



## HBDI® Team Profile

# HBDI® Team Profile

### Diversity Sample Team #1

Location \_\_\_\_\_

Your Town, Your State January 2012

Leader \_\_\_\_\_

HBDI® Certified Practitioner



# Ethics

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This report was created solely for the use of participants in this workshop in order to help improve their team effectiveness.

All the information in this report is derived from the individual HBDI® profiles of the participants.

Individual profiles in the report are represented anonymously and in random order to prevent any inappropriate inferences about individuals in the team.

The leaders of the workshop guarantee that they will not share the content of this report with anyone other than the immediate participants. Participants may share the information as they deem appropriate.

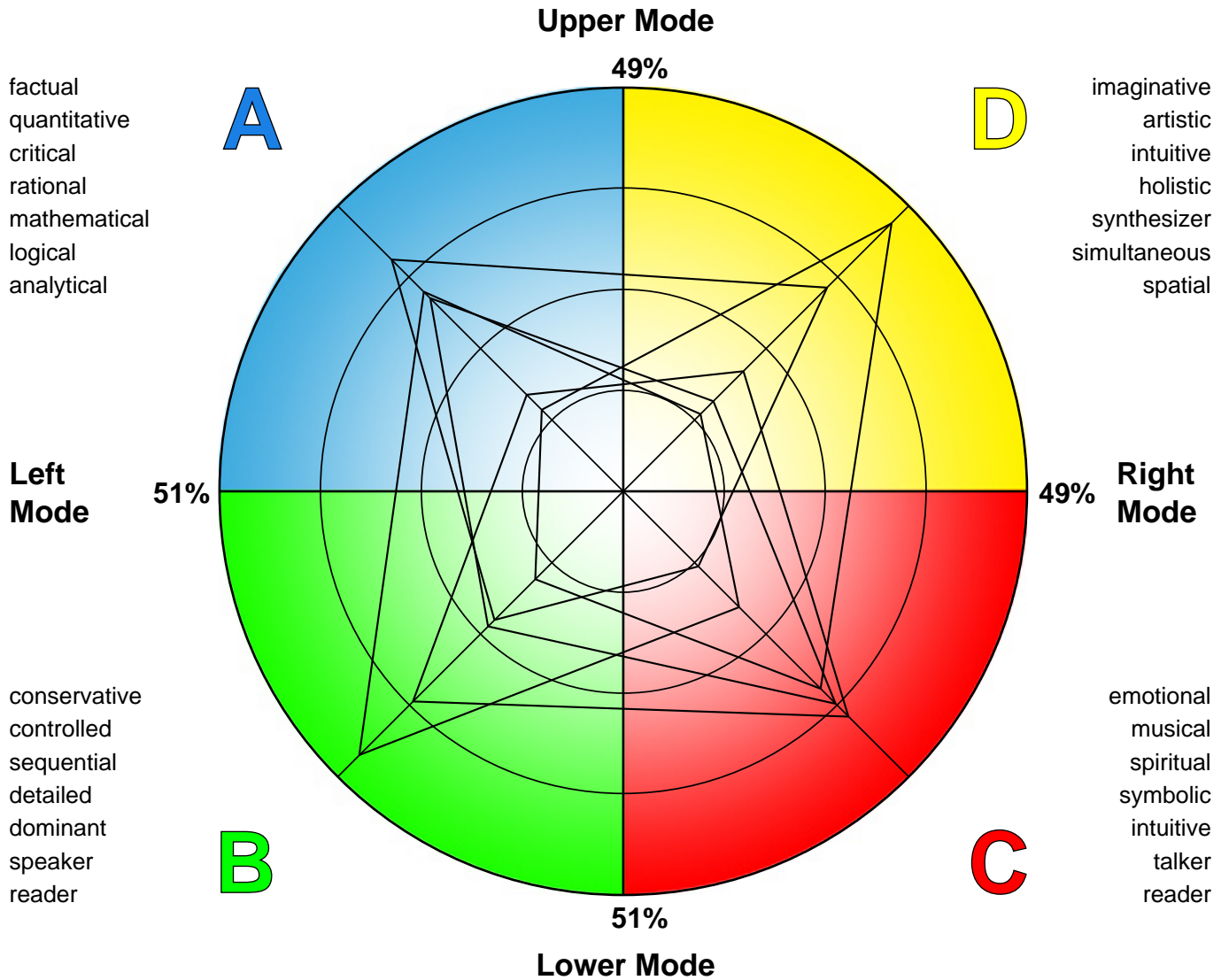
The report cannot be properly interpreted without an understanding of the principles of brain dominance.

# Report Outline

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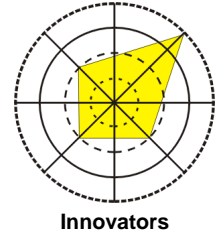
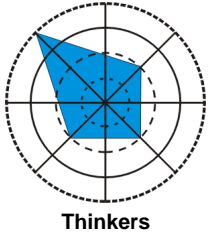
Page 4	Graphic Presentation of Composite Profile
Page 5	Graphic Presentation of Average Profile
Page 6	Rank Order of Team Preferences by Quadrant
Page 7	Process Flow of Preferences
Page 8	Profile Results: List of Scores
Page 9	Preference Map
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Page 11	Work Elements by Quadrant
Page 12	Rank Order of Work Elements
Page 13	Key Descriptors by Quadrant
Page 14	Rank Order of Key Descriptors
Page 15	Adjective Pairs Comparison
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# Graphic Presentation of Composite Profile

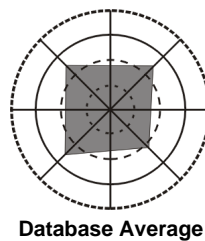
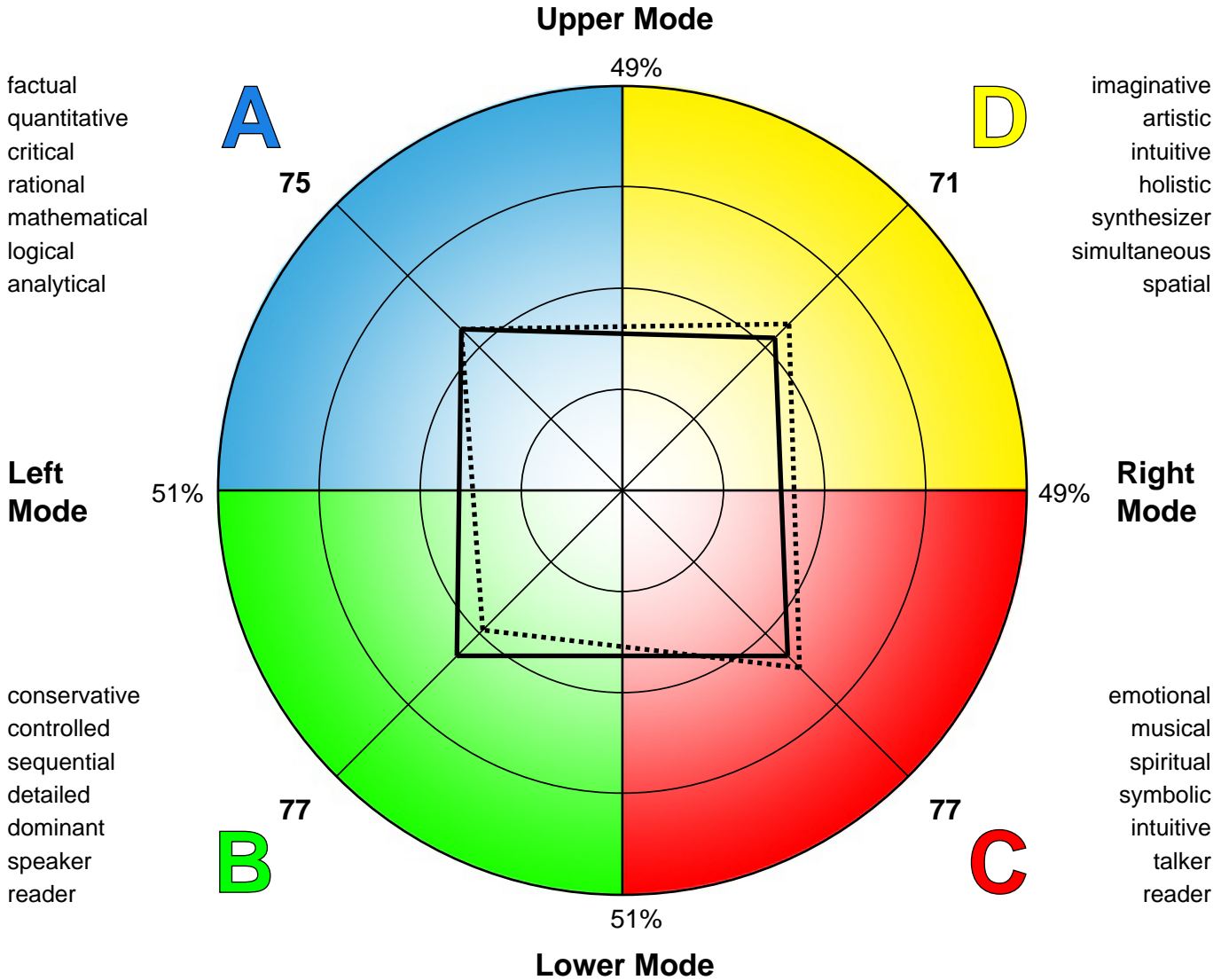


The percentages indicate the preferences for one Mode compared to the opposite Mode

# Graphic Presentation of Average Profile



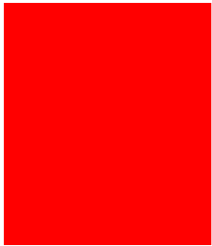
— general score      ..... adjective pairs



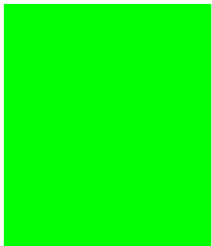
# Rank Order of Team Preferences by Quadrant

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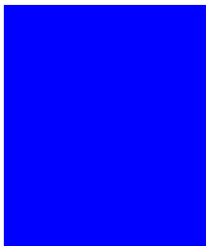
The rank order of preferences of this team as a whole:



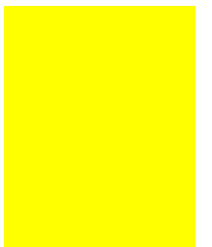
**C Lower Right 77**



**B Lower Left 77**

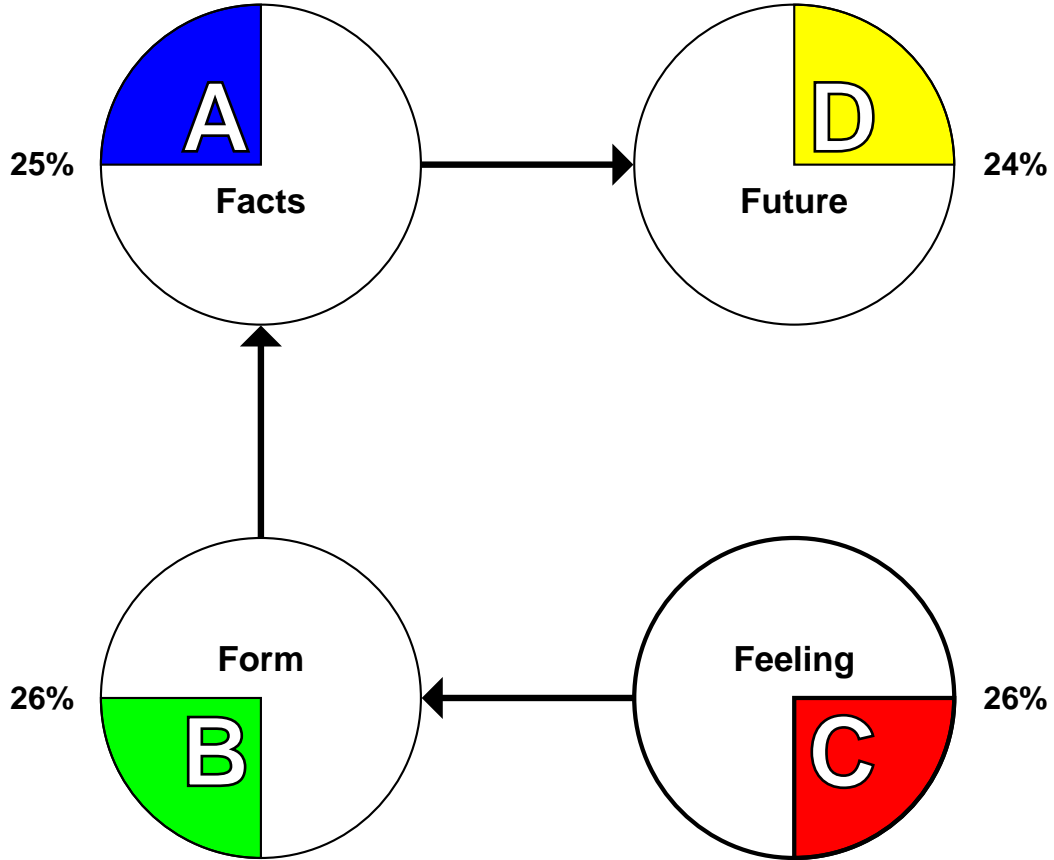


**A Upper Left 75**



**D Upper Right 71**

# Process Flow of Preferences

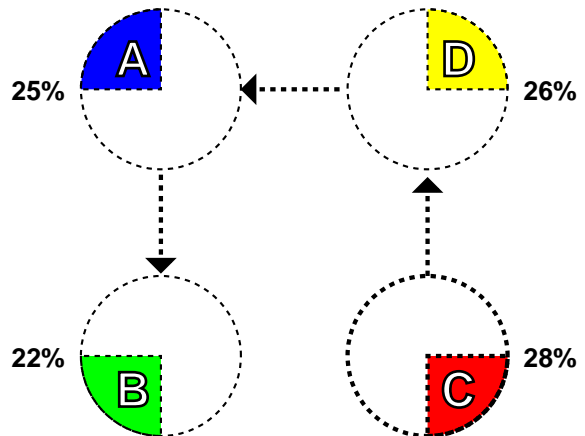


## Alternate style from Adjective Pairs

This graphic presents the alternate flow of preferences according to the Adjective Pairs section average results.

The Adjective Pairs result tells us something about how we react when under pressure.

This may or may not be consistent with the general behavior of this team.

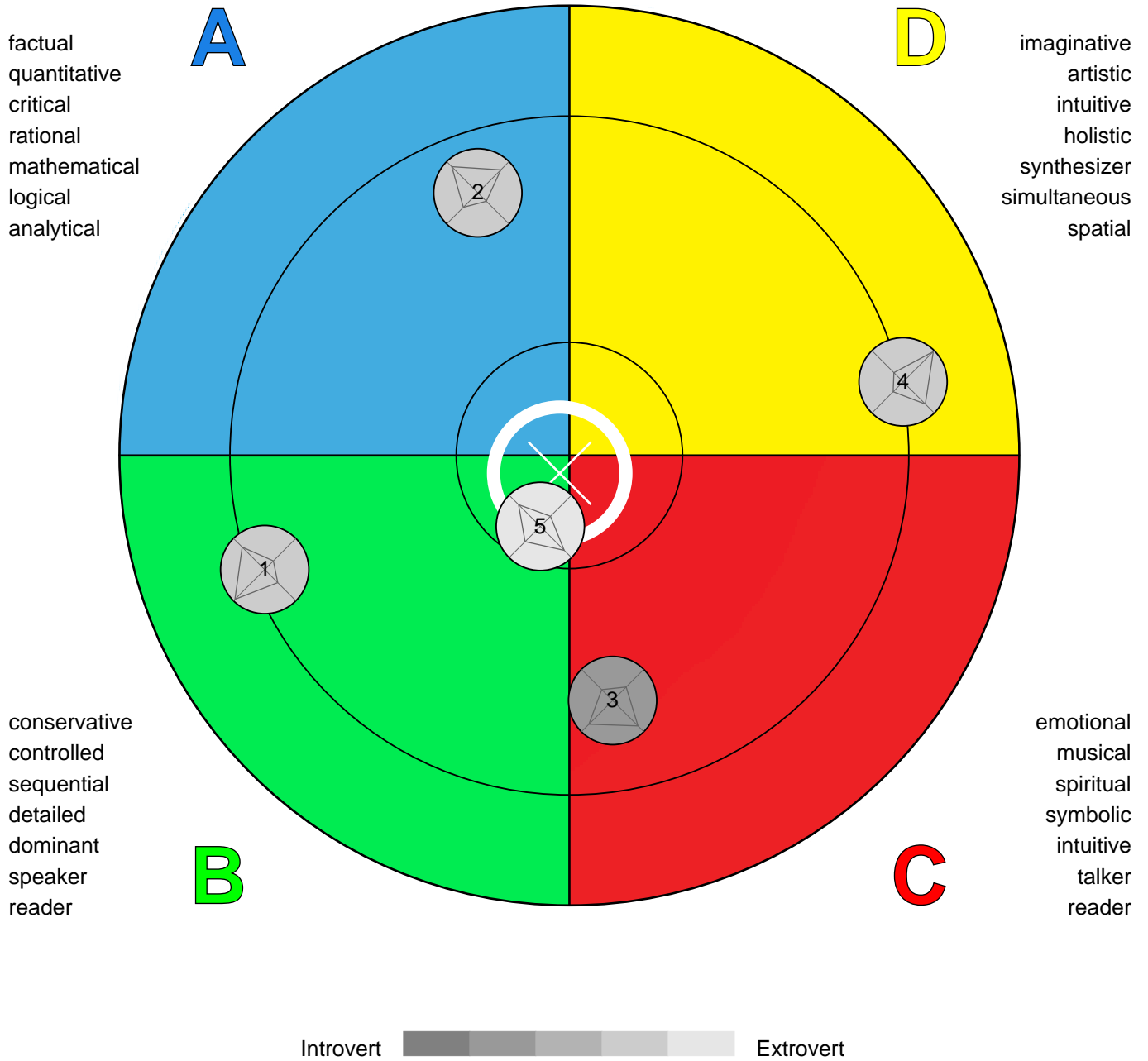


# Profile Results: List of Scores

	Upper Left	Lower Left	Lower Right	Upper Right	Intro/Extro
Profile 2	108	60	35	95	7/9
Profile 1	93	123	54	36	7/9
Profile 3	45	98	105	56	3/9
Profile 5	90	63	99	42	9/9
Profile 4	38	41	92	125	7/9
Sum	374	385	385	354	33
Average	75	77	77	71	7
Min	38	41	35	36	3
Max	108	123	105	125	9
Std. dev.	28	29.5	27.5	34	2
Med.	90	63	92	56	7
Range	70	82	70	89	6



# Preference Map

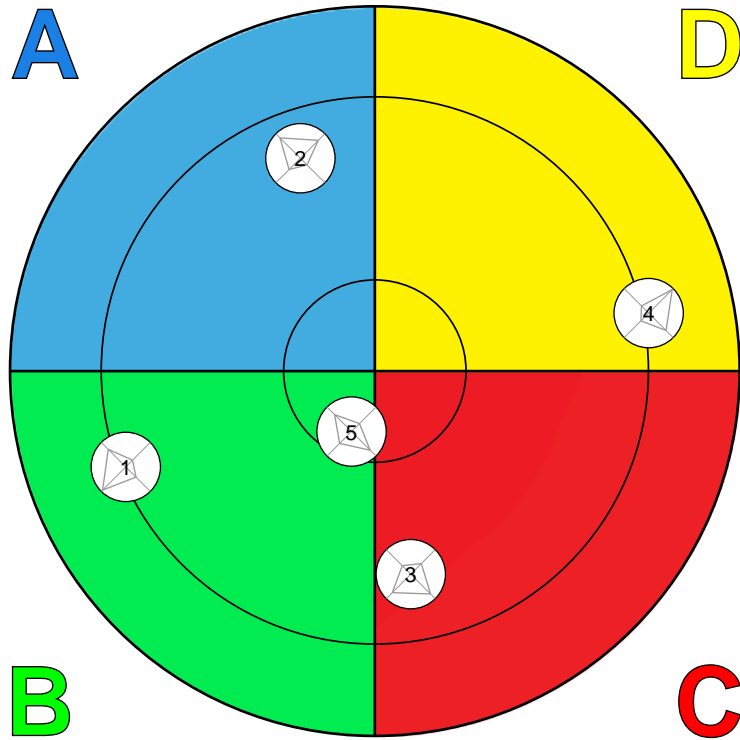


# Preference Map Scores / Adjective Pairs

## Scores

factual  
quantitative  
critical  
rational  
mathematical  
logical  
analytical

conservative  
controlled  
sequential  
detailed  
dominant  
speaker  
reader



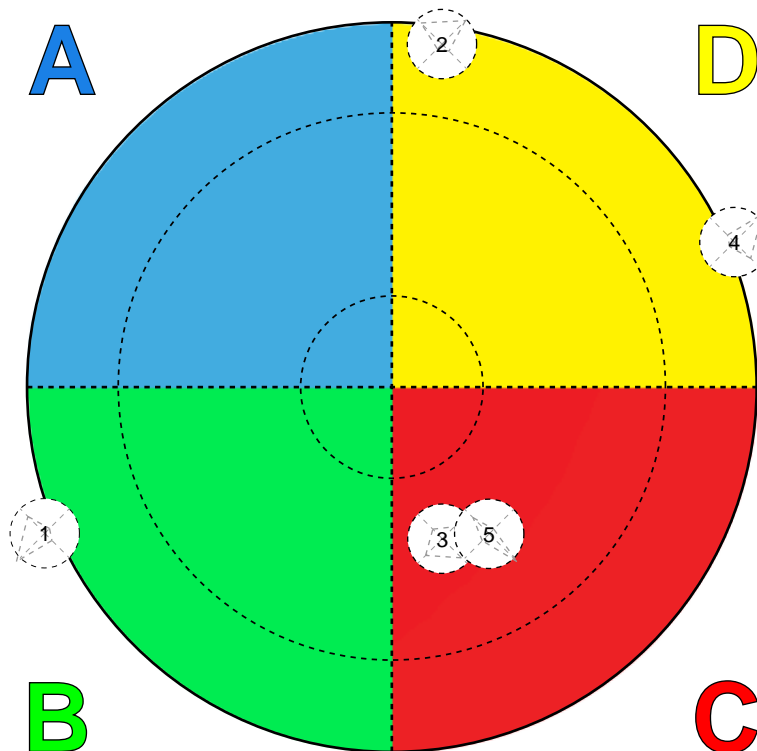
imaginative  
artistic  
intuitive  
holistic  
synthesizer  
simultaneous  
spatial

emotional  
musical  
spiritual  
symbolic  
intuitive  
talker  
reader

## Adjective Pairs

factual  
quantitative  
critical  
rational  
mathematical  
logical  
analytical

conservative  
controlled  
sequential  
detailed  
dominant  
speaker  
reader



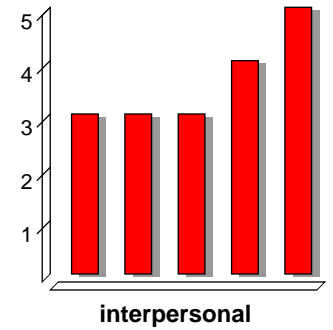
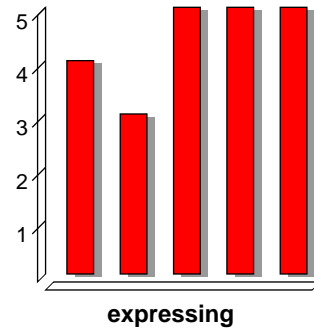
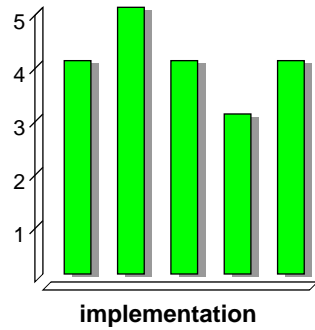
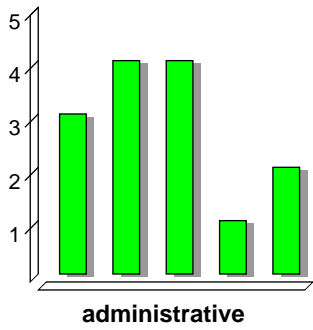
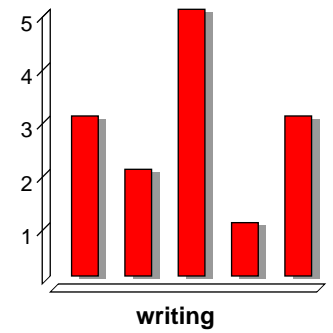
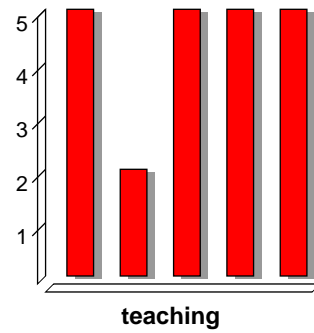
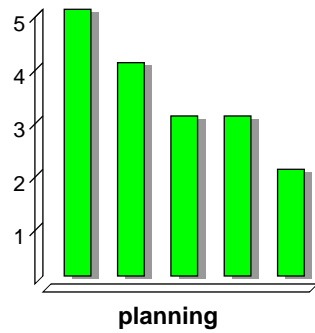
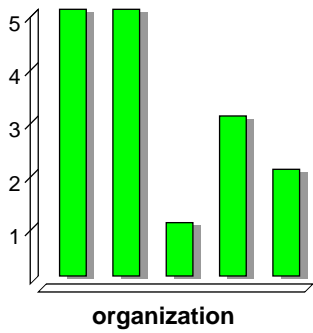
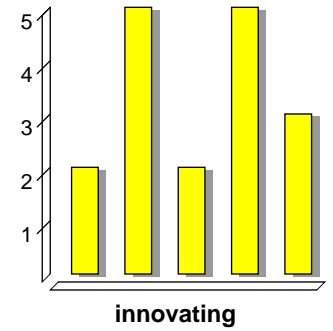
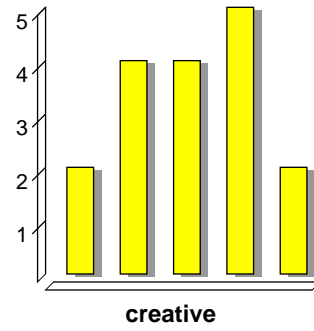
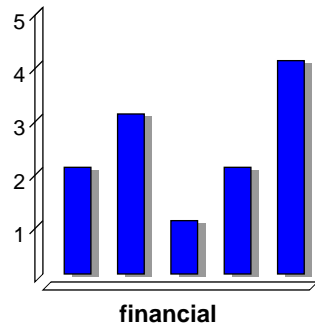
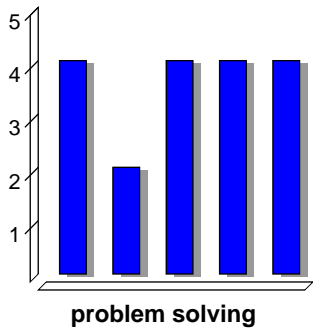
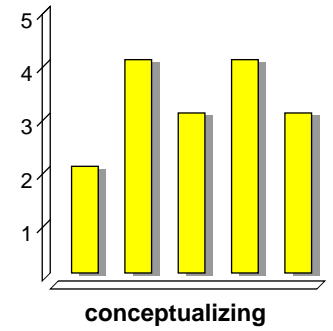
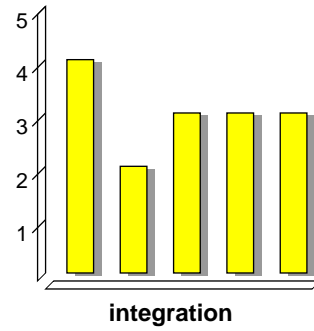
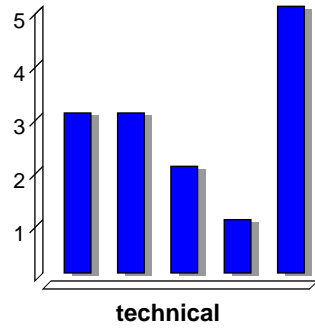
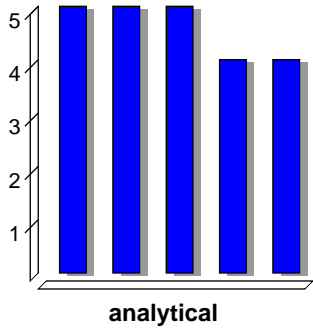
imaginative  
artistic  
intuitive  
holistic  
synthesizer  
simultaneous  
spatial

emotional  
musical  
spiritual  
symbolic  
intuitive  
talker  
reader

# Work Elements by Quadrant

**A**

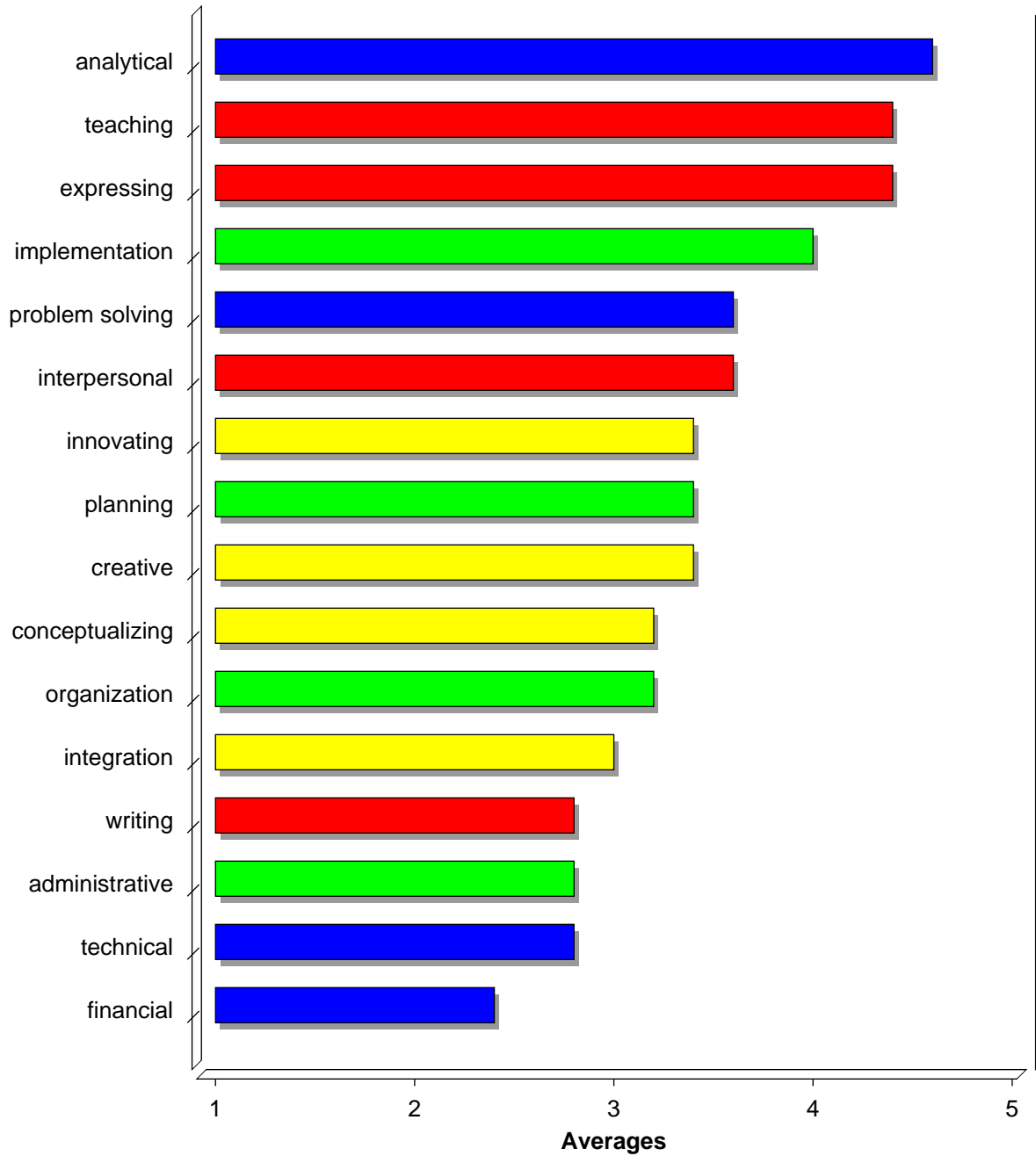
**D**



**B**

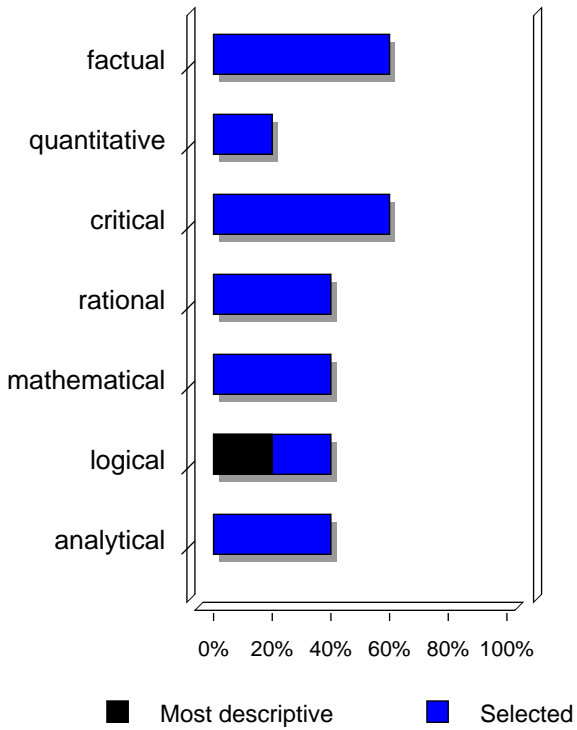
**C**

# Rank Order of Work Elements

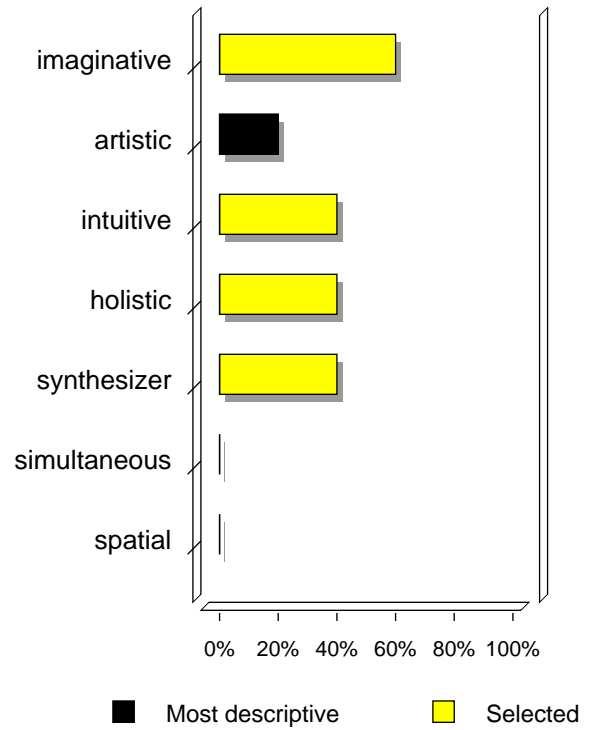


# Key Descriptors by Quadrant

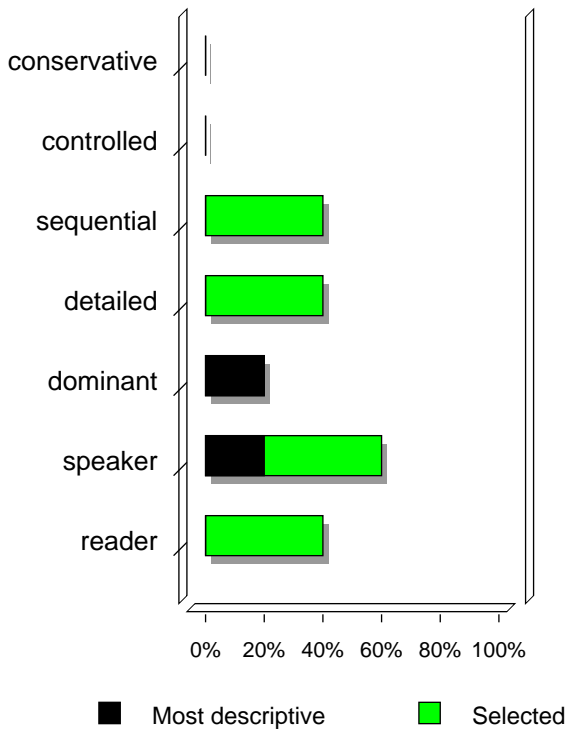
**A**



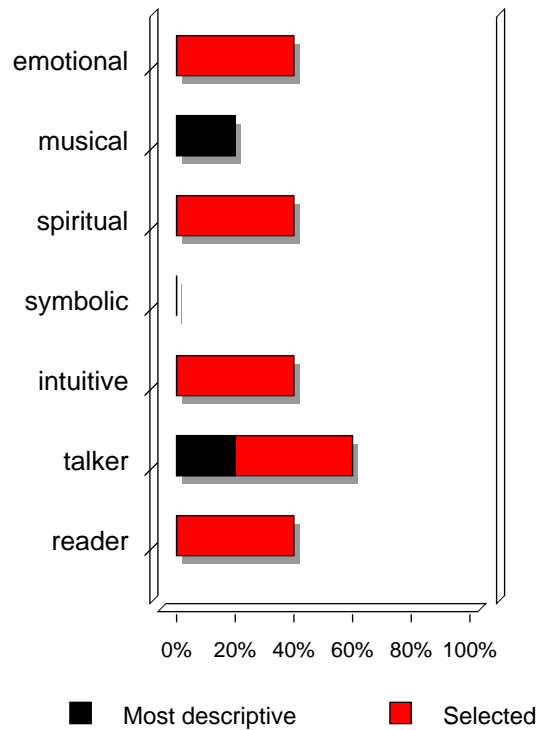
**D**



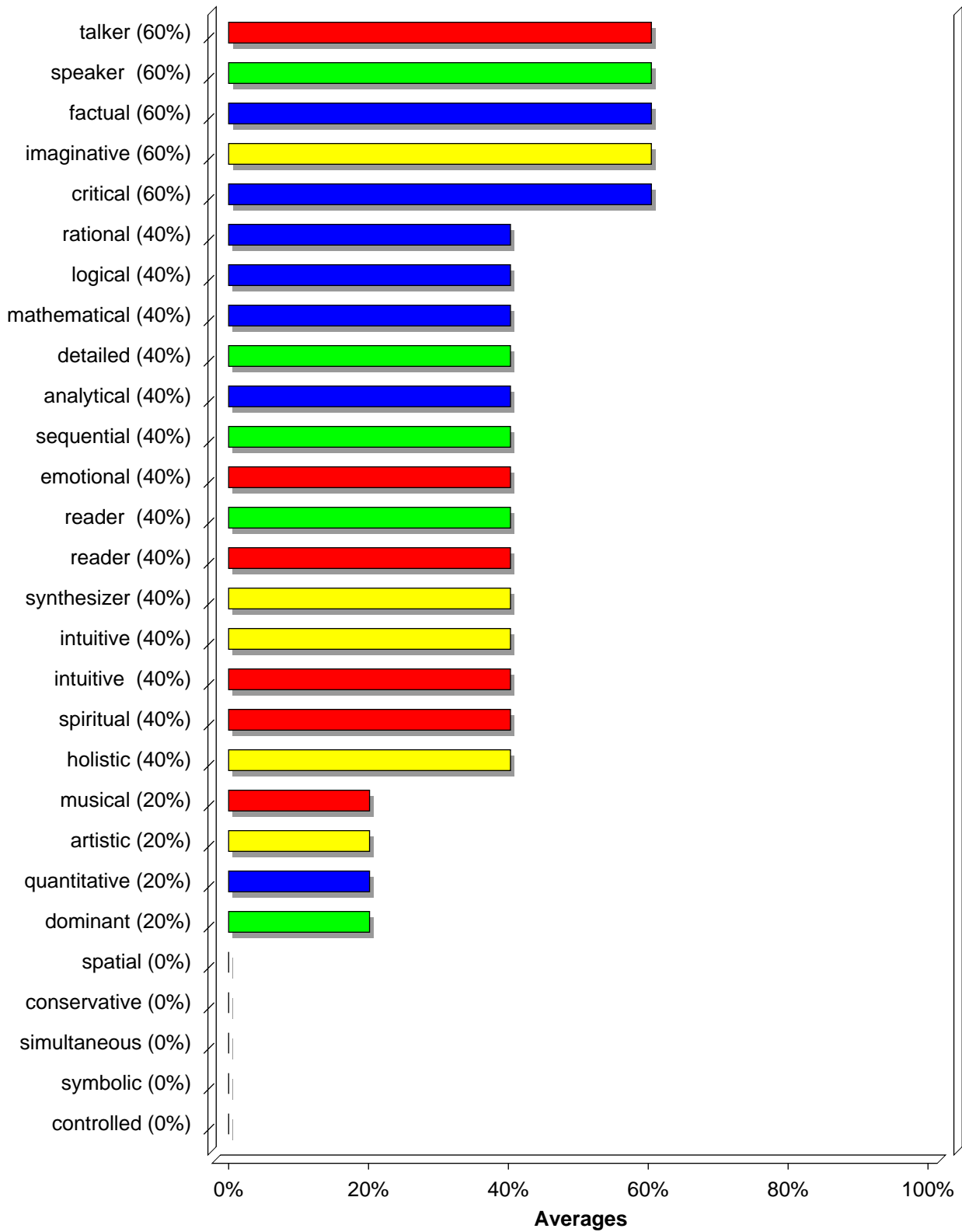
**B**



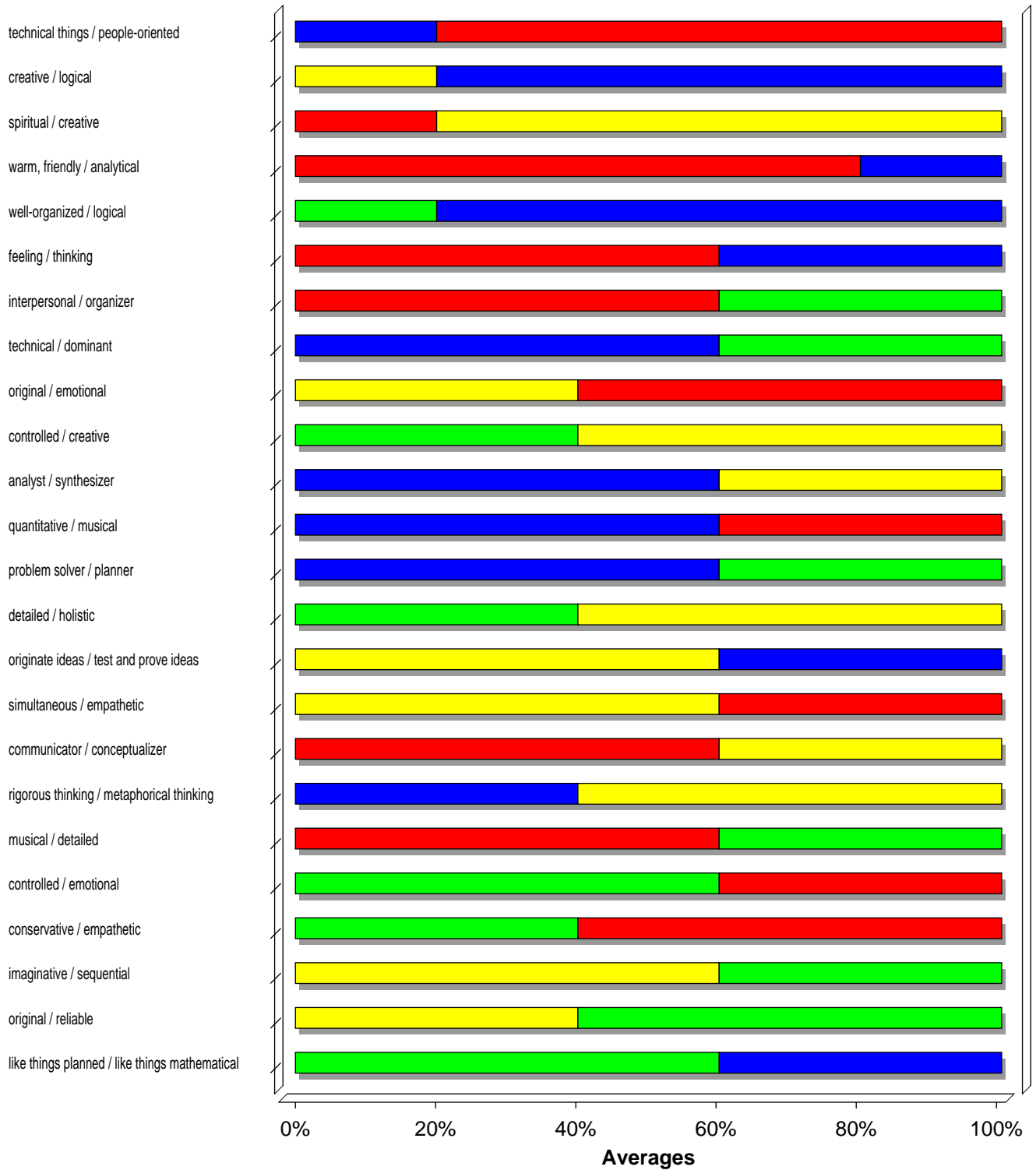
**C**



# Rank Order of Key Descriptors



# Adjective Pairs Comparison



# Twenty Questions Comparison

	strongly agree			strongly disagree		
Q 1	20%	[80%]	60%	20%	0%	[0%] 0%
	I feel that a step by step method is best for solving problems.					
Q 2	20%	[40%]	20%	0%	60%	[60%] 0%
	Daydreaming has provided the impetus for the solution of many of my more important problems.					
Q 3	20%	[40%]	20%	60%	0%	[0%] 0%
	I like people who are most sure of their conclusions.					
Q 4	20%	[80%]	60%	0%	20%	[20%] 0%
	I would rather be known as a reliable than an imaginative person.					
Q 5	0%	[20%]	20%	0%	60%	[80%] 20%
	I often get my best ideas when doing nothing in particular.					
Q 6	40%	[60%]	20%	40%	0%	[0%] 0%
	I rely on hunches and the feeling of "rightness" or "wrongness" when moving toward the solution to a problem.					
Q 7	0%	[40%]	40%	20%	20%	[40%] 20%
	I sometimes get a kick out of breaking the rules and doing things I'm not supposed to do.					
Q 8	20%	[80%]	60%	0%	20%	[20%] 0%
	Much of what is most important in life cannot be expressed in words.					
Q 9	20%	[40%]	20%	0%	40%	[60%] 20%
	I'm basically more competitive with others than self-competitive.					
Q 10	20%	[20%]	0%	0%	80%	[80%] 0%
	I would enjoy spending an entire day "alone with my thoughts."					
Q 11	60%	[80%]	20%	0%	20%	[20%] 0%
	I dislike things being uncertain and unpredictable.					
Q 12	20%	[60%]	40%	40%	0%	[0%] 0%
	I prefer to work with others in a team effort rather than solo.					
Q 13	40%	[40%]	0%	60%	0%	[0%] 0%
	It is important for me to have a place for everything and everything in its place.					
Q 14	0%	[60%]	60%	20%	20%	[20%] 0%
	Unusual ideas and daring concepts interest and intrigue me.					
Q 15	20%	[80%]	60%	20%	0%	[0%] 0%
	I prefer specific instructions to those which leave many details optional.					
Q 16	0%	[0%]	0%	40%	60%	[60%] 0%
	Know-why is more important than know-how.					
Q 17	20%	[40%]	20%	40%	0%	[20%] 20%
	Thorough planning and organization of time are mandatory for solving difficult problems.					
Q 18	0%	[80%]	80%	20%	0%	[0%] 0%
	I can frequently anticipate the solutions to my problems.					
Q 19	0%	[40%]	40%	20%	40%	[40%] 0%
	I tend to rely more on my first impressions and feelings when making judgments than on a careful analysis of the situation.					
Q 20	0%	[40%]	40%	40%	20%	[20%] 0%
	I feel that laws should be strictly enforced.					



# Participant list

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MEMBER-1, TEAM

MEMBER-2, TEAM

MEMBER-3, TEAM

MEMBER-4, TEAM

MEMBER-5, TEAM

# Participant list - For leader use only

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Profile 1	MEMBER-1	TEAM
Profile 2	MEMBER-2	TEAM
Profile 3	MEMBER-3	TEAM
Profile 4	MEMBER-4	TEAM
Profile 5	MEMBER-5	TEAM