



TTI
SUCCESS
INSIGHTS®

Behavioral Team Report

Behavioral Team Report

06.11.2020

Table of Contents



Introduction	4
Team DISC Overview	5
The TTI Success Insights® Wheel	6
Persuader Team Characteristics - (D/I)	7
Persuader Team DISC Graphs - (D/I)	8
Relater Team Characteristics - (I/S)	9
Relater Team DISC Graphs - (I/S)	10
Coordinator Team Characteristics - (S/C)	11
Coordinator Team DISC Graphs - (S/C)	12
Conductor Team Characteristics - (D)	13
Supporter Team Characteristics - (S)	14
Promoter Team Characteristics - (I)	15
Analyzer Team Characteristics - (C)	16
Implementor Team Characteristics - (C/D)	17
Wheel Segment Definitions	18
Team Member Overview	19
Team Member Characteristics	20
Ideal Environment for Team Members	21
Words That Don't Work With Team Members	22
Group Wheel Natural	23
Group Wheel Adapted	24
Group Wheel Migration	25

Table of Contents

Continued



Behavioral Hierarchy Defined	26
The Bell Curve Defined	27
Behavioral Style Comparison	28

Introduction



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

CONTENTS OF THE REPORT

- Overview - A summary examining the composition of your team for both DISC and behavioral segmentation expressed as a percentage.
- Team Composition - Defines the makeup of your organization by behavioral segment and shares the DISC graphs of individuals on your team.
- Behavioral Segment Analysis - Examines the individuals within each segment, segment characteristics, ways to communicate, and ideal environment.
- Group Wheel Plots - Identifies the natural, adapted, and migrated styles of each team member.
- Behavioral Style Comparison - Compares individual scores to others on the team, team averages, and population means.

TEAM MEMBER LIST

- 1 学员
- 2 学员
- 3 学员

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

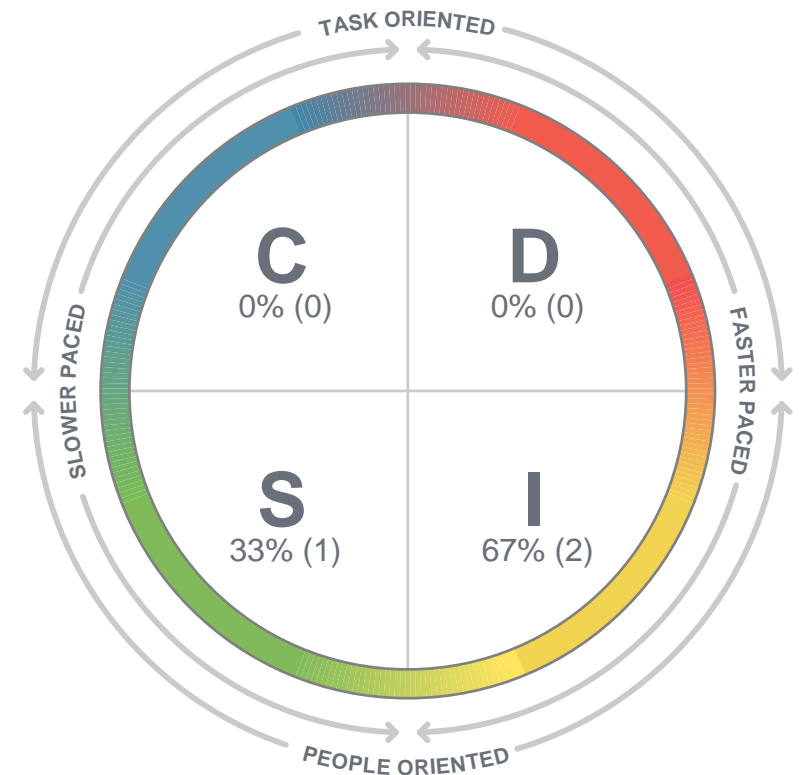
How you influence others to your point of view

Steadiness

How you respond to the pace of the environment

Compliance

How you respond to rules and procedures



The TTI Success Insights® Wheel



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

BEHAVIORAL SEGMENT DEFINITIONS

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

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

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

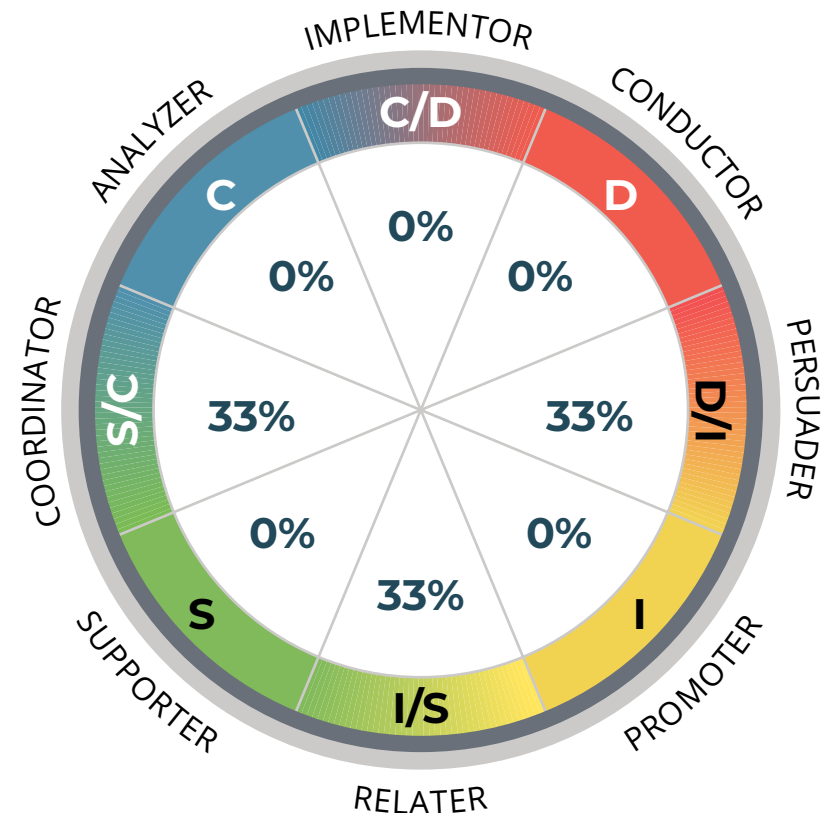
RELATER - I/S - People who tend to take time, think positively, and are focused on interpersonal relationships.

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

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

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

IMPLEMENTOR - C/D - People who tend to assess, leverage facts and figures, and advance toward a solution.



Persuader Team Characteristics - (D/I)



Persuaders tend to convince others by appealing to reason, understanding, or emotion. The following information will give the team members a clear understanding and appreciation of Persuaders.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Promote and accept changes
- Independent and autonomous
- Engage others in projects and tasks
- Get results through team members
- Use their intuition

POTENTIAL WEAKNESSES

- Let emotions get in the way of decision-making
- Push their agenda
- Do not follow up and follow through as needed
- Do not manage time or deadlines well
- Be overly enthusiastic

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

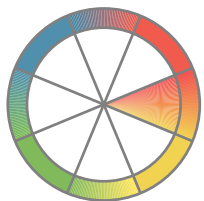


VALUE TO THE ORGANIZATION

Creative problem solving

Ability to handle many activities

Accomplishes goals through people



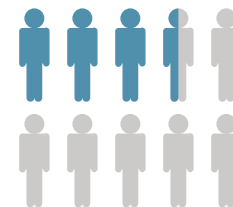
12.68%
of the Population

WORDS THAT WORK

Amazing

Unprecedented

Extraordinary



1/3

33% of the Team

WORDS THAT DON'T WORK

Standardized

Structured

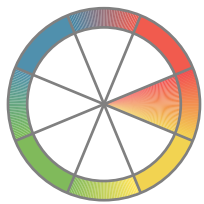
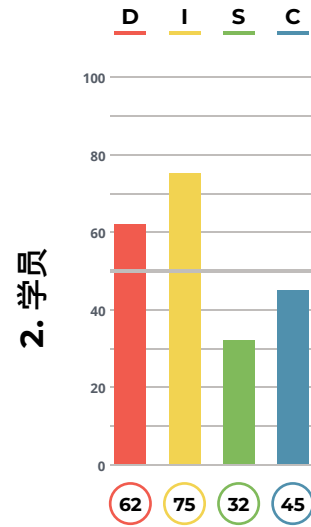
Uniform

Persuader Team DISC Graphs - (D/I)



PERSUADER TEAM

2 学员



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

- Offer understanding and friendship
- Protect and value people and things
- Promote and implement ideas
- Show sensitivity to the feelings of others
- Listen actively

POTENTIAL WEAKNESSES

- Tolerate the poor behavior of others
- Hold grudges
- Be passive and indecisive
- Avoid confrontation
- Accept the current situation

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Team player

Cooperative member of the team

Builds strong relationships



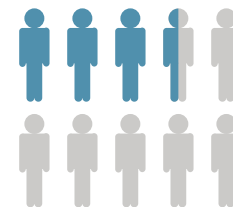
20.08%
of the Population

WORDS THAT WORK

Easygoing

Simple

Responsive



1/3

33% of the Team

WORDS THAT DON'T WORK

Complex

Abstract

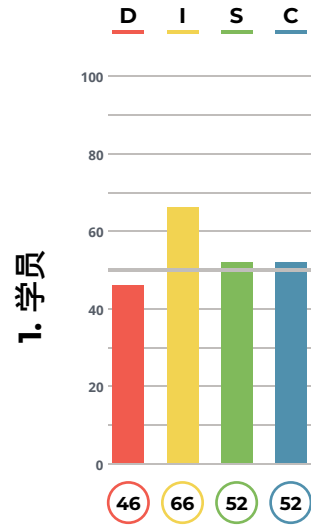
Analytical

Relater Team DISC Graphs - (I/S)



RELATER TEAM

1 学员



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

- Set and accomplish goals to high standards
- Make tough decisions without letting emotions interfere
- Understand and preserve the need for quality systems
- Shows self-discipline
- Identify problems, rules, errors, and procedures

POTENTIAL WEAKNESSES

- Downplay accomplishments
- Lack confidence in self and team
- Overuse organizational procedures
- Communicate indirectly
- Hide true feelings

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

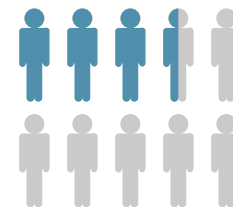
Calming and stable
Respect for authority
Looks for logical solutions



21.28%
of the Population

WORDS THAT WORK

Proven
Standard
Organized



1/3
33% of the Team

WORDS THAT DON'T WORK

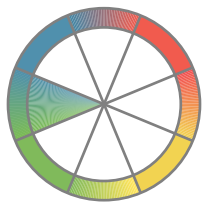
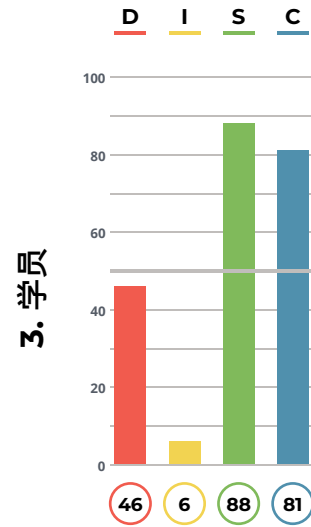
Unfamiliar
Hectic
Incomplete

Coordinator Team DISC Graphs - (S/C)



COORDINATOR TEAM

3 学员



Conductor Team Characteristics - (D)



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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Energized by direct answers
- Enjoys confrontation
- Driven toward results
- Happy to work on challenging assignments
- Seeking problems to solve

POTENTIAL WEAKNESSES

- Use fear as a motivator
- Overconfident in their abilities
- Poor or selective listening
- Make decisions without all of the facts
- Overstep authority within the team

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

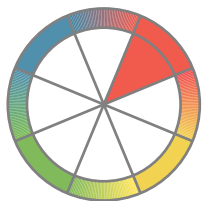


Faster Paced



VALUE TO THE ORGANIZATION

Challenge-oriented
Pioneering
Competitive



7.12%
of the Population

WORDS THAT WORK

Quick
Advantage
Decisive



0/3
0% of the Team

WORDS THAT DON'T WORK

Inconsistent
Follow directions
Patient

Behavioral Team Report

Copyright © 2006-2021. Target Training International, Ltd.

Supporter Team Characteristics - (S)



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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Show loyalty to those they identify with
- Conform to established procedures
- Listen well to others
- Comfort others and show patience
- Perform well in team environments

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Consistent and steady
Good listener
Negotiates conflicts



11.90%
of the Population

WORDS THAT WORK

Consistent
Usual
Secure



0/3
0% of the Team

WORDS THAT DON'T WORK

Unexpected
Urgent
Confrontation

Behavioral Team Report

Copyright © 2006-2021. Target Training International, Ltd.

Promoter Team Characteristics - (I)



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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Communicate well with others
- Bring the team together
- People-oriented
- See the "big picture" and communicate it
- Promote the team throughout the organization

POTENTIAL WEAKNESSES

- Listen selectively to team members
- React based on emotions
- Emphasize fun over efficiency
- Act before gathering information
- Inattentive to detail

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

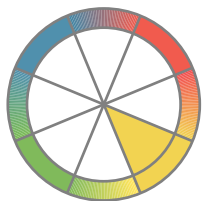


VALUE TO THE ORGANIZATION

Spontaneity

Dreams big

Positive approach to conflict



17.46%
of the Population

WORDS THAT WORK

Flexible

Exciting

Inspiring



0/3
0% of the Team

WORDS THAT DON'T WORK

Ordinary

Quiet

Strict

Analyzer Team Characteristics - (C)



Analysts tend to seek out accuracy in all activities and are careful to gather precise data to ensure the highest quality possible. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Accurate and precise
- Operate in a self-disciplined manner
- Find the right way to proceed
- Use data to problem solve
- Think critically

POTENTIAL WEAKNESSES

- Bound by organizational procedures and methods
- Do the work themselves and do not delegate
- Conceal new ideas
- Hesitate to act without sufficient facts
- Lean on team leader or supervisor

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented

Slower Paced



Faster Paced

VALUE TO THE ORGANIZATION

Accurate and intuitive
Will gather data for decision making
Maintains standards



5.12%
of the Population

WORDS THAT WORK

Factual
Precise
Verified



0/3
0% of the Team

WORDS THAT DON'T WORK

Imagine
Educated guess
Experimental

Behavioral Team Report

Copyright © 2006-2021. Target Training International, Ltd.

Implementor Team Characteristics - (C/D)



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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Understand all facts before starting a project
- Use time well
- Make tough decisions using insight and facts
- Expect high performance standards
- Aware and sensitive to the cost of errors and mistakes

POTENTIAL WEAKNESSES

- Come across as insincere
- Overuse facts and figures
- Under-appreciate other team members
- Make decisions inconsistently
- Take on too much within the team

BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



VALUE TO THE ORGANIZATION

Creativity

Presents the facts without emotion

Excellent troubleshooter



4.22%
of the Population

WORDS THAT WORK

Function

Action

Data



0/3
0% of the Team

WORDS THAT DON'T WORK

Relax

Perception

Assume

Wheel Segment Definitions



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

CONDUCTOR - D (0%)	SUPPORTER - S (0%)
People who tend to be direct, decisive, and seek results.	People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.
PERSUADER - D/I (33%)	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 (0%)	ANALYZER - C (0%)
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 (33%)	IMPLEMENTOR - C/D (0%)
People who tend to take time, think positively, and are focused on interpersonal relationships.	People who tend to assess, leverage facts and figures, and advance toward a solution.

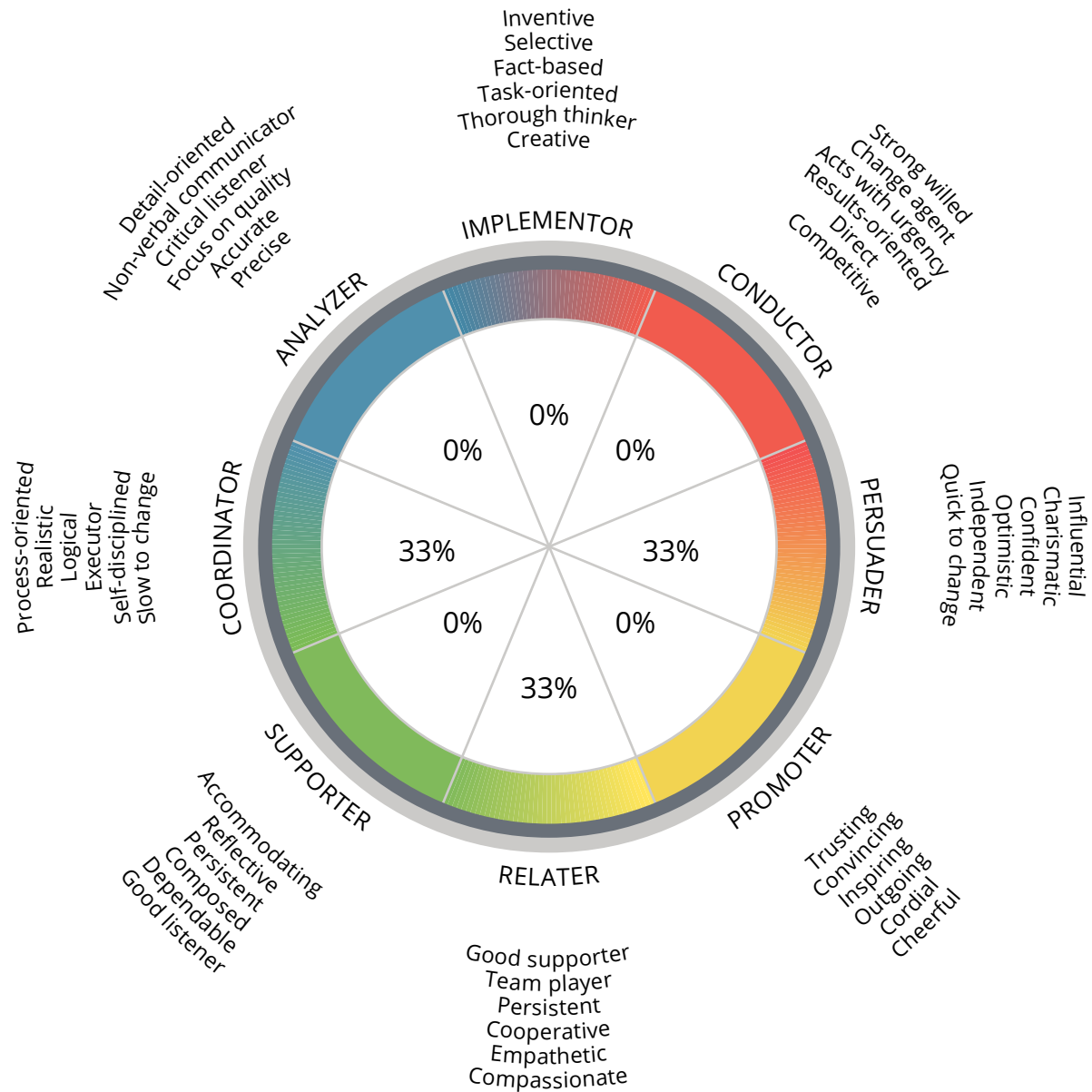
Team Member Overview



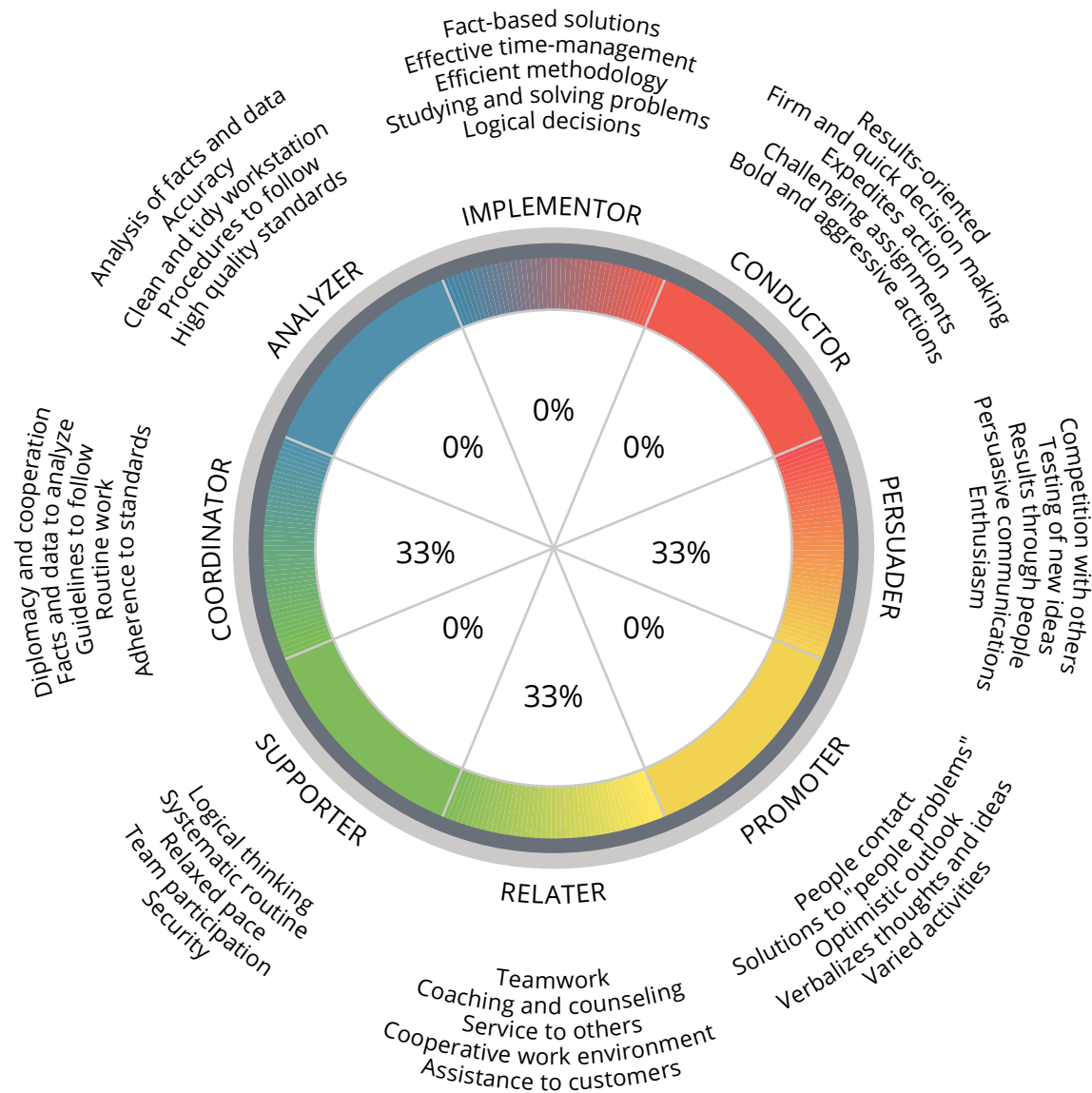
The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

CONDUCTOR - D (0%)	SUPPORTER - S (0%)
PERSUADER - D/I (33%)	COORDINATOR - S/C (33%)
2 学员	3 学员
PROMOTER - I (0%)	ANALYZER - C (0%)
RELATER - I/S (33%)	IMPLEMENTOR - C/D (0%)
1 学员	

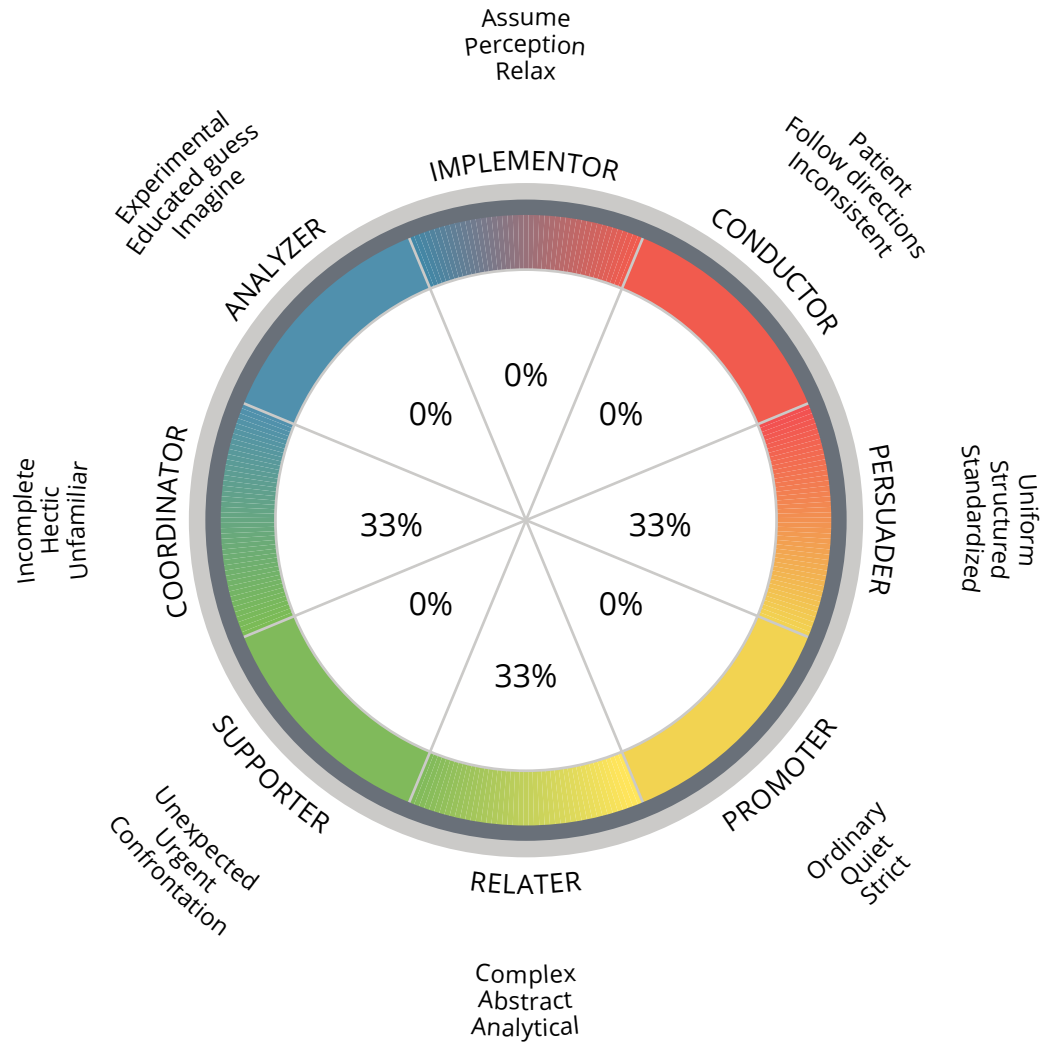
Team Member Characteristics



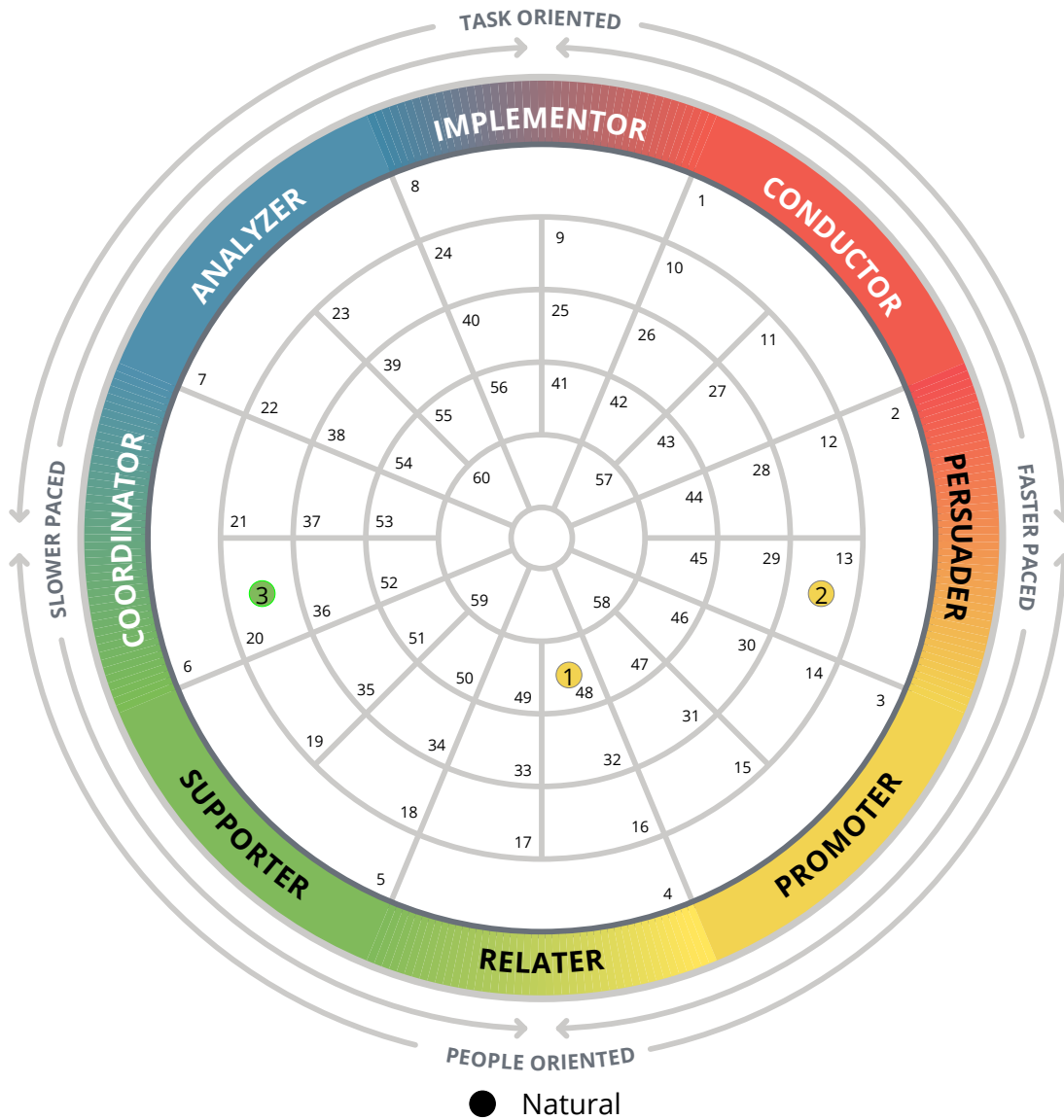
Ideal Environment for Team Members



Words That Don't Work with Team Members



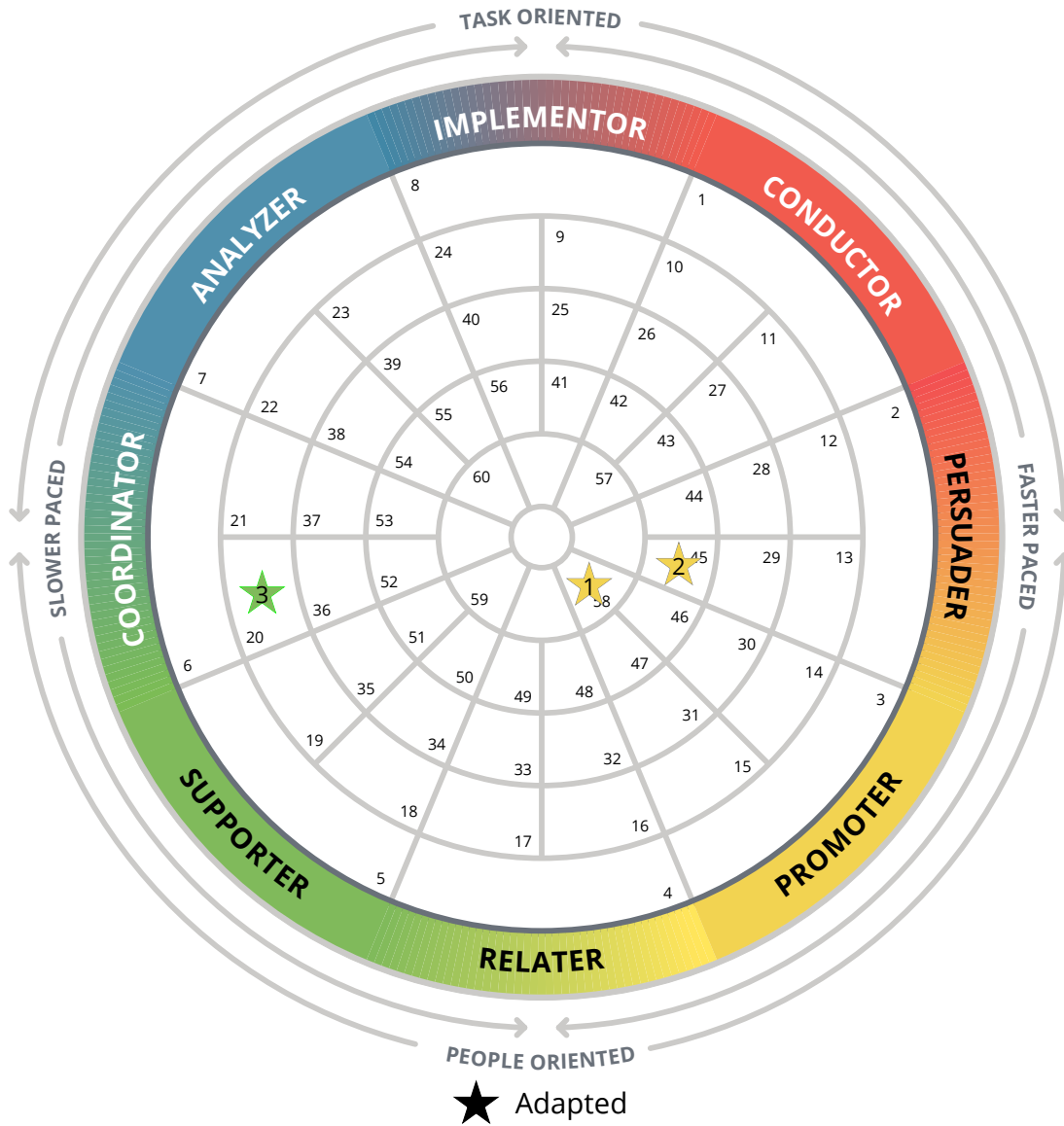
Group Wheel Natural



Team Members

- 1: 1 学员
- 2: 2 学员
- 3: 3 学员

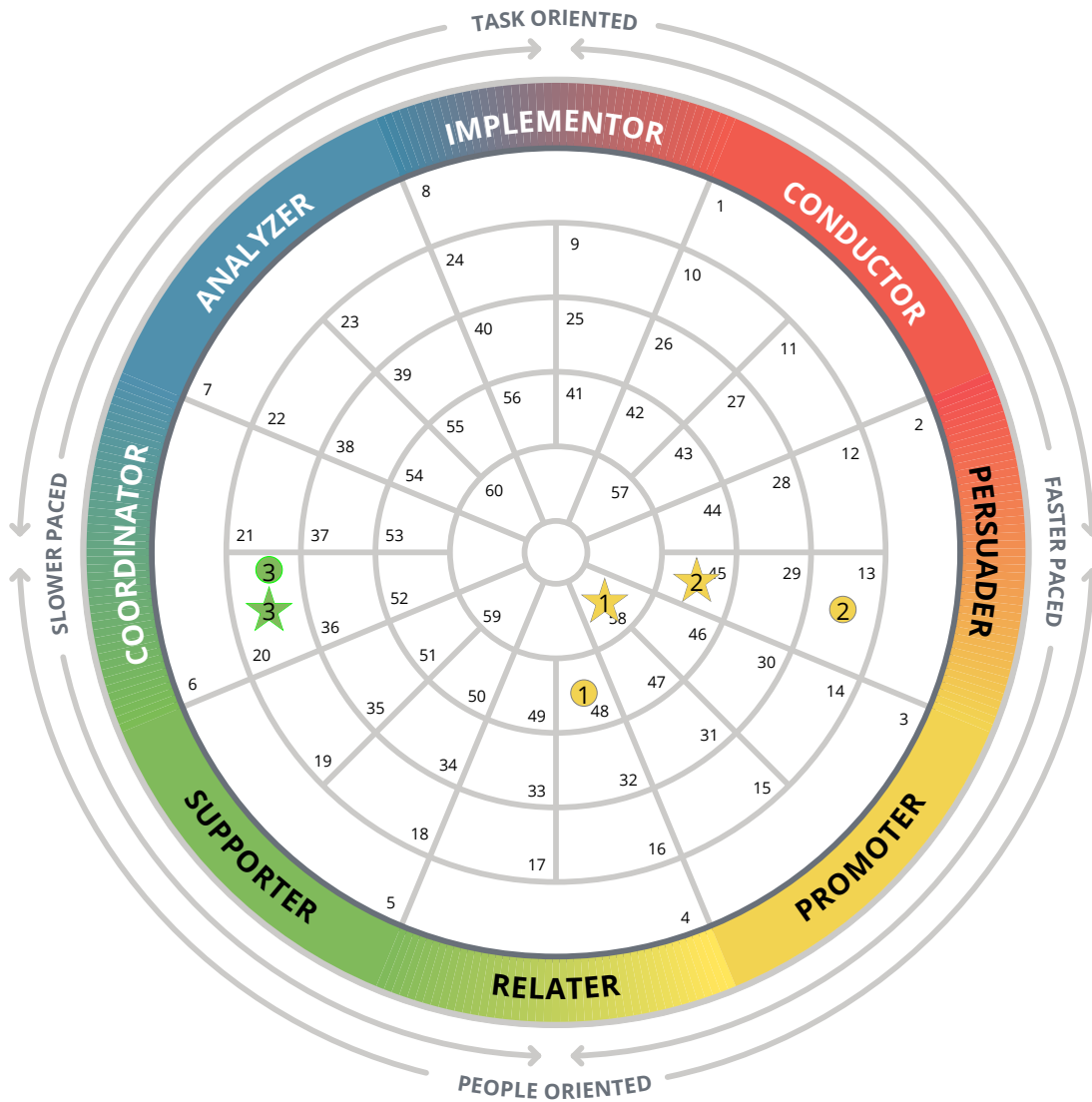
Group Wheel Adapted



Team Members

- 1: 1 学员
- 2: 2 学员
- 3: 3 学员

Group Wheel Migration



Team Members

- 1: 1 学员
- 2: 2 学员
- 3: 3 学员

★ Adapted

● Natural

Behavioral Hierarchy Defined



Twelve behavioral factors that are critical to team success are measured in this assessment. Comprehending each phrase and its definition drives a common language that will enable you to compare individual scores, the team average, and the population means on subsequent pages.

Analysis - Compile, confirm and organize information.

Competitive - Want to win or gain an advantage.

Consistent - Perform predictably in repetitive situations.

Customer-Oriented - Identify and fulfill customer expectations.

Persistence - Finish tasks despite challenges or resistance.

Following Policy - Adhere to rules, regulations, or existing methods.

Frequent Change - Rapidly shift between tasks.

Interaction - Frequently engage and communicate with others.

Organized Workplace - Establish and maintain specific order in daily activities.

People-Oriented - Build rapport with a wide range of individuals.

Urgency - Take immediate action.

Versatile - Adapt to various situations with ease.

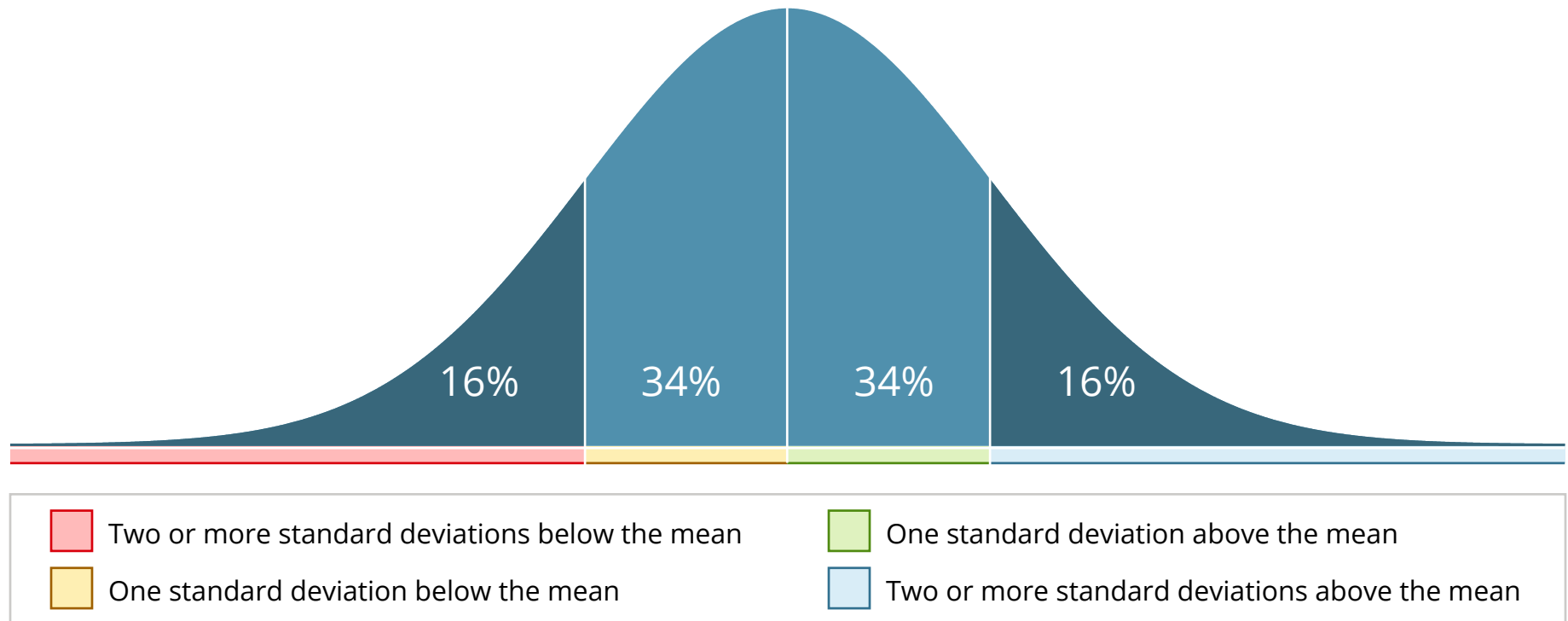
The Bell Curve Defined



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

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

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



Behavioral Style Comparison



Behavioral Characteristics	Team Avg.	1. 学员	2. 学员	3. 学员	Mean
Persistence	67	60	48	93	62
Consistent	65	62	40	92	62
Following Policy	65	58	48	88	61
Analysis	63	50	40	100	54
People-Oriented	62	60	70	55	64
Organized Workplace	60	45	35	100	53
Customer-Oriented	58	68	57	50	63
Competitive	57	50	70	50	49
Interaction	52	60	80	15	58
Versatile	50	57	75	17	54
Frequent Change	50	58	70	22	52
Urgency	45	42	67	27	43

■ 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