Academic Leadership

Organization:
UHCL

Date:
08.03.2018

The Extended DISC® Team Development Assessment is based on the responses given in the Extended DISC® Individual Assessment. This multi-person report should not be the sole criterion for making decisions about this team. The purpose of this report is to provide supporting information for the team and management.
Introduction

This Team Development assessment reflects your team's behavioral styles, showing "how people do what they do." The Team Development Assessment combines all of the team members' Individual Assessment results into one report. It shows the team's dynamics, strengths and development areas. It also illustrates how the team members are adjusting their behaviors in their existing work environments.

This assessment provides you with useful information about your team, but may also produce more questions. We recommend that you use it as a starting point to develop your team by generating continued dialogue amongst your group. Your team members are the true experts about themselves. Through this process a better understanding of strengths, development needs, and blind spots will emerge. This knowledge will help your team's performance and ability to communicate more effectively.
The Team Development Assessment divides all of the different behavioral styles into four main styles. These styles are not better or worse. Each of the styles has its own advantages and disadvantages.

Remember: Never share the full Team Development Assessment results unless all of the team members have given permission. If the team members were told their answers to their Extended DISC Individual Assessment questionnaires are kept confidential, you can lose trust. You can always just use the anonymous Shotgun Map.

Visit www.ExtendedDISC.org for more information about DISC Styles.
Your Team at a Glance

The Extended DISC® Diamond shows where the natural behavioral styles of your team members fall. Each team member's Natural Style (Profile II) is represented by a dot on the Diamond. Determine which D, I, S, or C quadrant each member's dot is placed. That is his/her primary DISC style.
Your Team at a Glance with Names

The Name Map provides the same information as the Shotgun Map, but with team members' names instead of the dots. The position of the name is the position of the person's Profile II (natural style) on the Diamond.
Shotgun and Name Maps - Worksheet

After reviewing the results of the Team Development Assessment with your team, choose some of the questions below to discuss. Remember that this map shows each team member's natural style and the relationships to one another. Another way to think about the map is "how we do what we do."

How can each of us better interact? Take a moment to look at the overall distribution of your team. The goal is to think about what adjustments each team member can make to his/her behaviors. Remember, we can only control our own behaviors and not others.

AREAS OF THE DISC QUADRANTS WITH TEAM MEMBERS: Can you identify the strengths of the team from the maps? What behaviors are performed effectively by this team based on the DISC styles? Give specific examples (e.g., D-style: we work quickly to accomplish tasks):

________________________________________________________________________

________________________________________________________________________

AREAS OF DISC QUADRANTS WHERE WE HAVE FEW OR NO DISC STYLES REPRESENTED: Are there behavioral areas that your team needs to improve on that are not covered by your team members' styles (e.g., working quicker to get tasks done and working independently are D-style behaviors. If these are identified then are there D-style team members or does our team need additional training and development in this area?)

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________________________________________________________________________

TEAM MEMBERS WITH SIMILAR STYLES: Do subgroups or clustering of primary DISC styles need to be addressed (e.g., do team members with similar styles stick together?). Are there times where this style's areas of development are also emphasized? If so, what are some specific examples of the impact on team communications?

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________________________________________________________________________
TEAM MEMBERS WITH SIMILAR STYLES: If subgroups have been identified what behavior changes could specifically improve communication between the subgroups? What steps can we make to include all team members?

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________________________________________________________________________

________________________________________________________________________

FOR THE TEAM: What specific team behaviors can we modify to work better together and move our team forward? List 3 action oriented steps:

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________________________________________________________________________

________________________________________________________________________

FOR EACH TEAM MEMBER (sharing is voluntary): Think of 1-2 members of this team you work the closest with. List 3 behaviors you will do differently to improve your interaction with the team member(s).

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

FOR EACH TEAM MEMBER (sharing is voluntary): Think of 1 member of this team you find most challenging to communicate with. Is his/her DISC style different from yours? List 3 behaviors you will do differently to improve your interaction with the team member.

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________________________________________________________________________

________________________________________________________________________
FOR THE TEAM MANAGER: Is there a possibility for better delegation of the team's responsibilities and tasks?
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Team Flexibility Zones

The shadings in the Team Flexibility Zones map show the behavioral styles that are the most comfortable for the team members. The white spaces illustrate the areas on the Diamond that require the most energy, effort, and concentration from team members. The further from the deepest shade the members move, the more energy is required.

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Hard values
Decisions, Change, Speed, Activeness, Inspiration, Atmosphere, Openness, Enjoyment

Stability, Trustworthiness, Responsiveness, Discussing, Participation, Friendliness, Easiness

Facts, Basics, Analytics, Systems, Criticism, Creating, Developing, Goals, Results, Speeding up
Team Flexibility - Worksheet

The shaded area reflects the DISC styles where your team prefers to operate.

Look at your team's most comfortable areas (shaded). How is your team using these behavioral strengths?

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__________________________________________________________________
__________________________________________________________________
__________________________________________________________________

Can you identify a few times where the team have overused it's strengths? Explain.

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__________________________________________________________________
__________________________________________________________________
__________________________________________________________________
Arrow Map

The Arrow Map shows both the natural behavioral style (Profile II) and the adjusted behavioral style (Profile I) of each team member on the Diamond. Profile I reflects a perceived adjustment that the individual believes would help him/her be more successful. However, we don't know if the behavioral adjustment would actually help the individual become more successful or even if the adjustment is actually made. The team member's Profile II is the starting point of the arrow and Profile I is the tip of the arrow.

Note! Profile I reflects the adjustments each team members considers making at the time he or she completed the questionnaire. Therefore, one should be careful in interpreting the results if there are significant gaps in the time when each team member completed the questionnaire.
**Arrow Map - Worksheet**

When you review the results of your team with the other team members, below are some issues to consider and discuss. Be careful of over reading data. It is important to have a clear understanding of the team.

**Most of your team's arrows point to the same direction?**

Possible interpretation: Most of the people on the team express a feeling that they must adjust their behavior in the same direction.

What reasons may exist to cause the team to feel pressured to adjust its behavior similarly?

________________________________________

________________________________________

________________________________________

Are there external factors causing the similar perceived adjustments that make it more difficult for your team to perform effectively? If so, what changes can be made?

________________________________________

________________________________________

________________________________________
Your team's arrows are moving in two main directions?

What reasons may cause the team members to feel pressured to move in different directions (e.g., sub-teams with different challenges)?

________________________________________

________________________________________

Your team's arrows do not have any visible similarities in direction:

Possible interpretation: The team does not express any external pressure that it would find difficult to cope with. There is no team level interpretation possible, but you can still view each team member's arrows.

Which direction is the arrow pointing for each team member?

Possible interpretation: The direction in which the individual is expressing that he/she wants or needs to adjust his/her behavior more than he/she is doing at present, due to the perceived pressures of the environment.

Where are the arrows moving away from for each team member?

Possible interpretation: The area where the individual feels he/she should pay less attention to better cope with the perceived requirements of the environment.
Your Team Member's Individual Profile Percentages

This page is a summary of your team members' individual DISC Profile percentages. The table below shows the distribution of each team members' D, I, S and C styles out of 100 percent and the date which they took the Extended DISC Assessment questionnaire.

Note! Profile I reflects the adjustments the team members consider making at the time they completed the questionnaire. Therefore, one should be careful in interpreting the results if there are significant gaps in the time when each team member completed the questionnaire.
## Team Development Assessment
### Academic Leadership

**Organization:** UHCL  
**Date:** 08.03.2018

### Percentage Table

<table>
<thead>
<tr>
<th>Person</th>
<th>Profile I</th>
<th>Date Analyzed</th>
<th>Profile II</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>D</td>
<td>I</td>
<td>S</td>
</tr>
<tr>
<td>Magdy Akladios</td>
<td>30%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Said Bettayeb</td>
<td>0%</td>
<td>25%</td>
<td>30%</td>
</tr>
<tr>
<td>Sadegh Davari</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Mik Find</td>
<td>0%</td>
<td>0%</td>
<td>50%</td>
</tr>
<tr>
<td>Samuel Gladden</td>
<td>0%</td>
<td>90%</td>
<td>10%</td>
</tr>
<tr>
<td>Dorothy Kirkman</td>
<td>0%</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>Michael Lacina</td>
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<td>0%</td>
<td>45%</td>
</tr>
<tr>
<td>Judith Marquez</td>
<td>0%</td>
<td>0%</td>
<td>75%</td>
</tr>
<tr>
<td>Jeffrey Mountain</td>
<td>0%</td>
<td>0%</td>
<td>30%</td>
</tr>
<tr>
<td>Joan Pedro</td>
<td>0%</td>
<td>55%</td>
<td>40%</td>
</tr>
<tr>
<td>Rick Puzdrowski</td>
<td>0%</td>
<td>0%</td>
<td>75%</td>
</tr>
<tr>
<td>Naveed Saleem</td>
<td>0%</td>
<td>40%</td>
<td>60%</td>
</tr>
<tr>
<td>Mark Shermis</td>
<td>0%</td>
<td>55%</td>
<td>45%</td>
</tr>
<tr>
<td>Edward Waller</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Melissa Williams</td>
<td>100%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Jana Willis</td>
<td>0%</td>
<td>70%</td>
<td>30%</td>
</tr>
<tr>
<td>Kevin Wooten</td>
<td>80%</td>
<td>20%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Your Team Member at a Glance:

This page is a description of how each team member may be perceived by the others. Remember, everyone can modify his/her behaviors to fit a role or environment.

This list of attributes includes each team member's strengths. However, strengths can be overused when we feel strong emotions, stress, or fatigue. Under pressure we become "too" much of who we are. We need be aware that overusing our strengths can become a liability or weakness.

Magdy Akladios
Decisive, purposeful, bold, social, motivating, competitive, active, alert, exact, smart, open, strong-willed, goal-oriented, creative, conscientious.

Said Bettayeb
Friendly, concentrating, open, nice, calm, sociable, adjustable, kind, organized, exact, pleasant conversationalist, follows instructions, considerate, careful, social.

Sadegh Davari
Peaceful, pleasant, friendly, helpful, polite, sociable, observant, avoids conflicts, relaxed, kindhearted, steady, concentrating, exact, follows instructions, meticulous.

Mik Find
Thorough, friendly, safe, popular, nice, affectionate, kind, exact, follows instructions, concentrating, careful, detail-oriented, patient, helpful, obedient.

Samuel Gladden
Kind, friendly, observant, listening, adjustable, serene, mate, organized, thorough, concentrating, patient, exact, open, social, emotional.

Dorothy Kirkman
Open, friendly, reliable, sincere, pleasant, modest, people-oriented, encouraging, inspiring, listening, positive, helpful, easily satisfied, tolerant, thorough.

Michael Lacina
Organized, circumstantial, polite, calm, diplomatic, thorough, logical, determined, listening, inquiring, meticulously developing, shy.

Judith Marquez
Loyal, concentrating, patient, helpful, careful, considerate, fair, obedient, easy to approach, identifies with the team, undemanding, not daring, reliable.

Jeffrey Mountain
Exact, detail-oriented, logical, punctual, correct, diplomatic, practical, controlling, planning, inquiring, demanding, perfectionist, thorough, concentrating.

Joan Pedro
Friendly, social, receptive, sociable, undemanding, indecisive, concentrating, thorough, loyal, helpful, polite, easygoing, good listener, people-oriented.
Rick Puzdrowski
Precise, thorough, detailed, correct, to the point, peaceful, deliberate, moderately open, easy, does not irritate, concentrating, specializing, studying, considering.

Naveed Saleem
Calm, steady, friendly, thorough, polite, helpful, undemanding, exact, follows instructions, adjustable, kind, detail-oriented, peaceful, positive, careful, correct.

Mark Shermis
Thorough, friendly, safe, popular, nice, affectionate, kind, exact, follows instructions, concentrating, careful, detail-oriented, patient, helpful, obedient.

Edward Waller
Careful, organized, exact, diplomatic, purposeful, patient, predictable, specializing, correct, shy, undemanding, reserved, quiet, calm.

Melissa Williams
Determined, direct, thoughtful, distant, thorough, exact, creative, perfectionist, demanding, firm, practical, shy, circumstantial, inquiring, theoretical, ambitious.

Jana Willis
Extroverted, pleasant, calm, social, sociable, friendly, polite, undemanding, adjustable, kind, exact, organized, thorough, helpful, careful.

Kevin Wooten
Decisive, purposeful, bold, social, motivating, competitive, active, alert, exact, smart, open, strong-willed, goal-oriented, creative, conscientious.
Your Team Member at a Glance Worksheet

FOR EACH TEAM MEMBER (sharing is voluntary): Identify a strength that you bring to your team. Can you give an example of when you overused your strength? What will you do differently in the future?

___________________________________________________________________________

___________________________________________________________________________

FOR EACH TEAM MEMBER (sharing is voluntary): What are the things you will do differently now knowing your team members' attributes?

___________________________________________________________________________

___________________________________________________________________________

___________________________________________________________________________
Next Steps:

FOR THE TEAM: Brainstorm team behaviors, so that if we all start doing them, our team will be more successful:


FOR EACH TEAM MEMBER (sharing is voluntary): What behavior adjustments or action steps can I personally change that would benefit my team?


FOR THE TEAM: What team behaviors do we do well? Keep doing them!


Remember that this Team Development Assessment is a starting point to generate dialogue amongst the team. Your team members are the experts about themselves. The goal is to gain a better understanding of ourselves and others to help improve communication and improve our team’s performance.