



**GOL**  
SOLUTIONS

GREGORY ORGANIZATIONAL LEADERSHIP SOLUTIONS

# Behavioral Team Report

## DISC

**Samuel Sample**

VP of Samples

TTI

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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

Sue Anderson  
Amanda Doe  
Frank Jones  
John Smith  
Joe Williams

# 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

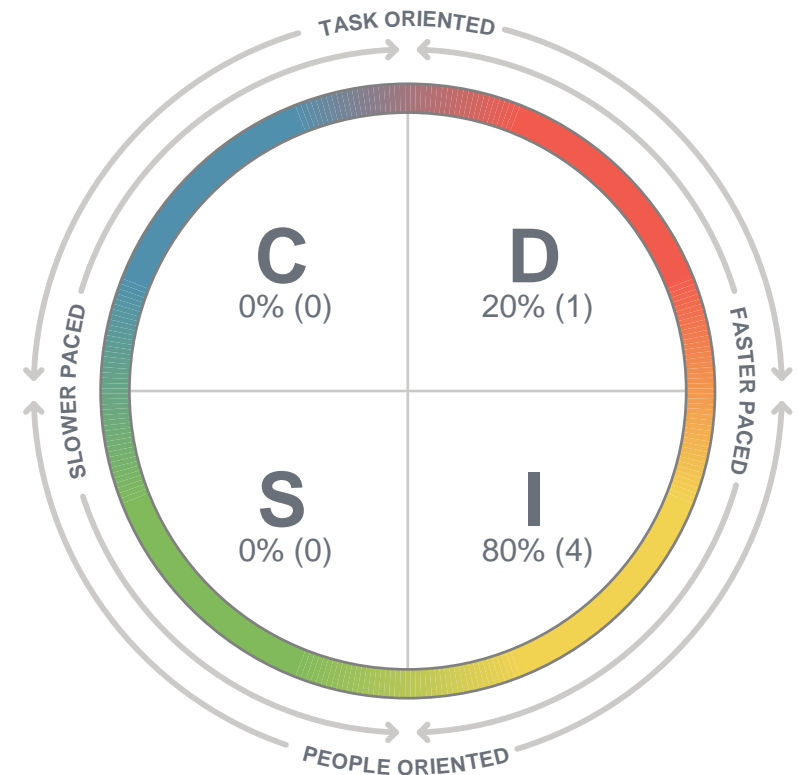
How you influence others with your point of view

### 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.

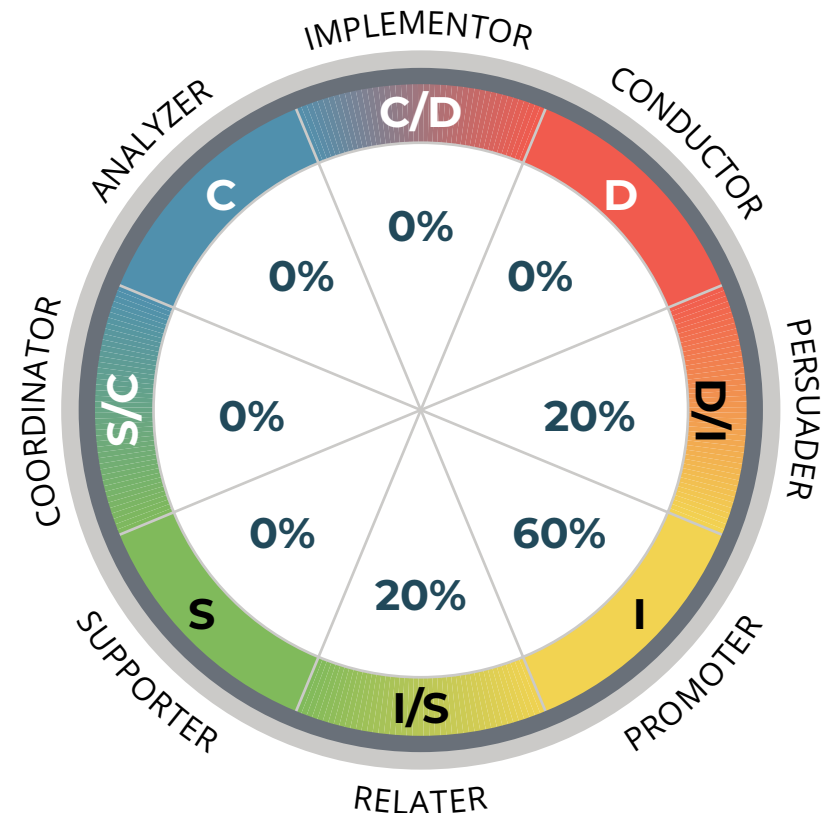
**RELATER - I/S** - People who tend to take time, think positively, and are focused on interpersonal relationships.

**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.



# 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
- People-oriented
- Advocate for new ideas and products
- Bring the team together
- Enjoy convincing people

### POTENTIAL WEAKNESSES

- Overly optimistic about team abilities
- React based on emotions
- Overvalue the skills of others
- Emphasize fun over efficiency
- Listen selectively to team members

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

Effective use of humor

Motivate others towards goals

Good mixer



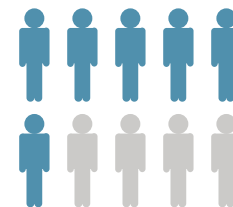
**17.46%**  
of the Population

## WORDS THAT WORK

Flexible

Exciting

Inspiring



**3/5**  
60% of the Team

## WORDS THAT DON'T WORK

Ordinary

Quiet

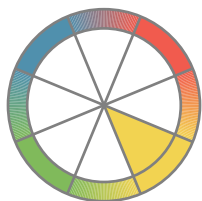
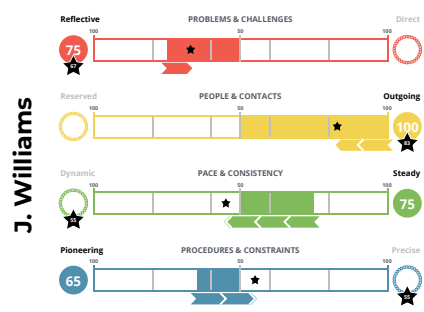
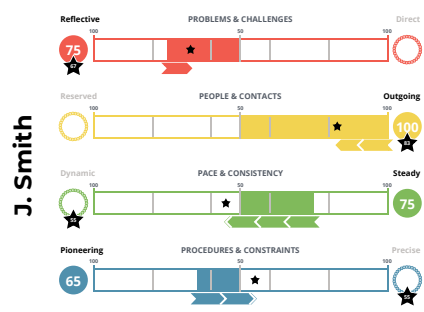
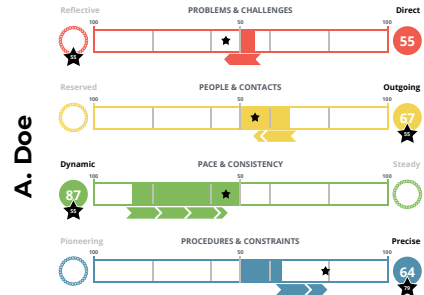
Strict

# Promoter Team DISC Graphs - (I)



## PROMOTER TEAM

Amanda Doe  
John Smith  
Joe Williams





# 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

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

### POTENTIAL WEAKNESSES

- Let emotions get in the way of decision-making
- Take on too many responsibilities at once
- Leave tasks unfinished
- Do not follow up and follow through as needed
- Avoid conflict within the team

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

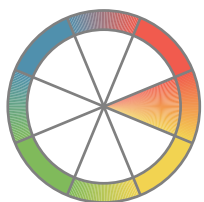


Faster Paced



## VALUE TO THE ORGANIZATION

**Cordially enterprising**  
**Accomplishes goals through people**  
**Innovative**



**12.68%**  
of the Population

## WORDS THAT WORK

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



**1/5**  
20% of the Team

## WORDS THAT DON'T WORK

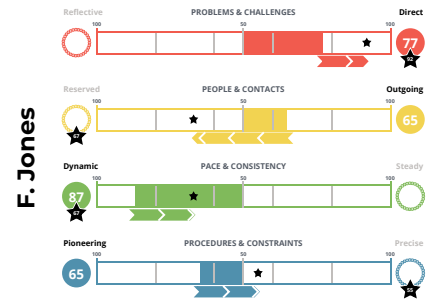
**Standardized**  
**Structured**  
**Uniform**

# Persuader Team DISC Graphs - (D/I)



## PERSUADER TEAM

Frank Jones



# 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

- Show loyalty
- Offer understanding and friendship
- Protect and value people and things
- Promote and implement ideas
- Help others using empathy and understanding

### POTENTIAL WEAKNESSES

- Accept the current situation
- Hold grudges
- Agree with the opinions of others
- Avoid confrontation
- Act without urgency

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

Cooperative member of the team  
Service-oriented  
Tenacious



**20.08%**  
of the Population

## WORDS THAT WORK

Easygoing  
Simple  
Responsive



**1/5**  
20% of the Team

## WORDS THAT DON'T WORK

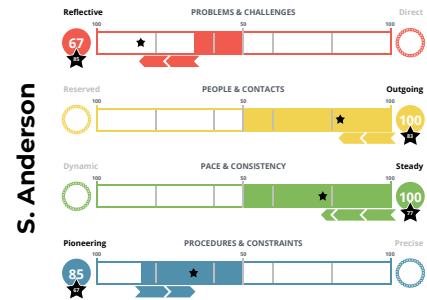
Complex  
Abstract  
Analytical

# Relater Team DISC Graphs - (I/S)



## RELATER TEAM

Sue Anderson



# Conductor Team Characteristics - (D)



Conductors tend to be direct, decisive, and seek results. The following information may be characteristics that are missing or could benefit the current team.

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

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

### POTENTIAL WEAKNESSES

- Overstep authority within the team
- Dislike routine work
- Over delegate and under instruct
- Poor or selective listening
- Make decisions without all of the facts

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

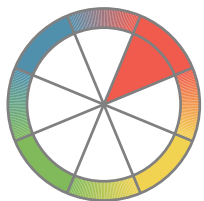


Faster Paced



## VALUE TO THE ORGANIZATION

Venturesome and ambitious  
Pioneering  
Self-starter



**7.12%**  
of the Population

## WORDS THAT WORK

Quick  
Advantage  
Decisive



**0/5**  
0% of the Team

## WORDS THAT DON'T WORK

Inconsistent  
Follow directions  
Patient

Samuel Sample

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# Supporter Team Characteristics - (S)



Supporters tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized. The following information may be characteristics that are missing or could benefit the current team.

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- Perform well in team environments
- Conform to established procedures
- Add stability to the team
- Focus on team activities
- Comfort others and show patience

### POTENTIAL WEAKNESSES

- Offer too much detail
- Do the work themselves, rather than delegate
- Do not forgive faults or mistakes
- Resist team-initiated changes
- Lack a sense of urgency

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

Consistent and steady  
Patient and empathetic  
Good listener



**11.90%**  
of the Population

## WORDS THAT WORK

Consistent  
Usual  
Secure



**0/5**  
0% of the Team

## WORDS THAT DON'T WORK

Unexpected  
Urgent  
Confrontation

# Coordinator Team Characteristics - (S/C)



Coordinators tend to be fact-oriented and adhere to proven methods to complete projects and tasks. The following information may be characteristics that are missing or could benefit the current team.

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- Shows self-discipline
- Understand and preserve the need for quality systems
- Follow projects through to completion
- Implement and fine-tune the plan
- Make tough decisions without letting emotions interfere

### POTENTIAL WEAKNESSES

- Communicate indirectly
- Resist change without reasoning
- Suppress feelings
- Hide true feelings
- Downplay accomplishments

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced

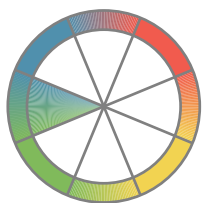


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## VALUE TO THE ORGANIZATION

Objective outlook  
 Conscientious and steady  
 Looks for logical solutions



**21.28%**  
of the Population

## WORDS THAT WORK

Proven  
 Standard  
 Organized



**0/5**  
0% of the Team

## WORDS THAT DON'T WORK

Unfamiliar  
 Hectic  
 Incomplete

# Analyzer Team Characteristics - (C)



Analyzers tend to seek out accuracy in all activities and are careful to gather precise data to ensure the highest quality possible. The following information may be characteristics that are missing or could benefit the current team.

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- Use data to problem solve
- Maintain high standards for self and subordinates
- Use facts to support their opinion and cause
- Think critically
- Accurate and precise

### POTENTIAL WEAKNESSES

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

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented

Slower Paced



Faster Paced

## VALUE TO THE ORGANIZATION

Will gather data for decision making  
Defines, clarifies, and tests  
Maintains standards



**5.12%**  
of the Population

## WORDS THAT WORK

Factual  
Precise  
Verified



**0/5**  
0% of the Team

## WORDS THAT DON'T WORK

Imagine  
Educated guess  
Experimental



# 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

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

### POTENTIAL WEAKNESSES

- Come across as insincere
- Disregard the feelings of team members
- Take on too much within the team
- Overuse facts and figures
- Become demanding under stress

## BEHAVIORAL ATTRIBUTES

Task Oriented



People Oriented



Slower Paced



Faster Paced



## VALUE TO THE ORGANIZATION

Creativity

Excellent troubleshooter

Pursues rational outcomes



**4.22%**  
of the Population

## WORDS THAT WORK

Function

Action

Data



**0/5**  
0% of the Team

## WORDS THAT DON'T WORK

Relax

Perception

Assume

Samuel Sample

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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 (0%)</b>	<b>SUPPORTER - S (0%)</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 (20%)</b>	<b>COORDINATOR - S/C (0%)</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 (60%)</b>	<b>ANALYZER - C (0%)</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 (20%)</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.

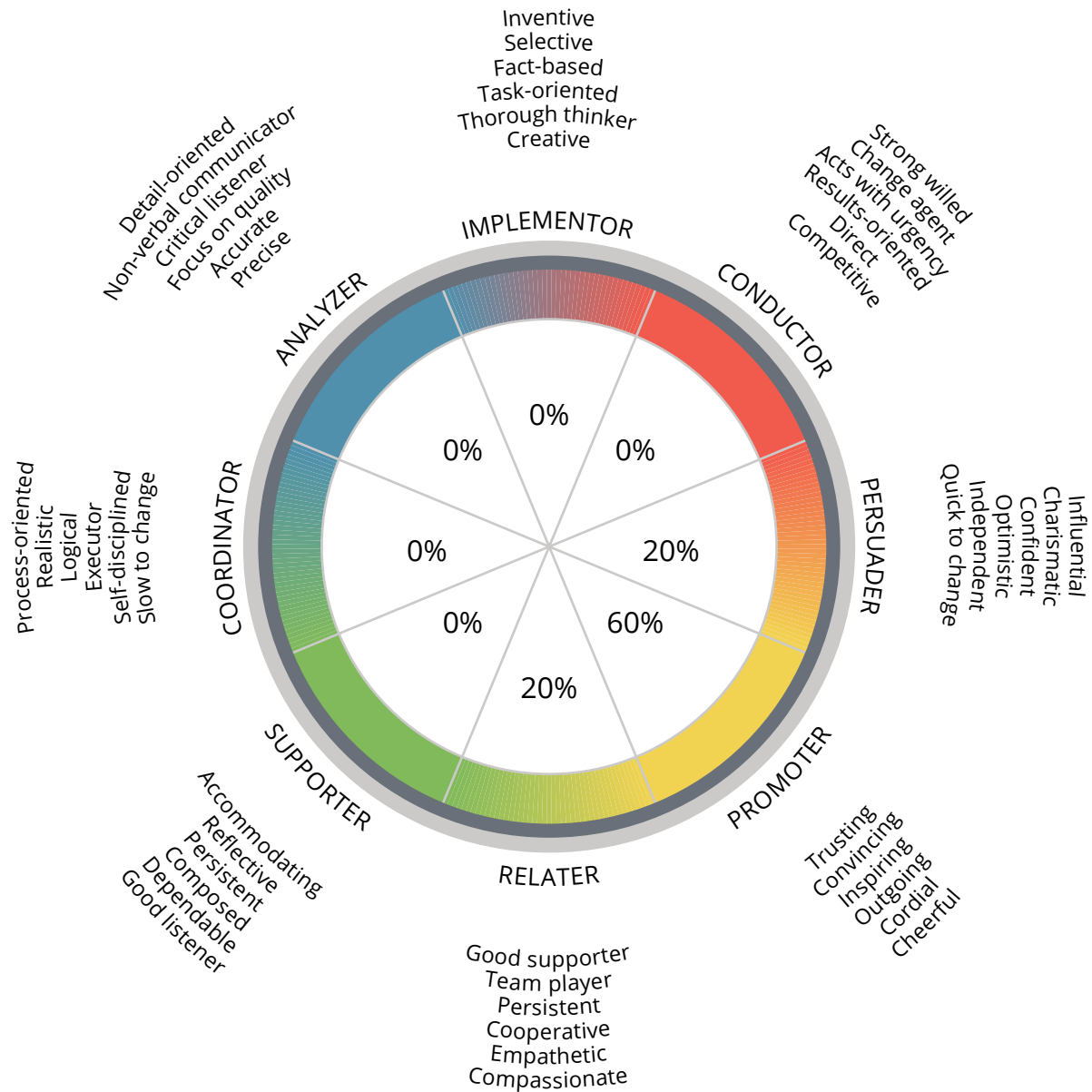
# Team Member Overview



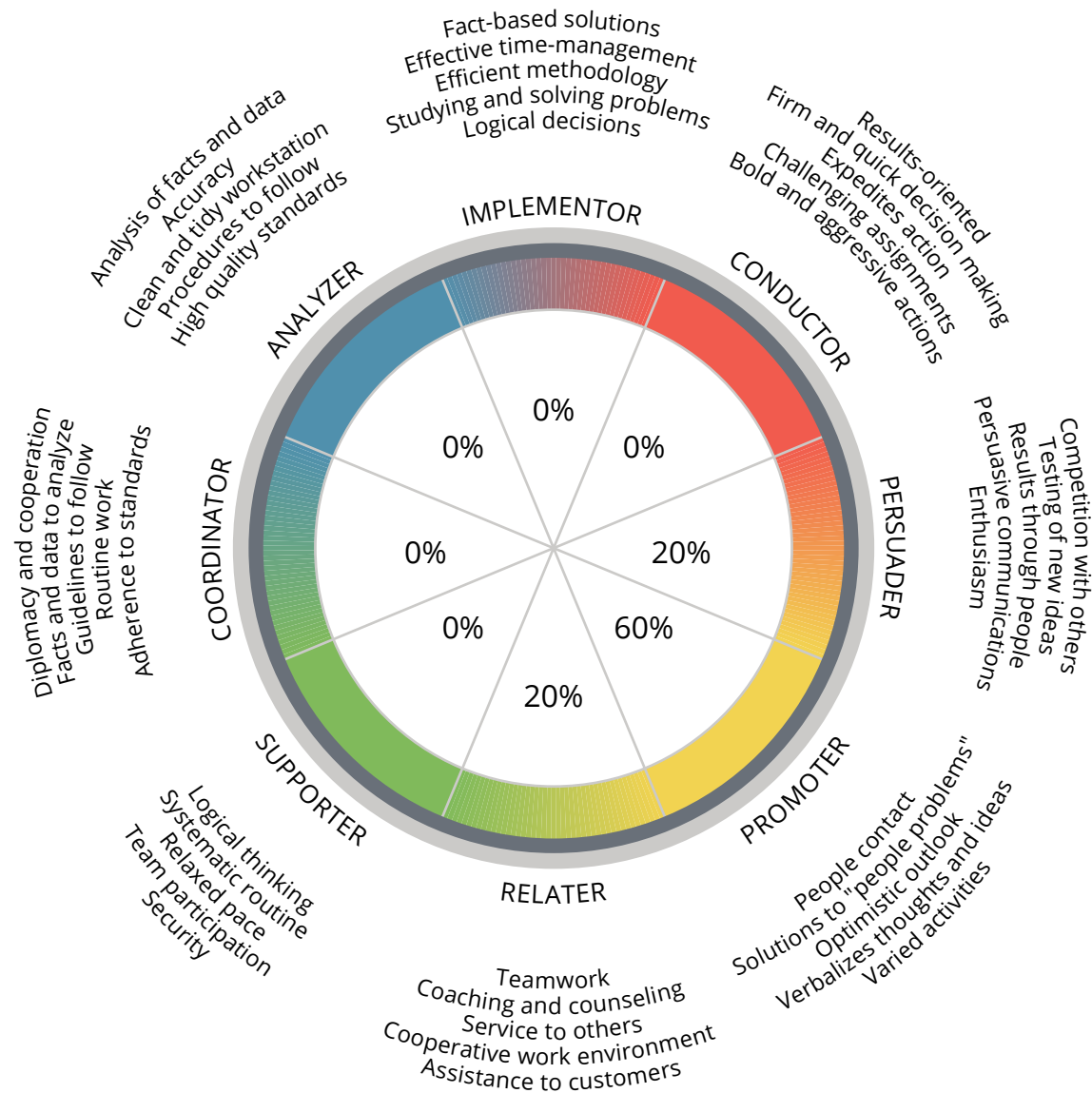
The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

<b>CONDUCTOR - D (0%)</b>	<b>SUPPORTER - S (0%)</b>
<b>PERSUADER - D/I (20%)</b>	<b>COORDINATOR - S/C (0%)</b>
Frank Jones	
<b>PROMOTER - I (60%)</b>	<b>ANALYZER - C (0%)</b>
Amanda Doe John Smith Joe Williams	
<b>RELATER - I/S (20%)</b>	<b>IMPLEMENTOR - C/D (0%)</b>
Sue Anderson	

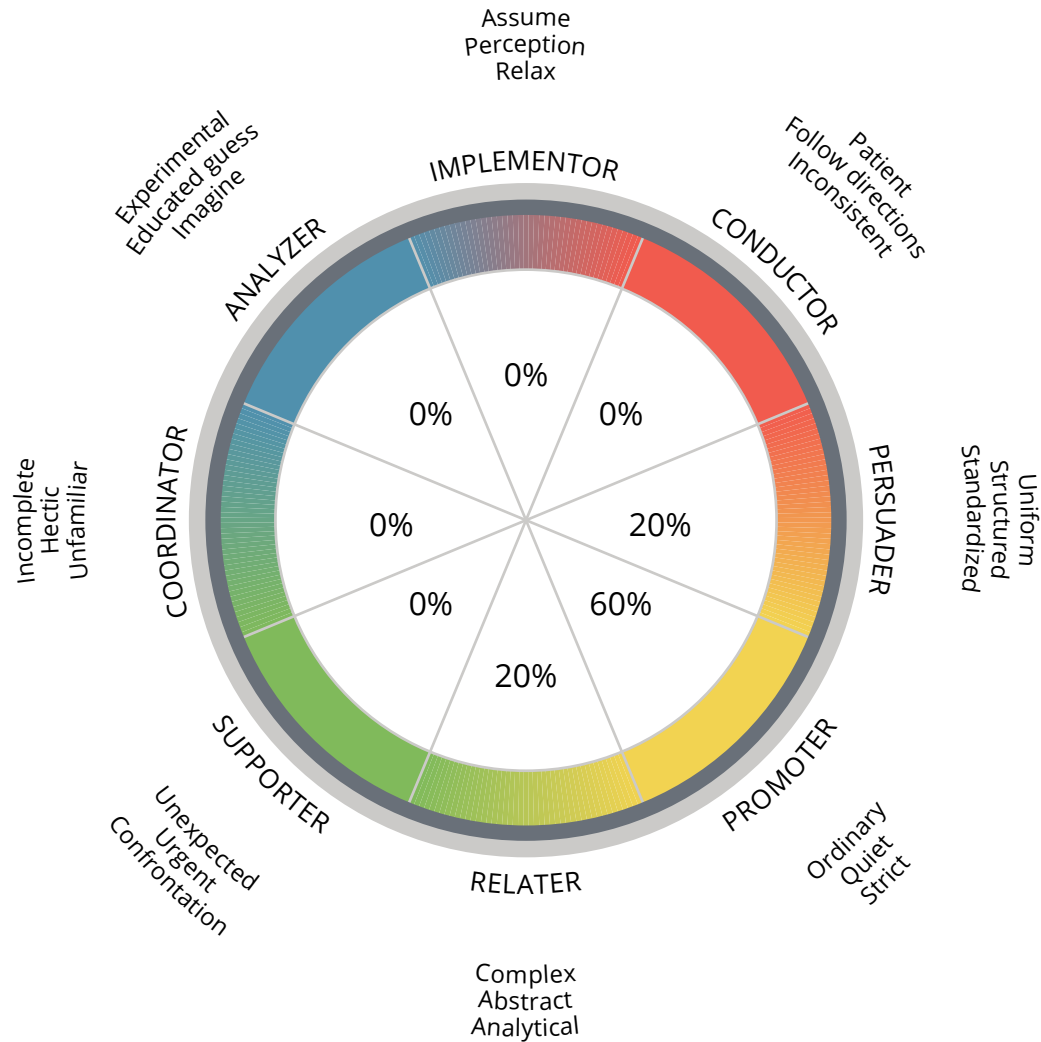
# Team Member Characteristics



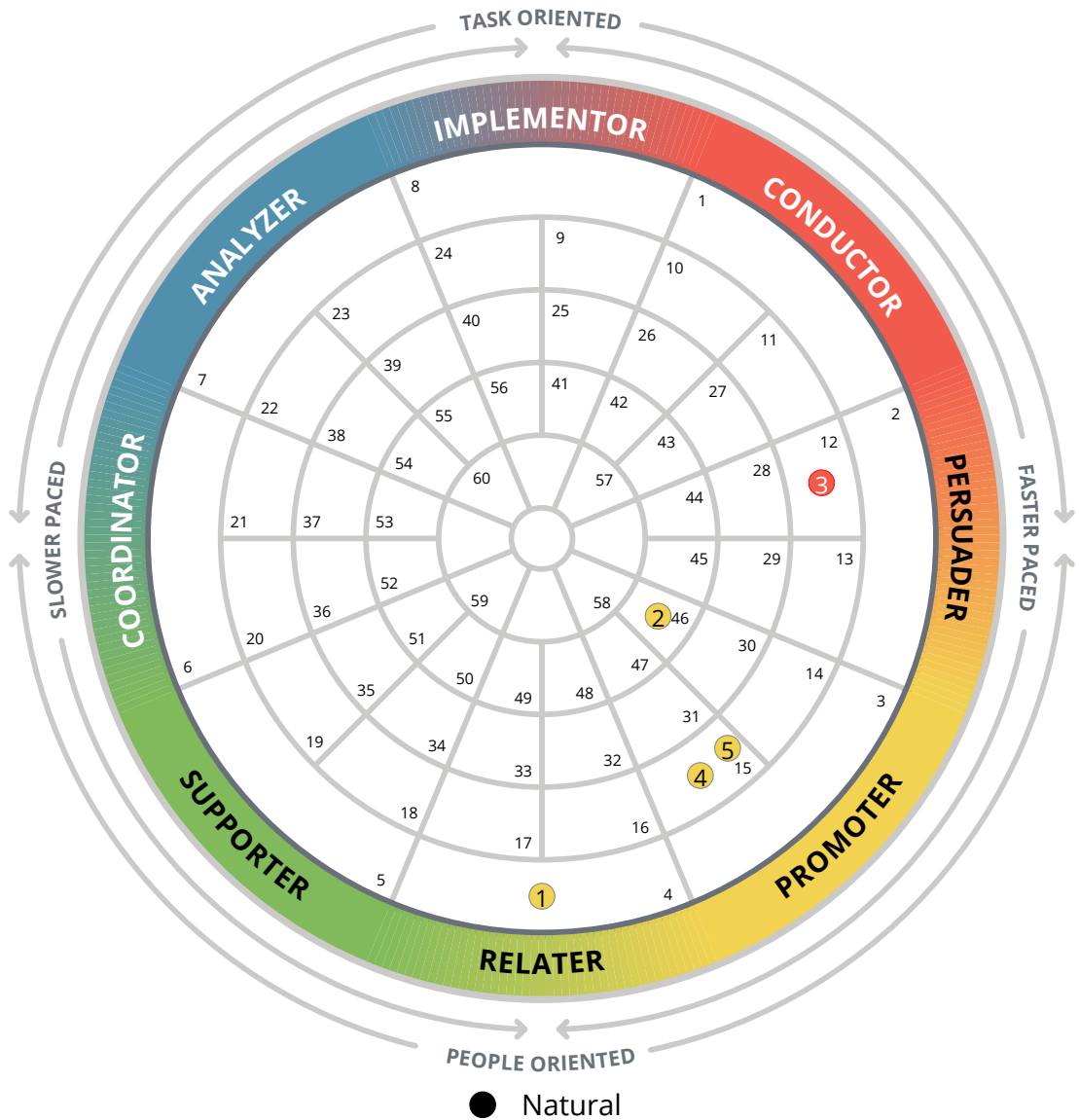
# Ideal Environment for Team Members



# Words That Don't Work with Team Members



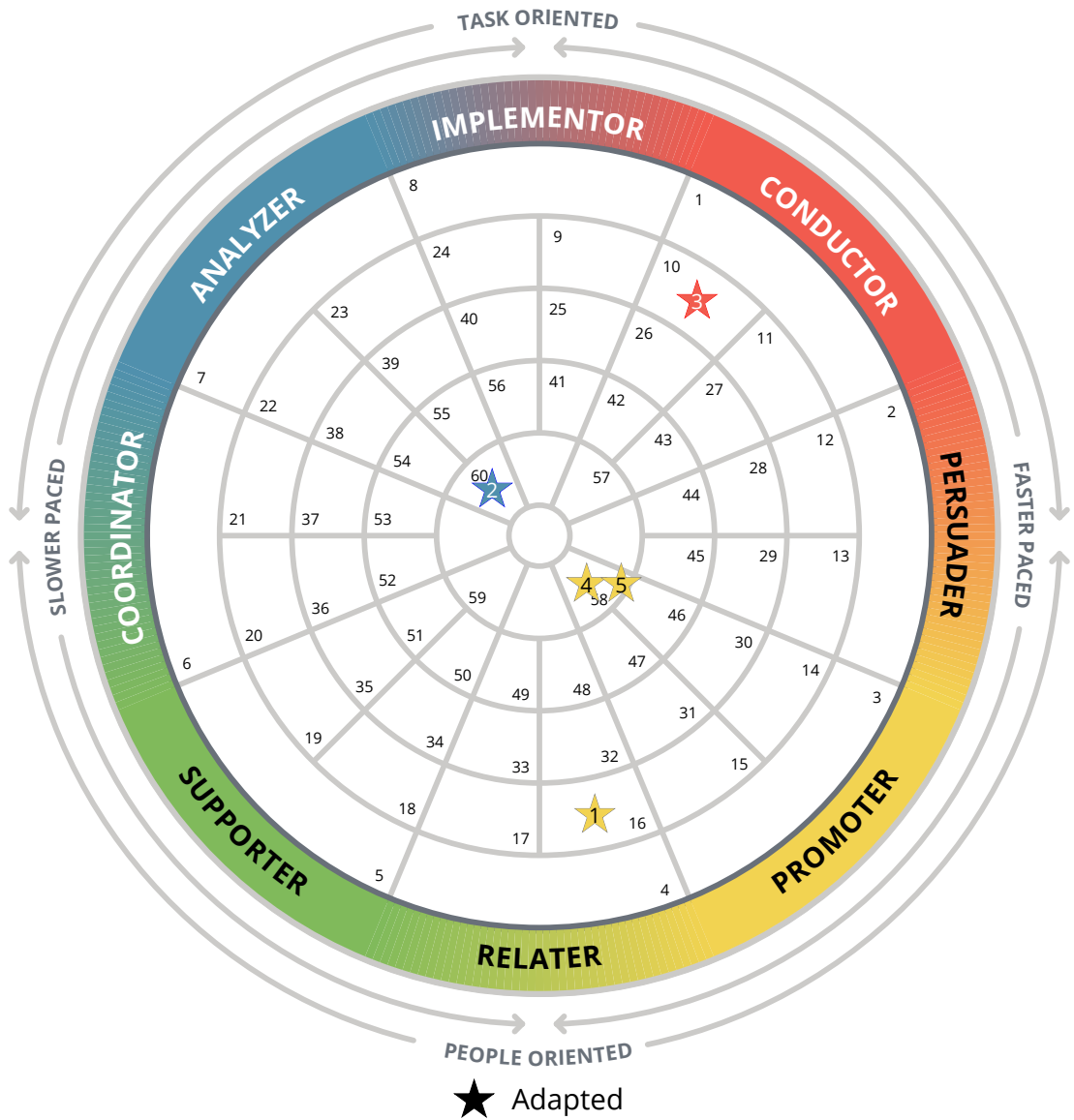
# Group Wheel Natural



## Team Members

- 1: Sue Anderson
- 2: Amanda Doe
- 3: Frank Jones
- 4: John Smith
- 5: Joe Williams

# Group Wheel Adapted

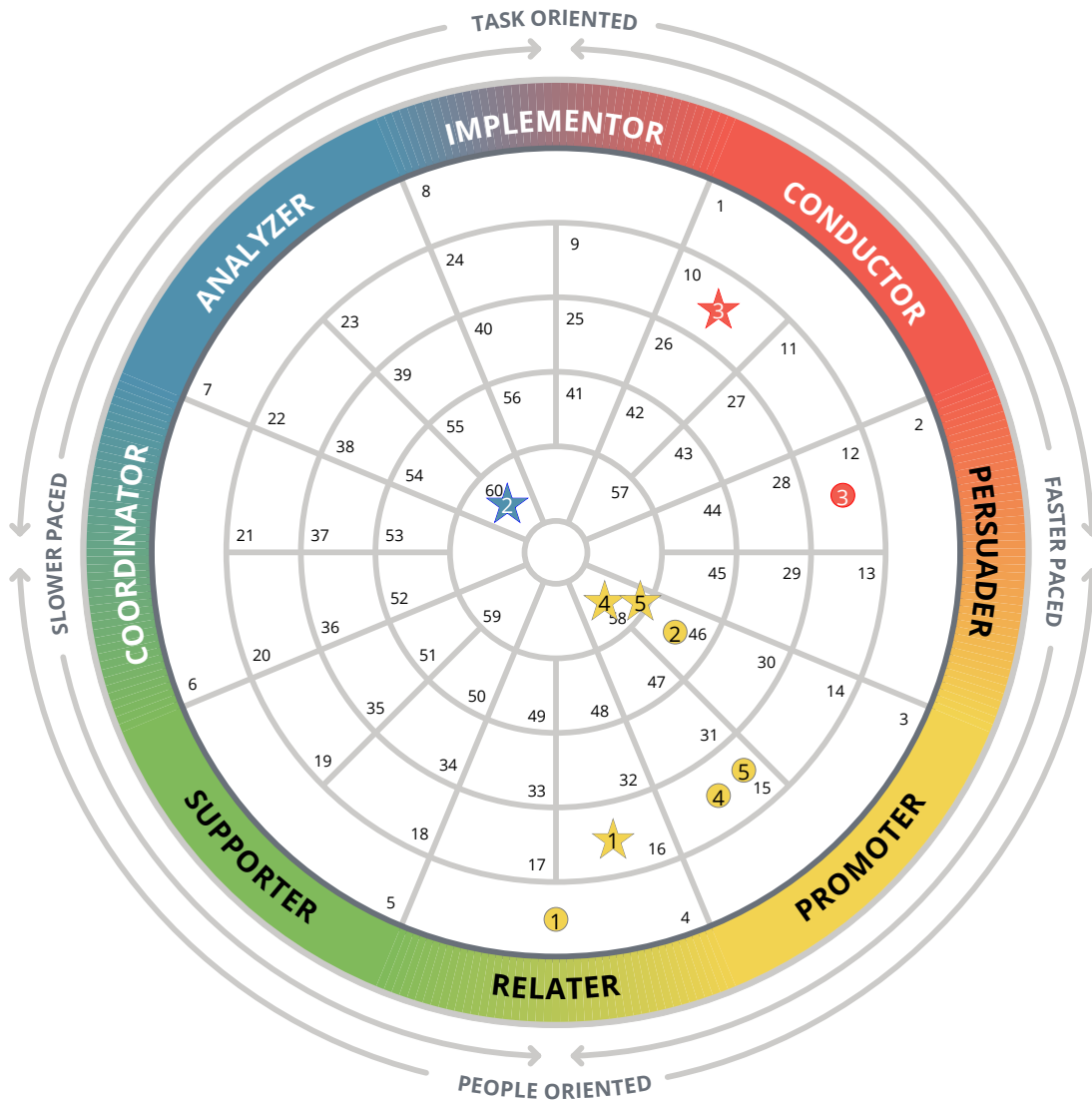


## Team Members

- 1: Sue Anderson
- 2: Amanda Doe
- 3: Frank Jones
- 4: John Smith
- 5: Joe Williams



# Group Wheel Migration



★ Adapted

● Natural

## Team Members

- 1: Sue Anderson
- 2: Amanda Doe
- 3: Frank Jones
- 4: John Smith
- 5: Joe Williams

# 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.

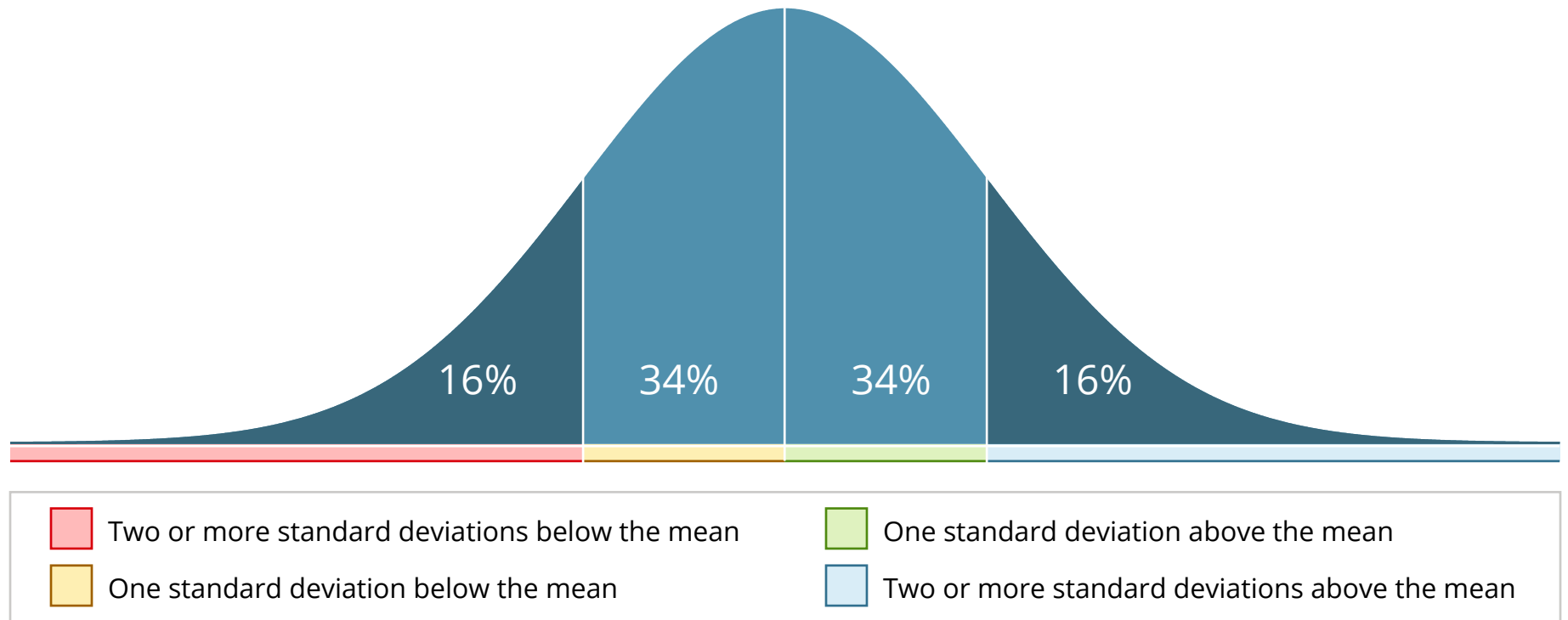
# The Bell Curve Defined



*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.	S. Anderson	A. Doe	F. Jones	J. Smith	J. Williams	Mean
Interaction	85	100	55	70	100	100	58
People-Oriented	72	90	50	50	85	85	64
Customer-Oriented	71	83	50	43	90	90	63
Versatile	68	55	70	85	65	65	54
Frequent Change	65	60	68	80	58	58	52
Consistent	50	52	45	32	60	60	62
Competitive	48	40	60	80	30	30	49
Persistence	48	47	52	40	50	50	62
Following Policy	48	48	52	35	52	52	61
Urgency	47	16	77	95	23	23	43
Analysis	33	15	60	40	25	25	54
Organized Workplace	30	15	55	30	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