



HBDI® Team Profile

Banking & Finance Team

Whole Brain® Thinking in the Finance World

Bank Location - April

Practitioner Extraordinaire

Report Outline

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Ethical Use of the HBDI® Team Profile

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 Whole Brain® Thinking, and should be delivered by a Herrmann Certified Practitioner.

Composite

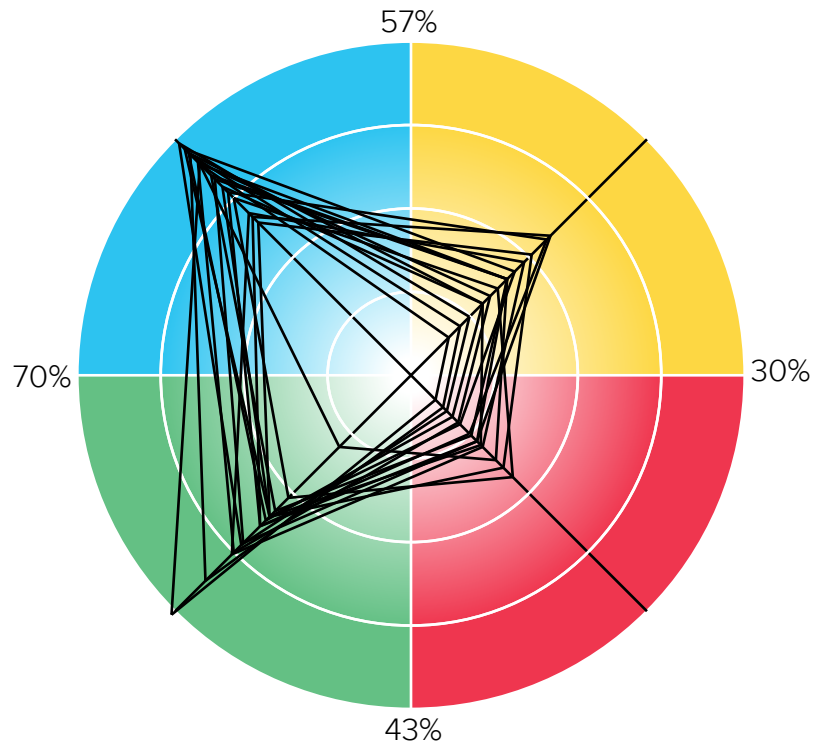


A

D

mathematical
quantitative
analytical
rational
factual
critical

simultaneous
imaginative
synthesizer
intuitive
artistic
holistic



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

reader
speaker
detailed
dominant
controlled
sequential

talker
reader
musical
spiritual
intuitive
symbolic

Total number of thinkers: 15

B

C

Average of Your Team

General Score

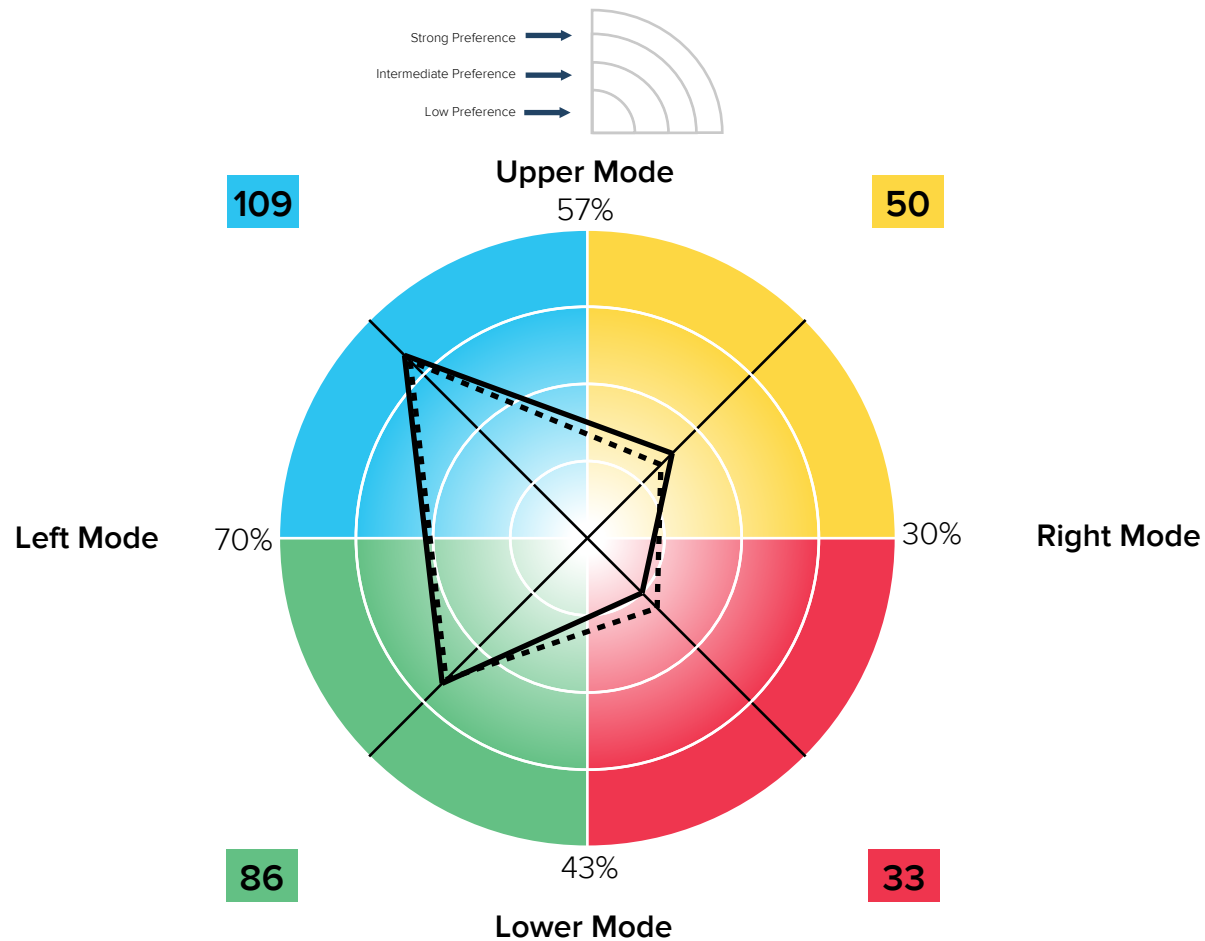
Under Pressure

A

mathematical
quantitative
analytical
rational
factual
critical

D

simultaneous
imaginative
synthesizer
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artistic
holistic



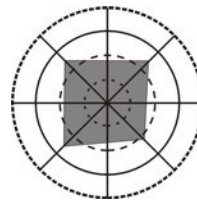
reader
speaker
detailed
dominant
controlled
sequential

talker
reader
musical
spiritual
intuitive
symbolic

B

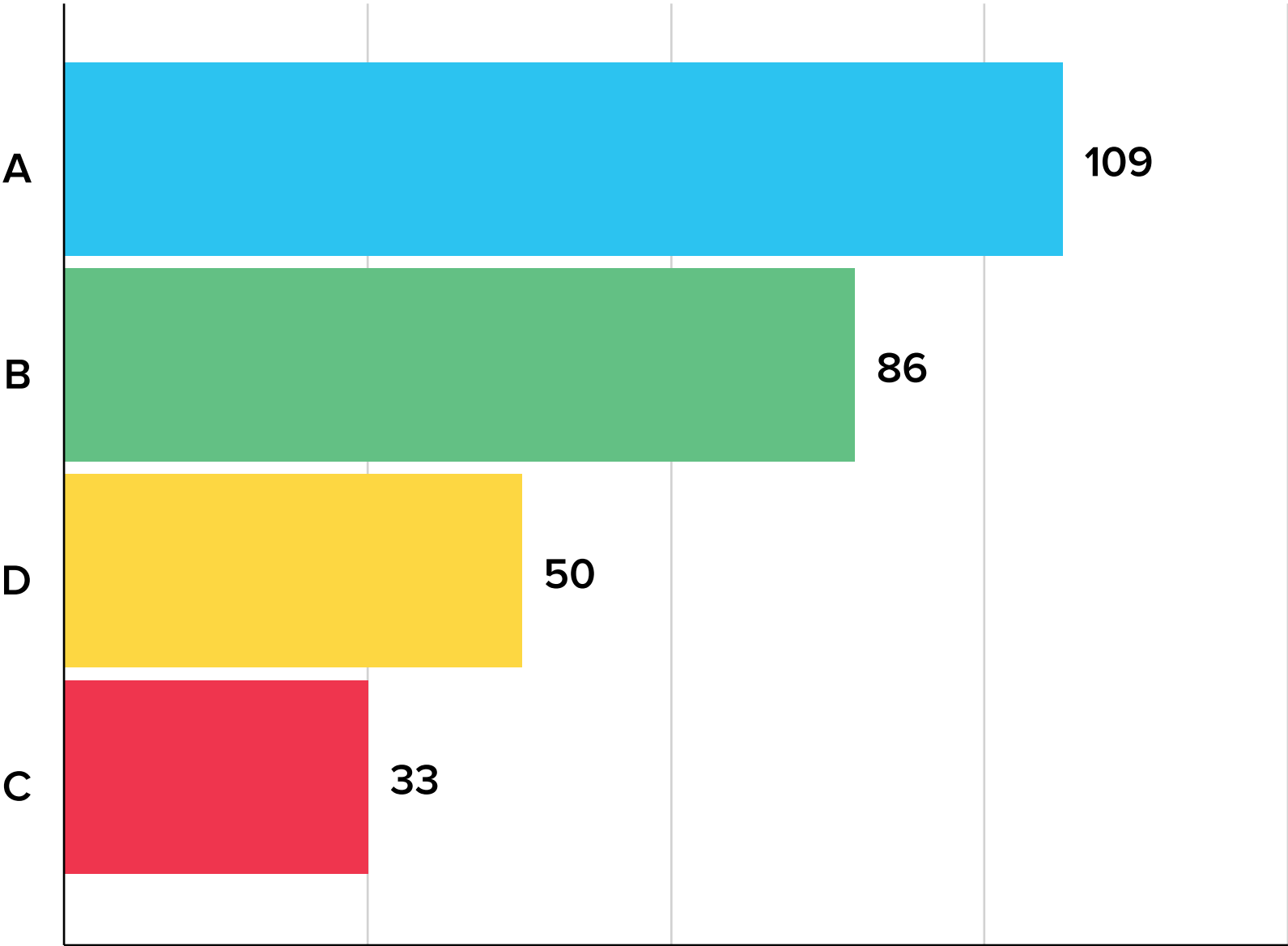
C

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



Database Average

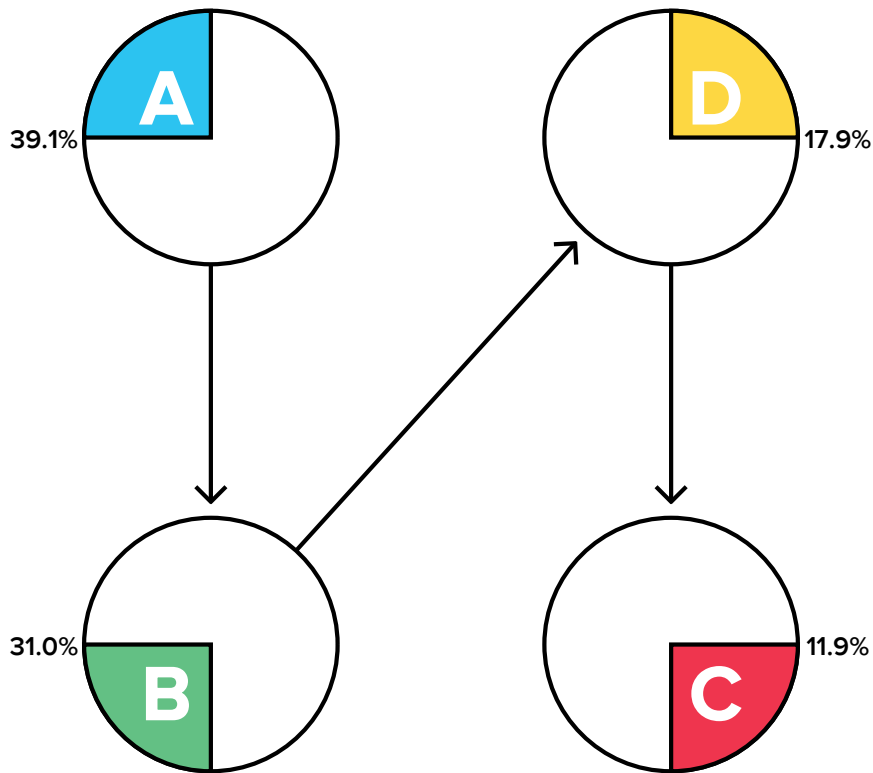
HBDI® Rank Order of Preferences



Our Team's Thinking Processes

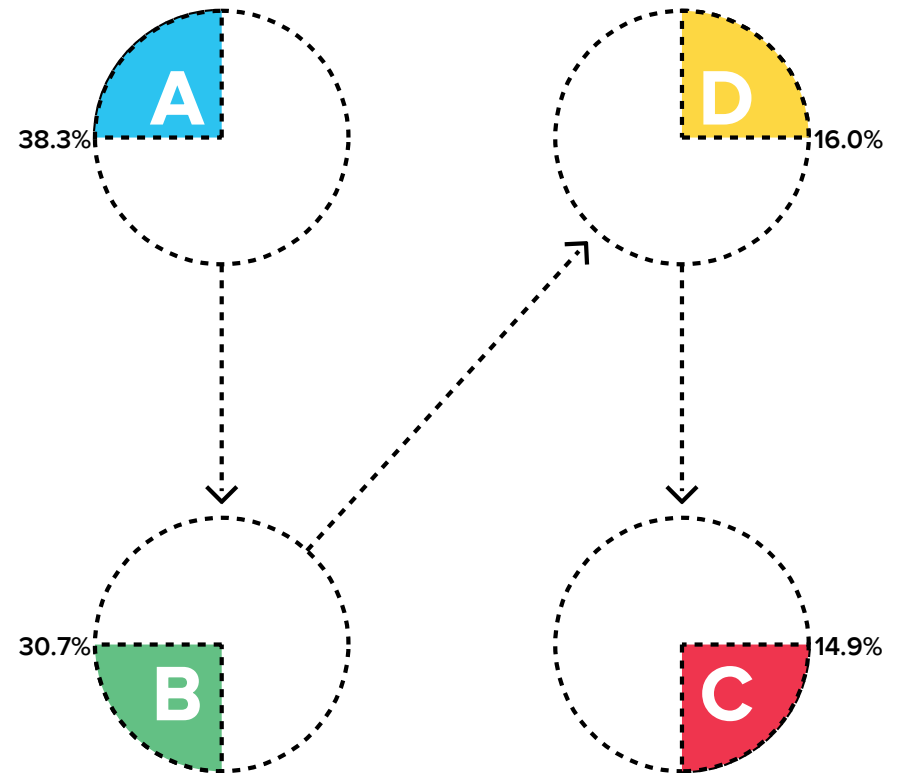
Typical Process Flow

This graphic presents what a typical process flow would look like for a team with your average thinking preferences. This tells us where our thinking may start when working together as a team, and also what thinking we might overlook.



Under Pressure Process Flow

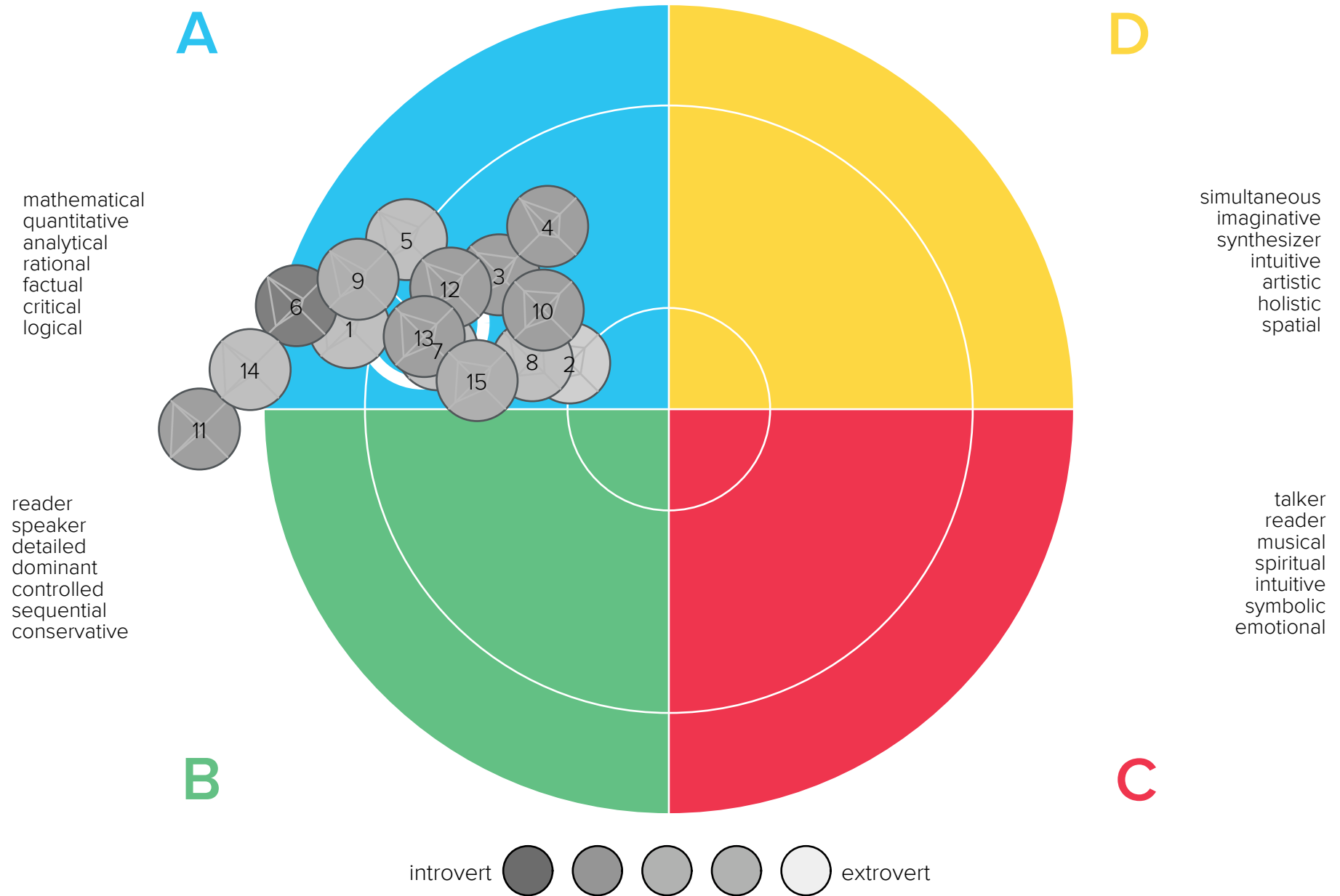
This graphic presents the alternate flow of preferences under pressure, based on the Adjective Pairs section's average results. This tells us about how we might think differently when under pressure as a team.



Profile Results: List of Scores

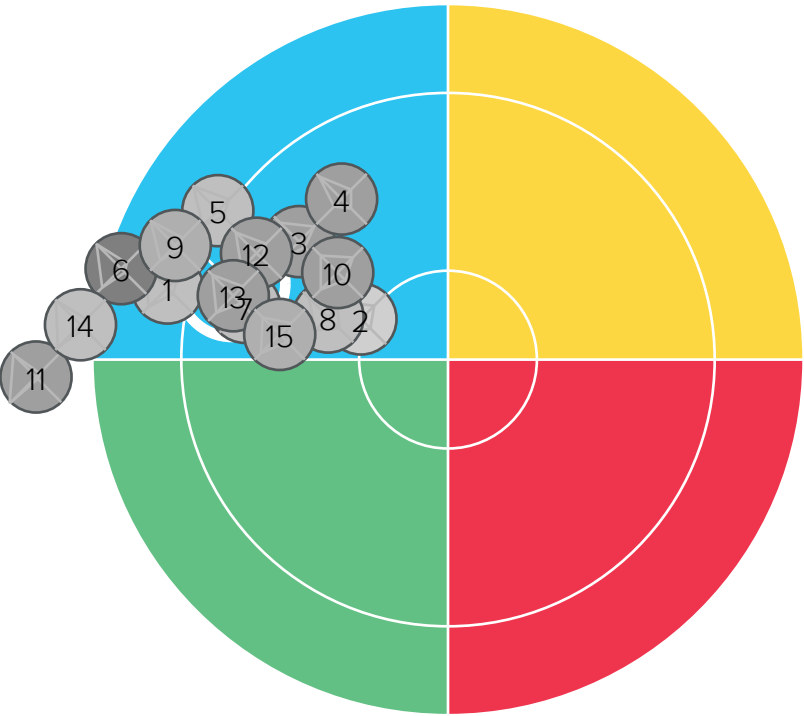
	General Score					Under Pressure Score			
	A	B	C	D	Intro/Extro	A	B	C	D
Profile 6	128	93	20	32	1/9	135	90	22	22
Profile 5	125	78	27	57	5/9	71	71	71	71
Profile 9	123	80	23	39	4/9	110	99	22	33
Profile 14	122	113	18	27	5/9	127	104	11	34
Profile 1	117	98	26	44	5/9	129	94	23	35
Profile 4	116	39	47	53	3/9	105	42	42	63
Profile 12	110	75	33	53	3/9	101	67	33	67
Profile 13	108	92	36	53	3/9	108	96	48	36
Profile 7	104	78	38	39	5/9	107	75	53	21
Profile 3	101	83	32	75	3/9	120	120	36	12
Profile 8	98	68	56	48	5/9	89	67	67	44
Profile 10	87	83	36	77	3/9	94	35	47	105
Profile 2	84	78	51	66	6/9	81	69	81	46
Profile 11	116	132	14	21	3/9	117	117	35	11
Profile 15	89	99	39	62	4/9	84	120	24	60
Sum	1628	1289	496	746	58	1578	1266	615	660
Average	109	86	33	50	4	105	84	41	44
Min	84	39	14	21	1	71	35	11	11
Max	128	132	56	77	6	135	120	81	105
Std.	14	20	11.5	16	1.5	18	25.5	19.5	24.5
Med.	110	83	33	53	4	107	90	36	36
Range	44	93	42	56	5	64	85	70	94

HBDI® Group Preference Map

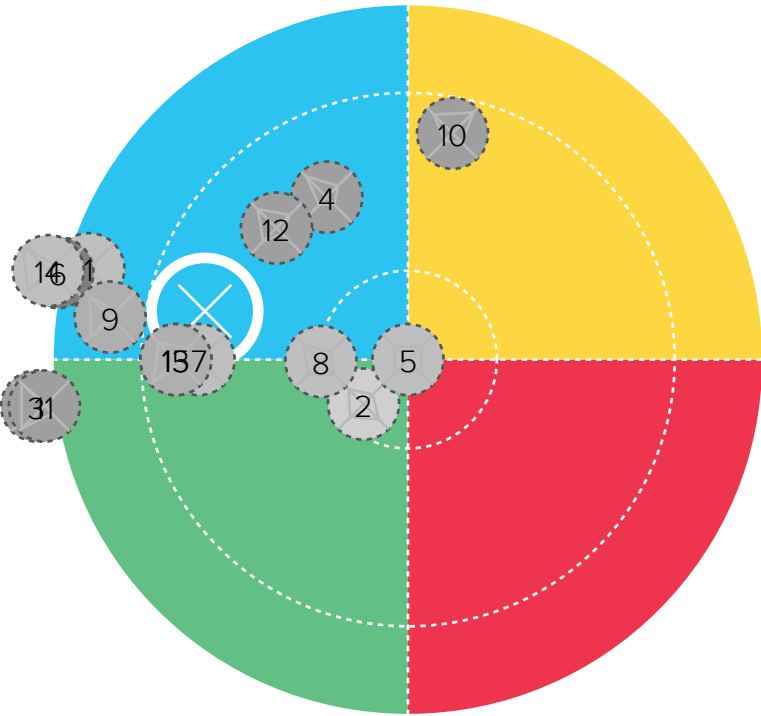


HBDI® Preference Map Under Pressure

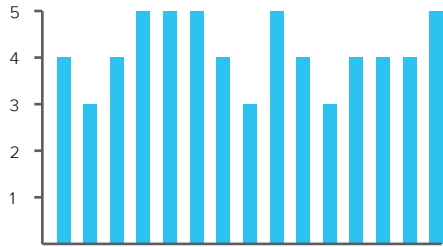
Scores



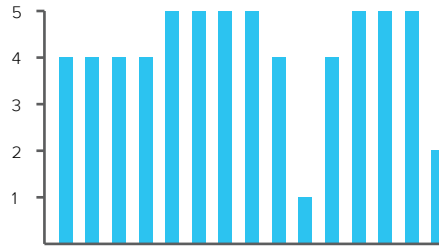
Under Pressure



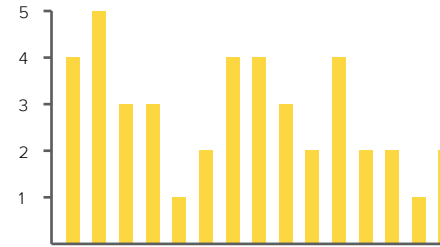
HBDI® Work Elements By Quadrant



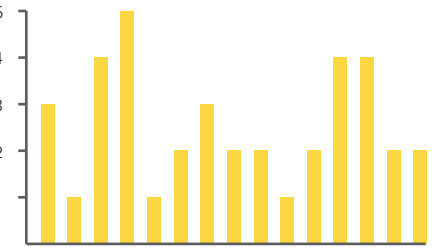
analytical



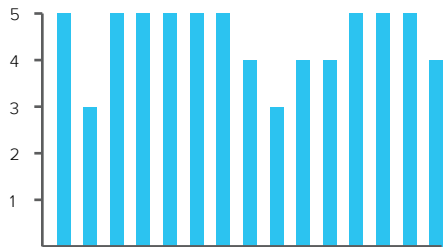
technical



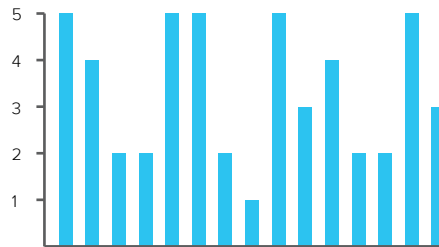
integration



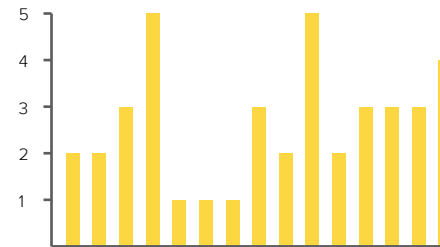
conceptualizing



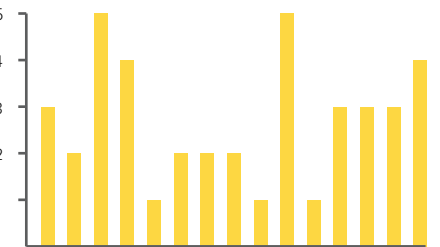
problem solving



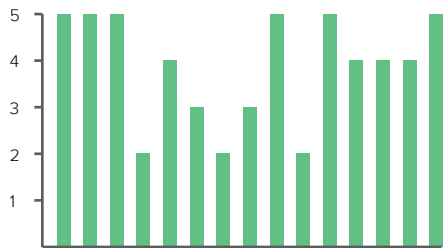
financial



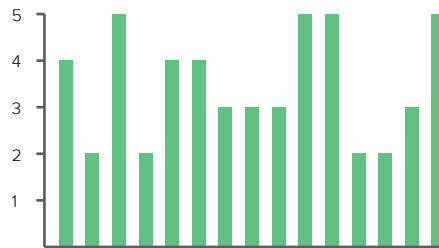
creative



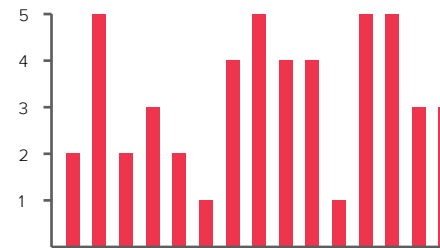
innovating



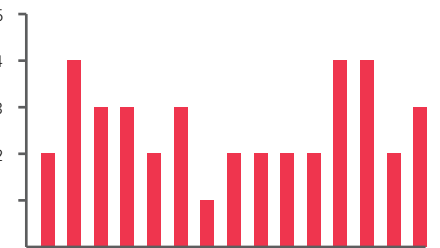
organization



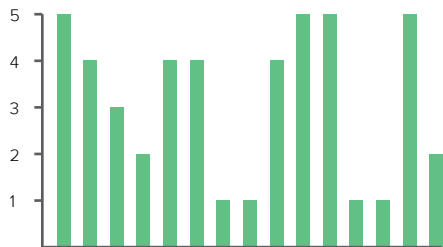
planning



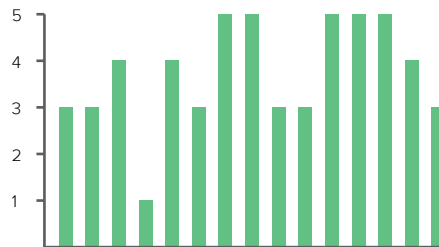
teaching/training



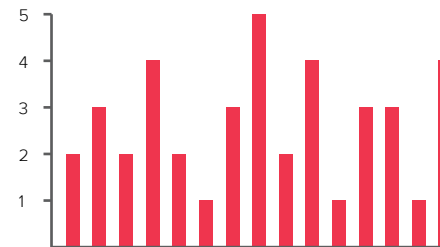
writing



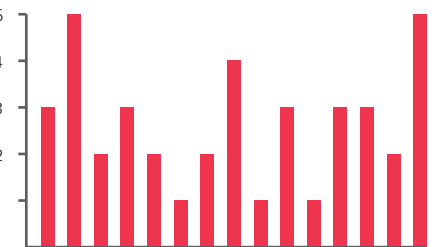
administrative



implementation

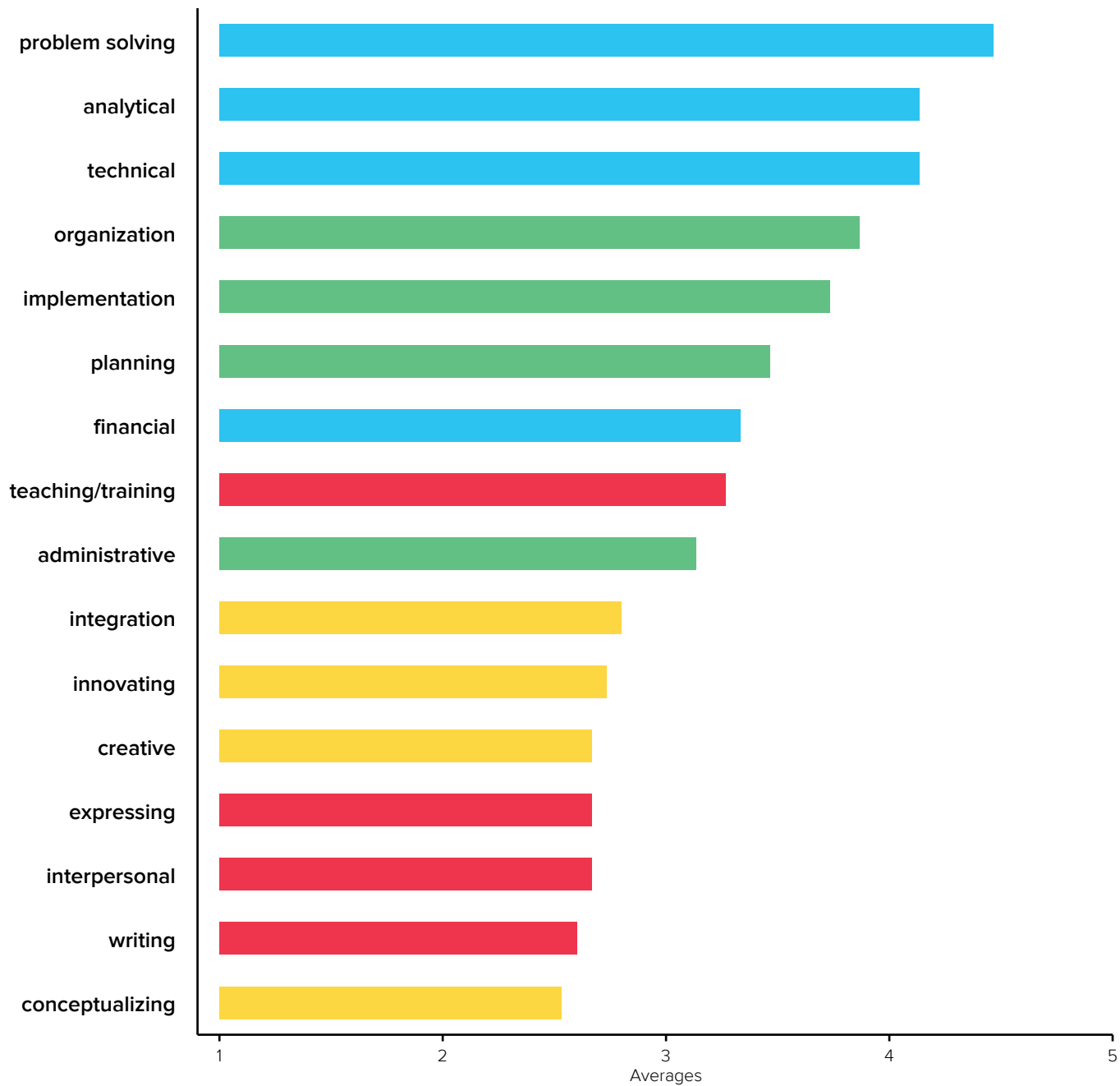


expressing



interpersonal

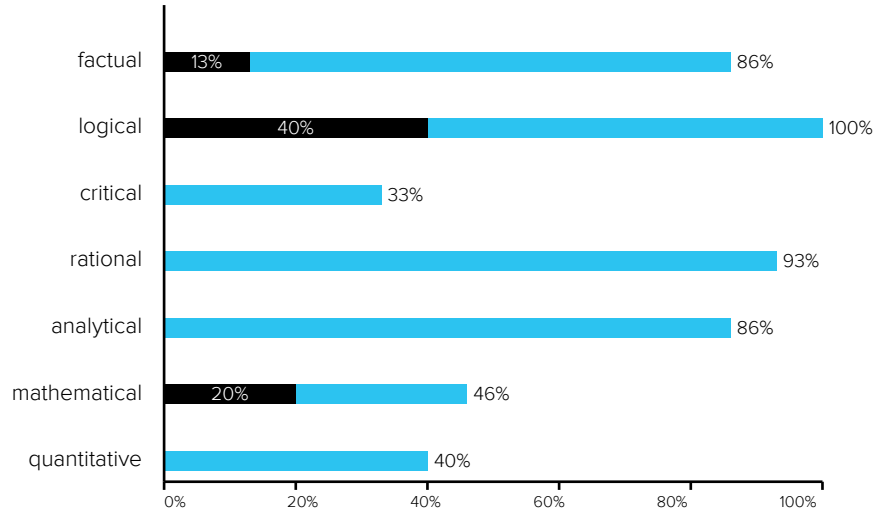
HBDI® Rank Order of Work Elements



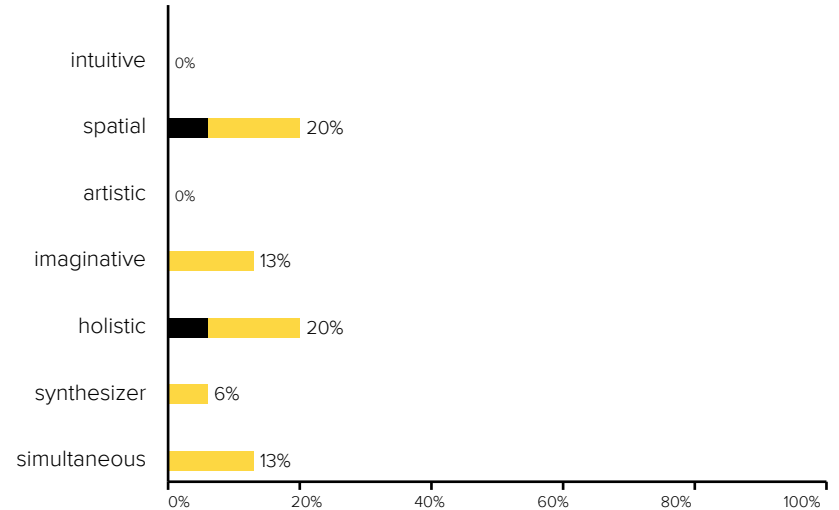
HBDI® Key Descriptors by Quadrant

A

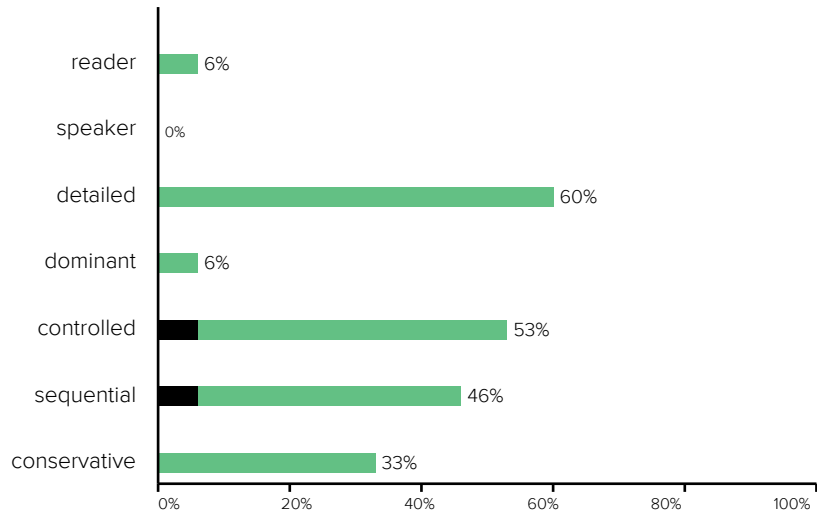
Selected
Most Descriptive



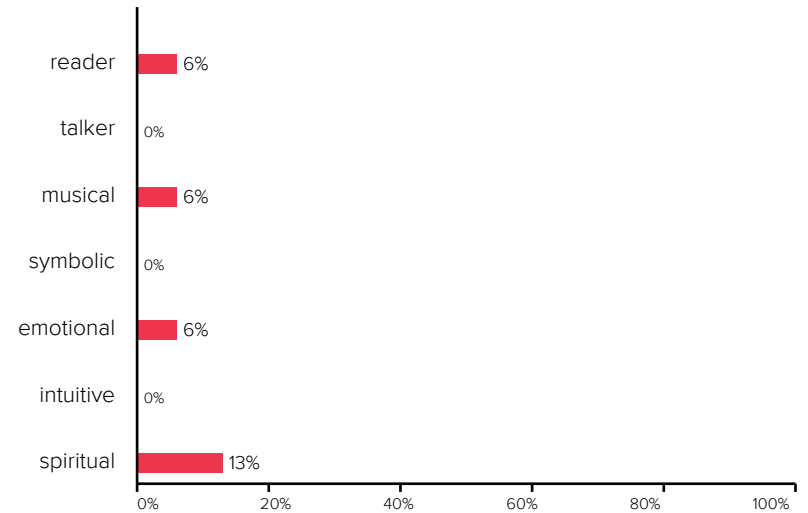
D



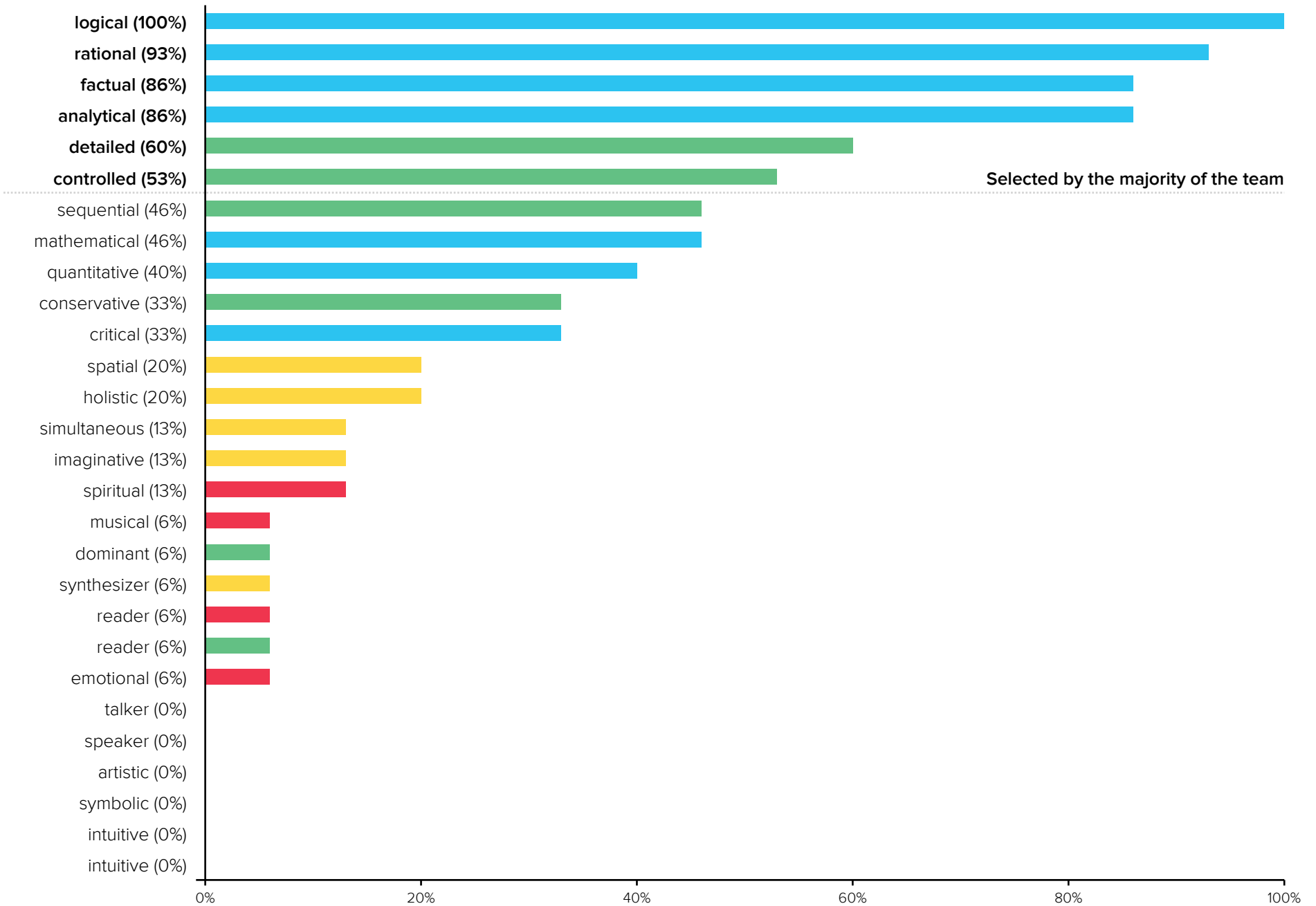
B



C

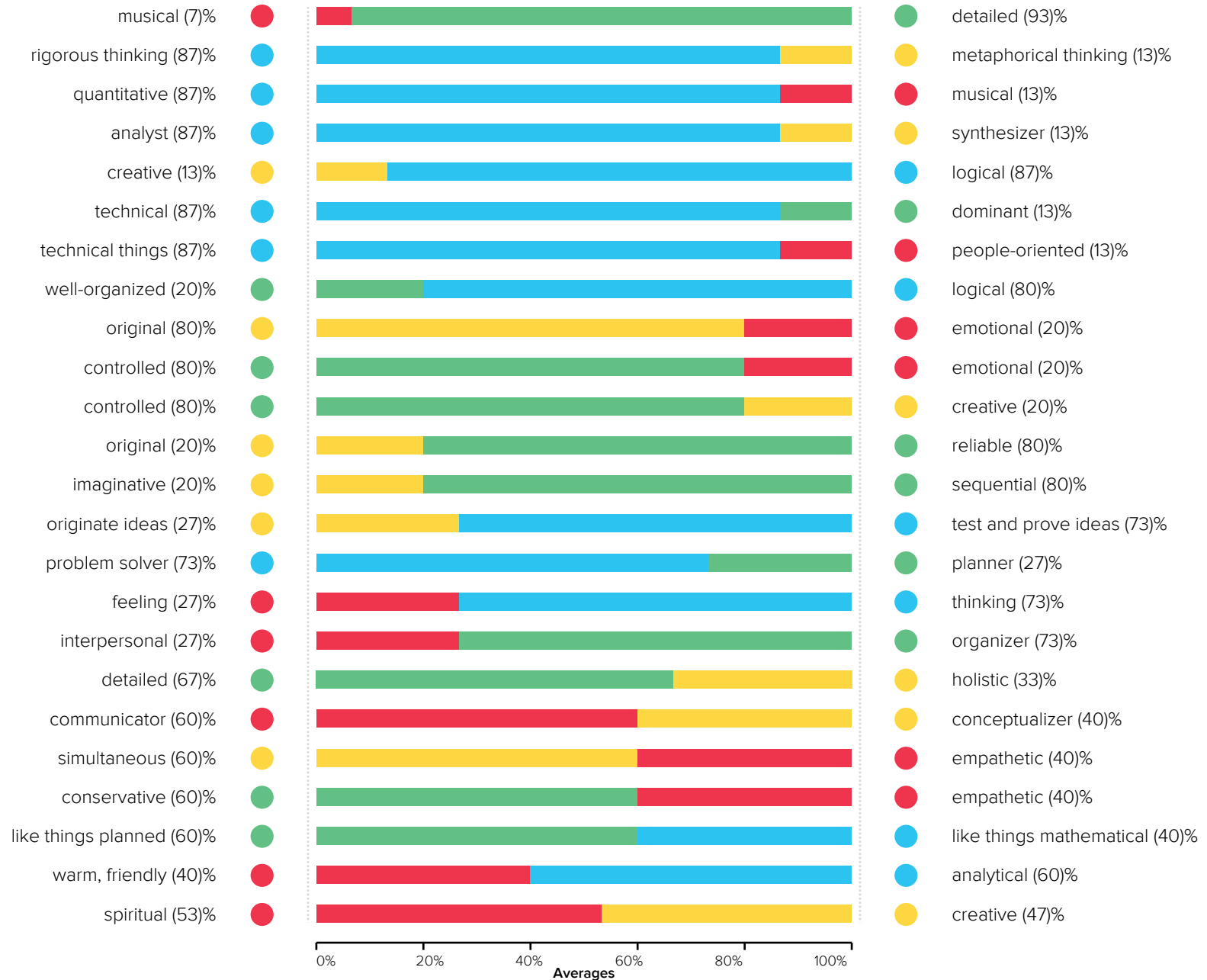


HBDI® Rank Order of Key Descriptors



HBDI® Adjective Pairs Comparison

These are the forced choice pairing descriptors that result in the "Under Pressure" scores.



HBDI® 20 Questions

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree



I feel that a step by step method is best for solving problems.



Daydreaming has provided the impetus for the solution of many of my more important problems.



I like people who are most sure of their conclusions.



I would rather be known as a reliable than an imaginative person.



I often get my best ideas when doing nothing in particular.



I rely on hunches and the feeling of "rightness" or "wrongness" when moving toward the solution to a problem.



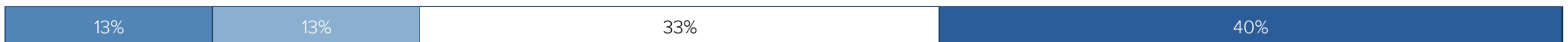
I sometimes get a kick out of breaking the rules and doing things I'm not supposed to do.



Much of what is most important in life cannot be expressed in words.



I'm basically more competitive with others than self-competitive.



I would enjoy spending an entire day "alone with my thoughts."



HBDI® 20 Questions

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree



I dislike things being uncertain and unpredictable.



I prefer to work with others in a team effort rather than solo.



It is important for me to have a place for everything and everything in its place.



Unusual ideas and daring concepts interest and intrigue me.



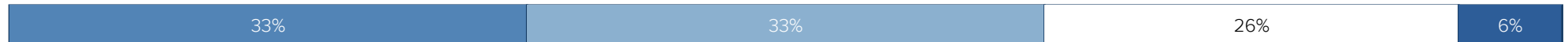
I prefer specific instructions to those which leave many details optional.



Know-why is more important than know-how.



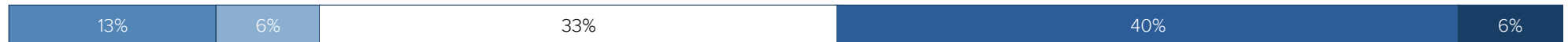
Thorough planning and organization of time are mandatory for solving difficult problems.



I can frequently anticipate the solutions to my problems.



I tend to rely more on my first impressions and feelings when making judgments than on a careful analysis of the situation.



I feel that laws should be strictly enforced.



03/06/2019
Individual's names

JAMES CANNONICAL

JOHN DOE

JOE DOESNT

WILL EDWARDS

JOE EPIC

KATHRYN FARZ

TEAM LEADER

JAMES NEAR

JAMES NONE

JOHN PUBLIC

CHRISTINE STRONG

EMILY TESTER

HERRMANN TESTING

THEO TESTOR

SALLY WHITE

Total Number of Thinkers: 15

Participant List...For Leader's Use Only

	General Score					Under Pressure Score			
	A	B	C	D	Intro/Extro	A	B	C	D
(5) JAMES CANNONICAL	125	78	27	57	5/9	71	71	71	71
(1) CHRISTINE STRONG	117	98	26	44	5/9	129	94	23	35
(3) JOE EPIC	101	83	32	75	3/9	120	120	36	12
(12) JOE DOESNT	110	75	33	53	3/9	101	67	33	67
(2) JOHN DOE	84	78	51	66	6/9	81	69	81	46
(13) TEAM LEADER	108	92	36	53	3/9	108	96	48	36
(4) WILL EDWARDS	116	39	47	53	3/9	105	42	42	63
(7) JAMES NONE	104	78	38	39	5/9	107	75	53	21
(8) JAMES NEAR	98	68	56	48	5/9	89	67	67	44
(6) KATHRYN FARZ	128	93	20	32	1/9	135	90	22	22
(14) JOHN PUBLIC	122	113	18	27	5/9	127	104	11	34
(9) EMILY TESTER	123	80	23	39	4/9	110	99	22	33
(10) HERRMANN TESTING	87	83	36	77	3/9	94	35	47	105
(15) THEO TESTOR	89	99	39	62	4/9	84	120	24	60
(11) SALLY WHITE	116	132	14	21	3/9	117	117	35	11
Sum	1628	1289	496	746	58	1578	1266	615	660
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