



TTI  
SUCCESS  
INSIGHTS®

## 12 Twelve Driving Forces – Team Report

TTISI Team

TTI Success Insights

3-3-2017

**Accelerating your organization's talent development!**

Boyer Management Group

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Boyer Management Group

## CONTENTS OF THE REPORT

- Overview - A summary examining the composition of your team's Driving Forces.
- Team Characteristics - Defines the makeup of your organization by Driving Forces segment and shares the primary cluster graphs of individuals on your team.
- Primary Cluster Overview - Lists each team member by their primary Driving Forces.
- Driving Forces Group Bars - Identifies the primary, situational, and indifferent clusters of the team.
- Driving Forces Characteristics Hierarchy - Compares individual scores to others on the team, team averages, and population means.

## TEAM MEMBER LIST

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

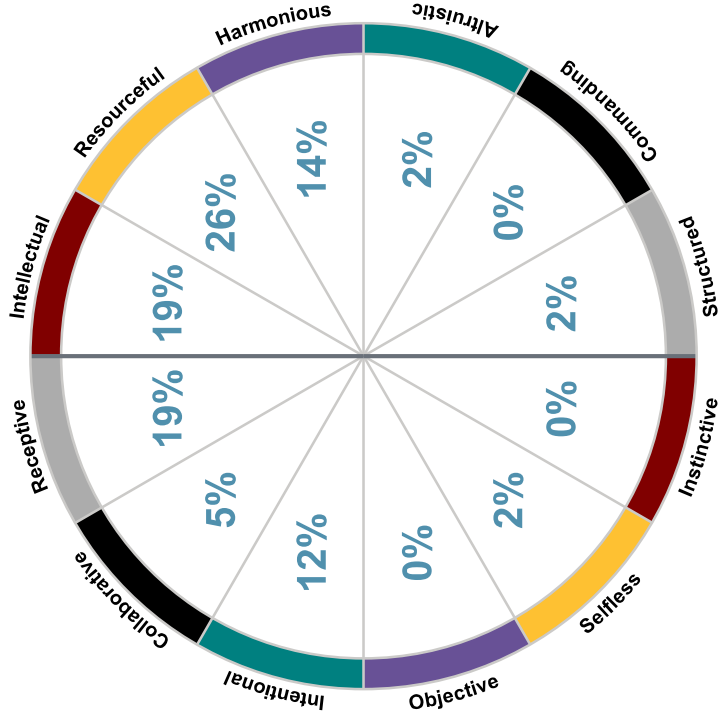


# Team Driving Forces Overview

## OBSERVING DRIVING FORCES

Have you ever noticed some people:

- Seek knowledge relevant and useful to their current situation
- Seek to expand their understanding and knowledge in all endeavors
- Tend to be unrestrained in the application of resources
- Tend to utilize and apply their resources to maximize return
- Seek function in their surroundings
- Seek to fully experience their surroundings
- Tend to be selective in who they help and serve
- Tend to serve, help and eliminate the suffering of others indiscriminately
- Seek to share power, recognition and control
- Seek to be recognized and control their own destiny
- Tend to remain open and flexible in their methodologies and approach to life
- Tend to live within defined systems and traditional approaches



**Instinctive** - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



**Knowledge**

**Intellectual** - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

**Selfless** - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



**Utility**

**Resourceful** - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

**Objective** - People who are driven by the functionality and objectivity of their surroundings.



**Surroundings**

**Harmonious** - People who are driven by the experience, subjective viewpoints and balance in their surroundings.

**Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



**Others**

**Altruistic** - People who are driven to assist others for the satisfaction of being helpful or supportive.

**Collaborative** - People who are driven by being in a supporting role and contributing with little need for individual recognition.



**Power**

**Commanding** - People who are driven by status, recognition and control over personal freedom.

**Receptive** - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



**Methodologies**

**Structured** - People who are driven by traditional approaches, proven methods and a defined system for living.

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

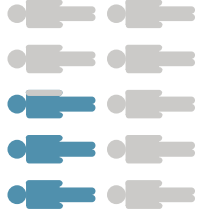
- Obtain practical results
- Eliminate waste
- Compensate based on performance

**STRESSORS**

- Be redundant
- Use resources inefficiently
- Ignore the return on investment



**6%**  
of the Population



**11/43**  
26% of the Team

**WORDS THAT WORK**

- Profitable
- Efficient
- Benefit

**WORDS THAT DON'T WORK**

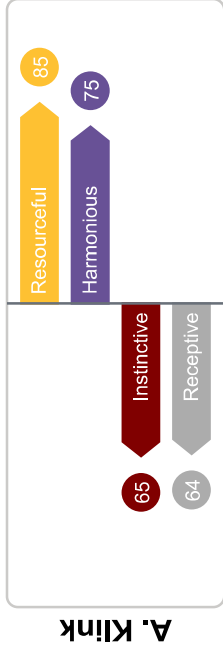
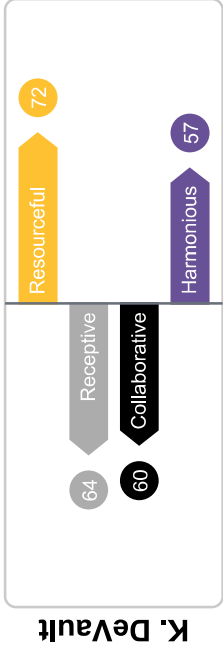
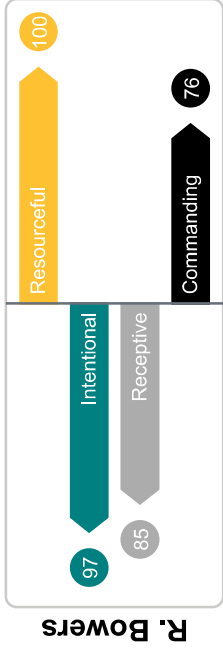
- Endless
- Donate
- Casual



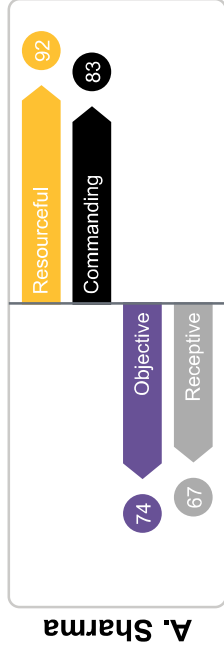
# Resourceful Primary Drivers

## RESOURCEFUL TEAM

- Rick Bowers
- Rodney Cox
- Kayla DeVault
- Anne Klink
- Amy Lane
- Ann Leitensdorfer
- Carol Mettenbrink
- Ryan Miller
- Cindy Rosser
- Anubhav Sharma
- Adam Wong



# Resourceful Primary Drivers Continued





# Intellectual Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

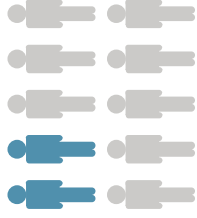
Increase knowledge  
Learn continuously  
Objectively analyze ideas

**STRESSORS**

Rush through learning  
Restrict knowledge  
Approach ideas subjectively



**16%**  
of the Population



**8/43**  
19% of the Team

**WORDS THAT WORK**

Identify  
Discover  
Learn

**WORDS THAT DON'T WORK**

Guess  
Relevant  
Intuitive

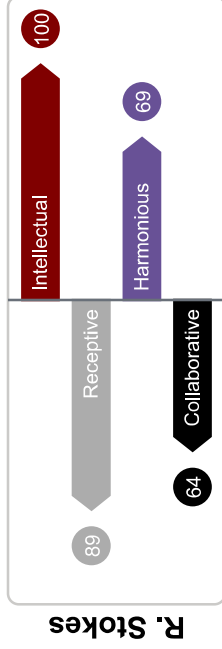
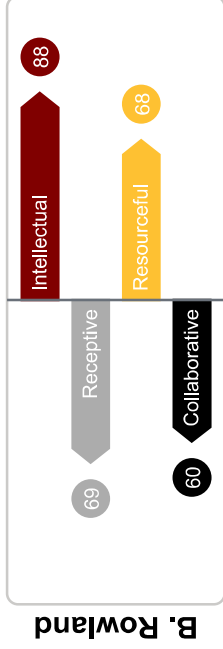
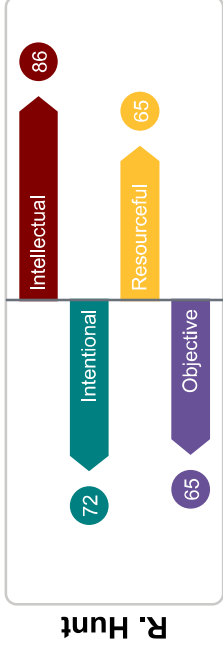
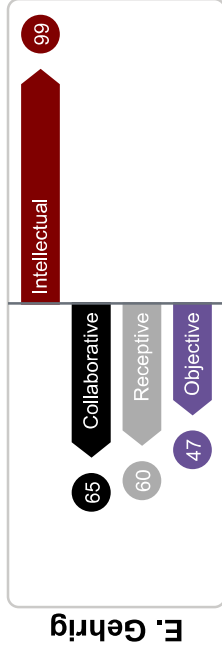
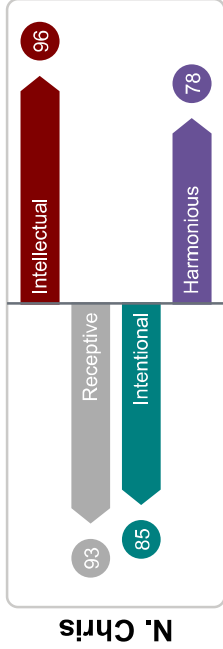
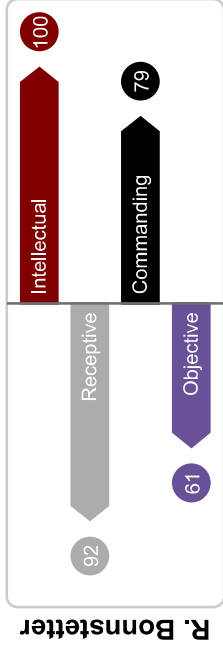
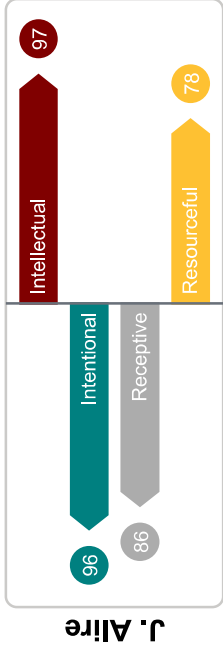




# Intellectual Primary Drivers

## INTELLECTUAL TEAM

- James Alire
- Ron Bonnstetter
- Nick Chris
- Eric Gehrige
- Richard Hunt
- Rico Rivera
- Brent Rowland
- Robert Stokes



# Receptive Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

- Draw from many systems and ways of thinking to create something new
- Open to new ideas, methods and opportunities
- Consider themselves an independent thinker
- Seek new ways to accomplish routine tasks
- Adopt only aspects of systems if they see a benefit

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

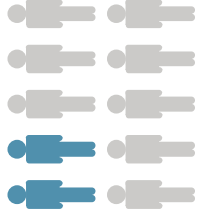
**Question unnecessary protocols**  
**Create new systems**  
**Think Out-of-the-box**

**STRESSORS**

**Support status quo**  
**Follow outdated processes**  
**Act repetitively**



**11%**  
of the Population



**8/43**  
19% of the Team

**WORDS THAT WORK**

**Possibilities**  
**Agile**  
**Open-minded**

**WORDS THAT DON'T WORK**

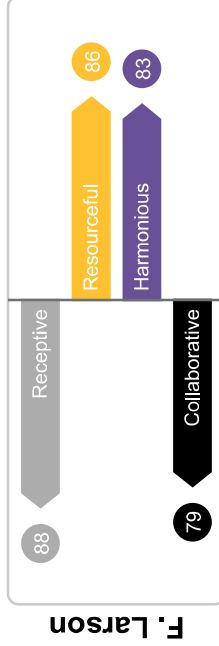
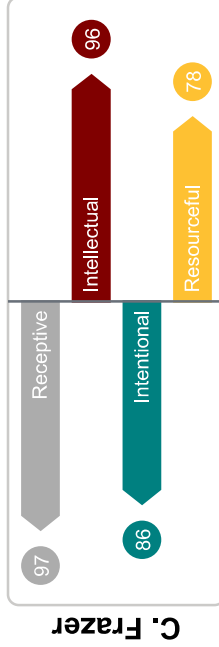
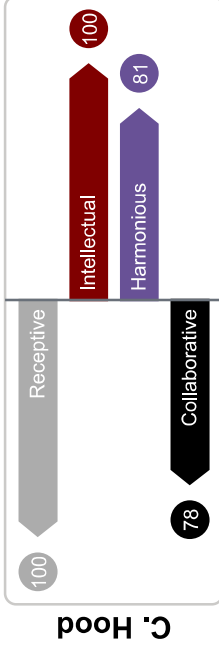
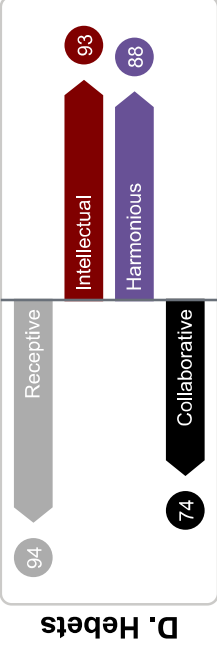
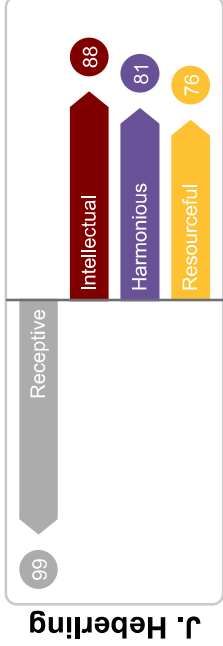
**Constant**  
**Tradition**  
**Routine**



# Receptive Primary Drivers

## RECEPTIVE TEAM

- Vanessa Boettcher
- Alec Bonnstetter
- Craig Casimir
- Candice Frazer
- Jill Heberling
- Dustin Heberts
- Cameron Hood
- Favor Larson



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# Harmonious Team Characteristics

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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

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

### POTENTIAL WEAKNESSES

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



## ENERGIZERS

- Appreciate beauty and harmony
- Experience surroundings
- Express imagination

## STRESSORS

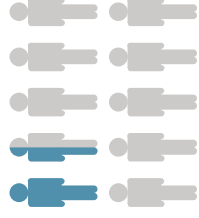
- Have lackluster surroundings
- Disregard balance
- Overemphasize function



**4%**  
of the Population

## WORDS THAT WORK

- Expression
- Atmosphere
- Balance



**6/43**  
14% of the Team

## WORDS THAT DON'T WORK

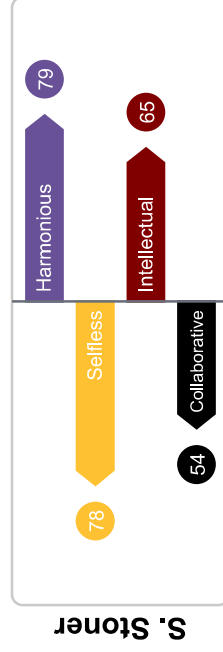
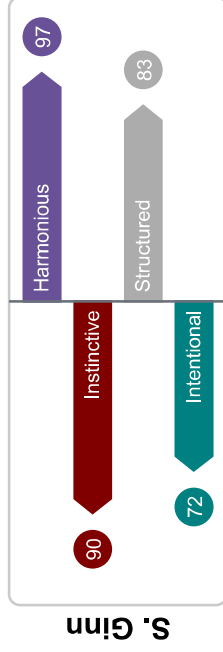
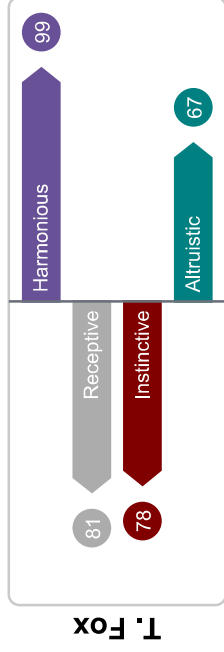
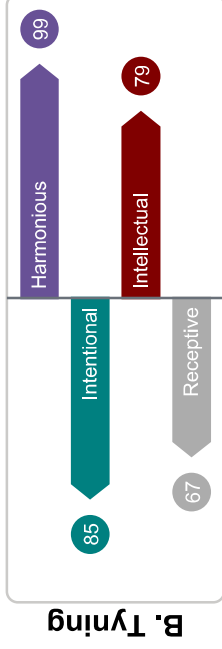
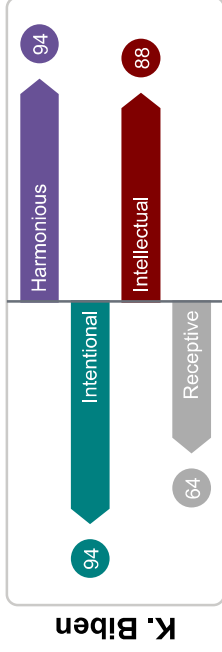
- Function
- Objective
- Compartmentalize



# Harmonious Primary Drivers

## HARMONIOUS TEAM

- Kate Biben
- Todd Fox
- Susan Ginn
- Sandra Stoner
- Bobby Tynning
- Keifei Wang





# Intentional Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

**Be with purposeful people**

**Rely on self**

**Develop internal advocates**

**STRESSORS**

**Act without personal benefit**

**Disregard contribution**

**Make emotion-based decisions**



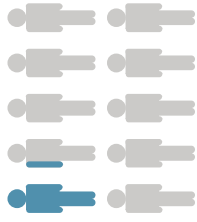
**14%**  
of the Population

**WORDS THAT WORK**

**Purposeful**

**Selective**

**Benefit**



**5/43**  
12% of the Team

**WORDS THAT DON'T WORK**

**Kindness**

**Volunteer**

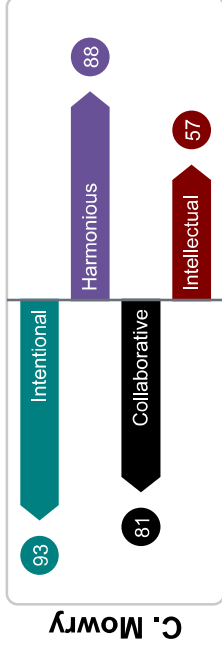
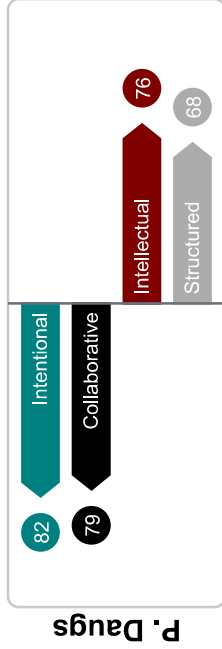
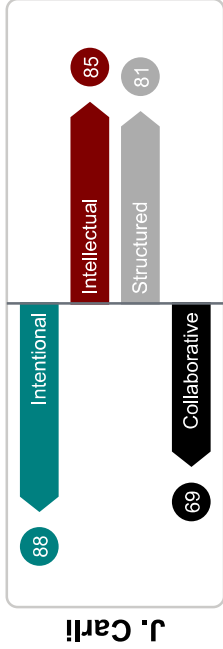
**Donate**



# Intentional Primary Drivers

## INTENTIONAL TEAM

- David Bonnstetter
- John Carli
- Dave Clark
- Philip Daugs
- Cherisse Mowry





# Collaborative Team Characteristics

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

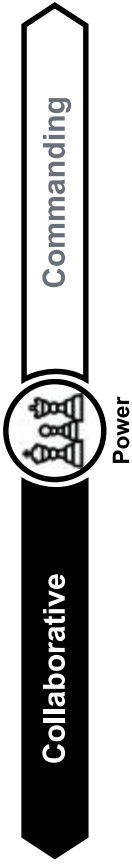
**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

**Work on team projects**  
**Feel included**  
**Connect to the team**

**STRESSORS**

**Be in egotistical environments**  
**Recognize individual achievements**  
**Work alone**



**4%**  
**of the Population**

**WORDS THAT WORK**

**Together**  
**Cooperative**  
**Community**

**WORDS THAT DON'T WORK**

**Status**  
**Individual**  
**Control**

**2/43**  
**5% of the Team**

An icon showing 10 stylized human figures in a row. The first two figures on the left are blue, and the remaining eight are grey.

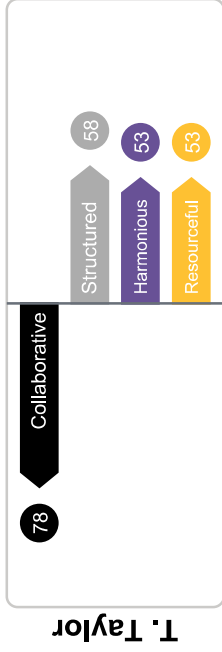
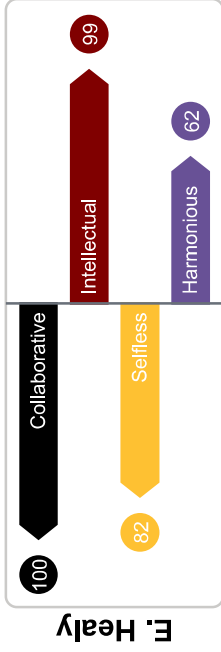




# Collaborative Primary Drivers

## COLLABORATIVE TEAM

Erin Healy  
Teresa Taylor



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# Selfless Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

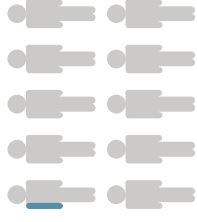
**Work on unrestricted projects**  
**Complete tasks**  
**Act spontaneous**

**STRESSORS**

**Focus on the process**  
**Measure success through efficiency**  
**Assess practical results**



**7%**  
of the Population



**1/43**  
2% of the Team

**WORDS THAT WORK**

**Accomplish**  
**Casual**  
**Complete**

**WORDS THAT DON'T WORK**

**Efficient**  
**Maximize**  
**Gain**



# Selfless Primary Drivers

## SELFLESS TEAM

Tom Bogart



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# Structured Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

- **Protect beliefs**
- **Seek consistency**
- **Fit within a structure**

**STRESSORS**

**Embrace new ideas**  
**Disregard tradition**  
**Redesign existing systems**



**5%**  
of the Population

**WORDS THAT WORK**

- **Tradition**
- **Ideology**
- **Constant**

**WORDS THAT DON'T WORK**

- **Possibilities**
- **New methods**
- **Flexible**

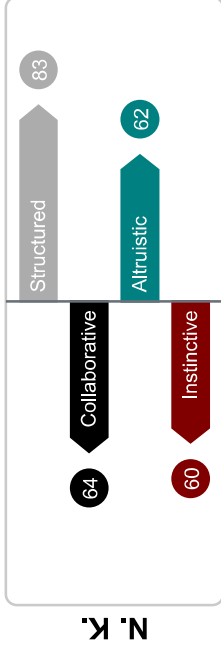
**1/43**  
2% of the Team



# Structured Primary Drivers

## STRUCTURED TEAM

Nancy K.



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# Altruistic Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

**Eliminate conflict**

**Support humanitarian causes**

**Participate in charitable events**

**STRESSORS**

**Observe favoritism**

**Ignore others in need**

**Put self first**



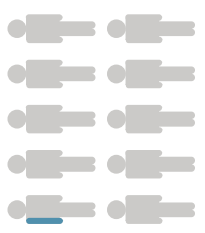
**6%**  
of the Population

**WORDS THAT WORK**

**Comfort**

**Sacrifice**

**Compassion**



**1/43**  
2% of the Team

**WORDS THAT DON'T WORK**

**Selective**

**Deliberate**

**Intentional**



# Altruistic Primary Drivers

## ALTRUISTIC TEAM

Cassandra Nelson



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# Commanding Team Characteristics

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

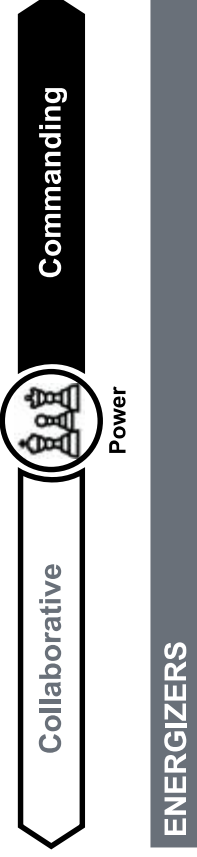
**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

**Obtain status symbols**  
**Pursue advancement opportunities**  
**Create and control destiny**

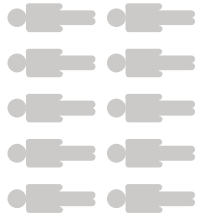
**STRESSORS**



**13%**  
of the Population

**WORDS THAT WORK**

**Lead**  
**Control**  
**Win**



**0/43**  
0% of the Team

**WORDS THAT DON'T WORK**

**Together**  
**Cooperative**  
**Supportive**





# Instinctive Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

**Decide based on intuition**  
**Learn on demand**  
**Apply past knowledge**

**STRESSORS**

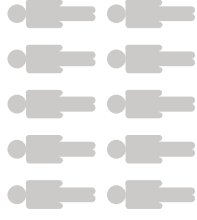
**Conduct extensive research**  
**Discuss hypothetical subjects**  
**Justify intuitive decisions**



**3%**  
of the Population

**WORDS THAT WORK**

**Relevant**  
**Specific**  
**Apply**



**0/43**  
0% of the Team

**WORDS THAT DON'T WORK**

**Comprehensive**  
**Classify**  
**Examine**



# Objective Team Characteristics

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

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

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

**POTENTIAL WEAKNESSES**

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



**ENERGIZERS**

**Compartmentalize**

**Provide tangible outcomes**

**Decide based on data**

**STRESSORS**

**Be subjective**

**Put appearance over function**

**Pursue intangible ideas**



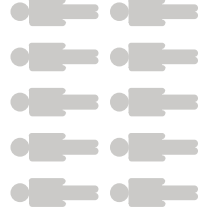
**12%**  
of the Population

**WORDS THAT WORK**

**Detach**

**Function**

**Reality**



**0/43**  
0% of the Team

**WORDS THAT DON'T WORK**

**Experience**

**Harmony**

**Subjective**



## Primary Cluster Overview

Every individual has a hierarchy of Driving Forces, some of which may be a revelation to them when they experience their assessment results. Every human being encounters situations where they have to interact with aspects related to knowledge, utility, others, surroundings, power and methodologies. Driving Forces can be examined individually, but the majority of the time they act in combinations as we respond to situations. The various combinations of the Driving Forces can be virtually infinite, therefore TTI SI suggests that you consider a person's top four Driving Forces when examining why that individual is driven to do what they do.

The 12 Driving Forces will fall into one of three clusters: Primary, Situational or Indifferent. These clusters will affect why a person acts the way they do in every situation.

The top four Driving Forces create a cluster that moves a person to action most, if not all, of the time. Thus, by focusing on the cluster rather than a single driver, combinations are created that are very specific to the individual. The closer the scores are to each other, the more a person employs each driver. When dealing with the Primary cluster, it is important to consider which Primary Driving Force is the most relevant in a particular context.

This section includes the six keywords and the corresponding Driving Forces. Each keyword page lists the names of team members who have one of these factors in the Primary Driving Forces cluster.



Instinctive

Intellectual

Robert Stokes

James Alire  
Ron Bonnstetter  
Nick Chris  
Eric Gehrig  
Richard Hunt  
Rico Rivera  
Brent Rowland

1

Susan Ginn

Tom Bogart  
John Carli  
Candice Frazer  
Erin Healy  
Jill Heberling  
Dustin Hebets  
Cameron Hood

2

Todd Fox  
Anne Klink

Kate Biben  
Philip Daug  
Cassandra Nelson  
Sandra Stoner  
Bobby Tynning

3

Nancy K.

Craig Casimir  
Cherisse Mowry

4



TTI  
SUCCESS  
INSIGHTS

# Utility Overview

Selfless		Resourceful	
Tom Bogart		Rick Bowers Rodney Cox Kayla DeVault Anne Klink Amy Lane Ann Leitensdorfer Carol Mettenbrink	Ryan Miller Cindy Rosser Anubhav Sharma Adam Wong
Cassandra Nelson Sandra Stoner	1		
	2	Vanessa Boettcher David Bonnstetter Favor Larson	
Craig Casimir Erin Healy		Alec Bonnstetter Dave Clark Richard Hunt Brent Rowland	
	3		
	4	James Aire Candice Frazer Jill Heberling Teresa Taylor Kefei Wang	



# Surroundings Overview

Objective	Harmonious
<p>Carol Mettenbrink</p>	<p>1</p> <p>Kate Biben Todd Fox Susan Ginn Sandra Stoner Bobby Tynning Kefei Wang</p>
<p>David Bonnstetter Anubhav Sharma</p>	<p>2</p> <p>Dave Clark Anne Klink Cherisse Mowry</p>
<p>Ron Bonnstetter Eric Gehrig Richard Hunt</p>	<p>3</p> <p>Jill Heberling Dustin Hebets Cameron Hood Amy Lane Favor Larson Robert Stokes Teresa Taylor</p>
<p>4</p>	<p>Alec Bonnstetter Nick Chris Kayla DeVault Erin Healy</p>



# Others Overview



## Intentional

## Altruistic

David Bonnstetter  
John Carli  
Dave Clark  
Philip Daug  
Cherisse Mowry

Cassandra Nelson

1

James Alire  
Kate Biben  
Alec Bonnstetter  
Rick Bowers  
Richard Hunt  
Amy Lane  
Bobby Tynning

Craig Casimir  
Rico Rivera

2

Vanessa Boettcher  
Nick Chris  
Rodney Cox  
Candice Frazer  
Ann Leitensdorfer  
Ryan Miller  
Cindy Rosser

Nancy K.

3

Susan Ginn  
Carol Mettenbrink  
Adam Wong

Tom Bogart  
Todd Fox

4



# Power Overview

Collaborative		Commanding
Erin Healy Teresa Taylor	1	Rodney Cox Anubhav Sharma
Philip Daug Eric Gehrig Nancy K.	2	Ron Bonnsetter Adam Wong
Kayla DeVault Cherisse Mowry	3	Vanessa Boettcher David Bonnsetter Rick Bowers Ann Leitensdorfer Ryan Miller Cindy Rosser



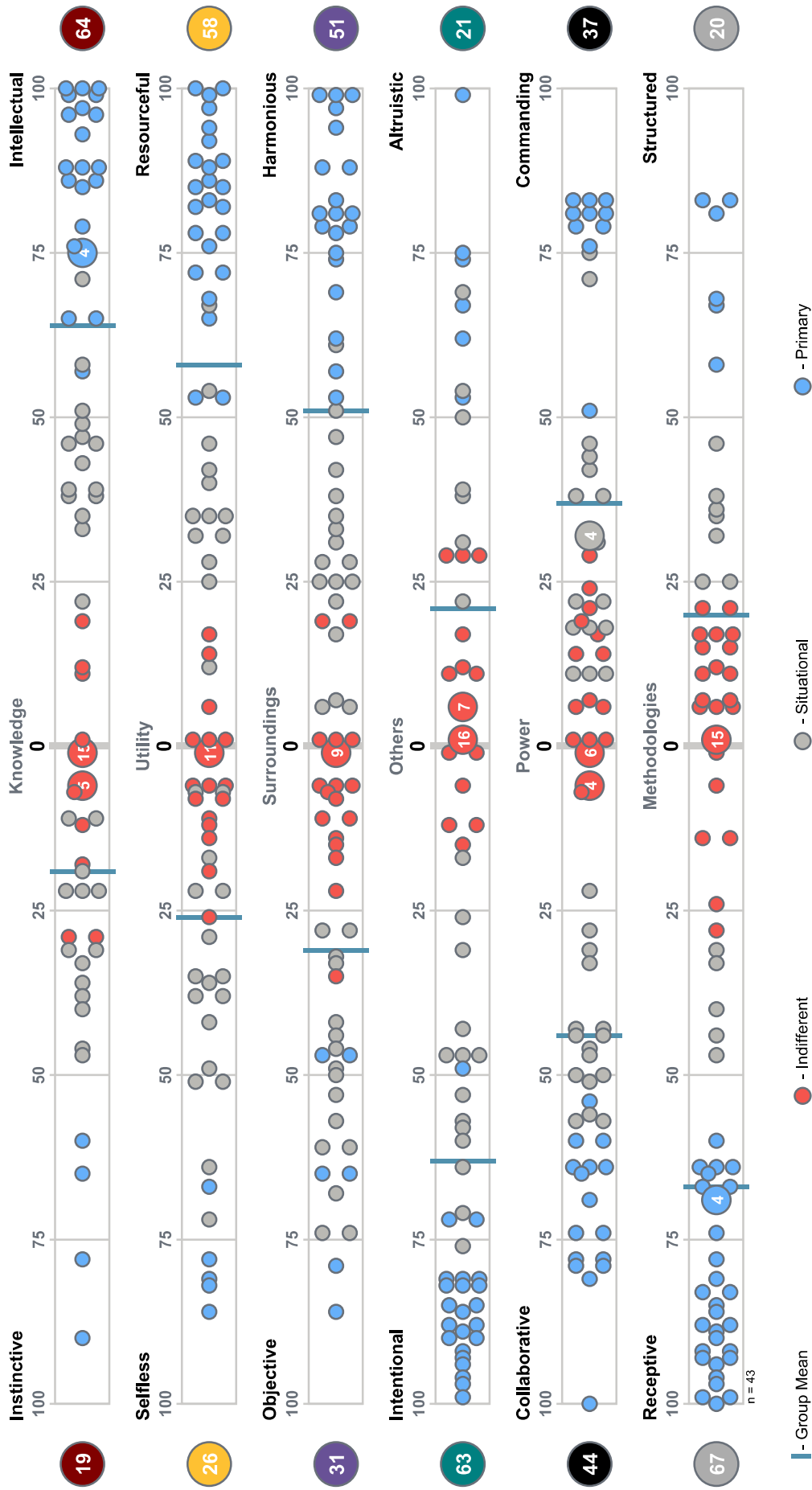


# Methodologies Overview

Receptive	Structured
<p>Vanessa Boettcher Alec Bonnstetter Craig Casimir Candice Frazer Jill Heberling Dustin Hebets Cameron Hood</p>	<p>Nancy K.</p>
<p>Ron Bonnstetter Nick Chris Kayla DeVault Todd Fox Ann Leitensdorfer Ryan Miller Cindy Rosser</p>	<p>1</p> <p>Teresa Taylor</p> <p>2</p>
<p>James Alire Tom Bogart Rick Bowers Eric Gehrig Rico Rivera Kefei Wang</p>	<p>3</p> <p>John Carl Susan Ginn Carol Mettenbrink</p>
<p>Kate Biben Dave Clark Rodney Cox Anne Klink Amy Lane Cassandra Nelson Anubhav Sharma</p>	<p>4</p> <p>Philip Daus</p>



# Driving Forces Group Bars

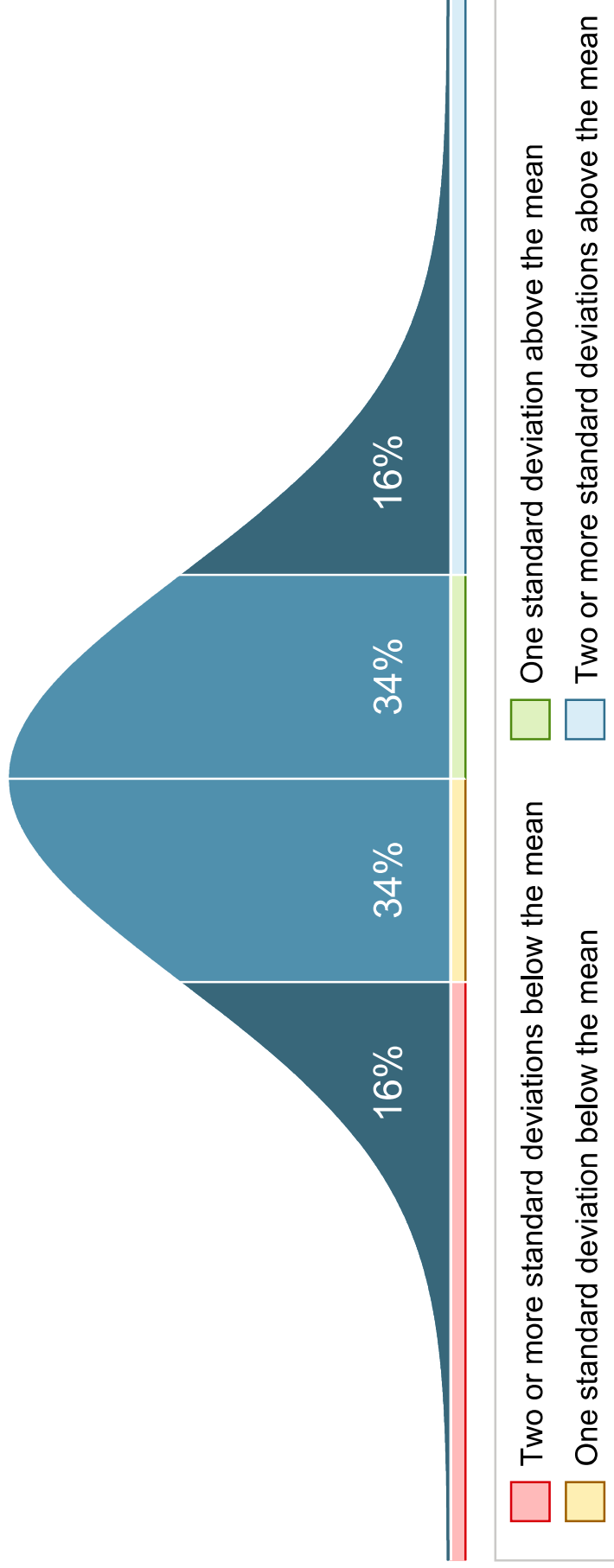


## The Bell Curve Defined

*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.





# Driving Forces Comparison

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

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

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

Team Leader

Sample Company  
 17785 N Pacesetter Way  
 Scottsdale, AZ



# Driving Forces Comparison Continued

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

Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean



# Driving Forces Comparison Continued

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

Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean



# Driving Forces Comparison Continued

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

Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean



# Driving Forces Comparison Continued

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

Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean