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

Team DISC Overview

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

OBSERVING DISC

Have you ever noticed:

- Some people are forceful, direct, and results-oriented

- Some are optimistic, fun, and talkative

- Some are steady, patient, and relaxed

- Some are precise, accurate, and detail-oriented

DEFINING DISC

Dominance
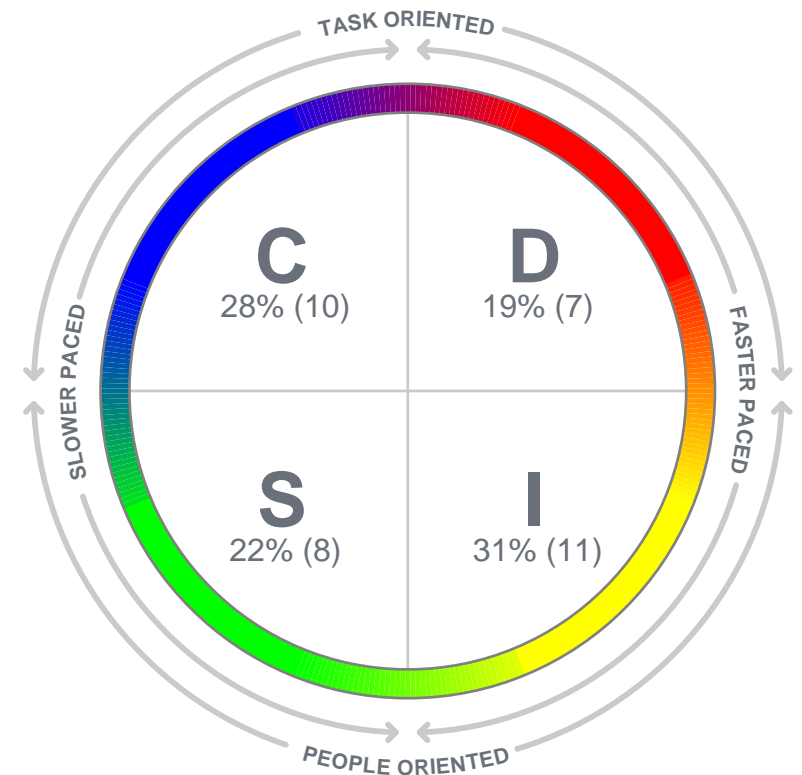How you respond to problems and challenges

Influence
How you influence others to your point of view

Steadiness
How you respond to the pace of the environment

Compliance
How you respond to rules and procedures

TASK ORIENTED

FASTER PACED

SLOWER PACED

C 28% (10)	**D** 19% (7)
S 22% (8)	**I** 31% (11)

PEOPLE ORIENTED

TTISI Team

The TTI Success Insights® Wheel

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

BEHAVIORAL SEGMENT DEFINITIONS

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

PERSUADER - 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.
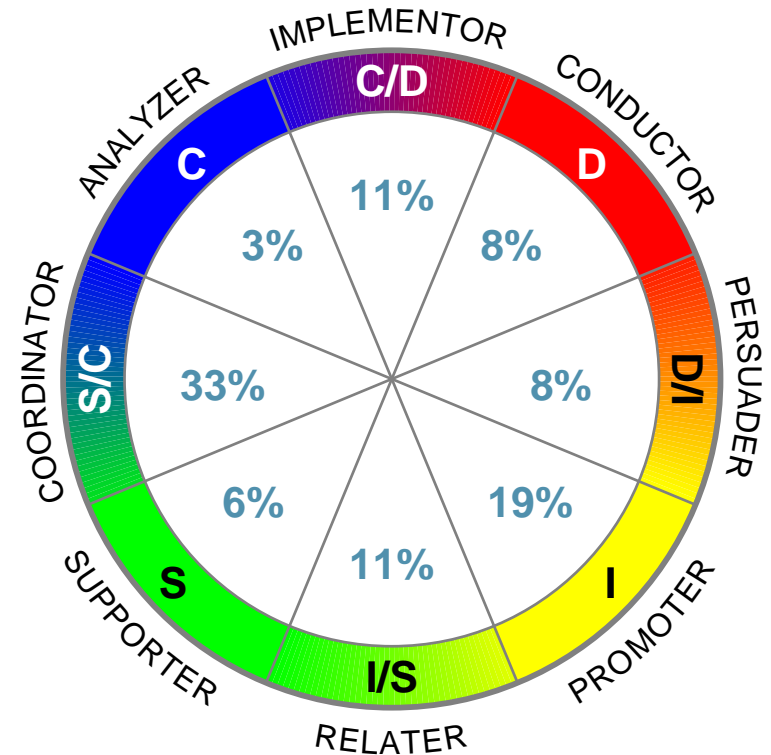
Coordinator Team Characteristics - (S/C)

Coordinators tend to be fact-oriented and adhere to proven methods to complete projects and tasks. The following information will give the team members a clear understanding and appreciation of Coordinators.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES
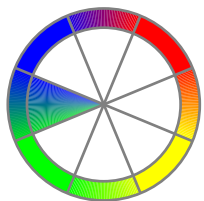
Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**
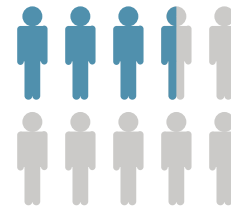
VALUE TO THE ORGANIZATION

Objective outlook
Looks for logical solutions
Conscientious and steady

WORDS THAT WORK

Proven

Standard

Organized

WORDS THAT DON'T WORK

Unfamiliar

Hectic

Incomplete

21.28%
of the Population

12/36
33% of the Team

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

K. Biben — D I S C — % 7 38 83 91

P. Daugs — D I S C — % 13 12 92 93

A. Lane — D I S C — % 12 36 84 91

C. Mowry — D I S C — % 8 58 85 81

A. Bonnstetter — D I S C — % 43 36 66 61

E. Healy — D I S C — % 17 6 94 100

C. Mettenbrink — D I S C — % 28 8 92 82

B. Rowland — D I S C — % 43 12 74 81

N. Chris — D I S C — % 22 8 84 93

A. Klink — D I S C — % 15 62 76 81

R. Miller — D I S C — % 13 12 95 91

K. Wang — D I S C — % 41 32 68 62
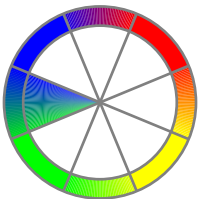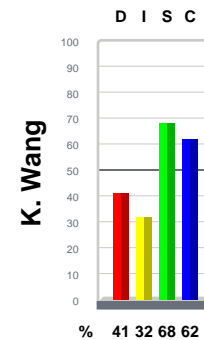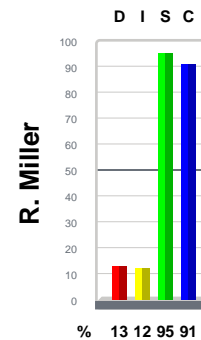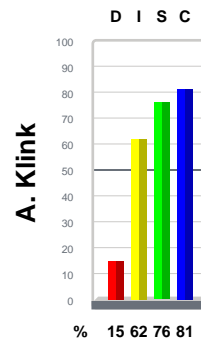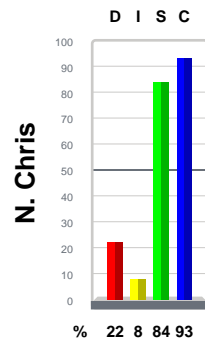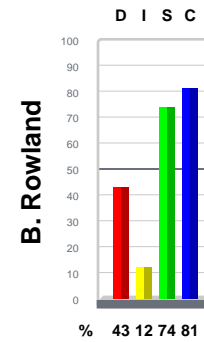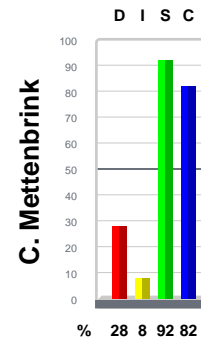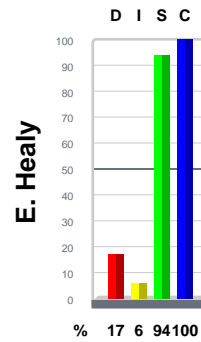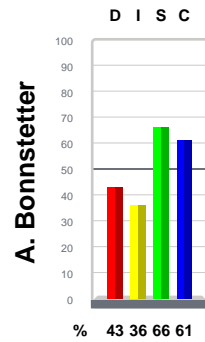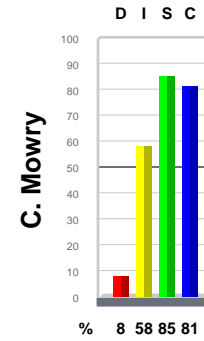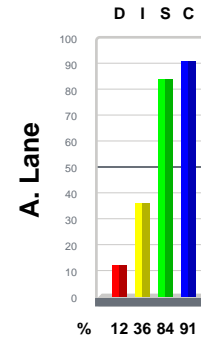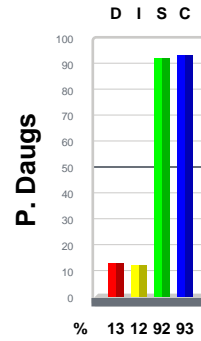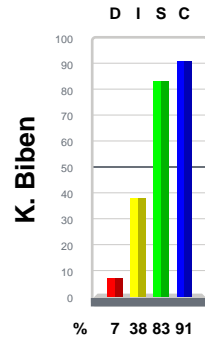
Promoter Team Characteristics - (I)

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
- 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

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Verbalize feelings

Spontaneity

Good mixer
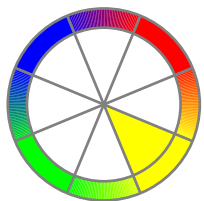
WORDS THAT WORK

Flexible

Exciting

Inspiring

WORDS THAT DON'T WORK

Ordinary

Quiet

Strict

17.46%
of the Population

7/36
19% of the Team

TTISI Team

PROMOTER TEAM

James Alire
Tom Bogart
Rodney Cox
Jill Heberling
Ann Leitensdorfer
Cassandra Nelson
Sandra Stoner

J. Alire

D	I	S	C
64	84	24	32

R. Cox

D	I	S	C
37	84	63	28

A. Leitensdorfer

D	I	S	C
37	88	65	16

S. Stoner

D	I	S	C
22	92	68	32

T. Bogart

D	I	S	C
32	96	65	16

J. Heberling

D	I	S	C
35	93	62	26

C. Nelson

D	I	S	C
35	92	68	14
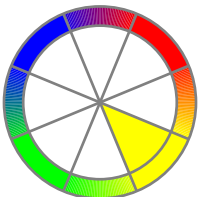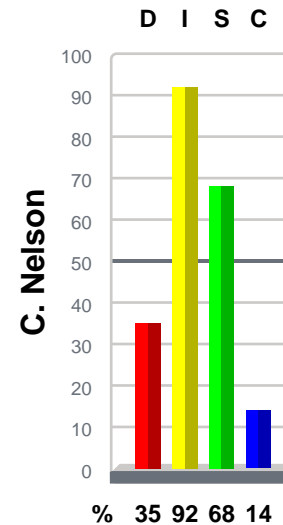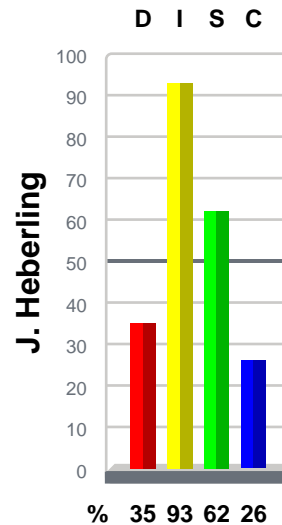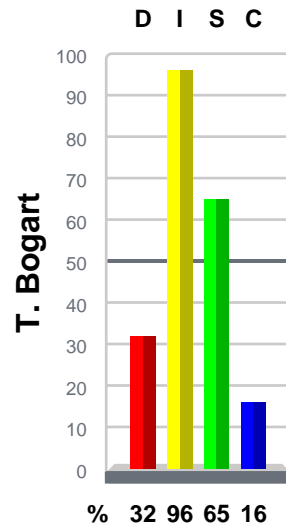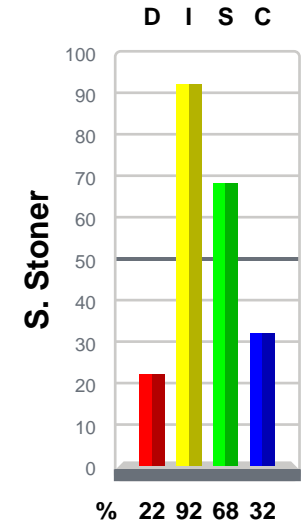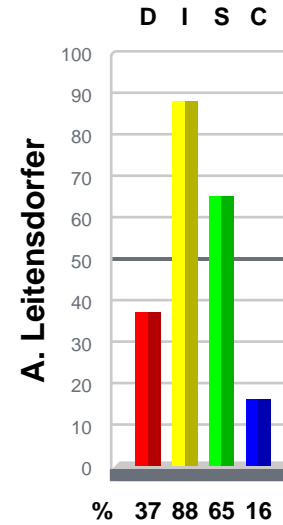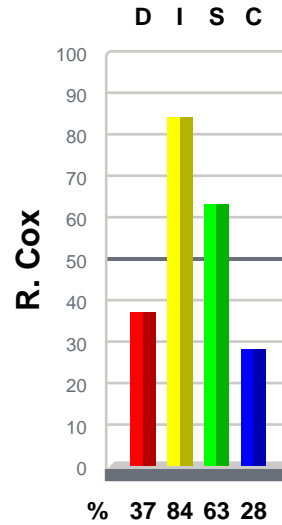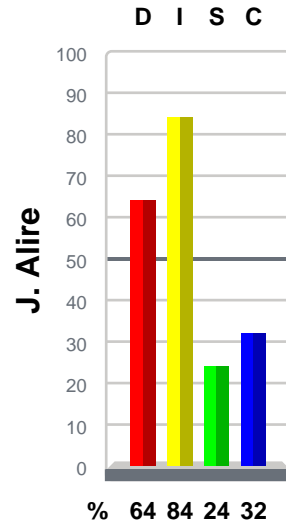
Relater Team Characteristics - (I/S)

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

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Cooperative member of the team
Positive sense of humor
Tenacious
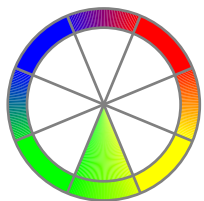
WORDS THAT WORK

Easygoing

Simple

Responsive

WORDS THAT DON'T WORK

Complex

Abstract

Analytical

20.08%
of the Population

4/36
11% of the Team

RELATER TEAM

Kayla DeVault
Todd Fox
Susan Ginn
Bobby Tyning

K. DeVault

	D	I	S	C
%	15	88	92	22

S. Ginn

	D	I	S	C
%	26	93	84	8

T. Fox

	D	I	S	C
%	8	93	89	28

B. Tyning

	D	I	S	C
%	34	65	62	61
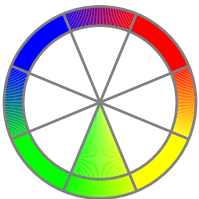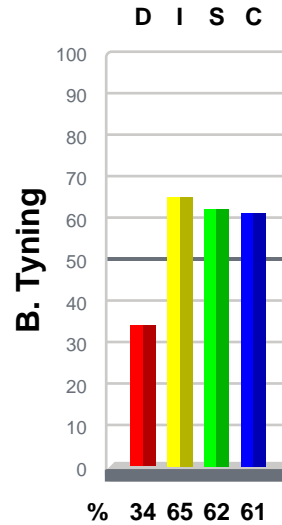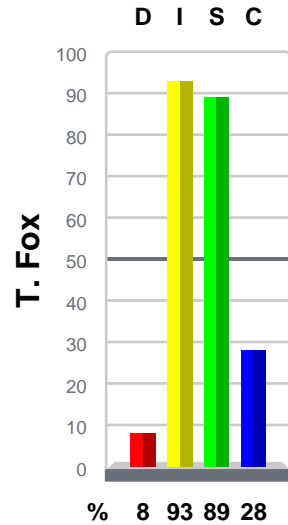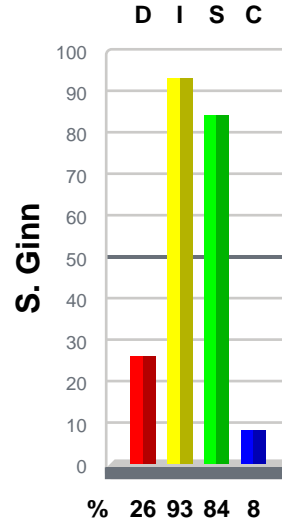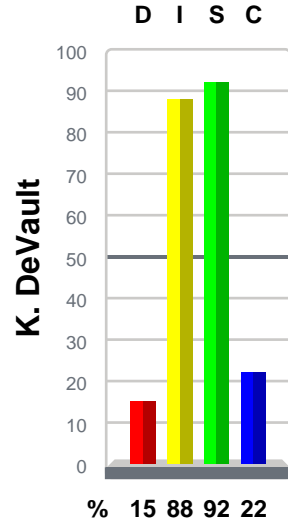
Implementor Team Characteristics - (C/D)

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

- 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

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Looks for logical solutions
Requires fact-based ideas
Excellent troubleshooter

WORDS THAT WORK

Function

Action

Data

WORDS THAT DON'T WORK

Relax
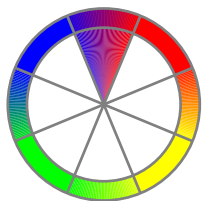
Perception

Assume

4.22%
of the Population

4/36
11% of the Team

Implementor Team DISC Graphs - (C/D)

IMPLEMENTOR TEAM

Candice Frazer
Eric Gehrig
Richard Hunt
Adam Wong

C. Frazer

D I S C

% 74 45 12 72

R. Hunt

D I S C

% 88 5 45 91

E. Gehrig

D I S C

% 62 37 45 62

A. Wong

D I S C

% 66 32 36 72
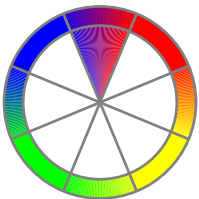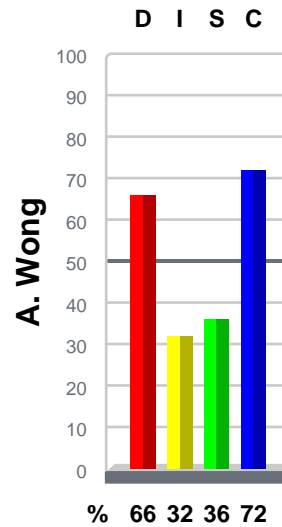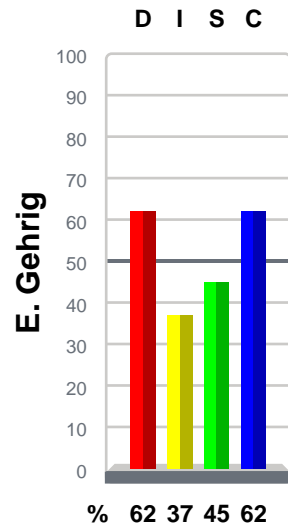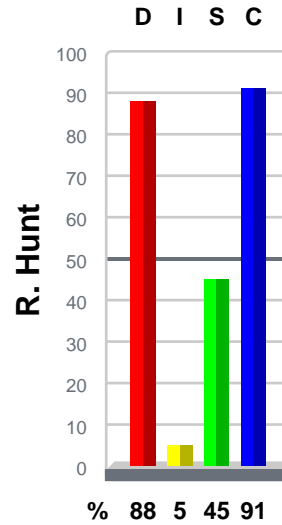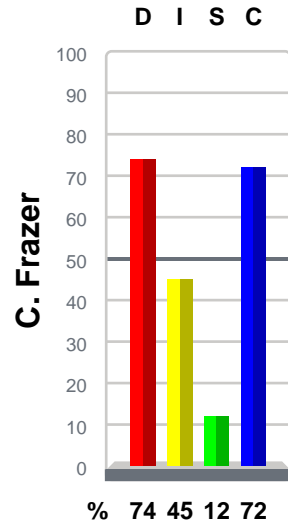
Conductor Team Characteristics - (D)

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

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Results driven

Challenges the status quo

Venturesome, ambitious
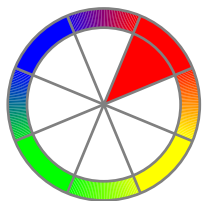
WORDS THAT WORK

Quick

Advantage

Decisive

WORDS THAT DON'T WORK

Inconsistent

Follow Directions

Patient

7.12%
of the Population

3/36
8% of the Team

Conductor Team DISC Graphs - (D)

CONDUCTOR TEAM

Vanessa Boettcher
Ron Bonnstetter
Dustin Hebets

V. Boettcher

D I S C

% 100 34 24 46

D. Hebets

D I S C

% 92 56 32 35

R. Bonnstetter

D I S C

% 100 68 8 26
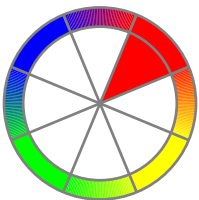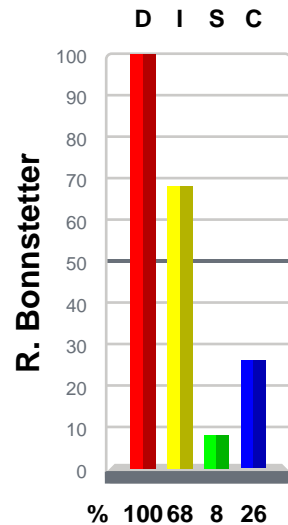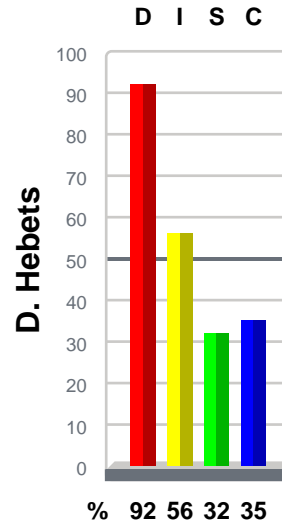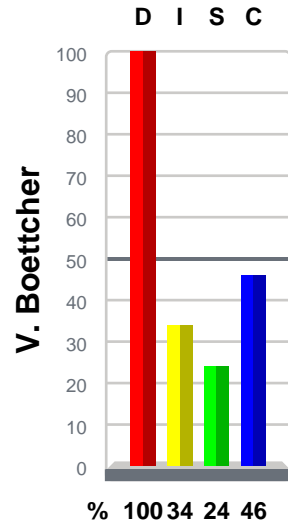
Persuader Team Characteristics - (D/I)

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

- 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

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Represents company in organizations
Ability to handle many activities
Innovative

WORDS THAT WORK

Amazing

Unprecedented
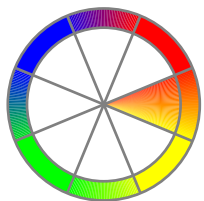
Extraordinary

12.68%
of the Population

WORDS THAT DON'T WORK

Standardized

Structured

Uniform

3/36
8% of the Team

Persuader Team DISC Graphs - (D/I)

PERSUADER TEAM

Rick Bowers
Favor Larson
Cindy Rosser

R. Bowers

D I S C

% 86 88 7 28

C. Rosser

D I S C

% 100 94 24 5

F. Larson

D I S C

% 100 96 7 8
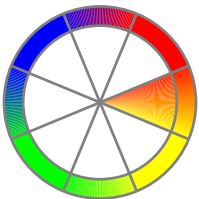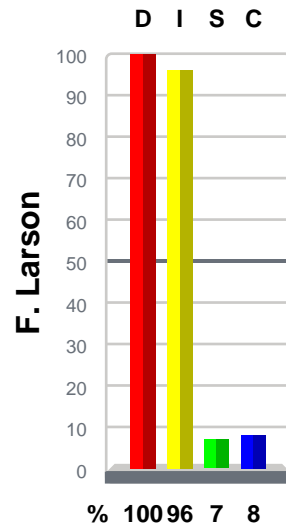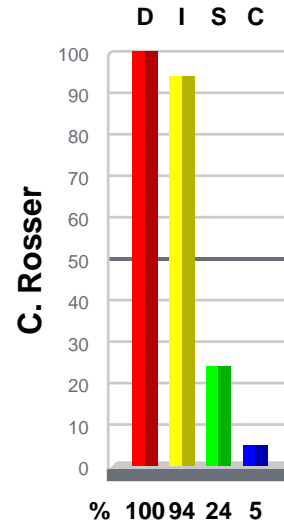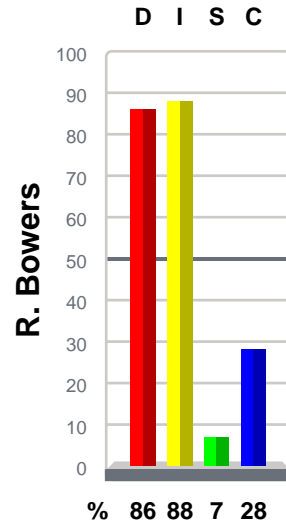
Supporter Team Characteristics - (S)

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

Task Oriented		People Oriented

Slower Paced		Faster Paced

VALUE TO THE ORGANIZATION

Negotiates conflicts
Dependable team player
Consistent and steady
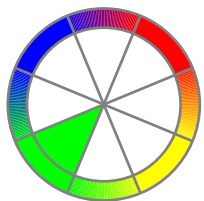
11.90%
of the Population

WORDS THAT WORK

Consistent

Usual

Secure
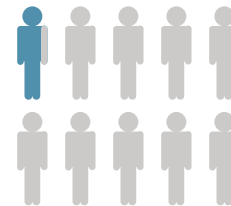
2/36
6% of the Team

WORDS THAT DON'T WORK

Unexpected

Urgent

Confrontation

TTI SUCCESS INSIGHTS®

SUPPORTER TEAM

Craig Casimir
Teresa Taylor

C. Casimir

D I S C

| % | 14 | 63 | 87 | 61 |

T. Taylor

D I S C

| % | 8 | 64 | 87 | 64 |
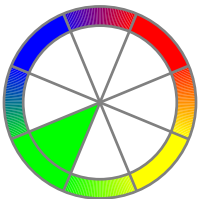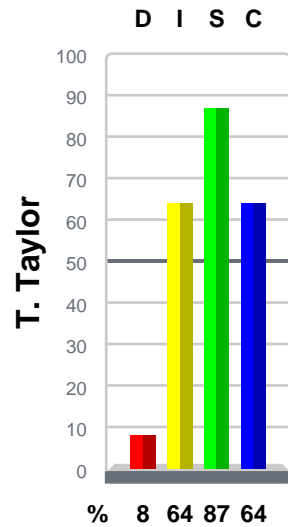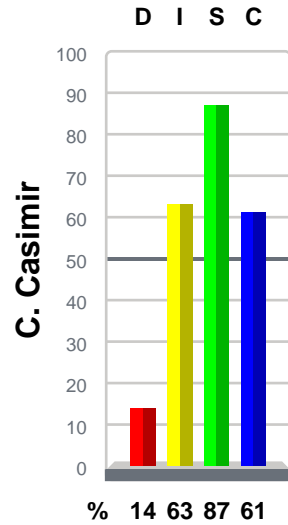
Analyzer Team Characteristics - (C)

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

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

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

WORDS THAT WORK

Factual

Precise

Verified

5.12%
of the Population

WORDS THAT DON'T WORK

Imagine

Educated guess

Experimental

1/36
3% of the Team

D I S C

J. Carli

| % | 58 | 7 | 65 | 91 |
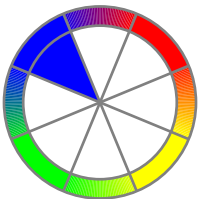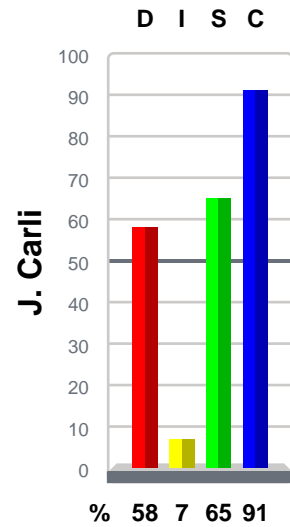
Wheel Segment Definitions

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

CONDUCTOR - D (8%)	SUPPORTER - S (6%)
People who tend to be direct, decisive, and seek results.	People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.
PERSUADER - D/I (8%)	**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 (19%)	**ANALYZER - C (3%)**
People who tend to verbalize many thoughts to influence outcomes.	People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.
RELATER - I/S (11%)	**IMPLEMENTOR - C/D (11%)**
People who tend to take time, think positively, and are focused on interpersonal relationships.	People who tend to assess, leverage facts and figures, and advance toward a solution.

TTISI Team

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 (8%)	SUPPORTER (6%)
Vanessa Boettcher Ron Bonnstetter Dustin Hebets	Craig Casimir Teresa Taylor

PERSUADER (8%)	COORDINATOR (33%)	
Rick Bowers Favor Larson Cindy Rosser	Kate Biben Alec Bonnstetter Nick Chris Philip Daugs Erin Healy Anne Klink Amy Lane	Carol Mettenbrink Ryan Miller Cherisse Mowry Brent Rowland Kefei Wang

PROMOTER (19%)	ANALYZER (3%)
James Alire Tom Bogart Rodney Cox Jill Heberling Ann Leitensdorfer Cassandra Nelson Sandra Stoner	John Carli

RELATER (11%)	IMPLEMENTOR (11%)
Kayla DeVault Todd Fox Susan Ginn Bobby Tyning	Candice Frazer Eric Gehrig Richard Hunt Adam Wong

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 (8%)	SUPPORTER (6%)
Competitive	Accommodating
Direct	Reflective
Results-Oriented	Persistent
Acts with Urgency	Composed
Change Agent	Dependable
Strong Willed	Good Listener

PERSUADER (8%)	COORDINATOR (33%)
Quick to Change	Slow to Change
Independent	Self-Disciplined
Optimistic	Executor
Confident	Logical
Charismatic	Realistic
Influential	Process-Oriented

PROMOTER (19%)	ANALYZER (3%)
Trusting	Precise
Convincing	Accurate
Inspiring	Focus on Quality
Outgoing	Critical Listener
Cordial	Non-Verbal Communicator
Cheerful	Detail oriented

RELATER (11%)	IMPLEMENTOR (11%)
Good Supporter	Creative
Team Player	Thorough thinker
Persistent	Task-Oriented
Cooperative	Fact-Based
Empathetic	Selective
Compassionate	Inventive

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 (8%)	SUPPORTER (6%)
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 (8%)	**COORDINATOR (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 (19%)	**ANALYZER (3%)**
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 (11%)	**IMPLEMENTOR (11%)**
Teamwork Coaching and Counseling Service to Others Harmonious Work Environment Assistance to Customers	Logical Decisions Studying and Solving Problems Efficient Methodology Effective Time-Management Fact-based Solutions

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 (8%)	SUPPORTER (6%)
Inconsistent Follow Directions Patient	Unexpected Urgent Confrontation

PERSUADER (8%)	COORDINATOR (33%)
Standardized Structured Uniform	Unfamiliar Hectic Incomplete

PROMOTER (19%)	ANALYZER (3%)
Ordinary Quiet Strict	Imagine Educated guess Experimental

RELATER (11%)	IMPLEMENTOR (11%)
Complex Abstract Analytical	Relax Perception Assume

Team Member Characteristics

Ideal Environment for Team Members

Fact-based Solutions
Effective Time-Management
Efficient Methodology
Studying and Solving Problems
Logical Decisions

Analysis of Facts and Data
Accuracy
Clean and Tidy Workstation
Procedures to Follow
High Quality Standards

Results-Oriented
Firm and Quick Decision Making
Expedites Action
Challenging Assignments
Bold and Aggressive Actions

Competition with Others
Testing of New Ideas
Results Through People
Persuasive Communications
Enthusiasm

Diplomacy and Cooperation
Facts and Data to Analyze
Guidelines to Follow
Routine Work
Adherence to Standards

People Contact
Solutions to "People Problems"
Optimistic Outlook
Verbalizes Thoughts and Ideas
Varied Activities

Logical Thinking
Systematic Routine
Relaxed Pace
Team Participation
Security

Teamwork
Coaching and Counseling
Service to Others
Harmonious Work Environment
Assistance to Customers

IMPLEMENTOR
CONDUCTOR
PERSUADER
PROMOTER
RELATER
SUPPORTER
COORDINATOR
ANALYZER

11.1%
8.3%
2.8%
8.3%
33.3%
19.4%
5.6%
11.1%

Group Wheel Natural

TASK ORIENTED

IMPLEMENTOR

CONDUCTOR

ANALYZER

PERSUADER

COORDINATOR

SLOWER PACED

FASTER PACED

SUPPORTER

PROMOTER

RELATER

PEOPLE ORIENTED

● Natural
▲ Leader

Group Wheel Adapted

TASK ORIENTED

IMPLEMENTOR

CONDUCTOR

ANALYZER

PERSUADER

COORDINATOR

SLOWER PACED

FASTER PACED

SUPPORTER

PROMOTER

RELATER

PEOPLE ORIENTED

★ Adapted
■ Leader

Group Wheel Migration

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
28:	Cherisse Mowry
29/N15:	Cassandra Nelson
30:	Cindy Rosser
31/N21:	Brent Rowland
A15/N15:	Sandra Stoner
33:	Teresa Taylor
34:	Bobby Tyning
35:	Kefei Wang
36:	Adam Wong

★ Adapted   ● Natural
■ Leader   ▲ Leader

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.

16% 34% 34% 16%

🟥 Two or more standard deviations below the mean	🟩	One standard deviation above the mean
🟨 One standard deviation below the mean	🟦	Two or more standard deviations above the mean
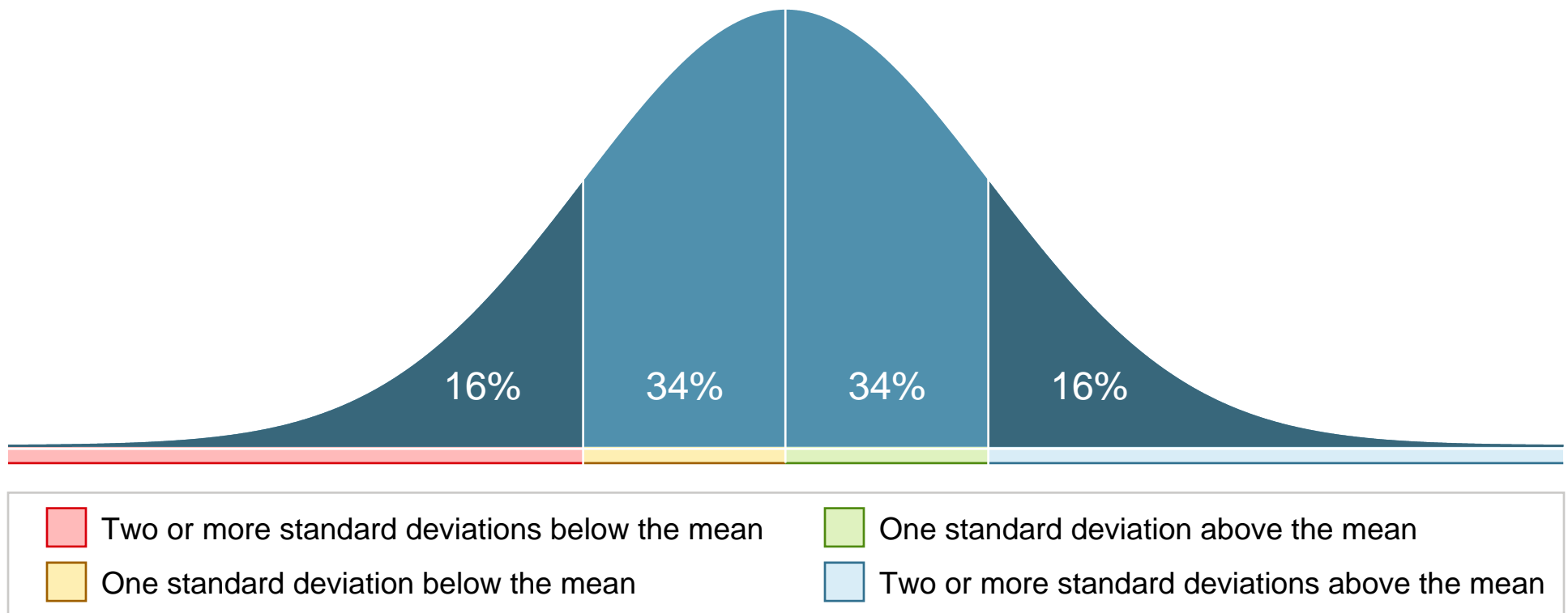
Behavioral Style Comparison

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

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

Behavioral Style Comparison Continued

Behavioral Characteristics	Team Avg.	R. Bowers	R. Cox	P. Daugs	K. DeVault	T. Fox	C. Frazer	E. Gehrig	S. Ginn	E. Healy	J. Heberling	Mean
Following Policy	70	30	62	100	68	65	60	70	60	100	60	69
Consistency	68	32	55	100	68	68	55	62	62	100	55	65
People Oriented	67	75	85	55	100	100	50	45	100	55	85	68
Follow Up and Follow Through	64	27	47	93	53	50	60	73	43	90	43	63
Analysis of Data	60	25	25	100	25	25	70	80	20	100	25	55
Customer Relations	60	45	72	58	82	78	38	55	75	55	68	66
Frequent Interaction with Others	57	90	90	20	90	90	50	40	90	10	90	62
Organized Workplace	57	20	20	100	20	20	75	80	10	100	20	52
Versatility	51	95	65	15	50	60	70	45	60	10	70	53
Frequent Change	50	90	62	12	50	52	62	52	60	12	65	52
Competitiveness	48	100	40	20	20	10	80	70	30	20	40	47
Urgency	43	95	35	15	15	10	85	60	20	15	35	43

Legend:
- ■ 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

Behavioral Characteristics	Team Avg.	R. Bowers	D. Hebets	R. Hunt	A. Klink	A. Lane	F. Larson	A. Leitensdorfer	C. Mettenbrink	R. Miller	C. Mowry	Mean
Following Policy	70	30	42	72	82	98	20	58	100	100	88	69
Consistency	68	32	45	72	80	95	28	52	100	100	88	65
People Oriented	67	75	50	35	80	65	75	85	55	55	75	68
Follow Up and Follow Through	64	27	50	77	77	87	17	43	97	93	83	63
Analysis of Data	60	25	45	100	70	90	20	25	100	100	75	55
Customer Relations	60	45	50	28	70	65	32	70	55	58	68	66
Frequent Interaction with Others	57	90	50	10	70	40	90	90	10	20	50	62
Organized Workplace	57	20	45	100	65	90	10	15	100	100	75	52
Versatility	51	95	60	30	50	30	100	65	10	15	35	53
Frequent Change	50	90	72	42	38	18	100	65	18	12	25	52
Competitiveness	48	100	100	100	20	20	100	40	30	20	10	47
Urgency	43	95	90	70	20	15	100	35	20	15	10	43

Two or more standard deviations below the mean

One standard deviation above the mean

One standard deviation below the mean

Two or more standard deviations above the mean

● Team Leader

Behavioral Characteristics	Team Avg.	R. Bowers ●	C. Nelson	C. Rosser	B. Rowland	S. Stoner	T. Taylor	B. Tyning	K. Wang	A. Wong	Mean
Following Policy	70	30	55	25	90	65	82	78	85	70	69
Consistency	68	32	52	30	88	62	80	68	75	62	65
People Oriented	67	75	85	75	50	85	85	70	50	40	68
Follow Up and Follow Through	64	27	40	23	97	47	73	67	80	73	63
Analysis of Data	60	25	25	20	100	25	60	60	80	85	55
Customer Relations	60	45	65	38	48	85	85	75	65	42	66
Frequent Interaction with Others	57	90	90	90	20	90	70	70	40	40	62
Organized Workplace	57	20	15	10	100	25	55	55	80	85	52
Versatility	51	95	70	90	25	70	45	55	40	55	53
Frequent Change	50	90	68	95	28	60	38	50	40	52	52
Competitiveness	48	100	40	100	50	30	10	40	50	70	47
Urgency	43	95	35	90	35	30	10	35	40	75	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