



TTI  
SUCCESS  
INSIGHTS®

# Behavioral Team Report

**H&W LEAD**

**08.28.2021**

**Equipping leaders to be extraordinary**

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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

Kristy Attaway	James Sackett
Jason Ballard	Jeffrey Sanders
Whitney Bietendorf	Danny Scoggins
Peyton Boddie	Max Scott
Matthew Davis	Matt Shem
Sergio De Araujo	Ryan Shipley
Tyler Dodd	Matt Sisco
Steve Doyle	Jeff Stewart
Matt Driscoll	Jake Utley
Paul Driscoll	Zach Walker
Danny Elmore	Ty Walton
Coty Frye	Craig Wedeman
Flora Garcia	Mike Yelm
CAMILLE HALEY	
David Hunt	
Joerdan Kennedy	
Jeff Kirk	
Prama Kumar	
Jeremy Lloyd	
Kyle Marten	
waylon Minshew	
Marie Monier	
Stephen Monier	
Kristen Ortiz	
Paul Paris	
jeremy rettig	
Jared Ricker	
Vanna Rushing	

# 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

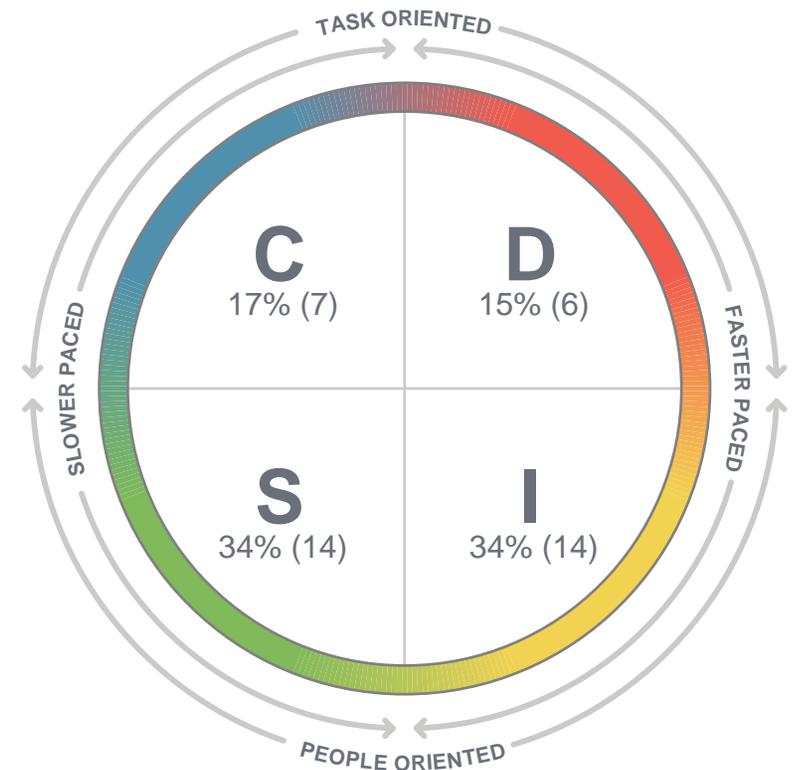
How you influence others with your point of view.

### Steadiness

How you respond to the pace of the environment.

### Compliance

How you respond to rules and procedures.



# 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.

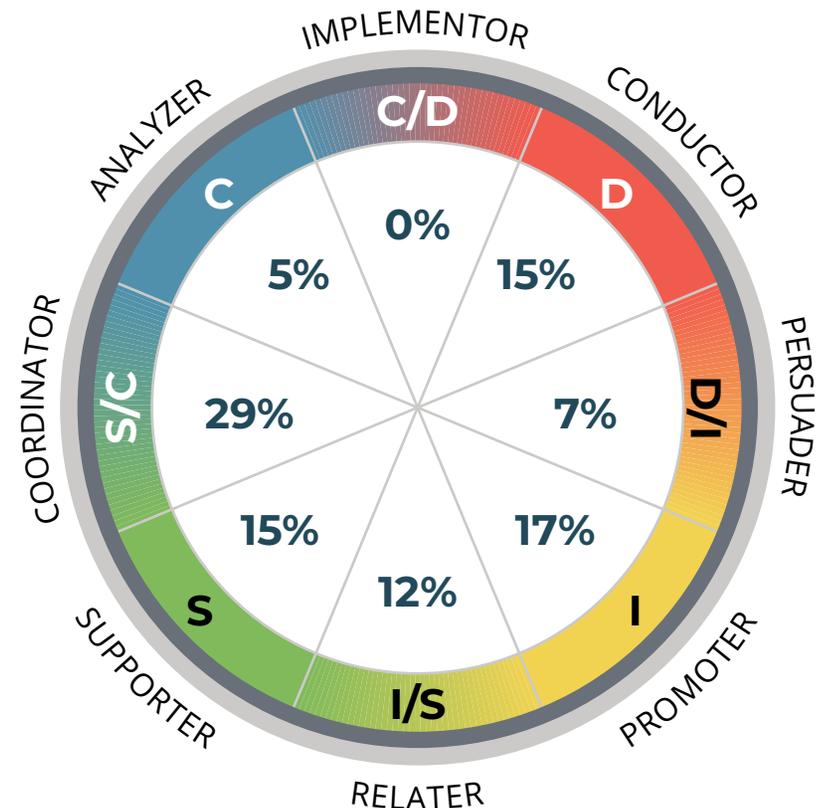
**RELATER - I/S** - People who tend to take time, think positively, and are focused on interpersonal relationships.

**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.



# 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

- Identify problems, rules, errors, and procedures
- Work for a leader and a cause
- Understand and preserve the need for quality systems
- Make tough decisions without letting emotions interfere
- Follow projects through to completion

### POTENTIAL WEAKNESSES

- Become stubborn under stress
- Communicate indirectly
- Downplay accomplishments
- Hide true feelings
- Overuse organizational procedures

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

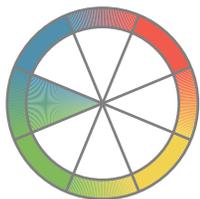


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## VALUE TO THE ORGANIZATION

Conscientious and steady  
 Respect for authority  
 Calming and stable

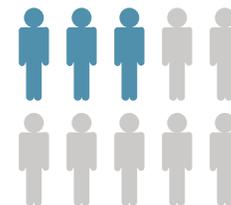


**21.28%**  
 of the Population

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## WORDS THAT WORK

Proven  
 Standard  
 Organized



**12/41**  
 29% of the Team

## WORDS THAT DON'T WORK

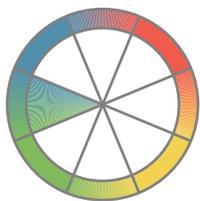
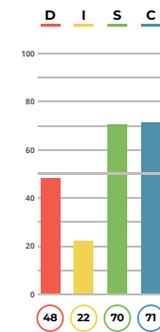
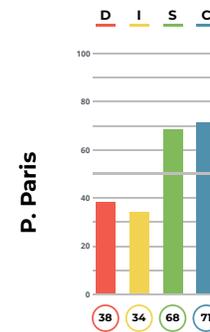
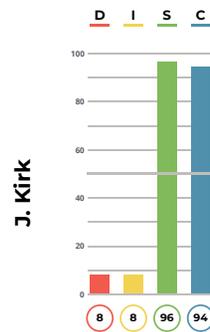
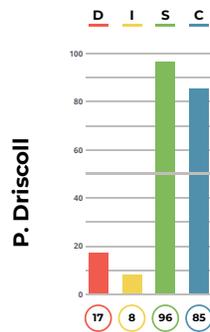
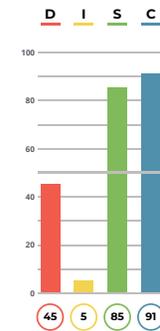
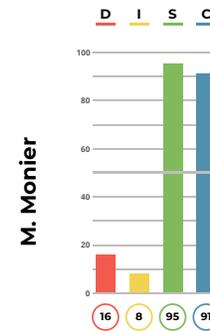
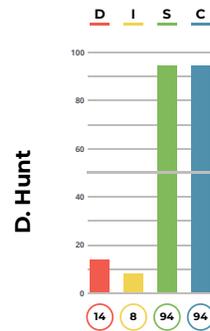
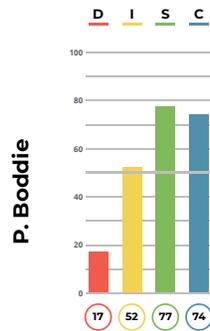
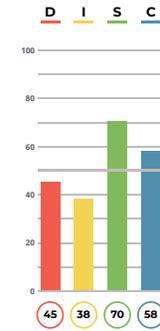
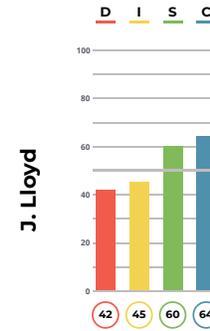
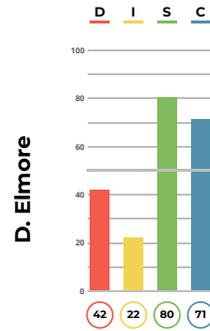
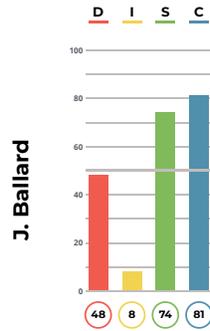
Unfamiliar  
 Hectic  
 Incomplete

# Coordinator Team DISC Graphs - (S/C)



## COORDINATOR TEAM

Jason Ballard  
 Peyton Boddie  
 Paul Driscoll  
 Danny Elmore  
 David Hunt  
 Jeff Kirk  
 Jeremy Lloyd  
 Marie Monier  
 Paul Paris  
 Ryan Shipley  
 Jeff Stewart  
 Ty Walton



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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

- Promote the team throughout the organization
- People-oriented
- Advocate for new ideas and products
- See the "big picture" and communicate it
- Communicate well with others

### POTENTIAL WEAKNESSES

- Overvalue the skills of others
- React based on emotions
- Listen selectively to team members
- Inattentive to detail
- Act before gathering information

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



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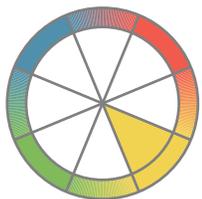


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## VALUE TO THE ORGANIZATION

Verbalize feelings  
Effective use of humor  
Spontaneity

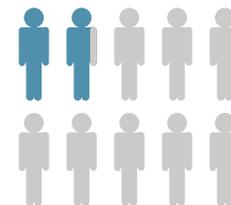


**17.46%**  
of the Population

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## WORDS THAT WORK

Flexible  
Exciting  
Inspiring



**7/41**  
17% of the Team

## WORDS THAT DON'T WORK

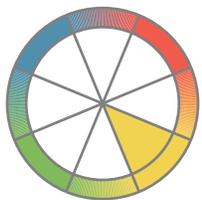
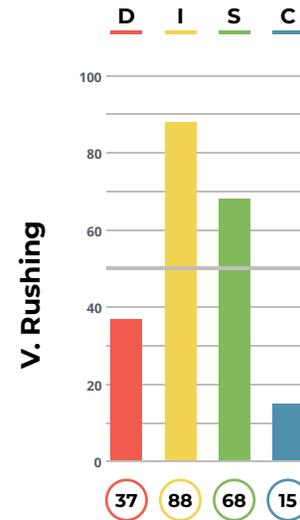
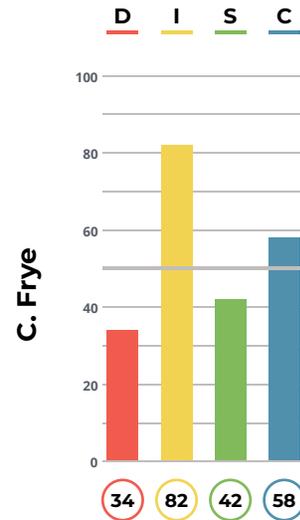
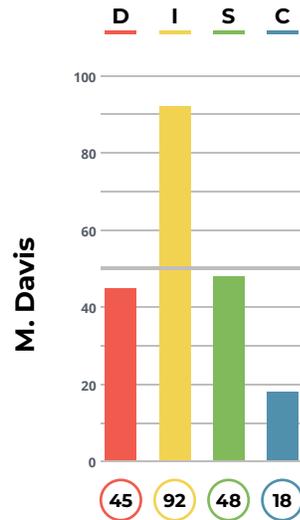
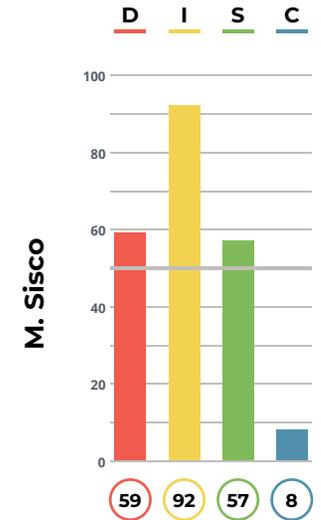
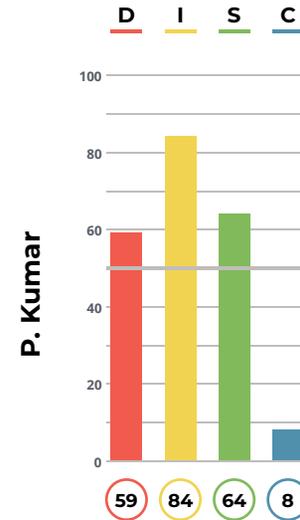
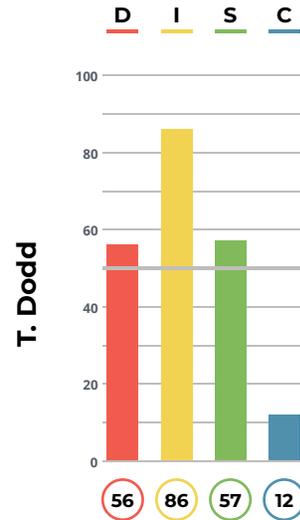
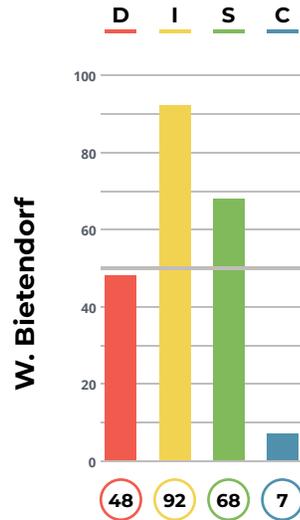
Ordinary  
Quiet  
Strict

# Promoter Team DISC Graphs - (I)



## PROMOTER TEAM

Whitney Bietendorf  
 Matthew Davis  
 Tyler Dodd  
 Coty Frye  
 Prama Kumar  
 Vanna Rushing  
 Matt Sisco



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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

- Show loyalty to those they identify with
- Add stability to the team
- Focus on team activities
- Conform to established procedures
- Comfort others and show patience

### POTENTIAL WEAKNESSES

- Act slowly
- Do not forgive faults or mistakes
- Do the work themselves, rather than delegate
- Hesitate to move forward
- Lack a sense of urgency

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

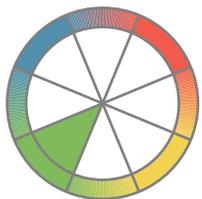


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## VALUE TO THE ORGANIZATION

Consistent and steady  
Patient and empathetic  
Builds confidence in others

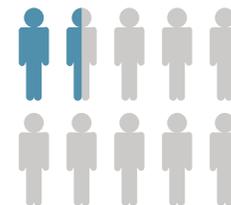


**11.90%**  
of the Population

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## WORDS THAT WORK

Consistent  
Usual  
Secure



**6/41**  
15% of the Team

## WORDS THAT DON'T WORK

Unexpected  
Urgent  
Confrontation

H&W LEAD

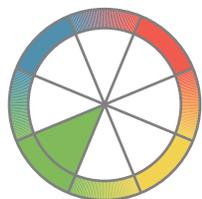
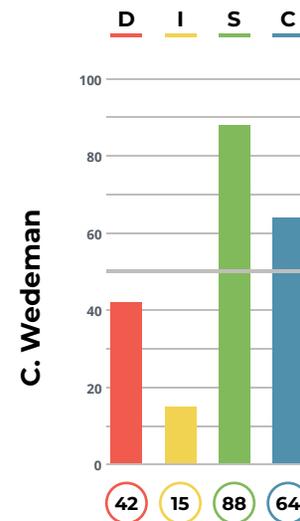
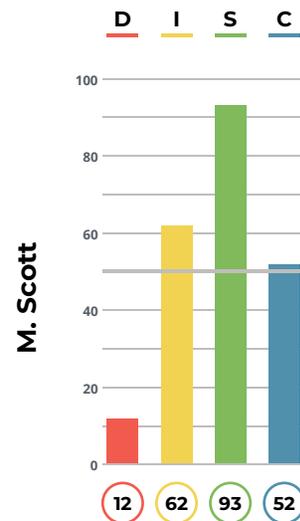
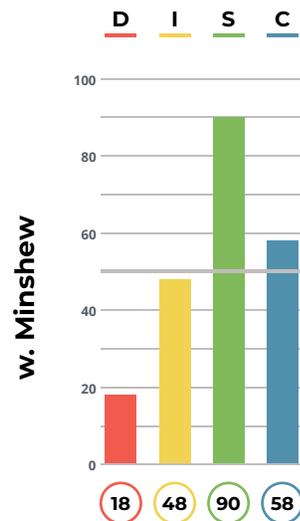
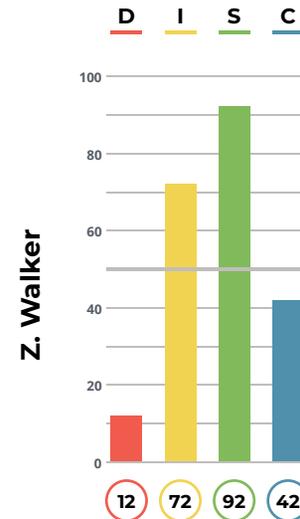
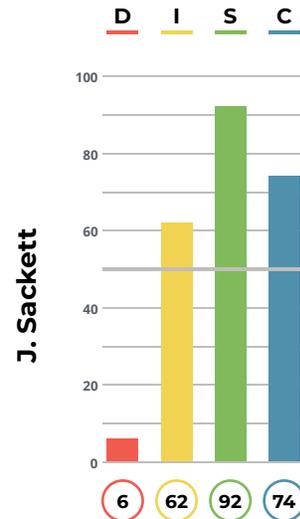
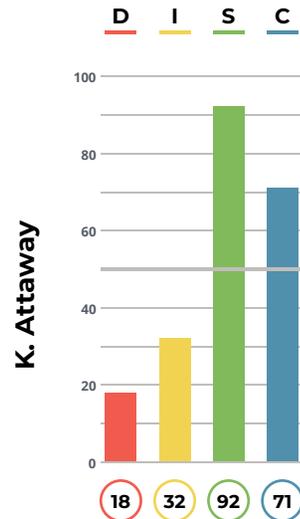
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# Supporter Team DISC Graphs - (S)



## SUPPORTER TEAM

Kristy Attaway  
 waylon Minshew  
 James Sackett  
 Max Scott  
 Zach Walker  
 Craig Wedeman



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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

- Enjoys confrontation
- Comfortable with power and authority
- Forward-looking and competitive
- Energized by direct answers
- Driven toward results

### POTENTIAL WEAKNESSES

- Make decisions without all of the facts
- Dislike routine work
- Poor or selective listening
- Use fear as a motivator
- Overconfident in their abilities

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

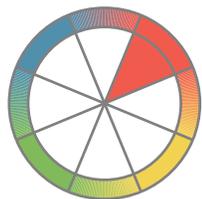


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## VALUE TO THE ORGANIZATION

Challenge-oriented  
Self-starter  
Pioneering

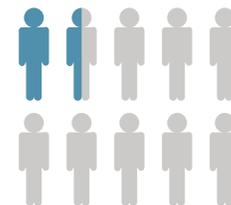


**7.12%**  
of the Population

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## WORDS THAT WORK

Quick  
Advantage  
Decisive



**6/41**  
15% of the Team

## WORDS THAT DON'T WORK

Inconsistent  
Follow directions  
Patient

H&W LEAD

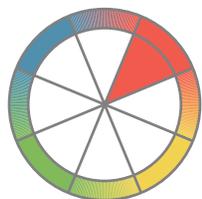
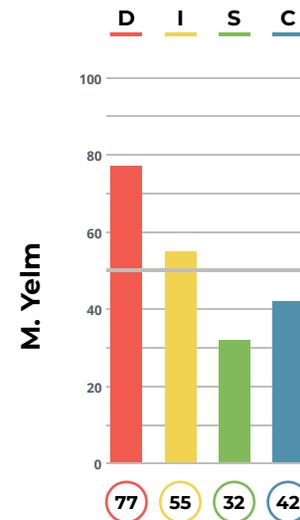
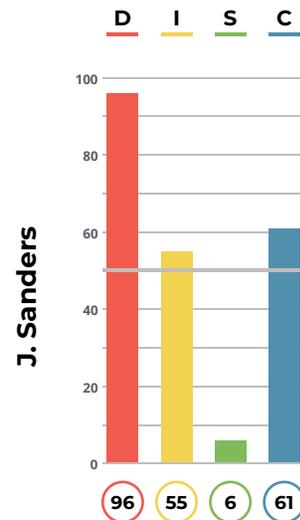
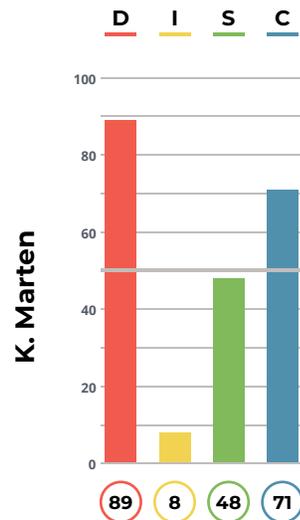
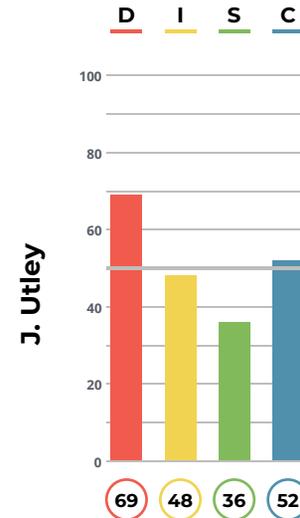
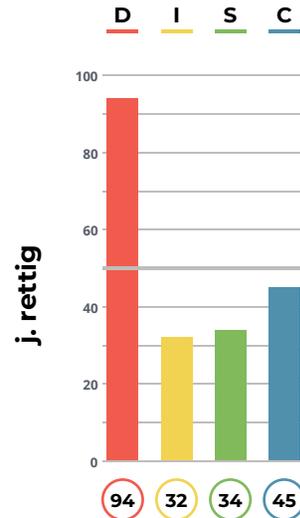
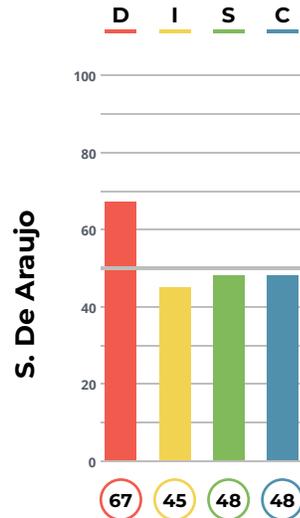
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# Conductor Team DISC Graphs - (D)



## CONDUCTOR TEAM

Sergio De Araujo  
 Kyle Marten  
 jeremy rettig  
 Jeffrey Sanders  
 Jake Utley  
 Mike Yelm



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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

- Listen actively
- Help others using empathy and understanding
- Support others in achieving goals
- Create an environment where people feel significant
- Protect and value people and things

### POTENTIAL WEAKNESSES

- Tolerate the poor behavior of others
- Agree with the opinions of others
- Hold grudges
- Avoid confrontation
- Freeze under stress

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

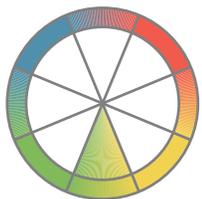


## VALUE TO THE ORGANIZATION

Cooperative member of the team

Tenacious

Positive sense of humor



**20.08%**  
of the Population

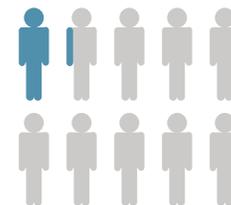
Sherry Yellin  
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Sherry@yellingroup.com

## WORDS THAT WORK

Easygoing

Simple

Responsive



**5/41**  
12% of the Team

## WORDS THAT DON'T WORK

Complex

Abstract

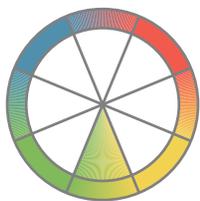
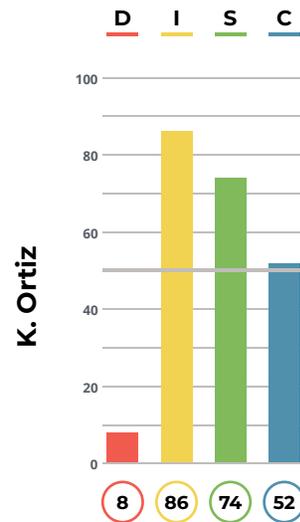
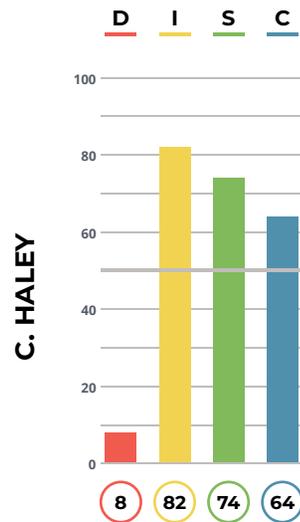
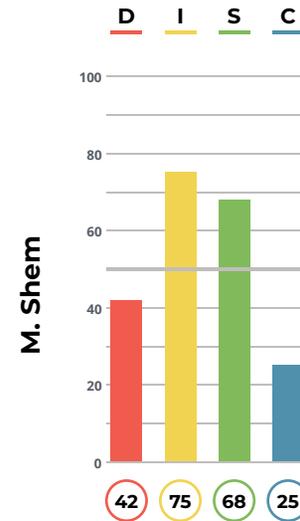
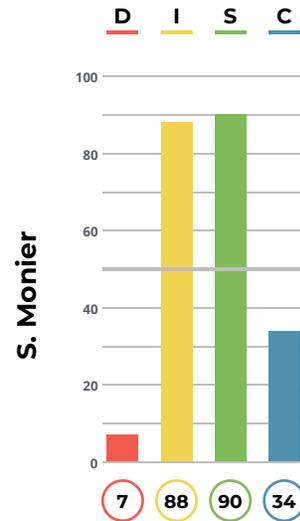
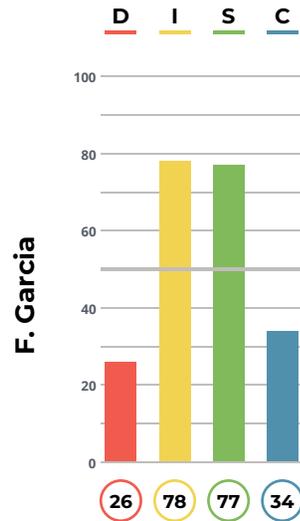
Analytical

# Relater Team DISC Graphs - (I/S)



## RELATER TEAM

Flora Garcia  
 CAMILLE HALEY  
 Stephen Monier  
 Kristen Ortiz  
 Matt Shem



Sherry Yellin  
 214.505.5623  
 Sherry@yellingroup.com

# 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

- Engage others in projects and tasks
- Use their intuition
- Independent and autonomous
- Promote and accept changes
- Decisive and aggressive when presented with challenges

### POTENTIAL WEAKNESSES

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

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced

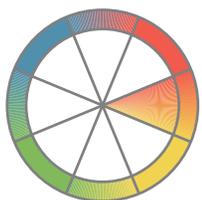


## VALUE TO THE ORGANIZATION

**Sense of urgency**

Represents the company in external organizations

Accomplishes goals through people

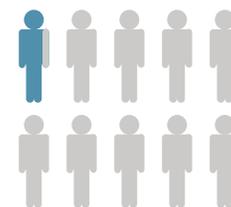


**12.68%**  
of the Population

Sherry Yellin  
214.505.5623  
Sherry@yellingroup.com

## WORDS THAT WORK

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



**3/41**  
7% of the Team

## WORDS THAT DON'T WORK

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

**H&W LEAD**

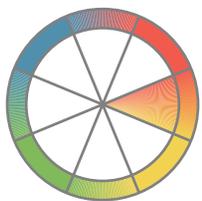
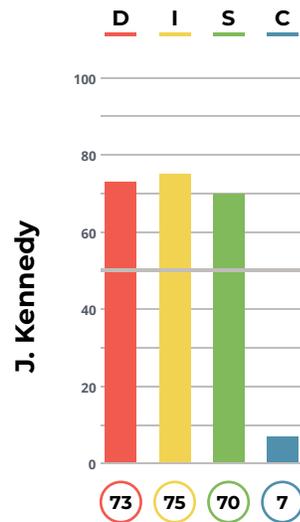
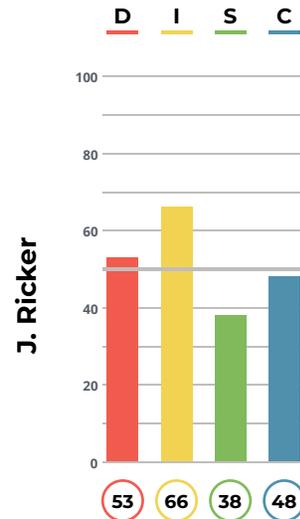
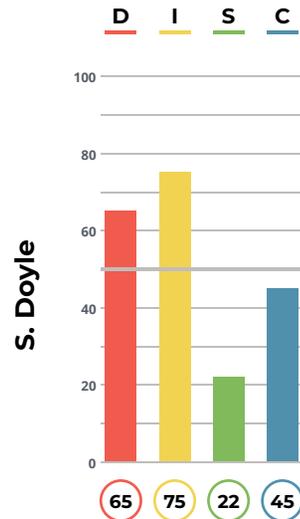
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# Persuader Team DISC Graphs - (D/I)



## PERSUADER TEAM

Steve Doyle  
Joerdan Kennedy  
Jared Ricker



**Sherry Yellin**  
214.505.5623  
Sherry@yellingroup.com

# Analyzer Team Characteristics - (C)



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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- Find the right way to proceed
- Use data to problem solve
- Accurate and precise
- Think critically
- Use facts to support their opinion and cause

### POTENTIAL WEAKNESSES

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

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

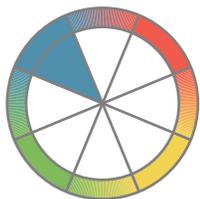


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## VALUE TO THE ORGANIZATION

Defines, clarifies, and tests  
Maintains standards  
Concerned about quality

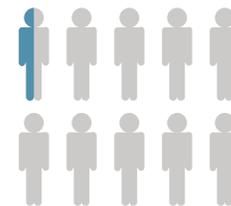


**5.12%**  
of the Population

Sherry Yellin  
214.505.5623  
Sherry@yellingroup.com

## WORDS THAT WORK

Factual  
Precise  
Verified



**2/41**  
5% of the Team

## WORDS THAT DON'T WORK

Imagine  
Educated guess  
Experimental

H&W LEAD

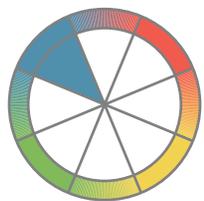
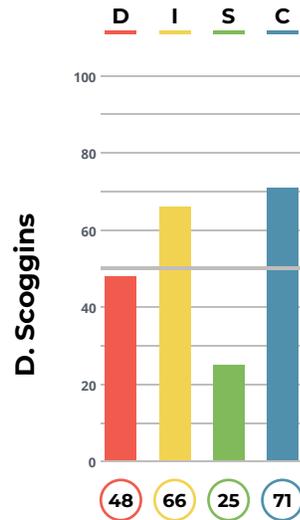
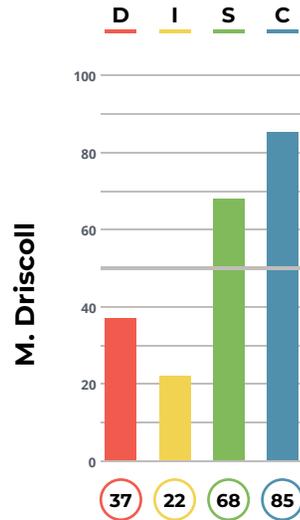
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# Analyzer Team DISC Graphs - (C)



## ANALYZER TEAM

Matt Driscoll  
Danny Scoggins



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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

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

### POTENTIAL WEAKNESSES

- Come across as insincere
- Disregard the feelings of team members
- Under-appreciate other team members
- Become demanding under stress
- Make decisions inconsistently

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

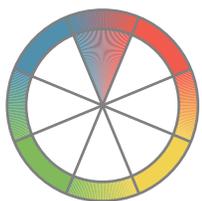


Faster Paced



## VALUE TO THE ORGANIZATION

Objective and realistic  
Excellent troubleshooter  
Creativity



**4.22%**  
of the Population

Sherry Yellin  
214.505.5623  
Sherry@yellingroup.com

## WORDS THAT WORK

Function

Action

Data



**0/41**  
0% of the Team

## WORDS THAT DON'T WORK

Relax

Perception

Assume

**H&W LEAD**

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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.

<b>CONDUCTOR - D (15%)</b>	<b>SUPPORTER - S (15%)</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 (7%)</b>	<b>COORDINATOR - S/C (29%)</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 (17%)</b>	<b>ANALYZER - C (5%)</b>
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.
<b>RELATER - I/S (12%)</b>	<b>IMPLEMENTOR - C/D (0%)</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.

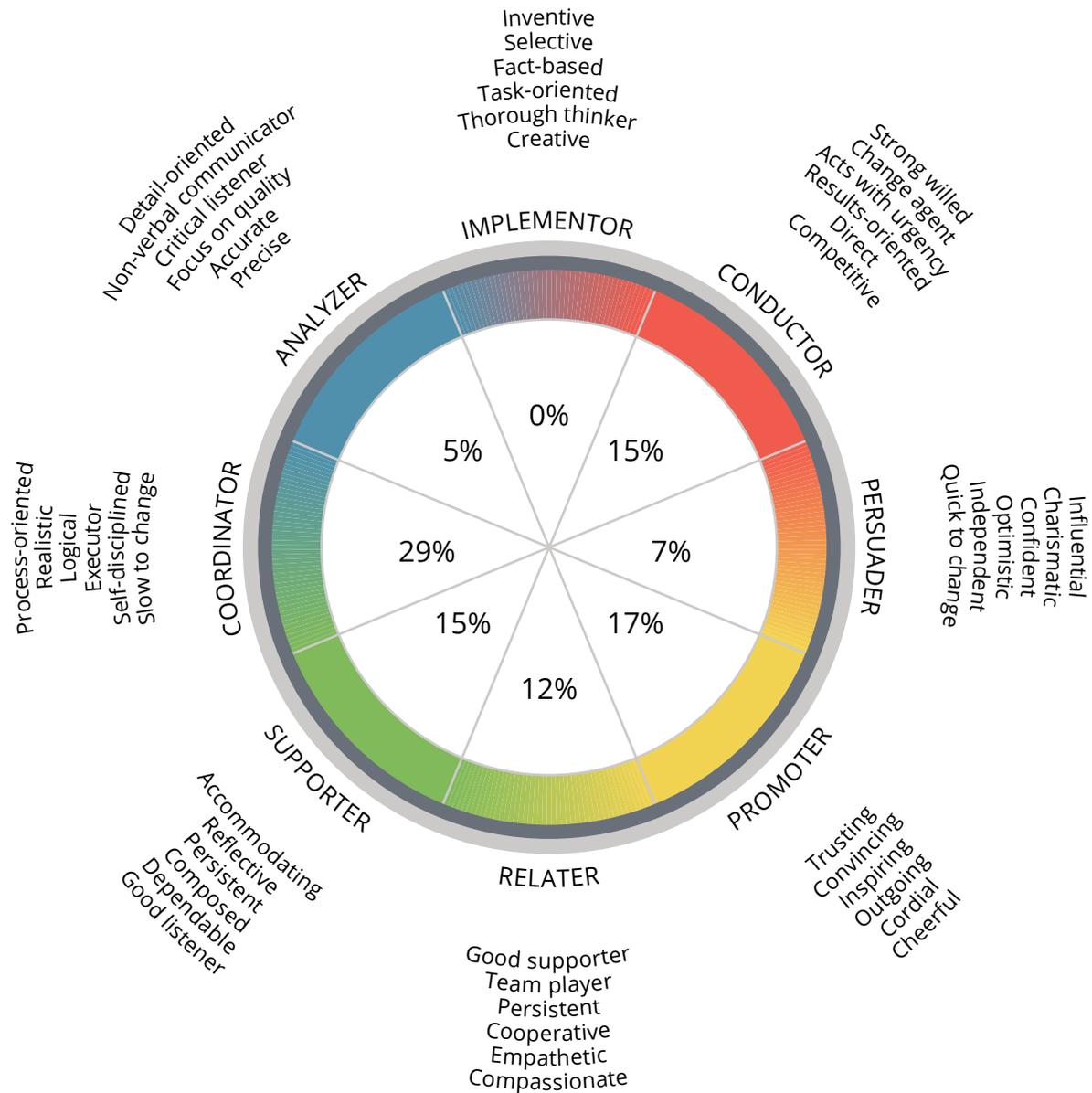
# Team Member Overview



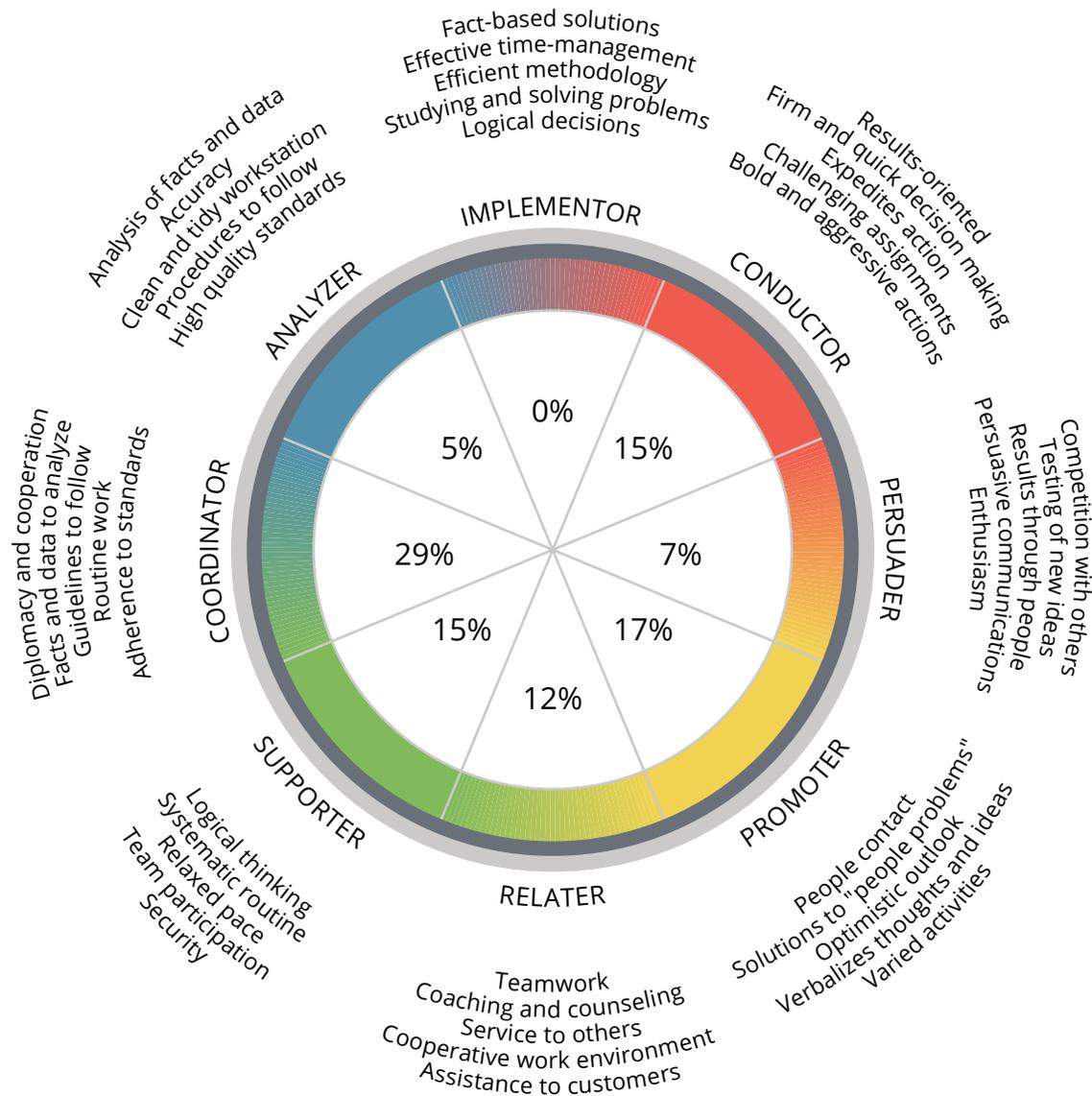
The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

<b>CONDUCTOR - D (15%)</b>	<b>SUPPORTER - S (15%)</b>	
Sergio De Araujo Kyle Marten jeremy rettig Jeffrey Sanders Jake Utley Mike Yelm	Kristy Attaway waylon Minshew James Sackett Max Scott Zach Walker Craig Wedeman	
<b>PERSUADER - D/I (7%)</b>	<b>COORDINATOR - S/C (29%)</b>	
Steve Doyle Joerdan Kennedy Jared Ricker	Jason Ballard Peyton Boddie Paul Driscoll Danny Elmore David Hunt Jeff Kirk Jeremy Lloyd	Marie Monier Paul Paris Ryan Shipley Jeff Stewart Ty Walton
<b>PROMOTER - I (17%)</b>	<b>ANALYZER - C (5%)</b>	
Whitney Bietendorf Matthew Davis Tyler Dodd Coty Frye Prama Kumar Vanna Rushing Matt Sisco	Matt Driscoll Danny Scoggins	
<b>RELATER - I/S (12%)</b>	<b>IMPLEMENTOR - C/D (0%)</b>	
Flora Garcia CAMILLE HALEY Stephen Monier Kristen Ortiz Matt Shem		

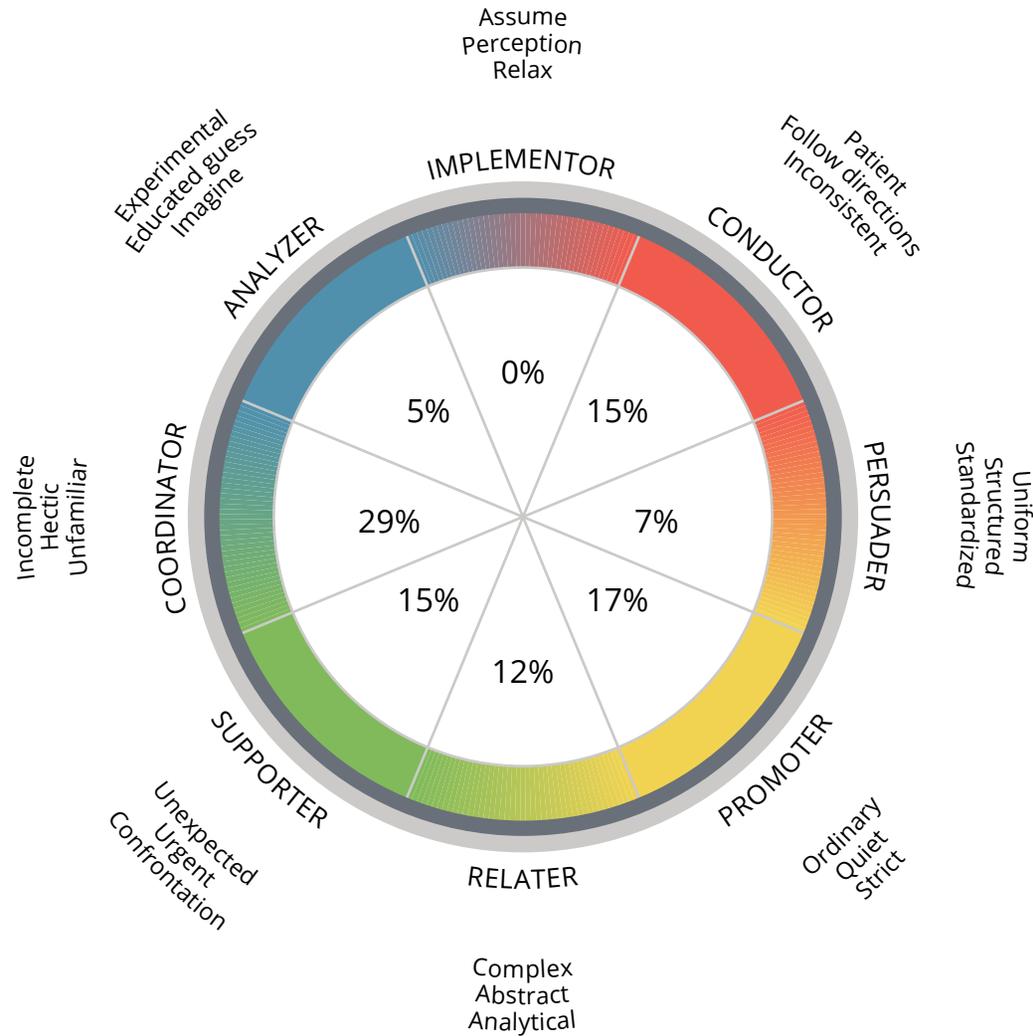
# Team Member Characteristics



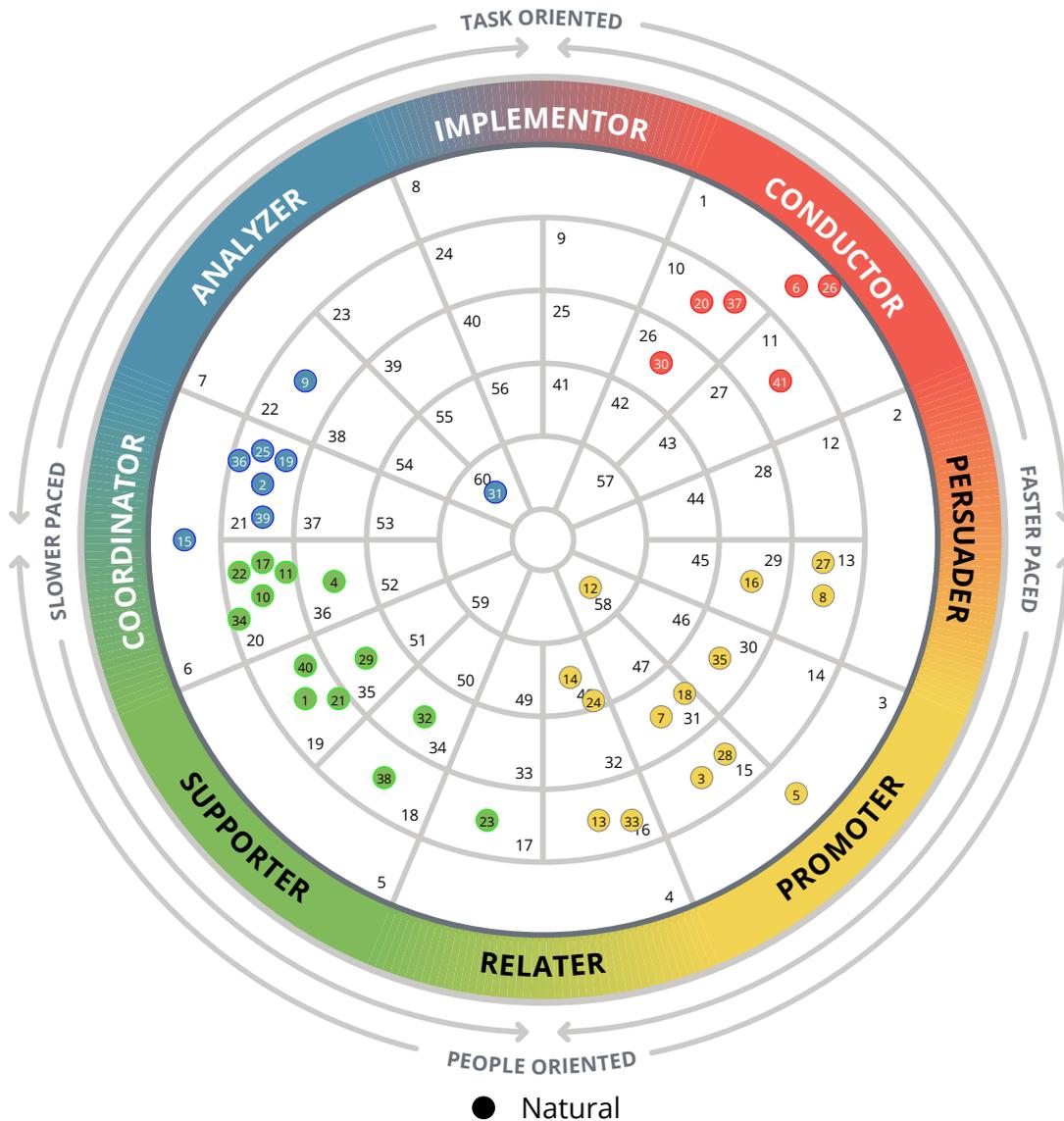
# Ideal Environment for Team Members



# Words That Don't Work with Team Members



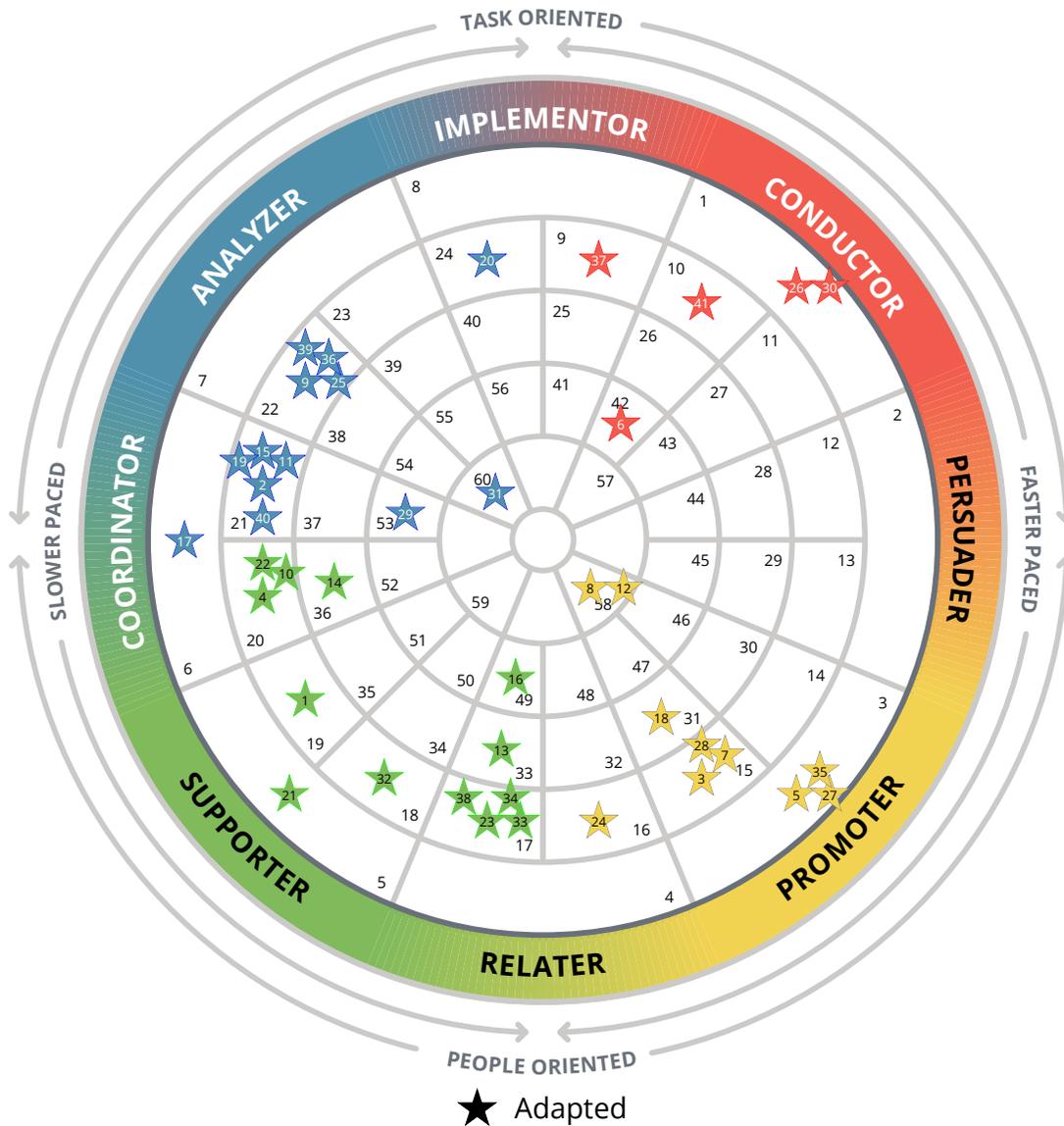
# Group Wheel Natural



## Team Members

- 1: Kristy Attaway
- 2: Jason Ballard
- 3: Whitney Bietendorf
- 4: Peyton Boddie
- 5: Matthew Davis
- 6: Sergio De Araujo
- 7: Tyler Dodd
- 8: Steve Doyle
- 9: Matt Driscoll
- 10: Paul Driscoll
- 11: Danny Elmore
- 12: Coty Frye
- 13: Flora Garcia
- 14: CAMILLE HALEY
- 15: David Hunt
- 16: Joerdan Kennedy
- 17: Jeff Kirk
- 18: Prama Kumar
- 19: Jeremy Lloyd
- 20: Kyle Marten
- 21: waylon Minshew
- 22: Marie Monier
- 23: Stephen Monier
- 24: Kristen Ortiz
- 25: Paul Paris
- 26: jeremy rettig
- 27: Jared Ricker
- 28: Vanna Rushing
- 29: James Sackett
- 30: Jeffrey Sanders
- 31: Danny Scoggins
- 32: Max Scott
- 33: Matt Shem
- 34: Ryan Shipley
- 35: Matt Sisco
- 36: Jeff Stewart
- 37: Jake Utley
- 38: Zach Walker
- 39: Ty Walton
- 40: Craig Wedeman
- 41: Mike Yelm

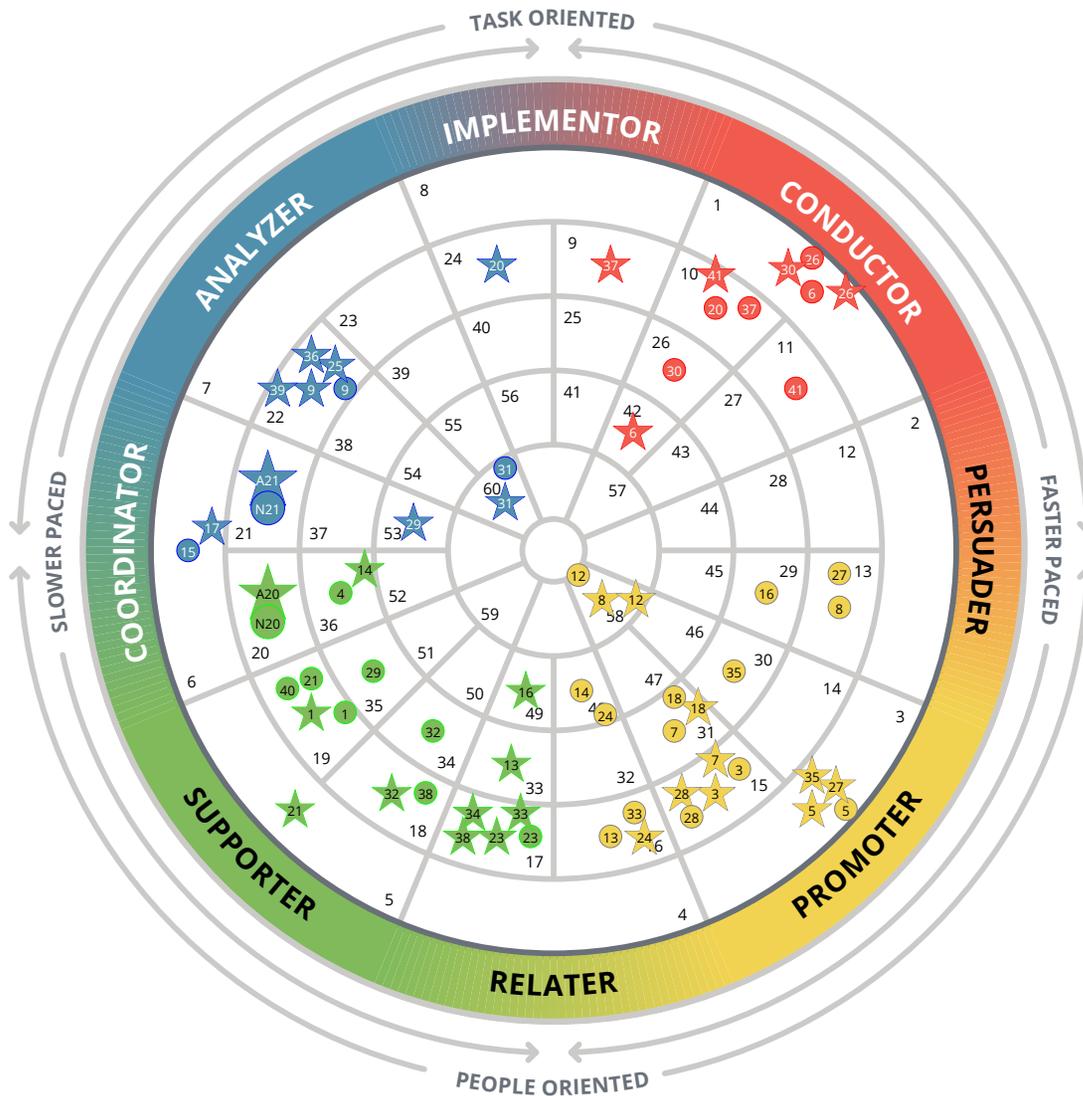
# Group Wheel Adapted



## Team Members

- 1: Kristy Attaway
- 2: Jason Ballard
- 3: Whitney Bietendorf
- 4: Peyton Boddie
- 5: Matthew Davis
- 6: Sergio De Araujo
- 7: Tyler Dodd
- 8: Steve Doyle
- 9: Matt Driscoll
- 10: Paul Driscoll
- 11: Danny Elmore
- 12: Coty Frye
- 13: Flora Garcia
- 14: CAMILLE HALEY
- 15: David Hunt
- 16: Joerdan Kennedy
- 17: Jeff Kirk
- 18: Prama Kumar
- 19: Jeremy Lloyd
- 20: Kyle Marten
- 21: waylon Minshew
- 22: Marie Monier
- 23: Stephen Monier
- 24: Kristen Ortiz
- 25: Paul Paris
- 26: jeremy rettig
- 27: Jared Ricker
- 28: Vanna Rushing
- 29: James Sackett
- 30: Jeffrey Sanders
- 31: Danny Scoggins
- 32: Max Scott
- 33: Matt Shem
- 34: Ryan Shipley
- 35: Matt Sisco
- 36: Jeff Stewart
- 37: Jake Utley
- 38: Zach Walker
- 39: Ty Walton
- 40: Craig Wedeman
- 41: Mike Yelm

# Group Wheel Migration



★ Adapted      ● Natural

## Team Members

- 1: Kristy Attaway
- A21/N21: Jason Ballard
- 3: Whitney Bietendorf
- A20/4: Peyton Boddie
- 5: Matthew Davis
- 6: Sergio De Araujo
- 7: Tyler Dodd
- 8: Steve Doyle
- 9: Matt Driscoll
- A20/N20: Paul Driscoll
- A21/N20: Danny Elmore
- 12: Coty Frye
- 13: Flora Garcia
- 14: CAMILLE HALEY
- A21/15: David Hunt
- 16: Joerdan Kennedy
- 17/N20: Jeff Kirk
- 18: Prama Kumar
- A21/N21: Jeremy Lloyd
- 20: Kyle Marten
- 21: waylon Minshew
- A20/N20: Marie Monier
- 23: Stephen Monier
- 24: Kristen Ortiz
- 25/N21: Paul Paris
- 26: jeremy rettig
- 27: Jared Ricker
- 28: Vanna Rushing
- 29: James Sackett
- 30: Jeffrey Sanders
- 31: Danny Scoggins
- 32: Max Scott
- 33: Matt Shem
- 34/N20: Ryan Shipley
- 35: Matt Sisco
- 36/N21: Jeff Stewart
- 37: Jake Utley
- 38: Zach Walker
- 39/N21: Ty Walton
- A21/40: Craig Wedeman
- 41: Mike Yelm

# 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.

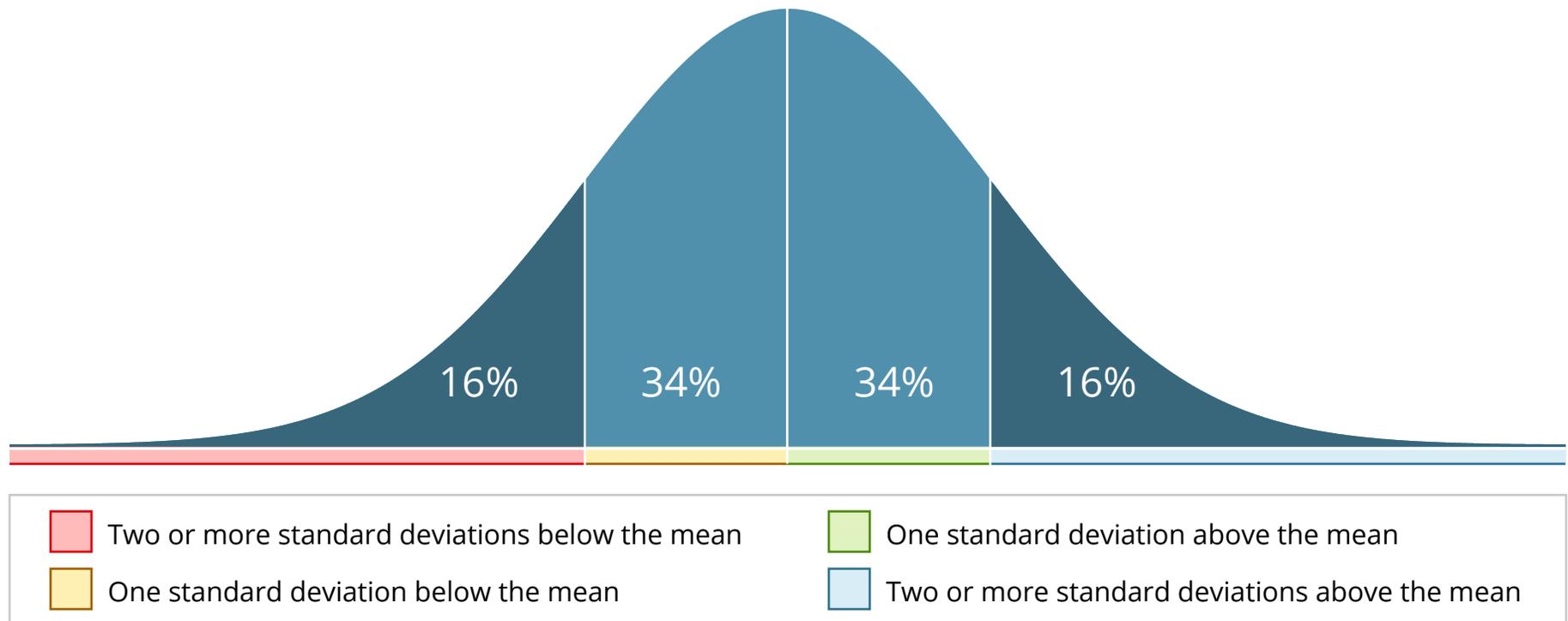
# The Bell Curve Defined



*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.



# Behavioral Style Comparison



Behavioral Characteristics	Team Avg.	K. Attaway	J. Ballard	W. Bietendorf	P. Boddie	M. Davis	S. De Araujo	T. Dodd	S. Doyle	M. Driscoll	P. Driscoll	Mean
Persistence	67	93	90	37	80	33	58	45	45	90	93	62
Consistent	66	92	90	42	82	38	52	38	35	88	100	62
Following Policy	66	90	85	38	78	35	58	38	45	82	98	61
People-Oriented	65	65	50	75	75	65	50	75	65	45	55	64
Customer-Oriented	63	65	48	77	72	70	50	73	53	52	52	63
Analysis	58	85	100	10	70	15	55	15	40	95	100	54
Organized Workplace	57	85	100	10	70	15	60	15	35	95	100	53
Interaction	54	35	15	100	45	100	50	90	80	25	15	58
Versatile	48	27	20	70	40	80	55	75	80	30	13	54
Frequent Change	47	20	28	72	30	75	60	72	72	30	12	52
Competitive	45	20	50	50	20	50	70	70	70	40	20	49
Urgency	37	13	34	36	19	44	58	45	78	32	11	43

■ Two or more standard deviations below the mean

■ One standard deviation below the mean

■ One standard deviation above the mean

■ Two or more standard deviations above the mean

# Behavioral Style Comparison

Continued



Behavioral Characteristics	Team Avg.	D. Elmore	C. Frye	F. Garcia	C. HALEY	D. Hunt	J. Kennedy	J. Kirk	P. Kumar	J. Lloyd	K. Marten	Mean
Persistence	67	97	50	57	63	90	42	90	45	70	72	62
Consistent	66	85	52	62	70	100	35	100	38	70	65	62
Following Policy	66	80	55	60	70	98	40	100	40	68	70	61
People-Oriented	65	55	75	90	95	55	80	55	85	50	30	64
Customer-Oriented	63	58	75	90	80	50	63	48	77	60	32	63
Analysis	58	90	35	35	45	100	20	100	10	70	83	54
Organized Workplace	57	90	35	30	45	100	15	100	10	75	95	53
Interaction	54	30	70	80	65	10	80	10	90	45	20	58
Versatile	48	30	70	55	57	10	60	10	70	47	33	54
Frequent Change	47	32	60	52	42	10	75	10	72	48	48	52
Competitive	45	50	40	30	10	20	70	10	67	50	80	49
Urgency	37	29	42	23	16	10	47	10	43	37	76	43

■ Two or more standard deviations below the mean

■ One standard deviation below the mean

■ One standard deviation above the mean

■ Two or more standard deviations above the mean

# Behavioral Style Comparison

Continued



Behavioral Characteristics	Team Avg.	w. Minshew	M. Monier	S. Monier	K. Ortiz	P. Paris	j. rettig	J. Ricker	V. Rushing	J. Sackett	J. Sanders	Mean
Persistence	67	77	90	57	60	87	55	52	43	80	45	62
Consistent	66	82	100	65	68	82	48	48	48	82	38	62
Following Policy	66	80	98	60	68	78	50	50	42	82	45	61
People-Oriented	65	75	55	100	95	50	40	60	85	85	40	64
Customer-Oriented	63	75	50	93	82	60	33	57	87	70	38	63
Analysis	58	60	100	25	35	85	65	45	15	65	60	54
Organized Workplace	57	65	100	25	35	85	65	40	15	60	42	53
Interaction	54	50	10	90	70	35	40	70	90	50	50	58
Versatile	48	40	10	60	60	37	55	70	70	37	67	54
Frequent Change	47	30	10	45	45	35	65	68	65	32	72	52
Competitive	45	20	20	10	10	40	100	60	40	10	80	49
Urgency	37	14	11	10	16	32	92	54	32	10	100	43

■ Two or more standard deviations below the mean

■ One standard deviation below the mean

■ One standard deviation above the mean

■ Two or more standard deviations above the mean

# Behavioral Style Comparison

Continued



Behavioral Characteristics	Team Avg.	D. Scoggins	M. Scott	M. Shem	R. Shipley	M. Sisco	J. Stewart	J. Uttley	Z. Walker	T. Walton	C. Wedeman	Mean
Persistence	67	60	70	50	77	40	90	58	63	93	93	62
Consistent	66	55	78	52	75	35	92	52	70	82	88	62
Following Policy	66	58	75	48	70	35	88	60	70	78	82	61
People-Oriented	65	55	85	80	50	65	55	50	95	45	55	64
Customer-Oriented	63	55	78	77	62	67	48	50	87	55	60	63
Analysis	58	65	50	30	70	10	100	60	40	90	90	54
Organized Workplace	57	60	45	25	70	10	100	65	35	90	90	53
Interaction	54	50	60	80	45	100	10	50	80	30	30	58
Versatile	48	60	43	60	43	75	13	57	45	33	27	54
Frequent Change	47	60	38	62	42	78	20	60	40	35	28	52
Competitive	45	50	20	50	50	70	50	70	20	50	50	49
Urgency	37	61	10	34	34	46	28	69	10	36	25	43

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean

# Behavioral Style Comparison

## Continued



Behavioral Characteristics	Team Avg.	M. Yelm	Mean
Persistence	67	50	62
Consistent	66	45	62
Following Policy	66	48	61
People-Oriented	65	55	64
Customer-Oriented	63	50	63
Analysis	58	50	54
Organized Workplace	57	50	53
Interaction	54	60	58
Versatile	48	65	54
Frequent Change	47	65	52
Competitive	45	80	49
Urgency	37	79	43

■ Two or more standard deviations below the mean

■ One standard deviation below the mean

■ One standard deviation above the mean

■ Two or more standard deviations above the mean