

Team Application Exercise: Integrated Behaviors

Hiring Solutions LLC



- Natural

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

Occupational Assessments to support Selection, Coaching, Training, and Development

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 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 (SI)	TEAM SUPPORT (CI)	ACCOMMODATION (SID)	RULES VS. RESULTS (CII)	DIRECTNESS (DI)	PERSISTENCE (SIC)	PRECISION (CIS)	SOCIABLE (IID)	SELF-DETERMINATION (DIS)	INDIVIDUALISTIC (DIC)	VITALITY (IS)	SELF-ASSURED (IC)
Steve	Demo	50	70	46	66	54	30	70	46	53	34	50	30
Aaron	Sample	86	79	91	84	45	57	43	55	9	16	14	21
Amy	Sample	50	64	79	93	21	36	64	79	21	7	50	36
Dave	Sample	46	45	18	16	79	52	48	21	82	84	53	55
John	Sample	42	62	58	79	34	30	70	66	42	21	58	37
Sue	Sample	30	16	66	52	14	64	36	86	34	48	70	84
Susan	Smith	41	30	58	48	32	60	40	68	41	52	59	70
Team Average		49	52	59	63	40	47	53	60	40	37	51	48
Team Median		46	62	58	66	34	52	48	66	41	34	53	37

Intensity Legend	HIGH INTENSITY
	HIGH MODERATE
	MODERATE INTENSITY
	LOW MODERATE
	LOW INTENSITY

Team Application Exercise: Integrated Behaviors - Adapted

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Steve	Demo	25	48	43	66	32	27	73	68	57	34	75	52
Aaron	Sample	80	71	87	79	43	59	41	57	12	21	20	29
Amy	Sample	59	66	66	73	43	43	57	57	34	27	41	34
Dave	Sample	52	61	22	31	80	41	59	20	78	69	48	39
John	Sample	62	61	71	70	41	52	48	59	29	30	37	39
Sue	Sample	55	50	84	79	21	55	45	79	16	21	45	50
Susan	Smith	64	66	48	50	66	48	52	34	52	50	36	34
Team Average		57	60	60	64	47	46	54	53	40	36	43	40
Team Median		59	61	66	70	43	48	52	57	34	30	41	39

Intensity Legend	HIGH INTENSITY
	HIGH MODERATE
	MODERATE INTENSITY
	LOW MODERATE
	LOW INTENSITY

Intensity Legend	HIGH INTENSITY
	HIGH MODERATE
	MODERATE INTENSITY
	LOW MODERATE
	LOW INTENSITY

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 "results 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.