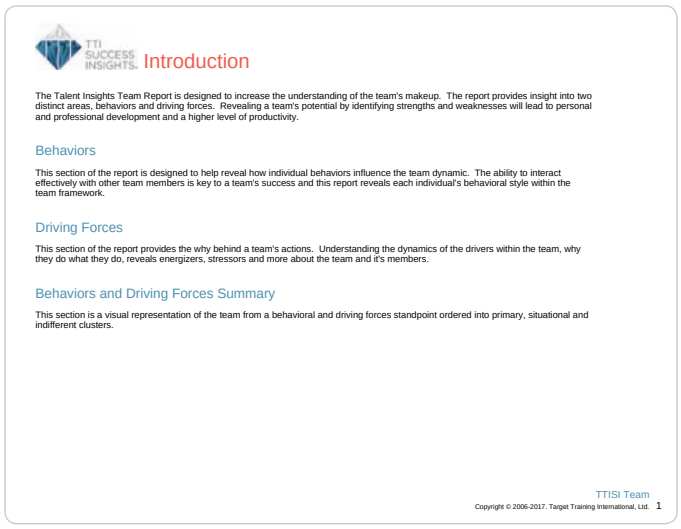
TTI SUCCESS INSIGHTS®

Talents Insights™ Team Report
QUICK START USER GUIDE

Welcome to the Talents Insights™ team report user guide. This guide outlines the structure of the Talents Insights™ team report. The intent of this guide is to provide enough detail to arm you with information to take the Talents Insights™ team report to your clients. ***Note: Certified Professional Talents Insights™ Analysts will derive the most value from the information organized here.***



TTI SUCCESS INSIGHTS Introduction

The Talent Insights Team Report is designed to increase the understanding of the team's makeup. The report provides insight into two distinct areas, behaviors and driving forces. Revealing a team's potential by identifying strengths and weaknesses will lead to personal and professional development and a higher level of productivity.

Behaviors

This section of the report is designed to help reveal how individual behaviors influence the team dynamic. The ability to interact effectively with other team members is key to a team's success and this report reveals each individual's behavioral style within the team framework.

Driving Forces

This section of the report provides the why behind a team's actions. Understanding the dynamics of the drivers within the team, why they do what they do, reveals energizers, stressors and more about the team and it's members.

Behaviors and Driving Forces Summary

This section is a visual representation of the team from a behavioral and driving forces standpoint ordered into primary, situational and indifferent clusters.

TTISI Team

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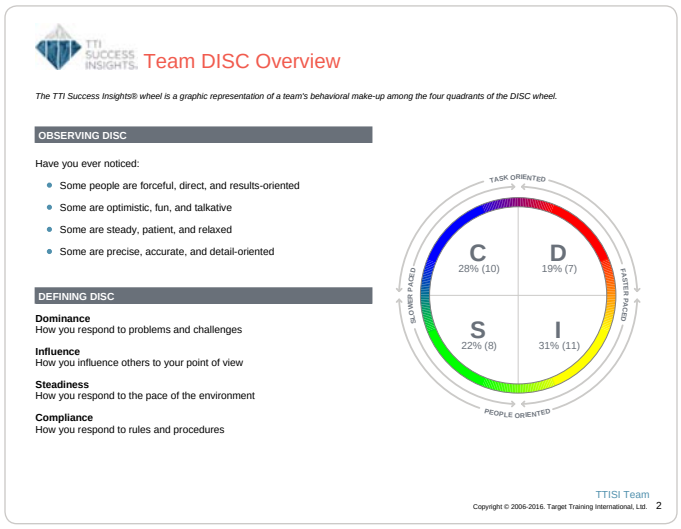
SECTION 1 – Introduction/Overview

- The introduction page succinctly defines behaviors, driving forces and the integration of the two within the report.
- This page showcases the contents of the report, as well as a list of team members.



TTI SUCCESS INSIGHTS Team DISC Overview

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

OBSERVING DISC

Have you ever noticed:

- Some people are forceful, direct, and results-oriented
- Some are optimistic, fun, and talkative
- Some are steady, patient, and relaxed
- Some are precise, accurate, and detail-oriented

DEFINING DISC

Dominance
How you respond to problems and challenges

Influence
How you influence others to your point of view

Steadiness
How you respond to the pace of the environment

Compliance
How you respond to rules and procedures

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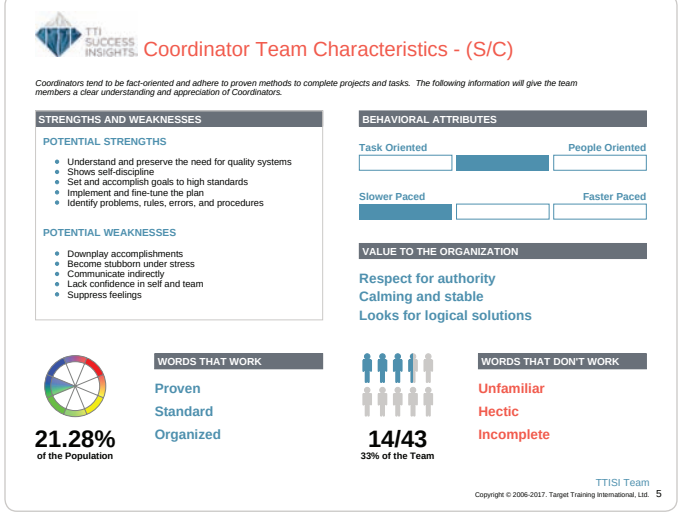
SECTION 2 – Team DISC overview and Success Insights wheel

- The TTI Success Insights® wheel is a graphic representation of a team's behavioral make-up among the four quadrants of the DISC wheel. It plots task-driven versus people-driven behavioral tendencies.
- The wheel illustrates the blending of the four DISC styles. This wheel shows the behavioral composition of a team, represented as percentages in each of the eight segments.



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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

- Understand and preserve the need for quality systems
- Shows self-discipline
- Set and accomplish goals to high standards
- Implement and fine-tune the plan
- Identify problems, rules, errors, and procedures

POTENTIAL WEAKNESSES

- Downplay accomplishments
- Become stubborn under stress
- Communicate indirectly
- Lack confidence in self and team
- Suppress feelings

BEHAVIORAL ATTRIBUTES

Task Oriented / People Oriented

Slower Paced / Faster Paced

VALUE TO THE ORGANIZATION

Respect for authority
Calming and stable
Looks for logical solutions

21.28% of the Population

WORDS THAT WORK

Proven
Standard
Organized

14/43 33% of the Team

WORDS THAT DON'T WORK

Unfamiliar
Hectic
Incomplete

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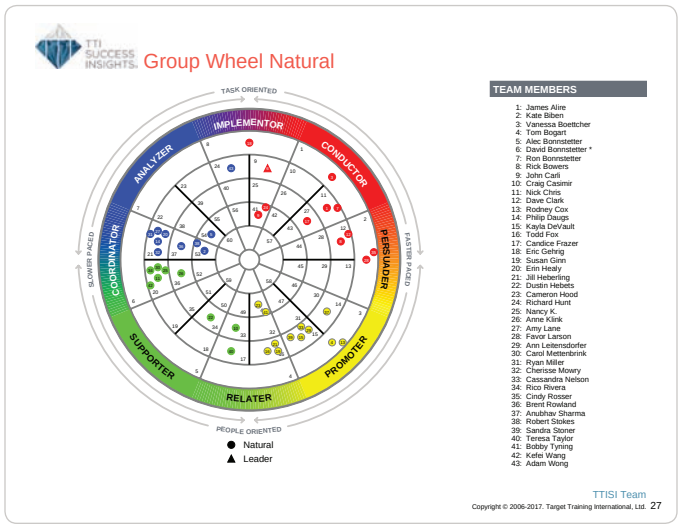

TTI SUCCESS INSIGHTS

Group Wheel Natural

TEAM MEMBERS

1: James Alire
2: Kate Biben
3: Vanessa Boettcher
4: Tom Bogart
5: Alec Bonnstetter
6: David Bonnstetter *
7: Ron Bonnstetter
8: Rick Bowers
9: John Carli
10: Craig Casimir
11: Nick Chris
12: Dave Clark
13: Rodney Cox
14: Philip Daugs
15: Kayla DeVault
16: Todd Fox
17: Candice Frazer
18: Eric Gehrig
19: Susan Ginn
20: Erin Healy
21: Jill Heberling
22: Dustin Hebets
23: Cameron Hood
24: Richard Hunt
25: Nancy K.
26: Anne Klink
27: Amy Lane
28: Favor Larson
29: Ann Leitenstorfer
30: Carol Mettenbrink
31: Ryan Miller
32: Cherisse Mowry
33: Cassandra Nelson
34: Rico Rivera
35: Cindy Rosser
36: Brent Rowland
37: Anubhav Sharma
38: Robert Stokes
39: Sandra Stoner
40: Teresa Taylor
41: Bobby Tyning
42: Kefei Wang
43: Adam Wong

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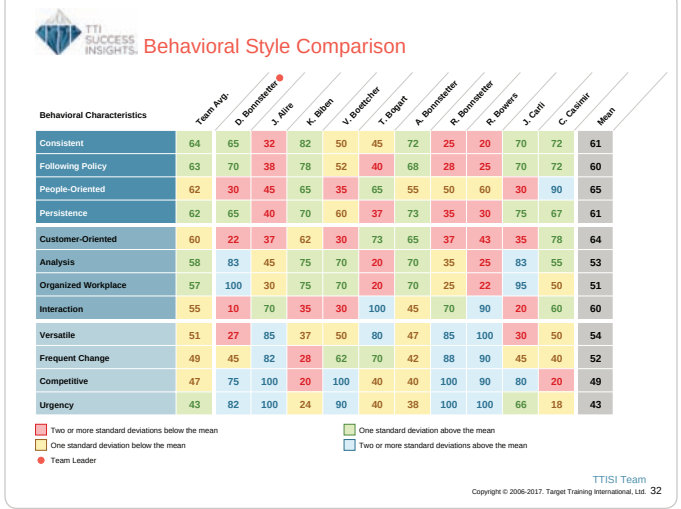

TTI SUCCESS INSIGHTS

Behavioral Style Comparison

Behavioral Characteristics	Team Avg.	D. Bonnstetter	J. Alire	K. Biben	V. Boettcher	T. Bogart	A. Bonnstetter	R. Bonnstetter	R. Bowers	J. Carli	C. Casimir	Mean
Consistent	64	65	32	82	50	45	72	25	20	70	72	61
Following Policy	63	70	38	78	52	40	68	28	25	70	72	60
People-Oriented	62	30	45	65	35	65	55	50	60	30	90	65
Persistence	62	65	40	70	60	37	73	35	30	75	67	61
Customer-Oriented	60	22	37	62	30	73	65	37	43	35	78	64
Analysis	58	83	45	75	70	20	70	35	25	83	55	53
Organized Workplace	57	100	30	75	70	20	70	25	22	95	50	51
Interaction	55	10	70	35	30	100	45	70	90	20	60	60
Versatile	51	27	85	37	50	80	47	85	100	30	50	54
Frequent Change	49	45	82	28	62	70	42	88	90	45	40	52
Competitive	47	75	100	20	100	40	40	100	90	80	20	49
Urgency	43	82	100	24	90	40	38	100	100	66	18	43

Two or more standard deviations below the mean
One standard deviation below the mean
Team Leader
One standard deviation above the mean
Two or more standard deviations above the mean

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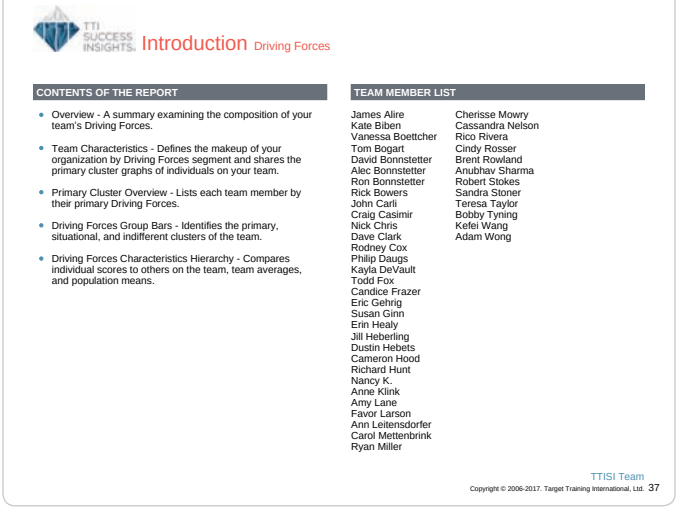
SECTION 3 – Team Characteristics

- Each team characteristics page shows how your team compares to the general population.
- It uncovers potential strengths and weaknesses of the team.
- This page suggests words that work and words that don't work within each group.
- Behavioral segments are listed in order of highest to lowest percentage.
- This section of the report identifies specific areas that may be lacking within the team.
- A visual representation of each member's DISC graph is shown in this section.

SECTION 4 – Group Wheel and Behavioral Style Comparison

- Wheel segment is a matrix illustrating 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. Opposing segments are deliberately located opposite each other.
- Team member overview shows which blended behavior segment each team member possesses.
- Team member characteristics page shows descriptors identifying each blended segment.
- Group wheel pages plot the natural and adapted styles while the migration page shows both in one wheel.
- Behavioral style graph compares team members with their team leader and is color coded to show where they fall above or below the population mean.



TTI SUCCESS INSIGHTS Introduction Driving Forces

CONTENTS OF THE REPORT

- Overview - A summary examining the composition of your team's Driving Forces.
- Team Characteristics - Defines the makeup of your organization by Driving Forces segment and shares the primary cluster graphs of individuals on your team.
- Primary Cluster Overview - Lists each team member by their primary Driving Forces.
- Driving Forces Group Bars - Identifies the primary, situational, and indifferent clusters of the team.
- Driving Forces Characteristics Hierarchy - Compares individual scores to others on the team, team averages, and population means.

TEAM MEMBER LIST

James Alire
Kate Biben
Vanessa Boettcher
Tom Bogart
David Bonnstetter
Alec Bonnstetter
Ron Bonnstetter
Rick Bowers
John Carli
Craig Casimir
Nick Chris
Dave Clark
Rodney Cox
Philip Daugs
Kayla DeVault
Todd Fox
Candice Frazer
Eric Gehrig
Susan Ginn
Erin Healy
Jill Heberling
Dustin Hebets
Cameron Hood
Richard Hunt
Nancy K.
Anne Klink
Amy Lane
Favor Larson
Ann Leitensdorfer
Carol Mettenbrink
Ryan Miller
Cherisse Mowry
Cassandra Nelson
Rico Rivera
Cindy Rosser
Brent Rowland
Anubhav Sharma
Robert Stokes
Sandra Stoner
Teresa Taylor
Bobby Tyning
Kefei Wang
Adam Wong

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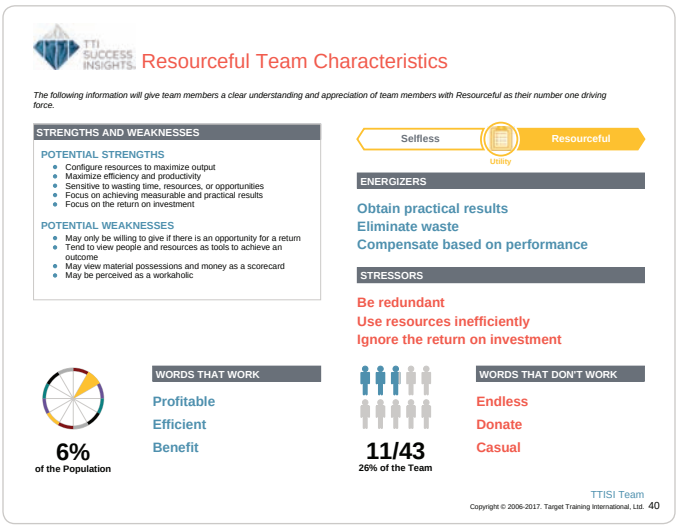
SECTION 5 – Introduction/overview of 12 Driving Forces®

- Introduction highlights the five unique sections of this part of the report as well as a list of team members.
- Team driving forces overview provides a high level view of where your team's driving forces are concentrated by showing the percentage of the team that falls into each of the twelve categories.
- Driving forces defined page names each driving force and gives a thorough explanation of each.



TTI SUCCESS INSIGHTS Resourceful Team Characteristics

The following information will give team members a clear understanding and appreciation of team members with Resourceful as their number one driving force.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Configure resources to maximize output
- Maximize efficiency and productivity
- Sensitive to wasting time, resources, or opportunities
- Focus on achieving measurable and practical results
- Focus on the return on investment

POTENTIAL WEAKNESSES

- May only be willing to give if there is an opportunity for a return
- Tend to view people and resources as tools to achieve an outcome
- May view material possessions and money as a scorecard
- May be perceived as a workaholic

Selfless — Resourceful
Utility

ENERGIZERS

Obtain practical results
Eliminate waste
Compensate based on performance

STRESSORS

Be redundant
Use resources inefficiently
Ignore the return on investment

6%
of the Population

WORDS THAT WORK

Profitable
Efficient
Benefit

11/43
26% of the Team

WORDS THAT DON'T WORK

Endless
Donate
Casual

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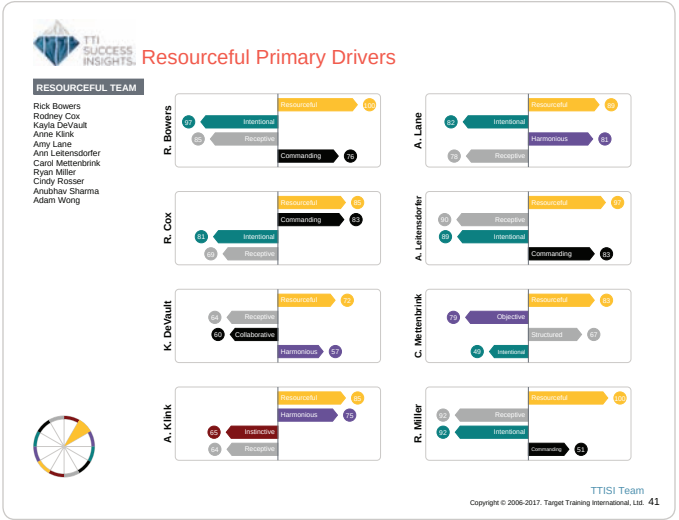
SECTION 6 – Team characteristics and primary drivers

- Each team characteristics page highlights an individual driving force, showing potential strengths and weaknesses of members possessing these particular driving forces.
- Driving forces pages are ordered from highest to lowest percentage of the team.
- Energizers, stressors, and words to use and avoid are highlighted to help educate the team.
- Primary drivers page shows team members primary driving force cluster and how far from the midline each person's top four driving forces range.



TTI SUCCESS INSIGHTS Resourceful Primary Drivers

RESOURCEFUL TEAM

Rick Bowers
Rodney Cox
Kayla DeVault
Anne Klink
Amy Lane
Ann Leitensdorfer
Carol Mettenbrink
Ryan Miller
Cindy Rosser
Anubhav Sharma
Adam Wong

R. Bowers: Resourceful 100 · Intentional 97 · Receptive 86 · Commanding 76
A. Lane: Resourceful 89 · Intentional 82 · Harmonious 83 · Receptive 75
R. Cox: Resourceful 86 · Commanding 83 · Intentional 81 · Receptive 69
A. Leitensdorfer: Resourceful 97 · Receptive 90 · Intentional 89 · Commanding 83
K. DeVault: Resourceful 73 · Receptive 64 · Collaborative 60 · Harmonious 57
C. Mettenbrink: Resourceful 68 · Objective 79 · Structured 67 · Intentional 40
A. Klink: Resourceful 86 · Harmonious 75 · Instinctive 65 · Receptive 49
R. Miller: Resourceful 104 · Receptive 93 · Intentional 92 · Commanding 81

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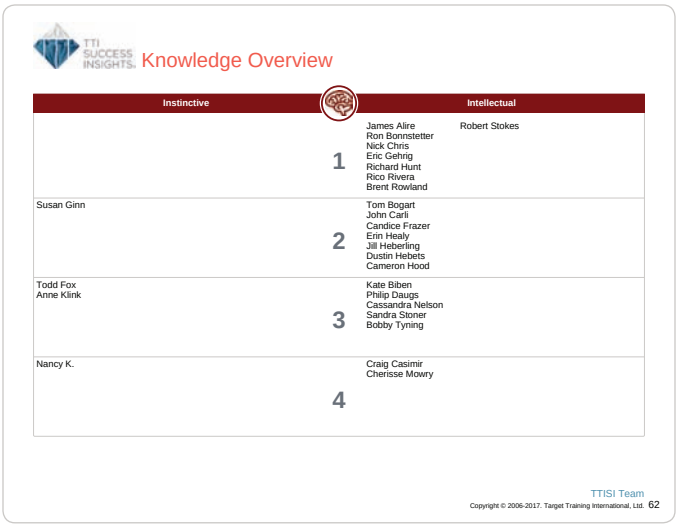
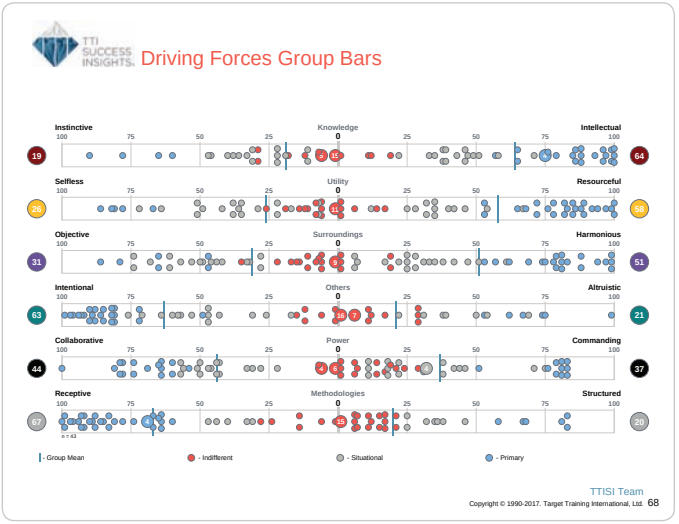
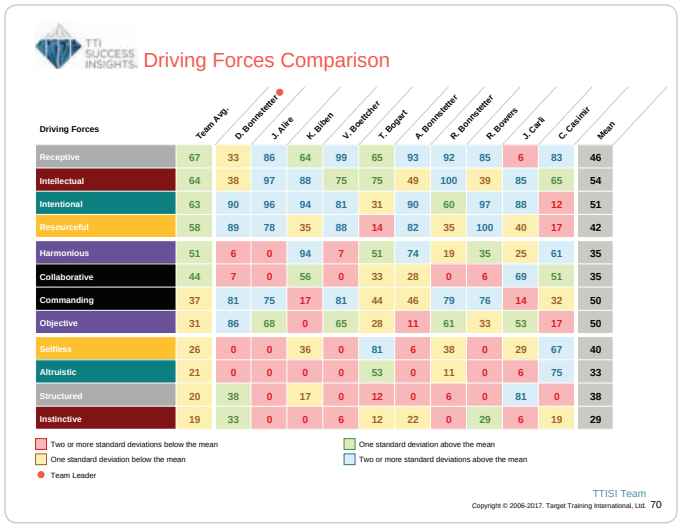




SECTION 7 – Primary Clusters and Driving Forces Group Bar

- Each keyword page lists the names of team members identified in the Primary Driving Forces cluster.
- The group bars page plots the entirety of the team's driving forces on one page uncovering easy to spot insights about the team dynamic.
- This page plots the primary, situational and indifferent clusters and color codes them for easier readability.



Driving Forces Comparison

Driving Forces	Team Avg.	D. Bonnstetter ●	J. Alre	K. Biben	V. Boettcher	T. Bogart	A. Bonnstetter	R. Bonnstetter	R. Bowers	J. Carli	C. Casimir	Mean
Receptive	67	33	86	64	99	65	93	92	85	6	83	46
Intellectual	64	38	97	88	75	75	49	100	39	85	65	54
Intentional	63	90	96	94	81	31	90	60	97	88	12	51
Resourceful	58	89	78	35	88	14	82	35	100	40	17	42
Harmonious	51	6	0	94	7	51	74	19	35	25	61	35
Collaborative	44	7	0	56	0	33	28	0	6	69	51	35
Commanding	37	81	75	17	81	44	46	79	76	14	32	50
Objective	31	86	68	0	65	28	11	61	33	53	17	50
Selfless	26	0	0	36	0	81	6	38	0	29	67	40
Altruistic	21	0	0	0	0	53	0	11	0	6	75	33
Structured	20	38	0	17	0	12	0	6	0	81	0	38
Instinctive	19	33	0	0	6	12	22	0	29	6	19	29

Two or more standard deviations below the mean
One standard deviation below the mean
Team Leader
One standard deviation above the mean
Two or more standard deviations above the mean

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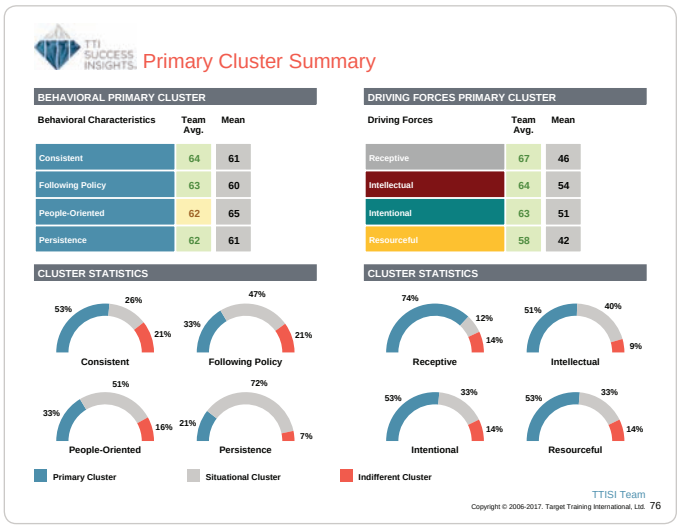

Primary Cluster Summary

BEHAVIORAL PRIMARY CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Consistent	64	61
Following Policy	63	60
People-Oriented	62	65
Persistence	62	61

DRIVING FORCES PRIMARY CLUSTER

Driving Forces	Team Avg.	Mean
Receptive	67	46
Intellectual	64	54
Intentional	63	51
Resourceful	58	42

CLUSTER STATISTICS

Consistent: 53% / 26% / 21%
Following Policy: 33% / 47% / 21%
People-Oriented: 33% / 51% / 16%
Persistence: 21% / 72% / 7%

CLUSTER STATISTICS

Receptive: 74% / 12% / 14%
Intellectual: 51% / 40% / 9%
Intentional: 53% / 33% / 14%
Resourceful: 53% / 33% / 14%

Primary Cluster
Situational Cluster
Indifferent Cluster

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SECTION 8 – Driving Forces characteristics and primary cluster breakdown

- Driving forces comparison page highlights all twelve driving forces of each team member and how they compare with their team leader.
- All scores are color coded to identify where they fall above or below the mean for easy comparison.
- Graph reveals the standard deviation of each team member compared with the team average, as well as showing the general population mean as a reference point.
- Cluster breakdown pages identify primary, situational and indifferent clusters for the team's driving forces and behavioral characteristics.
- Team average is shown compared with the population mean.

For more detailed information about the report, please view our video tutorials

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