



TTI  
SUCCESS  
INSIGHTS®

# Behavioral Team Report

## Sample Team

08.04.2021

### Leadership Resources and Consulting

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# Introduction



*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

Jessica Jones  
Mark Armstrong  
Brittney Black  
Noah Blackstone  
Samantha Brown  
Beth Brownsmith  
Darron Davenport  
Dave Davenport  
Diana Foster  
Catherine Fox  
Harley Green  
Audrey Helm  
Nick Johns  
Luke Mansfield  
John Morgan  
Ashley Sample  
Belinda Smith  
Shelly Smith  
Seth Strange  
MaKayla Thorn

# 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

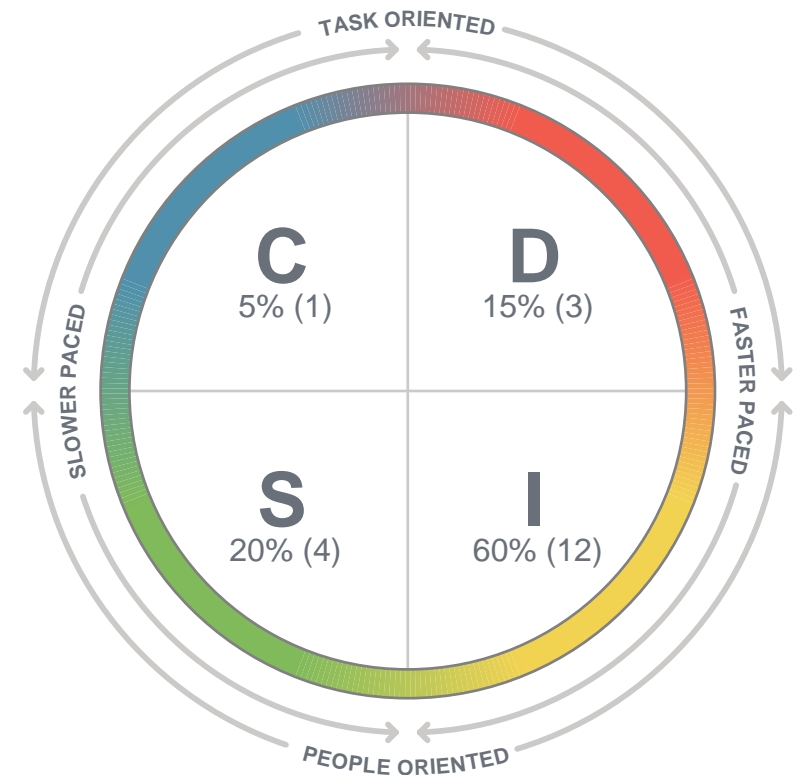
How you influence others with your point of view.

### Steadiness

How you respond to the pace of the environment.

### Compliance

How you respond to rules and procedures.



# The TTI Success Insights® Wheel



The wheel illustrates the blending of the four DISC styles, while also 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 in order to influence outcomes.

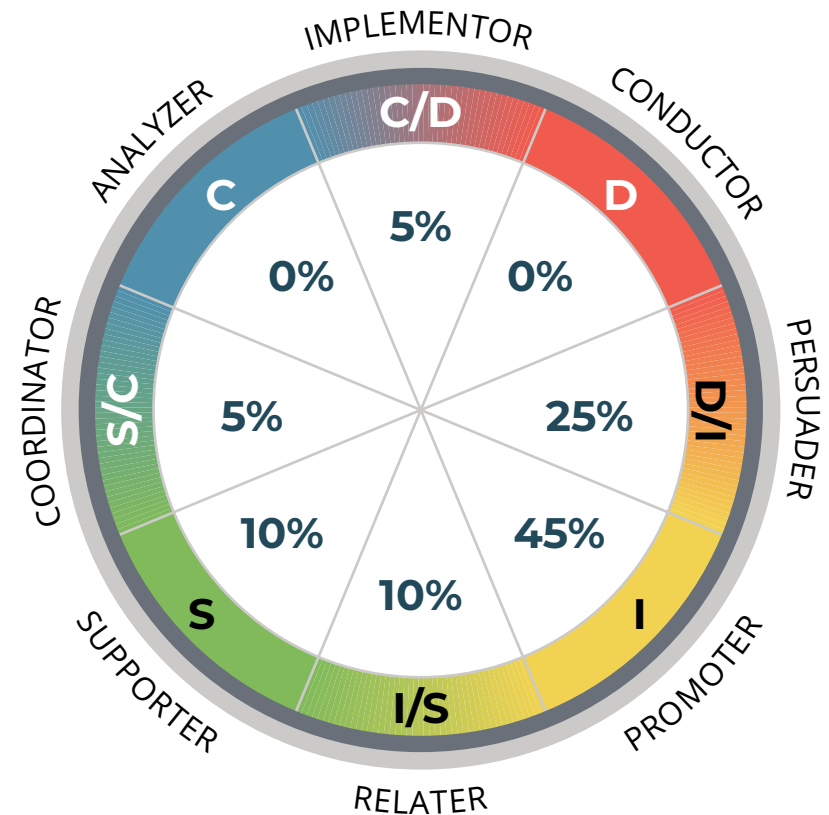
**RELATER - I/S** - People who tend to take time, think positively, and are focused on interpersonal relationships.

**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.



# 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

- Bring the team together
- Communicate well with others
- Promote the team throughout the organization
- Enjoy convincing people
- See the "big picture" and communicate it

### POTENTIAL WEAKNESSES

- React based on emotions
- Listen selectively to team members
- Act before gathering information
- Emphasize fun over efficiency
- Inattentive to detail

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

Good mixer

Spontaneity

Optimistic and enthusiastic



**17.46%**  
of the Population

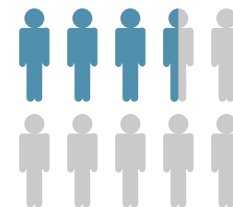
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## WORDS THAT WORK

Flexible

Exciting

Inspiring



**9/20**  
45% of the Team

## WORDS THAT DON'T WORK

Ordinary

Quiet

Strict

Sample Team

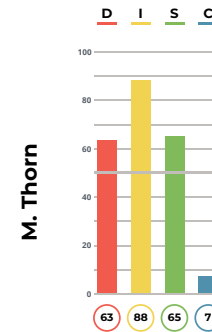
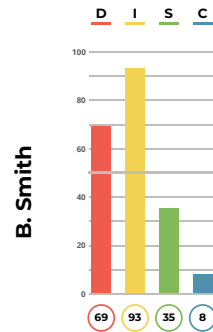
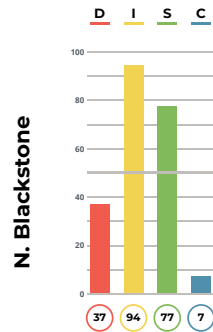
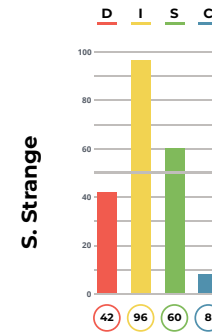
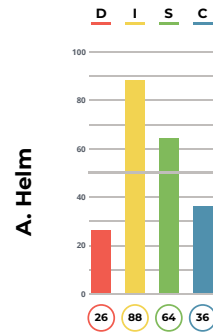
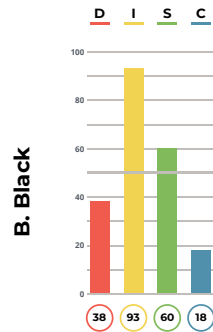
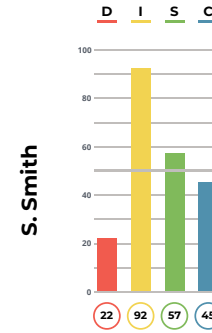
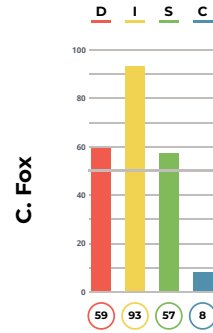
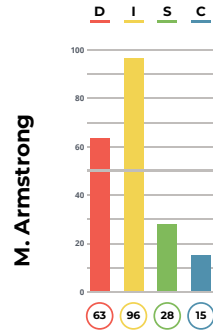
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# Promoter Team DISC Graphs - (I)



## PROMOTER TEAM

Mark Armstrong  
 Brittney Black  
 Noah Blackstone  
 Catherine Fox  
 Audrey Helm  
 Belinda Smith  
 Shelly Smith  
 Seth Strange  
 MaKayla Thorn



# 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
- Engage others in projects and tasks
- Use their intuition
- Promote and accept changes
- Independent and autonomous

### POTENTIAL WEAKNESSES

- Push their agenda
- Let emotions get in the way of decision-making
- Do not manage time or deadlines well
- Avoid conflict within the team
- Do not follow up and follow through as needed

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

Initiates activity  
Ability to handle many activities  
Creative problem solving

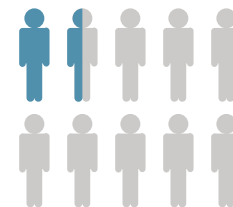


**12.68%**  
of the Population

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## WORDS THAT WORK

Amazing  
Unprecedented  
Extraordinary



**5/20**  
25% of the Team

## WORDS THAT DON'T WORK

Standardized  
Structured  
Uniform

Sample Team

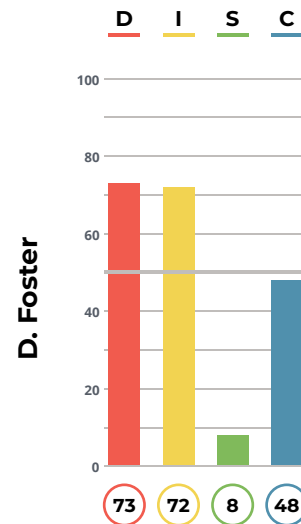
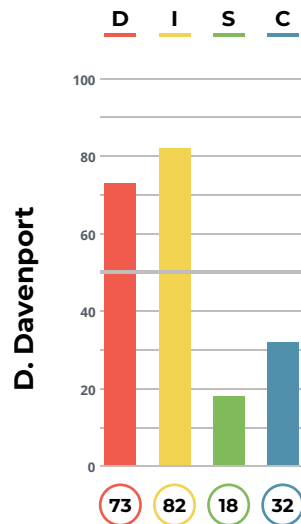
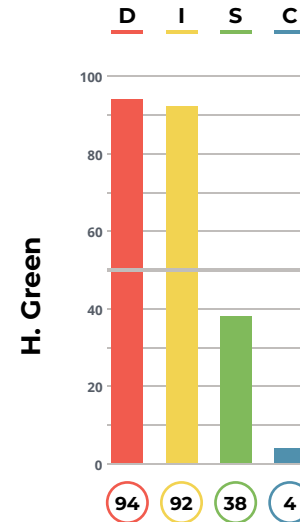
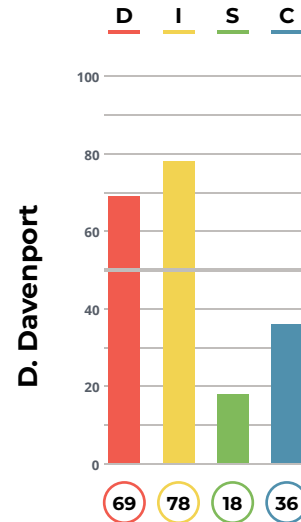
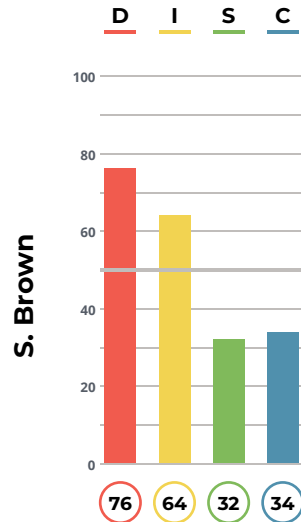
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# Persuader Team DISC Graphs - (D/I)



## PERSUADER TEAM

Samantha Brown  
 Darron Davenport  
 Dave Davenport  
 Diana Foster  
 Harley Green



# Relater Team Characteristics - (I/S)



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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- Help others using empathy and understanding
- Support others in achieving goals
- Possess strong commitment to team
- Promote and implement ideas
- Create an environment where people feel significant

### POTENTIAL WEAKNESSES

- Act without urgency
- Accept the current situation
- Be passive and indecisive
- Hold grudges
- Freeze under stress

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

Cooperative member of the team  
 Tenacious  
 Builds strong relationships



**20.08%**  
 of the Population

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## WORDS THAT WORK

Easygoing  
 Simple  
 Responsive



**2/20**  
 10% of the Team

## WORDS THAT DON'T WORK

Complex  
 Abstract  
 Analytical

Sample Team

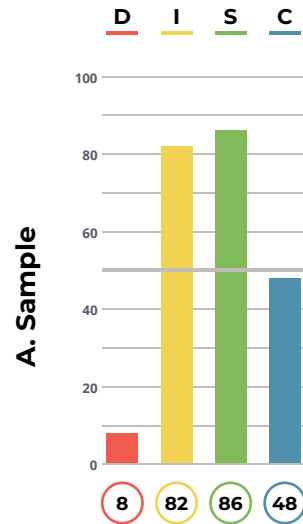
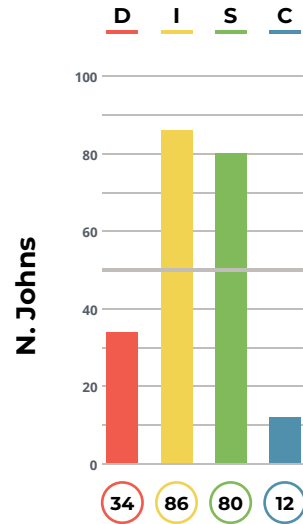
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# Relater Team DISC Graphs - (I/S)



## RELATER TEAM

Nick Johns  
Ashley Sample



# 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

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

### POTENTIAL WEAKNESSES

- Resist team-initiated changes
- Do the work themselves, rather than delegate
- Lack a sense of urgency
- Do not forgive faults or mistakes
- Hesitate to move forward

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

**Dependable team player**  
**Negotiates conflicts**  
**Patient and empathetic**



**11.90%**  
of the Population

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## WORDS THAT WORK

**Consistent**  
**Usual**  
**Secure**



**2/20**  
10% of the Team

## WORDS THAT DON'T WORK

**Unexpected**  
**Urgent**  
**Confrontation**

**Sample Team**

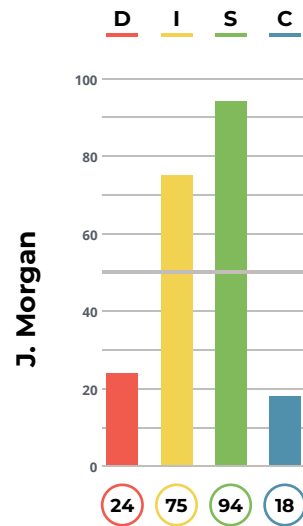
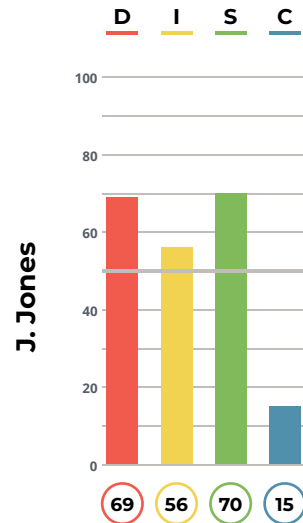
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# Supporter Team DISC Graphs - (S)



## SUPPORTER TEAM

Jessica Jones  
John Morgan



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# Coordinator Team Characteristics - (S/C)



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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- Implement and fine-tune the plan
- Make tough decisions without letting emotions interfere
- Set and accomplish goals to high standards
- Understand and preserve the need for quality systems
- Follow projects through to completion

### POTENTIAL WEAKNESSES

- Suppress feelings
- Downplay accomplishments
- Hide true feelings
- Become stubborn under stress
- Communicate indirectly

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

Respect for authority  
Calming and stable  
Objective outlook



**21.28%**  
of the Population

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## WORDS THAT WORK

Proven  
Standard  
Organized



**1/20**  
5% of the Team

## WORDS THAT DON'T WORK

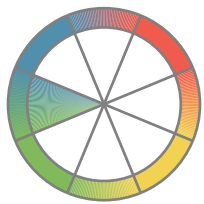
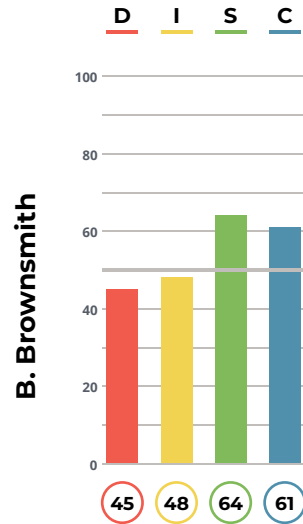
Unfamiliar  
Hectic  
Incomplete

# Coordinator Team DISC Graphs - (S/C)



## COORDINATOR TEAM

Beth Brownsmith



# 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

- Aware and sensitive to the cost of errors and mistakes
- Finish tasks quickly
- Expect high performance standards
- Make tough decisions using insight and facts
- Use time well

### POTENTIAL WEAKNESSES

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

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

**Strong-willed**  
**Excellent troubleshooter**  
**Objective and realistic**



**4.22%**  
of the Population

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## WORDS THAT WORK

**Function**  
**Action**  
**Data**



**1/20**  
5% of the Team

## WORDS THAT DON'T WORK

**Relax**  
**Perception**  
**Assume**

**Sample Team**

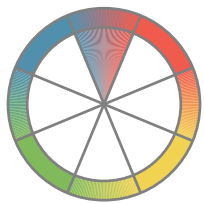
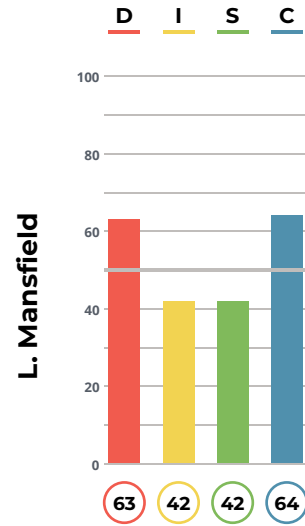
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# Implementor Team DISC Graphs - (C/D)



## IMPLEMENTOR TEAM

Luke Mansfield



# Analyzer Team Characteristics - (C)



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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- Use facts to support their opinion and cause
- Accurate and precise
- Think critically
- Operate in a self-disciplined manner
- Use data to problem solve

### POTENTIAL WEAKNESSES

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

## BEHAVIORAL ATTRIBUTES

Task Oriented




People Oriented

Slower Paced




Faster Paced

## VALUE TO THE ORGANIZATION

Maintains standards  
Comprehensive problem solving  
Defines, clarifies, and tests



**5.12%**  
of the Population

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## WORDS THAT WORK

Factual  
Precise  
Verified



**0/20**  
0% of the Team

## WORDS THAT DON'T WORK

Imagine  
Educated guess  
Experimental

Sample Team

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# Conductor Team Characteristics - (D)



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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- Forward-looking and competitive
- Comfortable with power and authority
- Enjoys confrontation
- Seeking problems to solve
- Energized by direct answers

### POTENTIAL WEAKNESSES

- Overstep authority within the team
- Over delegate and under instruct
- Lack tact and diplomacy
- Make decisions without all of the facts
- Use fear as a motivator

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

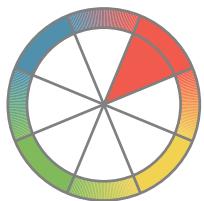


Faster Paced



## VALUE TO THE ORGANIZATION

Ability to change gears fast and often  
Venturesome and ambitious  
Competitive



**7.12%**  
of the Population

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## WORDS THAT WORK

Quick  
Advantage  
Decisive



**0/20**  
0% of the Team

## WORDS THAT DON'T WORK

Inconsistent  
Follow directions  
Patient

# 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.

<b>CONDUCTOR - D (0%)</b>	<b>SUPPORTER - S (10%)</b>
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.
<b>PERSUADER - D/I (25%)</b>	<b>COORDINATOR - S/C (5%)</b>
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.
<b>PROMOTER - I (45%)</b>	<b>ANALYZER - C (0%)</b>
People who tend to verbalize many thoughts in order to influence outcomes.	People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.
<b>RELATER - I/S (10%)</b>	<b>IMPLEMENTOR - C/D (5%)</b>
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.

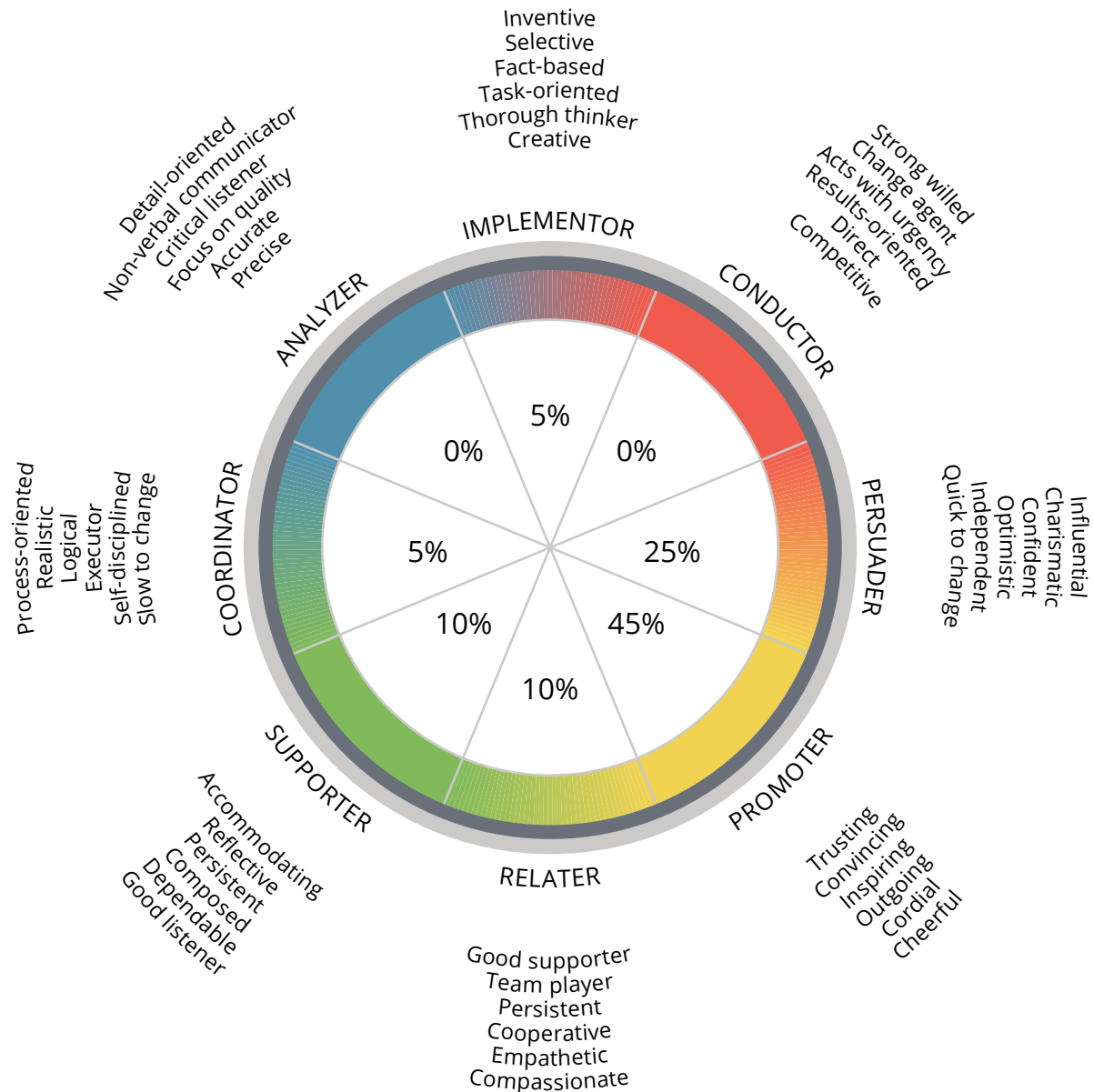
# Team Member Overview



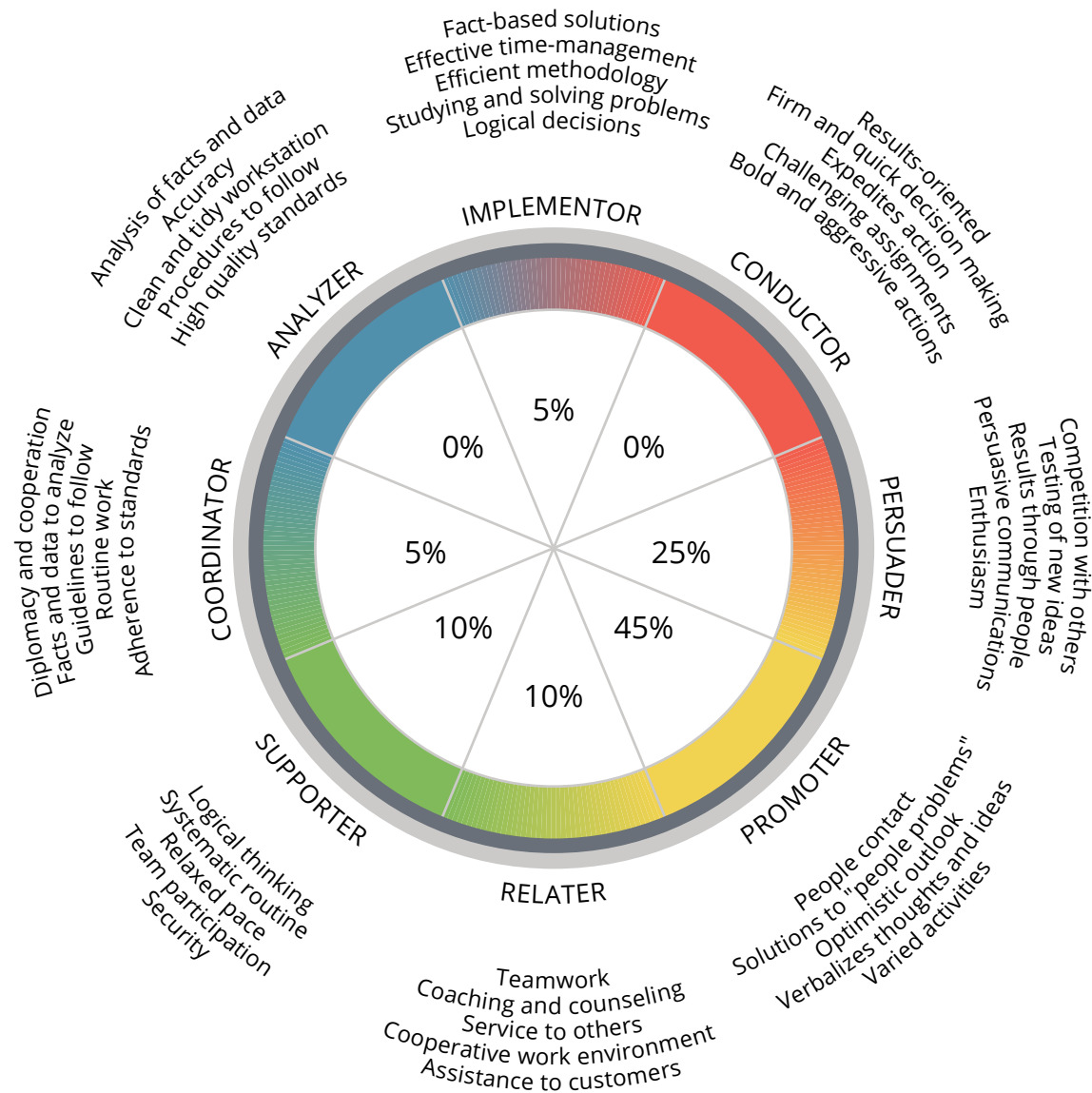
The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

<b>CONDUCTOR - D (0%)</b>	<b>SUPPORTER - S (10%)</b>
	Jessica Jones John Morgan
<b>PERSUADER - D/I (25%)</b>	<b>COORDINATOR - S/C (5%)</b>
Samantha Brown Darron Davenport Dave Davenport Diana Foster Harley Green	Beth Brownsmith
<b>PROMOTER - I (45%)</b>	<b>ANALYZER - C (0%)</b>
Mark Armstrong Brittney Black Noah Blackstone Catherine Fox Audrey Helm Belinda Smith Shelly Smith	Seth Strange MaKayla Thorn
<b>RELATER - I/S (10%)</b>	<b>IMPLEMENTOR - C/D (5%)</b>
Nick Johns Ashley Sample	Luke Mansfield

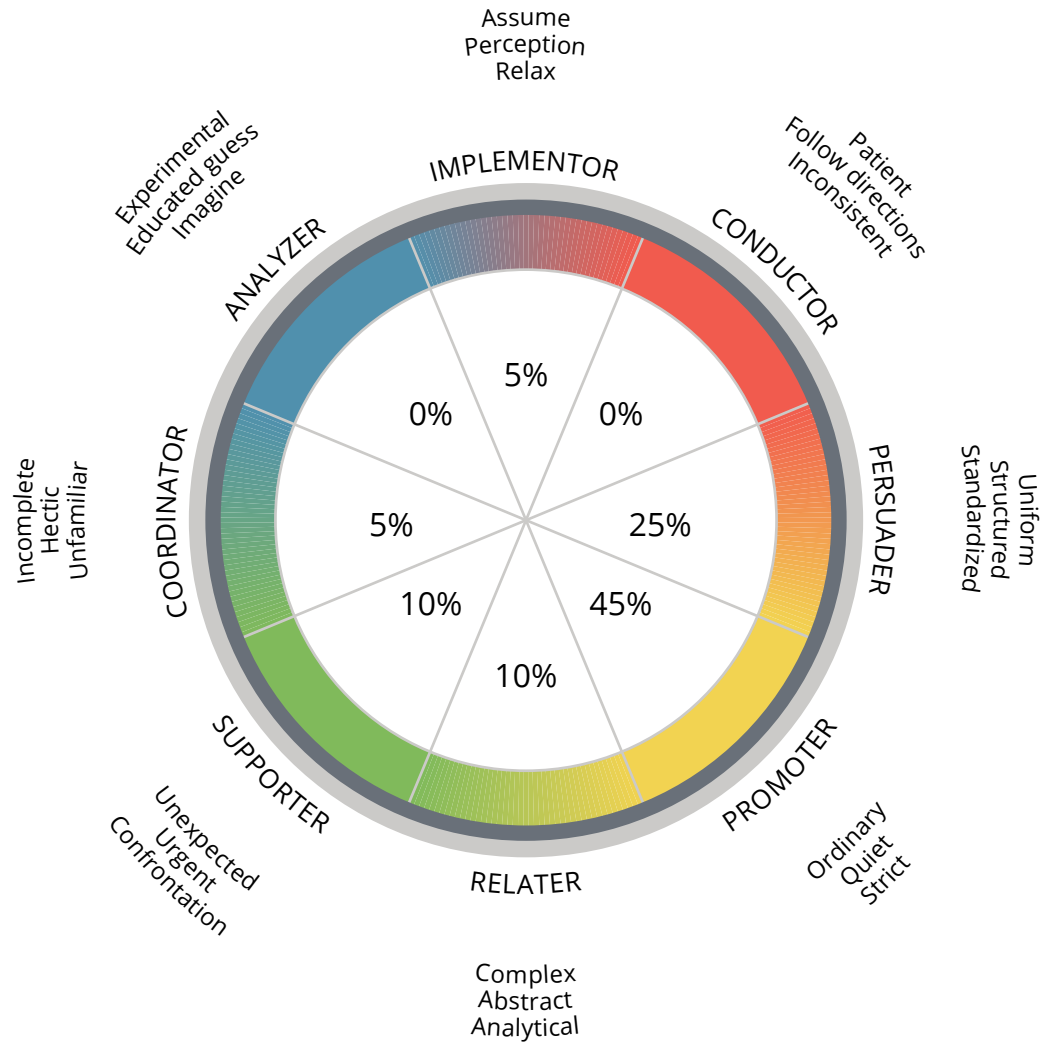
# Team Member Characteristics



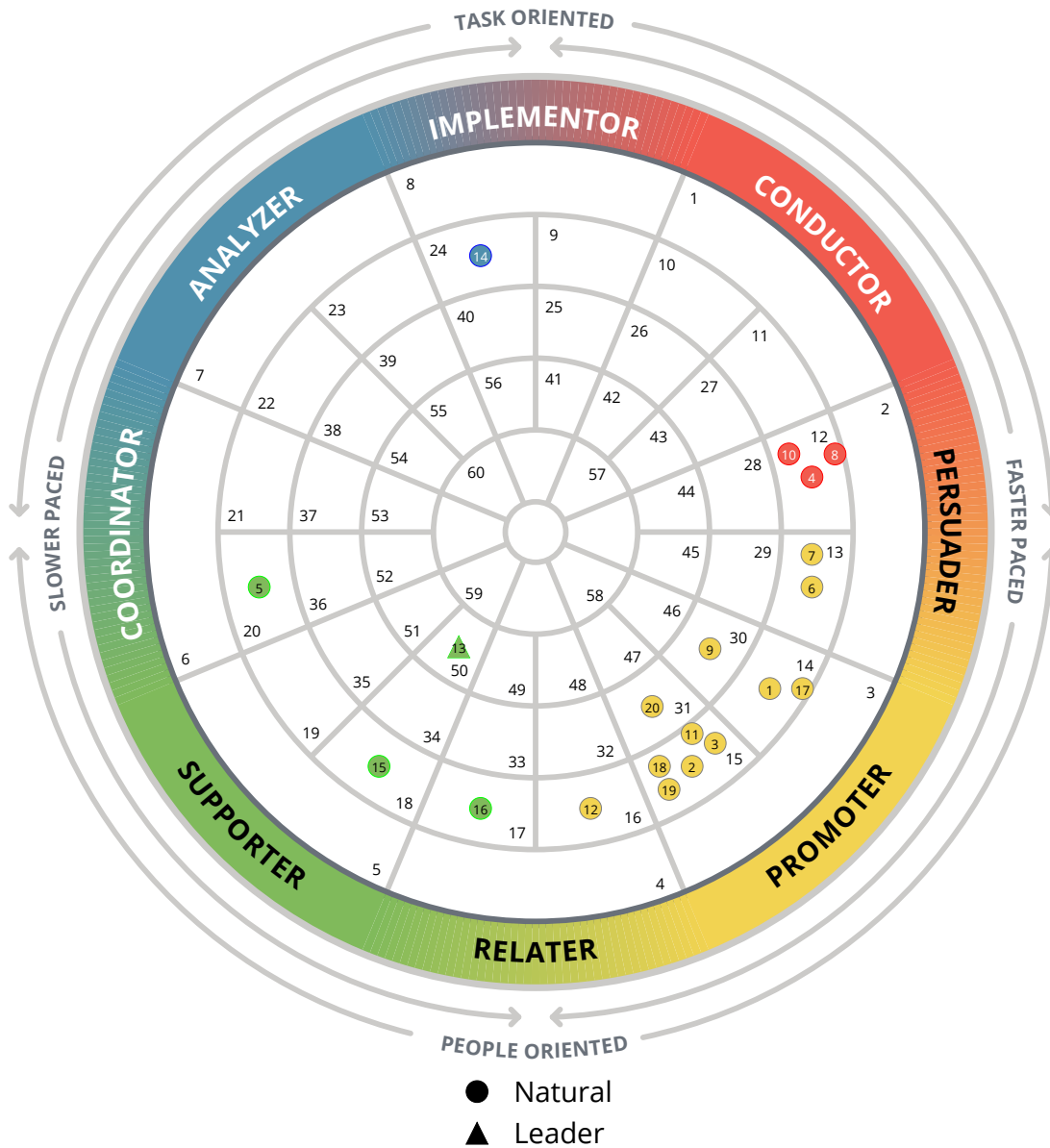
# Ideal Environment for Team Members



# Words That Don't Work with Team Members



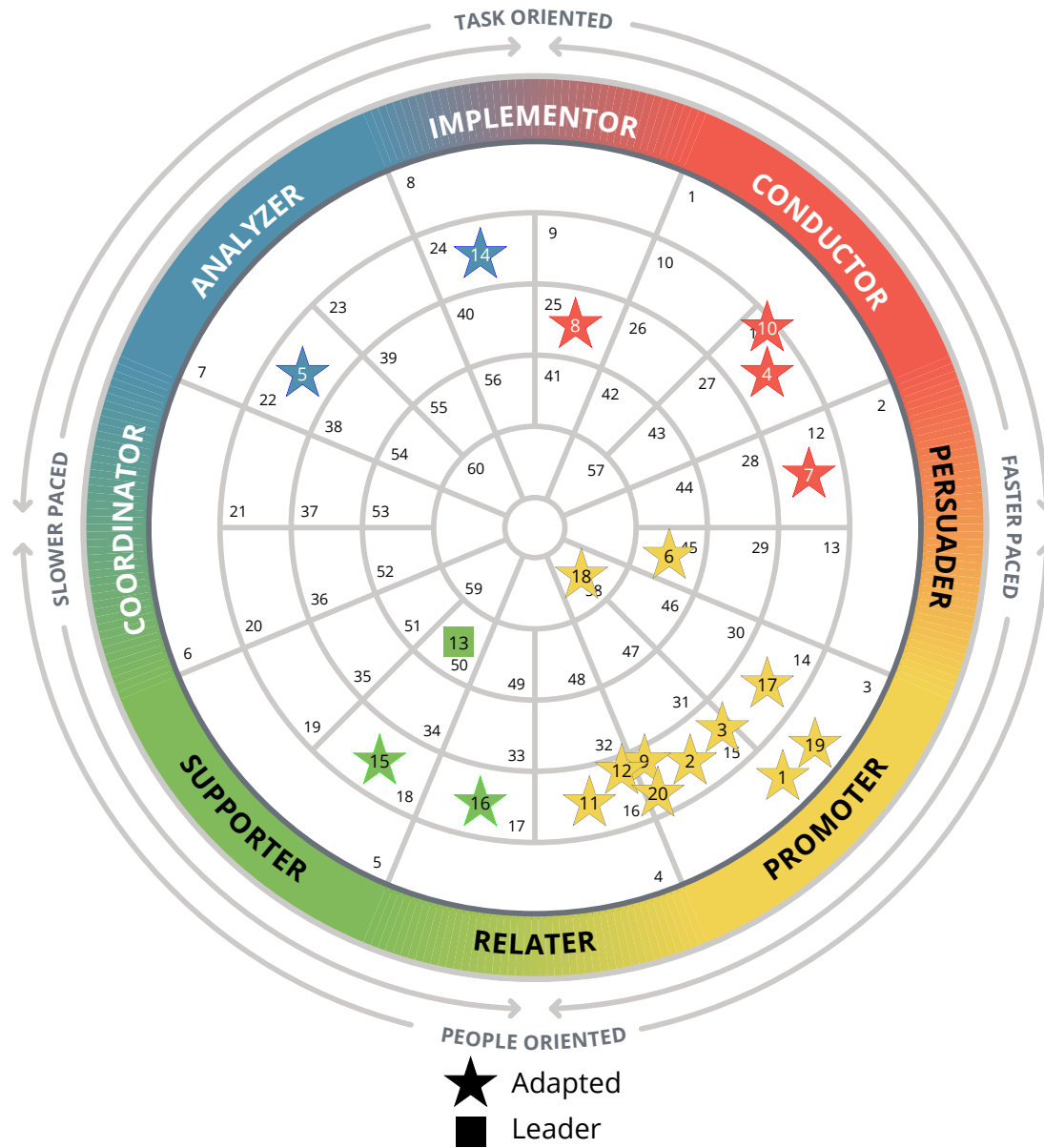
# Group Wheel Natural



## Team Members

- 1: Mark Armstrong
- 2: Brittney Black
- 3: Noah Blackstone
- 4: Samantha Brown
- 5: Beth Brownsmith
- 6: Darron Davenport
- 7: Dave Davenport
- 8: Diana Foster
- 9: Catherine Fox
- 10: Harley Green
- 11: Audrey Helm
- 12: Nick Johns
- 13: Jessica Jones \*
- 14: Luke Mansfield
- 15: John Morgan
- 16: Ashley Sample
- 17: Belinda Smith
- 18: Shelly Smith
- 19: Seth Strange
- 20: MaKayla Thorn

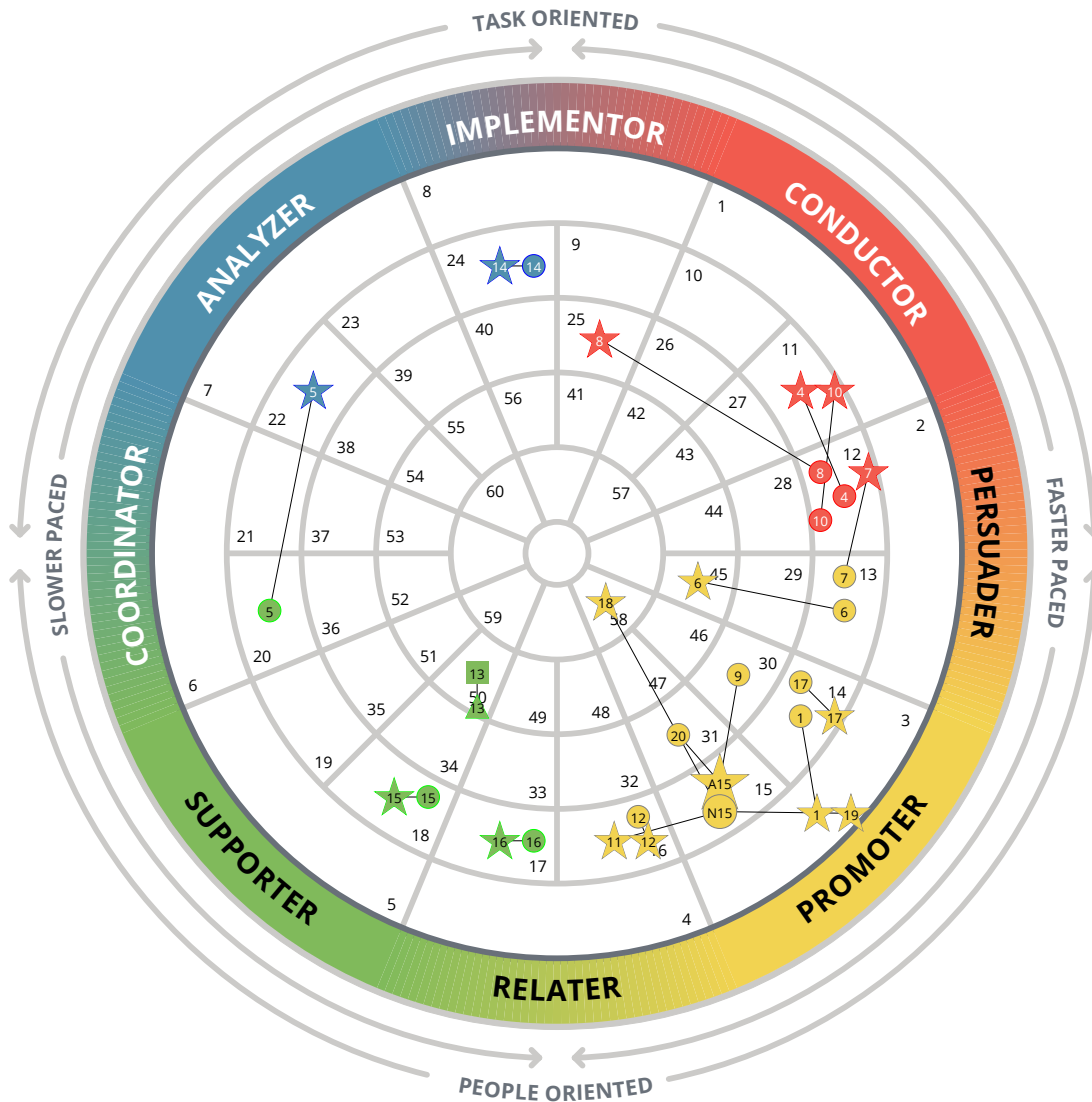
# Group Wheel Adapted



## Team Members

- 1: Mark Armstrong
- 2: Brittney Black
- 3: Noah Blackstone
- 4: Samantha Brown
- 5: Beth Brownsmith
- 6: Darron Davenport
- 7: Dave Davenport
- 8: Diana Foster
- 9: Catherine Fox
- 10: Harley Green
- 11: Audrey Helm
- 12: Nick Johns
- 13: Jessica Jones \*
- 14: Luke Mansfield
- 15: John Morgan
- 16: Ashley Sample
- 17: Belinda Smith
- 18: Shelly Smith
- 19: Seth Strange
- 20: MaKayla Thorn

# Group Wheel Migration



- ★ Adapted
- Natural
- Leader
- ▲ Leader

## Team Members

- 1: Mark Armstrong
- A15/N15: Brittney Black
- A15/N15: Noah Blackstone
- 4: Samantha Brown
- 5: Beth Brownsmith
- 6: Darron Davenport
- 7: Dave Davenport
- 8: Diana Foster
- A15/9: Catherine Fox
- 10: Harley Green
- 11/N15: Audrey Helm
- 12: Nick Johns
- 13: Jessica Jones \*
- 14: Luke Mansfield
- 15: John Morgan
- 16: Ashley Sample
- 17: Belinda Smith
- 18/N15: Shelly Smith
- 19/N15: Seth Strange
- A15/20: MaKayla Thorn

# 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.

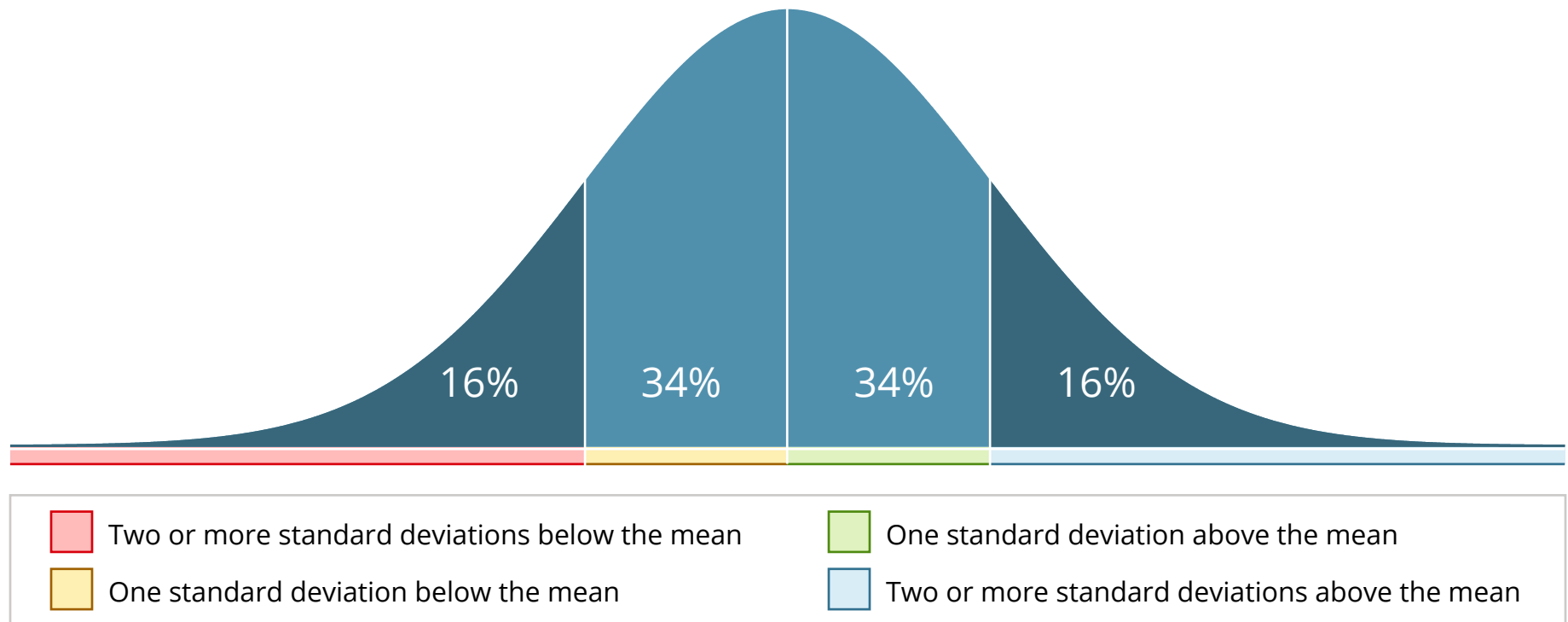
# The Bell Curve Defined



*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	Team Avg.	J. Jones ●	M. Armstrong	B. Black	N. Blackstone	S. Brown	B. Brownsmith	D. Davenport	D. Davenport	D. Foster	C. Fox	Mean
Interaction	86	60	100	100	100	70	45	90	80	80	100	58
Versatile	71	50	90	75	65	70	43	100	90	90	75	54
People-Oriented	70	65	60	65	85	60	60	65	60	55	65	64
Frequent Change	69	62	85	70	68	75	45	82	78	80	78	52
Customer-Oriented	68	63	53	77	83	50	62	53	50	43	67	63
Competitive	57	65	75	40	40	80	50	80	70	75	70	49
Urgency	51	45	71	36	28	78	37	88	84	96	46	43
Persistence	44	52	32	37	40	45	73	35	40	38	40	62
Following Policy	44	45	28	38	42	40	70	30	38	40	35	61
Consistent	43	48	22	45	48	40	72	25	30	30	35	62
Organized Workplace	26	35	15	15	10	35	75	25	30	30	10	53
Analysis	26	35	15	15	10	40	70	25	35	40	10	54

Two or more standard deviations below the mean

One standard deviation below the mean

● Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean

# Behavioral Style Comparison

Continued



Behavioral Characteristics	Team Avg.	J. Jones ●	H. Green	A. Helm	N. Johns	L. Mansfield	J. Morgan	A. Sample	B. Smith	S. Smith	S. Strange	Mean
Interaction	86	60	100	90	90	45	80	90	100	100	100	58
Versatile	71	50	85	70	65	50	45	60	85	75	75	54
People-Oriented	70	65	65	85	95	50	95	100	65	65	65	64
Frequent Change	69	62	92	58	62	55	52	42	85	60	75	52
Customer-Oriented	68	63	47	93	90	50	90	93	57	83	73	63
Competitive	57	65	90	30	40	65	30	10	75	30	50	49
Urgency	51	45	88	29	25	59	15	11	70	30	37	43
Persistence	44	52	28	50	47	62	53	60	32	47	33	62
Following Policy	44	45	22	52	45	65	60	65	30	52	35	61
Consistent	43	48	18	58	50	58	58	68	25	58	40	62
Organized Workplace	26	35	10	25	15	75	20	30	10	30	10	53
Analysis	26	35	10	25	15	70	25	30	10	30	10	54

Two or more standard deviations below the mean

One standard deviation below the mean

● Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean

# Behavioral Style Comparison

## Continued



Behavioral Characteristics	Team Avg.	J. Jones ●	M. Thorn	Mean
Interaction	86	60	90	58
Versatile	71	50	70	54
People-Oriented	70	65	85	64
Frequent Change	69	62	75	52
Customer-Oriented	68	63	73	63
Competitive	57	65	70	49
Urgency	51	45	44	43
Persistence	44	52	42	62
Following Policy	44	45	38	61
Consistent	43	48	35	62
Organized Workplace	26	35	10	53
Analysis	26	35	10	54

■ Two or more standard deviations below the mean

■ One standard deviation below the mean

● Team Leader

■ One standard deviation above the mean

■ Two or more standard deviations above the mean