



TTI
SUCCESS
INSIGHTS®

Behavioral Team Report

All Team

ABC Company

10.23.2018

Leadership Resources & Consulting

PO BOX 2025

Palestine TX 75802

1-800-746-1656

info@disc-report.com



Table of Contents



Introduction	4
Team DISC Overview	5
The TTI Success Insights® Wheel	6
Promoter Team Characteristics - (I)	7
Promoter Team DISC Graphs - (I)	8
Persuader Team Characteristics - (D/I)	9
Persuader Team DISC Graphs - (D/I)	10
Coordinator Team Characteristics - (S/C)	11
Coordinator Team DISC Graphs - (S/C)	12
Relater Team Characteristics - (I/S)	13
Relater Team DISC Graphs - (I/S)	14
Supporter Team Characteristics - (S)	15
Supporter Team DISC Graphs - (S)	16
Conductor Team Characteristics - (D)	17
Conductor Team DISC Graphs - (D)	18
Analyzer Team Characteristics - (C)	19
Analyzer Team DISC Graphs - (C)	20
Implementor Team Characteristics - (C/D)	21
Implementor Team DISC Graphs - (C/D)	22
Wheel Segment Definitions	23
Team Member Overview	24
Team Member Characteristics	25

Table of Contents

Continued



Ideal Environment for Team Members	26
Words That Don't Work With Team Members	27
Group Wheel Natural	28
Group Wheel Adapted	29
Group Wheel Migration	30
Behavioral Hierarchy Defined	31
The Bell Curve Defined	32
Behavioral Style Comparison	33

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

Mark Becerra	Lance Phillips
Kelly Bell	Timothy Specht
Matthew Bell	Naomi Specht
Grace Clibourn	Eddie Tait
Paula Evans	Maegen Tait
Joaquin Evans	Gina Verlander
Jim Evans	Jenessa Wait
Renee Evans	Benjamin Wait
Jahi Evans	
Kes Evans	
Stephanie Giddens	
Chris Giddens	
Ellie Goldberg	
Shane Harris	
Stacey Harris	
Brad Holt	
Christin Hume	
Tim Jones	
Sandra Kane	
Becca Langer	
Vanessa Lee	
Dillon Lewis	
Michelle Lewis	
Kim Martin	
Willam Merten	
Carole Merten	
Erica Nutall	
Andrea Phillips	

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

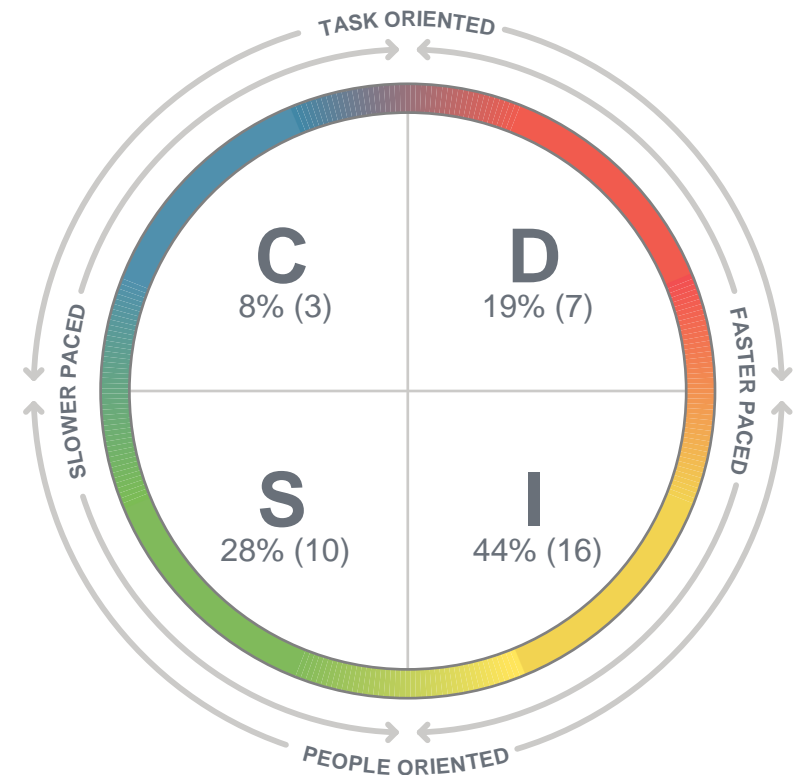
How you influence others to your point of view

Steadiness

How you respond to the pace of the environment

Compliance

How you respond to rules and procedures



The 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.

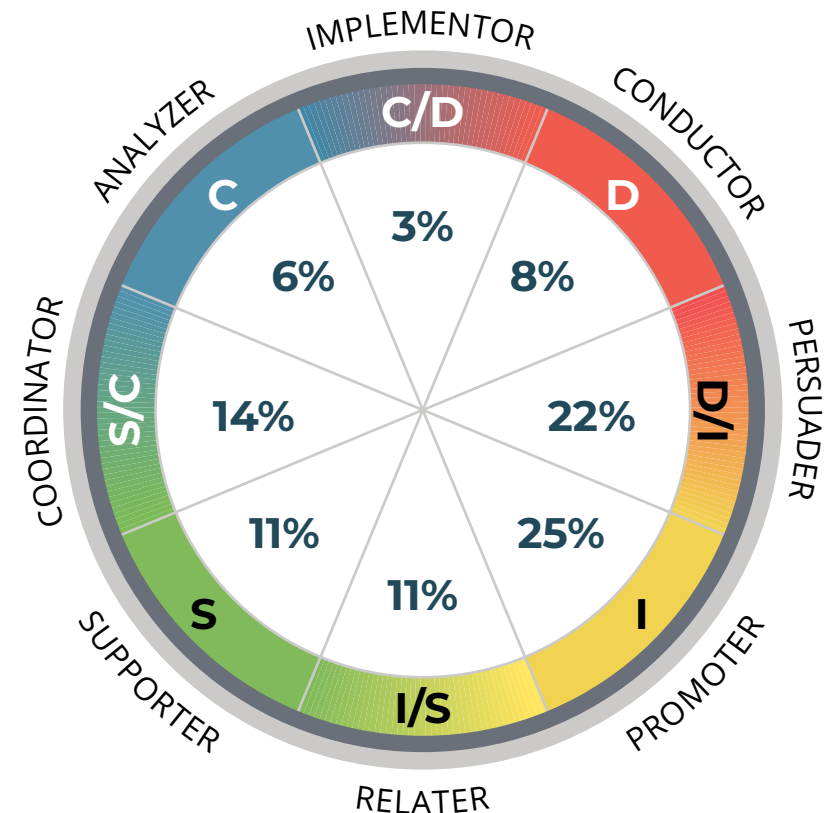
RELATER - I/S - People who tend to take time, think positively, and are focused on interpersonal relationships.

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.



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

POTENTIAL WEAKNESSES

- Overvalue the skills of others
- Emphasize fun over efficiency
- Overly optimistic about team abilities
- Inattentive to detail
- Act before gathering information

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Optimistic and enthusiastic
Good mixer
Spontaneity



17.46%
of the Population

Leadership Resources & Consulting
1-800-746-1656
info@disc-report.com

WORDS THAT WORK

Flexible
Exciting
Inspiring



9/36
25% of the Team

WORDS THAT DON'T WORK

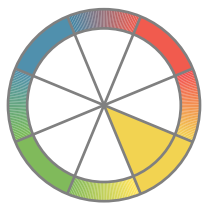
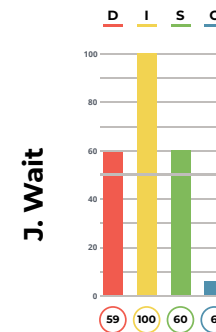
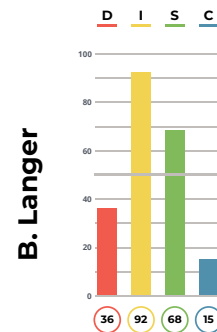
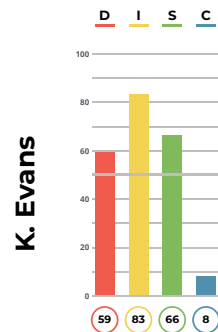
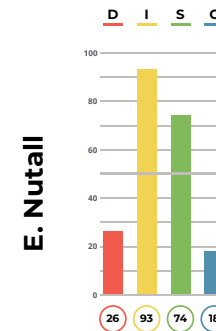
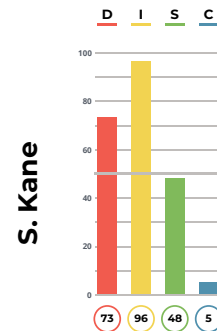
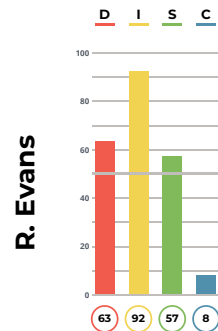
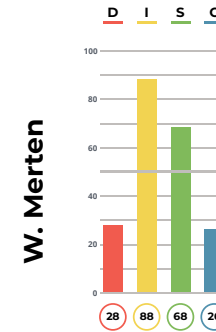
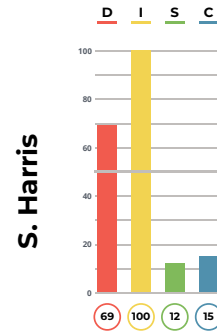
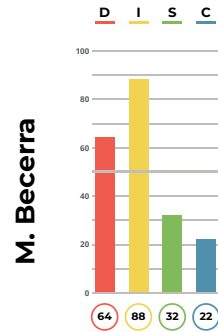
Ordinary
Quiet
Strict

Promoter Team DISC Graphs - (I)



PROMOTER TEAM

Mark Becerra
 Renee Evans
 Kes Evans
 Stacey Harris
 Sandra Kane
 Becca Langer
 Willam Merten
 Erica Nutall
 Jenessa Wait



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

- Decisive and aggressive when presented with challenges
- Independent and autonomous
- Optimistic about team goals
- Promote and accept changes
- Get results through team members

POTENTIAL WEAKNESSES

- Be overly enthusiastic
- Avoid conflict within the team
- Do not follow up and follow through as needed
- Take on too many responsibilities at once
- Push their agenda

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Cordially enterprising
Accomplishes goals through people
Creative problem solving

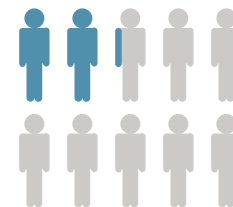


12.68%
of the Population

Leadership Resources & Consulting
 1-800-746-1656
 info@disc-report.com

WORDS THAT WORK

Amazing
Unprecedented
Extraordinary



8/36
22% of the Team

WORDS THAT DON'T WORK

Standardized
Structured
Uniform

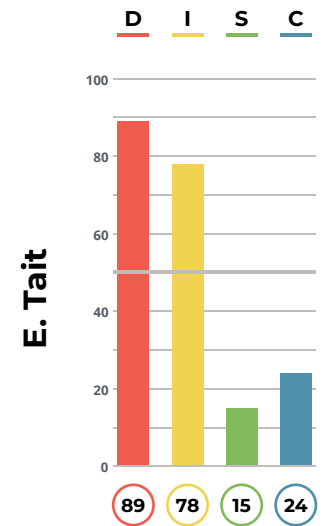
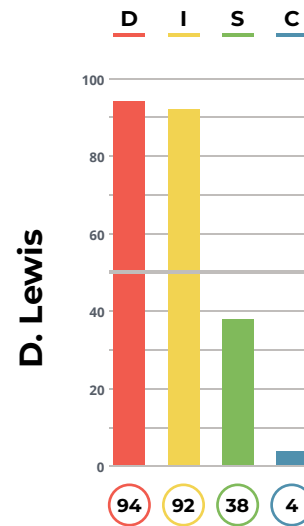
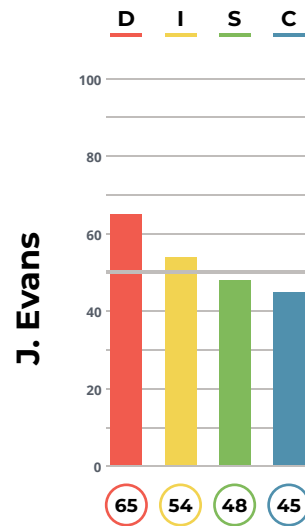
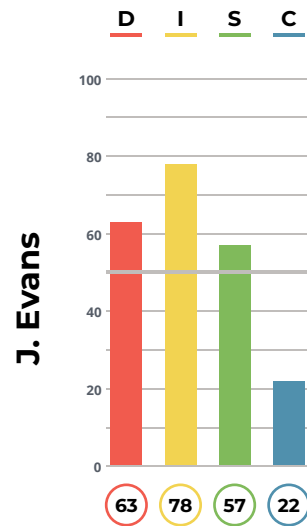
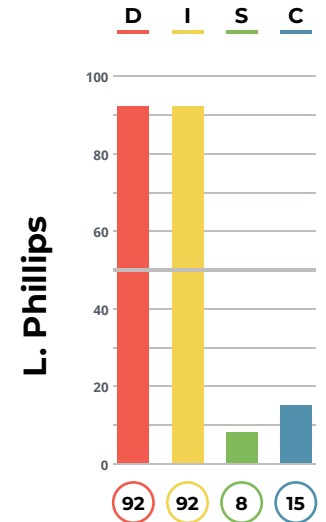
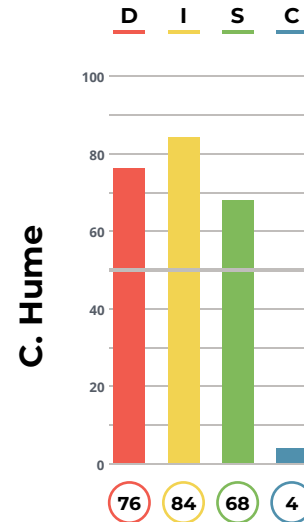
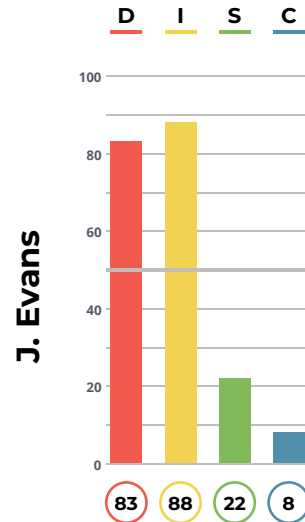
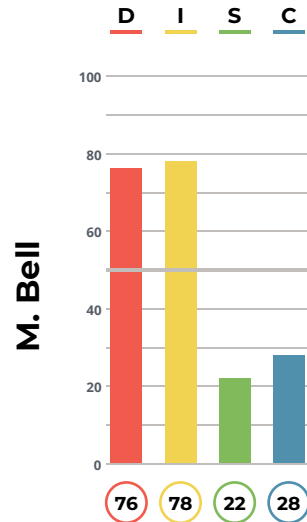
All Team

Persuader Team DISC Graphs - (D/I)



PERSUADER TEAM

Matthew Bell
 Joaquin Evans
 Jim Evans
 Jahi Evans
 Christin Hume
 Dillon Lewis
 Lance Phillips
 Eddie Tait



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

- Shows self-discipline
- Understand and preserve the need for quality systems
- Set and accomplish goals to high standards
- Identify problems, rules, errors, and procedures
- Work for a leader and a cause

POTENTIAL WEAKNESSES

- Hide true feelings
- Suppress feelings
- Downplay accomplishments
- Communicate indirectly
- Overuse organizational procedures

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Looks for logical solutions
Calming and stable
Respect for authority

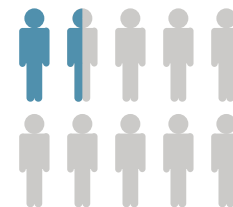


21.28%
of the Population

Leadership Resources & Consulting
1-800-746-1656
info@disc-report.com

WORDS THAT WORK

Proven
Standard
Organized



5/36
14% of the Team

WORDS THAT DON'T WORK

Unfamiliar
Hectic
Incomplete

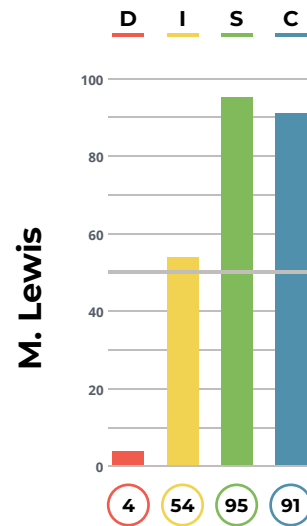
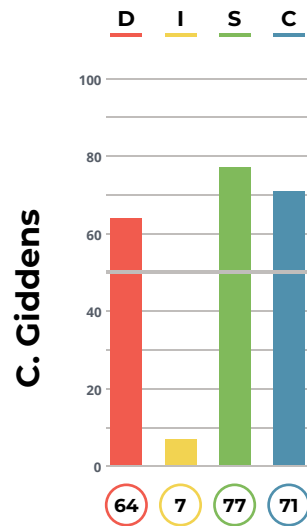
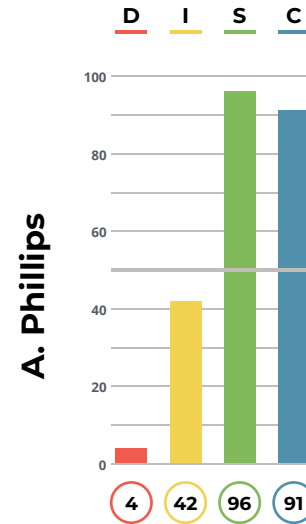
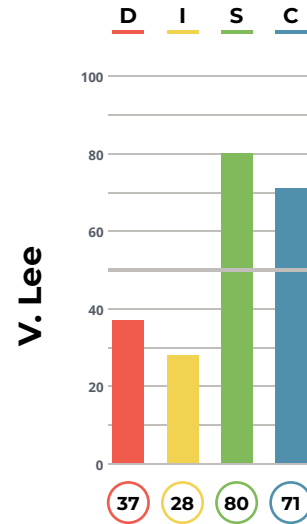
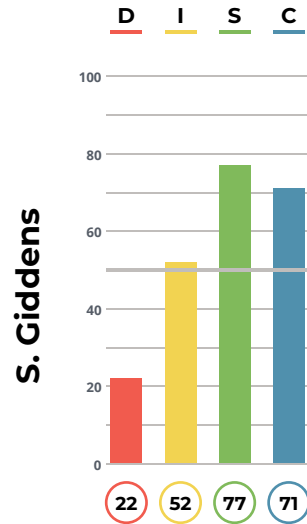
All Team

Coordinator Team DISC Graphs - (S/C)



COORDINATOR TEAM

Stephanie Giddens
 Chris Giddens
 Vanessa Lee
 Michelle Lewis
 Andrea Phillips



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

- Protect and value people and things
- Promote and implement ideas
- Show loyalty
- Listen actively
- Create an environment where people feel significant

POTENTIAL WEAKNESSES

- Tolerate the poor behavior of others
- Avoid confrontation
- Act without urgency
- Be passive and indecisive
- Freeze under stress

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Tenacious
Cooperative member of the team
Service-oriented



20.08%
of the Population

Leadership Resources & Consulting
1-800-746-1656
info@disc-report.com

WORDS THAT WORK

Easygoing
Simple
Responsive



4/36
11% of the Team

WORDS THAT DON'T WORK

Complex
Abstract
Analytical

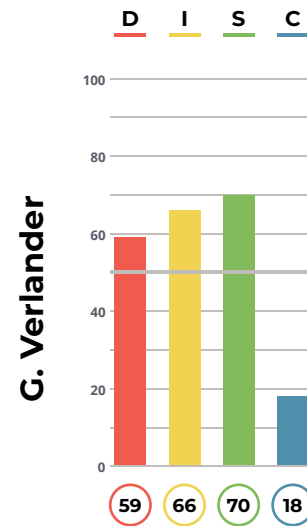
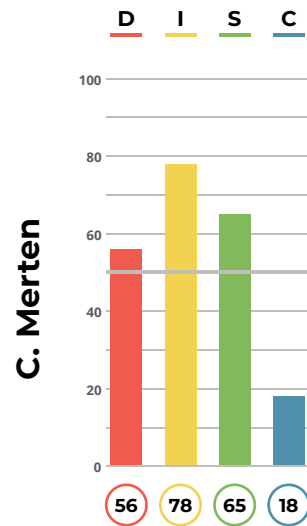
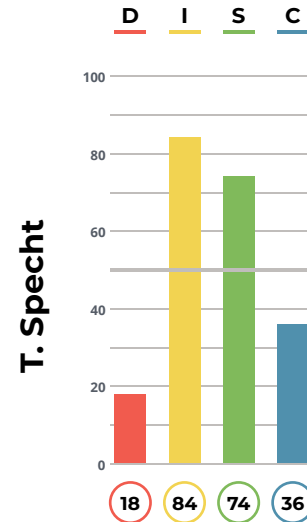
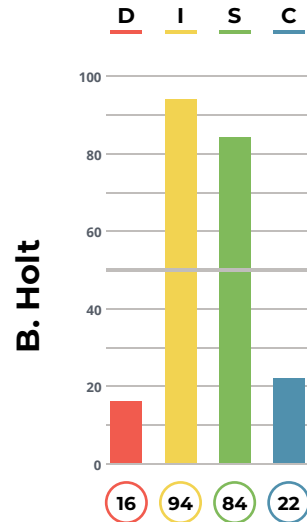
All Team

Relater Team DISC Graphs - (I/S)



RELATER TEAM

Brad Holt
Carole Merten
Timothy Specht
Gina Verlander



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

- Show loyalty to those they identify with
- Listen well to others
- Perform well in team environments
- Focus on team activities
- Add stability to the team

POTENTIAL WEAKNESSES

- Get into too much detail
- Do the work themselves, rather than delegate
- Act slowly
- Lack a sense of urgency
- Resist team-initiated changes

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Builds confidence in others
Consistent and steady
Good listener

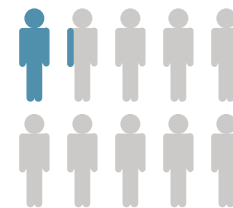


11.90%
of the Population

Leadership Resources & Consulting
 1-800-746-1656
 info@disc-report.com

WORDS THAT WORK

Consistent
Usual
Secure



4/36
11% of the Team

WORDS THAT DON'T WORK

Unexpected
Urgent
Confrontation

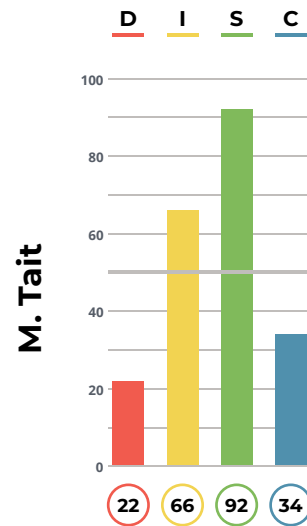
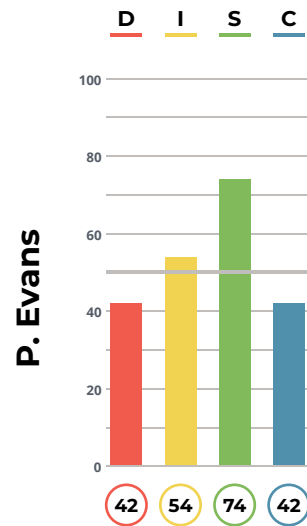
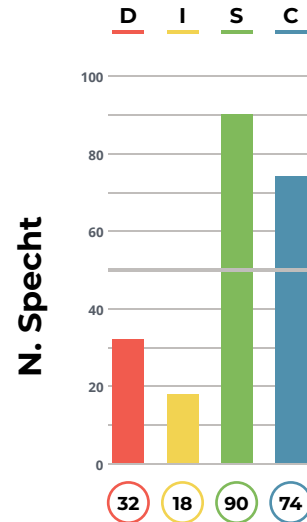
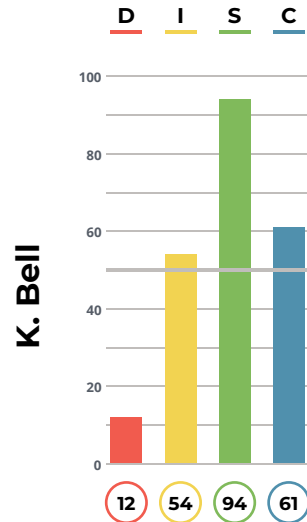
All Team

Supporter Team DISC Graphs - (S)



SUPPORTER TEAM

Kelly Bell
 Paula Evans
 Naomi Specht
 Maegen Tait



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

- Seeking problems to solve
- Forward-looking and competitive
- Enjoys confrontation
- Driven toward results
- Comfortable with power and authority

POTENTIAL WEAKNESSES

- Over delegate and under instruct
- Overconfident in their abilities
- Lack tact and diplomacy
- Poor or selective listening
- Overstep authority within the team

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

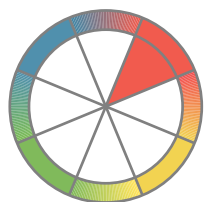


VALUE TO THE ORGANIZATION

Challenge-oriented

Challenges the status quo

Ability to change gears fast and often



7.12%
of the Population

Leadership Resources & Consulting
1-800-746-1656
info@disc-report.com

WORDS THAT WORK

Quick

Advantage

Decisive



3/36
8% of the Team

WORDS THAT DON'T WORK

Inconsistent

Follow directions

Patient

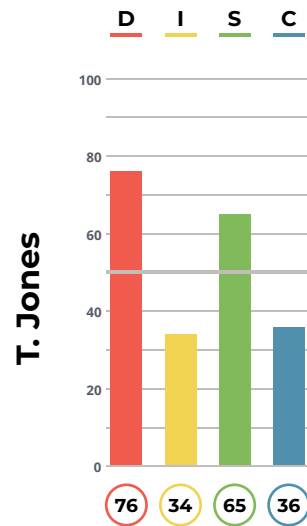
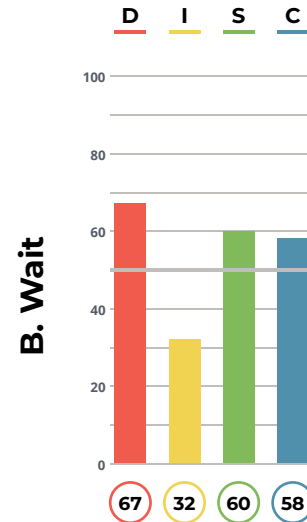
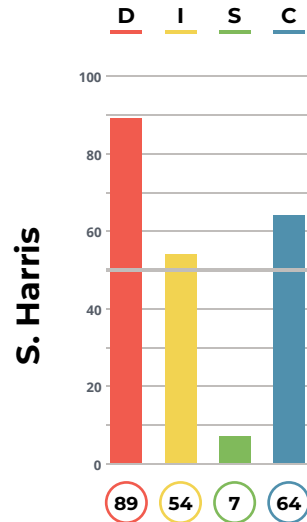
All Team

Conductor Team DISC Graphs - (D)



CONDUCTOR TEAM

Shane Harris
 Tim Jones
 Benjamin Wait



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 will give the team members a clear understanding and appreciation of Analysts.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Think critically
- Use facts to support their opinion and cause
- Use data to problem solve
- Find the right way to proceed
- Maintain high standards for self and subordinates

POTENTIAL WEAKNESSES

- Hesitate to act without sufficient facts
- Do the work themselves and do not delegate
- Keep their feelings to themselves
- Bound by organizational procedures and methods
- Lean on team leader or supervisor

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Accurate and intuitive

Defines, clarifies, and tests

Will gather data for decision making



5.12%
of the Population

Leadership Resources & Consulting
1-800-746-1656
info@disc-report.com

WORDS THAT WORK

Factual
Precise
Verified



2/36
6% of the Team

WORDS THAT DON'T WORK

Imagine
Educated guess
Experimental

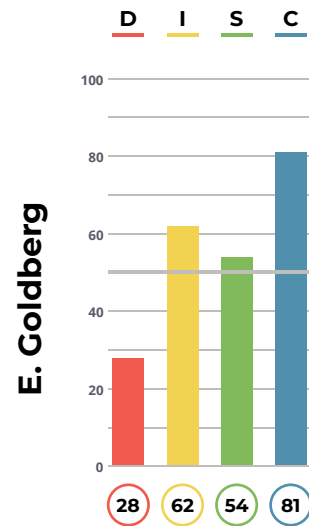
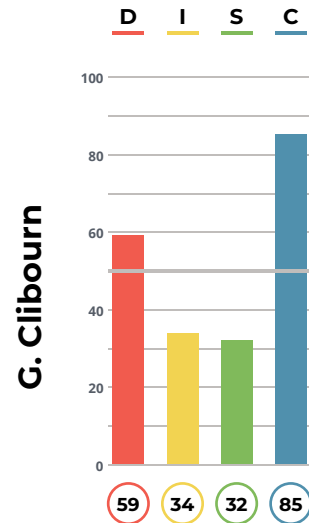
All Team

Analyzer Team DISC Graphs - (C)



ANALYZER TEAM

Grace Clibourn
Ellie Goldberg



Leadership Resources & Consulting
1-800-746-1656
info@disc-report.com

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

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

POTENTIAL WEAKNESSES

- Make decisions inconsistently
- Come across as insincere
- Take on too much within the team
- Under-appreciate other team members
- Disregard the feelings of team members

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

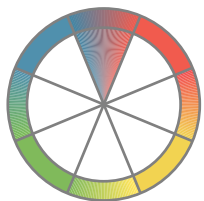


Faster Paced



VALUE TO THE ORGANIZATION

Objective and realistic
Requires fact-based ideas
Strong-willed

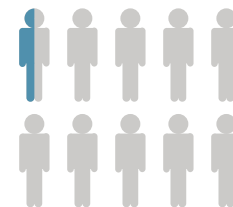


4.22%
of the Population

Leadership Resources & Consulting
 1-800-746-1656
 info@disc-report.com

WORDS THAT WORK

Function
Action
Data



1/36
3% of the Team

WORDS THAT DON'T WORK

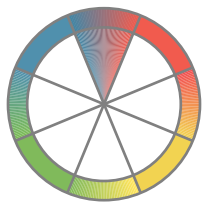
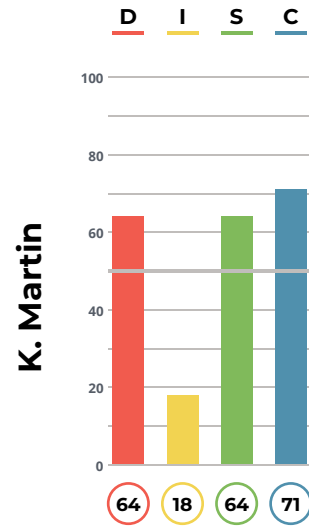
Relax
Perception
Assume

Implementor Team DISC Graphs - (C/D)



IMPLEMENTOR TEAM

Kim Martin



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 (8%)	SUPPORTER - S (11%)
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 (22%)	COORDINATOR - S/C (14%)
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 (25%)	ANALYZER - C (6%)
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 (11%)	IMPLEMENTOR - C/D (3%)
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.

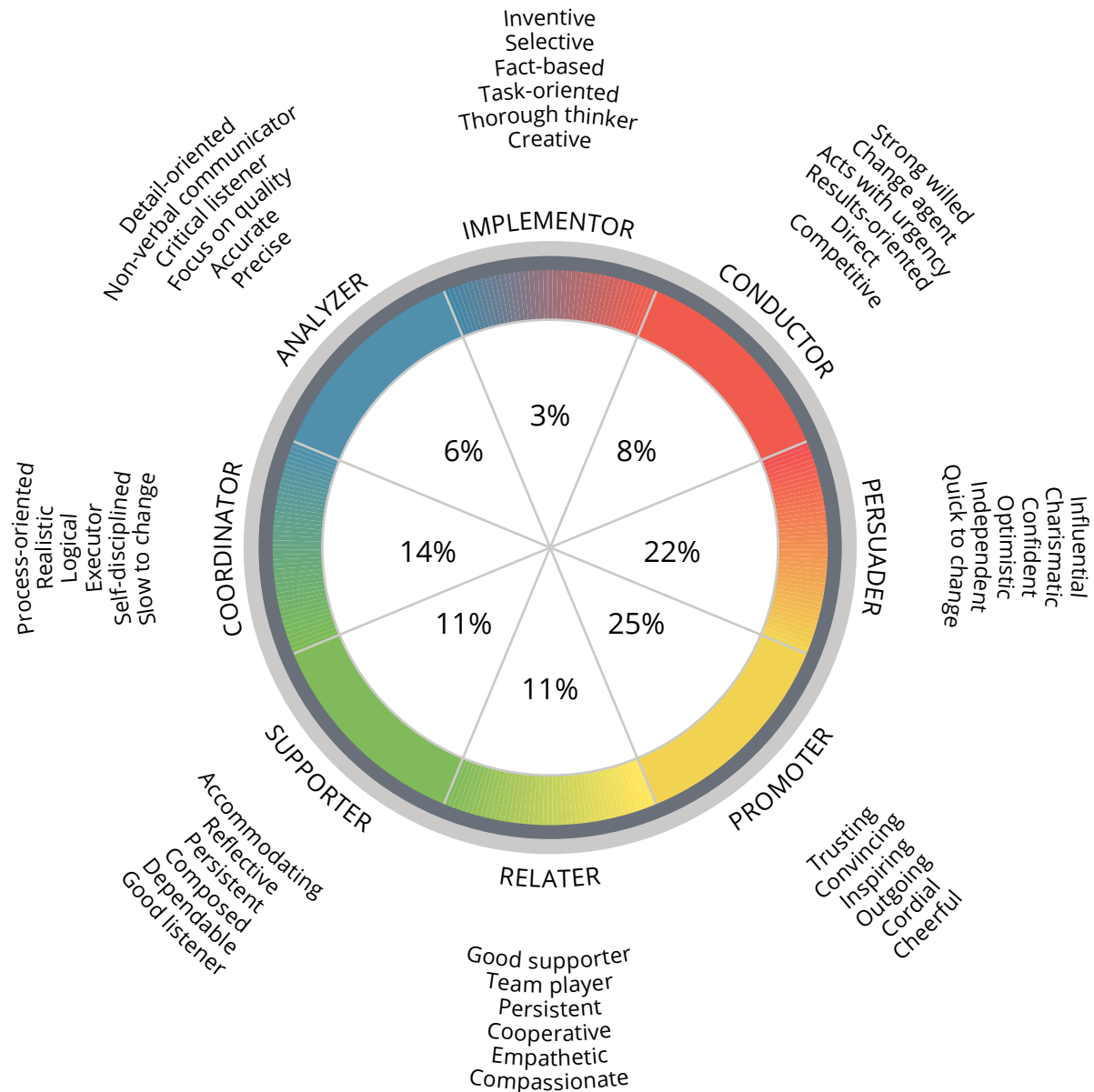
Team Member Overview



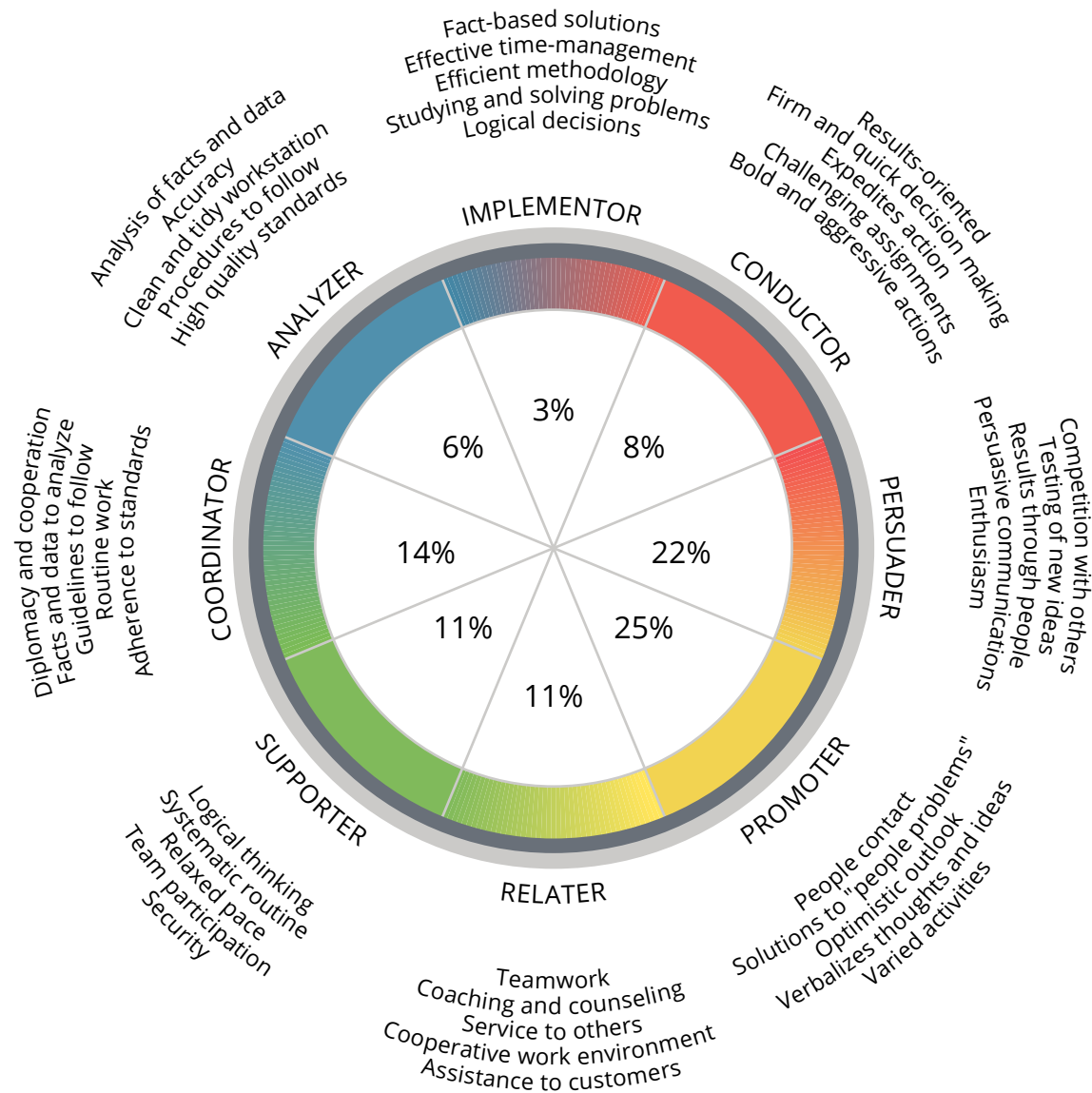
The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

CONDUCTOR - D (8%)	SUPPORTER - S (11%)
Shane Harris Tim Jones Benjamin Wait	Kelly Bell Paula Evans Naomi Specht Maegen Tait
PERSUADER - D/I (22%)	COORDINATOR - S/C (14%)
Matthew Bell Joaquin Evans Jim Evans Jahi Evans Christin Hume Dillon Lewis Lance Phillips	Eddie Tait Stephanie Giddens Chris Giddens Vanessa Lee Michelle Lewis Andrea Phillips
PROMOTER - I (25%)	ANALYZER - C (6%)
Mark Becerra Renee Evans Kes Evans Stacey Harris Sandra Kane Becca Langer Willam Merten	Erica Nutall Jenessa Wait Grace Clibourn Ellie Goldberg
RELATER - I/S (11%)	IMPLEMENTOR - C/D (3%)
Brad Holt Carole Merten Timothy Specht Gina Verlander	Kim Martin

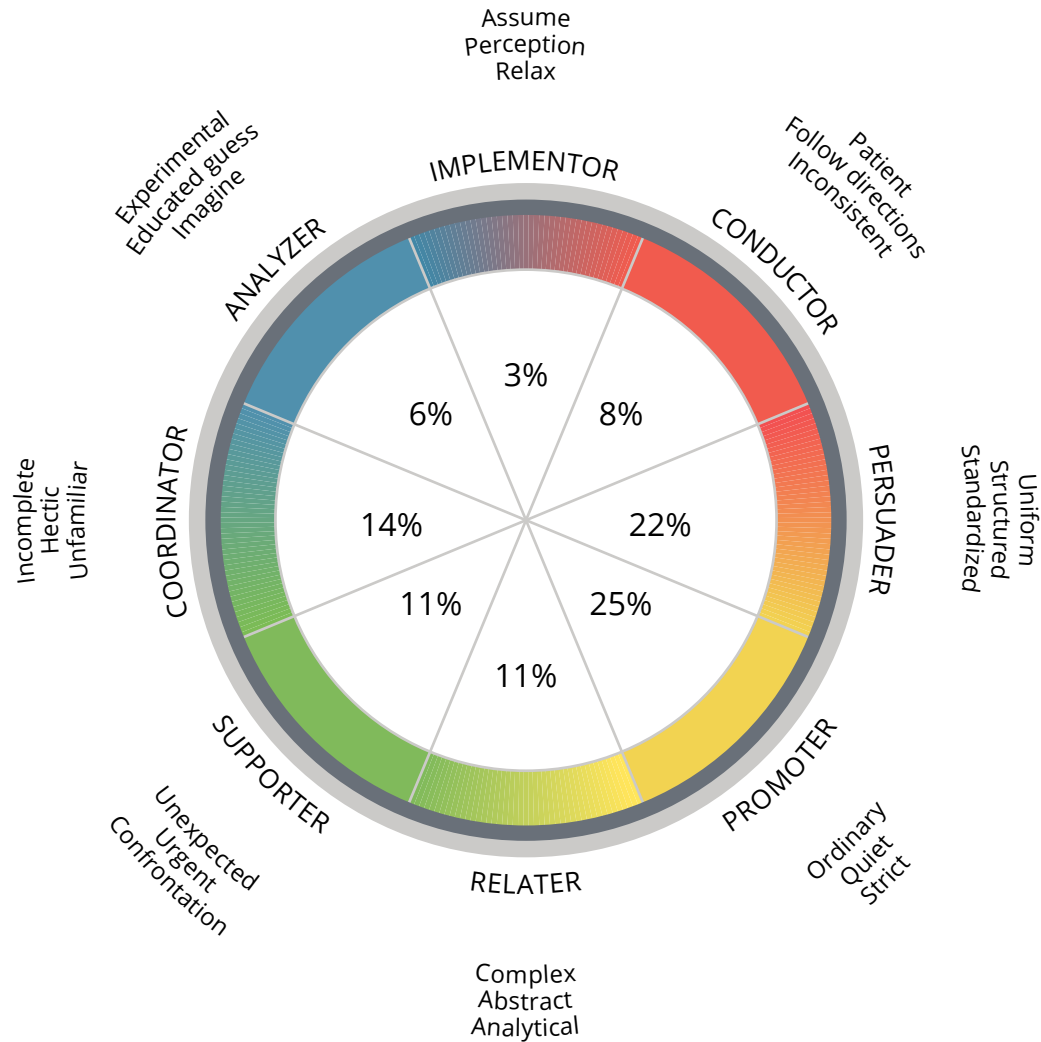
Team Member Characteristics



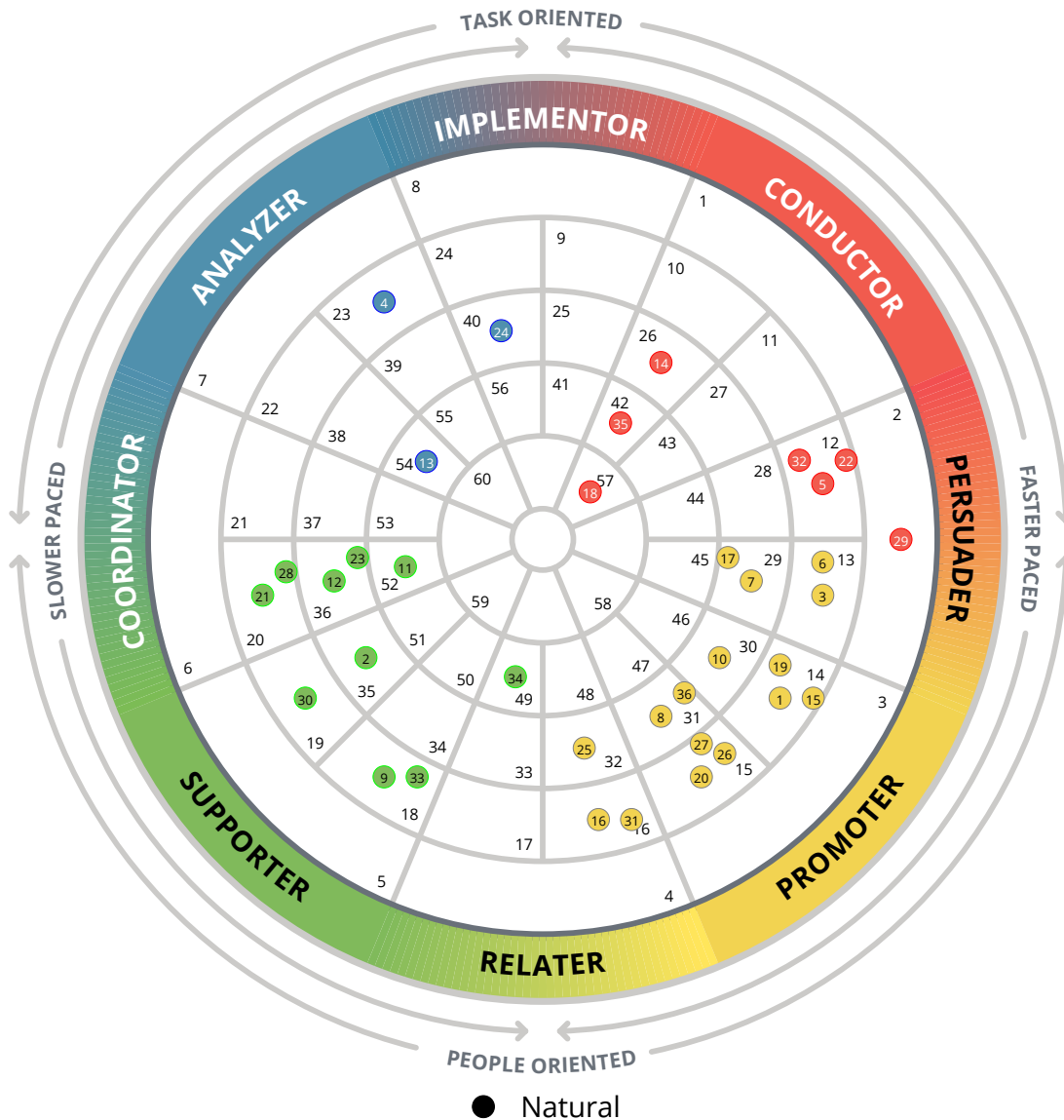
Ideal Environment for Team Members



Words That Don't Work with Team Members



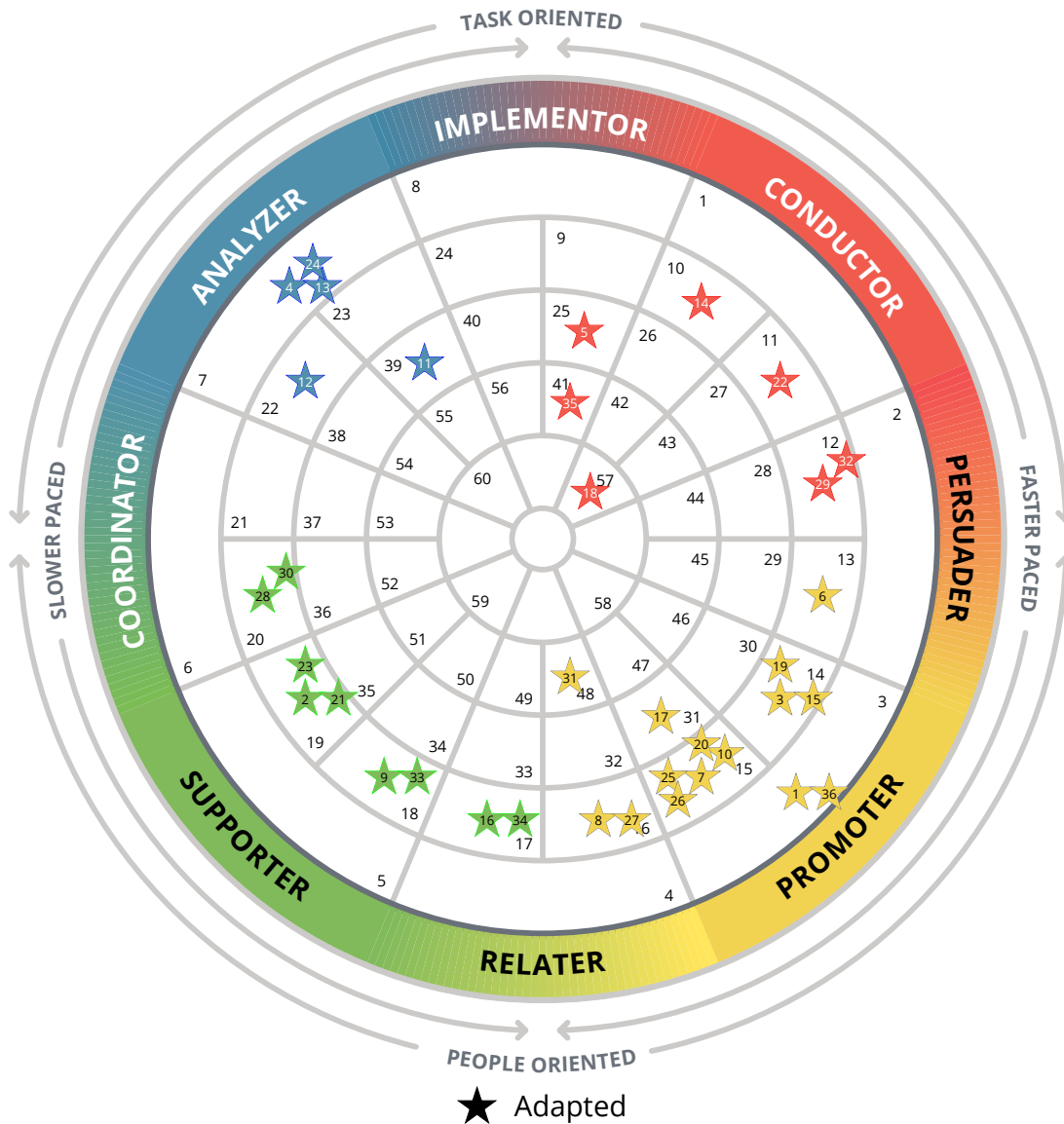
Group Wheel Natural



Team Members

- 1: Mark Becerra
- 2: Kelly Bell
- 3: Matthew Bell
- 4: Grace Clibourn
- 5: Jahi Evans
- 6: Jim Evans
- 7: Joaquin Evans
- 8: Kes Evans
- 9: Paula Evans
- 10: Renee Evans
- 11: Chris Giddens
- 12: Stephanie Giddens
- 13: Ellie Goldberg
- 14: Shane Harris
- 15: Stacey Harris
- 16: Brad Holt
- 17: Christin Hume
- 18: Tim Jones
- 19: Sandra Kane
- 20: Becca Langer
- 21: Vanessa Lee
- 22: Dillon Lewis
- 23: Michelle Lewis
- 24: Kim Martin
- 25: Carole Merten
- 26: Willam Merten
- 27: Erica Nutall
- 28: Andrea Phillips
- 29: Lance Phillips
- 30: Naomi Specht
- 31: Timothy Specht
- 32: Eddie Tait
- 33: Maegen Tait
- 34: Gina Verlander
- 35: Benjamin Wait
- 36: Jenessa Wait

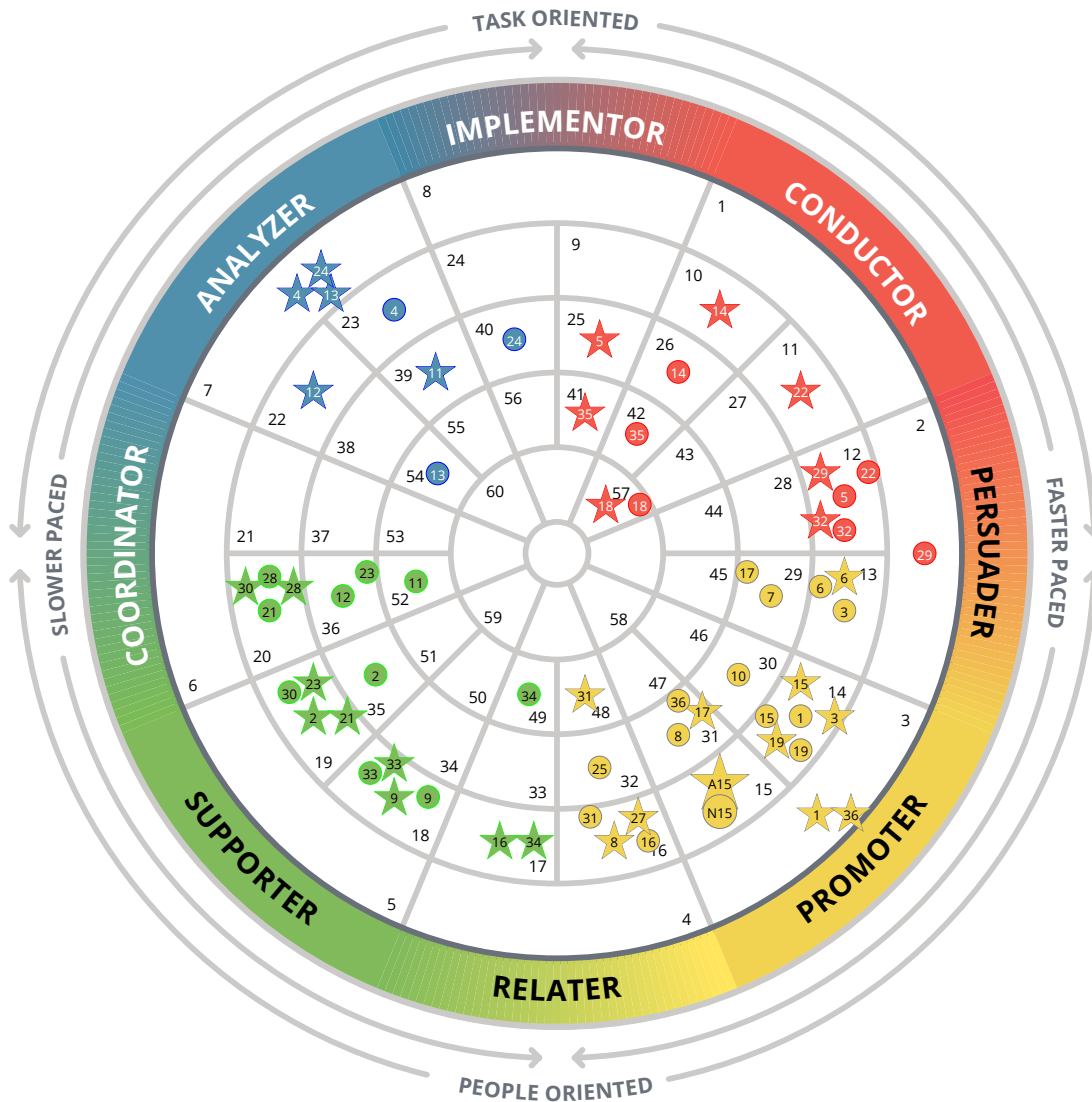
Group Wheel Adapted



Team Members

- 1: Mark Becerra
- 2: Kelly Bell
- 3: Matthew Bell
- 4: Grace Clibourn
- 5: Jahi Evans
- 6: Jim Evans
- 7: Joaquin Evans
- 8: Kes Evans
- 9: Paula Evans
- 10: Renee Evans
- 11: Chris Giddens
- 12: Stephanie Giddens
- 13: Ellie Goldberg
- 14: Shane Harris
- 15: Stacey Harris
- 16: Brad Holt
- 17: Christin Hume
- 18: Tim Jones
- 19: Sandra Kane
- 20: Becca Langer
- 21: Vanessa Lee
- 22: Dillon Lewis
- 23: Michelle Lewis
- 24: Kim Martin
- 25: Carole Merten
- 26: Willam Merten
- 27: Erica Nutall
- 28: Andrea Phillips
- 29: Lance Phillips
- 30: Naomi Specht
- 31: Timothy Specht
- 32: Eddie Tait
- 33: Maegen Tait
- 34: Gina Verlander
- 35: Benjamin Wait
- 36: Jenessa Wait

Group Wheel Migration



★ Adapted

● Natural

Team Members

- 1: Mark Becerra
- 2: Kelly Bell
- 3: Matthew Bell
- 4: Grace Clibourn
- 5: Jahi Evans
- 6: Jim Evans
- A15/7: Joaquin Evans
- 8: Kes Evans
- 9: Paula Evans
- A15/10: Renee Evans
- 11: Chris Giddens
- 12: Stephanie Giddens
- 13: Ellie Goldberg
- 14: Shane Harris
- 15: Stacey Harris
- 16: Brad Holt
- 17: Christin Hume
- 18: Tim Jones
- 19: Sandra Kane
- A15/N15: Becca Langer
- 21: Vanessa Lee
- 22: Dillon Lewis
- 23: Michelle Lewis
- 24: Kim Martin
- A15/25: Carole Merten
- A15/N15: Willam Merten
- 27/N15: Erica Nutall
- 28: Andrea Phillips
- 29: Lance Phillips
- 30: Naomi Specht
- 31: Timothy Specht
- 32: Eddie Tait
- 33: Maegen Tait
- 34: Gina Verlander
- 35: Benjamin Wait
- 36: Jenessa Wait

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.

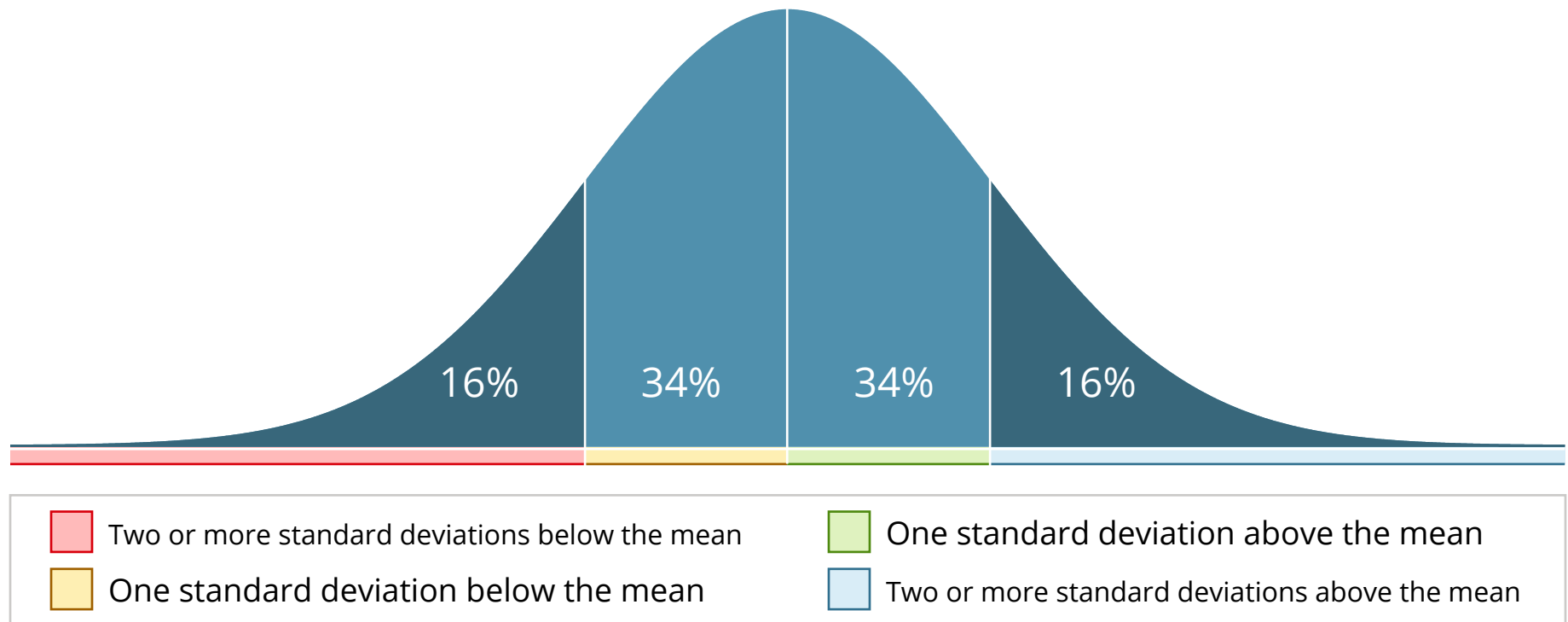
The Bell Curve Defined



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.	M. Becerra	K. Bell	M. Bell	G. Clibourn	P. Evans	J. Evans	J. Evans	R. Evans	J. Evans	K. Evans	Mean
Interaction	69	90	50	80	30	60	80	90	100	60	90	58
People-Oriented	67	75	80	65	40	75	70	70	65	55	85	64
Customer-Oriented	63	63	75	50	40	77	63	53	63	57	77	63
Frequent Change	60	78	28	80	45	48	70	90	80	60	72	52
Versatile	59	85	37	80	43	45	65	90	75	60	70	54
Competitive	56	75	20	75	60	50	70	90	75	70	67	49
Persistence	55	40	77	38	70	67	48	30	38	55	45	62
Consistent	53	32	82	28	68	68	42	15	32	50	38	62
Following Policy	53	35	80	35	72	60	42	25	32	52	40	61
Urgency	47	68	10	87	64	31	48	92	48	56	42	43
Analysis	42	20	65	30	90	50	30	10	10	50	10	54
Organized Workplace	41	20	65	28	90	50	25	18	10	50	10	53

■ Two or more standard deviations below the mean

■ One standard deviation below the mean

■ One standard deviation above the mean

■ Two or more standard deviations above the mean

Behavioral Style Comparison

Continued



Behavioral Characteristics	Team Avg.	S. Giddens	C. Giddens	E. Goldberg	S. Harris	S. Harris	B. Holt	C. Hume	T. Jones	S. Kane	B. Langer	Mean
Interaction	69	45	20	45	50	100	100	90	40	100	100	58
People-Oriented	67	75	50	60	40	55	90	85	50	65	75	64
Customer-Oriented	63	75	45	65	40	50	90	70	50	57	80	63
Frequent Change	60	35	35	45	70	88	50	78	55	85	68	52
Versatile	59	40	23	47	67	100	60	70	40	80	70	54
Competitive	56	30	60	30	80	75	20	73	70	80	40	49
Persistence	55	80	82	67	48	30	50	40	62	32	40	62
Consistent	53	80	80	75	40	20	62	32	60	25	48	62
Following Policy	53	78	80	72	48	25	52	35	55	30	40	61
Urgency	47	21	40	34	100	89	16	49	51	62	31	43
Analysis	42	70	95	70	63	15	20	10	60	10	15	54
Organized Workplace	41	70	95	65	42	15	20	10	60	10	15	53

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean

Behavioral Style Comparison

Continued



Behavioral Characteristics	Team Avg.	V. Lee	D. Lewis	M. Lewis	K. Martin	W. Merten	C. Merten	E. Nutall	A. Phillips	L. Phillips	T. Specht	Mean
Interaction	69	30	100	35	25	90	80	100	30	100	90	58
People-Oriented	67	55	65	80	40	85	80	85	75	50	95	64
Customer-Oriented	63	60	47	62	45	93	70	90	58	37	93	63
Frequent Change	60	30	92	20	38	60	68	62	20	98	50	52
Versatile	59	30	85	27	30	70	60	65	23	100	65	54
Competitive	56	40	90	10	63	30	63	30	10	90	20	49
Persistence	55	97	28	77	82	47	50	43	80	22	53	62
Consistent	53	88	18	88	78	55	42	52	90	12	62	62
Following Policy	53	82	22	88	78	50	45	48	92	18	55	61
Urgency	47	26	88	10	45	28	41	24	10	100	21	43
Analysis	42	90	10	75	95	20	25	15	80	15	25	54
Organized Workplace	41	90	10	75	95	20	20	15	85	18	25	53

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean

Behavioral Style Comparison

Continued



Behavioral Characteristics	Team Avg.	N. Specht	E. Tait	M. Tait	G. Verlander	J. Wait	B. Wait	Mean
Interaction	69	25	80	70	70	100	45	58
People-Oriented	67	55	60	85	70	65	40	64
Customer-Oriented	63	60	43	87	67	67	52	63
Frequent Change	60	22	85	48	68	78	50	52
Versatile	59	23	90	40	55	75	47	54
Competitive	56	40	85	30	60	70	70	49
Persistence	55	100	35	63	52	40	68	62
Consistent	53	92	22	70	48	35	65	62
Following Policy	53	88	30	65	45	35	65	61
Urgency	47	20	100	15	40	45	48	43
Analysis	42	95	30	40	30	10	70	54
Organized Workplace	41	95	22	35	25	10	70	53

■ Two or more standard deviations below the mean

■ One standard deviation below the mean

■ One standard deviation above the mean

■ Two or more standard deviations above the mean