TTI SUCCESS INSIGHTS®

Behavioral Team Report

Lead Team Report

Burton Oil

06.17.2025

Equipping leaders to be extraordinary
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YELLIN GROUP

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Introduction

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

TEAM MEMBER LIST

Sara Blom
Jason Fullwood
Melissa Hines
Carlos Lopez
M. Michael Aaron
Rogelio Rosas
Jason Roy
Rebecca Sanchez
Brad Stewart
Brad Wallace

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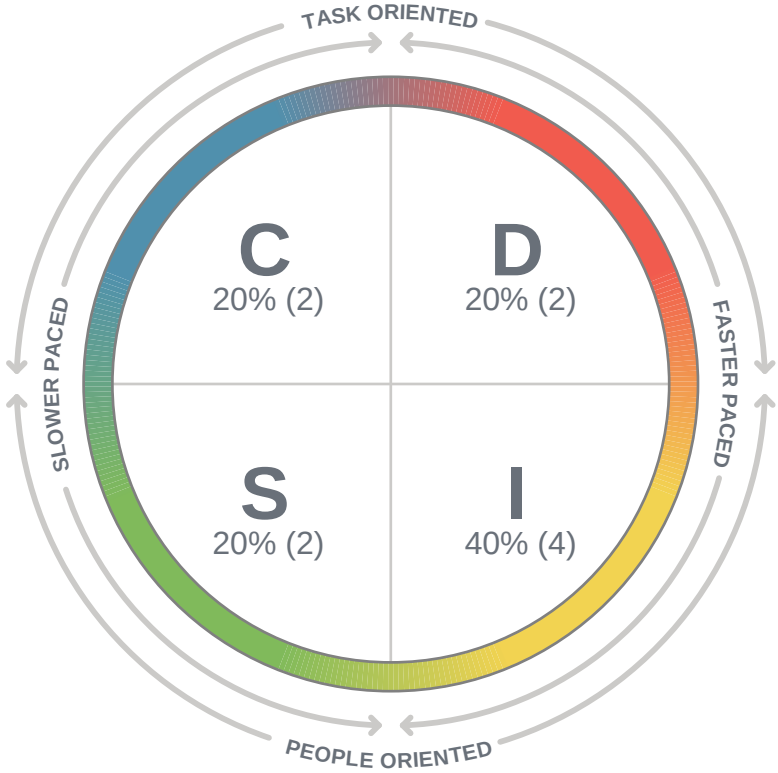
Team DISC Overview

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 with 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 also 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 in order to influence outcomes.

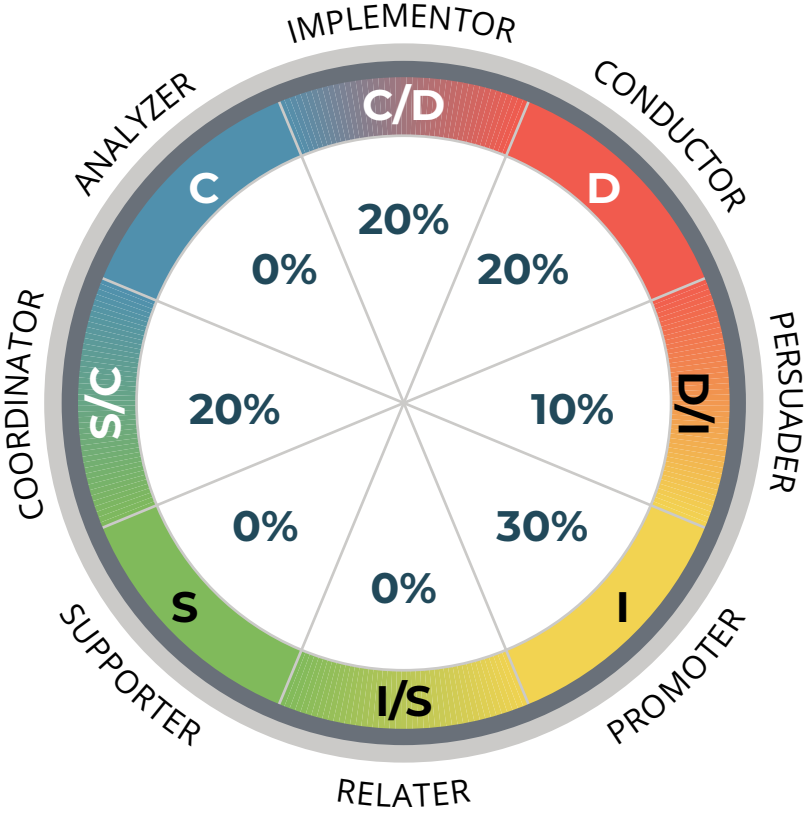
RELATER - I/S - People who tend to take time, think positively, and are focused on interpersonal relationships.

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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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
- Promote the team throughout the organization
- People-oriented
- Advocate for new ideas and products
- Communicate well with others

POTENTIAL WEAKNESSES

- Inattentive to detail
- Emphasize fun over efficiency
- Listen selectively to team members
- Overly optimistic about team abilities
- React based on emotions

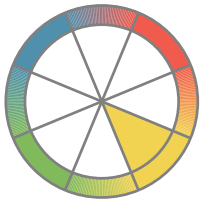
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

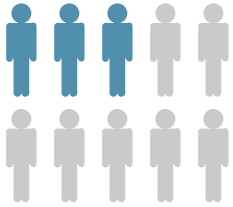
Motivate others towards goals
Spontaneity
Optimistic and enthusiastic



17.46%
of the Population

WORDS THAT WORK

Flexible
Exciting
Inspiring



3/10
30% of the Team

WORDS THAT DON'T WORK

Ordinary
Quiet
Strict

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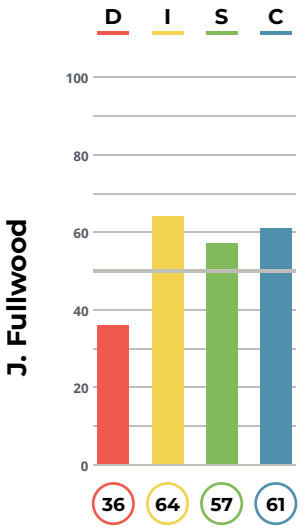
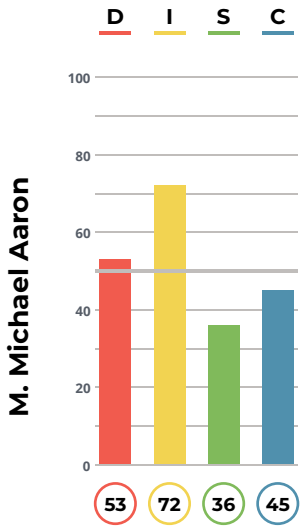
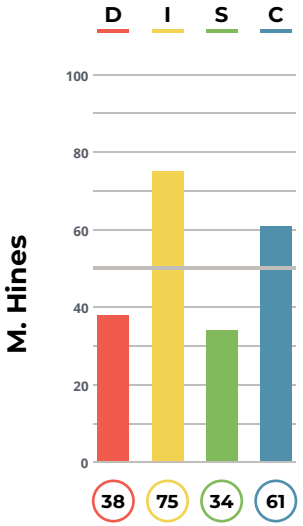
Promoter Team DISC Graphs - (I)

PROMOTER TEAM

Jason Fullwood
Melissa Hines
M. Michael Aaron







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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

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

POTENTIAL WEAKNESSES

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

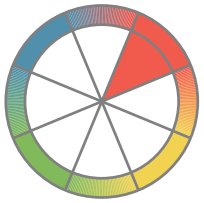
BEHAVIORAL ATTRIBUTES

Task Oriented — People Oriented

Slower Paced — Faster Paced

VALUE TO THE ORGANIZATION

Pioneering
Self-starter
Ability to change gears fast and often



7.12%
of the Population

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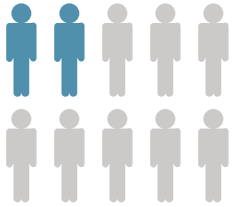
WORDS THAT WORK

Quick
Advantage
Decisive



2/10
20% of the Team

WORDS THAT DON'T WORK

Inconsistent
Follow directions
Patient

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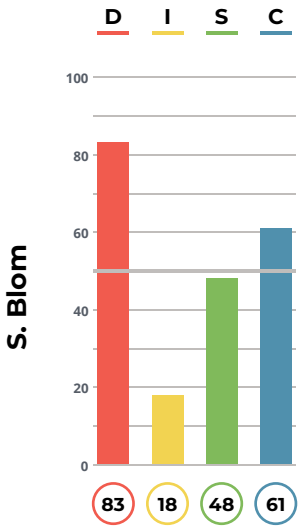
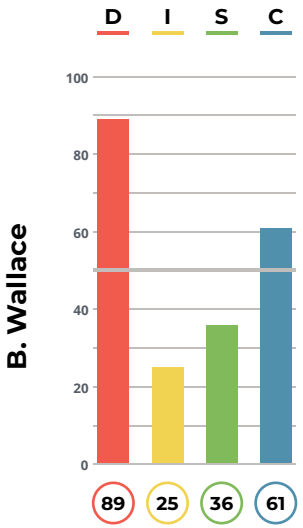
Conductor Team DISC Graphs - (D)

CONDUCTOR TEAM

Sara Blom
Brad Wallace





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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

- Implement and fine-tune the plan
- Understand and preserve the need for quality systems
- Identify problems, rules, errors, and procedures
- Work for a leader and a cause
- Make tough decisions without letting emotions interfere

POTENTIAL WEAKNESSES

- Resist change without reasoning
- Downplay accomplishments
- Hide true feelings
- Overuse organizational procedures
- Communicate indirectly

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

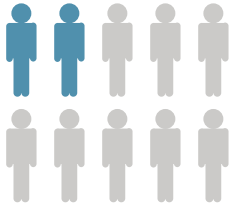
VALUE TO THE ORGANIZATION

Calming and stable
Respect for authority
Objective outlook

21.28%
of the Population

WORDS THAT WORK

Proven
Standard
Organized



2/10
20% of the Team

WORDS THAT DON'T WORK

Unfamiliar
Hectic
Incomplete

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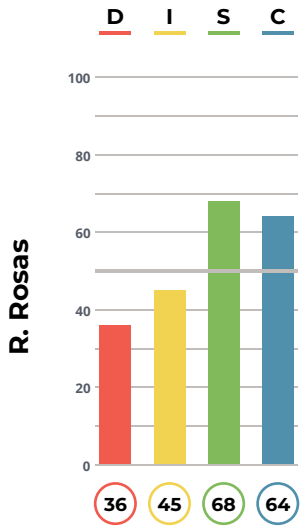
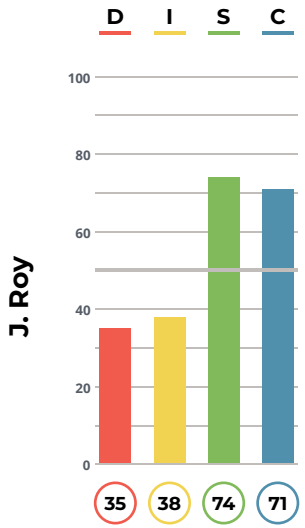
Coordinator Team DISC Graphs - (S/C)

COORDINATOR TEAM

Rogelio Rosas
Jason Roy





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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

- Make tough decisions using insight and facts
- Share creative ideas
- Use time well
- Expect high performance standards
- Finish tasks quickly

POTENTIAL WEAKNESSES

- Make decisions inconsistently
- Criticize team members
- Disregard the feelings of team members
- Overuse facts and figures
- Under-appreciate other team members

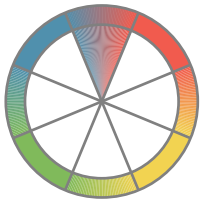
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Creativity
Pursues rational outcomes
Objective and realistic



4.22%
of the Population

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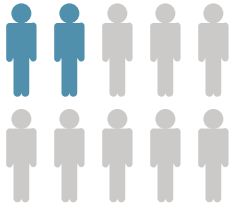
WORDS THAT WORK

Function
Action
Data



2/10
20% of the Team

WORDS THAT DON'T WORK

Relax
Perception
Assume

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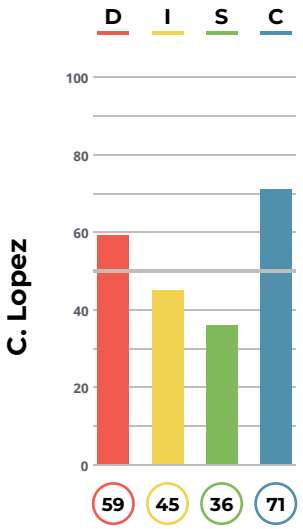
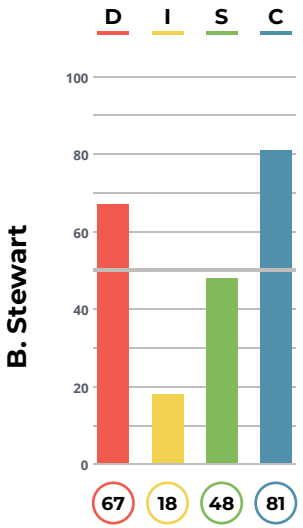
Implementor Team DISC Graphs - (C/D)

IMPLEMENTOR TEAM

Carlos Lopez
Brad Stewart





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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
- Decisive and aggressive when presented with challenges
- Engage others in projects and tasks
- Promote and accept changes
- Get results through team members

POTENTIAL WEAKNESSES

- Do not manage time or deadlines well
- Push their agenda
- Take on too many responsibilities at once
- Be overly enthusiastic
- Leave tasks unfinished

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

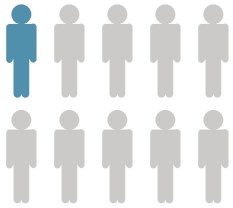
VALUE TO THE ORGANIZATION

Initiates activity
Accomplishes goals through people
Sense of urgency

12.68%
of the Population

WORDS THAT WORK

Amazing
Unprecedented
Extraordinary



1/10
10% of the Team

WORDS THAT DON'T WORK

Standardized
Structured
Uniform

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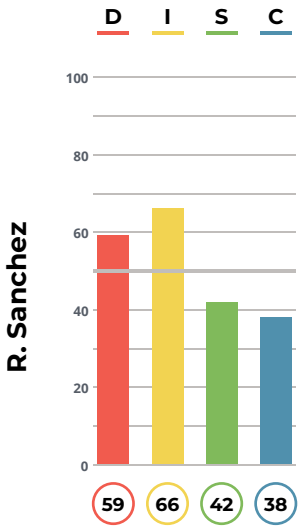
Persuader Team DISC Graphs - (D/I)

PERSUADER TEAM

Rebecca Sanchez



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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

- Resist team-initiated changes
- Do the work themselves, rather than delegate
- Act slowly
- Lack a sense of urgency
- Do not forgive faults or mistakes

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Builds confidence in others
Dependable team player
Patient and empathetic

11.90%
of the Population

WORDS THAT WORK

Consistent
Usual
Secure

0/10
0% of the Team

WORDS THAT DON'T WORK

Unexpected
Urgent
Confrontation

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Maintain high standards for self and subordinates
- Accurate and precise
- Think critically
- Find the right way to proceed
- Use data to problem solve

POTENTIAL WEAKNESSES

- Bound by organizational procedures and methods
- Lean on team leader or supervisor
- Do the work themselves and do not delegate
- Conceal new ideas
- Hesitate to act without sufficient facts

BEHAVIORAL ATTRIBUTES

Task Oriented — People Oriented

Slower Paced — Faster Paced

VALUE TO THE ORGANIZATION

Accurate and intuitive
Concerned about quality
Will gather data for decision making

5.12%
of the Population

WORDS THAT WORK

Factual

Precise

Verified

0/10
0% of the Team

WORDS THAT DON'T WORK

Imagine

Educated guess

Experimental

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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

- Create an environment where people feel significant
- Possess strong commitment to team
- Offer understanding and friendship
- Support others in achieving goals
- Show loyalty

POTENTIAL WEAKNESSES

- Hold grudges
- Agree with the opinions of others
- Act without urgency
- Avoid confrontation
- Tolerate the poor behavior of others

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Team player
Positive sense of humor
Cooperative member of the team

20.08%
of the Population

WORDS THAT WORK

Easygoing
Simple
Responsive

0/10
0% of the Team

WORDS THAT DON'T WORK

Complex
Abstract
Analytical

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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 (20%)	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 realized.
PERSUADER - D/I (10%)	**COORDINATOR - S/C (20%)**
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 (30%)	**ANALYZER - C (0%)**
People who tend to verbalize many thoughts in order 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 (20%)**
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.

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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 (20%)	SUPPORTER - S (0%)
Sara Blom Brad Wallace	
PERSUADER - D/I (10%)	**COORDINATOR - S/C (20%)**
Rebecca Sanchez	Rogelio Rosas Jason Roy
PROMOTER - I (30%)	**ANALYZER - C (0%)**
Jason Fullwood Melissa Hines M. Michael Aaron	
RELATER - I/S (0%)	**IMPLEMENTOR - C/D (20%)**
	Carlos Lopez Brad Stewart

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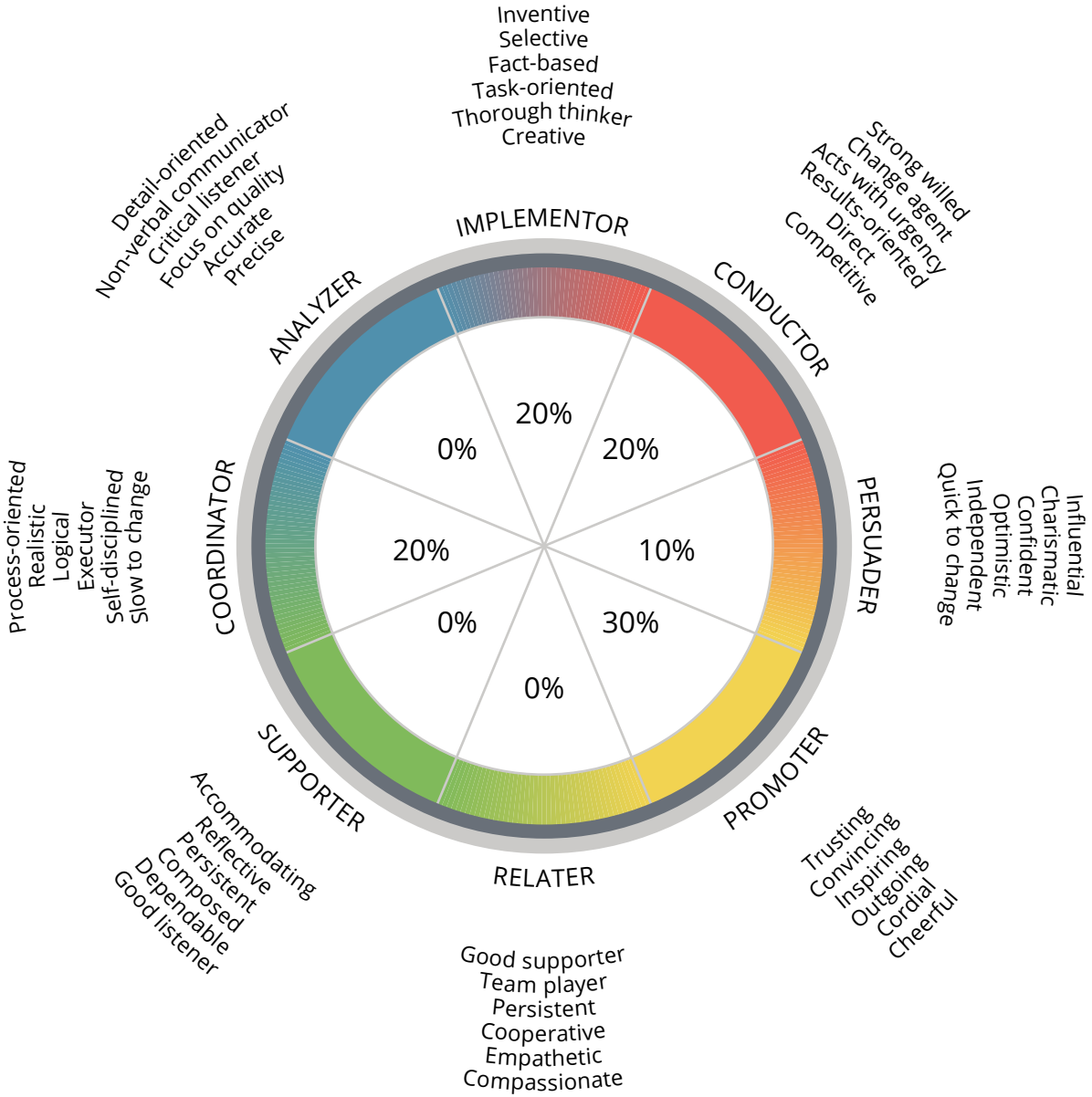
Team Member Characteristics



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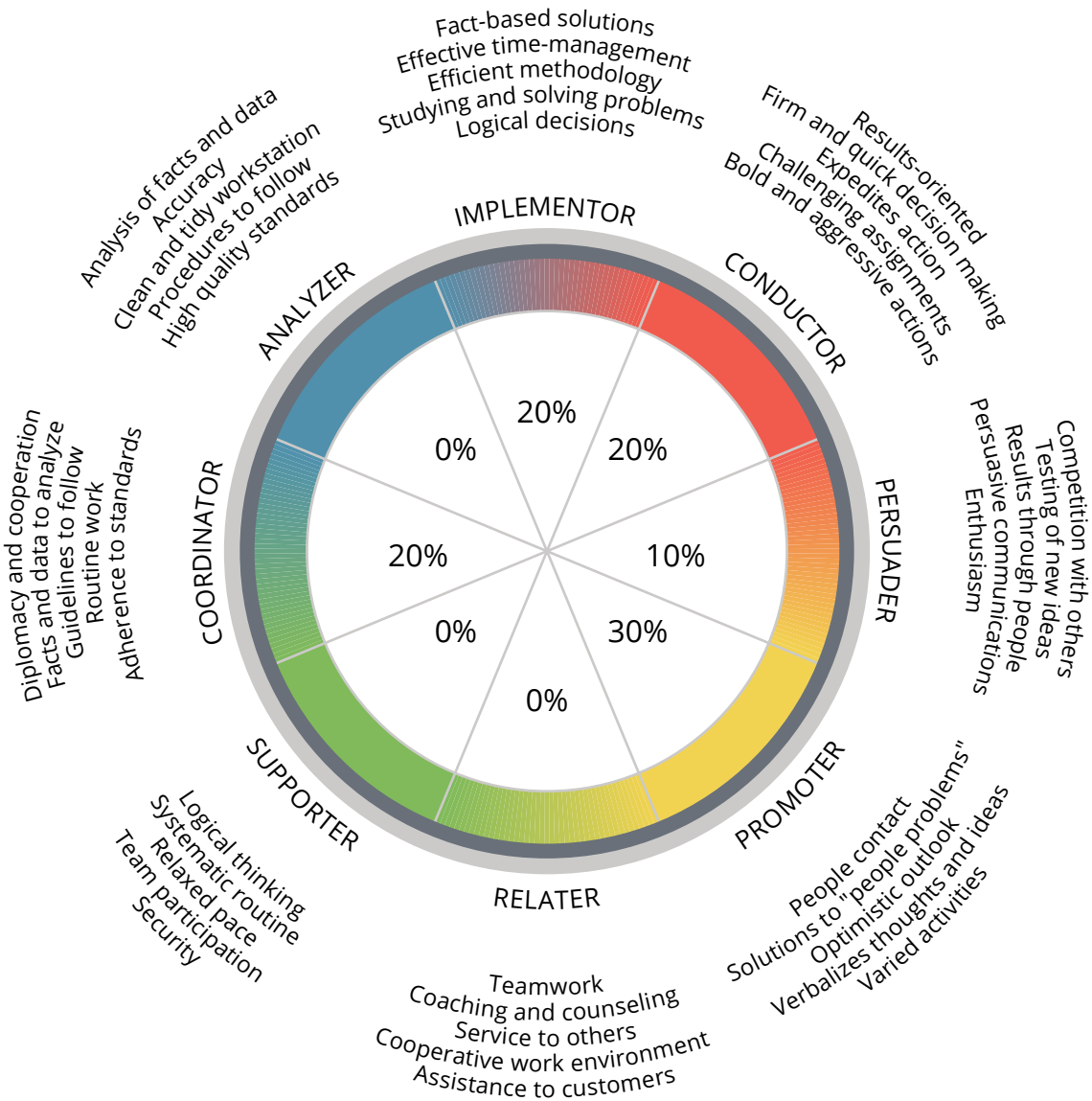
Ideal Environment for Team Members



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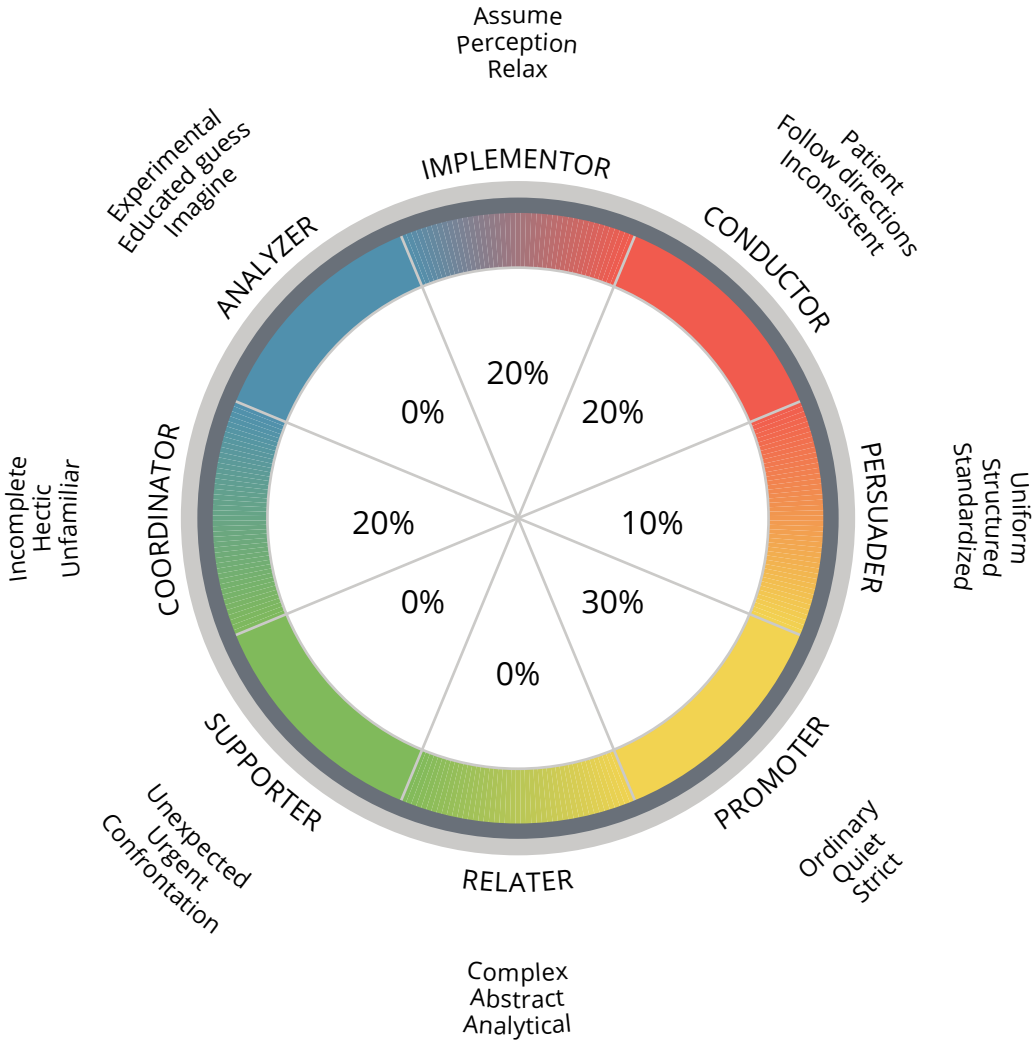
Words That Don't Work with Team Members



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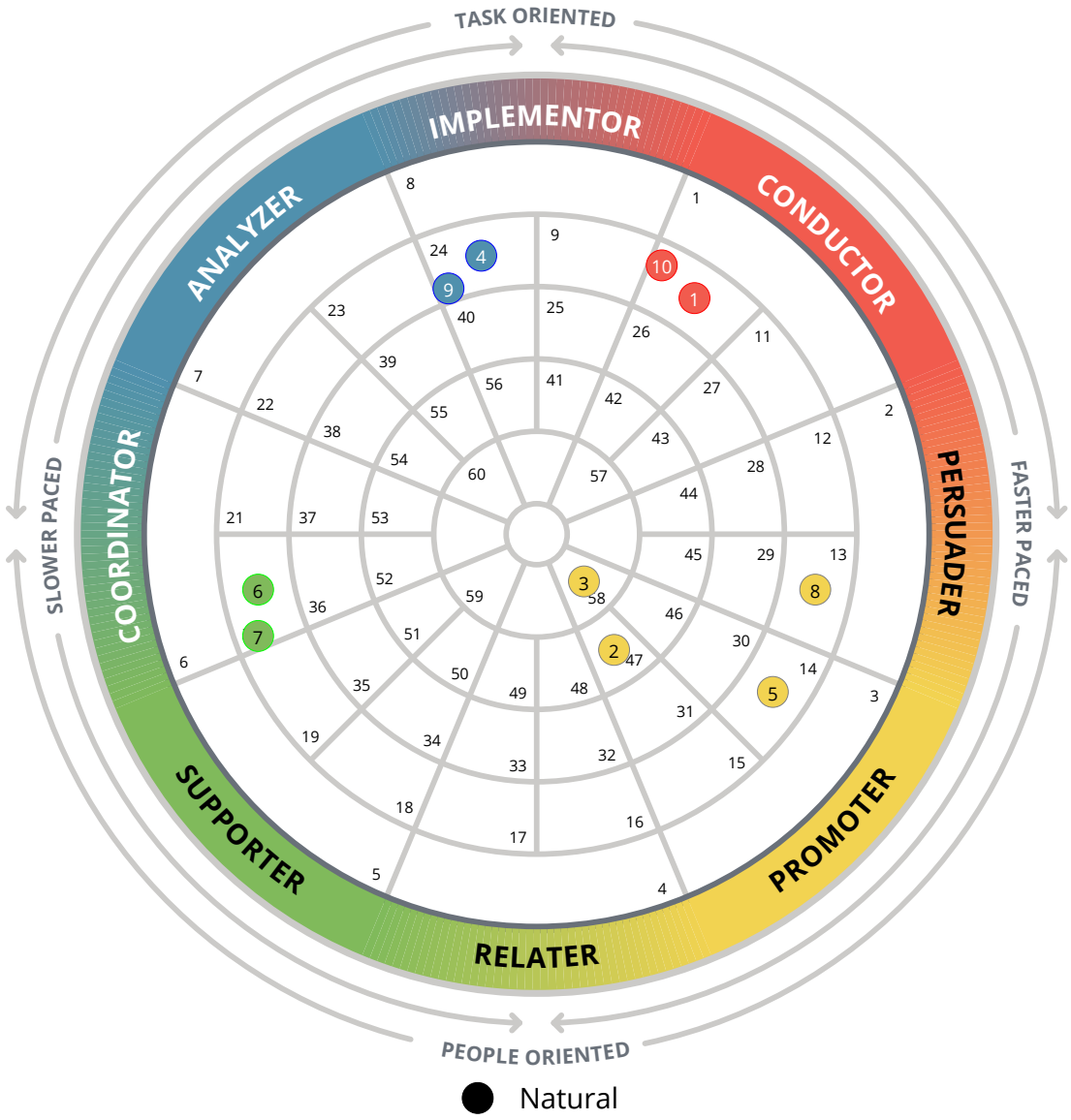
Group Wheel Natural



Team Members

1: Sara Blom
2: Jason Fullwood
3: Melissa Hines
4: Carlos Lopez
5: Michael Aaron Michael Aaron
6: Rogelio Rosas
7: Jason Roy
8: Rebecca Sanchez
9: Brad Stewart
10: Brad Wallace

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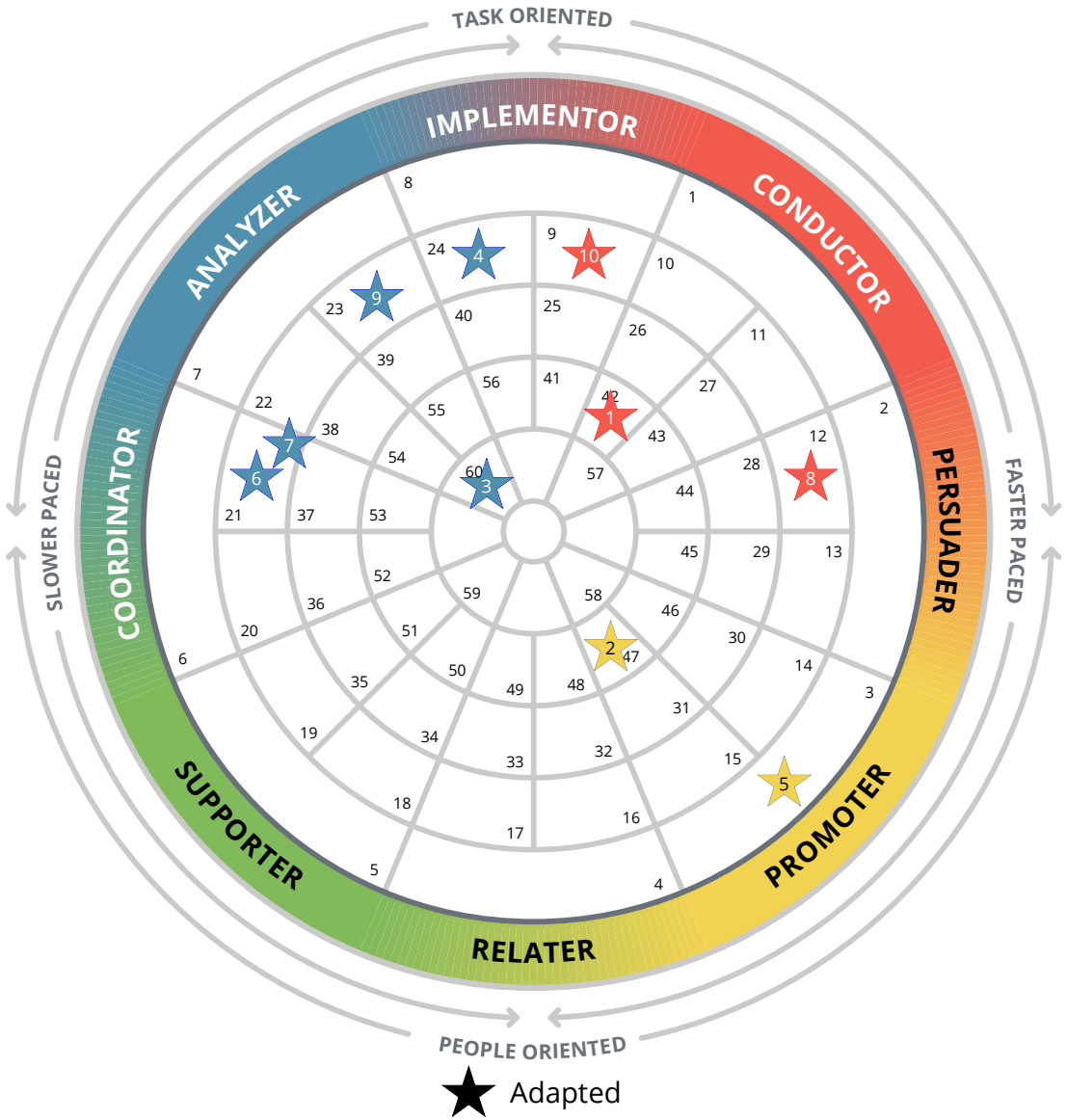
Group Wheel Adapted



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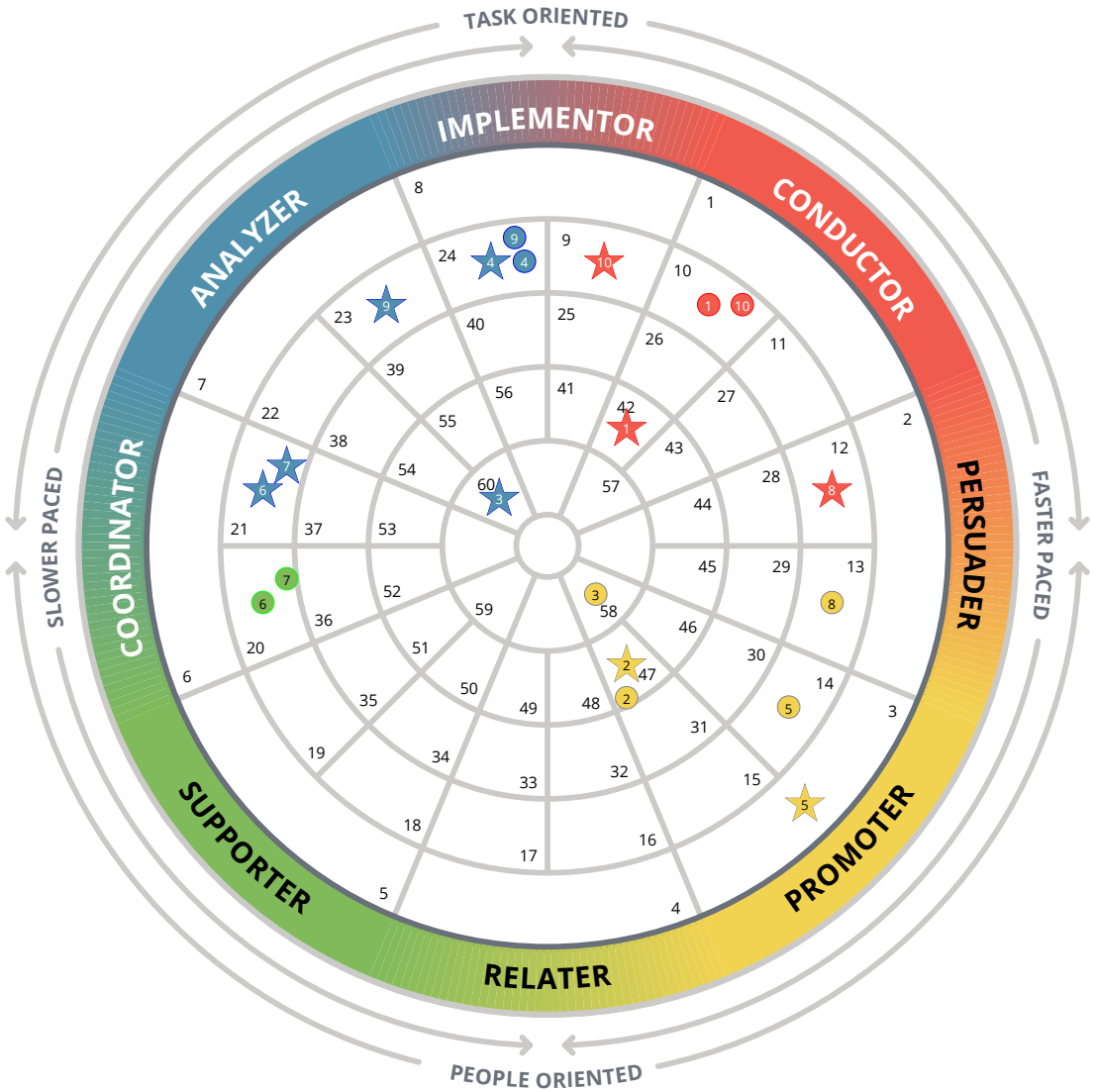
Group Wheel Migration



★ Adapted ● Natural

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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.

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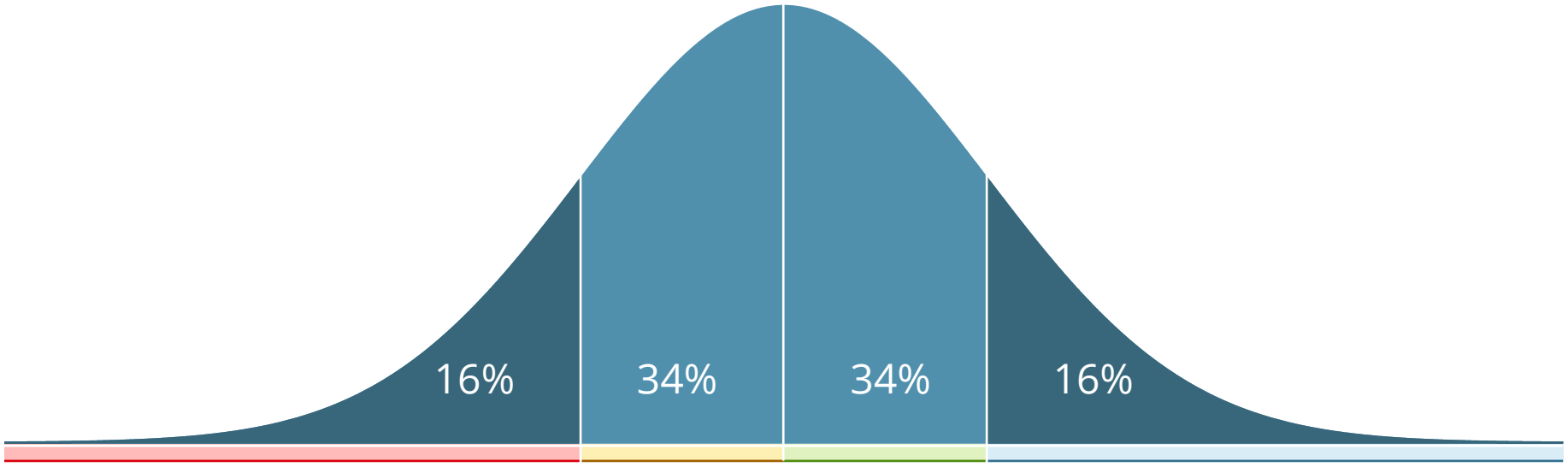
The Bell Curve Defined

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.	S. Blom	J. Fullwood	M. Hines	C. Lopez	M. Michael Aaron	R. Rosas	J. Roy	R. Sanchez	B. Stewart	B. Wallace	Mean
Organized Workplace	69	90	55	50	80	35	75	85	35	100	85	53
Analysis	68	80	60	55	75	40	70	85	40	100	77	54
Persistence	66	70	63	53	68	50	73	90	52	75	68	62
Following Policy	65	68	62	60	68	50	72	80	48	78	62	61
Consistent	62	62	68	55	60	42	75	85	48	72	58	62
Competitive	57	80	40	40	60	65	40	40	60	65	80	49
Customer-Oriented	54	38	68	65	48	60	65	62	60	35	38	63
Urgency	53	71	36	47	61	56	31	28	56	58	86	43
People-Oriented	52	30	60	70	50	70	60	60	60	30	35	64
Frequent Change	52	50	52	58	52	68	42	32	68	40	55	52
Versatile	50	40	53	63	50	75	43	33	65	33	47	54
Interaction	47	30	55	60	40	80	45	35	70	20	35	58

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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