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## Behavioral Team Report

TTISI Team  
TTI Success Insights  
3-3-2017





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

## CONTENTS OF THE REPORT

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

## TEAM MEMBER LIST

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



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# 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**

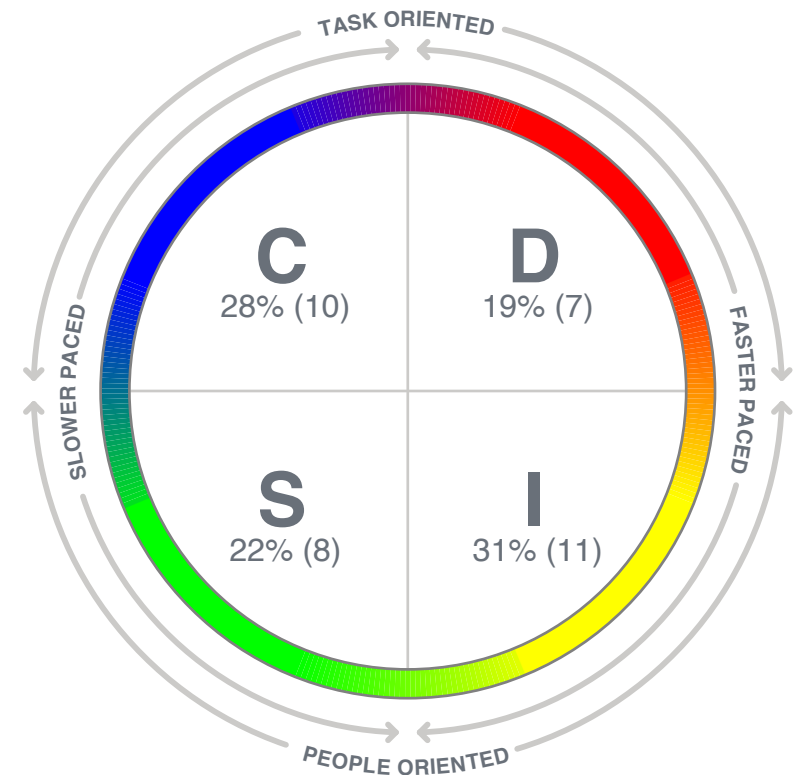
How you influence others to your point of view

### **Steadiness**

How you respond to the pace of the environment

### **Compliance**

How you respond to rules and procedures





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# 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.

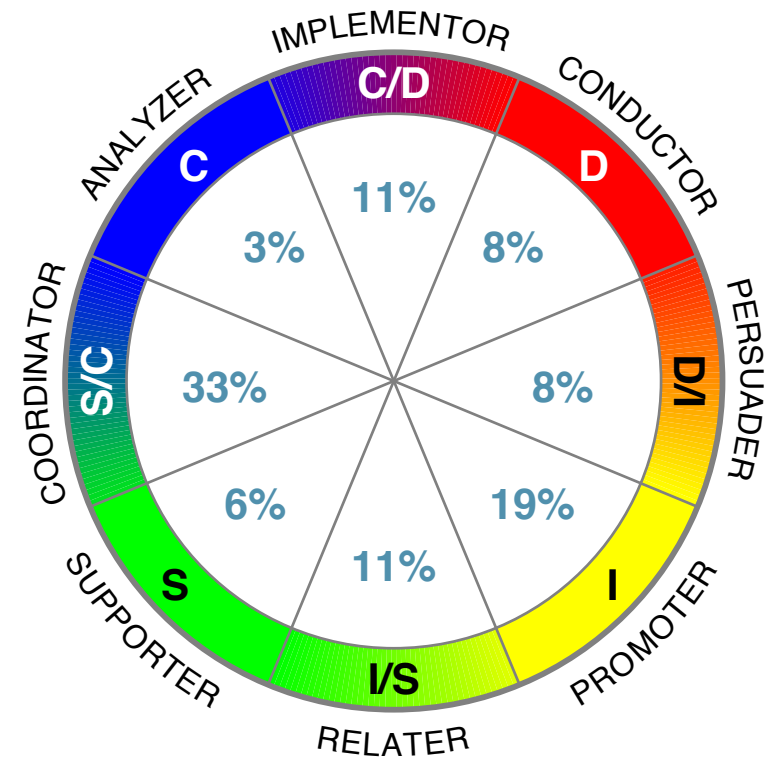
**RELATER - I/S** - People who tend to take time, think positively, and are focused on interpersonal relationships.

**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.





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# Coordinator Team Characteristics - (S/C)

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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

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

### POTENTIAL WEAKNESSES

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

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

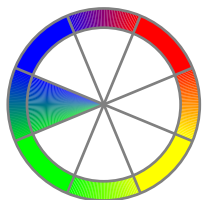


## VALUE TO THE ORGANIZATION

Objective outlook

Looks for logical solutions

Conscientious and steady



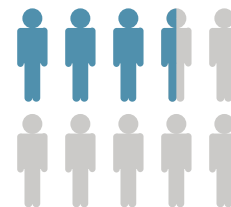
**21.28%**  
of the Population

## WORDS THAT WORK

Proven

Standard

Organized



**12/36**  
33% of the Team

## WORDS THAT DON'T WORK

Unfamiliar

Hectic

Incomplete

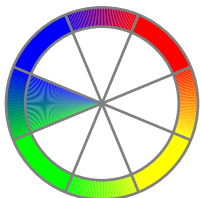
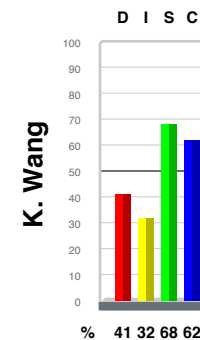
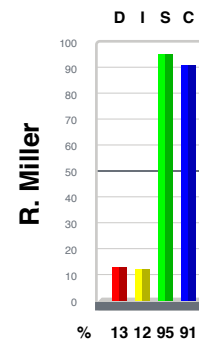
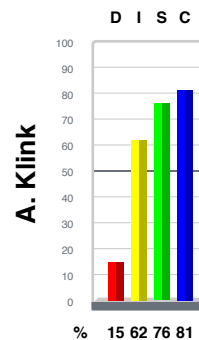
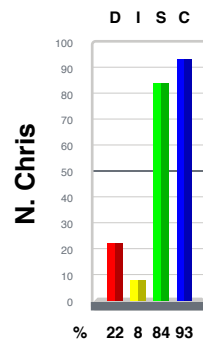
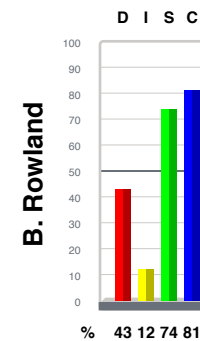
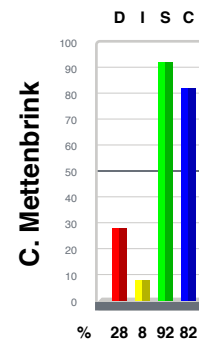
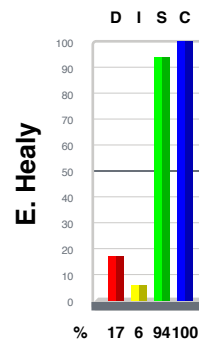
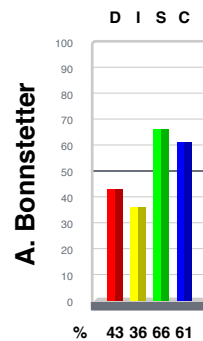
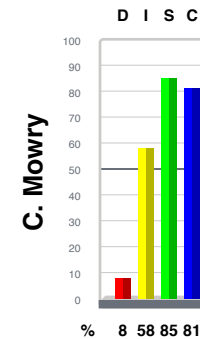
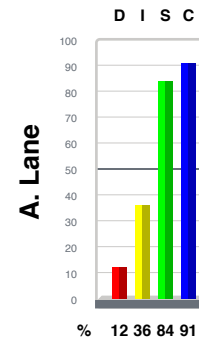
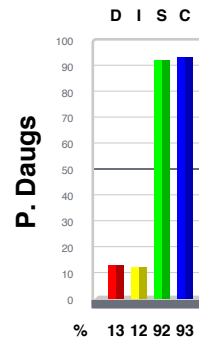
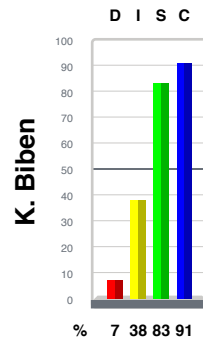


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# Coordinator Team DISC Graphs - (S/C)

## COORDINATOR TEAM

Kate Biben  
Alec Bonnstetter  
Nick Chris  
Philip Daus  
Erin Healy  
Anne Klink  
Amy Lane  
Carol Mettenbrink  
Ryan Miller  
Cherisse Mowry  
Brent Rowland  
Kefei Wang





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## Promoter Team Characteristics - (I)

*Promoters tend to verbalize many thoughts to influence outcomes. The following information will give the team members a clear understanding and appreciation of Promoters.*

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS

- See the "big picture" and communicate it
- People-oriented
- Promote the team throughout the organization
- Bring the team together
- Advocate for new ideas and products

#### POTENTIAL WEAKNESSES

- Emphasize fun over efficiency
- Overvalue the skills of others
- Overly optimistic about team abilities
- Inattentive to detail
- React based on emotions

### BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



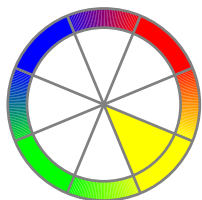
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### VALUE TO THE ORGANIZATION

Verbalize feelings

Spontaneity

Good mixer



**17.46%**  
of the Population

### WORDS THAT WORK

Flexible

Exciting

Inspiring



**7/36**

19% of the Team

### WORDS THAT DON'T WORK

Ordinary

Quiet

Strict

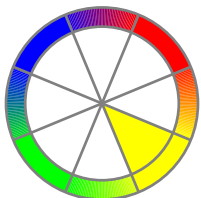
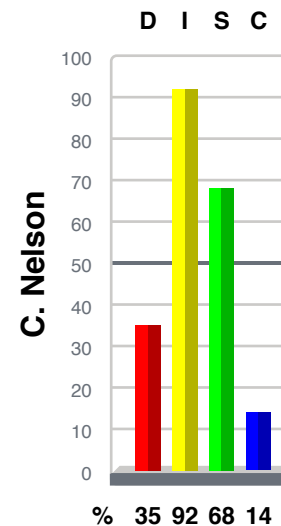
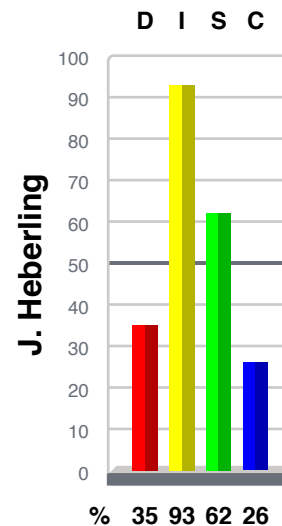
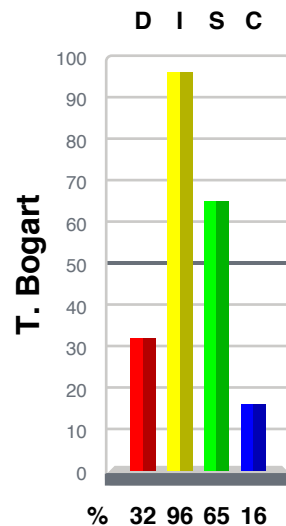
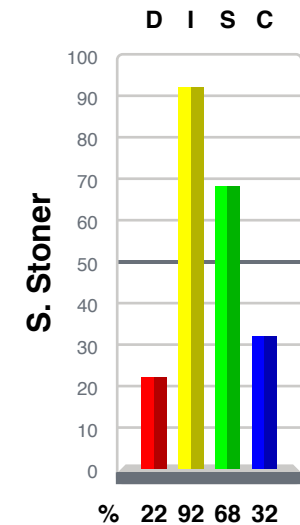
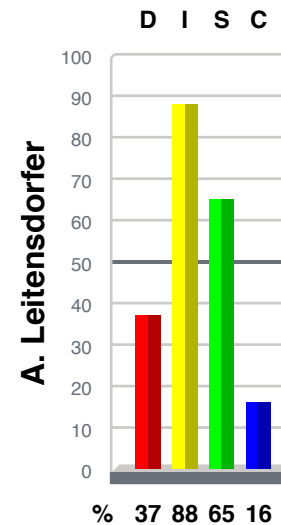
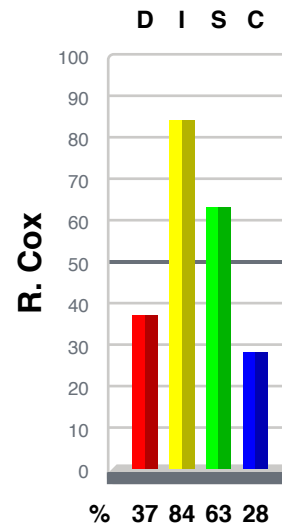
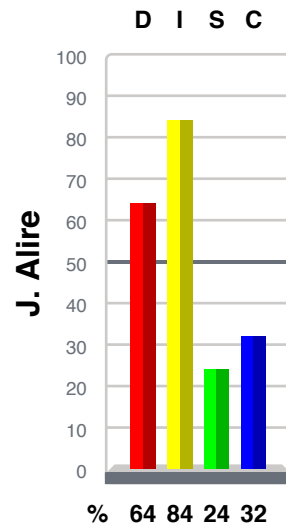


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# Promoter Team DISC Graphs - (I)

## PROMOTER TEAM

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







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## Relater Team Characteristics - (I/S)

*Relaters tend to take time, think positively, and are focused on interpersonal relationships. The following information will give the team members a clear understanding and appreciation of Relaters.*

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS

- Possess strong commitment to team
- Listen actively
- Offer understanding and friendship
- Create an environment where people feel significant
- Protect and value people and things

#### POTENTIAL WEAKNESSES

- Freeze under stress
- Avoid confrontation
- Accept the current situation
- Agree with the opinions of others
- Hold grudges

### BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

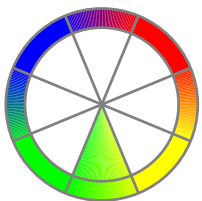


### VALUE TO THE ORGANIZATION

Cooperative member of the team

Positive sense of humor

Tenacious



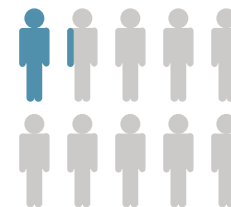
**20.08%**  
of the Population

### WORDS THAT WORK

Easygoing

Simple

Responsive



**4/36**

11% of the Team

### WORDS THAT DON'T WORK

Complex

Abstract

Analytical

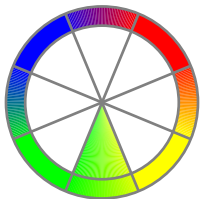
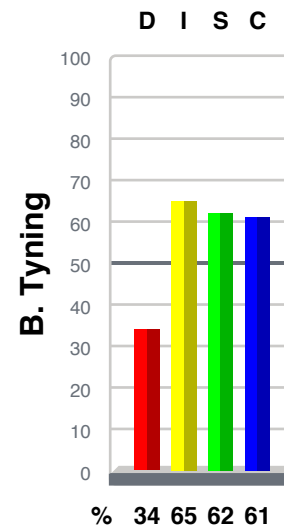
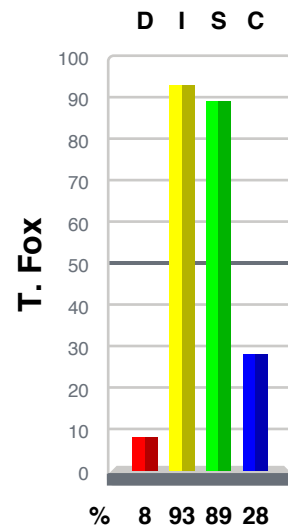
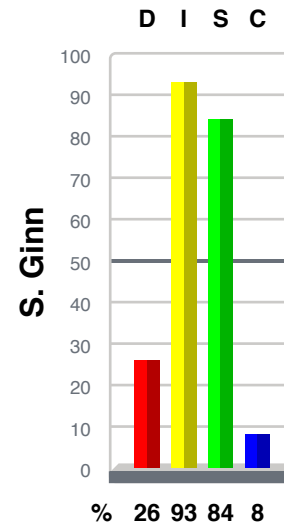
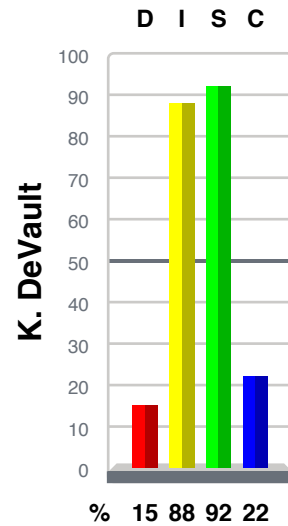


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## Relater Team DISC Graphs - (I/S)

### RELATER TEAM

Kayla DeVault  
Todd Fox  
Susan Ginn  
Bobby Tynning





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## Implementor Team Characteristics - (C/D)

*Implementors tend to assess, leverage facts and figures and advance toward a solution. The following information will give the team members a clear understanding and appreciation of Implementors.*

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS

- Aware and sensitive to the cost of errors and mistakes
- Share creative ideas
- Finish tasks quickly
- Expect high performance standards
- Use time well

#### POTENTIAL WEAKNESSES

- Under-appreciate other team members
- Make decisions inconsistently
- Disregard the feelings of team members
- Overuse facts and figures
- Take on too much within the team

### BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

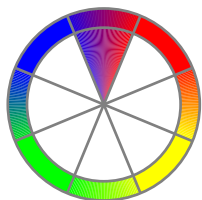


### VALUE TO THE ORGANIZATION

Looks for logical solutions

Requires fact-based ideas

Excellent troubleshooter



**4.22%**  
of the Population

### WORDS THAT WORK

Function

Action

Data



**4/36**

11% of the Team

### WORDS THAT DON'T WORK

Relax

Perception

Assume

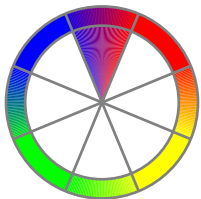
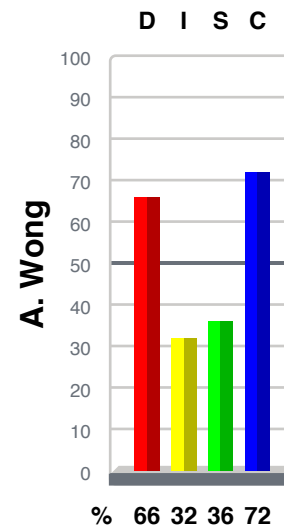
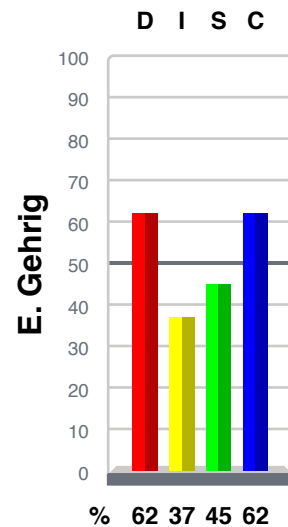
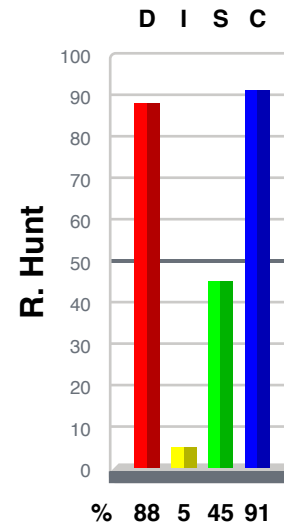
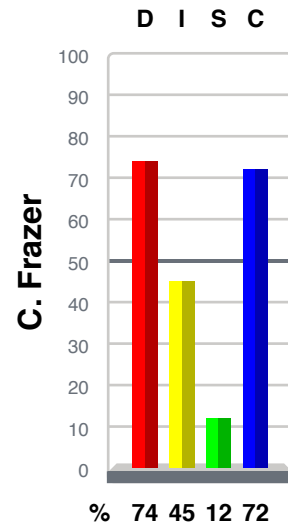


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## Implementor Team DISC Graphs - (C/D)

### IMPLEMENTOR TEAM

Candice Frazer  
Eric Gehrig  
Richard Hunt  
Adam Wong





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## Conductor Team Characteristics - (D)

Conductors tend to be direct, decisive and seek results. The following information will give the team members a clear understanding and appreciation of Conductors.

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS

- Forward-looking and competitive
- Energized by direct answers
- Comfortable with power and authority
- Seeking problems to solve
- Driven toward results

#### POTENTIAL WEAKNESSES

- Poor or selective listening
- Make decisions without all of the facts
- Lack tact and diplomacy
- Use fear as a motivator
- Over delegate and under instruct

### BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

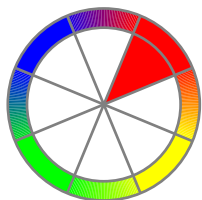


### VALUE TO THE ORGANIZATION

Results driven

Challenges the status quo

Venturesome, ambitious



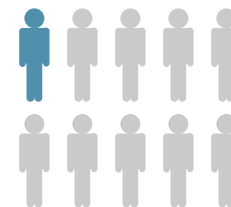
**7.12%**  
of the Population

### WORDS THAT WORK

Quick

Advantage

Decisive



**3/36**

8% of the Team

### WORDS THAT DON'T WORK

Inconsistent

Follow Directions

Patient

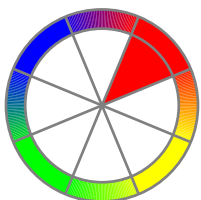
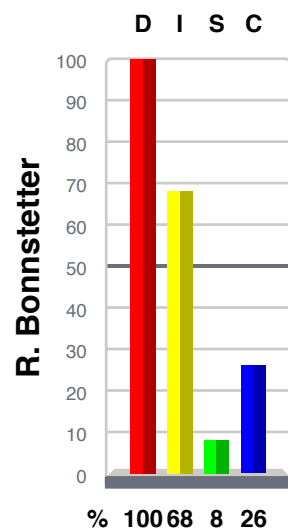
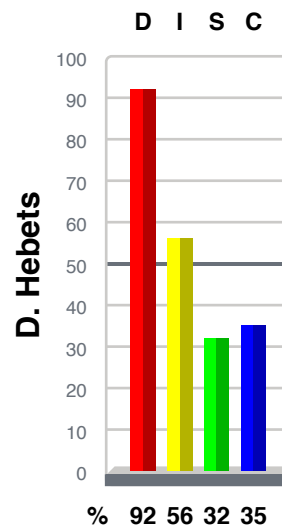
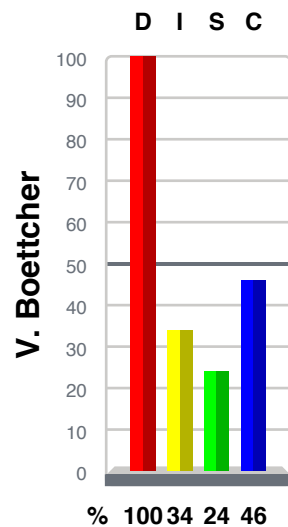


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## Conductor Team DISC Graphs - (D)

### CONDUCTOR TEAM

Vanessa Boettcher  
Ron Bonnstetter  
Dustin Hebets





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## Persuader Team Characteristics - (D/I)

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

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS

- Optimistic about team goals
- Independent and autonomous
- Engage others in projects and tasks
- Get results through team members
- Promote and accept changes

#### POTENTIAL WEAKNESSES

- Do not manage time or deadlines well
- Do not follow up and follow through as needed
- Take on too many responsibilities at once
- Push their agenda
- Be overly enthusiastic

### BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

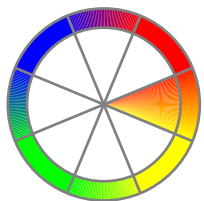


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### VALUE TO THE ORGANIZATION

**Represents company in organizations**  
**Ability to handle many activities**  
**Innovative**



**12.68%**  
of the Population

### WORDS THAT WORK

**Amazing**  
**Unprecedented**  
**Extraordinary**



**3/36**  
8% of the Team

### WORDS THAT DON'T WORK

**Standardized**  
**Structured**  
**Uniform**

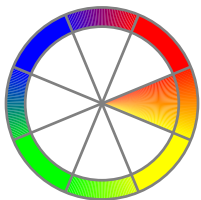
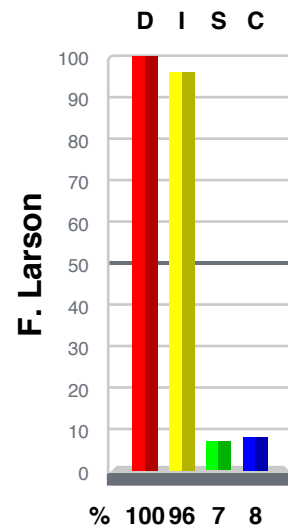
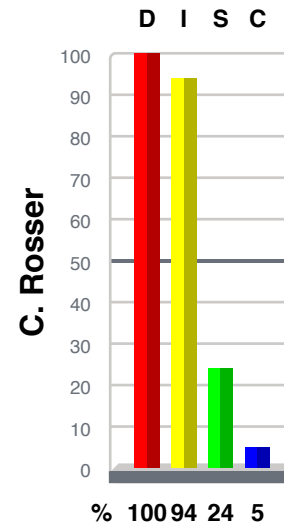
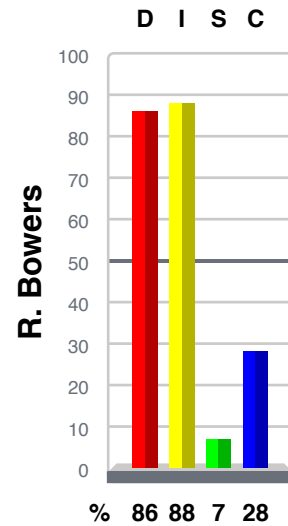


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# Persuader Team DISC Graphs - (D/I)

## PERSUADER TEAM

Rick Bowers  
Favor Larson  
Cindy Rosser







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## Supporter Team Characteristics - (S)

Supporters tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized. The following information will give the team members a clear understanding and appreciation of Supporters.

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS

- Focus on team activities
- Comfort others and show patience
- Perform well in team environments
- Conform to established procedures
- Add stability to the team

#### POTENTIAL WEAKNESSES

- Lack a sense of urgency
- Do the work themselves, rather than delegate
- Resist team-initiated changes
- Hesitate to move forward
- Do not forgive faults or mistakes

### BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

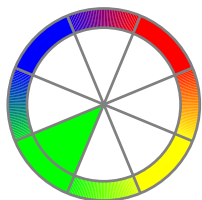


### VALUE TO THE ORGANIZATION

Negotiates conflicts

Dependable team player

Consistent and steady



**11.90%**  
of the Population

### WORDS THAT WORK

Consistent

Usual

Secure



**2/36**

6% of the Team

### WORDS THAT DON'T WORK

Unexpected

Urgent

Confrontation

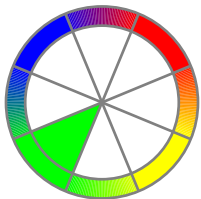
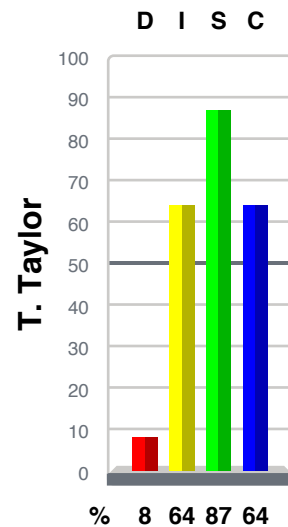
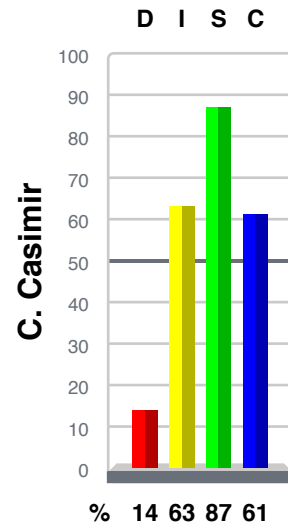


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## Supporter Team DISC Graphs - (S)

### SUPPORTER TEAM

Craig Casimir  
Teresa Taylor





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## Analyzer Team Characteristics - (C)

*Analyzers tend to seek out accuracy in all activity and are careful to gather precise data to ensure the highest quality possible. The following information will give the team members a clear understanding and appreciation of Analyzers.*

### STRENGTHS AND WEAKNESSES

#### POTENTIAL STRENGTHS

- Operate in a self-disciplined manner
- Accurate and precise
- Use facts to support their opinion and cause
- Maintain high standards for self and subordinates
- Think critically

#### POTENTIAL WEAKNESSES

- Do the work themselves and do not delegate
- Lean on team leader or supervisor
- Hesitate to act without sufficient facts
- Keep their feelings to themselves
- Conceal new ideas

### BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

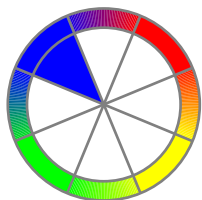


Faster Paced



### VALUE TO THE ORGANIZATION

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



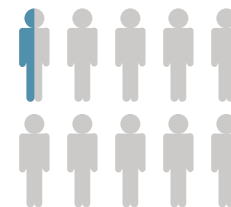
**5.12%**  
of the Population

### WORDS THAT WORK

Factual

Precise

Verified



**1/36**  
3% of the Team

### WORDS THAT DON'T WORK

Imagine

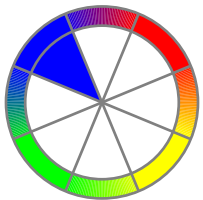
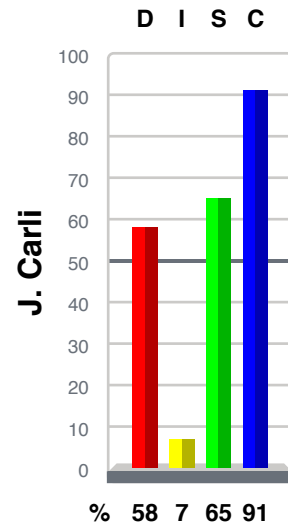
Educated guess

Experimental



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## Analyzer Team DISC Graphs - (C)





## 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 (8%)</b>	<b>SUPPORTER - S (6%)</b>
People who tend to be direct, decisive, and seek results.	People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.
<b>PERSUADER - D/I (8%)</b>	<b>COORDINATOR - S/C (33%)</b>
People who tend to convince others by appealing to reason, understanding, or emotion.	People who tend to be fact-oriented and adhere to proven methods to complete projects and tasks.
<b>PROMOTER - I (19%)</b>	<b>ANALYZER - C (3%)</b>
People who tend to verbalize many thoughts to influence outcomes.	People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.
<b>RELATER - I/S (11%)</b>	<b>IMPLEMENTOR - C/D (11%)</b>
People who tend to take time, think positively, and are focused on interpersonal relationships.	People who tend to assess, leverage facts and figures, and advance toward a solution.



## Team Member Overview

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

CONDUCTOR (8%)	SUPPORTER (6%)
Vanessa Boettcher Ron Bonnsetter Dustin Hebets	Craig Casimir Teresa Taylor
PERSUADER (8%)	COORDINATOR (33%)
Rick Bowers Favor Larson Cindy Rosser	Kate Biben Alec Bonnsetter Nick Chris Philip Daus Erin Healy Anne Klink Amy Lane Carol Mettenbrink Ryan Miller Cherisse Mowry Brent Rowland Kefei Wang
PROMOTER (19%)	ANALYZER (3%)
James Alire Tom Bogart Rodney Cox Jill Heberling Ann Leitensdorfer Cassandra Nelson Sandra Stoner	John Carli
RELATER (11%)	IMPLEMENTOR (11%)
Kayla DeVault Todd Fox Susan Ginn Bobby Tying	Candice Frazer Eric Gehrig Richard Hunt Adam Wong



## Team Member Characteristics

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

<b>CONDUCTOR (8%)</b>	<b>SUPPORTER (6%)</b>
Competitive Direct Results-Oriented Acts with Urgency Change Agent Strong Willed	Accommodating Reflective Persistent Composed Dependable Good Listener
<b>PERSUADER (8%)</b>	<b>COORDINATOR (33%)</b>
Quick to Change Independent Optimistic Confident Charismatic Influential	Slow to Change Self-Disciplined Executor Logical Realistic Process-Oriented
<b>PROMOTER (19%)</b>	<b>ANALYZER (3%)</b>
Trusting Convincing Inspiring Outgoing Cordial Cheerful	Precise Accurate Focus on Quality Critical Listener Non-Verbal Communicator Detail oriented
<b>RELATER (11%)</b>	<b>IMPLEMENTOR (11%)</b>
Good Supporter Team Player Persistent Cooperative Empathetic Compassionate	Creative Thorough thinker Task-Oriented Fact-Based Selective Inventive



## Ideal Environment for Team Members

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

<b>CONDUCTOR (8%)</b>	<b>SUPPORTER (6%)</b>
Bold and Aggressive Actions Challenging Assignments Expedites Action Firm and Quick Decision Making Results-Oriented	Logical Thinking Systematic Routine Relaxed Pace Team Participation Security
<b>PERSUADER (8%)</b>	<b>COORDINATOR (33%)</b>
Enthusiasm Persuasive Communications Results Through People Testing of New Ideas Competition with Others	Adherence to Standards Routine Work Guidelines to Follow Facts and Data to Analyze Diplomacy and Cooperation
<b>PROMOTER (19%)</b>	<b>ANALYZER (3%)</b>
People Contact Solutions to "People Problems" Optimistic Outlook Verbalizes Thoughts and Ideas Varied Activities	High Quality Standards Procedures to Follow Clean and Tidy Workstation Accuracy Analysis of Facts and Data
<b>RELATER (11%)</b>	<b>IMPLEMENTOR (11%)</b>
Teamwork Coaching and Counseling Service to Others Harmonious Work Environment Assistance to Customers	Logical Decisions Studying and Solving Problems Efficient Methodology Effective Time-Management Fact-based Solutions





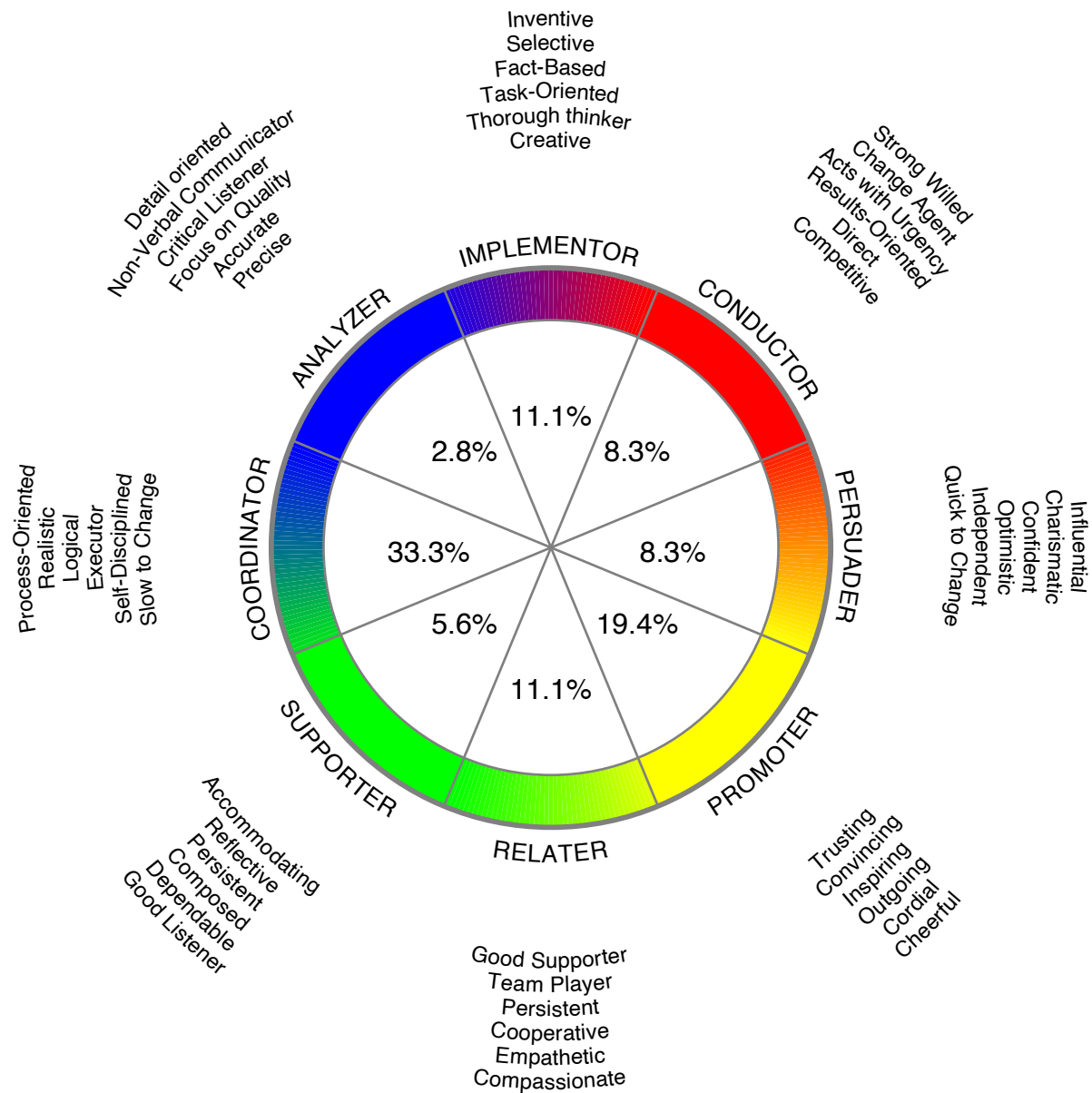
## Words That Don't Work with Team Members

*The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains the words that don't work with the team and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.*

CONDUCTOR (8%)	SUPPORTER (6%)
Inconsistent Follow Directions Patient	Unexpected Urgent Confrontation
PERSUADER (8%)	COORDINATOR (33%)
Standardized Structured Uniform	Unfamiliar Hectic Incomplete
PROMOTER (19%)	ANALYZER (3%)
Ordinary Quiet Strict	Imagine Educated guess Experimental
RELATER (11%)	IMPLEMENTOR (11%)
Complex Abstract Analytical	Relax Perception Assume



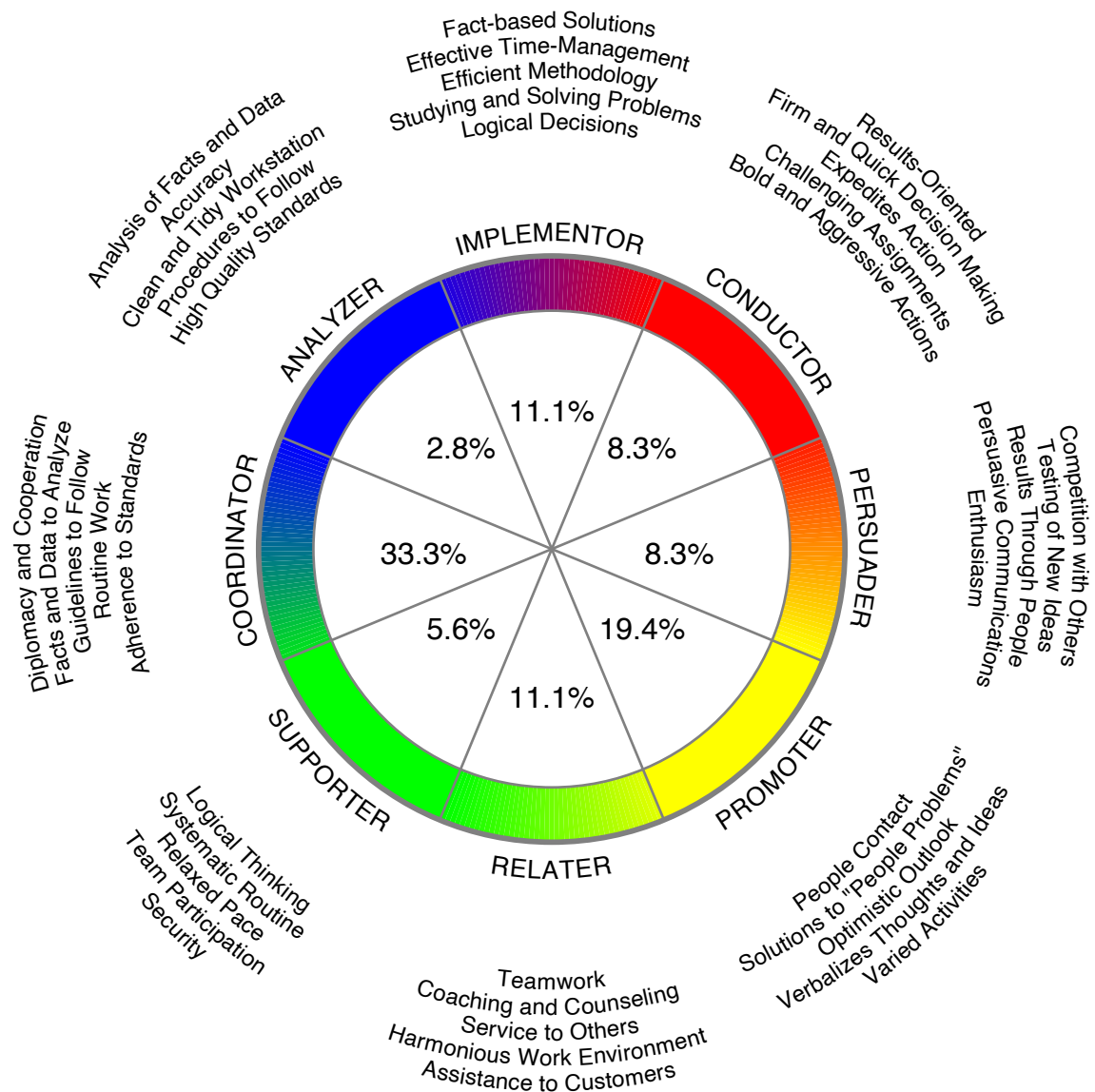
# Team Member Characteristics





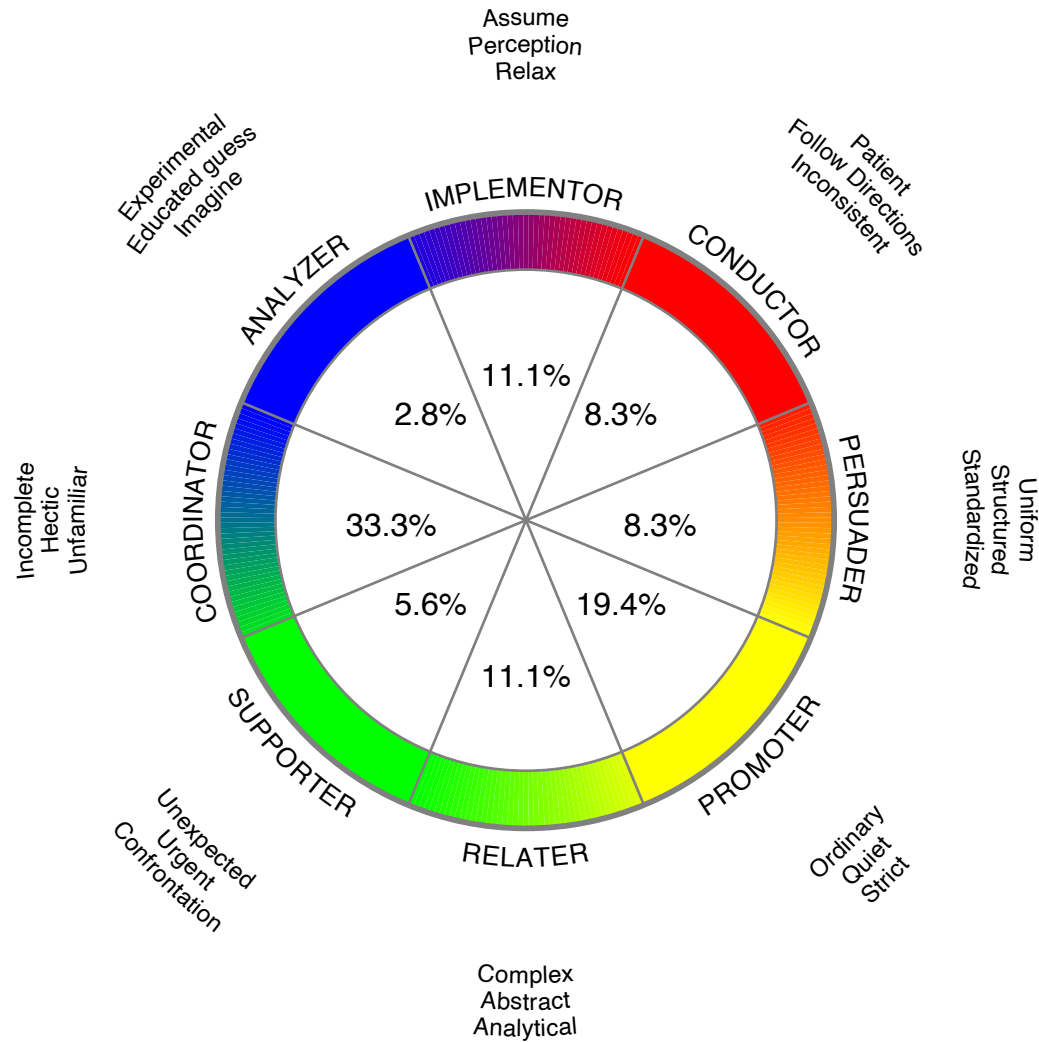
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# Ideal Environment for Team Members





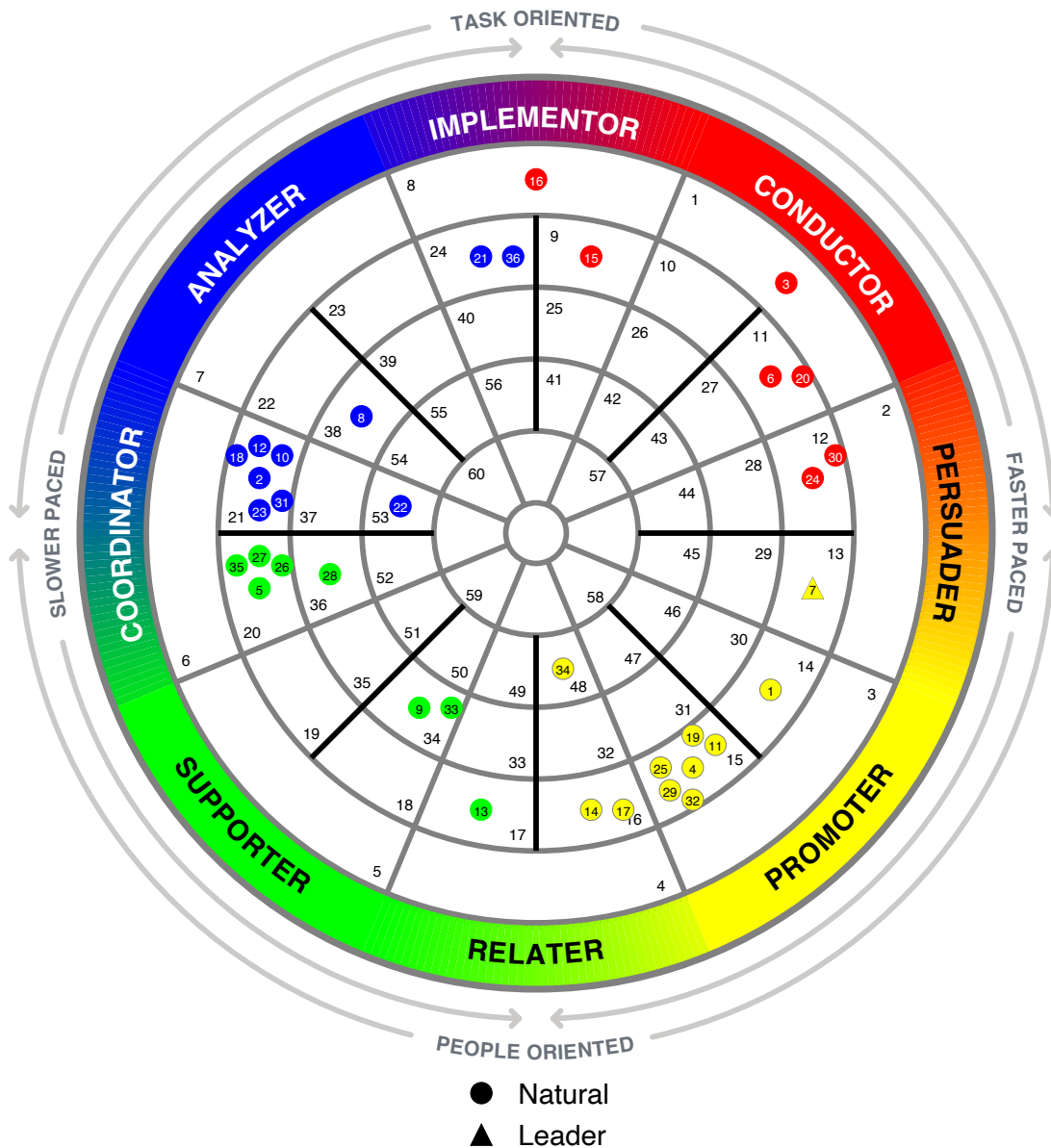
# Words That Don't Work with Team Members





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# Group Wheel Natural



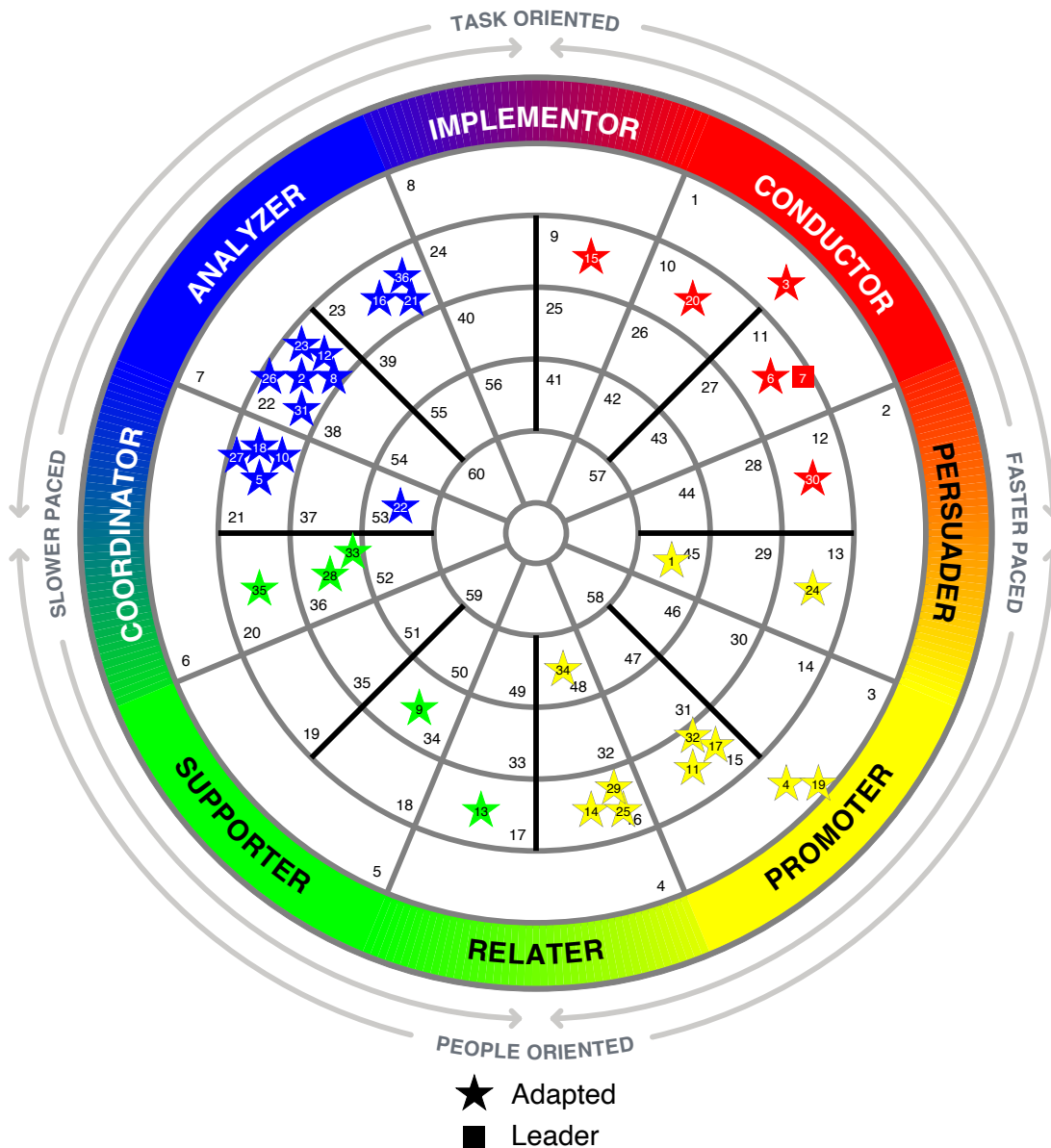
## TEAM MEMBERS

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



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# Group Wheel Adapted



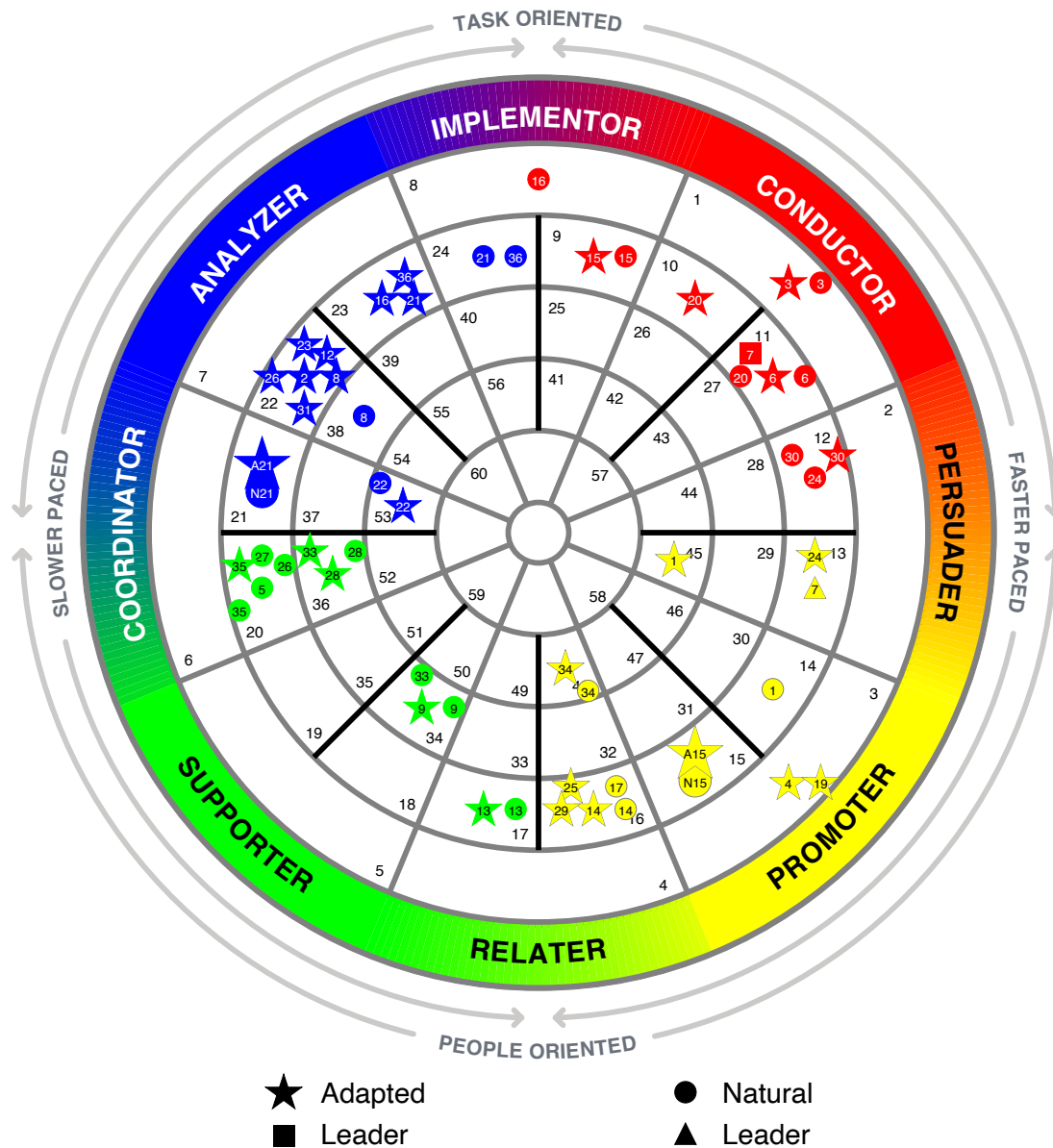
## TEAM MEMBERS

- 1: James Alire
- 2: Kate Biben
- 3: Vanessa Boettcher
- 4: Tom Bogart
- 5: Alec Bonnstetter
- 6: Ron Bonnstetter
- 7: Rick Bowers \*
- 8: John Carli
- 9: Craig Casimir
- 10: Nick Chris
- 11: Rodney Cox
- 12: Philip Daugs
- 13: Kayla DeVault
- 14: Todd Fox
- 15: Candice Frazer
- 16: Eric Gehrig
- 17: Susan Ginn
- 18: Erin Healy
- 19: Jill Heberling
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- 30: Cindy Rosser
- 31: Brent Rowland
- 32: Sandra Stoner
- 33: Teresa Taylor
- 34: Bobby Tyning
- 35: Kefei Wang
- 36: Adam Wong



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# Group Wheel Migration



## TEAM MEMBERS

- 1: James Alire
- 2/N21: Kate Biben
- 3: Vanessa Boettcher
- 4/N15: Tom Bogart
- A21/5: Alec Bonnstetter
- 6: Ron Bonnstetter
- 7: Rick Bowers \*
- 8: John Carli
- 9: Craig Casimir
- A21/N21: Nick Chris
- A15/N15: Rodney Cox
- 12/N21: Philip Daus
- 13: Kayla DeVault
- 14: Todd Fox
- 15: Candice Frazer
- 16: Eric Gehrig
- A15/17: Susan Ginn
- A21/N21: Erin Healy
- 19/N15: Jill Heberling
- 20: Dustin Hebets
- 21: Richard Hunt
- 22: Anne Klink
- 23/N21: Amy Lane
- 24: Favor Larson
- 25/N15: Ann Leitensdorfer
- 26: Carol Mettenbrink
- A21/27: Ryan Miller
- 28: Cherisse Mowry
- 29/N15: Cassandra Nelson
- 30: Cindy Rosser
- 31/N21: Brent Rowland
- A15/N15: Sandra Stoner
- 33: Teresa Taylor
- 34: Bobby Tynning
- 35: Kefei Wang
- 36: 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 of Data** - Information is maintained accurately for repeated examination as required.

**Competitiveness** - Tenacity, boldness, assertiveness and a "will to win" in all situations.

**Consistency** - The ability to do the job the same way.

**Customer Relations** - A desire to convey your sincere interest in them.

**Follow Up and Follow Through** - A need to be thorough.

**Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.

**Frequent Change** - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.

**Frequent Interaction with Others** - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

**Organized Workplace** - Systems and procedures followed for success.

**People Oriented** - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

**Urgency** - Decisiveness, quick response and fast action.

**Versatility** - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



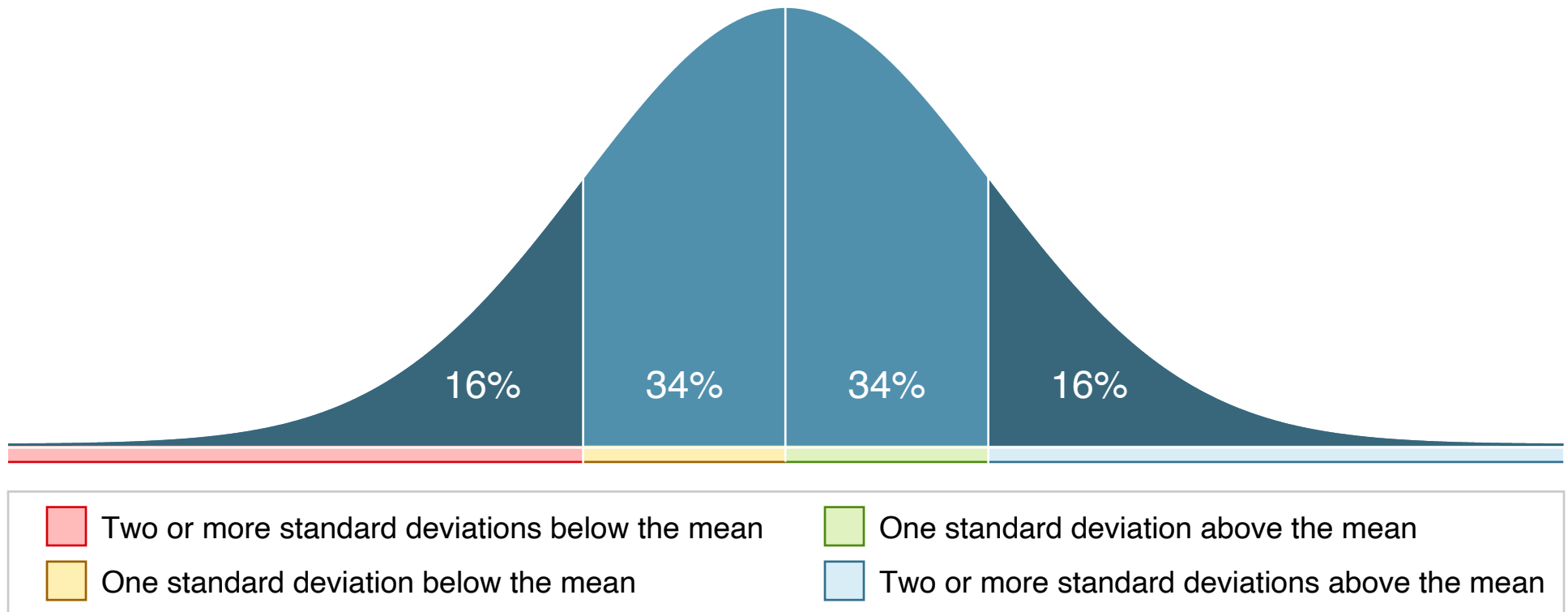


# The Bell Curve Defined

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

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

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





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# Behavioral Style Comparison

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

Two or more standard deviations below the mean

One standard deviation below the mean

● Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean



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## Behavioral Style Comparison Continued

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

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



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## Behavioral Style Comparison Continued

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

Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean



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## Behavioral Style Comparison Continued

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

Two or more standard deviations below the mean

One standard deviation below the mean

● Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean