
Make emotion-based decisions

14%
of the Population

Words That Work

Selective
Deliberate
Benefit



3/5
60% of the Team

Words That Don't Work

Volunteer
Compassion
Kindness

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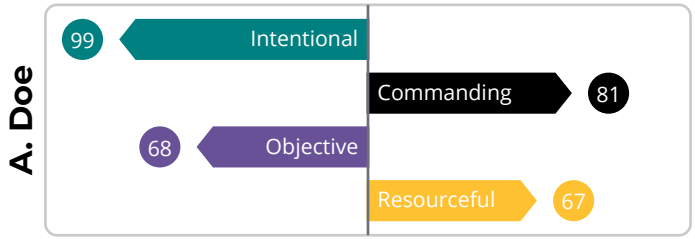
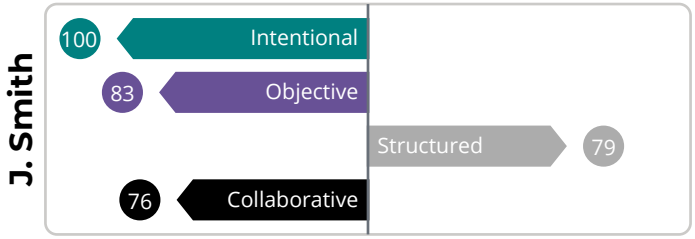
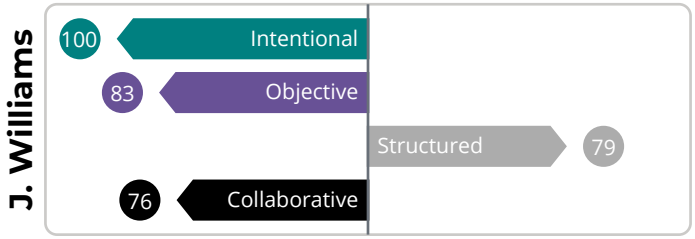
Intentional Primary Drivers

Intentional Team

Amanda Doe
John Smith
Joe Williams







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Resourceful Team Characteristics

The following information will give team members a clear understanding and appreciation of team members with Resourceful as their number one driving force.

Strengths and Weaknesses

Potential Strengths

- Configure resources to maximize output
- Focus on the return on investment
- Maximize efficiency and productivity
- Sensitive to wasting time, resources, or opportunities
- Focus on achieving measurable and practical results

Potential Weaknesses

- May be perceived as a workaholic
- May view material possessions and money as a scorecard
- Tend to view people and resources as tools to achieve an outcome
- May only be willing to give if there is an opportunity for a return

Selfless — Utility — Resourceful

Energizers

Obtain practical results
Focus on efficiency
Compensate based on performance

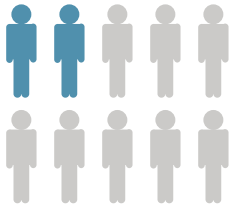
Stressors

Be redundant
Waste time
Ignore the return on investment

6%
of the Population

Words That Work

Profitable
Maximize
Benefit



1/5
20% of the Team

Words That Don't Work

Rework
Endless
Casual

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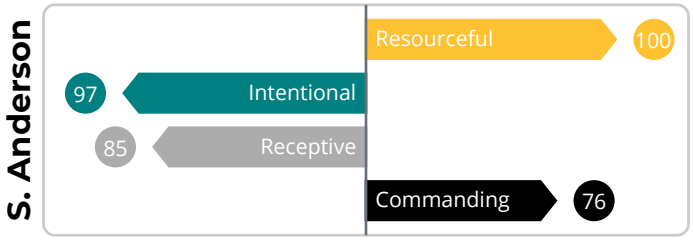
Resourceful Primary Drivers

Resourceful Team

Sue Anderson



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Harmonious Team Characteristics

The following information will give team members a clear understanding and appreciation of team members with Harmonious as their number one driving force.

Strengths and Weaknesses

Potential Strengths

- Focus on the emotions and balance in the environment
- See the importance of the experience
- See value in and enjoy the experience of their surroundings
- Value the journey as much as the destination
- Seek to create harmony and balance in their surroundings and relationships

Potential Weaknesses

- An imbalance or distraction in one area may affect other or all aspects of life
- Pursuit of experiences supersedes practical concerns
- Concern for appearance may slow progress, function and tangible outcomes
- Subjective feeling can conflict with objective reality

Objective — Harmonious

Surroundings

Energizers

Seek balance in life
Appreciate beauty and harmony
Express imagination

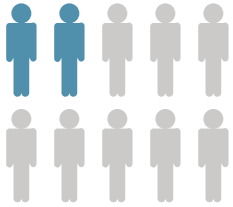
Stressors

Encounter chaos
Have lackluster surroundings
Overemphasize function

4%
of the Population

Words That Work

Subjective
Expression
Balance



1/5
20% of the Team

Words That Don't Work

Dull
Compartmentalize
Function

Samuel Sample

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Harmonious Primary Drivers

Harmonious Team

Frank Jones

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Altruistic Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Take notice of and responds to people in need
- Seek to help and support others
- Believe that all people should have the opportunity to be the best they can be
- Volunteer and give generously of themselves
- Act to alleviate suffering of others

Potential Weaknesses

- Act to alleviate suffering of others even at their own detriment
- May support others at the expense of their own work
- May prioritize others' needs over their own needs
- Base personal decisions on the impact to others not self

Intentional — Others — Altruistic

Energizers

Realize the potential in others
Participate in charitable events
Eliminate conflict

Stressors

Act inconsiderately
Put self first
Observe favoritism

6%
of the Population

Words That Work

Volunteer
Compassion
Comfort

0/5
0% of the Team

Words That Don't Work

Purposeful
Intentional
Selective

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Commanding Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Strive to advance their position
- Strive to set themselves apart
- Create winning strategies and outcomes
- Seek to control their own destiny
- Value status and public recognition

Potential Weaknesses

- Tend to have a me versus we attitude
- May not consider people in seeking personal advancement
- May over emphasize the need to control or direct people and projects
- Can be driven by the desire to achieve status and recognition

Collaborative — Commanding

Power

Energizers

Lead a group
Create and control destiny
Obtain status symbols

Stressors

Work behind the scenes
Have a small workspace
Delay personal advancement

13%
of the Population

Words That Work

Award
Win
Lead

0/5
0% of the Team

Words That Don't Work

Share
Supportive
Cooperative

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Structured Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Seek to establish standards by which they operate
- Value a traditional and proven approach
- Place a high value on working within defined and structured systems
- Tend to have a "code" by which to live
- May protect and potentially promote principles and beliefs

Potential Weaknesses

- Tend to resist change to established procedures
- May place personal ideology before that of the organization
- Can be closed-minded and judgmental toward other viewpoints
- Can over-promote their philosophy to others

Receptive — Structured

Methodologies

Energizers

Advance their cause
Fit within a structure
Seek consistency

Stressors

Ignore established protocols
Redesign existing systems
Disregard tradition

5%
of the Population

Words That Work

Order
Constant
Ideology

0/5
0% of the Team

Words That Don't Work

New methods
Progressive
Possibilities

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Instinctive Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Comfortable starting a project before gathering all information
- Seek information that has a direct application
- Can rely on past experiences
- Seek specific information to address a current situation
- Understand the value of intuition

Potential Weaknesses

- May disregard excess information
- Can rely too much on past experience and intuition
- May start a project without all the required information
- Tend to jump to conclusions without gathering all the information

Instinctive | Intellectual

Knowledge

Energizers

Learn on demand
Discover specific knowledge
Decide based on intuition

Stressors

Discuss hypothetical subjects
Excessively learn
Conduct extensive research

3%
of the Population

Words That Work

Specific
Intuitive
Relevant

0/5
0% of the Team

Words That Don't Work

Comprehensive
Examine
Classify

Samuel Sample

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Selfless Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Willing to participate without consideration for personal circumstance
- Focus on the completion of a task rather than efficiency
- Provide assistance and resources with minimal expectation of personal return
- Define value or success by what comes out of a situation not what is put in
- Accomplish tasks simply for the sake of accomplishment

Potential Weaknesses

- Tend to have casual approach to how performance is measured
- May value completion of the tasks over time, resources, or talent limitations
- May view activity as productivity
- Can potentially waste resources

Selfless — Utility — Resourceful

Energizers

Work on unrestricted projects
Act spontaneous
Complete tasks

Stressors

Focus on the process
Assess practical results
Measure success through efficiency

7%
of the Population

Words That Work

Accomplish
Complete
Casual

0/5
0% of the Team

Words That Don't Work

Gain
Efficient
Benefit

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Objective Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Emphasize the destination not the journey
- Isolate personal challenges and remains focused on the task
- Focus on the function not the appearance
- Compartmentalize and focus on the situation
- Can succeed in chaotic environments

Potential Weaknesses

- Tend to miss the overall experience by focusing only on tangible components
- May ignore environments that are potentially distracting for others
- May overemphasize the function with disregard for appearance
- Can over compartmentalize and miss the issues of the whole picture

Objective | Surroundings | Harmonious

Energizers

Persevere in Chaos
Compartmentalize
Appreciate functionality

Stressors

Pursue intangible ideas
Be subjective
Focus on harmony

12%
of the Population

Words That Work

Reality
Detach
Factual

0/5
0% of the Team

Words That Don't Work

Harmony
Beauty
Subjective

Samuel Sample

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Intellectual Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Seek to make the unknown known
- Eager to learn and discover
- Research much more thoroughly compared to others
- Focus on information and facts
- Continually seek new knowledge and information

Potential Weaknesses

- Can be perceived as lacking common sense
- May pursue knowledge at the expense of practical matters
- May make decisions without subjective or emotional considerations
- Can value discovery over other priorities

Instinctive | Intellectual

Knowledge

Energizers

Objectively analyze ideas
Devote time to learn
Increase knowledge

Stressors

Approach ideas subjectively
Make educated guesses
Rush through learning

16%
of the Population

Words That Work

Learn
Research
Identify

0/5
0% of the Team

Words That Don't Work

Guess
Apply
Intuitive

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Collaborative Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Seek to fit in rather than stand out
- Feels comfortable in a supporting role
- Focus on what they contribute versus advancing their position
- Works behind the scenes to accomplish outcomes
- Set aside their own agenda for the good of the company/community

Potential Weaknesses

- Can be uncomfortable when they are singled out for their contribution
- Tend to back down on issues important to them to not "rock the boat"
- May pass on leadership opportunities
- May be overlooked because they do not promote themselves

Collaborative — **Commanding**

Power

Energizers

Feel included
Join supportive environments
Work on team projects

Stressors

Recognize individual achievements
Lead involuntarily
Be in egotistical environments

4%
of the Population

Words That Work

Cooperative

Supportive

Together

0/5
0% of the Team

Words That Don't Work

Individual

Command

Status

Samuel Sample

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Receptive Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Consider themselves an independent thinker
- Draw from many systems and ways of thinking to create something new
- Open to new ideas, methods and opportunities
- Seek new ways to accomplish routine tasks
- Adopt only aspects of systems if they see a benefit

Potential Weaknesses

- Resist systems or structures being forced on them
- Resist overly structured ways of thinking and approaches
- Question every system and every step in a system
- Seek change for the sake of change

Receptive — Structured

Methodologies

Energizers

Create new systems
Explore possibilities
Question unnecessary protocols

Stressors

Follow outdated processes
Work with restrictions
Support status quo

11%
of the Population

Words That Work

Agile
Options
Possibilities

0/5
0% of the Team

Words That Don't Work

Hierarchy
Routine
Tradition

Samuel Sample

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Knowledge Overview

Instinctive		Intellectual
	1	
	2	
	3	
	4	

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Utility Overview

Selfless		Resourceful
		Sue Anderson
	1	
	2	
	3	
Frank Jones		Amanda Doe
	4	

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Surroundings Overview

Objective		Harmonious
	Frank Jones **1**	
John Smith Joe Williams	**2**	
Amanda Doe	**3**	
	4	

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Others Overview

Intentional		Altruistic
Amanda Doe John Smith Joe Williams	1	
Sue Anderson Frank Jones	2	
	3	
	4	

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Power Overview

Collaborative		Commanding
	1	
	2	Amanda Doe
Frank Jones	3	
John Smith Joe Williams	4	Sue Anderson

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Methodologies Overview

Receptive		Structured
	1	
	2	
Sue Anderson	3	John Smith Joe Williams
	4	

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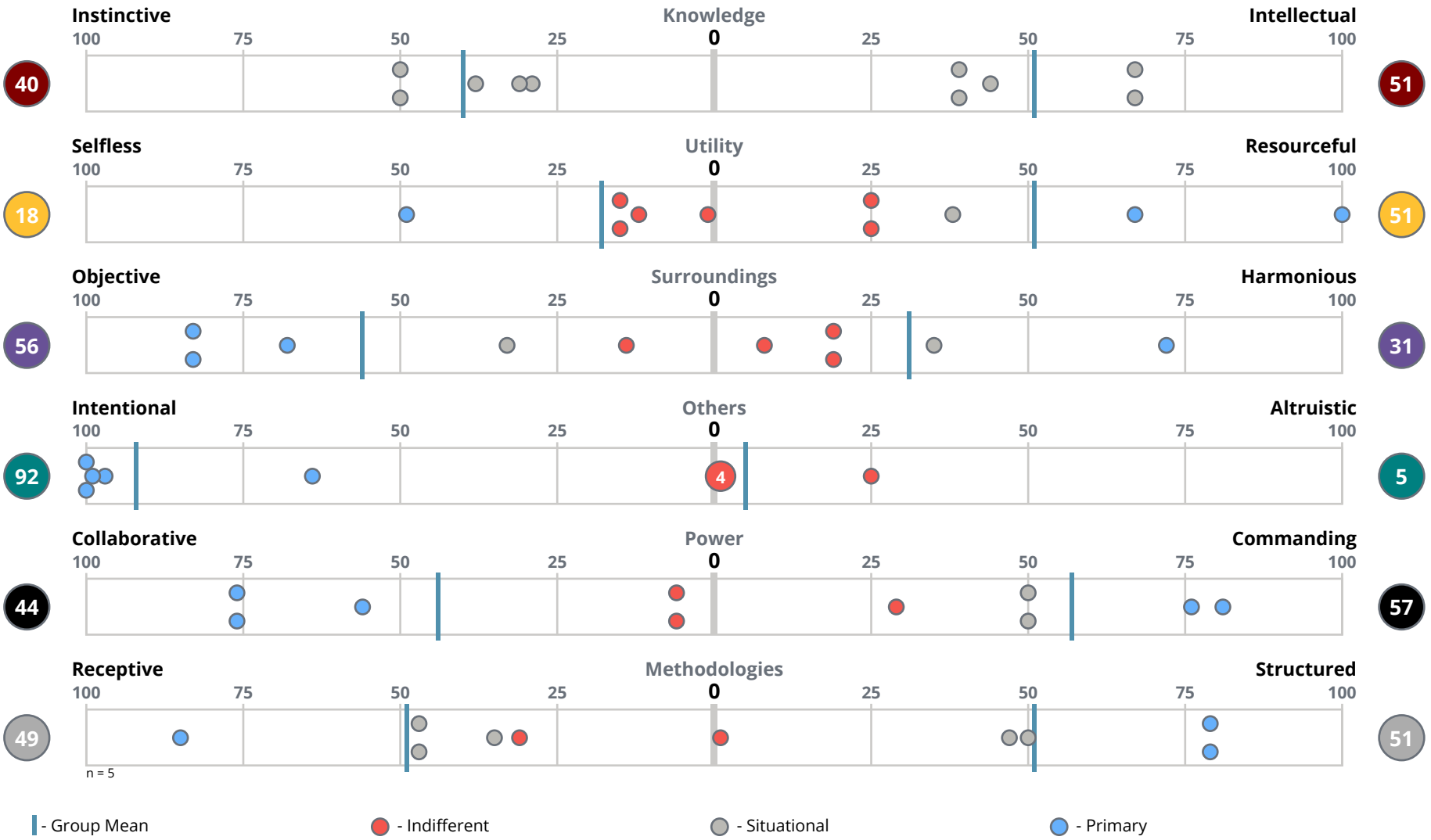
Driving Forces Group Bars



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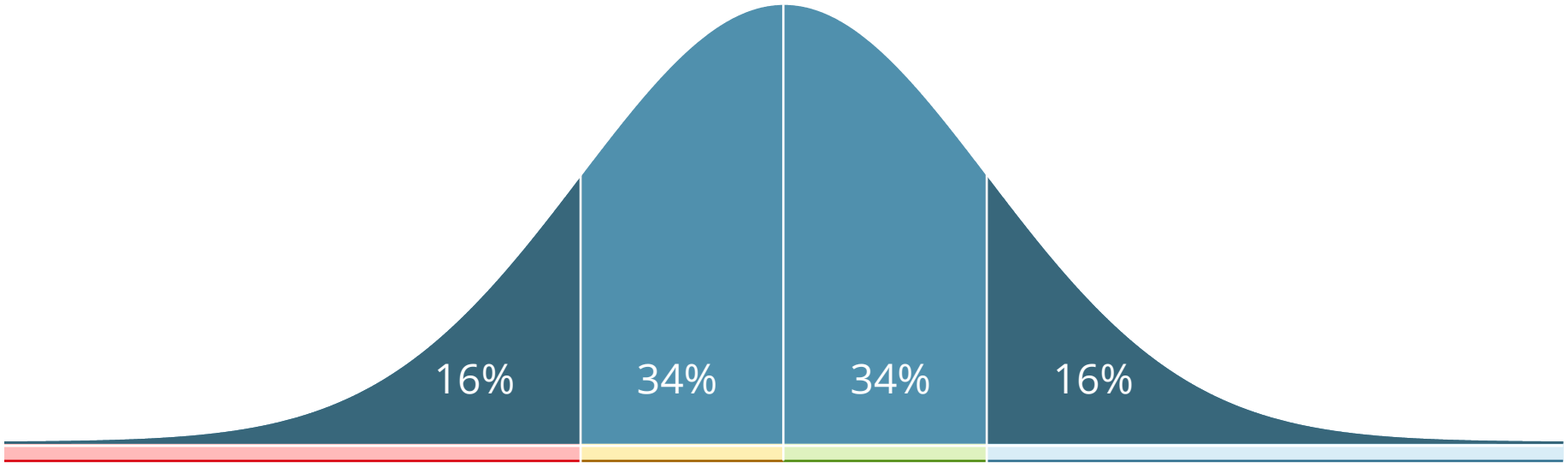
The Bell Curve Defined

Understanding how to read a bell curve and standard deviation will enable you to clearly analyze the composition of your team.

The bell curve, known as a normal distribution, is the most common type of distribution for a population. The highest point on the curve, represents the highest population of people, or the mean of the group. The standard deviation is a number used to show how data is spread out from the mean, representing a percentage of the total data collected.

For example, if the assessment scores of 100 people are collected and used in a normal probability distribution, 68 people, representing 68% of the 100 assessment scores, should fall within one standard deviation of the mean. Thirty four percent will be one standard deviation above the mean and 34% will be one standard deviation below the mean. The remaining 32% of people will be two or more standard deviations away from the mean. Sixteen percent will be two or more standard deviations above the mean and 16% will be two or more standard deviations below the mean.



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Driving Forces Comparison

Driving Forces	Team Avg.	S. Anderson	A. Doe	F. Jones	J. Smith	J. Williams	Mean
Intentional	92	97	99	64	100	100	49
Commanding	57	76	81	29	50	50	49
Objective	56	33	68	14	83	83	49
Intellectual	51	39	44	39	67	67	53
Resourceful	51	100	67	38	25	25	42
Structured	51	0	50	47	79	79	36
Receptive	49	85	35	31	47	47	47
Collaborative	44	6	6	56	76	76	35
Instinctive	40	29	31	38	50	50	29
Harmonious	31	35	8	72	19	19	36
Selfless	18	0	12	49	15	15	40
Altruistic	5	0	0	25	0	0	35

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean

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Behaviors and Driving Forces Summary

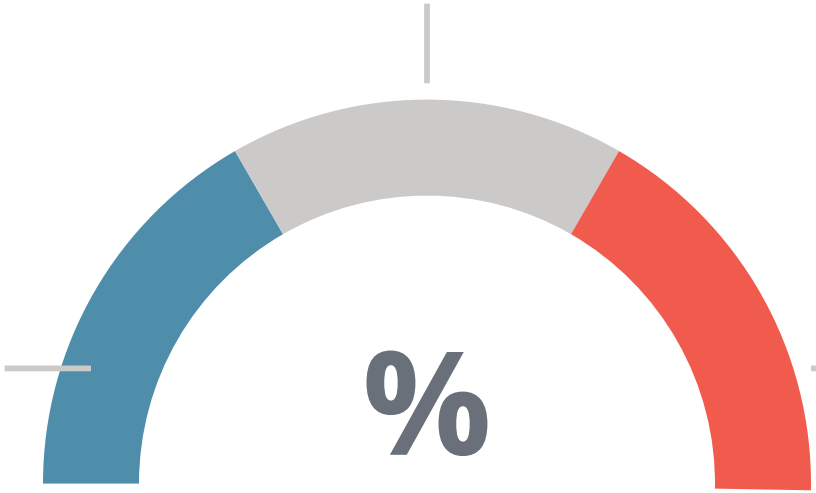
Behaviors and Driving Forces can be grouped into clusters, falling into one of three categories: primary, situational, and indifferent. Primary clusters best identify how and why a person will do what they do the majority of the time. Situational clusters show how a person may react in certain situations. Indifferent clusters highlight areas where a person may be uninterested or needing to adapt to a given situation. Using these clusters in a team setting can identify strengths and weaknesses within the team and may highlight opportunities or a missing component of the team.

SITUATIONAL CLUSTER

Identifies how a person may react during certain situations

PRIMARY CLUSTER

Identifies what a person will do the majority of the time



INDIFFERENT CLUSTER

Identifies areas where a person may be uninterested

Percentage of the team with this factor in each cluster

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Primary Cluster Summary

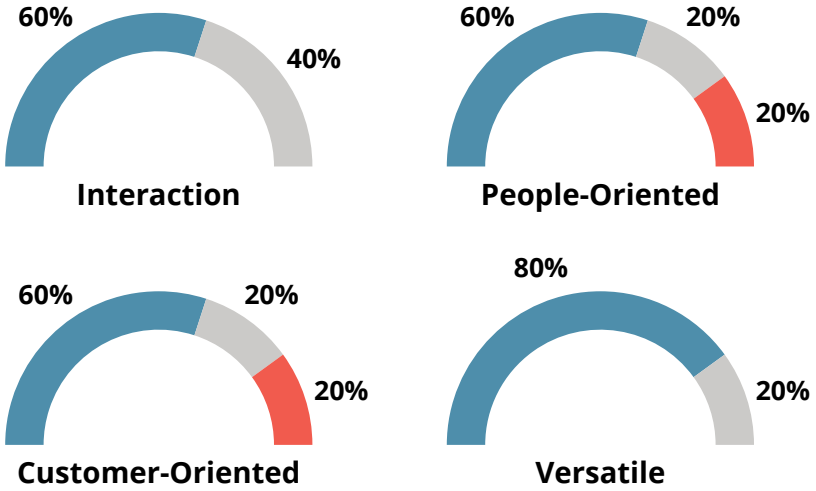
BEHAVIORAL PRIMARY CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Interaction	85	58
People-Oriented	72	64
Customer-Oriented	71	63
Versatile	68	54

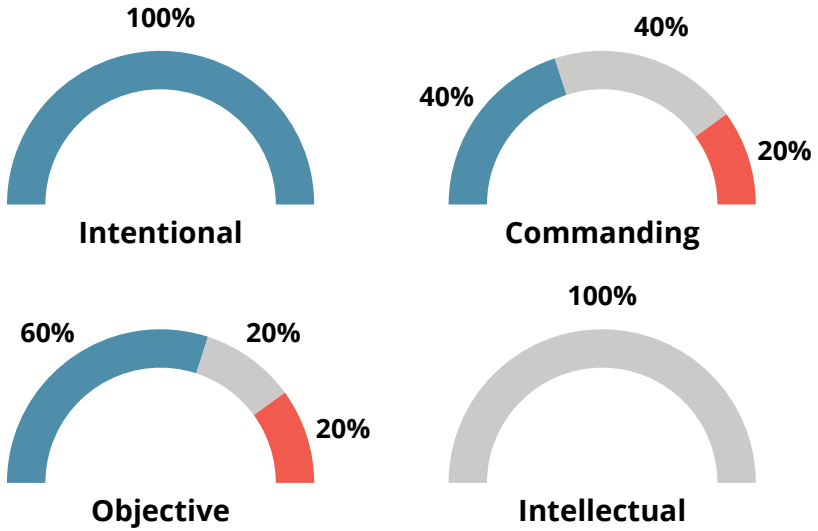
DRIVING FORCES PRIMARY CLUSTER

Driving Forces	Team Avg.	Mean
Intentional	92	49
Commanding	57	49
Objective	56	49
Intellectual	51	53

CLUSTER STATISTICS



CLUSTER STATISTICS



Primary Cluster Situational Cluster Indifferent Cluster

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Situational Cluster Summary

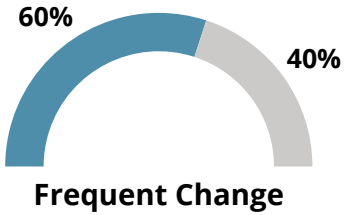
BEHAVIORAL SITUATIONAL CLUSTER

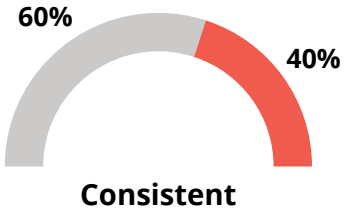
Behavioral Characteristics	Team Avg.	Mean
Frequent Change	65	52
Consistent	50	62
Competitive	48	49
Persistence	48	62

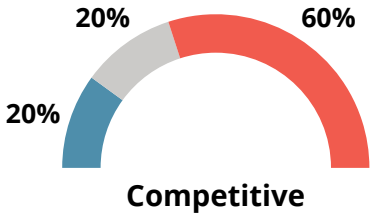
DRIVING FORCES SITUATIONAL CLUSTER

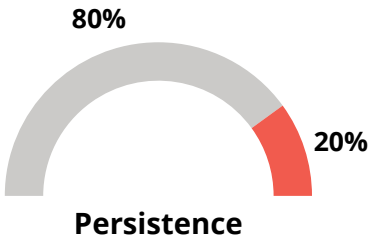
Driving Forces	Team Avg.	Mean
Resourceful	51	42
Structured	51	36
Receptive	49	47
Collaborative	44	35

CLUSTER STATISTICS

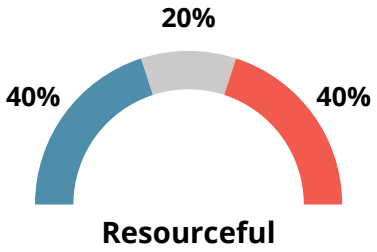


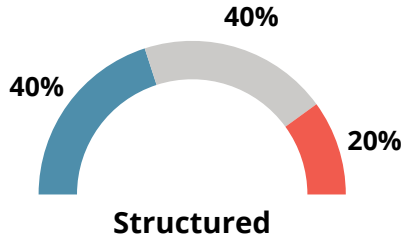


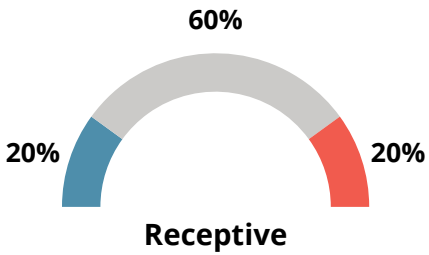


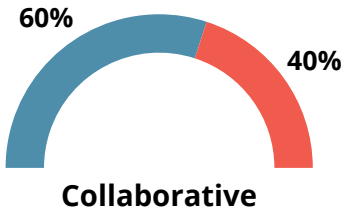


CLUSTER STATISTICS









Primary Cluster Situational Cluster Indifferent Cluster

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Indifferent Cluster Summary

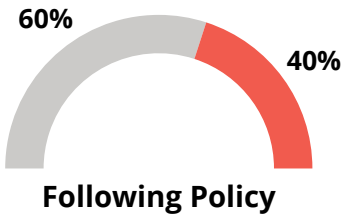
BEHAVIORAL INDIFFERENT CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Following Policy	48	61
Urgency	47	43
Analysis	33	54
Organized Workplace	30	53

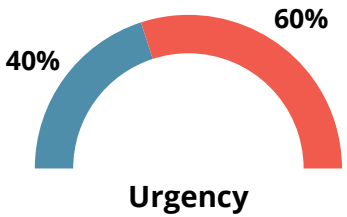
DRIVING FORCES INDIFFERENT CLUSTER

Driving Forces	Team Avg.	Mean
Instinctive	40	29
Harmonious	31	36
Selfless	18	40
Altruistic	5	35

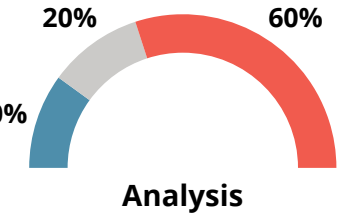
CLUSTER STATISTICS



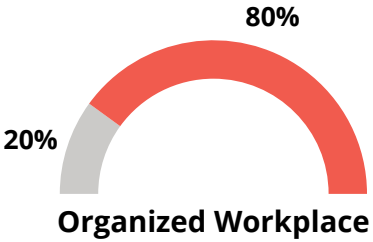
Following Policy



Urgency

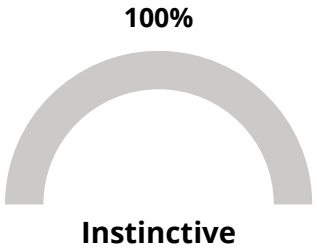


Analysis

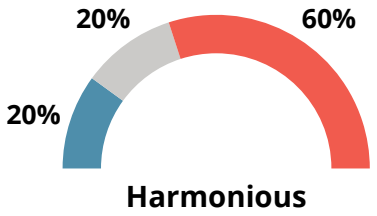


Organized Workplace

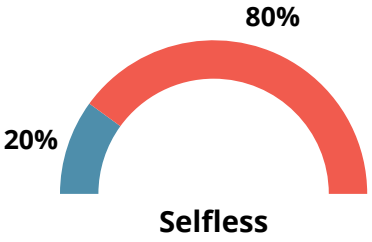
CLUSTER STATISTICS



Instinctive



Harmonious



Selfless

Altruistic

Primary Cluster Situational Cluster Indifferent Cluster

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