TTI SUCCESS INSIGHTS®

Talent Insights®
Team Report

Sample Team Report

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Introduction

The 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 it's 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.

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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 characteristics hierarchy - Compares individual scores to others on the team, team averages, and population means.

TEAM MEMBER LIST

J Alire
K Biben
V Boettcher
T Bogart
D Bonnstetter
A Bonnstetter
R Bonnstetter
R Bowers
J Carli
C Casimir
N Chris
D Clark
R Cox
P Daugs
K DeVault
T Fox
C Frazer
E Gehrig
S Ginn
E Healy
J Heberling
D Hebets
C Hood
R Hunt
Nancy K.
A Klink
A Lane
F Larson
A Leitensdorfer
C Mettenbrink
R Miller
C Mowry
C Nelson
R Rivera
C Rosser
B Rowland
A Sharma
R Stokes
S Stoner
T Taylor
B Tyning
K Wang
A Wong

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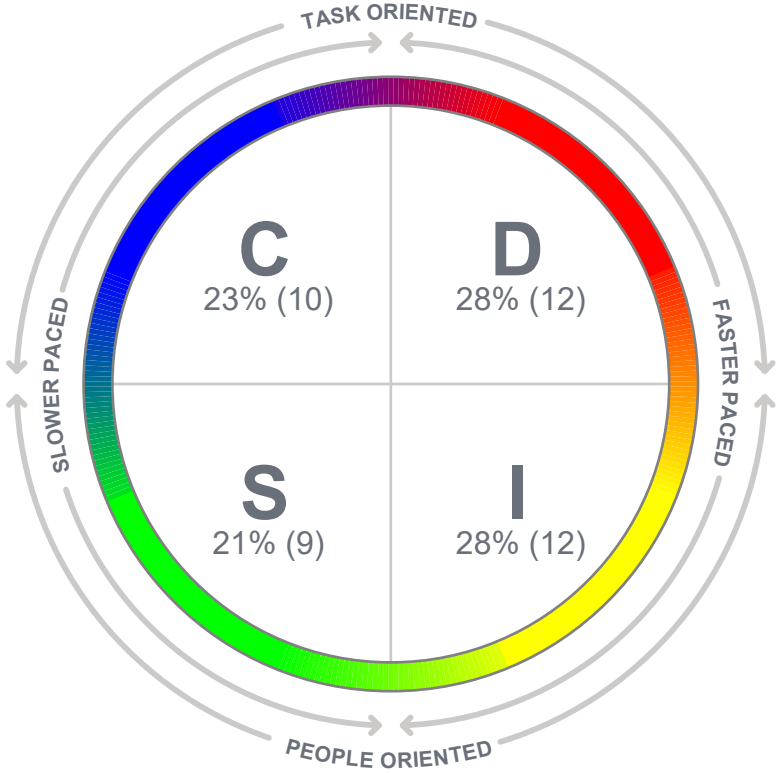
Team DISC Overview

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

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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.

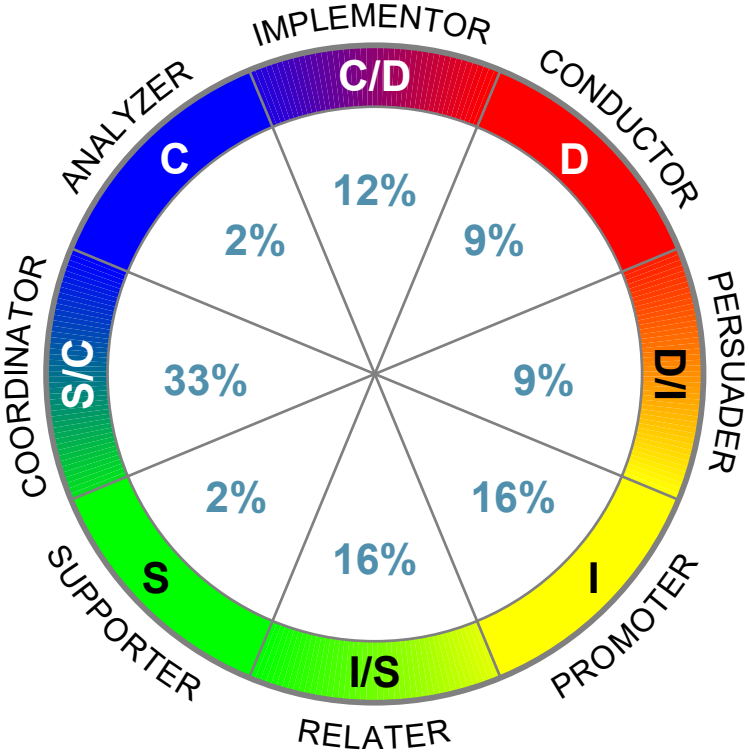
RELATER - I/S - People who tend to take time, think positively, and are focused on interpersonal relationships.

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.



Sample Company
17785 N Pacesetter Way
Scottsdale, AZ

TTISI Team

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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

- Understand and preserve the need for quality systems
- Shows self-discipline
- Set and accomplish goals to high standards
- Implement and fine-tune the plan
- Identify problems, rules, errors, and procedures

POTENTIAL WEAKNESSES

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

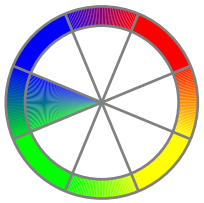
BEHAVIORAL ATTRIBUTES

Task Oriented — People Oriented

Slower Paced — Faster Paced

VALUE TO THE ORGANIZATION

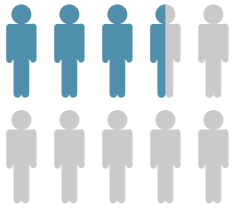
Respect for authority
Calming and stable
Looks for logical solutions



21.28%
of the Population

WORDS THAT WORK

Proven
Standard
Organized



14/43
33% of the Team

WORDS THAT DON'T WORK

Unfamiliar
Hectic
Incomplete

SI Team

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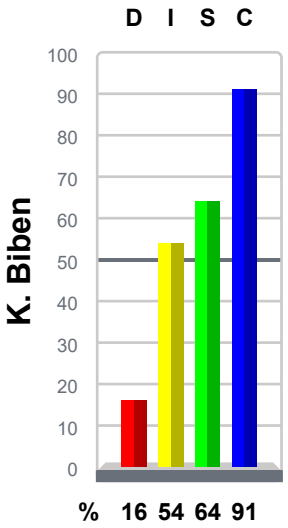
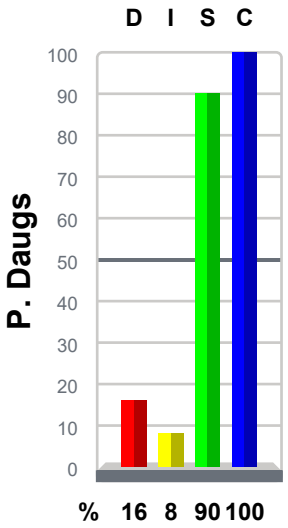
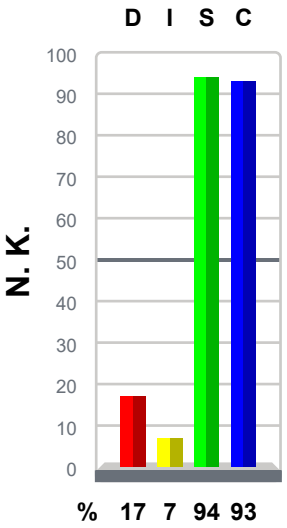
Coordinator Team DISC Graphs - (S/C)

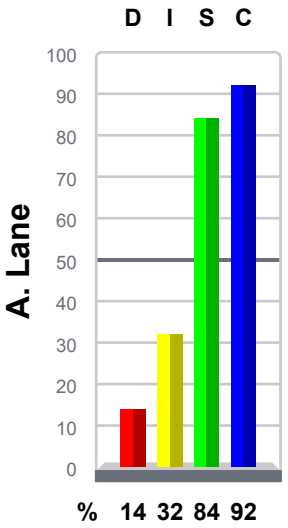
COORDINATOR TEAM

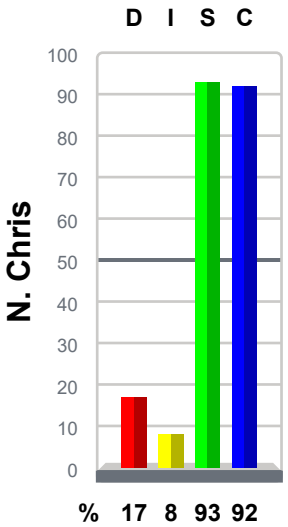
K Biben
N Chris
P Daugs
E Healy
Nancy K.
A Klink
A Lane
C Mettenbrink
R Miller
C Mowry
R Rivera
B Rowland
R Stokes
K Wang

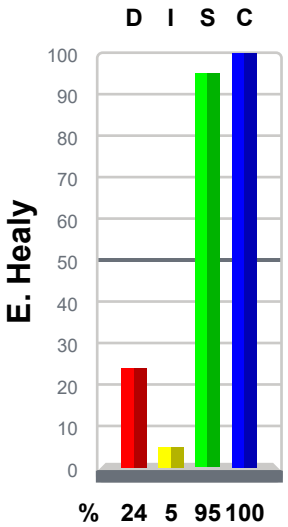


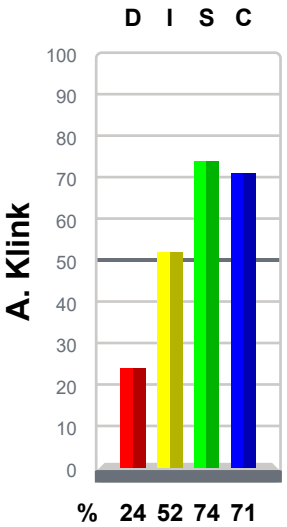


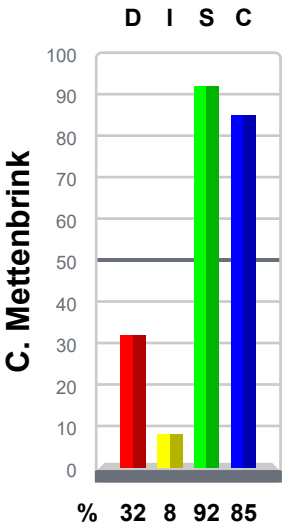


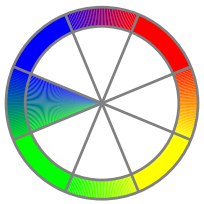












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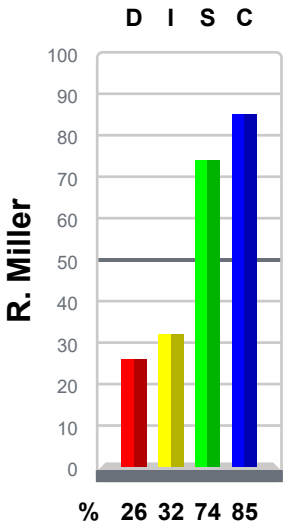
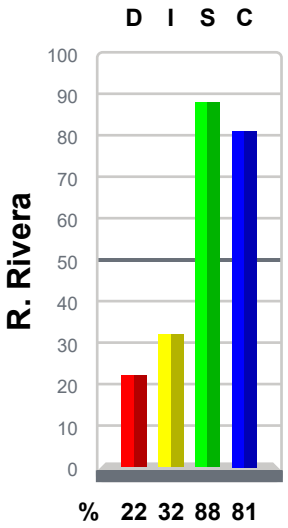
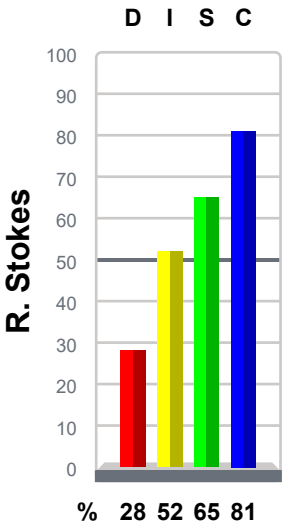
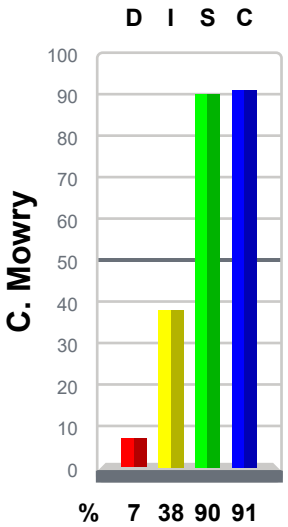
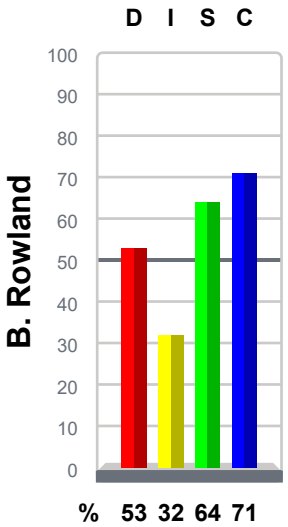
Coordinator Team DISC Graphs - (S/C) Continued

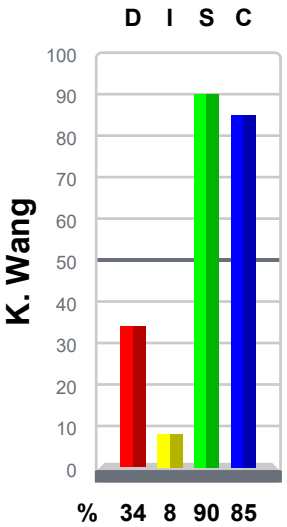


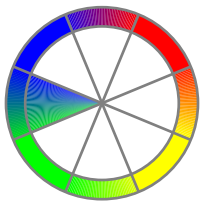












SI Team

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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

- See the "big picture" and communicate it
- Enjoy convincing people
- Communicate well with others
- Promote the team throughout the organization
- Advocate for new ideas and products

POTENTIAL WEAKNESSES

- Act before gathering information
- Emphasize fun over efficiency
- Overly optimistic about team abilities
- React based on emotions
- Inattentive to detail

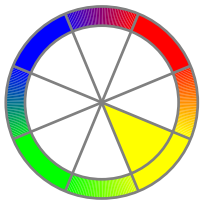
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

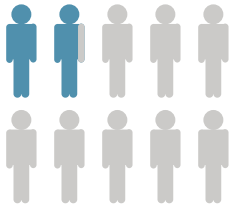
Spontaneity
Verbalize feelings
Effective use of humor



17.46%
of the Population

WORDS THAT WORK

Flexible
Exciting
Inspiring



7/43
16% of the Team

WORDS THAT DON'T WORK

Ordinary
Quiet
Strict

SI Team

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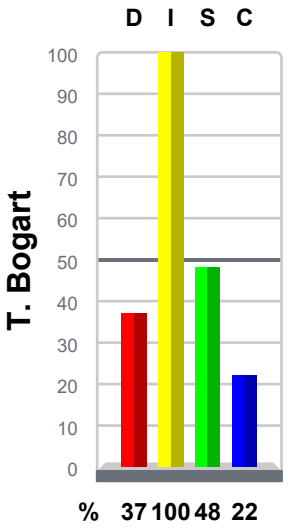
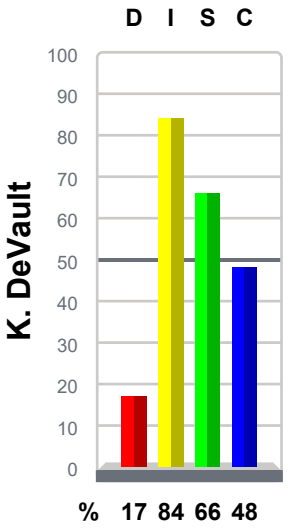
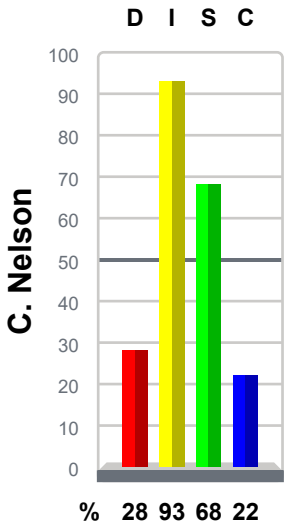
Promoter Team DISC Graphs - (I)

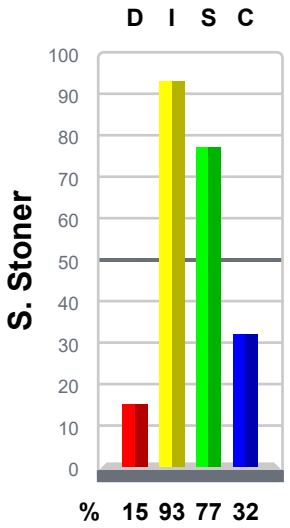
PROMOTER TEAM

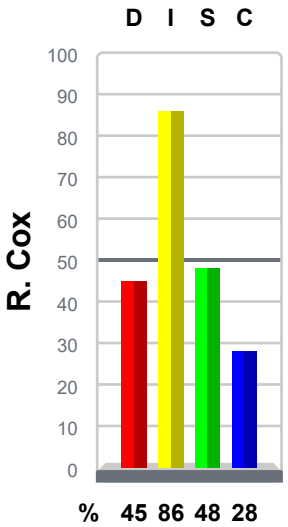
T Bogart
R Cox
K DeVault
A Leitensdorfer
C Nelson
A Sharma
S Stoner

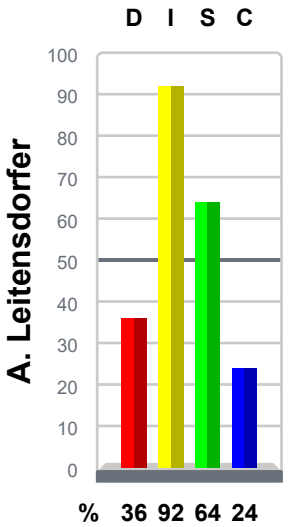


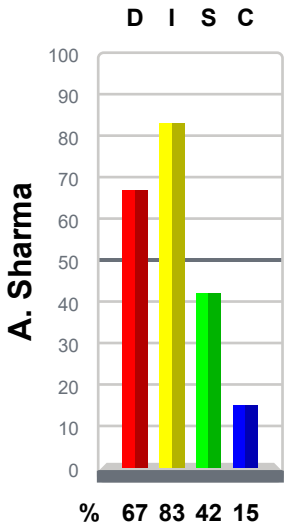


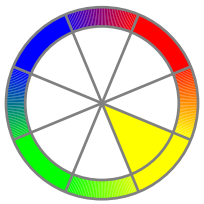












SI Team

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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

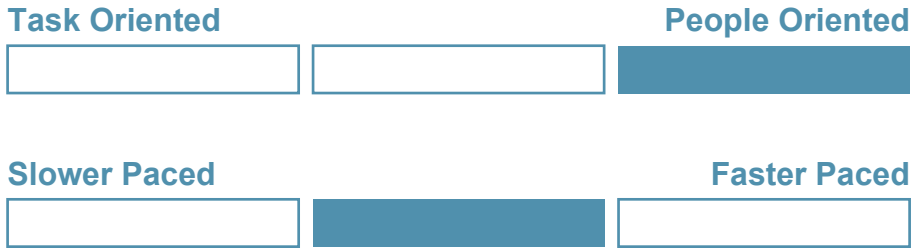
POTENTIAL STRENGTHS

- Show sensitivity to the feelings of others
- Possess strong commitment to team
- Show loyalty
- Offer understanding and friendship
- Promote and implement ideas

POTENTIAL WEAKNESSES

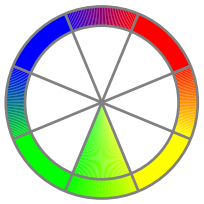
- Agree with the opinions of others
- Be passive and indecisive
- Avoid confrontation
- Act without urgency
- Tolerate the poor behavior of others

BEHAVIORAL ATTRIBUTES



VALUE TO THE ORGANIZATION

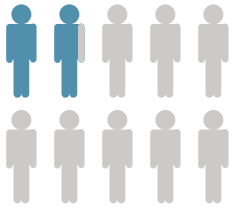
Tenacious
Team player
Builds strong relationships



20.08%
of the Population

WORDS THAT WORK

Easygoing
Simple
Responsive



7/43
16% of the Team

WORDS THAT DON'T WORK

Complex
Abstract
Analytical

SI Team

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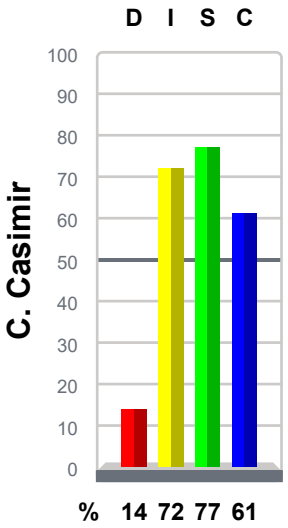
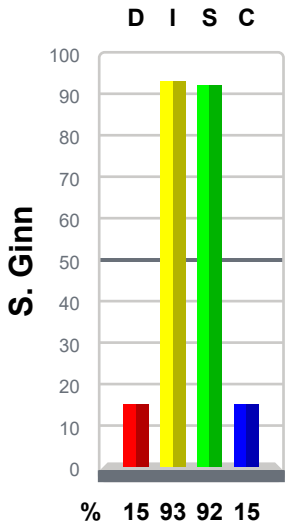
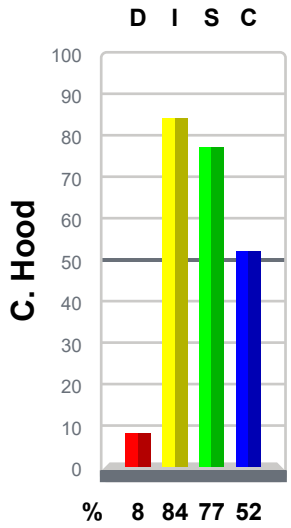
Relater Team DISC Graphs - (I/S)

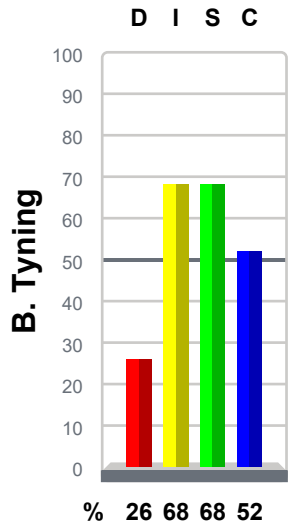
RELATER TEAM

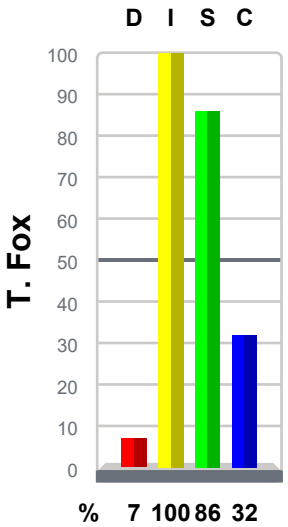
C Casimir
T Fox
S Ginn
J Heberling
C Hood
T Taylor
B Tyning

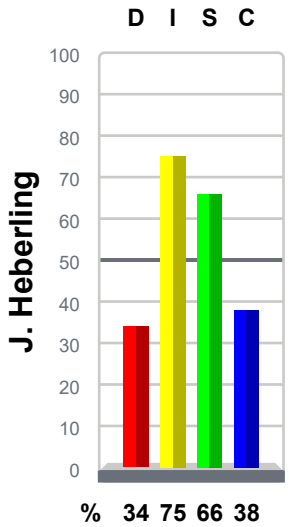


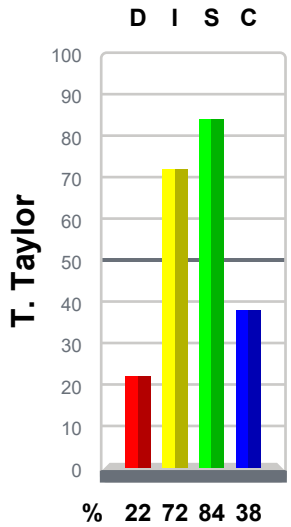


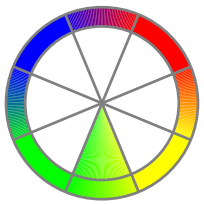












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Implementor Team Characteristics - (C/D)

Implementors tend to assess, leverage facts and figures, and advance toward a solution. The following information will give the team members a clear understanding and appreciation of Implementors.

STRENGTHS AND WEAKNESSES

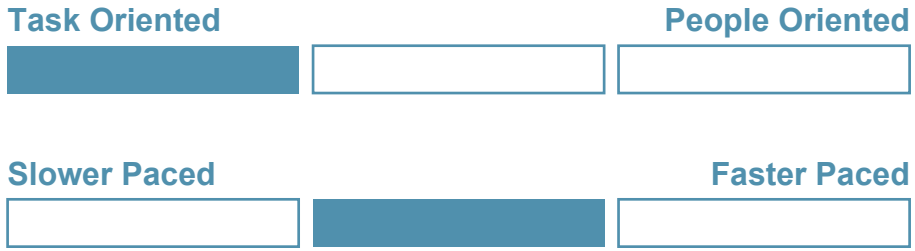
POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

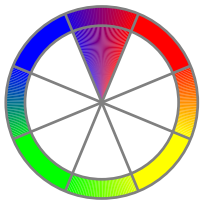
- Overuse facts and figures
- Make decisions inconsistently
- Criticize team members
- Take on too much within the team
- Become demanding under stress

BEHAVIORAL ATTRIBUTES



VALUE TO THE ORGANIZATION

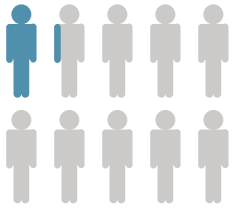
Pursues rational outcomes
Strong-willed
Creativity



4.22%
of the Population

WORDS THAT WORK

Function
Action
Data



5/43
12% of the Team

WORDS THAT DON'T WORK

Relax
Perception
Assume

SI Team

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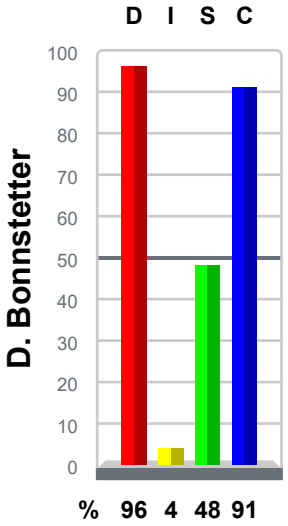
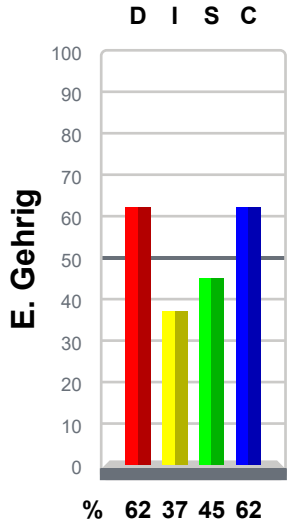
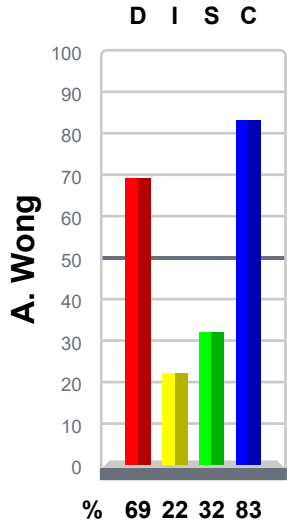
Implementor Team DISC Graphs - (C/D)

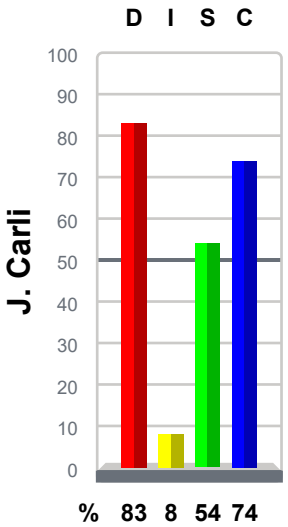
IMPLEMENTOR TEAM

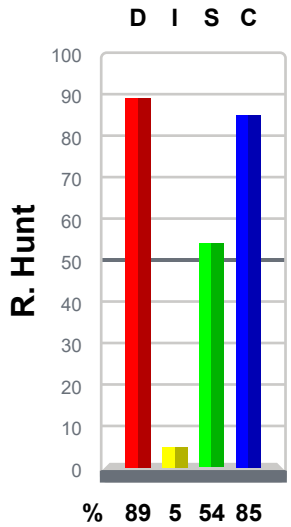
D Bonnstetter
J Carli
E Gehrig
R Hunt
A Wong

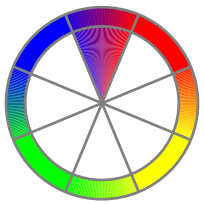












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Conductor Team Characteristics - (D)

Conductors tend to be direct, decisive, and seek results. The following information will give the team members a clear understanding and appreciation of Conductors.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

- Overstep authority within the team
- Lack tact and diplomacy
- Dislike routine work
- Poor or selective listening
- Overconfident in their abilities

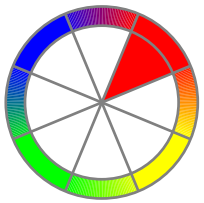
BEHAVIORAL ATTRIBUTES

Task Oriented — People Oriented

Slower Paced — Faster Paced

VALUE TO THE ORGANIZATION

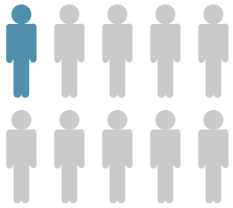
Self starter
Competitive
Challenges the status quo



7.12%
of the Population

WORDS THAT WORK

Quick
Advantage
Decisive



4/43
9% of the Team

WORDS THAT DON'T WORK

Inconsistent
Follow directions
Patient

SI Team

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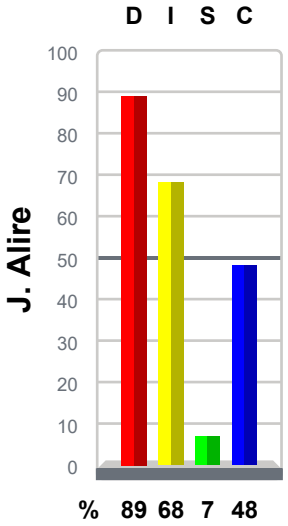
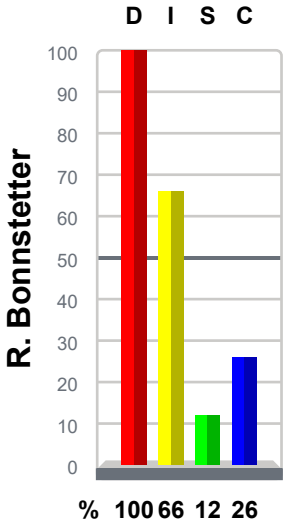
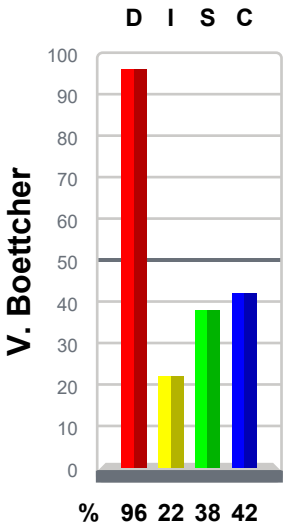
Conductor Team DISC Graphs - (D)

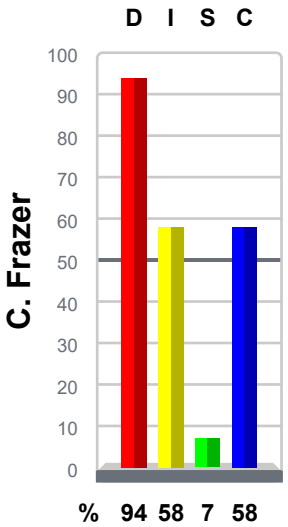
CONDUCTOR TEAM

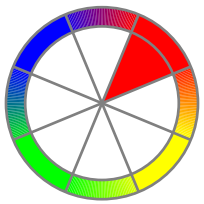
J Alire
V Boettcher
R Bonnstetter
C Frazer











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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

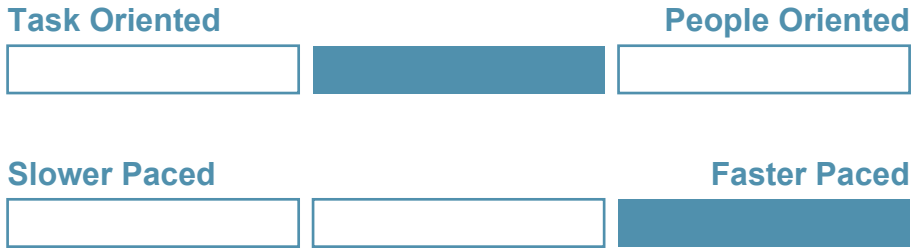
POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

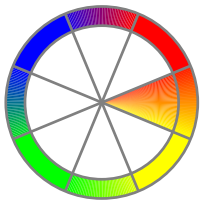
- Do not manage time or deadlines well
- Avoid conflict within the team
- Be overly enthusiastic
- Leave tasks unfinished
- Take on too many responsibilities at once

BEHAVIORAL ATTRIBUTES



VALUE TO THE ORGANIZATION

Accomplishes goals through people
Cordially enterprising
Creative problem solving



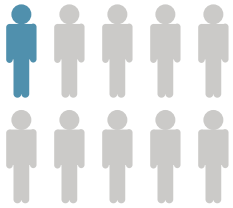
12.68%
of the Population

WORDS THAT WORK

Amazing

Unprecedented

Extraordinary



4/43
9% of the Team

WORDS THAT DON'T WORK

Standardized

Structured

Uniform

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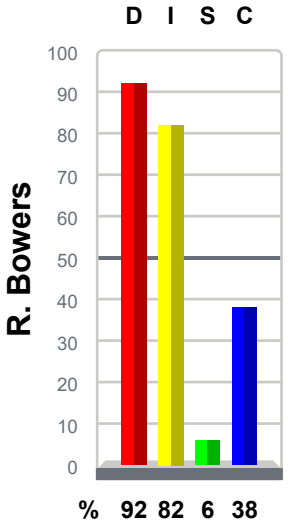
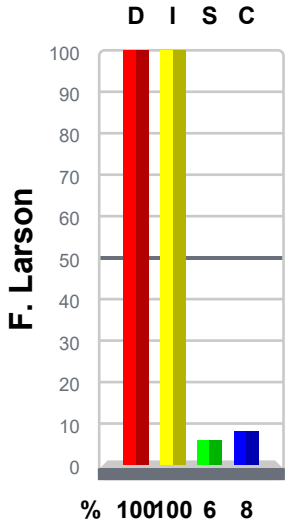
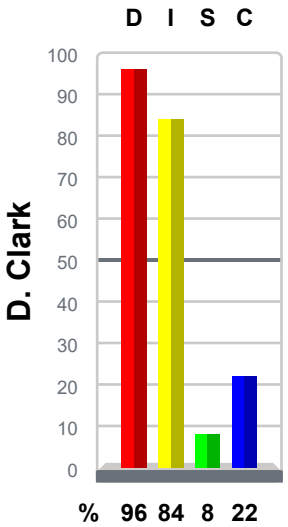
Persuader Team DISC Graphs - (D/I)

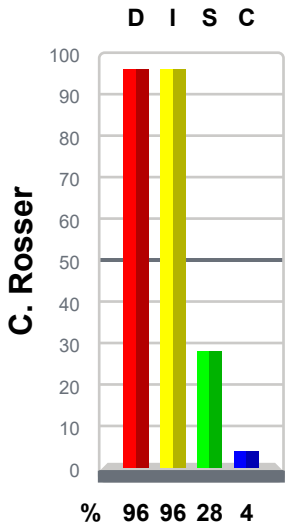
PERSUADER TEAM

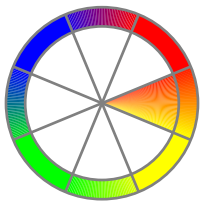
R Bowers
D Clark
F Larson
C Rosser











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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

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

POTENTIAL WEAKNESSES

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

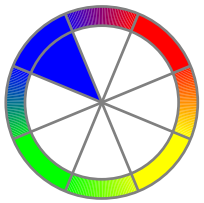
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Concerned about quality
Will gather data for decision making
Maintains standards



5.12%
of the Population

WORDS THAT WORK

Factual
Precise
Verified

1/43
2% of the Team

WORDS THAT DON'T WORK

Imagine
Educated guess
Experimental

SI Team

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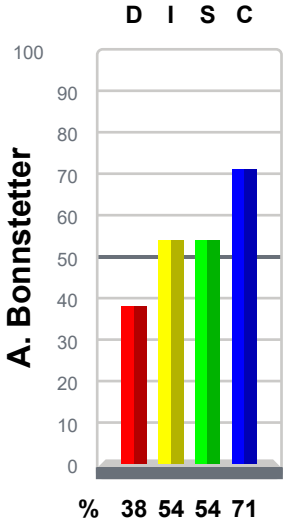
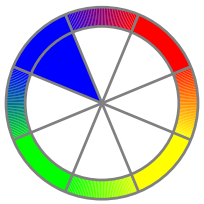
Analyzer Team DISC Graphs - (C)

ANALYZER TEAM

A Bonnstetter





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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

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

POTENTIAL WEAKNESSES

- Do the work themselves, rather than delegate
- Get into too much detail
- Act slowly
- Resist team-initiated changes
- Hesitate to move forward

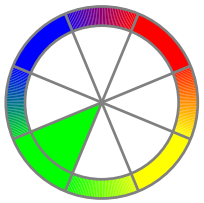
BEHAVIORAL ATTRIBUTES

Task Oriented — People Oriented

Slower Paced — Faster Paced

VALUE TO THE ORGANIZATION

Good listener
Dependable team player
Patient and empathetic



11.90%
of the Population

WORDS THAT WORK

Consistent
Usual
Secure

1/43
2% of the Team

WORDS THAT DON'T WORK

Unexpected
Urgent
Confrontation

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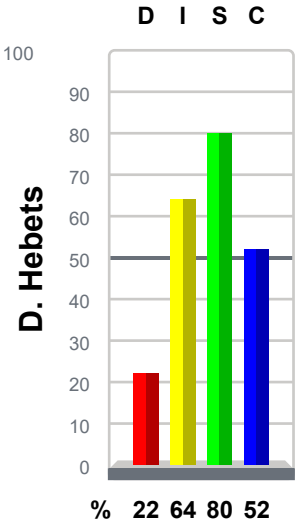
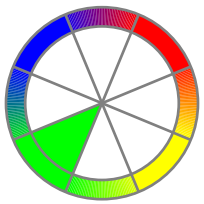
Supporter Team DISC Graphs - (S)

SUPPORTER TEAM

D Hebets





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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 (9%)	**SUPPORTER - S (2%)**
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 (9%)	**COORDINATOR - S/C (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 (16%)	**ANALYZER - C (2%)**
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 (16%)	**IMPLEMENTOR - C/D (12%)**
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.

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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 (9%)	SUPPORTER - S (2%)
J Alire V Boettcher R Bonnstetter C Frazer	D Hebets
PERSUADER - D/I (9%)	**COORDINATOR - S/C (33%)**
R Bowers D Clark F Larson C Rosser	K Biben N Chris P Daugs E Healy Nancy K. A Klink A Lane C Mettenbrink R Miller C Mowry R Rivera B Rowland RStokes K Wang
PROMOTER - I (16%)	**ANALYZER - C (2%)**
T Bogart R Cox K DeVault A Leitensdorfer C Nelson A Sharma S Stoner	A Bonnstetter
RELATER - I/S (16%)	**IMPLEMENTOR - C/D (12%)**
C Casimir T Fox S Ginn J Heberling C Hood T Taylor B Tyning	D Bonnstetter J Carli E Gehrig R Hunt A Wong

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Team Member Characteristics

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

CONDUCTOR - D (9%)	SUPPORTER - S (2%)
Competitive Direct Results-oriented Acts with urgency Change agent Strong willed	Accommodating Reflective Persistent Composed Dependable Good listener
PERSUADER - D/I (9%)	**COORDINATOR - S/C (33%)**
Quick to change Independent Optimistic Confident Charismatic Influential	Slow to change Self-disciplined Executor Logical Realistic Process-oriented
PROMOTER - I (16%)	**ANALYZER - C (2%)**
Trusting Convincing Inspiring Outgoing Cordial Cheerful	Precise Accurate Focus on quality Critical listener Non-verbal communicator Detail-oriented
RELATER - I/S (16%)	**IMPLEMENTOR - C/D (12%)**
Good supporter Team player Persistent Cooperative Empathetic Compassionate	Creative Thorough thinker Task-oriented Fact-based Selective Inventive

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Ideal Environment for Team Members

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

CONDUCTOR - D (9%)	SUPPORTER - S (2%)
Bold and aggressive actions Challenging assignments Expedites action Firm and quick decision making Results-oriented	Logical thinking Systematic routine Relaxed pace Team participation Security
PERSUADER - D/I (9%)	**COORDINATOR - S/C (33%)**
Enthusiasm Persuasive communications Results through people Testing of new ideas Competition with others	Adherence to standards Routine work Guidelines to follow Facts and data to analyze Diplomacy and cooperation
PROMOTER - I (16%)	**ANALYZER - C (2%)**
People contact Solutions to "people problems" Optimistic outlook Verbalizes thoughts and ideas Varied activities	High quality standards Procedures to follow Clean and tidy workstation Accuracy Analysis of facts and data
RELATER - I/S (16%)	**IMPLEMENTOR - C/D (12%)**
Teamwork Coaching and counseling Service to others Cooperative work environment Assistance to customers	Logical decisions Studying and solving problems Efficient methodology Effective time-management Fact-based solutions

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Words That Don't Work with Team Members

The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains the words that don't work with the team and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

CONDUCTOR - D (9%)	SUPPORTER - S (2%)
Inconsistent Follow directions Patient	Unexpected Urgent Confrontation
PERSUADER - D/I (9%)	**COORDINATOR - S/C (33%)**
Standardized Structured Uniform	Unfamiliar Hectic Incomplete
PROMOTER - I (16%)	**ANALYZER - C (2%)**
Ordinary Quiet Strict	Imagine Educated guess Experimental
RELATER - I/S (16%)	**IMPLEMENTOR - C/D (12%)**
Complex Abstract Analytical	Relax Perception Assume

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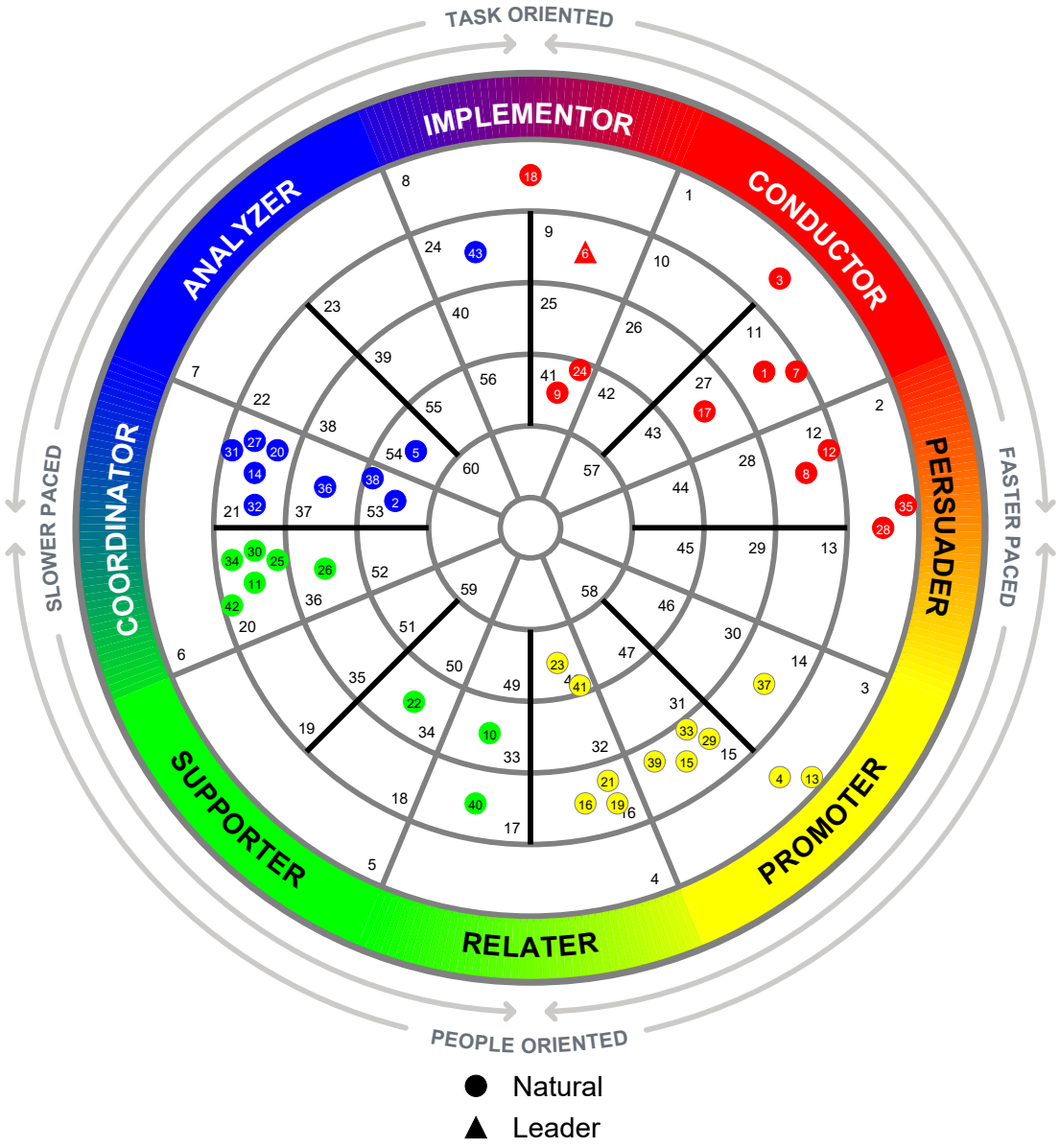
Group Wheel Natural



● Natural
▲ Leader

TEAM MEMBERS

1: James Alire
2: Kate Biben
3: Vanessa Boettcher
4: Tom Bogart
5: Alec Bonnstetter
6: David Bonnstetter *
7: Ron Bonnstetter
8: Rick Bowers
9: John Carli
10: Craig Casimir
11: Nick Chris
12: Dave Clark
13: Rodney Cox
14: Philip Daugs
15: Kayla DeVault
16: Todd Fox
17: Candice Frazer
18: Eric Gehrig
19: Susan Ginn
20: Erin Healy
21: Jill Heberling
22: Dustin Hebets
23: Cameron Hood
24: Richard Hunt
25: Nancy K.
26: Anne Klink
27: Amy Lane
28: Favor Larson
29: Ann Leitensdorfer
30: Carol Mettenbrink
31: Ryan Miller
32: Cherisse Mowry
33: Cassandra Nelson
34: Rico Rivera
35: Cindy Rosser
36: Brent Rowland
37: Anubhav Sharma
38: Robert Stokes
39: Sandra Stoner
40: Teresa Taylor
41: Bobby Tyning
42: Kefei Wang
43: Adam Wong

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ

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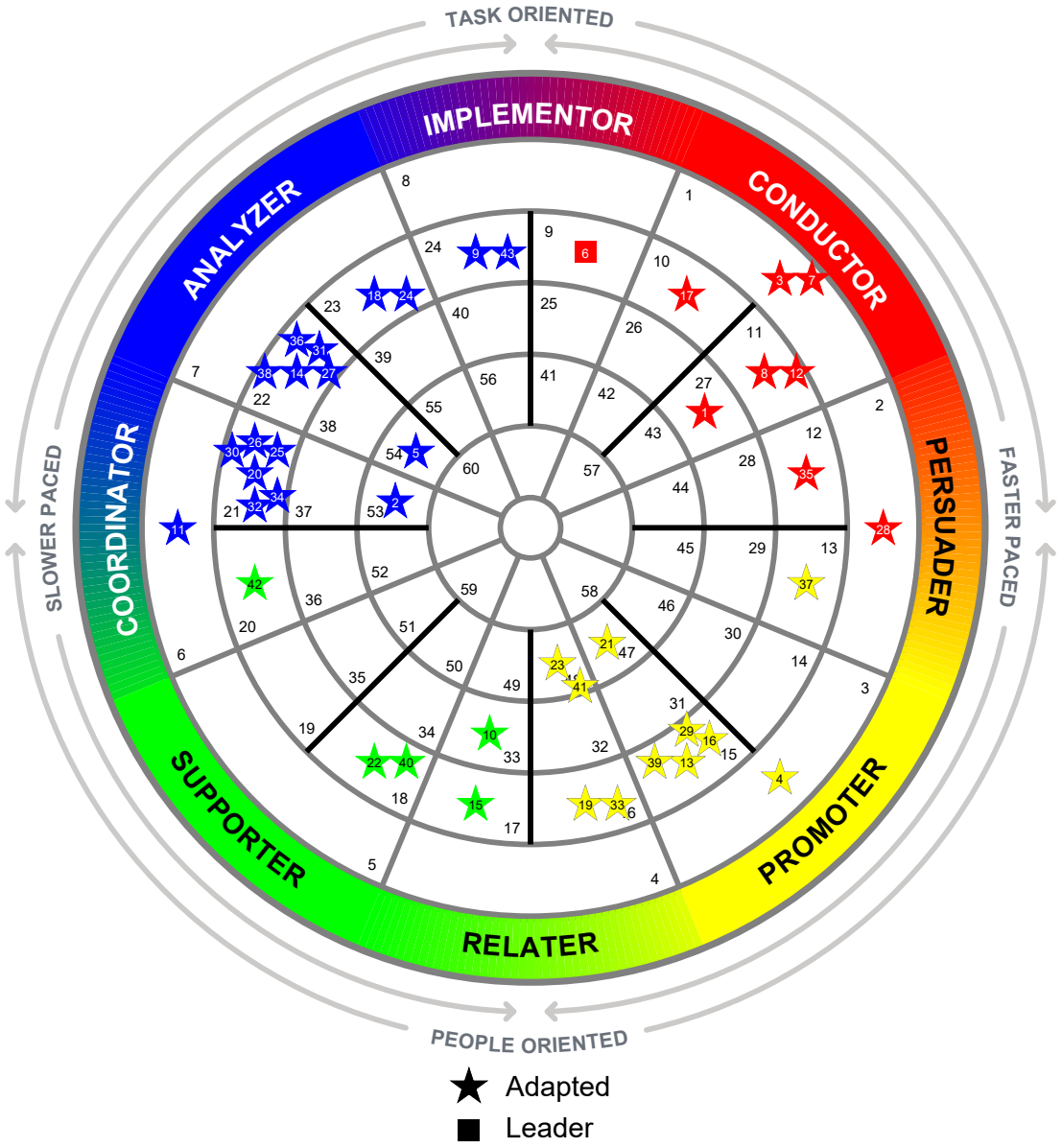
Group Wheel Adapted



TEAM MEMBERS

1: James Alire
2: Kate Biben
3: Vanessa Boettcher
4: Tom Bogart
5: Alec Bonnstetter
6: David Bonnstetter *
7: Ron Bonnstetter
8: Rick Bowers
9: John Carli
10: Craig Casimir
11: Nick Chris
12: Dave Clark
13: Rodney Cox
14: Philip Daugs
15: Kayla DeVault
16: Todd Fox
17: Candice Frazer
18: Eric Gehrig
19: Susan Ginn
20: Erin Healy
21: Jill Heberling
22: Dustin Hebets
23: Cameron Hood
24: Richard Hunt
25: Nancy K.
26: Anne Klink
27: Amy Lane
28: Favor Larson
29: Ann Leitensdorfer
30: Carol Mettenbrink
31: Ryan Miller
32: Cherisse Mowry
33: Cassandra Nelson
34: Rico Rivera
35: Cindy Rosser
36: Brent Rowland
37: Anubhav Sharma
38: Robert Stokes
39: Sandra Stoner
40: Teresa Taylor
41: Bobby Tyning
42: Kefei Wang
43: Adam Wong

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ

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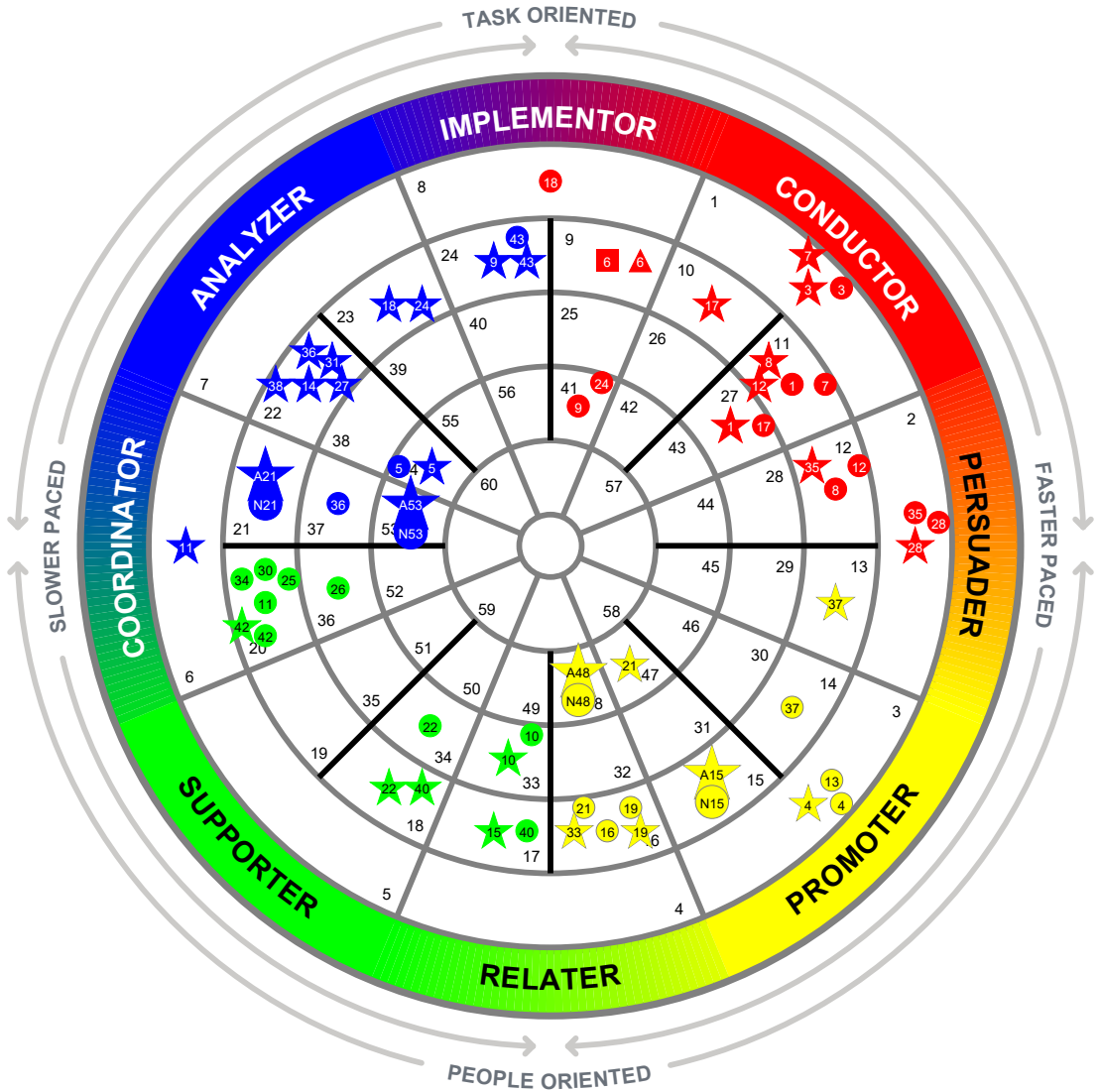
Group Wheel Migration



★ Adapted ■ Leader ● Natural ▲ Leader

TEAM MEMBERS

1: James Alire
A53/N53: Kate Biben
3: Vanessa Boettcher
4: Tom Bogart
5: Alec Bonnstetter
6: David Bonnstetter *
7: Ron Bonnstetter
8: Rick Bowers
9: John Carli
10: Craig Casimir
11: Nick Chris
12: Dave Clark
A15/13: Rodney Cox
14/N21: Philip Daugs
15/N15: Kayla DeVault
A15/16: Todd Fox
17: Candice Frazer
18: Eric Gehrig
19: Susan Ginn
A21/N21: Erin Healy
21: Jill Heberling
22: Dustin Hebets
A48/N48: Cameron Hood
24: Richard Hunt
A21/25: Nancy K.
A21/26: Anne Klink
27/N21: Amy Lane
28: Favor Larson
A15/N15: Ann Leitensdorfer
A21/30: Carol Mettenbrink
31/N21: Ryan Miller
A21/N21: Cherisse Mowry
33/N15: Cassandra Nelson
A21/34: Rico Rivera
35: Cindy Rosser
36: Brent Rowland
37: Anubhav Sharma
38/N53: Robert Stokes
A15/N15: Sandra Stoner
40: Teresa Taylor
A48/N48: Bobby Tyning
42: Kefei Wang
43: Adam Wong

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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.

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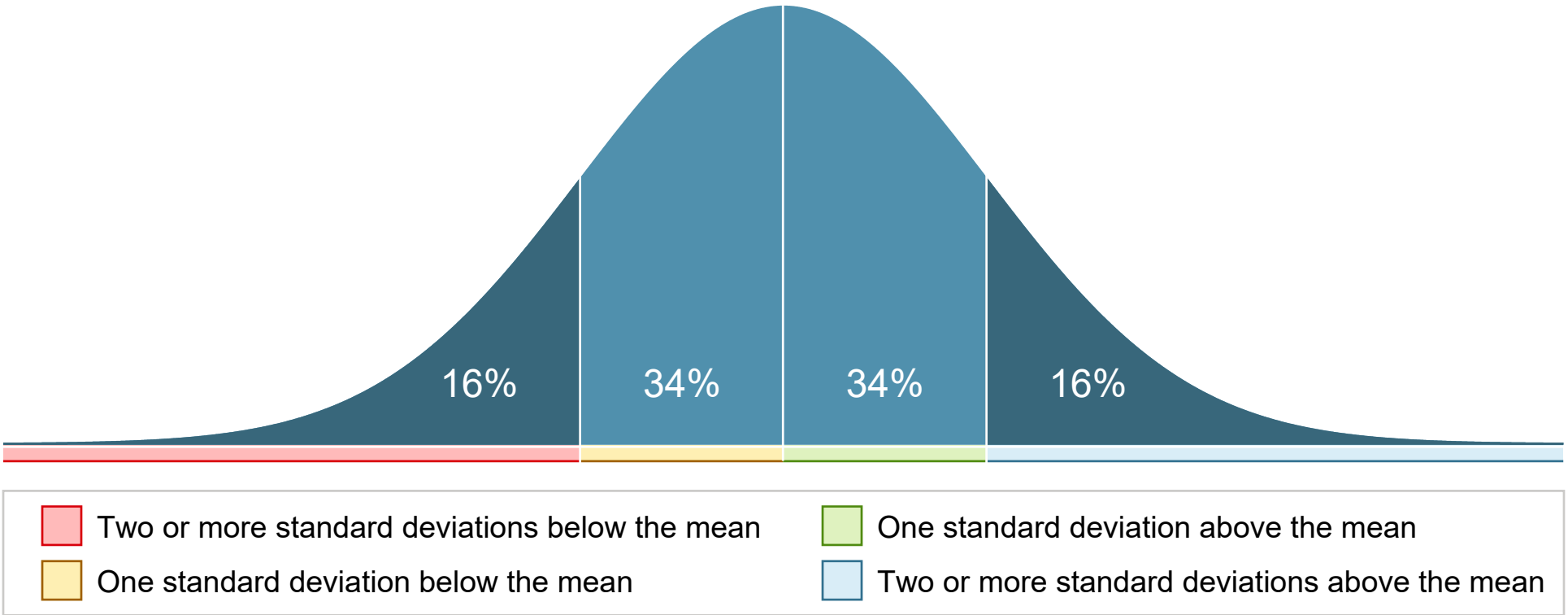
The Bell Curve Defined

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.



SI Team

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Behavioral Style Comparison

Behavioral Characteristics	Team Avg.	D. Bonnstetter ●	J. Alire	K. Biben	V. Boettcher	T. Bogart	A. Bonnstetter	R. Bonnstetter	R. Bowers	J. Carli	C. Casimir	Mean
Consistent	64	65	32	82	50	45	72	25	20	70	72	61
Following Policy	63	70	38	78	52	40	68	28	25	70	72	60
People-Oriented	62	30	45	65	35	65	55	50	60	30	90	65
Persistence	62	65	40	70	60	37	73	35	30	75	67	61
Customer-Oriented	60	22	37	62	30	73	65	37	43	35	78	64
Analysis	58	83	45	75	70	20	70	35	25	83	55	53
Organized Workplace	57	100	30	75	70	20	70	25	22	95	50	51
Interaction	55	10	70	35	30	100	45	70	90	20	60	60
Versatile	51	27	85	37	50	80	47	85	100	30	50	54
Frequent Change	49	45	82	28	62	70	42	88	90	45	40	52
Competitive	47	75	100	20	100	40	40	100	90	80	20	49
Urgency	43	82	100	24	90	40	38	100	100	66	18	43

- Two or more standard deviations below the mean
- One standard deviation below the mean
- Team Leader
- One standard deviation above the mean
- Two or more standard deviations above the mean

SI Team

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Behavioral Style Comparison Continued

Behavioral Characteristics	Team Avg.	D. Bonnstetter ●	N. Chris	D. Clark	R. Cox	P. Daugs	K. DeVault	T. Fox	C. Frazer	E. Gehrig	S. Ginn	Mean
Consistent	64	65	100	18	42	100	62	65	35	62	58	61
Following Policy	63	70	98	22	40	95	58	58	42	68	52	60
People-Oriented	62	30	55	60	75	55	85	90	40	40	90	65
Persistence	62	65	90	28	40	90	53	53	42	68	47	61
Customer-Oriented	60	22	50	43	77	52	90	87	40	48	87	64
Analysis	58	83	100	20	20	100	30	25	55	80	15	53
Organized Workplace	57	100	100	20	20	100	30	25	38	80	15	51
Interaction	55	10	10	90	90	10	90	100	55	40	100	60
Versatile	51	27	10	100	80	13	70	60	70	47	55	54
Frequent Change	49	45	10	92	70	10	50	48	75	50	52	52
Competitive	47	75	20	90	50	20	20	10	100	65	20	49
Urgency	43	82	12	100	44	13	24	11	100	56	12	43

- Two or more standard deviations below the mean
- One standard deviation below the mean
- Team Leader
- One standard deviation above the mean
- Two or more standard deviations above the mean

SI Team

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TTI SUCCESS INSIGHTS

Behavioral Style Comparison Continued

Behavioral Characteristics	Team Avg.	D. Bonnstetter ●	E. Healy	J. Heberling	D. Hebets	C. Hood	R. Hunt	N. K.	A. Klink	A. Lane	F. Larson	Mean
Consistent	64	65	98	58	72	68	72	100	80	95	10	61
Following Policy	63	70	98	52	70	68	72	98	78	90	18	60
People-Oriented	62	30	55	80	80	95	30	55	75	65	50	65
Persistence	62	65	90	53	67	60	72	90	80	87	20	61
Customer-Oriented	60	22	52	80	80	82	30	50	75	60	37	64
Analysis	58	83	100	35	50	35	87	100	70	90	10	53
Organized Workplace	57	100	100	30	45	35	100	100	70	90	15	51
Interaction	55	10	10	80	60	70	15	10	45	25	100	60
Versatile	51	27	10	60	50	60	27	10	40	23	100	54
Frequent Change	49	45	15	58	48	45	42	10	35	15	100	52
Competitive	47	75	30	40	30	10	80	20	30	20	90	49
Urgency	43	82	14	31	20	15	71	12	23	15	100	43

- Two or more standard deviations below the mean
- One standard deviation below the mean
- Team Leader
- One standard deviation above the mean
- Two or more standard deviations above the mean

SI Team

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Behavioral Style Comparison Continued

Behavioral Characteristics	Team Avg.	D. Bonnstetter ●	A. Leitensdorfer	C. Mettenbrink	R. Miller	C. Mowry	C. Nelson	R. Rivera	C. Rosser	B. Rowland	A. Sharma	Mean
Consistent	64	65	52	95	90	95	55	92	12	75	30	61
Following Policy	63	70	42	92	88	92	48	90	20	75	35	60
People-Oriented	62	30	75	55	60	65	75	65	60	50	75	65
Persistence	62	65	43	93	87	87	43	90	25	80	40	61
Customer-Oriented	60	22	80	50	62	58	87	65	43	52	67	64
Analysis	58	83	20	100	90	90	20	90	10	85	15	53
Organized Workplace	57	100	20	100	90	90	20	90	18	85	15	51
Interaction	55	10	100	15	30	25	100	30	100	35	90	60
Versatile	51	27	70	13	30	23	70	27	90	37	80	54
Frequent Change	49	45	65	20	28	15	62	22	95	40	78	52
Competitive	47	75	40	40	30	10	30	30	90	60	75	49
Urgency	43	82	33	19	24	10	28	16	98	40	62	43

- Two or more standard deviations below the mean
- One standard deviation below the mean
- Team Leader
- One standard deviation above the mean
- Two or more standard deviations above the mean

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Behavioral Style Comparison Continued

Behavioral Characteristics	Team Avg.	D. Bonnstetter ●	R. Stokes	S. Stoner	T. Taylor	B. Tyning	K. Wang	A. Wong	Mean
Consistent	64	65	80	62	65	70	95	68	61
Following Policy	63	70	78	52	62	68	90	72	60
People-Oriented	62	30	65	85	95	70	55	35	65
Persistence	62	65	73	50	60	63	93	72	61
Customer-Oriented	60	22	68	87	93	78	52	35	64
Analysis	58	83	75	25	35	50	100	95	53
Organized Workplace	57	100	75	25	30	45	100	95	51
Interaction	55	10	40	100	80	60	15	25	60
Versatile	51	27	40	65	50	53	17	40	54
Frequent Change	49	45	35	52	48	50	20	45	52
Competitive	47	75	30	20	30	30	40	65	49
Urgency	43	82	29	18	18	27	21	72	43

- Two or more standard deviations below the mean
- One standard deviation below the mean
- Team Leader
- One standard deviation above the mean
- Two or more standard deviations above the mean

SI Team

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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 Characteristics Hierarchy - Compares individual scores to others on the team, team averages, and population means.

TEAM MEMBER LIST

J Alire
K Biben
V Boettcher
T Bogart
D Bonnstetter
A Bonnstetter
R Bonnstetter
R Bowers
J Carli
C Casimir
N Chris
D Clark
R Cox
P Daugs
K DeVault
T Fox
C Frazer
E Gehrig
S Ginn
E Healy
J Heberling
D Hebets
C Hood
R Hunt
Nancy K.
A Klink
A Lane
F Larson
A Leitensdorfer
C Mettenbrink
R Miller
C Mowry
C Nelson
R Rivera
C Rosser
B Rowland
A Sharma
R Stokes
S Stoner
T Taylor
B Tyning
K Wang
A Wong

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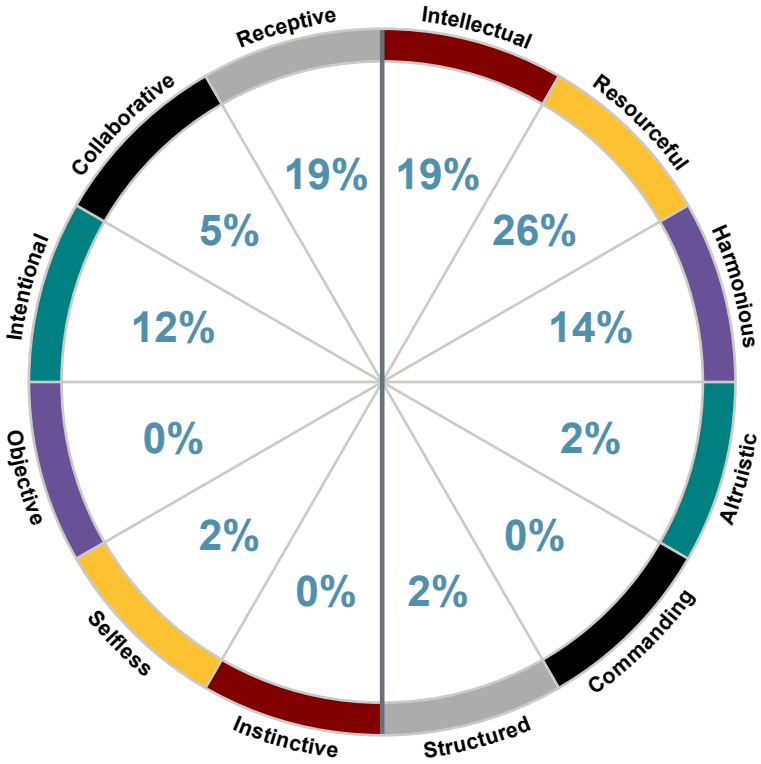
Team Driving Forces Overview

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



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17785 N Pacesetter Way
Scottsdale, AZ

TTISI Team

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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.

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Resourceful Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

Selfless — Utility — Resourceful

ENERGIZERS

Obtain practical results
Eliminate waste
Compensate based on performance

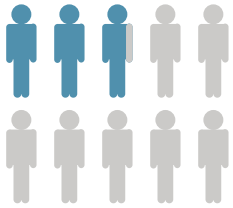
STRESSORS

Be redundant
Use resources inefficiently
Ignore the return on investment

6%
of the Population

WORDS THAT WORK

Profitable
Efficient
Benefit



11/43
26% of the Team

WORDS THAT DON'T WORK

Endless
Donate
Casual

SI Team

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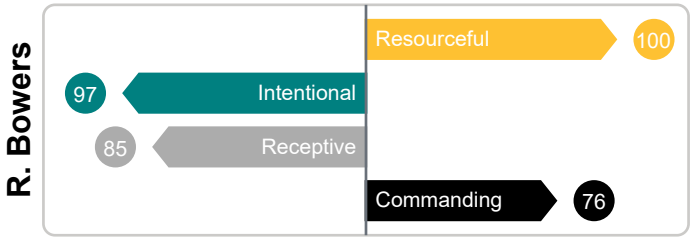
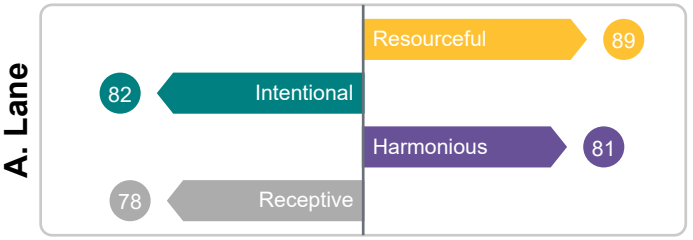
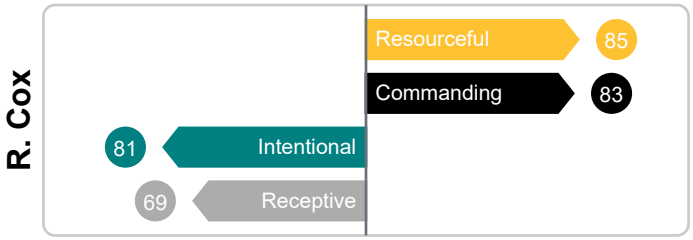
Resourceful Primary Drivers

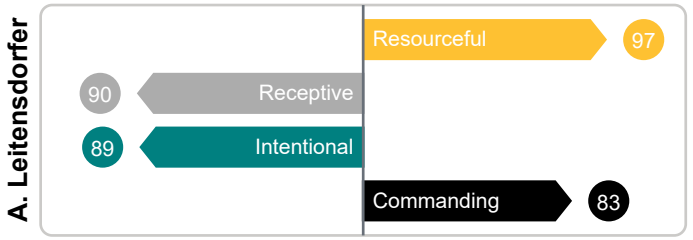
RESOURCEFUL TEAM

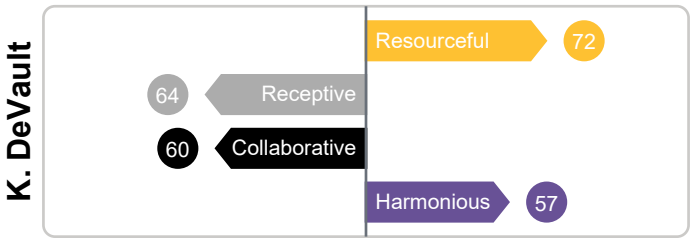
R Bowers
R Cox
K DeVault
A Klink
A Lane
A Leitensdorfer
C Mettenbrink
R Miller
Ci Rosser
A Sharma
A Wong

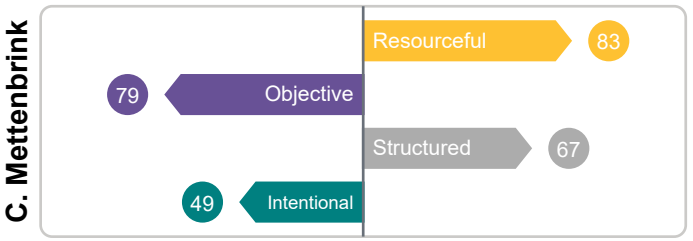


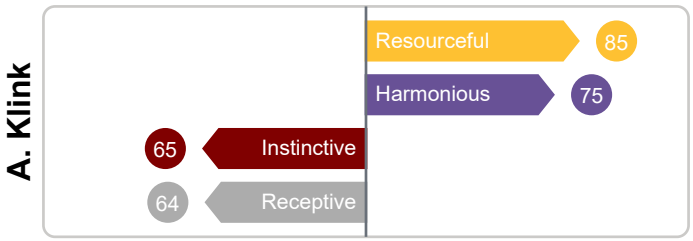


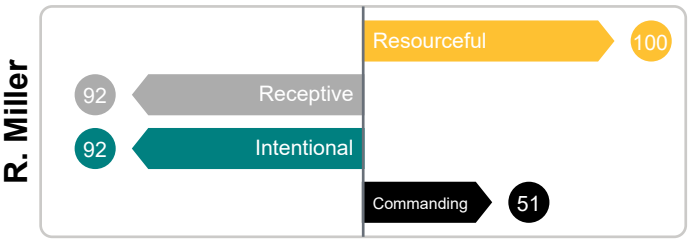












SI Team

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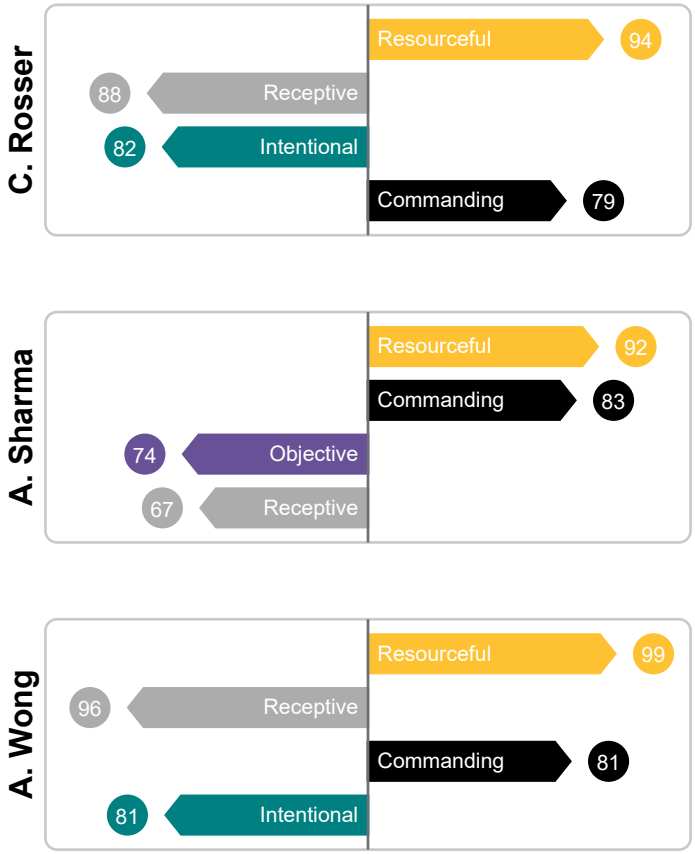
Resourceful Primary Drivers Continued



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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

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

POTENTIAL WEAKNESSES

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

Instinctive | Intellectual

Knowledge

ENERGIZERS

Increase knowledge
Learn continuously
Objectively analyze ideas

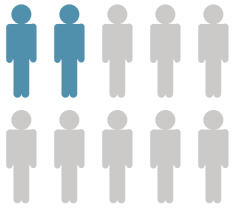
STRESSORS

Rush through learning
Restrict knowledge
Approach ideas subjectively

16%
of the Population

WORDS THAT WORK

Identify
Discover
Learn



8/43
19% of the Team

WORDS THAT DON'T WORK

Guess
Relevant
Intuitive

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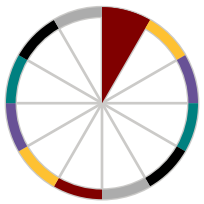
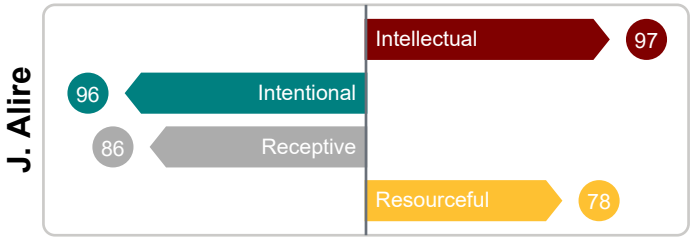
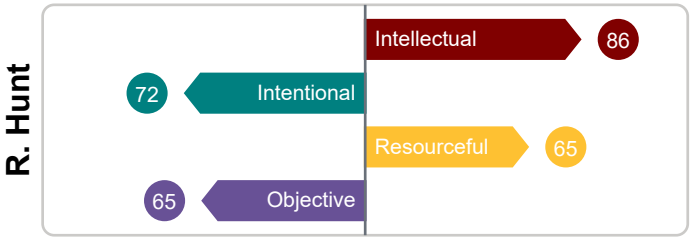
Intellectual Primary Drivers

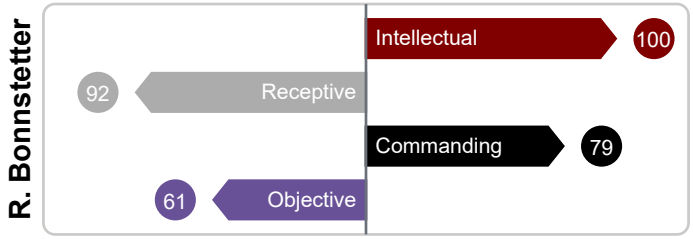
INTELLECTUAL TEAM

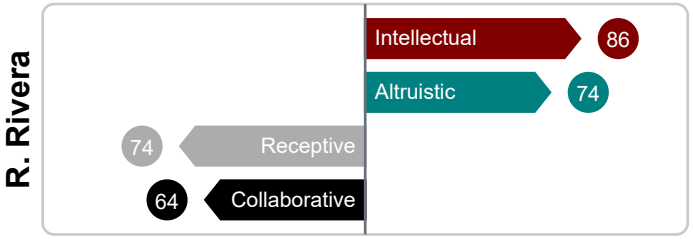
J Alire
R Bonnstetter
Ni Chris
E Gehrig
R Hunt
R Rivera
B Rowland
R Stokes

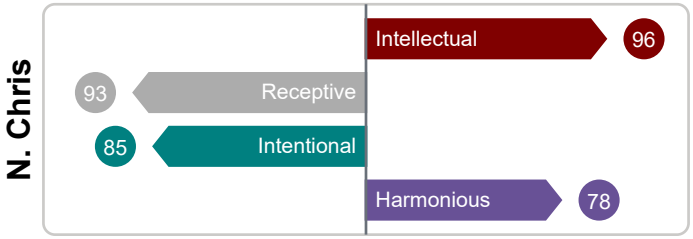


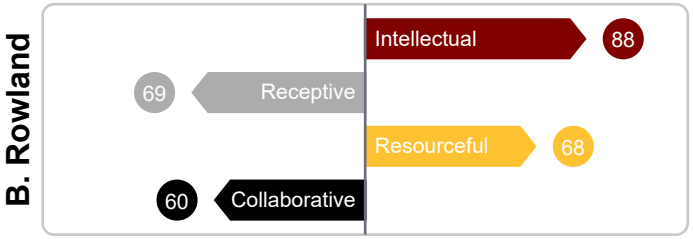


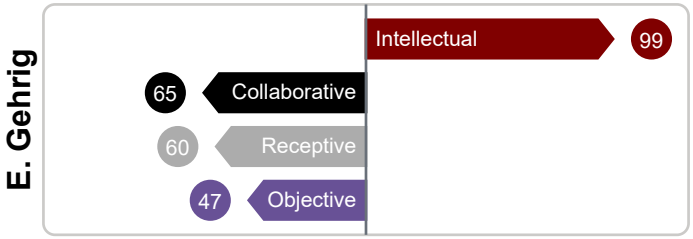


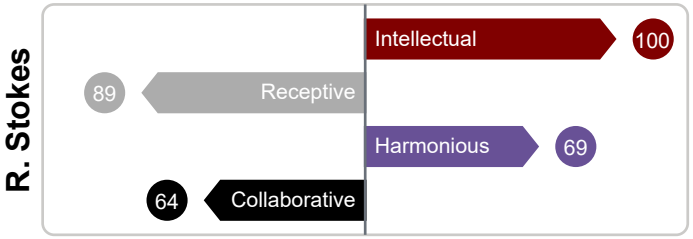












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Receptive Team Characteristics

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

POTENTIAL WEAKNESSES

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

Receptive — Structured

Methodologies

ENERGIZERS

Question unnecessary protocols
Create new systems
Think Out-of-the-box

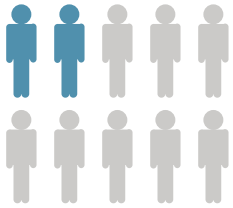
STRESSORS

Support status quo
Follow outdated processes
Act repetitively

11%
of the Population

WORDS THAT WORK

Possibilities
Agile
Open-minded



8/43
19% of the Team

WORDS THAT DON'T WORK

Constant
Tradition
Routine

SI Team

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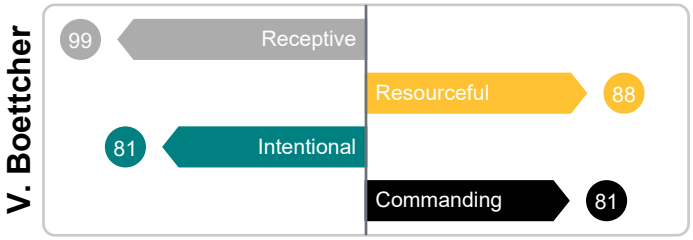
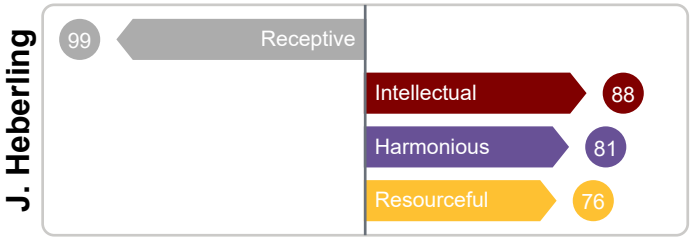
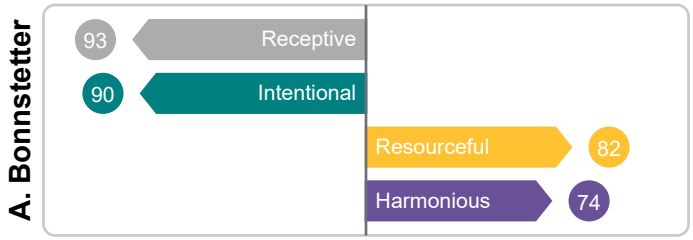
Receptive Primary Drivers

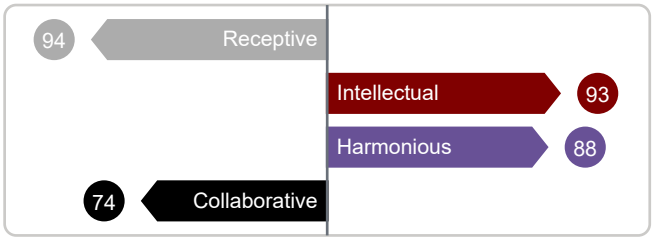
RECEPTIVE TEAM

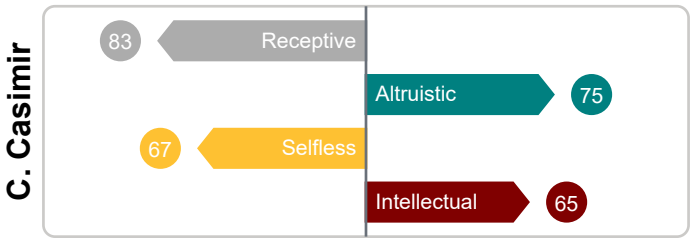
V Boettcher
A Bonnstetter
C Casimir
C Frazer
J Heberling
D Hebets
C Hood
F Larson

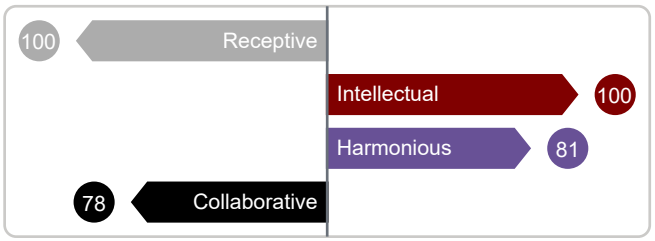


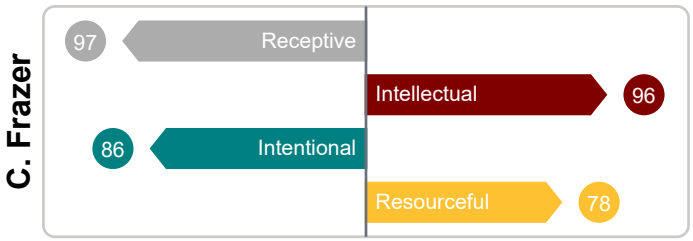


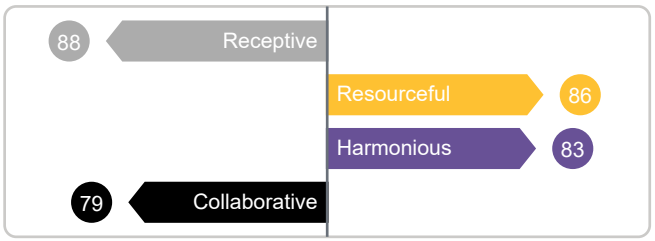












SI Team

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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

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

POTENTIAL WEAKNESSES

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

Objective | Harmonious

Surroundings

ENERGIZERS

Appreciate beauty and harmony
Experience surroundings
Express imagination

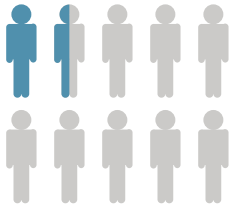
STRESSORS

Have lackluster surroundings
Disregard balance
Overemphasize function

4%
of the Population

WORDS THAT WORK

Expression
Atmosphere
Balance



6/43
14% of the Team

WORDS THAT DON'T WORK

Function
Objective
Compartmentalize

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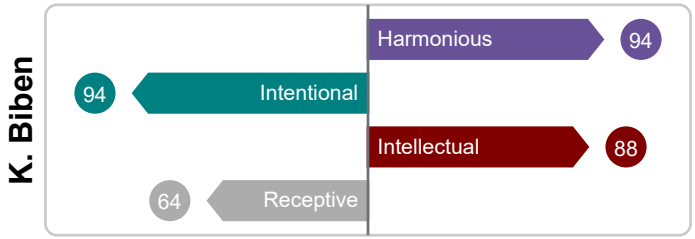
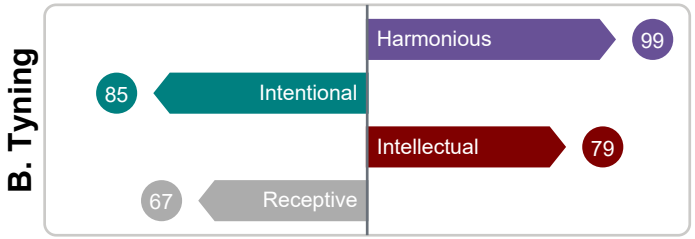
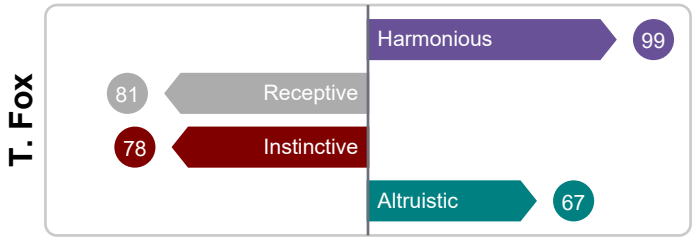
Harmonious Primary Drivers

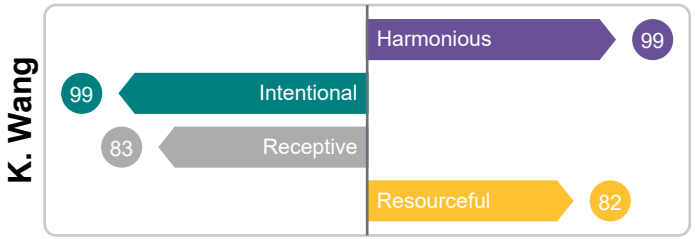
HARMONIOUS TEAM

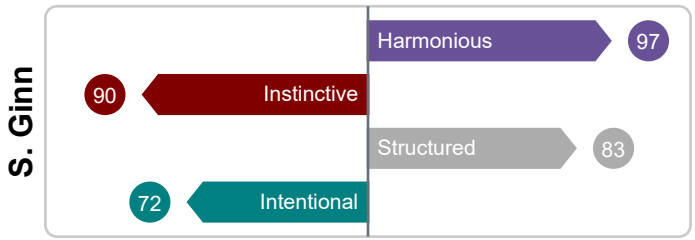
K Biben
T Fox
S Ginn
S Stoner
B Tyning
K Wang

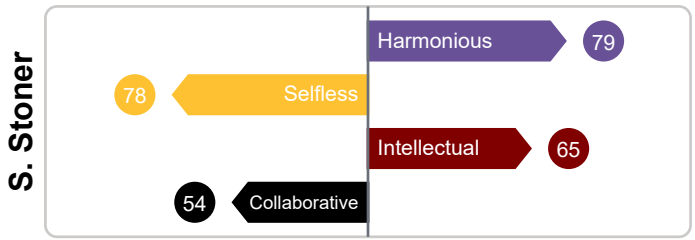












SI Team

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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

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

POTENTIAL WEAKNESSES

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

14%
of the Population

WORDS THAT WORK

Purposeful

Selective

Benefit

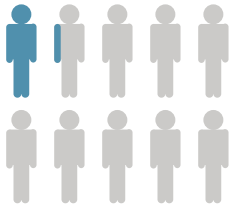
Intentional — Others — Altruistic

ENERGIZERS

Be with purposeful people
Rely on self
Develop internal advocates

STRESSORS

Act without personal benefit
Disregard contribution
Make emotion-based decisions



5/43
12% of the Team

WORDS THAT DON'T WORK

Kindness

Volunteer

Donate

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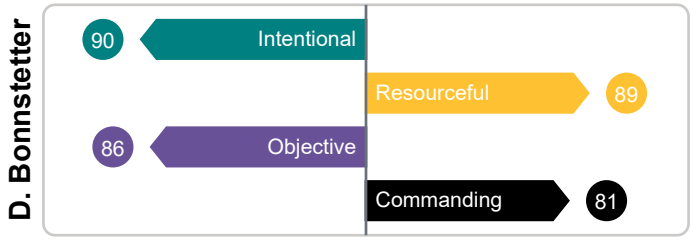
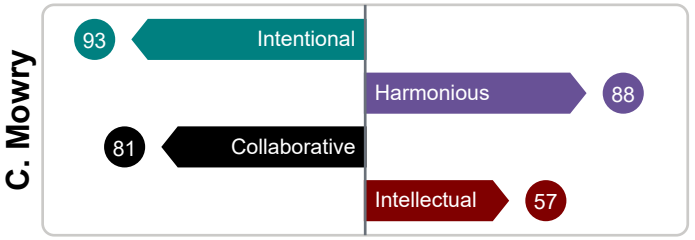
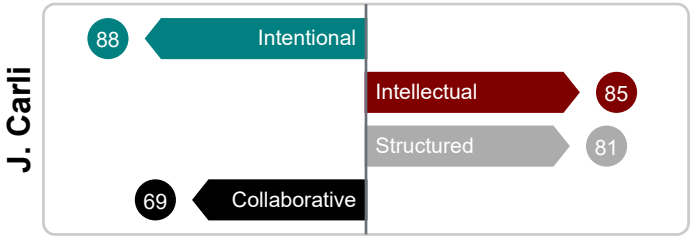
Intentional Primary Drivers

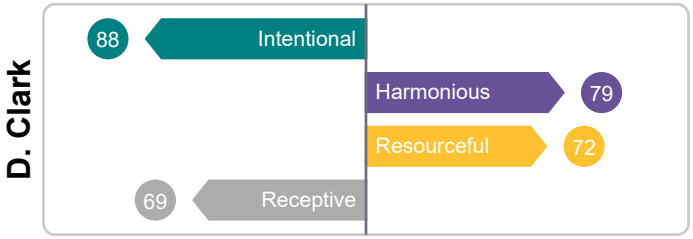
INTENTIONAL TEAM

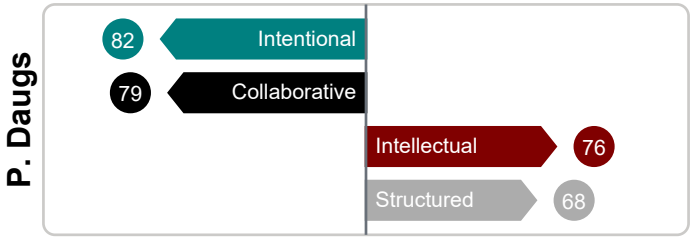
D Bonnstetter
J Carli
D Clark
P Daugs
C Mowry











SI Team

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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

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

POTENTIAL WEAKNESSES

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

Collaborative | Commanding

Power

ENERGIZERS

Work on team projects
Feel included
Connect to the team

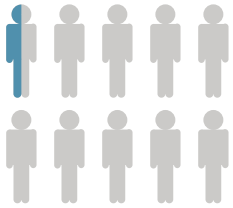
STRESSORS

Be in egotistical environments
Recognize individual achievements
Work alone

4%
of the Population

WORDS THAT WORK

Together
Cooperative
Community



2/43
5% of the Team

WORDS THAT DON'T WORK

Status
Individual
Control

SI Team

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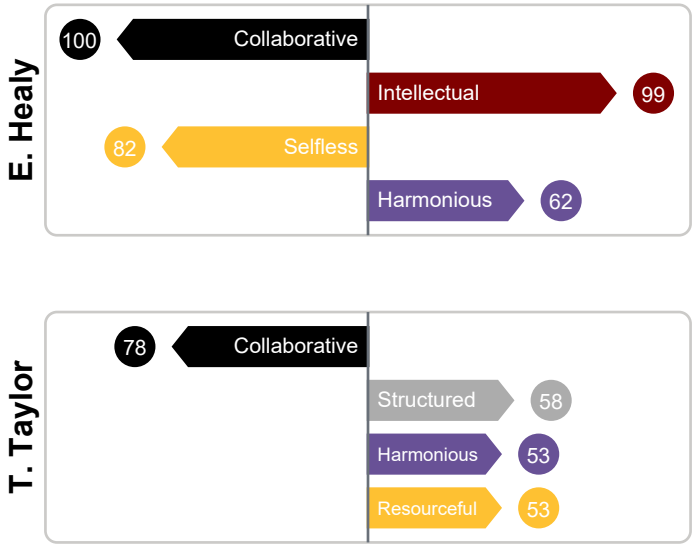
Collaborative Primary Drivers

COLLABORATIVE TEAM

E Healy
T Taylor



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

POTENTIAL WEAKNESSES

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

Selfless — Utility — Resourceful

ENERGIZERS

Work on unrestricted projects
Complete tasks
Act Spontaneous

STRESSORS

Focus on the process
Measure success through efficiency
Assess practical results

7%
of the Population

WORDS THAT WORK

Accomplish
Casual
Complete

1/43
2% of the Team

WORDS THAT DON'T WORK

Efficient
Maximize
Gain

SI Team

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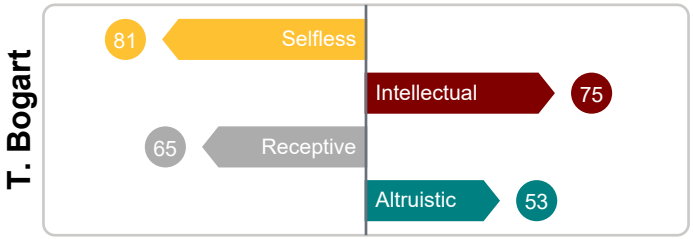
Selfless Primary Drivers

SELFLESS TEAM

T Bogart



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Structured Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

Receptive — Structured

Methodologies

ENERGIZERS

Protect beliefs
Seek consistency
Fit within a structure

STRESSORS

Embrace new ideas
Disregard tradition
Redesign existing systems

5%
of the Population

WORDS THAT WORK

Tradition
Ideology
Constant

1/43
2% of the Team

WORDS THAT DON'T WORK

Possibilities
New methods
Flexible

SI Team

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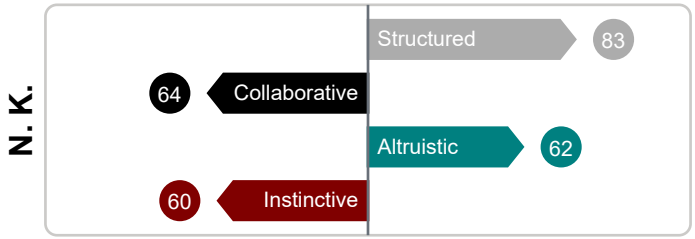
Structured Primary Drivers

STRUCTURED TEAM

Nancy K.



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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

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

POTENTIAL WEAKNESSES

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

Intentional | Altruistic

Others

ENERGIZERS

Eliminate conflict
Support humanitarian causes
Participate in charitable events

STRESSORS

Observe favoritism
Ignore others in need
Put self first

6%
of the Population

WORDS THAT WORK

Comfort
Sacrifice
Compassion

1/43
2% of the Team

WORDS THAT DON'T WORK

Selective
Deliberate
Intentional

SI Team

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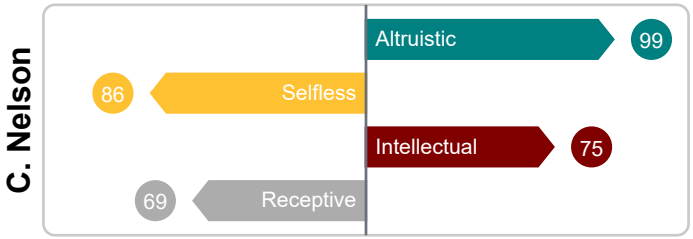
Altruistic Primary Drivers

ALTRUISTIC TEAM

C Nelson



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Commanding Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

ENERGIZERS

Obtain status symbols
Pursue advancement opportunities
Create and control destiny

STRESSORS

Delay personal advancement
Lack authority
Have a small workspace

13%
of the Population

WORDS THAT WORK

Lead
Control
Win

0/43
0% of the Team

WORDS THAT DON'T WORK

Together
Cooperative
Supportive

SI Team

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Instinctive Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

ENERGIZERS

Decide based on intuition
Learn on demand
Apply past knowledge

STRESSORS

Conduct extensive research
Discuss hypothetical subjects
Justify intuitive decisions

3%
of the Population

WORDS THAT WORK

Relevant
Specific
Apply

0/43
0% of the Team

WORDS THAT DON'T WORK

Comprehensive
Classify
Examine

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Objective Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

Objective — Surroundings — Harmonious

ENERGIZERS

Compartmentalize
Provide tangible outcomes
Decide based on data

STRESSORS

Be subjective
Put appearance over function
Pursue intangible ideas

12%
of the Population

WORDS THAT WORK

Detach
Function
Reality

0/43
0% of the Team

WORDS THAT DON'T WORK

Experience
Harmony
Subjective

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Knowledge Overview

Instinctive		Intellectual	
	1	J Alire R Bonnstetter N Chris E Gehrig R Hunt R Rivera B Rowland	R Stokes
S Ginn	2	T Bogart J Carli C Frazer E Healy J Heberling D Hebets C Hood	
T Fox A Klink	3	K Biben P Daugs C Nelson S Stoner B Tyning	
Nancy K.	4	C Casimir C Mowry	

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Utility Overview

Selfless		Resourceful	
T Bogart	1	R Bowers R Cox K DeVault A Klink A Lane A Leitensdorfer C Mettenbrink	R Miller C Rosser A Sharma A Wong
C Nelson S Stoner	2	V Boettcher D Bonnstetter F Larson	
C Casimir E Healy	3	A Bonnstetter D Clark R Hunt B Rowland	
	4	J Alire C Frazer J Heberling T Taylor K Wang	

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Surroundings Overview

Objective		Harmonious
	1	K Biben T Fox S Ginn S Stoner B Tyning K Wang
C Mettenbrink	2	D Clark A Klink C Mowry
D Bonnstetter A Sharma	3	J Heberling D Hebets C Hood A Lane F Larson R Stokes T Taylor
R Bonnstetter E Gehrig R Hunt	4	A Bonnstetter N Chris K DeVault E Healy

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Others Overview

Intentional			Altruistic
D Bonnstetter J Carli D Clark P Daugs C Mowry		1	C Nelson
J Alire K Biben A Bonnstetter R Bowers R Hunt A Lane B Tyning	Kefei Wang	2	C Casimir R Rivera
V Boettcher N Chris R Cox C Frazer A Leitensdorfer Ry Miller C Rosser		3	Nancy K.
S Ginn C Mettenbrink A Wong		4	T Bogart T Fox

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Power Overview

Collaborative			Commanding
E Healy T Taylor		1	
P Daugs E Gehrig Nancy K.		2	R Cox A Sharma
K DeVault C Mowry		3	R Bonnstetter A Wong
J Carli D Hebets C Hood F Larson R Rivera B Rowland R Stokes	S Stoner	4	V Boettcher D Bonnstetter R Bowers A Leitensdorfer R Miller C Rosser

SI Team

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Methodologies Overview

Receptive			Structured
V Boettcher A Bonnstetter C Casimir C Frazer J Heberling D Hebets C Hood	F Larson	1	Nancy K.
R Bonnstetter N Chris K DeVault T Fox A Leitensdorfer R Miller C Rosser	B Rowland R Stokes A Wong	2	T Taylor
J Alire T Bogart R Bowers E Gehrig R Rivera K Wang		3	J Carli S Ginn C Mettenbrink
K Biben D Clark R Cox A Klink A Lane C Nelson A Sharma	B Tyning	4	P Daugs

SI Team

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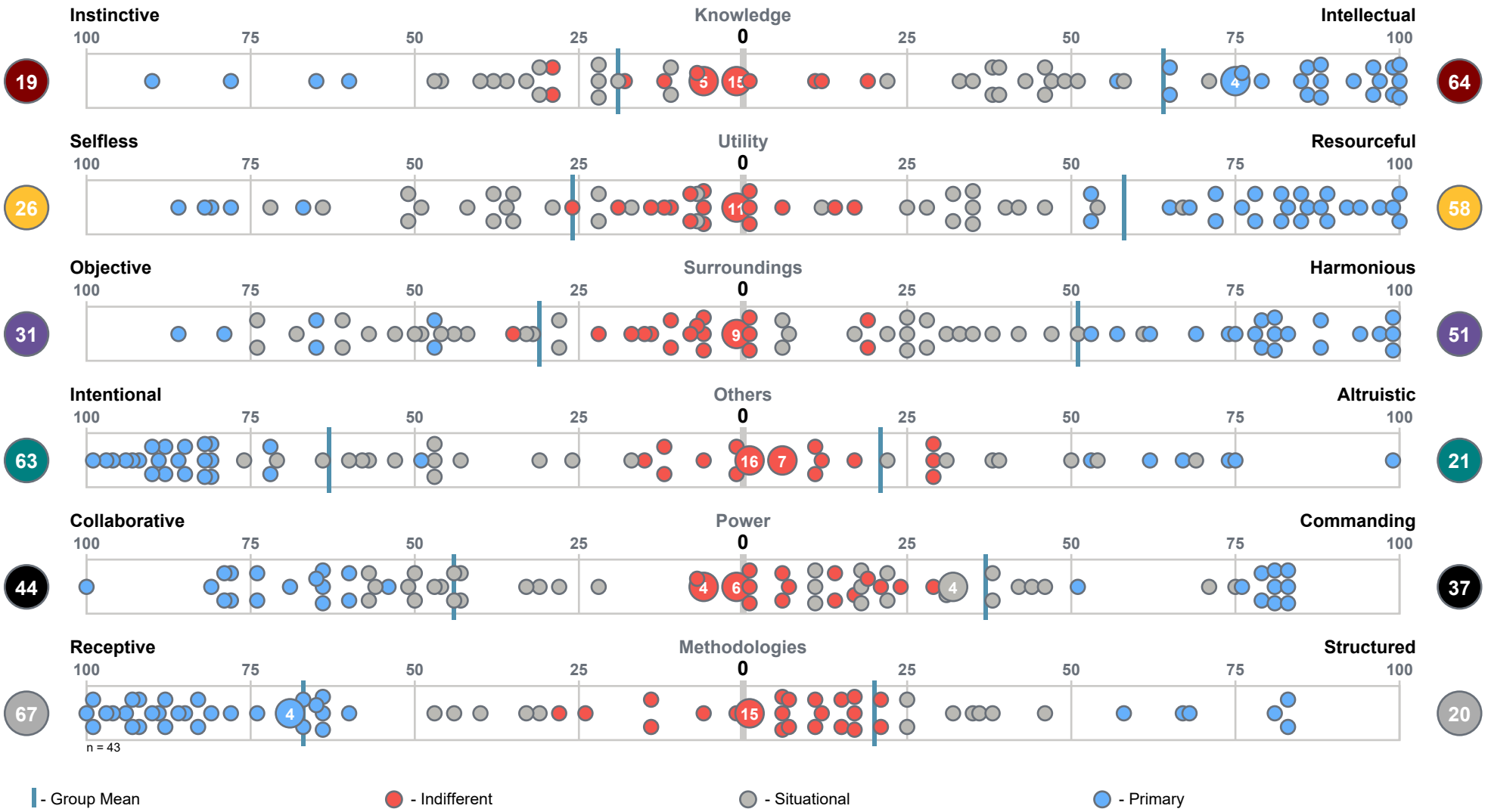
Driving Forces Group Bars



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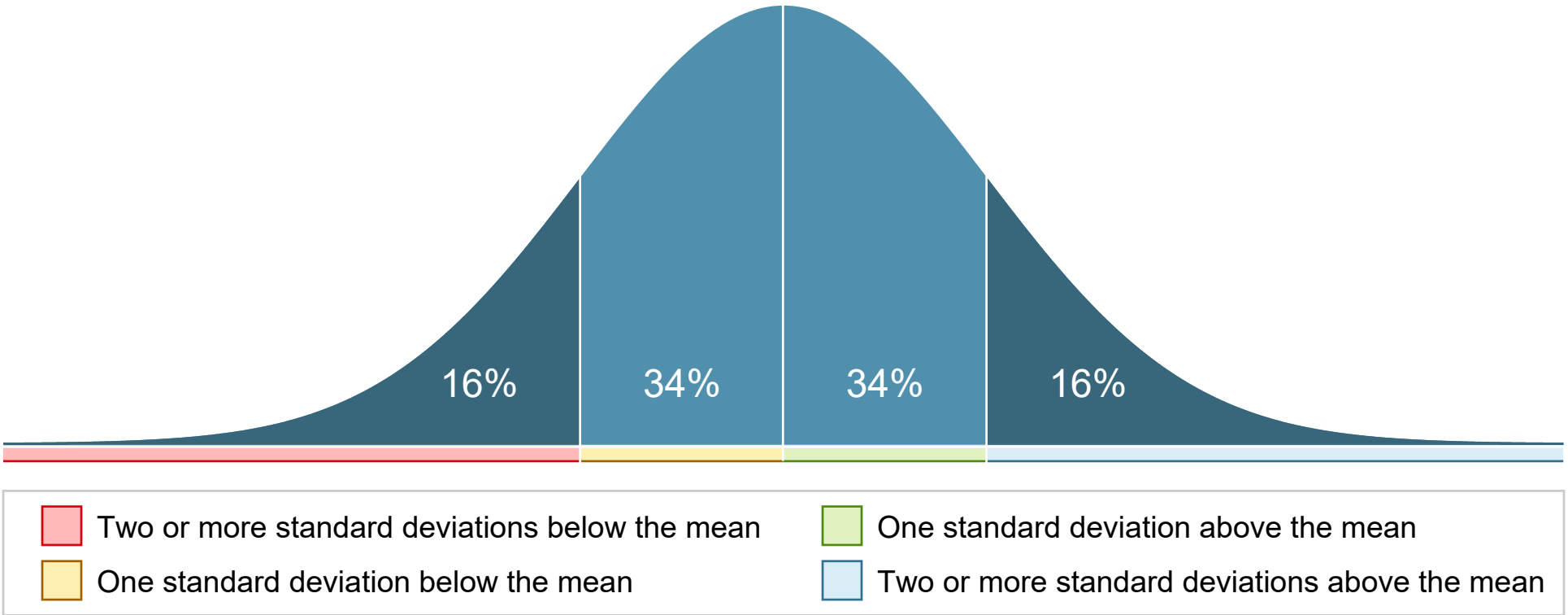
The Bell Curve Defined

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.



SI Team

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Driving Forces Comparison

Driving Forces	Team Avg.	D. Bonnstetter ●	J. Alire	K. Biben	V. Boettcher	T. Bogart	A. Bonnstetter	R. Bonnstetter	R. Bowers	J. Carli	C. Casimir	Mean
Receptive	67	33	86	64	99	65	93	92	85	6	83	46
Intellectual	64	38	97	88	75	75	49	100	39	85	65	54
Intentional	63	90	96	94	81	31	90	60	97	88	12	51
Resourceful	58	89	78	35	88	14	82	35	100	40	17	42
Harmonious	51	6	0	94	7	51	74	19	35	25	61	35
Collaborative	44	7	0	56	0	33	28	0	6	69	51	35
Commanding	37	81	75	17	81	44	46	79	76	14	32	50
Objective	31	86	68	0	65	28	11	61	33	53	17	50
Selfless	26	0	0	36	0	81	6	38	0	29	67	40
Altruistic	21	0	0	0	0	53	0	11	0	6	75	33
Structured	20	38	0	17	0	12	0	6	0	81	0	38
Instinctive	19	33	0	0	6	12	22	0	29	6	19	29

Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean

SI Team

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Driving Forces Comparison Continued

Driving Forces	Team Avg.	D. Bonnstetter ●	N. Chris	D. Clark	R. Cox	P. Daugs	K. DeVault	T. Fox	C. Frazer	E. Gehrig	S. Ginn	Mean
Receptive	67	33	93	69	69	14	64	81	97	60	0	46
Intellectual	64	38	96	46	43	76	46	12	96	99	0	54
Intentional	63	90	85	88	81	82	53	12	86	43	72	51
Resourceful	58	89	54	72	85	67	72	25	78	46	42	42
Harmonious	51	6	78	79	28	25	57	99	6	33	97	35
Collaborative	44	7	50	43	6	79	60	31	0	65	50	35
Commanding	37	81	22	32	83	14	24	42	71	18	22	50
Objective	31	86	6	8	57	47	32	0	61	47	0	50
Selfless	26	0	17	11	0	22	12	49	6	35	38	40
Altruistic	21	0	0	6	0	0	31	67	0	29	6	33
Structured	20	38	0	15	11	68	21	6	0	25	83	38
Instinctive	19	33	0	31	38	6	29	78	0	0	90	29

- Two or more standard deviations below the mean
- One standard deviation below the mean
- Team Leader
- One standard deviation above the mean
- Two or more standard deviations above the mean

SI Team

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Driving Forces Comparison Continued

Driving Forces	Team Avg.	D. Bonnstetter ●	E. Healy	J. Heberling	D. Hebets	C. Hood	R. Hunt	N. K.	A. Klink	A. Lane	F. Larson	Mean
Receptive	67	33	40	99	94	100	47	14	64	78	88	46
Intellectual	64	38	99	88	93	100	86	19	11	39	75	54
Intentional	63	90	17	71	47	0	72	15	58	82	76	51
Resourceful	58	89	0	76	35	0	65	28	85	89	86	42
Harmonious	51	6	62	81	88	81	19	38	75	81	83	35
Collaborative	44	7	100	74	74	78	44	64	43	46	79	35
Commanding	37	81	0	6	6	0	32	19	38	31	0	50
Objective	31	86	11	0	0	0	65	46	14	6	0	50
Selfless	26	0	82	7	35	72	14	51	6	8	7	40
Altruistic	21	0	54	0	29	69	11	62	17	6	6	33
Structured	20	38	35	0	0	0	36	83	25	6	0	38
Instinctive	19	33	0	0	0	0	7	60	65	31	0	29

Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean

SI Team

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Driving Forces Comparison Continued

Driving Forces	Team Avg.	D. Bonnstetter ●	A. Leitensdorfer	C. Mettenbrink	R. Miller	C. Mowry	C. Nelson	R. Rivera	C. Rosser	B. Rowland	A. Sharma	Mean
Receptive	67	33	90	24	92	31	69	74	88	69	67	46
Intellectual	64	38	47	33	51	57	75	86	22	88	35	54
Intentional	63	90	89	49	92	93	0	6	82	57	64	51
Resourceful	58	89	97	83	100	53	0	32	94	68	92	42
Harmonious	51	6	22	0	47	88	28	25	42	31	17	35
Collaborative	44	7	0	44	22	81	47	64	6	60	6	35
Commanding	37	81	83	38	51	7	32	18	79	21	83	50
Objective	31	86	49	79	22	6	42	50	28	44	74	50
Selfless	26	0	0	8	0	22	86	51	0	19	0	40
Altruistic	21	0	0	29	0	0	99	74	6	22	12	33
Structured	20	38	0	67	0	46	17	15	7	21	11	38
Instinctive	19	33	22	46	22	18	6	6	47	0	40	29

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

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Driving Forces Comparison Continued

Driving Forces	Team Avg.	D. Bonnstetter ●	R. Stokes	S. Stoner	T. Taylor	B. Tyning	K. Wang	A. Wong	Mean
Receptive	67	33	89	44	28	67	83	96	46
Intellectual	64	38	100	65	38	79	58	71	54
Intentional	63	90	26	47	47	85	99	81	51
Resourceful	58	89	12	6	53	32	82	99	42
Harmonious	51	6	69	79	53	99	99	0	35
Collaborative	44	7	64	54	78	57	57	0	35
Commanding	37	81	11	29	11	18	11	81	50
Objective	31	86	7	15	35	0	0	74	50
Selfless	26	0	64	78	26	42	0	0	40
Altruistic	21	0	50	39	38	6	0	0	33
Structured	20	38	7	32	58	17	0	0	38
Instinctive	19	33	0	11	36	0	11	0	29

- Two or more standard deviations below the mean
- One standard deviation below the mean
- Team Leader
- One standard deviation above the mean
- Two or more standard deviations above the mean

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Behaviors and Driving Forces Summary

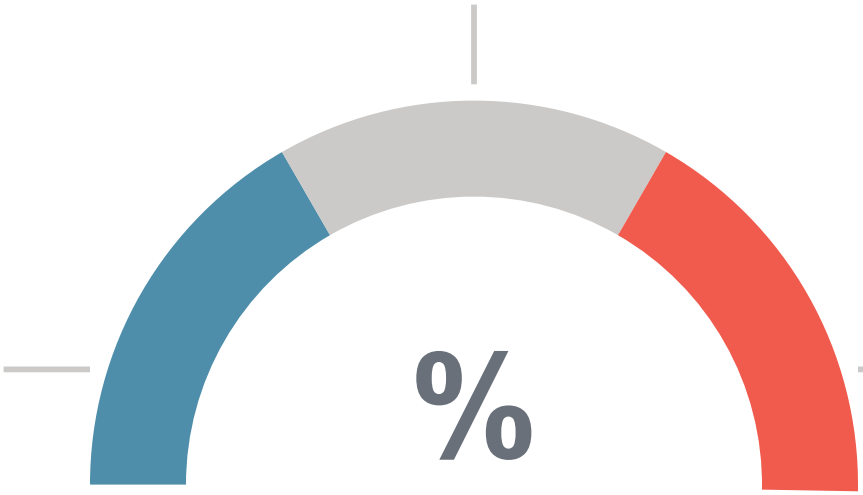
Behaviors and Driving Forces can be grouped into clusters, falling into one of three categories: primary, situational, and indifferent. Primary clusters best identify how and why a person will do what they do the majority of the time. Situational clusters show how a person may react in certain situations. 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.

SITUATIONAL CLUSTER

Identifies how a person may react during certain situations

PRIMARY CLUSTER

Identifies what a person will do the majority of the time



INDIFFERENT CLUSTER

Identifies areas where a person may be uninterested

Percentage of the team with this factor in each cluster

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Primary Cluster Summary

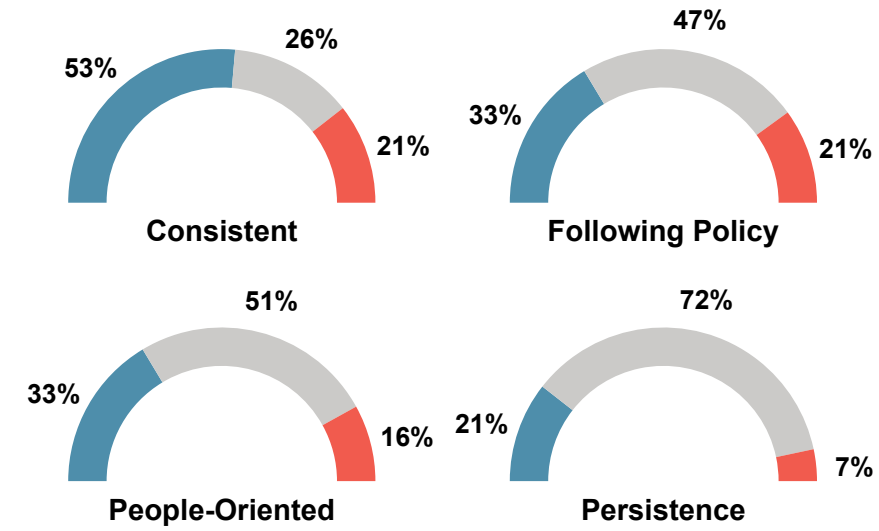
BEHAVIORAL PRIMARY CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Consistent	64	61
Following Policy	63	60
People-Oriented	62	65
Persistence	62	61

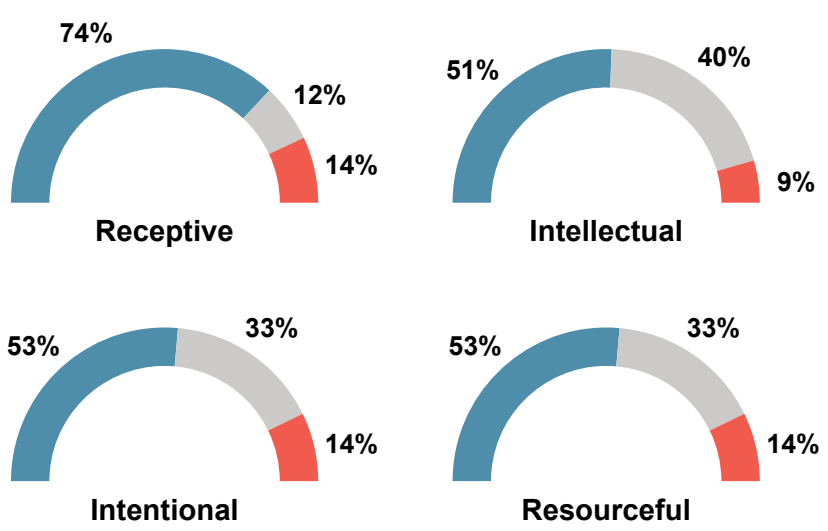
DRIVING FORCES PRIMARY CLUSTER

Driving Forces	Team Avg.	Mean
Receptive	67	46
Intellectual	64	54
Intentional	63	51
Resourceful	58	42

CLUSTER STATISTICS



CLUSTER STATISTICS



Primary Cluster Situational Cluster Indifferent Cluster

SI Team

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Situational Cluster Summary

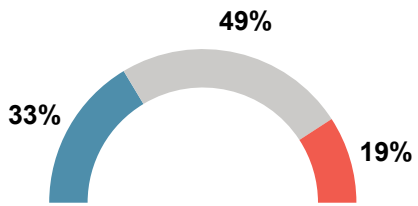
BEHAVIORAL SITUATIONAL CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Customer-Oriented	60	64
Analysis	58	53
Organized Workplace	57	51
Interaction	55	60

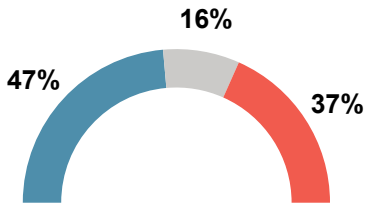
DRIVING FORCES SITUATIONAL CLUSTER

Driving Forces	Team Avg.	Mean
Harmonious	51	35
Collaborative	44	35
Commanding	37	50
Objective	31	50

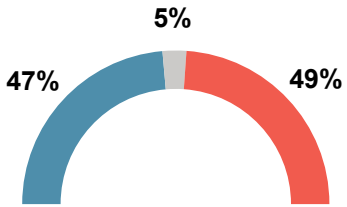
CLUSTER STATISTICS



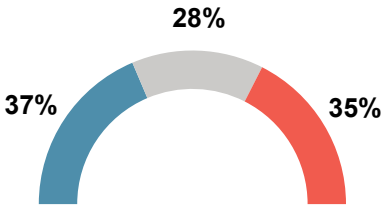
Customer-Oriented



Analysis

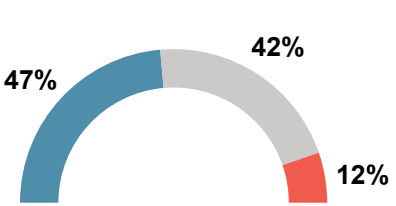


Organized Workplace

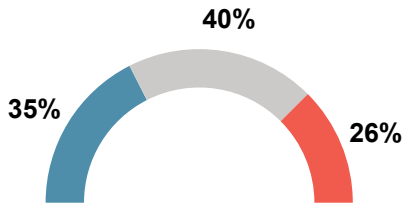


Interaction

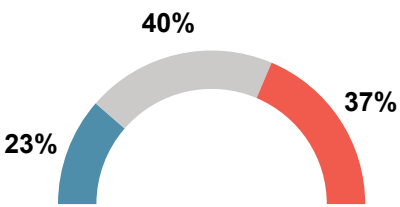
CLUSTER STATISTICS



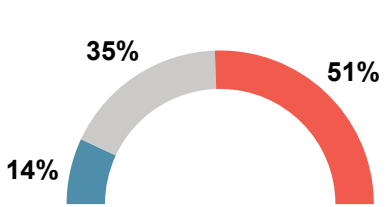
Harmonious



Collaborative



Commanding



Objective

Primary Cluster Situational Cluster Indifferent Cluster

SI Team

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Indifferent Cluster Summary

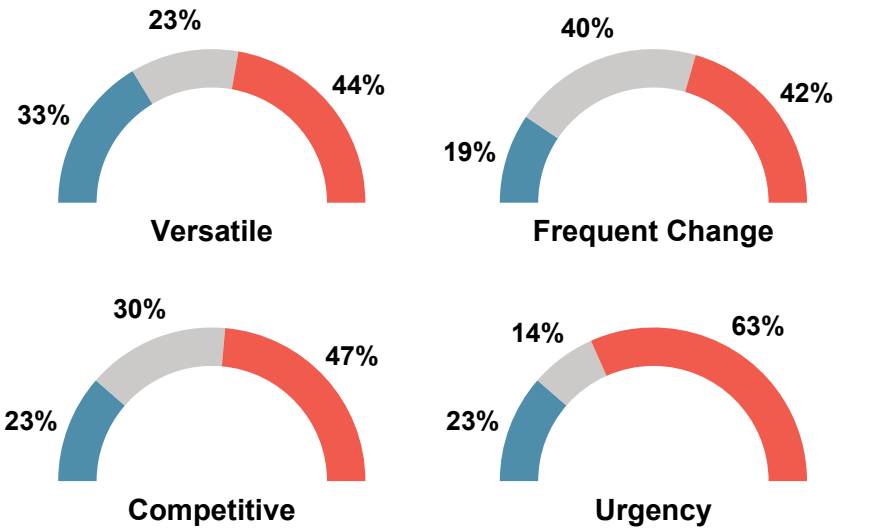
BEHAVIORAL INDIFFERENT CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Versatile	51	54
Frequent Change	49	52
Competitive	47	49
Urgency	43	43

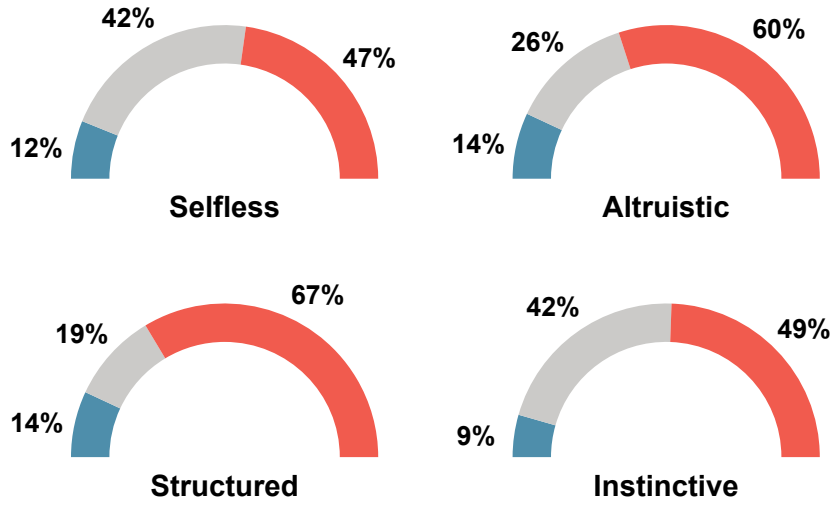
DRIVING FORCES INDIFFERENT CLUSTER

Driving Forces	Team Avg.	Mean
Selfless	26	40
Altruistic	21	33
Structured	20	38
Instinctive	19	29

CLUSTER STATISTICS



CLUSTER STATISTICS



Primary Cluster Situational Cluster Indifferent Cluster

SI Team

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