



Date: 10/12/2014

Team Tendencies Synopsis

Show Initials Hide Initials

Assertiveness

Low	Low	Low	Mid	Mid	Mid	High	High	High
1	2	3	4	5	6	7	8	9
			SK5	DR6	CB1		LG3	MC2
					HW7			BH4

Low:

- Helps Others
- Reactive To Issues
- Takes Minimal Risks
- Seeks Structured Environment
- Passive

High:

- Initiates Action
- Seeks Challenges / Power / Control
- Develops Practical Solutions To Problems
- Accountability
- Goal Focused

Sociability

Low	Low	Low	Mid	Mid	Mid	High	High	High
1	2	3	4	5	6	7	8	9
MC2		CB1				BH4		LG3
DR6						SK5		
						HW7		

Low:

- Analytical Thinking
- Introspection / Reflection
- Problem Solving
- Privacy/Working Alone Or In Small Group

High:

- Engage People
- Be Visible
- Act To Be Noticed/Accepted By Others
- Develop Relationships



Team Tendencies Synopsis

Calmness

Low	Low	Low	Mid	Mid	Mid	High	High	High
1	2	3	4	5	6	7	8	9
LG3		BH4		DR6	HW7			CB1
SK5								MC2

Low:

- Constant Variety & Change
- Time Deadline (Management) Oriented
- Seeks Diversity
- Multi-tasking
- Impatience * Outspoken

High:

- Patience
- Seeks Consistency in Action
- Prefers Dealing With The Known
- Emphasizes Quality (Thoroughness)
- Prefers Dealing Small (Known) Group
- Interaction (Team/Family)

Conformity

Low	Low	Low	Mid	Mid	Mid	High	High	High
1	2	3	4	5	6	7	8	9
MC2	CB1						SK5	DR6
BH4	LG3							
HW7								

Low:

- Freedom to Act / Self Reliance
- Confidence
- Chafes at Control
- Objective "Big Picture" Scope/Approaches

High:

- Seek Others' Opinions & Approval
- Prefers Precise & Thorough Directions
- Perfectionism
- Avoids Disharmony & Friction



Team Motivation Synopsis

Assertiveness

Low	Low	Low	Mid	Mid	Mid	High	High	High
1	2	3	4	5	6	7	8	9
			SK5	DR6	CB1		LG3	MC2
					HW7			BH4

Low:

- Low Pressure
- Repetition
- Steady Pace
- Feel Comfortable

High:

- Challenge
- Power/Prestige
- Accountability
- Defined Turf
- Responsibility
- Mutual Respect

Sociability

Low	Low	Low	Mid	Mid	Mid	High	High	High
1	2	3	4	5	6	7	8	9
MC2		CB1				BH4		LG3
DR6						SK5		
						HW7		

Low:

- Privacy
- Working Alone
- Don't Force Into
- Group Meetings

High:

- Showcase Talents
- Interaction
- Being Fashionable
- Charming
- Recognition



Team Motivation Synopsis

Calmness

Low	Low	Low	Mid	Mid	Mid	High	High	High
1	2	3	4	5	6	7	8	9
LG3		BH4		DR6	HW7			CB1
SK5								MC2

Low:

- Variety
- Constant Change
- Diversity
- Get Involved

High:

- Avoid Change
- Help Others
- Consistency
- Opportunity For Close Relationships
- Leisure Time
- Sounding Board

Conformity

Low	Low	Low	Mid	Mid	Mid	High	High	High
1	2	3	4	5	6	7	8	9
MC2	CB1						SK5	DR6
BH4	LG3							
HW7								

Low:

- Give Opinion
- Act Uninhibited
- Objective/
- Scope Orientation
- Individual
- Acknowledgement

High:

- Security
- Structured
- Reassurance
- Precise Direction
- Positive Reinforcement



Date: 10/12/2014

Team Participants

Participant List [Print Team Participants - this page](#)

Name		Self PS
1. Bob Hughes	BH4	9731
2. Carol Brosman	CB1	6392
3. Doug Richland	DR6	5159
4. Harriet Washburn	HW7	6761
5. Linda Grant	LG3	8912
6. Mike Campbell	MC2	9191
7. Steve Kellar	SK5	4718

Team Pattern Shape: 9551

NOTE: The small number after the initials are used to link duplicate initials with their names



Team Characteristics

This Team Values:

- Self-reliance
- Self direction
- Rational decisions
- Decisiveness
- Persistence in the face of adversity
- Frankness
- Initiating action
- Accountability
- Challenge
- Wide-ranging interests
- Independence of action
- Powerful goal orientation

This Team Could Be Described As:

- Dominant
- Direct
- Probing
- Objective
- Goal-oriented
- Independent
- Controlling
- Firm
- Definite
- Forceful
- Decisive
- Self-reliant