

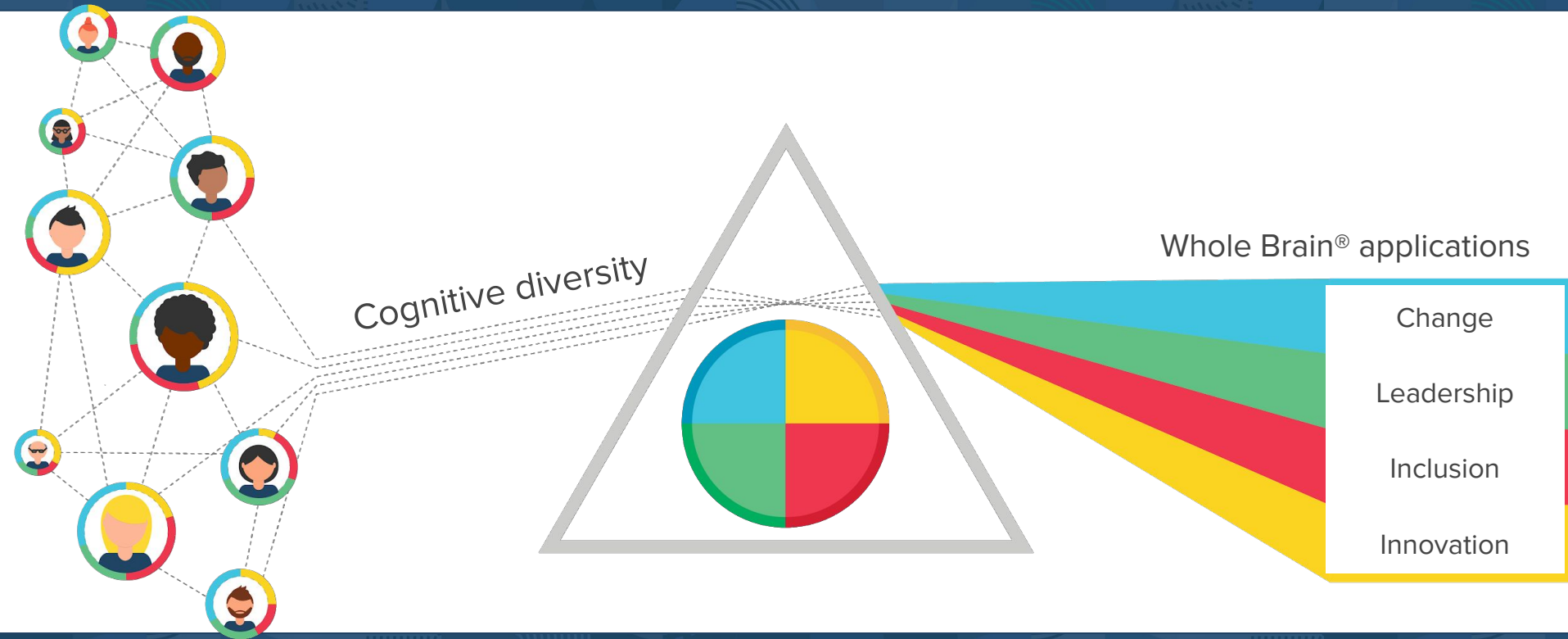


Application Tools on the Herrmann Platform

Practitioner Introduction

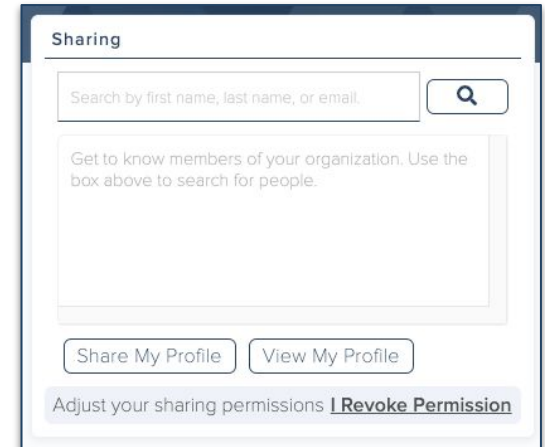
Application Tools on the Herrmann Platform

Extending Whole Brain® Thinking into everyday application



The 'Sharing' tile

Insights, Sharing, and Comparing

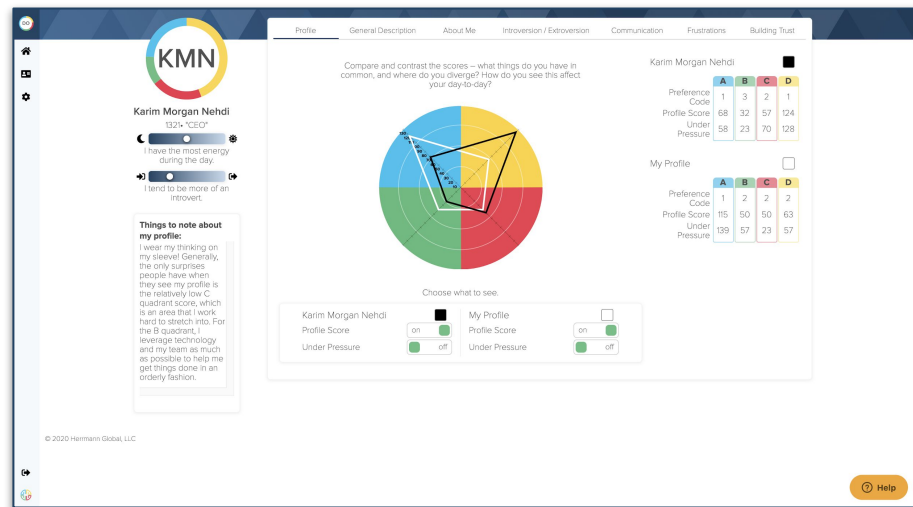


Sharing

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

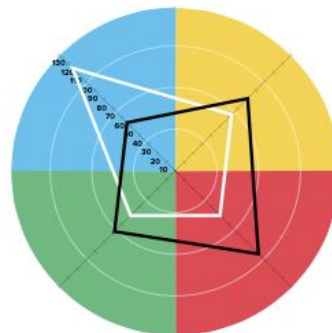
In Detail

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 \(1122\)](#)

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

HOW

Sharing

- WHAT**



Sharing New 'My Journey' Activities

1. Welcome to Sharing

Welcome to Sharing

Sharing

Welcome to a new way to relate to your colleagues and friends. Now that you have explored your HBD® results, telling your coworkers about your thinking preferences is a great way to connect and collaborate more effectively. Use **Sharing** to look up a coworker's shared profile and to see where your thinking aligns or diverges from theirs.

Share your own profile so that others can learn about your thinking preferences and how best to work with you. Your HBD® results are only the beginning. Using the following activities as a guide, go beyond your results. You'll use the insights you have gained to help others understand you, to describe your preferences, and to help others better communicate and build trust with you.

You're 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](#)

[I 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 to others helps with effective collaboration and communication. Taking time to identify key points about your thinking preferences in a way that is easy to describe to others will help them stretch to meet your needs. Teams that communicate their preferences to each other, and that stretch together, improve their effectiveness too.

Take a few moments to review your HBD® 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 HBD® 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 <ul style="list-style-type: none">☑ Quiet☑ Serious☑ Very focused More Extroverted <ul style="list-style-type: none">☐ Debater☑ Likes telling jokes☐ Driven	D More Introverted <ul style="list-style-type: none">☑ Off in my own world☑ Explore ideas on my own☑ Prefer time alone More Extroverted <ul style="list-style-type: none">☐ Experiment with others☑ Bounce ideas off others☑ Prefer time with a group
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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 (022). 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:

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

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 <ul style="list-style-type: none">☐ Excessive "chatter"☐ Lack of clarity, vague or ambiguous instructions☐ Illogical comments☐ Inefficient use of time☐ Lack of facts or data☐ Inappropriate informality☐ Over sharing of personal feelings☐ Fear of challenge or debate☐ Lack of quantitative proof☐ Excessive use of hands or gestures☐ Seemingly "huffy" and casual approach☐ Unreliable or "hurry free" style☐ Not getting to the point quickly enough	D Repetition <ul style="list-style-type: none">☐ Too slow paced☐ "Playing it safe" and "by the book"☐ Overly structured, predictable methods☐ Dry, boring approach☐ Constant resistance to new ideas☐ Lack of flexibility, too rigid☐ Inability to get concepts or metaphors☐ Drowning in detail☐ Too many numbers and data☐ Inability to talk tangibly and deal with ambiguity☐ Narrow focus☐ Can't see "the forest for the trees" or see the big picture☐ Absence of humor and fun
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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 to 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 <ul style="list-style-type: none">☐ Don't beat around the bush☐ Be ready with the facts	D Allow for freedom of thought and action <ul style="list-style-type: none">☐ Stay open minded☐ Accept individuality
B Come through as promised <ul style="list-style-type: none">☐ Stay on track☐ Do not overlook details	C Make it personal <ul style="list-style-type: none">☐ Communicate☐ Be authentic

Is there anything else that helps build trust for you?

[Save your response](#)

6. Completed Communication Preferences

Completed Communication Preferences

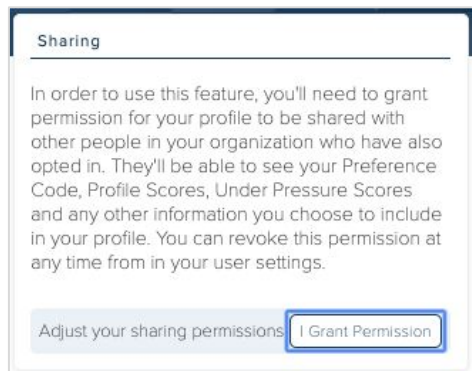
Congratulations – you've finished exploring your communication preferences!

By completing these activities you've gained a deeper understanding of your HBD® 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 different cognitive strengths to work together more efficiently and productively.

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

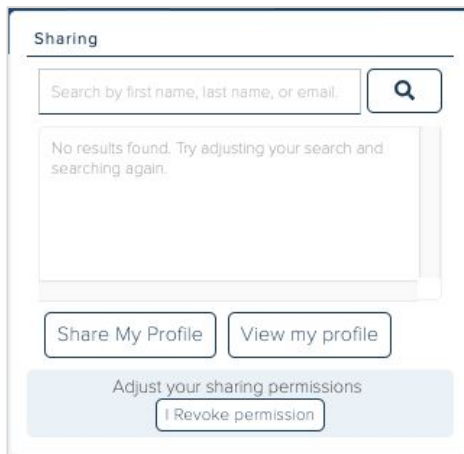


Sharing

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

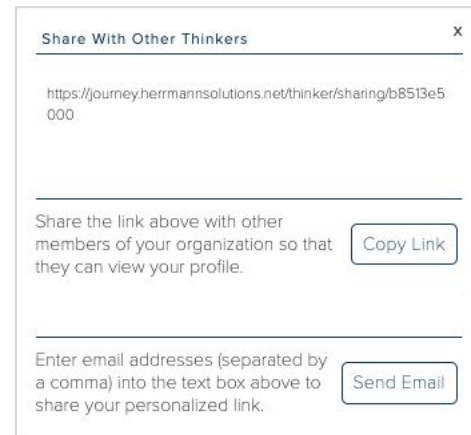
Search by first name, last name, or email.

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

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

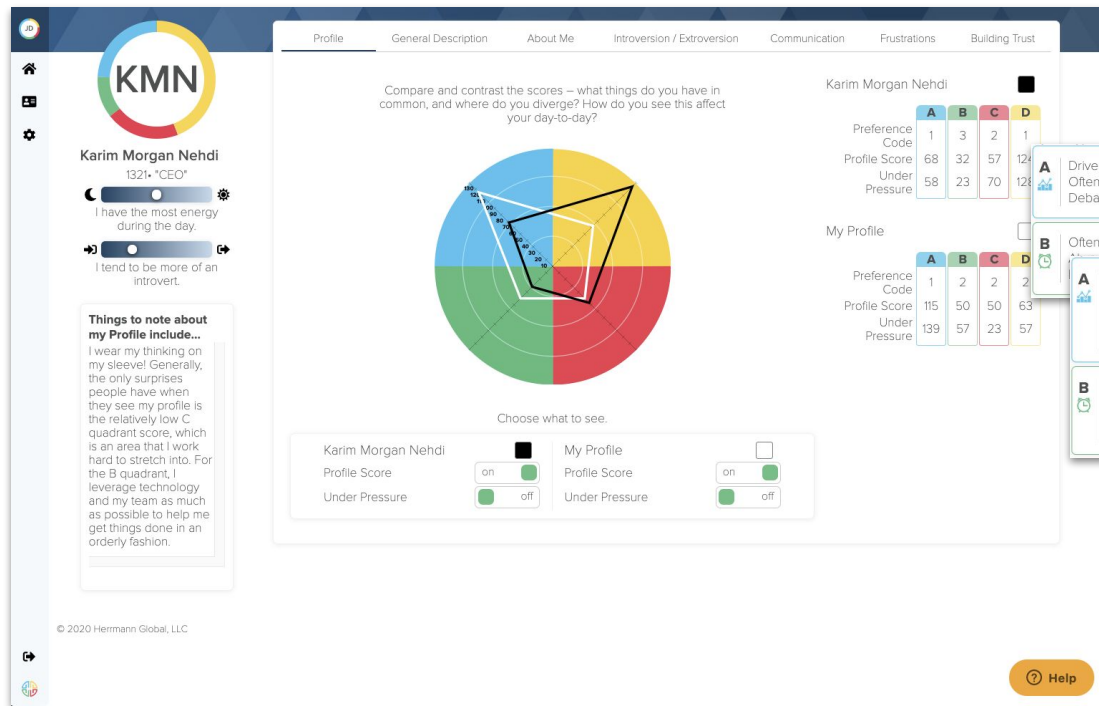
Share the link above with other members of your organization so that they can view your profile. [Copy Link](#)

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



- A** Driven
Often funny
Debater

D Have fun
Constant flow of ideas
Love to experiment with others
- B** Often to myself

C Sharing
- 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

D Dry, boring approach
Lack of flexibility, too rigid
Narrow focus
Overly structured, predictable methods
- B** Lack of practicality
Unpredictability
Not letting one finish their thoughts
Hopping around from subject to subject

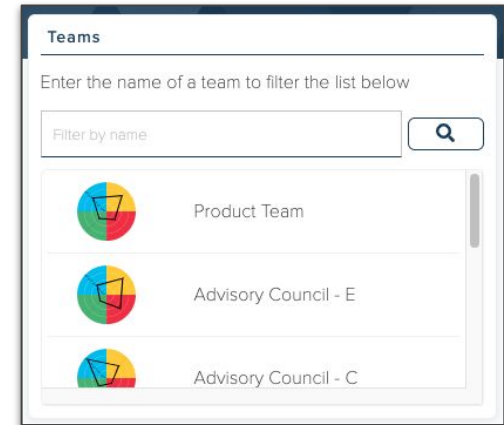
C Lack of empathy for others
Being cut-off or ignored
Overly direct or brusque dialogue
Dry or "cold" unenthusiastic interaction
- A** Be clear
Don't beat around the bush

D Accept individuality
Stay open minded
- B** Come through as promised
Stay on track

C Be authentic
Communicate

The 'Teams' tile

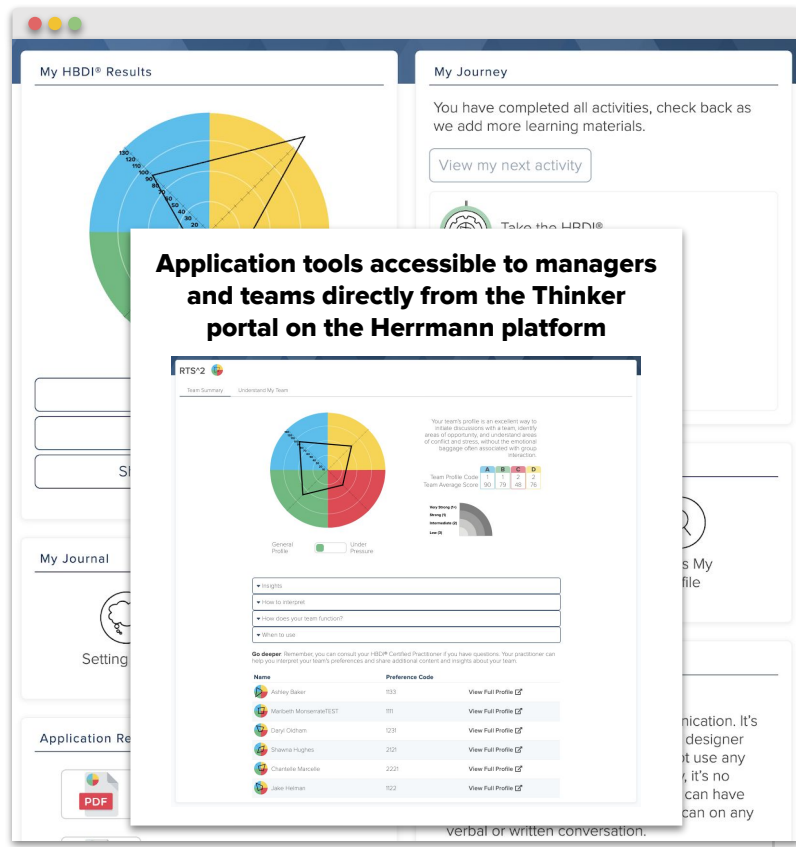
Tools for managers and teams to apply
Whole Brain® Thinking



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!

The image shows a screenshot of a web application interface. At the top, there's a navigation bar with a blue header. Below it, the main content area is divided into several sections. On the left, there's a 'My HBDI® Results' section with a large circular gauge chart. To the right, there's a 'My Journey' section with text and a button. In the center, there's a 'Team Summary' section for 'RTS-2' which includes a smaller version of the circular gauge chart, a table of team members, and a list of application areas. A semi-transparent text box is overlaid on the center of the screenshot, containing the text: 'Application tools accessible to managers and teams directly from the Thinker portal on the Herrmann platform'. At the bottom right, there's a 'My Journal' section with a circular icon and a 'Settings' section with a gear icon. A 'PDF' icon is visible at the bottom left of the screenshot. The overall design is clean and professional, with a focus on data visualization and team management.

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

My HBDI® Results

My Journey

You have completed all activities, check back as we add more learning materials.

[View my next activity](#)

Team Summary

RTS-2

Understand My Team

Your team profile is an excellent way to create alignment 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: 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000

General Profile Under Pressure

My Journal

Settings

Application Re

PDF

Communication. It's designer use any, it's no can have can on any

verbal or written conversation.

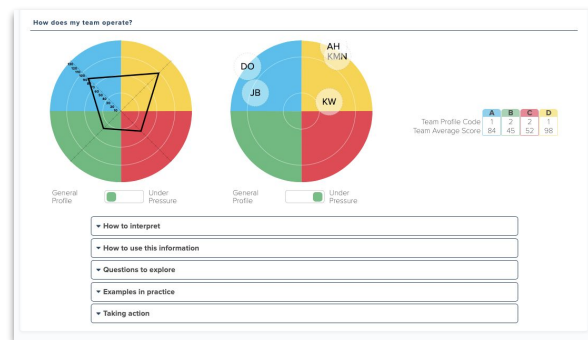
Teams

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

WHY



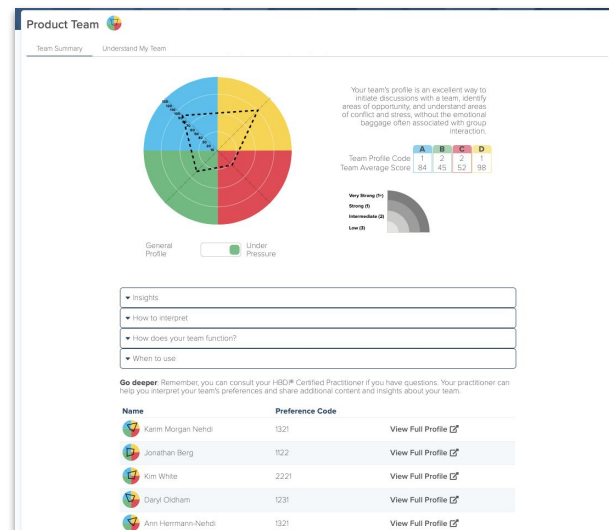
Teams

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

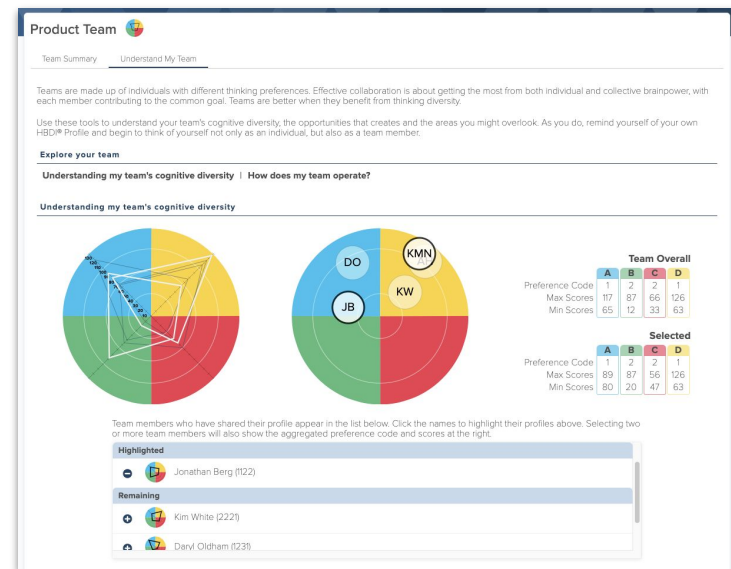
In Detail

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

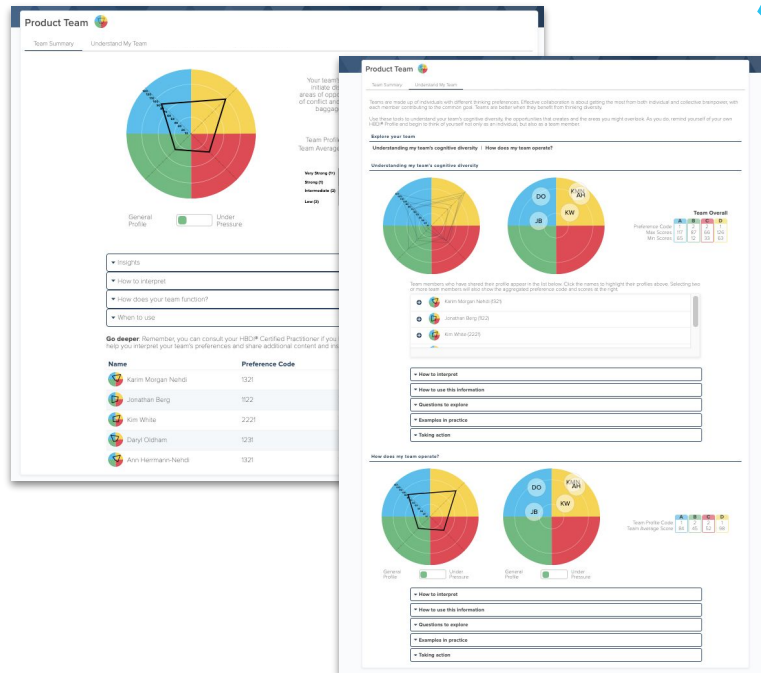


HOW

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




WHAT


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

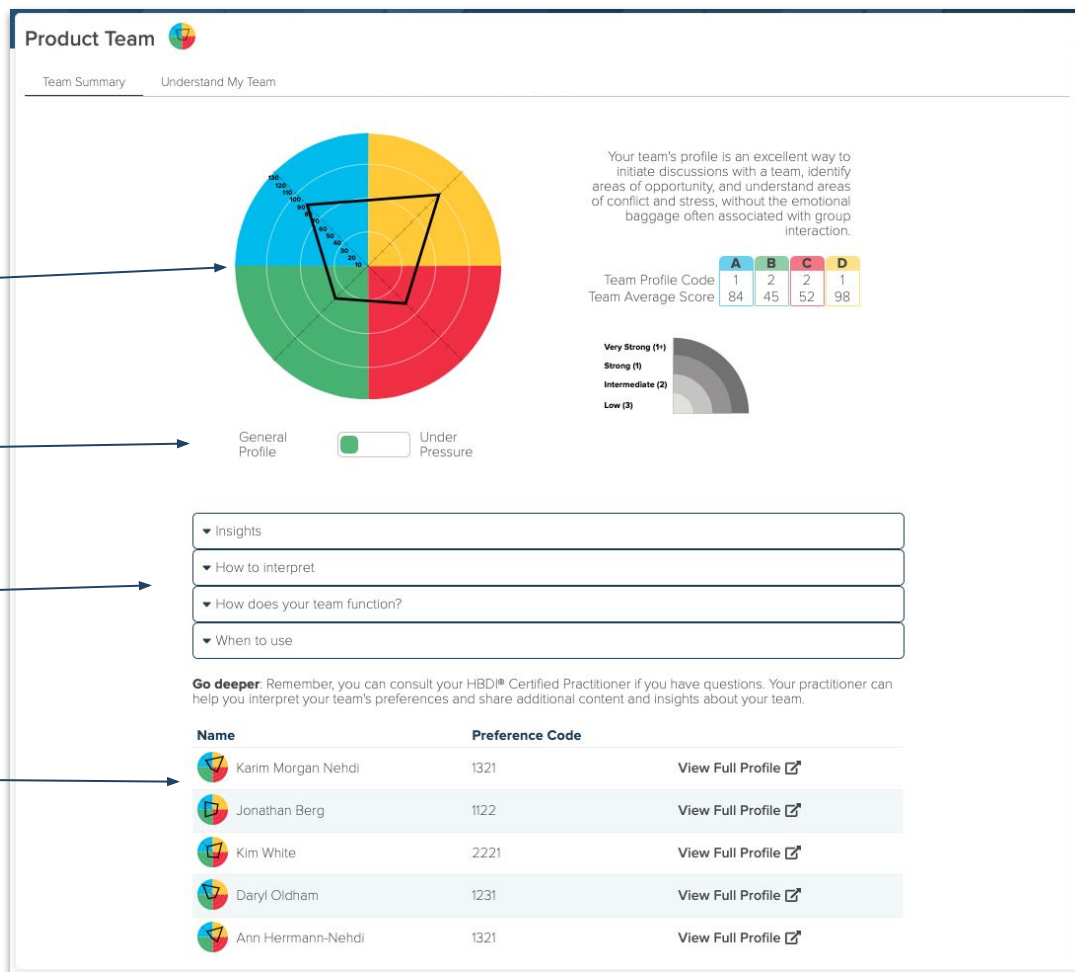
Team Summary

Team Profile

Under Pressure Toggle

Guidance

Team members' shared profiles



Understand My Team

Understanding My Team's Cognitive Diversity

Team Composite and Preference Map

Team Member Select

Guidance

Product Team

[Team Summary](#)[Understand My Team](#)

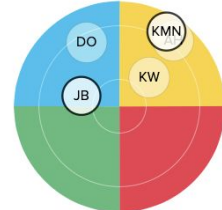
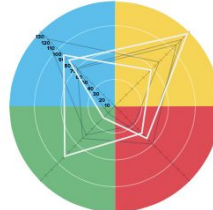
Teams are made up of individuals with different thinking preferences. Effective collaboration is about getting the most from both individual and collective brainpower, with each member contributing to the common goal. Teams are better when they benefit from thinking diversity.

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 HBD® 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




	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


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

 Karm Morgan Nendi (1321)

 Jonathan Berg (1122)

Remaining

 Kim White (2221)

▼ How to interpret

▼ How to use this information

▼ Questions to explore

▼ Examples in practice

▼ Taking action

Understand My Team

How Does My Team Operate?

Team Profile and Preference Map

Under Pressure Toggles

Guidance



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

The screenshot shows a 'Report Inputs' form. It contains a text input field for 'Group Name' with the value 'Herrmann Platform Teams'. Below the input field is a 'Generate Report' button. Below the button, there is a 'Download Report' link and a 'Create Team' link. The 'Create Team' link is highlighted with a blue arrow pointing from the '2 Create a Team with Same Data' text.



www.ThinkHerrmann.com

THE HERRMANN PLATFORM



Application tools for teams and managers!