



Behavior and Money Insights

DNA Team Performance Report: Sample Team Report

Providing key insights into how you can navigate the human differences in your team for building a sound working relationship together.

Based on your team's completion of the DNA Natural Behavior Discovery Process

Powered by DNA Behavior

DNA Natural Behavior Unique Styles in your Team

The DNA Team Performance Report provides key insights into how your team can navigate the human differences building a sound working relationship together. The report reflects the different DNA Natural Behavior Styles of the team members. Natural Behavior will generally remain consistent over time as it is the core of who your team members are. However, the report does not reflect how your team members may from time-to-time adapt their behavior in certain situations based on experiences, education and values.

The DNA Natural Behavior Style and two strongest behavioral traits for each member of the team are shown in the table below.

The team leader has been highlighted in bold throughout this report.

Team Member	DNA Natural Behavior Style	Strongest Behavioral Trait 1	Strongest Behavioral Trait 2
Ally Smith	Initiator	Skeptical	Risk-Taker
Sgt. Jason Smith	Adapter	Pioneer	Risk-Taker
Robert Davies	Initiator	Take Charge	Content
Susan Rogers-Evans	Stylish Thinker	Cautious	Planned
Elizabeth Smith	Strategist	Skeptical	Fast-Paced
Raj Kapoor	Relationship Builder	Content	Creative
Mary Evans	Reflective Thinker	Content	Planned
Nora Valdez	Influencer	Outgoing	Anchored



Results Focused vs. Relationship Focused

The following graph shows the number and percentage of individuals in the team that are Results Focused and Relationship Focused. Overall, this will indicate the team's natural tendency towards building relationships and drive to getting results. A result Focused team will be more task oriented, while a Relationship Focused team will be more human engagement oriented.

Total Number of Team Members:	8
Results Focused Team Members	5
Relationship Focused Team Members	3



Results Focused

Ally Smith

Robert Davies

Elizabeth Smith

Mary Evans

Nora Valdez

Relationship Focused

Sgt. Jason Smith

Susan Rogers-Evans

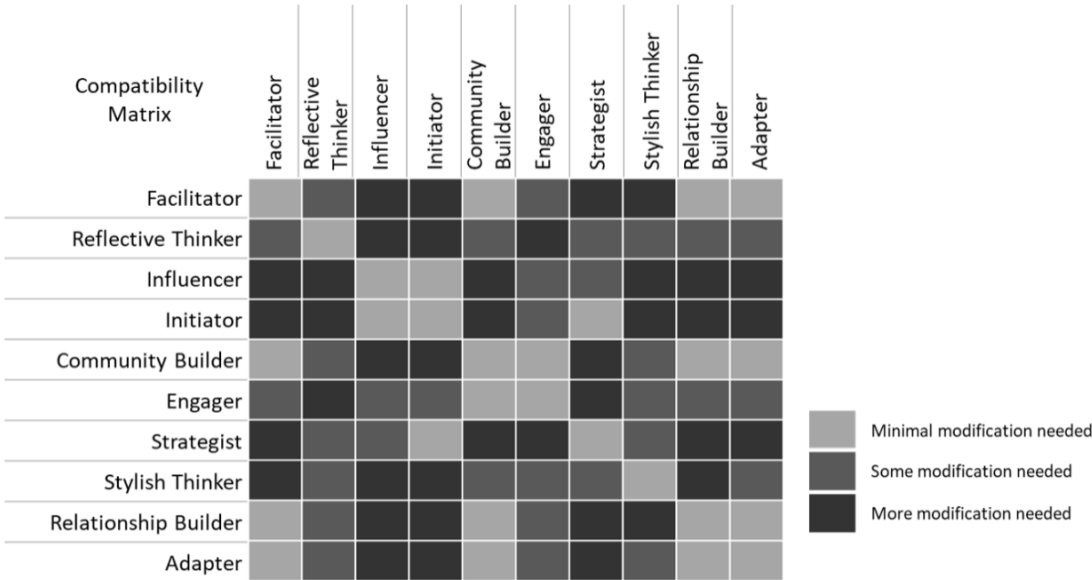
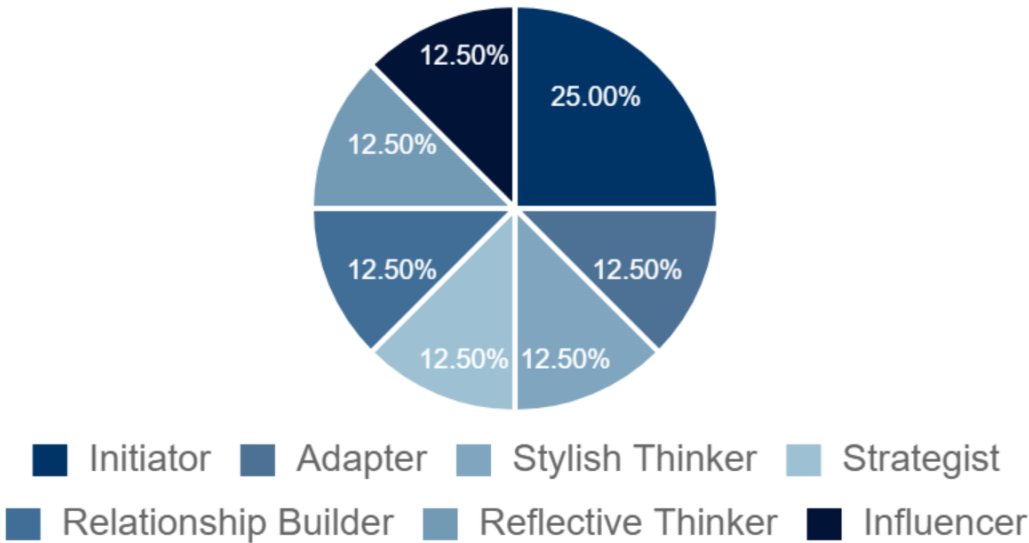
Raj Kapoor



Summary of DNA Natural Behavior Styles

The graph below shows the distribution of styles for your team. Some DNA Natural Behavior Styles may not appear on the graph if they are not present on your team. Colors on the graph are for distinction purposes and not indicative of any insight.

DNA Natural Behavior Style



Team Member	DNA Natural Behavior Style
Ally Smith	Initiator
Sgt. Jason Smith	Adapter
Robert Davies	Initiator
Susan Rogers-Evans	Stylish Thinker
Elizabeth Smith	Strategist
Raj Kapoor	Relationship Builder
Mary Evans	Reflective Thinker
Nora Valdez	Influencer

Team Member Behavioral Factor Analysis

Shown below are individual scores for each behavioral factor in a range of 20 (left side) to 80 (right side). To the extent your team members have strong behavioral factors over 60 and under 40, there is a higher chance the behavioral insights in this report will be more intensively displayed when they are making life and business decisions. Scores closer to 50 indicate a more moderate style that is typically more flexible in that behavioral factor. Factor scores for each column have been sorted low to high based on strength.

Core Work Life Drivers

The following 5 factors representing the Core Work Life Drivers provide specific insights into a team member's natural talents, strengths and struggles. Overall, these factors will indicate their natural desire to build relationships and also their drive to getting results. If team members have scores which are high on Take Charge, Fast-Paced, Planned and Skeptical they will be more Results Focused. If team members have scores which are high on Cooperative, Outgoing, Patient and Trusting they will be more Relationship Focused.

Factor 1: Commanding

20	Cooperative (Practical)	Mid-Range	Take Charge (Visionary)	80
		(57) Ally Smith (49) Sgt. Jason Smith (46) Susan Rogers-Evans (43) Raj Kapoor (42) Mary Evans (59) Nora Valdez	(62) Robert Davies (64) Elizabeth Smith	

Factor 2: People

20	Reserved (Focused)	Mid-Range	Outgoing (Expressive)	80
		(43) Ally Smith (48) Sgt. Jason Smith (49) Robert Davies (51) Susan Rogers-Evans (46) Elizabeth Smith (46) Raj Kapoor (42) Mary Evans	(68) Nora Valdez	

Factor 3: Patience

20	Fast-Paced (Logical)	Mid-Range	Patient (Tolerant)	80
	(35) Elizabeth Smith	(46) Ally Smith (50) Sgt. Jason Smith (44) Robert Davies (55) Susan Rogers-Evans (58) Raj Kapoor (53) Mary Evans (46) Nora Valdez		

Factor 4: Structure

20	Spontaneous (Instinctive)	Mid-Range	Planned (Systematic)	80
		(49) Ally Smith (46) Sgt. Jason Smith (52) Robert Davies (57) Susan Rogers-Evans (56) Elizabeth Smith (43) Raj Kapoor (42) Nora Valdez	(65) Mary Evans	

Factor 5: Trust

20	Skeptical (Questioning)	Mid-Range	Trusting (Believing)	80
	(33) Elizabeth Smith (39) Mary Evans	(40) Ally Smith (54) Sgt. Jason Smith (44) Robert Davies (43) Susan Rogers-Evans (57) Raj Kapoor (44) Nora Valdez		

Work Life Planning drivers focus on team member's motivation for generating business growth and or maintaining balance in their life. If team members have scores high on Pioneer, Risk Taker and Creative then this will indicate desires to maximize results, set goals, take opportunities, innovate and to expand their horizons. If team members have scores high on Content, Cautious and Anchored then they will be more interested in work life balance as well as following tried and tested ways.

Factor 6: Pioneering

20	Content (Balanced)	Mid-Range	Pioneer (Goal Oriented)	80
	(33) Raj Kapoor (32) Mary Evans	(55) Ally Smith (56) Sgt. Jason Smith (43) Robert Davies (43) Susan Rogers-Evans (48) Nora Valdez	(65) Elizabeth Smith	

Factor 7: Risk

20	Cautious (Conservative)	Mid-Range	Risk Taker (Courageous)	80
		(58) Ally Smith (55) Sgt. Jason Smith (55) Robert Davies (41) Susan Rogers-Evans (50) Elizabeth Smith (51) Raj Kapoor (41) Mary Evans	(60) Nora Valdez	

Factor 8: Creativity

20	Anchored (Consistent)	Mid-Range	Creative (Original)	80
	(34) Nora Valdez	(48) Ally Smith (46) Sgt. Jason Smith (51) Robert Davies (50) Susan Rogers-Evans (51) Elizabeth Smith (56) Mary Evans	(61) Raj Kapoor	

Appendix A: Team Member Behavioral Strength and Struggles

Team Member	Strongest Behavioral Traits	Behavioral Strengths: (Motivated to be)	Behavioral Struggles: (Can be too)
Ally Smith Initiator	Skeptical Risk-Taker	Thinks matters through. Able to ask difficult questions. Watchful of important tasks. Ventures into new areas. Faces danger comfortably.	May have difficulty letting matters go. May not be easily forgiving. May take unnecessary risks.
Sgt. Jason Smith Adapter	Pioneer Risk-Taker	Takes initiative. Goal driven. Accepts challenges. Ventures into new areas. Faces danger comfortably.	May sacrifice a balanced life. Can be overly vigorous. May take unnecessary risks.
Robert Davies Initiator	Take Charge Content	Takes the lead, wants to set the agenda. Sees the strategic / future vision. Speaks candidly. Accepts the current environment as it is. Concentrates on balanced life.	May be uncomfortable taking direction from others. May over commit to what goals can be achieved. May be too satisfied with status quo.
Susan Rogers-Evans Stylish Thinker	Cautious Planned	Plans initiatives carefully. Sees potential dangers. Calculated decision-maker. Organized and orderly. Good at following processes and procedures.	May miss opportunities. May be too hesitant. Tends to be inflexible or too fixed.
Elizabeth Smith Strategist	Skeptical Fast-Paced	Thinks matters through. Able to ask difficult questions. Watchful of important tasks. Favors logic over feelings. Comfortable making difficult decisions.	May have difficulty letting matters go. May not be easily forgiving. May lack needed patience.

Appendix A: Team Member Behavioral Strength and Struggles

Team Member	Strongest Behavioral Traits	Behavioral Strengths: (Motivated to be)	Behavioral Struggles: (Can be too)
Raj Kapoor Relationship Builder	Content Creative	Accepts the current environment as it is. Concentrates on balanced life. Creates a steady environment. Open to unusual ideas. Imagines new possibilities.	May be too satisfied with status quo. May stay in comfort zone. Difficulty with following set procedures.
Mary Evans Reflective Thinker	Content Planned	Accepts the current environment as it is. Concentrates on balanced life. Creates a steady environment. Organized and orderly. Good at following processes and procedures.	May be too satisfied with status quo. May stay in comfort zone. Tends to be inflexible or too fixed.
Nora Valdez Influencer	Outgoing Anchored	Good at meeting people. Likes to make a good impression on others. Able to promote. Follows established procedures. Operates using evidence.	Strong need for approval from others. May be too transparent, too uninhibited. Can be hesitant to act on new ideas.

Appendix B: Team Member Behavioral Communication Keys

Team Member	Strongest Behavioral Traits	Communication Keys
Ally Smith Initiator	Skeptical Risk-Taker	Expect me to ask for the logic and key points. Remember my need to do analysis. Allow me time to think matters through. Present me with opportunities. Present me with the risks and return.
Sgt. Jason Smith Adapter	Pioneer Risk-Taker	Provide me with the big picture. Present me with action plans. Keep me informed of progress. Present me with opportunities. Present me with the risks and return.
Robert Davies Initiator	Take Charge Content	Offer up options & recommendations for a decision. Give me direct answers, get to the point. Show the results and outcomes. Focus on my life balance needs. Keep the conversation easy-going.
Susan Rogers-Evans Stylish Thinker	Cautious Planned	Look for ways to minimize the risks. Allow me time to survey the situation. Remember my need for safety. Consider my need for accuracy and detail. Honor my need for structure, schedules and rules.
Elizabeth Smith Strategist	Skeptical Fast-Paced	Expect me to ask for the logic and key points. Remember my need to do analysis. Allow me time to think matters through. Anticipate my immediate responses and quick fixes. Speak/move at a quick pace.
Raj Kapoor Relationship Builder	Content Creative	Focus on my life balance needs. Keep the conversation easy-going. Give me the directions to move forward. Expect/encourage my out-of-the-box thinking. Encourage me to brainstorm.
Mary Evans Reflective Thinker	Content Planned	Focus on my life balance needs. Keep the conversation easy-going. Give me the directions to move forward. Consider my need for accuracy and detail. Honor my need for structure, schedules and rules.

Appendix B: Team Member Behavioral Communication Keys

Team Member	Strongest Behavioral Traits	Communication Keys
Nora Valdez Influencer	Outgoing Anchored	Remember my need for fun and/or excitement. Invest time in building our relationship. Tell me who is involved. Show me the logical steps. Tell me past experiences.