

Humantelligence Team

Culture Report | Number of members: 16 | 20 May 2018

This report is prepared by a statistical analysis of the response patterns of your group. The result is a definitive report based on the aggregate Work Motivators, Work Behaviors, Ideal Work, and Life Priorities scores.

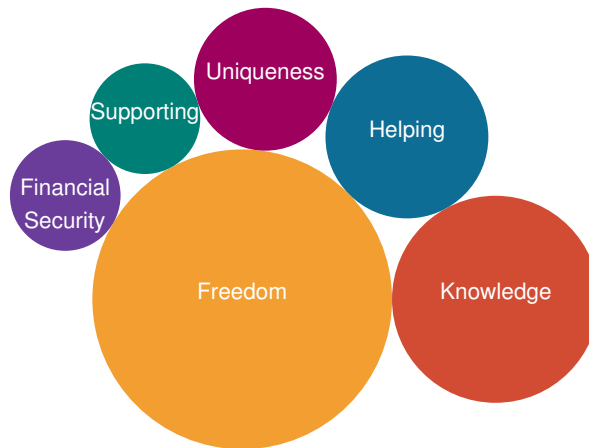
While outliers will always occur within any group analysis, the results presented here include the predominant results and traits of your group. This document could be considered an 'Operating Manual' for your group's success. The report is prepared in five sections, and each section summarized into one page. These sections are:

1. Work Motivators – **Why** we do what we do
2. Work Behaviors – **How** we do what we do
3. Ideal Work – The **environment** in which we do our best work
4. Life Priorities – The immediate pathway in sight

This is an open report and we encourage you to share the results with your team as you work together in a pro-active way to increased team effectiveness and success.

Our Work Motivators explain WHY we do what we do. Our Work Motivators initiate and drive our behavioral style, and therefore contribute greatly to the team's culture. Results are reported on a continuum from one side of each spectrum to the other, and there are strengths associated with all group profiles. As we explore the other lenses, keep in mind that these motivators drive the behaviors and fuel the ideal work.

The following graphs represent the mean score for this population. The % number shows the percentage of the total score captured by each trait.



● **Freedom (44%)**

Values creativity over following established procedures. Likes to bring new ideas and adapts to change.

● **Knowledge (21%)**

Values learning and driven to seek solutions. Comfortable with reading and studying independently.

● **Helping (13%)**

Willing to support, teach and coach others. Empathetic when dealing with the concerns of others.

● **Uniqueness (10%)**

Likes to challenge conventional thinking and appreciates unique perspectives. Not afraid to take calculated risks.

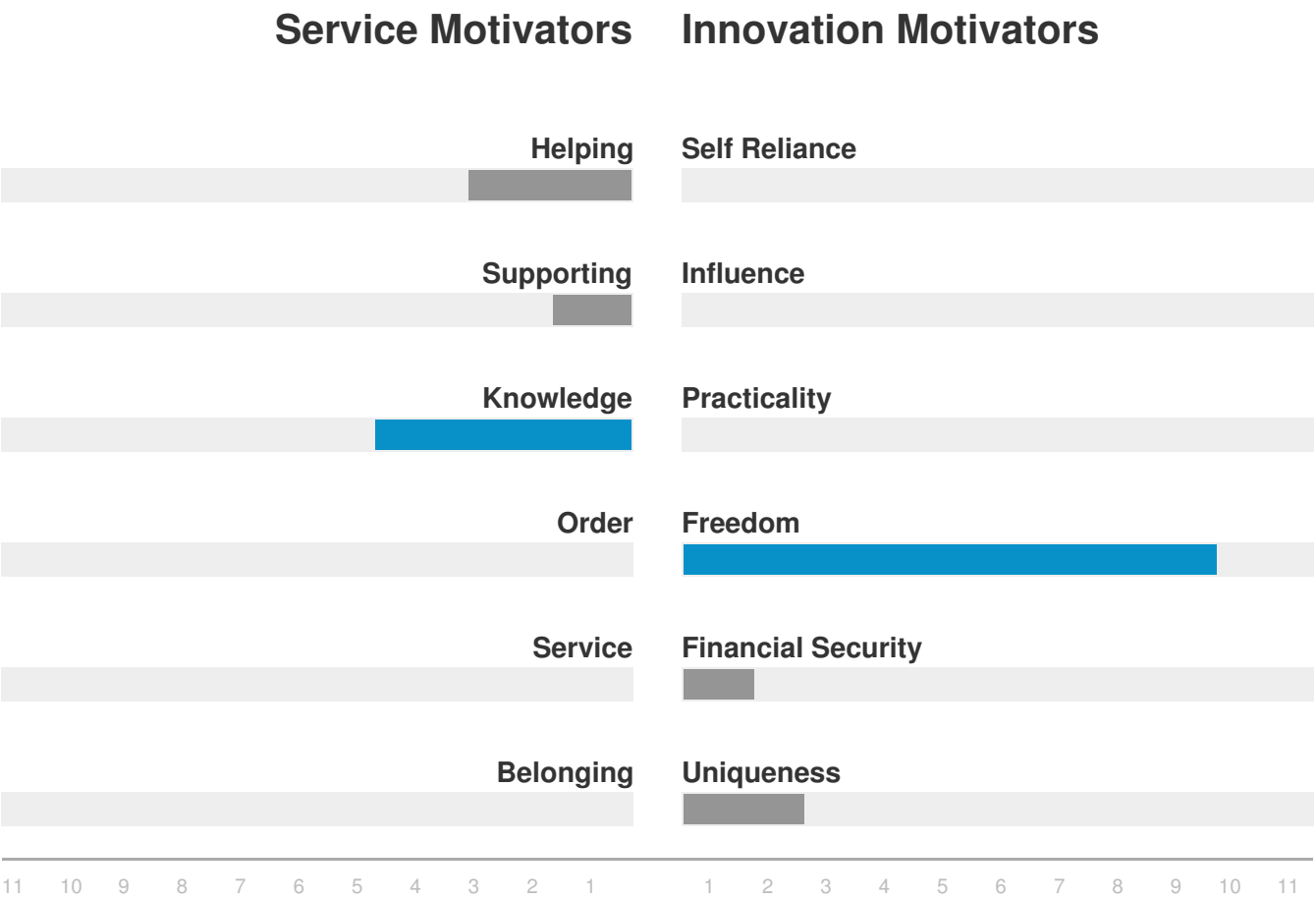
● **Supporting (6%)**

Has a team mindset but willing to play a leadership role if called upon. Values equal and respectful treatment of everyone on the team.

● **Financial Security (6%)**

Keeps bottom-line finances top of mind. Appreciates competition, challenge and financial incentives.

These are the most prominent Motivators, or ‘Heart’ (why we do what we do), and represent the major drive factors of the group.



The scale is zoomed-in to show the relationships; the scale typically goes from 15, through zero to 15 on opposite sides.

Freedom

This drive shows a team’s ability to be multi-threaded problem solvers and to challenge the existing structure or status quo.

The response patterns of your team members indicate that they are very adaptable to new projects and new ideas within your organization. They are not afraid to take calculated risks and set new precedent when necessary. They are multi-takers and multi-threaded problem solvers who can balance and juggle many projects simultaneously. They have the unique ability to see the big picture and clearly communicate it to others.

Keep in mind that others in the organization may perceive the team as rule-benders because of their creative approach to problem solving.

Knowledge

This drive shows one’s appetite for learning and increasing their knowledge base in a variety of areas.

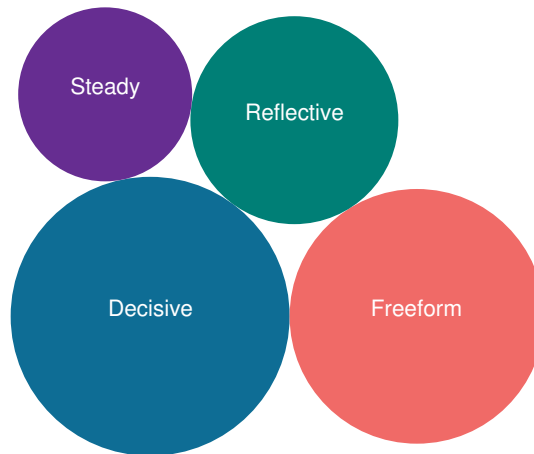
Your team shows a high degree of curiosity in a variety of areas. They have a strong appetite for learning, and will frequently go beyond the basic and minimum information and dig deeper for more knowledge. They show a high degree of technical credibility and competence. In brief they know what they’re talking about because they do their homework and learn in depth. They come to meetings prepared to ask and answer informed questions.

Keep in mind that there might be times when they might bog down in too many details and delays might result. Some might use the details as a ‘safety blanket’ to avoid making a decision.

Work Behaviors

Our Work Behaviors describe HOW we do what we do, namely our behaviors that are observable to others. This portion of the group results shows the predominant behavioral themes for the group. Understanding them can help with facilitation or training, as well as with communications and directing the group's work.

The following graphs represent the mean score for this population. The % number shows the percentage of the total score captured by each trait.



- **Decisive (36%)**

Self-starter who doesn't wait for things to happen. Rapid problem solver with a sense of urgency to get things done.

- **Freeform (30%)**

Finds new ways of doing things. Asks questions that may challenge the status quo.

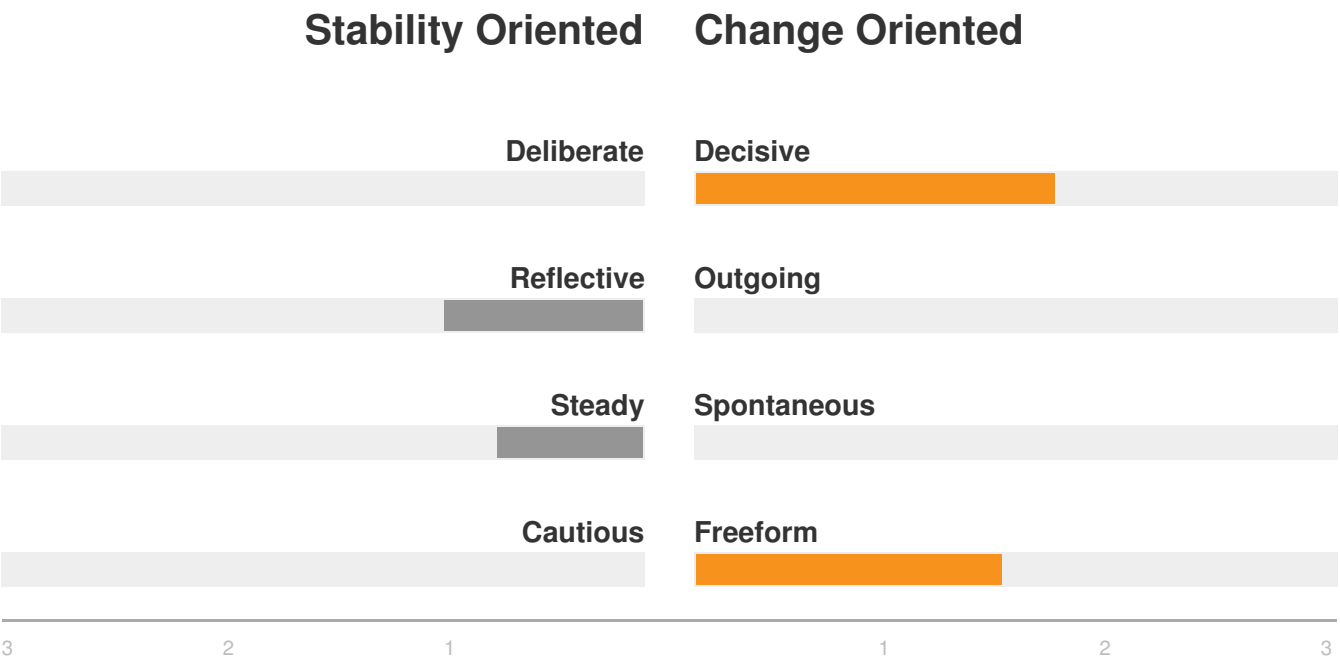
- **Reflective (20%)**

Listens carefully before responding and draws logical conclusions. Controls emotions and remains calm under pressure.

- **Steady (14%)**

Invests in relationships and follows through on commitments. Remains cool under pressure and likes helping others.

These are the most prominent Behaviors, or ‘Head’ (how we do what we do), and represent the strongest behavioral tendencies of the group.



The scale is zoomed-in to show the relationships; the scale typically goes from 15, through zero to 15 on opposite sides.

Decisive

This dimension describes a team’s approach to solving new problems, in either a decisive or deliberate way. Your team shows high decisiveness in solving problems.

This says that your team likes to solve new problems quickly and directly. They get to the ‘bottom-line’ and take an active, assertive approach to getting results. They can be daring risk-takers in solving problems and creating new solutions. The team’s response pattern shows that they are a competitive group of people who like to be active agents, and ‘win’ at whatever they are doing. They have the ability to multitask and juggle many projects simultaneously.

Keep in mind that because of the high degree of assertiveness among the team members, some might perceive the team as overly aggressive at times.

Freeform

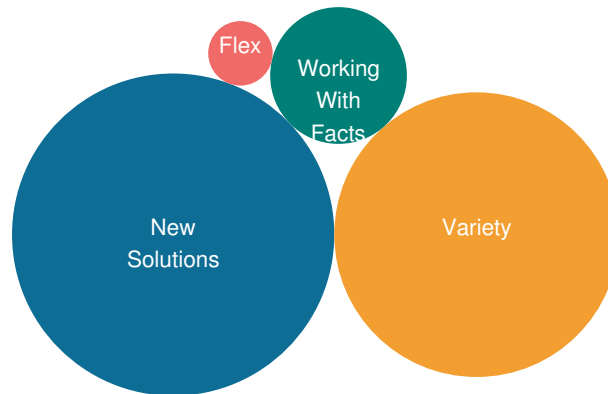
This dimension explores our approach to rules, regulations, and procedures. Your team shows a high degree of flexibility regarding rules and procedures, and may even challenge some of the rules at times.

This says that your team tends to operate more independent of the rules. They develop a variety of strategies as situations are presented. “Rules are guidelines and may be bent or broken if necessary.” They can sometimes be defiant if they don’t agree with a certain rule or regulation. They express their opinions freely and may sometimes be critical of established patterns of operation. They are less concerned about the rules than they are about obtaining results.

Keep in mind that others might perceive the team as overly rebellious or even sarcastic.

This Ideal Work dimension is unique to the Humantelligence™ model. It describes the characteristics of our ideal job or role, and the work environment in which we perform at our best effort. By learning of a team's Ideal Work environment, as leaders we can help enable that environment to be the most effective and productive for each of our teams.

The following graphs represent the mean score for this population. The % number shows the percentage of the total score captured by each trait.



- **New Solutions (50%)**

Prefers work with high performance demands that requires solving new problems. Thrives on challenging assignments with the proper authority to carry out responsibilities.

- **Variety (39%)**

Thrives in roles that require a sense of urgency to get things done. Appreciates open communications and information sharing.

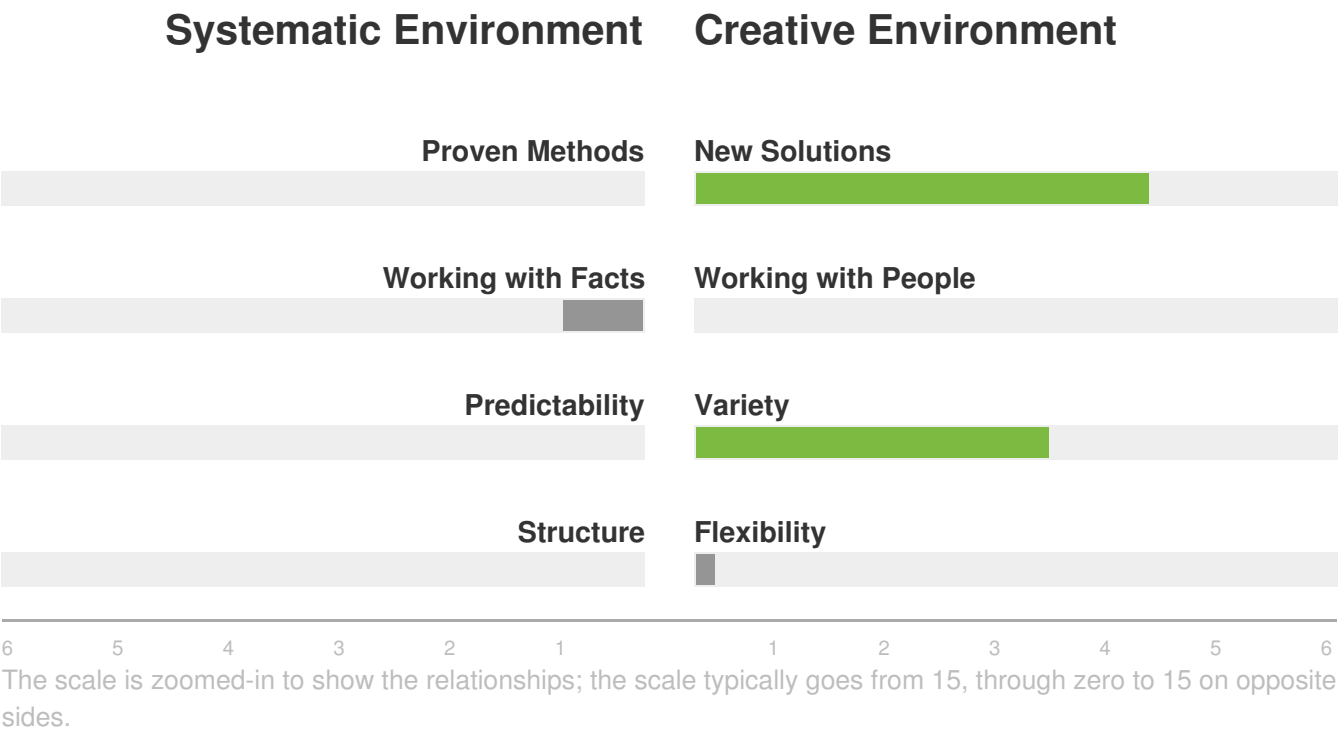
- **Working with Facts (9%)**

Prefers work that provides space for completing tasks independently. Enjoys critical thinking and taking a logical approach to assignments.

- **Flexibility (2%)**

Enjoys work that requires using creative strategies and has minimal routine. Prefers being free from direct control.

These are the most prominent Ideal Work environment themes, or ‘Hand,’ and represent the work environment where each person does their best work.



New Solutions

This dimension describes the environment in which the team prefers to solve problems; by developing new solutions or by following proven methods. Your team shows a high preference for developing new solutions.

- Work that requires quick reactions, competitiveness
- Demanding work needing immediate results
- Problems needing original thinking for solutions
- Rapid decision making
- Direct answers and freedom from controls
- Wide scope of operations and activity

Keep in mind that as team leader you may have to keep an eye on clarifying the levels of authority and responsibility at times in order to prevent some people overstepping authority.

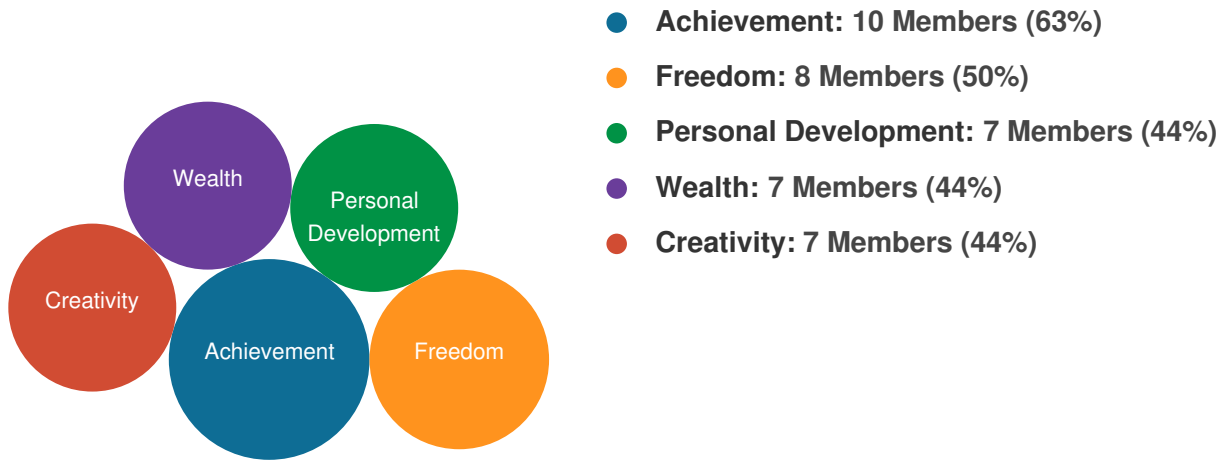
Variety

This dimension illuminates the preference your team has for either predictability or variety in the work environment. Your team shows a high preference for variety.

- Work that requires urgency to get things done... now
- Multiple projects happening simultaneously
- Exposure to new and different activities
- Mobility and travel, if needed for success
- A flexible environment
- Ability to develop short-cut methods

Keep in mind that the team may need increased patience at times, and perhaps better listening skills when additional information is important.

For a fulfilling career and work life, it is important to use your life priorities as a filter to make smarter, more strategic decisions about your professional opportunities. Review these priorities often to help ensure that you're living according to what is truly most important to you. Some of your priorities may change over time, depending on your life circumstances, while others will tend to stick with you through all of life's ups and downs.



Achievement

Setting doable goals and accomplishing them can meet the need for achievement. Longer-term assignments can be broken up into shorter milestones to help create the desired sense of progress.

Freedom

Making decisions about how the work gets done and being free from day-to-day control are important considerations. Choosing a role or projects that provide autonomy and a voice in decision making can provide a sense of independence.

Personal Development

Continuous improvement is important for maximizing potential. Situations that involve interactions with experts and mentors, in addition to more traditional learning experiences, can feed the drive to develop both personally and professionally.

Wealth

Making money is high on the list. Opportunities with good upside potential and a chance to increase net worth are compelling under the right conditions.

Creativity

Imagination and individual expression generates positive energy. Creativity at work comes in different forms, from innovation of processes to developing a new way to serve customers.