



TTI
SUCCESS
INSIGHTS®

Behavioral Team Report

Super Hero

08.04.2021

Leadership Resources and Consulting

Austin TX

Podcast: Help for Leaders

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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

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
Black Widow
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

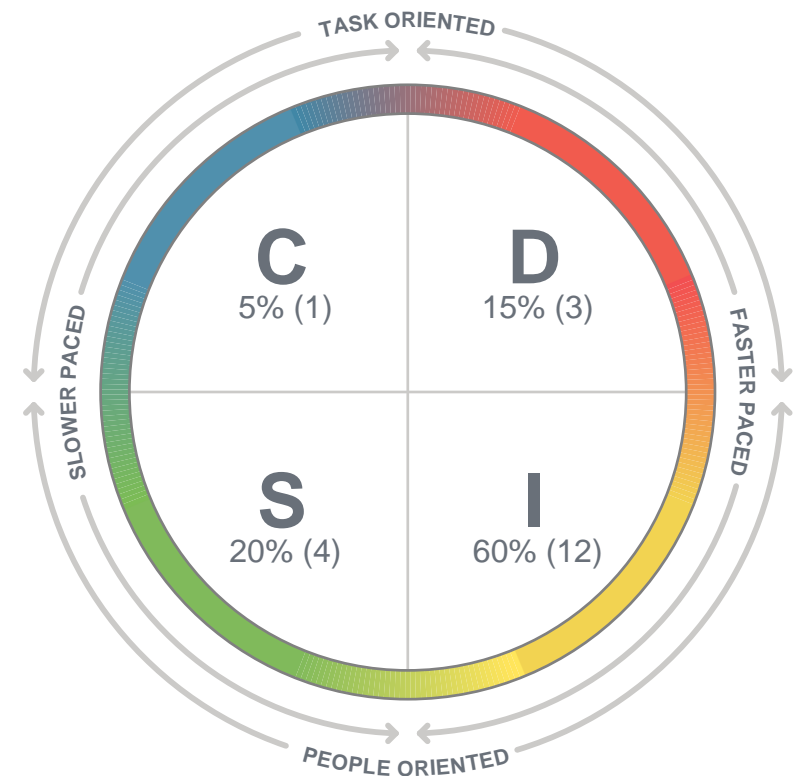
How you influence others to your point of view

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.

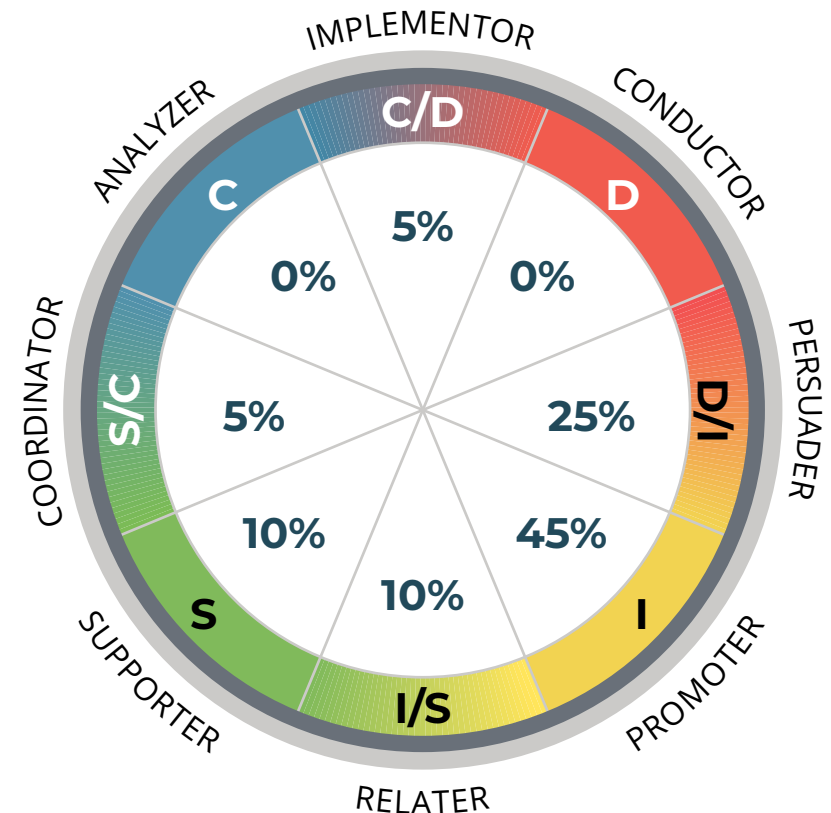
RELATER - I/S - People who tend to take time, think positively, and are focused on interpersonal relationships.

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

- 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

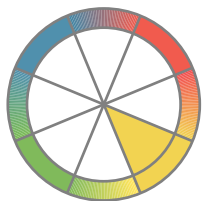


VALUE TO THE ORGANIZATION

Good mixer

Spontaneity

Optimistic and enthusiastic



17.46%
of the Population

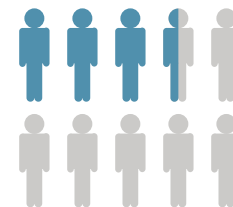
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WORDS THAT WORK

Flexible

Exciting

Inspiring



9/20
45% of the Team

WORDS THAT DON'T WORK

Ordinary

Quiet

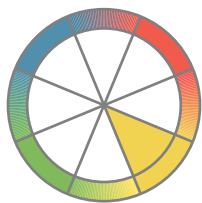
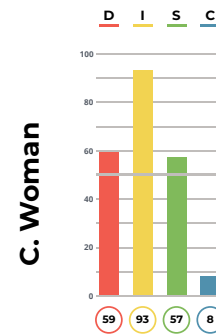
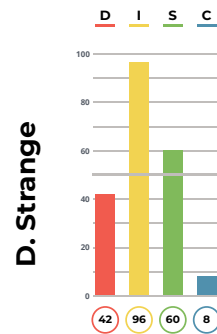
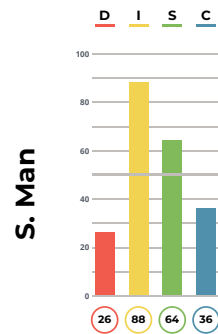
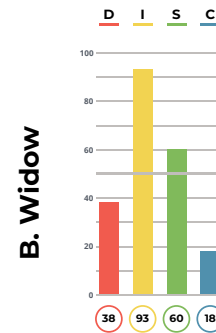
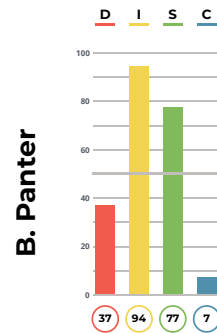
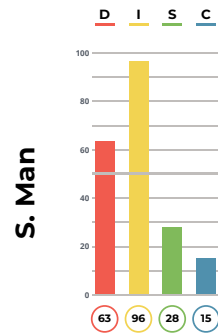
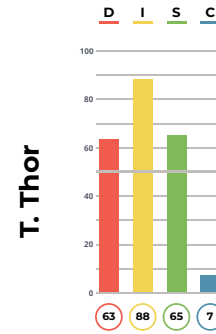
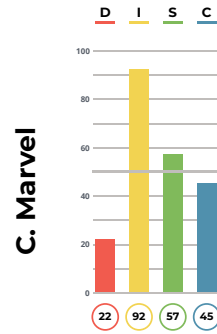
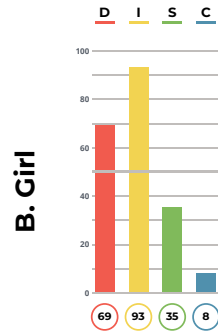
Strict

Promoter Team DISC Graphs - (I)



PROMOTER TEAM

Bat Girl
 Super Man
 Spider Man
 Captain Marvel
 Black Panter
 Doctor Strange
 Thor Thor
 Black Widow
 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

- 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

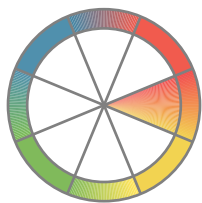
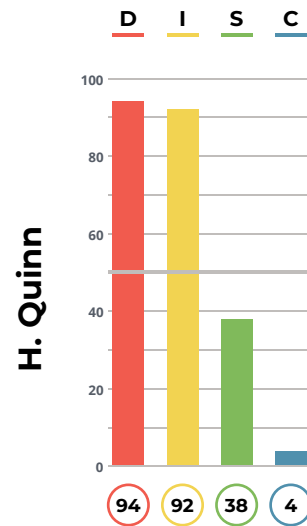
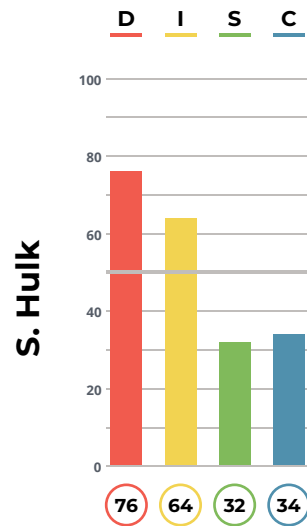
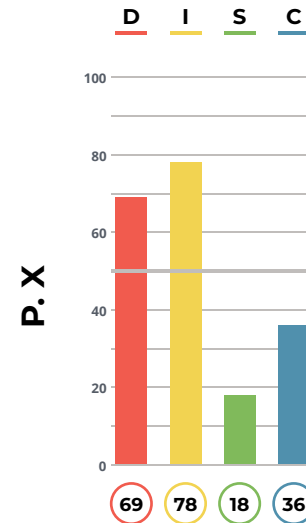
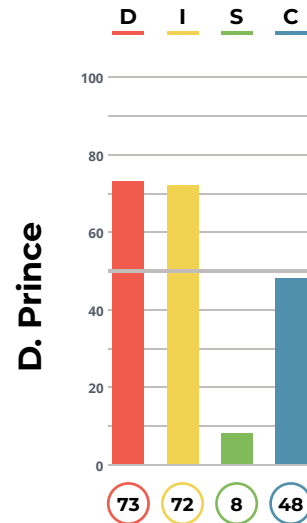
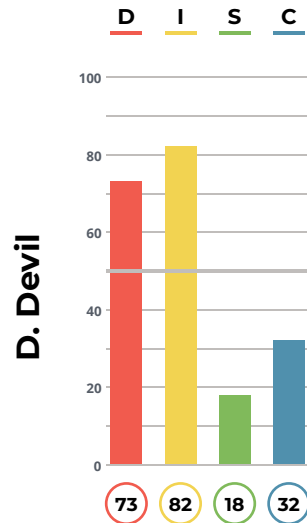
Standardized
Structured
Uniform

Persuader Team DISC Graphs - (D/I)



PERSUADER TEAM

Dare Devil
She Hulk
Diana Prince
Harley Quinn
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

- 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

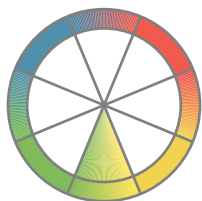
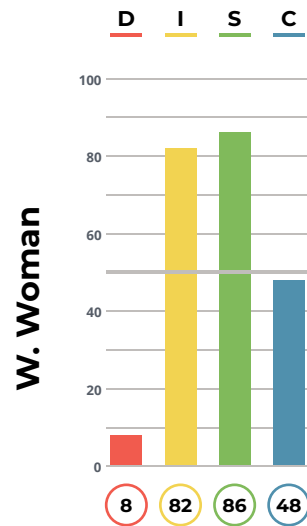
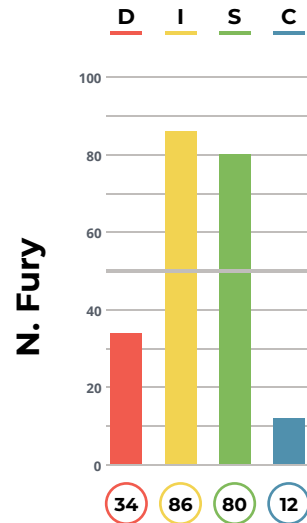
Analytical

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

- 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

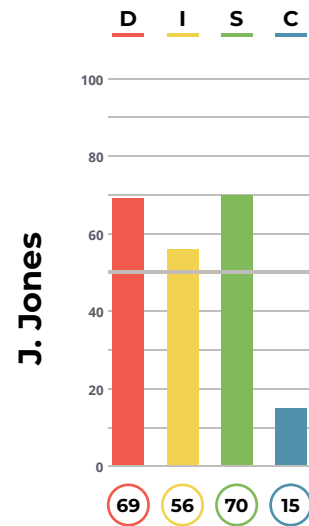
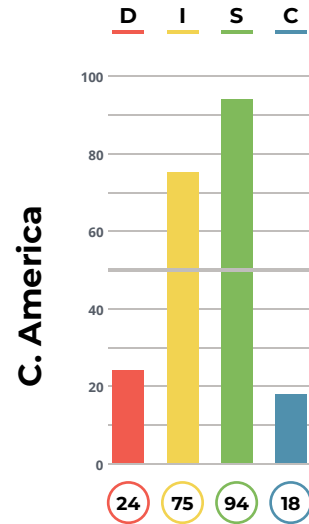
Unexpected
Urgent
Confrontation

Supporter Team DISC Graphs - (S)



SUPPORTER TEAM

Captian America
Jessica Jones



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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

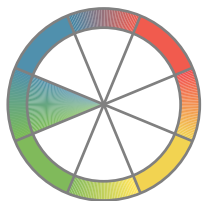


Faster Paced



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

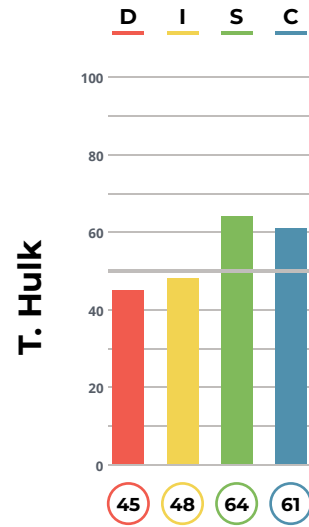
Unfamiliar
Hectic
Incomplete

Coordinator Team DISC Graphs - (S/C)



COORDINATOR TEAM

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

- 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

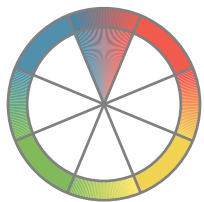
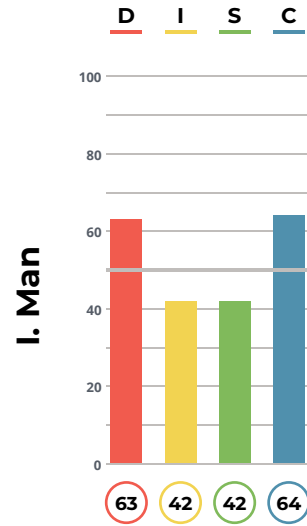
Relax
Perception
Assume

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

- 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

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, 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.

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 (25%)	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 (45%)	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.

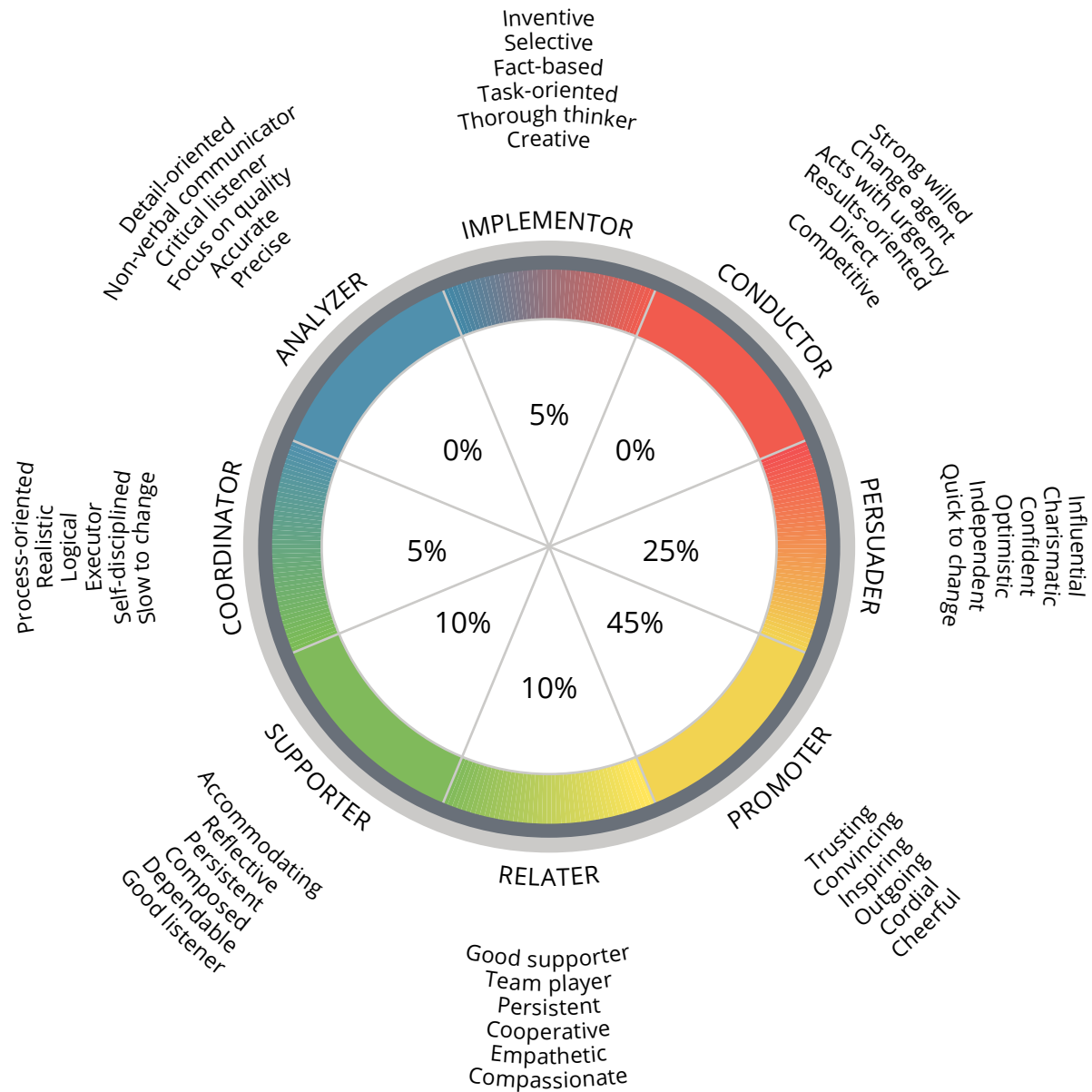
Team Member Overview



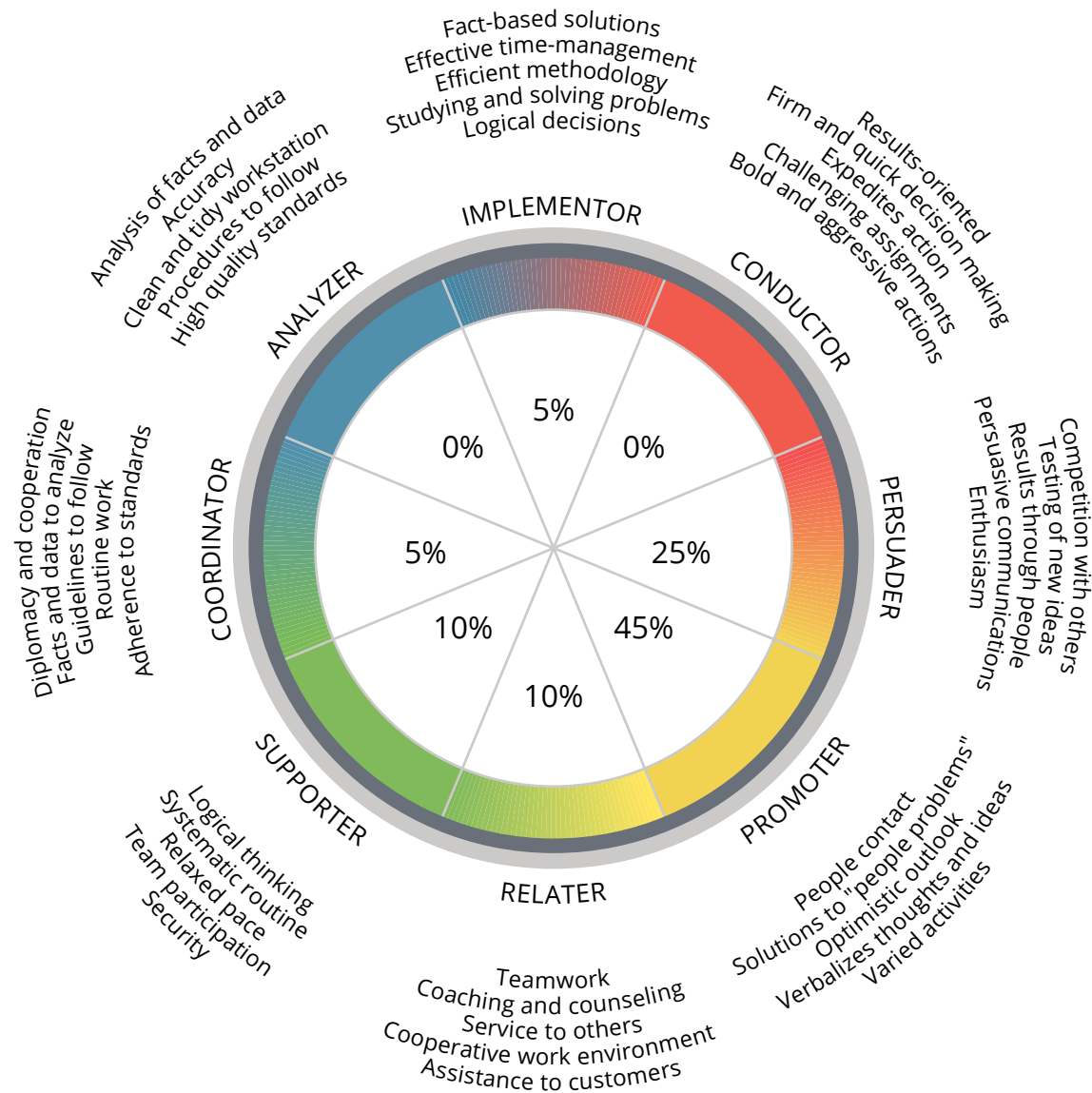
The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

CONDUCTOR - D (0%)	SUPPORTER - S (10%)
	Captian America Jessica Jones
PERSUADER - D/I (25%)	COORDINATOR - S/C (5%)
Dare Devil She Hulk Diana Prince Harley Quinn Professor X	The Hulk
PROMOTER - I (45%)	ANALYZER - C (0%)
Bat Girl Super Man Spider Man Captain Marvel Black Panter Doctor Strange Thor Thor	Black Widow Cat Woman
RELATER - I/S (10%)	IMPLEMENTOR - C/D (5%)
Nick Fury Wonder Woman	Iron Man

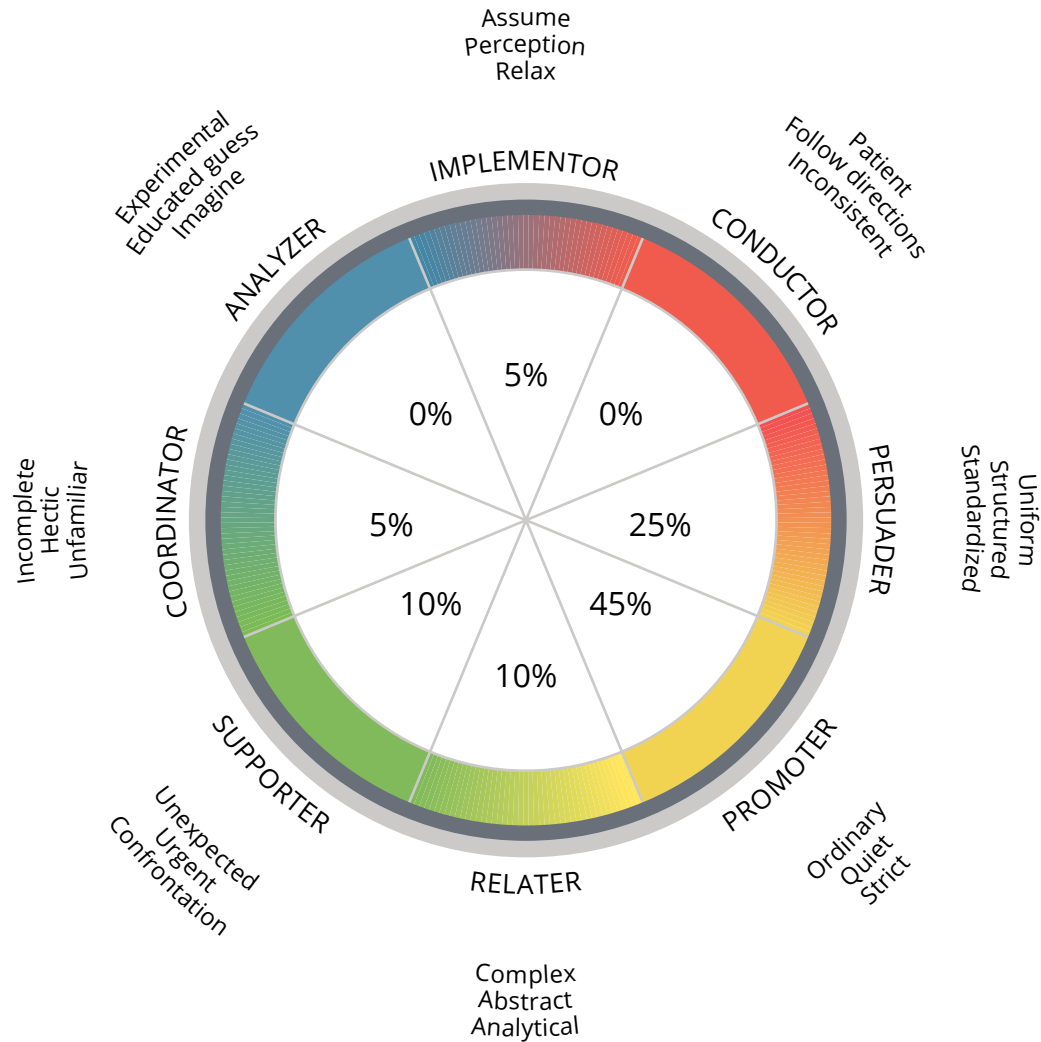
Team Member Characteristics



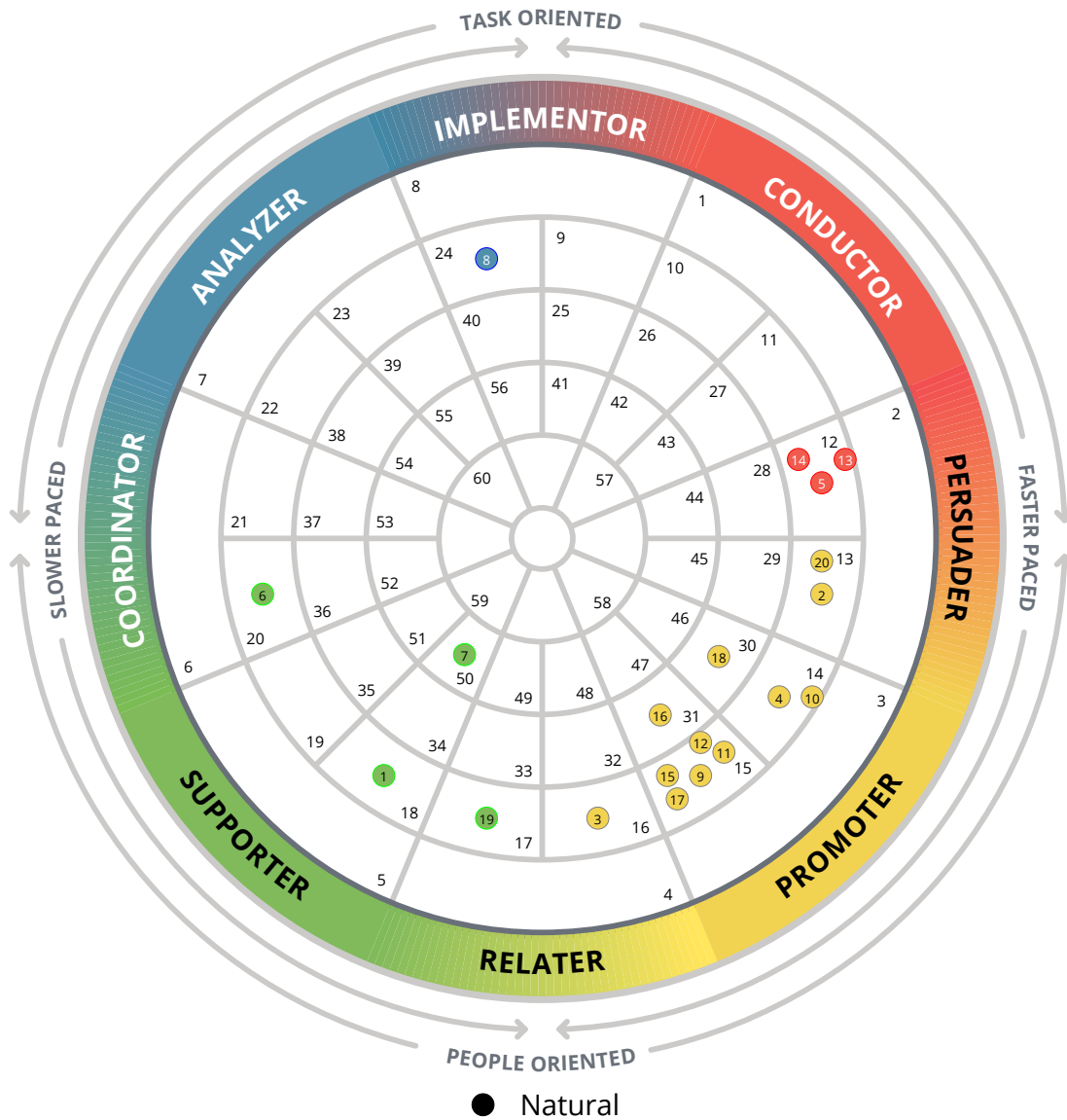
Ideal Environment for Team Members



Words That Don't Work with Team Members



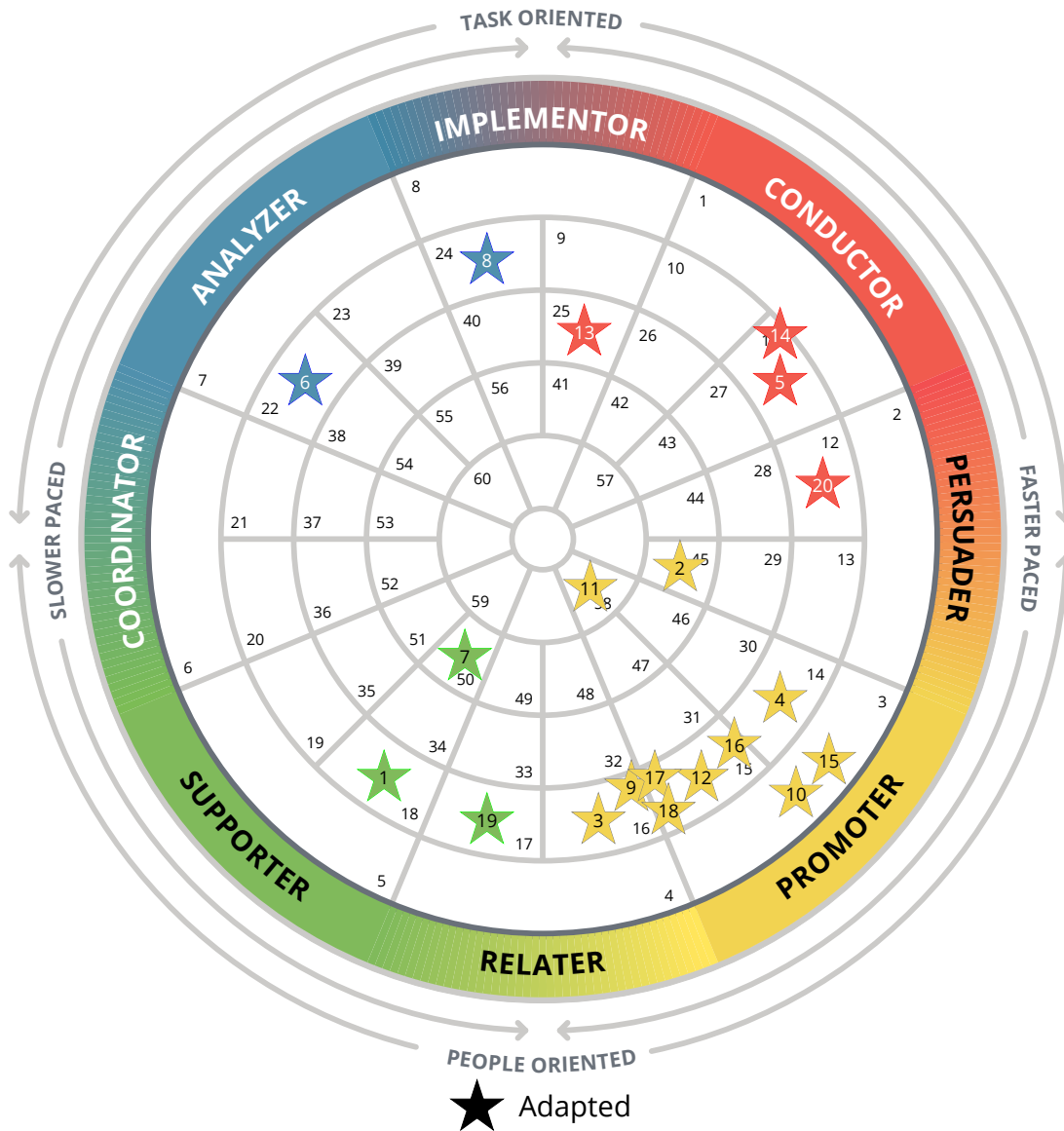
Group Wheel Natural



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 Panter
- 13: Diana Prince
- 14: Harley Quinn
- 15: Doctor Strange
- 16: Thor Thor
- 17: Black Widow
- 18: Cat Woman
- 19: Wonder Woman
- 20: Professor X

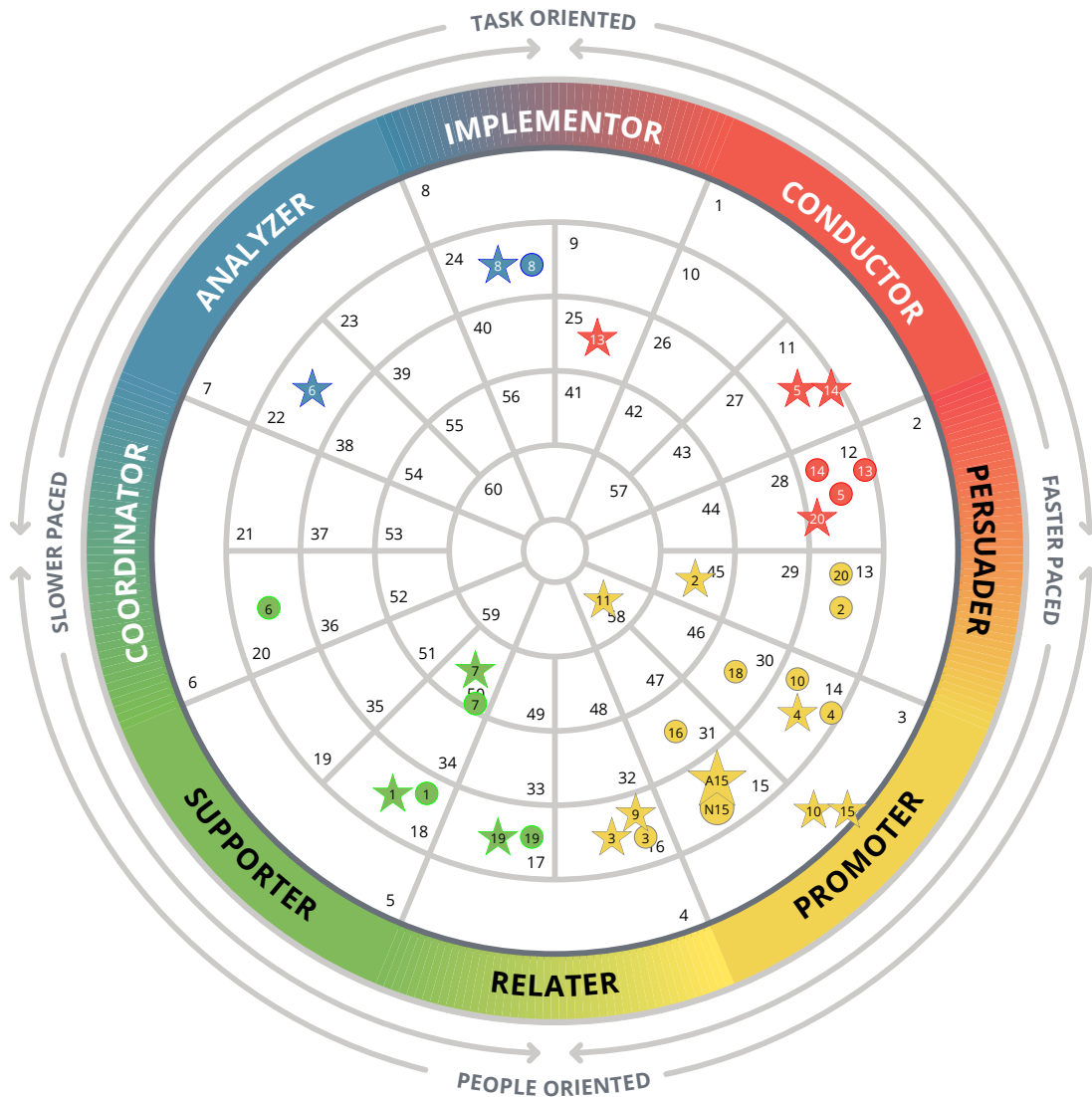
Group Wheel Adapted



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 Panter
- 13: Diana Prince
- 14: Harley Quinn
- 15: Doctor Strange
- 16: Thor Thor
- 17: Black Widow
- 18: Cat Woman
- 19: Wonder Woman
- 20: Professor X

Group Wheel Migration



★ Adapted

● 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/N15: Spider Man
- 10: Super Man
- 11/N15: Captain Marvel
- A15/N15: Black Panter
- 13: Diana Prince
- 14: Harley Quinn
- 15/N15: Doctor Strange
- A15/16: Thor Thor
- A15/N15: Black Widow
- A15/18: Cat 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.

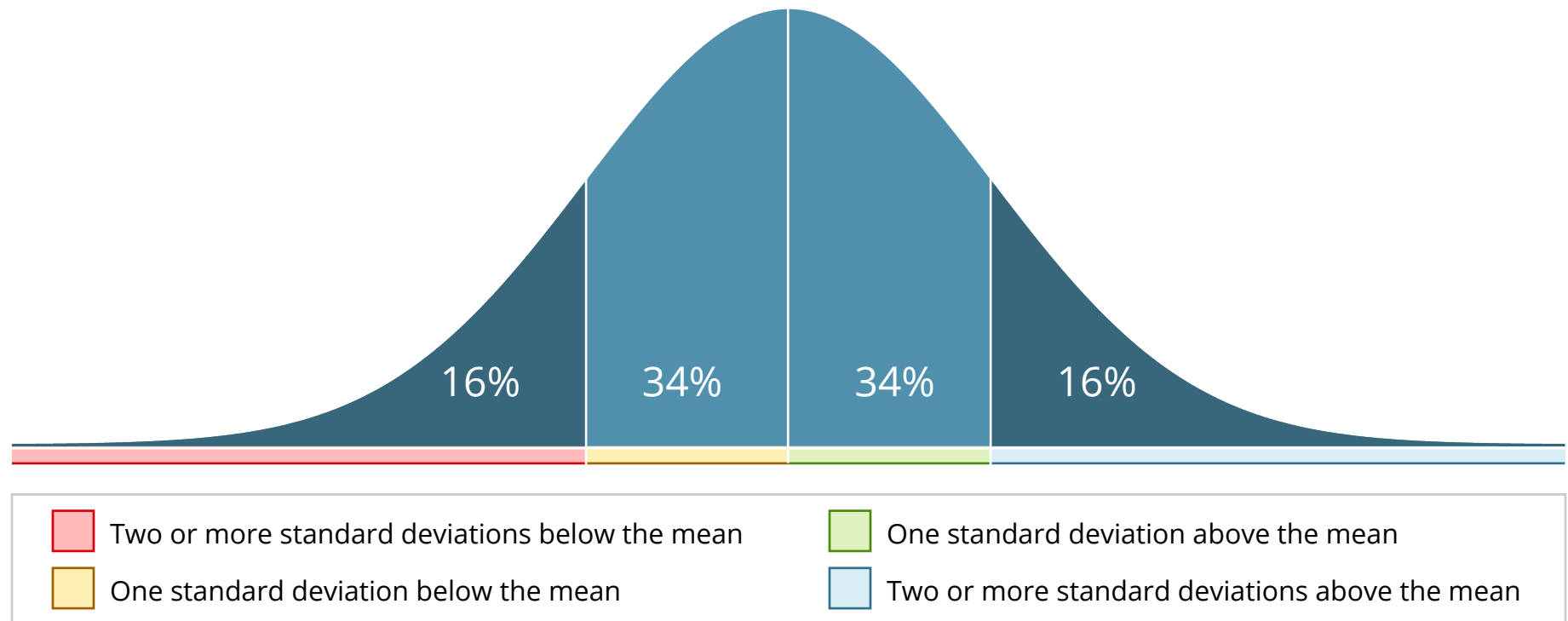
The Bell Curve Defined



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	86	80	90	90	100	70	45	60	100	45	90	58
Versatile	71	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	69	52	82	62	85	75	45	62	85	55	58	52
Customer-Oriented	68	90	53	90	57	50	62	63	53	50	93	63
Competitive	57	30	80	40	75	80	50	65	75	65	30	49
Urgency	51	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	44	60	30	45	30	40	70	45	28	65	52	61
Consistent	43	58	25	50	25	40	72	48	22	58	58	62
Organized Workplace	26	20	25	15	10	35	75	35	15	75	25	53
Analysis	26	25	25	15	10	40	70	35	15	70	25	54

■ 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	B. Widow	W. Woman	C. Woman	P. X	Mean
Interaction	86	100	100	80	100	100	90	100	90	100	80	58
Versatile	71	75	65	90	85	75	70	75	60	75	90	54
People-Oriented	70	65	85	55	65	65	85	65	100	65	60	64
Frequent Change	69	60	68	80	92	75	75	70	42	78	78	52
Customer-Oriented	68	83	83	43	47	73	73	77	93	67	50	63
Competitive	57	30	40	75	90	50	70	40	10	70	70	49
Urgency	51	30	28	96	88	37	44	36	11	46	84	43
Persistence	44	47	40	38	28	33	42	37	60	40	40	62
Following Policy	44	52	42	40	22	35	38	38	65	35	38	61
Consistent	43	58	48	30	18	40	35	45	68	35	30	62
Organized Workplace	26	30	10	30	10	10	10	15	30	10	30	53
Analysis	26	30	10	40	10	10	10	15	30	10	35	54

■ Two or more standard deviations below the mean

■ One standard deviation below the mean

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