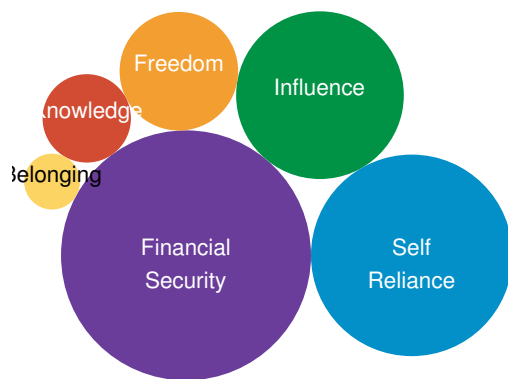


Groups Comparison

Sales vs Sales

Work Motivators

Sales
12 Members
Performance: High



● **Financial Security (40%)**

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

● **Self Reliance (26%)**

Brings a bottom-line practicality to the business at hand. Guarded against being taken advantage of by others.

● **Influence (18%)**

Brings a high energy level to meeting goals and objectives. Feels a sense of responsibility to engage others and get things done.

● **Freedom (9%)**

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

● **Knowledge (5%)**

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

● **Belonging (2%)**

Wants to support team efforts without needing a lot of personal recognition. Desires a harmonious team environment with minimal conflict.

Sales
18 Members
Performance: Low



● **Knowledge (38%)**

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

● **Helping (24%)**

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

● **Belonging (20%)**

Wants to support team efforts without needing a lot of personal recognition. Desires a harmonious team environment with minimal conflict.

● **Order (10%)**

Appreciates detailed processes that lead to successful outcomes. Brings structure and order to any task or project.

● **Supporting (5%)**

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

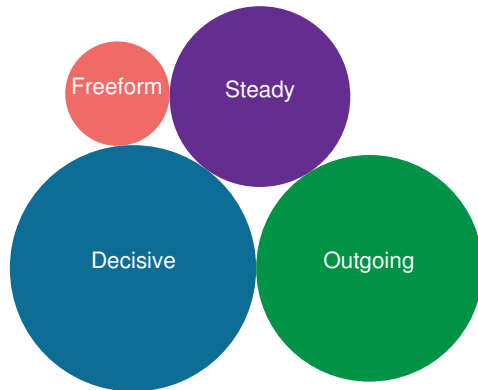
● **Service (3%)**

Sensitive to non-financial concerns, not just the bottom line. Brings a service-oriented perspective.



Work Behaviors

Sales
12 Members
Performance: High



- **Decisive (39%)**

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

- **Outgoing (33%)**

Brings a positive spirit and optimistic attitude to the team. Natural ability to engage people and generate enthusiasm.

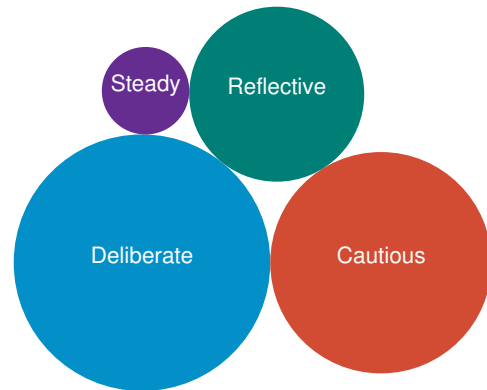
- **Steady (21%)**

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

- **Freeform (7%)**

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

Sales
18 Members
Performance: Low



- **Deliberate (43%)**

Carefully thinks things through before acting. Takes risks only after analyzing the situation.

- **Cautious (32%)**

An objective and critical thinker with a quality-control orientation. Conscious of deadlines and accuracy in the details.

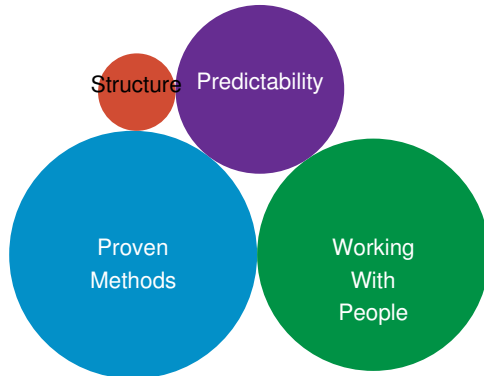
- **Reflective (20%)**

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

- **Steady (5%)**

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

Sales
12 Members
 Performance: High



● **Proven Methods (41%)**

Prefers work that requires a calculated or conservative approach so that mistakes can be avoided. Enjoys assignments with defined processes and time to think before acting.

● **Working with People (36%)**

Prefers work that involves frequent social interaction. Enjoys talking and generating enthusiasm in others.

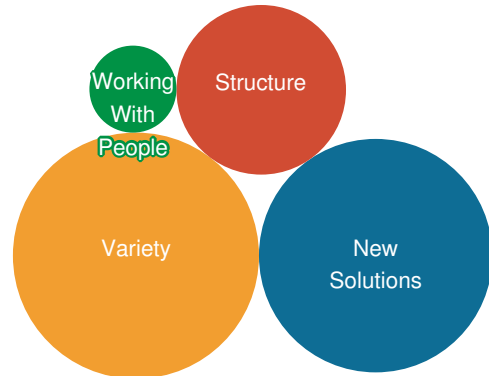
● **Predictability (19%)**

Thrives in roles that require planning, patience and persistence. Prefers work that involves a team effort and an appreciation of everyone's contribution.

● **Structure (4%)**

Appreciates high quality standards and tasks that follow specific rules and procedures. Prefers work that allows sufficient time for tasks to be done right the first time.

Sales
18 Members
 Performance: Low



● **Variety (40%)**

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

● **New Solutions (36%)**

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

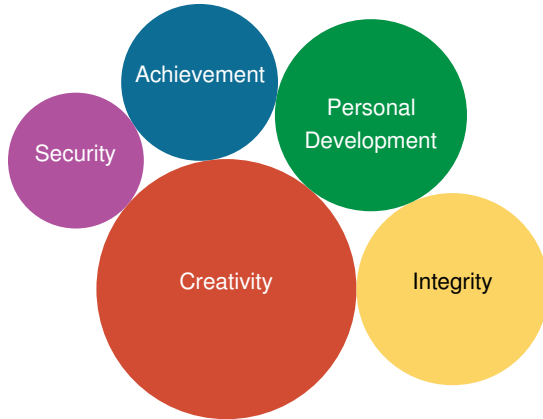
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Sales
12 Members
Performance: High



- **Creativity:** 11 Members (92%)
- **Integrity:** 6 Members (50%)
- **Personal Development:** 6 Members (50%)
- **Achievement:** 4 Members (33%)
- **Security:** 3 Members (25%)

Sales
18 Members
Performance: Low



- **Personal Development:** 11 Members (61%)
- **Creativity:** 9 Members (50%)
- **Achievement:** 8 Members (44%)
- **Adventure:** 7 Members (39%)
- **Integrity:** 7 Members (39%)