

Team Application Exercise: Behavioral Tendencies - Natural

Meet as a team to complete this exercise. Suggested time: 15-30 minutes.

Debrief: Discuss the following items as a group

- What are the top three scores? These are the behaviors that this team exhibits MOST.
- What are the bottom three scores? These are the behaviors that this team exhibits LEAST.
- What implications do these scores have for the team? What are the strengths and weaknesses?
- Do any individuals exhibit highs and/or lows that are opposite from the overall team highs and lows? Who? How might these individuals be regarded by the team? How might these individuals perceive the team's approach and/or effectiveness?
- Are there any "ground rules" that the team should consider following as a group in the future, given what has been discussed?

TEAM MEMBER		Careful Decision Making Low: Impulsive High: Cautious	Reasoning Low: Intuition-based High: Evidence-based	Change Resistance Low: Drives Change High: Reluctant to Change	Prioritizing Low: Results High: Rules	Self-Reliance Low: Collaborative High: Directive	Work Process Alignment Low: Accuracy High: Consistency	Accuracy Low: Predictability High: Precision	Building Rapport Low: Result-Focused High: Relationship-Focused	Personal Drive Low: Others-driven High: Self-Driven	Providing Instruction Low: Reserved & Detailed High: Directive & Compulsive	Customer/Team Interaction Low: Supporting High: Engaging	Expressing Openness Low: Structural High: Social
Claire	Bruce	14	12	41	39	23	52	48	77	59	61	86	87
Estelle	Chout	67	79	58	70	59	39	61	41	41	30	33	21
Belinda	Colubriale	20	21	36	37	34	48	52	66	64	62	80	79
Claire	Gorman	47	37	73	64	23	59	41	77	27	36	53	62
Savannah	Peters	56	55	83	82	23	51	49	77	17	18	44	45
Team Average		41	41	58	58	32	50	50	68	42	41	59	59
Team Median		47	37	58	64	23	51	49	77	41	36	53	62

Intensity Scoring Legend

HIGH INTENSITY
HIGH MODERATE
MODERATE INTENSITY
LOW MODERATE
LOW INTENSITY

- **High Intensity** - High Intensity scores will be clearly observable, displayed more often and seen in most situations.
- **High Moderate** - High Moderate Intensity scores are frequently observable in many situations.
- **Moderate Intensity** - Moderate Intensity scores do not mean "mild." Moderate means the behavior is flexible and may or may not become observable based upon the requirements of the specific situation.
- **Low Moderate** - Low Moderate Intensity scores are only SOMETIMES observable in SOME situations.
- **Low Intensity** - Low Intensity scores indicate the ABSENCE of this behavior in MOST situations.

Team Application Exercise: Behavioral Tendencies - Adapted

Meet as a team to complete this exercise. Suggested time: 15-30 minutes.

Debrief: Discuss the following items as a group

- What are the top three scores? These are the behaviors that this team exhibits MOST.
- What are the bottom three scores? These are the behaviors that this team exhibits LEAST.
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- Do any individuals exhibit highs and/or lows that are opposite from the overall team highs and lows? Who? How might these individuals be regarded by the team? How might these individuals perceive the team's approach and/or effectiveness?
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TEAM MEMBER		Careful Decision Making Low: Impulsive High: Cautious	Reasoning Low: Intuition-based High: Evidence-based	Change Resistance Low: Drives Change High: Reluctant to Change	Prioritizing Low: Results High: Rules	Self-Reliance Low: Collaborative High: Directive	Work Process Alignment Low: Accuracy High: Consistency	Accuracy Low: Predictability High: Precision	Building Rapport Low: Result-Focused High: Relationship-Focused	Personal Drive Low: Others-driven High: Self-Driven	Providing Instruction Low: Reserved & Detailed High: Directive & Compulsive	Customer/Team Interaction Low: Supporting High: Engaging	Expressing Openness Low: Structural High: Social
Claire	Bruce	37	34	59	55	29	54	46	71	41	45	62	66
Estelle	Chout	57	67	66	76	41	40	60	59	34	24	43	33
Belinda	Colubriale	30	34	45	48	36	46	54	64	55	52	70	66
Claire	Gorman	48	39	66	57	32	59	41	68	34	43	52	61
Savannah	Peters	63	50	86	73	27	63	37	73	14	27	37	50
Team Average		47	45	64	62	33	52	48	67	36	38	53	55
Team Median		48	39	66	57	32	54	46	68	34	43	52	61

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