Talent Insights®

Team Report

ABC Strategic Partnerships Team
ABC Corp.
03.30.2021

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Advancing People in Business ℠

Table of Contents

Table of Contents

Continued

Table of Contents
Continued

Introduction

The TTI 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 its 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.

Introduction

Behaviors

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

Jarrad Aguirre
Simona Bank
Juliette Fry
Ravina Jain
Albert Liao
Steve Muller
Suzy Obst
Scott Riccio
Alix Slosberg
david ultan
Eric Yang

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

TASK ORIENTED

SLOWER PACED

FASTER PACED

C
27% (3)

D
9% (1)

S
0% (0)

I
64% (7)

PEOPLE ORIENTED

ABC Strategic Partnerships Team
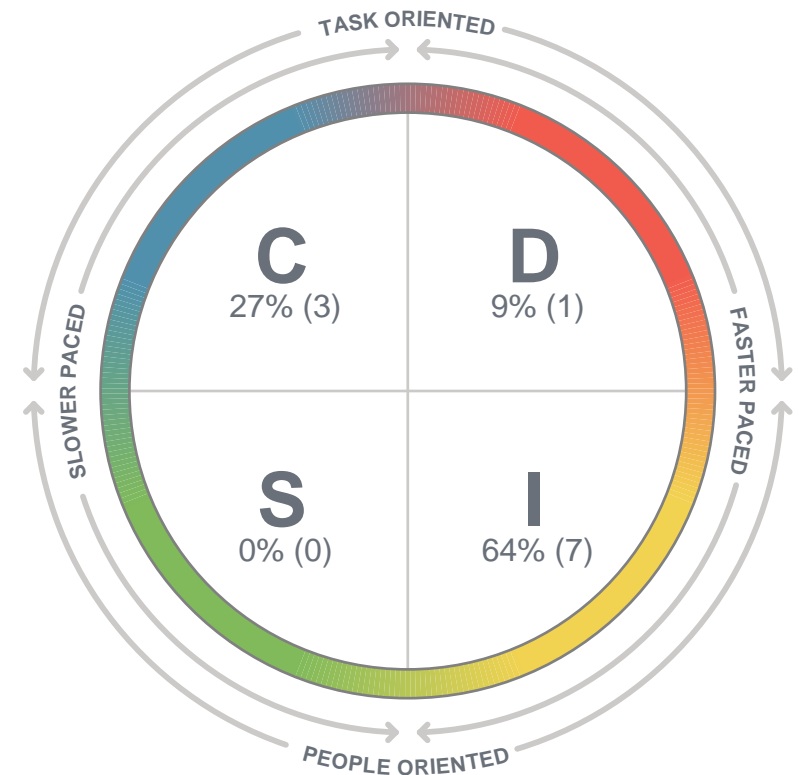
The TTI Success Insights® Wheel

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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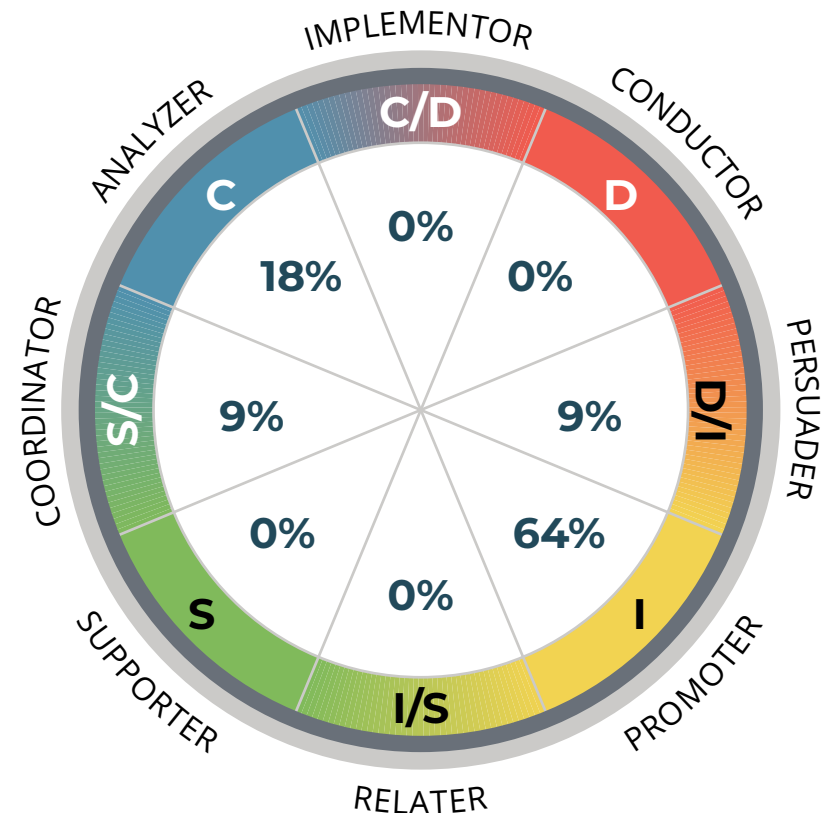
Promoter Team Characteristics - (I)

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
- Advocate for new ideas and products
- See the "big picture" and communicate it
- Enjoy convincing people
- People-oriented

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Spontaneity

Good mixer

Positive approach to conflict

17.46%
of the Population

WORDS THAT WORK

Flexible

Exciting

Inspiring
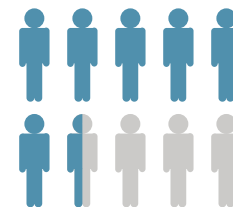
7/11
64% of the Team

WORDS THAT DON'T WORK

Ordinary

Quiet

Strict

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PROMOTER TEAM

Simona Bank
Juliette Fry
Ravina Jain
Albert Liao
Steve Muller
Alix Slosberg
david ultan

S. Bank — D I S C: 48 94 57 8

R. Jain — D I S C: 28 96 60 26

S. Muller — D I S C: 63 86 38 22

d. ultan — D I S C: 59 84 18 42

J. Fry — D I S C: 28 93 70 18

A. Liao — D I S C: 56 78 54 28

A. Slosberg — D I S C: 38 84 54 34

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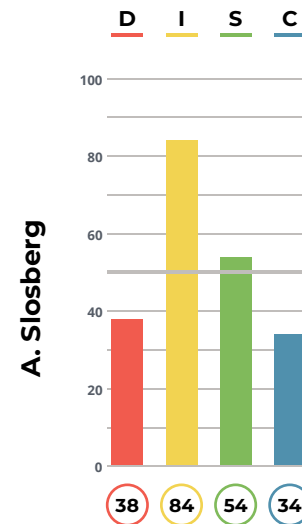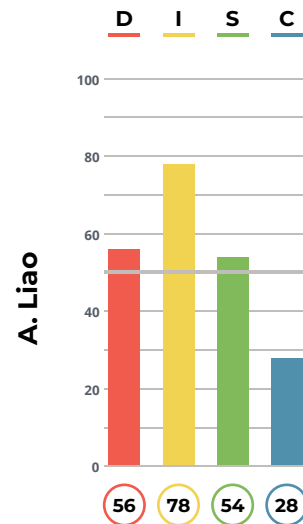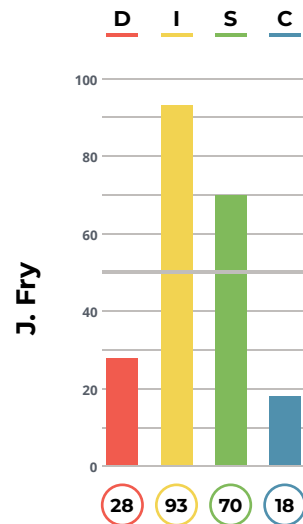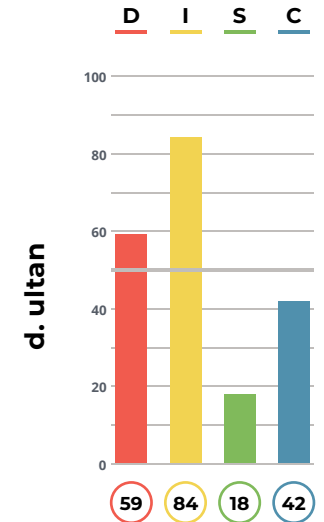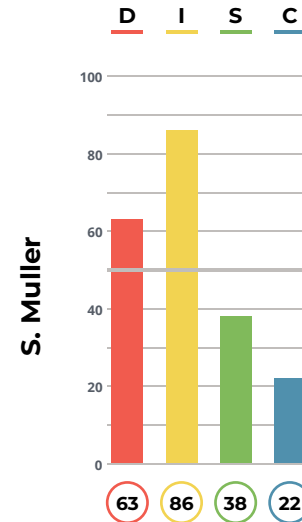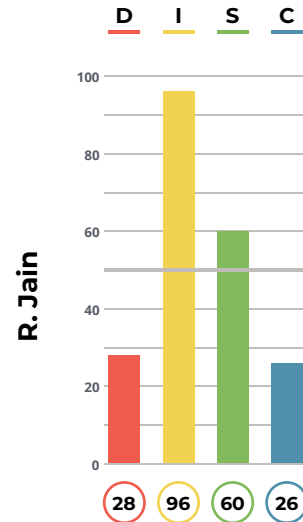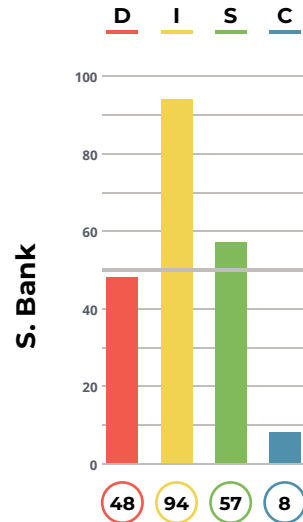
Analyzer Team Characteristics - (C)

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

- Accurate and precise
- Use facts to support their opinion and cause
- Find the right way to proceed
- Operate in a self-disciplined manner
- Think critically

POTENTIAL WEAKNESSES

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

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Defines, clarifies, and tests

Comprehensive problem solving

Will gather data for decision making

WORDS THAT WORK

Factual

Precise

Verified

WORDS THAT DON'T WORK

Imagine

Educated guess

Experimental

5.12%
of the Population

2/11
18% of the Team

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ANALYZER TEAM

Jarrad Aguirre
Suzy Obst

J. Aguirre

D	I	S	C
53	62	32	64

S. Obst

D	I	S	C
37	8	74	91

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12

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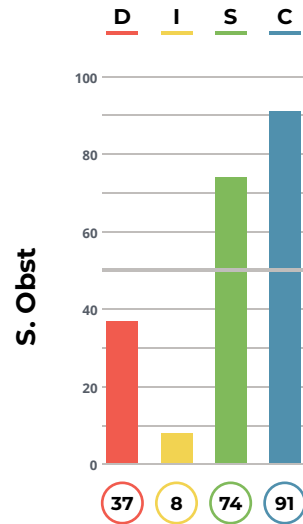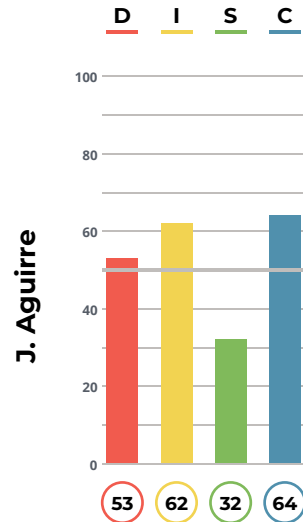
Coordinator Team Characteristics - (S/C)

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

- Set and accomplish goals to high standards
- Implement and fine-tune the plan
- Work for a leader and a cause
- Follow projects through to completion
- Make tough decisions without letting emotions interfere

POTENTIAL WEAKNESSES

- Downplay accomplishments
- Suppress feelings
- Overuse organizational procedures
- Become stubborn under stress
- Lack confidence in the self and team

BEHAVIORAL ATTRIBUTES

Task Oriented　　　　　　　　　**People Oriented**

Slower Paced　　　　　　　　　**Faster Paced**

VALUE TO THE ORGANIZATION

Calming and stable

Respect for authority

Objective outlook

WORDS THAT WORK

Proven

Standard

Organized

21.28%

of the Population

WORDS THAT DON'T WORK

Unfamiliar

Hectic

Incomplete

1/11

9% of the Team

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Coordinator Team DISC Graphs - (S/C)

Eric Yang

D   I   S   C

E. Yang

D	I	S	C
28	52	65	81
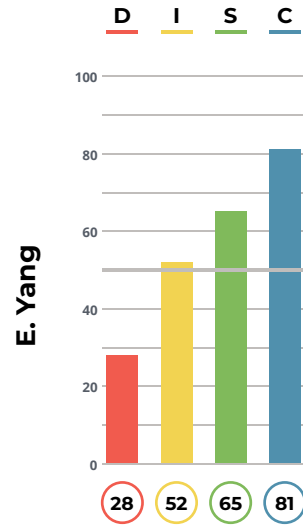
Persuader Team Characteristics - (D/I)

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

- Promote and accept changes
- Engage others in projects and tasks
- Use their intuition
- Independent and autonomous
- Optimistic about team goals

POTENTIAL WEAKNESSES

- Avoid conflict within the team
- Leave tasks unfinished
- Do not manage time or deadlines well
- Take on too many responsibilities at once
- Let emotions get in the way of decision-making

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Creative problem solving

Initiates activity

Represents the company in external organizations

WORDS THAT WORK

Amazing

Unprecedented

Extraordinary

WORDS THAT DON'T WORK

Standardized

Structured

Uniform

12.68%
of the Population

1/11
9% of the Team

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Persuader Team DISC Graphs - (D/I)

PERSUADER TEAM

Scott Riccio

D   I   S   C

S. Riccio

100	
80	
60	
40	
20	
0	

69 66 25 42

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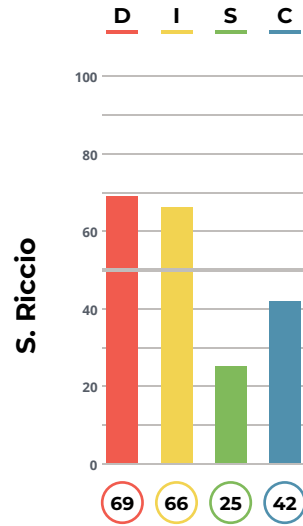
Supporter Team Characteristics - (S)

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

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

POTENTIAL WEAKNESSES

- Lack a sense of urgency
- Resist team-initiated changes
- Do not forgive faults or mistakes
- Hesitate to move forward
- Offer too much detail

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Consistent and steady
Good listener
Negotiates conflicts

WORDS THAT WORK

Consistent

Usual

Secure

WORDS THAT DON'T WORK

Unexpected

Urgent

Confrontation

11.90%
of the Population

0/11
0% of the Team

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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

- Comfortable with power and authority
- Driven toward results
- Happy to work on challenging assignments
- Energized by direct answers
- Enjoys confrontation

POTENTIAL WEAKNESSES

- Use fear as a motivator
- Make decisions without all of the facts
- Dislike routine work
- Overconfident in their abilities
- Poor or selective listening

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Pioneering
Venturesome and ambitious
Challenges the status quo
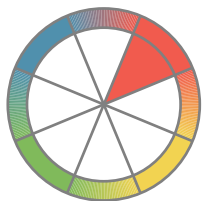
WORDS THAT WORK

Quick

Advantage

Decisive

WORDS THAT DON'T WORK

Inconsistent

Follow directions

Patient

7.12%
of the Population

0/11
0% of the Team

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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 may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Help others using empathy and understanding
- Protect and value people and things
- Promote and implement ideas
- Possess strong commitment to team
- Show loyalty

POTENTIAL WEAKNESSES

- Hold grudges
- Accept the current situation
- Avoid confrontation
- Be passive and indecisive
- Act without urgency

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**

Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Tenacious

Service-oriented

Builds strong relationships

WORDS THAT WORK

Easygoing

Simple

Responsive

WORDS THAT DON'T WORK

Complex

Abstract

Analytical

20.08%
of the Population

0/11
0% of the Team

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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 may be characteristics that are missing or could benefit the current team.

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

- Make tough decisions using insight and facts
- Use time well
- Expect high performance standards
- Aware and sensitive to the cost of errors and mistakes
- Share creative ideas

POTENTIAL WEAKNESSES

- Come across as insincere
- Overuse facts and figures
- Become demanding under stress
- Under-appreciate other team members
- Take on too much within the team

BEHAVIORAL ATTRIBUTES

Task Oriented   **People Oriented**
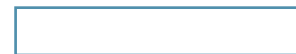
Slower Paced   **Faster Paced**

VALUE TO THE ORGANIZATION

Creativity
Pursues rational outcomes
Requires fact-based ideas

WORDS THAT WORK

Function

Action

Data

WORDS THAT DON'T WORK

Relax

Perception

Assume

4.22%
of the Population

0/11
0% of the Team

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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 (0%)	SUPPORTER - S (0%)
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 (9%)	**COORDINATOR - S/C (9%)**
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 (64%)	**ANALYZER - C (18%)**
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 (0%)	**IMPLEMENTOR - C/D (0%)**
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.

CONDUCTOR - D (0%)	SUPPORTER - S (0%)

PERSUADER - D/I (9%)	COORDINATOR - S/C (9%)
Scott Riccio	Eric Yang

PROMOTER - I (64%)	ANALYZER - C (18%)
Simona Bank Juliette Fry Ravina Jain Albert Liao Steve Muller Alix Slosberg david ultan	Jarrad Aguirre Suzy Obst

RELATER - I/S (0%)	IMPLEMENTOR - C/D (0%)

Team Member Characteristics

IMPLEMENTOR
- Inventive
- Selective
- Fact-based
- Task-oriented
- Thorough thinker
- Creative

CONDUCTOR
- Strong willed
- Change agent
- Acts with urgency
- Results-oriented
- Direct
- Competitive

PERSUADER
- Influential
- Charismatic
- Confident
- Optimistic
- Independent
- Quick to change

PROMOTER
- Trusting
- Convincing
- Inspiring
- Outgoing
- Cordial
- Cheerful

RELATER
- Good supporter
- Team player
- Persistent
- Cooperative
- Empathetic
- Compassionate

SUPPORTER
- Accommodating
- Reflective
- Persistent
- Composed
- Dependable
- Good listener

COORDINATOR
- Process-oriented
- Realistic
- Logical
- Executor
- Self-disciplined
- Slow to change

ANALYZER
- Detail-oriented
- Non-verbal communicator
- Critical listener
- Focus on quality
- Accurate
- Precise

Wheel values:
- IMPLEMENTOR: 0%
- CONDUCTOR: 0%
- ANALYZER: 18%
- PERSUADER: 9%
- COORDINATOR: 9%
- PROMOTER: 64%
- SUPPORTER: 0%
- RELATER: 0%

Ideal Environment for Team Members

IMPLEMENTOR
Fact-based solutions
Effective time-management
Efficient methodology
Studying and solving problems
Logical decisions

CONDUCTOR
Results-oriented
Firm and quick decision making
Expedites action
Challenging assignments
Bold and aggressive actions

ANALYZER
Analysis of facts and data
Accuracy
Clean and tidy workstation
Procedures to follow
High quality standards

PERSUADER
Competition with others
Testing of new ideas
Results through people
Persuasive communications
Enthusiasm

COORDINATOR
Diplomacy and cooperation
Facts and data to analyze
Guidelines to follow
Routine work
Adherence to standards

PROMOTER
People contact
Solutions to "people problems"
Optimistic outlook
Verbalizes thoughts and ideas
Varied activities

SUPPORTER
Logical thinking
Systematic routine
Relaxed pace
Team participation
Security

RELATER
Teamwork
Coaching and counseling
Service to others
Cooperative work environment
Assistance to customers

Percentages in wheel:
- IMPLEMENTOR: 0%
- CONDUCTOR: 0%
- ANALYZER: 18%
- PERSUADER: 9%
- COORDINATOR: 9%
- PROMOTER: 64%
- SUPPORTER: 0%
- RELATER: 0%

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Words That Don't Work with Team Members

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Group Wheel Natural

Natural

Team Members

1: Jarrad Aguirre
2: Simona Bank
3: Juliette Fry
4: Ravina Jain
5: Albert Liao
6: Steve Muller
7: Suzy Obst
8: Scott Riccio
9: Alix Slosberg
10: david ultan
11: Eric Yang

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Group Wheel Adapted

Team Members

1: Jarrad Aguirre
2: Simona Bank
3: Juliette Fry
4: Ravina Jain
5: Albert Liao
6: Steve Muller
7: Suzy Obst
8: Scott Riccio
9: Alix Slosberg
10: david ultan
11: Eric Yang

★ Adapted

Group Wheel Migration

TASK ORIENTED

IMPLEMENTOR

ANALYZER

CONDUCTOR

SLOWER PACED

FASTER PACED

COORDINATOR

PERSUADER

SUPPORTER

PROMOTER

RELATER

PEOPLE ORIENTED
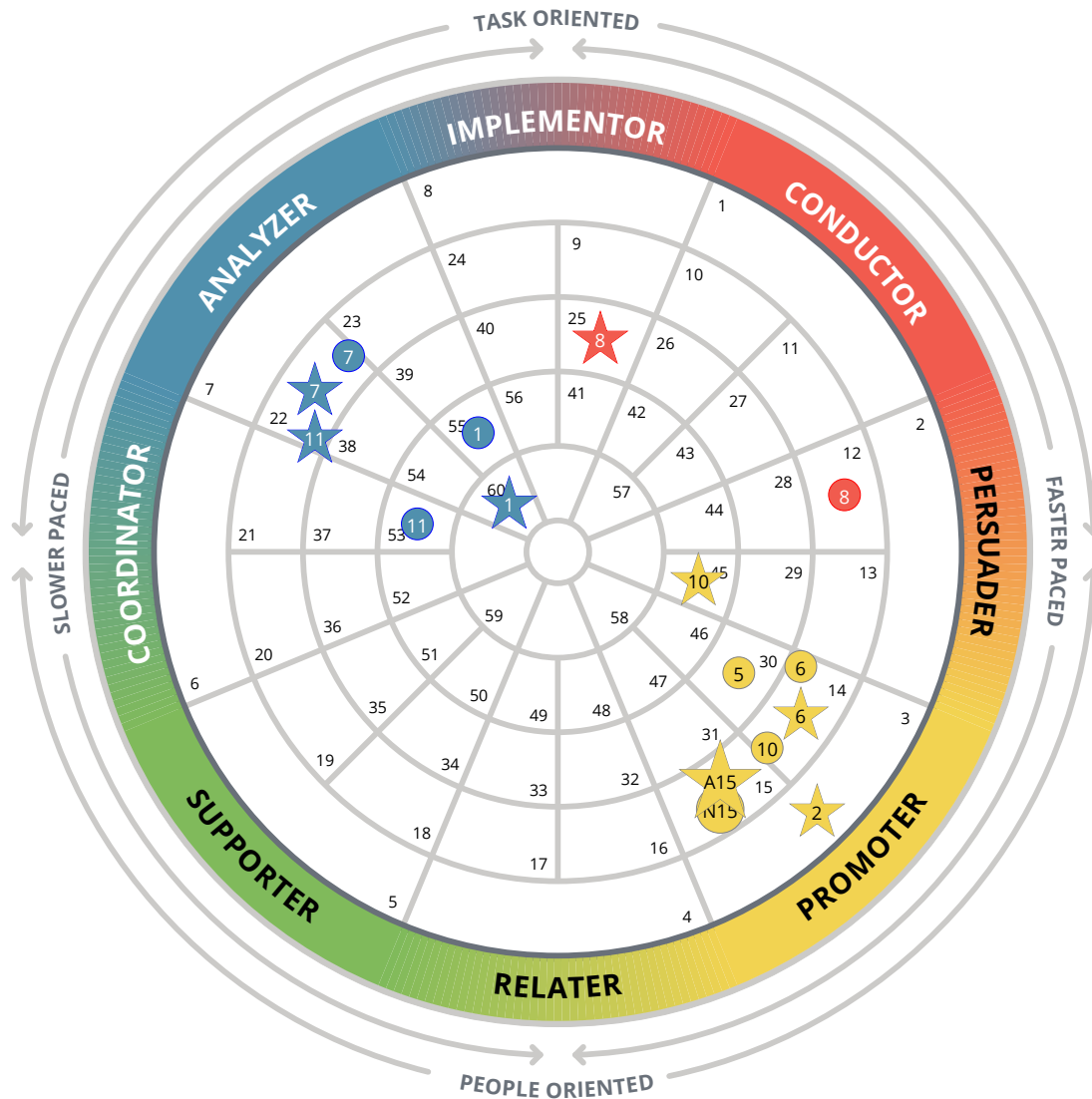
★ Adapted   ● Natural

Team Members

1:	Jarrad Aguirre
2/N15:	Simona Bank
A15/N15:	Juliette Fry
A15/N15:	Ravina Jain
A15/5:	Albert Liao
6:	Steve Muller
7:	Suzy Obst
8:	Scott Riccio
A15/N15:	Alix Slosberg
10:	david ultan
11:	Eric Yang

ABC Strategic Partnerships Team

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.

16%   34%   34%   16%

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

Behavioral Style Comparison

Behavioral Characteristics	Team Avg.	J. Aguirre	S. Bank	J. Fry	R. Jain	A. Liao	S. Muller	S. Obst	S. Riccio	A. Slosberg	d. ultan	Mean
Interaction	75	55	100	100	100	80	90	10	70	90	90	58
Versatile	67	60	75	70	75	65	85	17	75	75	100	54
Customer-Oriented	67	55	73	87	83	67	63	48	50	83	60	63
People-Oriented	65	60	65	75	65	70	75	50	55	75	65	64
Frequent Change	62	62	75	65	65	68	78	22	72	62	75	52
Consistent	52	52	40	50	52	45	32	92	40	52	32	62
Competitive	51	60	50	30	30	65	75	40	70	40	70	49
Persistence	51	58	33	40	40	50	40	87	48	47	42	62
Following Policy	51	58	35	45	45	45	35	88	45	45	40	61
Urgency	47	59	41	27	31	46	62	29	78	38	76	43
Analysis	39	60	10	15	20	30	20	100	45	25	30	54
Organized Workplace	38	55	10	15	20	25	20	100	40	25	30	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

ABC Strategic Partnerships Team

Behavioral Style Comparison

Continued

Behavioral Characteristics	Team Avg.	E. Yang	Mean
Interaction	75	40	58
Versatile	67	40	54
Customer-Oriented	67	68	63
People-Oriented	65	65	64
Frequent Change	62	35	52
Consistent	52	80	62
Competitive	51	30	49
Persistence	51	73	62
Following Policy	51	78	61
Urgency	47	29	43
Analysis	39	75	54
Organized Workplace	38	75	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

Introduction

12 Driving Forces®

Contents of the Report	Team Member List

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 Comparison - Compares individual scores to others on the team, team averages, and population means.

Team Member List

Jarrad Aguirre
Simona Bank
Juliette Fry
Ravina Jain
Albert Liao
Steve Muller
Suzy Obst
Scott Riccio
Alix Slosberg
david ultan
Eric Yang

Team Driving Forces Overview

Observing Driving Forces

Have you ever noticed that some people:

- Seek knowledge relevant and useful to their current situation
- Seek to expand their understanding and knowledge in all endeavors
- Tend to be unrestrained in the application of resources
- Tend to utilize and apply their resources to maximize return
- Seek function in their surroundings
- Seek to fully experience their surroundings
- Tend to be selective in who they help and serve
- Tend to serve, help and eliminate the suffering of others indiscriminately
- Seek to share power, recognition and control
- Seek to be recognized and control their own destiny
- Tend to remain open and flexible in their methodologies and approach to life
- Tend to live within defined systems and traditional approaches
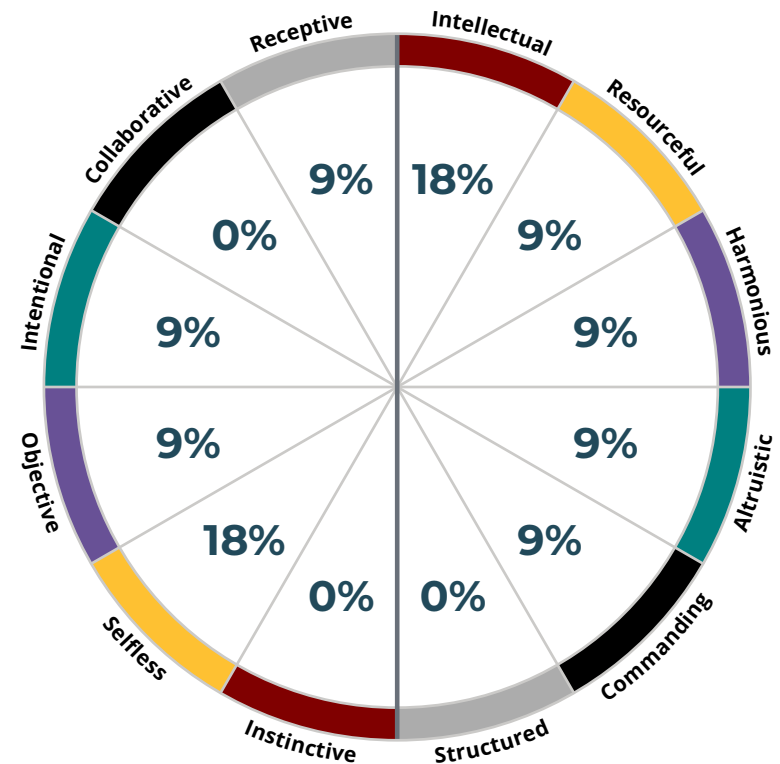
Segment breakdown of each team member's #1 Driving Force

Driving Forces Defined

Instinctive - People who are driven by utilizing past experiences and their intuition and are seeking specific knowledge when necessary.

Knowledge

Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

Utility

Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.

Objective - People who are driven by the functionality and objectivity of their surroundings.

Surroundings

Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.

Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

Others

Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.

Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.

Power

Commanding - People who are driven by status, recognition, and control over personal freedom.

Receptive - People who are driven by new ideas, methods, and opportunities that fall outside a defined system for living.

Methodologies

Structured - People who are driven by traditional approaches, proven methods, and a defined system for living.

Intellectual Team Characteristics

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

Strengths and Weaknesses

Potential Strengths
- Research much more thoroughly compared to others
- Focus on information and facts
- Seek to make the unknown known
- Eager to learn and discover
- Continually seek new knowledge and information

Potential Weaknesses
- May make decisions without subjective or emotional considerations
- Can value discovery over other priorities
- May pursue knowledge at the expense of practical matters

Instinctive	Intellectual

Knowledge

Energizers

Devote time to learn
Objectively analyze ideas
Learn continuously

Stressors

Make educated guesses
Approach ideas subjectively
Restrict knowledge

Words That Work

Research

Learn

Discover
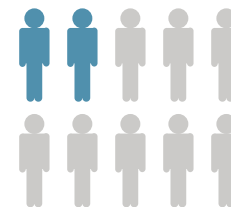
Words That Don't Work

Intuitive

Apply

Guess

16%
of the Population

2/11
18% of the Team

ABC Strategic Partnerships Team

Intellectual Primary Drivers

Intellectual Team

Jarrad Aguirre
Simona Bank

J. Aguirre

Intellectual — 85
65 — Selfless
64 — Objective
Commanding — 53

S. Bank

Intellectual — 82
76 — Receptive
71 — Selfless
Commanding — 62

ABC Strategic Partnerships Team
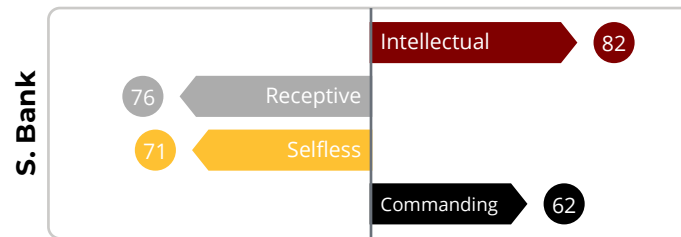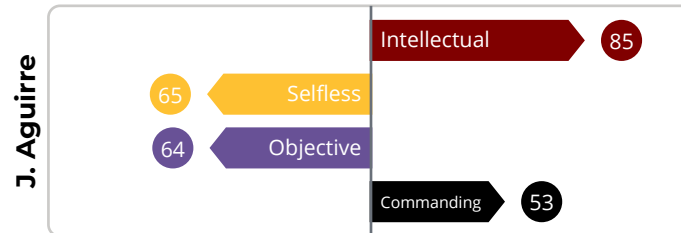
Selfless Team Characteristics

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

Strengths and Weaknesses

Potential Strengths
- Provide assistance and resources with minimal expectation of personal return
- Focus on the completion of a task rather than efficiency
- Define value or success by what comes out of a situation not what is put in
- Willing to participate without consideration for personal circumstance
- Accomplish tasks simply for the sake of accomplishment

Potential Weaknesses
- Tend to have casual approach to how performance is measured
- May view activity as productivity
- May value completion of the tasks over time, resources, or talent limitations
- Can potentially waste resources

Selfless — Utility — **Resourceful**

Energizers

Work on unrestricted projects

Act spontaneous

Utilize resources freely

Stressors

Focus on the process

Assess practical results

Restrict time investment

Words That Work

Accomplish

Complete

Unrestrained

7%
of the Population
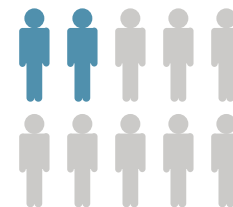
Words That Don't Work

Gain

Efficient

Benefit

2/11
18% of the Team

ABC Strategic Partnerships Team

Selfless Primary Drivers

Selfless Team

Ravina Jain
Alix Slosberg

R. Jain

85	Selfless
	Intellectual 81
69	Receptive
	Altruistic 68

A. Slosberg

76	Selfless
	Harmonious 57
	Intellectual 57
	Commanding 54

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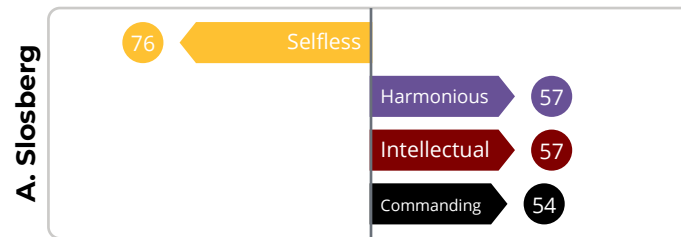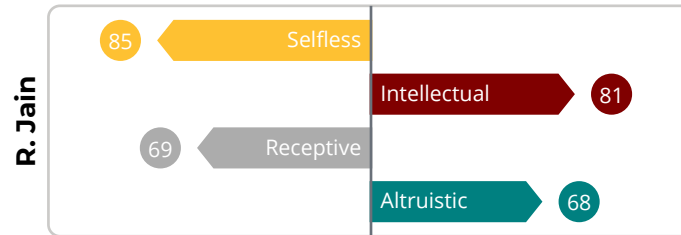
Harmonious Team Characteristics

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

Strengths and Weaknesses

Potential Strengths
- See the importance of the experience
- Value the journey as much as the destination
- Focus on the emotions and balance in the environment
- See value in and enjoy the experience of their surroundings
- Seek to create harmony and balance in their surroundings and relationships

Potential Weaknesses
- An imbalance or distraction in one area may affect other or all aspects of life
- Concern for appearance may slow progress, function and tangible outcomes
- Subjective feeling can conflict with objective reality
- Pursuing of experiences supersedes practical concerns

Objective — **Harmonious**

Surroundings

Energizers

Appreciate beauty and harmony

Seek balance in life

Experience surroundings

Stressors

Have lackluster surroundings

Encounter chaos

Disregard balance

Words That Work

Expression

Subjective

Atmosphere

Words That Don't Work

Function

Compartmentalize

Dull

4%
of the Population

1/11
9% of the Team

ABC Strategic Partnerships Team

Harmonious Primary Drivers

david ultan

d. ultan

Harmonious	75
Receptive	74
Intellectual	61
Selfless	51

ABC Strategic Partnerships Team
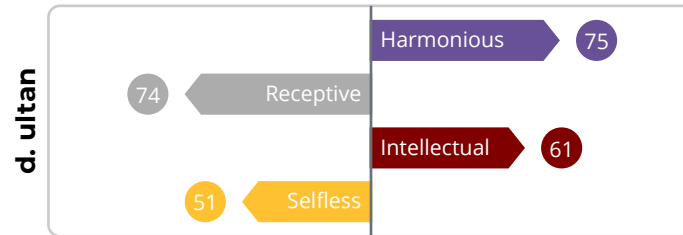
Altruistic Team Characteristics

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

Strengths and Weaknesses

Potential Strengths
- Believe that all people should have the opportunity to be the best they can be
- Act to alleviate suffering of others
- Take notice of and respond to people in need
- Volunteer and give generously of themselves
- Seek to help and support others

Potential Weaknesses
- May support others at the expense of their own work
- Act to alleviate suffering of others even at their own detriment
- Base personal decisions on the impact to others not self
- May prioritize others' needs over their own needs

Intentional | **Others** | **Altruistic**

Energizers

Eliminate conflict

Participate in charitable events

Realize the potential in others

Stressors

Observe favoritism

Put self first

Act inconsiderately

Words That Work

Comfort

Compassion

Volunteer

Words That Don't Work

Purposeful

Selective

Intentional

6%
of the Population

1/11
9% of the Team

ABC Strategic Partnerships Team

Altruistic Primary Drivers

Altruistic Team

Juliette Fry

J. Fry

Altruistic	86
Collaborative 82	
Selfless 60	
Intellectual	58

ABC Strategic Partnerships Team
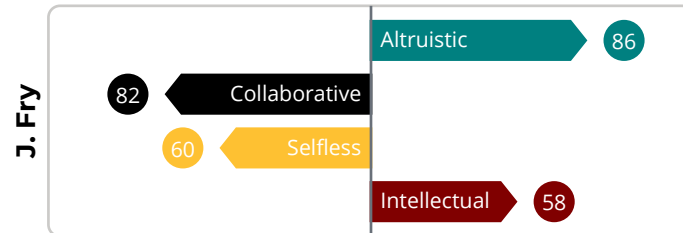
Commanding Team Characteristics

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

Strengths and Weaknesses

Potential Strengths
- Strive to set themselves apart
- Strive to advance their position
- Seek to control their own destiny
- Value status and public recognition
- Create winning strategies and outcomes

Potential Weaknesses
- May over emphasize the need to control or direct people and projects
- May not consider people in seeking personal advancement
- Tend to have a me versus we attitude
- Can be driven by the desire to achieve status and recognition

Collaborative	Power	Commanding

Energizers

Lead a group
Obtain status symbols
Create and control destiny

Stressors

Work behind the scenes
Delay personal advancement
Have a small workspace

Words That Work

Award
Lead
Win

Words That Don't Work

Together
Share
Supportive

13%
of the Population

1/11
9% of the Team

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Commanding Primary Drivers

Commanding Team

Steve Muller

S. Muller

Commanding 76

62 Receptive

62 Intentional

Resourceful 53

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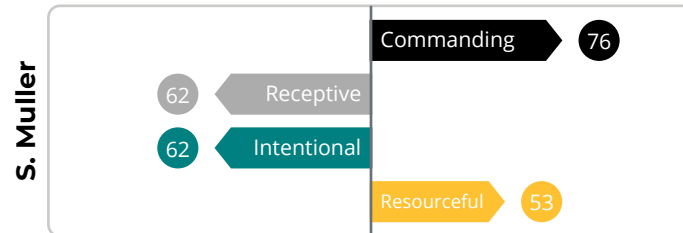
Resourceful Team Characteristics

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

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

Selfless — Utility — **Resourceful**

Energizers

Compensate based on performance

Focus on efficiency

Obtain practical results

Stressors

Ignore the return on investment

Waste time

Be redundant

Words That Work

Benefit

Maximize

Profitable

6%
of the Population

1/11
9% of the Team

Words That Don't Work

Endless

Rework

Donate

ABC Strategic Partnerships Team

Resourceful Primary Drivers

Resourceful Team

Albert Liao

A. Liao

Resourceful	79
57	Objective
51	Receptive
Commanding	50
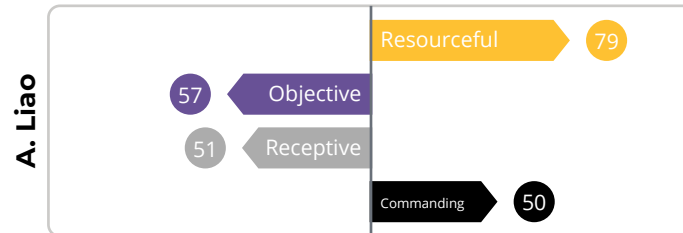
Objective Team Characteristics

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

Strengths and Weaknesses

Potential Strengths
- Emphasize the destination not the journey
- Focus on the function not the appearance
- Compartmentalize and focus on the situation
- Can succeed in chaotic environments
- Isolate personal challenges and remains focused on the task

Potential Weaknesses
- Can over compartmentalize and miss the issues of the whole picture
- Tend to miss the overall experience by focusing only on tangible components
- May ignore environments that are potentially distracting for others
- May overemphasize the function with disregard for appearance

Objective — **Harmonious**

Surroundings

Energizers

Persevere in Chaos

Compartmentalize

Appreciate functionality

Stressors

Pursue intangible ideas

Be subjective

Focus on harmony

Words That Work

Reality

Detach

Factual

12%
of the Population

1/11
9% of the Team

Words That Don't Work

Harmony

Beauty

Experience

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Objective Primary Drivers

Objective Team

Eric Yang

E. Yang

79 Objective	Intellectual 72
62 Intentional	Commanding 58

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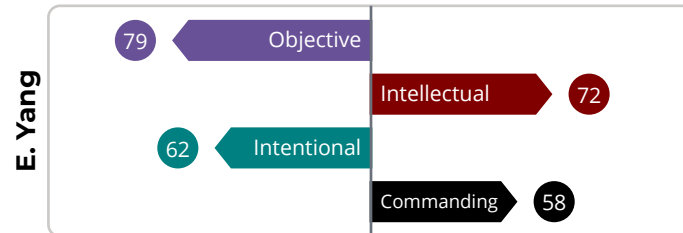
Intentional Team Characteristics

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

Strengths and Weaknesses

Potential Strengths
- Choose who, when, and how much to help based on the desired outcome
- Expect people to be self-reliant and resist intervening until necessary
- Downplay emotions when making decisions concerning people
- Will help others when others are willing to work hard
- Seek to develop or help others when they can see future opportunities

Potential Weaknesses
- May expect something in return each time they help or serve others
- Focus on themselves, perhaps at the expense of others
- Tend to value people as an opportunity or resource rather than as an individual
- May create scenarios that benefit themselves more than others

Intentional	Others	Altruistic

Energizers

Rely on self

Benefit personally

Be with purposeful people

Stressors

Disregard contribution

Support others in need

Act without personal benefit

Words That Work

Selective

Deliberate

Purposeful
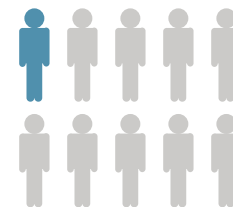
Words That Don't Work

Donate

Kindness

Volunteer

14%
of the Population

1/11
9% of the Team

ABC Strategic Partnerships Team

Intentional Primary Drivers

Intentional Team

Suzy Obst

S. Obst

74 Intentional	
	Structured 58
	Harmonious 50
	Resourceful 49

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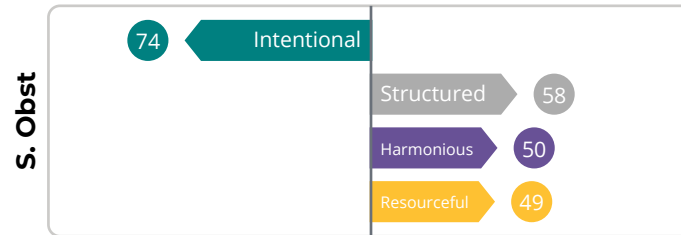
Receptive Team Characteristics

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

Strengths and Weaknesses

Potential Strengths
- Consider themselves an independent thinker
- Draw from many systems and ways of thinking to create something new
- Seek new ways to accomplish routine tasks
- Adopt only aspects of systems if they see a benefit
- Open to new ideas, methods, and opportunities

Potential Weaknesses
- Resist systems or structures being forced on them
- Resist overly structured ways of thinking and approaches
- Question every system and every step in a system
- Seek change for the sake of change

Receptive | Methodologies | **Structured**

Energizers

Think Out-of-the-box

Explore possibilities

Question unnecessary protocols

Stressors

Act repetitively

Work with restrictions

Support the status quo

Words That Work

Open-minded

Options

Possibilities

11%
of the Population

Words That Don't Work

Routine

Tradition

Hierarchy

1/11
9% of the Team

ABC Strategic Partnerships Team

Receptive Primary Drivers

Scott Riccio

S. Riccio

82 Receptive	
	Intellectual 64
	Commanding 62
47 Intentional	

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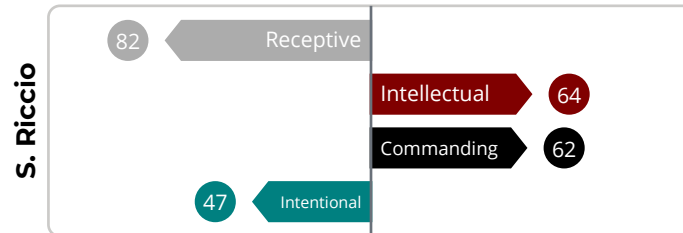
Structured Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths
- May protect and potentially promote principles and beliefs
- Place a high value on working within defined and structured systems
- Value a traditional and proven approach
- Tend to have a "code" by which to live
- Seek to establish standards by which they operate

Potential Weaknesses
- May place personal ideology before that of the organization
- Tend to resist change to established procedures
- Can over-promote their philosophy to others
- Can be closed-minded and judgmental toward other viewpoints

Receptive | Structured

Methodologies

Energizers

Protect beliefs
Advance their cause
Fit within a structure

Stressors

Embrace new ideas
Ignore established protocols
Redesign existing systems

Words That Work

Tradition

Order

Constant

Words That Don't Work

New methods

Progressive

Flexible

5%
of the Population

0/11
0% of the Team

ABC Strategic Partnerships Team

Collaborative Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths
- Feel comfortable in a supporting role
- Seek to fit in rather than stand out
- Focus on what they contribute versus advancing their position
- Work behind the scenes to accomplish outcomes
- Set aside their own agenda for the good of the company/community

Potential Weaknesses
- Can be uncomfortable when they are singled out for their contribution
- Tend to back down on issues important to them to not "rock the boat"
- May be overlooked because they do not promote themselves
- May pass on leadership opportunities

Collaborative | Power | Commanding

Energizers

Connect to the team
Work on team projects
Feel included

Stressors

Work alone
Be in egotistical environments
Recognize individual achievements

Words That Work

Community

Together

Cooperative

4%
of the Population

Words That Don't Work

Control

Command

Status

0/11
0% of the Team

ABC Strategic Partnerships Team

Instinctive Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths
- Can rely on past experiences
- Seek information that has a direct application
- Seek specific information to address a current situation
- Comfortable starting a project before gathering all of the information
- Understand the value of intuition

Potential Weaknesses
- May start a project without all of the required information
- Can rely too much on past experience and intuition
- May disregard excess information
- Tend to jump to conclusions without gathering all of the information

Instinctive — **Intellectual**

Knowledge

Energizers

Learn on demand
Discover specific knowledge
Apply past knowledge

Stressors

Discuss hypothetical subjects
Excessively learn
Justify intuitive decisions

Words That Work

Specific

Intuitive

Apply

Words That Don't Work

Comprehensive

Examine

Study

3%
of the Population

0/11
0% of the Team

ABC Strategic Partnerships Team

Primary Cluster Overview

Every individual has a hierarchy of Driving Forces, some of which may be a revelation to them when they experience their assessment results. Every human being encounters situations where they have to interact with aspects related to knowledge, utility, others, surroundings, power, and methodologies. Driving Forces can be examined individually, but the majority of the time they act in combinations as we respond to situations. The various combinations of the Driving Forces can be virtually infinite, therefore TTI SI suggests that you consider a person's top four Driving Forces when examining why that individual is driven to do what they do.

The 12 Driving Forces will fall into one of three clusters: Primary, Situational or Indifferent. These clusters will affect why a person acts the way they do in every situation.

The top four Driving Forces create a cluster that moves a person to action most, if not all, of the time. Thus, by focusing on the cluster rather than a single driver, combinations are created that are very specific to the individual. The closer the scores are to each other, the more a person employs each driver. When dealing with the Primary cluster, it is important to consider which Primary Driving Force is the most relevant in a particular context.

This section includes the six keywords and the corresponding Driving Forces. Each keyword page lists the names of team members who have one of these factors in the Primary Driving Forces cluster.

Knowledge Overview

Instinctive		Intellectual
	1	Jarrad Aguirre Simona Bank
	2	Ravina Jain Scott Riccio Eric Yang
	3	Alix Slosberg david ultan
	4	Juliette Fry

Utility Overview

Selfless		Resourceful
Ravina Jain Alix Slosberg	**1**	Albert Liao
Jarrad Aguirre	**2**	
Simona Bank Juliette Fry	**3**	
david ultan	**4**	Steve Muller Suzy Obst

ABC Strategic Partnerships Team

Surroundings Overview

Objective		Harmonious
Eric Yang	**1**	david ultan
Albert Liao	**2**	Alix Slosberg
Jarrad Aguirre	**3**	Suzy Obst
	4	

Others Overview

Intentional		Altruistic
Suzy Obst	**1**	Juliette Fry
	2	
Steve Muller Eric Yang	**3**	
Scott Riccio	**4**	Ravina Jain

ABC Strategic Partnerships Team

Collaborative		Commanding
		Steve Muller
	1	
Juliette Fry		
	2	
		Scott Riccio
	3	
		Jarrad Aguirre
		Simona Bank
		Albert Liao
	4	Alix Slosberg
		Eric Yang

Methodologies Overview

Receptive		Structured
Scott Riccio	**1**	
Simona Bank Steve Muller david ultan	**2**	Suzy Obst
Ravina Jain Albert Liao	**3**	
	4	

Driving Forces Group Bars

Instinctive   **Knowledge**   **Intellectual**

21   **62**

Selfless   **Utility**   **Resourceful**

50   **33**

Objective   **Surroundings**   **Harmonious**

43   **38**

Intentional   **Others**   **Altruistic**

42   **39**

Collaborative   **Power**   **Commanding**

36   **46**

Receptive   **Methodologies**   **Structured**

56   **31**

n = 11

| - Group Mean | ● - Indifferent | ● - Situational | ● - Primary |

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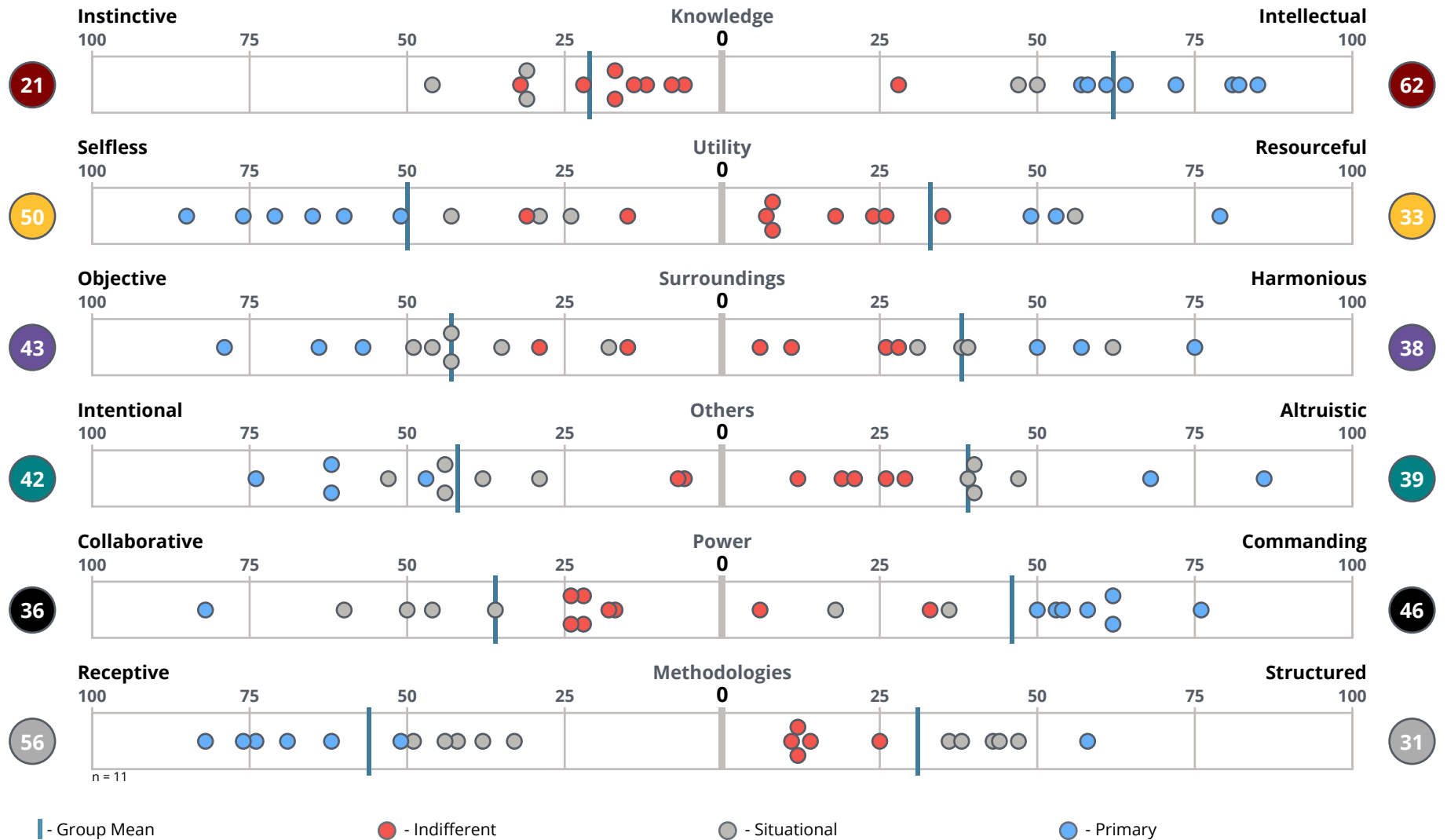
Driving Forces Wheel
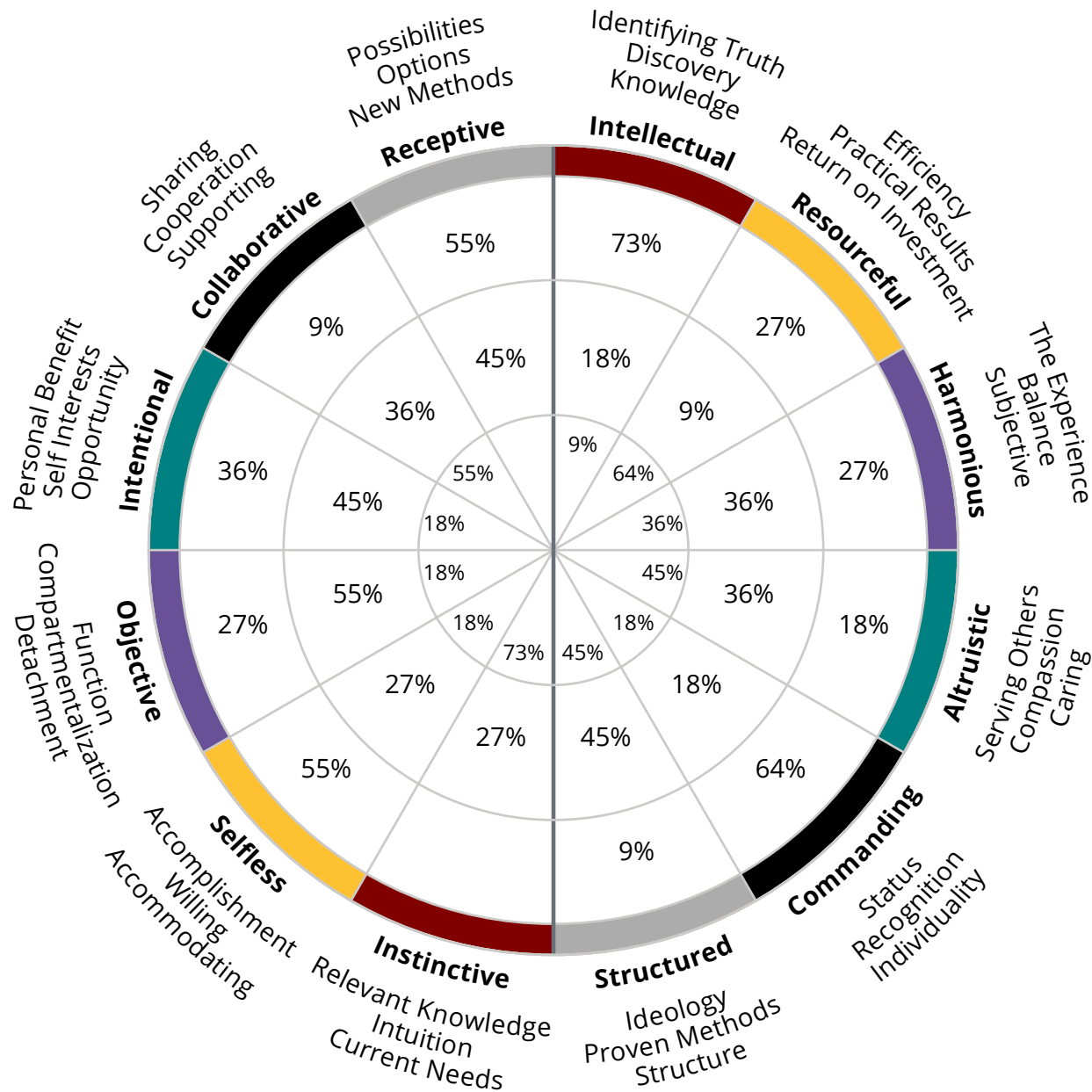
Outside Ring = Primary Cluster   Middle Ring = Situational Cluster   Inside Ring = Indifferent Cluster

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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, that is 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.

16%   34%   34%   16%

- 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

ABC Strategic Partnerships Team

Driving Forces Comparison

Driving Forces	Team Avg.	J. Aguirre	S. Bank	J. Fry	R. Jain	A. Liao	S. Muller	S. Obst	S. Riccio	A. Slosberg	d. ultan	Mean
Intellectual	62	85	82	58	81	28	50	47	64	57	61	53
Receptive	56	44	76	42	69	51	62	33	82	38	74	47
Selfless	50	65	71	60	85	15	29	31	43	76	51	40
Commanding	46	53	62	6	18	50	76	33	62	54	36	49
Objective	43	64	46	43	18	57	49	35	43	29	15	49
Intentional	42	44	29	7	6	44	62	74	47	53	38	49
Altruistic	39	39	47	86	68	29	19	12	40	26	40	35
Harmonious	38	11	39	31	62	28	26	50	38	57	75	36
Collaborative	36	24	22	82	60	36	17	46	18	24	50	35
Resourceful	33	18	7	26	8	79	53	49	35	8	24	42
Structured	31	44	12	43	12	36	25	58	11	47	14	36
Instinctive	21	8	6	17	12	46	31	32	17	31	22	29

Legend:
- Two or more standard deviations below the mean
- One standard deviation above the mean
- One standard deviation below the mean
- Two or more standard deviations above the mean

ABC Strategic Partnerships Team

Driving Forces Comparison

Continued

Driving Forces	Team Avg.	E. Yang	Mean
Intellectual	62	72	53
Receptive	56	49	47
Selfless	50	24	40
Commanding	46	58	49
Objective	43	79	49
Intentional	42	62	49
Altruistic	39	21	35
Harmonious	38	6	36
Collaborative	36	22	35
Resourceful	33	56	42
Structured	31	38	36
Instinctive	21	14	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

ABC Strategic Partnerships Team

Behaviors and Driving Forces Summary

Behaviors and Driving Forces can be grouped into clusters, falling into one of three categories: primary, situational, and indifferent. Primary clusters best identify how and why a person will do what they do the majority of the time. Situational clusters show how a person may react in certain situations. Indifferent clusters highlight areas where a person may be uninterested or needing to adapt to a given situation. Using these clusters in a team setting can identify strengths and weaknesses within the team and may highlight opportunities or a missing component of the team.

SITUATIONAL CLUSTER

Identifies how a person may react during certain situations

%

PRIMARY CLUSTER

Identifies what a person will do the majority of the time

INDIFFERENT CLUSTER

Identifies areas where a person may be uninterested

Percentage of the team with this factor in each cluster
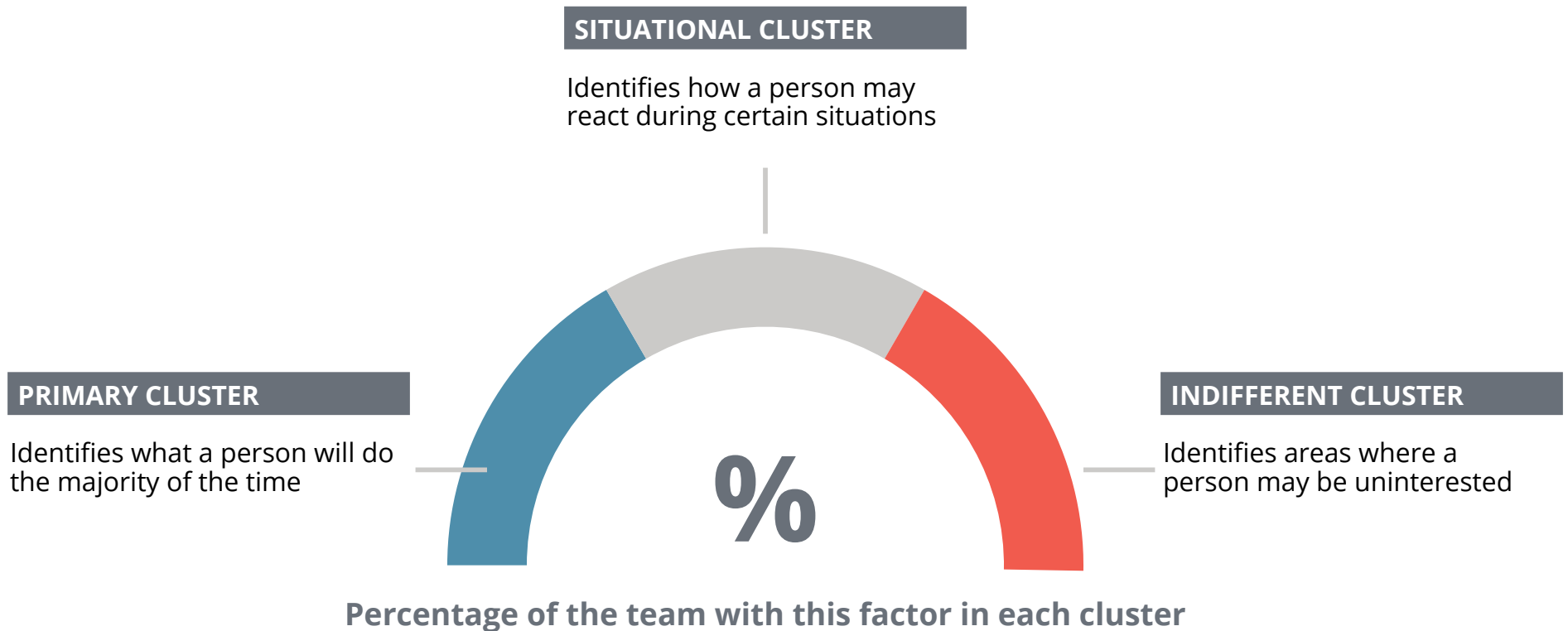
Primary Cluster Summary

BEHAVIORAL PRIMARY CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Interaction	75	58
Versatile	67	54
Customer-Oriented	67	63
People-Oriented	65	64

DRIVING FORCES PRIMARY CLUSTER

Driving Forces	Team Avg.	Mean
Intellectual	62	53
Receptive	56	47
Selfless	50	40
Commanding	46	49

CLUSTER STATISTICS

Interaction — 73% / 9% / 18%

Versatile — 73% / 9% / 18%

Customer-Oriented — 45% / 45% / 9%

People-Oriented — 36% / 64%

CLUSTER STATISTICS

Intellectual — 73% / 18% / 9%

Receptive — 55% / 45%

Selfless — 55% / 27% / 18%

Commanding — 64% / 18% / 18%

■ Primary Cluster   ■ Situational Cluster   ■ Indifferent Cluster

ABC Strategic Partnerships Team
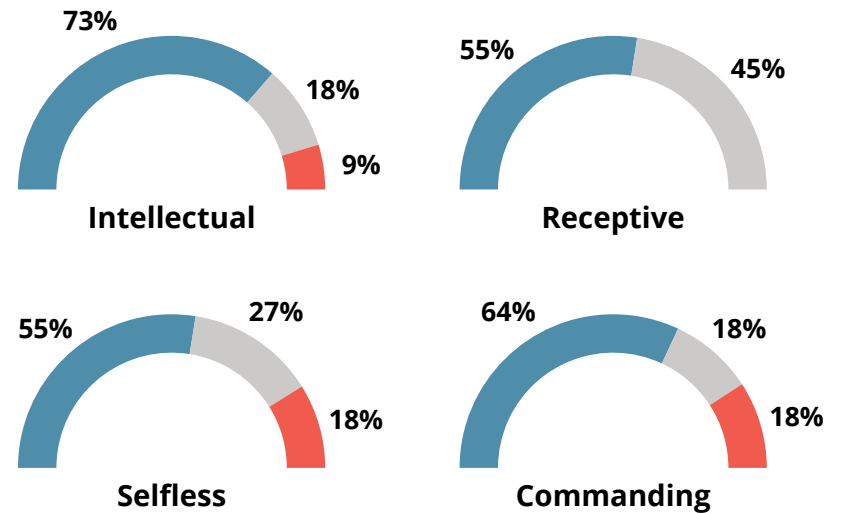
Situational Cluster Summary

BEHAVIORAL SITUATIONAL CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Frequent Change	62	52
Consistent	52	62
Competitive	51	49
Persistence	51	62

DRIVING FORCES SITUATIONAL CLUSTER

Driving Forces	Team Avg.	Mean
Objective	43	49
Intentional	42	49
Altruistic	39	35
Harmonious	38	36

CLUSTER STATISTICS

55% 27% 18%
Frequent Change

36% 45% 18%
Consistent

45% 36% 18%
Competitive

91% 9%
Persistence

CLUSTER STATISTICS

55% 27% 18%
Objective

45% 36% 18%
Intentional

36% 45% 18%
Altruistic

36% 36% 27%
Harmonious

■ Primary Cluster   ■ Situational Cluster   ■ Indifferent Cluster

ABC Strategic Partnerships Team
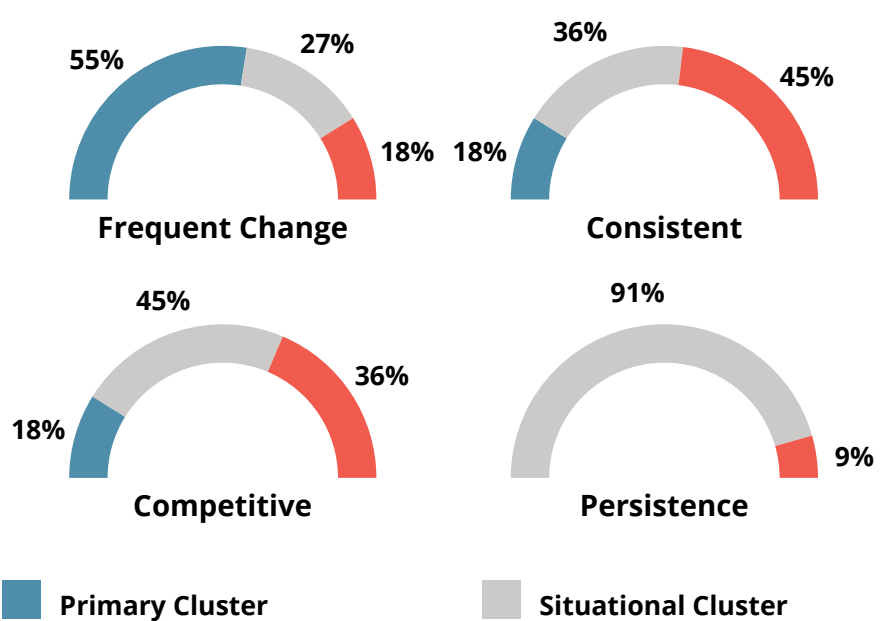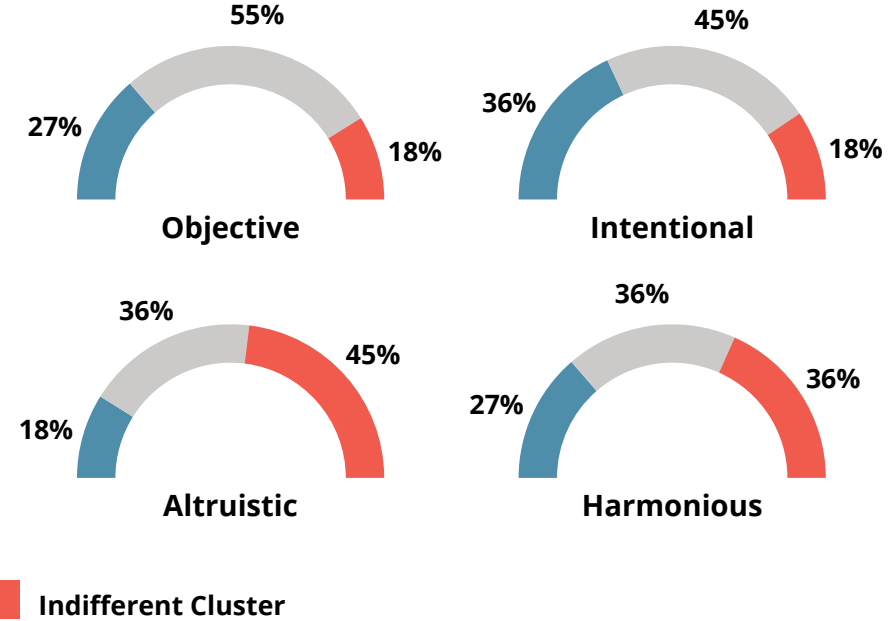
Indifferent Cluster Summary

BEHAVIORAL INDIFFERENT CLUSTER

Behavioral Characteristics	Team Avg.	Mean
Following Policy	51	61
Urgency	47	43
Analysis	39	54
Organized Workplace	38	53

DRIVING FORCES INDIFFERENT CLUSTER

Driving Forces	Team Avg.	Mean
Collaborative	36	35
Resourceful	33	42
Structured	31	36
Instinctive	21	29

CLUSTER STATISTICS

Following Policy — 36%, 45%, 18%

Urgency — 36%, 45%, 18%

Analysis — 73%, 27%

Organized Workplace — 82%, 18%

CLUSTER STATISTICS

Collaborative — 36%, 55%, 9%, 9%

Resourceful — 9%, 64%, 27%

Structured — 45%, 45%, 9%

Instinctive — 73%, 27%

■ Primary Cluster ■ Situational Cluster ■ Indifferent Cluster

ABC Strategic Partnerships Team