

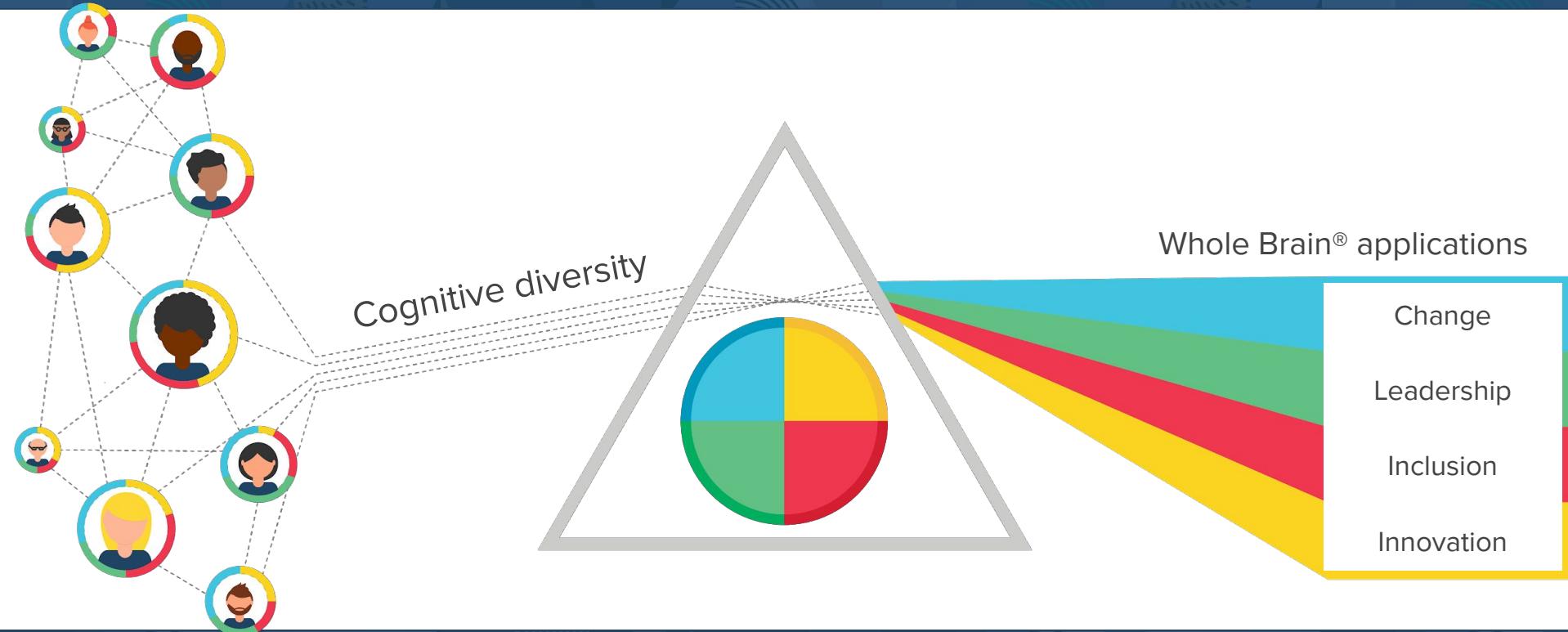


Application Tools on the Herrmann Platform

Practitioner Introduction

Application Tools on the Herrmann Platform

Extending Whole Brain® Thinking into everyday application



The ‘Sharing’ tile

Insights, Sharing, and Comparing

Sharing

Search by first name, last name, or email. 

Get to know members of your organization. Use the box above to search for people.

[Share My Profile](#) [View My Profile](#)

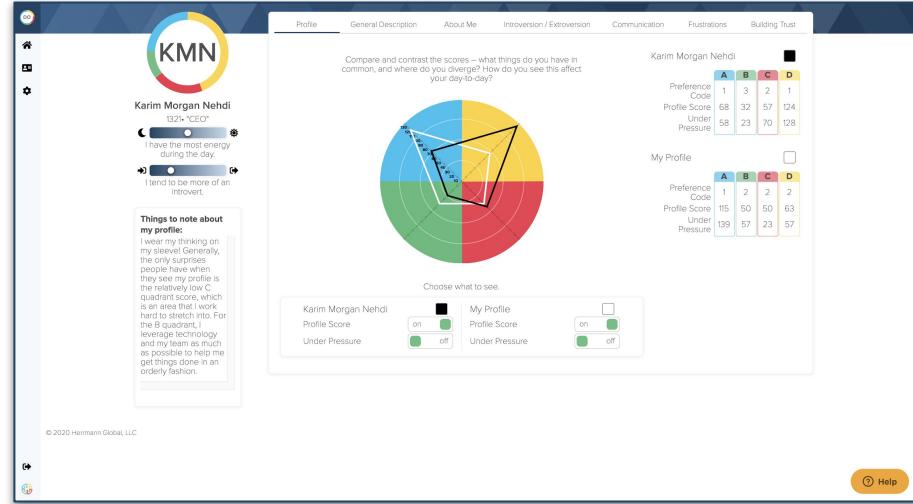
Adjust your sharing permissions [| Revoke Permission](#)

Sharing

Getting the most out of the Herrmann Platform

Improve outcomes through:

- Better communication and collaboration enabled by an appreciation of cognitive diversity
- Greater insights from self-reflection and the exploration of others
- More robust, personalized profiles
- Application tool for Thinkers that gives time back to certified practitioners



Improving outcomes through greater understanding and appreciation of cognitive diversity.

Sharing In Detail

Understanding and Appreciation

- Drive engagement with application tools that can be used on a daily basis to quickly and easily see the Thinking preferences of others at-a-glance
- Drive deeper individual insights through self-reflection and seeing the personal reflection of other team members
- Improve communication & collaboration through personalized insights contained within the Thinkers' shared profiles leading to more productive teams
- Promote understanding of others' preferences to harness the cognitive diversity within an organization

WHY

The power to improve communication and collaboration through more impactful:

- *Conversations*
- *Emails*
- *Presentations*

...by understanding cognitive diversity and knowing what to:

- *Expect*
- *Include*
- *Avoid*

Sharing In Detail

For Thinkers and Teams Alike

- The sharing features are for all Thinkers including managers, leaders, and practitioners
- Practitioners can guide Thinkers to complete the sharing activities independently as a next step following a debrief
- The sharing features are done by the individual Thinker and will result in better communication within teams, large or small
- Any Thinker who has granted permission to 'Sharing' can search and be found by other Thinkers within the same organization
- The sharing features allow for practitioners and/or managers to prompt engagement with Whole Brain® Thinking through tools designed for Thinkers

WHO

“Because of what I learned through Share & Compare I have changed the way I interact with someone I have worked with for years...”

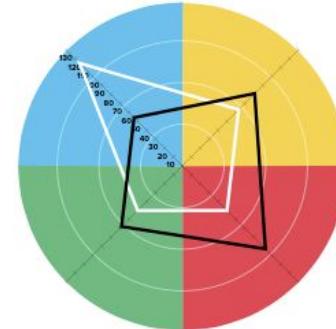
Sharing In Detail

How to Use Sharing

'Sharing' is a Thinker-based application tool designed for use after receiving a debrief on their results. The features allow Certified Practitioners the flexibility to choose their level of involvement.

Examples of when 'Sharing' can be leveraged:

- **During** a session: the tools within 'Sharing' allow you to facilitate the compare activity virtually
- **After** a session: 'Sharing' provides a mechanism for a Certified Practitioner to assign follow up after a session or homework between sessions
- **Independently**: As part of the Thinker's journey they'll be provided opportunities to leverage 'Sharing' to drive more effective communication



Herrmann Profile
[View my profile \(1122\)](#)

HOW

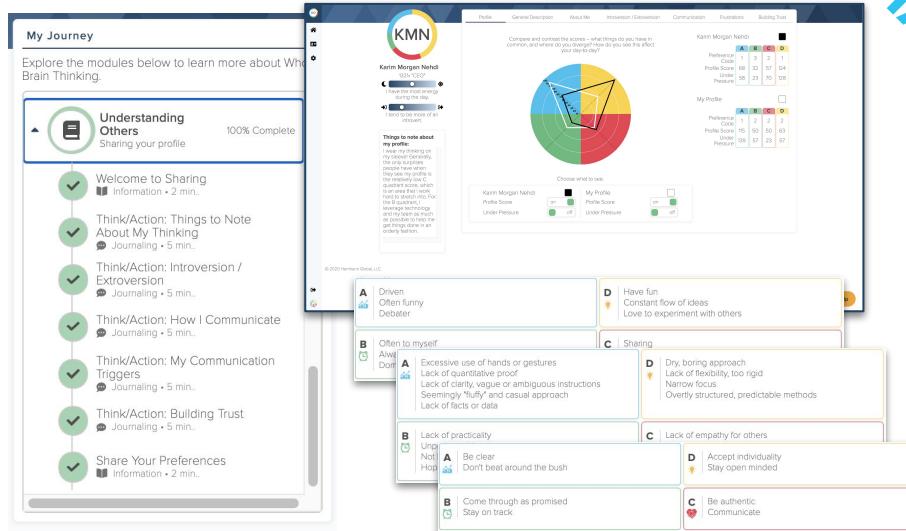
Things to note about my profile:

While I have a very high C quadrant score, I spend a good deal of my work time in "under pressure" mode, where my B quadrant shows up almost equally as strong. My A quadrant is usually all about data and less about dollars and

Sharing In Detail

Sharing

- Expansion of the 'My Journey' activities
 - 7 new activities
 - 5 Self-reflection activities
 - 2 Introduction to 'Sharing' activities
- Shared profile within 'Sharing'
 - Shared profile of personal insights
 - Digital HBDI® results overlay
 - Toggles for under pressure
 - Important things to note
 - Introversion/Extroversion
 - Communication preferences
 - Frustrations
 - Building trust
- Thinkers must opt-in to 'Sharing' to use features
- Ability to share and compare with peers within the organization



Sharing New 'My Journey' Activities

1. Welcome to Sharing

Welcome to Sharing

Sharing

Sharing is a new way to relate to your colleagues and friends. Now that you have explored your HBDI® results, tell your coworkers about your thinking preferences and how best to work with you. Use Sharing to communicate more effectively. Use Sharing to look up a coworker's shared profile and to see where your thinking aligns or diverges from theirs.

Share My Profile View my profile

Share My Thinking Preferences View my profile

Share My Profile

Welcome to Sharing

Share your own profile so that others can learn about your thinking preferences and how best to work with you. Your HBDI® results are only available to you. You can share your profile with others to help explain your results. You'll see the insights you gained to help others understand you, to describe your preferences, and to help others better communicate and build trust with you.

You've opted to share your data with others in your organization. You can opt out at any time in your user settings. Follow the link below to view your shared profile.

View my profile

Revoke permission

2. Think/Action: Things to Note About My Thinking'

Think/Action: Things to Note About My Thinking

Summarize your thinking preferences

Understanding your thinking preferences and being able to describe them helps with effective collaboration and communication. Take time to identify key points about your thinking preferences in a way that is easy to share with others to help them better understand you. To help others communicate their thinking preferences, follow the tips below.

Take a few moments to review your HBDI® results. Refer to the summary of your results at the right or review your full results. Then consider the questions below, and summarize your preferences in order to make it easy to share these insights with others.

Think about:

- What were your results?
- How do your preferences impact your relationships?
- Think about examples of how your preferences show up for you at work and at home.

Next fill in the boxes below. Respond to the questions that you think best help you illustrate or describe your thinking preferences.

The most important thing to note about my profile:

3. Think/Action: Introversion / Extroversion

What describes how you relate to others?

Your thinking in each quadrant may manifest itself differently depending on whether you are more introverted or extroverted. Most people exhibit traits of both introversion and extroversion, depending on the situation.

When you completed the HBDI® you identified a level of introversion/extroversion for yourself. Use this activity to explain how this shows up for you, how you relate to others, where you draw energy, and what you find draining. Share this information with others to set expectations and improve communication.

Edit the text below to best reflect how you relate to others.

I tend to be more of an **ambivert**. For me this means:

I get some energy from interacting with others, but also need alone time.

Next select the items below that best describe you. You may find it helpful to start in your quadrant of strongest preference.

A More Introverted

- Quiet
- Serious
- Very focused

More Extroverted

- Debater
- Likes telling jokes
- Driven

D More Introverted

- Off in my own world
- Explore ideas on my own
- Prefer me alone

More Extroverted

- Experiment with others
- Bounce ideas off others
- Prefer time with a group

4. Think/Action: How I Communicate

Think/Action: How I Communicate

How do you communicate?

Communication includes speaking, listening and non-verbal cues. You may be starting to realize that you naturally communicate in a style that matches your thinking preferences. The communication tips below are based on your profile (122). Review these tips and think about how your thinking preferences show up in your communication.

Then edit your communication tips to help others work more effectively with you. We've pre-filled the tips from your profile so that you can edit and add to these.

Most comfortable communication approaches may include:

- Eye-to-eye contact
- References to people involvement
- Sharing feelings

But may overlook:

- Eye-to-eye contact
- References to people involvement
- Sharing feelings

Things I prefer...

- Brief, clear and precise info
- Well articulated ideas presented in a logical format
- Data & fact-based charts
- Technical accuracy

Things I overlook...

- Eye-to-eye contact
- References to people involvement
- Sharing feelings

5. Think/Action: My Communication Triggers

What do you find frustrating?

Consider your thinking preferences:

- How do they impact how you communicate? Or when you choose not to?
- When does it work well?

Next, check off items that most frustrate you when others communicate with you. Select up to **eight (8)** items across all four quadrants; it's fine to leave a quadrant empty. You may find it helpful to start in your quadrant of strongest preference and work your way to your quadrant of lowest preference.

A

- Inarticulate communication
- Excessive "chatter"
- Lack of clarity, vague or ambiguous instructions
- Illogical comments
- Inefficient use of time
- Lack of facts or data
- Inappropriate intimacy
- Over sharing of personal feelings
- Fear of being vulnerable
- Lack of quantitative proof
- Excessive use of hands or gestures
- Seemingly "fluffy" and casual approach
- Unrealistic or "touchy feely" style
- Not getting to the point quickly enough

D

- Repetition
- Too slow paced
- "Playing it safe" and "by the book"
- Overly structured, predictable methods
- Dry, boring approach
- Consistent resistance to new ideas
- Lack of flexibility, too rigid
- Inability to get concepts or metaphors
- Drawing in detail
- Too many numbers and data
- Inability to talk intelligently and deal with abstract concepts
- Narrow focus
- Can't see "the forest for the trees" or see the big picture
- Absence of humor and fun

6. Think/Action: Building Trust

What builds trust for you?

Trust is essential for effective collaboration, because it provides a sense of safety. When you feel safe with others, it's easier to open up and take risks, which leads to better outcomes.

Select the items below that are most important for others to build trust with you. You may find it helpful to start in your quadrant of strongest preference and work your way to your quadrant of lowest preference.

A

- Be clear
- Don't beat around the bush
- Be ready with the facts

D

- Allow for freedom of thought and action
- Stay open minded
- Accept individuality

B

- Come through as promised
- Stay on track
- Do not overthink details

C

- Make it personal
- Communicate
- Be authentic

Is there anything else that helps build trust for you?

Save your response

6. Completed Communication Preferences

Completed Communication Preferences

Congratulations – you've finished exploring your communication preferences!

By completing these activities you've gained a deeper understanding of your HBDI® results and used Whole Brain® Thinking to find better ways to communicate.

Sharing insights about your profile makes it easier to connect and collaborate with your coworkers. Try looking up a coworker's profile to see how your thinking aligns or diverges. How best to communicate with them, and how you can leverage your differences to work together to be more effective and productive.

Remember, you can share or view your own profile at any time by visiting the **Sharing** tile on the homepage and clicking the **'Share My Profile'** button.

Sharing

Thinker Portal Tile & Opt-in

Sharing

In order to use this feature, you'll need to grant permission for your profile to be shared with other people in your organization who have also opted in. They'll be able to see your Preference Code, Profile Scores, Under Pressure Scores and any other information you choose to include in your profile. You can revoke this permission at any time from in your user settings.

Adjust your sharing permissions [I Grant Permission](#)

Encourage each Thinker to opt-in to sharing, allowing access to their organization and the ability to...

Sharing

Search by first name, last name, or email. [🔍](#)

No results found. Try adjusting your search and searching again.

[Share My Profile](#) [View my profile](#)

Adjust your sharing permissions [I Revoke permission](#)

...search for colleagues or view and edit their own shared profile...

Share With Other Thinkers [X](#)

<https://journey.herrmannsolutions.net/thinker/sharing/b8513e5000>

Share the link above with other members of your organization so that they can view your profile. [Copy Link](#)

Enter email addresses (separated by a comma) into the text box above to share your personalized link. [Send Email](#)

...get their unique URL and invite others to view their shared profile by sending the URL directly or adding it to public profiles!

Sharing

Exploring Shared Profiles

Profile General Description About Me Introversion / Extroversion Communication Frustrations Building Trust

Compare and contrast the scores – what things do you have in common, and where do you diverge? How do you see this affect your day-to-day?

Karim Morgan Nehdi 1321+ *CEO* I have the most energy during the day. I tend to be more of an introvert.

Things to note about my Profile include... I wear my thinking on my sleeve! Generally, the only surprises people have when they see my profile is the relatively low C quadrant score, which is an area that I work hard to stretch into. For the B quadrant, I leverage technology and my team as much as possible to help me get things done in an orderly fashion.

Choose what to see:

Karim Morgan Nehdi Profile Score Under Pressure on off My Profile Profile Score Under Pressure on off

Karim Morgan Nehdi

Preference Code	A	B	C	D
Profile Score Under Pressure	68	32	57	12
58	23	70	123	

My Profile

Preference Code	A	B	C	D
Profile Score Under Pressure	115	2	2	2
139	50	50	63	

Driven Often funny Debater

Often to myself

A Excessive use of hands or gestures Lack of quantitative proof Lack of clarity, vague or ambiguous instructions Seemingly "fluffy" and casual approach Lack of facts or data

B Lack of practicality Unpredictability Not letting one finish their thoughts Hopping around from subject to subject

A Be clear Don't beat around the bush

B Come through as promised Stay on track

D Have fun Constant flow of ideas Love to experiment with others

C Sharing

D Dry, boring approach Lack of flexibility, too rigid Narrow focus Overly structured, predictable methods

C Lack of empathy for others Being cut-off or ignored Overly direct or brusque dialogue Dry or "cold" unenthusiastic interaction

D Accept individuality Stay open minded

C Be authentic Communicate

Help

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The ‘Teams’ tile

Tools for managers and teams to apply
Whole Brain® Thinking

Teams

Enter the name of a team to filter the list below

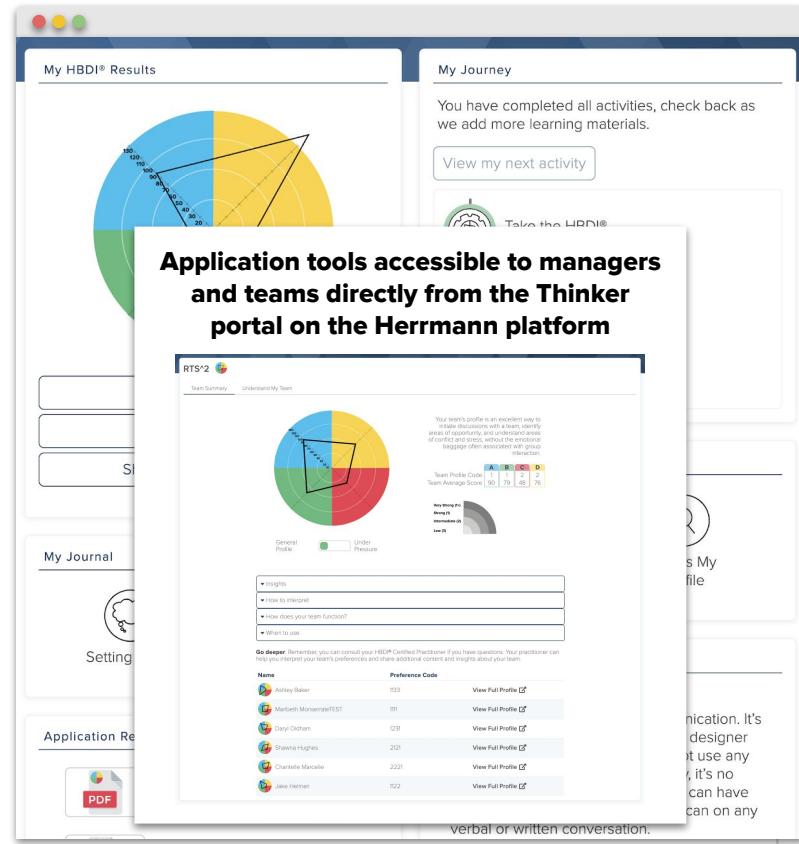
Filter by name 

	Product Team
	Advisory Council - E
	Advisory Council - C

Teams

Elevating Managers & Teams to Be Whole Brain® Leaders

- Provides easy-to-use tools that enable teams to become more effective by harnessing their cognitive diversity in daily interactions
- Creates organizational leverage by empowering managers and teams to apply Whole Brain® Thinking without requiring delivery from a Certified Practitioner
- Enables managers to take action on a variety of application areas, including:
 - Improving communication
 - Managing change & crisis
 - Developing strategy
 - Leading effective meetings
 - Making important decisions
 - Solving tough problems
 - Managing remote/distributed teams
 - ...and more!



Application tools accessible to managers and teams directly from the Thinker portal on the Herrmann platform

The screenshot shows the Herrmann platform interface. On the left, there are sections for 'My HBDI® Results' (a radar chart), 'My Journey' (a message about completed activities), and 'My Journal' (a placeholder). On the right, there is a 'RTS'2' section with a team profile chart, a 'Team Profile Code' table, and an 'Insights' box. A callout box in the center highlights the application tools accessible from the Thinker portal. The callout box contains the following text and data:

Application tools accessible to managers and teams directly from the Thinker portal on the Herrmann platform

RTS'2

Team Profile Code	Team Average Score
1 1 1 2 2 2	90 79 48 76

Team Profile Code: 1 1 1 2 2 2
Team Average Score: 90 79 48 76

General profile: Under Pressure

Insights:

- How to interpret
- How does your team function?
- Where to use

Go deeper: Remember, you can consult your HBDI® Certified Practitioner if you have questions. Your practitioner can help you interpret your team's preferences and offer additional content and insights about your team.

Name	Preference Code
Ashley Baker	111
Veronika Monnemate	111
Daryl Oktara	121
Shawna Hughes	211
Charisse Macale	221
John Herrmann	121

View Full Profile

verbal or written conversation.

Teams In Detail

Elevating Managers and Teams to be Whole Brain® Leaders

- Provides the answer to the question: 'What's next?' after a debrief. 'Teams' continues the learning and engagement beyond the initial session
- Improves the efficiency of teams through an understanding of their cognitive diversity resulting in better communication, problem solving, and decision making
- Creates organizational leverage by empowering managers and teams to apply Whole Brain® Thinking without requiring delivery from a Certified Practitioner

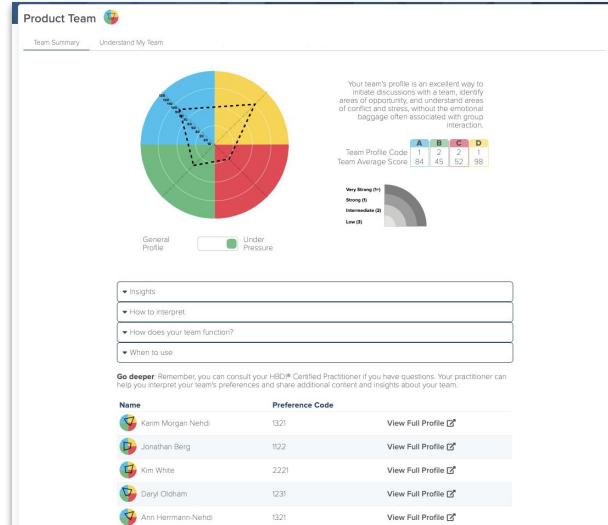


Teams In Detail

For Managers and Teams

- The ‘Teams’ features allow Certified Practitioners to extend the engagement with managers and teams by running additional sessions until they’re confident the tools can be used effectively
- ‘Teams’ is for all Thinkers including managers, leaders, and team members and requires no additional training after a debrief
- ‘Teams’ is available for use by the managers and teams to improve communication and teamwork through their cognitive diversity
- Any Thinker who has granted permission to ‘Sharing’ will be able to access ‘Teams’ if assigned to a team
- The ‘Teams’ features require a Certified Practitioner to provide access by building a team within Axon

WHO



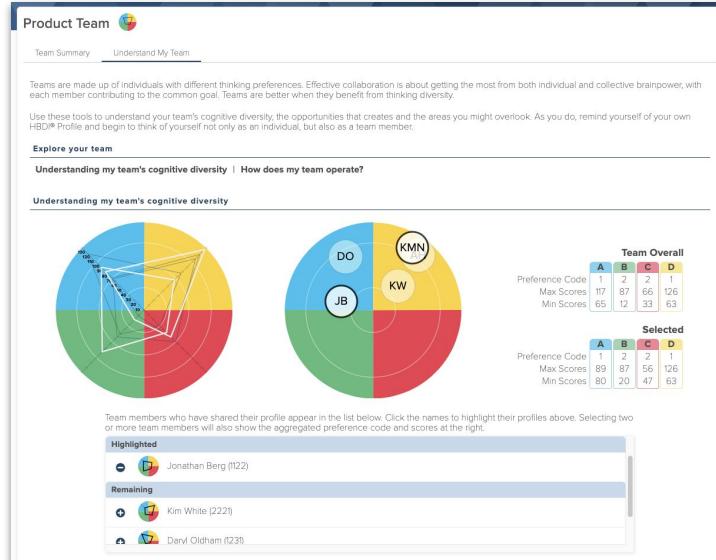
Teams In Detail

How to Use Teams

‘Teams’ is a Thinker-based application tool designed for managers and teams for use after receiving a debrief on their results. The features allow Certified Practitioners the flexibility to choose their level of involvement.

Examples of when ‘teams’ can be leveraged:

- **During** a session: to add additional commentary to their team profile and create conversation around how the team reacts under pressure
- **After** a session: ‘Teams’ provides a mechanism for a Certified Practitioner to assign follow up after a session or homework between sessions
- **Independently**: ‘Teams’ can be used as an aid during onboarding, team meetings, and 1:1 with managers

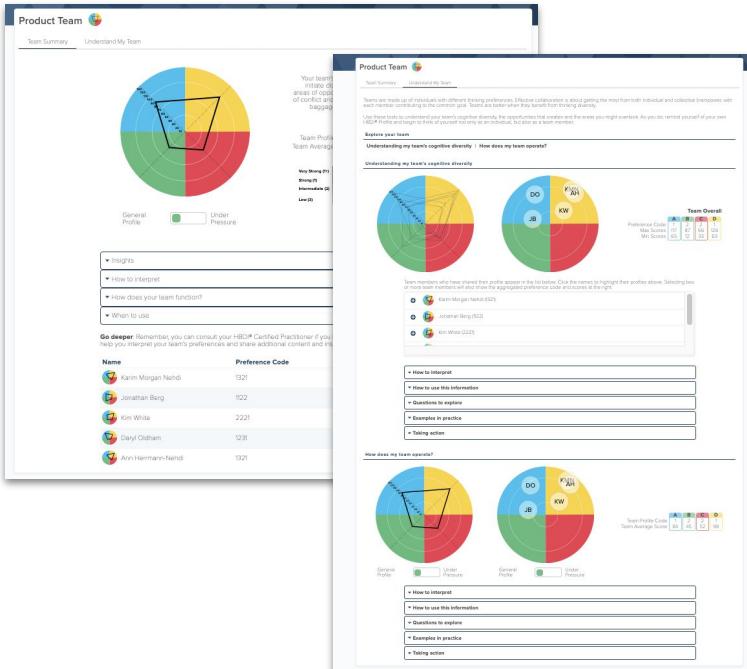


HOW

Teams In Detail

Teams

- Extension of 'Sharing', from pairs to teams
 - 2 Tabs with tools for managers and teams
 - 'Team Summary'
 - 'Understand My Team'
- Team Summary
 - Team profile with toggle for 'Under Pressure'
 - Link to shared profile of each team member
 - Guidance for managers and team members:
 - Insights
 - How to interpret
 - How does your team function?
 - When to use
- Understand My Team
 - Understanding my team's cognitive diversity
 - How does my team operate



Teams

Create Teams for Departments or Special Projects

Teams

Enter the name of a team to filter the list below

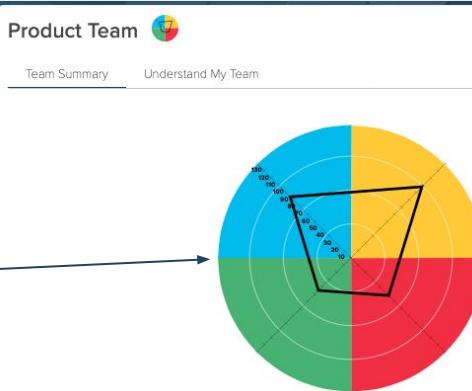
🔍

	Product Team
	Advisory Council - E
	Advisory Council - C

Teams

Team Summary

Team Profile



Your team's profile is an excellent way to initiate discussions with a team, identify areas of opportunity, and understand areas of conflict and stress, without the emotional baggage often associated with group interaction.

Team Profile Code	A	B	C	D
Team Average Score	84	45	52	98



Under Pressure Toggle

General Profile Under Pressure

Guidance

- ▼ Insights
- ▼ How to interpret
- ▼ How does your team function?
- ▼ When to use

Go deeper: Remember, you can consult your HBDI® Certified Practitioner if you have questions. Your practitioner can help you interpret your team's preferences and share additional content and insights about your team.

Team members' shared profiles

Name	Preference Code	
 Karim Morgan Nehdi	1321	View Full Profile
 Jonathan Berg	1122	View Full Profile
 Kim White	2221	View Full Profile
 Daryl Oldham	1231	View Full Profile
 Ann Herrmann-Nehdi	1321	View Full Profile

Understand My Team

Understanding My Team's Cognitive Diversity

Team Composite and Preference Map



Product Team

Team Summary Understand My Team

Teams are made up of individuals with different thinking preferences. Effective collaboration is about getting the most from both individual and collective brainpower, with each member contributing to the common goal. Teams are better when they benefit from thinking diversity.

Use these tools to understand your team's cognitive diversity, the opportunities that creates and the areas you might overlook. As you do, remind yourself of your own HBDI® Profile and begin to think of yourself not only as an individual, but also as a team member.

Explore your team

Understanding my team's cognitive diversity | How does my team operate?

Understanding my team's cognitive diversity

Team members who have shared their profile appear in the list below. Click the names to highlight their profiles above. Selecting two or more team members will also show the aggregated preference code and scores at the right.

Highlighted

- Karen Morgan (152)
- Jonathan Berg (112)

Remaining

- Kim White (222)

Team Overall

	A	B	C	D
Preference Code	1	2	2	1
Max Scores	117	87	66	126
Min Scores	65	12	33	63

Selected

	A	B	C	D
Preference Code	1	2	2	1
Max Scores	89	87	56	126
Min Scores	80	20	47	63

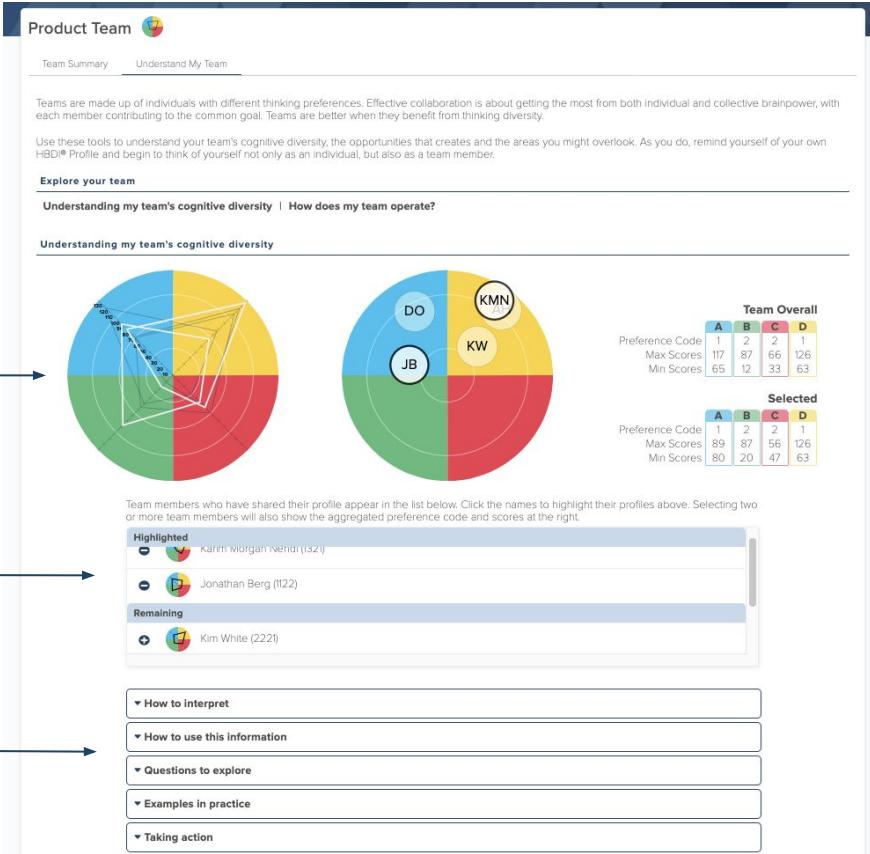
How to interpret

How to use this information

Questions to explore

Examples in practice

Taking action



Team Member Select



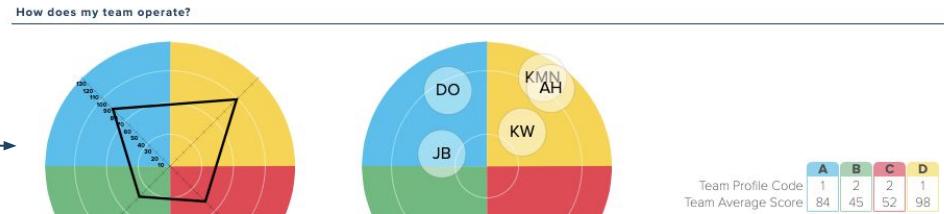
Guidance



Understand My Team

How Does My Team Operate?

Team Profile and Preference Map



Under Pressure Toggles

General Profile

Under Pressure

General Profile

Under Pressure

Guidance

▼ How to interpret

▼ How to use this information

▼ Questions to explore

▼ Examples in practice

▼ Taking action

Setting Up Teams

Two Simple Ways to Set Up a Team Within Axon



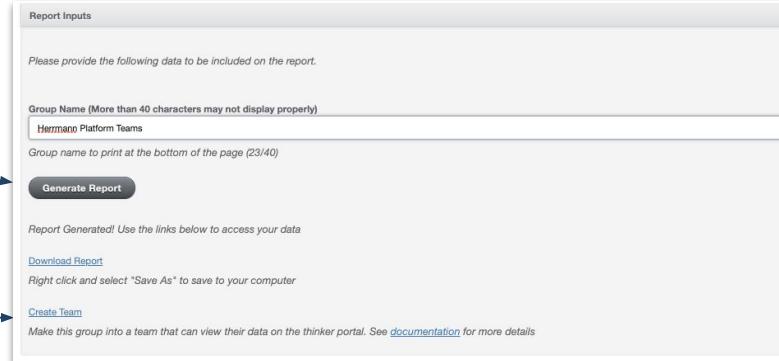
1 Navigate to Teams via 'Search For'

2 Select 'New Team' and follow the prompts

OR

1 Generate a Team Report

2 Create a Team with Same Data





www.ThinkHerrmann.com

THE HERRMANN PLATFORM



Application tools for teams and managers!