



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.**

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.

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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.

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

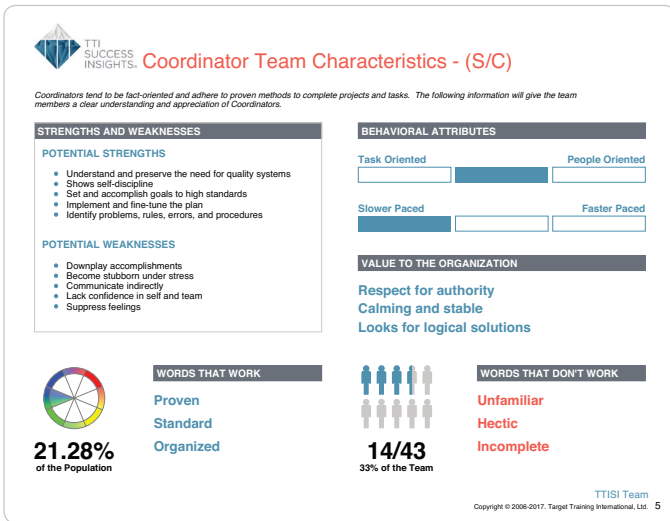
Steadiness
How you respond to the pace of the environment

Compliance
How you respond to rules and procedures

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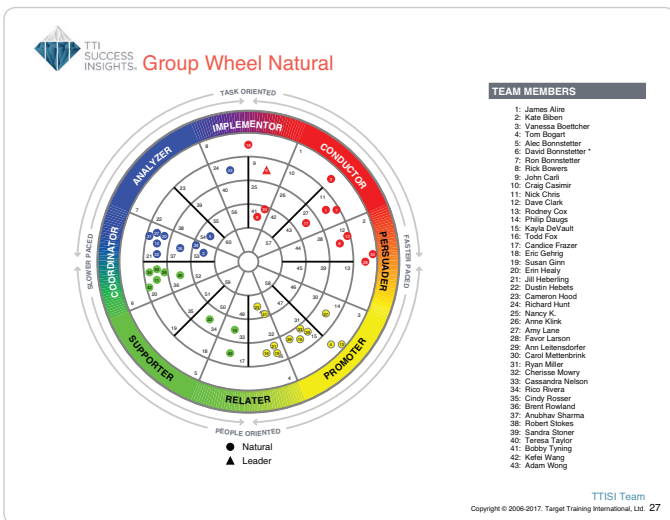
SECTION 2 – Team DISC overview and Success Insights wheel

- 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.



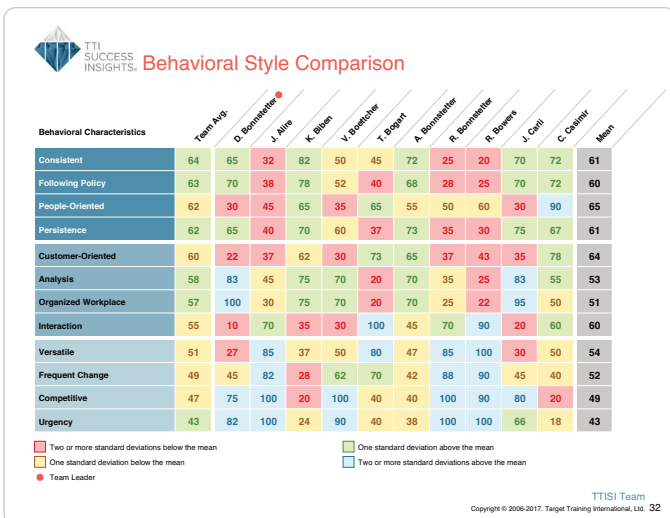
SECTION 3 – Team Characteristics

- 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.





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 | Cherisse Mowry |
| Kate Biben | Cassandra Nelson |
| Vanessa Boettcher | Rico Rivera |
| Tom Bogart | Cindy Rosser |
| David Bonnletter | Brent Rowland |
| Alec Bonnletter | Anubhav Sharma |
| Ron Bonnletter | Robert Stokes |
| Rick Bowers | Sandra Stoner |
| John Carli | Teresa Taylor |
| Craig Casimir | Bobby Tynning |
| Nick Chris | Kefei Wang |
| Dave Clark | Adam Wong |
| 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 Levensdorfer | |
| Carol Mettenbrink | |
| Ryan Miller | |

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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.



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



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

WORDS THAT DON'T WORK

- Endless
- Donate
- Casual



11/43 26% of the Team

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SECTION 6 - Team characteristics and primary drivers

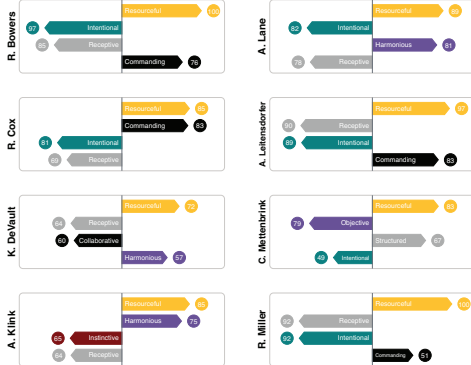
- Each team characteristics page highlights an individual driving force, showing potential strengths and weaknesses of members possessing these particular driving forces.
- Driving forces pages are ordered from highest to lowest percentage of the team.
- Energizers, stressors, and words to use and avoid 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.



Resourceful Primary Drivers

RESOURCEFUL TEAM

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



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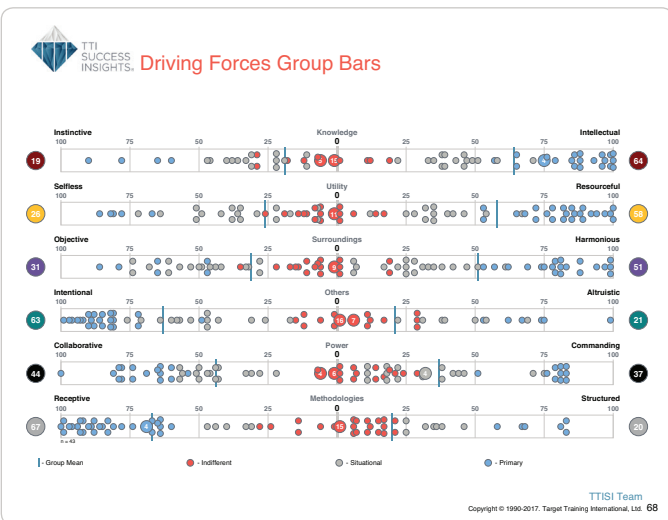
Knowledge Overview

Instinctive	Intellectual
	James Aire Ron Bonnstetter Nick Chris Eric Gehrig Richard Hunt Rico Rivers Brent Rowland
Susan Ginn	Tom Bogart John Carl Candice Frazer Erin Healy Jill Heberling Dustin Heberts Cameron Hood
Todd Fox Anne Klink	Kate Biben Philip Daugs Cassandra Nelson Sandra Stoner Bobby Tynning
Nancy K.	Craig Casimir Cherisse Mowry

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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

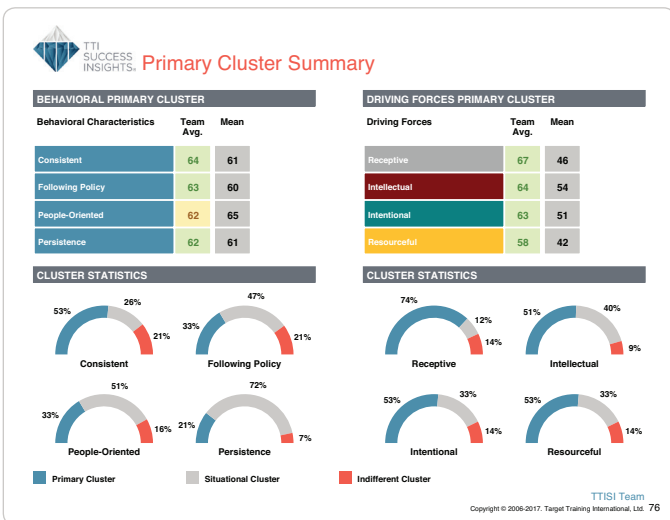
Driving Forces	Team Avg.	D. Bornheimer	J. Aike	K. Bilbon	V. Bralisher	T. Bognart	A. Bornheimer	R. Bornheimer	R. Brown	J. Dahl	C. Cavaler	Mean
Receptive	67	33	86	64	99	65	93	92	85	6	83	46
Intellectual	64	38	97	88	75	75	49	100	39	85	65	54
Intentional	63	90	96	94	81	31	90	60	97	88	12	51
Resourceful	58	89	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	0	12	0	6	0	81	0
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
■ One standard deviation above the mean
■ Two or more standard deviations above the mean
● Team Leader

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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

Questions? Call **800.869.6908**
or email **support@ttisi.com**