



TTI  
SUCCESS  
INSIGHTS®

# Talent Insights – Team Report Behaviors & 12 Twelve Driving Forces

TTISI Team

TTI Success Insights

3-3-2017

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

Boyer Management Group

45 Black Rock Drive

Holland PA 18955

215-942-0982

[www.boyermanagement.com](http://www.boyermanagement.com)



Boyer Management Group



The Talent Insights Team Report is designed to increase the understanding of the team's makeup. The report provides insight into two distinct areas, behaviors and driving forces. Revealing a team's potential by identifying strengths and weaknesses will lead to personal and professional development and a higher level of productivity.

## Behaviors

This section of the report is designed to help reveal how individual behaviors influence the team dynamic. The ability to interact effectively with other team members is key to a team's success and this report reveals each individual's behavioral style within the team framework.

## Driving Forces

This section of the report provides the why behind a team's actions. Understanding the dynamics of the drivers within the team, why they do what they do, reveals energizers, stressors and more about the team and its members.

## Behaviors and Driving Forces Summary

This section is a visual representation of the team from a behavioral and driving forces standpoint ordered into primary, situational and indifferent clusters.

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



# 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**

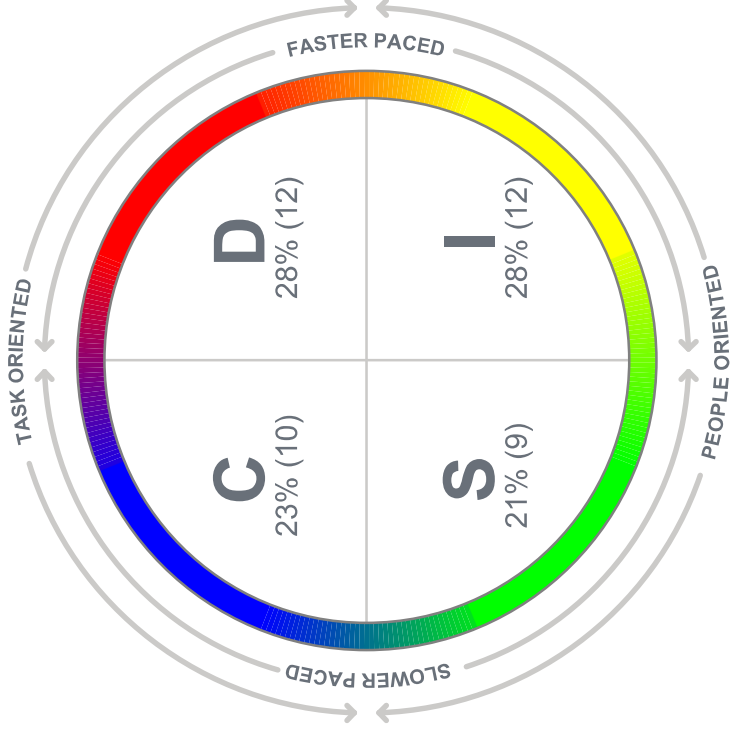
How you influence others to your point of view

### **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.

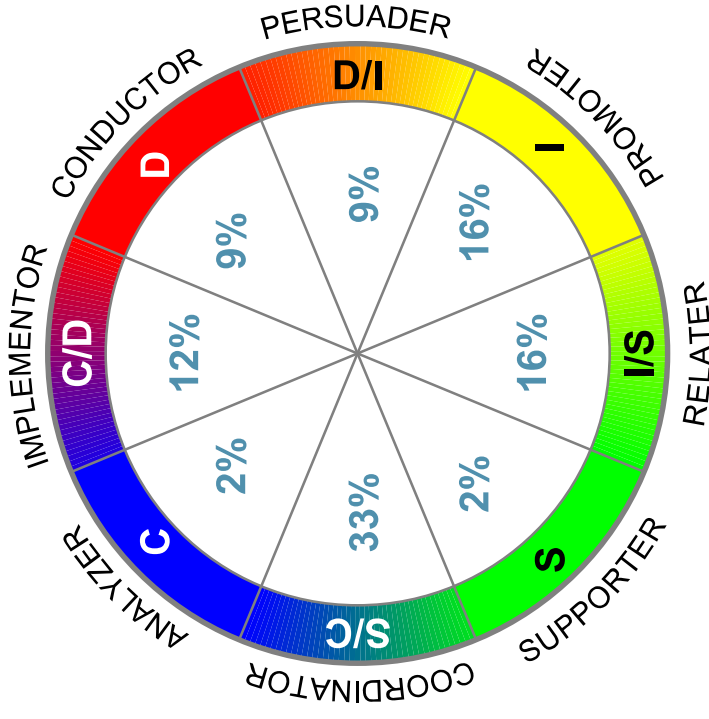
**RELATER - I/S** - People who tend to take time, think positively, and are focused on interpersonal relationships.

**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.





# 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

- Understand and preserve the need for quality systems
- Shows self-discipline
- Set and accomplish goals to high standards
- Implement and fine-tune the plan
- Identify problems, rules, errors, and procedures

### POTENTIAL WEAKNESSES

- Downplay accomplishments
- Become stubborn under stress
- Communicate indirectly
- Lack confidence in self and team
- Suppress feelings

## BEHAVIORAL ATTRIBUTES

Task Oriented

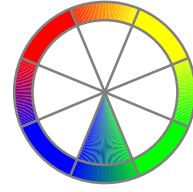


Slower Paced



## VALUE TO THE ORGANIZATION

Respect for authority  
 Calming and stable  
 Looks for logical solutions



**21.28%**  
 of the Population



**14/43**  
 33% of the Team

## WORDS THAT WORK

Proven  
 Standard  
 Organized

## WORDS THAT DON'T WORK

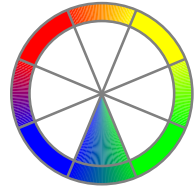
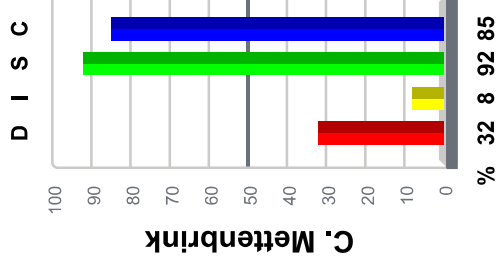
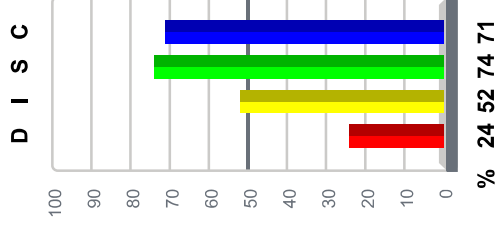
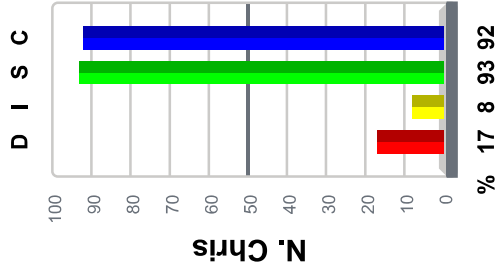
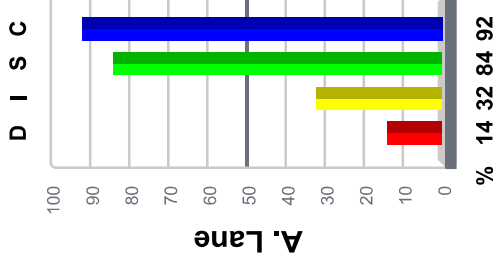
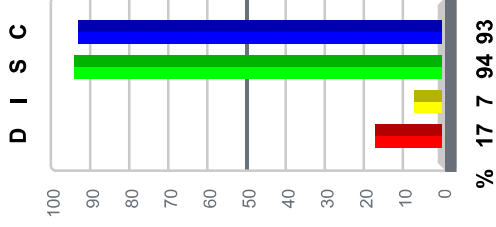
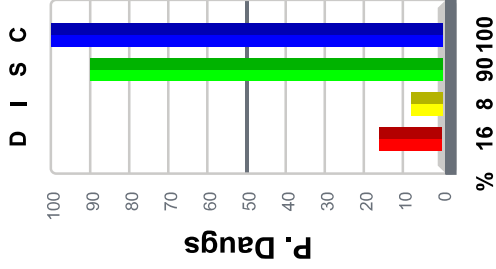
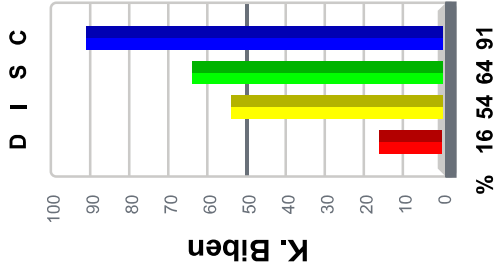
Unfamiliar  
 Hectic  
 Incomplete



# Coordinator Team DISC Graphs - (S/C)

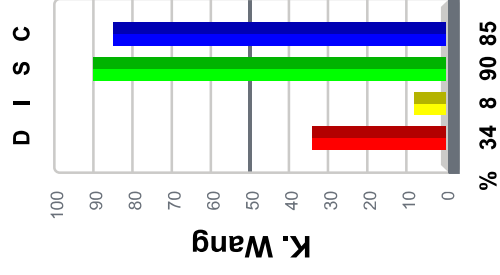
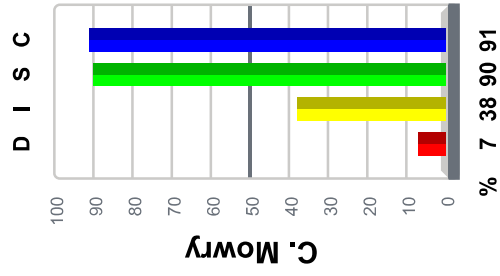
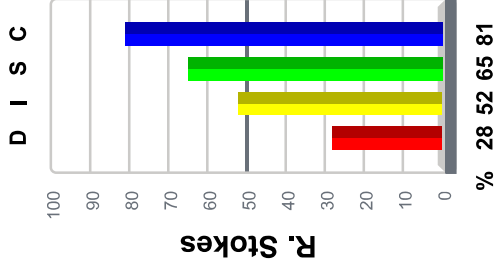
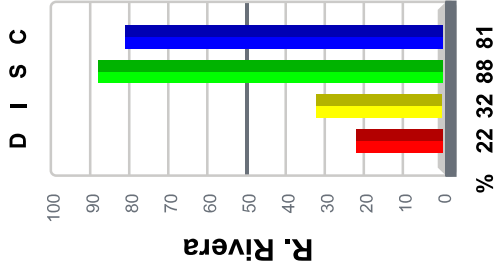
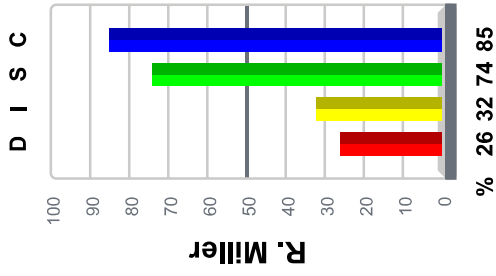
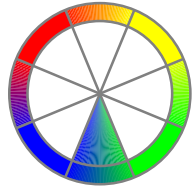
## COORDINATOR TEAM

- Kate Biben
- Nick Chris
- Philip Daugs
- Erin Healy
- Nancy K.
- Anne Klink
- Amy Lane
- Carol Mettenbrink
- Ryan Miller
- Cherisse Mowry
- Rico Rivera
- Brent Rowland
- Robert Stokes
- Kefei Wang





# Coordinator Team DISC Graphs - (S/C) Continued





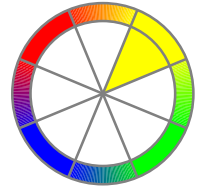
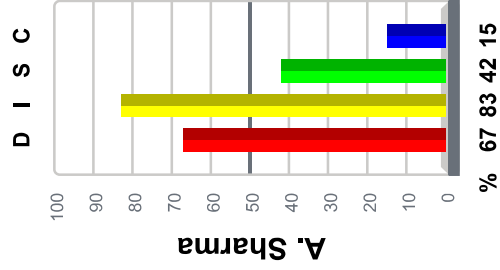
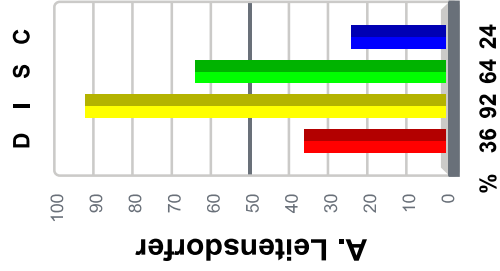
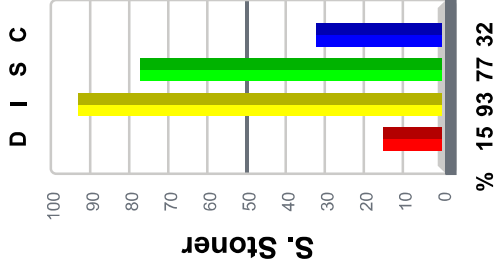
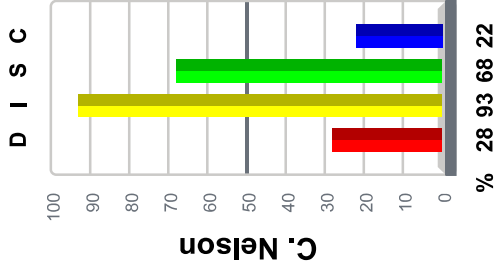
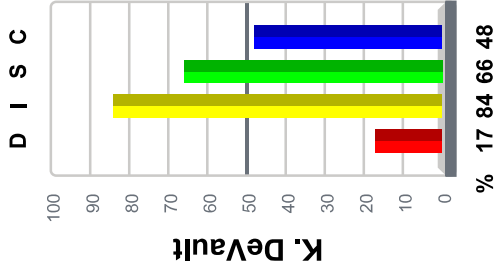
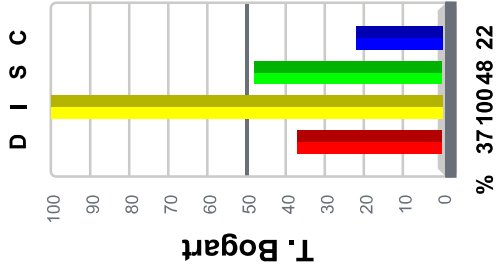




# Promoter Team DISC Graphs - (I)

## PROMOTER TEAM

- Tom Bogart
- Rodney Cox
- Kayla DeVault
- Ann Leitsendorfer
- Cassandra Nelson
- Anubhav Sharma
- Sandra Stoner



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# 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

- Show sensitivity to the feelings of others
- Possess strong commitment to team
- Show loyalty
- Offer understanding and friendship
- Promote and implement ideas

### POTENTIAL WEAKNESSES

- Agree with the opinions of others
- Be passive and indecisive
- Avoid confrontation
- Act without urgency
- Tolerate the poor behavior of others

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



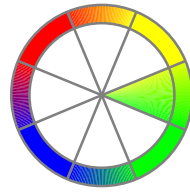
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## VALUE TO THE ORGANIZATION

Tenacious  
Team player

Builds strong relationships



**20.08%**  
of the Population

## WORDS THAT WORK

Easygoing  
Simple

Responsive



**7/43**  
16% of the Team

## WORDS THAT DON'T WORK

Complex  
Abstract

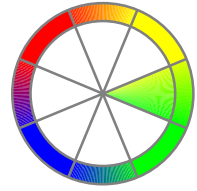
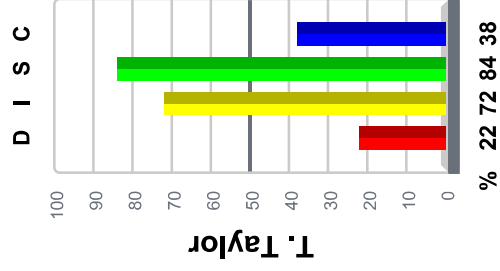
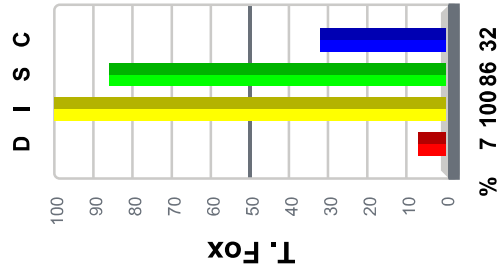
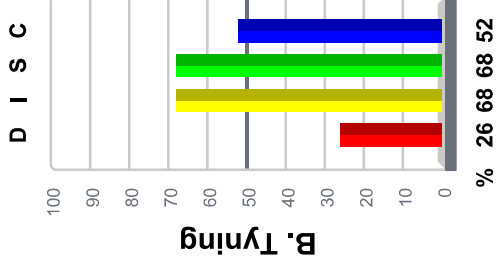
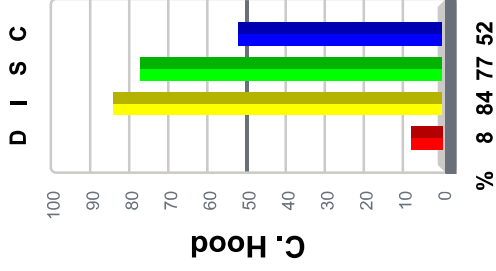
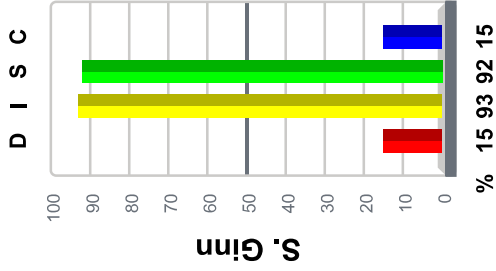
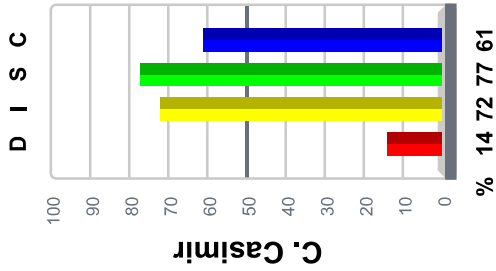
Analytical



# Relater Team DISC Graphs - (I/S)

## RELATER TEAM

- Craig Casimir
- Todd Fox
- Susan Ginn
- Jill Heberling
- Cameron Hood
- Teresa Taylor
- Bobby Tynning



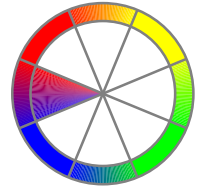
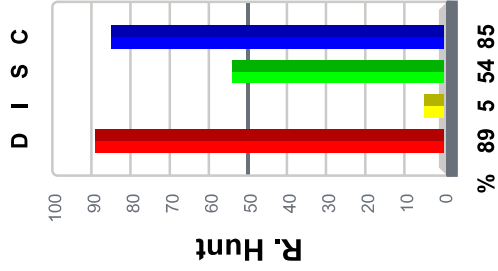
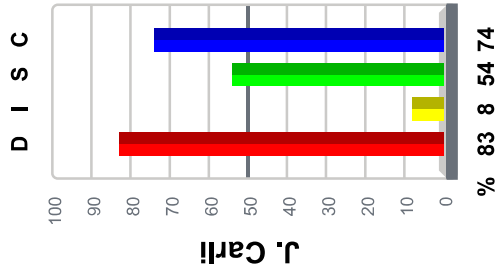
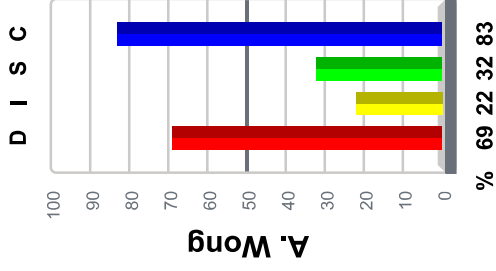
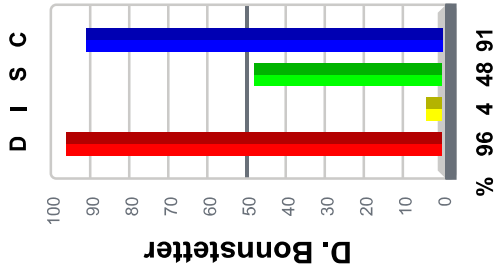




# Implementor Team DISC Graphs - (C/D)

## IMPLEMENTOR TEAM

- David Bonnstetter
- John Carli
- Eric Gehrig
- Richard Hunt
- Adam Wong



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# 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

- Happy to work on challenging assignments
- Enjoys confrontation
- Seeking problems to solve
- Driven toward results
- Comfortable with power and authority

### POTENTIAL WEAKNESSES

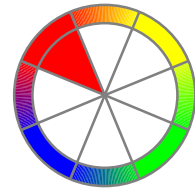
- Overstep authority within the team
- Lack tact and diplomacy
- Dislike routine work
- Poor or selective listening
- Overconfident in their abilities

## BEHAVIORAL ATTRIBUTES



## VALUE TO THE ORGANIZATION

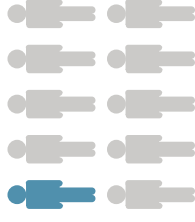
**Self starter**  
**Competitive**  
**Challenges the status quo**



**7.12%**  
of the Population

## WORDS THAT WORK

**Quick**  
**Advantage**  
**Decisive**



**4/43**  
9% of the Team

## WORDS THAT DON'T WORK

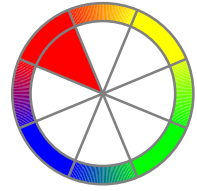
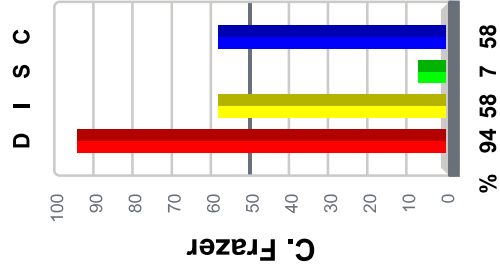
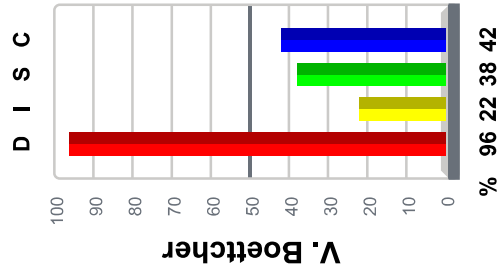
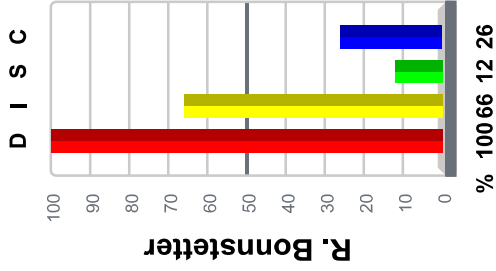
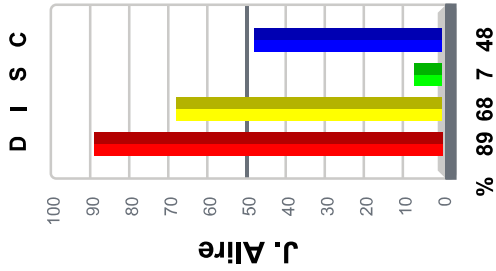
**Inconsistent**  
**Follow directions**  
**Patient**



# Conductor Team DISC Graphs - (D)

## CONDUCTOR TEAM

- James Alire
- Vanessa Boettcher
- Ron Bonnstetter
- Candice Frazer



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ





# 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

- Get results through team members
- Optimistic about team goals
- Use their intuition
- Independent and autonomous
- Engage others in projects and tasks

### POTENTIAL WEAKNESSES

- Do not manage time or deadlines well
- Avoid conflict within the team
- Be overly enthusiastic
- Leave tasks unfinished
- Take on too many responsibilities at once

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

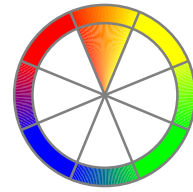


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## VALUE TO THE ORGANIZATION

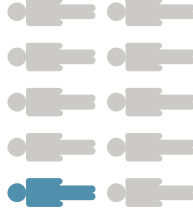
Accomplishes goals through people  
Cordially enterprising  
Creative problem solving



**12.68%**  
of the Population

## WORDS THAT WORK

Amazing  
Unprecedented  
Extraordinary



**4/43**  
9% of the Team

## WORDS THAT DON'T WORK

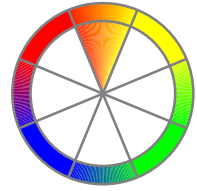
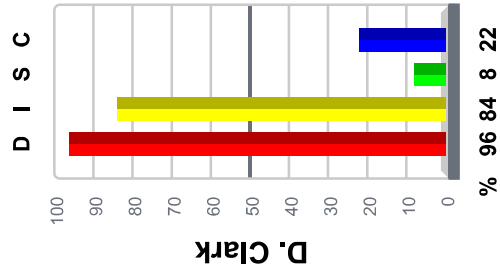
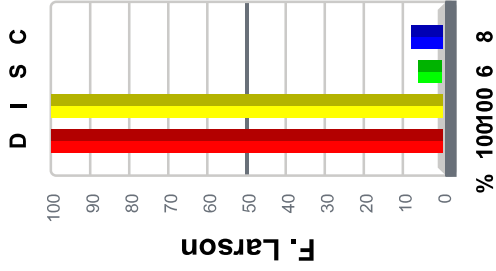
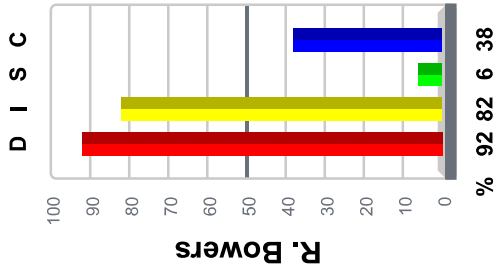
Standardized  
Structured  
Uniform



# Persuader Team DISC Graphs - (D/I)

## PERSUADER TEAM

- Rick Bowers
- Dave Clark
- Favor Larson
- Cindy Rosser



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# 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 will give the team members a clear understanding and appreciation of Analysts.

**STRENGTHS AND WEAKNESSES**

**POTENTIAL STRENGTHS**

- Use data to problem solve
- Find the right way to proceed
- Operate in a self-disciplined manner
- Use facts to support their opinion and cause
- Accurate and precise

**POTENTIAL WEAKNESSES**

- Hesitate to act without sufficient facts
- Bound by organizational procedures and methods
- Conceal new ideas
- Keep their feelings to themselves
- Lean on team leader or supervisor

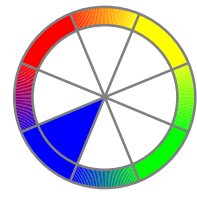
**BEHAVIORAL ATTRIBUTES**

Task Oriented  People Oriented

Slower Paced  Faster Paced

**VALUE TO THE ORGANIZATION**

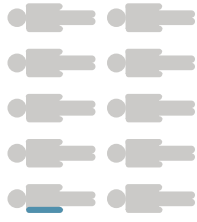
**Concerned about quality**  
**Will gather data for decision making**  
**Maintains standards**



**5.12%**  
of the Population

**WORDS THAT WORK**

**Factual**  
**Precise**  
**Verified**



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

**WORDS THAT DON'T WORK**

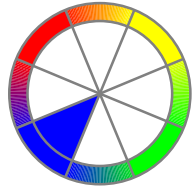
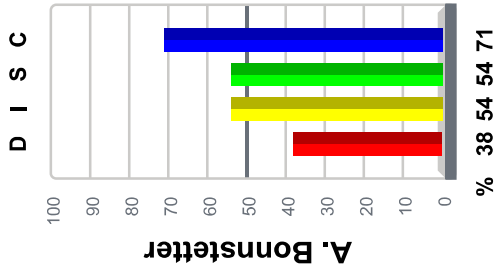
**Imagine**  
**Educated guess**  
**Experimental**



# Analyzer Team DISC Graphs - (C)

## ANALYZER TEAM

Alec Bonnstetter



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# 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

- Add stability to the team
- Listen well to others
- Comfort others and show patience
- Show loyalty to those they identify with
- Perform well in team environments

### POTENTIAL WEAKNESSES

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

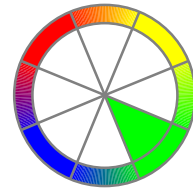
## BEHAVIORAL ATTRIBUTES

Task Oriented  People Oriented

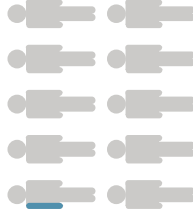
Slower Paced  Faster Paced

## VALUE TO THE ORGANIZATION

Good listener  
Dependable team player  
Patient and empathetic



**11.90%**  
of the Population



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

## WORDS THAT WORK

Consistent  
Usual  
Secure

## WORDS THAT DON'T WORK

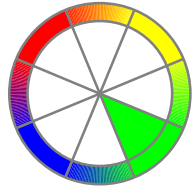
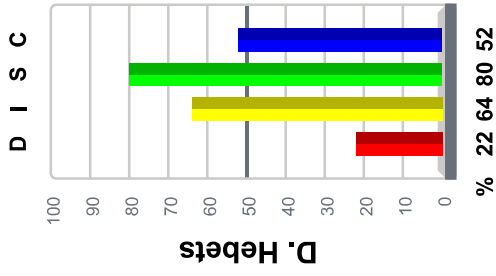
Unexpected  
Urgent  
Confrontation



# Supporter Team DISC Graphs - (S)

## SUPPORTER TEAM

Dustin Heberts



Sample Company  
17785 N Pacesetter Way  
Scottsdale, AZ



# 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.

<b>CONDUCTOR - D (9%)</b>	<b>SUPPORTER - S (2%)</b>
<p>People who tend to be direct, decisive, and seek results.</p>	<p>People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.</p>
<b>PERSUADER - D/I (9%)</b>	<b>COORDINATOR - S/C (33%)</b>
<p>People who tend to convince others by appealing to reason, understanding, or emotion.</p>	<p>People who tend to be fact-oriented and adhere to proven methods to complete projects and tasks.</p>
<b>PROMOTER - I (16%)</b>	<b>ANALYZER - C (2%)</b>
<p>People who tend to verbalize many thoughts to influence outcomes.</p>	<p>People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.</p>
<b>RELATER - I/S (16%)</b>	<b>IMPLEMENTOR - C/D (12%)</b>
<p>People who tend to take time, think positively, and are focused on interpersonal relationships.</p>	<p>People who tend to assess, leverage facts and figures, and advance toward a solution.</p>



# 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.

<b>CONDUCTOR - D (9%)</b>	<b>SUPPORTER - S (2%)</b>
James Alire Vanessa Boettcher Ron Bonnstetter Candice Frazer	Dustin Hebets
<b>PERSUADER - D/I (9%)</b>	<b>COORDINATOR - S/C (33%)</b>
Rick Bowers Dave Clark Favor Larson Cindy Rosser	Kate Biben Nick Chris Phillip Daugis Erin Healy Nancy K. Anne Klink Amy Lane Carol Mettenbrink Ryan Miller Cherisse Mowry Rico Rivera Brent Rowland Robert Stokes Kefei Wang
<b>PROMOTER - I (16%)</b>	<b>ANALYZER - C (2%)</b>
Tom Bogart Rodney Cox Kayla DeVault Ann Leitensdorfer Cassandra Nelson Anubhav Sharma Sandra Stoner	Alec Bonnstetter
<b>RELATER - I/S (16%)</b>	<b>IMPLEMENTOR - C/D (12%)</b>
Craig Casimir Todd Fox Susan Ginn Jill Heberling Cameron Hood Teresa Taylor Bobby Tynning	David Bonnstetter John Carl 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.

<b>CONDUCTOR - D (9%)</b>	<b>SUPPORTER - S (2%)</b>
<ul style="list-style-type: none"> <li>Competitive</li> <li>Direct</li> <li>Results-oriented</li> <li>Acts with urgency</li> <li>Change agent</li> <li>Strong willed</li> </ul>	<ul style="list-style-type: none"> <li>Accommodating</li> <li>Reflective</li> <li>Persistent</li> <li>Composed</li> <li>Dependable</li> <li>Good listener</li> </ul>
<b>PERSUADER - D/I (9%)</b>	<b>COORDINATOR - S/C (33%)</b>
<ul style="list-style-type: none"> <li>Quick to change</li> <li>Independent</li> <li>Optimistic</li> <li>Confident</li> <li>Charismatic</li> <li>Influential</li> </ul>	<ul style="list-style-type: none"> <li>Slow to change</li> <li>Self-disciplined</li> <li>Executor</li> <li>Logical</li> <li>Realistic</li> <li>Process-oriented</li> </ul>
<b>PROMOTER - I (16%)</b>	<b>ANALYZER - C (2%)</b>
<ul style="list-style-type: none"> <li>Trusting</li> <li>Convincing</li> <li>Inspiring</li> <li>Outgoing</li> <li>Cordial</li> <li>Cheerful</li> </ul>	<ul style="list-style-type: none"> <li>Precise</li> <li>Accurate</li> <li>Focus on quality</li> <li>Critical listener</li> <li>Non-verbal communicator</li> <li>Detail-oriented</li> </ul>
<b>RELATER - I/S (16%)</b>	<b>IMPLEMENTOR - C/D (12%)</b>
<ul style="list-style-type: none"> <li>Good supporter</li> <li>Team player</li> <li>Persistent</li> <li>Cooperative</li> <li>Empathetic</li> <li>Compassionate</li> </ul>	<ul style="list-style-type: none"> <li>Creative</li> <li>Thorough thinker</li> <li>Task-oriented</li> <li>Fact-based</li> <li>Selective</li> <li>Inventive</li> </ul>



# 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.

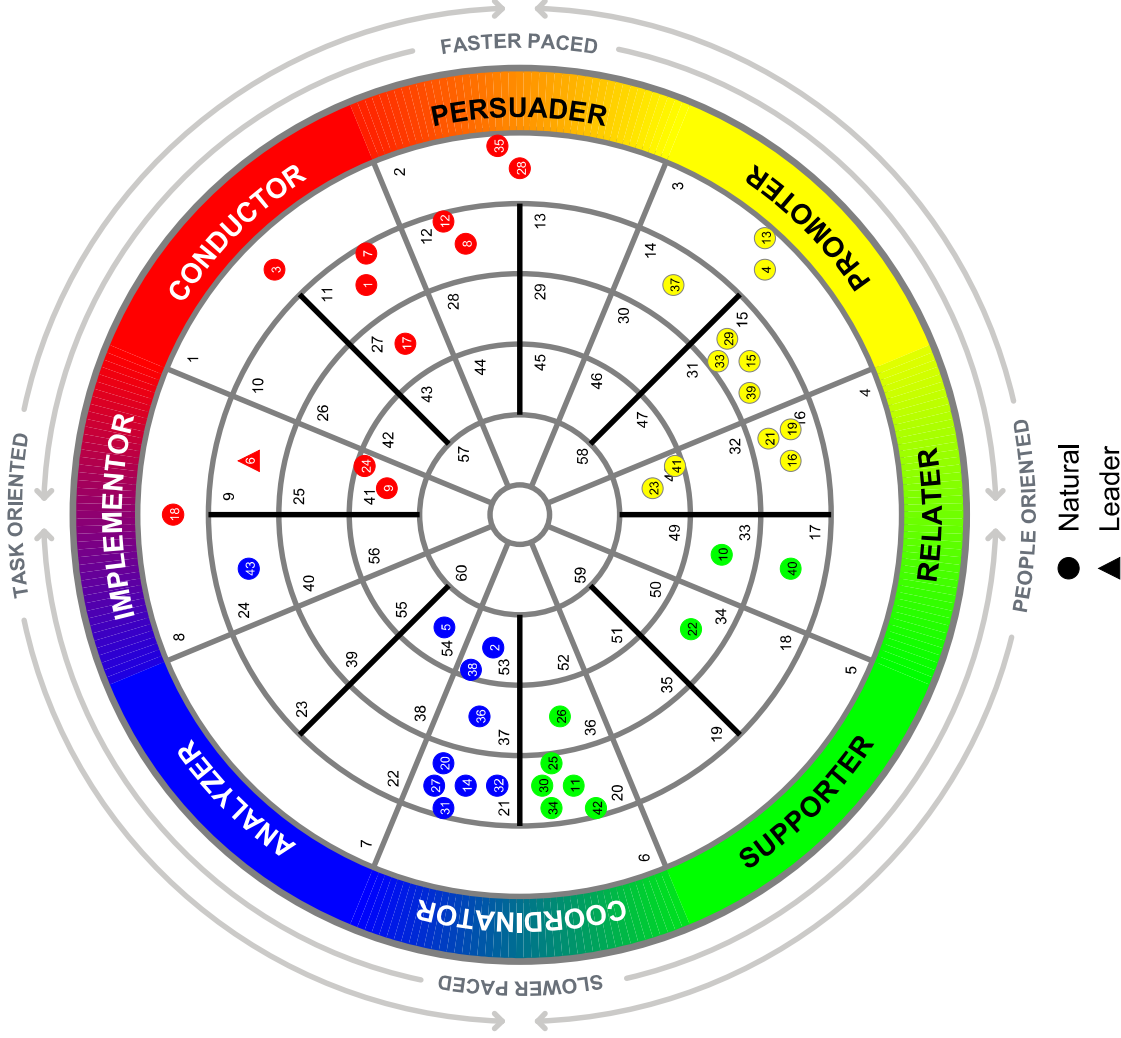
<b>CONDUCTOR - D (9%)</b>	<b>SUPPORTER - S (2%)</b>
<ul style="list-style-type: none"> <li>Bold and aggressive actions</li> <li>Challenging assignments</li> <li>Expedites action</li> <li>Firm and quick decision making</li> <li>Results-oriented</li> </ul>	<ul style="list-style-type: none"> <li>Logical thinking</li> <li>Systematic routine</li> <li>Relaxed pace</li> <li>Team participation</li> <li>Security</li> </ul>
<b>PERSUADER - D/I (9%)</b>	<b>COORDINATOR - S/C (33%)</b>
<ul style="list-style-type: none"> <li>Enthusiasm</li> <li>Persuasive communications</li> <li>Results through people</li> <li>Testing of new ideas</li> <li>Competition with others</li> </ul>	<ul style="list-style-type: none"> <li>Adherence to standards</li> <li>Routine work</li> <li>Guidelines to follow</li> <li>Facts and data to analyze</li> <li>Diplomacy and cooperation</li> </ul>
<b>PROMOTER - I (16%)</b>	<b>ANALYZER - C (2%)</b>
<ul style="list-style-type: none"> <li>People contact</li> <li>Solutions to "people problems"</li> <li>Optimistic outlook</li> <li>Verbalizes thoughts and ideas</li> <li>Varied activities</li> </ul>	<ul style="list-style-type: none"> <li>High quality standards</li> <li>Procedures to follow</li> <li>Clean and tidy workstation</li> <li>Accuracy</li> <li>Analysis of facts and data</li> </ul>
<b>RELATER - I/S (16%)</b>	<b>IMPLEMENTOR - C/D (12%)</b>
<ul style="list-style-type: none"> <li>Teamwork</li> <li>Coaching and counseling</li> <li>Service to others</li> <li>Cooperative work environment</li> <li>Assistance to customers</li> </ul>	<ul style="list-style-type: none"> <li>Logical decisions</li> <li>Studying and solving problems</li> <li>Efficient methodology</li> <li>Effective time-management</li> <li>Fact-based solutions</li> </ul>



# 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.

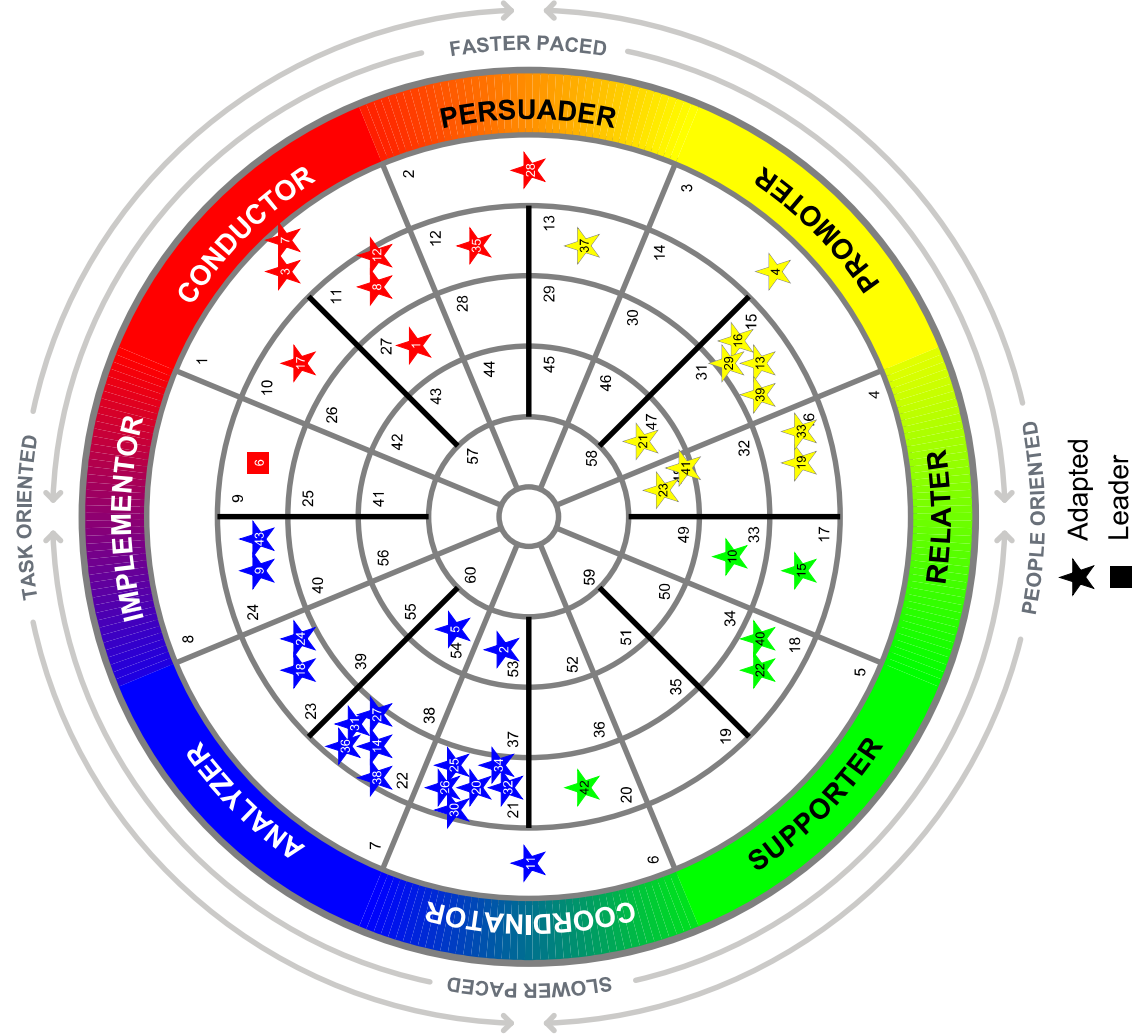
<b>CONDUCTOR - D (9%)</b>	<b>SUPPORTER - S (2%)</b>
Inconsistent Follow directions Patient	Unexpected Urgent Confrontation
<b>PERSUADER - D/I (9%)</b>	<b>COORDINATOR - S/C (33%)</b>
Standardized Structured Uniform	Unfamiliar Hectic Incomplete
<b>PROMOTER - I (16%)</b>	<b>ANALYZER - C (2%)</b>
Ordinary Quiet Strict	Imagine Educated guess Experimental
<b>RELATER - I/S (16%)</b>	<b>IMPLEMENTOR - C/D (12%)</b>
Complex Abstract Analytical	Relax Perception Assume



## TEAM MEMBERS

- 1: James Alire
- 2: Kate Biben
- 3: Vanessa Boettcher
- 4: Tom Bogart
- 5: Alec Bonnsteller
- 6: David Bonnsteller \*
- 7: Ron Bonnsteller
- 8: Rick Bowers
- 9: John Carl
- 10: Craig Casimir
- 11: Nick Chris
- 12: Dave Clark
- 13: Rodney Cox
- 14: Philip Daugs
- 15: Kayla DeVault
- 16: Todd Fox
- 17: Candice Frazer
- 18: Eric Gehrig
- 19: Susan Ginn
- 20: Erin Healy
- 21: Jill Heberling
- 22: Dustin Hebets
- 23: Cameron Hood
- 24: Richard Hunt
- 25: Nancy K.
- 26: Anne Klink
- 27: Amy Lane
- 28: Favor Larson
- 29: Ann Leitensdorfer
- 30: Carol Mettenbrink
- 31: Ryan Miller
- 32: Cherisse Mowry
- 33: Cassandra Nelson
- 34: Rico Rivera
- 35: Cindy Rosser
- 36: Brent Rowland
- 37: Anubhav Sharma
- 38: Robert Stokes
- 39: Sandra Stoner
- 40: Teresa Taylor
- 41: Bobby Tynning
- 42: Kefei Wang
- 43: Adam Wong

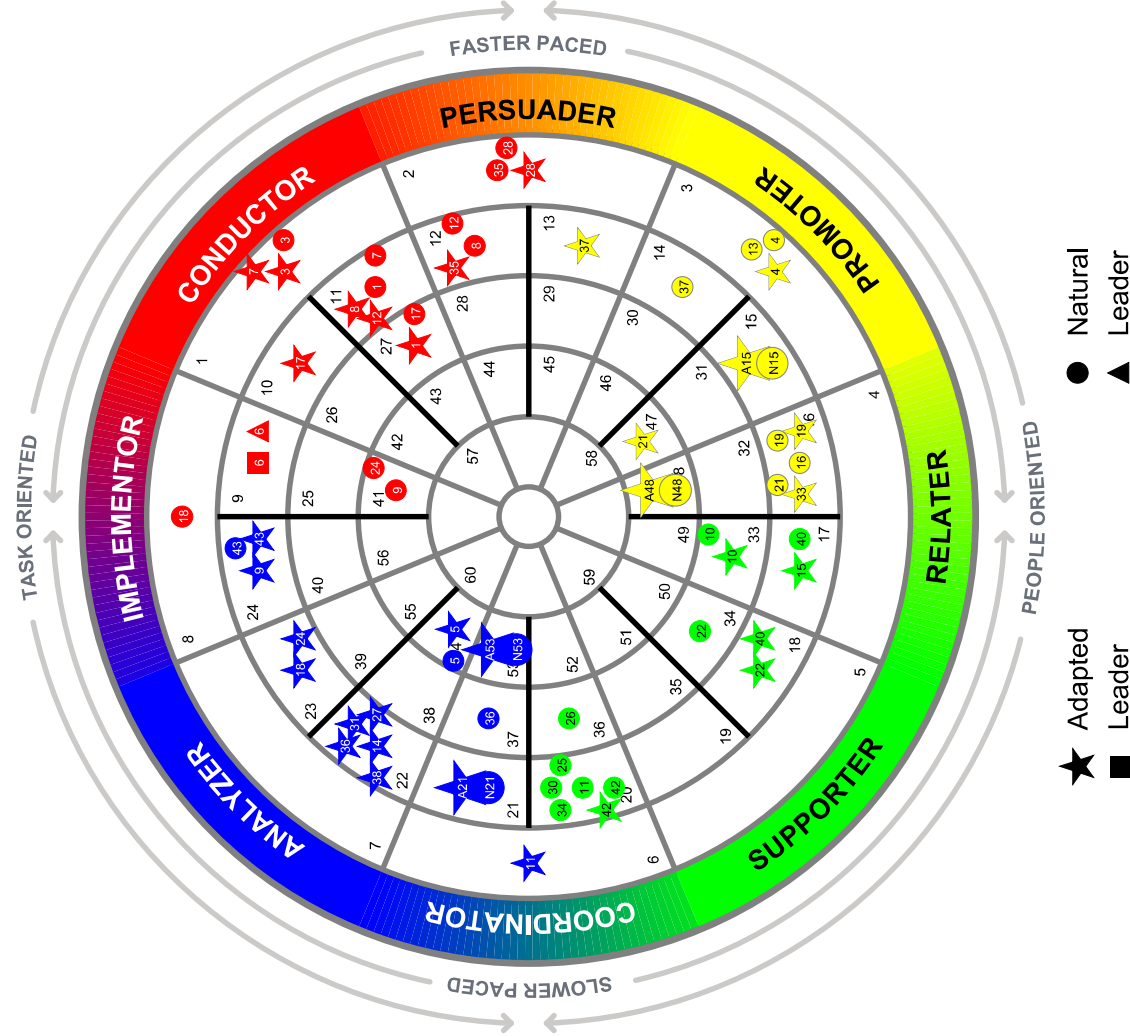
# Group Wheel Adapted



## TEAM MEMBERS

- 1: James Alire
- 2: Kate Biben
- 3: Vanessa Boettcher
- 4: Tom Bogart
- 5: Alec Bonnsteller
- 6: David Bonnsteller \*
- 7: Ron Bonnsteller
- 8: Rick Bowers
- 9: John Carl
- 10: Craig Casimir
- 11: Nick Chris
- 12: Dave Clark
- 13: Rodney Cox
- 14: Philip Daugs
- 15: Kayla DeVault
- 16: Todd Fox
- 17: Candice Frazer
- 18: Eric Gehrig
- 19: Susan Ginn
- 20: Erin Healy
- 21: Jill Heberling
- 22: Dustin Hebets
- 23: Cameron Hood
- 24: Richard Hunt
- 25: Nancy K.
- 26: Anne Klink
- 27: Amy Lane
- 28: Favor Larson
- 29: Ann Leitensdorfer
- 30: Carol Mettenbrink
- 31: Ryan Miller
- 32: Cherrisse Mowry
- 33: Cassandra Nelson
- 34: Rico Rivera
- 35: Cindy Rosser
- 36: Brent Rowland
- 37: Anubhav Sharma
- 38: Robert Stokes
- 39: Sandra Stoner
- 40: Teresa Taylor
- 41: Bobby Tynning
- 42: Kefei Wang
- 43: Adam Wong

# Group Wheel Migration



## TEAM MEMBERS

- 1: James Alire
- A53/N53: Kate Biben
- 3: Vanessa Boettcher
- 4: Tom Bogart
- 5: Alec Bonnstetter
- 6: David Bonnstetter \*
- 7: Ron Bonnstetter
- 8: Rick Bowers
- 9: John Carl
- 10: Craig Casimir
- 11: Nick Chris
- 12: Dave Clark
- A15/N13: Rodney Cox
- 14/N21: Philip Daus
- 15/N15: Kayla DeVault
- A15/N16: Todd Fox
- 17: Candice Frazer
- 18: Eric Gehrig
- 19: Susan Ginn
- A21/N21: Erin Healy
- 21: Jill Heberling
- 22: Dustin Heberts
- A48/N48: Cameron Hood
- 24: Richard Hunt
- A21/25: Nancy K.
- A21/26: Anne Klink
- 27/N21: Amy Lane
- 28: Favor Larson
- A15/N15: Ann Leitensdorfer
- A21/30: Carol Mettenbrink
- 31/N21: Ryan Miller
- A21/N21: Cherrisse Mowry
- 33/N15: Cassandra Nelson
- A21/34: Rico Rivera
- 35: Cindy Rosser
- 36: Brent Rowland
- 37: Anubhav Sharma
- 38/N53: Robert Stokes
- A15/N15: Sandra Stoner
- 40: Teresa Taylor
- A48/N48: Bobby Tynning
- 42: Kefei Wang
- 43: Adam Wong



## 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.

**Frequent Change** - Rapidly shift between tasks.

**Competitive** - Want to win or gain an advantage.

**Interaction** - Frequently engage and communicate with others.

**Consistent** - Perform predictably in repetitive situations.

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

**Customer-Oriented** - Identify and fulfill customer expectations.

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

**Persistence** - Finish tasks despite challenges or resistance.

**Urgency** - Take immediate action.

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

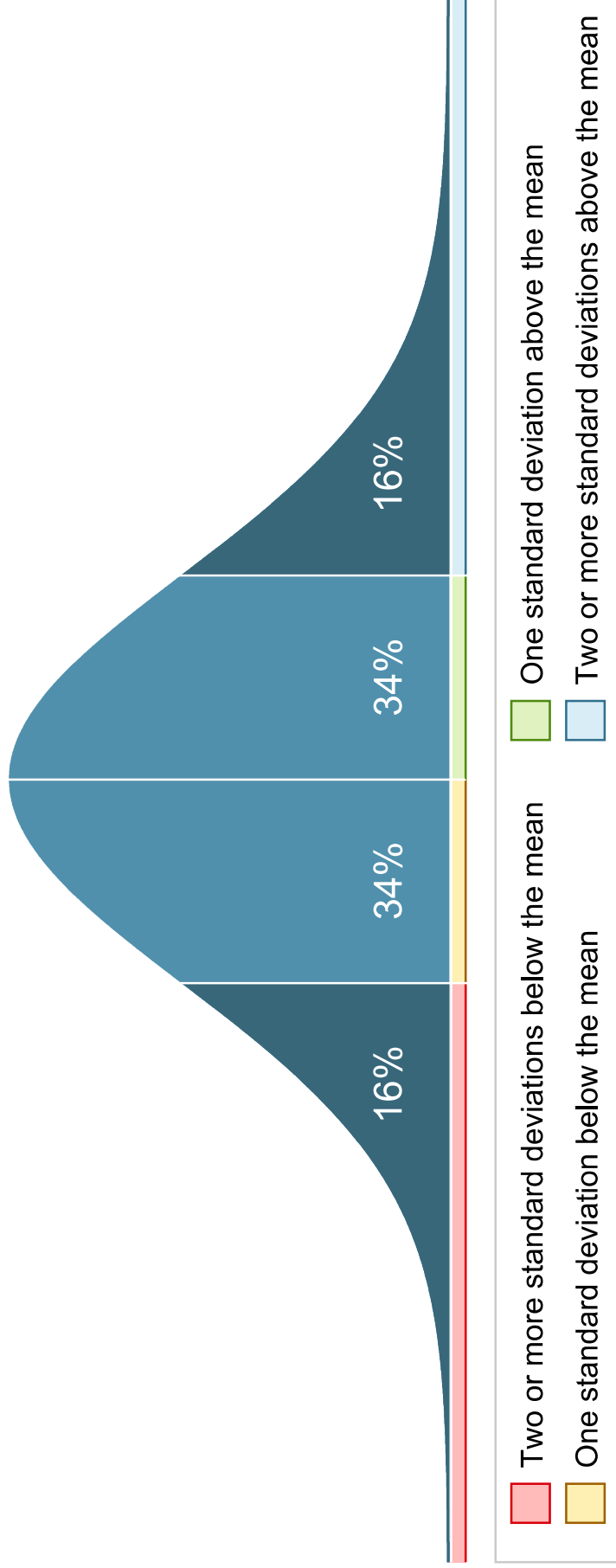
**Versatile** - Adapt to various situations with ease.

## 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.	D. Bonnstetter	J. Allre	K. Biben	V. Boettcher	T. Bogart	A. Bonnstetter	R. Bonnstetter	R. Bowers	J. Carl	C. Casimir	Mean
Consistent	64	65	32	82	50	45	72	25	20	70	72	61
Following Policy	63	70	38	78	52	40	68	28	25	70	72	60
People-Oriented	62	30	45	65	35	65	55	50	60	30	90	65
Persistence	62	65	40	70	60	37	73	35	30	75	67	61
Customer-Oriented	60	22	37	62	30	73	65	37	43	35	78	64
Analysis	58	83	45	75	70	20	70	35	25	83	55	53
Organized Workplace	57	100	30	75	70	20	70	25	22	95	50	51
Interaction	55	10	70	35	30	100	45	70	90	20	60	60
Versatile	51	27	85	37	50	80	47	85	100	30	50	54
Frequent Change	49	45	82	28	62	70	42	88	90	45	40	52
Competitive	47	75	100	20	100	40	40	100	90	80	20	49
Urgency	43	82	100	24	90	40	38	100	100	66	18	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  
● Team Leader



# Behavioral Style Comparison Continued

Behavioral Characteristics	Team Avg.	D. Bonstetter ●	N. Chris	D. Clark	R. Cox	P. Daus	K. DeVault	T. Fox	C. Frazer	E. Gehrig	S. Ginn	Mean
Consistent	64	100	18	42	100	62	65	35	62	58	61	
Following Policy	63	98	22	40	95	58	58	42	68	52	60	
People-Oriented	62	30	60	75	55	85	90	40	40	90	65	
Persistence	62	65	28	40	90	53	53	42	68	47	61	
Customer-Oriented	60	22	43	77	52	90	87	40	48	87	64	
Analysis	58	83	20	20	100	30	25	55	80	15	53	
Organized Workplace	57	100	20	20	100	30	25	38	80	15	51	
Interaction	55	10	90	90	10	90	100	55	40	100	60	
Versatile	51	27	100	80	13	70	60	70	47	55	54	
Frequent Change	49	45	92	70	10	50	48	75	50	52	52	
Competitive	47	75	90	50	20	20	10	100	65	20	49	
Urgency	43	82	100	44	13	24	11	100	56	12	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



# Behavioral Style Comparison Continued

Behavioral Characteristics	Team Avg.	D. Bonstetter ●	E. Healy	J. Heberling	D. Heberts	C. Hood	R. Hunt	N. K.	A. Klink	A. Lane	F. Larson	Mean
Consistent	64	65	98	58	72	68	72	100	80	95	10	61
Following Policy	63	70	98	52	70	68	72	98	78	90	18	60
People-Oriented	62	30	55	80	80	95	30	55	75	65	50	65
Persistence	62	65	90	53	67	60	72	90	80	87	20	61
Customer-Oriented	60	22	52	80	80	82	30	50	75	60	37	64
Analysis	58	83	100	35	50	35	87	100	70	90	10	53
Organized Workplace	57	100	100	30	45	35	100	100	70	90	15	51
Interaction	55	10	10	80	60	70	15	10	45	25	100	60
Versatile	51	27	10	60	50	60	27	10	40	23	100	54
Frequent Change	49	45	15	58	48	45	42	10	35	15	100	52
Competitive	47	75	30	40	30	10	80	20	30	20	90	49
Urgency	43	82	14	31	20	15	71	12	23	15	100	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  
● Team Leader



# Behavioral Style Comparison Continued

Behavioral Characteristics	Team Avg.	D. Bonstetter ●	A. Letensdorfer	C. Mettenbrink	R. Miller	C. Mowry	C. Nelson	R. Rivera	C. Rosser	B. Rowland	A. Sharma	Mean
Consistent	64	65	52	95	90	95	55	92	12	75	30	61
Following Policy	63	70	42	92	88	92	48	90	20	75	35	60
People-Oriented	62	30	75	55	60	65	75	65	60	50	75	65
Persistence	62	65	43	93	87	87	43	90	25	80	40	61
Customer-Oriented	60	22	80	50	62	58	87	65	43	52	67	64
Analysis	58	83	20	100	90	90	20	90	10	85	15	53
Organized Workplace	57	100	20	100	90	90	20	90	18	85	15	51
Interaction	55	10	100	15	30	25	100	30	100	35	90	60
Versatile	51	27	70	13	30	23	70	27	90	37	80	54
Frequent Change	49	45	65	20	28	15	62	22	95	40	78	52
Competitive	47	75	40	40	30	10	30	30	90	60	75	49
Urgency	43	82	33	19	24	10	28	16	98	40	62	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.	D. Bonnstetter ●	R. Stokes	S. Stoner	T. Taylor	B. Tyring	K. Wang	A. Wong	Mean
Consistent	64	65	80	62	65	70	95	68	61
Following Policy	63	70	78	52	62	68	90	72	60
People-Oriented	62	30	65	85	95	70	55	35	65
Persistence	62	65	73	50	60	63	93	72	61
Customer-Oriented	60	22	68	87	93	78	52	35	64
Analysis	58	83	75	25	35	50	100	95	53
Organized Workplace	57	100	75	25	30	45	100	95	51
Interaction	55	10	40	100	80	60	15	25	60
Versatile	51	27	40	65	50	53	17	40	54
Frequent Change	49	45	35	52	48	50	20	45	52
Competitive	47	75	30	20	30	30	40	65	49
Urgency	43	82	29	18	18	27	21	72	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



# Introduction Driving Forces

## 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	

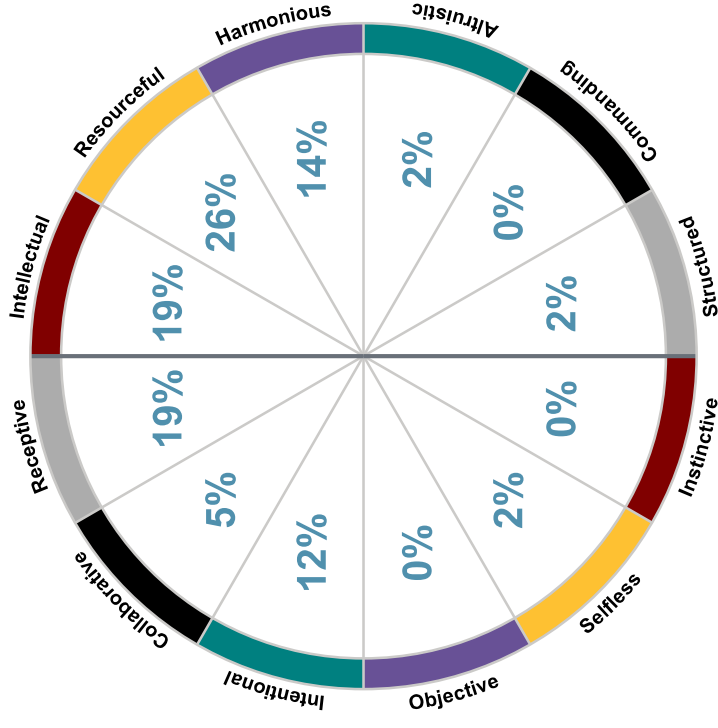


# Team Driving Forces Overview

## 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

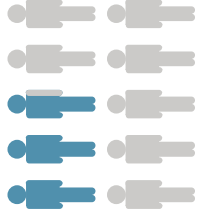
Obtain practical results  
Eliminate waste  
Compensate based on performance

## 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

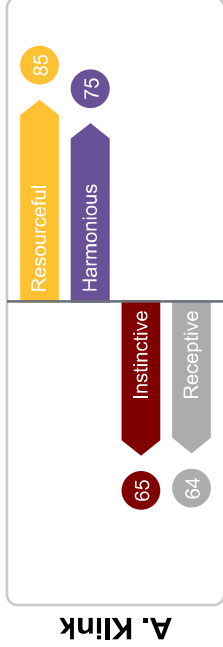
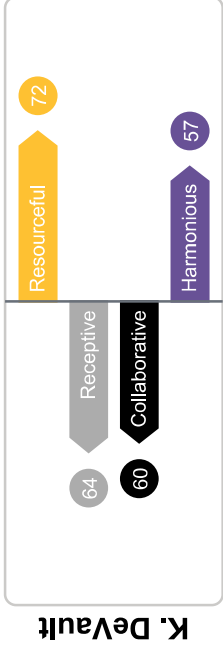
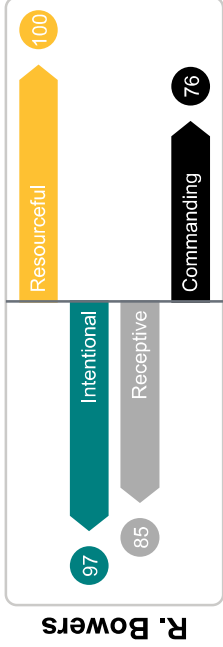
Endless  
Donate  
Casual



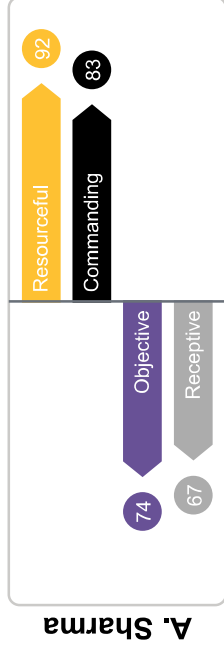
# Resourceful Primary Drivers

## 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**

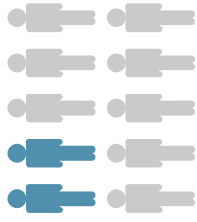
Rush through learning  
Restrict knowledge  
Approach ideas subjectively



**16%**  
of the Population

**WORDS THAT WORK**

Identify  
Discover  
Learn



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

**WORDS THAT DON'T WORK**

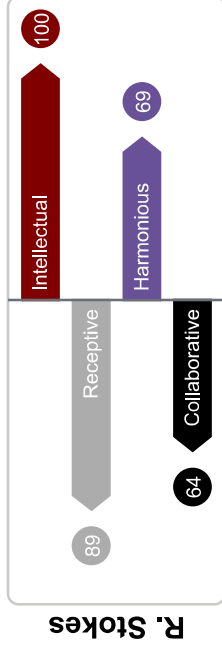
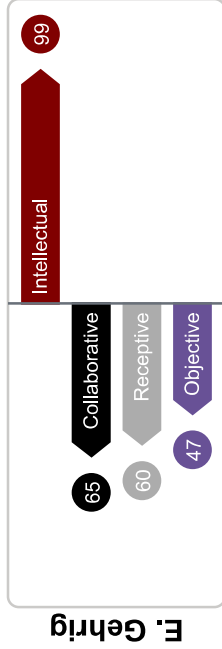
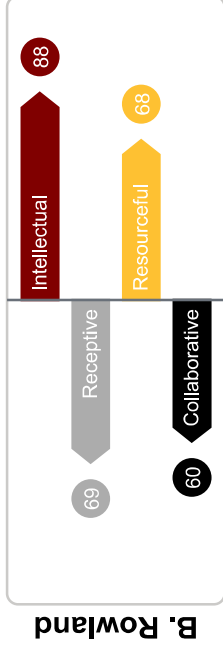
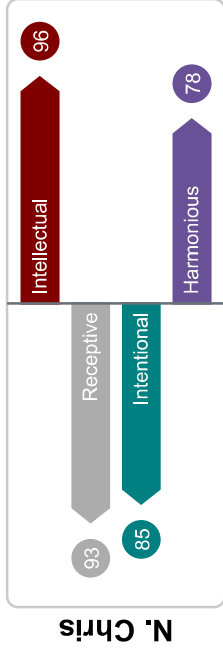
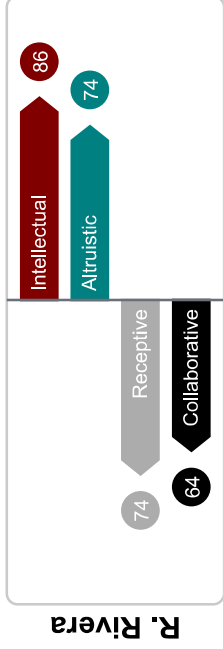
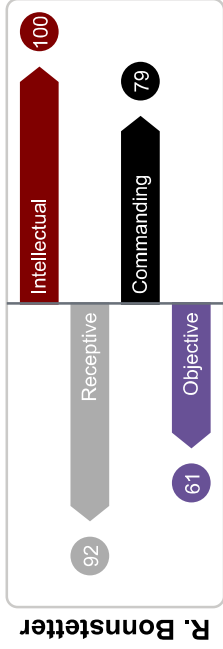
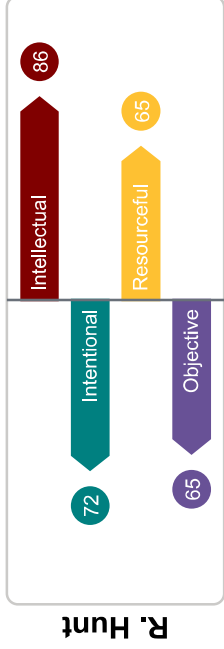
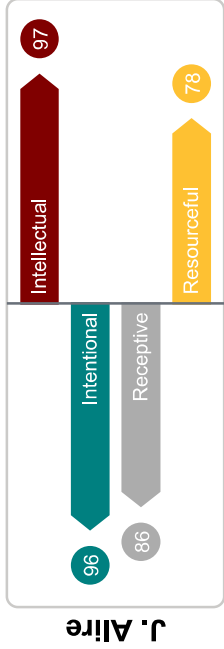
Guess  
Relevant  
Intuitive



# 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

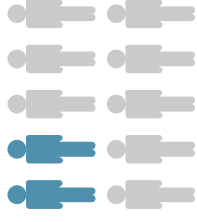
**Question unnecessary protocols**  
**Create new systems**  
**Think Out-of-the-box**

## 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

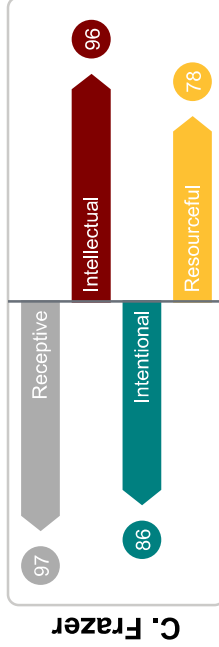
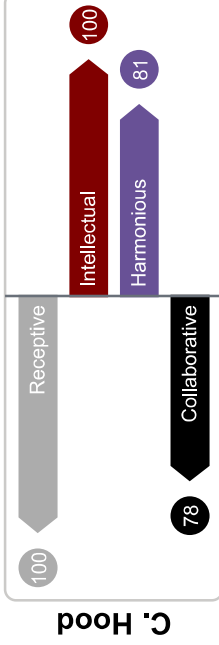
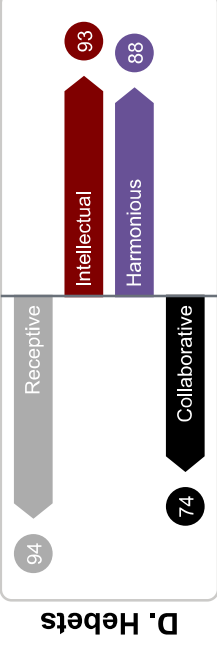
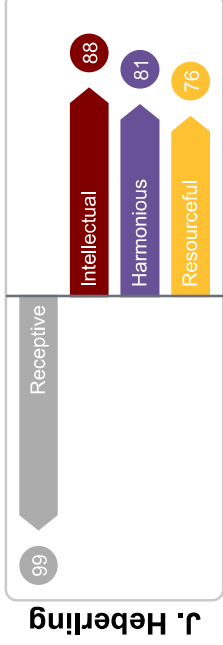
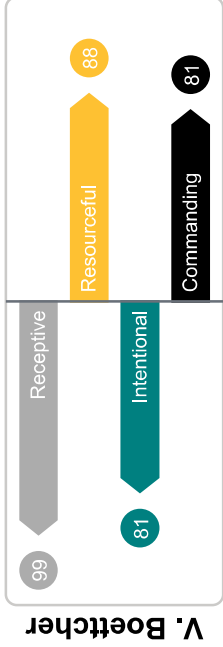
**Constant**  
**Tradition**  
**Routine**



# 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

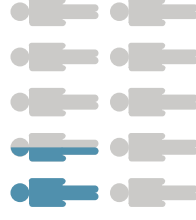
Have lackluster surroundings  
Disregard balance  
Overemphasize function



**4%**  
of the Population

## WORDS THAT WORK

Expression  
Atmosphere  
Balance



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

## WORDS THAT DON'T WORK

Function  
Objective  
Compartmentalize

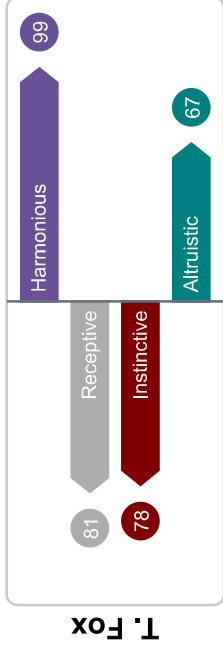
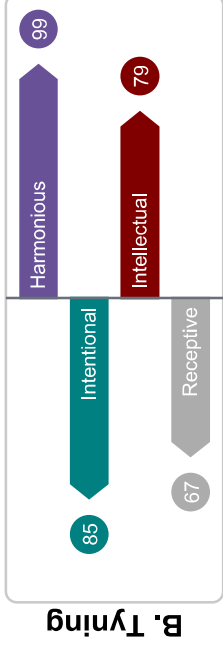
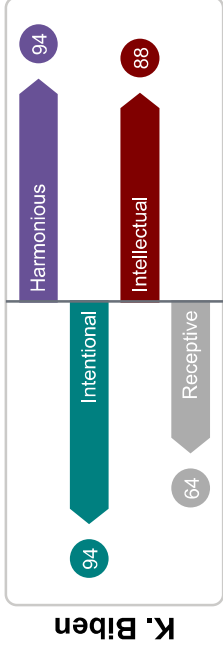




# Harmonious Primary Drivers

## 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**

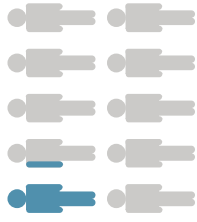
**Act without personal benefit**  
**Disregard contribution**  
**Make emotion-based decisions**



**14%**  
of the Population

**WORDS THAT WORK**

**Purposeful**  
**Selective**  
**Benefit**



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

**WORDS THAT DON'T WORK**

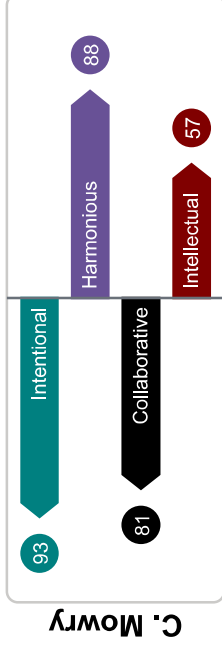
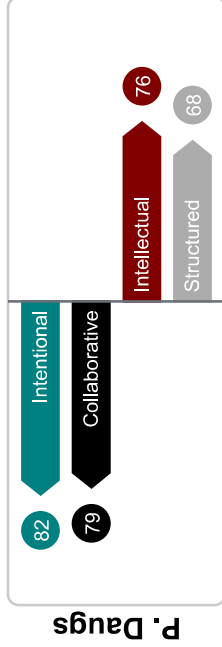
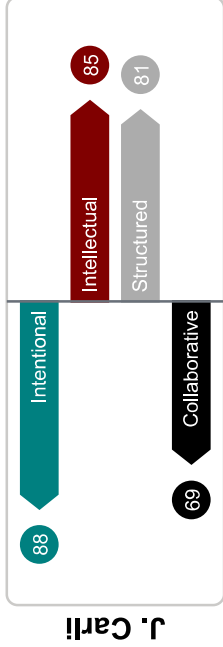
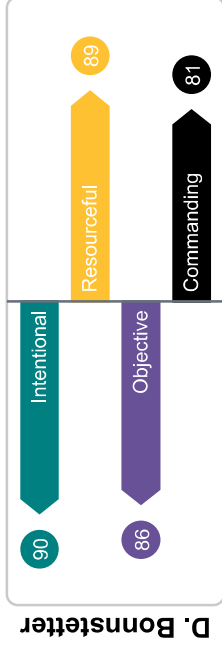
**Kindness**  
**Volunteer**  
**Donate**



# 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.

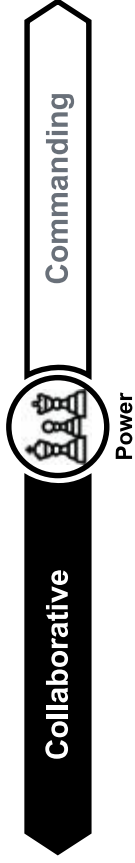
**STRENGTHS AND WEAKNESSES**

**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**

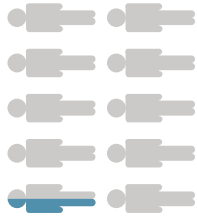
**Be in egotistical environments**  
**Recognize individual achievements**  
**Work alone**



**4%**  
of the Population

**WORDS THAT WORK**

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



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

**WORDS THAT DON'T WORK**

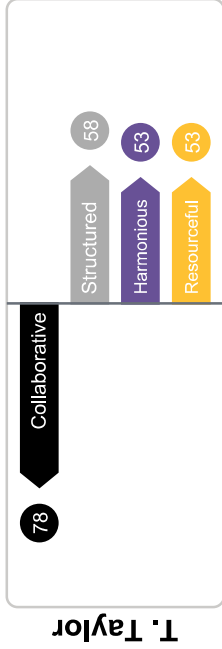
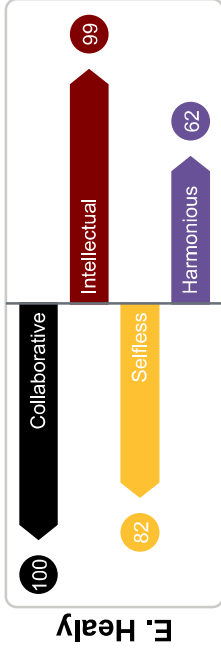
**Status**  
**Individual**  
**Control**



# 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

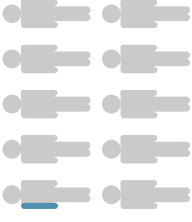
**Work on unrestricted projects**  
**Complete tasks**  
**Act Spontaneous**

## 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**

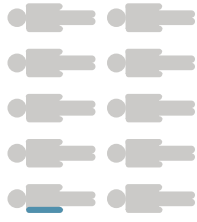
**Embrace new ideas**  
**Disregard tradition**  
**Redesign existing systems**



**5%**  
of the Population

**WORDS THAT WORK**

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



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

**WORDS THAT DON'T WORK**

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

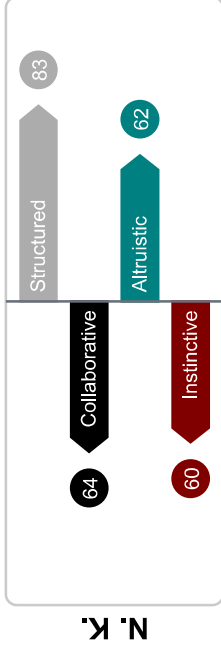




# Structured Primary Drivers

## 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**

**WORDS THAT DON'T WORK**

**Selective**  
**Deliberate**  
**Intentional**

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



# 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.

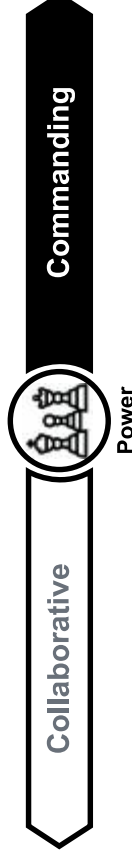
## STRENGTHS AND WEAKNESSES

### 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

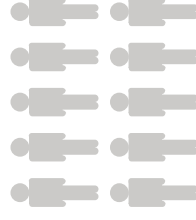
- Delay personal advancement
- Lack authority
- Have a small workspace



**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**

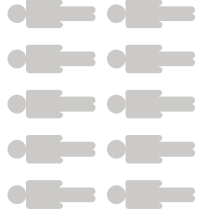
**Conduct extensive research**  
**Discuss hypothetical subjects**  
**Justify intuitive decisions**



**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

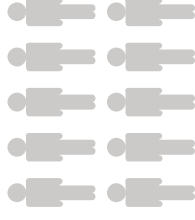
Be subjective

Put appearance over function

Pursue intangible ideas



**12%**  
of the Population



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

## WORDS THAT WORK

Detach

Function

Reality

## WORDS THAT DON'T WORK

Experience

Harmony

Subjective



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 Daugs  
Cassandra Nelson  
Sandra Stoner  
Bobby Tynning

3

Nancy K.

Craig Casimir  
Cherisse Mowry

4

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



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 Heberts 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

Kefei Wang

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
John Carli Dustin Heberts Cameron Hood Favor Larson Rico Rivera Brent Rowland Robert Stokes	3	Vanessa Boettcher David Bonnsetter Rick Bowers Ann Leitensdorfer Ryan Miller Cindy Rosser

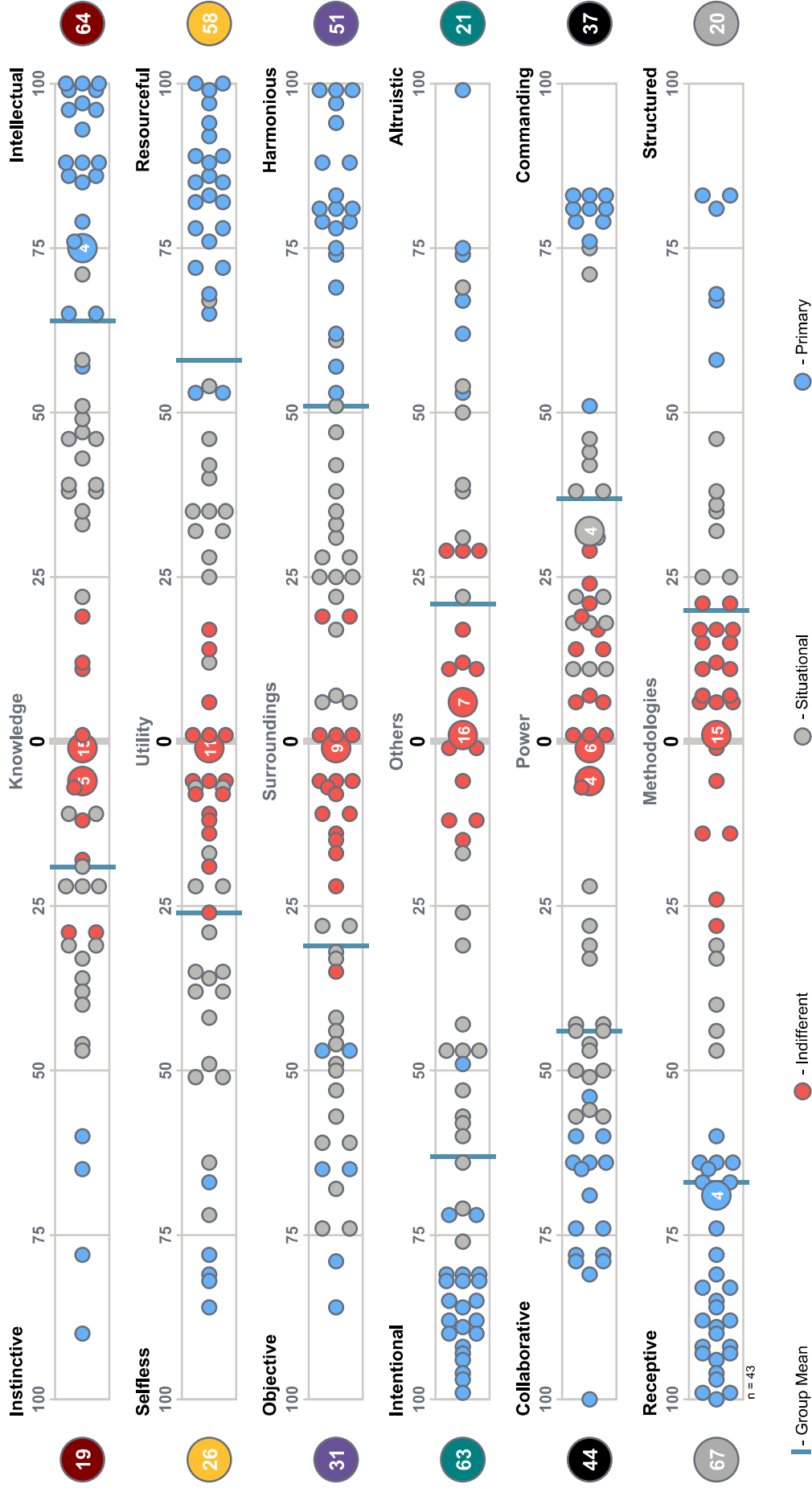


# Methodologies Overview

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>James Alire Tom Bogart Rick Bowers Eric Gehrig Rico Rivera Kefei Wang</p>	<p>2</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>3</p> <p>Philip Daus</p> <p>4</p>



# Driving Forces Group Bars

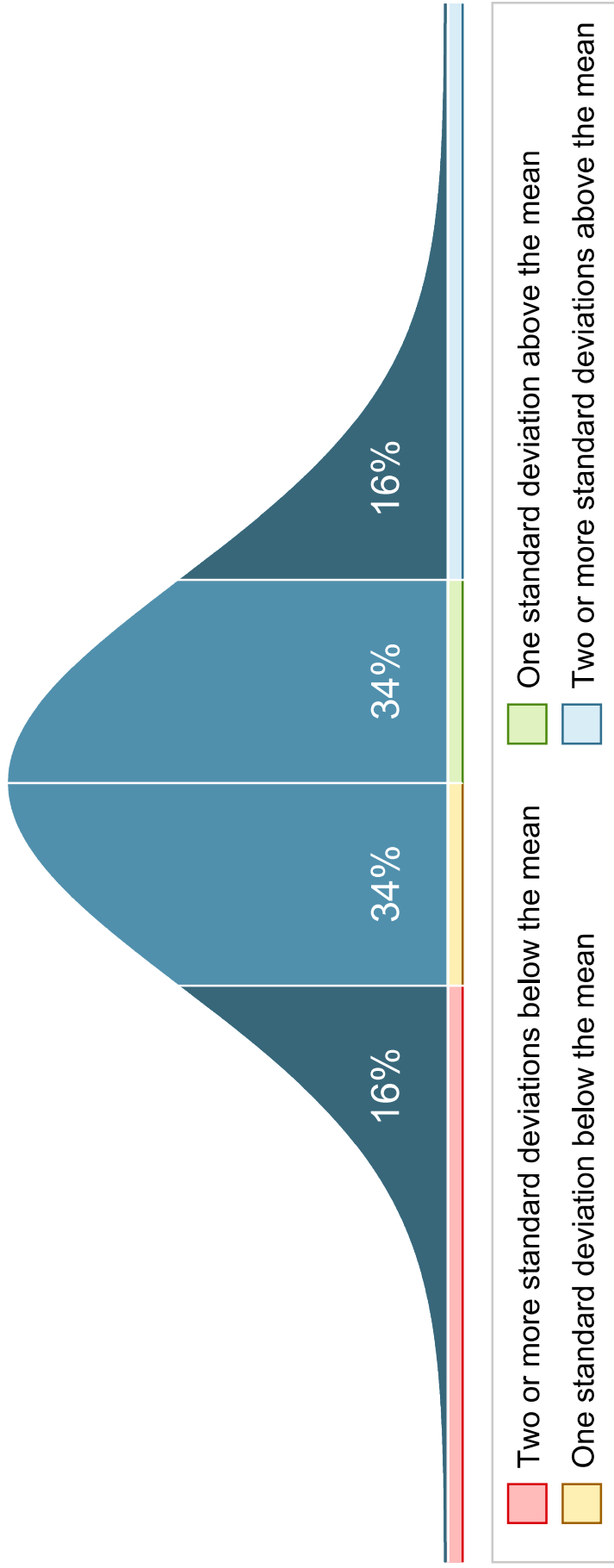


# The Bell Curve Defined

*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

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 ●	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  
■ One standard deviation above the mean  
■ Two or more standard deviations above the mean  
● Team Leader



# 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

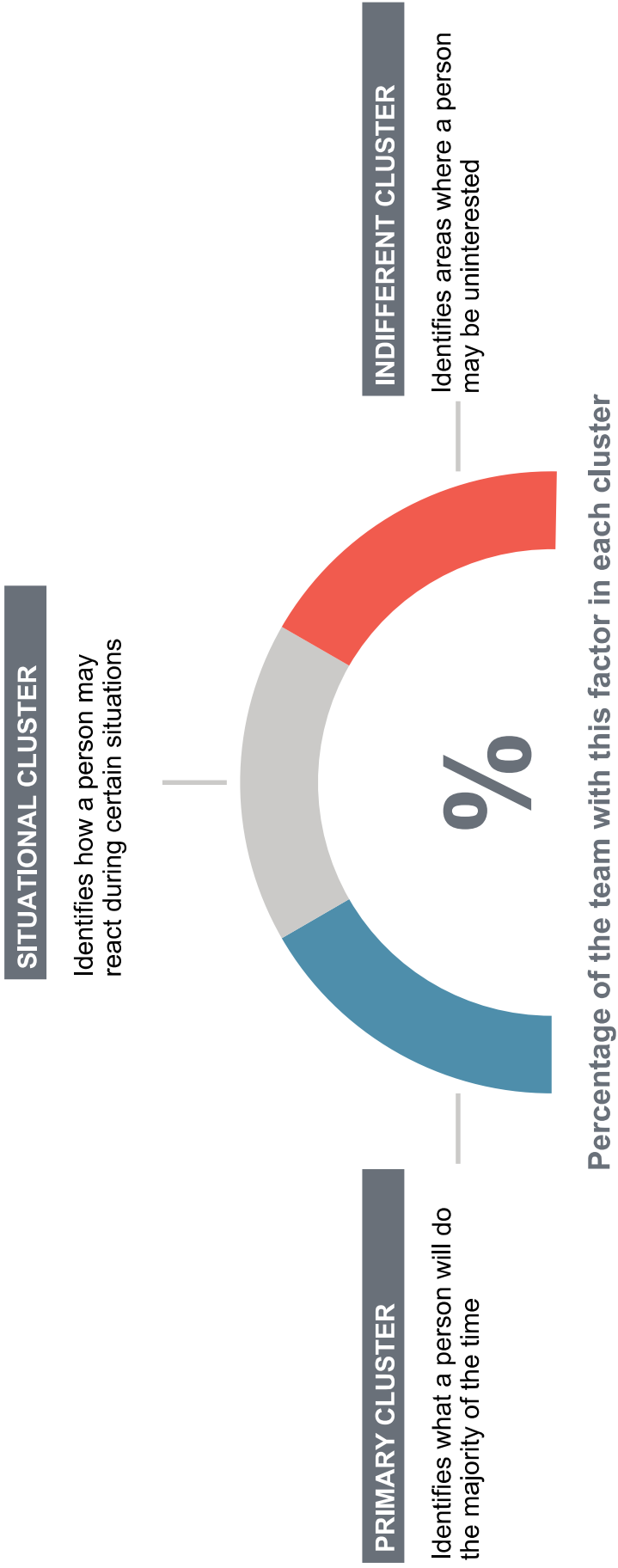
One standard deviation above the mean

Two or more standard deviations above the mean



# Behaviors and Driving Forces Summary

Behaviors and Driving Forces can be grouped into clusters, falling into one of three categories: primary, situational, and indifferent. Primary clusters best identify how and why a person will do what they do the majority of the time. Situational clusters show how a person may react in certain situations. Indifferent clusters highlight areas where a person may be uninterested or needing to adapt to a given situation. Using these clusters in a team setting can identify strengths and weaknesses within the team and may highlight opportunities or a missing component of the team.



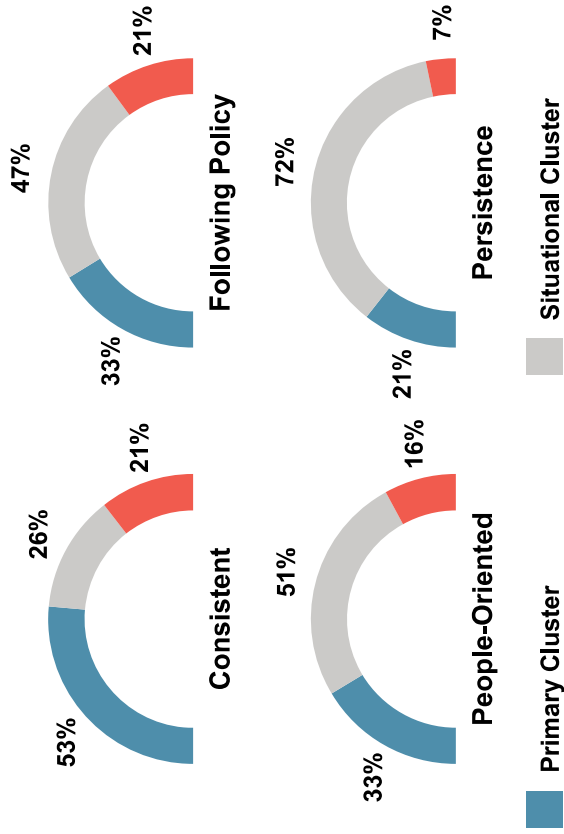


# Primary Cluster Summary

## BEHAVIORAL PRIMARY CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Consistent	64	61
Following Policy	63	60
People-Oriented	62	65
Persistence	62	61

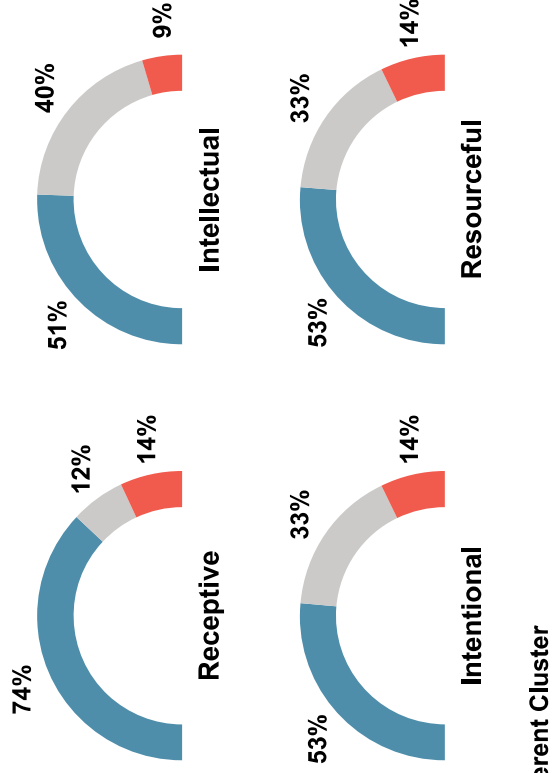
## CLUSTER STATISTICS



## DRIVING FORCES PRIMARY CLUSTER

Driving Forces	Team Avg.	Mean
Receptive	67	46
Intellectual	64	54
Intentional	63	51
Resourceful	58	42

## CLUSTER STATISTICS



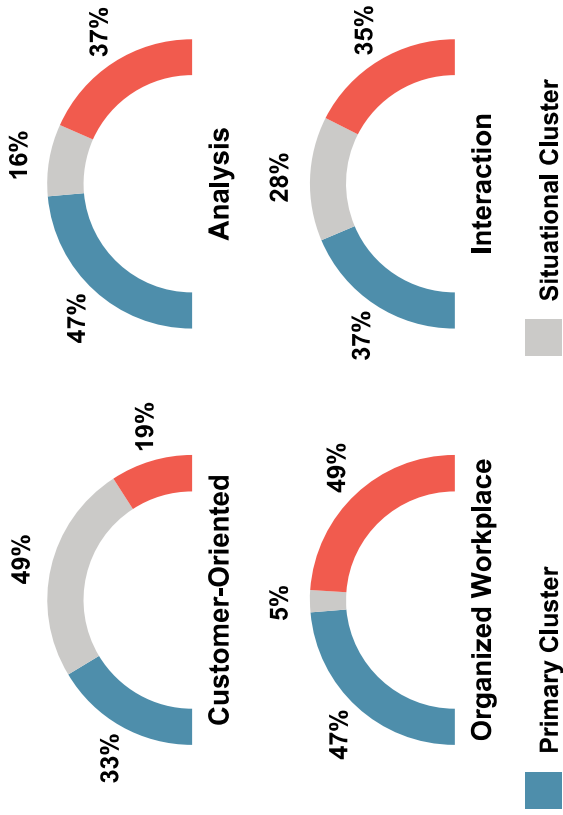


# Situational Cluster Summary

## BEHAVIORAL SITUATIONAL CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Customer-Oriented	60	64
Analysis	58	53
Organized Workplace	57	51
Interaction	55	60

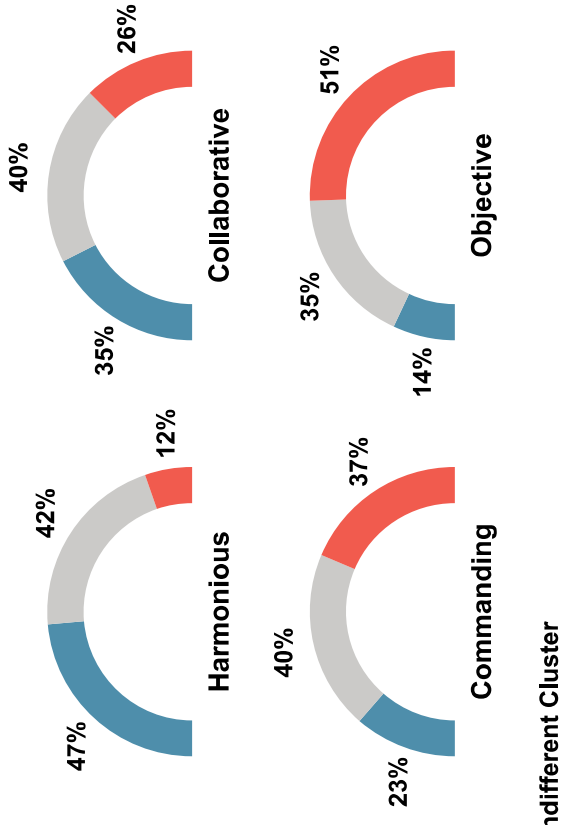
## CLUSTER STATISTICS



## DRIVING FORCES SITUATIONAL CLUSTER

Driving Forces	Team Avg.	Mean
Harmonious	51	35
Collaborative	44	35
Commanding	37	50
Objective	31	50

## CLUSTER STATISTICS



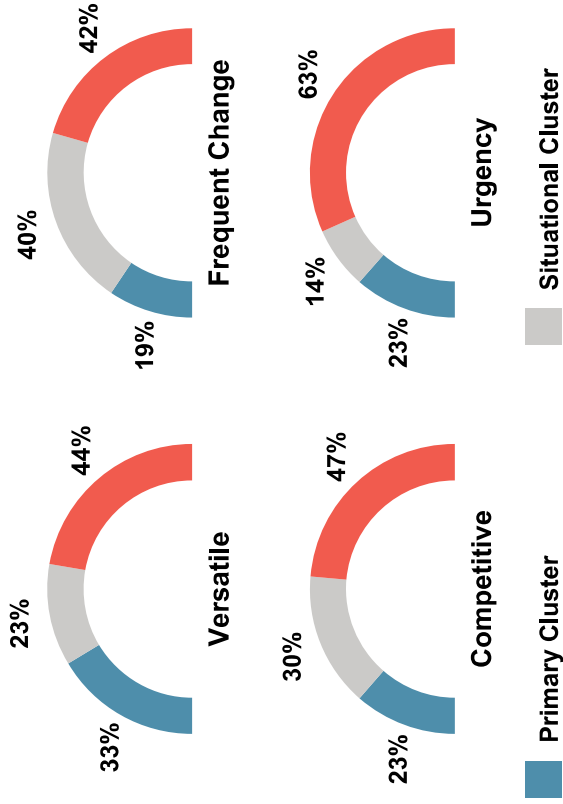


# Indifferent Cluster Summary

## BEHAVIORAL INDIFFERENT CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Versatile	51	54
Frequent Change	49	52
Competitive	47	49
Urgency	43	43

## CLUSTER STATISTICS



## DRIVING FORCES INDIFFERENT CLUSTER

Driving Forces	Team Avg.	Mean
Selfless	26	40
Altruistic	21	33
Structured	20	38
Instinctive	19	29

## CLUSTER STATISTICS

