



TTI  
SUCCESS  
INSIGHTS®

# Team Behavioural Report

Musterteam  
Musterfirma  
22/4/2013



## Introduction

Behavioural research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behaviour is a necessary and integral part of who they are. In other words, much of our behaviour comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behaviour.

In this report we have adapted the individual information to reflect the behavioural styles of the team. The most effective teams have members who understand themselves as well as each other.

This report analyses behavioural style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behaviour. We only report statements from areas of behaviour in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

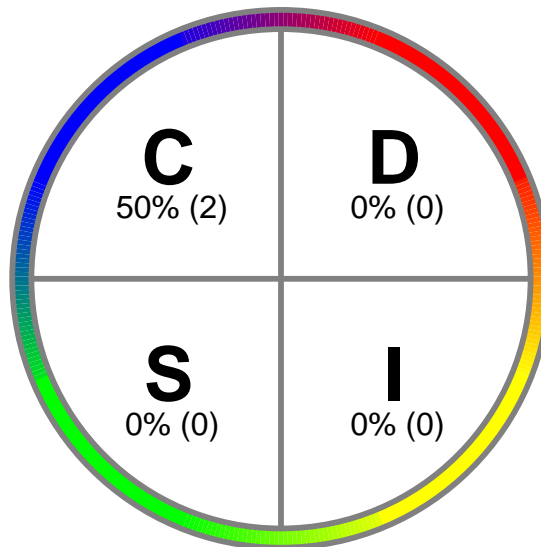


# Primary Behavioural Style Overview

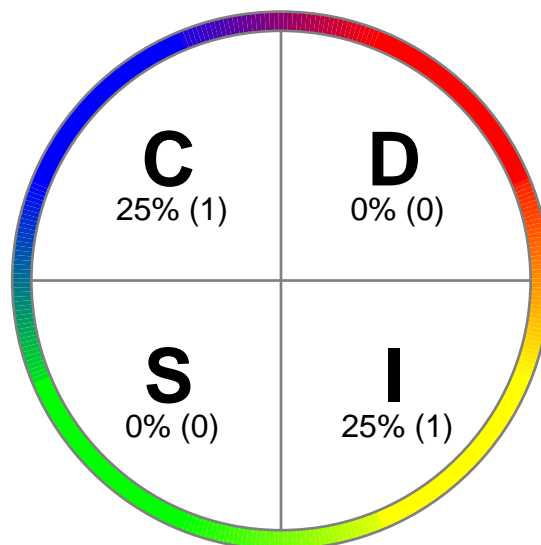
The following charts show the group's overall primary adapted behavioural styles by percentage. The primary behavioural style is determined for each individual by looking at the point that is furthest from the energy line, whether it is above or below. The primary behavioural style, whether above or below, is the individual's strongest behavioural style.

## ADAPTED STYLE

Highs



Lows



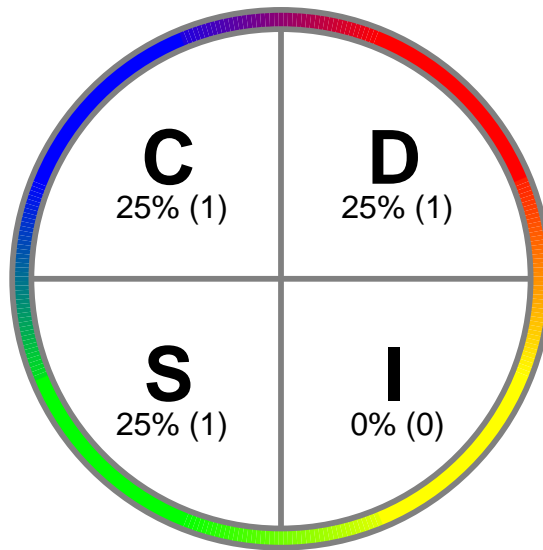


# Primary Behavioural Style Overview

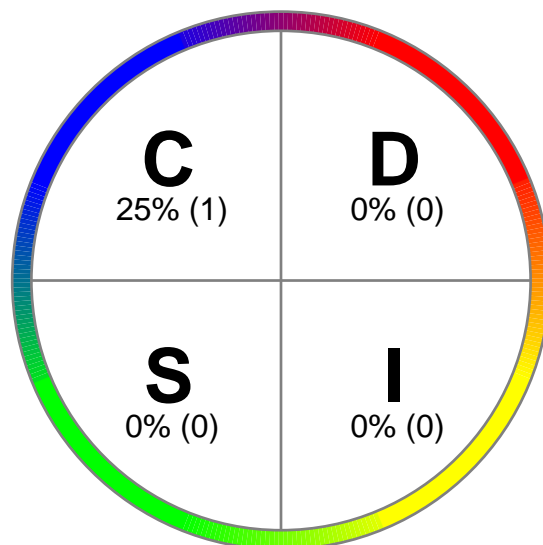
The following charts show the group's overall primary natural behavioural styles by percentage. The primary behavioural style is determined for each individual by looking at the point that is furthest from the energy line, whether it is above or below. The primary behavioural style, whether above or below, is the individual's strongest behavioural style.

## NATURAL STYLE

Highs



Lows





## The Success Insights® Wheel

The Success Insights® Wheel provides a visual format for plotting the data obtained from the Style Insights® questionnaire. The Wheel demonstrates the similarities and differences in behaviour amongst team members. The Wheel quickly gives a visual representation that allows you to explore behavioural styles based on eight specific identifiers:

- Conductor
- Persuader
- Promoter
- Relater
- Supporter
- Coordinator
- Analyser
- Implementor

The following pages will detail the strengths, weaknesses, problem solving abilities, communication preferences and potential areas to avoid within each of the eight identifiers. As a team it is important to recognise, understand and appreciate the different behavioural styles represented. This will allow for increased productivity and overall team cohesiveness.



# Conductor

*The team selected has 25% Conductor natural behavioural styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Conductor style.*

## **25% of Team (1)**

### **Strengths**

Conductors tend to:

- Be forward-looking and competitive.
- Look for problems to solve.
- Be positive and like confrontation.
- Like power and authority.
- Be motivated by direct answers.

### **Weaknesses**

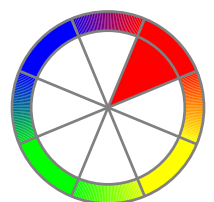
Conductors may:

- Overstep authority within the team.
- Use fear as a motivator.
- Overextend their ego.
- Over delegate and under instruct.
- Make decisions without all of the facts.

### **Communication Dos**

To influence and form a strong bond with a Conductor you need to include words or phrases such as:

- Being involved in all the important decisions
- Lead the pack
- Right in line with the direction you are taking
- Get people to start listening
- No interruptions





# Persuader

*The team selected has 25% Persuader natural behavioural styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Persuader style.*

## **25% of Team (1)**

### **Strengths**

Persuaders tend to:

- Get results through team members.
- Promote and accept changes.
- Utilise their intuition.
- Be decisive and aggressive when presented with challenges.
- Initiate activity through other people.

### **Weaknesses**

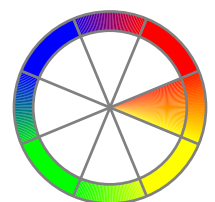
Persuaders may:

- Not manage deadlines well.
- Take on too many responsibilities at once.
- Not follow up and follow through as needed.
- Overuse position within the team.
- Be overly enthusiastic.

### **Communication Dos**

To influence and form a strong bond with a Persuader you need to include words or phrases such as:

- Make change work for you
- Be able to take advantage of opportunities
- Rewards should be automatic
- You are doing important work
- Being your own person





# Supporter

*The team selected has 25% Supporter natural behavioural styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Supporter style.*

## **25% of Team (1)**

### **Strengths**

Supporters tend to:

- Be loyal to those they identify with.
- Be understanding and good listeners.
- Be patient and comforting.
- Like to be in a team environment.
- Like an environment where long service is deemed important.

### **Weaknesses**

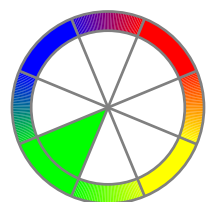
Supporters may:

- Get in "ruts" and maintain status quo.
- Resist team-initiated changes.
- Be slow to act without precedent.
- Hesitate to move forward.
- Do the work themselves, rather than delegate.

### **Communication Dos**

To influence and form a strong bond with a Supporter you need to include words or phrases such as:

- No-nonsense
- Down to earth
- Tested
- Proven
- Easy for people to use







# Analysers

*The team selected has 25% Analyser natural behavioural styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Analyser style.*

## **25% of Team (1)**

### **Strengths**

Analysers tend to:

- Maintain high standards.
- Be motivated by the right way to proceed.
- Be accurate and precise.
- Problem solve through the use of facts and data.
- Utilise facts to support their opinion and cause.

### **Weaknesses**

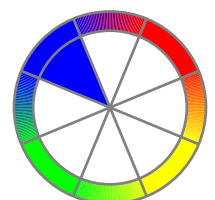
Analysers may:

- Lean on team leader or supervisor.
- Hesitate to act without sufficient facts or precedent.
- Be bound by organisational procedures and methods.
- Not verbalise their feelings.
- Do the work themselves and not delegate.

### **Communication Dos**

To influence and form a strong bond with an Analyser you need to include words or phrases such as:

- Knowing is better than guessing
- No radical change
- Be able to quantify everything
- Tested
- Proven reliability

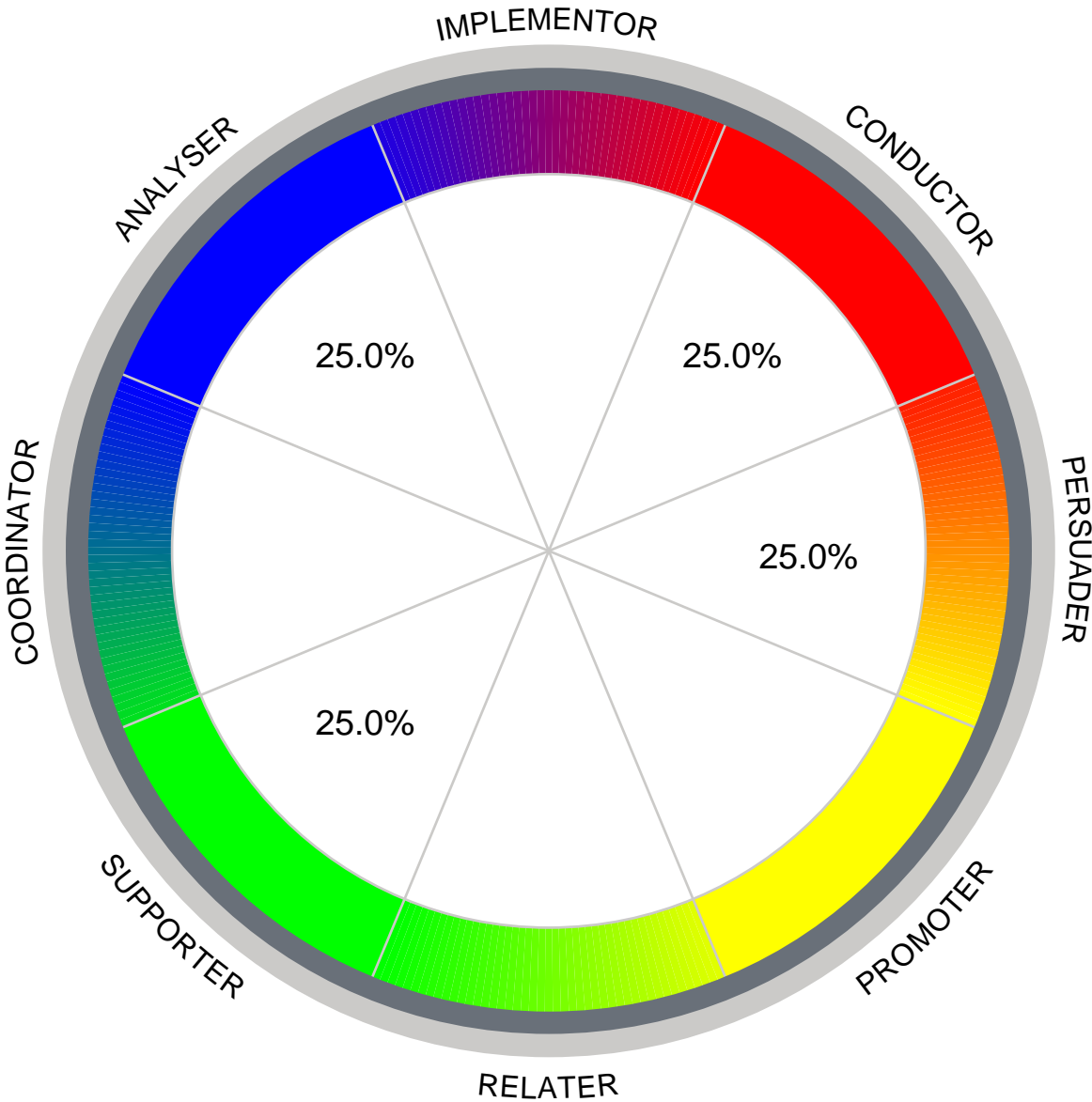




# Potential Need for Team Members

This section is designed to provide information on behavioural styles that may be low or absent from the team dynamic. The following pages will explain what each of these behavioural styles brings to a team. In some cases not all behavioural styles are needed for a team, and in other cases some team members may be adapting to fill in the gaps as needed.

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# Promoter

*The team selected has 0% Promoter natural behavioural styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Promoter style.*

**0% of Team (0)**

## Strengths

Promoters tend to:

- Utilise social and verbal skills within the team.
- Be good at persuading people.
- Promote the team throughout the organisation.
- Promote new ideas and products.
- Calm conflict situations within the team.

## Weaknesses

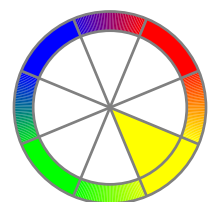
Promoters may:

- Act impulsively based on emotions.
- Be unrealistic in appraising people.
- Be inattentive to details and disorganised.
- Emphasise fun over efficiency.
- Act before gathering pertinent information.

## Communication Dos

To influence and form a strong bond with a Promoter you need to include words or phrases such as:

- Get your point across
- Creating the right image
- Blend in well with everyone
- Committed to a team approach
- Easy to adapt for your purpose





# Relater

*The team selected has 0% Relater natural behavioural styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Relater style.*

**0% of Team (0)**

## Strengths

Relaters tend to:

- Help others using empathy and understanding.
- Protect and value both people and things.
- Promote and implement team ideas.
- Be a team player.
- Be sensitive to the feelings of others.

## Weaknesses

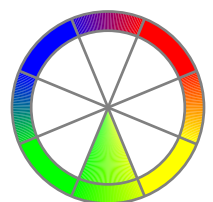
Relaters may:

- Lack initiative and a sense of urgency.
- Overuse compassion and kindness.
- Not challenge the status quo.
- Be too easy-going.
- Withdraw under stress.

## Communication Dos

To influence and form a strong bond with a Relater you need to include words or phrases such as:

- Good team players
- Resolve everyone's concerns
- You probably do a lot more than you get credit for
- Have the security of knowing
- Widely accepted





# Coordinator

*The team selected has 0% Coordinator natural behavioural styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Coordinator style.*

**0% of Team (0)**

## Strengths

Coordinators tend to:

- Be self-disciplined.
- Implement and fine-tune the plan.
- Follow projects through to completion.
- Work for a leader and a cause.
- Set and accomplish high standards of conduct and work.

## Weaknesses

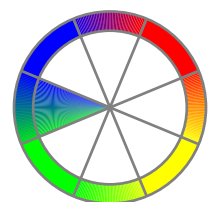
Coordinators may:

- Tend to hide true feelings.
- Resist change for change's sake.
- Not promote self or team enough.
- Not use a direct approach.
- Have difficulty displaying concerns and feelings.

## Communication Dos

To influence and form a strong bond with a Coordinator you need to include words or phrases such as:

- Spread the risk
- Do not get stuck in the middle
- Reasonable goals and tasks
- Keep everything on a safe course
- No more chaos





# Implementor

*The team selected has 0% Implementor natural behavioural styles within it. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Implementor style.*

**0% of Team (0)**

## Strengths

Implementors tend to:

- Make tough decisions using insight and facts.
- Push hard to discover correct, acceptable solutions to problems.
- Expect and challenge the team to higher performance standards.
- Be structured in use of time.
- Be aware and sensitive to the cost of errors and mistakes.

## Weaknesses

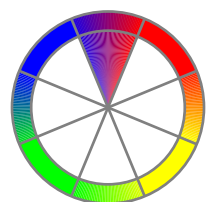
Implementors may:

- Become demanding under stress.
- Under-appreciate other team members.
- Be inconsistent with decision-making.
- Be insensitive to the feelings of team members.
- Come across as insincere.

## Communication Dos

To influence and form a strong bond with an Implementor you need to include words or phrases such as:

- Have complete control over your business
- Designed with finances and operations in mind
- Put the standards in the right place
- Thought through
- Minimise the "human factor"

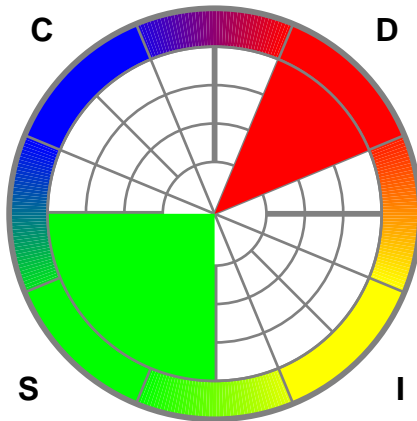




# Team Style Blending

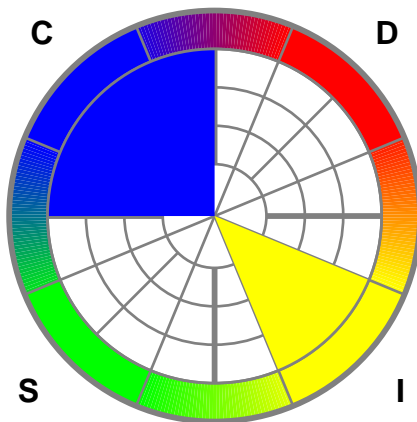
This section focuses on the common behavioural roadblocks among the different styles and indicates how well styles will initially blend and how much they must adapt in order to communicate effectively. It is important to note that this DISC report only interprets behaviour and does not account for the influence of values. Even if styles blend well together problems may still arise based on conflicting values.

## Conductor ↔ Relater, Supporter or Coordinator



- Quick Pace to Slow Pace
- Extroverted to Introverted
- Impatient to Patient
- Enjoys Conflict to Avoids Conflict
- Quick to Anger to Slow to Anger
- High Sense of Urgency to Low Sense of Urgency
- High Risk to Low Risk
- Conductors tend to overpower
- Conductors must work hard to build up a trusting relationship before Relaters, Supporters and Coordinators feel comfortable verbalizing their concerns.
- Conductors may need to be mindful of their listening skills as well as their diplomacy.

## Promoter ↔ Coordinator, Analyser or Implementor

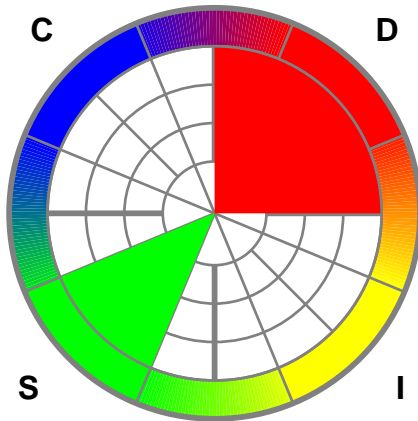


- Optimistic to Pessimistic
- Feelings to Facts
- Extroverted to Introverted
- High Risk to Low Risk
- People Oriented to Data Oriented
- Quick Decisions to Needs More Data
- Few behavioural commonalities
- Promoters will have to slow down and keep a tight reign on their emotions.
- Coordinators, Analysers and Implementors will need to pick up the pace and be more stimulating.
- Promoters need to reduce gestures and not initiate physical contact.



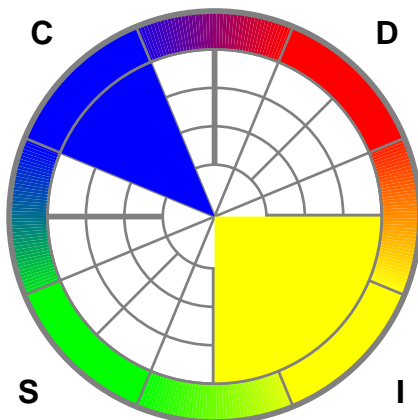
# Team Style Blending

## Supporter ↔ Implementor, Conductor or Persuader



- Slow Decision Maker to Quick Decision Makers
- Slow Pace to Quick Pace
- Indirect to Direct
- Slow to Anger to Quick to Anger
- Go with the flow to GO, GO, GO!
- Supporters will have to make sure not to be overpowered by these styles.
- Supporters need to stand up to these styles when not in agreement.
- Supporters will go along for the sake of harmony and peace.
- Supporters should utilise a questioning method to force the other styles to defend their position.

## Analyser ↔ Persuader, Promoter or Relater



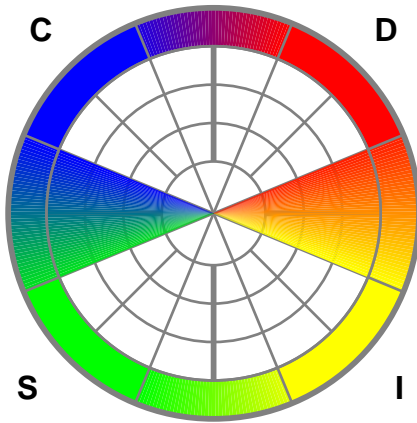
- Pessimistic to Optimistic
- Introverted to Extroverted
- Slow Decision Making to Quick Decision Making
- Low Risk to High Risk
- Slow Pace to Quick Pace
- Task Oriented to People Oriented
- Analysers should try to loosen up and become more people focused.
- Analysers should be more stimulating to better communicate with the Persuader, Promoter and Relater styles.
- Analysers should use questions as a means to guide the Persuader, Promoter and Relater to the desired conclusion.





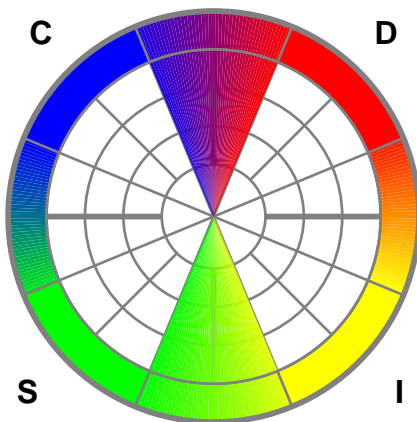
# Team Style Blending

## Persuader ↔ Coordinator



- Quick to Change to Slow to Change
- Enjoys Change to Avoids Change
- Extroverted to Introverted
- Animated to Reserved
- "We can do it" to "How do we do it?"
- Persuaders should spend time explaining project goals and expectations to the Coordinators.
- Persuaders should try to stick to the relevant facts.
- Coordinators will become frustrated with lack of instruction, follow up and follow through.
- Coordinators should make a conscious effort to be more direct and open with their feelings and concerns.

## Relater ↔ Implementor

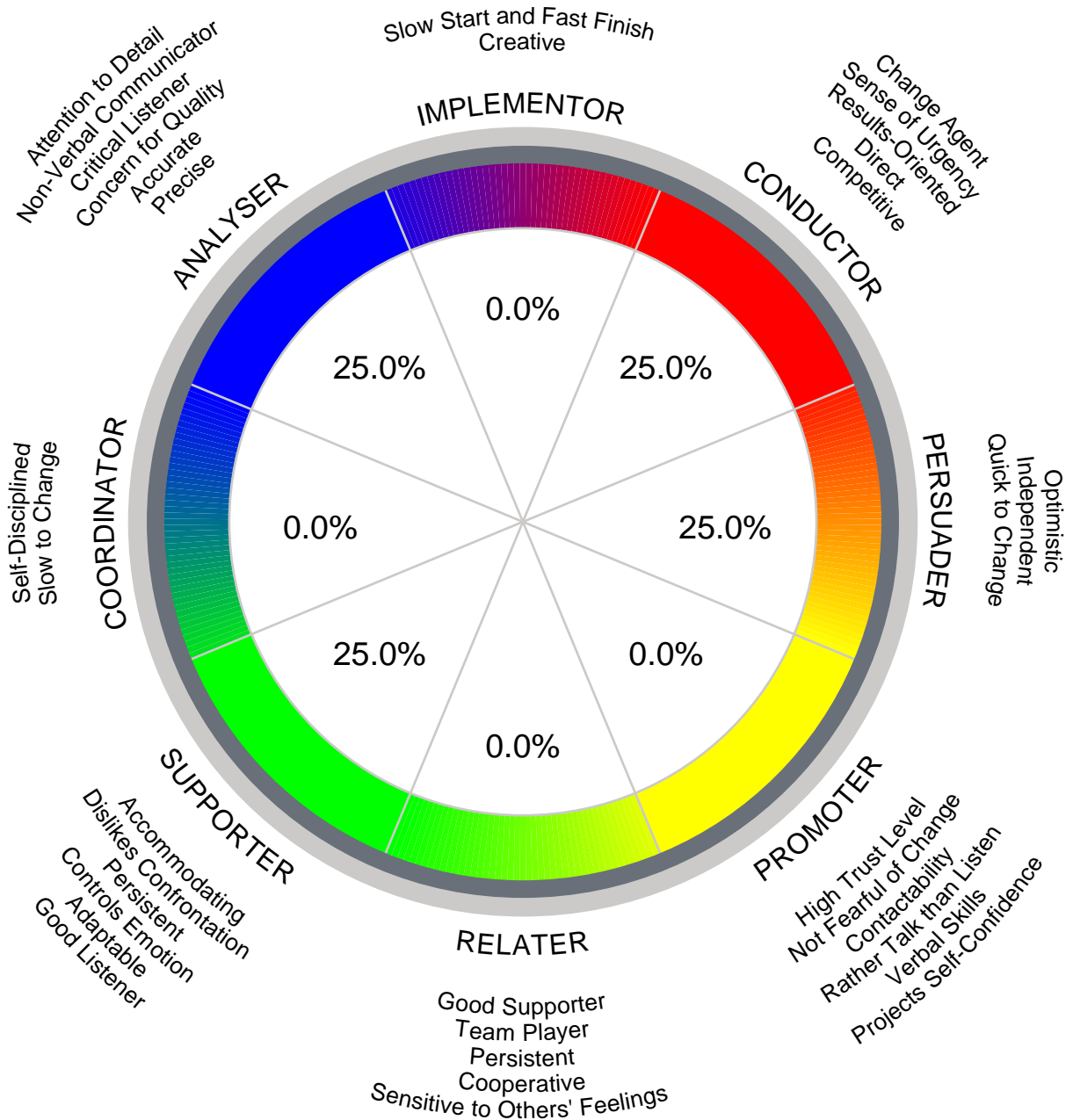


- People Oriented to Task Oriented
- Indirect to Direct
- Trusting to Untrusting
- Implementors need to be more vocal with their appreciation of the Relater and the Relater's work.
- Implementors should attempt to be more sensitive to the feelings of the Relater and other team members
- Implementors should be mindful of their sincerity.
- The more demanding the Implementor becomes, the more withdrawn the Relater will be.
- Relaters should focus on not becoming withdrawn or taking any confrontation personally.



# Team Member Characteristics

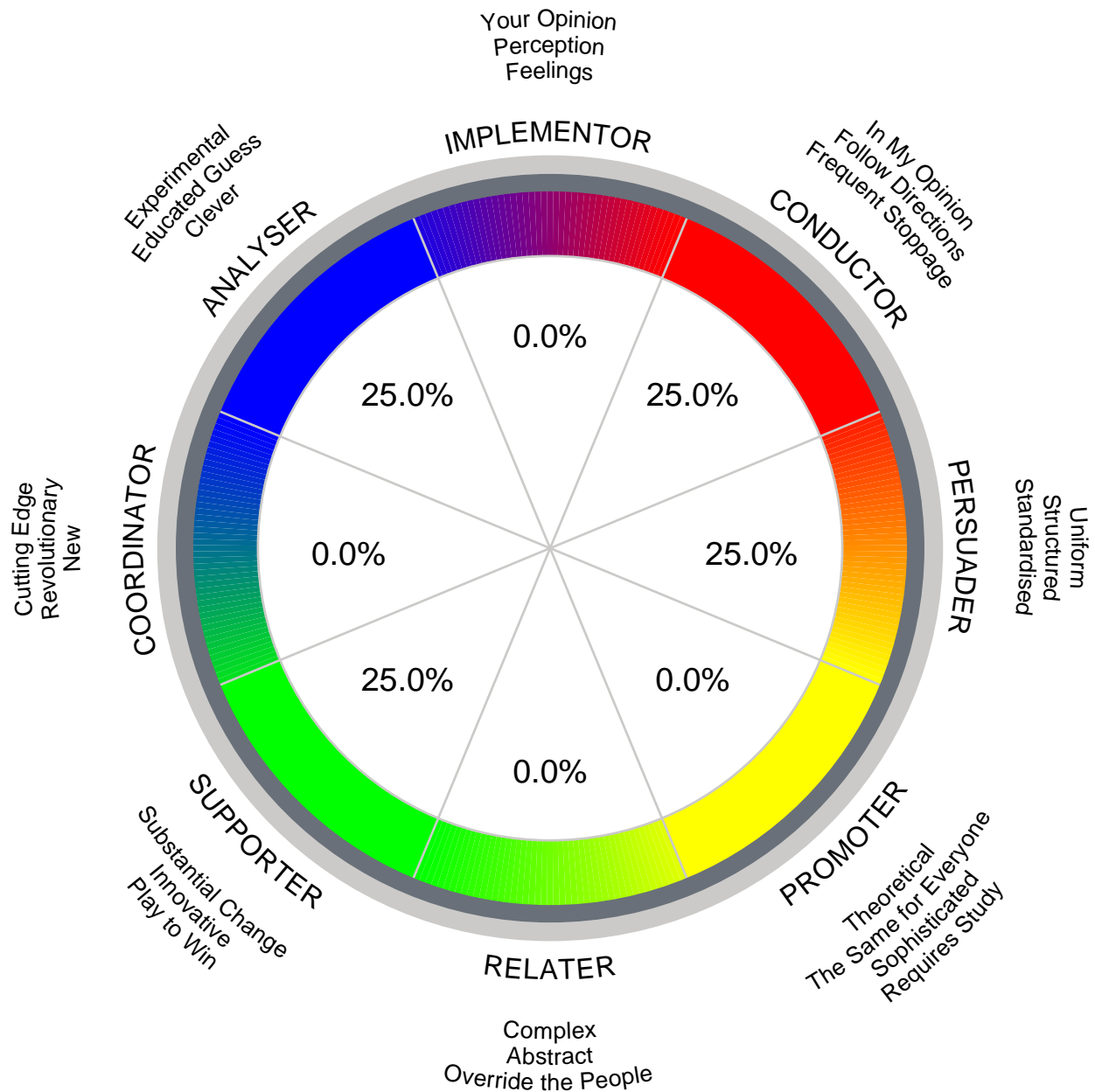
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# Words That Do Not Work

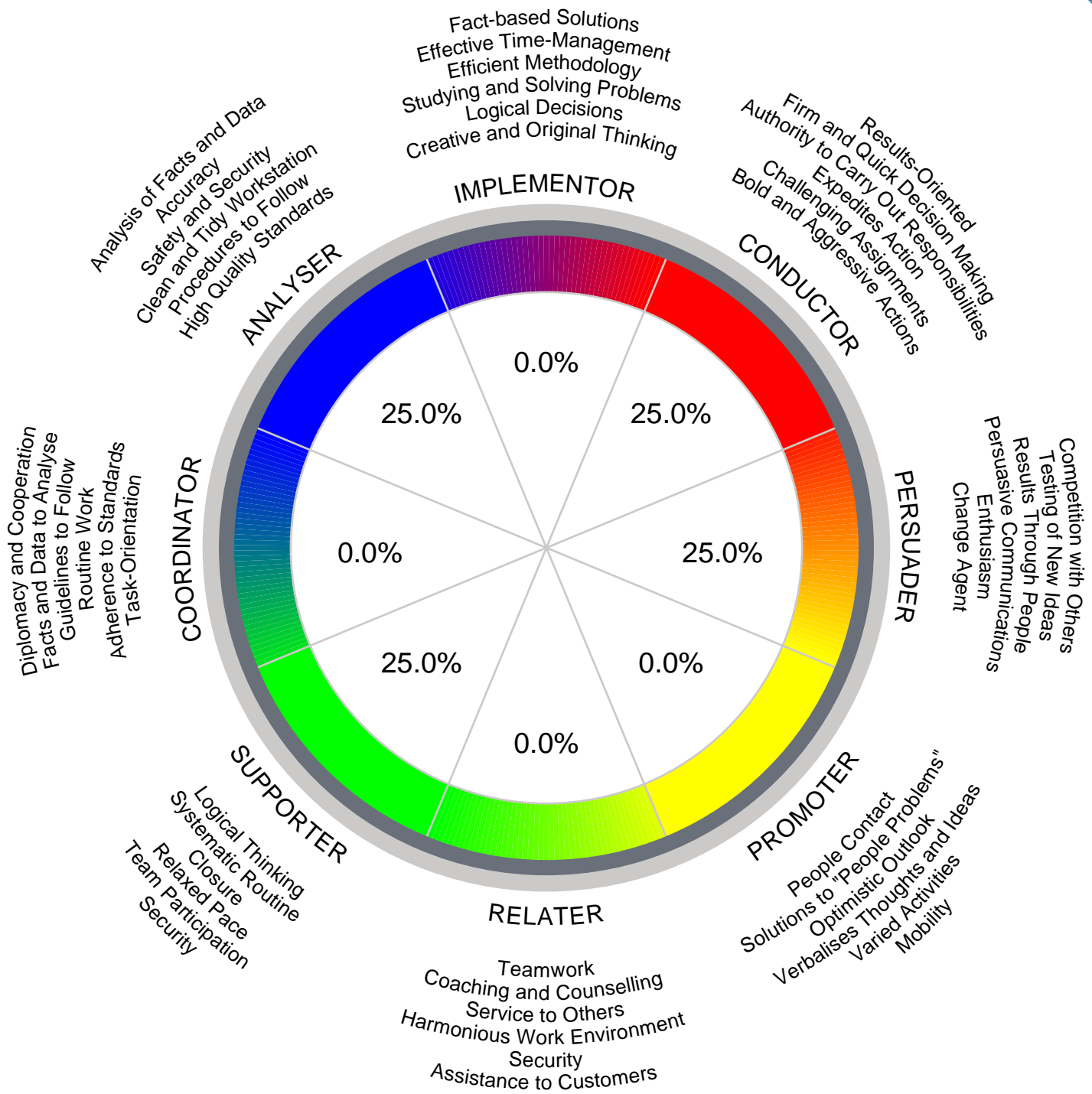
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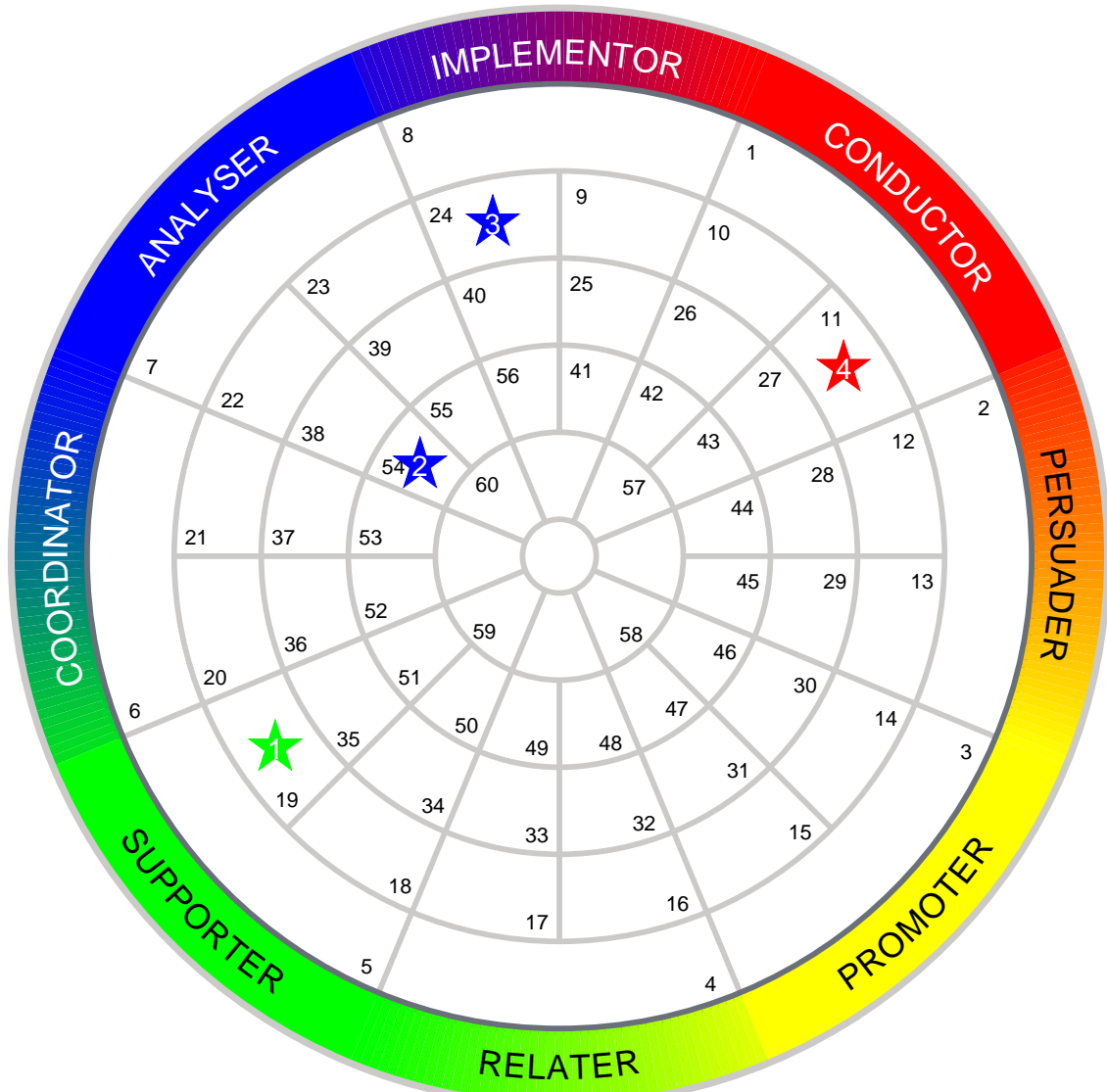
# Ideal Environment

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# Group Wheel Adapted

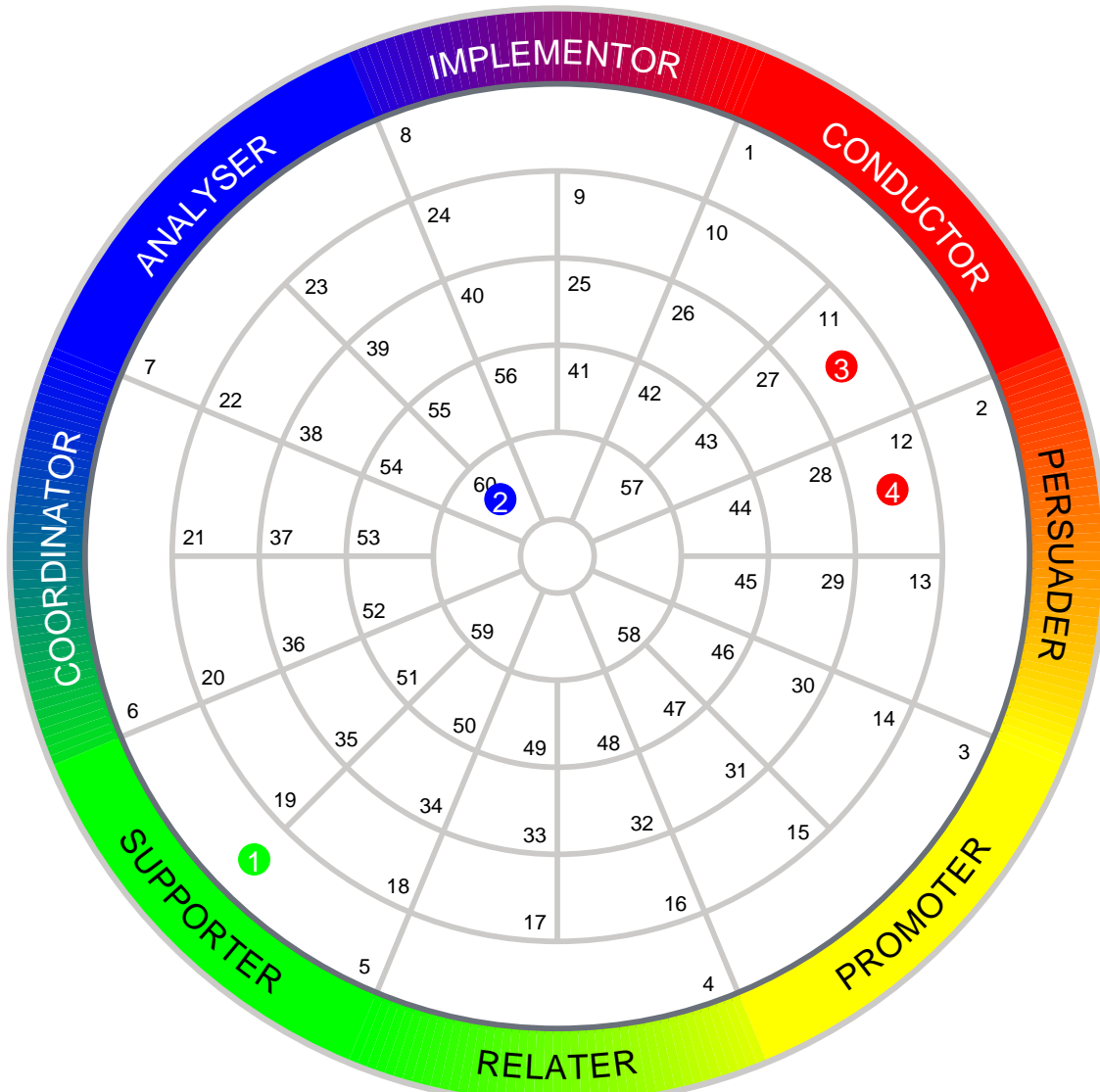


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★ Adapted



# Group Wheel Natural

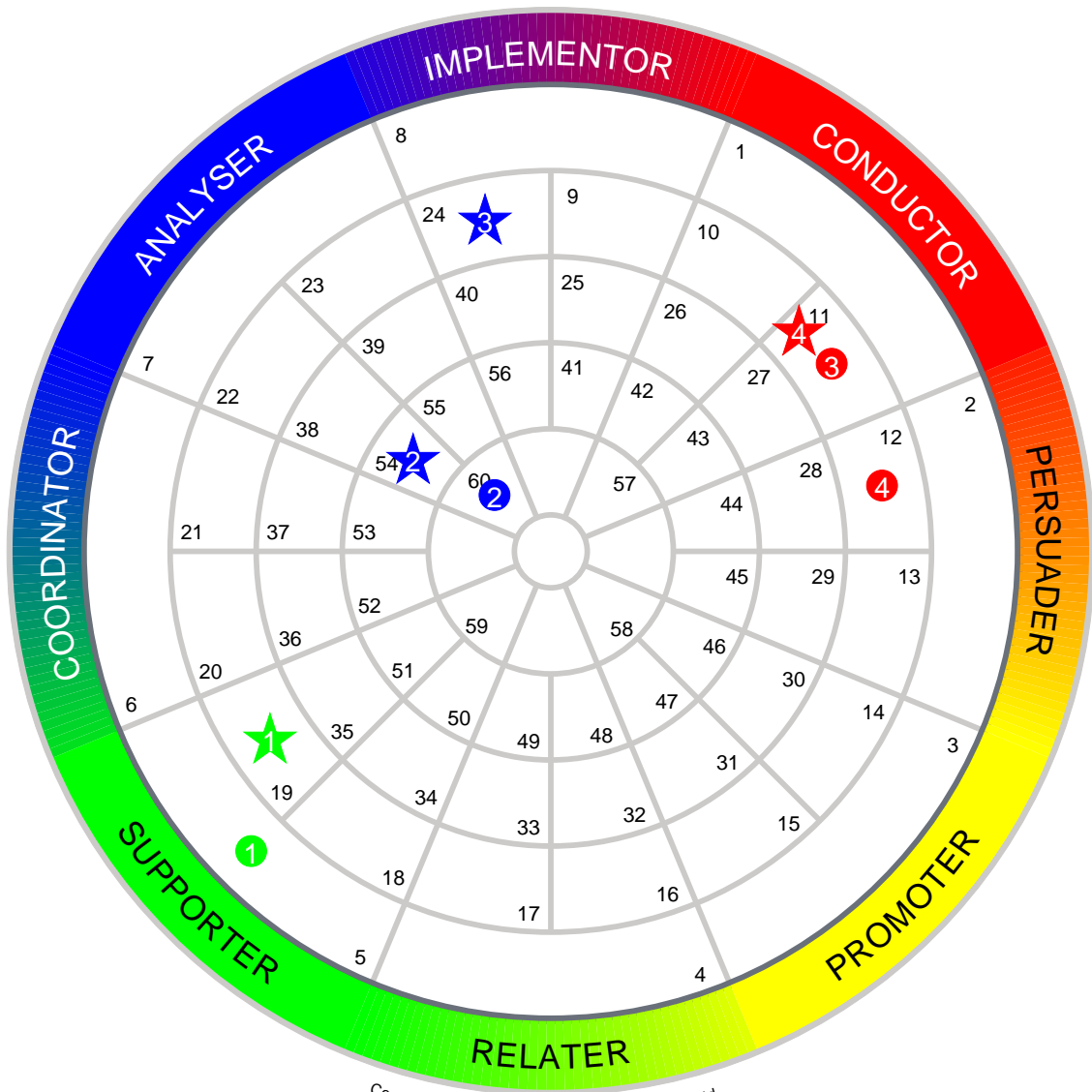


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● Natural



# Group Wheel Migration



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● Natural