



## HBDI® Team Profile

HBDI® Team Profile

# Example Team

Location \_\_\_\_\_

Leader \_\_\_\_\_

**Mark Schar**

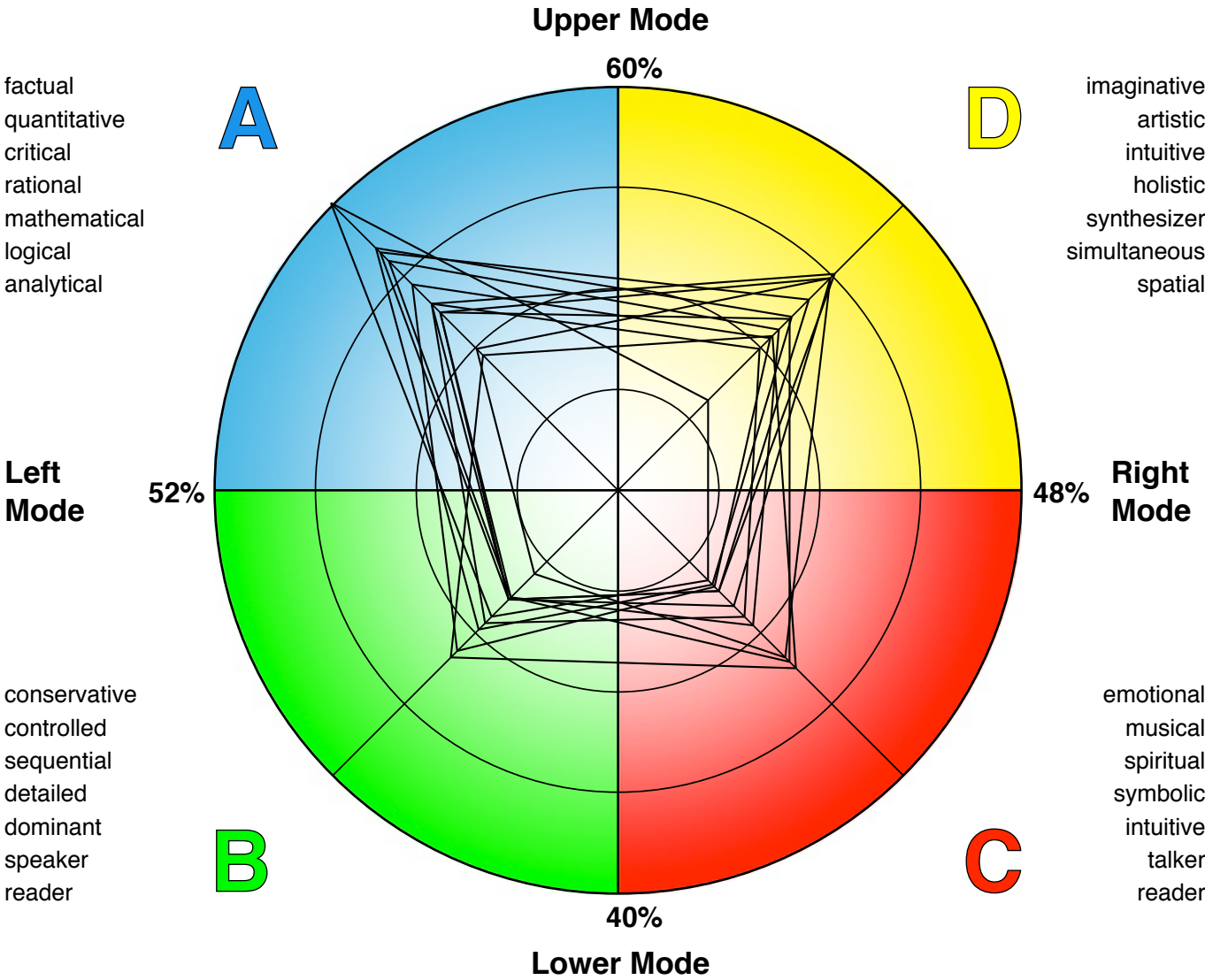


**Herrmann  
International**

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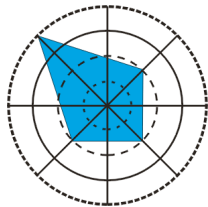
The Ned Herrmann Group, Inc. - 794 Buffalo Creek Road Lake Lure - NC 28746  
Tel.: 800-432-HBDI - Fax: 828-625-1402 - info@hbdi.com - www.hbdi.com

# Graphic Presentation of Composite Profile

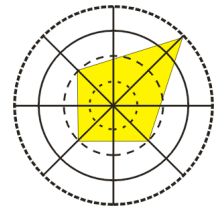


The percentages indicate the preferences for one Mode compared to the opposite Mode

# Graphic Presentation of Average Profile

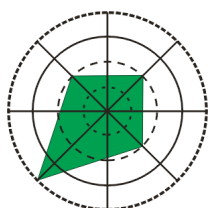
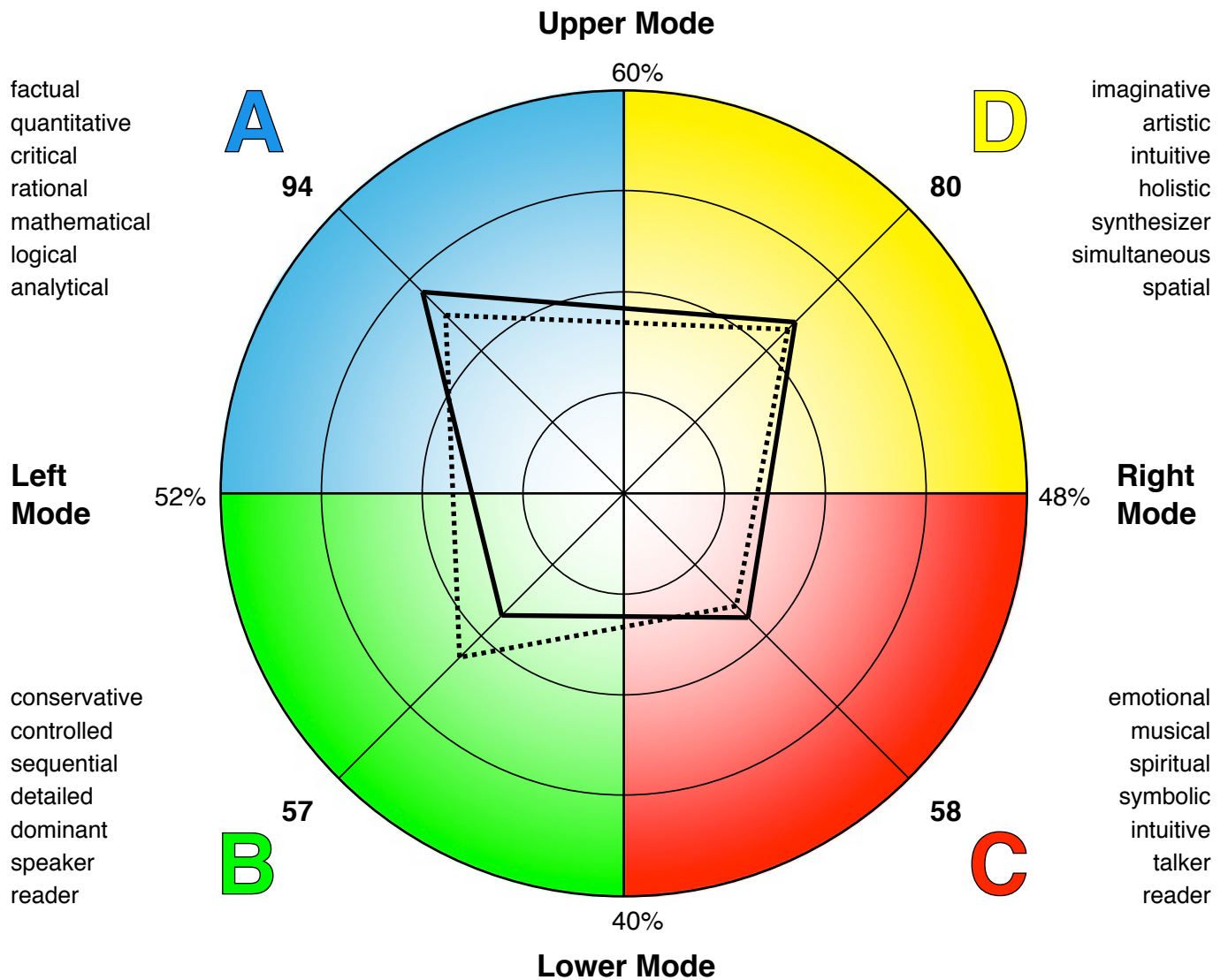


Thinkers

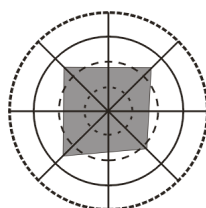


Innovators

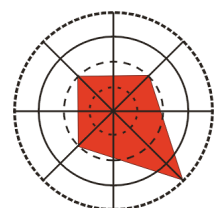
— general score      - - - - - adjective pairs



Organizers

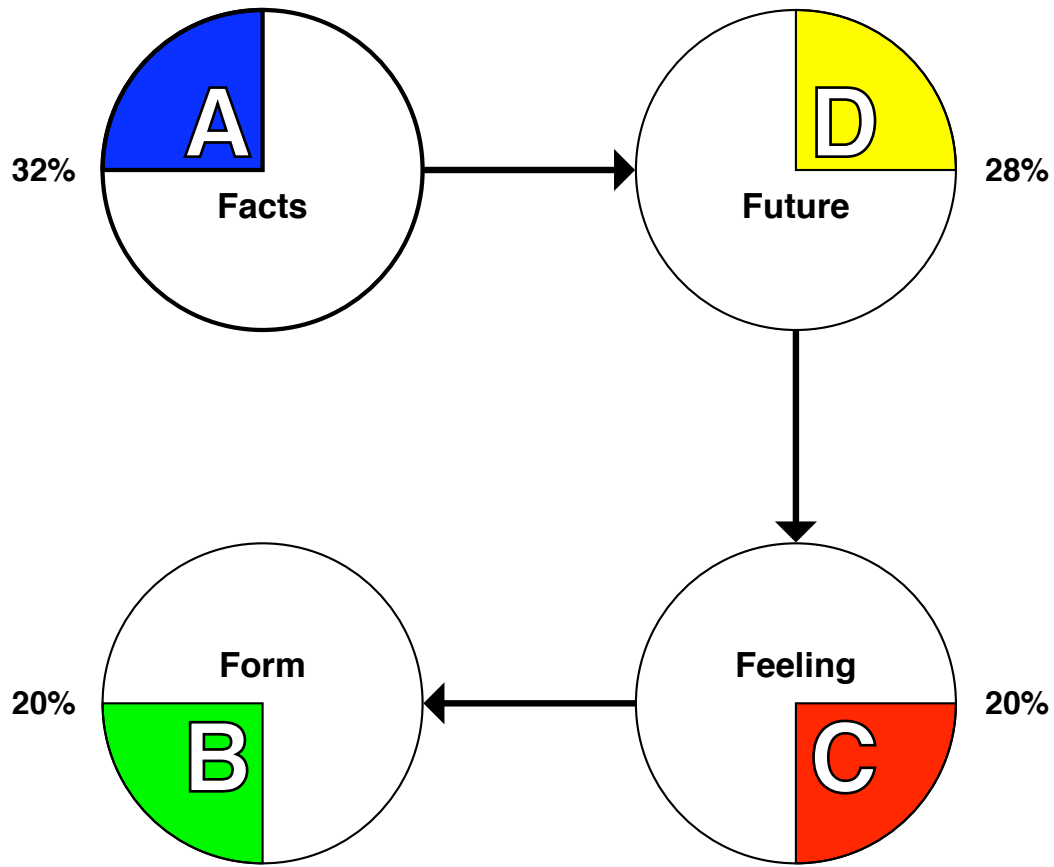


Database Average



Humanitarians

# Process Flow of Preferences

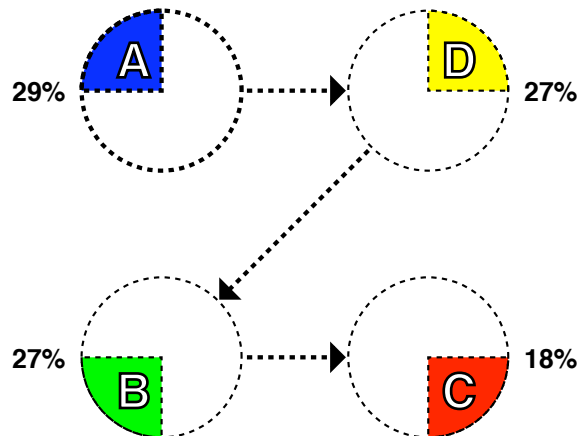


## Alternate style from Adjective Pairs

This graphic presents the alternate flow of preferences according to the Adjective Pairs section average results.

The Adjective Pairs result tells us something about how we react when under pressure.

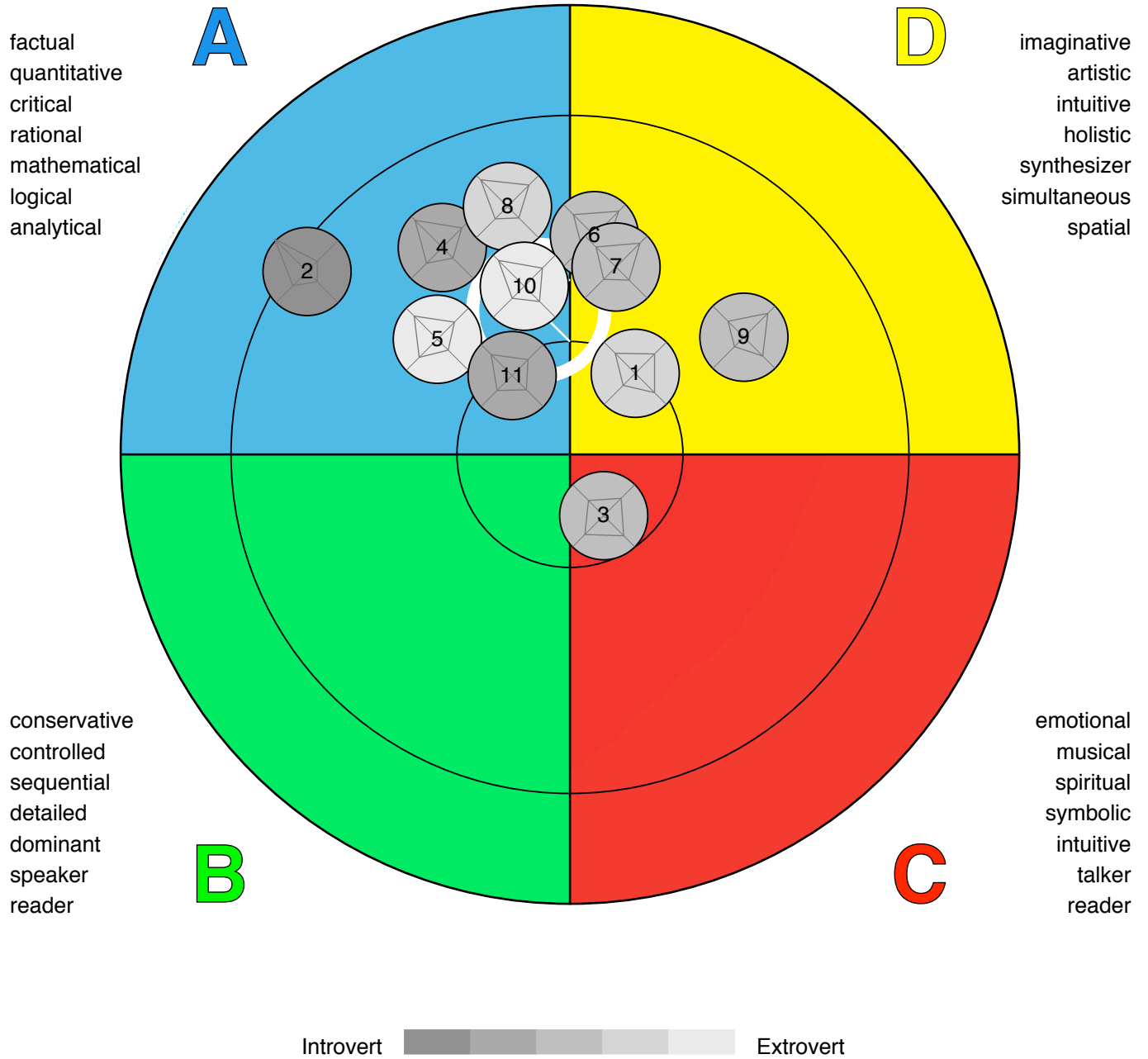
This may or may not be consistent with the general behavior of this team.



# Profile Results: List of Scores

	Upper Left	Lower Left	Lower Right	Upper Right	Intro/Extro
Profile 2	134	59	42	42	2/9
Profile 4	113	65	44	81	4/9
Profile 8	111	51	47	89	6/9
Profile 10	107	50	63	75	8/9
Profile 5	96	75	45	71	8/9
Profile 11	87	62	59	66	3/9
Profile 1	83	50	80	80	6/9
Profile 3	63	78	83	72	5/9
Profile 6	87	51	47	101	5/9
Profile 7	83	51	54	99	5/9
Profile 9	66	39	78	99	5/9
<b>Sum</b>	<b>1030</b>	<b>631</b>	<b>642</b>	<b>875</b>	<b>57</b>
<b>Average</b>	<b>94</b>	<b>57</b>	<b>58</b>	<b>80</b>	<b>5</b>
<b>Min</b>	<b>63</b>	<b>39</b>	<b>42</b>	<b>42</b>	<b>2</b>
<b>Max</b>	<b>134</b>	<b>78</b>	<b>83</b>	<b>101</b>	<b>8</b>
<b>Std. dev.</b>	<b>20.2</b>	<b>11.2</b>	<b>14.8</b>	<b>16.7</b>	<b>1.7</b>
<b>Med.</b>	<b>87</b>	<b>51</b>	<b>54</b>	<b>80</b>	<b>5</b>
<b>Range</b>	<b>71</b>	<b>39</b>	<b>41</b>	<b>59</b>	<b>6</b>

# Preference Map

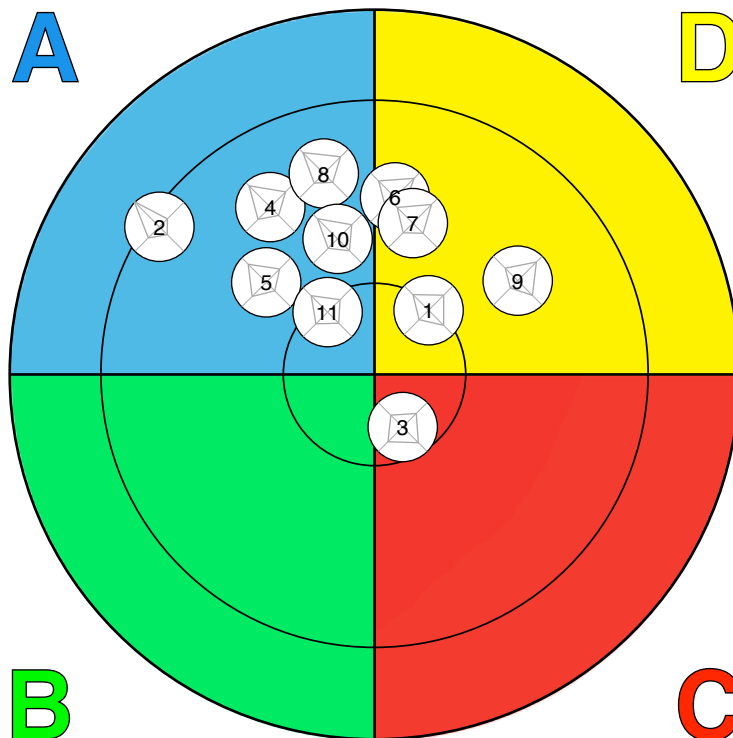


# Preference Map Scores / Adjective Pairs

## Scores

factual  
quantitative  
critical  
rational  
mathematical  
logical  
analytical

conservative  
controlled  
sequential  
detailed  
dominant  
speaker  
reader



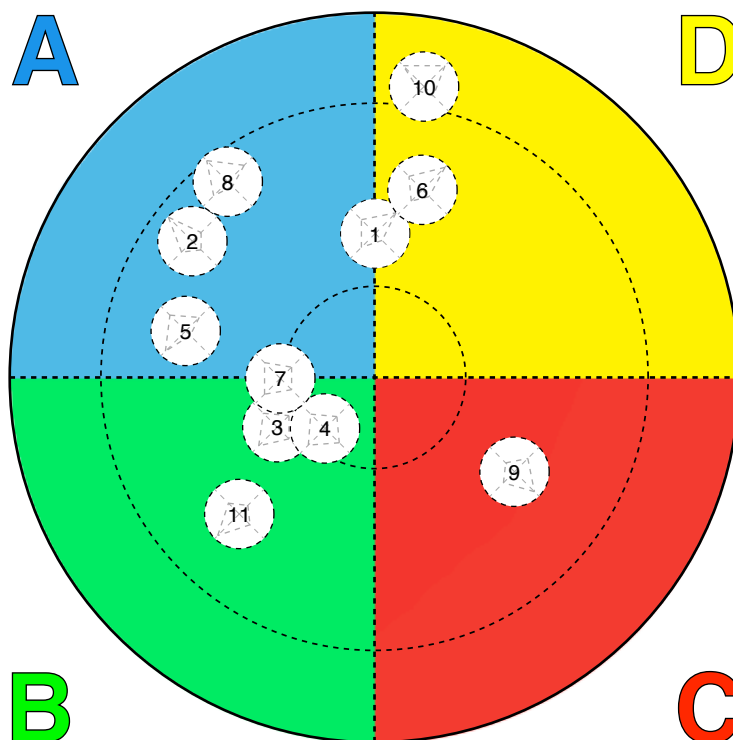
imaginative  
artistic  
intuitive  
holistic  
synthesizer  
simultaneous  
spatial

emotional  
musical  
spiritual  
symbolic  
intuitive  
talker  
reader

## Adjective Pairs

factual  
quantitative  
critical  
rational  
mathematical  
logical  
analytical

conservative  
controlled  
sequential  
detailed  
dominant  
speaker  
reader

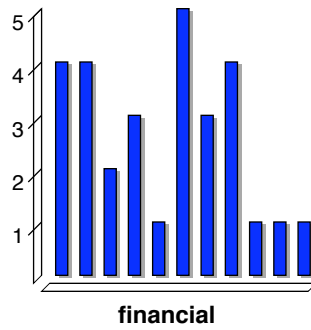
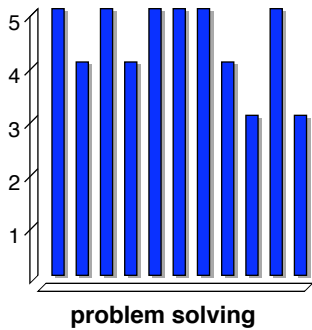
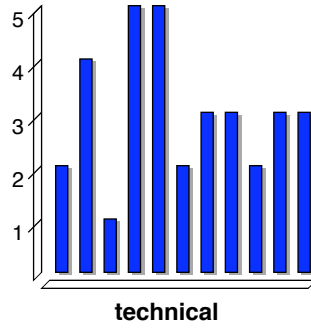
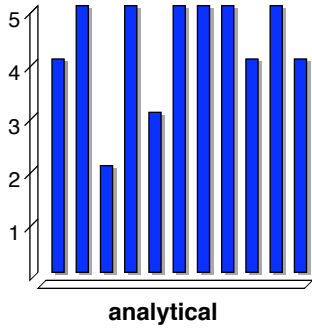


imaginative  
artistic  
intuitive  
holistic  
synthesizer  
simultaneous  
spatial

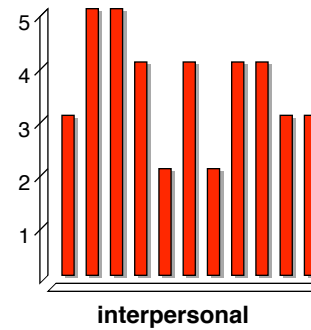
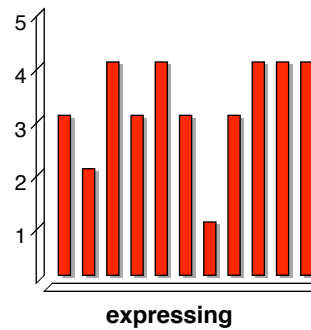
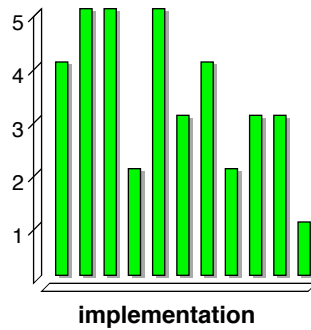
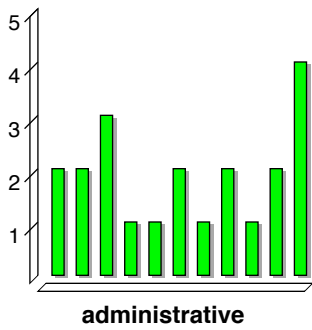
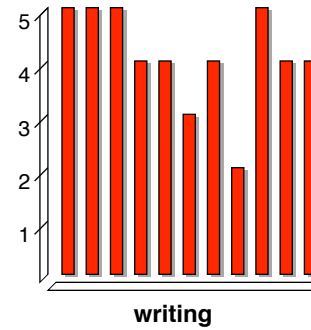
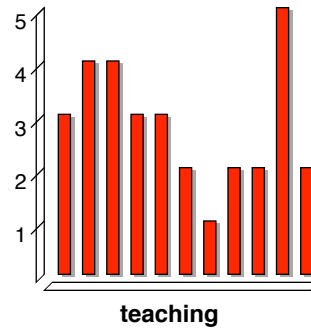
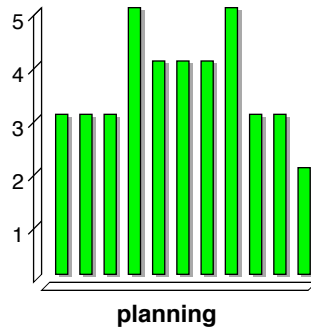
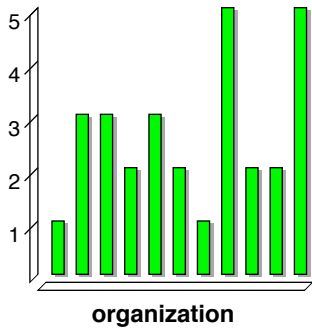
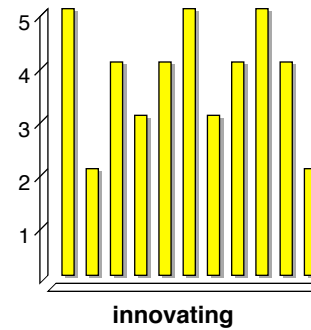
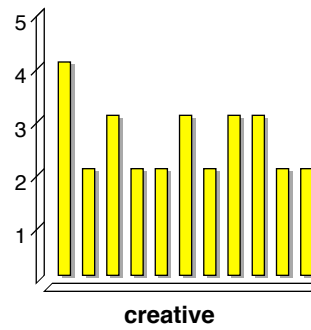
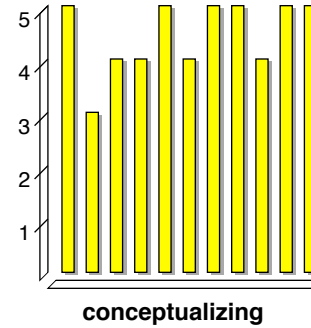
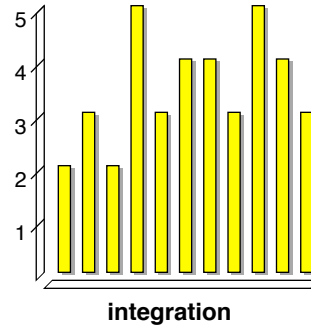
emotional  
musical  
spiritual  
symbolic  
intuitive  
talker  
reader

# Work Elements by Quadrant

**A**



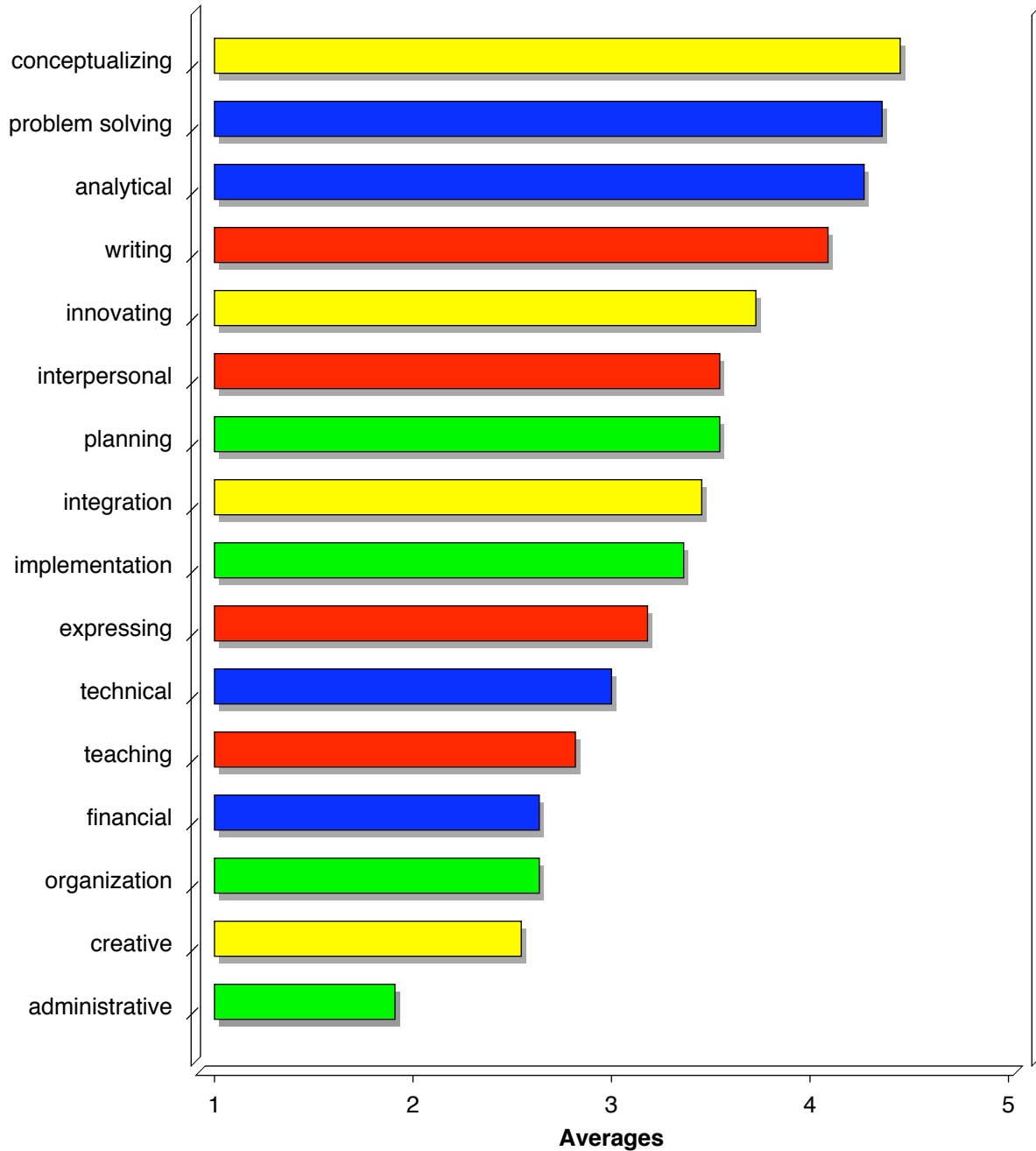
**D**



**B**

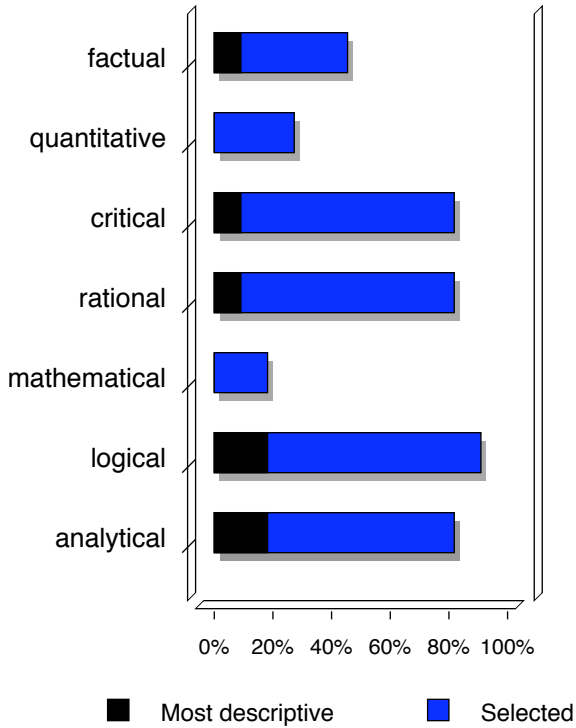
**C**

# Rank Order of Work Elements

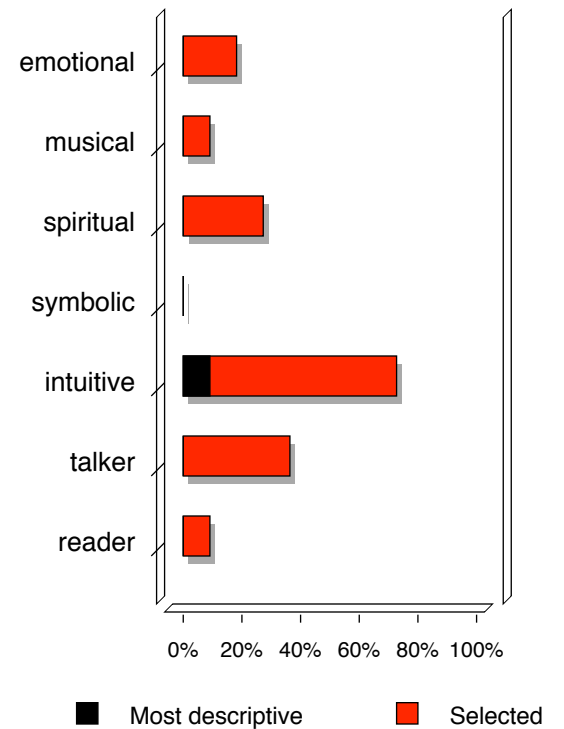
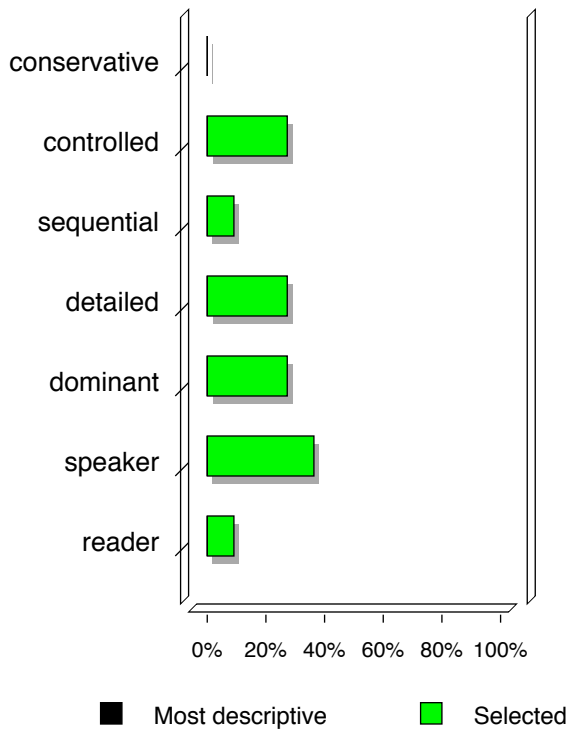
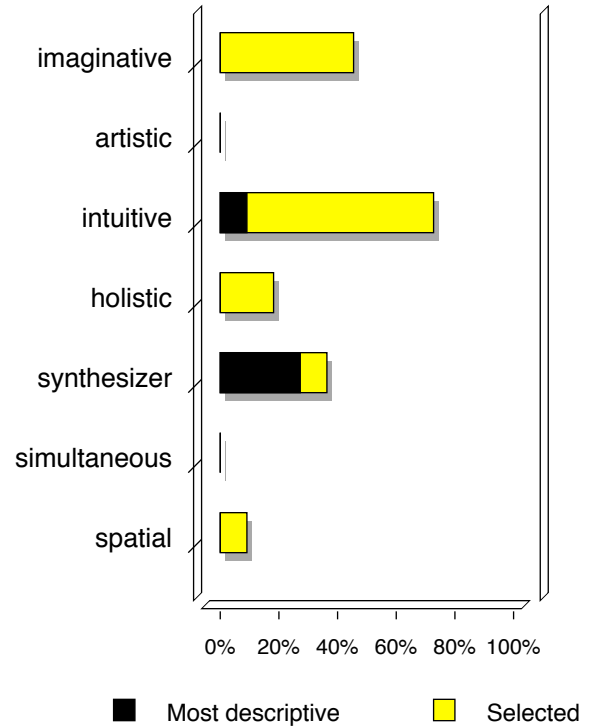


# Key Descriptors by Quadrant

**A**



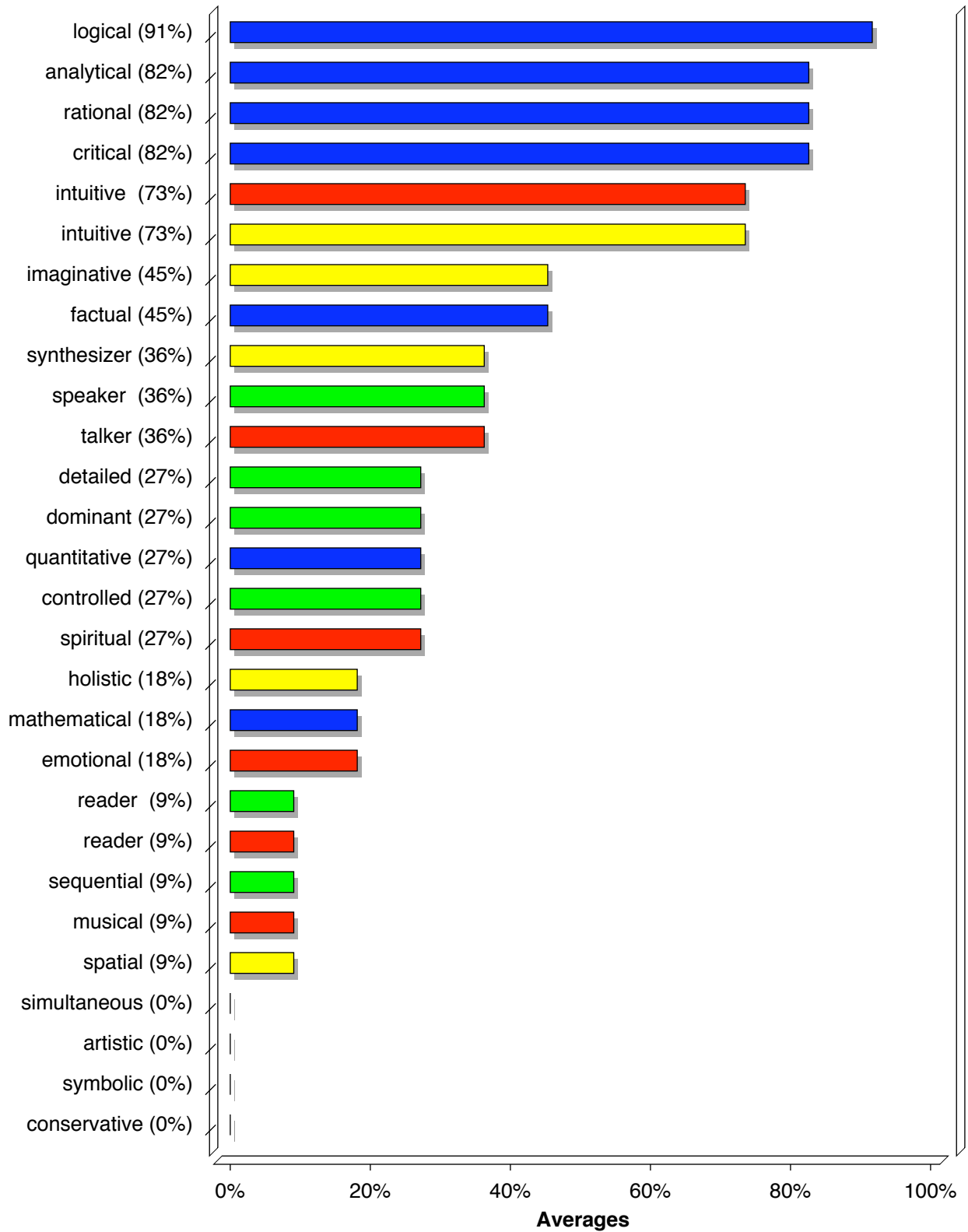
**D**



**B**

**C**

# Rank Order of Key Descriptors



# Twenty Questions Comparison

