Introduction

The 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 characteristics hierarchy - Compares individual scores to others on the team, team averages, and population means.

**TEAM MEMBER LIST**

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<tr>
<th>TEAM MEMBER LIST</th>
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<td>James Alire</td>
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<td>Kate Biben</td>
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<td>Ryan Miller</td>
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<td>Cherisse Mowry</td>
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<td>Cassandra Nelson</td>
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<td>Rico Rivera</td>
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<td>Cindy Rosser</td>
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<td>Brent Rowland</td>
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<td>Anubhav Sharma</td>
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<td>Robert Stokes</td>
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<td>Sandra Stoner</td>
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<td>Teresa Taylor</td>
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<td>Kefei Wang</td>
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<td>Adam Wong</td>
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Sample Company
17785 N Pacesetter Way
Scottsdale, AZ
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
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.
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**
- Understand and preserve the need for quality systems
- Shows self-discipline
- Set and accomplish goals to high standards
- Implement and fine-tune the plan
- Identify problems, rules, errors, and procedures

**POTENTIAL WEAKNESSES**
- Downplay accomplishments
- Become stubborn under stress
- Communicate indirectly
- Lack confidence in self and team
- Suppress feelings

**BEHAVIORAL ATTRIBUTES**

<table>
<thead>
<tr>
<th>Task Oriented</th>
<th>People Oriented</th>
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**VALUE TO THE ORGANIZATION**

- Respect for authority
- Calming and stable
- Looks for logical solutions

**WORDS THAT WORK**

Proven
Standard
Organized

**WORDS THAT DON'T WORK**

Unfamiliar
Hectic
Incomplete

21.28% of the Population

14/43 33% of the Team
Coordinator Team DISC Graphs - (S/C)

**COORDINATOR TEAM**

Kate Biben  
Nick Chris  
Philip Daugs  
Erin Healy  
Nancy K.  
Anne Klink  
Amy Lane  
Carol Mettenbrink  
Ryan Miller  
Cherisse Mowry  
Rico Rivera  
Brent Rowland  
Robert Stokes  
Kefei Wang

---

**DISC Graphs**

- **K. Biben**
  - D: 17, I: 5, S: 64, C: 91%
  - D: %16, I: %54, S: %64, C: %91

- **P. Daugs**
  - D: 24, I: 5, S: 95, C: 100%
  - D: %24, I: %5, S: %95, C: %100

- **N. K.**
  - D: 24, I: 7, S: 94, C: 93%
  - D: %24, I: %7, S: %94, C: %93

- **A. Lane**
  - D: 17, I: 8, S: 92, C: 85%
  - D: %17, I: %8, S: %92, C: %85

- **N. Chris**
  - D: 16, I: 8, S: 93, C: 92%
  - D: %16, I: %8, S: %93, C: %92

- **E. Healy**
  - D: 17, I: 5, S: 95, C: 100%
  - D: %17, I: %5, S: %95, C: %100

- **A. Klink**
  - D: 24, I: 5, S: 74, C: 71%
  - D: %24, I: %5, S: %74, C: %71

- **C. Mettenbrink**
  - D: 14, I: 32, S: 84, C: 92%
  - D: %14, I: %32, S: %84, C: %92
Coordinator Team DISC Graphs - (S/C) Continued

- **R. Miller**
  - D: 26
  - I: 32
  - S: 74
  - C: 85%

- **R. Rivera**
  - D: 22
  - I: 32
  - S: 88
  - C: 81%

- **R. Stokes**
  - D: 28
  - I: 52
  - S: 65
  - C: 81%

- **C. Mowry**
  - D: 7
  - I: 38
  - S: 90
  - C: 91%

- **B. Rowland**
  - D: 53
  - I: 32
  - S: 64
  - C: 71%

- **K. Wang**
  - D: 34
  - I: 8
  - S: 90
  - C: 85%
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**
- See the "big picture" and communicate it
- Enjoy convincing people
- Communicate well with others
- Promote the team throughout the organization
- Advocate for new ideas and products

**POTENTIAL WEAKNESSES**
- Act before gathering information
- Emphasize fun over efficiency
- Overly optimistic about team abilities
- React based on emotions
- Inattentive to detail

**BEHAVIORAL ATTRIBUTES**

**Task Oriented**

**People Oriented**

**Slower Paced**

**Faster Paced**

**VALUE TO THE ORGANIZATION**

- Spontaneity
- Verbalize feelings
- Effective use of humor

**WORDS THAT WORK**

- Flexible
- Exciting
- Inspiring

**WORDS THAT DON'T WORK**

- Ordinary
- Quiet
- Strict

17.46% of the Population

7/43

16% of the Team
Promoter Team DISC Graphs - (I)

PROMOTER TEAM
Tom Bogart
Rodney Cox
Kayla DeVault
Ann Leitensdorfer
Cassandra Nelson
Anubhav Sharma
Sandra Stoner

T. Bogart

K. DeVault

C. Nelson

R. Cox

A. Leitensdorfer

A. Sharma
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 sensitivity to the feelings of others
- Possess strong commitment to team
- Show loyalty
- Offer understanding and friendship
- Promote and implement ideas

#### POTENTIAL WEAKNESSES
- Agree with the opinions of others
- Be passive and indecisive
- Avoid confrontation
- Act without urgency
- Tolerate the poor behavior of others

### BEHAVIORAL ATTRIBUTES

#### Task Oriented

#### People Oriented

#### Slower Paced

#### Faster Paced

### VALUE TO THE ORGANIZATION

- **Tenacious**
- **Team player**
- **Builds strong relationships**

### WORDS THAT WORK

- Easygoing
- Simple
- Responsive

### WORDS THAT DON'T WORK

- Complex
- Abstract
- Analytical

20.08% of the Population

7/43

16% of the Team
Relater Team DISC Graphs - (I/S)

RELATER TEAM
Craig Casimir
Todd Fox
Susan Ginn
Jill Heberling
Cameron Hood
Teresa Taylor
Bobby Tyning

C. Casimir

S. Ginn

C. Hood

B. Tyning

T. Fox

J. Heberling

T. Taylor

Sample Company
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Scottsdale, AZ

TTISI Team
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

- Finish tasks quickly
- Understand all facts before starting a project
- Expect high performance standards
- Make tough decisions using insight and facts
- Use time well

POTENTIAL WEAKNESSES

- Overuse facts and figures
- Make decisions inconsistently
- Criticize team members
- Take on too much within the team
- Become demanding under stress

BEHAVIORAL ATTRIBUTES

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VALUE TO THE ORGANIZATION

Pursues rational outcomes
Strong-willed
Creativity

WORDS THAT WORK

Function
Action
Data

WORDS THAT DON'T WORK

Relax
Perception
Assume

4.22% of the Population

5/43 of the Team

12% of the Team

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ

TTISI Team
IMPLEMENTOR TEAM

David Bonnstetter
John Carli
Eric Gehrig
Richard Hunt
Adam Wong
Conductor Team Characteristics - (D)

Conductors tend to be direct, decisive, and seek results. The following information will give the team members a clear understanding and appreciation of Conductors.

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS
- Happy to work on challenging assignments
- Enjoys confrontation
- Seeking problems to solve
- Driven toward results
- Comfortable with power and authority

#### POTENTIAL WEAKNESSES
- Overstep authority within the team
- Lack tact and diplomacy
- Dislike routine work
- Poor or selective listening
- Overconfident in their abilities

### BEHAVIORAL ATTRIBUTES

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### VALUE TO THE ORGANIZATION

- Self starter
- Competitive
- Challenges the status quo

### WORDS THAT WORK

- Quick
- Advantage
- Decisive

7.12% of the Population

### WORDS THAT DON'T WORK

- Inconsistent
- Follow directions
- Patient

4/43

9% of the Team

7.12% of the Population

9% of the Team
Conductor Team DISC Graphs - (D)

CONDUCTOR TEAM

James Alire
Vanessa Boettcher
Ron Bonnstetter
Candice Frazer

J. Alire

R. Bonnstetter

V. Boettcher

C. Frazer

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ

TTISI Team
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
- Optimistic about team goals
- Use their intuition
- Independent and autonomous
- Engage others in projects and tasks

**POTENTIAL WEAKNESSES**
- Do not manage time or deadlines well
- Avoid conflict within the team
- Be overly enthusiastic
- Leave tasks unfinished
- Take on too many responsibilities at once

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**BEHAVIORAL ATTRIBUTES**

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<th>People Oriented</th>
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**VALUE TO THE ORGANIZATION**

- Accomplishes goals through people
- Cordially enterprising
- Creative problem solving

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**WORDS THAT WORK**

- Amazing
- Unprecedented
- Extraordinary

**WORDS THAT DON'T WORK**

- Standardized
- Structured
- Uniform

12.68% of the Population

4/43 of the Team

9% of the Team
Persuader Team DISC Graphs - (D/I)

PERSUADER TEAM

Rick Bowers
Dave Clark
Favor Larson
Cindy Rosser

R. Bowers

D I S C

% 92 82 6 38

F. Larson

D I S C

% 100 100 6 8

D. Clark

D I S C

% 96 84 8 22

C. Rosser

D I S C

% 96 96 28 4
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 will give the team members a clear understanding and appreciation of Analyzers.

<table>
<thead>
<tr>
<th>STRENGTHS AND WEAKNESSES</th>
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<tbody>
<tr>
<td><strong>POTENTIAL STRENGTHS</strong></td>
</tr>
<tr>
<td>- Use data to problem solve</td>
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<tr>
<td>- Find the right way to proceed</td>
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<tr>
<td>- Operate in a self-disciplined manner</td>
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<tr>
<td>- Use facts to support their opinion and cause</td>
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<tr>
<td>- Accurate and precise</td>
</tr>
<tr>
<td><strong>POTENTIAL WEAKNESSES</strong></td>
</tr>
<tr>
<td>- Hesitate to act without sufficient facts</td>
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<tr>
<td>- Bound by organizational procedures and methods</td>
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<tr>
<td>- Conceal new ideas</td>
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<td>- Keep their feelings to themselves</td>
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<tr>
<td>- Lean on team leader or supervisor</td>
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<th>BEHAVIORAL ATTRIBUTES</th>
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<table>
<thead>
<tr>
<th>VALUE TO THE ORGANIZATION</th>
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<tbody>
<tr>
<td>Concerned about quality</td>
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<td>Will gather data for decision making</td>
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<tr>
<td>Maintains standards</td>
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<table>
<thead>
<tr>
<th>WORDS THAT WORK</th>
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<tbody>
<tr>
<td>Factual</td>
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<tr>
<td>Precise</td>
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<tr>
<td>Verified</td>
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<tr>
<th>WORDS THAT DON'T WORK</th>
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<tbody>
<tr>
<td>Imagine</td>
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<td>Educated guess</td>
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<tr>
<td>Experimental</td>
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5.12% of the Population

1/43

2% of the Team
Analyzer Team DISC Graphs - (C)

Alec Bonnstetter

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ

TTISI Team
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
- Add stability to the team
- Listen well to others
- Comfort others and show patience
- Show loyalty to those they identify with
- Perform well in team environments

POTENTIAL WEAKNESSES
- Do the work themselves, rather than delegate
- Get into too much detail
- Act slowly
- Resist team-initiated changes
- Hesitate to move forward

BEHAVIORAL ATTRIBUTES

Task Oriented

People Oriented

Slower Paced

Faster Paced

VALUE TO THE ORGANIZATION

Good listener
Dependable team player
Patient and empathetic

WORDS THAT WORK
Consistent
Usual
Secure

WORDS THAT DON'T WORK
Unexpected
Urgent
Confrontation

11.90% of the Population
1/43 2% of the Team
Supporter Team DISC Graphs - (S)

SUPPORTER TEAM
Dustin Hebets

% 22 64 80 52

D. Hebets
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.

<table>
<thead>
<tr>
<th>Segment</th>
<th>Definition</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>CONDUCTOR - D (9%)</td>
<td>People who tend to be direct, decisive, and seek results.</td>
<td></td>
</tr>
<tr>
<td>PERSUADER - D/I (9%)</td>
<td>People who tend to convince others by appealing to reason, understanding, or emotion.</td>
<td></td>
</tr>
<tr>
<td>PROMOTER - I (16%)</td>
<td>People who tend to verbalize many thoughts to influence outcomes.</td>
<td></td>
</tr>
<tr>
<td>RELATER - I/S (16%)</td>
<td>People who tend to take time, think positively, and are focused on interpersonal relationships.</td>
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</tr>
<tr>
<td>SUPPORTER - S (2%)</td>
<td>People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.</td>
<td></td>
</tr>
<tr>
<td>COORDINATOR - S/C (33%)</td>
<td>People who tend to be fact-oriented and adhere to proven methods to complete projects and tasks.</td>
<td></td>
</tr>
<tr>
<td>ANALYZER - C (2%)</td>
<td>People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.</td>
<td></td>
</tr>
<tr>
<td>IMPLEMENTOR - C/D (12%)</td>
<td>People who tend to assess, leverage facts and figures, and advance toward a solution.</td>
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</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Segment</th>
<th>Style</th>
<th>Percentage</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CONDUCTOR - D</strong></td>
<td>9%</td>
<td></td>
<td>James Alire, Vanessa Boettcher, Ron Bonnstetter, Candice Frazer</td>
</tr>
<tr>
<td><strong>PERSUADER - D/I</strong></td>
<td>9%</td>
<td></td>
<td>Rick Bowers, Dave Clark, Favor Larson, Cindy Rosser</td>
</tr>
<tr>
<td><strong>PROMOTER - I</strong></td>
<td>16%</td>
<td></td>
<td>Tom Bogart, Rodney Cox, Kayla DeVault, Ann Leitensdorfer, Cassandra Nelson, Anubhav Sharma, Sandra Stoner</td>
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<tr>
<td><strong>RELATER - I/S</strong></td>
<td>16%</td>
<td></td>
<td>Craig Casimir, Todd Fox, Susan Ginn, Jill Heberling, Cameron Hood, Teresa Taylor, Bobby Tyning</td>
</tr>
<tr>
<td><strong>SUPPORTER - S</strong></td>
<td>2%</td>
<td></td>
<td>Dustin Hebets</td>
</tr>
<tr>
<td><strong>COORDINATOR - S/C</strong></td>
<td>33%</td>
<td></td>
<td>Kate Biben, Nick Chris, Philip Daugs, Erin Healy, Nancy K., Anne Klink, Amy Lane</td>
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<tr>
<td><strong>IMPLEMENTOR - C/D</strong></td>
<td>12%</td>
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<td>David Bonnstetter, John Carli, Eric Gehrig, Richard Hunt, Adam Wong</td>
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Team Member Characteristics

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

<table>
<thead>
<tr>
<th>CONDUCTOR - D (9%)</th>
<th>SUPPORTER - S (2%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competitive</td>
<td>Accommodating</td>
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<td>Strong willed</td>
<td>Good listener</td>
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<tr>
<th>PERSUADER - D/I (9%)</th>
<th>COORDINATOR - S/C (33%)</th>
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<tr>
<td>Quick to change</td>
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<tr>
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<tr>
<td>Optimistic</td>
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<tr>
<th>PROMOTER - I (16%)</th>
<th>ANALYZER - C (2%)</th>
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<tr>
<td>Trusting</td>
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<tr>
<td>Convincing</td>
<td>Accurate</td>
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<td>Inspiring</td>
<td>Focus on quality</td>
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<td>Cheerful</td>
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<tr>
<th>RELATER - I/S (16%)</th>
<th>IMPLEMENTOR - C/D (12%)</th>
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<tr>
<td>Good supporter</td>
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The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains the ideal environment for the team and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

<table>
<thead>
<tr>
<th>Segment</th>
<th>Environment Description</th>
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</table>
| **CONDUCTOR - D (9%)** | Bold and aggressive actions  
Challenging assignments  
Expedites action  
Firm and quick decision making  
Results-oriented |
| **SUPPORTER - S (2%)** | Logical thinking  
Systematic routine  
Relaxed pace  
Team participation  
Security |
| **PERSUADER - D/I (9%)** | Enthusiasm  
Persuasive communications  
Results through people  
Testing of new ideas  
Competition with others |
| **COORDINATOR - S/C (33%)** | Adherence to standards  
Routine work  
Guidelines to follow  
Facts and data to analyze  
Diplomacy and cooperation |
| **PROMOTER - I (16%)** | People contact  
Solutions to "people problems"  
Optimistic outlook  
Verbalizes thoughts and ideas  
Varied activities |
| **ANALYZER - C (2%)** | High quality standards  
Procedures to follow  
Clean and tidy workstation  
Accuracy  
Analysis of facts and data |
| **RELATER - I/S (16%)** | Teamwork  
Coaching and counseling  
Service to others  
Cooperative work environment  
Assistance to customers |
| **IMPLEMENTOR - C/D (12%)** | Logical decisions  
Studying and solving problems  
Efficient methodology  
Effective time-management  
Fact-based solutions |
Words That Don't Work with Team Members

The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains the words that don't work with the team and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

<table>
<thead>
<tr>
<th>Segment</th>
<th>Words That Don't Work</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CONDUCTOR - D (9%)</strong></td>
<td>Inconsistent, Follow directions, Patient</td>
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<tr>
<td><strong>PERSUADER - D/I (9%)</strong></td>
<td>Standardized, Structured, Uniform</td>
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<td><strong>PROMOTER - I (16%)</strong></td>
<td>Ordinary, Quiet, Strict</td>
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<tr>
<td><strong>RELATER - I/S (16%)</strong></td>
<td>Complex, Abstract, Analytical</td>
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<tr>
<td><strong>SUPPORTER - S (2%)</strong></td>
<td>Unexpected, Urgent, Confrontation</td>
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<tr>
<td><strong>COORDINATOR - S/C (33%)</strong></td>
<td>Unfamiliar, Hectic, Incomplete</td>
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<td><strong>ANALYZER - C (2%)</strong></td>
<td>Imagine, Educated guess, Experimental</td>
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<tr>
<td><strong>IMPLEMENTOR - C/D (12%)</strong></td>
<td>Relax, Perception, Assume</td>
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Group Wheel Migration

TEAM MEMBERS

1: James Alire  
A53/N53: Kate Biben  
3: Vanessa Boettcher  
4: Tom Bogart  
5: Alec Bonnstetter  
6: David Bonnstetter  
7: Ron Bonnstetter  
8: Rick Bowers  
9: John Carli  
10: Craig Casimir  
11: Nick Chris  
12: Dave Clark  
A15/13: Rodney Cox  
14/N21: Philip Daugs  
15/N15: Kayla DeVault  
A15/16: Todd Fox  
17: Candice Frazer  
18: Eric Gehrig  
19: Susan Ginn  
A21/N21: Erin Healy  
21: Jill Heberling  
22: Dustin Hebets  
A48/N48: Cameron Hood  
24: Richard Hunt  
A21/25: Nancy K.  
A21/26: Anne Klink  
27/N21: Amy Lane  
28: Favor Larson  
A15/N15: Ann Leitensdorfer  
A21/30: Carol Mettenbrink  
31/N21: Ryan Miller  
A21/21: Cherieise Mowry  
33/N15: Cassandra Nelson  
A21/34: Rico Rivera  
35: Cindy Rosser  
36: Brent Rowland  
37: Anubhav Sharma  
38/N53: Robert Stokes  
A15/N15: Sandra Stoner  
40: Teresa Taylor  
A48/N48: Bobby Tyning  
42: Kefei Wang  
43: Adam Wong
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.
# Behavioral Style Comparison

**Behavioral Characteristics**

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- 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

**Team Leader**
### Behavioral Characteristics

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- **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**
- **Team Leader**
### Behavioral Style Comparison

#### Behavioral Characteristics

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- Two or more standard deviations below the mean
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**Team Leader**

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ
### Behavioral Characteristics

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- 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

*Team Leader*
### Behavioral Characteristics

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*Sample Company*
17785 N Pacesetter Way
Scottsdale, AZ

Introduction 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 Characteristics Hierarchy - Compares individual scores to others on the team, team averages, and population means.

TEAM MEMBER LIST

James Alire
Kate Biben
Vanessa Boettcher
Tom Bogart
David Bonnstetter
Alec Bonnstetter
Ron Bonnstetter
Rick Bowers
John Carli
Craig Casimir
Nick Chris
Dave Clark
Rodney Cox
Philip Daugs
Kayla DeVault
Todd Fox
Candice Frazer
Eric Gehrig
Susan Ginn
Erin Healy
Jill Heberling
Dustin Hebets
Cameron Hood
Richard Hunt
Nancy K.
Anne Klink
Amy Lane
Favor Larson
Ann Leitensdorfer
Carol Mettenbrink

Ryan Miller
Cherisse Mowry
Cassandra Nelson
Rico Rivera
Cindy Rosser
Brent Rowland
Anubhav Sharma
Robert Stokes
Sandra Stoner
Teresa Taylor
Bobby Tyning
Kefei Wang
Adam Wong
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.
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
- Maximize efficiency and productivity
- Sensitive to wasting time, resources, or opportunities
- Focus on achieving measurable and practical results
- Focus on the return on investment

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

**ENERGIZERS**
- Obtain practical results
- Eliminate waste
- Compensate based on performance

**STRESSORS**
- Be redundant
- Use resources inefficiently
- Ignore the return on investment

**WORDS THAT WORK**
- Profitable
- Efficient
- Benefit

**WORDS THAT DON'T WORK**
- Endless
- Donate
- Casual

6% of the Population

11/43
26% of the Team
RESOURCES PRIMARY DRIVERS

**R. Bowers**
- Resourceful: 100
- Intentional: 97
- Receptive: 85
- Commanding: 76

**A. Lane**
- Resourceful: 99
- Intentional: 82
- Receptive: 76
- Harmonious: 31

**R. Cox**
- Resourceful: 85
- Intentional: 81
- Commanding: 83
- Receptive: 69

**A. Leitensdorfer**
- Resourceful: 97
- Intentional: 90
- Receptive: 89
- Commanding: 83

**K. DeVault**
- Resourceful: 72
- Receptive: 64
- Collaborative: 60
- Harmonious: 57

**C. Mettenbrink**
- Resourceful: 83
- Objective: 79
- Structured: 67
- Intentional: 49

**A. Klink**
- Resourceful: 85
- Harmonious: 75
- Instinctive: 65
- Receptive: 64

**R. Miller**
- Resourceful: 100
- Receptive: 92
- Intentional: 92
- Commanding: 51

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ
Resourceful Primary Drivers Continued

C. Rosser
- Resourceful: 94
- Receptive: 88
- Intentional: 82
- Commanding: 79

A. Sharma
- Resourceful: 92
- Objective: 74
- Receptive: 67
- Commanding: 83

A. Wong
- Resourceful: 99
- Receptive: 96
- Intentional: 81
- Commanding: 81
The following information will give team members a clear understanding and appreciation of team members with Intellectual as their number one driving force.

STRENGTHS AND WEAKNESSES

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

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

ENERGIZERS

Increase knowledge
Learn continuously
Objectively analyze ideas

STRESSORS

Rush through learning
Restrict knowledge
Approach ideas subjectively

WORDS THAT WORK
Identify
Discover
Learn

WORDS THAT DON"T WORK
Guess
Relevant
Intuitive

16% of the Population

8/43
19% of the Team
INTELLECTUAL TEAM

James Alire
Ron Bonnstetter
Nick Chris
Eric Gehrig
Richard Hunt
Rico Rivera
Brent Rowland
Robert Stokes

INTELLECTUAL Primary Drivers

J. Alire
Intentional: 96
Receptive: 86
Resourceful: 78

R. Bonnstetter
Receptive: 92
Commanding: 79
Objective: 61

N. Chris
Receptive: 93
Intentional: 85
Harmonious: 78

E. Gehrig
Collaborative: 65
Receptive: 60
Objective: 47

R. Hunt
Intentional: 72
Resourceful: 65
Objective: 65

R. Rivera
Altruistic: 86
Receptive: 74
Collaborative: 64

B. Rowland
Receptive: 69
Resourceful: 68
Collaborative: 60

R. Stokes
Receptive: 89
Harmonious: 69
Collaborative: 64

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ

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

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

**ENERGIZERS**
- Question unnecessary protocols
- Create new systems
- Think Out-of-the-box

**STRESSORS**
- Support status quo
- Follow outdated processes
- Act repetitively

**WORDS THAT WORK**
- Possibilities
- Agile
- Open-minded

**WORDS THAT DON'T WORK**
- Constant
- Tradition
- Routine

11% of the Population

8/43 of the Team

19% of the Team
Receptive Primary Drivers

RECEPTIVE TEAM

Vanessa Boettcher
Alec Bonnstetter
Craig Casimir
Candice Frazer
Jill Heberling
Dustin Hebets
Cameron Hood
Favor Larson

V. Boettcher

99 Receptive
81 Intentional
88 Resourceful
81 Commanding

A. Bonnstetter

93 Receptive
90 Intentional
82 Resourceful
74 Harmonious

C. Casimir

83 Receptive
67 Selfless
75 Intellectual
65 Altruistic

C. Frazer

97 Receptive
86 Intentional
96 Intellectual
78 Resourceful

J. Heberling

99 Receptive
88 Intellectual
81 Harmonious
76 Resourceful

D. Hebets

94 Receptive
74 Collaborative
88 Harmonious
93 Intellectual

C. Hood

88 Receptive
78 Collaborative
83 Harmonious
100 Intellectual

F. Larson

88 Receptive
79 Collaborative
83 Harmonious
86 Resourceful

TTISI Team
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
- Value the journey as much as the destination
- Seek to create harmony and balance in their surroundings and relationships
- See the importance of the experience
- See value in and enjoy the experience of their surroundings

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

### ENERGIZERS

- Appreciate beauty and harmony
- Experience surroundings
- Express imagination

### STRESSORS

- Have lackluster surroundings
- Disregard balance
- Overemphasize function

### WORDS THAT WORK

- Expression
- Atmosphere
- Balance

- 4% of the Population

### WORDS THAT DON'T WORK

- Function
- Objective
- Compartmentalize

- 6/43

- 14% of the Team
Harmonious Primary Drivers

HARMONIOUS TEAM

Kate Biben
Todd Fox
Susan Ginn
Sandra Stoner
Bobby Tyning
Kefei Wang

K. Biben
94 Harmonious
64 Receptive

T. Fox
81 Receptive
78 Instinctive

S. Ginn
90 Instinctive
72 Intentional

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

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

ENERGIZERS
- Be with purposeful people
- Rely on self
- Develop internal advocates

STRESSORS
- Act without personal benefit
- Disregard contribution
- Make emotion-based decisions

WORDS THAT WORK
- Purposeful
- Selective
- Benefit

WORDS THAT DON'T WORK
- Kindness
- Volunteer
- Donate

14% of the Population
12% of the Team

5/43
Intentional Primary Drivers

INTENTIONAL TEAM
David Bonnstetter
John Carli
Dave Clark
Philip Daugs
Cherisse Mowry

D. Bonnstetter
- Intentional: 90
- Resourceful: 89
- Objective: 86
- Commanding: 81

J. Carli
- Intentional: 88
- Intellectual: 85
- Structured: 81
- Collaborative: 69

D. Clark
- Intentional: 88
- Harmonious: 79
- Resourceful: 72
- Receptive: 69

P. Daugs
- Intentional: 82
- Collaborative: 79
- Intellectual: 76
- Structured: 68

C. Mowry
- Intentional: 93
- Harmonious: 88
- Collaborative: 81
- Intellectual: 57

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ

TTISI Team
Collaborative Team Characteristics

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

<table>
<thead>
<tr>
<th>Strengths and Weaknesses</th>
<th>Collaborative</th>
<th>Commanding</th>
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<tbody>
<tr>
<td><strong>Potential Strengths</strong></td>
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<tr>
<td>• Set aside their own agenda for the good of the company/community</td>
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<td>• Seek to fit in rather than stand out</td>
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<td>• Focus on what they contribute versus advancing their position</td>
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<tr>
<td>• Works behind the scenes to accomplish outcomes</td>
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<tr>
<td>• Feels comfortable in a supporting role</td>
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<tr>
<td><strong>Potential Weaknesses</strong></td>
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<tr>
<td>• Can be uncomfortable when they are singled out for their contribution</td>
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<td>• May pass on leadership opportunities</td>
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<tr>
<td>• Tend to back down on issues important to them to not &quot;rock the boat&quot;</td>
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<tr>
<td>• May be overlooked because they do not promote themselves</td>
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**Energizers**
- Work on team projects
- Feel included
- Connect to the team

**Stressors**
- Be in egotistical environments
- Recognize individual achievements
- Work alone

**Words that work**
- Together
- Cooperative
- Community

**Words that don't work**
- Status
- Individual
- Control

4% of the Population

2/43
5% of the Team
Collaborative Primary Drivers

COLLABORATIVE TEAM

Erin Healy
Teresa Taylor

E. Healy
Collaborative 100
Intellectual 99
Selfless 82
Harmonious 62

T. Taylor
Collaborative 78
Structured 58
Harmonious 53
Resourceful 53

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ
Selfless Team Characteristics

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

### STRENGTHS AND WEAKNESSES

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

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

### ENERGIZERS
- Work on unrestricted projects
- Complete tasks
- Act Spontaneous

### STRESSORS
- Focus on the process
- Measure success through efficiency
- Assess practical results

### WORDS THAT WORK
- Accomplish
- Casual
- Complete

### WORDS THAT DON'T WORK
- Efficient
- Maximize
- Gain

7% of the Population

1/43 of the Team
Selfless Primary Drivers

SELFLESS TEAM

Tom Bogart

T. Bogart

- Selfless: 81
- Intellectual: 75
- Receptive: 65
- Altruistic: 53
Structured Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

<table>
<thead>
<tr>
<th>POTENTIAL STRENGTHS</th>
<th>POTENTIAL WEAKNESSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seek to establish standards by which they operate</td>
<td>May place personal ideology before that of the organization</td>
</tr>
<tr>
<td>May protect and potentially promote principles and beliefs</td>
<td>Can over-promote their philosophy to others</td>
</tr>
<tr>
<td>Tend to have a &quot;code&quot; by which to live</td>
<td>Can be closed-minded and judgmental toward other viewpoints</td>
</tr>
<tr>
<td>Place a high value on working within defined and structured systems</td>
<td>Tend to resist change to established procedures</td>
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<tr>
<td>Value a traditional and proven approach</td>
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</table>

**ENERGIZERS**

- Protect beliefs
- Seek consistency
- Fit within a structure

**STRESSORS**

- Embrace new ideas
- Disregard tradition
- Redesign existing systems

**WORDS THAT WORK**

- Tradition
- Ideology
- Constant

5% of the Population

**WORDS THAT DON'T WORK**

- Possibilities
- New methods
- Flexible

1/43 2% of the Team

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ
Structured Primary Drivers

Structured Team

Nancy K.

64 Collaborative

62 Altruistic

60 Instinctive

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

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

### ENERGIZERS

- Eliminate conflict
- Support humanitarian causes
- Participate in charitable events

### STRESSORS

- Observe favoritism
- Ignore others in need
- Put self first

### WORDS THAT WORK

- Comfort
- Sacrifice
- Compassion

### WORDS THAT DON'T WORK

- Selective
- Deliberate
- Intentional

6% of the Population

1/43

2% of the Team
Altruistic Primary Drivers

ALTRUISTIC TEAM
Cassandra Nelson

C. Nelson

Altruistic 99
Selfless 86
Intellectual 75
Receptive 69
# 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
- Value status and public recognition
- Seek to control their own destiny
- Create winning strategies and outcomes
- Strive to set themselves apart

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

## ENERGIZERS
- Obtain status symbols
- Pursue advancement opportunities
- Create and control destiny

## STRESSORS
- Delay personal advancement
- Lack authority
- Have a small workspace

## WORDS THAT WORK
- Lead
- Control
- Win

## WORDS THAT DON'T WORK
- Together
- Cooperative
- Supportive

13% of the Population

0/43 0% of the Team
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 specific information to address a current situation
- Seek information that has a direct application
- Can rely on past experiences
- Understand the value of intuition

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

**ENERGIZERS**
- Decide based on intuition
- Learn on demand
- Apply past knowledge

**STRESSORS**
- Conduct extensive research
- Discuss hypothetical subjects
- Justify intuitive decisions

**WORDS THAT WORK**
- Relevant
- Specific
- Apply

**WORDS THAT DON'T WORK**
- Comprehensive
- Classify
- Examine

3% of the Population

0/43
0% of the Team
Objective 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 function not the appearance
- Can succeed in chaotic environments
- Isolate personal challenges and remains focused on the task
- Compartmentalize and focus on the situation
- Emphasize the destination not the journey

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

ENERGIZERS
Compartmentalize
Provide tangible outcomes
Decide based on data

STRESSORS
Be subjective
Put appearance over function
Pursue intangible ideas

WORDS THAT WORK
- Detach
- Function
- Reality

12% of the Population

WORDS THAT DON'T WORK
- Experience
- Harmony
- Subjective

0/43
0% of the Team
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TTISI Team
## Surroundings Overview

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|           | Kate Biben  
|           | Todd Fox    
|           | Susan Ginn  
|           | Sandra Stoner  
|           | Bobby Tyning  
|           | Kefei Wang  |
| 1         | Dave Clark  
|           | Anne Klink  
|           | Cherisse Mowry  |
| Carol Mettenbrink |          |
| 2         | Jill Heberling  
|           | Dustin Hebets  
|           | Cameron Hood  
|           | Amy Lane  
|           | Favor Larson  
|           | Robert Stokes  
|           | Teresa Taylor  |
| David Bonnstetter  
| Anubhav Sharma |          |
| 3         | Alec Bonnstetter  
|           | Nick Chris  
|           | Kayla DeVault  
|           | Erin Healy  |
| Ron Bonnstetter  
| Eric Gehrig  
| Richard Hunt |          |
| 4         |           |
# Others Overview

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Dave Clark  
Philip Daugs  
Cherisse Mowry | Cassandra Nelson |
| James Alire  
Kate Biben  
Alec Bonnstetter  
Rick Bowers  
Richard Hunt  
Amy Lane  
Bobby Tyning | Keefei Wang  
Craig Casimir  
Rico Rivera |
| Vanessa Boettcher  
Nick Chris  
Rodney Cox  
Candice Frazer  
Ann Leitensdorfer  
Ryan Miller  
Cindy Rosser | Nancy K. |
| Susan Ginn  
Carol Mettenbrink  
Adam Wong | Tom Bogart  
Todd Fox |
# Power Overview

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### Methodologies Overview

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<tr>
<td>Kate Biben Dave Clark Rodney Cox Anne Klink Amy Lane Cassandra Nelson Anubhav Sharma</td>
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</table>
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.
# Driving Forces Comparison

## Driving Forces

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- 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
- Team Leader
### Driving Forces Comparison

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- Two or more standard deviations above the mean
- Team Leader
## Driving Forces Comparison

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- Two or more standard deviations above the mean
- Team Leader
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*Sample Company*

17785 N Pacesetter Way
Scottsdale, AZ

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- Team Leader
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.
### Primary Cluster Summary

#### Behavioral Primary Cluster

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<tr>
<th>Behavioral Characteristics</th>
<th>Team Avg.</th>
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#### Driving Forces Primary Cluster

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#### Cluster Statistics

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## BEHAVIORAL SITUATIONAL CLUSTER

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## DRIVING FORCES SITUATIONAL CLUSTER

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## CLUSTER STATISTICS

### Customer-Oriented
- Primary Cluster: 49%
- Situational Cluster: 19%
- Indifferent Cluster: 33%

### Analysis
- Primary Cluster: 16%
- Situational Cluster: 37%
- Indifferent Cluster: 47%

### Organized Workplace
- Primary Cluster: 47%
- Situational Cluster: 28%
- Indifferent Cluster: 5%

### Interaction
- Primary Cluster: 47%
- Situational Cluster: 37%
- Indifferent Cluster: 49%
## Indifferent Cluster Summary

### Behavioral Indifferent Cluster

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### Driving Forces Indifferent Cluster

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### Cluster Statistics

#### Versatile
- Primary Cluster: 33%
- Situational Cluster: 44%
- Indifferent Cluster: 23%

- Team: 51%
- Mean: 54%

#### Frequent Change
- Primary Cluster: 19%
- Situational Cluster: 40%
- Indifferent Cluster: 42%

- Team: 49%
- Mean: 52%

#### Competitive
- Primary Cluster: 30%
- Situational Cluster: 47%
- Indifferent Cluster: 23%

- Team: 47%
- Mean: 49%

#### Urgency
- Primary Cluster: 23%
- Situational Cluster: 14%
- Indifferent Cluster: 63%

- Team: 43%
- Mean: 43%