Behavioral Team Report

TTISI Team
TTI Success Insights
3-3-2017
Introduction

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

CONTENTS OF THE REPORT

- Overview - A summary examining the composition of your team for both DISC and behavioral segmentation expressed as a percentage.

- Team composition - Defines the makeup of your organization by behavioral segment and shares the DISC graphs of individuals on your team.

- Behavioral segment analysis - Examines the individuals within each segment, segment characteristics, ways to communicate, and ideal environment.

- Group wheel plots - Identifies the natural, adapted, and migrated styles of each team member.

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

TEAM MEMBER LIST

James Alire
Kate Biben
Vanessa Boettcher
Tom Bogart
Ron Bonnstetter
Alec Bonnstetter
Rick Bowers
John Carli
Craig Casimir
Nick Chris
Rodney Cox
Philip Daugs
Kayla DeVault
Todd Fox
Candice Frazer
Eric Gehrig
Susan Ginn
Erin Healy
Jill Heberling
Dustin Hebets
Richard Hunt
Anne Klink
Amy Lane
Favor Larson
Ann Leitensdorfer
Carol Mettenbrink
Ryan Miller
Cherisse Mowry
Cassandra Nelson
Cindy Rosser
Brent Rowland
Sandra Stoner
Teresa Taylor
Bobby Tyning
Kefei Wang
Adam Wong

TTISI Team

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The TTI Success Insights® wheel is a graphic representation of a team’s behavioral make-up among the four quadrants of the DISC wheel.

OBSERVING DISC

Have you ever noticed:
- Some people are forceful, direct, and results-oriented
- Some are optimistic, fun, and talkative
- Some are steady, patient, and relaxed
- Some are precise, accurate, and detail-oriented

DEFINING DISC

Dominance
How you respond to problems and challenges

Influence
How you influence others to your point of view

Steadiness
How you respond to the pace of the environment

Compliance
How you respond to rules and procedures
The TTI Success Insights® Wheel

The wheel illustrates the blending of the four DISC styles, while demonstrating the similarities and differences in behavioral styles among the team members. This wheel shows the behavioral composition of a team, represented as percentages in each of the eight segments.

BEHAVIORAL SEGMENT DEFINITIONS

CONDUCTOR - D - People who tend to be direct, decisive, and seek results.

PERSUADER - D/I - People who tend to convince others by appealing to reason, understanding, or emotion.

PROMOTER - I - People who tend to verbalize many thoughts to influence outcomes.

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

SUPPORTER - S - People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.

COORDINATOR - S/C - People who tend to be fact-oriented and adhere to proven methods to complete projects and tasks.

ANALYZER - C - People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.

IMPLEMENTOR - C/D - People who tend to assess, leverage facts and figures, and advance toward a solution.
Coordinators tend to be fact-oriented and adhere to proven methods to complete projects and tasks. The following information will give the team members a clear understanding and appreciation of Coordinators.

**STRENGTHS AND WEAKNESSES**

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

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

**BEHAVIORAL ATTRIBUTES**

- **Task Oriented**
- **People Oriented**

- **Slower Paced**
- **Faster Paced**

**VALUE TO THE ORGANIZATION**
Objective outlook  
Looks for logical solutions  
Conscientious and steady

**WORDS THAT WORK**
- Proven
- Standard
- Organized

**WORDS THAT DON'T WORK**
- Unfamiliar
- Hectic
- Incomplete

21.28% of the Population

12/36
33% of the Team
Coordinator Team DISC Graphs - (S/C)

**COORDINATOR TEAM**

Kate Biben
Alec Bonnstetter
Nick Chris
Philip Daugs
Erin Healy
Anne Klink
Amy Lane
Carol Mettenbrink
Ryan Miller
Cherisse Mowry
Brent Rowland
Kefei Wang

**DISC Graphs**

- **K. Biben**
  - DISC: 7 38 83 91

- **P. Daugs**
  - DISC: 13 12 92 93

- **E. Healy**
  - DISC: 17 6 94 100

- **A. Klink**
  - DISC: 15 62 76 81

- **R. Miller**
  - DISC: 13 12 95 91

- **C. Mowry**
  - DISC: 8 58 85 81

- **A. Bonnstetter**
  - DISC: 43 36 66 61

- **C. Mettenbrink**
  - DISC: 28 8 92 82

- **B. Rowland**
  - DISC: 43 12 74 81

- **N. Chris**
  - DISC: 22 8 84 93

- **K. Wang**
  - DISC: 41 32 68 62

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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
- People-oriented
- Promote the team throughout the organization
- Bring the team together
- Advocate for new ideas and products

**POTENTIAL WEAKNESSES**
- Emphasize fun over efficiency
- Overvalue the skills of others
- Overly optimistic about team abilities
- Inattentive to detail
- React based on emotions

**BEHAVIORAL ATTRIBUTES**

<table>
<thead>
<tr>
<th>Task Oriented</th>
<th>People Oriented</th>
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**VALUE TO THE ORGANIZATION**

Verbalize feelings
Spontaneity
Good mixer

**WORDS THAT WORK**
Flexible
Exciting
Inspiring

**WORDS THAT DON'T WORK**
Ordinary
Quiet
Strict

17.46% of the Population

7/36 19% of the Team
Promoter Team DISC Graphs - (I)

PROMOTER TEAM
James Alire
Tom Bogart
Rodney Cox
Jill Heberling
Ann Leitensdorfer
Cassandra Nelson
Sandra Stoner
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**
- Possess strong commitment to team
- Listen actively
- Offer understanding and friendship
- Create an environment where people feel significant
- Protect and value people and things

**POTENTIAL WEAKNESSES**
- Freeze under stress
- Avoid confrontation
- Accept the current situation
- Agree with the opinions of others
- Hold grudges

**BEHAVIORAL ATTRIBUTES**

<table>
<thead>
<tr>
<th>Task Oriented</th>
<th>People Oriented</th>
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<tr>
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<td><strong>FASTER PACED</strong></td>
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</table>

**VALUE TO THE ORGANIZATION**

Cooperative member of the team
Positive sense of humor
Tenacious

**WORDS THAT WORK**
- Easygoing
- Simple
- Responsive

20.08% of the Population

**WORDS THAT DON'T WORK**
- Complex
- Abstract
- Analytical

4/36

11% of the Team
Relater Team DISC Graphs - (I/S)

RELATER TEAM

Kayla DeVault
Todd Fox
Susan Ginn
Bobby Tyning

K. DeVault

S. Ginn

T. Fox

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

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS
- Aware and sensitive to the cost of errors and mistakes
- Share creative ideas
- Finish tasks quickly
- Expect high performance standards
- Use time well

#### POTENTIAL WEAKNESSES
- Under-appreciate other team members
- Make decisions inconsistently
- Disregard the feelings of team members
- Overuse facts and figures
- Take on too much within the team

### BEHAVIORAL ATTRIBUTES

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<tr>
<th>Task Oriented</th>
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### VALUE TO THE ORGANIZATION

- Looks for logical solutions
- Requires fact-based ideas
- Excellent troubleshooter

### WORDS THAT WORK

- Function
- Action
- Data

4.22% of the Population

### WORDS THAT DON'T WORK

- Relax
- Perception
- Assume

4/36
11% of the Team
Implementor Team DISC Graphs - (C/D)

IMPLEMENTOR TEAM

Candice Frazer
Eric Gehrig
Richard Hunt
Adam Wong

C. Frazer

R. Hunt

E. Gehrig

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**
- Forward-looking and competitive
- Energized by direct answers
- Comfortable with power and authority
- Seeking problems to solve
- Driven toward results

**POTENTIAL WEAKNESSES**
- Poor or selective listening
- Make decisions without all of the facts
- Lack tact and diplomacy
- Use fear as a motivator
- Over delegate and under instruct

**BEHAVIORAL ATTRIBUTES**

<table>
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<tr>
<th>Task Oriented</th>
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**VALUE TO THE ORGANIZATION**

Results driven
Challenges the status quo
Venturesome, ambitious

**WORDS THAT WORK**

Quick
Advantage
Decisive

7.12%
of the Population

**WORDS THAT DON'T WORK**

Inconsistent
Follow Directions
Patient

3/36
8% of the Team
Conductor Team DISC Graphs - (D)

CONDUCTOR TEAM
Vanessa Boettcher
Ron Bonnstetter
Dustin Hebets

V. Boettcher

R. Bonnstetter

D. Hebets
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**
- Optimistic about team goals
- Independent and autonomous
- Engage others in projects and tasks
- Get results through team members
- Promote and accept changes

**POTENTIAL WEAKNESSES**
- Do not manage time or deadlines well
- Do not follow up and follow through as needed
- Take on too many responsibilities at once
- Push their agenda
- Be overly enthusiastic

**BEHAVIORAL ATTRIBUTES**

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**VALUE TO THE ORGANIZATION**

- Represents company in organizations
- Ability to handle many activities
- Innovative

**WORDS THAT WORK**

Amazing
Unprecedented
Extraordinary

**WORDS THAT DON'T WORK**

Standardized
Structured
Uniform

12.68% of the Population

3/36 8% of the Team
Persuader Team DISC Graphs - (D/I)

PERSUADER TEAM
Rick Bowers
Favor Larson
Cindy Rosser

R. Bowers

C. Rosser

F. Larson

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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
- Focus on team activities
- Comfort others and show patience
- Perform well in team environments
- Conform to established procedures
- Add stability to the team

#### POTENTIAL WEAKNESSES
- Lack a sense of urgency
- Do the work themselves, rather than delegate
- Resist team-initiated changes
- Hesitate to move forward
- Do not forgive faults or mistakes

### BEHAVIORAL ATTRIBUTES

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### VALUE TO THE ORGANIZATION

- Negotiates conflicts
- Dependable team player
- Consistent and steady

### WORDS THAT WORK
- Consistent
- Usual
- Secure

*11.90% of the Population*

### WORDS THAT DON'T WORK
- Unexpected
- Urgent
- Confrontation

*2/36 6% of the Team*
Supporter Team DISC Graphs - (S)

**SUPPORTER TEAM**

Craig Casimir
Teresa Taylor

![Bar chart showing DISC scores for Craig Casimir](image1)

![Bar chart showing DISC scores for Teresa Taylor](image2)

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Analyzers tend to seek out accuracy in all activity 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**
- Operate in a self-disciplined manner
- Accurate and precise
- Use facts to support their opinion and cause
- Maintain high standards for self and subordinates
- Think critically

**POTENTIAL WEAKNESSES**
- Do the work themselves and do not delegate
- Lean on team leader or supervisor
- Hesitate to act without sufficient facts
- Keep their feelings to themselves
- Conceal new ideas

**BEHAVIORAL ATTRIBUTES**

<table>
<thead>
<tr>
<th>Task Oriented</th>
<th>People Oriented</th>
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<tr>
<td>Slower Paced</td>
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</tbody>
</table>

**VALUE TO THE ORGANIZATION**

Will gather data for decision making
Comprehensive problem solving
Accurate and intuitive

**WORDS THAT WORK**

- Factual
- Precise
- Verified

**WORDS THAT DON’T WORK**

- Imagine
- Educated guess
- Experimental

5.12% of the Population

1/36

3% of the Team
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.

<table>
<thead>
<tr>
<th>Segment</th>
<th>Definition</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONDUCTOR - D (8%)</td>
<td>People who tend to be direct, decisive, and seek results.</td>
<td></td>
</tr>
<tr>
<td>SUPPORTER - S (6%)</td>
<td>People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.</td>
<td></td>
</tr>
<tr>
<td>PERSUADER - D/I (8%)</td>
<td>People who tend to convince others by appealing to reason, understanding, or emotion.</td>
<td></td>
</tr>
<tr>
<td>COORDINATOR - S/C (33%)</td>
<td>People who tend to be fact-oriented and adhere to proven methods to complete projects and tasks.</td>
<td></td>
</tr>
<tr>
<td>PROMOTER - I (19%)</td>
<td>People who tend to verbalize many thoughts to influence outcomes.</td>
<td></td>
</tr>
<tr>
<td>ANALYZER - C (3%)</td>
<td>People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.</td>
<td></td>
</tr>
<tr>
<td>RELATER - I/S (11%)</td>
<td>People who tend to take time, think positively, and are focused on interpersonal relationships.</td>
<td></td>
</tr>
<tr>
<td>IMPLEMENTOR - C/D (11%)</td>
<td>People who tend to assess, leverage facts and figures, and advance toward a solution.</td>
<td></td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Segment</th>
<th>Members</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONDUCTOR</td>
<td>Vanessa Boettcher, Ron Bonnstetter, Dustin Hebets</td>
<td>8%</td>
</tr>
<tr>
<td>PERSUADER</td>
<td>Rick Bowers, Favor Larson, Cindy Rosser</td>
<td>8%</td>
</tr>
<tr>
<td>PROMOTER</td>
<td>James Alire, Tom Bogart, Rodney Cox, Jill Heberling, Ann Leitensdorfer, Cassandra Nelson, Sandra Stoner</td>
<td>19%</td>
</tr>
<tr>
<td>RELATER</td>
<td>Kayla DeVault, Todd Fox, Susan Ginn, Bobby Tyning</td>
<td>11%</td>
</tr>
<tr>
<td>SUPPORTER</td>
<td>Craig Casimir, Teresa Taylor</td>
<td>6%</td>
</tr>
<tr>
<td>COORDINATOR</td>
<td>Kate Biben, Alec Bonnstetter, Nick Chris, Philip Daugs, Erin Healy, Anne Klink, Amy Lane</td>
<td>33%</td>
</tr>
<tr>
<td>ANALYZER</td>
<td>John Carli</td>
<td>3%</td>
</tr>
<tr>
<td>IMPLEMENTOR</td>
<td>Candice Frazer, Eric Gehrig, Richard Hunt, Adam Wong</td>
<td>11%</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Segment</th>
<th>Characteristics</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CONDUCTOR</strong></td>
<td>Competitive, Direct, Results-Oriented, Acts with Urgency, Change Agent, Strong Willed</td>
<td>8%</td>
</tr>
<tr>
<td><strong>PERSUADER</strong></td>
<td>Quick to Change, Independent, Optimistic, Confident, Charismatic, Influential</td>
<td>8%</td>
</tr>
<tr>
<td><strong>PROMOTER</strong></td>
<td>Trusting, Convincing, Inspiring, Outgoing, Cordial, Cheerful</td>
<td>19%</td>
</tr>
<tr>
<td><strong>RELATER</strong></td>
<td>Good Supporter, Team Player, Persistent, Cooperative, Empathetic, Compassionate</td>
<td>11%</td>
</tr>
<tr>
<td><strong>SUPPORTER</strong></td>
<td>Accommodating, Reflective, Persistent, Composed, Dependable, Good Listener</td>
<td>6%</td>
</tr>
<tr>
<td><strong>COORDINATOR</strong></td>
<td>Slow to Change, Self-Disciplined, Executor, Logical, Realistic, Process-Oriented</td>
<td>33%</td>
</tr>
<tr>
<td><strong>ANALYZER</strong></td>
<td>Precise, Accurate, Focus on Quality, Critical Listener, Non-Verbal Communicator, Detail oriented</td>
<td>3%</td>
</tr>
<tr>
<td><strong>IMPLEMENTOR</strong></td>
<td>Creative, Thorough thinker, Task-Oriented, Fact-Based, Selective, Inventive</td>
<td>11%</td>
</tr>
</tbody>
</table>
## 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.

<table>
<thead>
<tr>
<th>CONDUCTOR (8%)</th>
<th>SUPPORTER (6%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bold and Aggressive Actions</td>
<td>Logical Thinking</td>
</tr>
<tr>
<td>Challenging Assignments</td>
<td>Systematic Routine</td>
</tr>
<tr>
<td>Expedites Action</td>
<td>Relaxed Pace</td>
</tr>
<tr>
<td>Firm and Quick Decision Making</td>
<td>Team Participation</td>
</tr>
<tr>
<td>Results-Oriented</td>
<td>Security</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PERSUADER (8%)</th>
<th>COORDINATOR (33%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enthusiasm</td>
<td>Adherence to Standards</td>
</tr>
<tr>
<td>Persuasive Communications</td>
<td>Routine Work</td>
</tr>
<tr>
<td>Results Through People</td>
<td>Guidelines to Follow</td>
</tr>
<tr>
<td>Testing of New Ideas</td>
<td>Facts and Data to Analyze</td>
</tr>
<tr>
<td>Competition with Others</td>
<td>Diplomacy and Cooperation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PROMOTER (19%)</th>
<th>ANALYZER (3%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>People Contact</td>
<td>High Quality Standards</td>
</tr>
<tr>
<td>Solutions to &quot;People Problems&quot;</td>
<td>Procedures to Follow</td>
</tr>
<tr>
<td>Optimistic Outlook</td>
<td>Clean and Tidy Workstation</td>
</tr>
<tr>
<td>Verbalizes Thoughts and Ideas</td>
<td>Accuracy</td>
</tr>
<tr>
<td>Varied Activities</td>
<td>Analysis of Facts and Data</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>RELATER (11%)</th>
<th>IMPLEMENTOR (11%)</th>
</tr>
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<tbody>
<tr>
<td>Teamwork</td>
<td>Logical Decisions</td>
</tr>
<tr>
<td>Coaching and Counseling</td>
<td>Studying and Solving Problems</td>
</tr>
<tr>
<td>Service to Others</td>
<td>Efficient Methodology</td>
</tr>
<tr>
<td>Harmonious Work Environment</td>
<td>Effective Time-Management</td>
</tr>
<tr>
<td>Assistance to Customers</td>
<td>Fact-based Solutions</td>
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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.

<table>
<thead>
<tr>
<th>CONDUCTOR (8%)</th>
<th>SUPPORTER (6%)</th>
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<tbody>
<tr>
<td>Inconsistent</td>
<td>Unexpected</td>
</tr>
<tr>
<td>Follow Directions</td>
<td>Urgent</td>
</tr>
<tr>
<td>Patient</td>
<td>Confrontation</td>
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<table>
<thead>
<tr>
<th>PERSUADER (8%)</th>
<th>COORDINATOR (33%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standardized</td>
<td>Unfamiliar</td>
</tr>
<tr>
<td>Structured</td>
<td>Hectic</td>
</tr>
<tr>
<td>Uniform</td>
<td>Incomplete</td>
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<table>
<thead>
<tr>
<th>PROMOTER (19%)</th>
<th>ANALYZER (3%)</th>
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Team Member Characteristics

- **Implementor**
  - 11.1%
  - Inventive
  - Selective
  - Fact-Based
  - Task-Oriented
  - Through thinker
  - Creative

- **Conductor**
  - 8.3%
  - Strong Willed
  - Change Agent
  - Acts with Urgency
  - Results Oriented
  - Direct
  - Competitive

- **Coordinator**
  - 33.3%
  - Process-Oriented
  - Realistic
  - Logical
  - Executor
  - Self-Disciplined
  - Slow to Change

- **Analyzer**
  - 11.1%
  - Detail oriented
  - Non-Verbal Communicator
  - Critical Listener
  - Focus on Quality
  - Accurate
  - Precise

- **Supporter**
  - 11.1%
  - Accommodating
  - Reflective
  - Patient
  - Dependable
  - Good Listener

- **Relater**
  - 5.6%
  - Trusting
  - Convincing
  - Inspiring
  - Outgoing
  - Coastal
  - Cheery

- **Promoter**
  - 19.4%
  - Influential
  - Confident
  - Optimistic
  - Independent
  - Quick to Change

- **Persuader**
  - 8.3%
  - Charismatic
  - Quick to Change

- **TTISI Team**

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Ideal Environment for Team Members
TEAM MEMBERS

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

Adapted
Leader
TEAM MEMBERS

1: James Alire
2/N21: Kate Biben
3: Vanessa Boettcher
4/N15: Tom Bogart
A21/5: Alec Bonnstetter
6: Ron Bonnstetter
7: Rick Bowers *
8: John Carli
9: Craig Casimir
A21/N21: Nick Chris
A15/N15: Rodney Cox
12/N21: Philip Daugs
13: Kayla DeVault
14: Todd Fox
15: Candice Frazer
16: Eric Gehrig
A15/17: Susan Ginn
A21/N21: Erin Healy
19/N15: Jill Heberling
20: Dustin Hebets
21: Richard Hunt
22: Anne Klink
23/N21: Amy Lane
24: Favor Larson
25/N15: Ann Leitensdorfer
26: Carol Mettenbrink
A21/27: Ryan Miller
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30: Cindy Rosser
31/N21: Brent Rowland
A15/N15: Sandra Stoner
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34: Bobby Tyning
35: Kefei Wang
36: Adam Wong
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 of Data** - Information is maintained accurately for repeated examination as required.

**Competitiveness** - Tenacity, boldness, assertiveness and a "will to win" in all situations.

**Consistency** - The ability to do the job the same way.

**Customer Relations** - A desire to convey your sincere interest in them.

**Follow Up and Follow Through** - A need to be thorough.

**Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.

**Frequent Change** - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.

**Frequent Interaction with Others** - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

**Organized Workplace** - Systems and procedures followed for success.

**People Oriented** - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

**Urgency** - Decisiveness, quick response and fast action.

**Versatility** - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.
The Bell Curve Defined

Understanding how to read a bell curve and standard deviation will enable you to clearly analyze the composition of your team.

The bell curve, known as a normal distribution, is the most common type of distribution for a population. The highest point on the curve, represents the highest population of people, or the mean of the group. The standard deviation is a number used to show how data is spread out from the mean, representing a percentage of the total data collected.

For example, if the assessment scores of 100 people are collected and used in a normal probability distribution, 68 people, representing 68% of the 100 assessment scores, should fall within one standard deviation of the mean. Thirty four percent will be one standard deviation above the mean and 34% will be one standard deviation below the mean. The remaining 32% of people will be two or more standard deviations away from the mean. Sixteen percent will be two or more standard deviations above the mean and 16% will be two or more standard deviations below the mean.
## Behavioral Style Comparison

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

● Team Leader
## Behavioral Style Comparison

### Behavioral Characteristics

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- Red: Two or more standard deviations below the mean
- Orange: One standard deviation below the mean
- Green: One standard deviation above the mean
- Blue: Two or more standard deviations above the mean
- Team Leader

**TTISI Team**

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## Behavioral Style Comparison

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

### Notes
- Team Leader

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