

Debriefing
the HBDI®
pair profile

Table of contents

Overview	1
Guidelines	1
Uses	2
Profile Information	3
General comparison of our thinking	3
Our cumulated mental resources	3
Our profiles side by side — descriptions & characteristics	3
Our profiles side by side — common occupations	4
Our typical process flows compared	4
How we see ourselves	4
Our thinking at work	5
Where is our thinking most in sync	5
Adjective Pairs comparison	5
Comparisons of our thinking Under Pressure	6
Our thinking Under Pressure	6
How our thinking changes Under Pressure	6
Twenty Questions Comparison	7
Tip Sheets	7
Application example	8
Using the HBDI Pair Profile and the Whole Brain® Model for conflict resolution	8
Insights from the HBDI Pair Profile	8
Flow of quadrants in conflict resolution	8

Overview

The HBDI Pair Profile is a supplementary report to the individual HBDI Profile. It draws selected data from two individual HBDI Profiles and creates a report by comparing and contrasting that data.

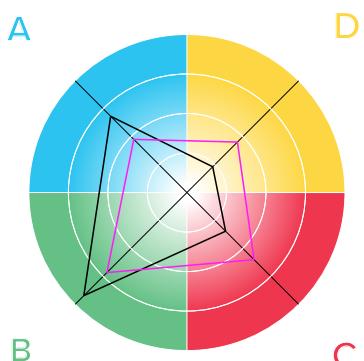
Guidelines

As with the individual HBDI, the Pair Profile must be debriefed by a fully certified and active HBDI Practitioner. Both people involved must already have received an in-depth HBDI feedback session and be familiar with their own profiles.

As with the individual profile, the person defines the profile not the other way around, therefore the context in which the two people interact is critical for an effective debrief session.

The HBDI Pair Profile is more of a discussion document rather than an indicative report, so allowing both people to discuss and interact about their data and its meaning, is critical.

Make sure each individual has their HBDI Profile overlay and Data Summary Sheet available during the discussion.



Overview (continued)

Uses

The HBDI Pair Profile can be used effectively for three primary types of pair interactions:

1. Induction and introduction

Between individuals who do not know each other:

- New hiring
- New team members
- New partners
- New boss/leaders
- New coach
- Mentors.

2. Synergy

Between individuals who want to enhance the way they interact:

- Peer-to-peer
- Leader and direct report
- Between team members
- Coach and coachee
- Mentor and mentee
- Parent and child
- Facilitator and participant

3. Conflict

Between individuals who may have an issue to resolve:

- Peer-to-peer
- Leader and direct report
- Between team members
- Coach and coachee
- Mentor and mentee
- Parent and child

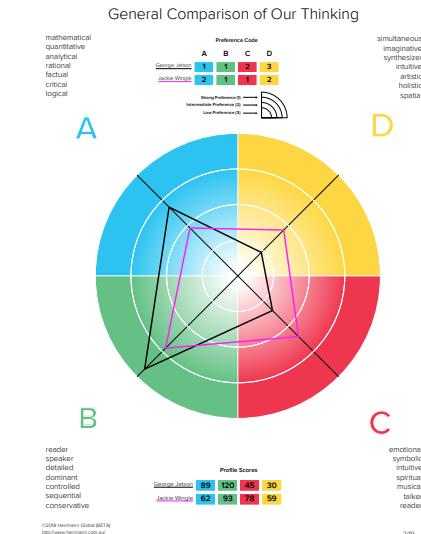
Profile information

General Comparison of our Thinking

This display allows for a quick comparison of the two profiles.

Remember that one profile is printed in black, the other is printed in pink.

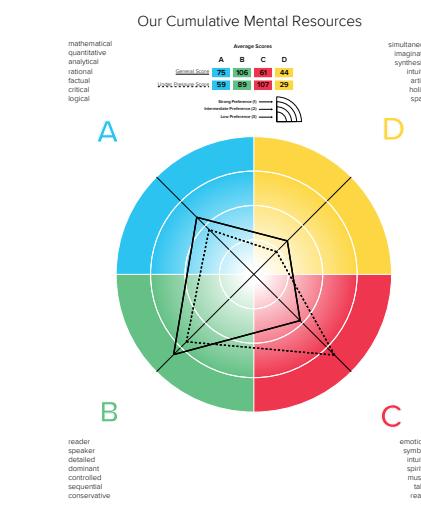
Focus on the profile scores for each quadrant and discuss any obvious consequences these may be.



Our Cumulative Mental Resources

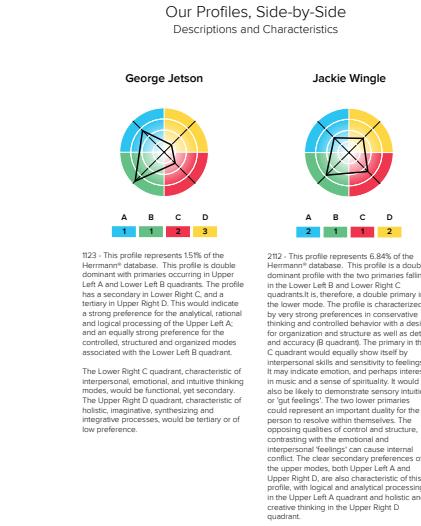
This display shows the 'aggregate real estate' covered when the two profiles are combined. This can be useful to highlight how much of the mental spectrum is covered when the pair comes together.

Also point out any quadrants that still remain 'exposed' even when their preferences are combined. How does that play out in their interaction?



Our Profiles Side-by-Side - Descriptions and Characteristics

This shows both individuals side by side. It includes their profiles, their profile codes and a description of each profile.



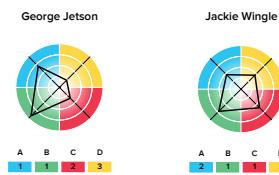
Debriefing the HBDI – pair profile

Profile information (continued)

Our Profiles Side-by-Side – Common Occupations

This displays the profiles and profile codes of each individual. It also has an explanation of the most common occupations associated with each profile.

Our Profiles, Side-by-Side
Common Occupations



Occupations for this profile would include technical managers, manufacturing managers, financial managers, accountants and book keepers, and operational and production oriented engineers. Work that is considered to be analytical, quantitative, financial aspects, analyzing data, making things work, building things, safety, and attending to details.

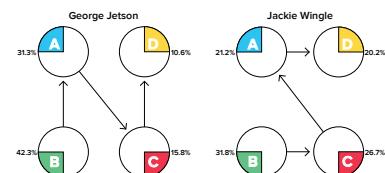
Occupations typical of people with this profile include human resource professionals and those in sales and marketing positions – particularly when there is a heavy administrative load. Executives, nurses, some secondary school teachers, and others with similar profiles. Work that is considered a "Turn-On" would include: getting things done on time, being efficient, writing expressively, solving customer issues, and building relationships.

Our Typical Process Flows Compared

This shows how the thinking of each individual flows from their most preferred to least preferred quadrants. The percentage figures (%) show how the overall profile scores are broken down into each quadrant.

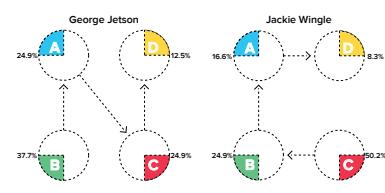
Our Typical Process Flows Compared

This graphic presents what a typical process flow would look like for each of our thinking preferences.



Our Under Pressure Process Flows Compared

This graphic presents the alternate flow of preferences under pressure. And where we may approach things when under pressure.



How We See Ourselves

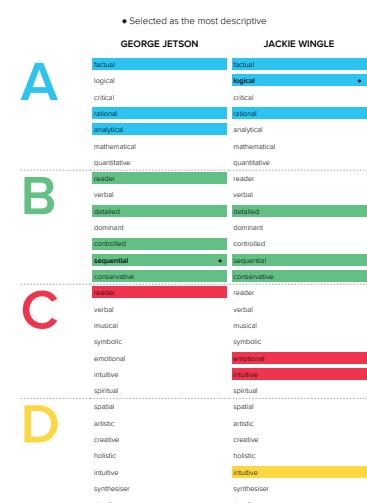
The Key Descriptors are grouped by quadrant.

The colour coding of each horizontal line indicates the quadrant colour of the Key Descriptor. The number at the end indicate the ranking given to it by each individual.

The Key Descriptors discussion can be particularly revealing as it indicates the degree of internal motivation each person has for that type of thinking.

Discuss any elements of surprise and ask why. Explore areas of similarity and discuss how they will play out in real life situations.

How We See Ourselves



Debriefing the HBDI – pair profile

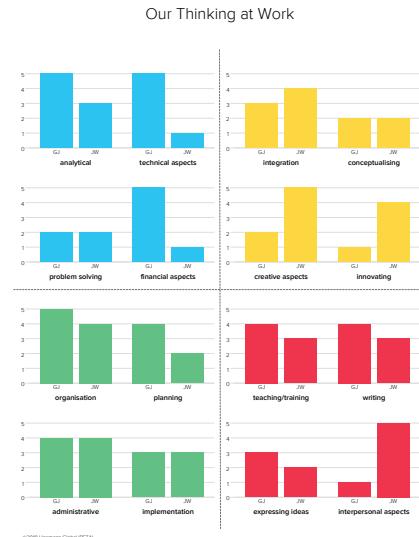
Our Thinking at Work

All Work Elements are grouped by quadrant.

The higher the histogram or bar, the higher the Work Element was ranked by the individual and the stronger they feel it.

This section is often of great interest and may include some surprises or confirmation of experience.

Discuss any elements that surprise and ask why. Also explore those that they could have predicted of each other and how that impacts the way they work and interact with each other.



Where is Our Thinking Most in Sync

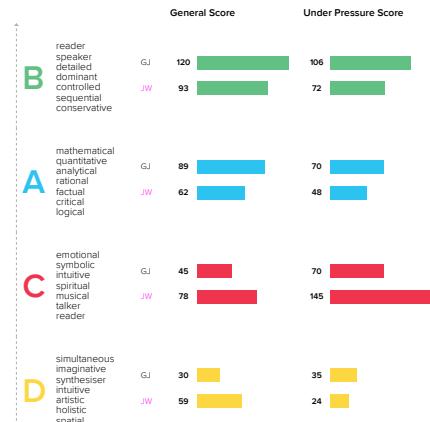
This shows the overall profile score and the under pressure score by quadrant for each individual. The overall profile score is in the left hand column. The under pressure score is in the right hand column.

The quadrants are listed down the page from the 'most' synchronised to the 'least' synchronised.

Where is Our Thinking Most in Sync?

George Jetson
Jackie Wingle

More synchronized When interacting, **start here**. The more synchronized the preferences, the more comfortable the interaction can be.



©2008 Hermann Global (BETA)
http://www.thinkhermann.com/

9/9

Adjective Pairs Comparison

The Adjective Pairs are listed in the order they appear on the HBDI survey.

The two columns show the choice each person made for each of the Adjective Pairs. The colour of each bar indicates the quadrant of that particular choice. Scan down each pair and compare each person's choice.

Discuss any elements of surprise and ask why. Explore areas of similarity and discuss how they will play out in real life situations.

Remember that the Adjective Pairs can be very revealing, especially regarding how each person might react in situations that are of great importance to them.

Adjective Pairs Comparison

Adjective pairs are the forced-choice portion of the HBDI® that are used to create the under pressure profile.



Debriefing the HBDI – pair profile

Profile information (continued)

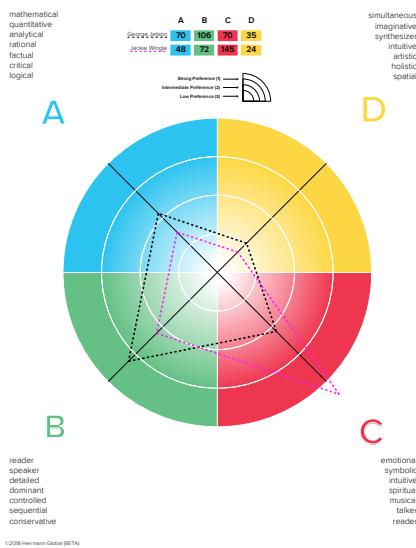
Comparison of Our Thinking Under Pressure

This compares the Under Pressure scores for each quadrant.

The Under Pressure scores are calculated by multiplying the Adjective Pairs so they are on the same scale as the profile score.

Discuss how the Under Pressure profiles might play out in various work situations.

Comparisons of Our Thinking Under Pressure



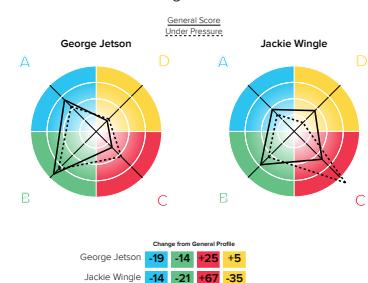
Our Thinking Under Pressure

This shows both the overall profile and the Under Pressure profile of both individuals.

It also shows the numerical change in each quadrant for each individual.

Discuss how the shift in thinking plays out for each individual and the implications that may have.

Our Thinking Under Pressure



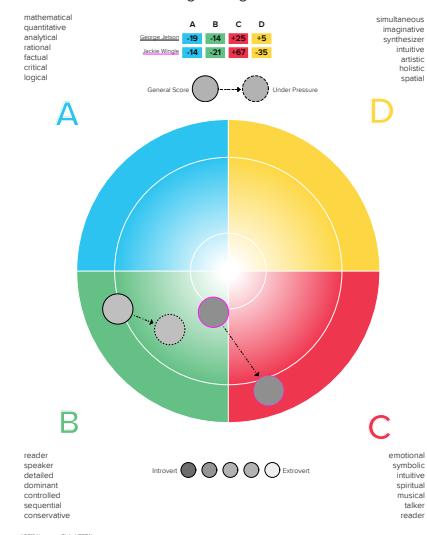
By forcing you to choose between two different terms, you can understand more about how your thinking preferences may differ in "under pressure" situations. These preferences may differ from your "day to day" preferences and may impact how you make decisions, solve problems and communicate during those under pressure situations.

How Our Thinking Changes Under Pressure

This shows the Under Pressure profile of each person in the Preference Map format.

Discuss how each person shifts and the implications.

How Our Thinking Changes Under Pressure



20 Questions Comparison

This section recaps the specific individual responses to the 20 Questions section of the HBDI Assessment.

Note: that this data is not displayed on the individual HBDI Profile, so the individuals have not seen their own data displayed prior to this report, in contrast to much of the other information in this package. This information is often of great interest to the participants as it is totally new to both of them.

Note that the color coding of the profiles continues here (four shades of blue), displaying the response for each participant ranging from (left to right) strongly agree, to agree, to neutral (center), to disagree, to strongly disagree.

Ask participants how their different approach to each item has a specific impact on how they interact with each other.

Explore any surprises, questions or insights that emerge.

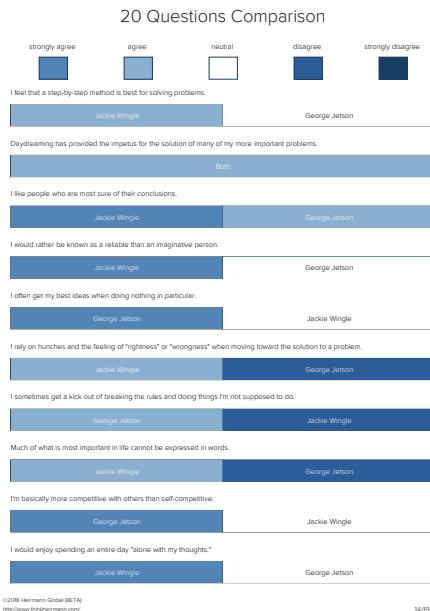
Finish the discussion by asking each participant to describe what they will do as a result of this information. Refer back to the specific issue or context that the HBDI Pair Profile discussion relates to. Ensure both people decide on actions to address this.

Tip Sheets

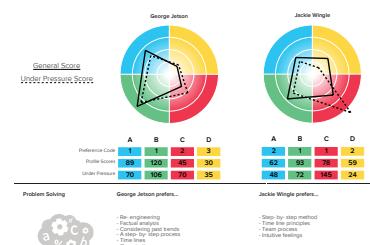
This section includes 3 Tip Sheets

- Solving Problems Tip Sheet
- Communication Tips Sheet
- Making Decisions Tip Sheet

Each Tip Sheet shows the two individual profiles and highlights how each individual might approach the task.



Solving Problems Tip Sheet



My Personal Action Steps for Solving Problems Together:

©2019 Nextpage Group SE

Application example

Using the HBDI Pair Profile and the Whole Brain® Model for conflict resolution

The HBDI Pair Profile, in conjunction with the Whole Brain® Model, is a powerful way to resolve conflict.

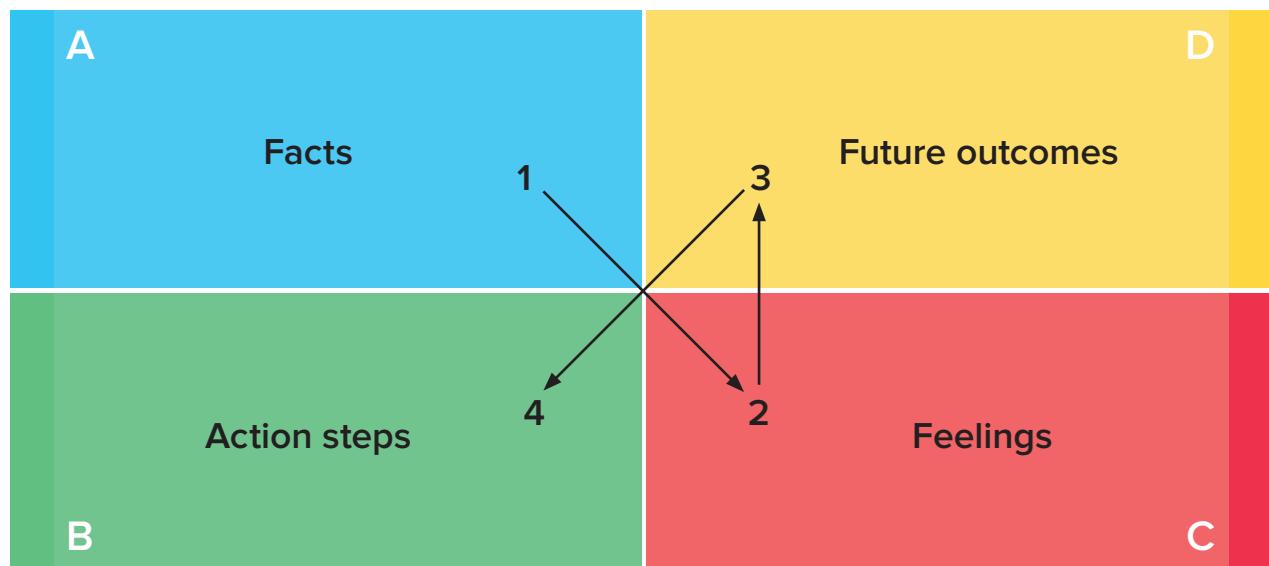
Based on the Whole Brain® Model, the discussion should flow from the A quadrant to the C quadrant, then to D and finally to the B quadrant.

Insights from the HBDI Pair Profile

Use the data from the individual HBDI Profile and the HBDI Pair Profile to help appreciation and understanding. Once a basis for moving forward is established, use the Whole Brain® Model as the agenda.

Flow of quadrants in conflict resolution

1. What are the facts? A quadrant
2. How do each of us feel about that? C quadrant
3. What ultimate outcome do we want to achieve? D quadrant
4. What steps can we take to do that (that are 'safe')? B quadrant



Step 1. The A quadrant

Start by clarifying and capturing the FACTS from both sides.

Example: Two co-workers are in conflict around an oversight in the production process. Both people list their view of the facts: Production was stopped due to an equipment breakdown. When operations started back up, several parts were overlooked.

Step 2. The C quadrant

Next, shift to the C quadrant and explore the FEELINGS associated with the incident.

For example, one person is clearly angry and feels betrayed, the other feels frustrated and defensive.

Step 3. The D quadrant

Now turn to the D quadrant to explore such questions as: What do you want as a final OUTCOME? What would a resolved situation look like?

For example, one person might like to receive an apology, be assured that this was a freak incident, and that measures are in place to avoid it in the future.

The other person may also want an apology, as well as recognition and empathy that mistakes can happen, and that is reality!

Step 4. The B quadrant

Now focus on the B quadrant. What STEPS can we take to make that happen? When? How?

The two parties agree, plan and commit to set up measures and a process that will prevent the issue from recurring.



herrmann



herrmann



herrmannintl

Herrmann International, Inc.

P.O. Box 389
Forest City NC, 28043
Phone: (828) 348-6391
thinkherrmann.com