

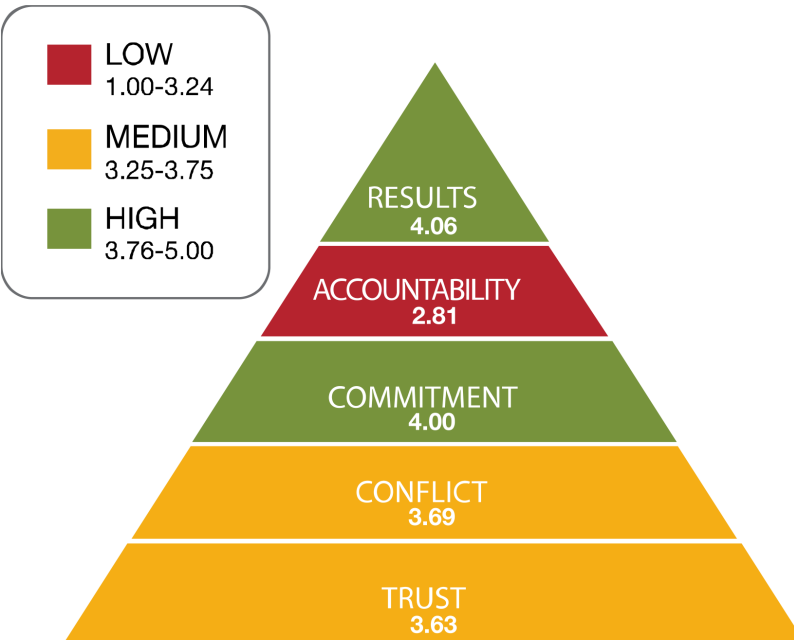
Profile Page 4

This page gives an overall score for each of the behaviors. Let people know that they'll get to see exactly how these scores were derived as they go through the report. Some other things to keep in mind:

- You can use this image to help plan how to use your time. However, all of the behaviors should get at least some attention. It's not a good idea to completely skip over any of them. Also, plan to devote a little extra time to Trust, since that's where participants will be introduced to DiSC®.
- The high, medium, and low categories are provided as guidelines to help gauge the team's relative strengths and weaknesses. Although teams may be tempted to focus on the "score" for each behavior, we suggest emphasizing the highs and lows. This will help team members determine where their developmental efforts can best be spent.

The Five Behaviors and Your Team

Remember, the five behaviors can be mistakenly interpreted as five distinct issues that can be addressed in isolation of one another. But in reality they form an interrelated model, and neglecting even one of the behaviors can be potentially harmful to the success of a team. Below are your team's results for each behavior, based on the team's responses to the assessment questions.



Summary of Your Team Survey Results

Your assessment scores indicate that results and commitment are likely areas of strength for your team, while accountability, conflict, and trust are potentially areas for improvement.

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5. RESULTS

This team probably values collective outcomes more than individual recognition and attainment of status.

4. ACCOUNTABILITY

This team may hesitate to confront one another about performance and behavioral concerns.

3. COMMITMENT

This team is probably able to buy in to clear decisions, leaving little room for ambiguity and second-guessing.

2. CONFLICT

This team may need to learn to engage in more unfiltered discussion around important topics.

1. TRUST

This team may need to get more comfortable being vulnerable and open with one another about individual strengths, weaknesses, mistakes, and needs for help.

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Scoring Interpretation