TTI SUCCESS INSIGHTS®

Talent Insights®
Team Report

Sample Report
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THE PROFESSIONAL DEVELOPMENT GROUP

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.

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

Jane Doe
John Example
David Model
Patricia Prototype
Sally Sample
Jack Smith
Suzy Tester

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
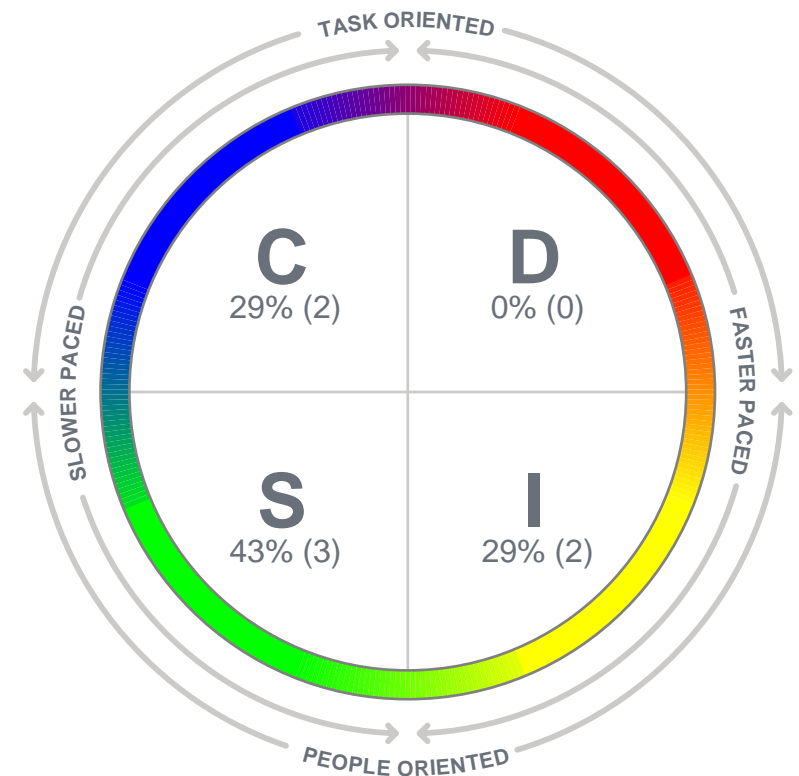How you respond to problems and challenges

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

TASK ORIENTED

SLOWER PACED

FASTER PACED

C
29% (2)

D
0% (0)

S
43% (3)

I
29% (2)

PEOPLE ORIENTED

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.
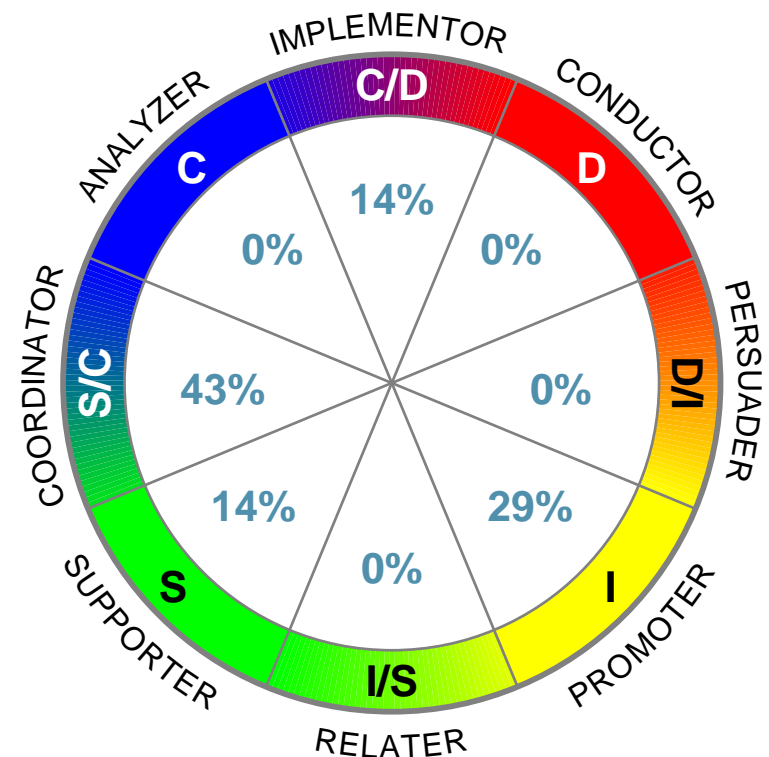
Coordinator Team Characteristics - (S/C)

Coordinators tend to be fact-oriented and adhere to proven methods to complete projects and tasks. The following information will give the team members a clear understanding and appreciation of Coordinators.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Set and accomplish goals to high standards
- Shows self-discipline
- Make tough decisions without letting emotions interfere
- Understand and preserve the need for quality systems
- Identify problems, rules, errors, and procedures

POTENTIAL WEAKNESSES

- Lack confidence in self and team
- Communicate indirectly
- Hide true feelings
- Resist change without reasoning
- Suppress feelings

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

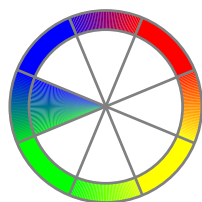**Slower Paced**   **Faster Paced**

VALUE TO THE ORGANIZATION

Respect for authority
Calming and stable
Objective outlook

WORDS THAT WORK

Proven

Standard

Organized

21.28%
of the Population

3/7
43% of the Team

WORDS THAT DON'T WORK

Unfamiliar

Hectic

Incomplete

COORDINATOR TEAM

John Example
Sally Sample
Jack Smith

D   I   S   C

J. Example

%	38	36	76	61

D   I   S   C

J. Smith

%	26	32	74	82

D   I   S   C

S. Sample

%	7	62	84	84
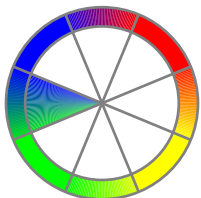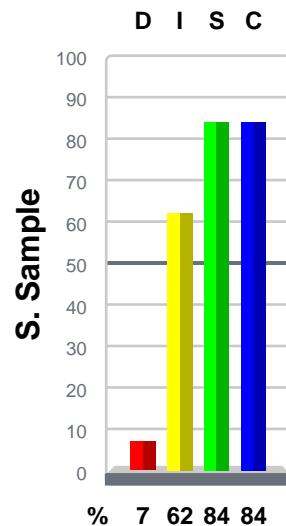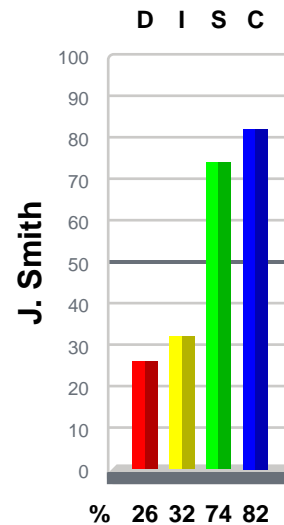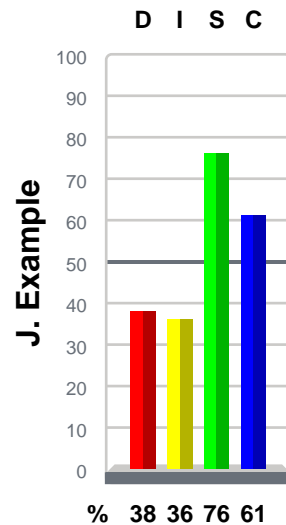
Promoter Team Characteristics - (I)

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

- Promote the team throughout the organization
- People-oriented
- Communicate well with others
- Bring the team together
- Enjoy convincing people

POTENTIAL WEAKNESSES

- Overvalue the skills of others
- Act before gathering information
- React based on emotions
- Inattentive to detail
- Listen selectively to team members

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Dreams big

Effective use of humor

Optimistic and enthusiastic
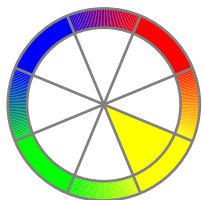
WORDS THAT WORK

Flexible

Exciting

Inspiring

17.46%
of the Population

2/7

29% of the Team

WORDS THAT DON'T WORK

Ordinary

Quiet

Strict

PROMOTER TEAM

Jane Doe
Suzy Tester

D I S C

J. Doe

| % | 58 | 78 | 45 | 28 |

D I S C

S. Tester

| % | 74 | 93 | 26 | 8 |

Sample Report
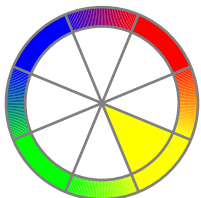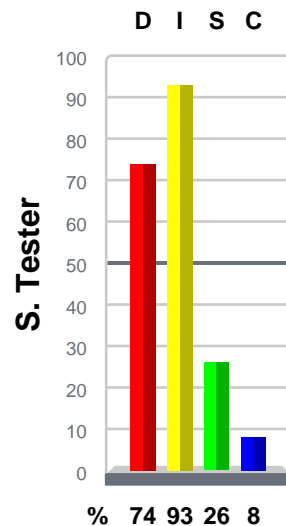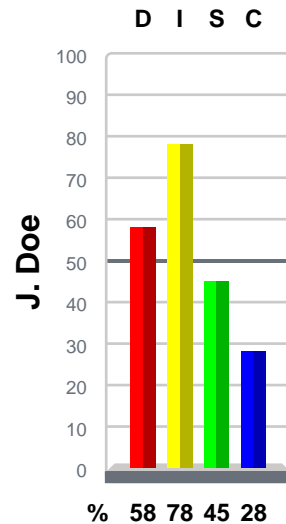
Supporter Team Characteristics - (S)

Supporters tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized. The following information will give the team members a clear understanding and appreciation of Supporters.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Focus on team activities
- Conform to established procedures
- Add stability to the team
- Listen well to others
- Show loyalty to those they identify with

POTENTIAL WEAKNESSES

- Lack a sense of urgency
- Get into too much detail
- Hesitate to move forward
- Do the work themselves, rather than delegate
- Do not forgive faults or mistakes

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**
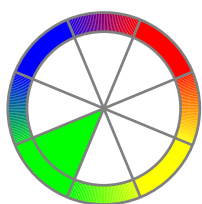
VALUE TO THE ORGANIZATION

Negotiates conflicts
Patient and empathetic
Dependable team player

WORDS THAT WORK

Consistent

Usual

Secure
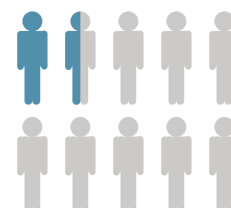
WORDS THAT DON'T WORK

Unexpected

Urgent

Confrontation

11.90%
of the Population

1/7
14% of the Team

SUPPORTER TEAM

David Model

D I S C

D. Model

% 6 58 96 72
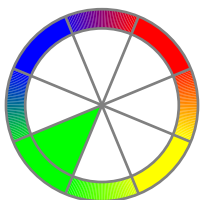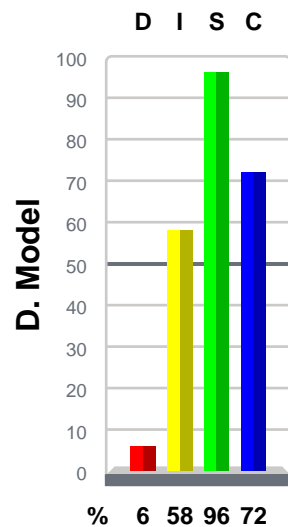
Implementor Team Characteristics - (C/D)

Implementors tend to assess, leverage facts and figures, and advance toward a solution. The following information will give the team members a clear understanding and appreciation of Implementors.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

- Become demanding under stress
- Take on too much within the team
- Criticize team members
- Come across as insincere
- Make decisions inconsistently

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Requires fact-based ideas
Excellent troubleshooter
Creativity
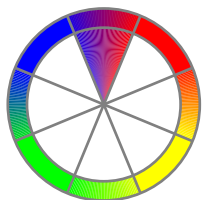
WORDS THAT WORK

Function

Action

Data
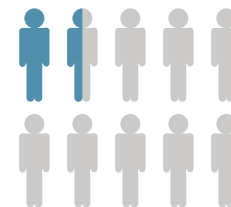
WORDS THAT DON'T WORK

Relax

Perception

Assume

4.22%
of the Population

1/7
14% of the Team

IMPLEMENTOR TEAM

Patricia Prototype

D I S C

P. Prototype

100
90
80
70
60
50
40
30
20
10
0

% 63 16 33 77
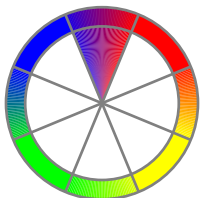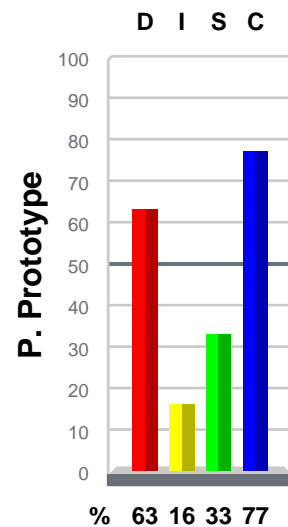
Persuader Team Characteristics - (D/I)

Persuaders tend to convince others by appealing to reason, understanding, or emotion. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Decisive and aggressive when presented with challenges
- Independent and autonomous
- Optimistic about team goals
- Use their intuition
- Promote and accept changes

POTENTIAL WEAKNESSES

- Push their agenda
- Take on too many responsibilities at once
- Let emotions get in the way of decision-making
- Do not manage time or deadlines well
- Do not follow up and follow through as needed

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Creative problem solving
Cordially enterprising
Ability to handle many activities
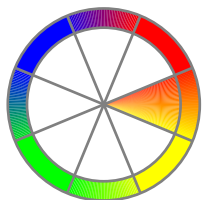
WORDS THAT WORK

Amazing

Unprecedented

Extraordinary

WORDS THAT DON'T WORK

Standardized

Structured

Uniform

12.68%
of the Population

0/7
0% of the Team

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

- Seeking problems to solve
- Energized by direct answers
- Forward-looking and competitive
- Enjoys confrontation
- Driven toward results

POTENTIAL WEAKNESSES

- Over delegate and under instruct
- Dislike routine work
- Overconfident in their abilities
- Lack tact and diplomacy
- Use fear as a motivator

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Self starter

Pioneering

Challenges the status quo
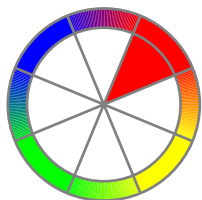
WORDS THAT WORK

Quick

Advantage

Decisive

WORDS THAT DON'T WORK

Inconsistent

Follow directions

Patient

7.12%
of the Population

0/7
0% of the Team

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

- Operate in a self-disciplined manner
- Use data to problem solve
- Think critically
- Maintain high standards for self and subordinates
- Use facts to support their opinion and cause

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Will gather data for decision making

Comprehensive problem solving

Concerned about quality
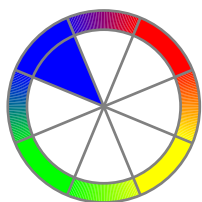
WORDS THAT WORK

Factual

Precise

Verified

WORDS THAT DON'T WORK

Imagine

Educated guess

Experimental

5.12%
of the Population

0/7
0% of the Team

Relater Team Characteristics - (I/S)

Relaters tend to take time, think positively, and are focused on interpersonal relationships. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Protect and value people and things
- Show sensitivity to the feelings of others
- Create an environment where people feel significant
- Support others in achieving goals
- Help others using empathy and understanding

POTENTIAL WEAKNESSES

- Agree with the opinions of others
- Hold grudges
- Avoid confrontation
- Tolerate the poor behavior of others
- Act without urgency

BEHAVIORAL ATTRIBUTES

Task Oriented　　　　　　　　　　**People Oriented**

Slower Paced　　　　　　　　　　**Faster Paced**

VALUE TO THE ORGANIZATION

Service-oriented

Cooperative member of the team

Builds strong relationships
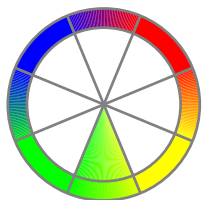
WORDS THAT WORK

Easygoing

Simple

Responsive

WORDS THAT DON'T WORK

Complex

Abstract

Analytical

20.08%
of the Population

0/7
0% of the Team

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 (14%)
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 (0%)	**COORDINATOR - S/C (43%)**
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 (29%)	**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 (0%)	**IMPLEMENTOR - C/D (14%)**
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.

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 (14%)
	David Model

PERSUADER - D/I (0%)	COORDINATOR - S/C (43%)
	John Example Sally Sample Jack Smith

PROMOTER - I (29%)	ANALYZER - C (0%)
Jane Doe Suzy Tester	

RELATER - I/S (0%)	IMPLEMENTOR - C/D (14%)
	Patricia Prototype

Team Member Characteristics

Inventive
Selective
Fact-based
Task-oriented
Thorough thinker
Creative

Strong willed
Change agent
Acts with urgency
Results-oriented
Direct
Competitive

Detail-oriented
Non-verbal communicator
Critical listener
Focus on quality
Accurate
Precise

Influential
Charismatic
Confident
Optimistic
Independent
Quick to change

Process-oriented
Realistic
Logical
Executor
Self-disciplined
Slow to change

Accommodating
Reflective
Persistent
Composed
Dependable
Good listener

Trusting
Convincing
Inspiring
Outgoing
Cordial
Cheerful

Good supporter
Team player
Persistent
Cooperative
Empathetic
Compassionate

IMPLEMENTOR
CONDUCTOR
PERSUADER
PROMOTER
RELATER
SUPPORTER
COORDINATOR
ANALYZER

14%
0%
0%
0%
43%
0%
14%
29%
0%

Ideal Environment for Team Members

Fact-based solutions
Effective time-management
Efficient methodology
Studying and solving problems
Logical decisions

Results-oriented
Firm and quick decision making
Expedites action
Challenging assignments
Bold and aggressive actions

Analysis of facts and data
Accuracy
Clean and tidy workstation
Procedures to follow
High quality standards

Competition with others
Testing of new ideas
Results through people
Persuasive communications
Enthusiasm

Diplomacy and cooperation
Facts and data to analyze
Guidelines to follow
Routine work
Adherence to standards

People contact
Solutions to "people problems"
Optimistic outlook
Verbalizes thoughts and ideas
Varied activities

Logical thinking
Systematic routine
Relaxed pace
Team participation
Security

Teamwork
Coaching and counseling
Service to others
Cooperative work environment
Assistance to customers

IMPLEMENTOR 14%
CONDUCTOR 0%
ANALYZER 0%
PERSUADER 0%
COORDINATOR 43%
PROMOTER 29%
SUPPORTER 14%
RELATER 0%

TTI SUCCESS INSIGHTS®

Assume
Perception
Relax

Patient
Follow directions
Inconsistent

Experimental
Educated guess
Imagine

IMPLEMENTOR

ANALYZER

CONDUCTOR

Uniform
Structured
Standardized

PERSUADER

14%

0%

0%

0%

43%

0%

Incomplete
Hectic
Unfamiliar

COORDINATOR

14%

29%

SUPPORTER

0%

PROMOTER

RELATER

Unexpected
Urgent
Confrontation

Ordinary
Quiet
Strict

Complex
Abstract
Analytical

Group Wheel Natural

TTI SUCCESS INSIGHTS

TASK ORIENTED

IMPLEMENTOR

ANALYZER

CONDUCTOR

SLOWER PACED

COORDINATOR

PERSUADER

FASTER PACED

SUPPORTER

PROMOTER

RELATER

PEOPLE ORIENTED

⚫ Natural

TEAM MEMBERS

1: Jane Doe
2: John Example
3: David Model
4: Patricia Prototype
5: Sally Sample
6: Jack Smith
7: Suzy Tester

Group Wheel Adapted

TASK ORIENTED

★ Adapted

TEAM MEMBERS

1: Jane Doe
2: John Example
3: David Model
4: Patricia Prototype
5: Sally Sample
6: Jack Smith
7: Suzy Tester

Group Wheel Migration

TASK ORIENTED

IMPLEMENTOR

ANALYZER · CONDUCTOR

COORDINATOR · PERSUADER

SLOWER PACED · FASTER PACED

SUPPORTER · PROMOTER

RELATER

PEOPLE ORIENTED

★ Adapted   ● Natural

TEAM MEMBERS

1: Jane Doe
2: John Example
3: David Model
4: Patricia Prototype
5: Sally Sample
6: Jack Smith
7: Suzy Tester

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.
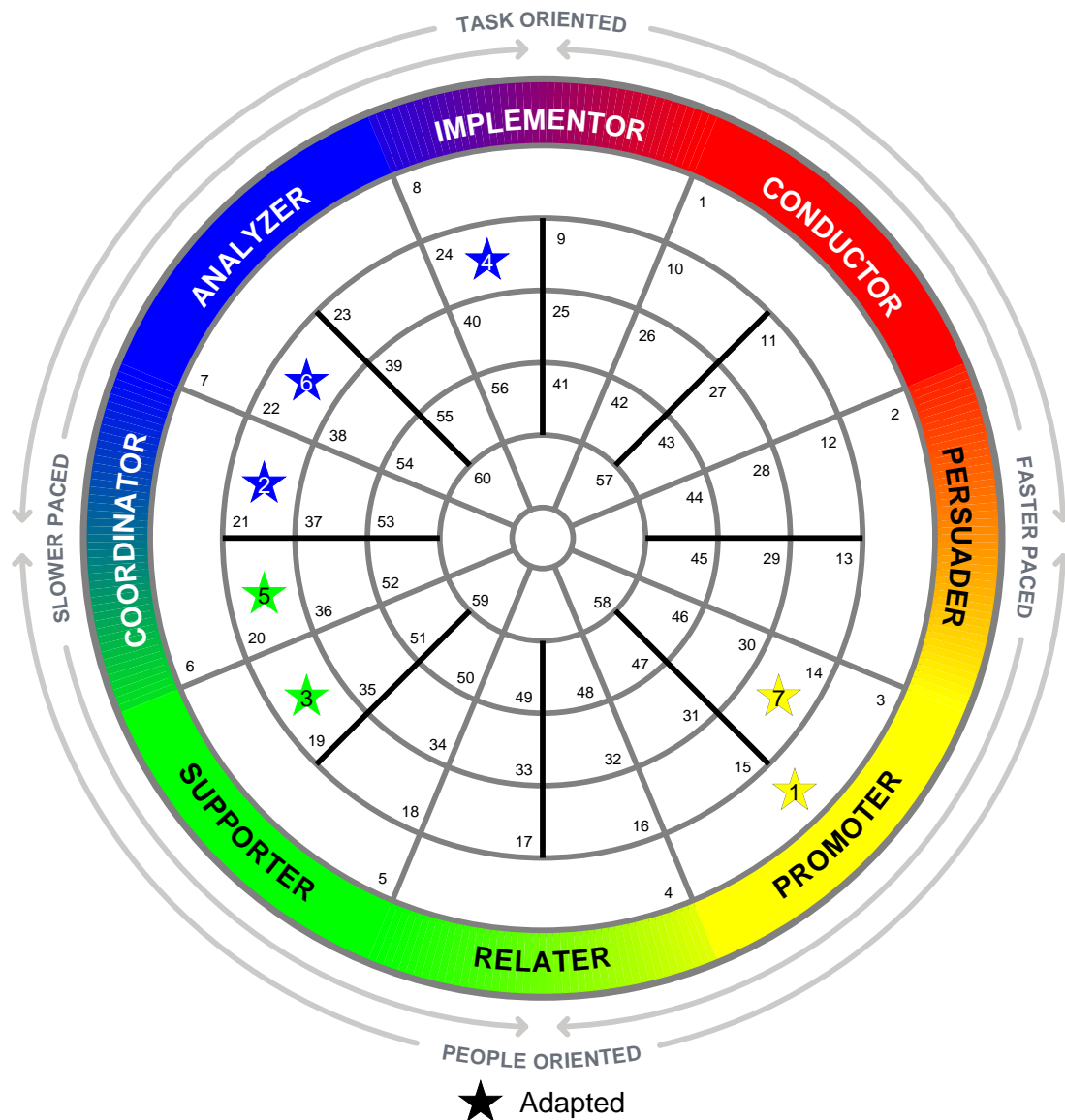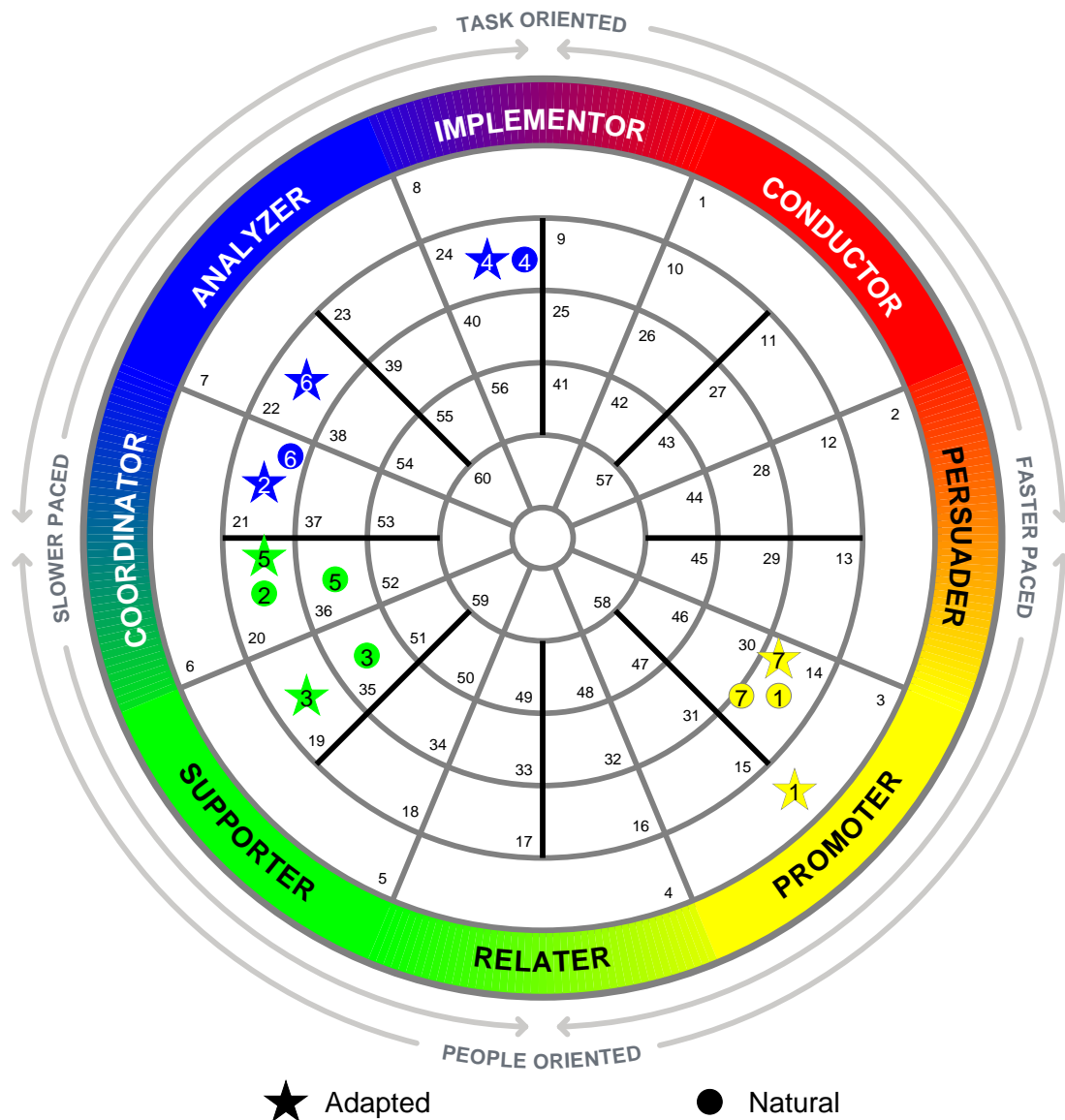
Analysis - Compile, confirm and organize information.

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.

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.

⬜ Two or more standard deviations below the mean	⬜ One standard deviation above the mean
⬜ One standard deviation below the mean	⬜ Two or more standard deviations above the mean

Behavioral Style Comparison

Behavioral Characteristics	Team Avg.	J. Doe	J. Example	D. Model	P. Prototype	S. Sample	J. Smith	S. Tester	Mean
Persistence	69	48	83	83	75	77	87	28	61
Following Policy	68	45	78	85	72	82	88	25	60
Consistent	67	40	82	85	68	85	90	18	61
Organized Workplace	64	25	80	70	95	65	90	20	51
Analysis	64	30	80	70	95	70	90	10	53
People-Oriented	64	70	60	80	30	85	60	60	65
Customer-Oriented	59	63	65	70	38	68	62	50	64
Interaction	52	80	40	45	25	45	30	100	60
Versatile	48	70	37	33	40	37	30	90	54
Frequent Change	46	70	35	25	45	30	28	90	52
Competitive	43	65	40	10	65	10	30	80	49
Urgency	39	52	29	10	67	12	24	82	43

- ☐ (red) Two or more standard deviations below the mean
- ☐ (green) One standard deviation above the mean
- ☐ (yellow) One standard deviation below the mean
- ☐ (blue) Two or more standard deviations above the mean

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

Jane Doe
John Example
David Model
Patricia Prototype
Sally Sample
Jack Smith
Suzy Tester

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
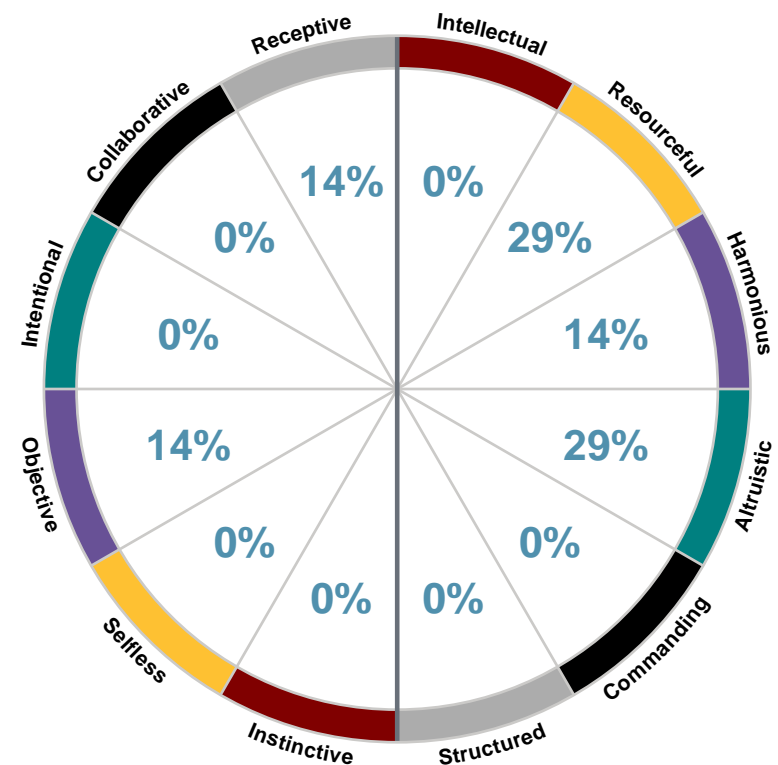
Driving Forces Defined

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.

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

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

POTENTIAL WEAKNESSES

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

Selfless	Resourceful

Utility

ENERGIZERS

Compensate based on performance

Obtain practical results

Eliminate waste

STRESSORS

Ignore the return on investment

Be redundant

Use resources inefficiently

WORDS THAT WORK

Benefit

Profitable

Efficient

6%
of the Population

WORDS THAT DON'T WORK

Casual

Endless

Rework

2/7
29% of the Team

The Professional Development Group llc
888-959-1188
Shawn@TheProfessionalDevelopmentGroup.com

Sample Report

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TTI SUCCESS INSIGHTS®

RESOURCEFUL TEAM

Jane Doe
David Model

J. Doe

Resourceful	86
78	Receptive
78	Intentional
	Commanding 64

D. Model

Resourceful	83
78	Receptive
	Commanding 75
74	Instinctive
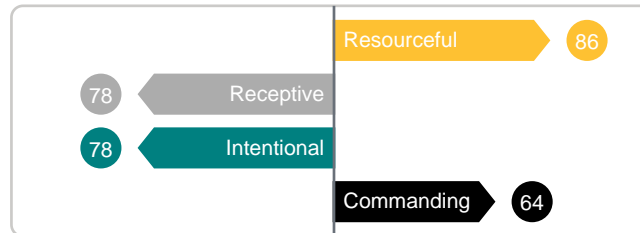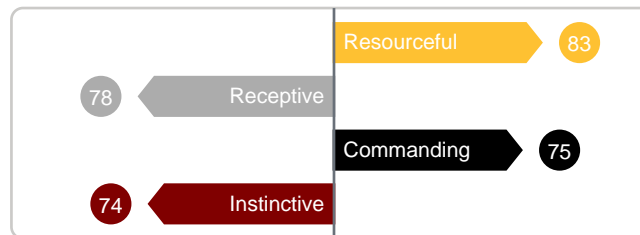
Altruistic Team Characteristics

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

STRENGTHS AND WEAKNESSES

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

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

Intentional | Others | **Altruistic**

ENERGIZERS

Participate in charitable events
Realize the potential in others
Support humanitarian causes

STRESSORS

Put self first
Act inconsiderately
Ignore others in need

WORDS THAT WORK

Compassion

Volunteer

Sacrifice

6%
of the Population

2/7
29% of the Team
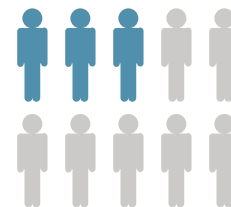
WORDS THAT DON'T WORK

Intentional

Selective

Purposeful

Altruistic Primary Drivers

ALTRUISTIC TEAM

John Example
Sally Sample

J. Example

Altruistic	79
Commanding	56
56	Receptive
50	Selfless

S. Sample
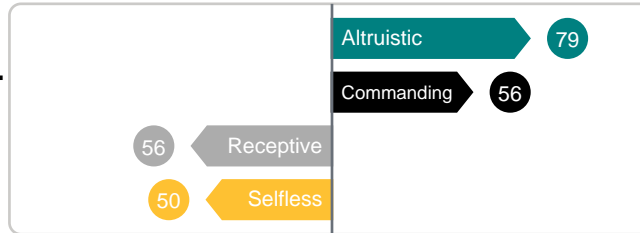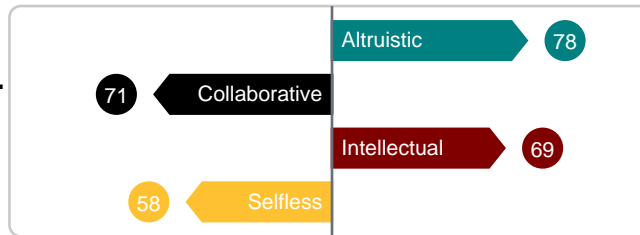
Altruistic	78
71	Collaborative
Intellectual	69
58	Selfless

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

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

POTENTIAL WEAKNESSES

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

Objective — **Harmonious**

Surroundings

ENERGIZERS

Express imagination

Appreciate beauty and harmony

Seek balance in life

STRESSORS

Overemphasize function

Have lackluster surroundings

Encounter chaos
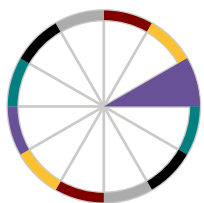
WORDS THAT WORK

Balance

Expression

Subjective
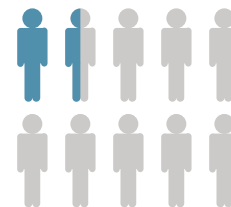
WORDS THAT DON'T WORK

Compartmentalize

Dull

Objective

4%
of the Population

1/7
14% of the Team

Harmonious Primary Drivers

HARMONIOUS TEAM

Jack Smith

J. Smith

- Harmonious **74**
- Resourceful **67**
- **61** Collaborative
- **56** Receptive
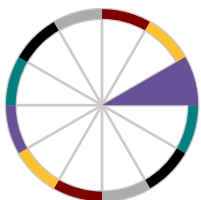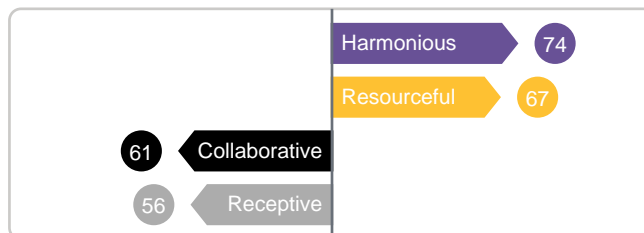
Objective Team Characteristics

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

STRENGTHS AND WEAKNESSES

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

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

Objective	Surroundings	Harmonious

ENERGIZERS

Decide based on data

Provide tangible outcomes

Compartmentalize

STRESSORS

Pursue intangible ideas

Put appearance over function

Be subjective

WORDS THAT WORK

Reality

Function

Detach

12%
of the Population
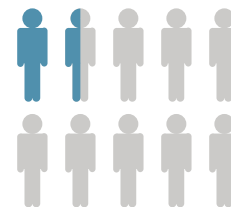
1/7
14% of the Team

WORDS THAT DON'T WORK

Subjective

Beauty

Experience

Objective Primary Drivers

OBJECTIVE TEAM

Patricia Prototype
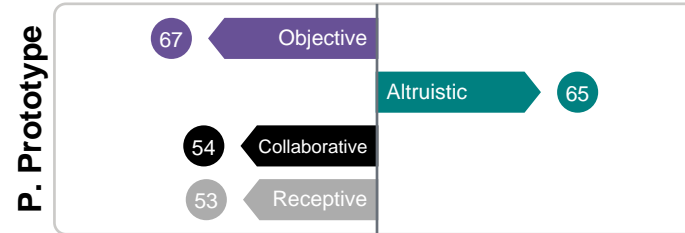
Receptive Team Characteristics

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

STRENGTHS AND WEAKNESSES

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

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

Receptive	Methodologies	Structured

ENERGIZERS

Explore possibilities

Question unnecessary protocols

Think Out-of-the-box

STRESSORS

Work with restrictions

Support status quo

Act repetitively

WORDS THAT WORK

Options

Possibilities

Open-minded

11%
of the Population
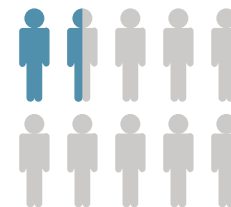
WORDS THAT DON'T WORK

Routine

Constant

Tradition

1/7
14% of the Team

Receptive Primary Drivers

Suzy Tester

S. Tester

88 Receptive	
	Commanding 74
	Altruistic 64
51 Instinctive	
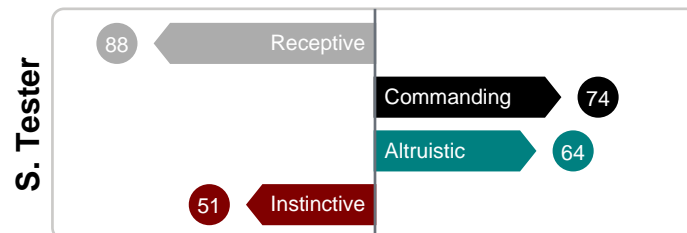
Structured Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

Receptive		Structured

Methodologies

ENERGIZERS

Protect beliefs

Advance their cause

Seek consistency

STRESSORS

Embrace new ideas

Ignore established protocols

Disregard tradition

WORDS THAT WORK

Tradition

Order

Ideology

5%

of the Population

0/7

0% of the Team

WORDS THAT DON'T WORK

New methods

Possibilities

Flexible

Instinctive Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS
- Understand the value of intuition
- 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

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

Instinctive — Knowledge — Intellectual

ENERGIZERS

Learn on demand

Decide based on intuition

Apply past knowledge

STRESSORS

Discuss hypothetical subjects

Conduct extensive research

Justify intuitive decisions

WORDS THAT WORK

Specific

Relevant

Apply

3%
of the Population

0/7
0% of the Team

WORDS THAT DON'T WORK

Study

Comprehensive

Examine

Selfless Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

Selfless — Utility — **Resourceful**

ENERGIZERS

Utilize resources freely

Work on unrestricted projects

Act spontaneous

STRESSORS

Restrict time investment

Focus on the process

Assess practical results

WORDS THAT WORK

Unrestrained

Accomplish

Complete

7%
of the Population

WORDS THAT DON'T WORK

Gain

Maximize

Efficient

0/7
0% of the Team

Intellectual Team Characteristics

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

STRENGTHS AND WEAKNESSES

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

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

| Instinctive | Knowledge | Intellectual |

ENERGIZERS

Increase knowledge

Devote time to learn

Learn continuously

STRESSORS

Rush through learning

Make educated guesses

Restrict knowledge

WORDS THAT WORK

Identify

Research

Discover

16%
of the Population

0/7
0% of the Team

WORDS THAT DON'T WORK

Intuitive

Guess

Relevant

Intentional Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Choose who, when, and how much to help based on the desired outcome
- Downplay emotions when making decisions concerning people
- Seek to develop or help others when they can see future opportunities
- Will help others when others are willing to work hard
- 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
- May create scenarios that benefit themselves more than others
- Tend to value people as an opportunity or resource rather than as an individual
- Focus on themselves, perhaps at the expense of others

Intentional	Others	Altruistic

ENERGIZERS

Develop internal advocates

Benefit personally

Be with purposeful people

STRESSORS

Make emotion-based decisions

Support others in need

Act without personal benefit

WORDS THAT WORK

Benefit

Deliberate

Purposeful

14%
of the Population

0/7
0% of the Team

WORDS THAT DON'T WORK

Volunteer

Kindness

Donate

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

POTENTIAL WEAKNESSES
- May be overlooked because they do not promote themselves
- 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

Collaborative | Power | **Commanding**

ENERGIZERS

Feel included

Work on team projects

Connect to the team

STRESSORS

Recognize individual achievements

Be in egotistical environments

Work alone

WORDS THAT WORK

Cooperative

Together

Community

4%
of the Population

0/7
0% of the Team

WORDS THAT DON'T WORK

Command

Status

Control

Commanding Team Characteristics

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

STRENGTHS AND WEAKNESSES

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

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

Collaborative	Power	Commanding

ENERGIZERS

Create and control destiny

Obtain status symbols

Lead a group

STRESSORS

Have a small workspace

Delay personal advancement

Work behind the scenes

WORDS THAT WORK

Win

Lead

Award

13%
of the Population

0/7
0% of the Team

WORDS THAT DON'T WORK

Together

Share

Cooperative

Knowledge Overview

Instinctive		Intellectual
	1	
	2	
	3	Sally Sample
David Model Suzy Tester	**4**	

Selfless		Resourceful
		Jane Doe David Model
	1	
		Jack Smith
	2	
	3	
John Example Sally Sample		
	4	

Objective		Harmonious
Patricia Prototype		Jack Smith
	1	
	2	
	3	
	4	

Intentional		Altruistic
		John Example Sally Sample
	1	
		Patricia Prototype
	2	
Jane Doe		Suzy Tester
	3	
	4	

Collaborative		Commanding
	1	
Sally Sample	**2**	John Example Suzy Tester
Patricia Prototype Jack Smith	**3**	David Model
	4	Jane Doe

Methodologies Overview

Receptive		Structured
Suzy Tester	**1**	
Jane Doe David Model	**2**	
John Example	**3**	
Patricia Prototype Jack Smith	**4**	

Driving Forces Group Bars

Instinctive   Knowledge   **Intellectual**

| 100 | 75 | 50 | 25 | 0 | 25 | 50 | 75 | 100 |

43   **36**

Selfless   Utility   **Resourceful**

| 100 | 75 | 50 | 25 | 0 | 25 | 50 | 75 | 100 |

29   **56**

Objective   Surroundings   **Harmonious**

| 100 | 75 | 50 | 25 | 0 | 25 | 50 | 75 | 100 |

47   **36**

Intentional   Others   **Altruistic**

| 100 | 75 | 50 | 25 | 0 | 25 | 50 | 75 | 100 |

27   **54**

Collaborative   Power   **Commanding**

| 100 | 75 | 50 | 25 | 0 | 25 | 50 | 75 | 100 |

39   **48**

Receptive   Methodologies   **Structured**

| 100 | 75 | 50 | 25 | 0 | 25 | 50 | 75 | 100 |

66   **20**

n = 7

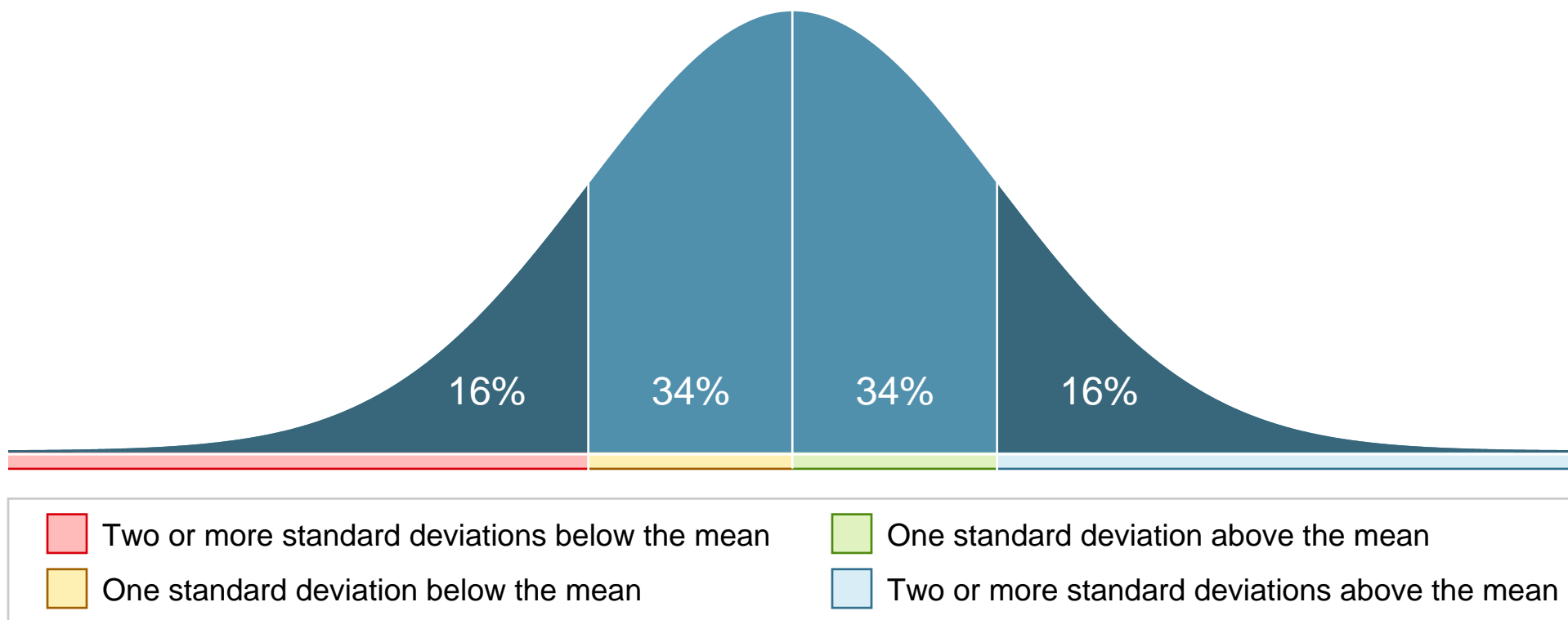| - Group Mean | ● - Indifferent | ● - Situational | ● - Primary |

Sample Report

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.

| 16% | 34% | 34% | 16% |

- 🟥 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

Driving Forces Comparison

Driving Forces	Team Avg.	J. Doe	J. Example	D. Model	P. Prototype	S. Sample	J. Smith	S. Tester	Mean
Receptive	66	78	56	78	53	53	56	88	46
Resourceful	56	86	33	83	51	28	67	43	42
Altruistic	54	6	79	51	65	78	36	64	33
Commanding	48	64	56	75	36	14	18	74	50
Objective	47	40	49	61	67	51	15	46	50
Instinctive	43	29	49	74	31	11	53	51	29
Collaborative	39	25	40	6	54	71	61	14	35
Intellectual	36	43	32	12	53	69	21	22	54
Harmonious	36	40	32	22	15	24	74	42	35
Selfless	29	0	50	7	35	58	19	32	40
Intentional	27	78	7	25	11	6	46	19	51
Structured	20	11	18	6	29	38	35	6	38

- ▢ (red) Two or more standard deviations below the mean
- ▢ (yellow) One standard deviation below the mean
- ▢ (green) One standard deviation above the mean
- ▢ (blue) Two or more standard deviations above the mean

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.
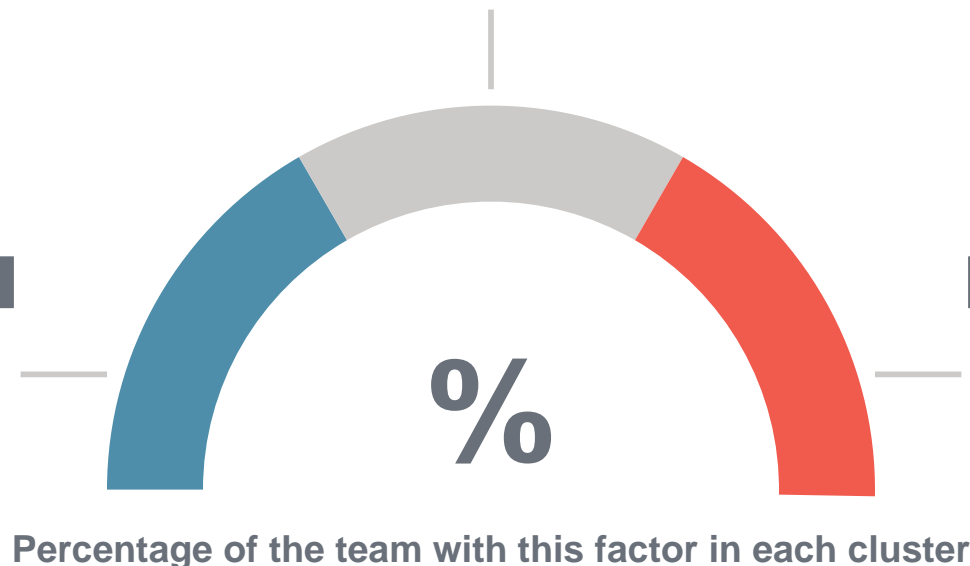
SITUATIONAL CLUSTER

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

Primary Cluster Summary

BEHAVIORAL PRIMARY CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Persistence	69	61
Following Policy	68	60
Consistent	67	61
Organized Workplace	64	51

DRIVING FORCES PRIMARY CLUSTER

Driving Forces	Team Avg.	Mean
Receptive	66	46
Resourceful	56	42
Altruistic	54	33
Commanding	48	50

CLUSTER STATISTICS

Persistence
57% 43%

Following Policy
57% 14% 29%

Consistent
57% 14% 29%

Organized Workplace
43% 29% 29%

CLUSTER STATISTICS

Receptive
86% 14%

Resourceful
43% 57%

Altruistic
57% 29% 14%

Commanding
57% 14% 29%

- ■ Primary Cluster
- ■ Situational Cluster
- ■ Indifferent Cluster
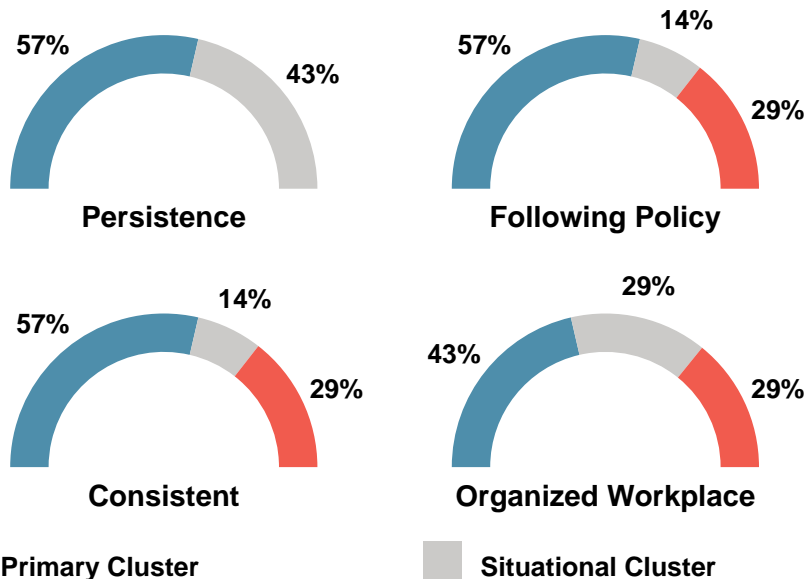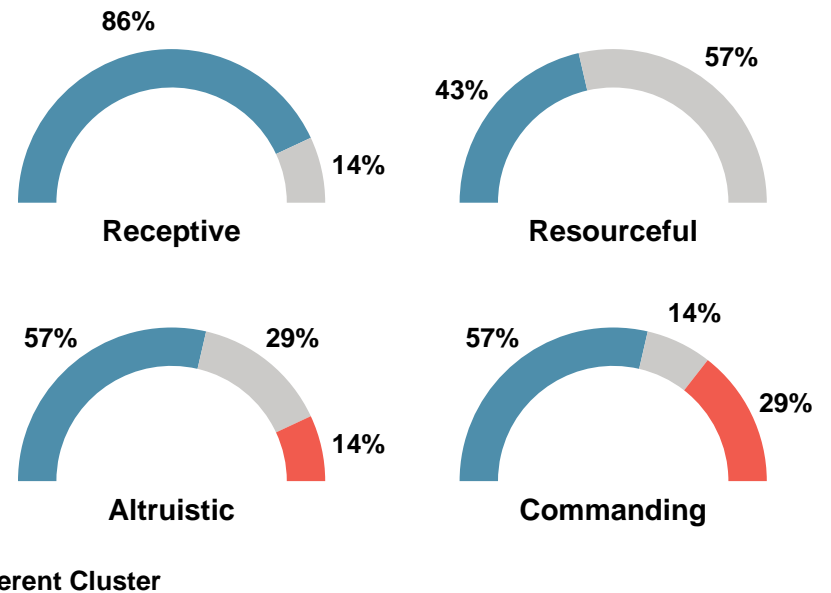
Situational Cluster Summary

BEHAVIORAL SITUATIONAL CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Analysis	64	53
People-Oriented	64	65
Customer-Oriented	59	64
Interaction	52	60

DRIVING FORCES SITUATIONAL CLUSTER

Driving Forces	Team Avg.	Mean
Objective	47	50
Instinctive	43	29
Collaborative	39	35
Intellectual	36	54

CLUSTER STATISTICS
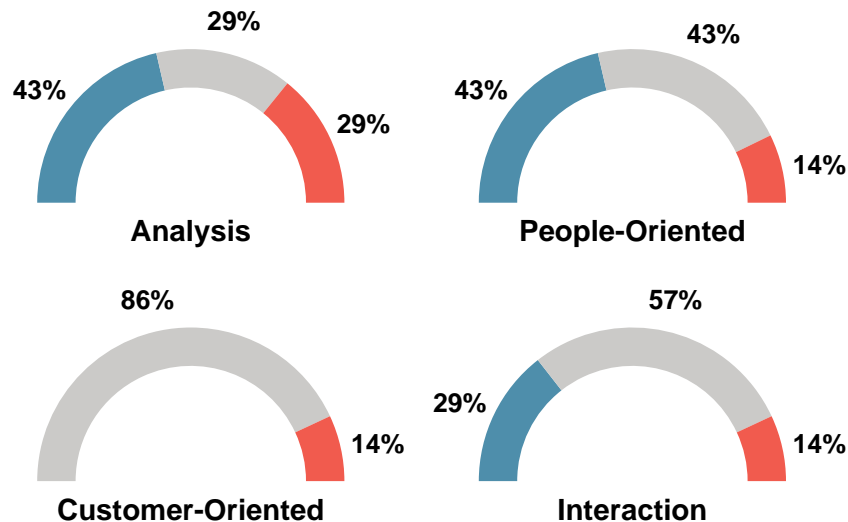
Analysis — 43% / 29% / 29%

People-Oriented — 43% / 43% / 14%

Customer-Oriented — 86% / 14%

Interaction — 29% / 57% / 14%

CLUSTER STATISTICS

Objective — 14% / 71% / 14%

Instinctive — 29% / 43% / 29%

Collaborative — 43% / 14% / 43%

Intellectual — 14% / 29% / 57%

Legend:
- ■ Primary Cluster
- ■ Situational Cluster
- ■ Indifferent Cluster
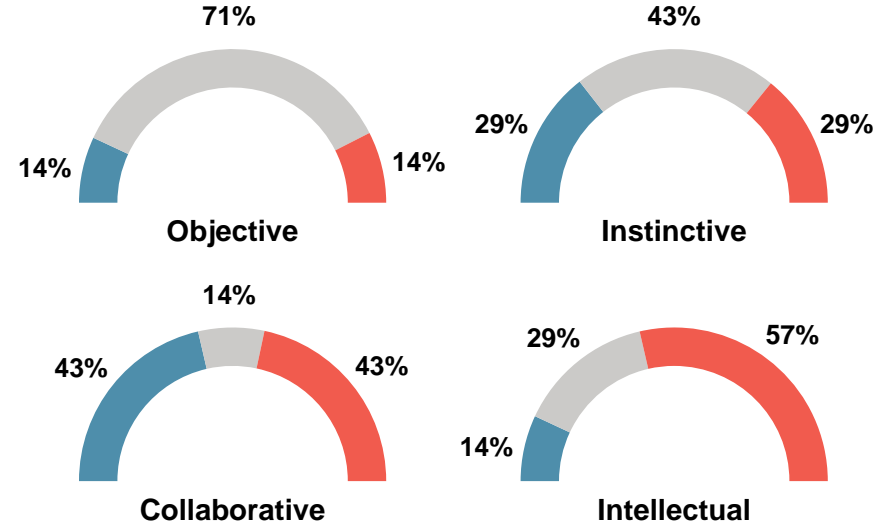
Indifferent Cluster Summary

BEHAVIORAL INDIFFERENT CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Versatile	48	54
Frequent Change	46	52
Competitive	43	49
Urgency	39	43

DRIVING FORCES INDIFFERENT CLUSTER

Driving Forces	Team Avg.	Mean
Harmonious	36	35
Selfless	29	40
Intentional	27	51
Structured	20	38

CLUSTER STATISTICS

Versatile
29% 71%

Frequent Change
14% 29% 57%

Competitive
43% 57%

Urgency
29% 14% 57%

CLUSTER STATISTICS

Harmonious
43% 14% 43%

Selfless
29% 29% 43%

Intentional
29% 14% 57%

Structured
71% 29%

■ Primary Cluster   ■ Situational Cluster   ■ Indifferent Cluster