Behavioral Team Report

TTISI Team
TTI Success Insights
7-18-2017

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
Kate Biben
Vanessa Boettcher
Tom Bogart
David Bonnstetter
Alec Bonnstetter
Ron Bonnstetter
Rick Bowers
John Carli
Craig Casimir
Nick Chris
Dave Clark
Rodney Cox
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
Ryan Miller
Cherisse Mowry
Cassandra Nelson
Rico Rivera
Cindy Rosser
Brent Rowland
Anubhav Sharma
Robert Stokes
Sandra Stoner
Teresa Taylor
Bobby Tyning
Kefei Wang
Adam Wong

Team DISC Overview

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

OBSERVING DISC

Have you ever noticed:

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

- Some are optimistic, fun, and talkative

- Some are steady, patient, and relaxed

- Some are precise, accurate, and detail-oriented

DEFINING DISC

Dominance
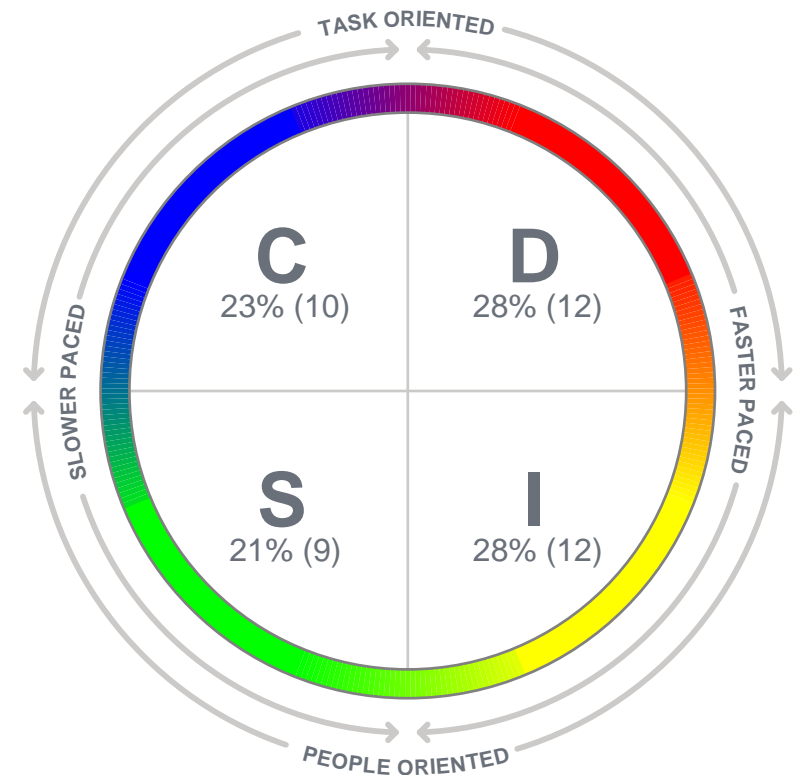How you respond to problems and challenges

Influence
How you influence others to your point of view

Steadiness
How you respond to the pace of the environment

Compliance
How you respond to rules and procedures

TASK ORIENTED

FASTER PACED

SLOWER PACED

PEOPLE ORIENTED

C 23% (10)

D 28% (12)

S 21% (9)

I 28% (12)

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.
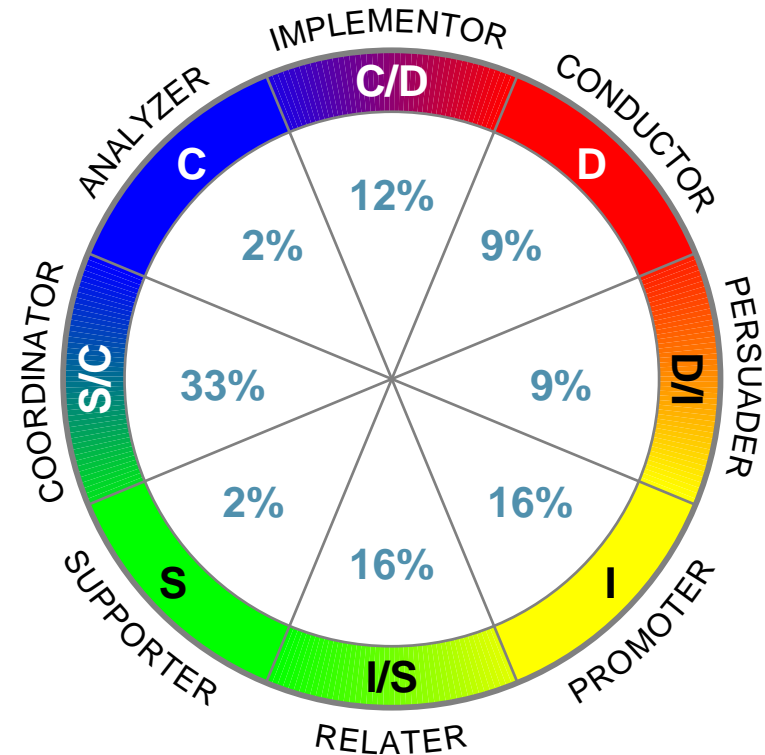
Coordinator Team Characteristics - (S/C)

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

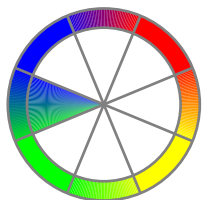**Task Oriented**   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Respect for authority
Calming and stable
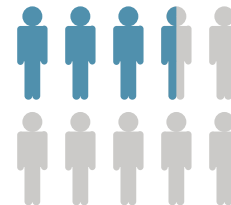**Looks for logical solutions**

WORDS THAT WORK

Proven

Standard

Organized

WORDS THAT DON'T WORK

Unfamiliar

Hectic

Incomplete

21.28%
of the Population

14/43
33% of the Team

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Coordinator Team DISC Graphs - (S/C)
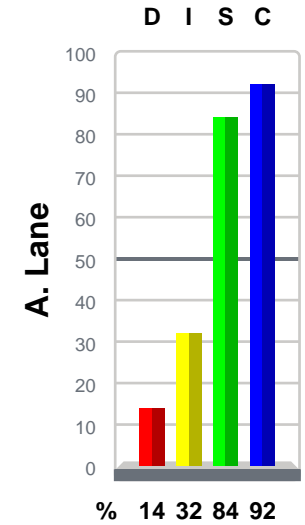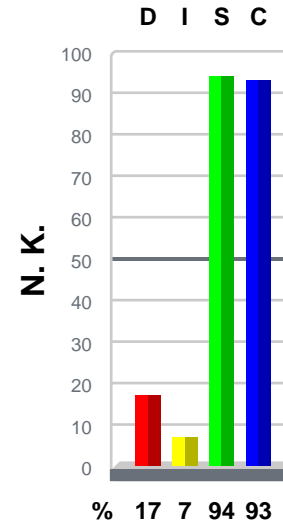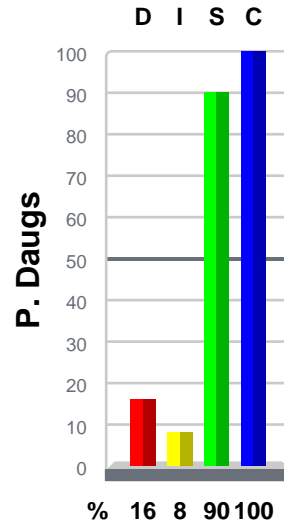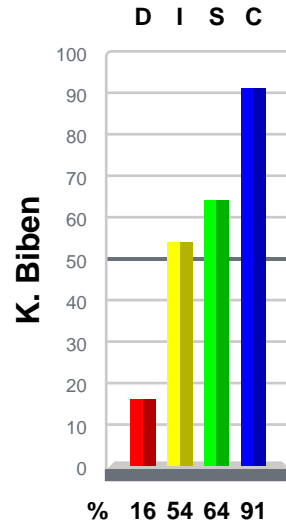
TTI SUCCESS INSIGHTS®

K. Biben — D I S C
% 16 54 64 91

P. Daugs — D I S C
% 16 8 90 100

N. K. — D I S C
% 17 7 94 93

A. Lane — D I S C
% 14 32 84 92

N. Chris — D I S C
% 17 8 93 92

E. Healy — D I S C
% 24 5 95 100

A. Klink — D I S C
% 24 52 74 71

C. Mettenbrink — D I S C
% 32 8 92 85

TTISI Team

5

R. Miller

	D	I	S	C
%	26	32	74	85

R. Rivera

	D	I	S	C
%	22	32	88	81

R. Stokes

	D	I	S	C
%	28	52	65	81

C. Mowry

	D	I	S	C
%	7	38	90	91

B. Rowland

	D	I	S	C
%	53	32	64	71

K. Wang

	D	I	S	C
%	34	8	90	85

TTISI Team
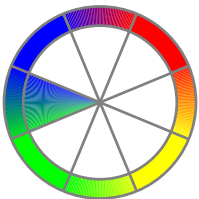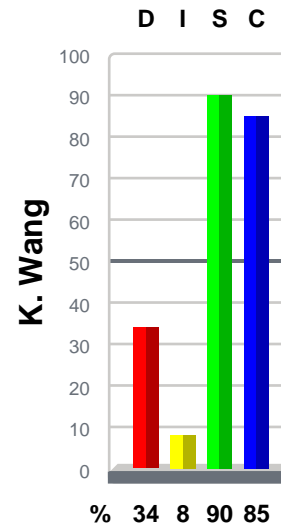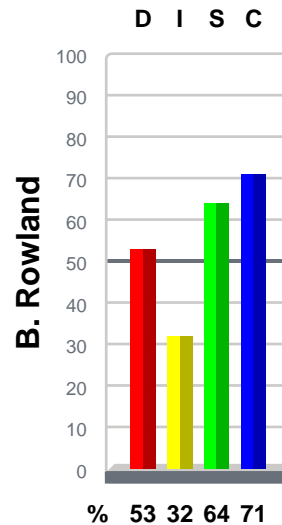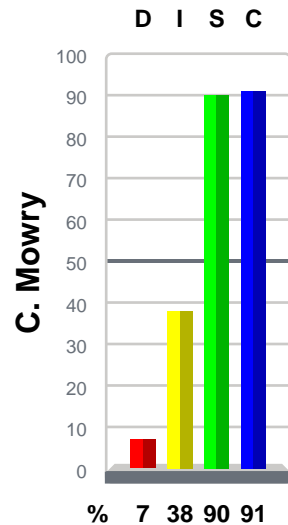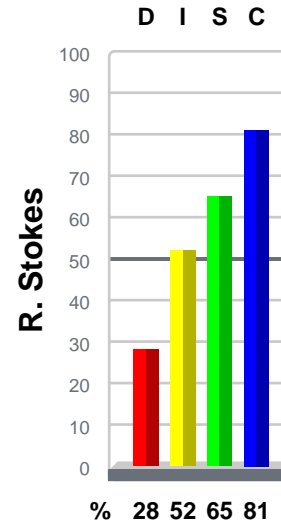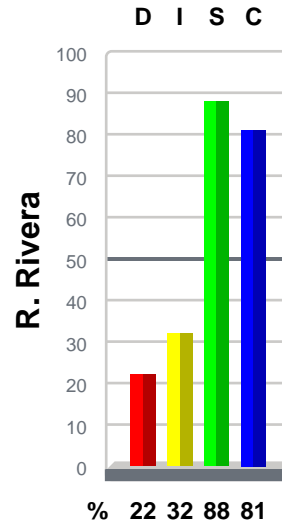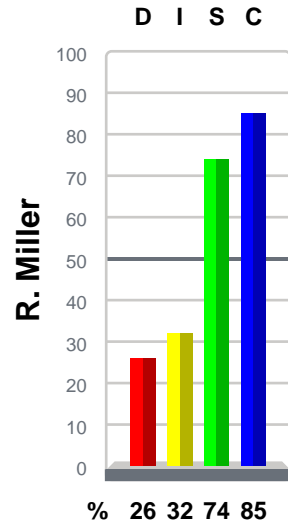
Promoter Team Characteristics - (I)

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
- Enjoy convincing people
- Communicate well with others
- Promote the team throughout the organization
- Advocate for new ideas and products

POTENTIAL WEAKNESSES

- Act before gathering information
- Emphasize fun over efficiency
- Overly optimistic about team abilities
- React based on emotions
- Inattentive to detail

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Spontaneity
Verbalize feelings
Effective use of humor
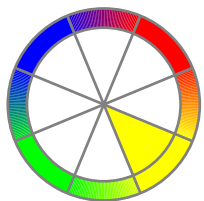
WORDS THAT WORK

Flexible

Exciting

Inspiring

WORDS THAT DON'T WORK

Ordinary

Quiet

Strict

17.46%
of the Population

7/43
16% of the Team

Promoter Team DISC Graphs - (I)

PROMOTER TEAM

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

T. Bogart

D	I	S	C
37	100	48	22

K. DeVault

D	I	S	C
17	84	66	48

C. Nelson

D	I	S	C
28	93	68	22

S. Stoner

D	I	S	C
15	93	77	32

R. Cox

D	I	S	C
45	86	48	28

A. Leitensdorfer

D	I	S	C
36	92	64	24

A. Sharma

D	I	S	C
67	83	42	15

TTISI Team
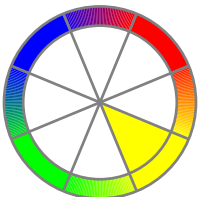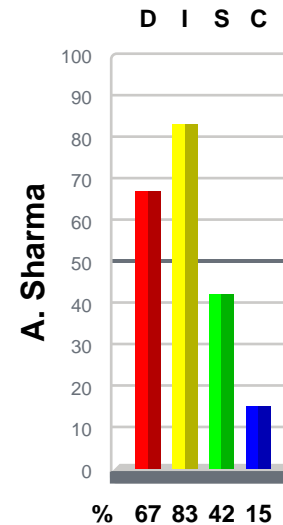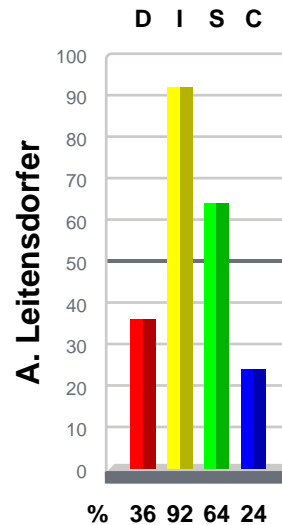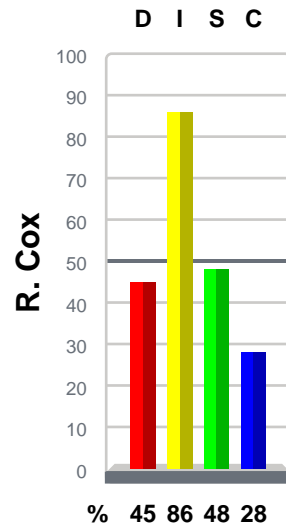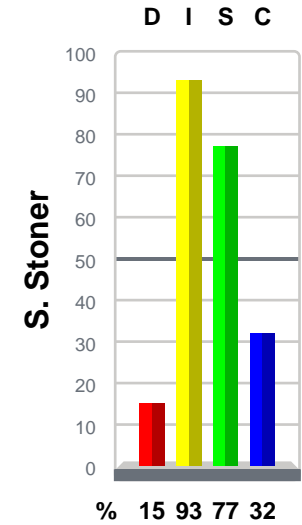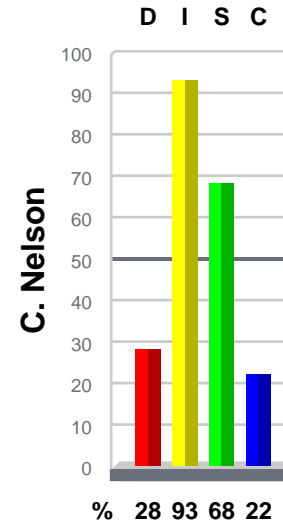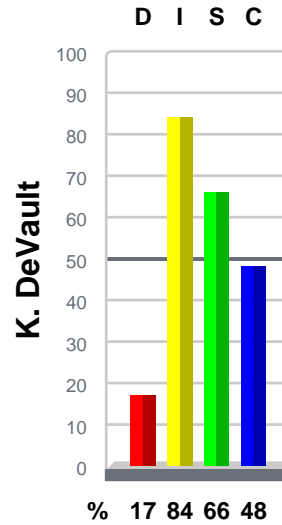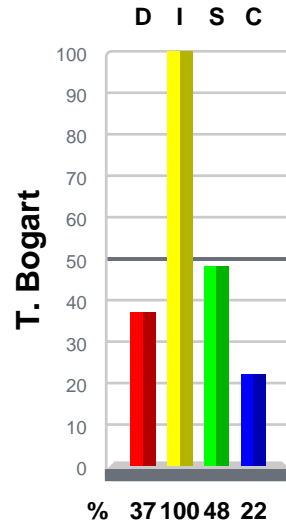
Relater Team Characteristics - (I/S)

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   **Faster Paced**

VALUE TO THE ORGANIZATION

Tenacious

Team player

Builds strong relationships
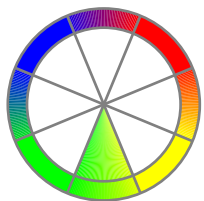
WORDS THAT WORK

Easygoing

Simple

Responsive

WORDS THAT DON'T WORK

Complex

Abstract

Analytical

20.08%
of the Population

7/43
16% of the Team

Relater Team DISC Graphs - (I/S)

RELATER TEAM

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

C. Casimir

	D	I	S	C
%	14	72	77	61

S. Ginn

	D	I	S	C
%	15	93	92	15

C. Hood

	D	I	S	C
%	8	84	77	52

B. Tyning

	D	I	S	C
%	26	68	68	52

T. Fox

	D	I	S	C
%	7	100	86	32

J. Heberling

	D	I	S	C
%	34	75	66	38

T. Taylor

	D	I	S	C
%	22	72	84	38
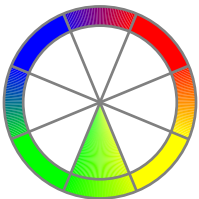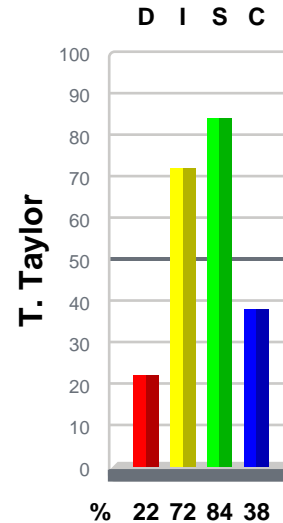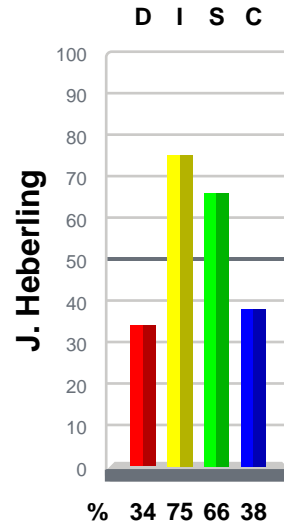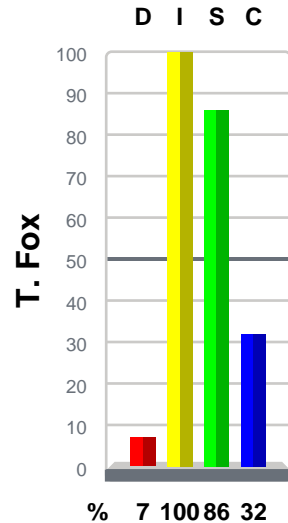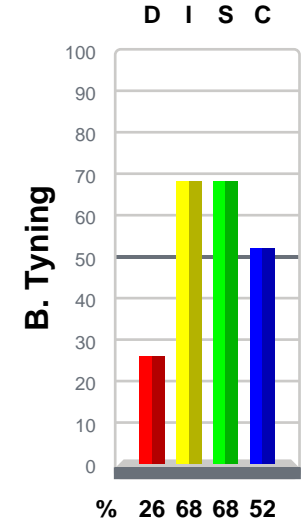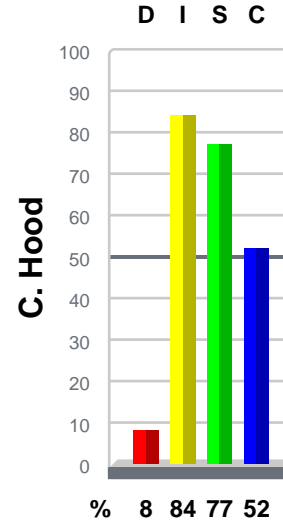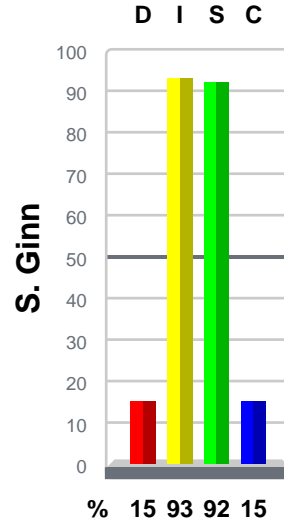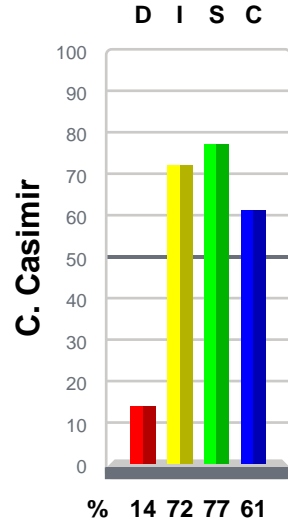
Implementor Team Characteristics - (C/D)

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

- Finish tasks quickly
- Understand all facts before starting a project
- Expect high performance standards
- Make tough decisions using insight and facts
- Use time well

POTENTIAL WEAKNESSES

- Overuse facts and figures
- Make decisions inconsistently
- Criticize team members
- Take on too much within the team
- Become demanding under stress

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Pursues rational outcomes
Strong-willed
Creativity
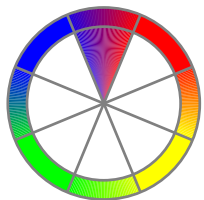
WORDS THAT WORK

Function

Action

Data

4.22%
of the Population

5/43
12% of the Team

WORDS THAT DON'T WORK

Relax

Perception

Assume

11

TTI SUCCESS INSIGHTS®

IMPLEMENTOR TEAM

David Bonnstetter
John Carli
Eric Gehrig
Richard Hunt
Adam Wong

D. Bonnstetter

| D I S C |
| % 96 4 48 91 |

E. Gehrig

| D I S C |
| % 62 37 45 62 |

A. Wong

| D I S C |
| % 69 22 32 83 |

J. Carli

| D I S C |
| % 83 8 54 74 |

R. Hunt

| D I S C |
| % 89 5 54 85 |
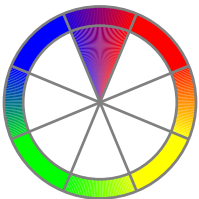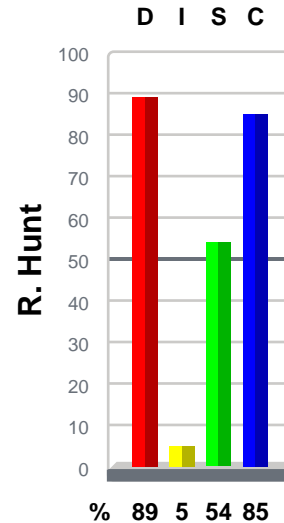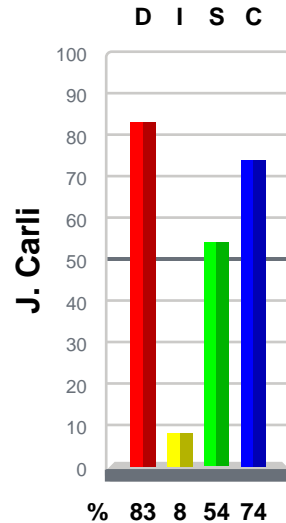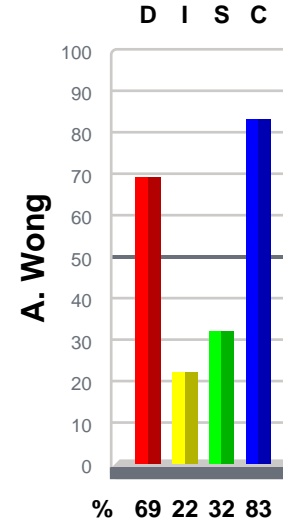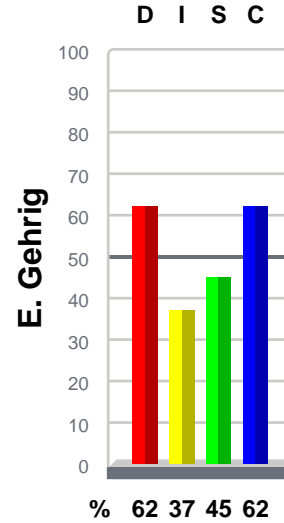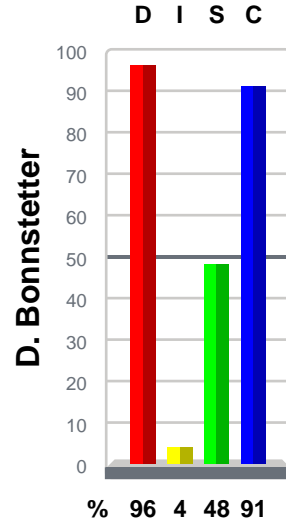
Conductor Team Characteristics - (D)

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

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Self starter

Competitive

Challenges the status quo
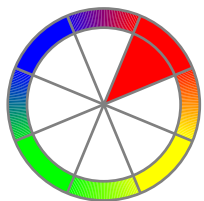
WORDS THAT WORK

Quick

Advantage

Decisive

7.12%
of the Population

WORDS THAT DON'T WORK

Inconsistent

Follow directions

Patient

4/43
9% of the Team

CONDUCTOR TEAM

James Alire
Vanessa Boettcher
Ron Bonnstetter
Candice Frazer

J. Alire

D I S C

% 89 68 7 48

R. Bonnstetter

D I S C

% 100 66 12 26

V. Boettcher

D I S C

% 96 22 38 42

C. Frazer

D I S C

% 94 58 7 58
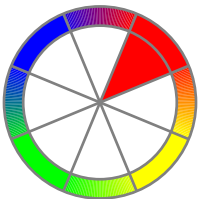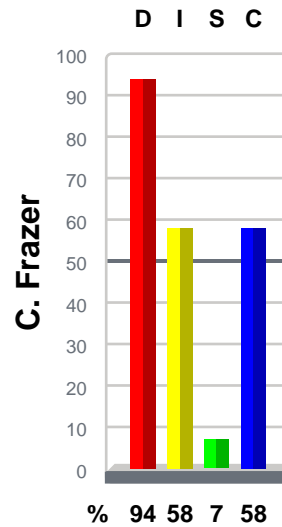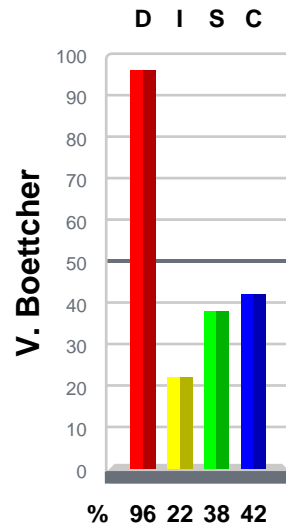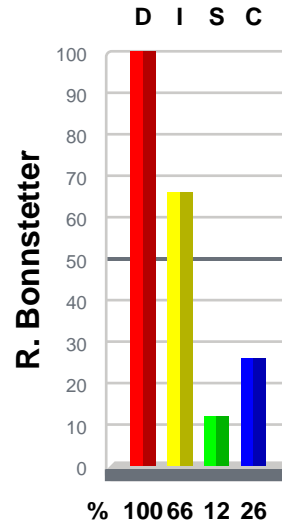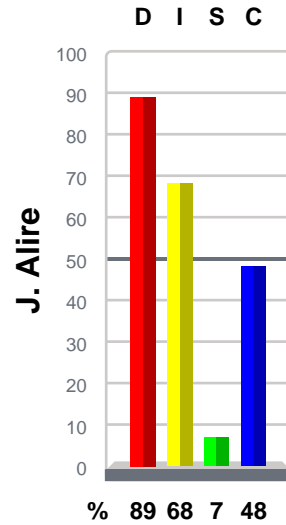
Persuader Team Characteristics - (D/I)

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   **Faster Paced**

VALUE TO THE ORGANIZATION

Accomplishes goals through people
Cordially enterprising
Creative problem solving

WORDS THAT WORK

Amazing

Unprecedented

Extraordinary

WORDS THAT DON'T WORK

Standardized

Structured
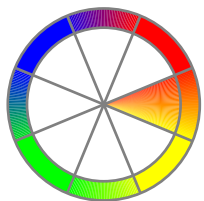
Uniform

12.68%
of the Population

4/43
9% of the Team

15

Persuader Team DISC Graphs - (D/I)

PERSUADER TEAM

Rick Bowers
Dave Clark
Favor Larson
Cindy Rosser

R. Bowers

D I S C

| % | 92 | 82 | 6 | 38 |

F. Larson

D I S C

| % | 100 | 100 | 6 | 8 |

D. Clark

D I S C

| % | 96 | 84 | 8 | 22 |

C. Rosser

D I S C

| % | 96 | 96 | 28 | 4 |
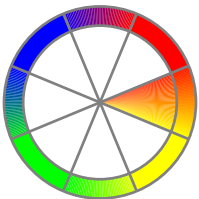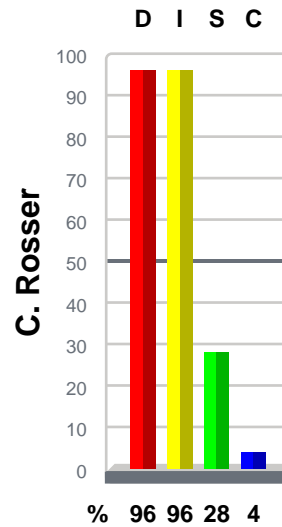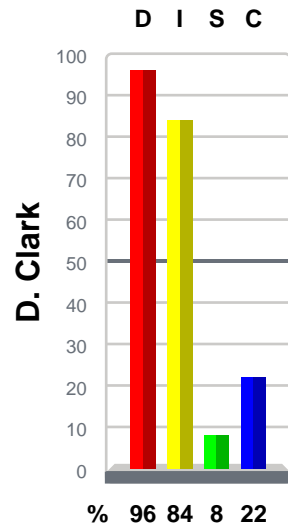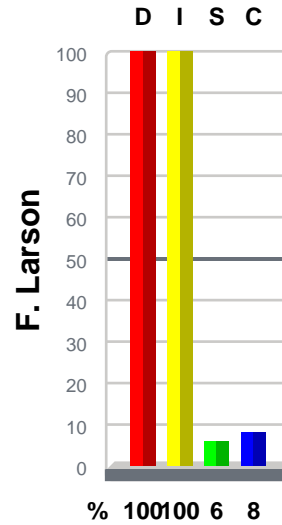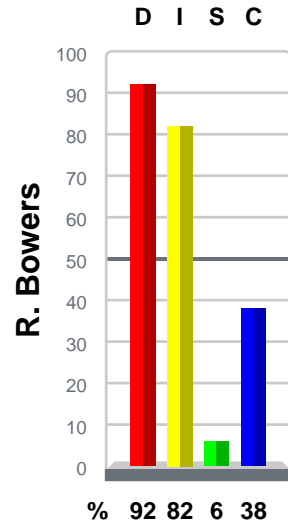
Analyzer Team Characteristics - (C)

Analyzers 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 Analyzers.

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
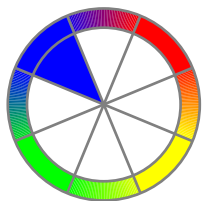
WORDS THAT WORK

Factual

Precise

Verified

5.12%
of the Population
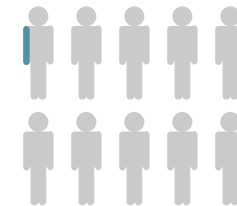
WORDS THAT DON'T WORK

Imagine

Educated guess

Experimental

1/43
2% of the Team

ANALYZER TEAM

Alec Bonnstetter

D I S C

% 38 54 54 71
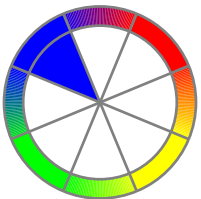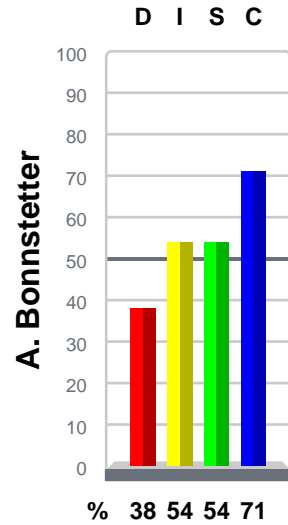
Supporter Team Characteristics - (S)

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
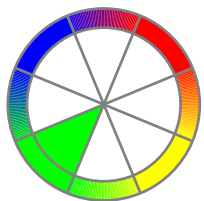
WORDS THAT WORK

Consistent

Usual

Secure

11.90%
of the Population
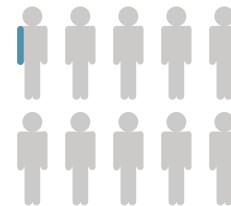
WORDS THAT DON'T WORK

Unexpected

Urgent

Confrontation

1/43
2% of the Team

SUPPORTER TEAM

Dustin Hebets

D I S C

% 22 64 80 52
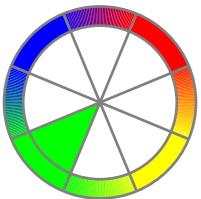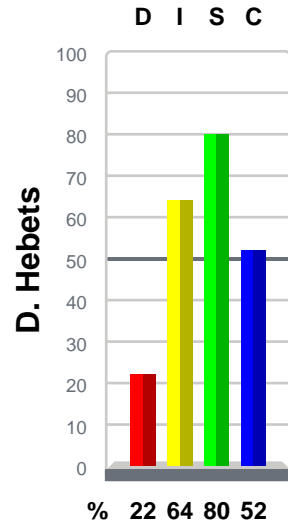
Wheel Segment Definitions

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

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

TTISI Team

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

CONDUCTOR - D (9%)	SUPPORTER - S (2%)
James Alire Vanessa Boettcher Ron Bonnstetter Candice Frazer	Dustin Hebets

PERSUADER - D/I (9%)	COORDINATOR - S/C (33%)	
Rick Bowers Dave Clark Favor Larson Cindy Rosser	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

PROMOTER - I (16%)	ANALYZER - C (2%)
Tom Bogart Rodney Cox Kayla DeVault Ann Leitensdorfer Cassandra Nelson Anubhav Sharma Sandra Stoner	Alec Bonnstetter

RELATER - I/S (16%)	IMPLEMENTOR - C/D (12%)
Craig Casimir Todd Fox Susan Ginn Jill Heberling Cameron Hood Teresa Taylor Bobby Tyning	David Bonnstetter John Carli Eric Gehrig Richard Hunt Adam Wong

Team Member Characteristics

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

CONDUCTOR - D (9%)	SUPPORTER - S (2%)
Competitive Direct Results-oriented Acts with urgency Change agent Strong willed	Accommodating Reflective Persistent Composed Dependable Good listener
PERSUADER - D/I (9%)	**COORDINATOR - S/C (33%)**
Quick to change Independent Optimistic Confident Charismatic Influential	Slow to change Self-disciplined Executor Logical Realistic Process-oriented
PROMOTER - I (16%)	**ANALYZER - C (2%)**
Trusting Convincing Inspiring Outgoing Cordial Cheerful	Precise Accurate Focus on quality Critical listener Non-verbal communicator Detail-oriented
RELATER - I/S (16%)	**IMPLEMENTOR - C/D (12%)**
Good supporter Team player Persistent Cooperative Empathetic Compassionate	Creative Thorough thinker Task-oriented Fact-based Selective Inventive

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

CONDUCTOR - D (9%)	SUPPORTER - S (2%)
Bold and aggressive actions Challenging assignments Expedites action Firm and quick decision making Results-oriented	Logical thinking Systematic routine Relaxed pace Team participation Security
PERSUADER - D/I (9%)	**COORDINATOR - S/C (33%)**
Enthusiasm Persuasive communications Results through people Testing of new ideas Competition with others	Adherence to standards Routine work Guidelines to follow Facts and data to analyze Diplomacy and cooperation
PROMOTER - I (16%)	**ANALYZER - C (2%)**
People contact Solutions to "people problems" Optimistic outlook Verbalizes thoughts and ideas Varied activities	High quality standards Procedures to follow Clean and tidy workstation Accuracy Analysis of facts and data
RELATER - I/S (16%)	**IMPLEMENTOR - C/D (12%)**
Teamwork Coaching and counseling Service to others Cooperative 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 - D (9%)	SUPPORTER - S (2%)
Inconsistent Follow directions Patient	Unexpected Urgent Confrontation

PERSUADER - D/I (9%)	COORDINATOR - S/C (33%)
Standardized Structured Uniform	Unfamiliar Hectic Incomplete

PROMOTER - I (16%)	ANALYZER - C (2%)
Ordinary Quiet Strict	Imagine Educated guess Experimental

RELATER - I/S (16%)	IMPLEMENTOR - C/D (12%)
Complex Abstract Analytical	Relax Perception Assume

Group Wheel Natural

TEAM MEMBERS

1: James Alire
2: Kate Biben
3: Vanessa Boettcher
4: Tom Bogart
5: Alec Bonnstetter
6: David Bonnstetter *
7: Ron Bonnstetter
8: Rick Bowers
9: John Carli
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 Tyning
42: Kefei Wang
43: Adam Wong

● Natural

▲ Leader

Group Wheel Adapted

TASK ORIENTED

IMPLEMENTOR

ANALYZER

CONDUCTOR

SLOWER PACED

FASTER PACED

COORDINATOR

PERSUADER

SUPPORTER

PROMOTER

RELATER

PEOPLE ORIENTED

★ Adapted

■ Leader

TEAM MEMBERS

1: James Alire
2: Kate Biben
3: Vanessa Boettcher
4: Tom Bogart
5: Alec Bonnstetter
6: David Bonnstetter *
7: Ron Bonnstetter
8: Rick Bowers
9: John Carli
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 Tyning
42: Kefei Wang
43: Adam Wong

Group Wheel Migration

TASK ORIENTED

IMPLEMENTOR

ANALYZER

CONDUCTOR

SLOWER PACED

FASTER PACED

COORDINATOR

PERSUADER

SUPPORTER

PROMOTER

RELATER

PEOPLE ORIENTED

★ Adapted   ● Natural
■ Leader   ▲ Leader

Behavioral Hierarchy Defined

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

Analysis - Compile, confirm and organize information.

Competitive - Want to win or gain an advantage.

Consistent - Perform predictably in repetitive situations.

Customer-Oriented - Identify and fulfill customer expectations.

Persistence - Finish tasks despite challenges or resistance.

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

Frequent Change - Rapidly shift between tasks.

Interaction - Frequently engage and communicate with others.

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

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

Urgency - Take immediate action.

Versatile - Adapt to various situations with ease.

The Bell Curve Defined

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

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

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

16% 34% 34% 16%

▮ Two or more standard deviations below the mean	▮ One standard deviation above the mean
▮ One standard deviation below the mean	▮ Two or more standard deviations above the mean
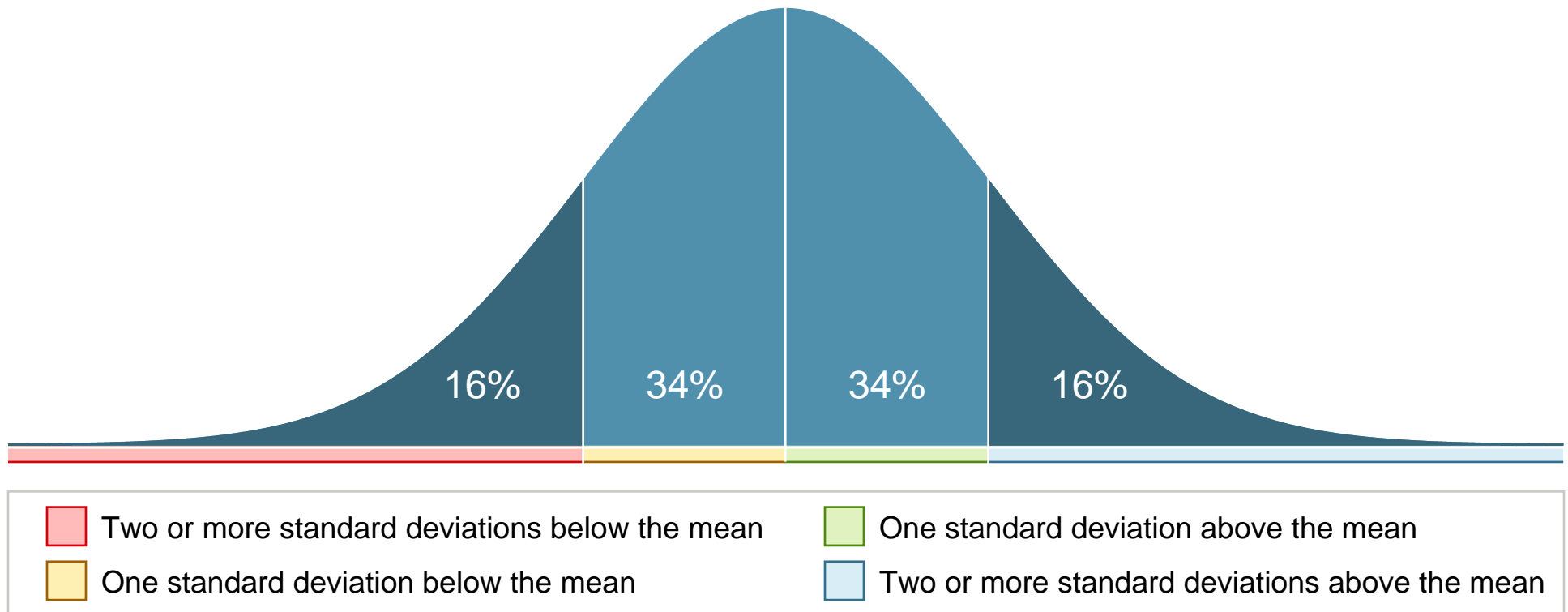
Behavioral Style Comparison

Behavioral Characteristics	Team Avg.	D. Bonnstetter	J. Alire	K. Biben	V. Boettcher	T. Bogart	A. Bonnstetter	R. Bonnstetter	R. Bowers	J. Carli	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

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

● 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. Bonnstetter	A. Leitensdorfer	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 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. Bonnstetter ●	R. Stokes	S. Stoner	T. Taylor	B. Tyning	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 above the mean

🟨 One standard deviation below the mean   🟦 Two or more standard deviations above the mean

● Team Leader

TTISI Team