TTI SUCCESS INSIGHTS®

Team Behavioral Report

Leadership Team

Sample Co.
5-22-2013

Business Success Tools LLC
Spotlighting Performance, Change and Growth

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Introduction

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we have adapted the individual information to reflect the behavioral styles of the team. The most effective teams have members who understand themselves as well as each other.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

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Group Wheel Legend

1: Debbie Sample
2: Gregg Sample
3: Jenny Sample
4: Juliane Sample
5: Mark Sample

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The Success Insights® Wheel

The Success Insights® Wheel provides a visual format for plotting the data obtained from the Style Insights® questionnaire. The Wheel demonstrates the similarities and differences in behavior amongst team members. The Wheel quickly gives a visual representation that allows you to explore behavioral styles based on eight specific identifiers:

- Conductor
- Persuader
- Promoter
- Relater
- Supporter
- Coordinator
- Analyzer
- Implementor

The following pages will detail the strengths, weaknesses, problem solving abilities, communication preferences and potential areas to avoid within each of the eight identifiers. As a team it is important to recognize, understand and appreciate the different behavioral styles represented. This will allow for increased productivity and overall team cohesiveness.

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Conductor

The team selected has 60% Conductor natural behavioral styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Conductor style.

60% of Team (3)

Strengths

Conductors tend to:

- Like challenging assignments.
- Have a strong drive for results.
- Be positive and like confrontation.
- Like power and authority.
- Be motivated by direct answers.

Weaknesses

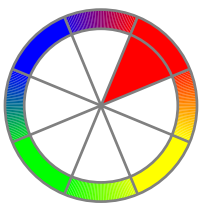
Conductors may:

- Overstep authority within the team.
- Lack tact and diplomacy.
- Dislike routine work.
- Over delegate and under instruct.
- Make decisions without all of the facts.

Communication Dos

To influence and form a strong bond with a Conductor you need to include words or phrases such as:

- Keep getting the results you want
- Being involved in all the important decisions
- Lead the pack
- Right in line with the direction you are taking
- Get people to start listening



Leadership Team

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Promoter

The team selected has 20% Promoter natural behavioral styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Promoter style.

20% of Team (1)

Strengths

Promoters tend to:

- Be good at persuading people.
- See the "big picture" and communicate it.
- Be people-oriented.
- Bring the team together.
- Promote the team throughout the organization.

Weaknesses

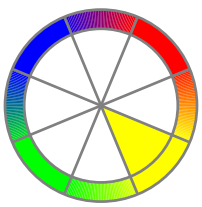
Promoters may:

- Act impulsively based on emotions.
- Be unrealistic in appraising people.
- Be inattentive to details and disorganized.
- Emphasize fun over efficiency.
- Act before gathering pertinent information.

Communication Dos

To influence and form a strong bond with a Promoter you need to include words or phrases such as:

- New
- Unique
- Get your point across
- Creating the right image
- Blend in well with everyone



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Analyzer

The team selected has 20% Analyzer natural behavioral styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Analyzer style.

20% of Team (1)

Strengths

Analyzers tend to:

- Be critical thinkers.
- Have high standards for self and subordinates.
- Be accurate and precise.
- Problem solve through the use of facts and data.
- Utilize facts to support their opinion and cause.

Weaknesses

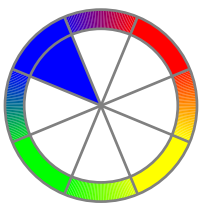
Analyzers may:

- Hesitate to act without sufficient facts or precedent.
- Be bound by organizational procedures and methods.
- Not risk stating new ideas without having qualifying statements.
- Not verbalize their feelings.
- Do the work themselves and not delegate.

Communication Dos

To influence and form a strong bond with an Analyzer you need to include words or phrases such as:

- Minimize your risk
- Knowing is better than guessing
- No radical change
- Be able to quantify everything
- Tested



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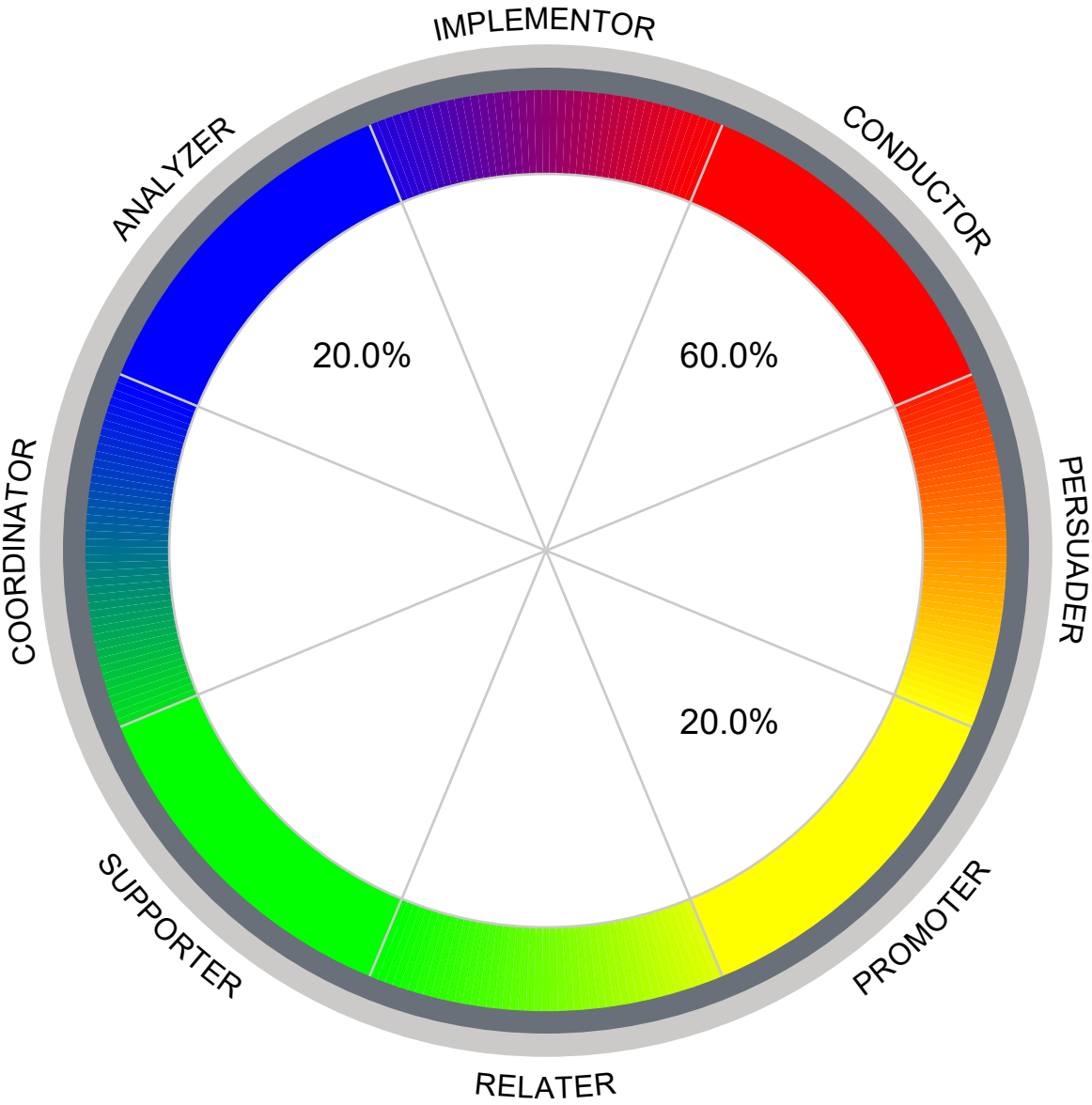
Potential Need for Team Members

This section is designed to provide information on behavioral styles that may be low or absent from the team dynamic. The following pages will explain what each of these behavioral styles brings to a team. In some cases not all behavioral styles are needed for a team, and in other cases some team members may be adapting to fill in the gaps as needed.



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Persuader

The team selected has 0% Persuader natural behavioral styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Persuader style.

0% of Team (0)

Strengths

Persuaders tend to:

- Be independent.
- Be optimistic about team goals.
- Utilize their intuition.
- Be decisive and aggressive when presented with challenges.
- Initiate activity through other people.

Weaknesses

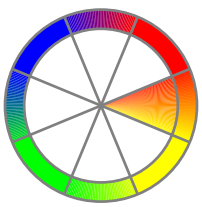
Persuaders may:

- Let emotions get in the way of decision-making.
- Not follow up and follow through as needed.
- Overuse position within the team.
- Be overly enthusiastic.
- Not finish everything they start.

Communication Dos

To influence and form a strong bond with a Persuader you need to include words or phrases such as:

- Make the business run your way
- Call your own shots
- Being respected for what you do
- You're doing important work
- Being your own person



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Relater

The team selected has 0% Relater natural behavioral styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Relater style.

0% of Team (0)

Strengths

Relaters tend to:

- Be good listeners and communicators.
- Create an environment where people feel significant.
- Support others in achieving goals.
- Offer understanding and friendship.
- Show team loyalty.

Weaknesses

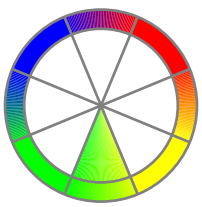
Relaters may:

- Be overly tolerant of team members.
- Be passive and indecisive in certain situations.
- Be too easy-going.
- Withdraw under stress.
- Hold grudges within the team.

Communication Dos

To influence and form a strong bond with a Relater you need to include words or phrases such as:

- Relationship-oriented
- Achieve consensus
- Integrated without disrupting anything
- Create a solid foundation
- Have the security of knowing



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Supporter

The team selected has 0% Supporter natural behavioral styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Supporter style.

0% of Team (0)

Strengths

Supporters tend to:

- Be loyal to those they identify with.
- Be understanding and good listeners.
- Be patient and comforting.
- Focus on team activities.
- Be motivated towards established procedures.

Weaknesses

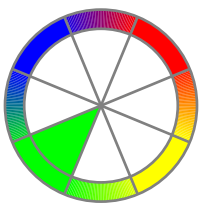
Supporters may:

- Hold grudges within the team.
- Lack a sense of urgency.
- Be slow to act without precedent.
- Hesitate to move forward.
- Do the work themselves, rather than delegate.

Communication Dos

To influence and form a strong bond with a Supporter you need to include words or phrases such as:

- Free of controversy
- In line with the industry standard
- Keep people off your back
- Make the business run predictably
- Establish fail-safe predictability



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Coordinator

The team selected has 0% Coordinator natural behavioral styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Coordinator style.

0% of Team (0)

Strengths

Coordinators tend to:

- Work for a leader and a cause.
- Set and accomplish high standards of conduct and work.
- Be alert and sensitive to problems, rules, errors and procedures.
- Have the ability to make tough decisions without letting emotions interfere.
- Understand and preserve the need for quality systems.

Weaknesses

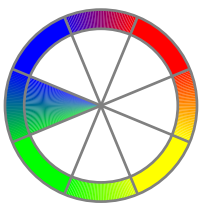
Coordinators may:

- Tend to hide true feelings.
- Overuse organizational procedures on the team.
- Not promote self or team enough.
- Not use a direct approach.
- Have difficulty displaying concerns and feelings.

Communication Dos

To influence and form a strong bond with a Coordinator you need to include words or phrases such as:

- Spread the risk
- Not be in a big hurry
- Know how things are supposed to be done
- Keep everything on a safe course
- No more chaos



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Implementor

The team selected has 0% Implementor natural behavioral styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Implementor style.

0% of Team (0)

Strengths

Implementors tend to:

- Have creative ideas.
- Have a slow start and a fast finish.
- Expect and challenge the team to higher performance standards.
- Be structured in use of time.
- Be aware and sensitive to the cost of errors and mistakes.

Weaknesses

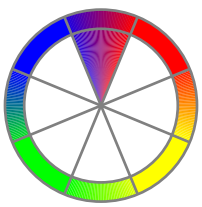
Implementors may:

- Become demanding under stress.
- Under-appreciate other team members.
- Take on too much within the team.
- Be insensitive to the feelings of team members.
- Come across as insincere.

Communication Dos

To influence and form a strong bond with an Implementor you need to include words or phrases such as:

- Gives you control over outcome
- Designed with finances and operations in mind
- Put the standards in the right place
- Thought through
- Minimize the "human factor"



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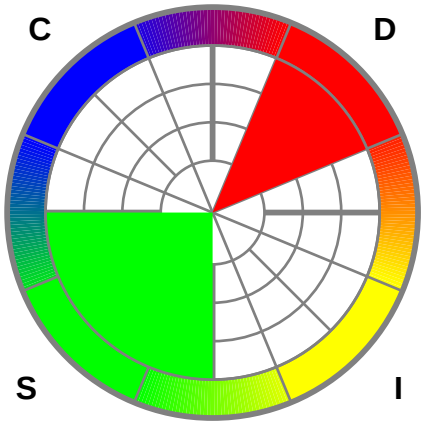
Team Style Blending

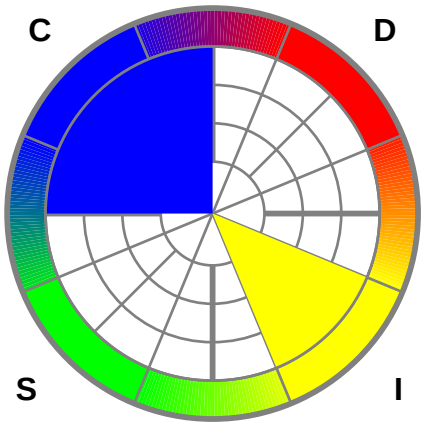
This section focuses on the common behavioral roadblocks among the different styles and indicates how well styles will initially blend and how much they must adapt in order to communicate effectively. It is important to note that this DISC report only interprets behavior and does not account for the influence of values. Even if styles blend well together problems may still arise based on conflicting values.

Conductor ↔ Relater, Supporter or Coordinator



- Quick Pace to Slow Pace
- Extroverted to Introverted
- Impatient to Patient
- Enjoys Conflict to Avoids Conflict
- Quick to Anger to Slow to Anger
- High Sense of Urgency to Low Sense of Urgency
- High Risk to Low Risk
- Conductors tend to overpower
- Conductors must work hard to build up a trusting relationship before Relaters, Supporters and Coordinators feel comfortable verbalizing their concerns.
- Conductors may need to be mindful of their listening skills as well as their diplomacy.

Promoter ↔ Coordinator, Analyzer or Implementor



- Optimistic to Pessimistic
- Feelings to Facts
- Extroverted to Introverted
- High Risk to Low Risk
- People Oriented to Data Oriented
- Quick Decisions to Needs More Data
- Few behavioral commonalities
- Promoters will have to slow down and keep a tight reign on their emotions.
- Coordinators, Analyzers and Implementors will need to pick up the pace and be more stimulating.
- Promoters need to reduce gestures and not initiate physical contact.

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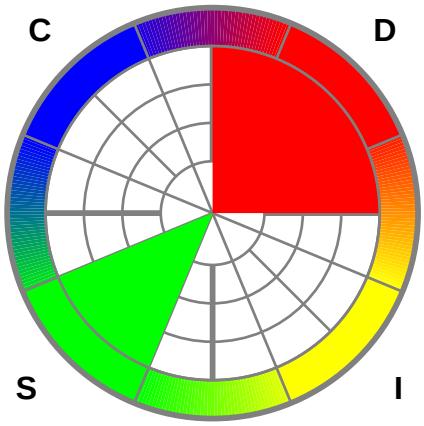
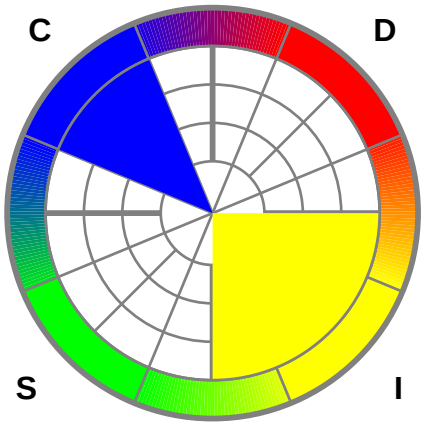
Team Style Blending

Supporter ↔ Implementor, Conductor or Persuader



- Slow Decision Maker to Quick Decision Makers
- Slow Pace to Quick Pace
- Indirect to Direct
- Slow to Anger to Quick to Anger
- Go with the flow to GO, GO, GO!
- Supporters will have to make sure not to be overpowered by these styles.
- Supporters need to stand up to these styles when not in agreement.
- Supporters will go along for the sake of harmony and peace.
- Supporters should utilize a questioning method to force the other styles to defend their position.

Analyzer ↔ Persuader, Promoter or Relater



- Pessimistic to Optimistic
- Introverted to Extroverted
- Slow Decision Making to Quick Decision Making
- Low Risk to High Risk
- Slow Pace to Quick Pace
- Task Oriented to People Oriented
- Analyzers should try to loosen up and become more people focused.
- Analyzers should be more stimulating to better communicate with the Persuader, Promoter and Relater styles.
- Analyzers should use questions as a means to guide the Persuader, Promoter and Relater to the desired conclusion.

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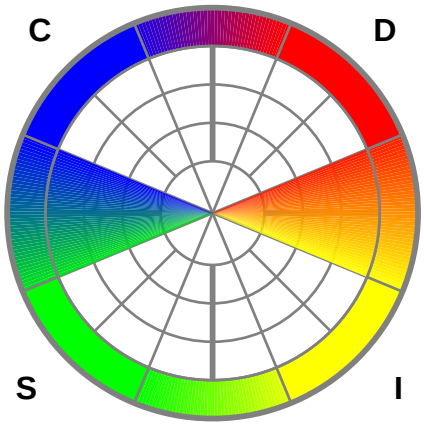
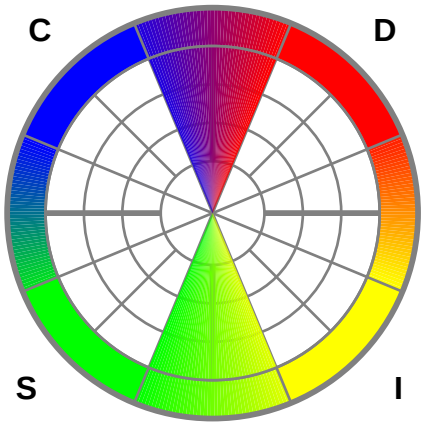
Team Style Blending

Persuader ↔ Coordinator



- Quick to Change to Slow to Change
- Enjoys Change to Avoids Change
- Extroverted to Introverted
- Animated to Reserved
- "We can do it" to "How do we do it?"
- Persuaders should spend time explaining project goals and expectations to the Coordinators.
- Persuaders should try to stick to the relevant facts.
- Coordinators will become frustrated with lack of instruction, follow up and follow through.
- Coordinators should make a conscious effort to be more direct and open with their feelings and concerns.

Relater ↔ Implementor



- People Oriented to Task Oriented
- Indirect to Direct
- Trusting to Untrusting
- Implementors need to be more vocal with their appreciation of the Relater and the Relater's work.
- Implementors should attempt to be more sensitive to the feelings of the Relater and other team members
- Implementors should be mindful of their sincerity.
- The more demanding the Implementor becomes, the more withdrawn the Relater will be.
- Relaters should focus on not becoming withdrawn or taking any confrontation personally.

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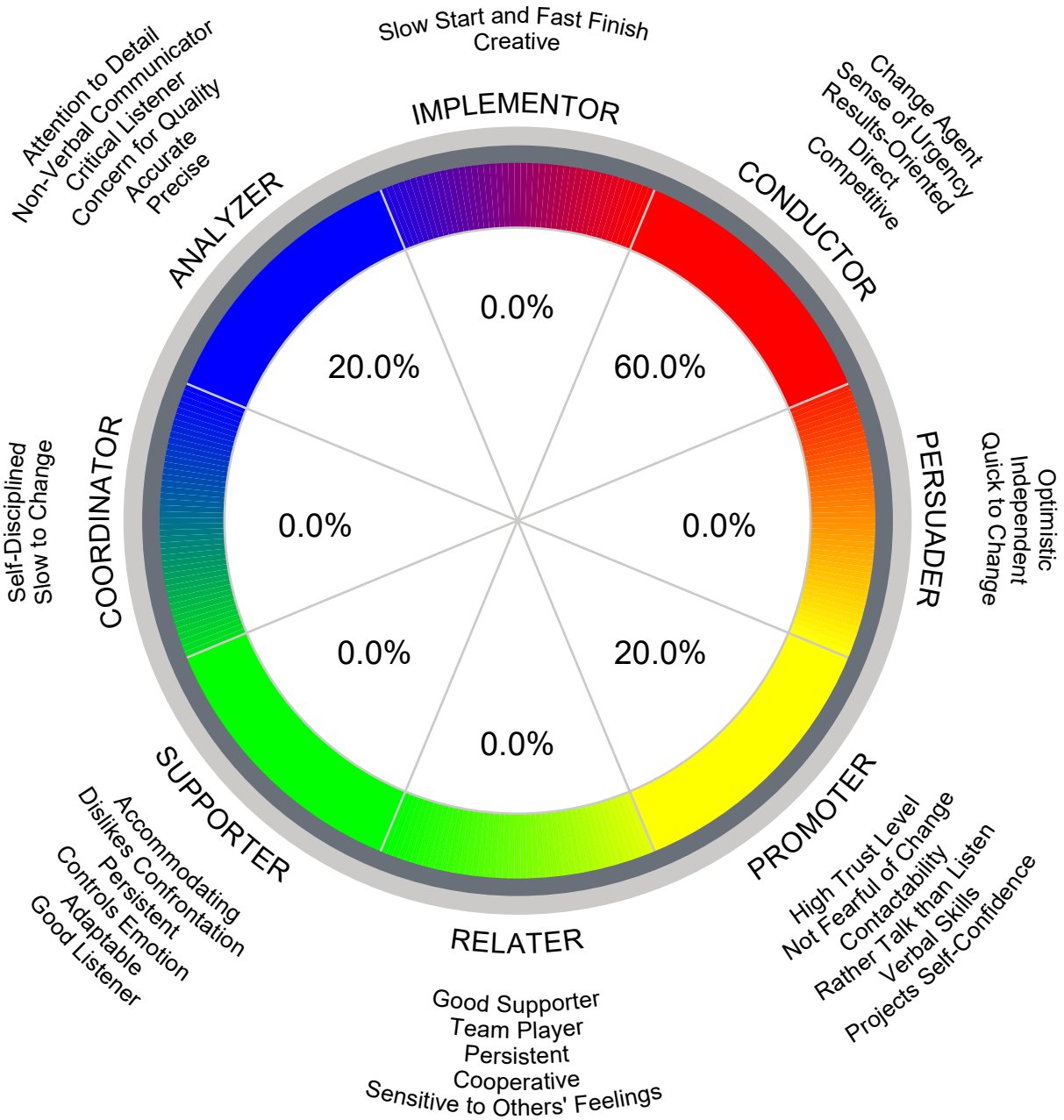
Team Member Characteristics



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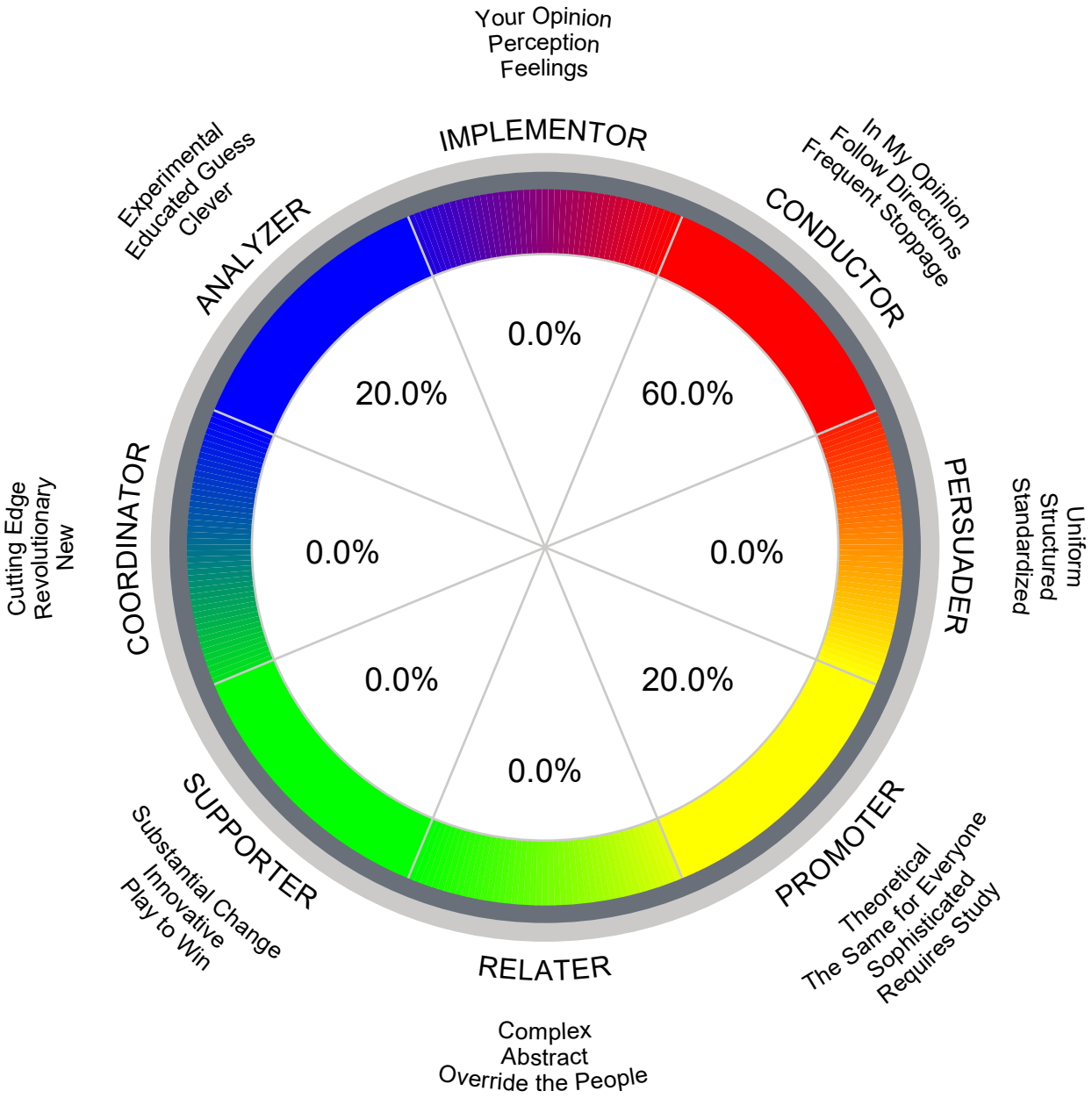
Words That Don't Work



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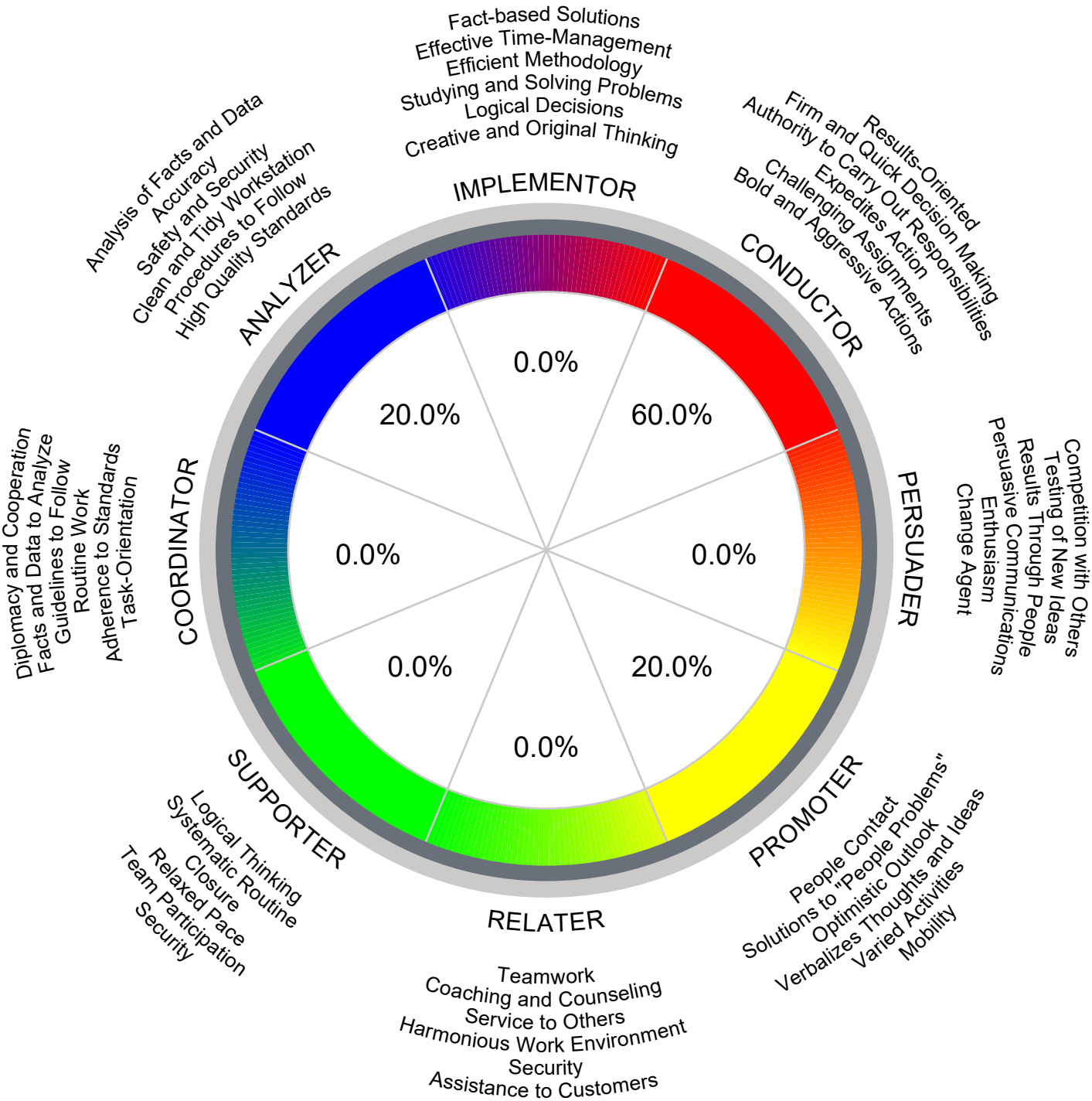
Ideal Environment



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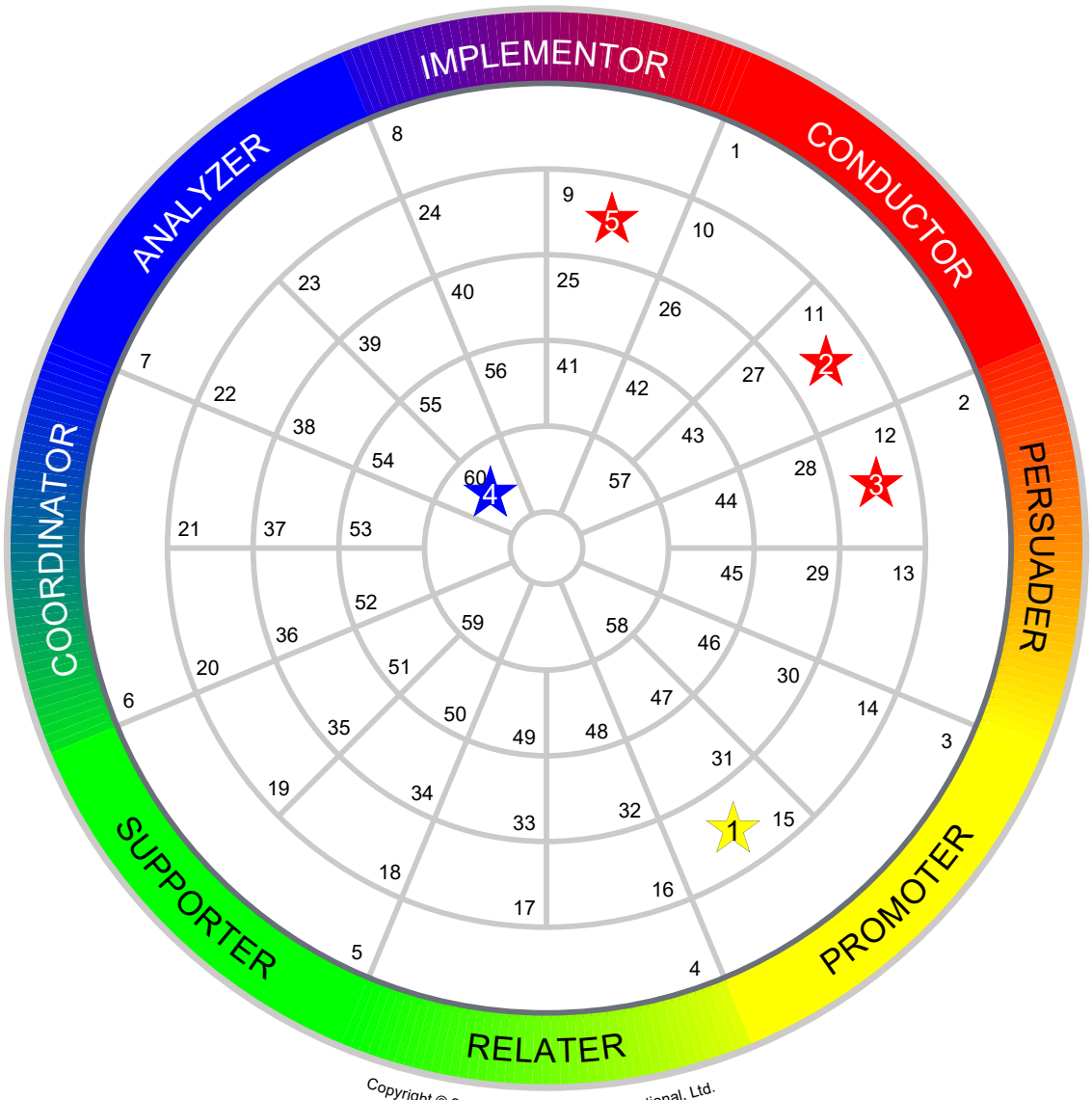
Group Wheel Adapted



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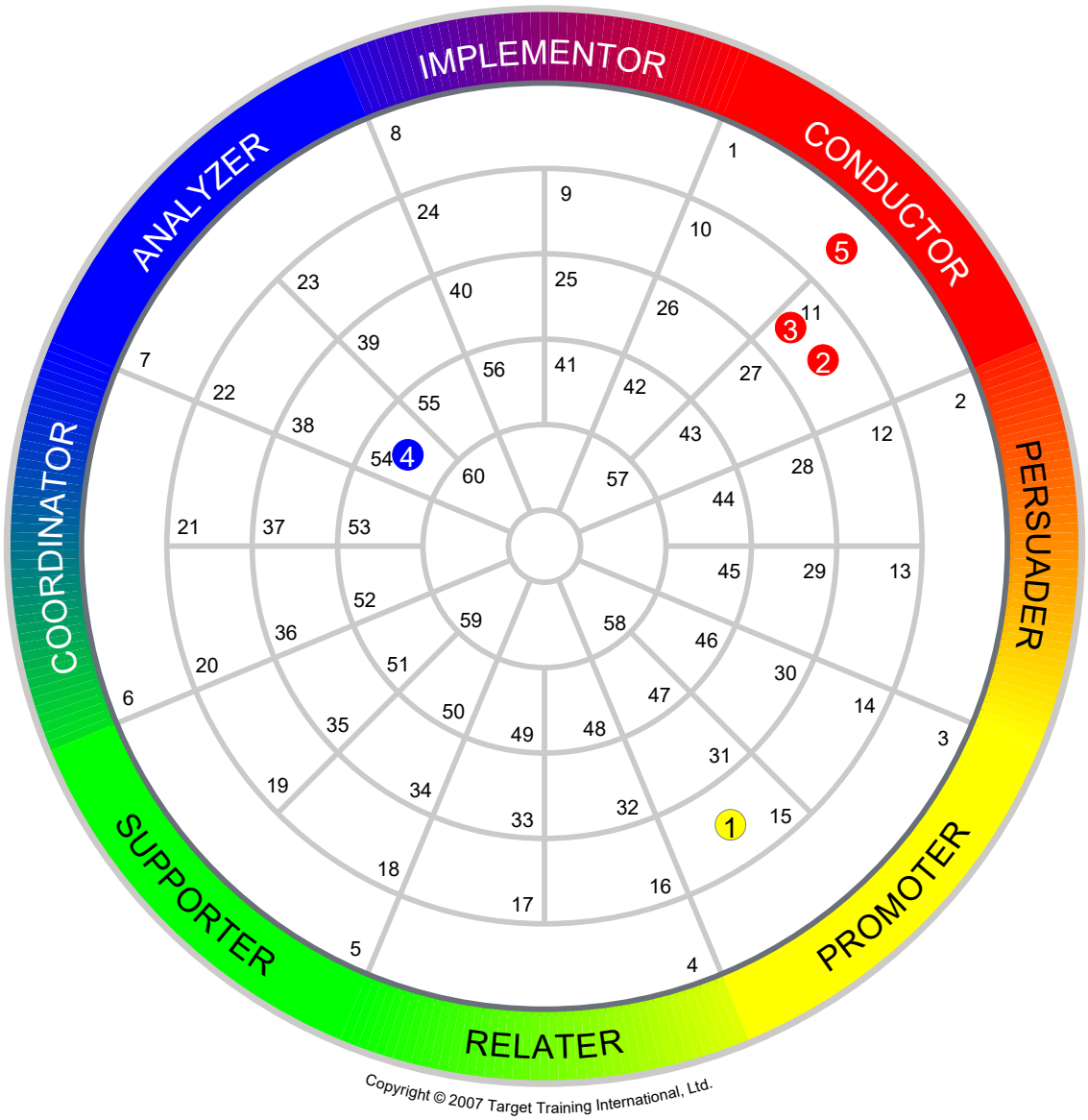
Group Wheel Natural



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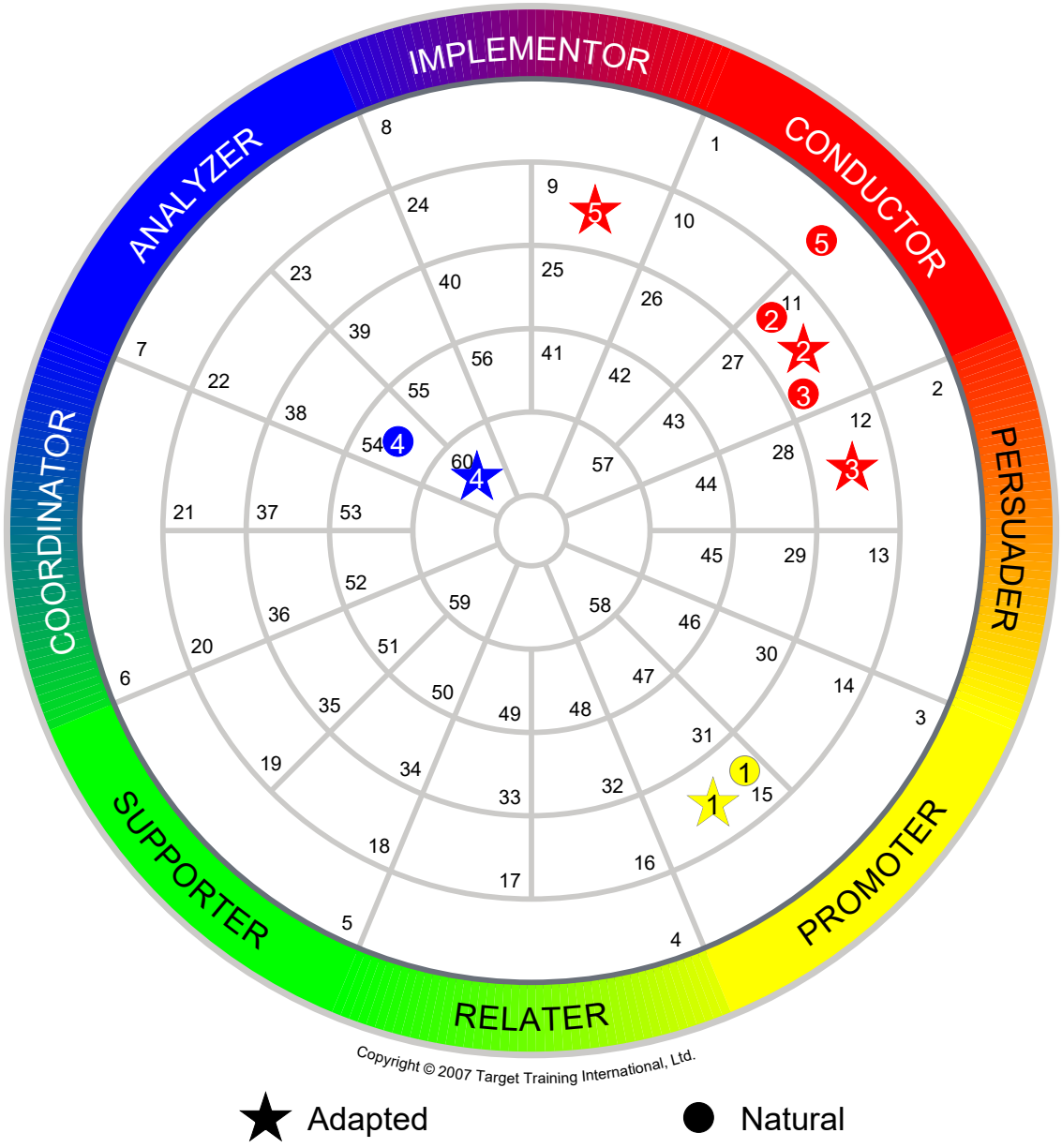
Group Wheel Migration



★ Adapted ● Natural

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