TTI SUCCESS INSIGHTS®

Behavioral Team Report

TruEnergy Team Report

TruEnergy

10.07.2025

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

Amy Allen Amy Allen
Alyssa Codere
Ken Harrell
Shana Higgins
Makayla Hinderliter
Gino Huerta
Zach Jeffery
Tasha Johnson (Benson)
Yesi Lazo
johnny mckeel
Keith Meadows
Cynthia Rodriguez
Stephen Rupp
Patti Tate
David Wilson
David Young
Lucia Zambrano

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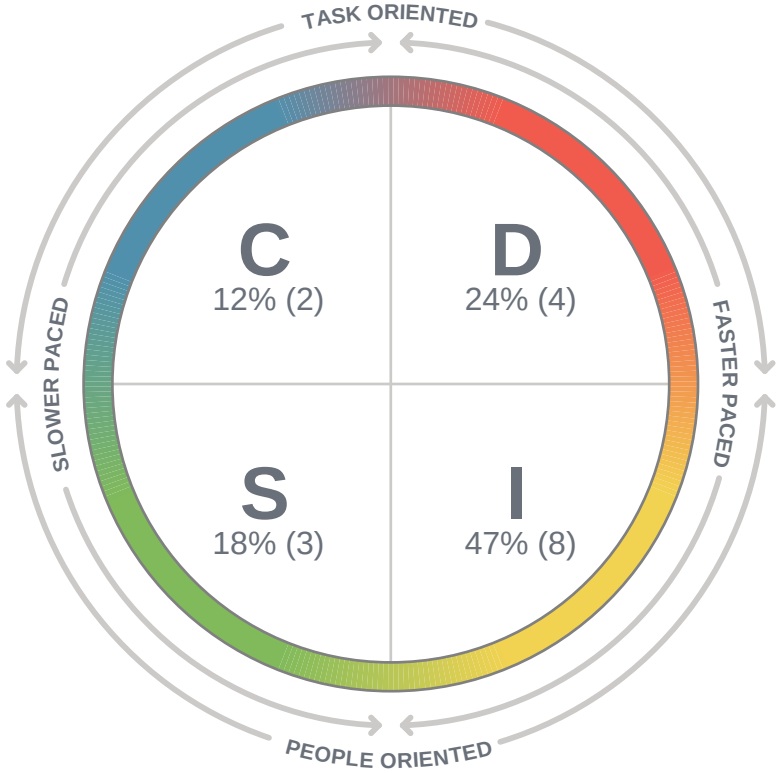
Team DISC Overview

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.

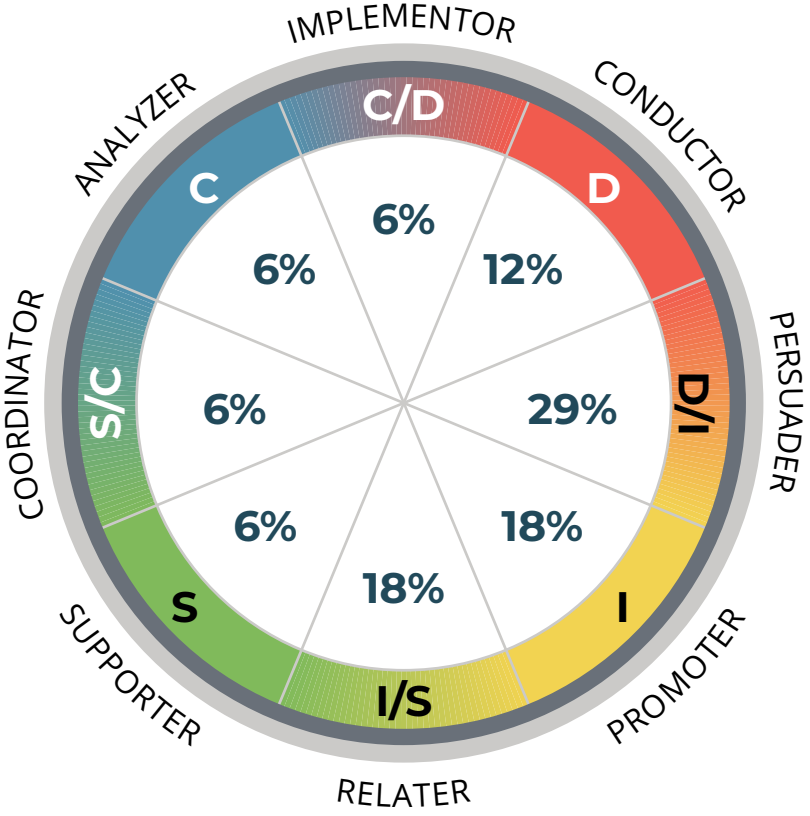
RELATER - I/S - People who tend to take time, think positively, and are focused on interpersonal relationships.

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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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

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

POTENTIAL WEAKNESSES

- Let emotions get in the way of decision-making
- Do not manage time or deadlines well
- Push their agenda
- Leave tasks unfinished
- Do not follow up and follow through as needed

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Represents the company in external organizations

Creative problem solving

Cordially enterprising

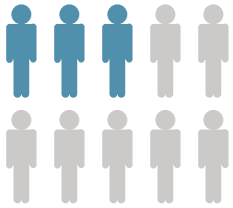
12.68%
of the Population

WORDS THAT WORK

Amazing

Unprecedented

Extraordinary



5/17
29% of the Team

WORDS THAT DON'T WORK

Standardized

Structured

Uniform

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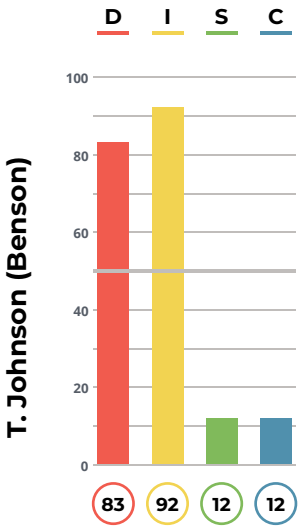
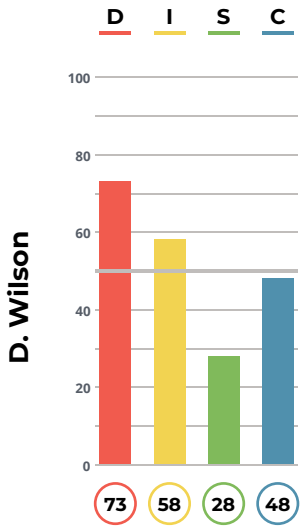
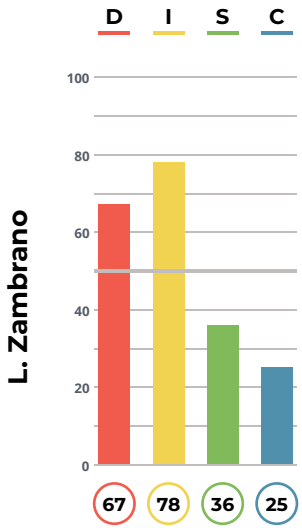
Persuader Team DISC Graphs - (D/I)

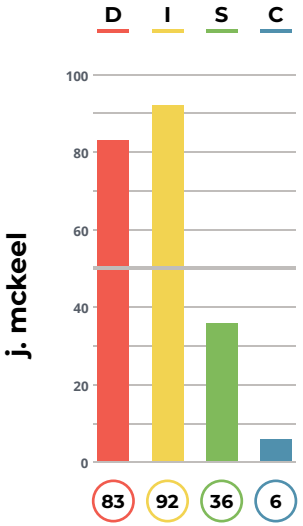
PERSUADER TEAM

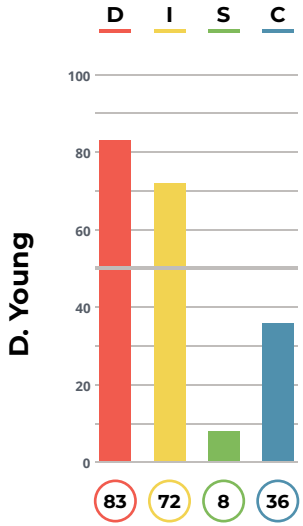
Tasha Johnson (Benson)
johnny mckeel
David Wilson
David Young
Lucia Zambrano











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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

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

POTENTIAL WEAKNESSES

- Inattentive to detail
- Overvalue the skills of others
- Overly optimistic about team abilities
- React based on emotions
- Listen selectively to team members

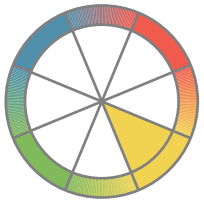
BEHAVIORAL ATTRIBUTES

Task Oriented — People Oriented

Slower Paced — Faster Paced

VALUE TO THE ORGANIZATION

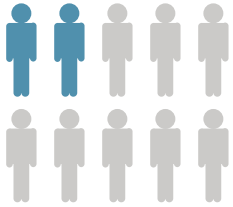
Dreams big
Optimistic and enthusiastic
Verbalize feelings



17.46%
of the Population

WORDS THAT WORK

Flexible
Exciting
Inspiring



3/17
18% of the Team

WORDS THAT DON'T WORK

Ordinary
Quiet
Strict

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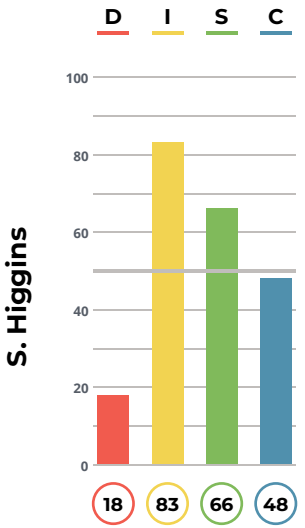
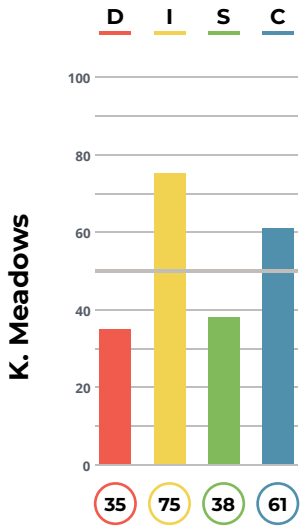
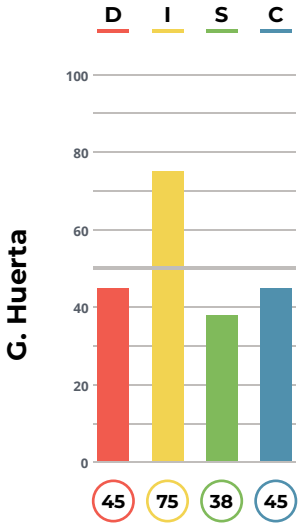
Promoter Team DISC Graphs - (I)

PROMOTER TEAM

Shana Higgins
Gino Huerta
Keith Meadows







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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

- Create an environment where people feel significant
- Listen actively
- Offer understanding and friendship
- Show loyalty
- Help others using empathy and understanding

POTENTIAL WEAKNESSES

- Act without urgency
- Freeze under stress
- Agree with the opinions of others
- Tolerate the poor behavior of others
- Be passive and indecisive

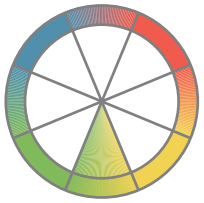
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

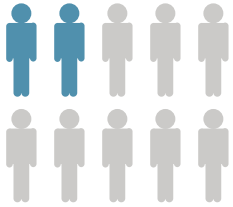
Builds strong relationships
Positive sense of humor
Tenacious



20.08%
of the Population

WORDS THAT WORK

Easygoing
Simple
Responsive



3/17
18% of the Team

WORDS THAT DON'T WORK

Complex
Abstract
Analytical

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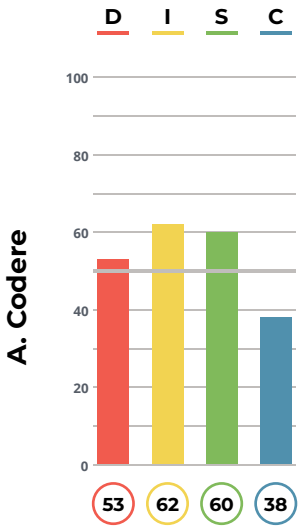
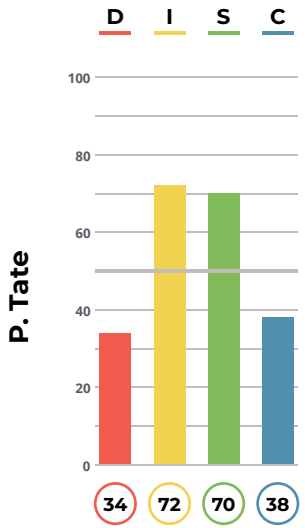
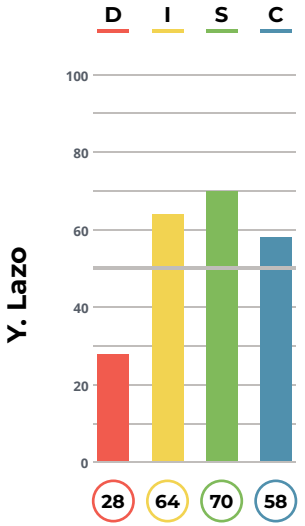
Relater Team DISC Graphs - (I/S)

RELATER TEAM

Alyssa Codere
Yesi Lazo
Patti Tate







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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

- Seeking problems to solve
- Comfortable with power and authority
- Happy to work on challenging assignments
- Enjoys confrontation
- Forward-looking and competitive

POTENTIAL WEAKNESSES

- Dislike routine work
- Make decisions without all of the facts
- Overstep authority within the team
- Overconfident in their abilities
- Lack tact and diplomacy

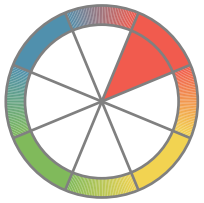
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Ability to change gears fast and often
Results driven
Self-starter



7.12%
of the Population

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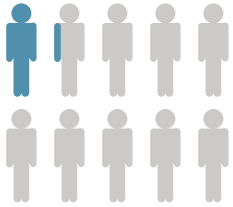
WORDS THAT WORK

Quick
Advantage
Decisive



2/17
12% of the Team

WORDS THAT DON'T WORK

Inconsistent
Follow directions
Patient

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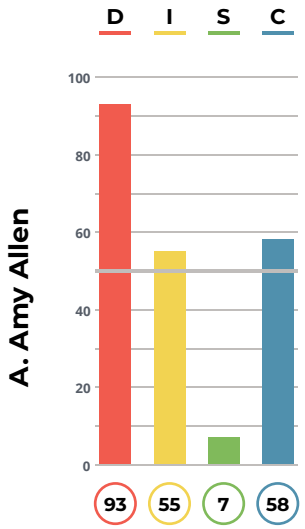
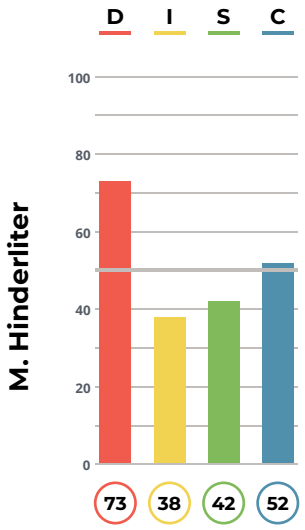
Conductor Team DISC Graphs - (D)

CONDUCTOR TEAM

Amy Allen Amy Allen
Makayla Hinderliter





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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

- Perform well in team environments
- Focus on team activities
- Add stability to the team
- Show loyalty to those they identify with
- Listen well to others

POTENTIAL WEAKNESSES

- Do not forgive faults or mistakes
- Lack a sense of urgency
- Offer too much detail
- Hesitate to move forward
- Do the work themselves, rather than delegate

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Consistent and steady
Patient and empathetic
Negotiates conflicts

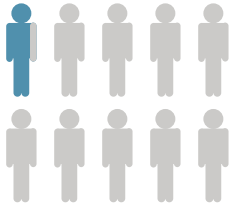
11.90%
of the Population

WORDS THAT WORK

Consistent

Usual

Secure



1/17
6% of the Team

WORDS THAT DON'T WORK

Unexpected

Urgent

Confrontation

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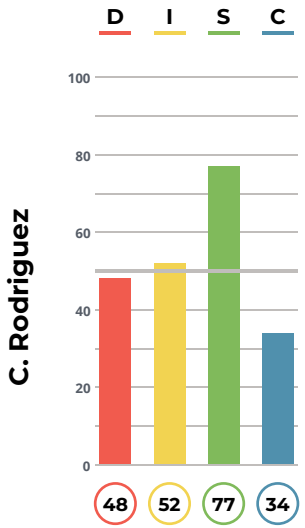
Supporter Team DISC Graphs - (S)

SUPPORTER TEAM

Cynthia Rodriguez



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Coordinator Team Characteristics - (S/C)

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Work for a leader and a cause
- Set and accomplish goals to high standards
- Shows self-discipline
- Make tough decisions without letting emotions interfere
- Follow projects through to completion

POTENTIAL WEAKNESSES

- Lack confidence in the self and team
- Hide true feelings
- Become stubborn under stress
- Suppress feelings
- Communicate indirectly

BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

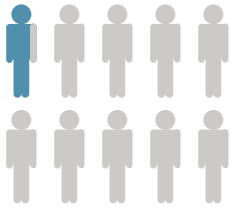
VALUE TO THE ORGANIZATION

Calming and stable
Conscientious and steady
Looks for logical solutions

21.28%
of the Population

WORDS THAT WORK

Proven
Standard
Organized



1/17
6% of the Team

WORDS THAT DON'T WORK

Unfamiliar
Hectic
Incomplete

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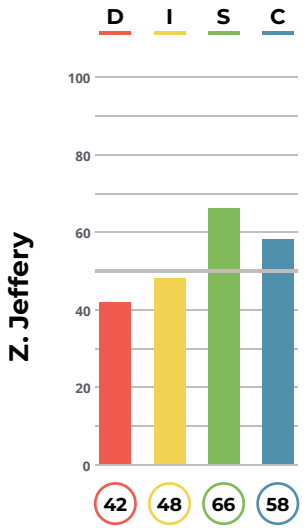
Coordinator Team DISC Graphs - (S/C)

COORDINATOR TEAM

Zach Jeffery



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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 will give the team members a clear understanding and appreciation of Analyzers.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Operate in a self-disciplined manner
- Maintain high standards for self and subordinates
- Think critically
- Find the right way to proceed
- Use facts to support their opinion and cause

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES

Task Oriented — People Oriented

Slower Paced — Faster Paced

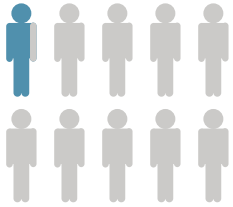
VALUE TO THE ORGANIZATION

Comprehensive problem solving
Maintains standards
Accurate and intuitive

5.12%
of the Population

WORDS THAT WORK

Factual
Precise
Verified



1/17
6% of the Team

WORDS THAT DON'T WORK

Imagine
Educated guess
Experimental

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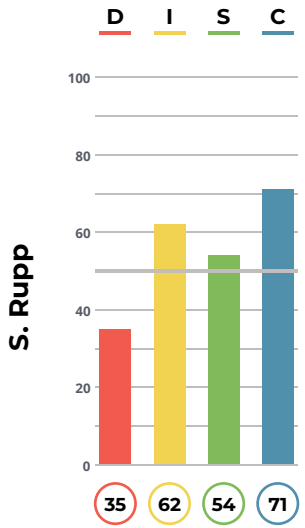
Analyzer Team DISC Graphs - (C)

ANALYZER TEAM

Stephen Rupp



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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

- Expect high performance standards
- Share creative ideas
- Finish tasks quickly
- Understand all facts before starting a project
- Aware and sensitive to the cost of errors and mistakes

POTENTIAL WEAKNESSES

- Come across as insincere
- Disregard the feelings of team members
- Become demanding under stress
- Make decisions inconsistently
- Take on too much within the team

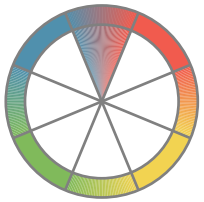
BEHAVIORAL ATTRIBUTES

Task Oriented — **People Oriented**

Slower Paced — **Faster Paced**

VALUE TO THE ORGANIZATION

Creativity
Requires fact-based ideas
Strong-willed



4.22%
of the Population

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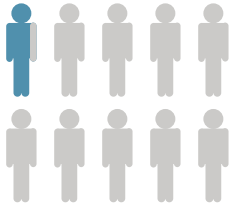
WORDS THAT WORK

Function
Action
Data



1/17
6% of the Team

WORDS THAT DON'T WORK

Relax
Perception
Assume

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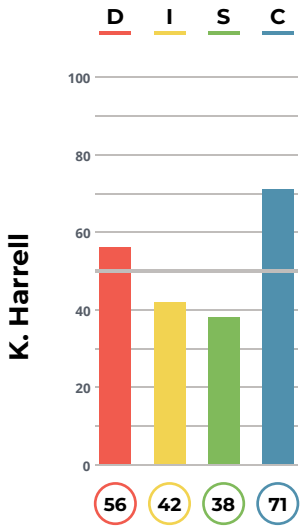
Implementor Team DISC Graphs - (C/D)

IMPLEMENTOR TEAM

Ken Harrell



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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 (12%)	SUPPORTER - S (6%)
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 (29%)	**COORDINATOR - S/C (6%)**
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 (18%)	**ANALYZER - C (6%)**
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 (18%)	**IMPLEMENTOR - C/D (6%)**
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 (12%)	SUPPORTER - S (6%)
Amy Allen Amy Allen Makayla Hinderliter	Cynthia Rodriguez
PERSUADER - D/I (29%)	**COORDINATOR - S/C (6%)**
Tasha Johnson (Benson) johnny mckeel David Wilson David Young Lucia Zambrano	Zach Jeffery
PROMOTER - I (18%)	**ANALYZER - C (6%)**
Shana Higgins Gino Huerta Keith Meadows	Stephen Rupp
RELATER - I/S (18%)	**IMPLEMENTOR - C/D (6%)**
Alyssa Codere Yesi Lazo Patti Tate	Ken Harrell

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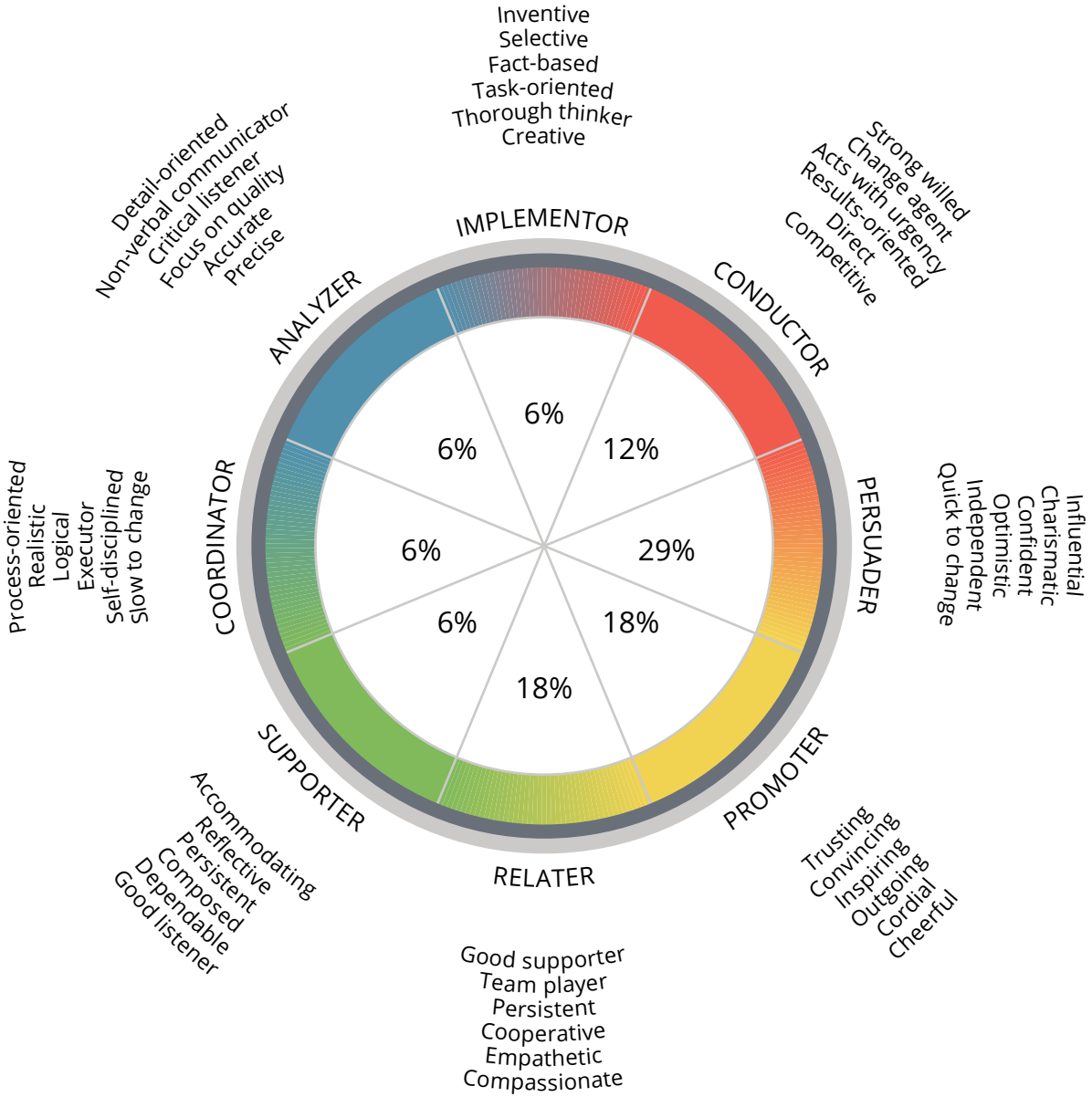
Team Member Characteristics



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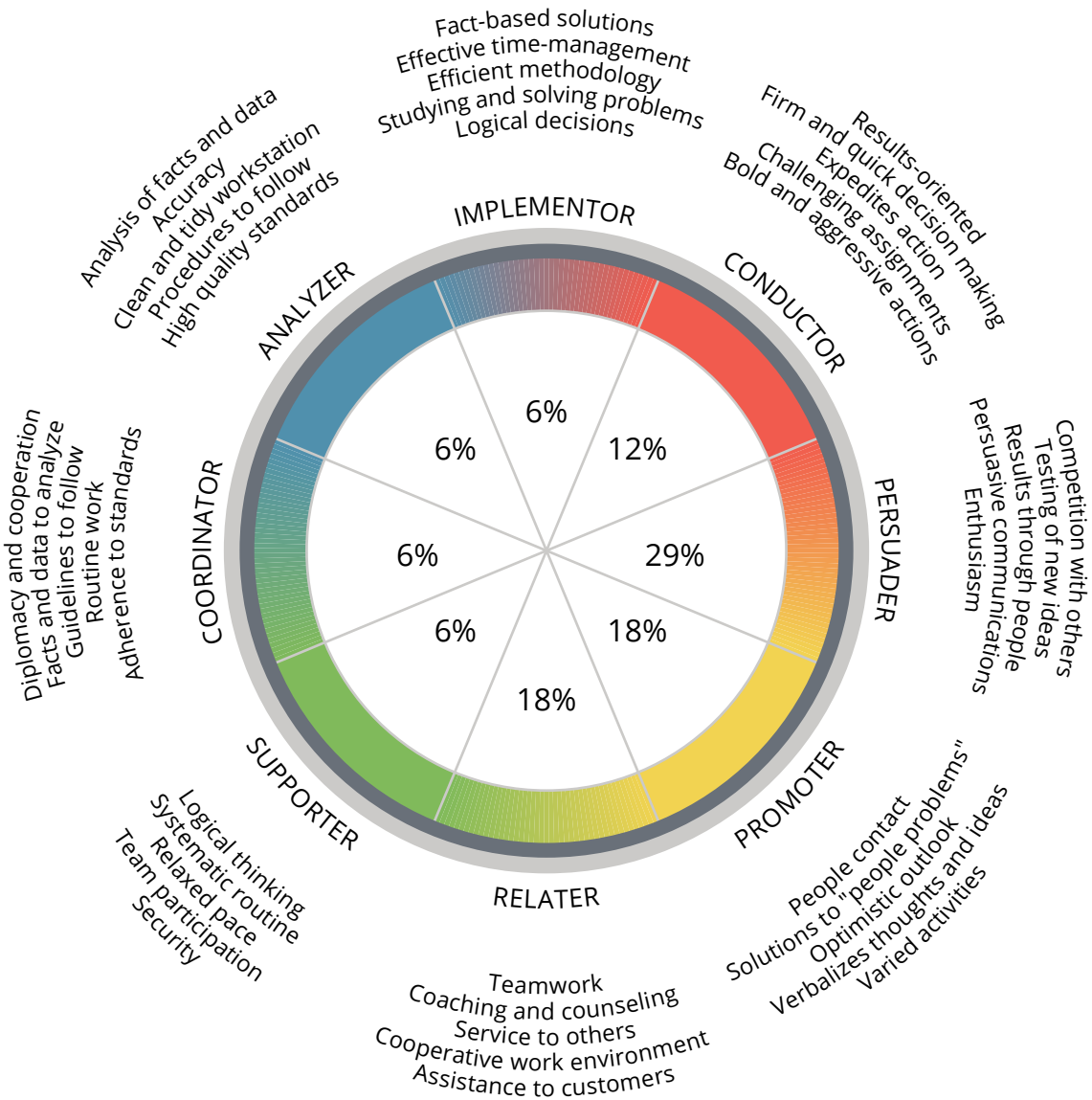
Ideal Environment for Team Members



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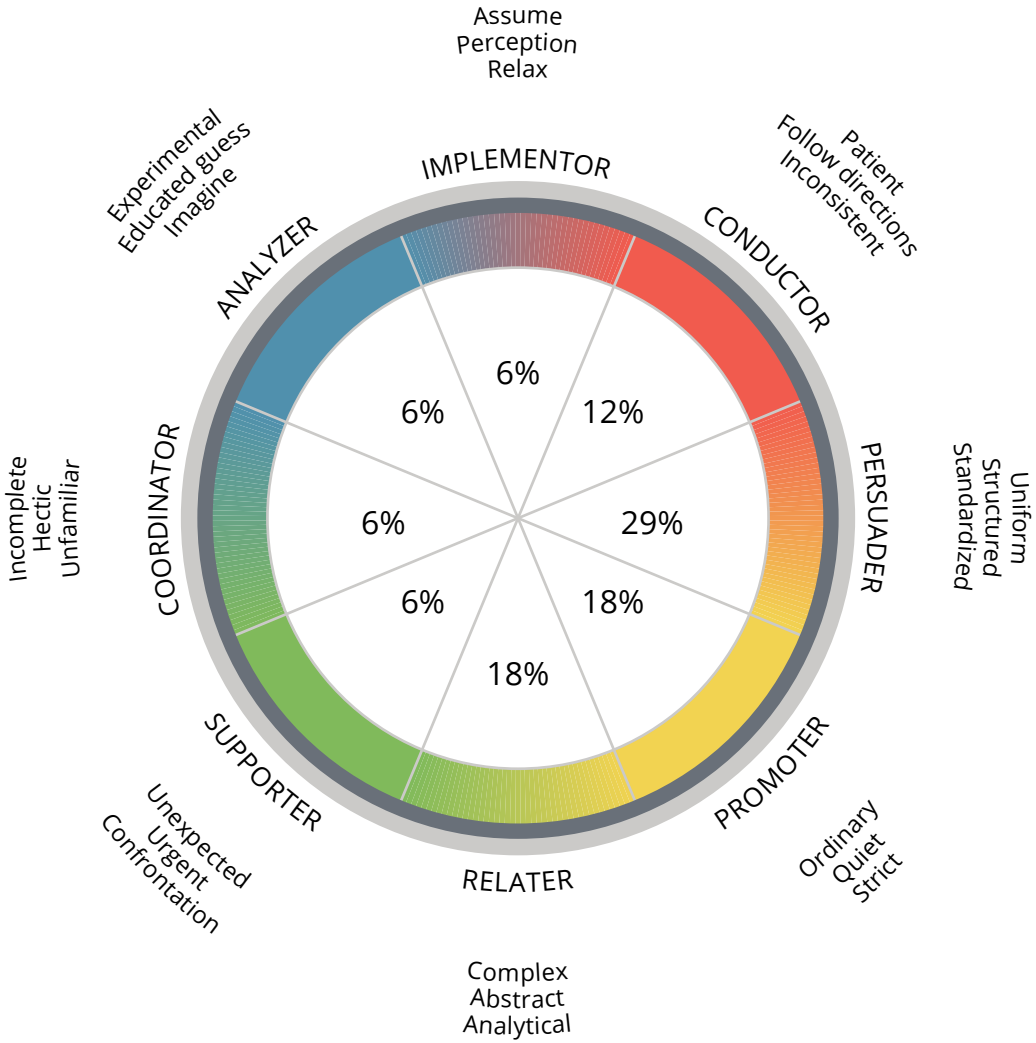
Words That Don't Work with Team Members



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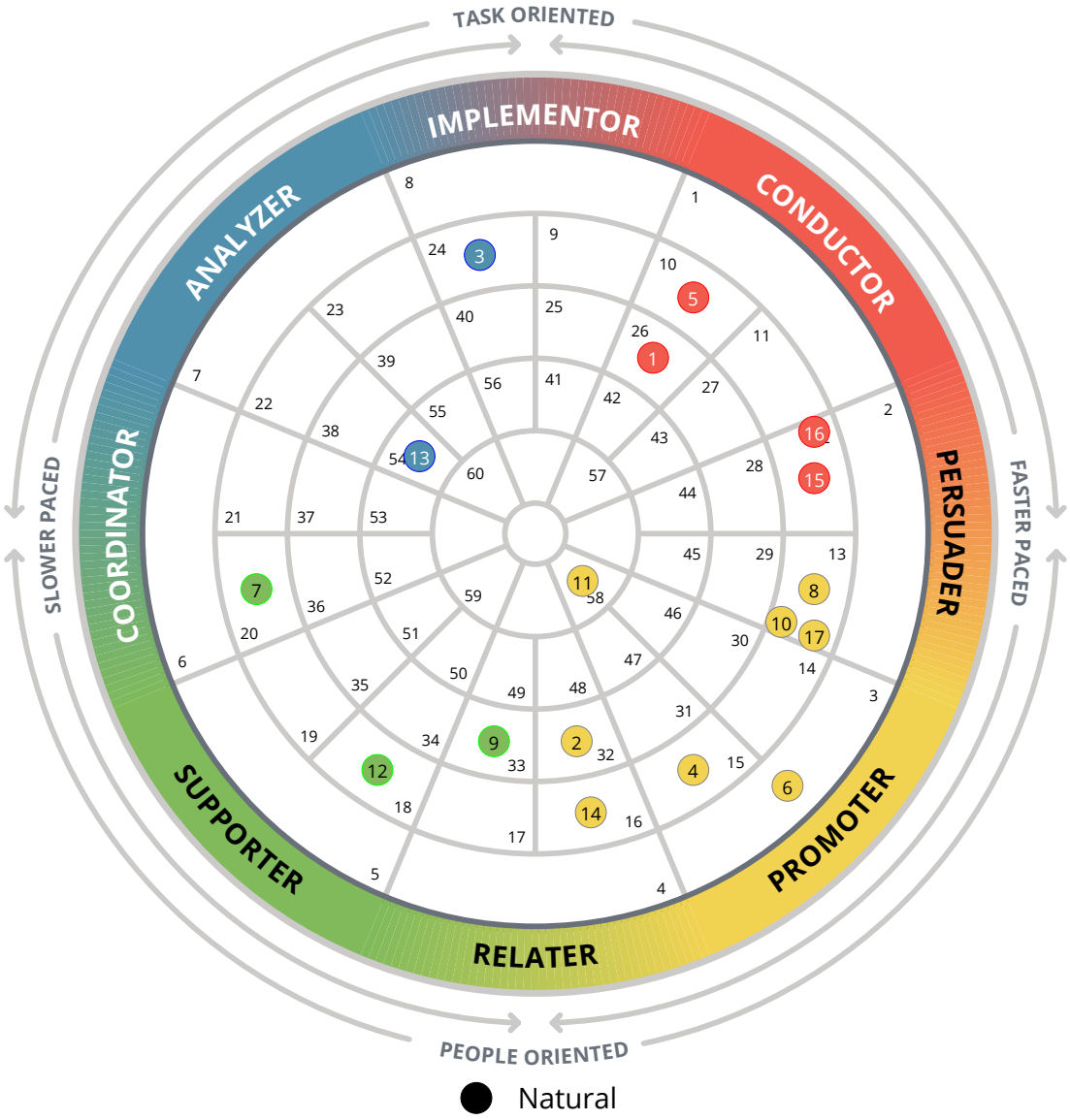
Group Wheel Natural



Team Members

1: Amy Allen Amy Allen
2: Alyssa Codere
3: Ken Harrell
4: Shana Higgins
5: Makayla Hinderliter
6: Gino Huerta
7: Zach Jeffery
8: Tasha Johnson (Benson)
9: Yesi Lazo
10: johnny mckeel
11: Keith Meadows
12: Cynthia Rodriguez
13: Stephen Rupp
14: Patti Tate
15: David Wilson
16: David Young
17: Lucia Zambrano

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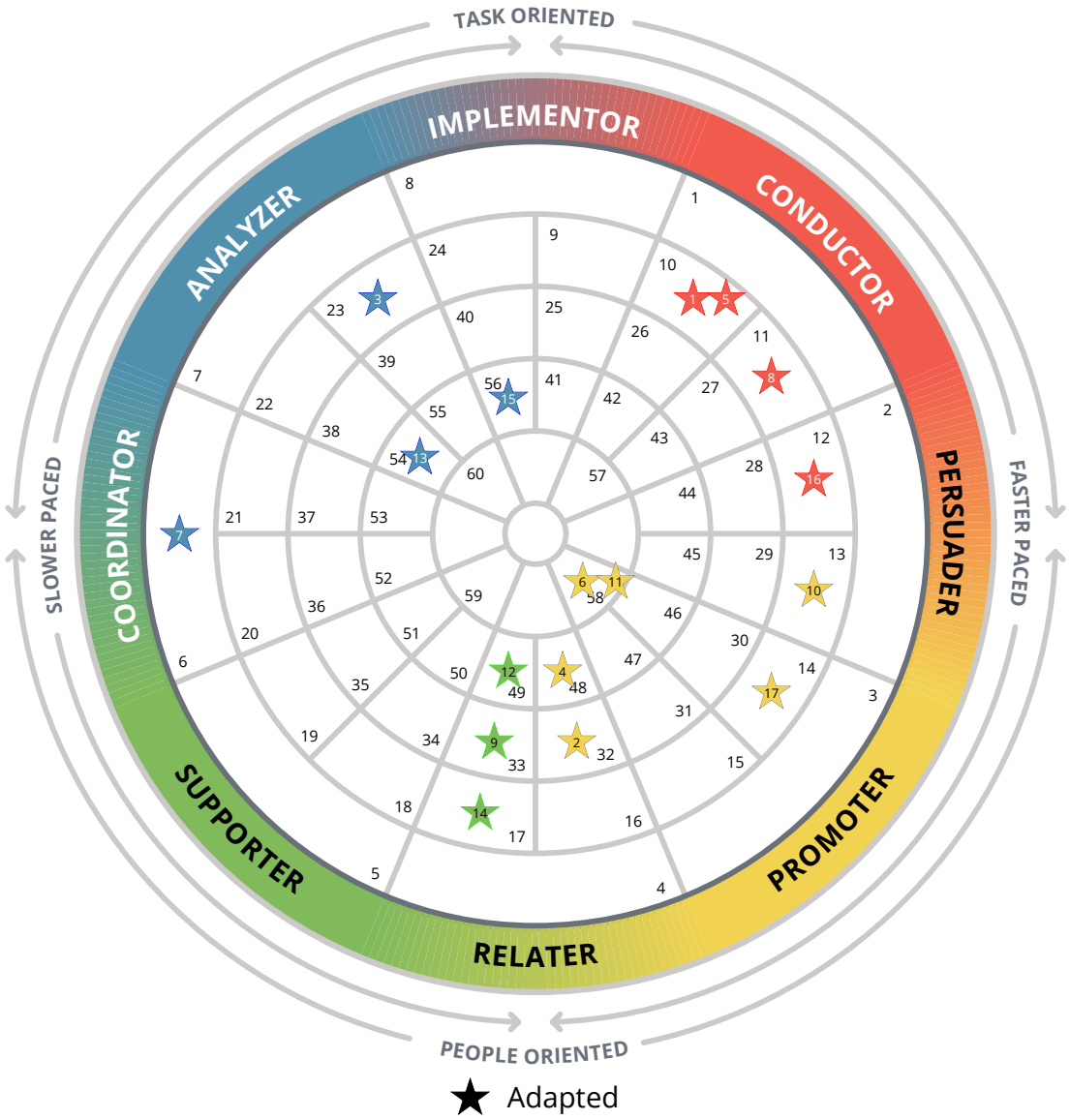
Group Wheel Adapted



Team Members

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15: David Wilson
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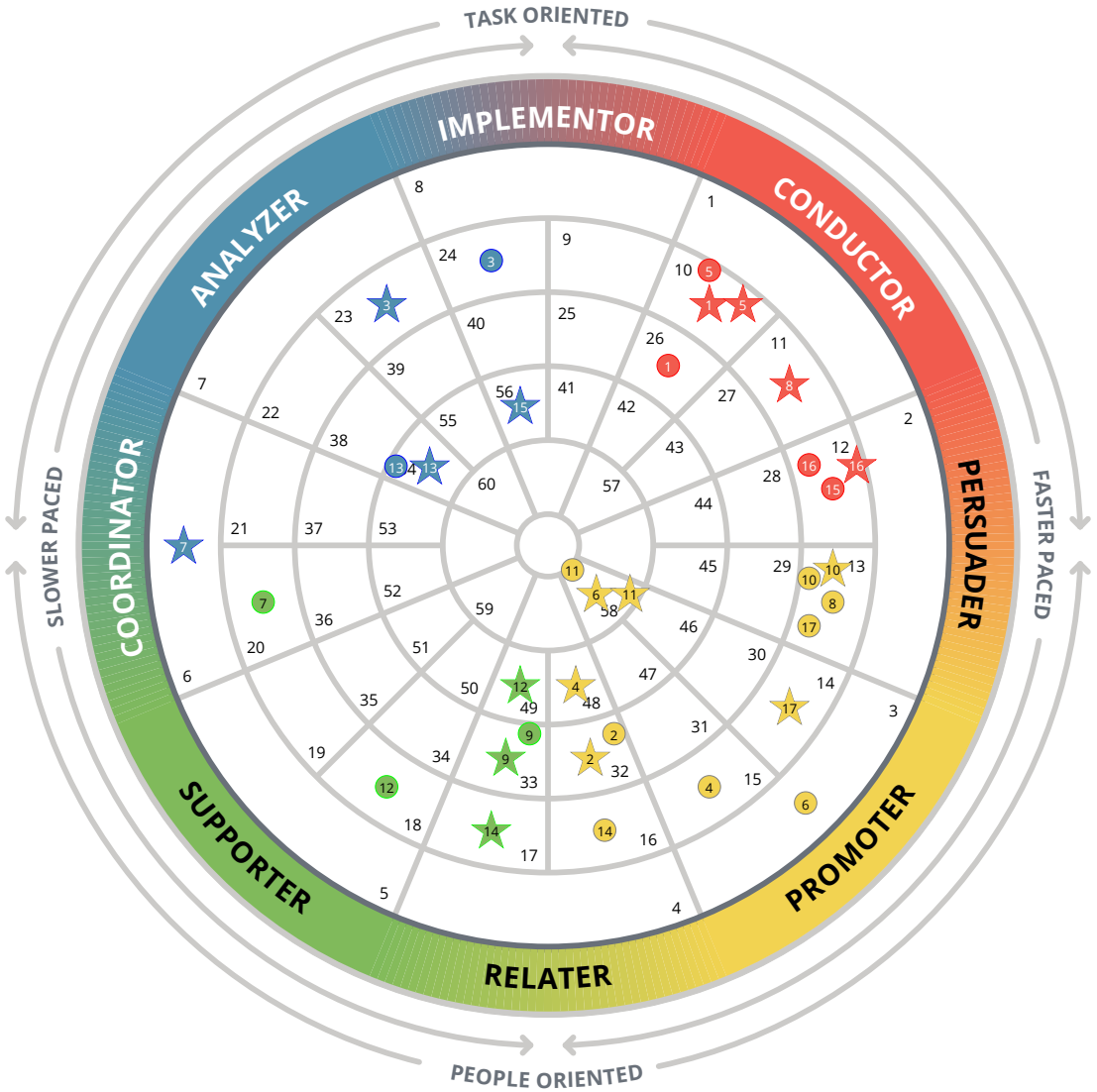
Group Wheel Migration



★ Adapted ● Natural

Team Members

1: Amy Allen Amy Allen
2: Alyssa Codere
3: Ken Harrell
4: Shana Higgins
5: Makayla Hinderliter
6: Gino Huerta
7: Zach Jeffery
8: Tasha Johnson (Benson)
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15: David Wilson
16: David Young
17: Lucia Zambrano

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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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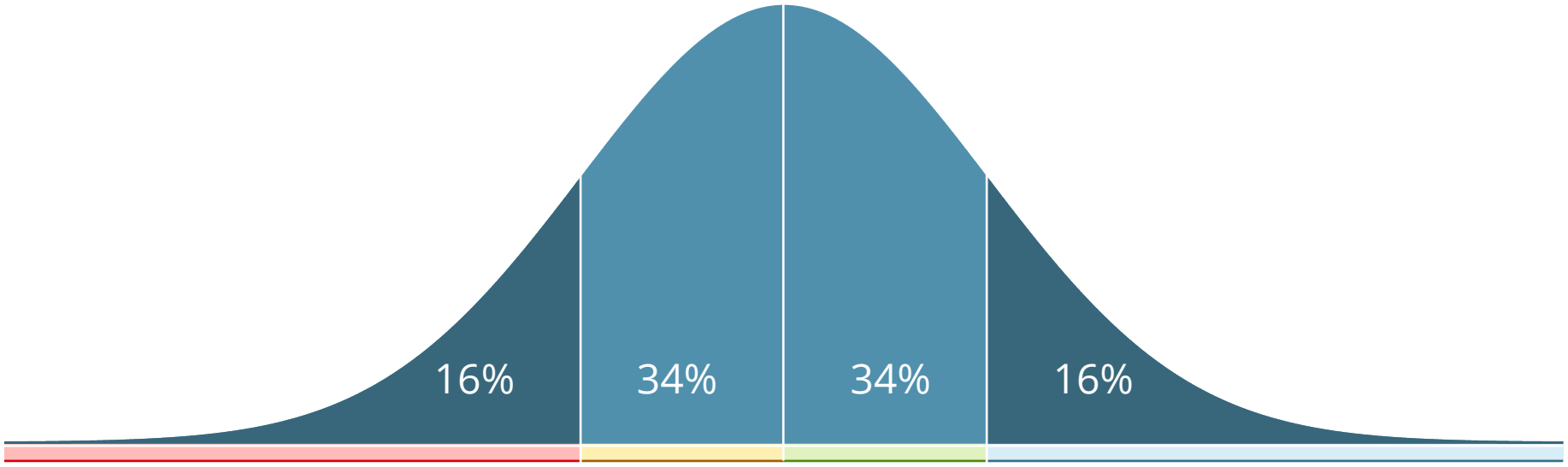
The Bell Curve Defined

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.	A. Amy Allen	A. Codere	K. Harrell	S. Higgins	M. Hinderliter	G. Huerta	Z. Jeffery	T. Johnson (Benson)	Y. Lazo	j. mckeel	Mean
Interaction	68	55	70	40	90	45	80	50	100	60	100	58
Versatile	65	70	60	50	70	50	75	47	100	53	85	54
Frequent Change	64	75	65	52	50	55	65	48	92	50	90	52
People-Oriented	62	40	60	50	85	40	70	60	55	70	65	64
Competitive	61	100	60	60	20	80	50	50	90	30	90	49
Customer-Oriented	60	40	63	48	90	48	67	65	43	78	50	63
Urgency	57	100	42	57	24	68	48	35	100	27	81	43
Persistence	52	42	55	68	53	62	47	70	28	63	30	62
Following Policy	50	42	48	68	58	62	50	68	20	68	25	61
Consistent	49	35	52	60	62	58	48	70	15	70	20	62
Analysis	45	55	40	75	30	70	40	60	15	50	10	54
Organized Workplace	41	38	35	80	30	70	35	65	18	45	10	53

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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Behavioral Style Comparison

Continued

Behavioral Characteristics	Team Avg.	K. Meadows	C. Rodriguez	S. Rupp	P. Tate	D. Wilson	D. Young	L. Zambrano	Mean
Interaction	68	60	60	50	80	60	80	80	58
Versatile	65	63	45	50	60	70	90	75	54
Frequent Change	64	58	50	50	58	68	85	75	52
People-Oriented	62	70	75	60	80	50	55	70	64
Competitive	61	40	50	40	40	80	85	70	49
Customer-Oriented	60	65	77	65	80	47	40	57	63
Urgency	57	44	32	37	30	79	100	68	43
Persistence	52	53	63	70	53	48	35	42	62
Following Policy	50	60	55	65	52	45	32	40	61
Consistent	49	55	65	70	58	40	25	35	62
Analysis	45	55	45	65	35	50	35	30	54
Organized Workplace	41	50	45	60	30	40	25	25	53

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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