

GROUP DYNAMICS



report

Group Name : Group Dynamics Report

Number of people in team: 8

From account : Sales Demo Account

11/16/2016

What are your Group Dynamics?

High-performing companies have high-performing teams. Outstanding teams are often crafted and cultivated, so it is no accident that some groups perform better than others.

This team-building tool uses DISC to explore the traits that make independently talented people come together to form a team culture.

Work groups are as unique as individuals. When different people work together, they form their own culture.

"Culture" can be described as "shared ways, shared values, and shared goals"

This group report is designed to allow you to examine the behavioral strengths and characteristics of each team member independently as well as collectively. Used as a springboard for enhanced collaboration, this report will shed light upon leadership impact, communication/task flow and increase awareness of individual strengths and diversity.

Another goal is to show how each team member has tremendous impact upon the team and how each team affects the organization as a whole. Organizations who use DISC can create a neutral language regarding the core styles, making discussions about personal traits less "personal," and more based on style awareness. Teams and organizations that embrace DISC can experience improved communication, stronger relationships, higher levels of productivity and creativity, reduced stress, and greater results.

For more information about each team member's TEAMS Thinking Style and what role they best accomplish and fulfill within the team, take the PeopleKeys TEAMS Report.

For more information about each team member's work Values Style and internal motivations, take the PeopleKeys Values Style Report.



Analyzing Group Dynamics with The DISC Personality System



Your report uses the DISC Personality System as the lens to view your Team's current culture. The DISC Personality System is the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major groups. People with similar styles tend to exhibit specific behavioral characteristics common to that style.

All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters: **D (Dominant, Driven)**, **I (Influencing, Inspiring)**, **S (Steady, Stable)**, and **C (Conscientious, Correct)**.

Knowledge of DISC empowers you to understand yourself, family members, co-workers, and friends in a profound way. Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.



Do you know someone who is assertive and wants the bottom line?--**This is D Style**

Do you have friends who are great communicators and friendly?--**This is I Style**

Do you have family members who are good listeners and great team players?--**This is S Style**

Have you ever worked with someone who is factual and detail oriented?--**This is C Style**

Overview of Group Dynamic Styles Continued

D Groups: Groups led by or comprised of mostly "D" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



- Fast Paced
- Decisive
- Thinks Big
- Impatient
- Seeks Change
- Competitive
- Seeks Recognition
- Sets Goals
- Individual Results Focused
- Wants Tangible Results
- Direct Communication
- Good Under Pressure

I Groups: Groups led by or comprised of mostly "I" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



- Talkative
- Flexible
- Informal
- Fast Paced
- Outgoing/Social
- Disorganized
- Seeks Adventure
- Lively
- Sensitive/Emotional
- People Oriented
- Seeks Acceptance
- Seeks Change

S Groups: Groups led by or comprised of mostly "S" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



- Thoughtful
- Steady/Stable
- Peacemaker
- Sympathetic
- Supportive
- Active Listeners
- Loyal
- Avoids Conflict
- Creates Personal Bonds
- Resistant To Change
- Consistent/Reliable
- Good Follow Through

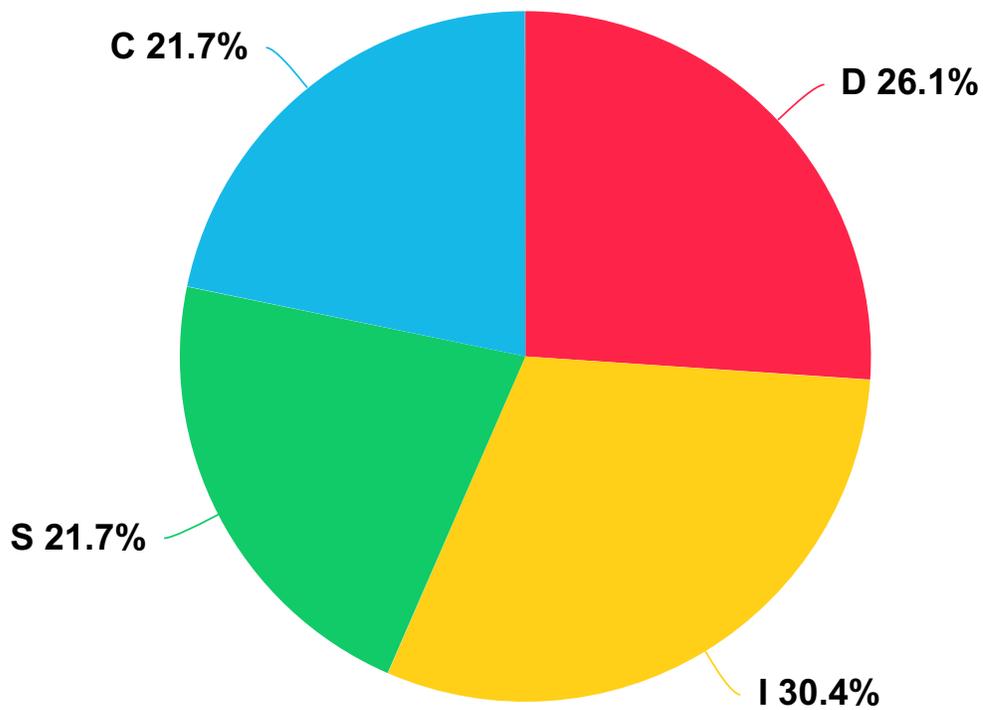
C Groups: Groups led by or comprised of mostly "C" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



- Perfectionist
- Logical/Analytical
- High Quality Work
- Researchers
- Conscientious
- Slow Paced
- Organized
- Detail Oriented
- Resistant To Change
- Slow To Make Decisions
- Focused On Processes
- Seeks Tangible Results

Group Expressed Styles

Expressed Styles are each person's primary, secondary or tertiary styles (any style above the midline on the individual graphs).

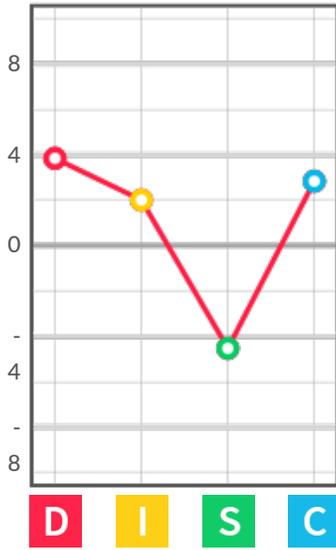


PeopleKeys®

Individual DISC Graphs

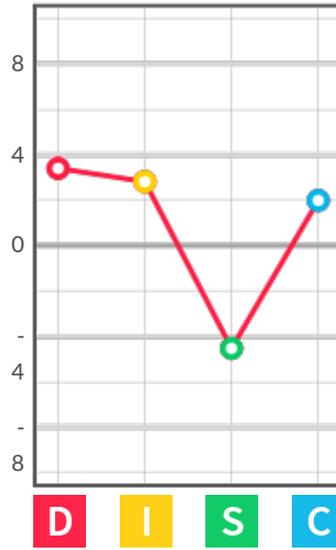
Natasha Romanova

Style: DCI



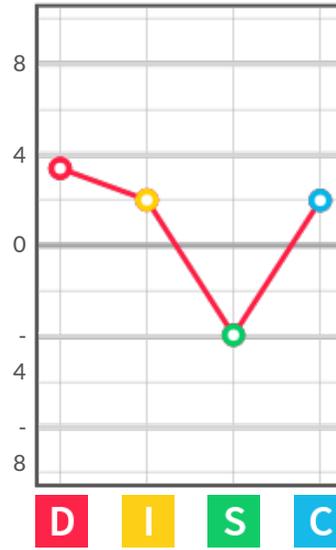
Matt Murdock

Style: DIC



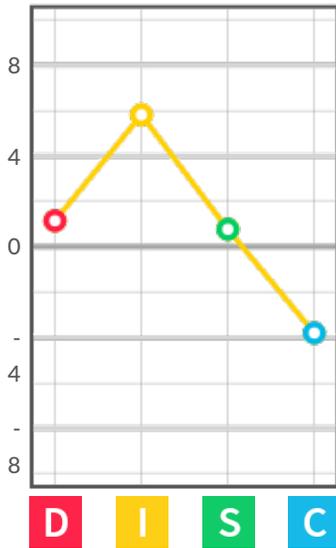
Wade Wilson

Style: DIC



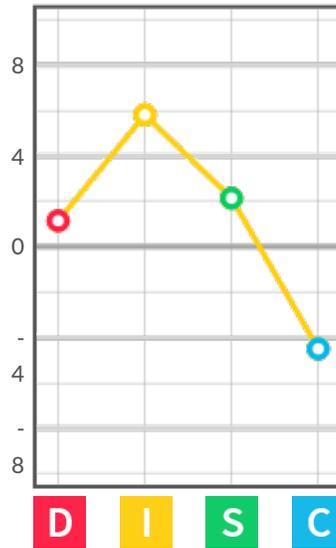
Tony Stark

Style: IDS



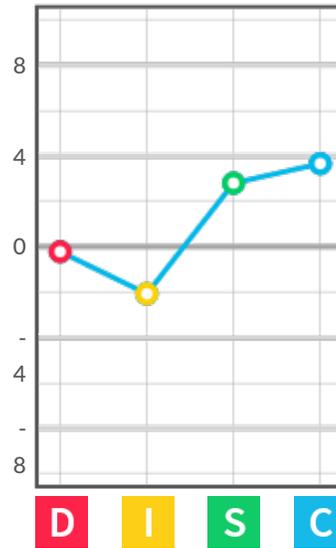
Peter Parker

Style: ISD



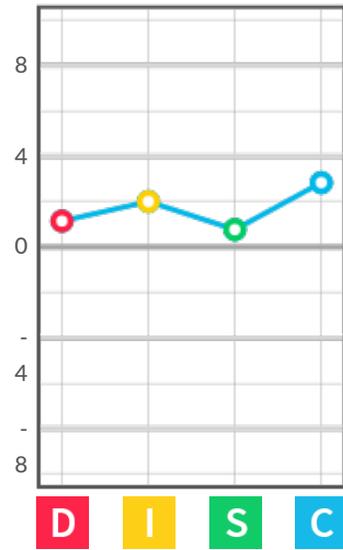
Reed Richards

Style: CS



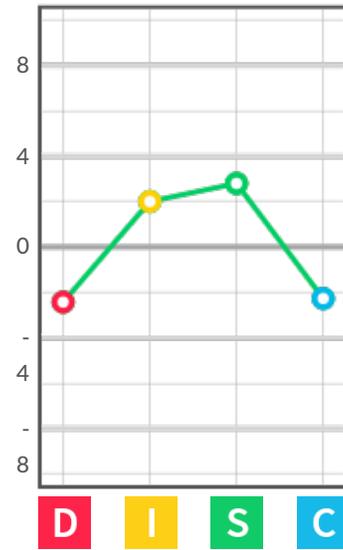
Bruce Wayne

Style: CID



Robert Drake

Style: SI



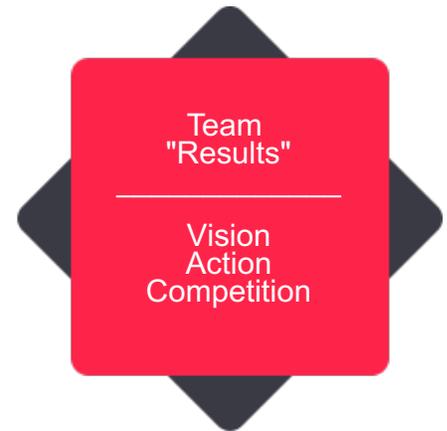
Individual DISC Graphs- Continued

Your individual team members will be listed under their respective style.

 TEAM RESULTS	 TEAM INSPIRATION	 TEAM COOPERATION	 TEAM QUALITY
<p><i>Natasha Romanova - DCI</i> <i>Matt Murdock - DIC</i> <i>Wade Wilson - DIC</i> <i>Tony Stark - IDS</i> <i>Peter Parker - ISD</i> <i>Bruce Wayne - CID</i></p>	<p><i>Natasha Romanova - DCI</i> <i>Matt Murdock - DIC</i> <i>Wade Wilson - DIC</i> <i>Tony Stark - IDS</i> <i>Peter Parker - ISD</i> <i>Bruce Wayne - CID</i> <i>Robert Drake - SI</i></p>	<p><i>Tony Stark - IDS</i> <i>Peter Parker - ISD</i> <i>Reed Richards - CS</i> <i>Robert Drake - SI</i></p>	<p><i>Natasha Romanova - DCI</i> <i>Matt Murdock - DIC</i> <i>Wade Wilson - DIC</i> <i>Reed Richards - CS</i> <i>Bruce Wayne - CID</i></p>



The "D" Styles in your Group:



Appreciate them for:

- Quick and confident decision making
- Moving projects forward, creating a sense of urgency
- Making decisions, taking risks
- Setting goals and working to achieve them
- Wanting to beat the competition
- Being confident about their goals and progress

Limitations for them:

- They can be quick to react or "see red"
- Can become easily frustrated with non-producers
- May not listen well or accept opinions of others
- Can be stubborn or unwilling to back down
- Can think of things as either black or white
- May be intense in tone and body language

They become frustrated with others for:

- Over-analyzing information
- Thinking about the steps and not the end goal
- Being overly sensitive or showing weakness
- Moving slowly, not showing results
- Not being decisive or being indirect

Tips for improving communication with them:

- Focus on solutions instead of why things won't work
- Don't ramble or use hints-be direct
- Don't overly focus on details
- Have information ready and being able to solve problems



The "I" Styles in your Group:



Appreciate them for:

- Being optimistic, charismatic and passionate
- Their ease with engaging and being talkative with everyone
- Creative thinking, brainstorming, originality
- Motivating and inspiring others
- Creating a positive and fun work environment
- Their ability for presentation, articulation and demonstration

Limitations for them:

- They may be bored or distracted with repetitive or detail-oriented tasks
- Can over promise and lack follow through because of their people-pleasing nature
- Their verbal, talkative or outgoing nature can be uncomfortable for some
- They may become highly emotional, animated and unstructured
- Can be overly sensitive to rejection
- They can change direction or be impulsive

They become frustrated with others who:

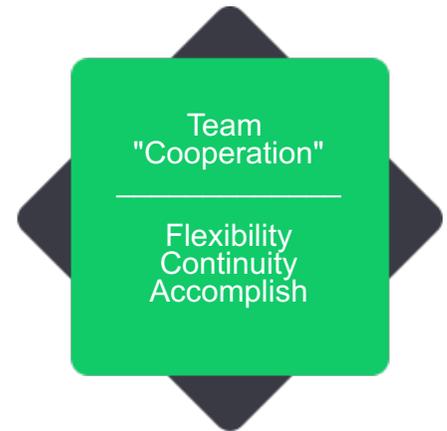
- Are disinterested in them, they view as rejection
- Are overly cautious or bound by rules or structure
- Take away their personal freedom, flexibility or fun
- Appear to be introverted, shy, or non-communicative
- Operate in set systems that don't change or evolve

Tips for improving communication with them:

- Be positive, engaging and show interest in them and their ideas
- Surround them with others who can manage their details
- Be enthusiastic and show friendly body language
- Provide opportunities for them to use their people and presentation skills



The "S" Styles in your Group:



Appreciate them for:

- Their ability to create a harmonious environment and make peace
- Their strong follow-through, consistency and practical nature
- Being reliable, responsible, and loyal to the team
- How they can be empathetic, understanding, humble and supportive
- How they can create consensus and be diplomatic with sensitive issues
- Loyal co-workers, managers, and leaders

Limitations for them:

- They don't want changes, prefer to know well in advance
- Would prefer to avoid conflict or controversy at all costs
- May act out in passive aggressive ways
- May manipulate rather than being direct or risking stability of relationships
- They would rather not speak up or speak out, and prefers the background
- Can become possessive if feeling threatened
- May give up if too difficult or if it requires too much independence or instability

They become frustrated with others who:

- Are aggressive, pushy or demanding
- Take advantage of their good nature
- Don't show appreciation for all they do
- Change goals or environments
- Take risks or who are impractical or impulsive

Tips for improving communication with them:

- Talk about meaningful things concerning their life, family, things they care about
- Surround with others who they can identify with and build relationships
- Be open, supportive and appreciative of them
- Establish trust and honesty



The "C" Styles in your Group:



Appreciate them for:

- How they can be thorough, thoughtful and accurate
- Their ability to work hard, be disciplined and diligent
- Being practical, loyal, and dependable
- Their knack for being highly skilled, to achieve mastery and expertise in their field
- Their ability to work independently and stay on task

Limitations for them:

- Slow decision makers because they want to gather all information first
- Would prefer to avoid conflict or controversy at all costs
- They crave recognition and appreciation for their hard work
- Their need to complete a task before moving on
- Their high standards of quality can hold them back from completion
- Criticism of their work is taken personally

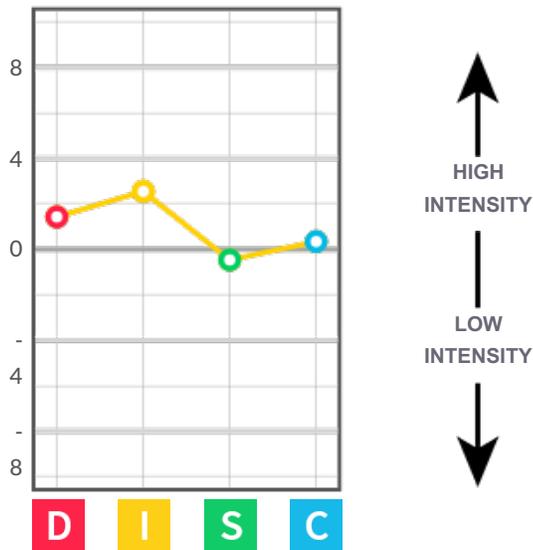
They become frustrated with others who:

- Overlook details or are vague
- Make decisions without research or all information
- Have unrealistic time frames and expectations
- Are critical of their work
- Think that something is simpler than it actually is
- Don't allow them to finish what they started

Tips for improving communication with them:

- Be as specific as possible
- Allow them to work independently
- Allow them to establish their own process
- Let them finish a task with quality
- Compliment their high-quality work
- Be patient with them

Your Group's Combined Style is: IDC



By averaging all the points on all team member's third graphs, you can see the combined style of your entire team.

The higher the point on your graph, the more energy your group devotes to the dimensions of that personality style.

Conversely, the lower the point on your graph, the less energy your group devotes to that behavioral dimension.

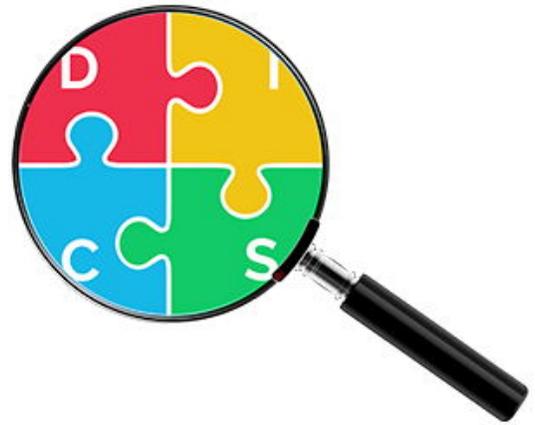
The middle of the graph "0" is the midline or "average" energy.

This group has some active, fast paced team members (I & D) and some passive, slower paced team members' (C). It also has both task and people oriented team members'. With I being the most represented style on your team, there's a focus on a fast working pace, a fun environment, and people. The I team members' love to work together, to process ideas out loud and brainstorm solutions to problems. The C Styles on this team are more task oriented. They seek to obtain accurate results and are less interested in the social aspects of their job. This is also true of the D Styles on the team, but the D Style is active, fast paced, and results driven.

This group has a lot of team members with different skills. Some are very task-oriented with high standards, other's specialties revolve around their excellent communication skills, while still others excel at having the determination to make things happen. The members' of this group are primarily friendly and social. This group is ambitious and will measure their success by productivity and tangible results. Some team members appreciate and require social approval, while others would prefer recognition for their high-quality work.

The C members' of this group are primarily very logical, practical and rational, and can rely on the creative independent thinkers (I Styles) to supplement their practicality. A number of workers on this team are industrious and productive, while others are more concerned with delegating tasks. This group has the ability to recruit people and stimulate interest. They influence others with their people skills, and can utilize the C's ability to reason with logic and facts to back up their claims. The D and I members of this group will speak their mind and let others know how they feel and think. This group primarily seeks positive, favorable, environments but has members who are willing to stand up, be noticed, and take charge if necessary.

Your Group's Emphasis



This Group will place an emphasis on:

I Style:

- Positive interactions with team members and clients, win-win situations, motivating others
- Promoting ideas, brainstorming, and using discussions to work through obstacles as a group
- Opportunities for the group to shine or have influence and prestige

D Style:

- Setting goals and determining what the group will accomplish
- Tangible results and progress, checking items off of to do lists
- Engaging in competition, wanting to win against competitors, and offering challenges to the group

C Style:

- Accomplishing tasks the correct way using research-validated processes, creating systems
- Researching options, making sure the data supports the group's choices
- Having enough time to think a project through, doing tasks the right way, creating high-quality work

This Group will place less emphasis on:

S Style:

The least represented Style on this team is S. This team lacks the S Style personality types who are excellent listeners, stable, and reliable. This may mean that it sometimes feels a little chaotic, like people aren't listening to one another as well as they could. There may also be less of an emphasis on teamwork and collaboration than there should be.

Tips for The IDC Group:



Tip 1: Create Systems to Help You Stay Organized

D and *I* Style personalities may struggle with using a system for organization. *I* Styles are very creative and innovative thinkers, so be sure to create space for their input. But this style tends to be a big picture thinker and hates to attend to details, because they find them boring. They may have their own personal system for organization, but it may not be one that is comprehensible to others. The *C* Styles tend to be perfectionists, and they excel at creating accurate, high quality, detail oriented work. Because of this, the *C* is excellent at organizing and analyzing. If this team can find a way to systematically double check their work to ensure that they haven't neglected any important information, they can be more effective. Set up systems like notifications on the calendar, making lists, or having others double check your work. Collaborate on systems that can be put in place to assist with organization. These can include project management systems, ticketing systems, shared calendars, organizing folders on your computer, etc. The better the team is organized as a whole, the better communication will be and the more clearly information will be transferred.

Tip 2: Focus on Making Decisions Collaboratively

This team has a number of *I* and *D* Style personalities in it, which means it will want to move quickly. Decisions will be made at a very fast pace. But this team also has a superpower, which is the *C* Style. The *C*'s will take the time to provide the information needed to make a good decision, based on data, trends, and analytics. Slow down the pace just a little to allow the *C*'s the time to provide this information. Also, the *I* Styles are very creative and innovative thinkers, create space to incorporate their input. But be sure to keep a balance between creative input, bottom line rationales, and data driven decisions. When the *C* Styles see that decisions are being made based on information and group contribution, as opposed to the whims of leaders, it will improve morale and confidence, and get people behind the task at hand.

Tip 3: Recognize Each Other for Work Well Done

Everyone on this team wants recognition, appreciation for work well done, and approval from others. But likely, what will truly be recognized on such a task oriented team will be tangible results, tasks completed, goals met. Some team members may have a tendency to acknowledge the accomplishment itself, but not the people who worked on it and the hard work that went into it. *I* Style personalities respond favorably to personal recognition for their accomplishments, and may feel rejected or disappointed when their efforts go unnoticed. *C* Styles hold themselves to very high standards, and appreciate recognition of their unparalleled work. Acknowledging progress, contribution, good ideas, and the hard work of individuals will go a long way toward keeping people motivated and keeping productivity at the desired pace.

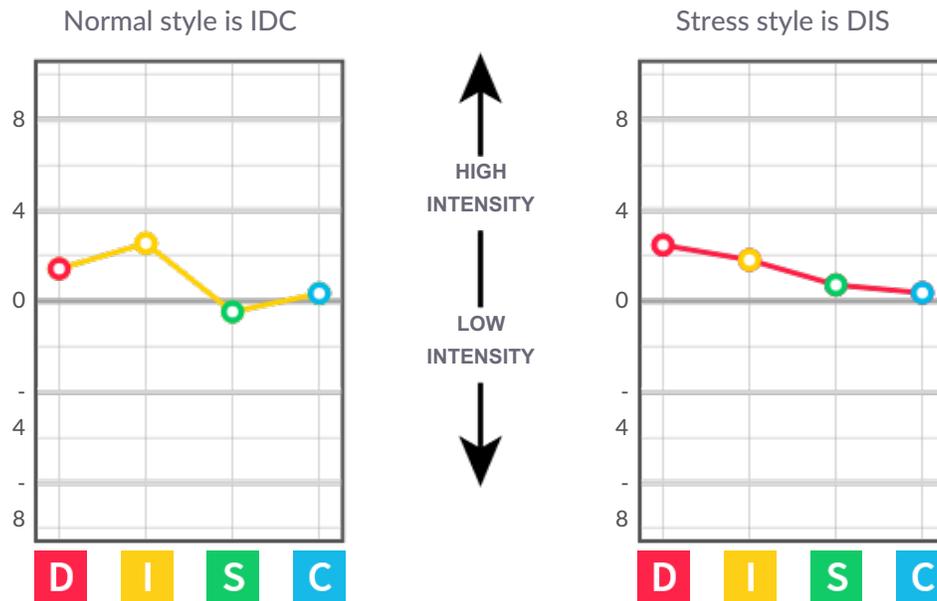
Tip 4: Use Your Strengths

Make sure to use the strengths of all of the styles wisely. The *I* may get bored when it comes to repetition and detailed tasks. But they excel in areas requiring creativity, inspiring others, or working with people on any level. If new projects require a systematic approach, consider asking a *C* Style personality to engage in this task, as they excel at executing discrete tasks. Avoid being too critical when explaining why a plan or idea will not work with the *I* Styles. Offer solutions and feedback that will help the team reach their goals. The *C* Style's strength include their ability to be accurate analysts who create unparalleled work. When given sufficient time to meet their own extremely high standards, the *C* can produce excellent results. Avoid giving the *C* a rushed deadline and insufficient alone time to accomplish their tasks. The *D* Styles' strengths include being decisive, bottom line oriented, closers, excellent organizers and delegators who don't balk at a confrontation. Use them in capacities where these skills can shine, but don't force them to deal with too many details or put them in a position where they have to form relationships with clients, because these are not their preferred environments.

Tip 5: Work on Communication

Be sure to work on listening to one another. The active styles like to talk a lot, and the opinions of the passive *C* Styles may not be acknowledged, causing them to feel frustrated. This team may struggle with communication, as the *I* and *C* Personality Styles are opposites in many ways. The *I* can view the *C* as overly dependent, evasive, defensive, too focused on details. The *C* can view the *I* as egotistical, superficial, overly optimistic, too self-assured, and inattentive. To improve their communication with the *I*'s, the *C*'s should try to be friendly, complimentary, listen to ideas, and recognize the *I*s accomplishments. The *I*'s should attempt to present facts clearly and be well prepared for discussion, remove any potential threats, expect the *C*'s to express doubts and give them time to evaluate data before making a decision. The *D* Styles like to communicate by being specific and direct. They are natural leaders who prioritize the bottom line and do not balk at confrontation. The *D* Style should be sure to avoid pushing, recognize others good work with sincerity, and be more friendly and easy going when conversing with *I* or *C* Styles. When communicating with each other, remember that the differences between the personalities can be complementary. You can use the strengths of each style to buffer the potential weaknesses of the other.

Your Group's Combined Style Under Stress: DIS



Another unique phenomenon to explore is how your team changes under pressure. Different groups respond to pressure differently, and knowing how your team handles inevitable stress will help team leaders and members know where to develop better "coping" mechanisms.

For example, the collective "mood" of a group can become more aggressive or passive under stress. Where one group tends to react to adversity by choosing to be more self-reliant, another will react to the same situation by reaching out to others for help or support.

Knowing the tendencies of your group and how they react to pressure is vital to effective planning and decision making. Identifying the group dynamics under stress can provide an objective view of your group's tendencies.

Note the graphs above. Which behavioral dimensions intensify under pressure? Which dimensions does your team devote even less energy towards?

How Your Group Responds to Stress

Take a look at your group's combined stress graph. Compare the graph points on the stress graph to the points on the normal graph:

D If your Group's D Goes Up:

- Group results & timelines will become more urgent
- Individual results will gain emphasis
- Decisions will be made more quickly
- Pressure will increase on the group in general

D If your Group's D Goes Down:

- Group results & timelines may become more flexible
- Decision making may slow and more reflection will take place
- Decisions will be made more based on information
- May take less risks, becoming more cautious

I If your Group's I Goes Up:

- Collaboration will increase
- Group discussion will increase
- Verbal problem solving will take place
- Group energy & optimism may improve

I If your Group's I Goes Down:

- The group will become quieter
- Increase in individual work
- Energy & optimism may decrease
- More tasks may get accomplished

S If your Group's S Goes Up:

- Group consensus will be more important
- Focus will increase on tried and true methods
- A stronger emphasis on group's well-being
- Routine and stability will increase

S If your Group's S Goes Down:

- More openness to change and risk taking
- Consensus will be less important
- Work will become more individualized
- More "out of the box" thinking will take place

C If your Group's C Goes Up:

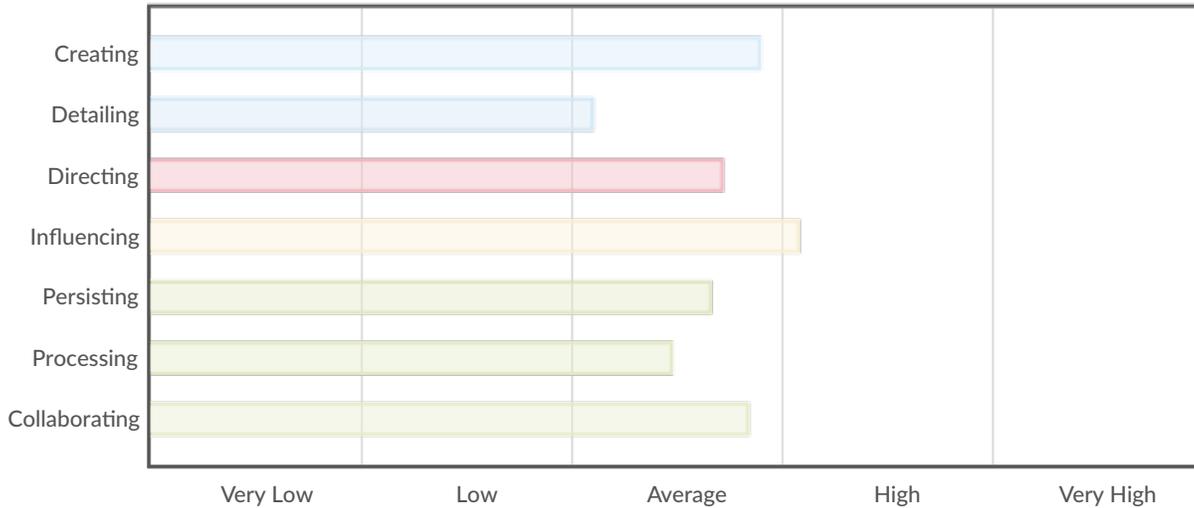
- Attention to detail & organization will increase
- Conflicts will be avoided
- Research will increase, in hopes of basing decisions on information
- Sensitivity to criticism will increase

C If your Group's C Goes Down:

- Attention to detail & organization will decrease
- The pace may increase
- Decisions may be made more quickly, without the need for as much information
- More likely to take risks

Group Dynamics

Groups are dynamic and effective when they move towards a common goal. Like individuals, groups can become specialized around the requirements to achieve their objective. Think about your group's goals and check the chart below. Does your group have the dynamics necessary to achieve its goals?



COLLABORATING (MEDIUM) -

Your team values relationships and will work to preserve and nurture team relationships. Equally important is your group's focus on task accomplishment. Your group wants to please others and so will want to move tasks ahead and accomplish project goals. This team is in a good position to collaborate and relate well, yet not to get caught up in social aspects of group work.

PERSISTING (MEDIUM) -

Your group consists of strong, steady workers who want to do quality work. Sometimes they may begin to look at other alternatives to completing a project when the going starts getting rough. Encourage your group not to quit nor lose focus on what they have started. Others like working together with your group because they typically do more than their share of whatever is required, and this makes the entire project look good. This group likes to maintain a hands-on approach and will let others visibly see that they are team players.

DIRECTING (MEDIUM) -

Your team has a good combination of task and people orientation; realizing that both are critical to a healthy team. Your group's ability to direct others and hold others accountable is good overall, however you may work on your group's leadership and their ability to hold member's feet to the fire. Your group may not always have the tenacity to plow through your task list quickly, but you get the job done and with quality.

CREATING (MEDIUM) -

Your team is more comfortable moving ahead in areas in which you have experience and proven results. Sometimes you prefer to have the pace slowed down a bit so that one project can be completed before another venture is begun. Your creativity can sometimes give way to safety, but don't be afraid to take risks and be original.

DETAILING (MEDIUM) -

Others appreciate it when this group takes the time to make sure the little things get done. This group has a tendency to start at a quick pace but not complete the task. Remember the necessity of paperwork and details so that you can add value to your other stronger traits. This group has the ability to logically look at a situation and rearrange things for a more efficient operation. The members of this group pay attention to even the smallest details and put the finishing touches on projects. This group likes to operate in surroundings that are neat and efficient and they appreciate it when others follow suit.

PROCESSING (MEDIUM) -

Your group is made up of stellar team players who can create and implement processes. You can take an idea or a project and follow through from start to finish. Members of your group are not afraid to change roles and responsibilities to get the task accomplished. Your group will stick to a routine that is necessary to fulfill the task, and being conscientious and quality-control minded is very important to your group.

Group Dynamics Worksheet



Does this team have a leader? If so, determine the personality style of the leader(s) on this team by looking at their individual graphs. Does the leader's style guide the culture of the team?



Look at your team's individual graphs. Of the expressed styles (over the midline) which team members have the most intense styles? How does the intensity of those behavioral styles impact your team?



Do you see any dimensions of the "Group Dynamics" graph that your team would benefit by working on?

