TTI SUCCESS INSIGHTS®

Behavioural Team Report

Samantha Sample
VP of Samples
TTI
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Introduction

Predictable patterns of human nature can be accurately measured through behavioural assessments. A clear understanding of these predictable behaviours can enable productive outcomes. When individual behavioural 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 organisational goals.

CONTENTS OF THE REPORT

- Overview - A summary examining the composition of your team for both DISC and behavioural segmentation expressed as a percentage.

- Team Composition - Defines the makeup of your organisation by behavioural segment and shares the DISC graphs of individuals on your team.

- Behavioural 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.

- Behavioural Style Comparison - Compares individual scores to others on the team, team averages, and population means.

TEAM MEMBER LIST

Sue Anderson
Amanda Doe
Frank Jones
John Smith
Joe Williams

Samantha Sample

Team DISC Overview

The TTI Success Insights® wheel is a graphic representation of a team's behavioural 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
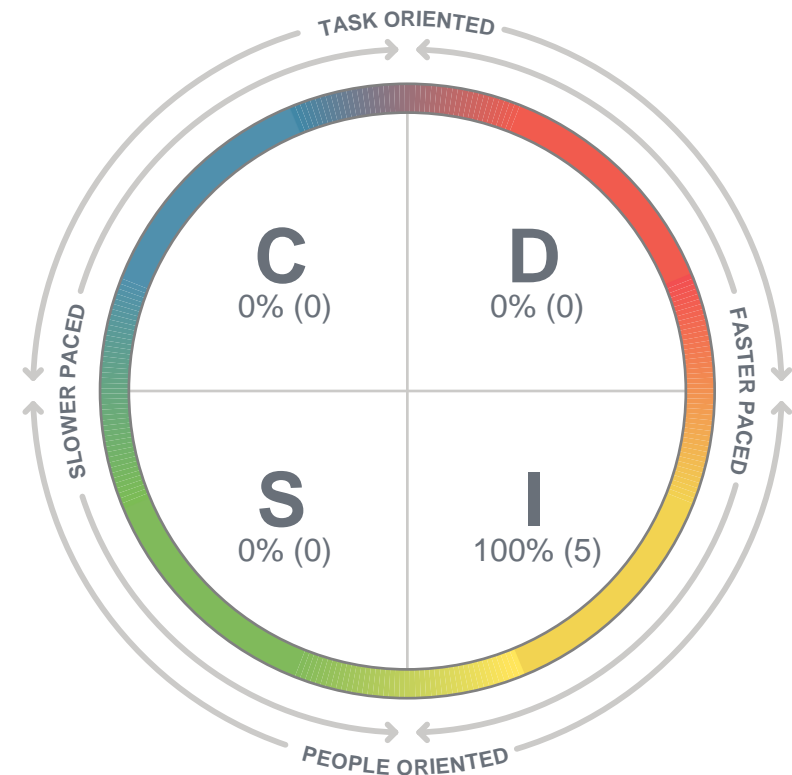How you respond to problems and challenges

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

SLOWER PACED

FASTER PACED

C
0% (0)

D
0% (0)

S
0% (0)

I
100% (5)

PEOPLE ORIENTED

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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 behavioural styles among the team members. This wheel shows the behavioural composition of a team, represented as percentages in each of the eight segments.

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.

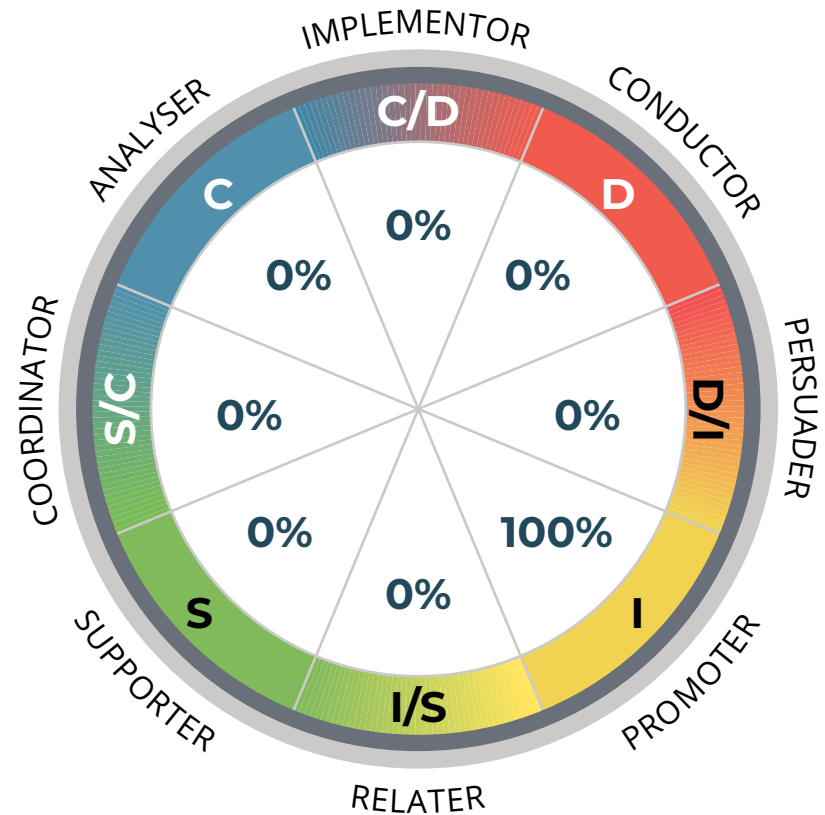**PROMOTER - I -** People who tend to verbalise many thoughts to influence outcomes.

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 realised.

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

ANALYSER - 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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Promoter Team Characteristics - (I)

Promoters tend to verbalise 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

- Communicate well with others
- People-oriented
- Advocate for new ideas and products
- Bring the team together
- Enjoy convincing people

POTENTIAL WEAKNESSES

- Overly optimistic about team abilities
- React based on emotions
- Overvalue the skills of others
- Emphasise fun over efficiency
- Listen selectively to team members

BEHAVIOURAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANISATION

Effective use of humour
Motivate others towards goals
Good mixer

WORDS THAT WORK

Flexible

Exciting

Inspiring
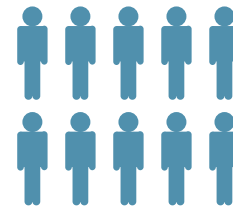
WORDS THAT DO NOT WORK

Ordinary

Quiet

Strict

17.46%
of the Population

5/5
100% of the Team

Samantha Sample

Promoter Team DISC Graphs - (I)

PROMOTER TEAM

Sue Anderson
Amanda Doe
Frank Jones
John Smith
Joe Williams

S. Anderson

D	I	S	C
48	97	52	8

F. Jones

D	I	S	C
48	97	52	8

J. Williams

D	I	S	C
48	97	52	8

A. Doe

D	I	S	C
48	97	52	8

J. Smith

D	I	S	C
48	97	52	8
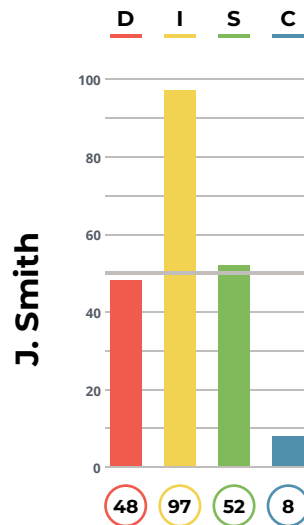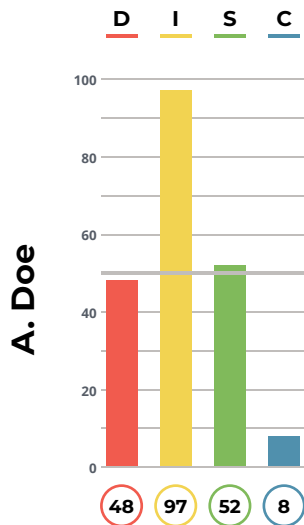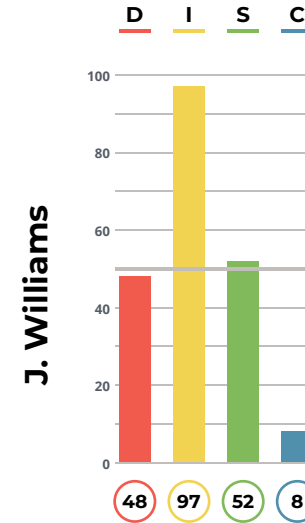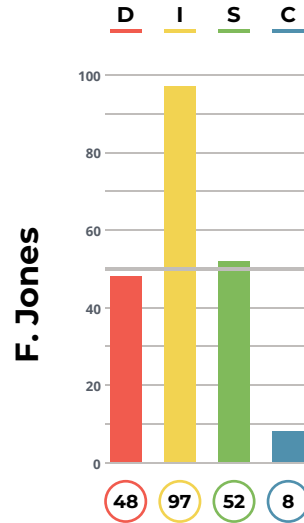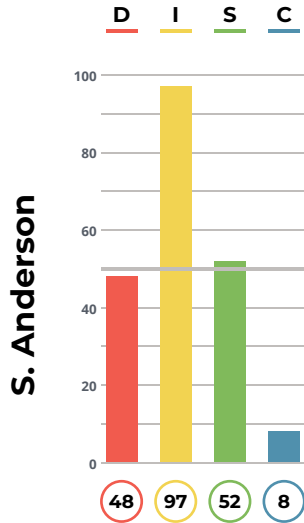
Persuader Team Characteristics - (D/I)

Persuaders tend to convince others by appealing to reason, understanding, or emotion. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Get results through team members
- Use their intuition
- Decisive and aggressive when presented with challenges
- Independent and autonomous
- Engage others in projects and tasks

POTENTIAL WEAKNESSES

- Let emotions get in the way of decision-making
- Take on too many responsibilities at once
- Leave tasks unfinished
- Do not follow up and follow through as needed
- Avoid conflict within the team

BEHAVIOURAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANISATION

Cordially enterprising
Accomplishes goals through people
Innovative

WORDS THAT WORK

Amazing

Unprecedented

Extraordinary

WORDS THAT DO NOT WORK

Standardised

Structured

Uniform

12.68%
of the Population

0/5
0% of the Team

Samantha Sample

Conductor Team Characteristics - (D)

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Energised by direct answers
- Enjoys confrontation
- Seeking problems to solve
- Comfortable with power and authority
- Happy to work on challenging assignments

POTENTIAL WEAKNESSES

- Overstep authority within the team
- Dislike routine work
- Over delegate and under instruct
- Poor or selective listening
- Make decisions without all of the facts

BEHAVIOURAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANISATION

Venturesome, ambitious
Pioneering
Self starter
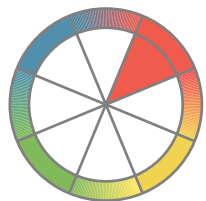
WORDS THAT WORK

Quick

Advantage

Decisive

WORDS THAT DO NOT WORK

Inconsistent

Follow directions

Patient

7.12%
of the Population

0/5
0% of the Team

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Show loyalty
- Offer understanding and friendship
- Protect and value people and things
- Promote and implement ideas
- Help others using empathy and understanding

POTENTIAL WEAKNESSES

- Accept the current situation
- Hold grudges
- Agree with the opinions of others
- Avoid confrontation
- Act without urgency

BEHAVIOURAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANISATION

Cooperative member of the team
Service-oriented
Tenacious

WORDS THAT WORK

Easygoing

Simple

Responsive

WORDS THAT DO NOT WORK

Complex

Abstract

Analytical

20.08%
of the Population

0/5
0% of the Team

Samantha Sample

Supporter Team Characteristics - (S)

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

- Get into too much detail
- Do the work themselves, rather than delegate
- Do not forgive faults or mistakes
- Resist team-initiated changes
- Lack a sense of urgency

BEHAVIOURAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANISATION

Consistent and steady
Patient and empathetic
Good listener

WORDS THAT WORK

Consistent

Usual

Secure

WORDS THAT DO NOT WORK

Unexpected

Urgent

Confrontation

11.90%
of the Population

0/5
0% of the Team

Samantha Sample

Coordinator Team Characteristics - (S/C)

Coordinators tend to be fact-oriented and adhere to proven methods to complete projects and tasks. The following information may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Shows self-discipline
- Understand and preserve the need for quality systems
- Follow projects through to completion
- Implement and fine-tune the plan
- Make tough decisions without letting emotions interfere

POTENTIAL WEAKNESSES

- Communicate indirectly
- Resist change without reasoning
- Suppress feelings
- Hide true feelings
- Downplay accomplishments

BEHAVIOURAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANISATION

Objective outlook
Conscientious and steady
Looks for logical solutions

WORDS THAT WORK

Proven

Standard

Organised

WORDS THAT DO NOT WORK

Unfamiliar

Hectic

Incomplete

21.28%
of the Population

0/5
0% of the Team

Samantha Sample

Analyser Team Characteristics - (C)

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Use data to problem solve
- Maintain high standards for self and subordinates
- Use facts to support their opinion and cause
- Think critically
- Accurate and precise

POTENTIAL WEAKNESSES

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

BEHAVIOURAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANISATION

Will gather data for decision making
Defines, clarifies, and tests
Maintains standards

WORDS THAT WORK

Factual

Precise

Verified

WORDS THAT DO NOT WORK

Imagine

Educated guess

Experimental

5.12%
of the Population

0/5
0% of the Team

Samantha Sample

Implementor Team Characteristics - (C/D)

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

- Come across as insincere
- Disregard the feelings of team members
- Take on too much within the team
- Overuse facts and figures
- Become demanding under stress

BEHAVIOURAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANISATION

Creativity
Excellent troubleshooter
Pursues rational outcomes
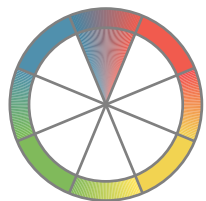
4.22%
of the Population

WORDS THAT WORK

Function

Action

Data

0/5
0% of the Team

WORDS THAT DO NOT WORK

Relax

Perception

Assume

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Wheel Segment Definitions

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

CONDUCTOR - D (0%)	SUPPORTER - S (0%)
People who tend to be direct, decisive, and seek results.	People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realised.

PERSUADER - D/I (0%)	COORDINATOR - S/C (0%)
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 (100%)	ANALYSER - C (0%)
People who tend to verbalise 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.

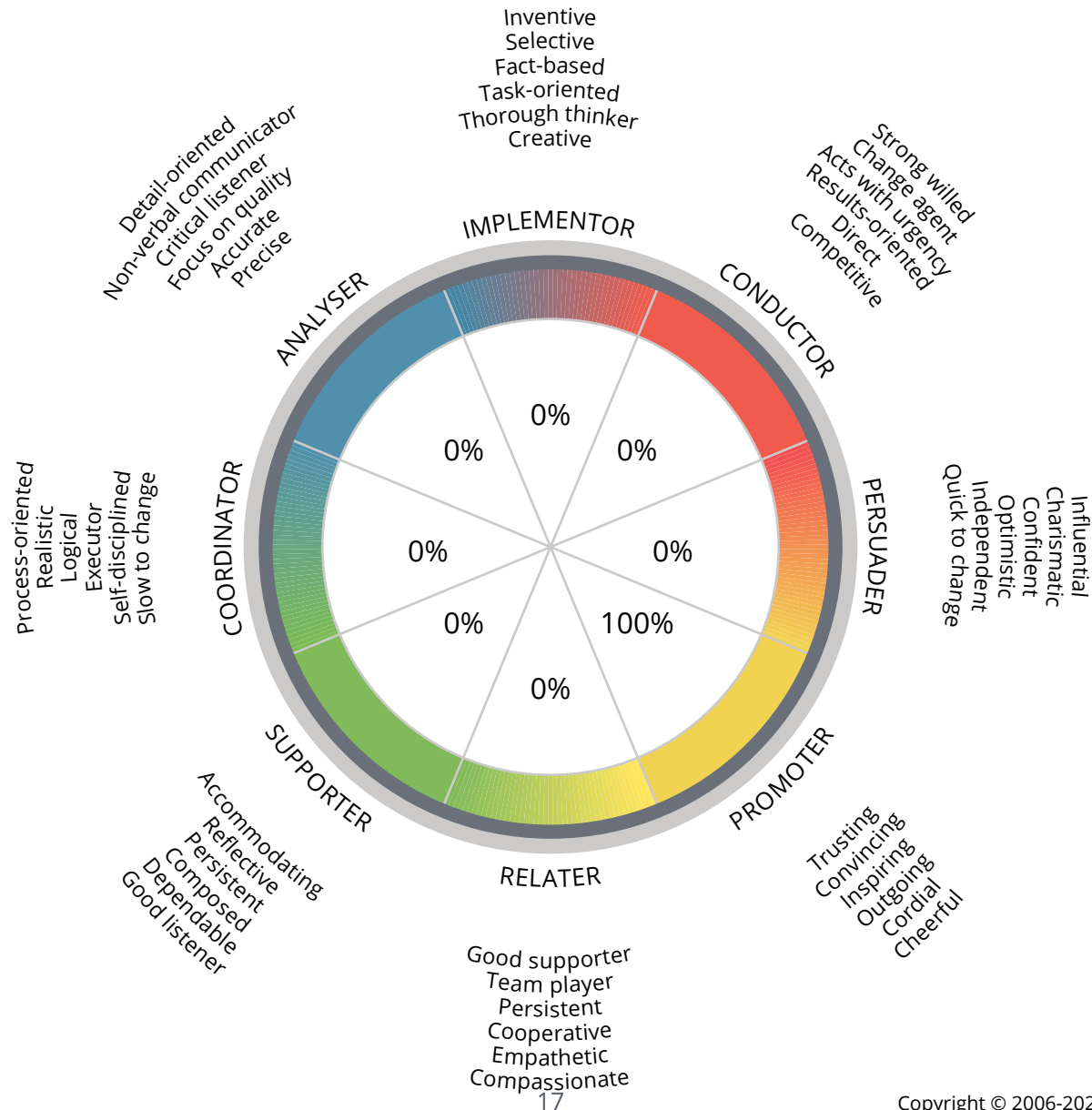| RELATER - I/S (0%)	IMPLEMENTOR - C/D (0%)
People who tend to take time, think positively, and are focused on interpersonal relationships.	People who tend to assess, leverage facts and figures, and advance toward a solution.

Team Member Overview

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

CONDUCTOR - D (0%)	SUPPORTER - S (0%)

PERSUADER - D/I (0%)	COORDINATOR - S/C (0%)

PROMOTER - I (100%)	ANALYSER - C (0%)
Sue Anderson Amanda Doe Frank Jones John Smith Joe Williams	

RELATER - I/S (0%)	IMPLEMENTOR - C/D (0%)

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Team Member Characteristics

Inventive
Selective
Fact-based
Task-oriented
Thorough thinker
Creative

IMPLEMENTOR

Strong willed
Change agent
Acts with urgency
Results-oriented
Direct
Competitive

CONDUCTOR

Detail-oriented
Non-verbal communicator
Critical listener
Focus on quality
Accurate
Precise

ANALYSER

Influential
Charismatic
Confident
Optimistic
Independent
Quick to change

PERSUADER

Process-oriented
Realistic
Logical
Executor
Self-disciplined
Slow to change

COORDINATOR

0% 0% 0%
0% 0%
0% 100%
0%

SUPPORTER

RELATER

PROMOTER

Trusting
Convincing
Inspiring
Outgoing
Cordial
Cheerful

Accommodating
Reflective
Persistent
Composed
Dependable
Good listener

Good supporter
Team player
Persistent
Cooperative
Empathetic
Compassionate

17

Ideal Environment for Team Members
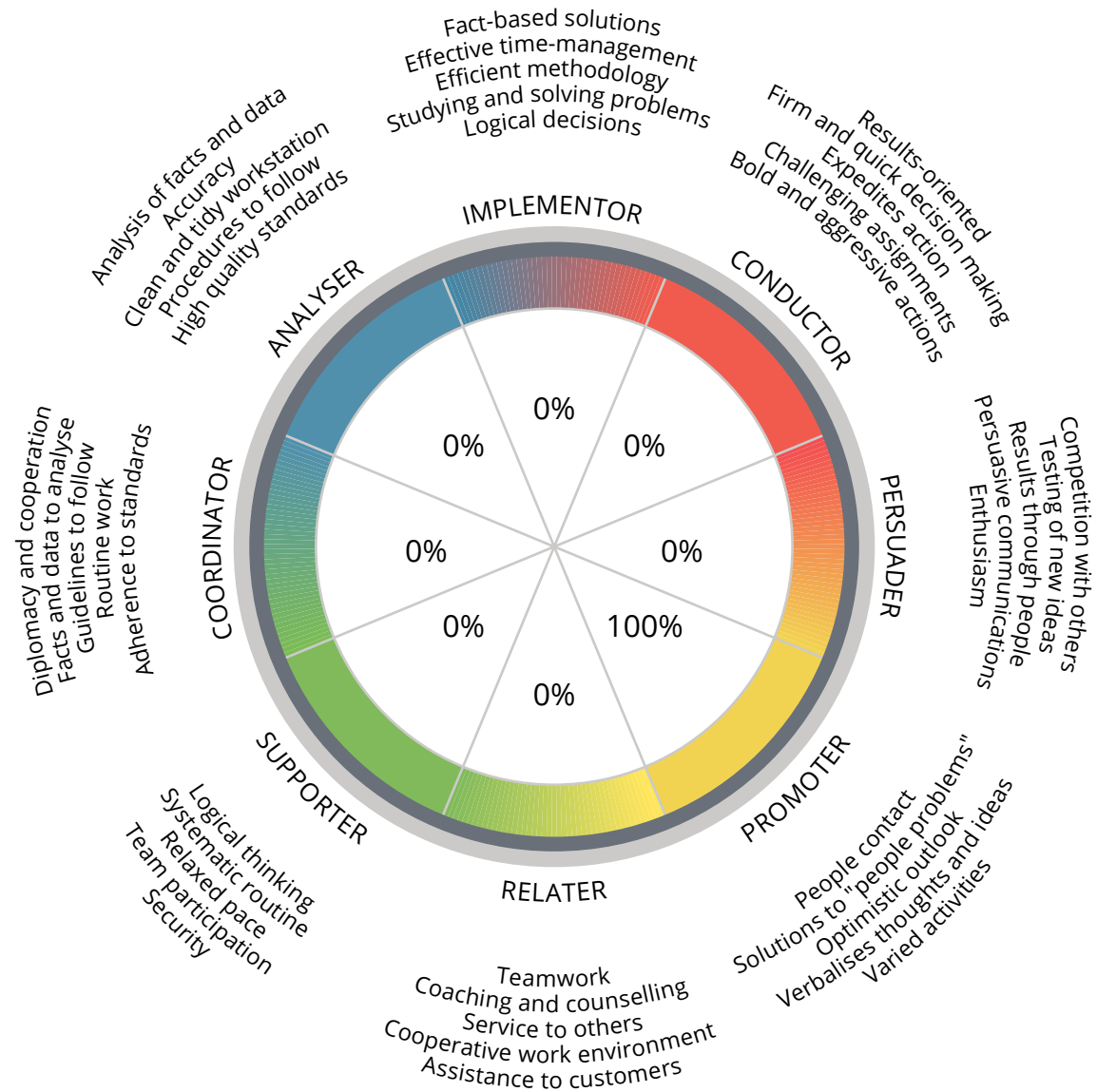
Words That Do not Work with Team Members

Group Wheel Natural
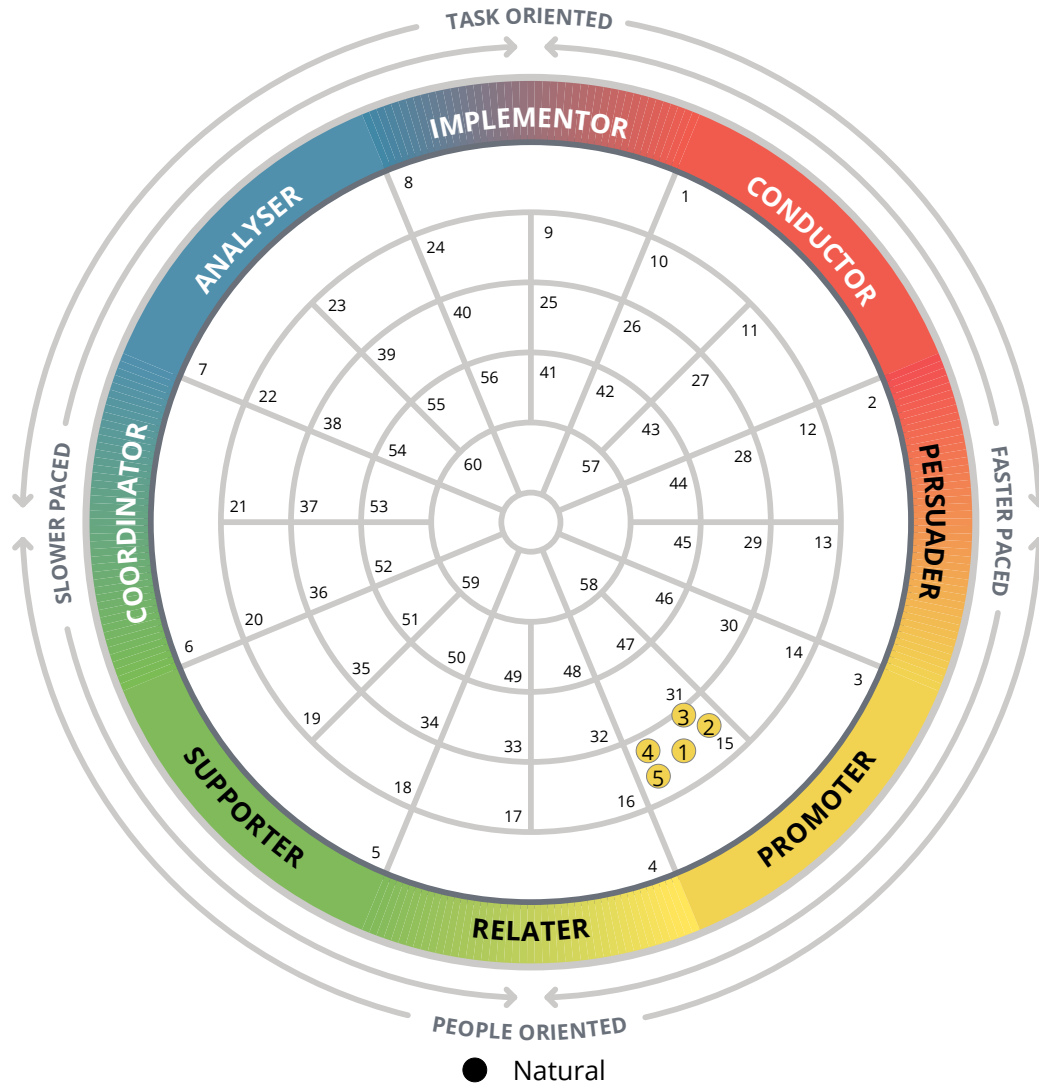
TASK ORIENTED

IMPLEMENTOR
ANALYSER
CONDUCTOR
PERSUADER
COORDINATOR
PROMOTER
SUPPORTER
RELATER

SLOWER PACED
FASTER PACED
PEOPLE ORIENTED
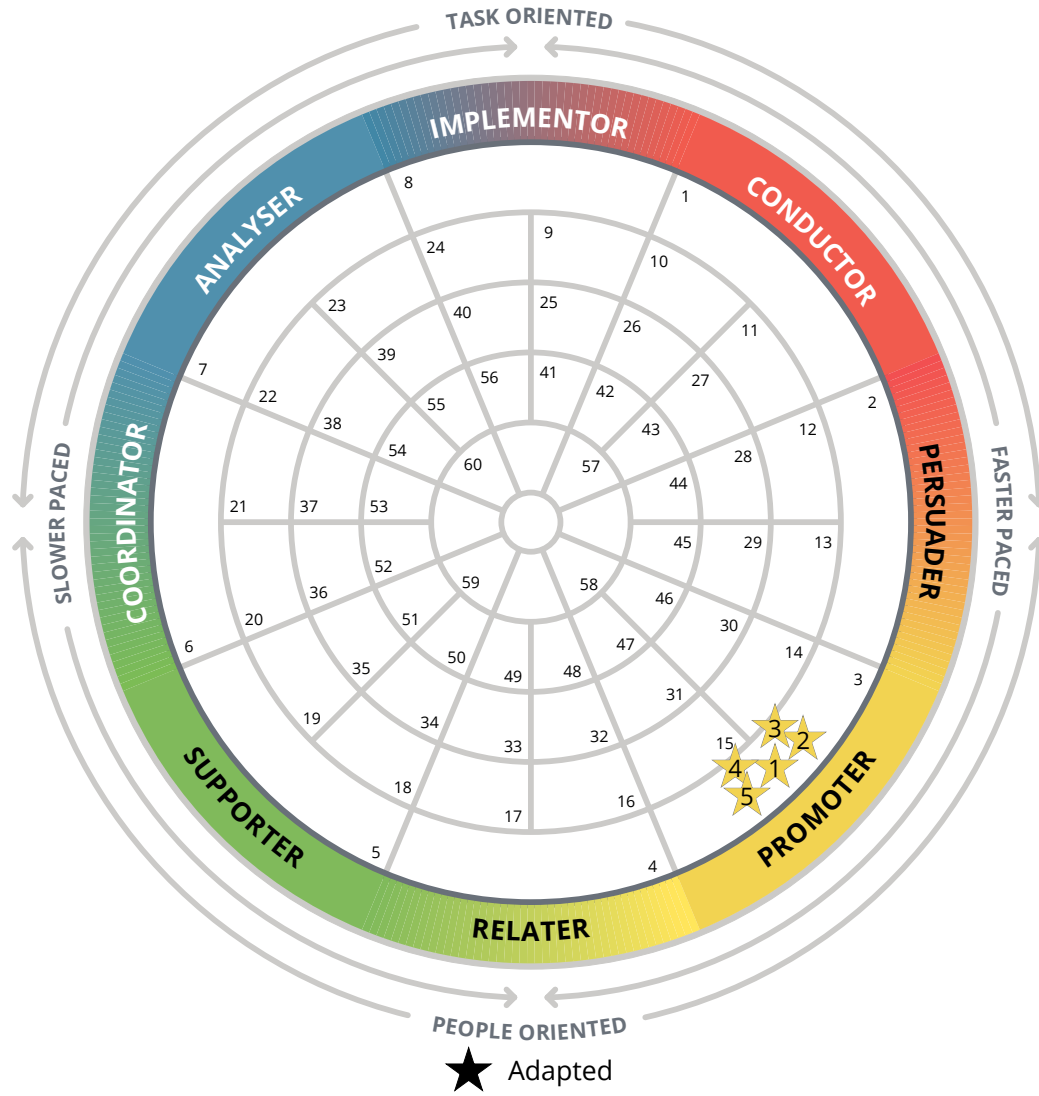
● Natural

Team Members

1: Sue Anderson
2: Amanda Doe
3: Frank Jones
4: John Smith
5: Joe Williams

Group Wheel Adapted

TASK ORIENTED

IMPLEMENTOR

ANALYSER

CONDUCTOR

SLOWER PACED

COORDINATOR

PERSUADER

FASTER PACED

SUPPORTER

PROMOTER

RELATER

PEOPLE ORIENTED
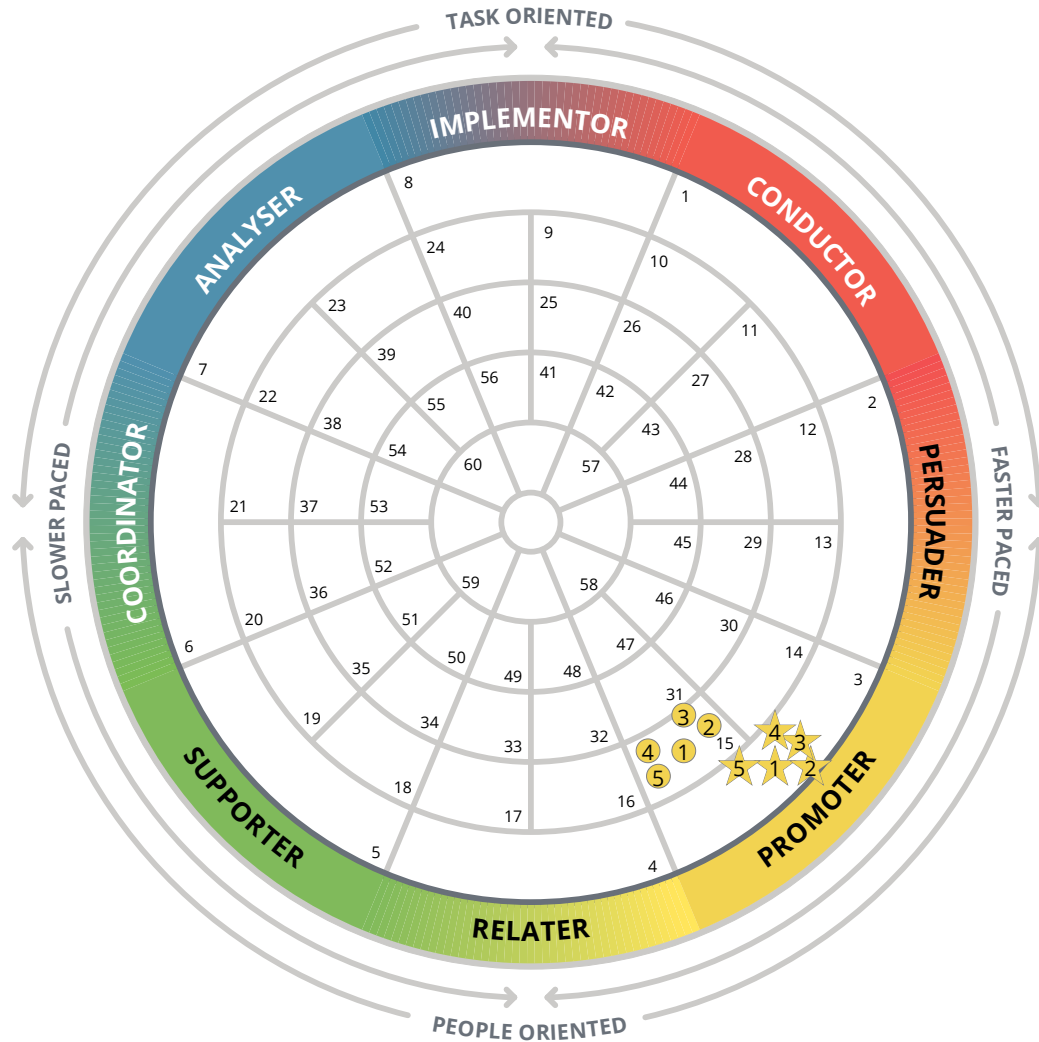
★ Adapted

Team Members

1: Sue Anderson
2: Amanda Doe
3: Frank Jones
4: John Smith
5: Joe Williams

Group Wheel Migration

Behavioural Hierarchy Defined

Twelve behavioural 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 organise information.

Competitive - Want to win or gain an advantage.

Consistent - Perform predictably in repetitive situations.

Customer-Oriented - Identify and fulfil 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.

Organised 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 analyse 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 below the mean
- ☐ One standard deviation above the mean
- ☐ Two or more standard deviations above the mean

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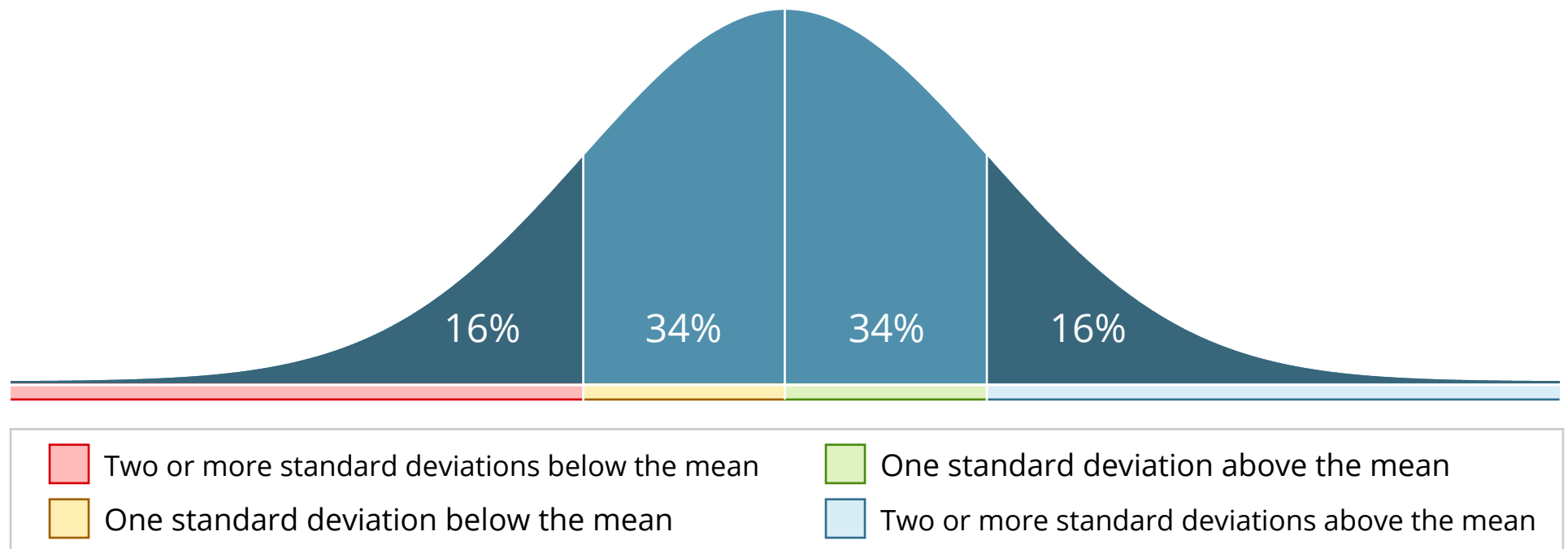
Behavioural Style Comparison

Behavioural Characteristics	Team Avg.	S. Anderson	A. Doe	F. Jones	J. Smith	J. Williams	Mean
Interaction	100	100	100	100	100	100	58
Versatile	75	75	75	75	75	75	54
Frequent Change	75	75	75	75	75	75	52
Customer-Oriented	73	73	73	73	73	73	63
People-Oriented	65	65	65	65	65	65	64
Competitive	50	50	50	50	50	50	49
Urgency	43	43	43	43	43	43	43
Consistent	40	40	40	40	40	40	62
Following Policy	35	35	35	35	35	35	61
Persistence	33	33	33	33	33	33	62
Organised Workplace	10	10	10	10	10	10	53
Analysis	10	10	10	10	10	10	54

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

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