TTI SUCCESS INSIGHTS®

Behavioral Team Report

Corporate HR

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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

Audrey
Lynn
Katy
Amy
Linda
Charissa

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
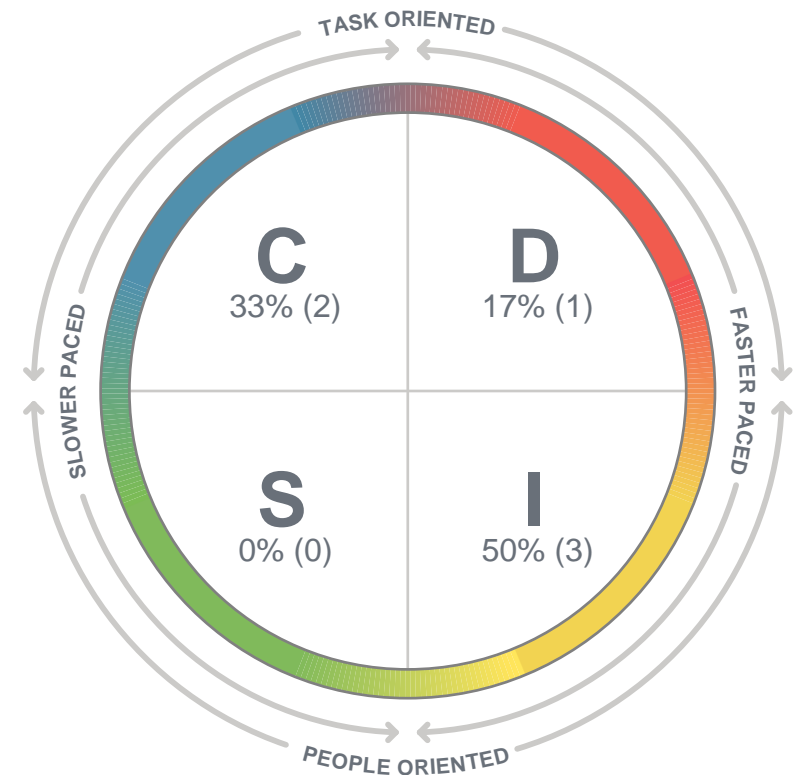How you respond to problems and challenges

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

TASK ORIENTED

SLOWER PACED

FASTER PACED

C
33% (2)

D
17% (1)

S
0% (0)

I
50% (3)

PEOPLE ORIENTED

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.
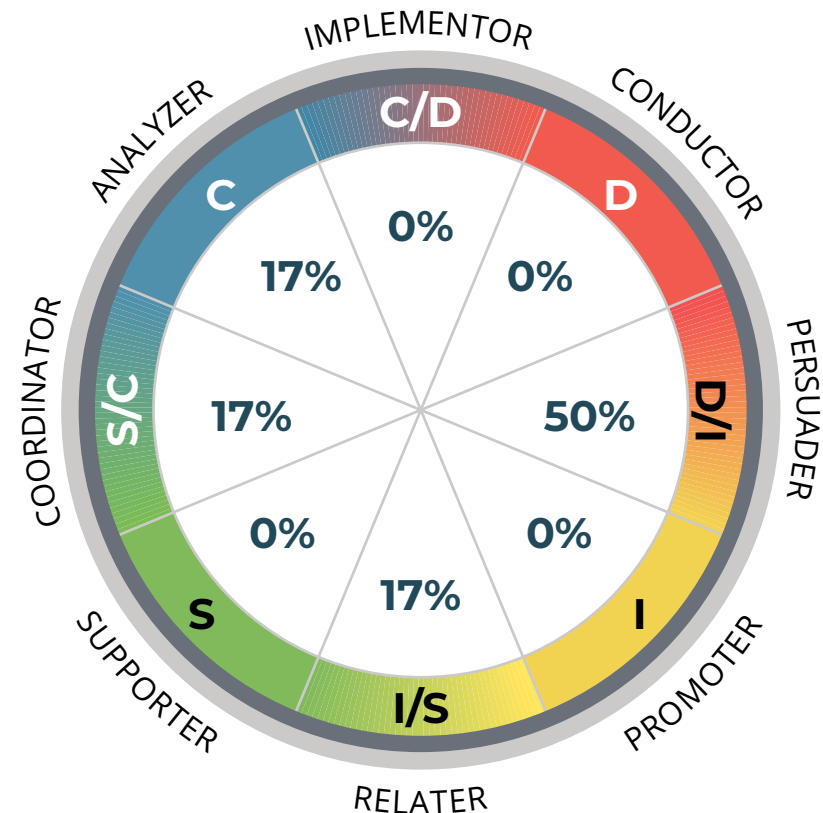
Persuader Team Characteristics - (D/I)

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
- Use their intuition
- Optimistic about team goals
- Engage others in projects and tasks
- Independent and autonomous

POTENTIAL WEAKNESSES

- Do not follow up and follow through as needed
- Take on too many responsibilities at once
- Avoid conflict within the team
- Let emotions get in the way of decision-making
- Do not manage time or deadlines well

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Innovative

Sense of urgency

Ability to handle many activities

WORDS THAT WORK

Amazing

Unprecedented

Extraordinary

12.68%
of the Population
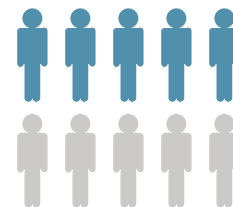
WORDS THAT DON'T WORK

Standardized

Structured

Uniform

3/6
50% of the Team

Persuader Team DISC Graphs - (D/I)

PERSUADER TEAM

Lynn M
Katy O
Linda V

L.M
D I S C
72 86 25 24

L.V
D I S C
58 62 34 41

K.O
D I S C
92 86 4 24

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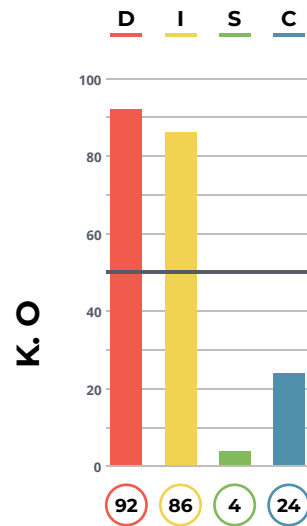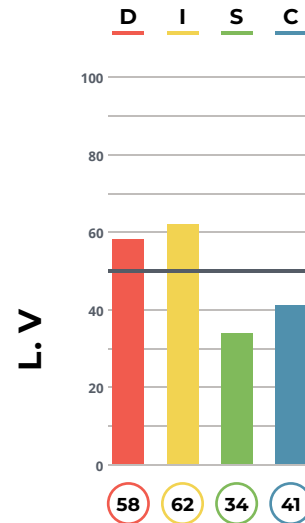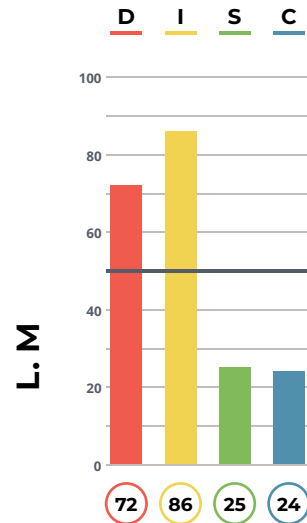
Relater Team Characteristics - (I/S)

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

- Show loyalty
- Offer understanding and friendship
- Show sensitivity to the feelings of others
- Help others using empathy and understanding
- Promote and implement ideas

POTENTIAL WEAKNESSES

- Be passive and indecisive
- Hold grudges
- Freeze under stress
- Avoid confrontation
- Agree with the opinions of others

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Service-oriented
Team player
Positive sense of humor

WORDS THAT WORK

Easygoing

Simple

Responsive

20.08%
of the Population

WORDS THAT DON'T WORK

Complex

Abstract

Analytical

1/6
17% of the Team

Relater Team DISC Graphs - (I/S)

Charissa W

D I S C

100
80
60
40
20
0

C. W

35 | 100 | 93 | 10
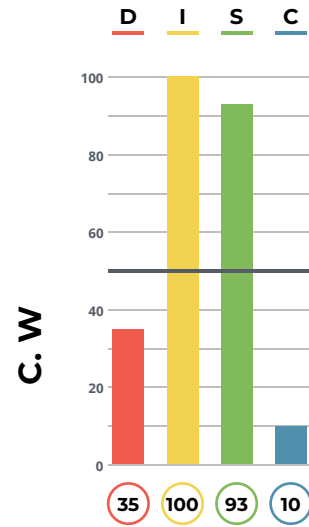
Coordinator Team Characteristics - (S/C)

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

- Follow projects through to completion
- Identify problems, rules, errors, and procedures
- Make tough decisions without letting emotions interfere
- Shows self-discipline
- Implement and fine-tune the plan

POTENTIAL WEAKNESSES

- Become stubborn under stress
- Communicate indirectly
- Downplay accomplishments
- Suppress feelings
- Lack confidence in self and team

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Respect for authority
Conscientious and steady
Objective outlook
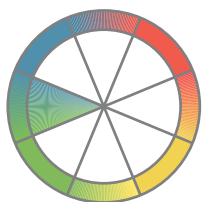
WORDS THAT WORK

Proven

Standard

Organized

WORDS THAT DON'T WORK

Unfamiliar

Hectic

Incomplete

21.28%
of the Population

1/6
17% of the Team

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Coordinator Team DISC Graphs - (S/C)

Amy T

D I S C

A. T

| 10 | 30 | 82 | 95 |
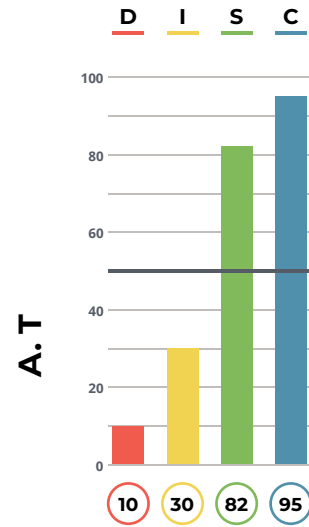
Analyzer Team Characteristics - (C)

Analyzers tend to seek out accuracy in all activities and are careful to gather precise data to ensure the highest quality possible. The following information will give the team members a clear understanding and appreciation of Analyzers.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Find the right way to proceed
- Use data to problem solve
- Operate in a self-disciplined manner
- Use facts to support their opinion and cause
- Accurate and precise

POTENTIAL WEAKNESSES

- Keep their feelings to themselves
- Bound by organizational procedures and methods
- Lean on team leader or supervisor
- Conceal new ideas
- Hesitate to act without sufficient facts

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Comprehensive problem solving
Maintains standards
Accurate and intuitive

WORDS THAT WORK

Factual

Precise

Verified

WORDS THAT DON'T WORK

Imagine

Educated guess

Experimental

5.12%
of the Population

1/6
17% of the Team

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ANALYZER TEAM

Audrey B

D　I　S　C

A. B

23	25	69	90
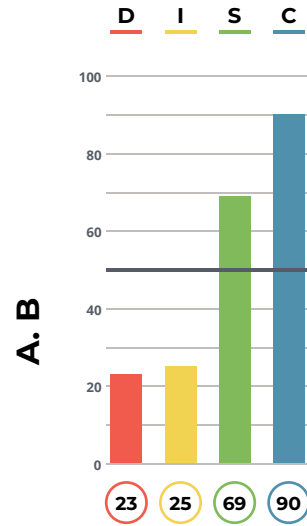
Supporter Team Characteristics - (S)

Supporters tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Listen well to others
- Conform to established procedures
- Focus on team activities
- Add stability to the team
- Show loyalty to those they identify with

POTENTIAL WEAKNESSES

- Do not forgive faults or mistakes
- Act slowly
- Hesitate to move forward
- Get into too much detail
- Resist team-initiated changes

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Dependable team player
Builds confidence in others
Patient and empathetic

WORDS THAT WORK

Consistent

Usual

Secure

WORDS THAT DON'T WORK

Unexpected

Urgent

Confrontation

11.90%
of the Population

0/6
0% of the Team

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Promoter Team Characteristics - (I)

Promoters tend to verbalize many thoughts to influence outcomes. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

- Overly optimistic about team abilities
- Listen selectively to team members
- Act before gathering information
- React based on emotions
- Inattentive to detail

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Verbalize feelings

Effective use of humor

Spontaneity

WORDS THAT WORK

Flexible

Exciting

Inspiring

WORDS THAT DON'T WORK

Ordinary

Quiet

Strict

17.46%
of the Population

0/6
0% of the Team

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Conductor Team Characteristics - (D)

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Seeking problems to solve
- Happy to work on challenging assignments
- Comfortable with power and authority
- Forward-looking and competitive
- Enjoys confrontation

POTENTIAL WEAKNESSES

- Overstep authority within the team
- Dislike routine work
- Poor or selective listening
- Make decisions without all of the facts
- Over delegate and under instruct

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Competitive
Pioneering
Results driven
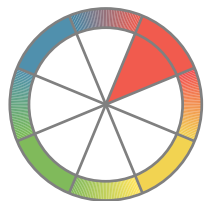
WORDS THAT WORK

Quick

Advantage

Decisive

7.12%
of the Population

WORDS THAT DON'T WORK

Inconsistent

Follow directions

Patient

0/6
0% of the Team

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Implementor Team Characteristics - (C/D)

Implementors tend to assess, leverage facts and figures, and advance toward a solution. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Use time well
- Make tough decisions using insight and facts
- Understand all facts before starting a project
- Finish tasks quickly
- Expect high performance standards

POTENTIAL WEAKNESSES

- Make decisions inconsistently
- Disregard the feelings of team members
- Under-appreciate other team members
- Take on too much within the team
- Become demanding under stress

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Objective and realistic

Pursues rational outcomes

Requires fact-based ideas

4.22%
of the Population

WORDS THAT WORK

Function

Action

Data

0/6
0% of the Team

WORDS THAT DON'T WORK

Relax

Perception

Assume

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 (0%)
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 (50%)	COORDINATOR - S/C (17%)
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 (0%)	ANALYZER - C (17%)
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 (17%)	IMPLEMENTOR - C/D (0%)
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 (0%)

PERSUADER - D/I (50%)	COORDINATOR - S/C (17%)
Lynn M Katy O Linda V	Amy T

PROMOTER - I (0%)	ANALYZER - C (17%)
	Audrey Buice

RELATER - I/S (17%)	IMPLEMENTOR - C/D (0%)
Charissa W	

Team Member Characteristics

Inventive
Selective
Fact-based
Task-oriented
Thorough *thinker*
Creative
IMPLEMENTOR

Detail-oriented
Non-verbal communicator
Critical listener
Focus on quality
Accurate
Precise
ANALYZER

Strong willed
Change agent
Acts with urgency
Results-oriented
Direct
Competitive
CONDUCTOR

Process-oriented
Realistic
Logical
Executor
Self-disciplined
Slow to change
COORDINATOR

Influential
Charismatic
Confident
Optimistic
Independent
Quick to change
PERSUADER

SUPPORTER
Accommodating
Reflective
Persistent
Composed
Dependable
Good listener

PROMOTER
Trusting
Convincing
Inspiring
Outgoing
Cordial
Cheerful

RELATER
Good supporter
Team player
Persistent
Cooperative
Empathetic
Compassionate

0%
0%
17%
0%
50%
17%
17%
0%
0%
17%

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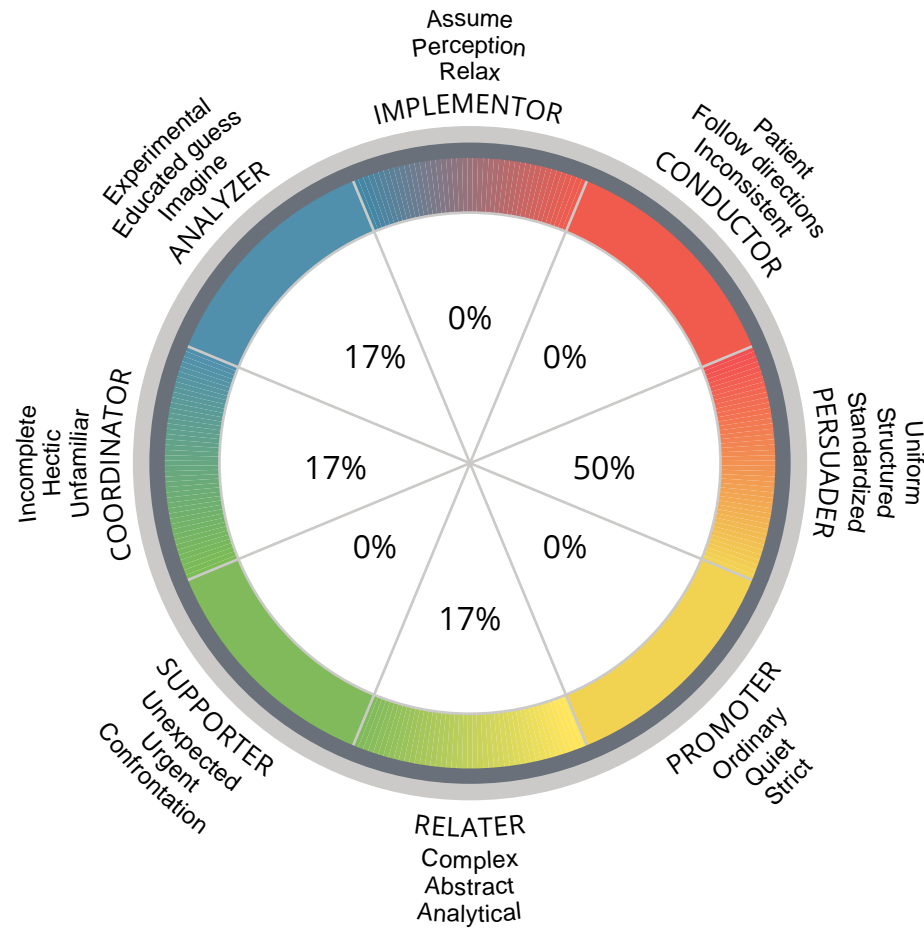
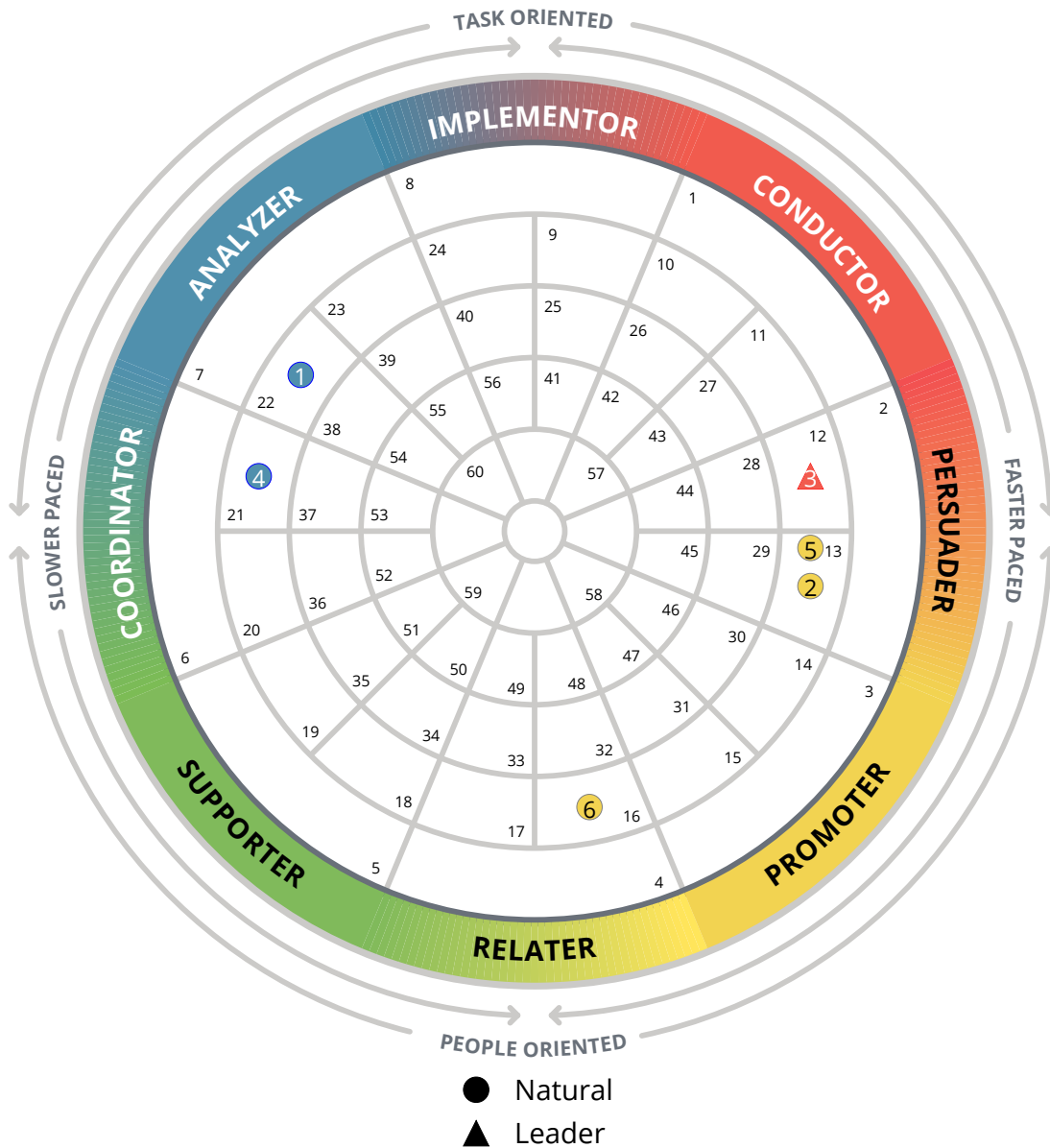# Ideal Environment for Team Members
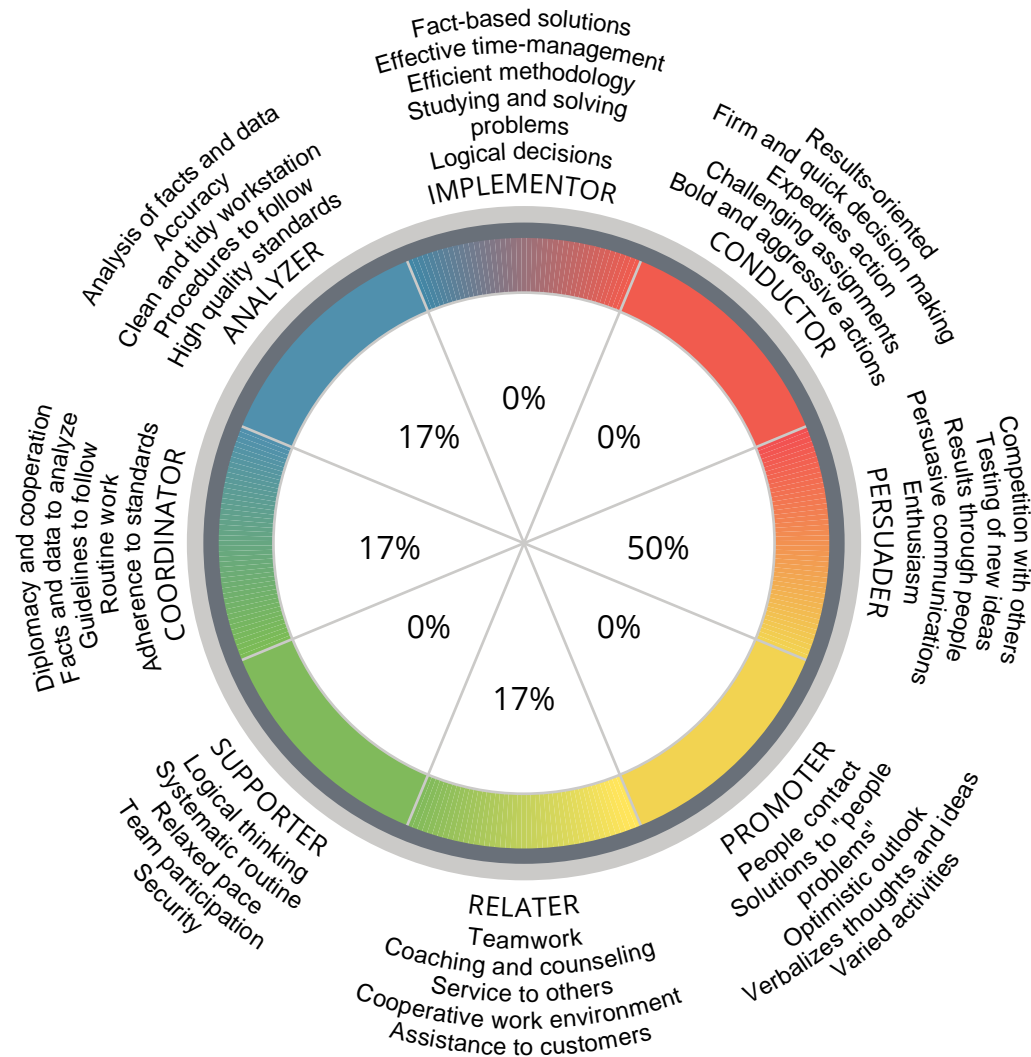
Words That Don't Work with Team Members

Group Wheel Natural

Team Members

1: Audrey Buice
2: Lynn Manning
3: Katy Owen *
4: Amy Tuggle
5: Linda Vassar
6: Charissa Wagner

● Natural

▲ Leader

Group Wheel Adapted

Team Members

1: Audrey Buice
2: Lynn Manning
3: Katy Owen *
4: Amy Tuggle
5: Linda Vassar
6: Charissa Wagner

★ Adapted
■ Leader

Group Wheel Migration

TASK ORIENTED

IMPLEMENTOR

ANALYZER

CONDUCTOR

SLOWER PACED

FASTER PACED

COORDINATOR

PERSUADER

SUPPORTER

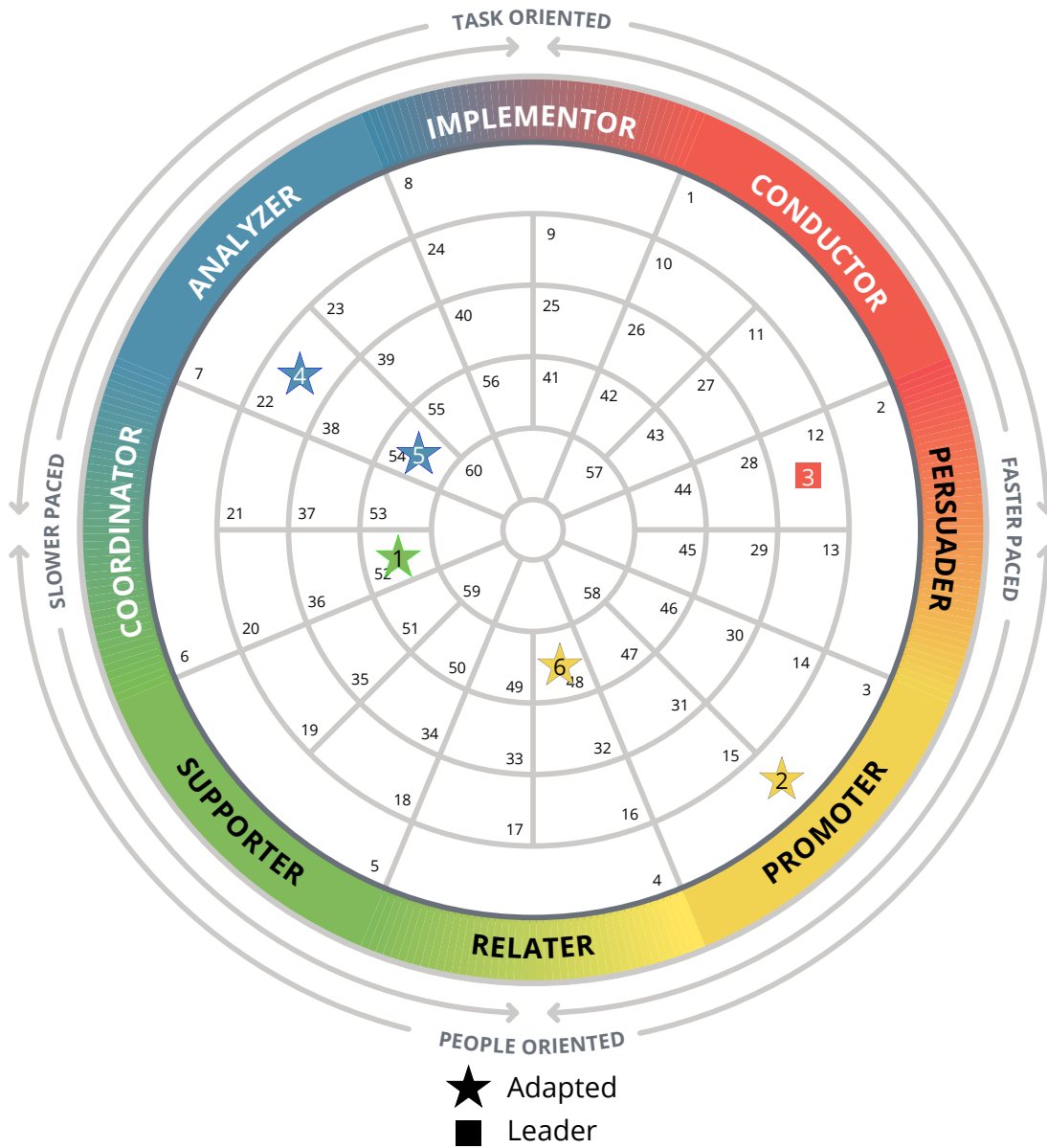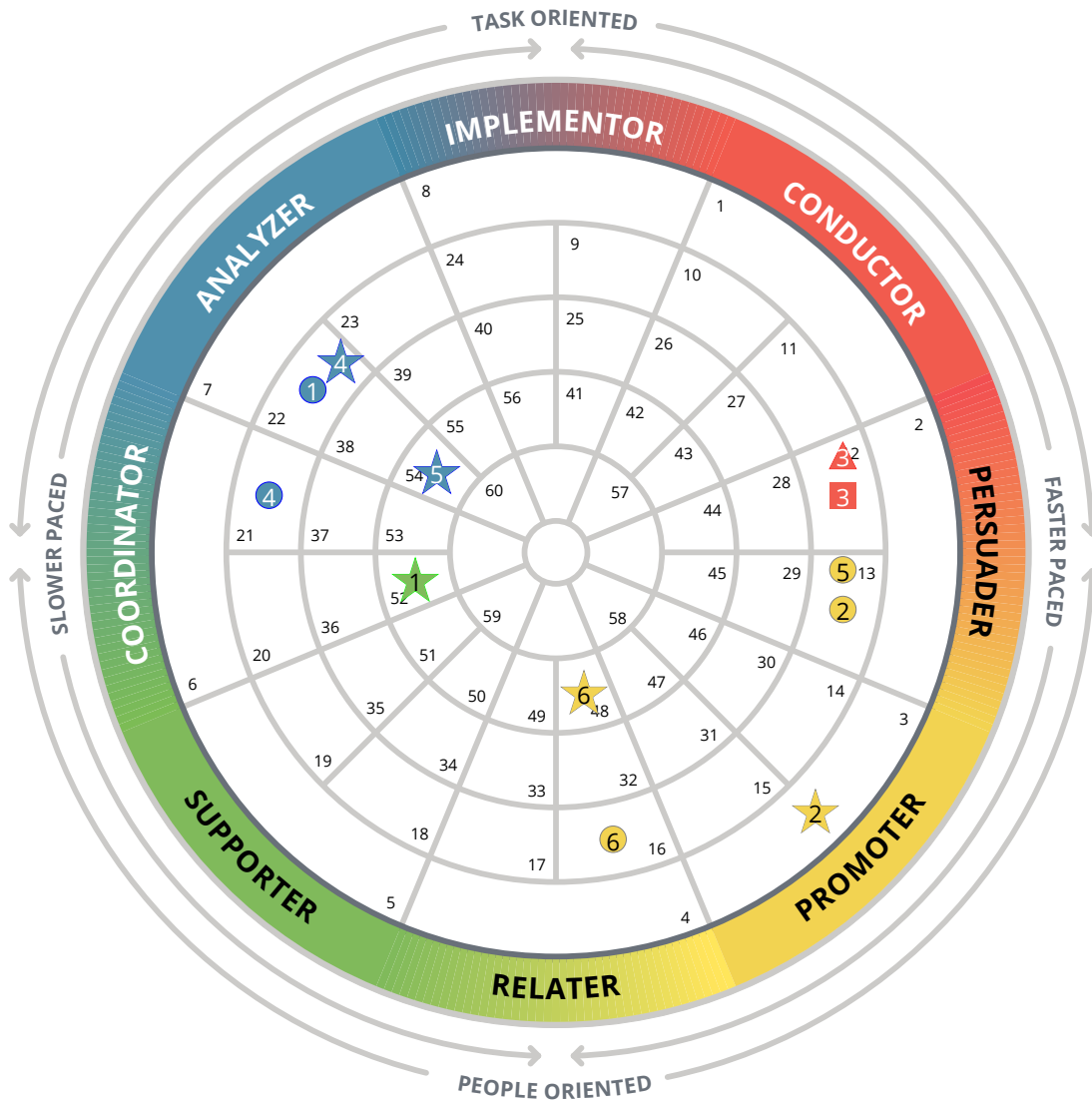PROMOTER

RELATER

PEOPLE ORIENTED

★ Adapted   ● Natural
■ Leader   ▲ Leader

Team Members

1: Audrey Buice
2: Lynn Manning
3: Katy Owen *
4: Amy Tuggle
5: Linda Vassar
6: Charissa Wagner

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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.

16%   34%   34%   16%

	Two or more standard deviations below the mean		One standard deviation above the mean
	One standard deviation below the mean		Two or more standard deviations above the mean
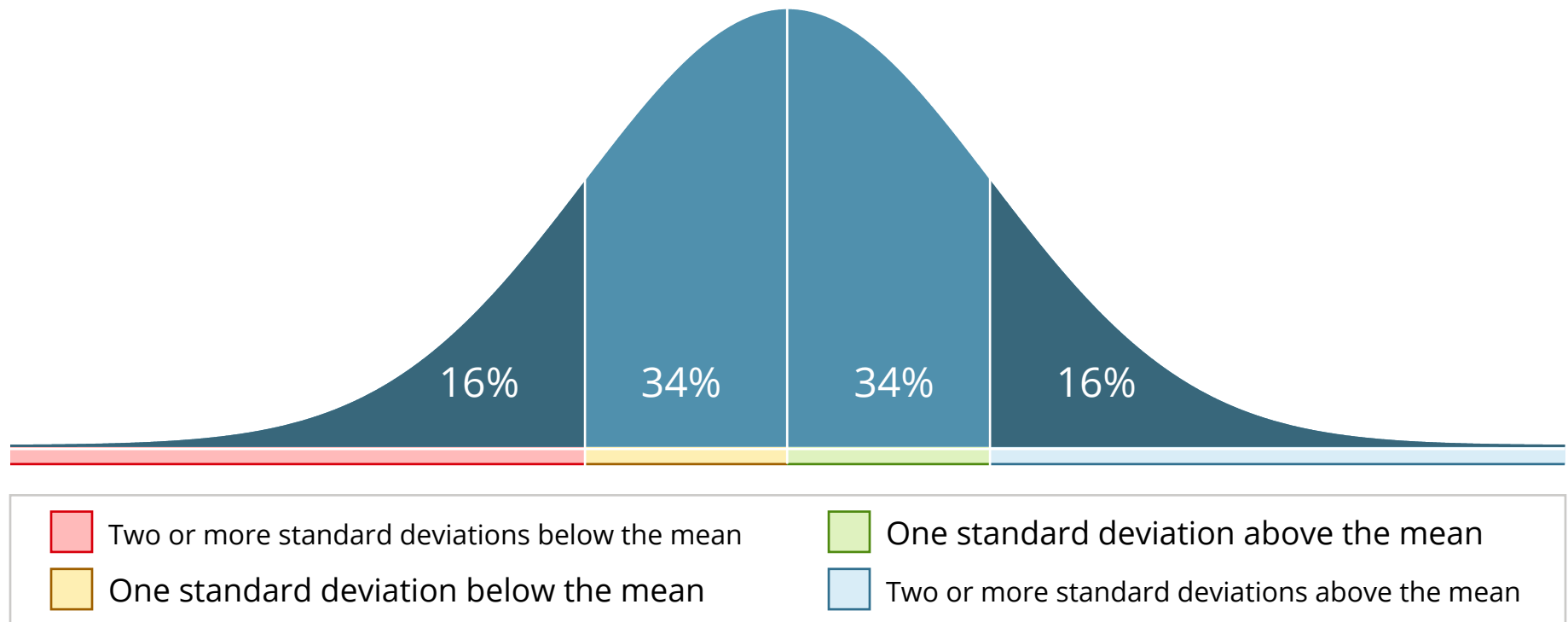
Behavioral Style Comparison

Behavioral Characteristics	Team Avg.	K. Owen	A. Buice	L. Manning	A. Tuggle	L. Vassar	C. Wagner	Mean
Interaction	66	90	25	90	20	70	100	60
People-Oriented	64	60	45	70	60	60	90	65
Versatile	61	100	30	90	20	70	55	54
Customer-Oriented	59	43	58	57	55	57	83	64
Frequent Change	57	92	28	82	12	68	62	52
Persistence	57	28	90	35	93	52	43	61
Following Policy	56	22	88	30	95	50	48	60
Consistent	55	18	90	25	98	48	50	61
Competitive	52	90	30	80	10	60	40	49
Urgency	50	100	25	81	14	62	20	43
Organized Workplace	48	20	95	25	95	40	10	51
Analysis	48	20	95	20	95	45	10	53

Legend:
- ▢ (red) Two or more standard deviations below the mean
- ▢ (green) One standard deviation above the mean
- ▢ (yellow) One standard deviation below the mean
- ▢ (blue) Two or more standard deviations above the mean
- ● Team Leader

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