Team Application Exercise: Behavioral Tendencies - Natural

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

Debrief: Discuss the following items as a group

- What are the top three scores? These are the behaviors that this team exhibits MOST.
- What are the bottom three scores? These are the behaviors that this team exhibits LEAST.
- What implications do these scores have for the team? What are the strengths and weaknesses?
- Do any individuals exhibit highs and/or lows that are opposite from the overall team highs and lows? Who? How might these individuals be regarded by the team? How might these individuals perceive the team's approach and/or effectiveness?
- Are there any "ground rules" that the team should consider following as a group in the future, given what has been discussed?

TEAM MEMBER		Careful Decision Making (Low: Impulsive / High: Cautious)	Reasoning (Low: Intuition-based / High: Evidence-based)	Change Resistance (Low: Drives Change / High: Reluctant to Change)	Prioritizing (Low: Results / High: Rules)	Self-Reliance (Low: Collaborative / High: Directive)	Work Process Alignment (Low: Accuracy / High: Consistency)	Accuracy (Low: Predictability / High: Precision)	Building Rapport (Low: Result-Focused / High: Relationship-Focused)	Personal Drive (Low: Others-driven / High: Self-Driven)	Providing Instruction (Low: Reserved & Detailed / High: Directive & Compulsive)	Customer/Team Interaction (Low: Supporting / High: Engaging)	Expressing Openness (Low: Structural / High: Social)
Sample	Report	50	41	68	59	32	59	41	68	32	41	50	59
Sample	Report	46	52	30	36	66	45	55	34	70	64	53	48
Sample	Report	25	27	20	21	55	48	52	45	80	79	75	73
Sample	Report	51	45	57	50	45	57	43	55	43	50	49	55
Sample	Report	42	52	51	61	41	40	59	59	49	39	58	48
Sample	Report	78	62	72	57	55	65	35	45	28	43	22	37
Sample	Report	73	79	68	73	55	45	55	45	32	27	27	21
Sample	Report	64	64	52	52	62	50	50	37	48	48	36	36
Sample	Report	68	62	66	61	52	55	44	48	34	39	32	37
Sample	Report	44	41	58	55	36	53	47	64	41	45	56	59
Sample	Report	49	59	48	57	52	40	59	48	52	43	50	41
Sample	Report	69	69	51	52	68	49	50	32	49	48	31	31
Sample	Report	51	48	60	57	41	53	47	59	40	43	49	52
Sample	Report	57	66	42	52	64	40	59	36	58	48	43	34
Sample	Report	62	62	58	59	54	49	50	46	41	41	38	37
Team Average		**55**	**55**	**53**	**53**	**52**	**50**	**50**	**48**	**46**	**47**	**45**	**45**
Team Median		**51**	**59**	**57**	**57**	**54**	**49**	**50**	**46**	**43**	**43**	**49**	**41**

Intensity Scoring Legend

HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

- **High Intensity** - High Intensity scores will be clearly observable, displayed more often and seen in most situations.
- **High Moderate** - High Moderate Intensity scores are frequently observable in many situations.
- **Moderate Intensity** - Moderate Intensity scores do not mean "mild." Moderate means the behavior is flexible and may or may not become observable based upon the requirements of the specific situation.
- **Low Moderate** - Low Moderate Intensity scores are only SOMETIMES observable in SOME situations.
- **Low Intensity** - Low Intensity scores indicate the ABSENCE of this behavior in MOST situations.

Team Application Exercise: Behavioral Tendencies - Adapted

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

Debrief: Discuss the following items as a group

- What are the top three scores? These are the behaviors that this team exhibits MOST.
- What are the bottom three scores? These are the behaviors that this team exhibits LEAST.
- What implications do these scores have for the team? What are the strengths and weaknesses?
- Do any individuals exhibit highs and/or lows that are opposite from the overall team highs and lows? Who? How might these individuals be regarded by the team? How might these individuals perceive the team's approach and/or effectiveness?
- Are there any "ground rules" that the team should consider following as a group in the future, given what has been discussed?

TEAM MEMBER		Careful Decision Making (Low: Impulsive, High: Cautious)	Reasoning (Low: Intuition-based, High: Evidence-based)	Change Resistance (Low: Drives Change, High: Reluctant to Change)	Prioritizing (Low: Results, High: Rules)	Self-Reliance (Low: Collaborative, High: Directive)	Work Process Alignment (Low: Accuracy, High: Consistency)	Accuracy (Low: Predictability, High: Precision)	Building Rapport (Low: Result-Focused, High: Relationship-Focused)	Personal Drive (Low: Others-driven, High: Self-Driven)	Providing Instruction (Low: Reserved & Detailed, High: Directive & Compulsive)	Customer/Team Interaction (Low: Supporting, High: Engaging)	Expressing Openness (Low: Structural, High: Social)
Sample	Report	37	34	59	55	29	54	46	71	41	45	62	66
Sample	Report	25	48	43	66	32	27	73	68	57	34	75	52
Sample	Report	36	29	30	23	55	57	43	45	70	77	64	71
Sample	Report	41	29	66	54	25	62	37	75	34	46	58	71
Sample	Report	43	46	64	68	29	46	54	71	36	32	57	54
Sample	Report	36	52	57	73	29	34	66	71	43	27	64	48
Sample	Report	43	50	59	66	34	43	57	66	41	34	57	50
Sample	Report	54	55	66	68	37	48	52	62	34	32	46	45
Sample	Report	32	32	59	59	23	50	50	77	41	41	68	68
Sample	Report	34	34	52	52	32	50	50	68	48	48	66	66
Sample	Report	46	45	62	61	34	52	48	66	37	39	54	55
Sample	Report	52	36	79	62	23	66	34	77	21	37	48	64
Sample	Report	48	36	75	62	23	62	37	77	25	37	52	64
Sample	Report	52	55	64	68	37	46	54	62	36	32	48	45
Sample	Report	43	54	61	71	32	39	61	68	39	29	57	46
Team Average		**41**	**42**	**60**	**61**	**32**	**49**	**51**	**68**	**40**	**39**	**58**	**58**
Team Median		**43**	**45**	**61**	**62**	**32**	**50**	**50**	**68**	**39**	**37**	**57**	**55**

Intensity Scoring Legend

HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

- **High Intensity** - High Intensity scores will be clearly observable, displayed more often and seen in most situations.
- **High Moderate** - High Moderate Intensity scores are frequently observable in many situations.
- **Moderate Intensity** - Moderate Intensity scores do not mean "mild." Moderate means the behavior is flexible and may or may not become observable based upon the requirements of the specific situation.
- **Low Moderate** - Low Moderate Intensity scores are only SOMETIMES observable in SOME situations.
- **Low Intensity** - Low Intensity scores indicate the ABSENCE of this behavior in MOST situations.