



Enhanced Behavioral Team Report QUICK START USER GUIDE

Welcome to the enhanced behavioral team report user guide. This guide outlines the structure of the enhanced behavioral team report. The intent of this guide is to provide enough detail to arm you with information to take the enhanced behavioral team report to your clients. **Note: Certified Professional Behavioral Analysts will derive the most value from the information organized here.**

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 | TEAM MEMBER LIST | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|-------------|------------------|------------|--------------|-------------------|---------------|------------|---------------|-----------------|---------------|------------------|---------------|-------------|------------|------------|-----------|---------------|--|------------|--|------------|--|--------------|--|---------------|--|----------|--|----------------|--|-------------|--|------------|--|------------|--|----------------|--|---------------|--|--------------|--|------------|--|----------|--|--------------|--|-------------------|--|-------------------|--|-------------|--|----------------|--|
| <ul style="list-style-type: none"> Overview - A summary examining the composition of your team for both DISC and behavioral segmentation expressed as a percentage. Team composition - Defines the makeup of your organization by behavioral segment and shares the DISC graphs of individuals on your team. Behavioral segment analysis - Examines the individuals within each segment, segment characteristics, ways to communicate, and ideal environment. Group wheel plots - Identifies the natural, adapted, and migrated styles of each team member. Behavioral characteristics hierarchy - Compares individual scores to others on the team, team averages, and population means. | <table border="0"> <tr> <td>James Alire</td> <td>Cassandra Nelson</td> </tr> <tr> <td>Kate Biben</td> <td>Candy Rosser</td> </tr> <tr> <td>Vanessa Boettcher</td> <td>Brent Rowland</td> </tr> <tr> <td>Tom Bogart</td> <td>Sandra Stoner</td> </tr> <tr> <td>Ron Bornstetter</td> <td>Teresa Taylor</td> </tr> <tr> <td>Alec Bornstetter</td> <td>Bobby Tynning</td> </tr> <tr> <td>Rick Bowers</td> <td>Kefei Wang</td> </tr> <tr> <td>John Carli</td> <td>Adam Wong</td> </tr> <tr> <td>Craig Casimir</td> <td></td> </tr> <tr> <td>Nick Chris</td> <td></td> </tr> <tr> <td>Rodney Cox</td> <td></td> </tr> <tr> <td>Philip Daugs</td> <td></td> </tr> <tr> <td>Kayla DeVault</td> <td></td> </tr> <tr> <td>Todd Fox</td> <td></td> </tr> <tr> <td>Candice Frazer</td> <td></td> </tr> <tr> <td>Eric Gehrig</td> <td></td> </tr> <tr> <td>Susan Ginn</td> <td></td> </tr> <tr> <td>Erin Healy</td> <td></td> </tr> <tr> <td>Jill Heberling</td> <td></td> </tr> <tr> <td>Dustin Hebets</td> <td></td> </tr> <tr> <td>Richard Hunt</td> <td></td> </tr> <tr> <td>Anne Klink</td> <td></td> </tr> <tr> <td>Amy Lane</td> <td></td> </tr> <tr> <td>Favor Larson</td> <td></td> </tr> <tr> <td>Ann Leitensdorfer</td> <td></td> </tr> <tr> <td>Carol Mettenbrink</td> <td></td> </tr> <tr> <td>Ryan Miller</td> <td></td> </tr> <tr> <td>Cherisse Mowry</td> <td></td> </tr> </table> | James Alire | Cassandra Nelson | Kate Biben | Candy Rosser | Vanessa Boettcher | Brent Rowland | Tom Bogart | Sandra Stoner | Ron Bornstetter | Teresa Taylor | Alec Bornstetter | Bobby Tynning | Rick Bowers | Kefei Wang | John Carli | Adam Wong | Craig Casimir | | Nick Chris | | Rodney Cox | | Philip Daugs | | Kayla DeVault | | Todd Fox | | Candice Frazer | | Eric Gehrig | | Susan Ginn | | Erin Healy | | Jill Heberling | | Dustin Hebets | | Richard Hunt | | Anne Klink | | Amy Lane | | Favor Larson | | Ann Leitensdorfer | | Carol Mettenbrink | | Ryan Miller | | Cherisse Mowry | |
| James Alire | Cassandra Nelson | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kate Biben | Candy Rosser | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vanessa Boettcher | Brent Rowland | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tom Bogart | Sandra Stoner | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ron Bornstetter | Teresa Taylor | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Alec Bornstetter | Bobby Tynning | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rick Bowers | Kefei Wang | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| John Carli | Adam Wong | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Craig Casimir | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Nick Chris | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rodney Cox | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Philip Daugs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kayla DeVault | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Todd Fox | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Candice Frazer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Eric Gehrig | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Susan Ginn | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Erin Healy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jill Heberling | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dustin Hebets | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Richard Hunt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Anne Klink | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Amy Lane | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Favor Larson | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ann Leitensdorfer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Carol Mettenbrink | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ryan Miller | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cherisse Mowry | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

TTISI Team
Copyright © 2006-2016, Target Training International, Ltd. 1

SECTION 1 – Introduction

- Identifies the benefits of the report
- Includes the data of all the individuals listed under “team members”

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

TTISI Team
Copyright © 2006-2016, Target Training International, Ltd. 2

SECTION 2 – Overview

- Provides basic information about DISC; helpful for those who haven't seen their personal DISC scores
- The wheel shows the percentage composition based on the four behavioral styles
- Sum up the percentages by left, right, top and bottom to add insights for the team



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 - DI** - 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 - IS** - 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 - SIC** - 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.

TTISI Team 3

SECTION 3 - TTI Success Insights Wheel

- Defines the eight segments within the DISC framework
- Showcases team percentage by segment

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

- Work for a leader and a cause
- Make tough decisions without letting emotions interfere
- Follow projects through to completion
- Identify problems, rules, errors, and procedures
- Implement and fine-tune the plan

POTENTIAL WEAKNESSES

- Become stubborn under stress
- Downplay accomplishments
- Suppress feelings
- Communicate indirectly
- Resist change without reasoning

BEHAVIORAL ATTRIBUTES

Task Oriented People Oriented

Slower Paced Faster Paced

VALUE TO THE ORGANIZATION

Objective outlook
Looks for logical solutions
Conscientious and steady

WORDS THAT WORK

Proven
Standard
Organized

WORDS THAT DON'T WORK

Unfamiliar
Hectic
Incomplete

21.28% of the Population

12/36 33% of the Team

TTISI Team
Copyright © 2006-2016, Target Training International, Ltd. 4

SECTION 4A - Segment Team Characteristics

- One page for each of the eight segments
- Segments are ordered from highest percentage to lowest percentage of the team
- Segments with no team members will show at the end of the section

Coordinator Team DISC Graphs - (S/C)

COORDINATOR TEAM

Kate Bibben
Alec Bonnisteletter
Nick Chris
Phillip Daugs
Erin Healy
Anne Klirk
Amy Lane
Carol Mollenbrink
Ryan Miller
Chelsea Mowry
Brent Rowland
Kelle Wang

TTISI Team
Copyright © 2006-2016, Target Training International, Ltd. 5

SECTION 4B - Individual Graphs by Segment

- Follows each segment characteristic page
- Graphs are organized by last name
- Focus on the varying patterns within a segment



Wheel Segment Definitions

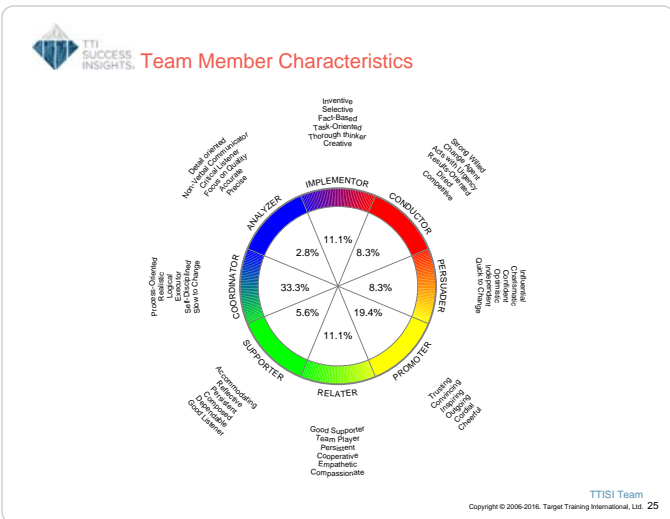
The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains a definition and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

| | |
|---|---|
| CONDUCTOR - D (8%) | SUPPORTER - S (6%) |
| 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 - DI (8%) | COORDINATOR - SIC (33%) |
| 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 (19%) | ANALYZER - C (3%) |
| 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 - IS (11%) | IMPLEMENTOR - CID (11%) |
| 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. |

TTISI Team
Copyright © 2008-2016, Target Training International, Ltd. 20

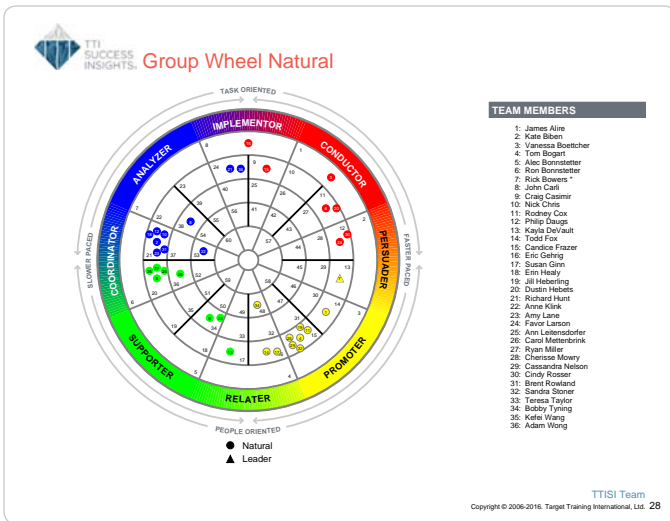
SECTION 5 - Matrix

- Defines each segment, examines team composition, identifies characteristics, describes ideal environment, and shares words that don't work
- Segments are set side-by-side to the opposing behavioral style



SECTION 5 Alternative - Wheels

- Alternative to matrices to show definitions, team composition, characteristics, ideal environment and words that don't work
- Segments are set opposite the opposing behavioral style
- A team list will not be produced for this particular section



SECTION 6 - Group Wheel

- Features three wheels: natural, adapted, and migrated styles.
- Leaders are identified with an asterisk in the list and a triangle on the wheel

| Behavioral Characteristics | Team Avg | R. Bowens* | J. Aline | K. Biben | V. Boettcher | T. Bogart | R. Bonnesetter | A. Bonnesetter | J. Caffi | C. Casimir | N. Chris | Mean |
|----------------------------------|----------|------------|----------|----------|--------------|-----------|----------------|----------------|----------|------------|----------|------|
| Following Policy | 70 | 30 | 40 | 98 | 52 | 55 | 30 | 85 | 85 | 82 | 100 | 69 |
| Consistency | 68 | 32 | 38 | 95 | 52 | 52 | 35 | 75 | 80 | 80 | 100 | 65 |
| People Oriented | 67 | 75 | 75 | 65 | 40 | 85 | 60 | 50 | 40 | 85 | 55 | 68 |
| Follow Up and Follow Through | 64 | 27 | 37 | 87 | 60 | 40 | 33 | 80 | 83 | 73 | 90 | 63 |
| Analysis of Data | 60 | 25 | 25 | 90 | 65 | 25 | 40 | 80 | 100 | 60 | 100 | 55 |
| Customer Relations | 60 | 45 | 65 | 62 | 48 | 65 | 35 | 65 | 40 | 88 | 58 | 66 |
| Frequent Interaction with Others | 57 | 90 | 90 | 40 | 40 | 90 | 70 | 40 | 10 | 70 | 10 | 62 |
| Organized Workplace | 57 | 20 | 25 | 90 | 65 | 15 | 30 | 80 | 100 | 55 | 100 | 52 |
| Versatility | 51 | 95 | 85 | 30 | 60 | 70 | 85 | 40 | 25 | 45 | 15 | 53 |
| Frequent Change | 50 | 90 | 80 | 18 | 68 | 68 | 90 | 40 | 28 | 38 | 15 | 52 |
| Competitiveness | 48 | 100 | 70 | 10 | 100 | 40 | 100 | 50 | 50 | 20 | 30 | 47 |
| Urgency | 43 | 95 | 75 | 10 | 90 | 35 | 100 | 40 | 40 | 15 | 20 | 43 |

Legend:
 Two or more standard deviations below the mean
 One standard deviation below the mean
 One standard deviation above the mean
 Two or more standard deviations above the mean
● Team Leader

TTISI Team
Copyright © 2006-2016, Target Training International, Ltd. 33

SECTION 7 - Behavioral Hierarchy Table

- Contains definitions of behavioral hierarchy definitions and brief education on the bell curve
- Hierarchy is separated into thirds based on team average
- Results are color coded to drive insights

For more detailed information about the report, please contact:

Select, Assess & Train
 919-787-8395 // info@selectassesstrain.com