

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
Ron	Earl	14	12	20	18	45	52	48	55	80	82	86	87
Ben	Hanover	35	27	39	30	46	58	42	54	61	70	65	73
Jim	Ram	29	23	36	30	43	55	45	57	64	70	71	77
Bob	Sample	27	16	59	48	18	61	39	82	41	52	73	84
Bella	Stewart	38	48	63	73	25	39	61	75	37	27	62	52
Jay	Vine	25	21	20	16	55	54	46	45	80	84	75	79
Judy	Zillow	30	20	64	54	16	60	40	84	36	46	70	80
Team Average		28	24	43	38	35	54	46	65	57	62	72	76
Team Median		29	21	39	30	43	55	45	57	61	70	71	79

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.

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Ron	Earl	6	6	29	29	27	50	50	73	71	71	94	94
Ben	Hanover	20	21	25	27	45	48	52	55	75	73	80	79
Jim	Ram	36	23	32	20	54	62	37	46	68	80	64	77
Bob	Sample	38	20	75	57	13	68	32	87	25	43	62	80
Bella	Stewart	37	39	59	61	29	48	52	71	41	39	62	61
Jay	Vine	20	29	32	41	38	41	59	62	68	59	80	71
Judy	Zillow	4	4	39	39	14	50	50	86	61	61	96	96
Team Average		23	20	42	39	31	52	47	69	58	61	77	80
Team Median		20	21	32	39	29	50	50	71	68	61	80	79

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