



# GROUP DYNAMICS

A colorful icon representing group dynamics, consisting of five stylized human figures in red, blue, yellow, and green, arranged in a circle with their arms raised, suggesting a team or group.

report

Group Name : Sample Group

Number of people in team: 10

From account : Test Account

### 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.

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*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
- Decisive
- Thinks Big
- Impatient
- Seeks Change
- Competitive
- Seeks Recognition
- Sets Goals
- Individual Results Focused
- Wants Tangible Results
- Direct Communication
- 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
- Flexible
- Informal
- Fast Paced
- Outgoing/Social
- Disorganized
- Seeks Adventure
- Lively
- Sensitive/Emotional
- People Oriented
- Seeks Acceptance
- 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
- Steady/Stable
- Peacemaker
- Sympathetic
- Supportive
- Active Listeners
- Loyal
- Avoids Conflict
- Creates Personal Bonds
- Resistant To Change
- Consistent/Reliable
- Good Follow Through

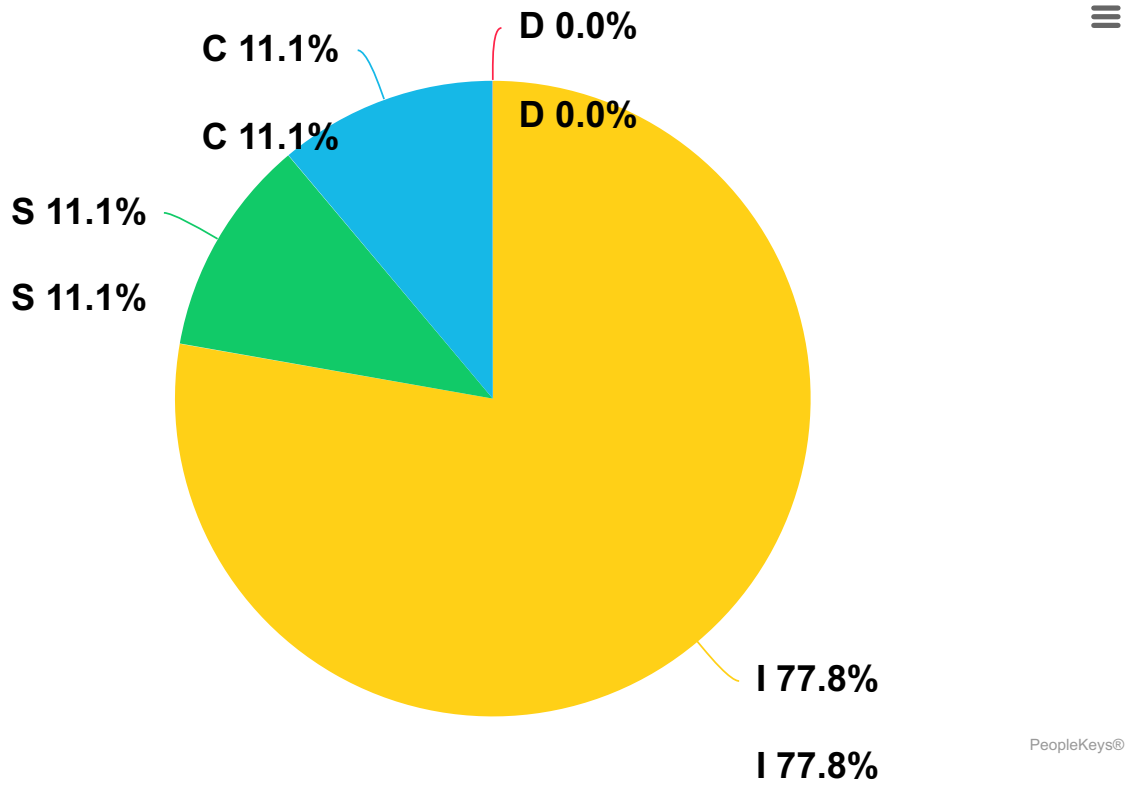
**C Groups:** Groups led by or comprised of mostly "C" Personality Styles may exhibit these characteristics. How many of these characteristics describe your team? Circle all that apply



- Perfectionist
- Logical/Analytical
- High Quality Work
- Researchers
- Conscientious
- Slow Paced
- Organized
- Detail Oriented
- Resistant To Change
- Slow To Make Decisions
- Focused On Processes
- 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).

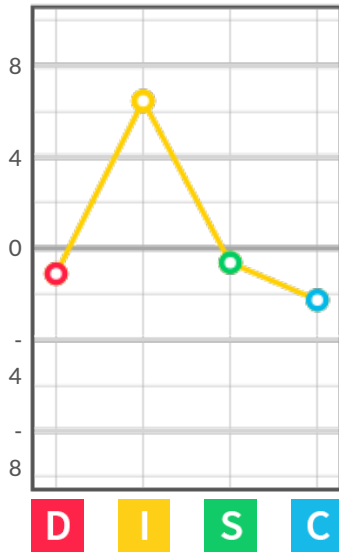


PeopleKeys®

# Individual DISC Graphs

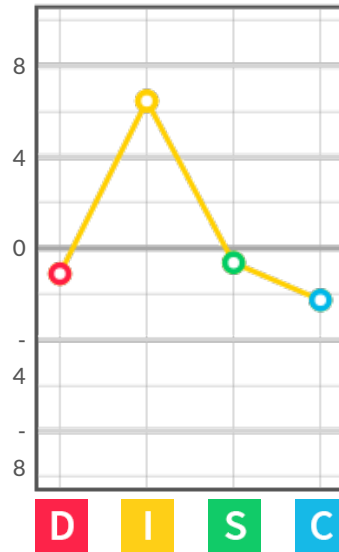
Sample User

Style: I



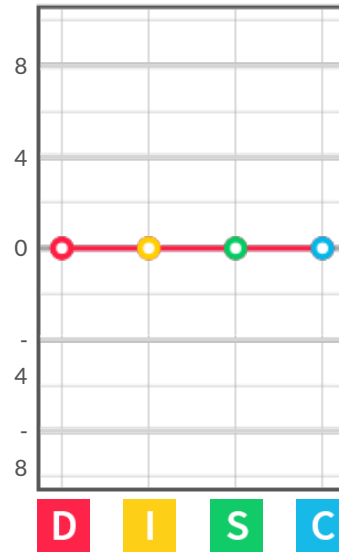
Sample User

Style: I



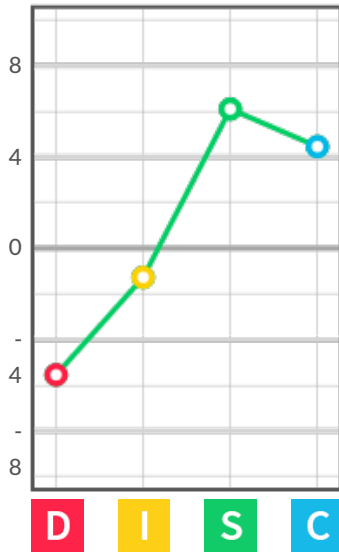
Sample User

Style: IDC



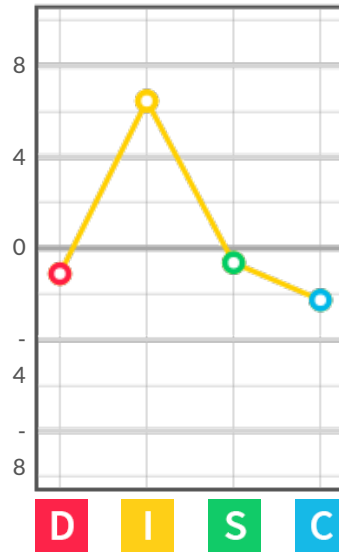
Sample User

Style: SC



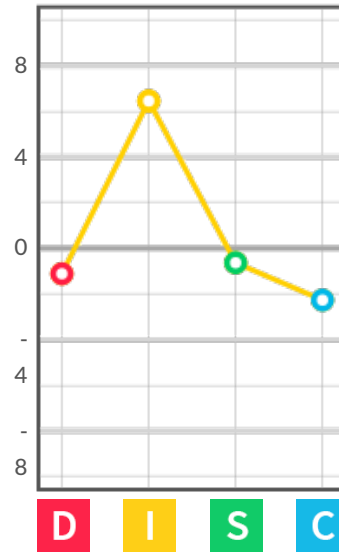
Sample User

Style: I



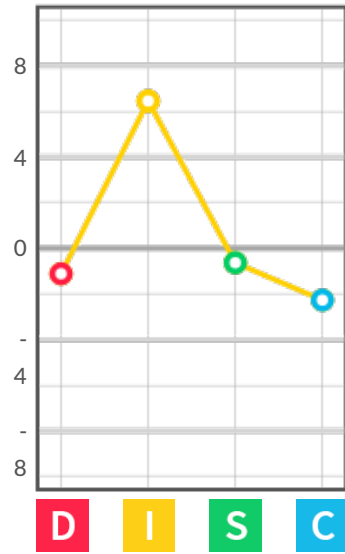
Sample User

Style: I



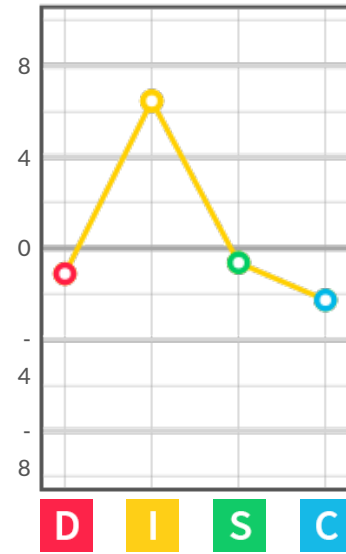
Sample User

Style: I



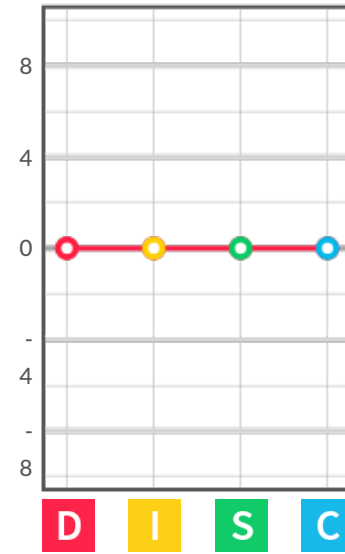
Sample User

Style: I



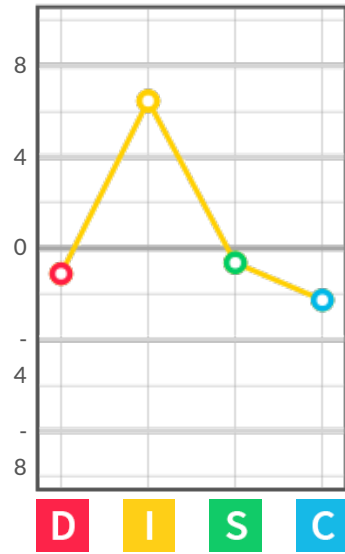
Sample User

Style: IDC







Sample User

Style: I



## Individual DISC Graphs- Continued

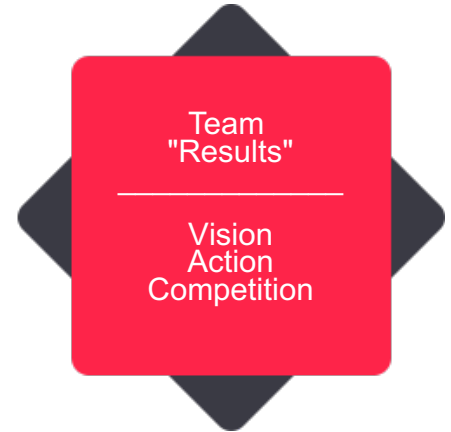
Your individual team members will be listed under their respective style.

 <b>TEAM RESULTS</b>	 <b>TEAM INSPIRATION</b>	 <b>TEAM COOPERATION</b>	 <b>TEAM QUALITY</b>
None	<i>Sample User - I</i> <i>Sample User - I</i> <i>Sample User - I</i> <i>Sample User - I</i> <i>Sample User - I</i> <i>Sample User - I</i> <i>Sample User - I</i>	<i>Sample User - SC</i>	<i>Sample User - SC</i>





### 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:

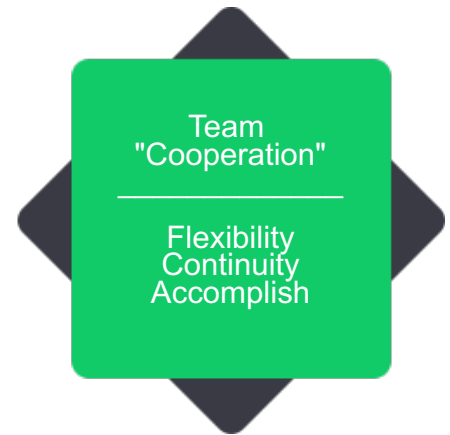
- Are disinterested in them, they view as rejection
- Are overly cautious or bound by rules or structure
- Take away their personal freedom, flexibility or fun
- Appear to be introverted, shy, or non-communicative
- Operate in set systems that don't change or evolve

### 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

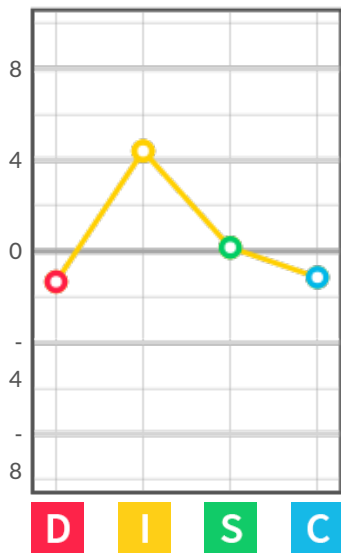
#### They become frustrated with others who:

- 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: IS



*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.*

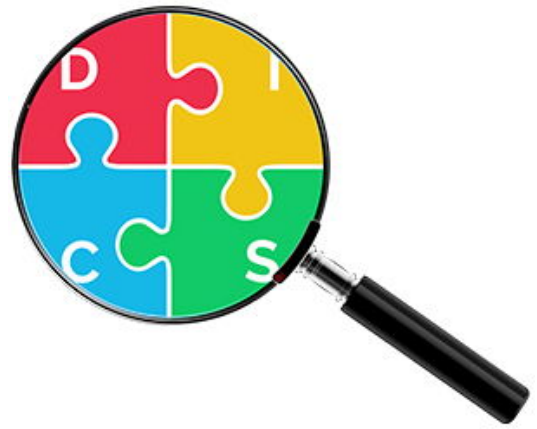
*Conversely, the lower the point on your graph, the less energy your group devotes to that behavioral dimension.*

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

This team is very people oriented. With I being the most represented style on your team, there's a focus primarily on a fast pace, a fun environment, and people. The IS team loves to work together to process ideas out loud and brainstorm solutions to problems. The I's on this team are optimistic, communicate well, and are effective in scenarios that involve interacting with people, promotion, and motivation. The S Style is also people oriented, but they prefer to move at a slower pace, and prefer security and consistency over spontaneity. This workplace may struggle, however, due to a lack of tangible results being shown by some team members and a lack of time spent on doing tasks with accuracy. The team may be patient with those who are non-producers. They prefer not to force their ideas on others or be in the position to issue orders. They can be very influential to other groups around them. They excel in a positive environment, and are motivated by recognition for their work. The members of this group prefer to deal with people on a personal, intimate basis in a low-pressure situation. They are very patient when dealing with difficult people and are gifted at expressing themselves, their ideas, and feelings. This group is people oriented and work toward stability in all relationships. They are persistent in working to accomplish the goals they have set.

### Your Group's Emphasis

This Group will place an emphasis on:



#### 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

#### S Style:

- Accomplishing goals and individual roles in collaboration with one another
- Checking in with one another to ensure that everyone is on board with a plan
- Finding easier ways to accomplish tasks
- Working on one project (or aspect of a project) at a time

This Group will place less emphasis on:

#### D Style and C Style:

The least represented Styles on this team are *D* and *C*. This team may struggle with tasks because of this. The workplace will be full of strong relationships and a sense of teamwork. But it may lack detail orientation, a focus on tasks, and decision-making abilities. *I* Styles like to work quickly, and hate being bogged down by details. The lack of *C* Styles on this team means that they may end up doing work that isn't very accurate or detail oriented. *S* Styles prefer to move slowly, so the lack of *D* Style personalities on the team could mean that no one is rushing the *S* Styles to finish their tasks. The lack of *D*'s may also mean that there isn't a sufficient amount of time being spent considering the bottom line or progress, and this team could struggle with making decisions and dealing with confrontation.

### Tips for the *IS* Group:



#### **Tip 1: Create Systems to Help You Stay Organized**

This team has a primary *I* Style, which means it will move quickly. *I* Styles are very creative thinkers, so be sure to create space for their input. This style tends to be a big-picture thinker and hate to attend to details, because they are boring. This team can rely on the *S* Styles to maintain systems and consistency. If this team can find a way to systematically double check their work to ensure that they haven't neglected any important information, they can be more effective. This will also help to create a sense of security for the *S* Style personalities because they will know what to expect and when. When the *S* Styles see that decisions are being made based on information and group contribution, as opposed to the whims of leaders, it will improve morale and confidence, and get people behind the task at hand. Set up systems like notifications on the calendar, making lists, or having others double check your work. Collaborate on systems that can be put in place to assist with organization. These can include project management systems, ticketing systems, shared calendars, organizing folders on your computer, etc. The better the team is organized as a whole, the better communication will be and the more clearly information will be transferred.

#### **Tip 2: Recognize Each Other for Work Done Well**

Everyone on this team wants recognition, appreciation for work done well, and approval from others. *I* and *S* Style personalities respond favorably to personal recognition for their accomplishments, and may feel rejected or disappointed when their efforts go unnoticed. Acknowledging progress, contribution, good ideas, and hard work of individuals will go a long way toward keeping people motivated and keeping productivity at the desired pace.

## Tips for your Group (Continued)

### Tip 3: Be Sure to Leave Time for Work

There will be lots of laughs in this office, but be sure to set aside quiet time, where people can focus on their work and get it done. The *I* Style can be distracting to other people when it comes to focusing. Make sure that there is quiet time and space in an *I* team. *I* Styles struggle with completing tasks, so designating time for work, and time to socialize, and utilizing a system for holding one another accountable will help this team improve its productivity.

### Tip 4: Use Your Strengths

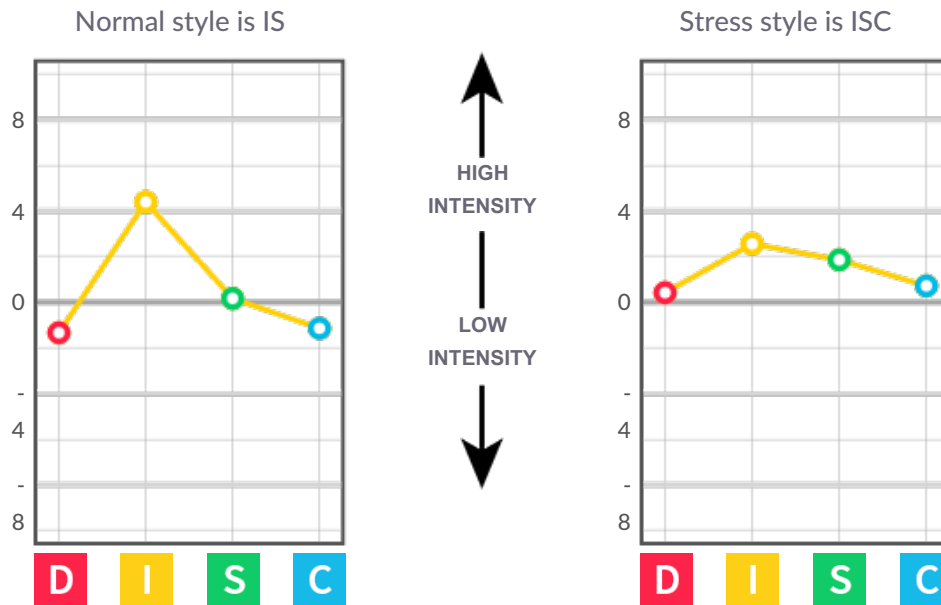
Make sure to use the strengths of the *I* and *S* Styles wisely. The *I* may get bored when it comes to repetition and detailed tasks, but they excel in areas that require creativity, inspiring others, and working with people on any level. If new projects require detailed analysis, consider taking a *C* Style personality into your team. If new projects require a systematic approach, consider asking an *S* Style personality to engage in this task, as they excel at executing discrete tasks. The *S* Styles are excellent at follow through, and this is a strength that is lacking in the other styles within this workplace. Use this to your advantage. Give *S* Styles tasks with unambiguous instructions, and give them sufficient time to complete them one at a time, and they will feel more comfortable. Remember that an *IS* culture will be more productive in a favorable environment. Avoid being too critical when explaining why a plan or idea will not work. Offer solutions and feedback that will help the team reach their goals.

### Tip 5: Make Time for Socialization

This team is primarily people oriented. The *I* Styles will crave interaction, a sense of teamwork, and a space to have fun and be a little goofy. They will want to form relationships and lighten up the mood at the office. The *S* Styles will want to have sufficient time to get to know one another and form the type of intimate friendships that feel safe and stable. Allow time for people interaction.



## Your Group's Combined Style Under Stress: ISC



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:

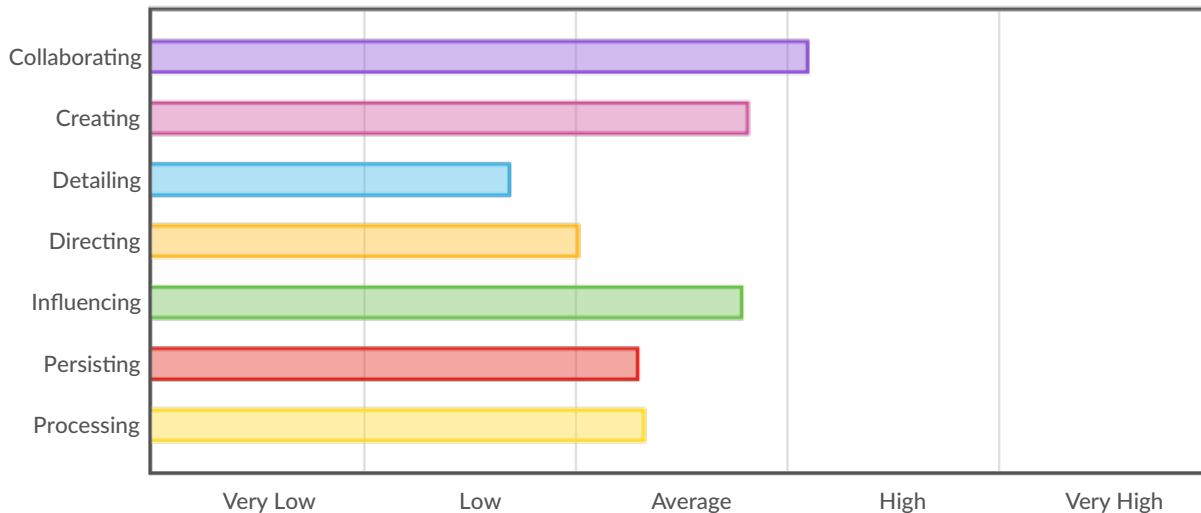
- Attention to detail & organization will increase
- Conflicts will be avoided
- Research will increase, in hopes of basing decisions on information
- Sensitivity to criticism will increase

#### **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 you have experience and proven results. Sometimes you prefer to have the pace slowed down a bit so that one project can be completed before another venture is begun. Your creativity can sometimes give way to safety, but don't be afraid to take risks and be original.

### DETAILING (LOW) -

This group tends to follow through on specific details that have been relayed to them as important. In new areas, the members of this group may not see the importance of certain portions of the work that require more precision and review. Try using new strategies such as note taking, repetition of the goal, and asking for clarity. This group tends to surprise others at times with their ability to be detail oriented because they rarely choose to take time to focus on the details. Help your group to remember the necessity of the paperwork and details so that they can add value to your other stronger traits.

### 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 you may work on your group's leadership and their ability to hold member's feet to the fire. Your group may not always have the tenacity to plow through your task list quickly, but you 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, you 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 you should be able to both plan and execute your plan. Your team can probably harmonize well in most capacities, but don't be afraid to show your 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. You 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 that is necessary to fulfill the task, and being conscientious and quality-control minded is very important to your group.

## Group Dynamics Worksheet



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?



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?



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?)