

DBeard Consulting, LLC

*"When Accountability and Performance Matter ...
Get the Right People, in the Right Seat, on Your Bus"*

Team Dynamic Analysis: Integrated Behaviors - Natural

Meet as a team to complete this exercise. Suggested time: 15-30 minutes.



Authorized Bus Concept™ Distributor

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Personal Chemistry or Interpersonal Compatibility plays an important role in effective Teamwork. This report MEASURES the 12 Integrated Behavioral Score compatibilities between individuals. Whether it is one on one OR team leader vs. multiple team members, identifying the ranges of the color coded behavioral intensities along with the compatibility ranges between them will provide the personal chemistry insights that you'll want to know before the hire or team design. They identify the areas of probable harmony and potential discord between individuals. More? <http://www.mauianalysis.com/team-facts>.

TEAM MEMBER		PEOPLE INTERACTION (S/I)	TEAM SUPPORT (C/I)	ACCOMMODATION (S/D)	RULES VS. RESULTS (C/D)	DIRECTNESS (D/I)	PERSISTENCE (S/C)	PRECISION (C/S)	SOCIABLE (I/D)	SELF-DETERMINATION (D/S)	INDIVIDUALISTIC (D/C)	VITALITY (I/S)	SELF-ASSURED (I/C)
Kelly	Sample	70	75	84	89	36	45	54	64	16	11	29	25
David	Swindoll	70	79	84	93	36	42	58	64	16	7	29	21
David	Test	79	80	36	37	93	48	52	7	64	62	21	20
Team Average		73	78	68	73	55	45	55	45	32	27	26	22
Team Median		70	79	84	89	36	45	54	64	16	11	29	21

Intensity Legend (Color Coded)	HIGH INTENSITY	High Intensity - Behavior is often displayed and in MOST situations.
	HIGH MODERATE	High Moderate - Behavior is frequently displayed in MANY situations.
(Scoring Range 0-100)	MODERATE INTENSITY	Moderate Intensity - Does NOT mean mild. The behavior is flexible and will only sometimes be displayed based upon the acceptability of and/or the degree of control over the specific situation.
	LOW MODERATE	Low Moderate - Behavior is displayed sometimes in SOME situations.
	LOW INTENSITY	Low Intensity - Indicates the ABSENCE of this behavior in MOST situations.

Probable Compatibility Ranges and Insights: (Behavior definitions on final two pages)
Workable Compatibility = SAME INTENSITY LEVEL between individuals
Will Need Occasional Reminders = ONE INTENSITY LEVEL DIFFERENCE between individuals.
Will Need Interventions = MORE THAN ONE INTENSITY LEVEL DIFFERENCE between individuals.

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Team Dynamic

Analysis: Integrated Behaviors - Adapted

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Adapted behaviors SHOULD BE CONSIDERED RELEVANT for incumbent team analysis but for candidate selection, they reflect the candidate's current environment and can be misleading. Use the natural comparisons on the previous page for candidates. The Probable Compatibility Ranges and the color coded intensities are the Keys to predicting Personal Chemistry and Teamwork between individuals.

TEAM MEMBER		PEOPLE INTERACTION (S/I)	TEAM SUPPORT (C/I)	ACCOMMODATION (S/D)	RULES VS. RESULTS (C/D)	DIRECTNESS (D/I)	PERSISTENCE (S/C)	PRECISION (C/S)	SOCIABLE (I/D)	SELF-DETERMINATION (D/S)	INDIVIDUALISTIC (D/C)	VITALITY (I/S)	SELF-ASSURED (I/C)
Kelly	Sample	75	79	82	86	43	46	54	57	18	14	25	21
David	Swindoll	73	80	80	87	43	43	57	57	20	13	27	20
David	Test	80	91	59	70	71	39	61	29	41	30	20	8
Team Average		76	83	74	81	52	43	57	48	26	19	24	16
Team Median		75	80	80	86	43	43	57	57	20	14	25	20

Intensity Legend (Color Coded) (Scoring Range 0-100)	HIGH INTENSITY	High Intensity - Behavior is often displayed and in MOST situations.
	HIGH MODERATE	High Moderate - Behavior is frequently displayed in MANY situations.
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The 12 Integrated Behaviors - Definitions

The People Interaction Behavior (S/I)

"How this individual's need for a steady pace and exercise of patience is impacted by their desire to connect and engage in social interaction."

The People Interaction behavior measures HOW the strength of this individual's degree of patience and preferred activity level are influenced by the strength of their extroversion and a desire to socially interact and accommodate others.

Higher intensity scores will display a great deal of care and consideration when crafting the words and deeds that impact others while **Lower intensity scores** will reflect a freewheeling and confident belief that most if not all interactive social situations can be handled "on the fly."

The Team Support Behavior (C/I)

"How this individual's need for accuracy, precision and following procedure is impacted by their desire for social connection and interaction."

The Team Support behavior measures HOW the strength of this individual's desire for accuracy, structure, rules and standards is influenced by the strength of their desire to interact, engage and accommodate other people. **Higher intensity scores** display reliance upon structure, logic, facts and established data, procedures and protocols while **Lower intensity scores** display a more cordially social, engaging and accommodating communication style with a less focus on established protocols.

The Accommodation Behavior (S/D)

"How this individual's need to operate at a steady pace and innate degree of patience is impacted by their need for immediate results."

The Accommodation behavior measures HOW the strength of this individual's level of patience and activity level are influenced by the strength of their desire to lead, command and direct activities focused on immediate results and solutions. **Higher intensity scores** reflect a willingness to consider, accommodate and support alternative solutions and ideas while **Lower intensity scores** reflect a propensity to make difficult decisions, remain firm in supporting and defending them sustained by a strong focus on achieving immediate results and accomplishing assigned goals.

The Rules vs. Results Behavior (C/D)

"How this individual's need for accuracy, precision and guidelines is impacted by their need for immediate results."

The Rules vs. Results behavior measures HOW the strength of this individual's need to precisely follow established structural and procedural guidelines, standards and codes is influenced by their need for direct "results now" actions that target immediate accomplishments. **Higher intensity scores** identify a strong need to pursue objectives with guidance and reliance upon established structure, rules, organizational protocols and policies while **Lower intensity scores** suggest a more direct, immediate "result now" focus that will not likely be restrained by established protocols, procedures and policies.

The Directness Behavior (D/I)

"How this individual's dominance and 'results now focus' is impacted by their desire to interact, connect and relate to others."

The Directness behavior measures HOW the strength of this individual's direct, assertive and results oriented communication style is influenced by their desire to build relationships and connect with others. **Higher intensity scores** identify a willingness to make and defend tough and even unpopular decisions while **Lower intensity scores** will identify an inclination to search for a more socially interactive, popular and accommodating solution.

The Persistence Behavior (S/C)

"How this individual's need for pace and patience is impacted by their need for accuracy, precision and planning."

The Persistence behavior measures HOW the strength of this individual's patience, activity level and team support is influenced by their need for accuracy, precision and structure. **Higher intensity scores** reflect an emphasis on supporting planned group and team efforts while **Lower intensity scores** reflect a need to follow established policies and procedures even if it requires running counter to the team's direction that may be advocating alternative or even potentially risky actions.

The 12 Integrated Behaviors - Definitions Continued

The Precision Behavior (C/S)

"How this individual's need for accuracy, precision and planning is impacted by their desire for team support and accommodation."

The Precision behavior measures HOW the strength of this individual's need for structure, accuracy, order and precision is influenced by their pace, patience and level of team accommodation. **Higher intensity scores** reflect a desire to operate in a "fail-safe" environment supported by accurate data and through preparation while **Lower intensity scores** suggest steady paced progress, strong support, consideration and accommodation for the team's overall direction.

The Sociable Behavior (I/D)

"How this individual's need for social interaction is impacted by their assertiveness and desire for immediate results."

The Sociable behavior measures HOW the strength of this individual's preference for cordial social interaction and people connection is influenced by their need for immediate results. **Higher intensity scores** reflect an emphasis on seeking, building and sustaining personal relationships while **Lower intensity scores** reflect a much stronger competitive "result now" focus with less effort on accommodation and building relationships.

The Self-Determination Behavior (D/S)

"How this individual's degree of assertive "results now" focus is impacted by their level of patience."

The Self-Determination behavior measures HOW the strength of this individual's direct, assertive and "results now" oriented behaviors are influenced by their degree of patience and preferred pace. **Higher intensity scores** identify a preference toward a more "now oriented pace" that is keyed toward taking actions that achieve immediate results and goals while **Lower intensity scores** identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to taking action.

The Individualistic Behavior (D/C)

"How this individual's "results now" assertiveness is impacted by their desire to be accurate, analytical and structured."

The Individualistic behavior measures HOW the strength of this individual's direct, assertive and "results now focus" is influenced by their need to precisely follow established structural and procedural guidelines while pursuing objectives. **Higher intensity scores** will not likely be deterred by potential restraints or established policies especially if they are perceived to impede immediate results while **Lower intensity scores** will favor strong and precise compliance and adherence to established structure, rules, policy and procedures.

The Vitality Behavior (I/S)

"How this individual's people focused extroversion is impacted by their preferred pace and activity level."

The Vitality behavior measures HOW the strength of this individual's desire for interpersonal connections is influenced by their degree of urgency, preferred pace and activity level. **Higher intensity scores** reflect a high energy, freewheeling, confident and engaging style that will likely embrace new ideas and concepts while **Lower intensity scores** reflect thoughtfulness and care when crafting both words and deeds as one moves steadily toward the identified goal and objective.

The Self-Assured Behavior (I/C)

"How this individual's people oriented extroversion is impacted by their need for accuracy and structure."

The Self-Assured behavior measures HOW the strength of this individual's extroversion and desire for personal connection with others is influenced by their need for structure, detail, and accurate evidence prior to taking action. **Higher intensity scores** can sometimes lead to overconfidence with a willingness to improvise and to take spontaneous actions vs. thorough planning while **Lower intensity scores** reflect a cautious and conscientious approach that seeks to take actions that are supported by reliable tactics, trusted data and past successes.