



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Team Report

Super Hero TI

08.04.2021

Leadership Resources and Consulting

Austin TX

Podcast: Help for Leaders

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Introduction



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

Behaviors

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

Driving Forces

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

Behaviors and Driving Forces Summary

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

Introduction

Behaviors



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

CONTENTS OF THE REPORT

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

TEAM MEMBER LIST

Captian America
Dare Devil
Nick Fury
Bat Girl
She Hulk
The Hulk
Jessica Jones
Super Man
Iron Man
Spider Man
Captain Marvel
Black Panter
Diana Prince
Harley Quinn
Doctor Strange
Thor Thor
Invisible Woman
Wonder Woman
Cat Woman
Professor X

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

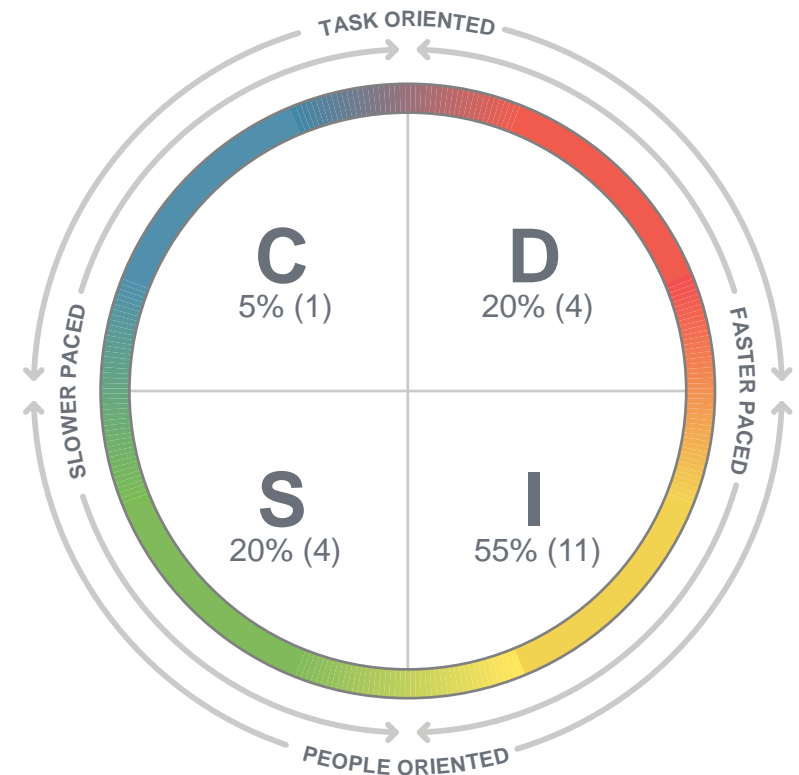
How you influence others to your point of view

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.

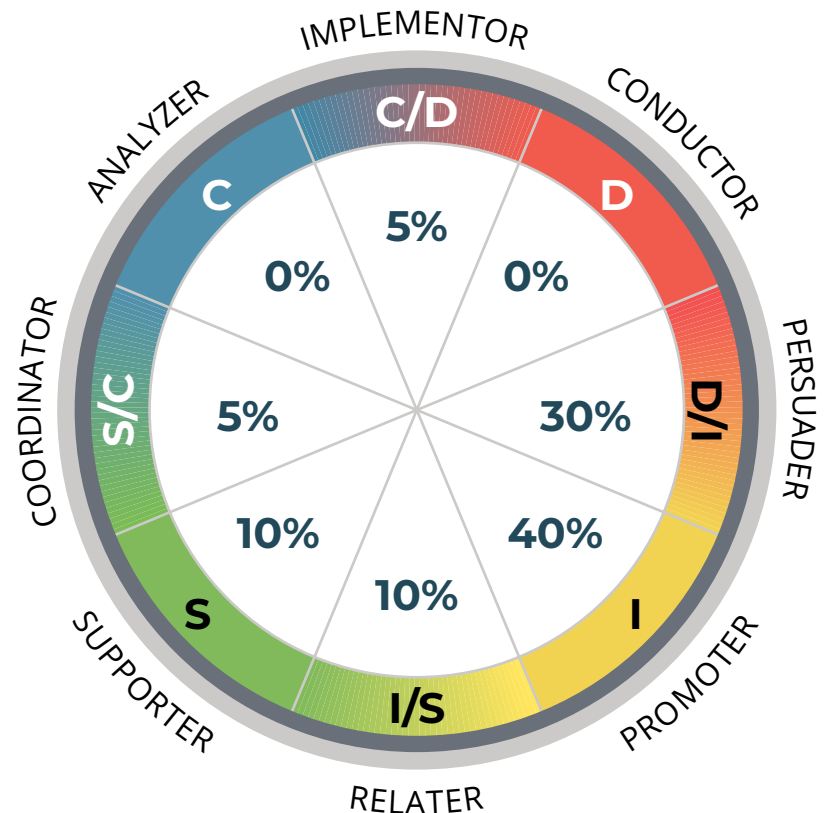
RELATER - I/S - People who tend to take time, think positively, and are focused on interpersonal relationships.

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

- People-oriented
- Bring the team together
- Advocate for new ideas and products
- Communicate well with others
- See the "big picture" and communicate it

POTENTIAL WEAKNESSES

- Overvalue the skills of others
- Emphasize fun over efficiency
- Inattentive to detail
- React based on emotions
- Listen selectively to team members

BEHAVIORAL ATTRIBUTES

Task Oriented

People Oriented

Slower Paced

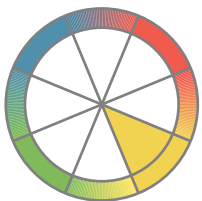
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VALUE TO THE ORGANIZATION

Dreams big

Good mixer

Verbalize feelings



17.46%
of the Population

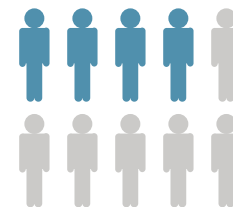
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WORDS THAT WORK

Flexible

Exciting

Inspiring



8/20
40% of the Team

WORDS THAT DON'T WORK

Ordinary

Quiet

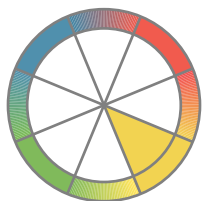
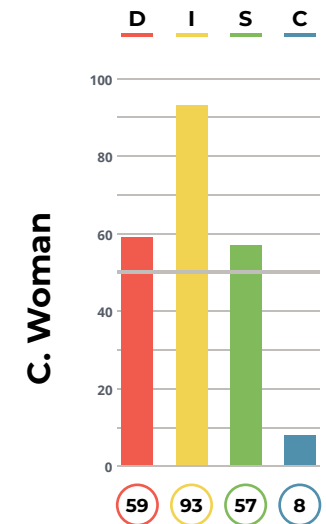
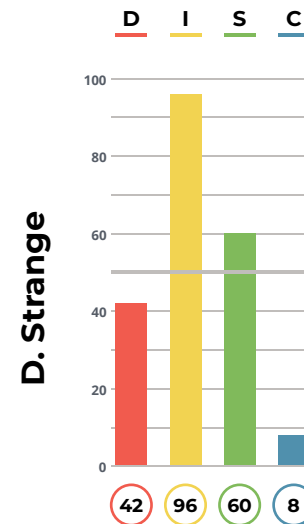
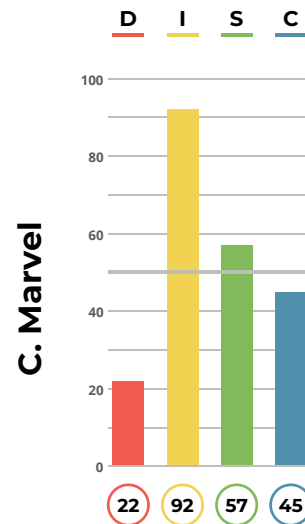
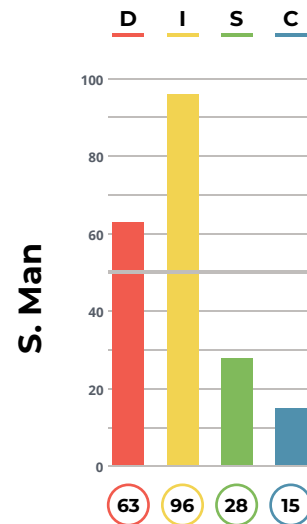
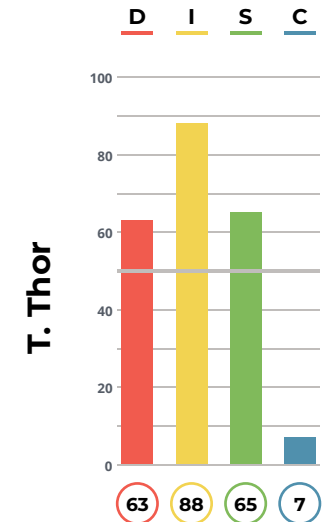
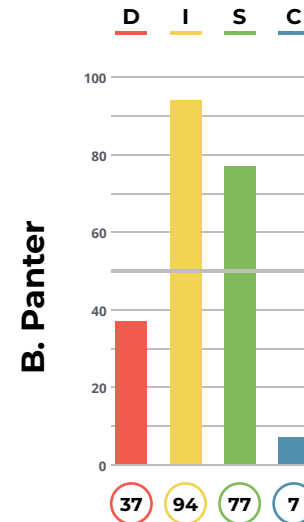
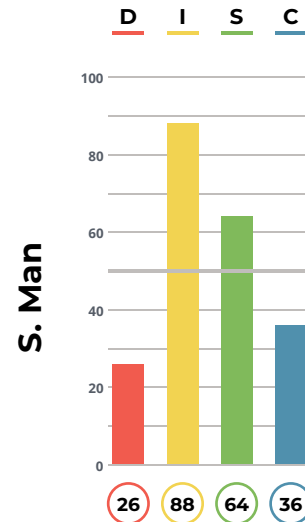
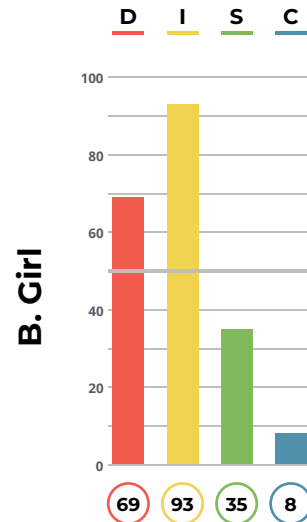
Strict

Promoter Team DISC Graphs - (I)



PROMOTER TEAM

Bat Girl
Super Man
Spider Man
Captain Marvel
Black Panther
Doctor Strange
Thor Thor
Cat Woman



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

- Promote and accept changes
- Independent and autonomous
- Engage others in projects and tasks
- Use their intuition
- Get results through team members

POTENTIAL WEAKNESSES

- Do not follow up and follow through as needed
- Leave tasks unfinished
- Let emotions get in the way of decision-making
- Push their agenda
- Do not manage time or deadlines well

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Cordially enterprising

Innovative

Accomplishes goals through people



12.68%
of the Population

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WORDS THAT WORK

Amazing

Unprecedented

Extraordinary



6/20
30% of the Team

WORDS THAT DON'T WORK

Standardized

Structured

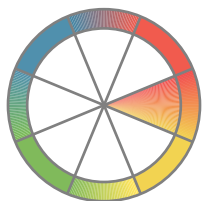
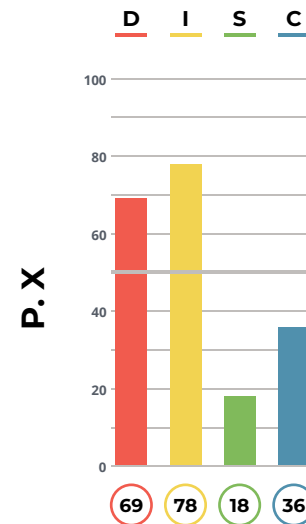
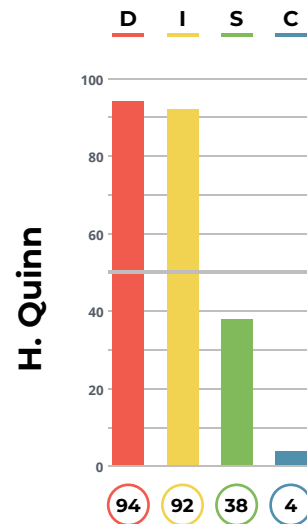
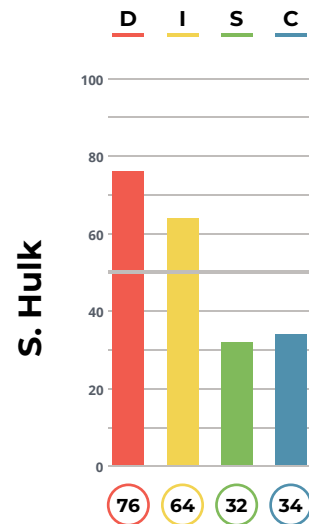
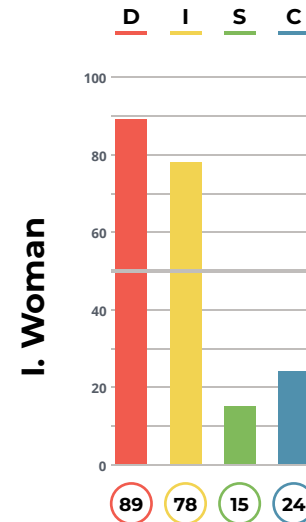
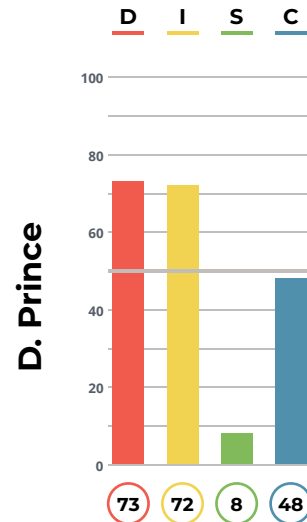
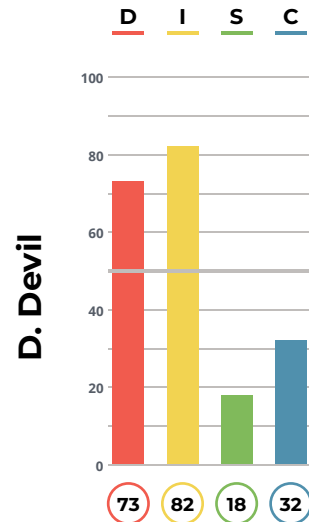
Uniform

Persuader Team DISC Graphs - (D/I)



PERSUADER TEAM

Dare Devil
She Hulk
Diana Prince
Harley Quinn
Invisible Woman
Professor X



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

- Listen actively
- Promote and implement ideas
- Create an environment where people feel significant
- Support others in achieving goals
- Help others using empathy and understanding

POTENTIAL WEAKNESSES

- Freeze under stress
- Act without urgency
- Avoid confrontation
- Agree with the opinions of others
- Tolerate the poor behavior of others

BEHAVIORAL ATTRIBUTES

Task Oriented

People Oriented

Slower Paced

Faster Paced

VALUE TO THE ORGANIZATION

Tenacious
Service-oriented
Team player

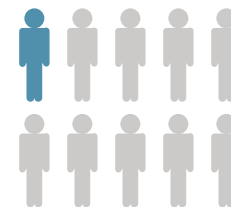


20.08%
of the Population

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WORDS THAT WORK

Easygoing
Simple
Responsive



2/20
10% of the Team

WORDS THAT DON'T WORK

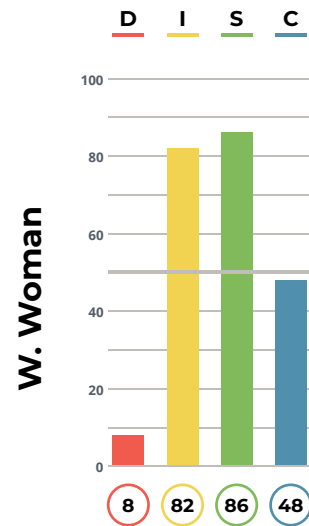
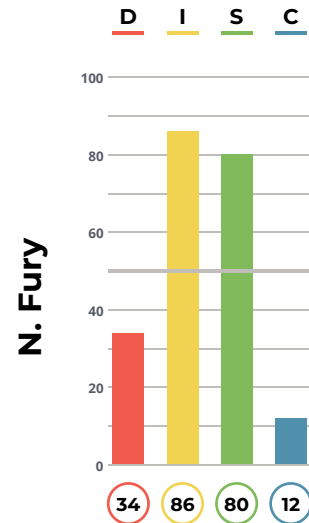
Complex
Abstract
Analytical

Relater Team DISC Graphs - (I/S)



RELATER TEAM

Nick Fury
Wonder Woman



Supporter Team Characteristics - (S)



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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES

Task Oriented

People Oriented

Slower Paced

Faster Paced

VALUE TO THE ORGANIZATION

Negotiates conflicts
Dependable team player
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

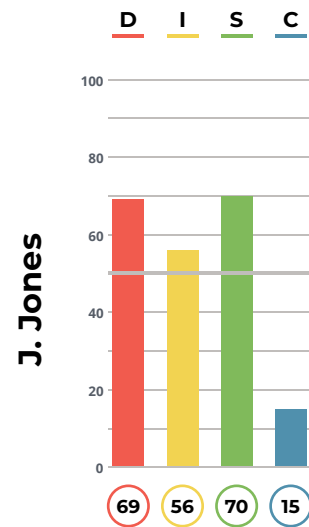
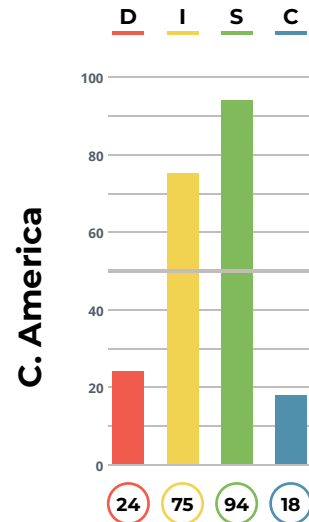
Unexpected
Urgent
Confrontation

Supporter Team DISC Graphs - (S)



SUPPORTER TEAM

Captian America
Jessica Jones



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
- Follow projects through to completion
- Understand and preserve the need for quality systems
- Implement and fine-tune the plan
- Work for a leader and a cause

POTENTIAL WEAKNESSES

- Lack confidence in self and team
- Suppress feelings
- Become stubborn under stress
- Resist change without reasoning
- Overuse organizational procedures

BEHAVIORAL ATTRIBUTES

Task Oriented

People Oriented

Slower Paced

Faster Paced

VALUE TO THE ORGANIZATION

Looks for logical solutions

Respect for authority

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

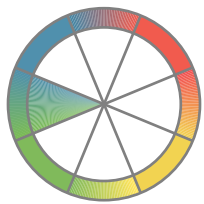
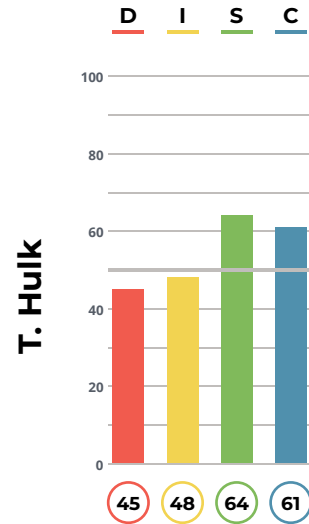
Incomplete

Coordinator Team DISC Graphs - (S/C)



COORDINATOR TEAM

The Hulk



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
- Use time well
- Understand all facts before starting a project
- Aware and sensitive to the cost of errors and mistakes
- Share creative ideas

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Pursues rational outcomes
Objective and realistic
Requires fact-based ideas



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

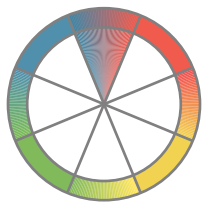
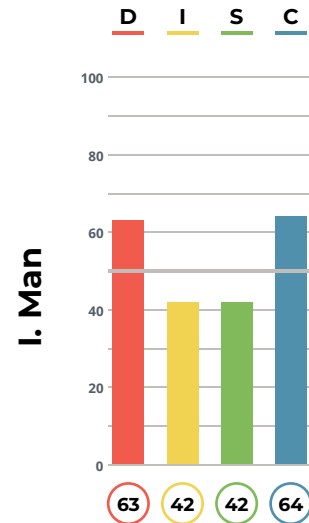
Assume

Implementor Team DISC Graphs - (C/D)



IMPLEMENTOR TEAM

Iron Man



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

- Maintain high standards for self and subordinates
- Use facts to support their opinion and cause
- Find the right way to proceed
- Operate in a self-disciplined manner
- Accurate and precise

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Will gather data for decision making
Comprehensive problem solving
Concerned about quality



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

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

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

POTENTIAL WEAKNESSES

- Overconfident in their abilities
- Make decisions without all of the facts
- Use fear as a motivator
- Poor or selective listening
- Dislike routine work

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

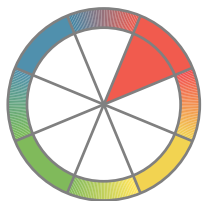


VALUE TO THE ORGANIZATION

Results driven

Ability to change gears fast and often

Challenges the status quo



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.

CONDUCTOR - D (0%)	SUPPORTER - S (10%)
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 (30%)	COORDINATOR - S/C (5%)
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 (40%)	ANALYZER - C (0%)
People who tend to verbalize many thoughts to influence outcomes.	People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.
RELATER - I/S (10%)	IMPLEMENTOR - C/D (5%)
People who tend to take time, think positively, and are focused on interpersonal relationships.	People who tend to assess, leverage facts and figures, and advance toward a solution.

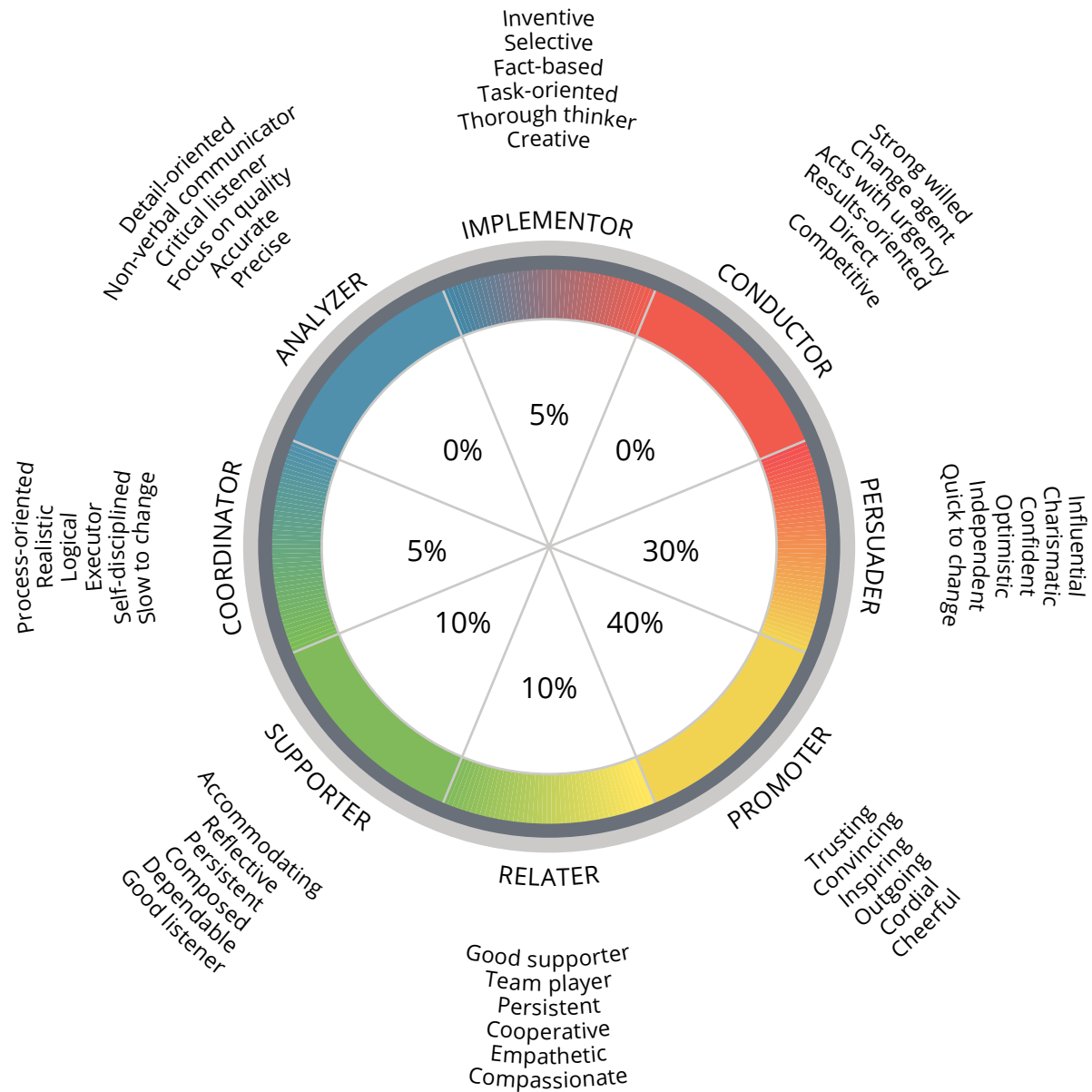
Team Member Overview



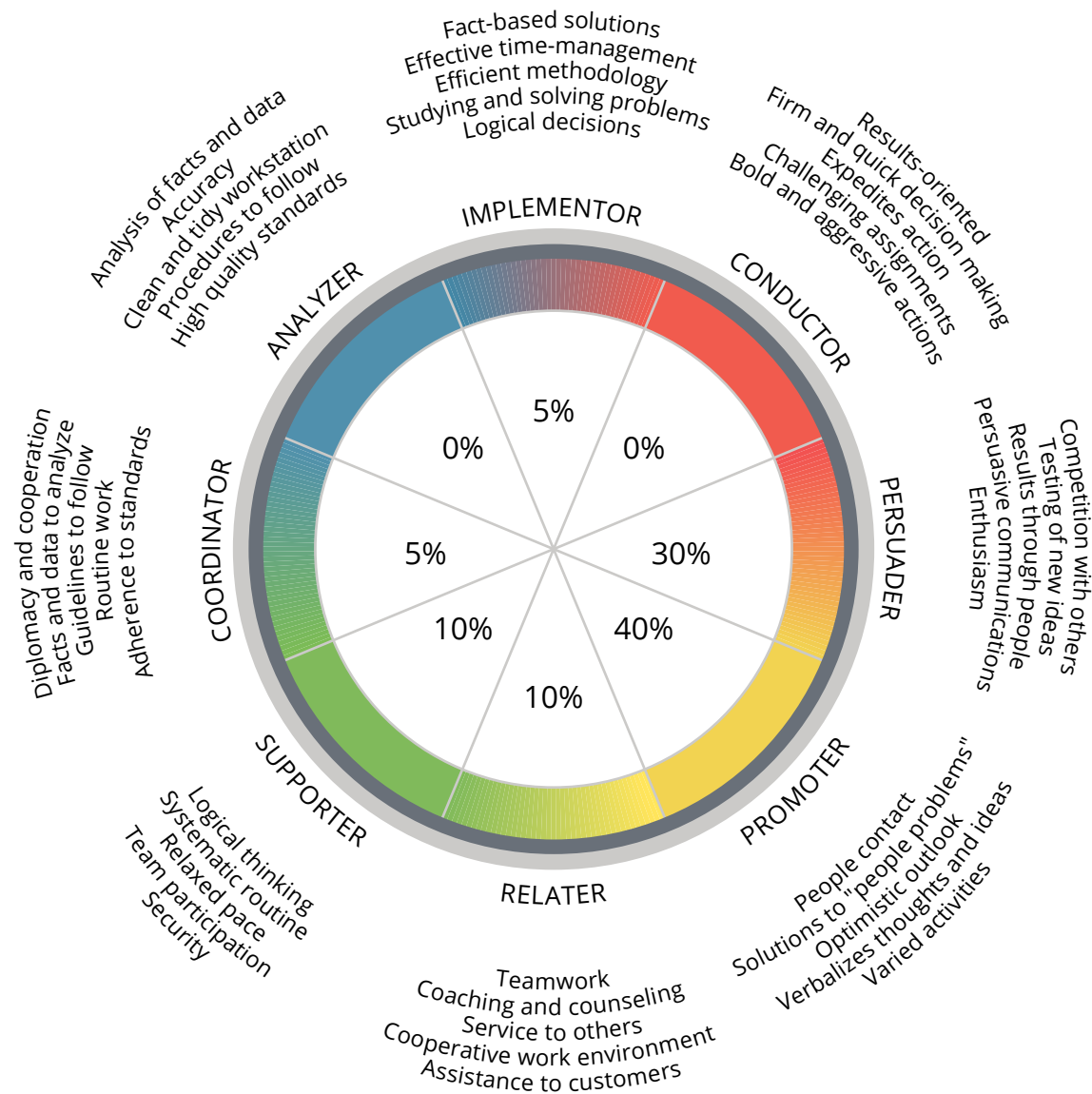
The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

CONDUCTOR - D (0%)	SUPPORTER - S (10%)
	Captian America Jessica Jones
PERSUADER - D/I (30%)	COORDINATOR - S/C (5%)
Dare Devil She Hulk Diana Prince Harley Quinn Invisible Woman Professor X	The Hulk
PROMOTER - I (40%)	ANALYZER - C (0%)
Bat Girl Super Man Spider Man Captain Marvel Black Panter Doctor Strange Thor Thor	Cat Woman
RELATER - I/S (10%)	IMPLEMENTOR - C/D (5%)
Nick Fury Wonder Woman	Iron Man

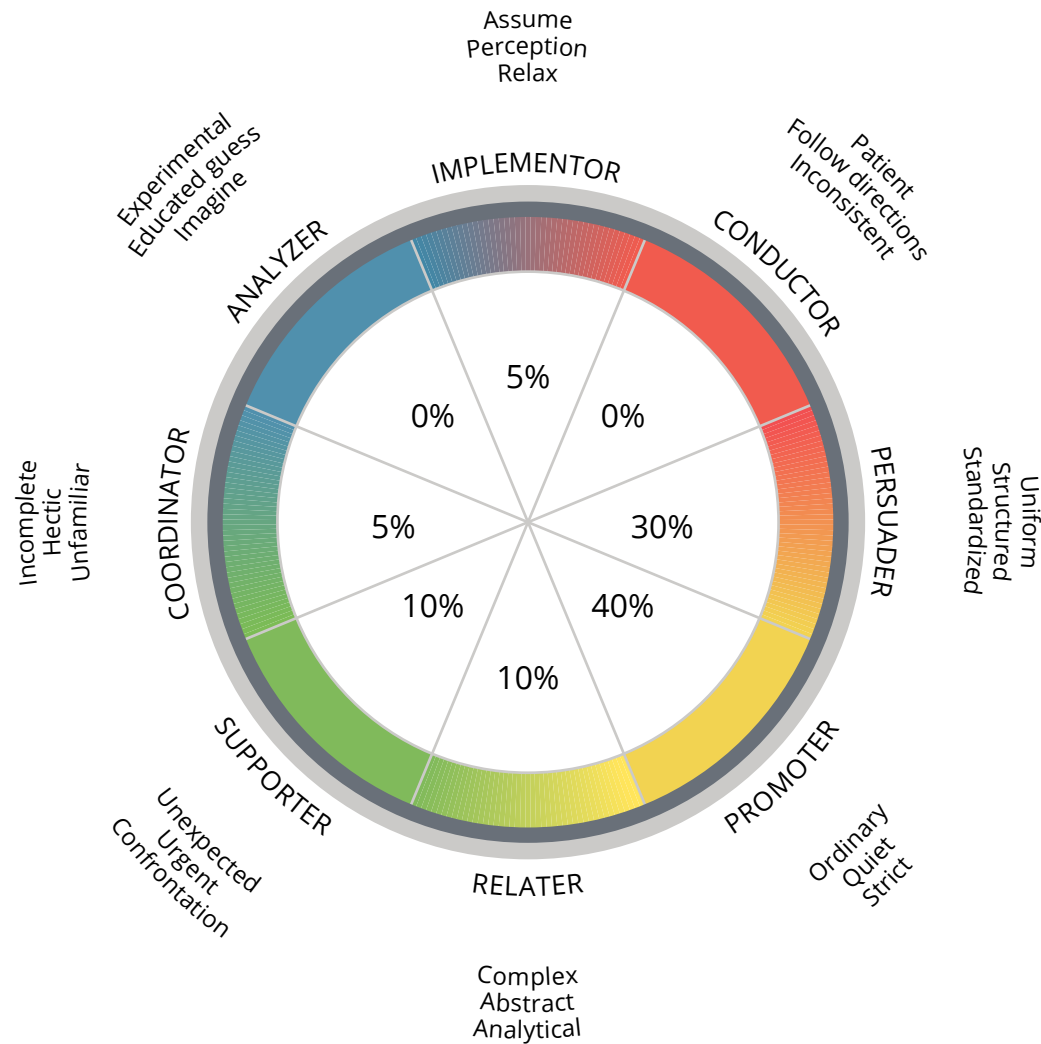
Team Member Characteristics



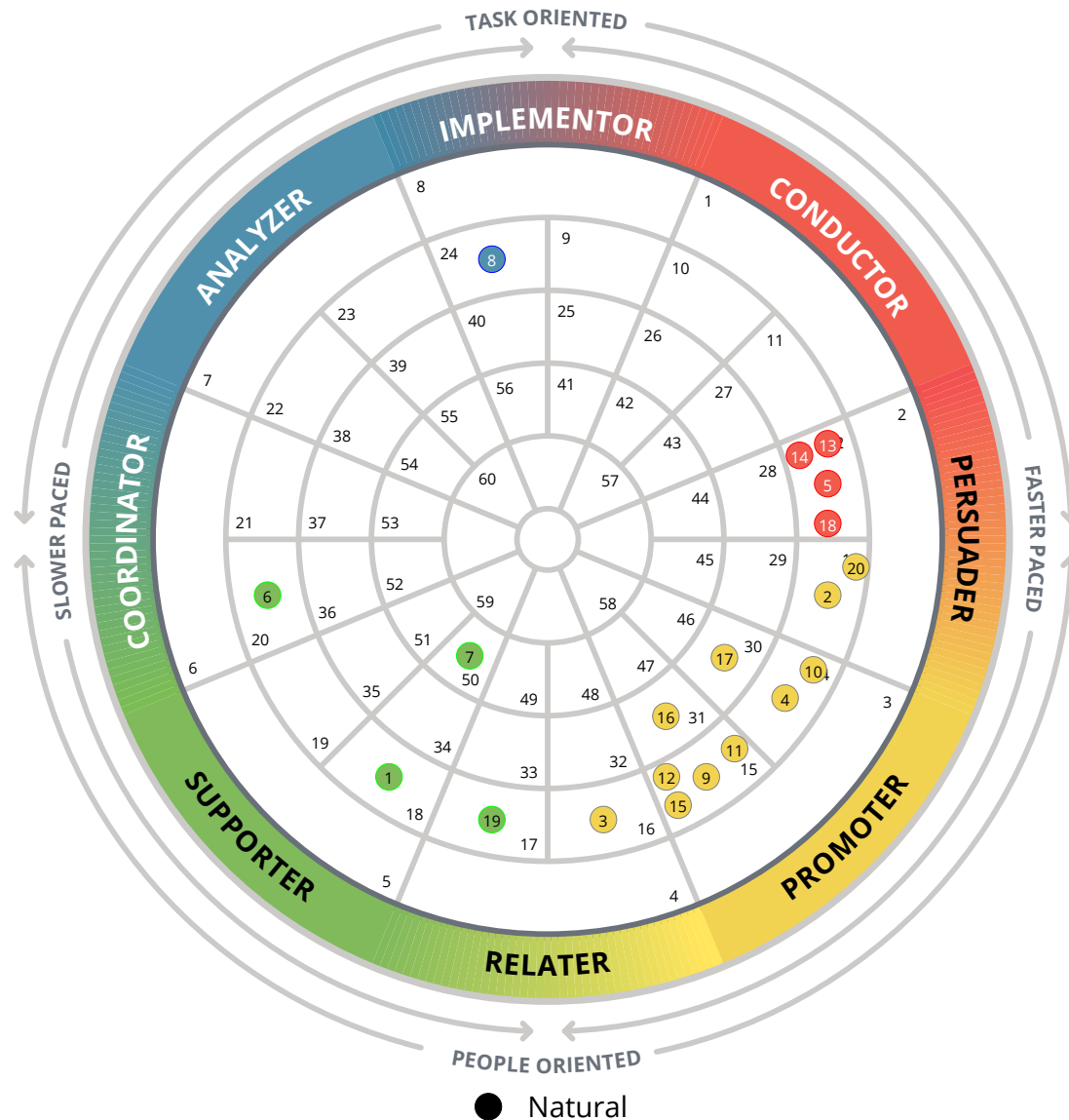
Ideal Environment for Team Members



Words That Don't Work with Team Members



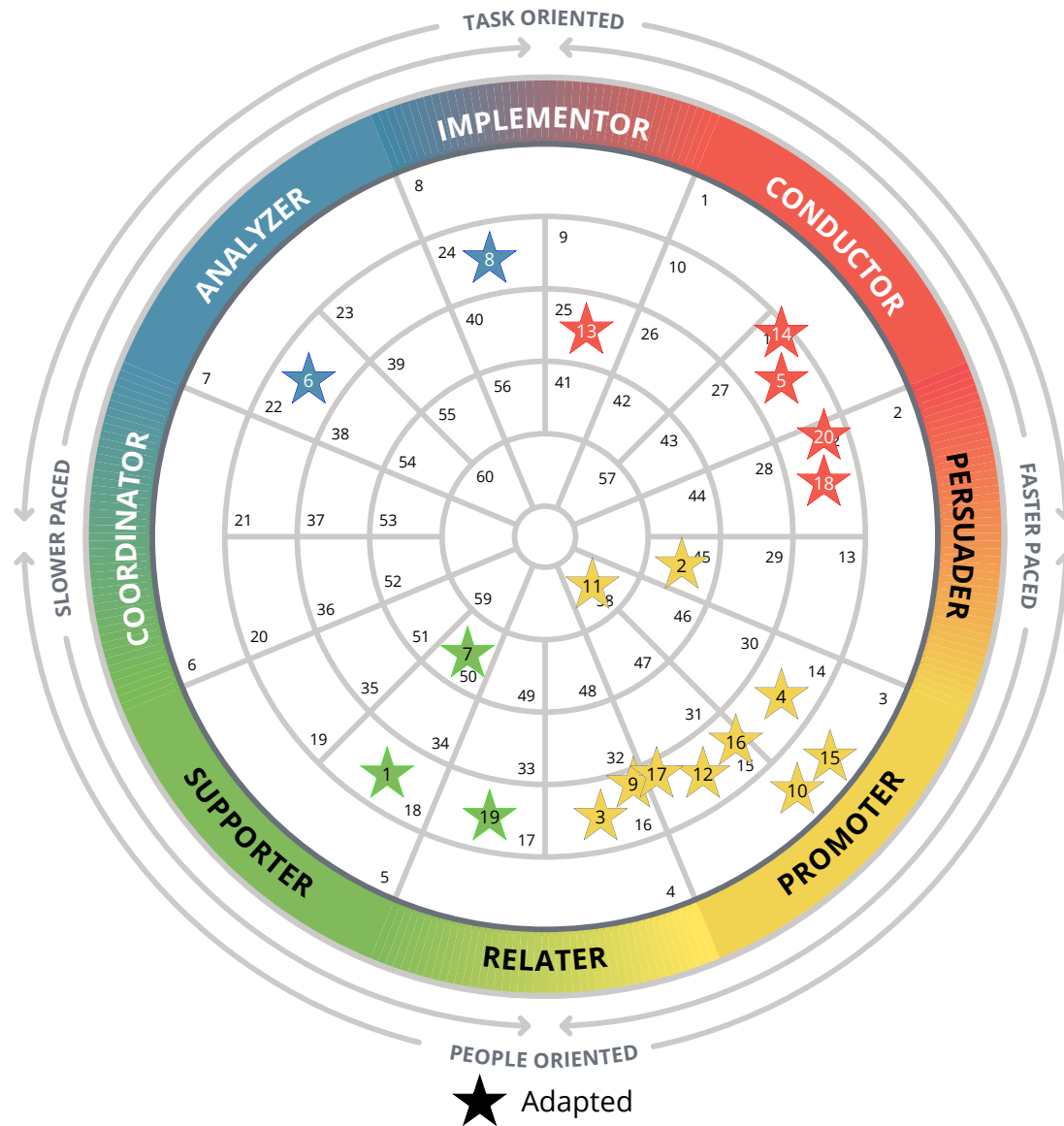
Group Wheel Natural



Team Members

- 1: Captian America
- 2: Dare Devil
- 3: Nick Fury
- 4: Bat Girl
- 5: She Hulk
- 6: The Hulk
- 7: Jessica Jones
- 8: Iron Man
- 9: Spider Man
- 10: Super Man
- 11: Captain Marvel
- 12: Black Panther
- 13: Diana Prince
- 14: Harley Quinn
- 15: Doctor Strange
- 16: Thor Thor
- 17: Cat Woman
- 18: Invisible Woman
- 19: Wonder Woman
- 20: Professor X

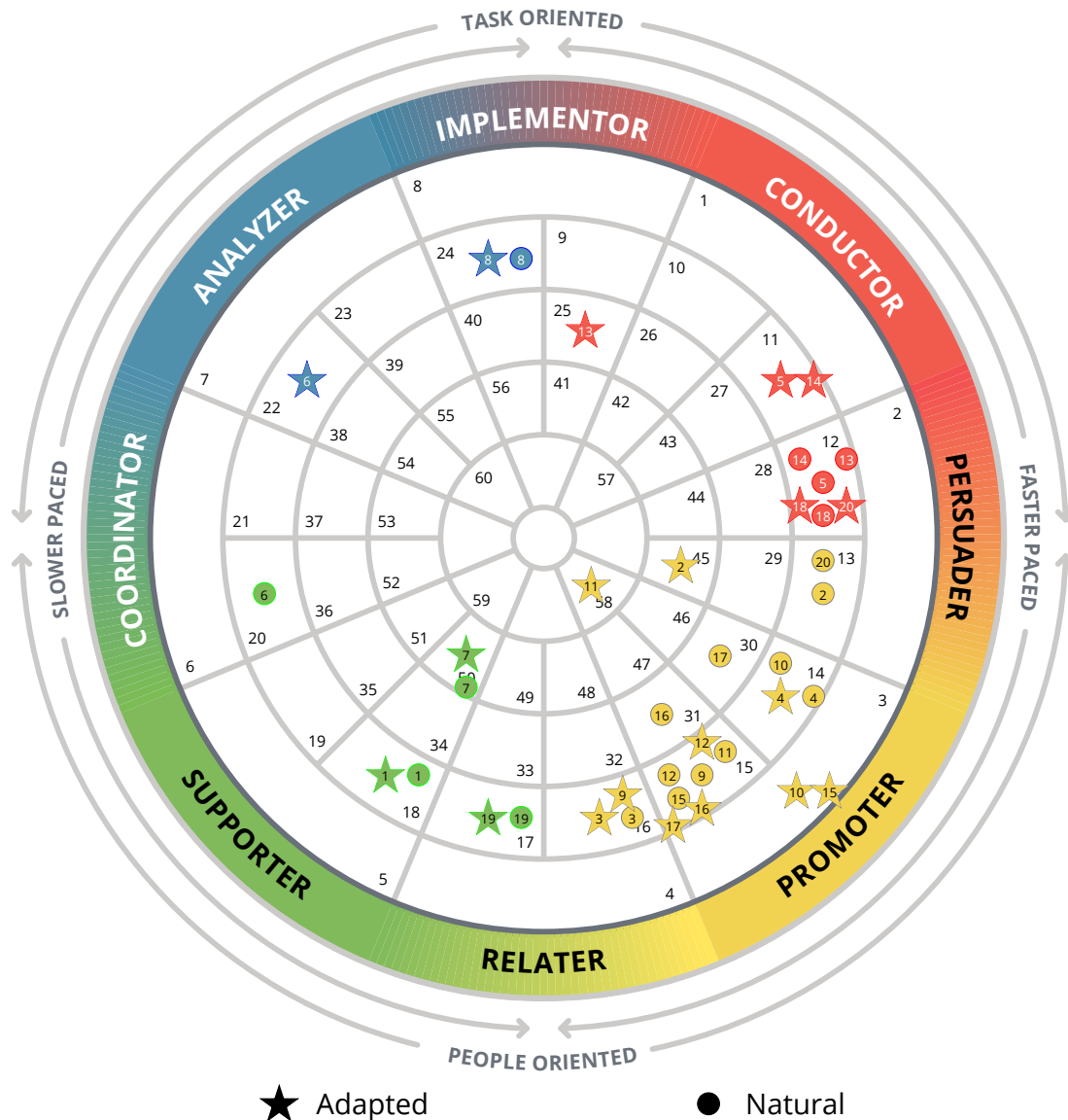
Group Wheel Adapted



Team Members

- 1: Captian America
- 2: Dare Devil
- 3: Nick Fury
- 4: Bat Girl
- 5: She Hulk
- 6: The Hulk
- 7: Jessica Jones
- 8: Iron Man
- 9: Spider Man
- 10: Super Man
- 11: Captain Marvel
- 12: Black Panther
- 13: Diana Prince
- 14: Harley Quinn
- 15: Doctor Strange
- 16: Thor Thor
- 17: Cat Woman
- 18: Invisible Woman
- 19: Wonder Woman
- 20: Professor X

Group Wheel Migration



Team Members

- 1: Captian America
- 2: Dare Devil
- 3: Nick Fury
- 4: Bat Girl
- 5: She Hulk
- 6: The Hulk
- 7: Jessica Jones
- 8: Iron Man
- 9: Spider Man
- 10: Super Man
- 11: Captain Marvel
- 12: Black Panther
- 13: Diana Prince
- 14: Harley Quinn
- 15: Doctor Strange
- 16: Thor Thor
- 17: Cat Woman
- 18: Invisible Woman
- 19: Wonder Woman
- 20: Professor X

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.

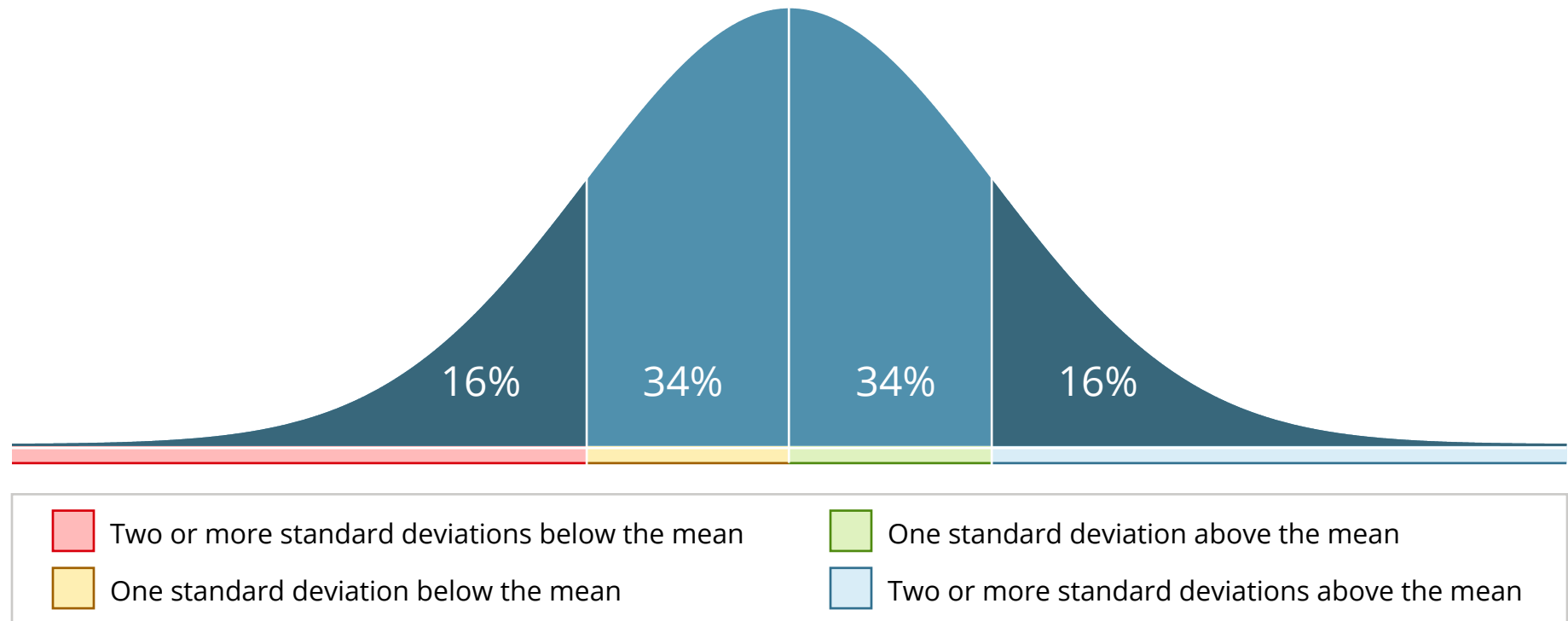
The Bell Curve Defined



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.	C. America	D. Devil	N. Fury	B. Girl	S. Hulk	T. Hulk	J. Jones	S. Man	I. Man	S. Man	Mean
Interaction	84	80	90	90	100	70	45	60	100	45	90	58
Versatile	72	45	100	65	85	70	43	50	90	50	70	54
People-Oriented	70	95	65	95	65	60	60	65	60	50	85	64
Frequent Change	70	52	82	62	85	75	45	62	85	55	58	52
Customer-Oriented	66	90	53	90	57	50	62	63	53	50	93	63
Competitive	59	30	80	40	75	80	50	65	75	65	30	49
Urgency	54	15	88	25	70	78	37	45	71	59	29	43
Persistence	44	53	35	47	32	45	73	52	32	62	50	62
Following Policy	43	60	30	45	30	40	70	45	28	65	52	61
Consistent	42	58	25	50	25	40	72	48	22	58	58	62
Analysis	27	25	25	15	10	40	70	35	15	70	25	54
Organized Workplace	26	20	25	15	10	35	75	35	15	75	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.	C. Marvel	B. Panter	D. Prince	H. Quinn	D. Strange	T. Thor	I. Woman	W. Woman	C. Woman	P. X	Mean
Interaction	84	100	100	80	100	100	90	80	90	100	80	58
Versatile	72	75	65	90	85	75	70	90	60	75	90	54
People-Oriented	70	65	85	55	65	65	85	60	100	65	60	64
Frequent Change	70	60	68	80	92	75	75	85	42	78	78	52
Customer-Oriented	66	83	83	43	47	73	73	43	93	67	50	63
Competitive	59	30	40	75	90	50	70	85	10	70	70	49
Urgency	54	30	28	96	88	37	44	100	11	46	84	43
Persistence	44	47	40	38	28	33	42	35	60	40	40	62
Following Policy	43	52	42	40	22	35	38	30	65	35	38	61
Consistent	42	58	48	30	18	40	35	22	68	35	30	62
Analysis	27	30	10	40	10	10	10	30	30	10	35	54
Organized Workplace	26	30	10	30	10	10	10	22	30	10	30	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

Introduction

12 Driving Forces®



Contents of the Report

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

Team Member List

Captian America
Dare Devil
Nick Fury
Bat Girl
She Hulk
The Hulk
Jessica Jones
Super Man
Iron Man
Spider Man
Captain Marvel
Black Panter
Diana Prince
Harley Quinn
Doctor Strange
Thor Thor
Invisible Woman
Wonder Woman
Cat Woman
Professor X

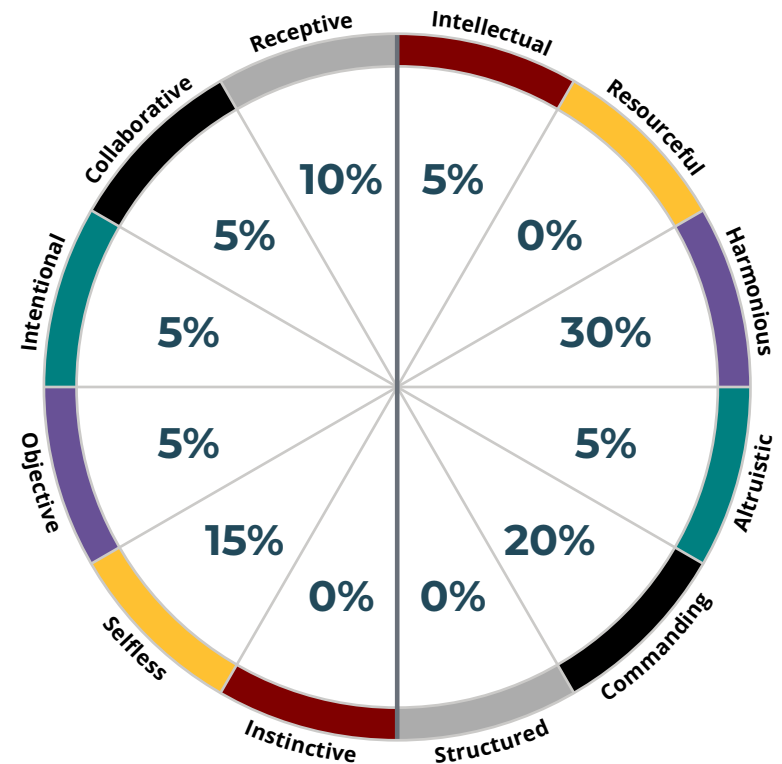
Team Driving Forces Overview



Observing Driving Forces

Have you ever noticed some people:

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



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

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.

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

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

Potential Weaknesses

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

Objective



Harmonious

Surroundings

Energizers

Express imagination

Seek balance in life

Experience surroundings

Stressors

Overemphasize function

Encounter chaos

Disregard balance



4%

of the Population

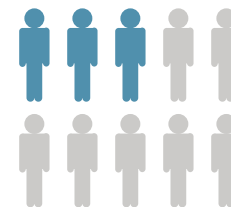
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Words That Work

Balance

Subjective

Atmosphere



6/20

30% of the Team

Words That Don't Work

Function

Dull

Objective

Super Hero TI

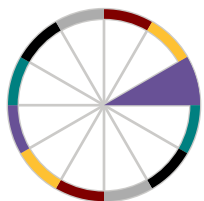
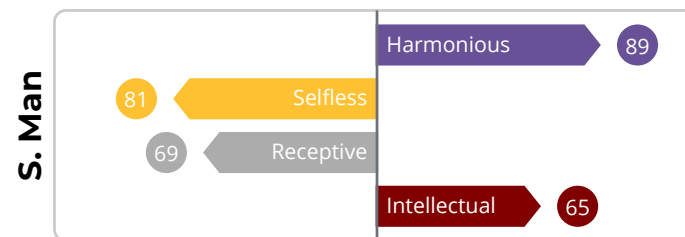
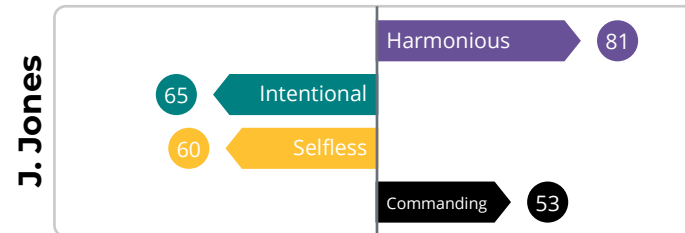
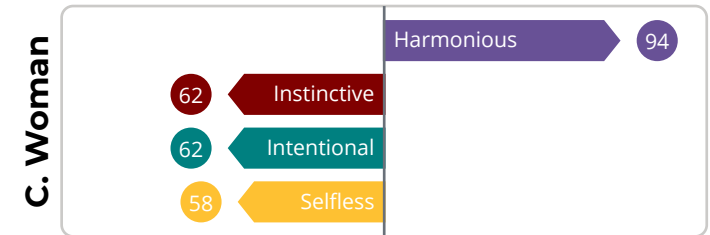
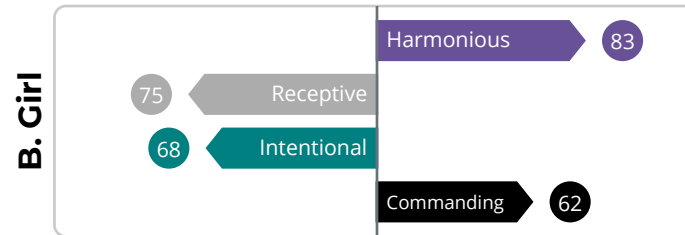
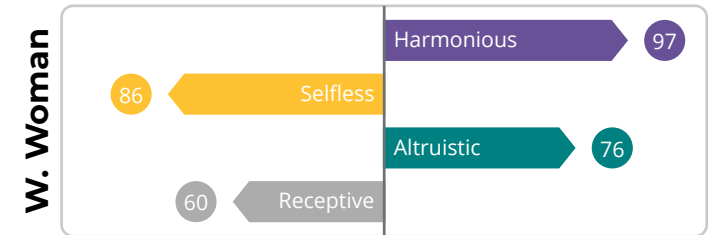
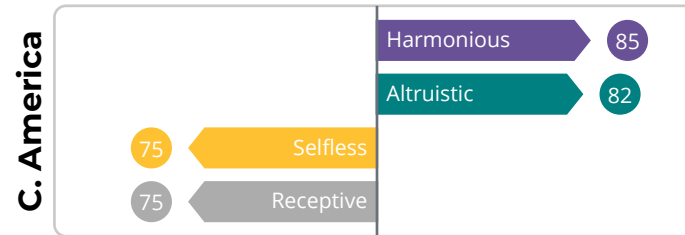
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Harmonious Primary Drivers



Harmonious Team

Captian America
Bat Girl
Jessica Jones
Super Man
Wonder Woman
Cat Woman



Commanding Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

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

Potential Weaknesses

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

Collaborative



Power

Commanding

Energizers

Obtain status symbols

Create and control destiny

Lead a group

Stressors

Delay personal advancement

Have a small workspace

Work behind the scenes



13%

of the Population

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Words That Work

Lead

Win

Award



4/20

20% of the Team

Words That Don't Work

Cooperative

Together

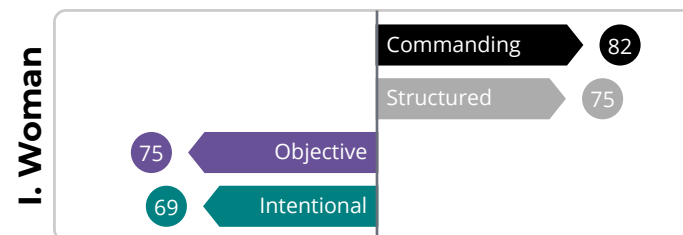
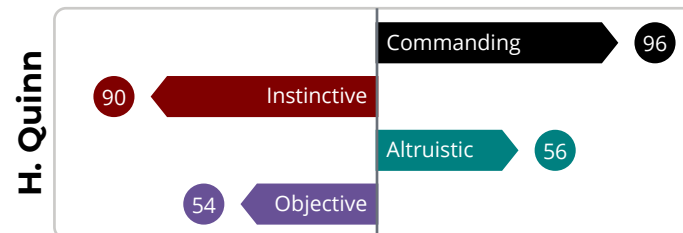
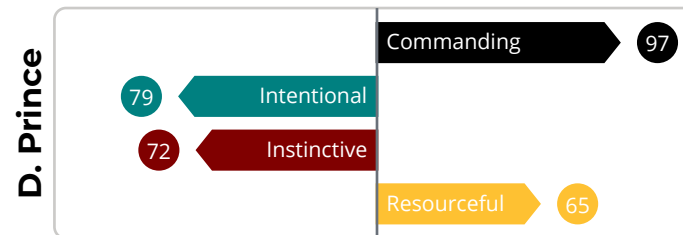
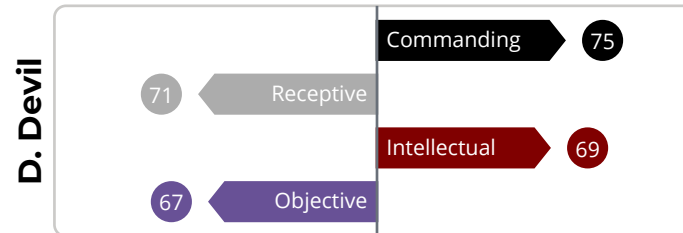
Share

Commanding Primary Drivers



Commanding Team

Dare Devil
Diana Prince
Harley Quinn
Invisible Woman



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

Potential Weaknesses

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

Selfless



Resourceful

Energizers

Work on unrestricted projects

Complete tasks

Utilize resources freely

Stressors

Focus on the process

Measure success through efficiency

Restrict time investment



7%

of the Population

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Words That Work

Accomplish

Casual

Unrestrained



3/20

15% of the Team

Words That Don't Work

Maximize

Gain

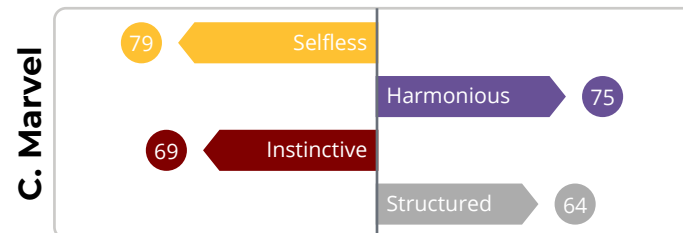
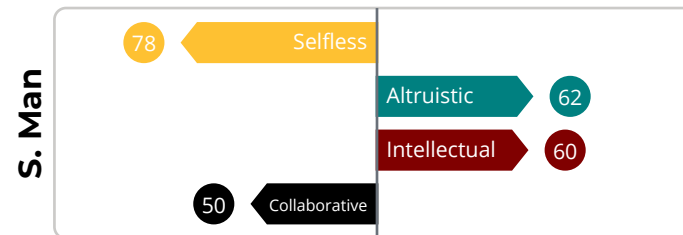
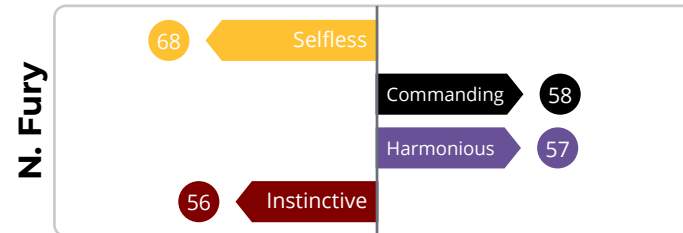
Benefit

Selfless Primary Drivers



Selfless Team

Nick Fury
Spider Man
Captain Marvel



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
- Adopt only aspects of systems if they see a benefit
- Consider themselves an independent thinker
- Seek new ways to accomplish routine tasks

Potential Weaknesses

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

Receptive



Structured

Methodologies

Energizers

Explore possibilities

Create new systems

Think Out-of-the-box

Stressors

Work with restrictions

Follow outdated processes

Act repetitively



11%

of the Population

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Words That Work

Options

Agile

Open-minded



2/20

10% of the Team

Words That Don't Work

Tradition

Hierarchy

Routine

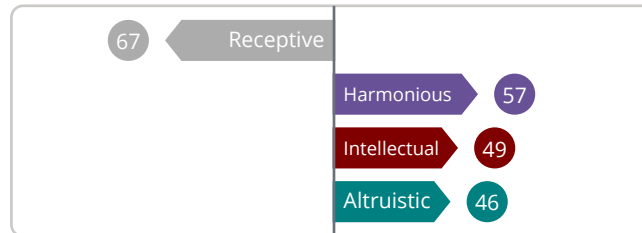
Receptive Primary Drivers



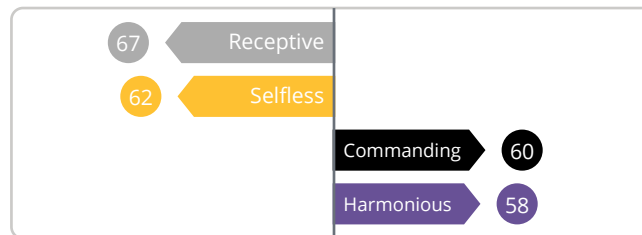
Receptive Team

She Hulk
Thor Thor

S. Hulk



T. Thor



Intellectual Team Characteristics



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

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

Potential Weaknesses

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

Instinctive



Knowledge

Intellectual

Energizers

Devote time to learn
Objectively analyze ideas
Learn continuously

Stressors

Make educated guesses
Approach ideas subjectively
Restrict knowledge



16%

of the Population

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Words That Work

Research
Learn
Discover



1/20

5% of the Team

Words That Don't Work

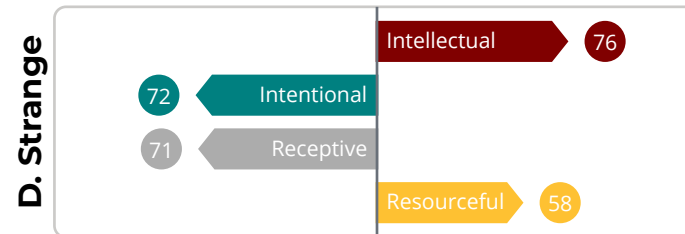
Apply
Guess
Intuitive

Intellectual Primary Drivers



Intellectual Team

Doctor Strange



Objective Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

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

Potential Weaknesses

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

Objective



Harmonious

Surroundings

Energizers

Provide tangible outcomes
Persevere in Chaos
Appreciate functionality

Stressors

Put appearance over function
Pursue intangible ideas
Focus on harmony



12%

of the Population

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Words That Work

Function
Reality
Factual



1/20

5% of the Team

Words That Don't Work

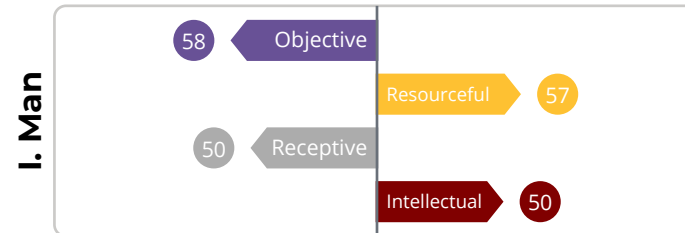
Subjective
Experience
Beauty

Objective Primary Drivers



Objective Team

Iron Man



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

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

Potential Weaknesses

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

Intentional



Others

Altruistic

Energizers

Develop internal advocates
Be with purposeful people
Benefit personally

Stressors

Make emotion-based decisions
Act without personal benefit
Support others in need



14%

of the Population

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Words That Work

Benefit
Purposeful
Deliberate



1/20

5% of the Team

Words That Don't Work

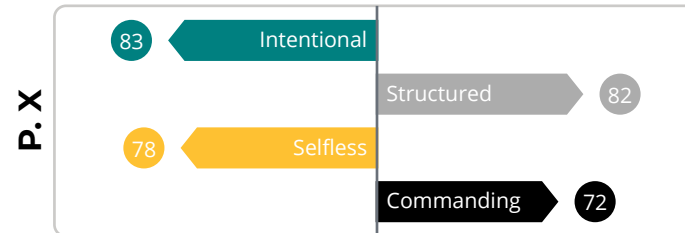
Volunteer
Compassion
Kindness

Intentional Primary Drivers



Intentional Team

Professor X



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.

Strengths and Weaknesses

Potential Strengths

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

Potential Weaknesses

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

Collaborative



Power

Commanding

Energizers

Feel included
Join supportive environments
Work on team projects

Stressors

Recognize individual achievements
Lead involuntarily
Be in egotistical environments



4%

of the Population

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Words That Work

Cooperative
Supportive
Together



1/20

5% of the Team

Words That Don't Work

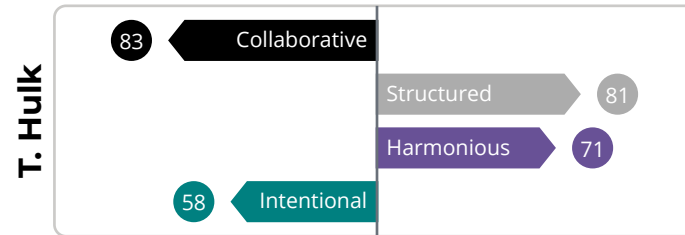
Command
Individual
Control

Collaborative Primary Drivers



Collaborative Team

The Hulk



Altruistic Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

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

Potential Weaknesses

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

Intentional



Others

Altruistic

Energizers

Eliminate conflict

Realize the potential in others

Support humanitarian causes

Stressors

Observe favoritism

Act inconsiderately

Ignore others in need



6%

of the Population

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Words That Work

Comfort

Volunteer

Sacrifice



1/20

5% of the Team

Words That Don't Work

Selective

Intentional

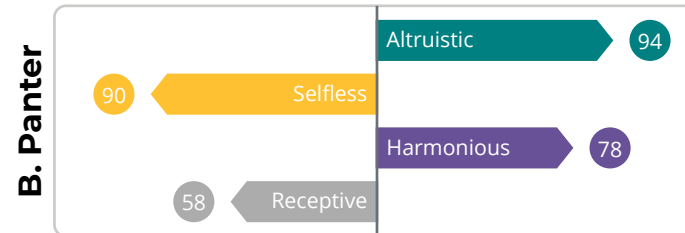
Purposeful

Altruistic Primary Drivers



Altruistic Team

Black Panther



Instinctive Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

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

Potential Weaknesses

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

Instinctive



Knowledge

Intellectual

Energizers

Learn on demand
Decide based on intuition
Apply past knowledge

Stressors

Discuss hypothetical subjects
Conduct extensive research
Justify intuitive decisions



3%

of the Population

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Words That Work

Specific
Relevant
Apply



0/20

0% of the Team

Words That Don't Work

Comprehensive
Classify
Study

Resourceful Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

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

Potential Weaknesses

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

Selfless



Resourceful

Energizers

Focus on efficiency

Obtain practical results

Compensate based on performance

Stressors

Waste time

Be redundant

Ignore the return on investment



6%

of the Population

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Words That Work

Maximize
Profitable
Benefit



0/20

0% of the Team

Words That Don't Work

Casual
Rework
Donate

Structured Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

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

Potential Weaknesses

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

Receptive



Structured

Methodologies

Energizers

Seek consistency
Protect beliefs
Advance their cause

Stressors

Disregard tradition
Embrace new ideas
Ignore established protocols



5%

of the Population

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Words That Work

Ideology
Tradition
Order



0/20

0% of the Team

Words That Don't Work

New methods
Possibilities
Flexible


Knowledge Overview



Instinctive		Intellectual
	1	Doctor Strange
Harley Quinn Cat Woman	2	
Captain Marvel Diana Prince	3	Dare Devil She Hulk Spider Man
Nick Fury	4	Super Man Iron Man


Utility Overview



Selfless		Resourceful
Nick Fury Spider Man Captain Marvel	1	
Super Man Black Panter Thor Thor Wonder Woman	2	Iron Man
Captian America Jessica Jones Professor X	3	
Cat Woman	4	Diana Prince Doctor Strange


Surroundings Overview



Objective		Harmonious
Iron Man	1	Captian America Bat Girl Jessica Jones Super Man Wonder Woman Cat Woman
	2	She Hulk Captain Marvel
Invisible Woman	3	Nick Fury The Hulk Black Panter
Dare Devil Harley Quinn	4	Thor Thor

Others Overview



Intentional		Altruistic
Professor X	1	Black Panther
Jessica Jones Diana Prince Doctor Strange	2	Captian America Spider Man
Bat Girl Cat Woman	3	Harley Quinn Wonder Woman
The Hulk Invisible Woman	4	She Hulk


Power Overview



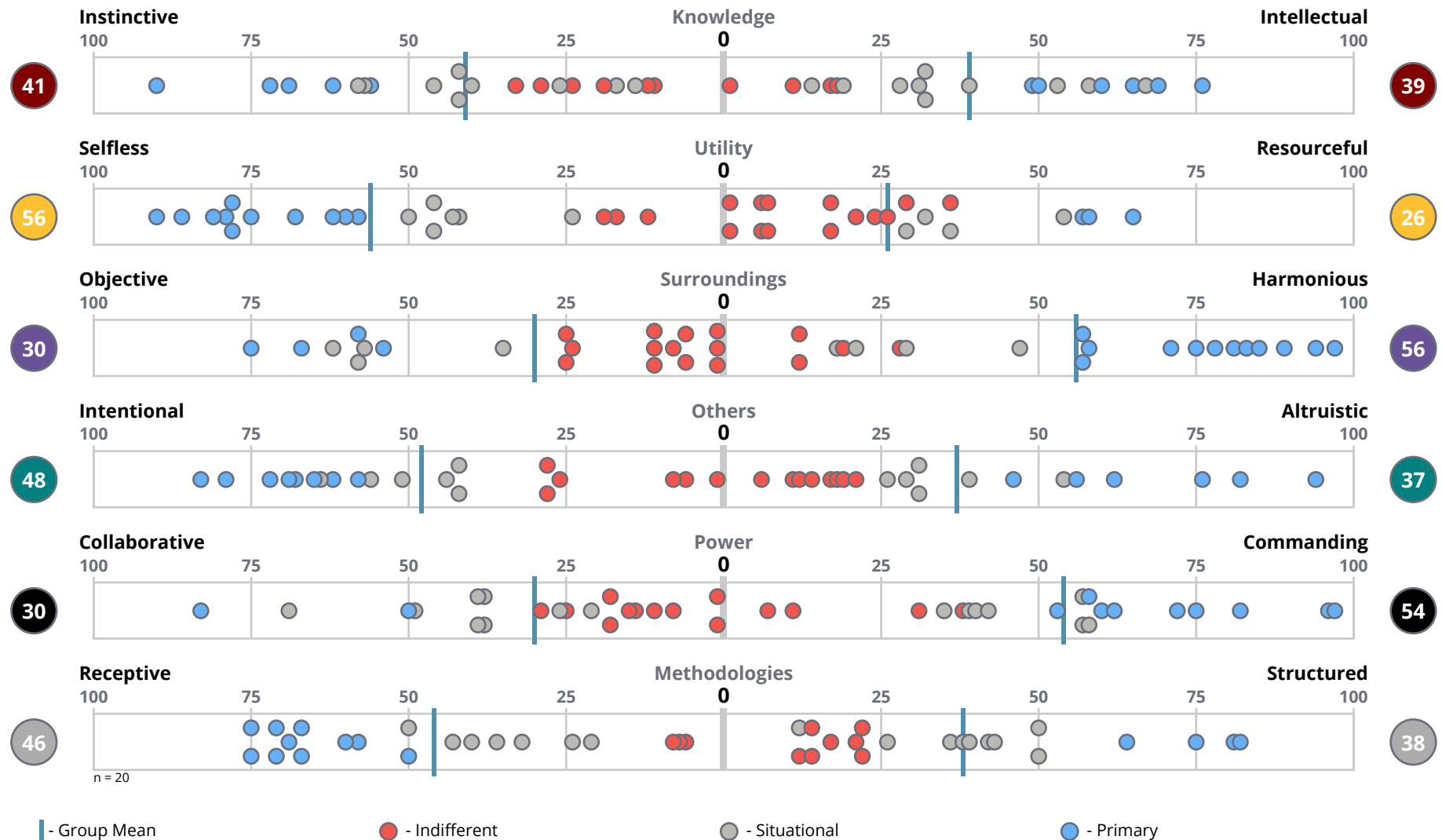
Collaborative		Commanding
The Hulk	1	Dare Devil Diana Prince Harley Quinn Invisible Woman
	2	Nick Fury
	3	Thor Thor
Spider Man	4	Bat Girl Jessica Jones Professor X

Methodologies Overview



Receptive		Structured
She Hulk Thor Thor	1	
Dare Devil Bat Girl	2	The Hulk Invisible Woman Professor X
Super Man Iron Man Doctor Strange	3	
Captian America Black Panter Wonder Woman	4	Captain Marvel

Driving Forces Group Bars



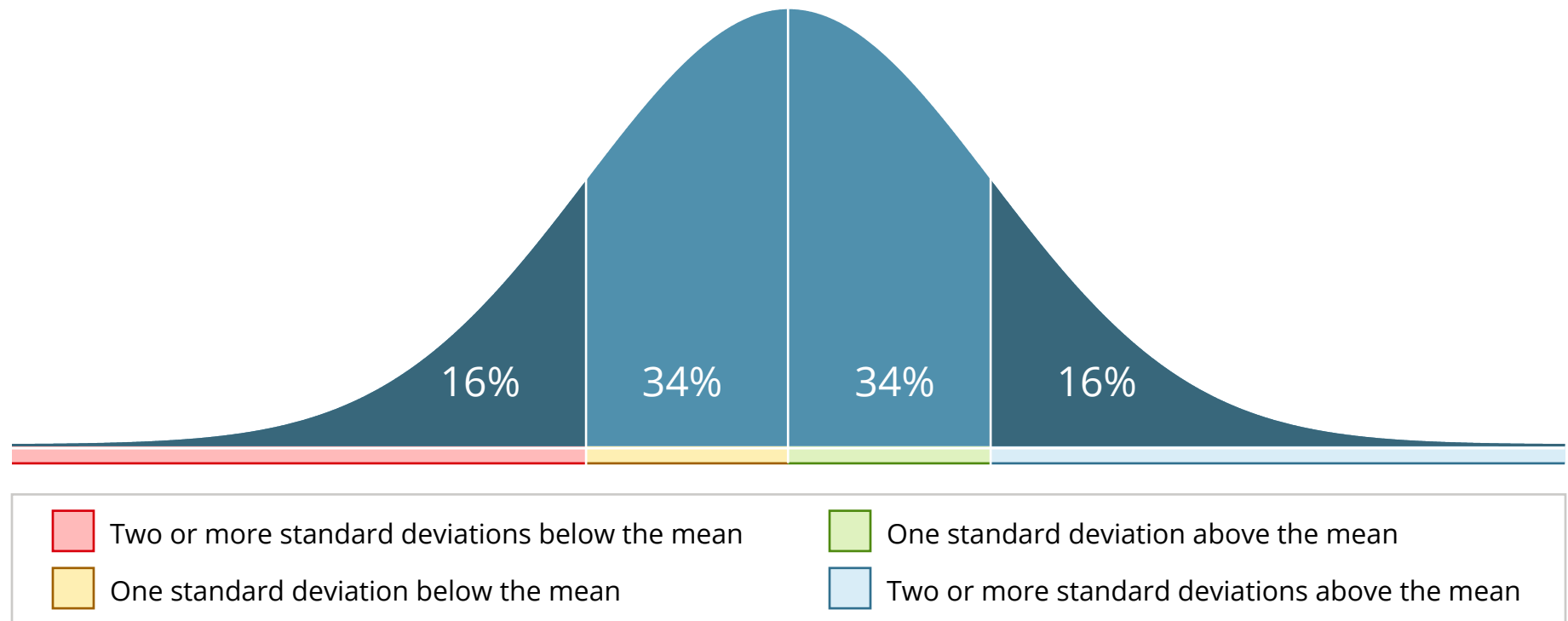
The Bell Curve Defined



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	Team Avg.	C. America	D. Devil	N. Fury	B. Girl	S. Hulk	T. Hulk	J. Jones	S. Man	I. Man	S. Man	Mean
Harmonious	56	85	21	57	83	57	71	81	89	28	47	36
Selfless	56	75	24	68	42	46	43	60	81	19	78	40
Commanding	54	11	75	58	62	42	7	53	39	38	31	49
Intentional	48	6	64	26	68	42	58	65	42	44	28	49
Receptive	46	75	71	50	75	67	8	43	69	50	36	47
Instinctive	41	17	11	56	42	33	46	42	19	29	24	29
Intellectual	39	53	69	28	39	49	32	31	65	50	60	53
Structured	38	12	12	36	14	21	81	42	22	39	43	36
Altruistic	37	82	18	54	19	46	31	21	29	39	62	35
Objective	30	8	67	25	6	25	11	11	0	58	35	49
Collaborative	30	69	14	25	18	38	83	29	39	49	50	35
Resourceful	26	7	54	17	32	36	29	24	6	57	7	42

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean

Driving Forces Comparison

Continued



Driving Forces	Team Avg.	C. Marvel	B. Panter	D. Prince	H. Quinn	D. Strange	T. Thor	I. Woman	W. Woman	C. Woman	P. X	Mean
Harmonious	56	75	78	12	19	29	58	12	97	94	18	36
Selfless	56	79	90	12	46	17	62	50	86	58	78	40
Commanding	54	57	35	97	96	58	60	82	40	57	72	49
Intentional	48	51	0	79	28	72	56	69	8	62	83	49
Receptive	46	21	58	24	32	71	67	7	60	40	6	47
Instinctive	41	69	57	72	90	12	26	40	58	62	14	29
Intellectual	39	11	17	14	0	76	58	32	19	18	67	53
Structured	38	64	26	50	50	14	22	75	17	38	82	36
Altruistic	37	26	94	11	56	14	31	12	76	17	6	35
Objective	30	11	6	62	54	57	24	75	0	0	58	49
Collaborative	30	18	39	0	0	21	15	8	38	26	11	35
Resourceful	26	17	0	65	29	58	21	36	0	26	6	42

Two or more standard deviations below the mean

One standard deviation below the mean

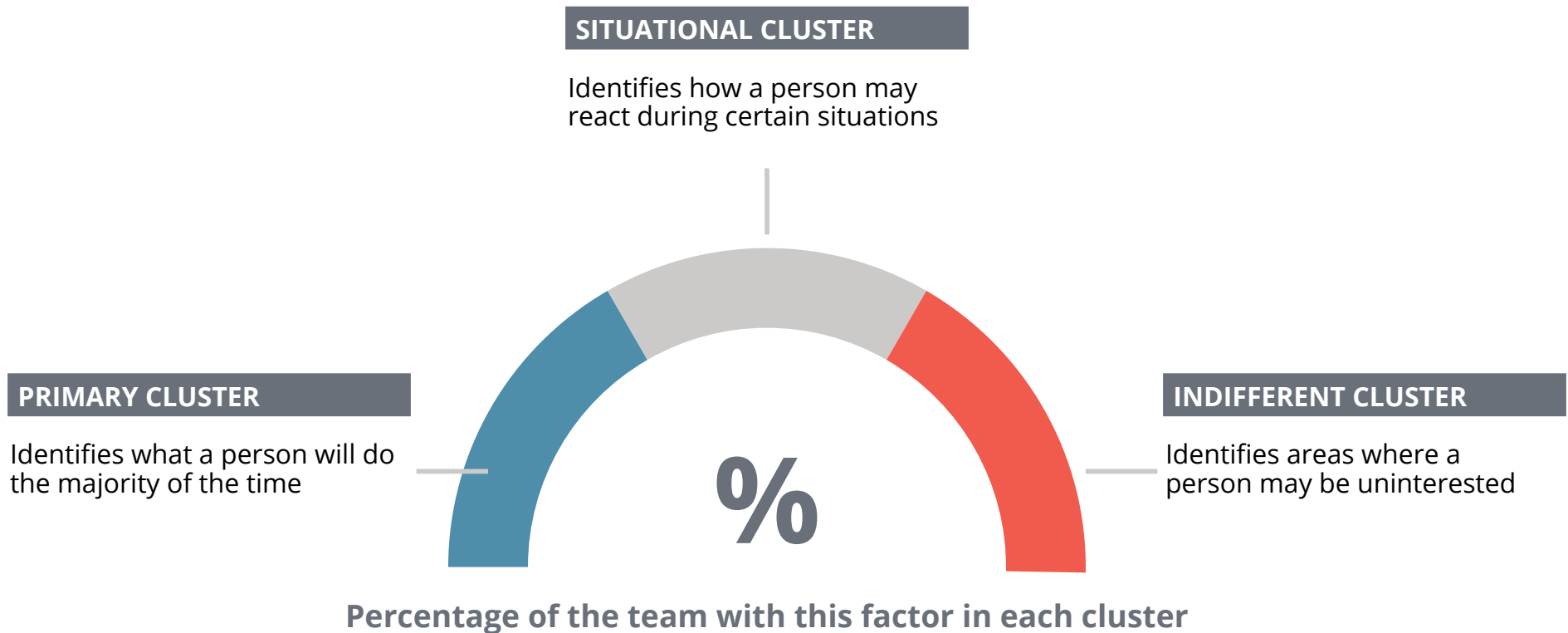
One standard deviation above the mean

Two or more standard deviations above the mean

Behaviors and Driving Forces Summary



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



Primary Cluster Summary

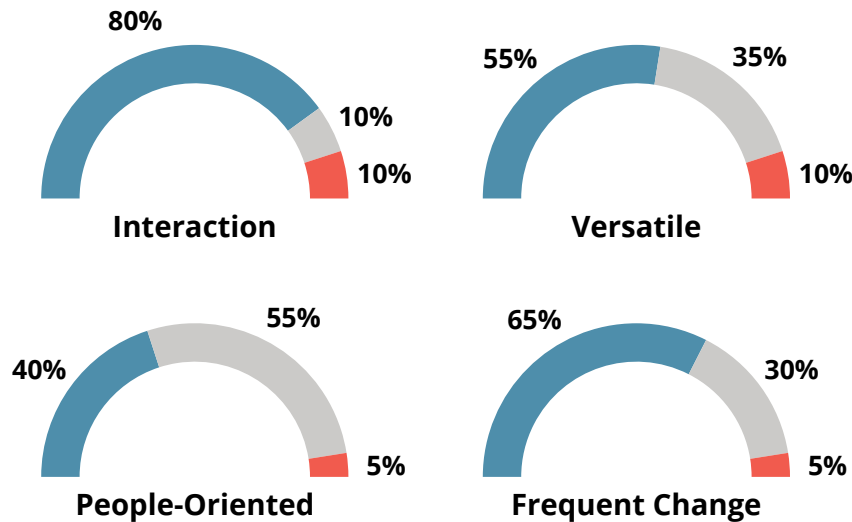


BEHAVIORAL PRIMARY CLUSTER

Behavioral Characteristics	Team Avg.	Mean
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Interaction	84	58
Versatile	72	54
People-Oriented	70	64
Frequent Change	70	52

CLUSTER STATISTICS



Primary Cluster

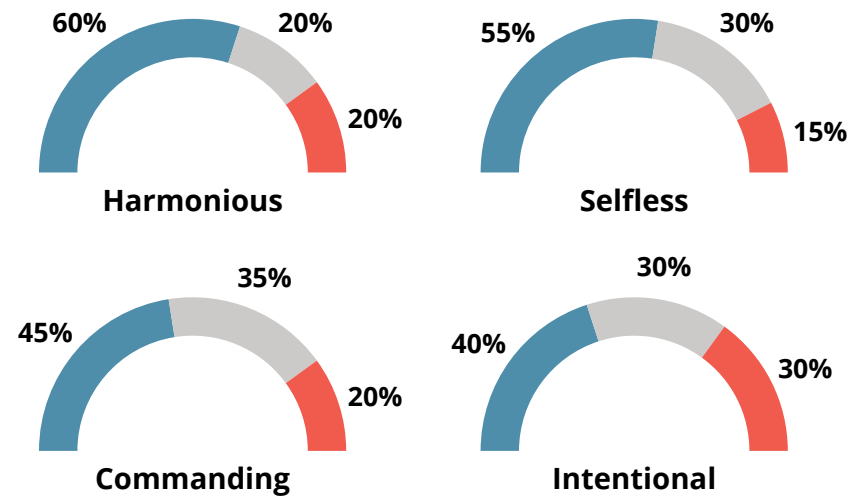
Situational Cluster

DRIVING FORCES PRIMARY CLUSTER

Driving Forces	Team Avg.	Mean
----------------	-----------	------

Harmonious	56	36
Selfless	56	40
Commanding	54	49
Intentional	48	49

CLUSTER STATISTICS



Indifferent Cluster

Situational Cluster Summary

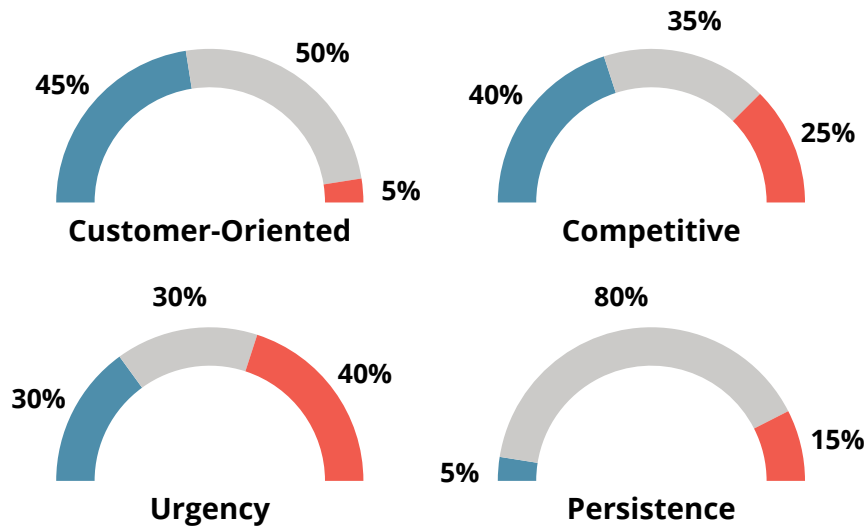


BEHAVIORAL SITUATIONAL CLUSTER

Behavioral Characteristics	Team Avg.	Mean
----------------------------	-----------	------

Customer-Oriented	66	63
Competitive	59	49
Urgency	54	43
Persistence	44	62

CLUSTER STATISTICS



Primary Cluster

Situational Cluster

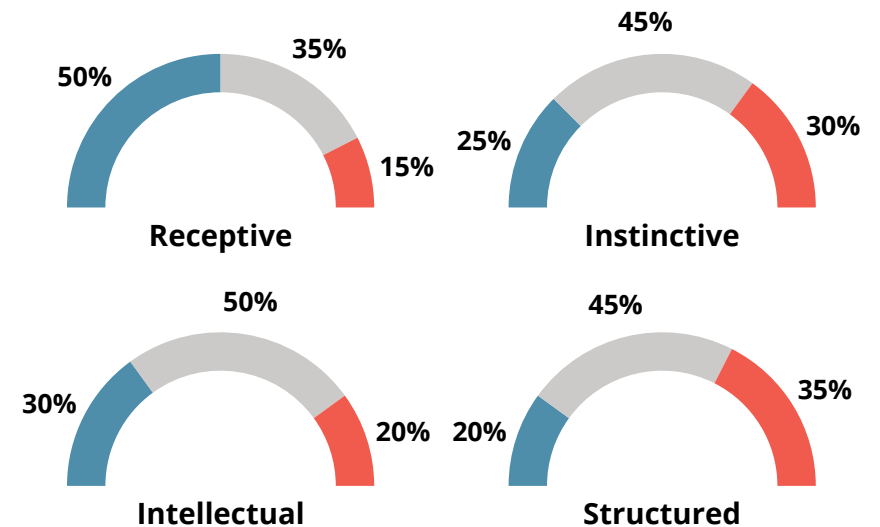
Indifferent Cluster

DRIVING FORCES SITUATIONAL CLUSTER

Driving Forces	Team Avg.	Mean
----------------	-----------	------

Receptive	46	47
Instinctive	41	29
Intellectual	39	53
Structured	38	36

CLUSTER STATISTICS



Indifferent Cluster Summary

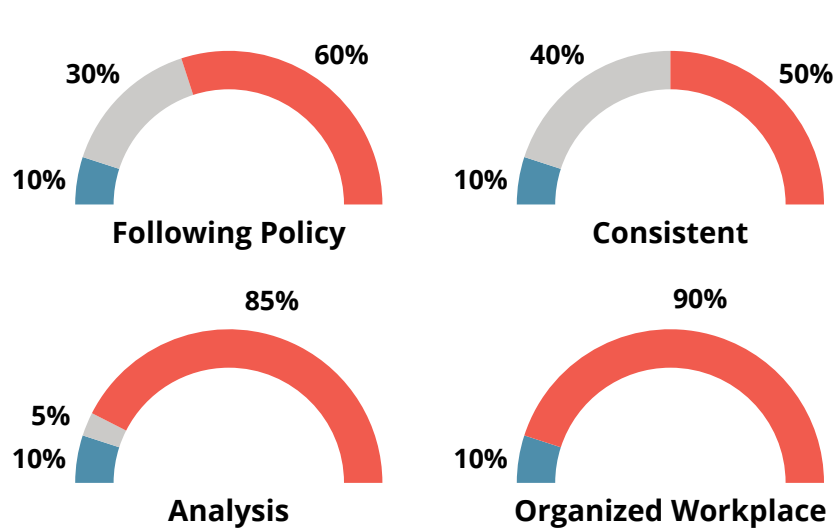


BEHAVIORAL INDIFFERENT CLUSTER

Behavioral Characteristics	Team Avg.	Mean
----------------------------	-----------	------

Following Policy	43	61
Consistent	42	62
Analysis	27	54
Organized Workplace	26	53

CLUSTER STATISTICS



Primary Cluster

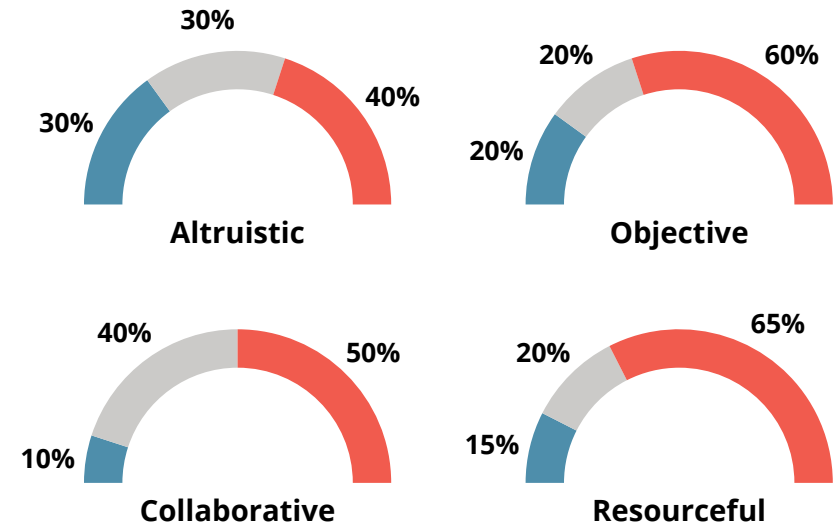
Situational Cluster

DRIVING FORCES INDIFFERENT CLUSTER

Driving Forces	Team Avg.	Mean
----------------	-----------	------

Altruistic	37	35
Objective	30	49
Collaborative	30	35
Resourceful	26	42

CLUSTER STATISTICS



Indifferent Cluster