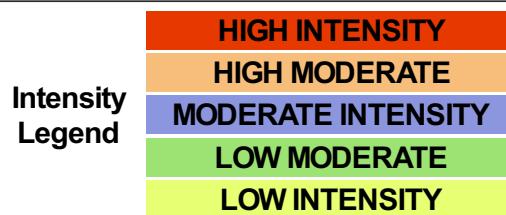# Team Application Exercise: Integrated Behaviors - Natural

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

Debrief: Discuss the following items as a group

1. What are the top three scores? These are the behaviors that this team exhibits MOST STRONGLY.
2. What are the bottom two to three scores? These are the behaviors that this team exhibits LEAST STRONGLY.
3. What implications do these facts have for the team? What are the strengths and weaknesses.
4. 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?
5. Are there any "ground rules" that the team should consider following as a group in the future, given what has been discussed?

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)
Richard	Abramson	20	21	27	29	43	48	52	57	73	71	80	79
Mats	Axelsson	68	79	75	86	43	39	60	57	25	14	32	21
Brigitte	Benson	41	37	64	61	27	53	47	73	36	39	59	62
Jacklin	Blodgett	26	18	49	41	27	58	42	73	50	59	74	82
David	Bradley	23	27	34	37	39	46	54	61	66	62	77	73
Pam	Bueoy	41	29	70	57	21	63	37	79	30	43	59	71
Richard	Campanaro	26	12	33	20	43	64	36	57	67	80	74	87
Sara	Cole	32	41	51	61	30	40	59	70	49	39	68	59
Theresa	Dale	26	18	39	30	37	58	42	62	61	70	74	82
Roslyn	Diamond	32	21	42	32	39	60	40	61	58	68	68	79
Eduardo	Drake	41	30	54	43	37	61	39	62	46	57	59	70
Allan	Ellis	35	34	46	45	39	51	49	61	54	55	65	66
RICHARD	FEINBERG	57	59	42	45	64	48	52	36	58	55	43	41
Juliana	Felix	58	70	64	75	45	39	61	55	36	25	41	30
Richard	Gerber	58	79	46	66	62	30	70	37	54	34	42	21
Sean	Harry	41	21	68	48	23	70	30	77	32	52	59	79
Team Average		39	37	50	48	39	52	48	61	50	51	61	63
Team Median		38	30	48	45	39	52	48	61	52	55	62	70

Intensity Legend

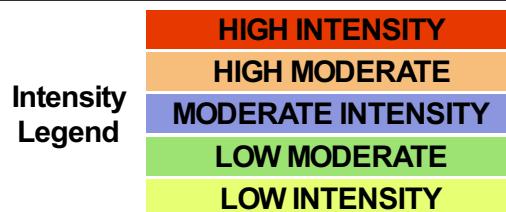|	
HIGH INTENSITY	
HIGH MODERATE	
MODERATE INTENSITY	
LOW MODERATE	
LOW INTENSITY	

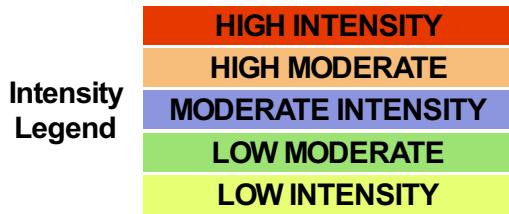# Team Application Exercise: Integrated Behaviors - Adapted

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

Debrief: Discuss the following items as a group

1. What are the top three scores? These are the behaviors that this team exhibits MOST STRONGLY.
2. What are the bottom two to three scores? These are the behaviors that this team exhibits LEAST STRONGLY.
3. What implications do these facts have for the team? What are the strengths and weaknesses.
4. 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?
5. Are there any "ground rules" that the team should consider following as a group in the future, given what has been discussed?

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)
Richard	Abramson	25	23	27	25	48	52	48	52	73	75	75	77
Mats	Axelsson	75	86	82	93	43	39	61	57	18	7	25	14
Brigitte	Benson	59	45	70	55	39	64	36	61	30	45	41	55
Jacklin	Blodgett	43	34	68	59	25	59	41	75	32	41	57	66
David	Bradley	52	66	25	39	77	36	64	23	75	61	48	34
Pam	Bueoy	40	49	75	84	15	41	59	85	25	16	60	51
Richard	Campanaro	36	29	30	23	55	57	43	45	70	77	64	71
Sara	Cole	27	55	39	68	37	21	79	62	61	32	73	45
Theresa	Dale	32	5	71	45	10	77	23	89	29	55	68	95
Roslyn	Diamond	39	36	41	37	48	54	46	52	59	62	61	64
Eduardo	Drake	25	34	36	45	39	41	59	61	64	55	75	66
Allan	Ellis	43	36	59	52	34	57	43	66	41	48	57	64
RICHARD	FEINBERG	41	55	41	55	50	36	64	50	59	45	59	45
Juliana	Felix	71	73	84	86	37	48	52	62	16	14	29	27
Richard	Gerber	82	87	50	55	82	45	55	18	50	45	18	12
Sean	Harry	35	21	62	48	23	64	36	77	37	52	65	79
Team Average		**45**	**46**	**54**	**54**	**41**	**49**	**51**	**58**	**46**	**46**	**55**	**54**
Team Median		**40**	**40**	**54**	**54**	**39**	**50**	**50**	**61**	**46**	**46**	**60**	**60**

Intensity Legend

HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

Intensity Legend

Intensity Scoring Legend - DISC Style intensity is a measure of how you will likely display the specific behavior when interacting and communicating with others in most situations

- **Low Intensity** - Low Intensity scores indicate the ABSENCE of this behavior in MOST situations.

- **Low Moderate** - Low Moderate Intensity scores are only SOMETIMES observable in SOME 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.

- **High Moderate** - High Moderate Intensity scores are frequently observable in many situations.

- **High Intensity** - High Intensity scores will be clearly observable, displayed more often and seen in most situations.

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.