

GROUP DYNAMICS



report

Group Name : Sample Team

Number of people in team: 4

Presented by : PeopleKeys

1/7/2021

What are your Group Dynamics?

High-performing companies have high-performing teams. Outstanding teams are often crafted and cultivated, so it is no accident that some groups perform better than others.

This team-building tool uses DISC to explore the traits that make independently talented people come together to form a team culture.



Work groups are as unique as individuals. When different people work together, they form their own culture.

"Culture" can be described as "shared ways, shared values, and shared goals"

This group report is designed to allow you to examine the behavioral strengths and characteristics of each team member independently as well as collectively. Used as a springboard for enhanced collaboration, this report will shed light upon leadership impact, communication/task flow and increase awareness of individual strengths and diversity.

Another goal is to show how each team member has tremendous impact upon the team and how each team affects the organization as a whole. Organizations who use DISC can create a neutral language regarding the core styles, making discussions about personal traits less "personal," and more based on style awareness. Teams and organizations that embrace DISC can experience improved communication, stronger relationships, higher levels of productivity and creativity, reduced stress, and greater results.

For more information about each team member's TEAMS Thinking Style and what role they best accomplish and fulfill within the team, take the PeopleKeys TEAMS Report.

For more information about each team member's work Values Style and internal motivations, take the PeopleKeys Values Style Report.

Analyzing Group Dynamics with The DISC Personality System



Your report uses the DISC Personality System as the lens to view your Team's current culture. The DISC Personality System is the universal language of behavior. Research has shown that behavioral characteristics can be grouped together in four major groups. People with similar styles tend to exhibit specific behavioral characteristics common to that style.

All people share these four styles in varying degrees of intensity. The acronym DISC stands for the four personality styles represented by the letters: **D (Dominant, Driven)**, **I (Influencing, Inspiring)**, **S (Steady, Stable)**, and **C (Conscientious, Correct)**.

Knowledge of DISC empowers you to understand yourself, family members, co-workers, and friends in a profound way. Understanding behavioral styles helps you become a better communicator, minimize or prevent conflicts, appreciate the differences in others and positively influence those around you.



Do you know someone who is assertive and wants the bottom line?--**This is D Style**

Do you have friends who are great communicators and friendly?--**This is I Style**

Do you have family members who are good listeners and great team players?--**This is S Style**

Have you ever worked with someone who is factual and detail oriented?--**This is C Style**

Overview of Group Dynamic Styles Continued

D Groups: Groups led by or comprised of mostly "D" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



Fast Paced • Seeks Change • Individual Results Focused
Decisive • Competitive • Wants Tangible Results
Thinks Big • Seeks Recognition • Direct Communication
Impatient • Sets Goals • Good Under Pressure

I Groups: Groups led by or comprised of mostly "I" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



Talkative • Outgoing/Social • Sensitive/Emotional
Flexible • Disorganized • People Oriented
Informal • Seeks Adventure • Seeks Acceptance
Fast Paced • Lively • Seeks Change

S Groups: Groups led by or comprised of mostly "S" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



Thoughtful • Supportive • Creates Personal Bonds
Steady/Stable • Active Listeners • Resistant To Change
Peacemaker • Loyal • Consistent/Reliable
Sympathetic • Avoids Conflict • Good Follow Through

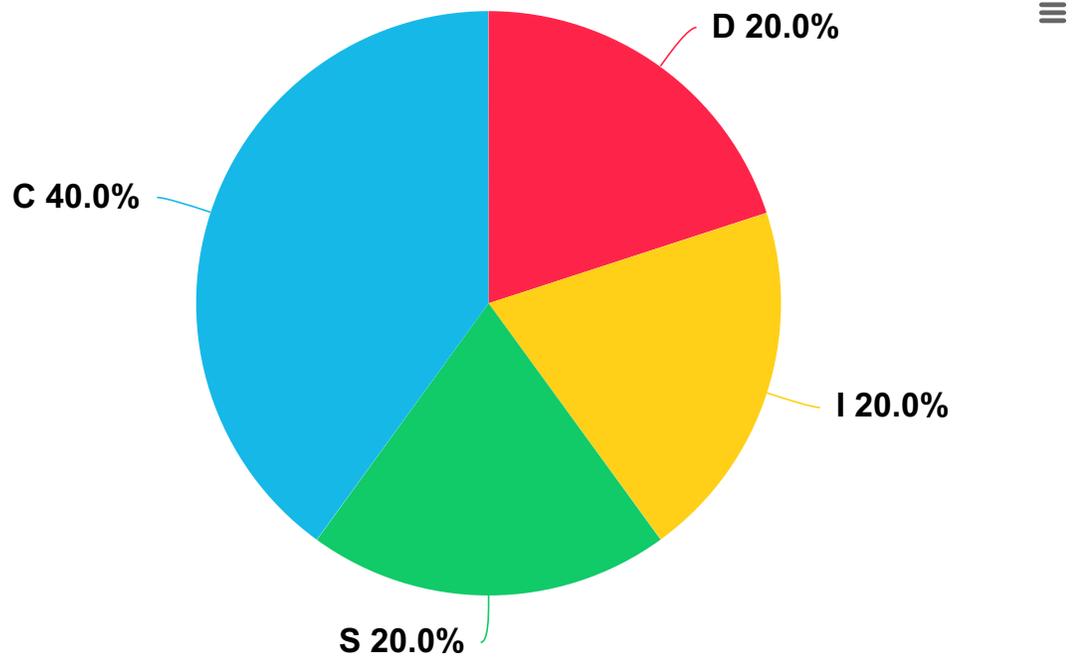
C Groups: Groups led by or comprised of mostly "C" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



Perfectionist • Conscientious • Resistant To Change
Logical/Analytical • Slow Paced • Slow To Make Decisions
High Quality Work • Organized • Focused On Processes
Researchers • Detail Oriented • Seeks Tangible Results

Group Expressed Styles

Expressed Styles are each person's primary, secondary or tertiary styles (any style above the midline on the individual graphs).

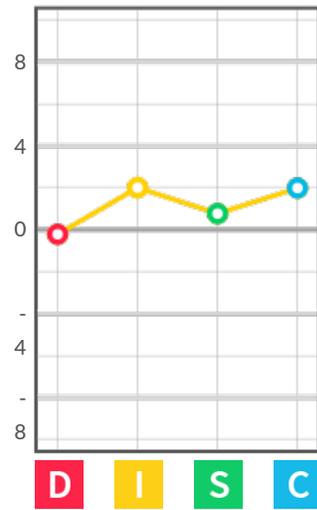


PeopleKeys®

Individual DISC Graphs

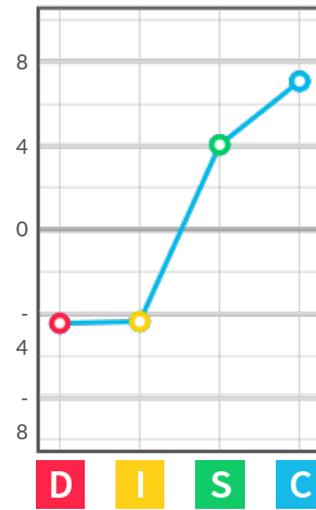
John Smith

Style: ICS



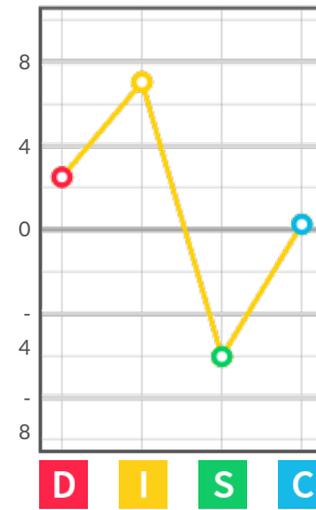
Jennifer Roberts

Style: CS



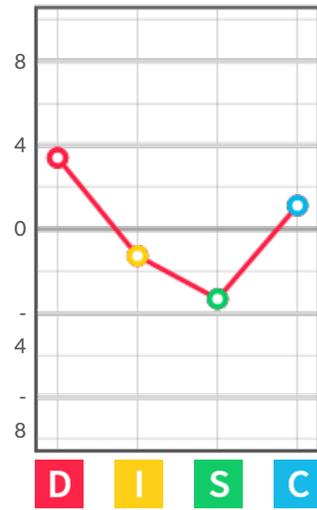
Jose Paz

Style: IDC



Jane Doe

Style: DC



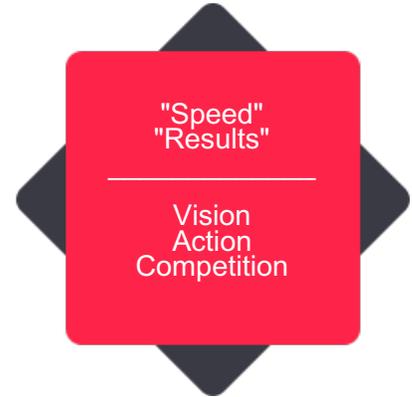
Individual DISC Graphs- Continued

Your individual team members will be listed under their respective style.

| | | | |
|---|---|--|---|
|  |  |  |  |
| <p>Results <i>Jose Paz - IDC</i> <i>Jane Doe - DC</i></p> | <p>Inspiration <i>John Smith - ICS</i> <i>Jose Paz - IDC</i></p> | <p>Cooperation <i>John Smith - ICS</i> <i>Jennifer Roberts - CS</i></p> | <p>Quality <i>John Smith - ICS</i> <i>Jennifer Roberts - CS</i> <i>Jose Paz - IDC</i> <i>Jane Doe - DC</i></p> |



The "D" Styles in your Group:



Appreciate them for:

- Quick and confident decision making
- Moving projects forward, creating a sense of urgency
- Making decisions, taking risks
- Setting goals and working to achieve them
- Wanting to beat the competition
- Being confident about their goals and progress

Limitations for them:

- They can be quick to react or "see red"
- Can become easily frustrated with non-producers
- May not listen well or accept opinions of others
- Can be stubborn or unwilling to back down
- Can think of things as either black or white
- May be intense in tone and body language

They become frustrated with others for:

- Over-analyzing information
- Thinking about the steps and not the end goal
- Being overly sensitive or showing weakness
- Moving slowly, not showing results
- Not being decisive or being indirect

Tips for improving communication with them:

- Focus on solutions instead of why things won't work
- Don't ramble or use hints-be direct
- Don't overly focus on details
- Have information ready and being able to solve problems



The "I" Styles in your Group:



Appreciate them for:

- Being optimistic, charismatic and passionate
- Their ease with engaging and being talkative with everyone
- Creative thinking, brainstorming, originality
- Motivating and inspiring others
- Creating a positive and fun work environment
- Their ability for presentation, articulation and demonstration

Limitations for them:

- They may be bored or distracted with repetitive or detail-oriented tasks
- Can over promise and lack follow through because of their people-pleasing nature
- Their verbal, talkative or outgoing nature can be uncomfortable for some
- They may become highly emotional, animated and unstructured
- Can be overly sensitive to rejection
- They can change direction or be impulsive

They become frustrated with others who:

- Are disinterested in them, they view as rejection
- Are overly cautious or bound by rules or structure
- Take away their personal freedom, flexibility or fun
- Appear to be introverted, shy, or non-communicative
- Operate in set systems that don't change or evolve

Tips for improving communication with them:

- Be positive, engaging and show interest in them and their ideas
- Surround them with others who can manage their details
- Be enthusiastic and show friendly body language
- Provide opportunities for them to use their people and presentation skills



The "S" Styles in your Group:



Appreciate them for:

- Their ability to create a harmonious environment and make peace
- Their strong follow-through, consistency and practical nature
- Being reliable, responsible, and loyal to the team
- How they can be empathetic, understanding, humble and supportive
- How they can create consensus and be diplomatic with sensitive issues
- Loyal co-workers, managers, and leaders

Limitations for them:

- They don't want changes, prefer to know well in advance
- Would prefer to avoid conflict or controversy at all costs
- May act out in passive aggressive ways
- May manipulate rather than being direct or risking stability of relationships
- They would rather not speak up or speak out, and prefers the background
- Can become possessive if feeling threatened
- May give up if too difficult or if it requires too much independence or instability

They become frustrated with others who:

- Are aggressive, pushy or demanding
- Take advantage of their good nature
- Don't show appreciation for all they do
- Change goals or environments
- Take risks or who are impractical or impulsive

Tips for improving communication with them:

- Talk about meaningful things concerning their life, family, things they care about
- Surround with others who they can identify with and build relationships
- Be open, supportive and appreciative of them
- Establish trust and honesty



The "C" Styles in your Group:



Appreciate them for:

- How they can be thorough, thoughtful and accurate
- Their ability to work hard, be disciplined and diligent
- Being practical, loyal, and dependable
- Their knack for being highly skilled, to achieve mastery and expertise in their field
- Their ability to work independently and stay on task

Limitations for them:

- Slow decision makers because they want to gather all information first
- Would prefer to avoid conflict or controversy at all costs
- They crave recognition and appreciation for their hard work
- Their need to complete a task before moving on
- Their high standards of quality can hold them back from completion
- Criticism of their work is taken personally

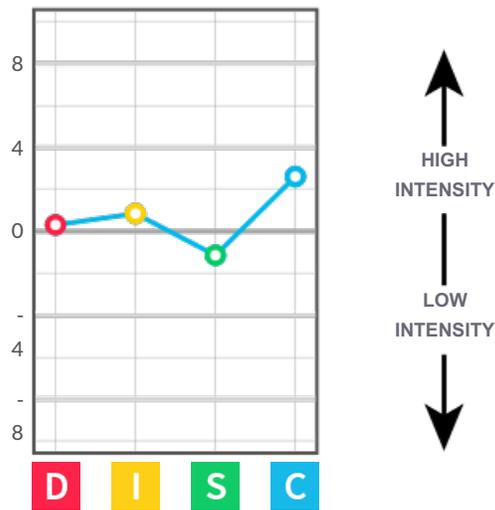
They become frustrated with others who:

- Overlook details or are vague
- Make decisions without research or all information
- Have unrealistic time frames and expectations
- Are critical of their work
- Think that something is simpler than it actually is
- Don't allow them to finish what they started

Tips for improving communication with them:

- Be as specific as possible
- Allow them to work independently
- Allow them to establish their own process
- Let them finish a task with quality
- Compliment their high-quality work
- Be patient with them

Your Group's Combined Style is: CID



By averaging all the points on all team members' third graphs, you can see the combined style of your entire team.

The higher the point on your graph, the more energy your group devotes to the dimensions of that personality style.

Conversely, the lower the point on your graph, the less energy your group devotes to that behavioral dimension.

The middle of the graph "0" is the midline or "average" energy.

This group is focused almost exclusively on tasks. Both C and D Styles are task-oriented personality types, with the D being active, fast-paced and decisive, and the C being passive, slower paced, and analytical. The I Style personality is active and people oriented. This group has the capacity to accomplish a lot of things, but without the support of the people-oriented individuals, interpersonal relationships may need a little bit of work.

This group has many members who are typically outgoing but also possesses members who are more focused on completing tasks accurately with an attentive eye toward details. Groups that are extroverted are typically not highly concerned with the quality of tasks, but this group is a rare exception and highly effective combination. Members of this group may have excellent verbal skills and can do a great job of convincing others. This group can also use the facts provided by the C Style personalities to back up their case. It can do this while employing the charm and determination of the other Styles to get the outcomes they want. This group wants to get the job done correctly and in a timely fashion. Some members of the team tend to be competitive, and many of them are very optimistic about the future. The quality of their work is consistently excellent.

This group is able to handle many activities at once. Because members of this group can be very persuasive, they may excel at delegating tasks to others who can then uphold their high standards. The C members of this group are typically accomplished in the technical or highly skilled areas in which they are involved. Some members of this group enjoy details, while still others will not want to slow projects by focusing on the details. A number of people in this group are extremely efficient and action-oriented, and their motto could be "Don't just talk – do it!" This group as a whole tends to like a faster pace with more action and less talk.

Your Group Emphasis

This Group will place an emphasis on:



C Style:

- Accomplishing tasks the correct way using research-validated processes, creating systems
- Researching options, making sure the data supports the group's choices
- Having enough time to think a project through, doing tasks the right way, creating high-quality work

I Style:

- Positive interactions with team members and clients, win-win situations, motivating others
- Promoting ideas, brainstorming, and using discussions to work through obstacles as a group
- Opportunities for the group to shine or have influence and prestige

D Style:

- Setting goals and determining what the group will accomplish
- Tangible results and progress, checking items off of to do lists
- Engaging in competition, wanting to win against competitors, and offering challenges to the group

This Group will place less emphasis on:

S style:

The least represented Style on this team is S. The lack of S Style personalities on this team means that the group may lack team-oriented people, good listeners, reliable executors, and peacemakers.

Tips for The CID Group:



Tip 1: Focus on Making Decisions Collaboratively

This team has a number of *D* and *I* Styles, who will want to move quickly. *D* Styles tend to go with their gut and make swift decisions, and when these people are in leadership positions, they then delegate tasks. The *I* Style are active but struggle with follow through. The *C* Style personalities move at a slower pace. The *C* Styles need a lot of time and information to do their job correctly. Their greatest fear is criticism, so when a *D* does something like guarantee a deadline that doesn't give the *C* Style sufficient time to produce a perfect product, it causes them a lot of stress. The *C* Styles, when they are the people who end up following through on delegated tasks, may not have gotten to voice their opinions about how a project should proceed. If the team works together to discuss processes, problems, solutions, and reasonable deadlines, they can be sure to reduce workplace stress for the *I* and *C* Styles. Additionally, they may find that this collaborative decision-making process may cause *I* Styles to feel validated, and *C* Styles to feel like decisions have been made after analyzing all available information. They will then feel like they have been given sufficient time to produce quality work. This is great for both morale and the bottom line.

Tip 2: Recognize Each Other for Work Well Done

Everyone on this team wants recognition, appreciation for work done well, and approval from others. But likely, what will truly be recognized on such a task-oriented team will be tangible results, tasks completed, goals met. This team may have a tendency to acknowledge the accomplishment itself, but not the people who worked on it and the hard work that went into it. Acknowledging progress, contribution, good ideas, and hard work of individuals will go a long way to keeping people motivated and keeping productivity at the desired pace. The *I* Style personalities need personal recognition for the work to feel valued, when they don't receive this they take it personally and can begin to feel rejected. The *C* Styles, especially, will be motivated by recognition of their unparalleled work. They put a lot of effort into their projects to ensure that they are done correctly, and they appreciate recognition of that effort.

Tip 3: Slow Down a Little

D Style personalities want everything done immediately. They crave quick results and forward movement. The *I* Styles are bored by monotony and crave progress and change, so they also prefer a fast-paced workplace. The *C* cultures on the team want to do things slower. The *C* Style personalities desire sufficient time to ensure that they are accurate and that their work is of the highest caliber. The *D* and *I* Styles desire a fast-paced workplace with a lot of big ideas, so they may struggle to try to give the *C* Style this time. But if the team can slow down the pace to allow the *C*'s to analyze all the facts and provide accurate, quality work, this team will be more harmonious and effective.

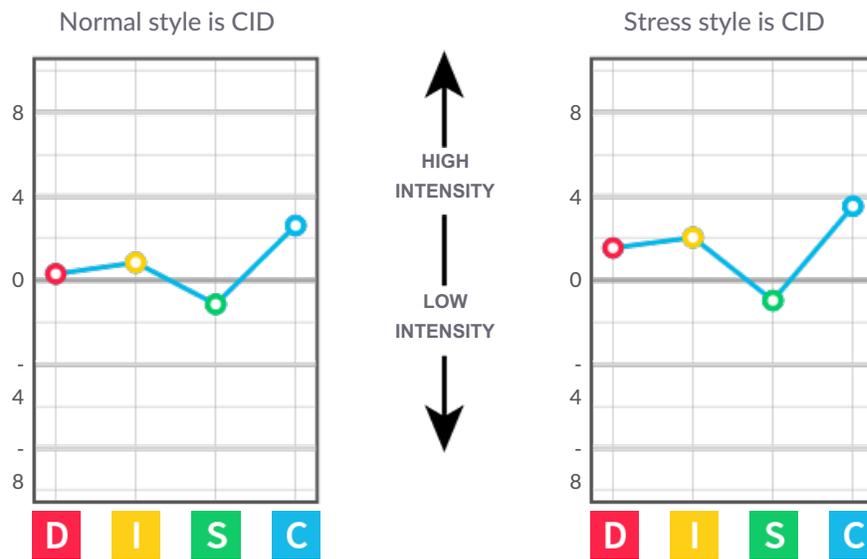
Tip 4: Work on Communication

The *C* Styles communicate by going slowly, discussing the risks, being well prepared, and addressing the details. The *D* Styles on this team communicate efficiently, succinctly, and directly. The *I* Styles communicate by being friendly, jovial and amiable, complimentary, and expressing new ideas while being big-picture oriented. To enhance communication with the *D*'s, the *C* Styles should try to be more direct, deal with issues in a straightforward manner, try not to take the *D*'s direct communication style personally, and negotiate commitments and goals on an equal basis. The *D*'s should try to avoid being pushy and recognize the *C*'s excellent work with sincerity. The *C* Styles communicating with the *I* Styles should attempt to be friendly, complimentary, and listen to the *I*'s ideas while recognizing their accomplishments. The *I*'s should attempt to present facts clearly and be well prepared for discussion when they are communicating with *C* Styles. The *I*'s should also try to remove any potential threats and give the *C* time to evaluate data before making a decision. Keeping these tips in mind, and doing something as simple as changing your interoffice email signature to indicate your personality style can help each style remember not to take any miscommunications personally and will enhance teamwork and communication.

Tip 5: Work on Your People Skills

A *CD* team is like a computer; information is taken in, processed, analyzed, and a result is produced. But every business has a human element to it- employees, vendors, contractors, customers, other businesses, etc. This is where the *I* Styles on the team come in. The team can rely on the *I*'s to handle the relationship aspects of their business. The *I* excels at creating relationships, raising the morale of a team, being encouraging, motivating others, and creating space for fun. They can serve as the peacemaker and will excel at de-escalating conflict within the team. Use their strengths. Enhancing the soft people skills on this team will help it to improve interpersonal relationships both with outside parties and within the office itself. Ultimately, this can assist the team in being productive and effective in all aspects. Try to create a relationship with one another, engage in team building activities, encourage people to occasionally work together rather than as individuals, and treat "enhancing your people skills" as a task. The *C*'s may see it as a waste of time to spend too long in meetings, team building activities, and group projects. But ultimately a team that understands and listens to one another is better able to capitalize on one another's unique experiences and skills, and, subsequently, improve the quality of their work.

Your Group's Combined Style Under Stress: CID



Another unique phenomenon to explore is how your team changes under pressure. Different groups respond to pressure differently and knowing how your team handles inevitable stress will help team leaders and members know where to develop better "coping" mechanisms.

For example, the collective "mood" of a group can become more aggressive or passive under stress. Where one group tends to react to adversity by choosing to be more self-reliant, another will react to the same situation by reaching out to others for help or support.

Knowing the tendencies of your group and how they react to pressure is vital to effective planning and decision making. Identifying the group dynamics under stress can provide an objective view of your group's tendencies.

Note the graphs above. Which behavioral dimensions intensify under pressure? Which dimensions does your team devote even less energy towards?

How Your Group Responds to Stress

Take a look at your group's combined stress graph. Compare the graph points on the stress graph to the points on the normal graph:

D If your Group's D Goes Up:

- Group results & timelines will become more urgent
- Individual results will gain emphasis
- Decisions will be made more quickly
- Pressure will increase on the group in general

D If your Group's D Goes Down:

- Group results & timelines may become more flexible
- Decision making may slow and more reflection will take place
- Decisions will be made more based on information
- May take less risks, becoming more cautious

I If your Group's I Goes Up:

- Collaboration will increase
- Group discussion will increase
- Verbal problem solving will take place
- Group energy & optimism may improve

I If your Group's I Goes Down:

- The group will become quieter
- Increase in individual work
- Energy & optimism may decrease
- More tasks may get accomplished

S If your Group's S Goes Up:

- Group consensus will be more important
- Focus will increase on tried and true methods
- A stronger emphasis on group's well-being
- Routine and stability will increase

S If your Group's S Goes Down:

- More openness to change and risk taking
- Consensus will be less important
- Work will become more individualized
- More "out of the box" thinking will take place

C If your Group's C Goes Up:

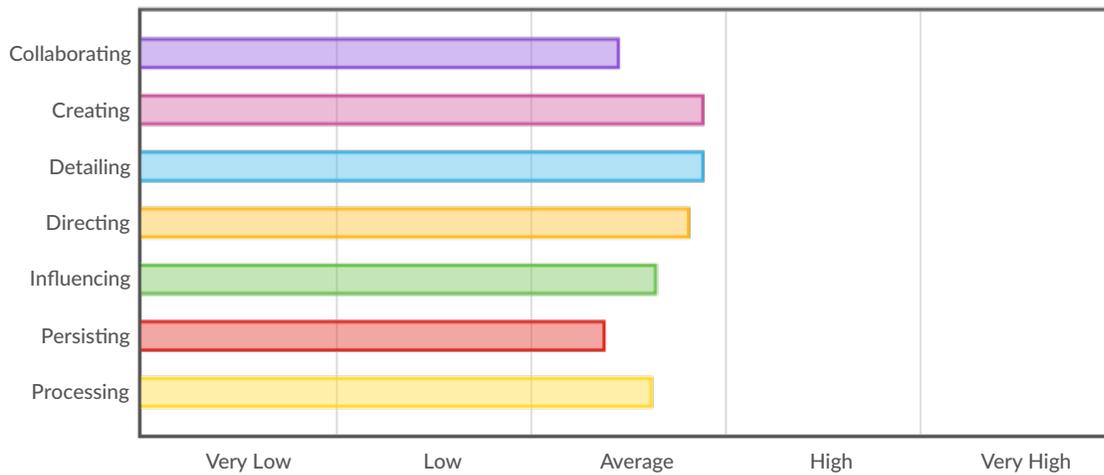
- Attention to detail & organization will increase
- Conflicts will be avoided
- Research will increase, in hopes of basing decisions on information
- Sensitivity to criticism will increase

C If your Group's C Goes Down:

- Attention to detail & organization will decrease
- The pace may increase
- Decisions may be made more quickly, without the need for as much information
- More likely to take risks

Group Dynamics

Groups are dynamic and effective when they move towards a common goal. Like individuals, groups can become specialized around the requirements to achieve their objective. Think about your group's goals and check the chart below. Does your group have the dynamics necessary to achieve its goals?



COLLABORATING (MEDIUM)

Your team values relationships and will work to preserve and nurture team relationships. Equally important is your group's focus on task accomplishment. Your group wants to please others and so will want to move tasks ahead and accomplish project goals. This team is in a good position to collaborate and relate well, yet not to get caught up in social aspects of group work.

CREATING (MEDIUM)

Your team is more comfortable moving ahead in areas in which they have experience and proven results. Sometimes your team prefers to have the pace slowed down a bit so that one project can be completed before another venture is begun. Your team's creativity can sometimes give way to safety, but don't be afraid to take risks and be original.

DETAILING (MEDIUM)

Others appreciate that this group takes the time to make sure the little things get done. This group has a tendency to start at a quick pace but may not complete the task. This group has the ability to look logically at a situation and rearrange things for a more efficient operation. The members of this group pay attention to the details and put the finishing touches on projects. This group likes to operate in surroundings that are neat and efficient and they appreciate it when others follow suit.

DIRECTING (MEDIUM)

Your team has a good combination of task and people orientation; realizing that both are critical to a healthy team. Your group's ability to direct others and hold others accountable is good overall, however your team may need to work on leadership and focus on holding member's feet to the fire. Your group may not always have the tenacity to plow through their task list quickly, but they get the job done and with quality.

INFLUENCING (MEDIUM)

Leading and influencing as a group is not something that comes naturally to your team. However, they are able to set goals and accomplish tasks and step up to the plate as necessary. Your group has a balance between leading and following, which is great because they should be able to both plan and execute their plans. Your team can probably harmonize well in most capacities, but they should not be afraid to show their assertiveness when necessary.

PERSISTING (MEDIUM)

Your group consists of strong, steady workers who want to do quality work. Sometimes they may begin to look at other alternatives to completing a project when the going starts getting rough. Encourage your group not to quit nor lose focus on what they have started. Others like working together with your group because they typically do more than their share of whatever is required, and this makes the entire project look good. This group likes to maintain a hands-on approach and will let others visibly see that they are team players.

PROCESSING (MEDIUM)

Your group is made up of stellar team players who can create and implement processes. They can take an idea or a project and follow through from start to finish. Members of your group are not afraid to change roles and responsibilities to get the task accomplished. Your group will stick to a routine if it is necessary to fulfill the task. Being conscientious and quality-control minded is very important to your group.

Group Dynamics Worksheet



1) Does this team have a leader? If so, determine the personality style of the leader(s) on this team by looking at their individual graphs. Does the leader's style guide the culture of the team?

2) Look at your team's individual graphs. Of the expressed styles (over the midline) which team members have the most intense styles? How does the intensity of those behavioral styles impact your team?

3) Do you see any dimensions of the "Group Dynamics" graph that your team would benefit by working on?

Strategies for Success

1) What are some of the traits of that culture that you view as positive for your team?

2) What are some of the traits of that culture that you view as negative for your team?

3) What strategies can you set in place to turn the negatives into positives?

4) Are the members of your team each placed within their areas of strength? Who is the most organized? Who is the best at multi-tasking? Who produces the fastest results? Are there any ways that the team could better place people in their areas of strengths?

5) Are there any strategies put into place that would get that person the resources they need (realistic deadlines, more information, more team work, more quiet time, etc)?