

HBDI® TEAM



HBDI® Team Profile

Regional Teaching Coordinators

Educators

Local Campus - March 2020

Practitioner In Training

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.

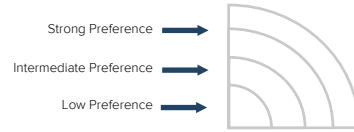
All the information in this report is derived from the individual HBDI® profiles of the participants.

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

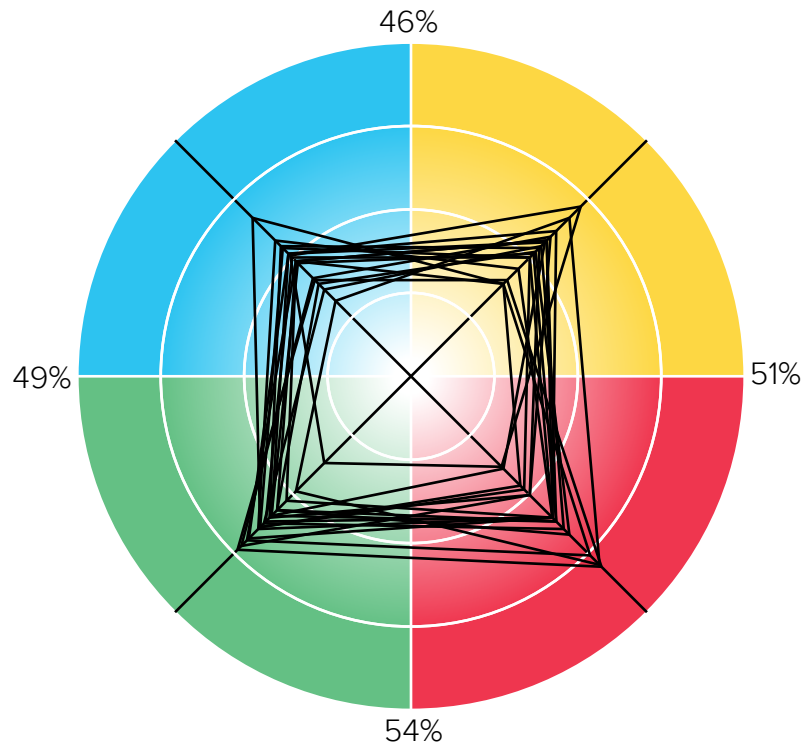


A

mathematical
quantitative
analytical
rational
factual
critical

D

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: 17

B

C

Average of Your Team

General Score

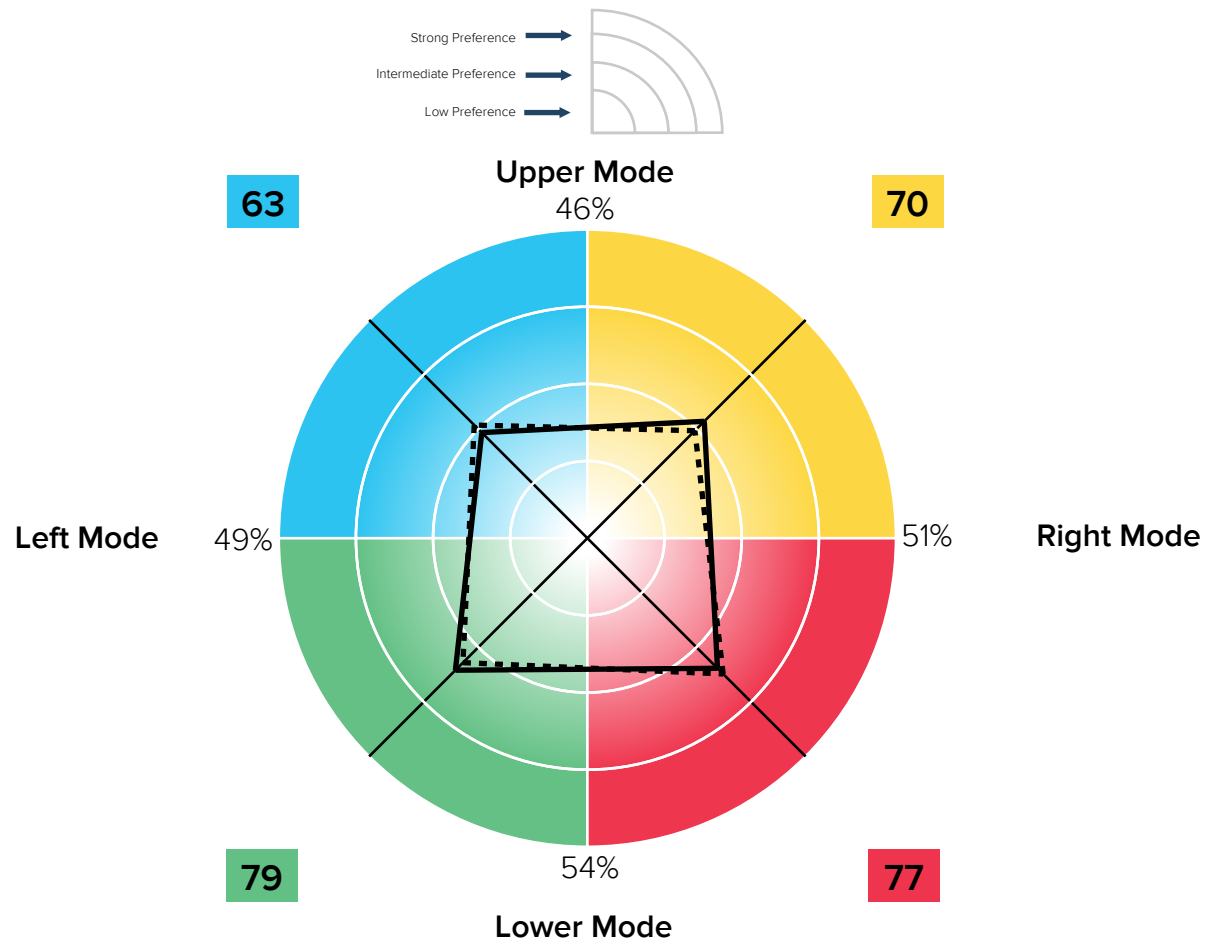
Under Pressure

A

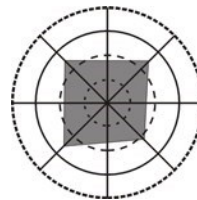
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D

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



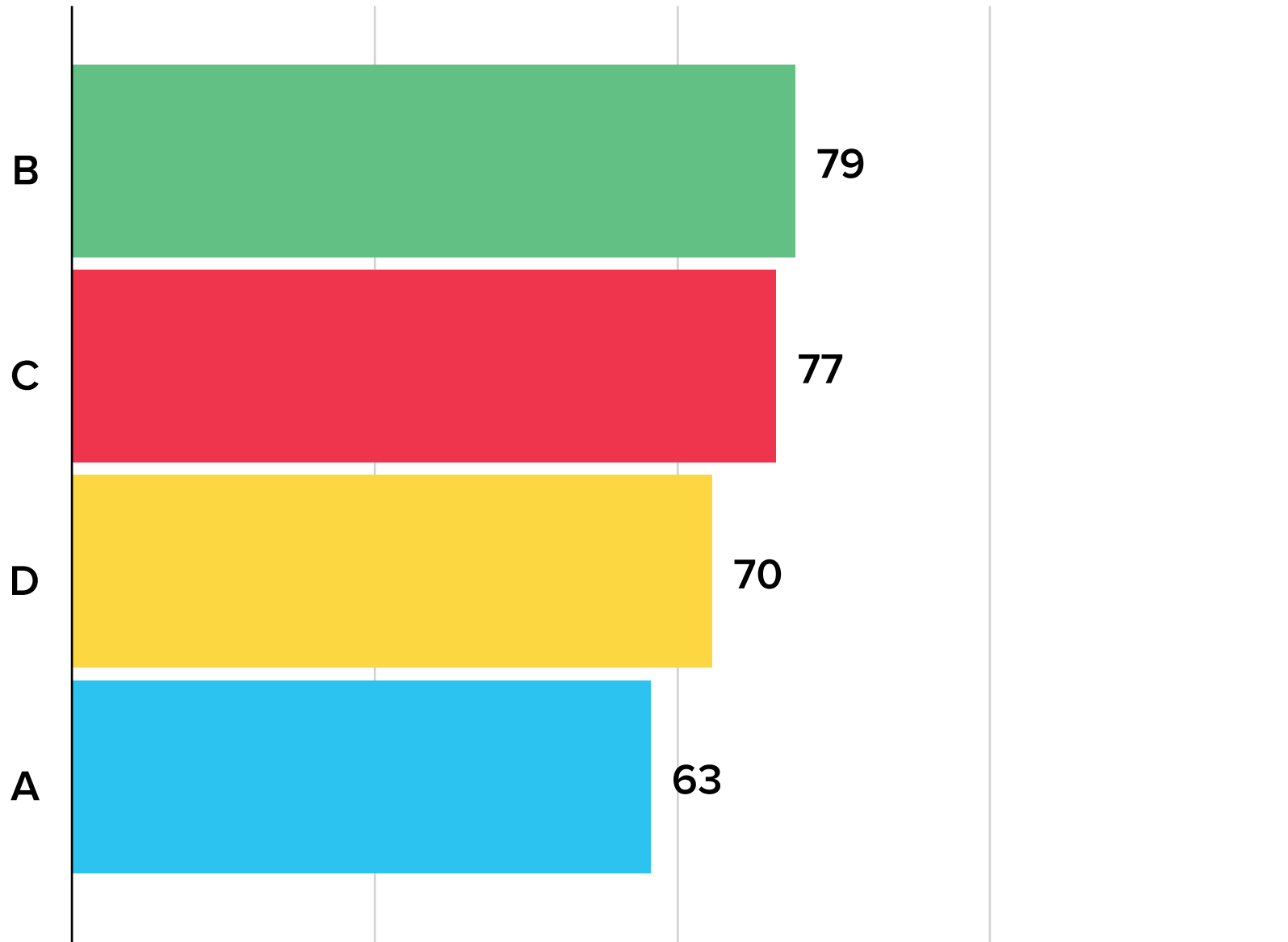
B

reader
speaker
detailed
dominant
controlled
sequential

C

talker
reader
musical
spiritual
intuitive
symbolic

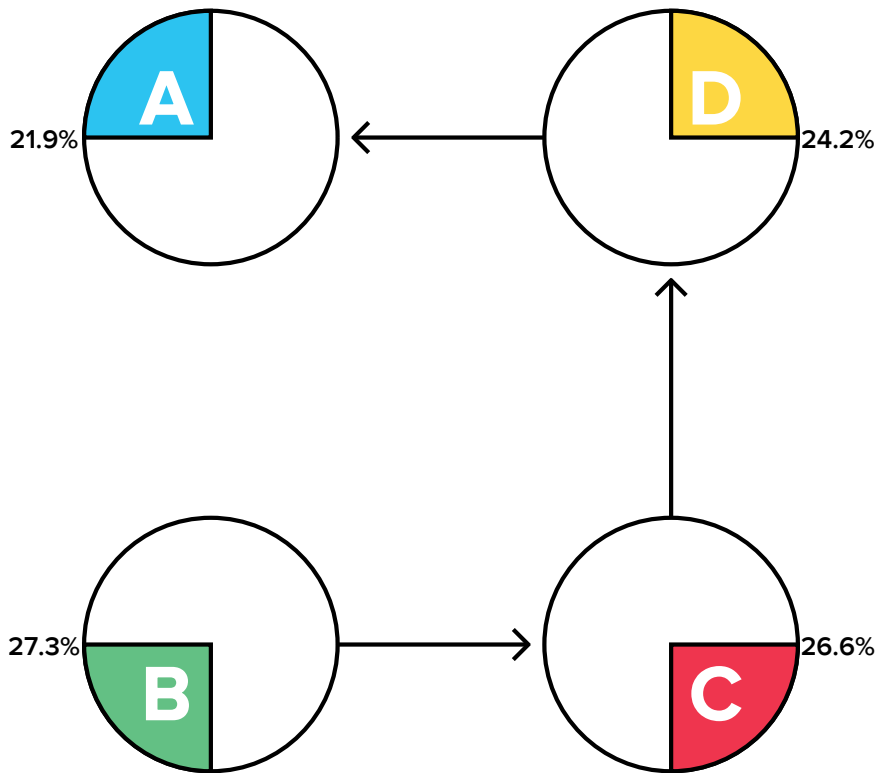
HBDI® Rank Order of Preferences



Our Team's Thinking Processes

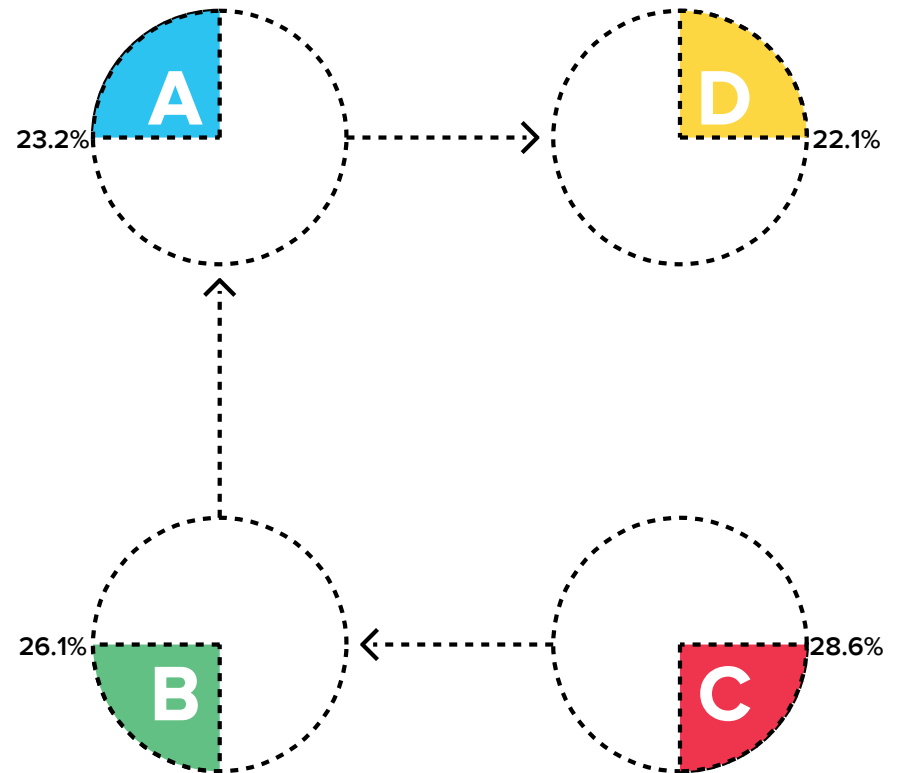
Typical Process Flow

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

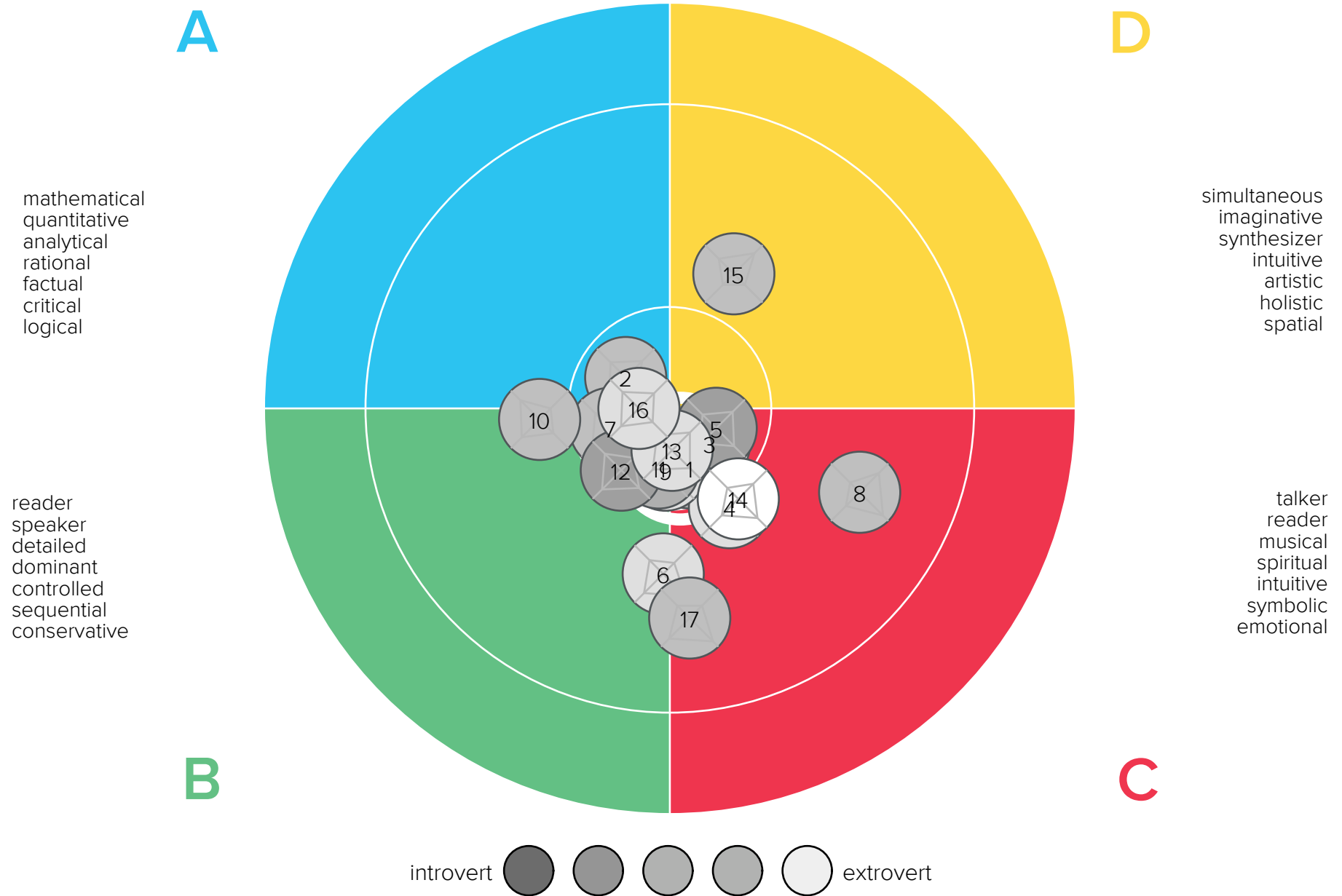
This graphic presents the alternate flow of preferences under pressure, based on the Adjective Pairs section's average results. This tells us about how we might think differently when under pressure as a team.



Profile Results: List of Scores

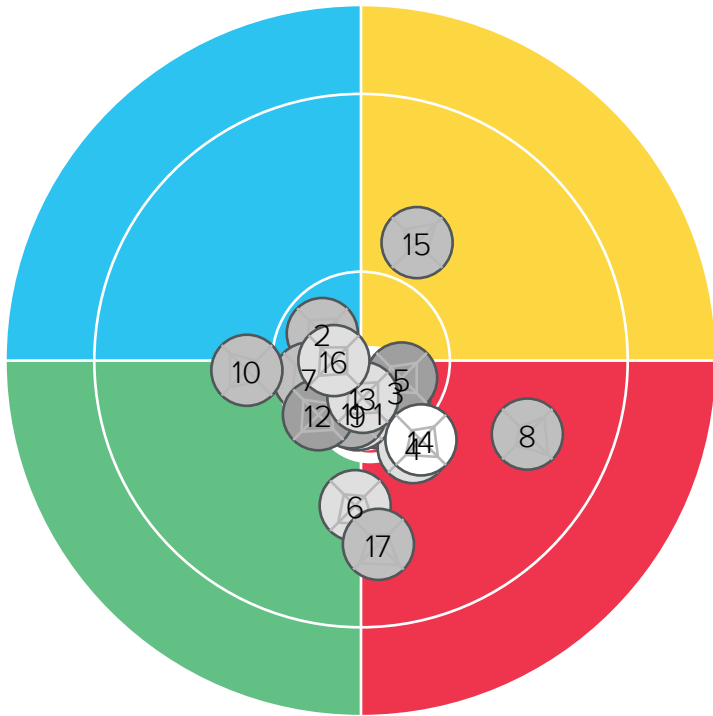
	General Score				Intro/Extro	Under Pressure Score			
	A	B	C	D		A	B	C	D
Profile 10	87	83	60	51	5/9	81	70	93	35
Profile 11	54	93	65	77	4/9	60	84	72	72
Profile 13	68	89	78	80	7/9	104	91	78	39
Profile 12	75	84	78	59	3/9	61	73	110	49
Profile 7	71	83	62	65	5/9	69	58	81	69
Profile 9	65	80	78	65	7/9	95	59	83	47
Profile 16	72	78	65	71	7/9	71	83	83	47
Profile 2	68	77	51	74	5/9	67	67	67	67
Profile 17	53	96	105	53	5/9	38	89	89	89
Profile 8	42	63	104	87	5/9	12	61	110	110
Profile 6	63	90	99	51	7/9	63	101	113	25
Profile 14	51	74	87	69	9/9	46	93	93	46
Profile 4	48	81	84	72	7/9	95	71	71	47
Profile 3	63	74	80	75	8/9	84	60	60	84
Profile 1	62	77	80	68	4/9	71	71	71	71
Profile 5	63	69	78	75	3/9	35	83	83	83
Profile 15	66	48	50	93	5/9	74	53	32	96
Sum	1071	1339	1304	1185	96	1126	1267	1389	1076
Average	63	79	77	70	6	66	75	82	63
Min	42	48	50	51	3	12	53	32	25
Max	87	96	105	93	9	104	101	113	110
Std.	10.5	11	16	11.5	1.5	23	14	19.5	23
Med.	63	80	78	71	5	69	71	83	67
Range	45	48	55	42	6	92	48	81	85

HBDI® Group Preference Map

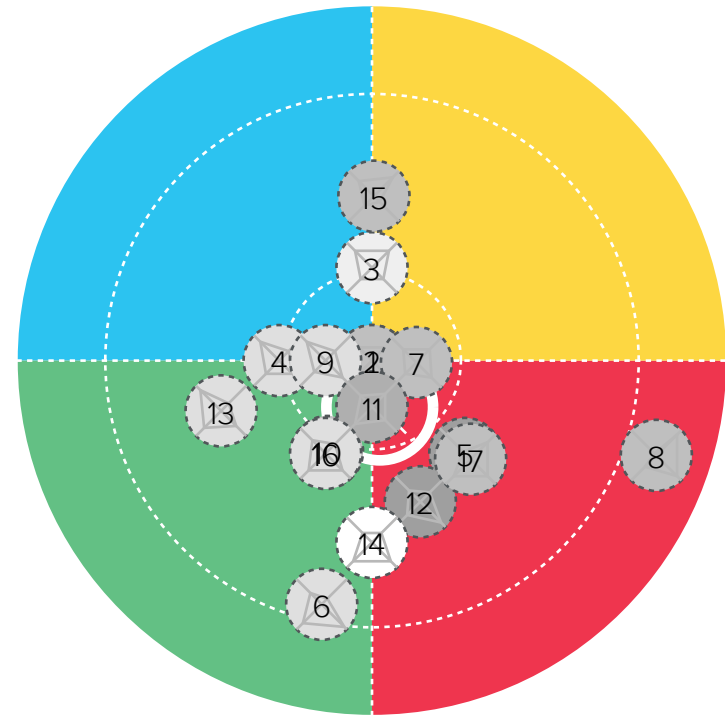


HBDI® Preference Map Under Pressure

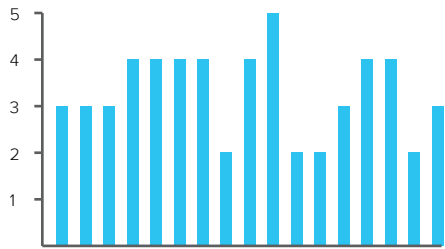
Scores



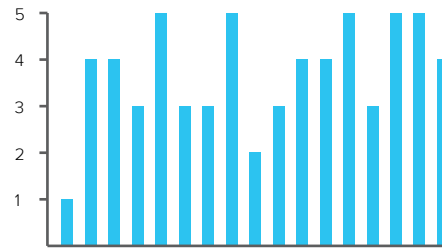
Under Pressure



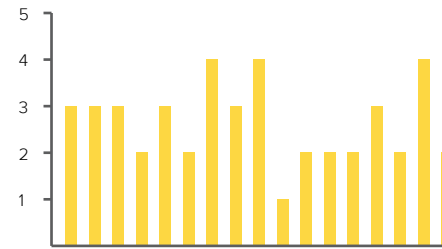
HBDI® Work Elements By Quadrant



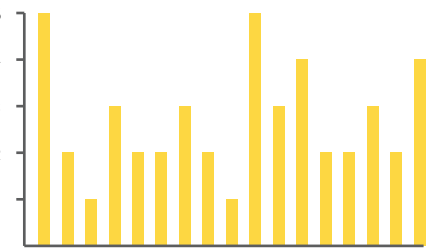
analytical



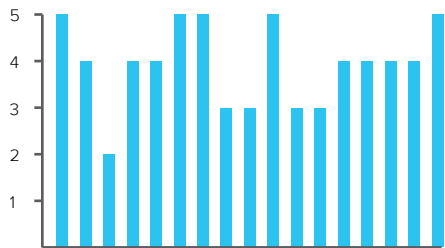
technical



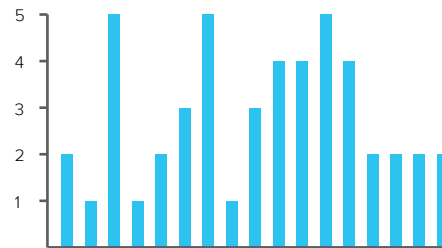
integration



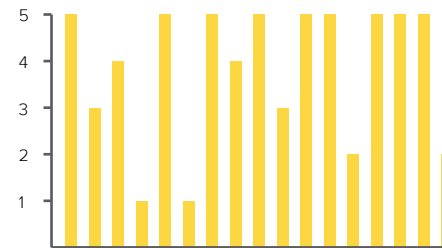
conceptualizing



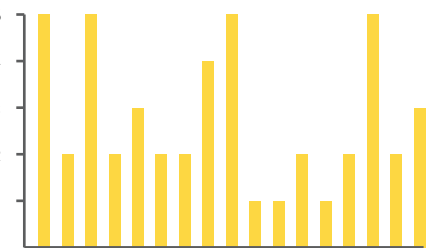
problem solving



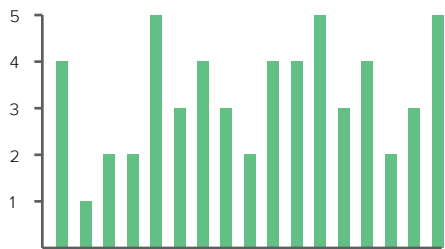
financial



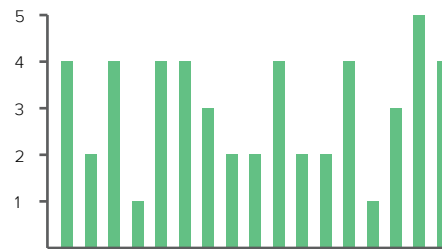
creative



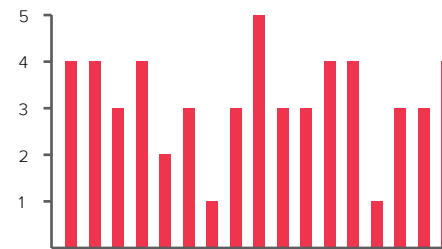
innovating



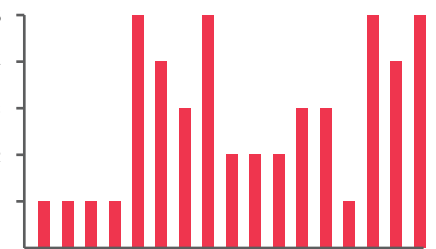
organization



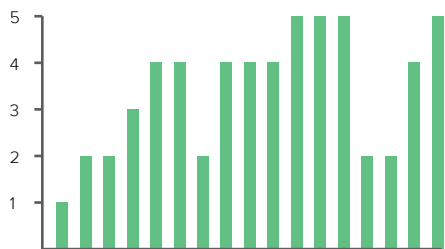
planning



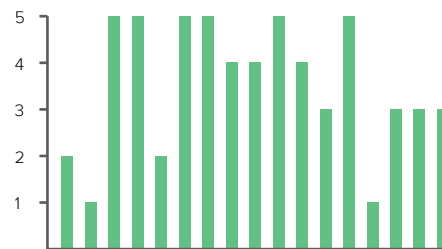
teaching/training



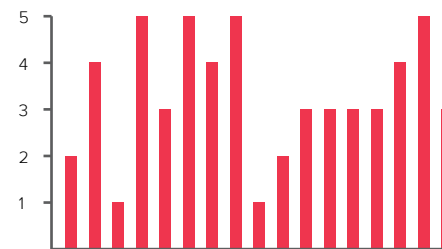
writing



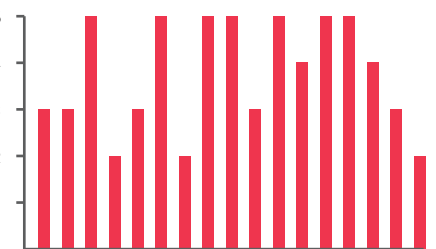
administrative



implementation

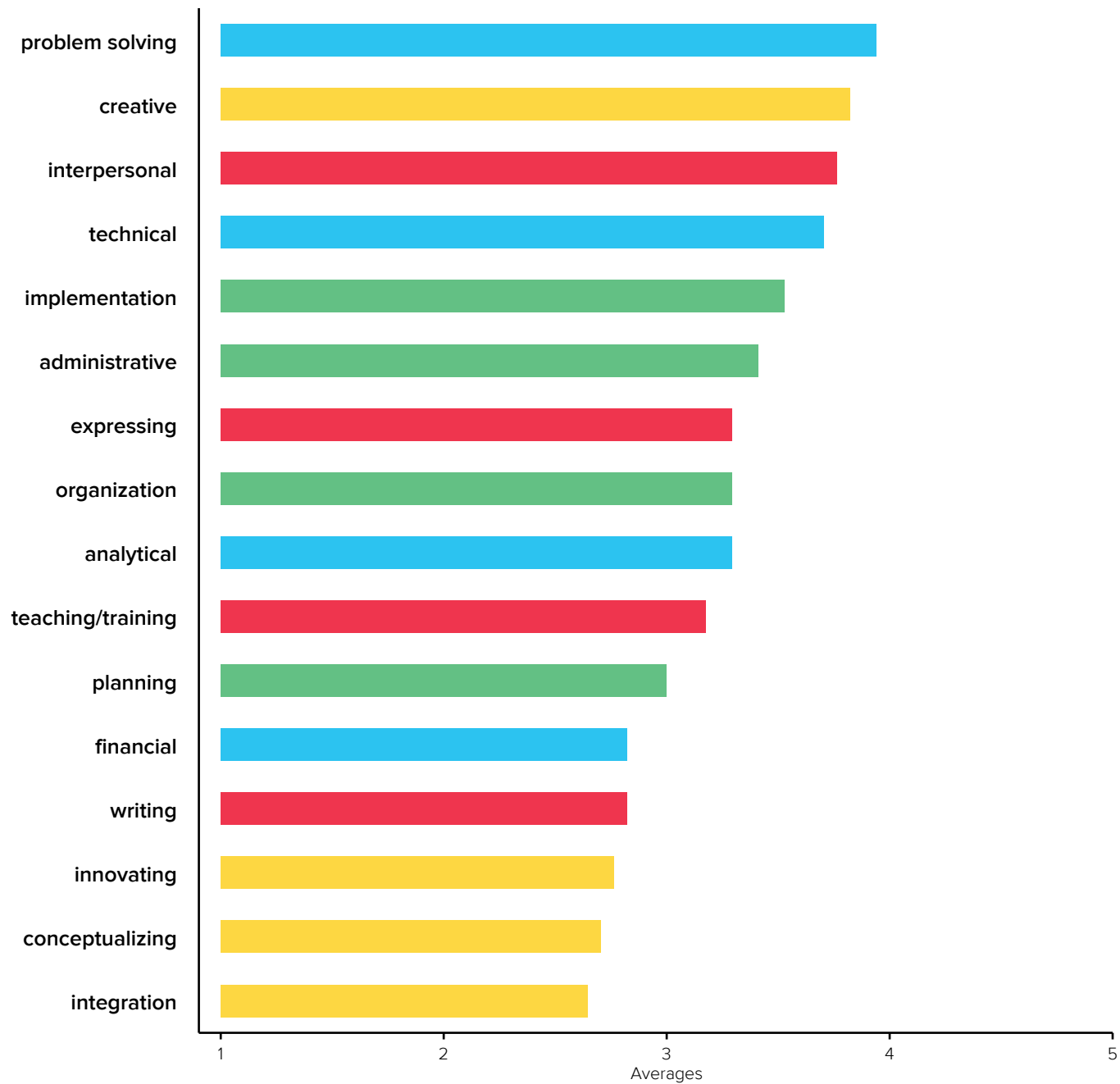


expressing



interpersonal

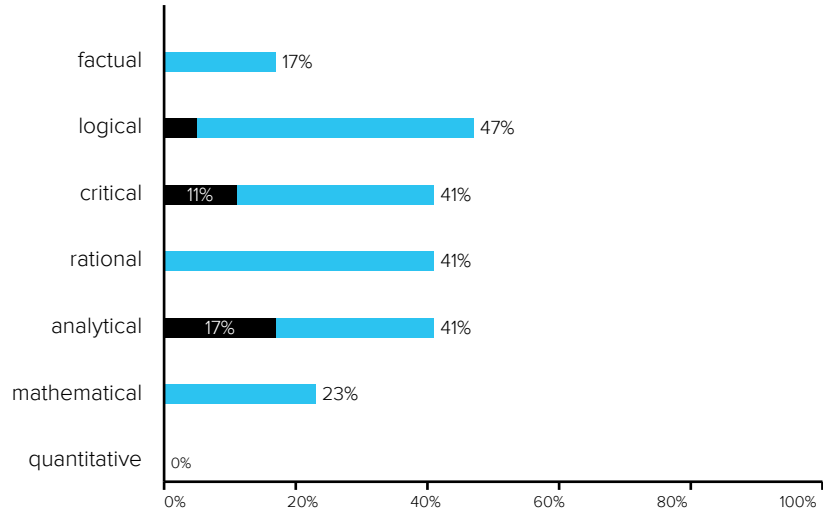
HBDI® Rank Order of Work Elements



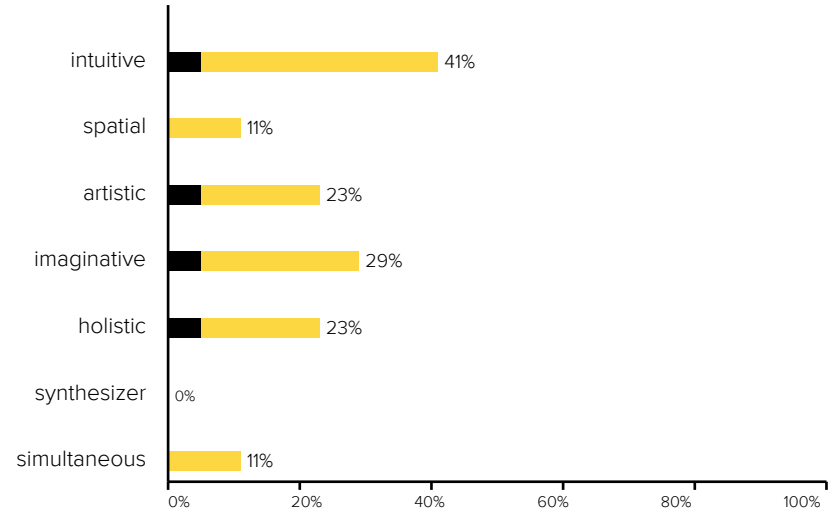
HBDI® Key Descriptors by Quadrant

A

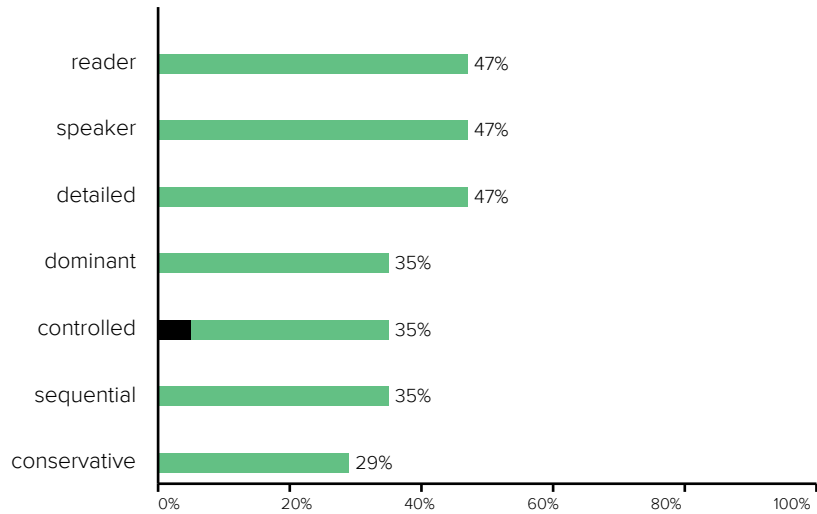
Selected
Most Descriptive



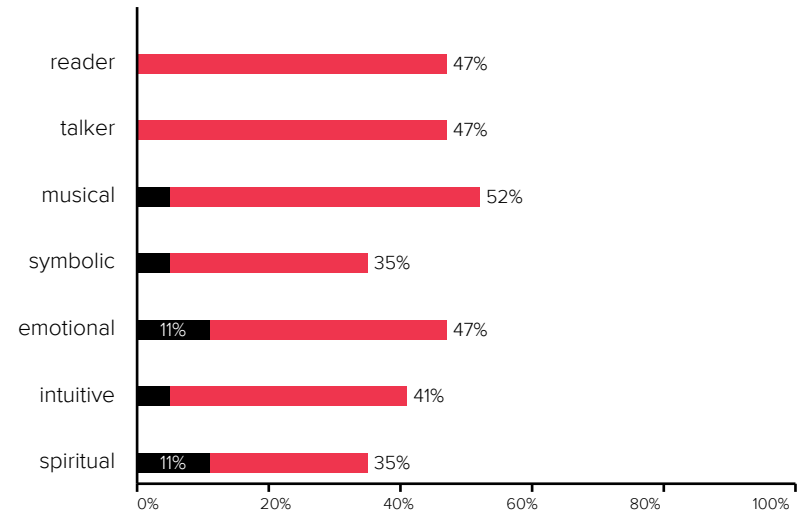
D



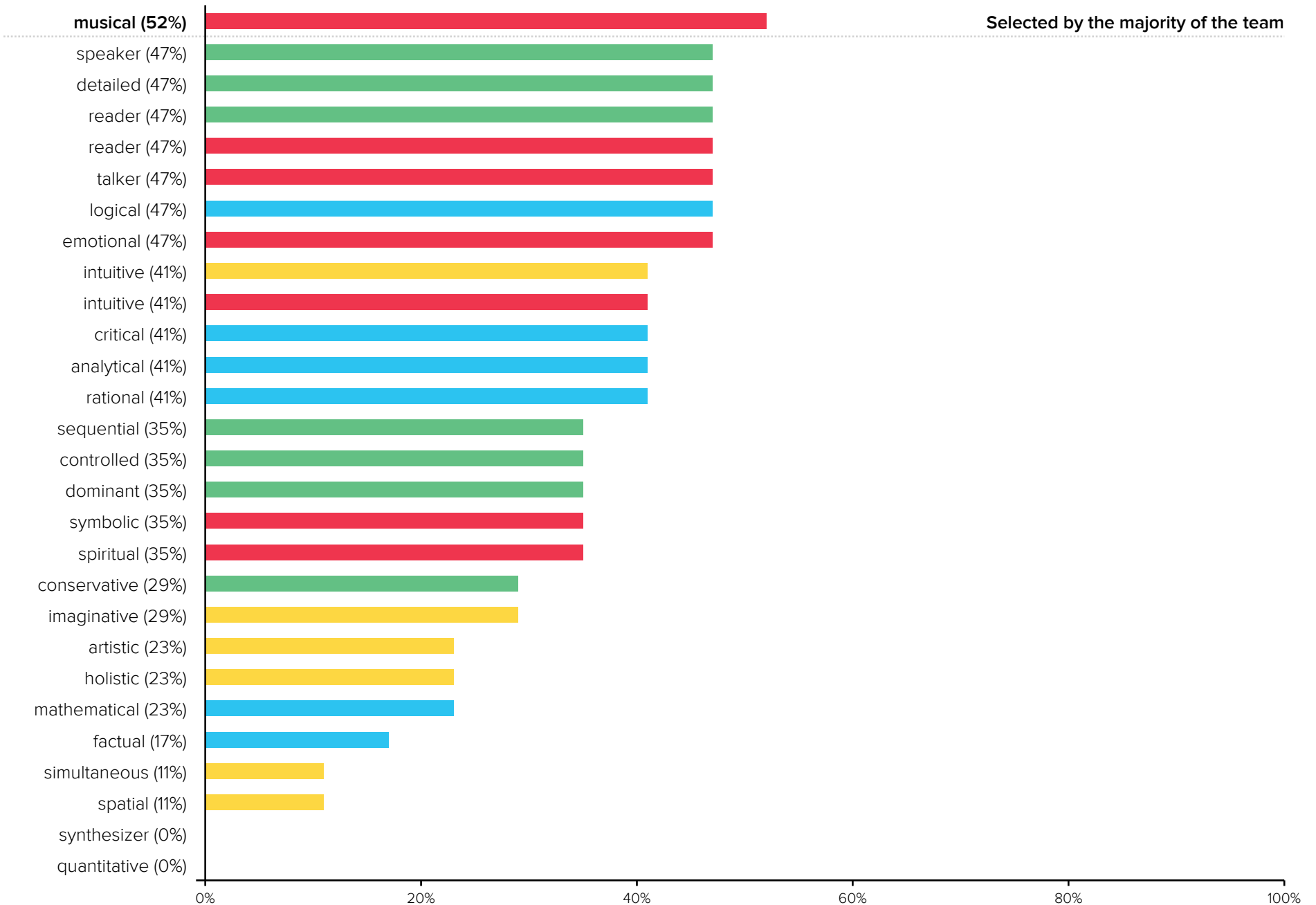
B



C

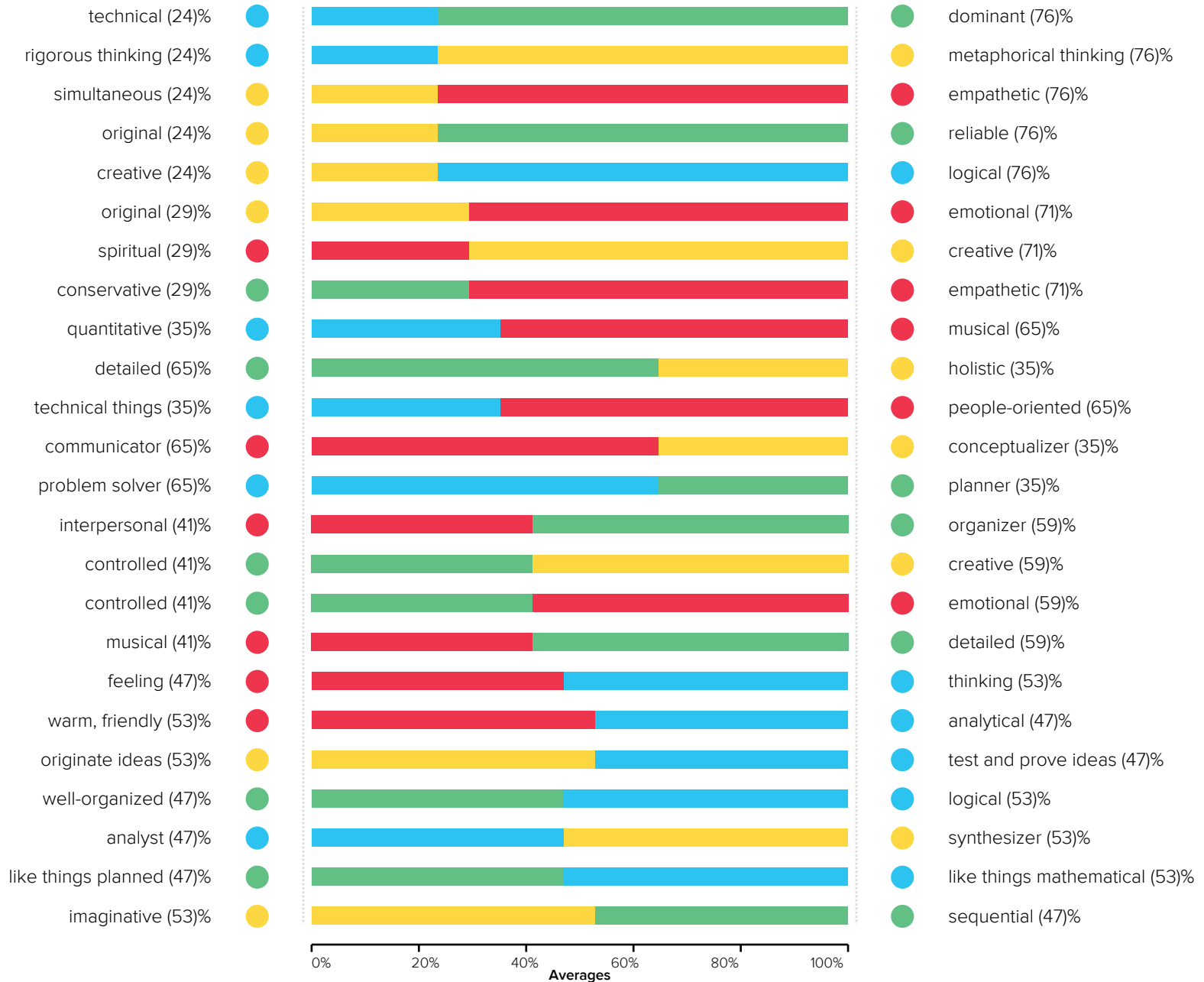


HBDI® Rank Order of Key Descriptors



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.



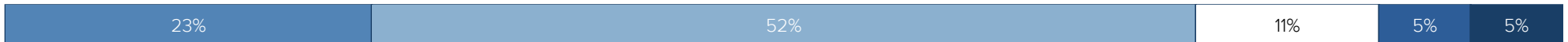
I would rather be known as a reliable than an imaginative person.



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.



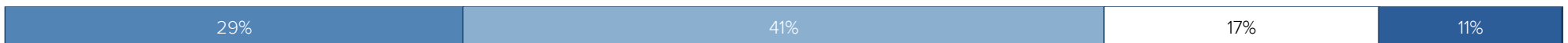
Unusual ideas and daring concepts interest and intrigue me.



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.



03/19/2019 (mm/dd/yyyy)
Individual's name

Shane Apple

Joanne Digital

Heather Extra

Haley Jump

Trisha Moore

Bogus Name

Doris Open

Louis Pink

Test Quotient

Testing T Reality

Joe Sample

John Smith

Sally Tester

Jane Universal

John Volume

Yahoo Williams

Jergen Zando

Total Number of Thinkers: 17

Participant List...For Leader's Use Only

	General Score				Intro/Extro	Under Pressure Score			
	A	B	C	D		A	B	C	D
(7) DORIS OPEN	71	83	62	65	5/9	69	58	81	69
(1) SHANE APPLE	62	77	80	68	4/9	71	71	71	71
(9) TRISHA MOORE	65	80	78	65	7/9	95	59	83	47
(2) JOANNE DIGITAL	68	77	51	74	5/9	67	67	67	67
(15) JOHN VOLUME	66	48	50	93	5/9	74	53	32	96
(14) JANE UNIVERSAL	51	74	87	69	9/9	46	93	93	46
(17) JERGEN ZANDO	53	96	105	53	5/9	38	89	89	89
(3) HALEY JUMP	63	74	80	75	8/9	84	60	60	84
(4) HEATHER EXTRA	48	81	84	72	7/9	95	71	71	47
(5) TEST QUOTIENT	63	69	78	75	3/9	35	83	83	83
(6) BOGUS NAME	63	90	99	51	7/9	63	101	113	25
(8) LOUIS PINK	42	63	104	87	5/9	12	61	110	110
(16) YAHOO WILLIAMS	72	78	65	71	7/9	71	83	83	47
(10) TESTING T REALITY	87	83	60	51	5/9	81	70	93	35
(11) JOHN SMITH	54	93	65	77	4/9	60	84	72	72
(12) JOE SAMPLE	75	84	78	59	3/9	61	73	110	49
(13) SALLY TESTER	68	89	78	80	7/9	104	91	78	39
Sum	1071	1339	1304	1185	96	1126	1267	1389	1076
Average	63	79	77	70	6	66	75	82	63
Min	42	48	50	51	3	12	53	32	25
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