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Peak Performance Consulting

HBDI GROUP

Improve Group Dynamic, Teamwork, Communication and Results

Joe Sample

September 17, 2018

The underlying analytics of this report are powered by Fitzgerald MSI and its strategic partners. We will help you to interpret results, but final responsibility for proper interpretation rests with the user. All assessment-related statements should be thoroughly probed by interview responses and behaviors, background data and references, and behavioral performance. Fitzgerald MSI utilizes a generalized assessment procedure. As such, we will support and stand by its interpretations and recommendations but not indemnify the user. It is programmed for general interpretation and should be appropriate for all employee groups, ages, etc. We interpret responses without knowledge of race, color, religion, sex, national origin, age, sexual orientation, or physical disability. It is up to the user to maintain any EEOC- mandated records.

Report Outline

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This report was created solely for the use of participants in this workshop in order to help improve their team effectiveness.

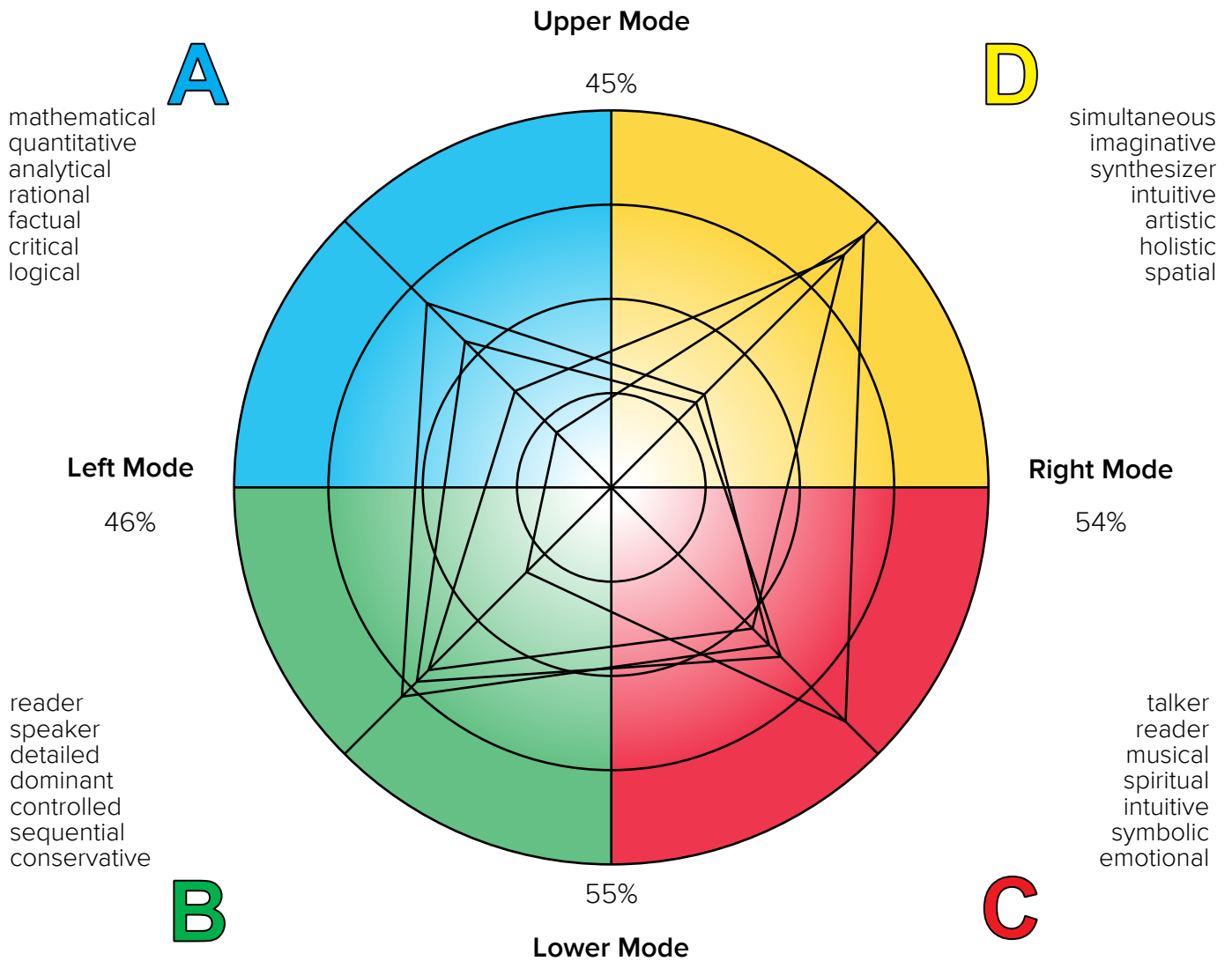
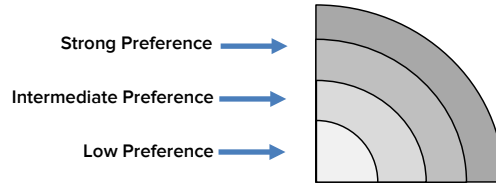
All the information in this report is derived from the individual HBDI® profiles of the participants.

Individual profiles in the report are represented anonymously and in random order to prevent any inappropriate inferences about individuals in the team.

The leaders of the workshop guarantee that they will not share the content of this report with anyone other than the immediate participants. Participants may share the information as they deem appropriate.

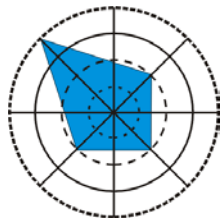
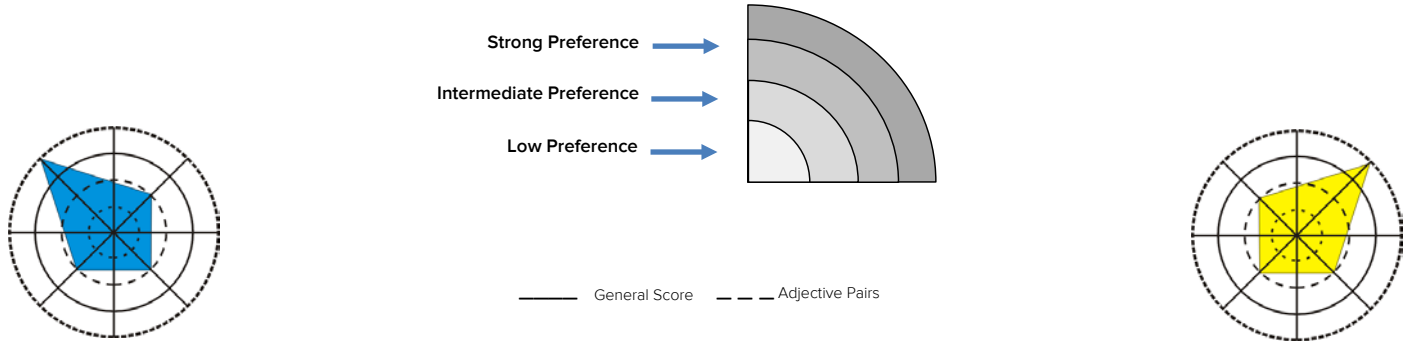
The report cannot be properly interpreted without an understanding of the principles of brain dominance.

HBDI® Group Composite Profile

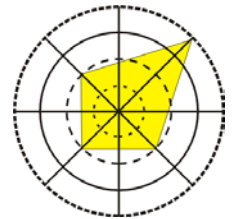


The percentages indicate the preferences for one Mode compared to the opposite Mode

HBDI® Group Average Profile



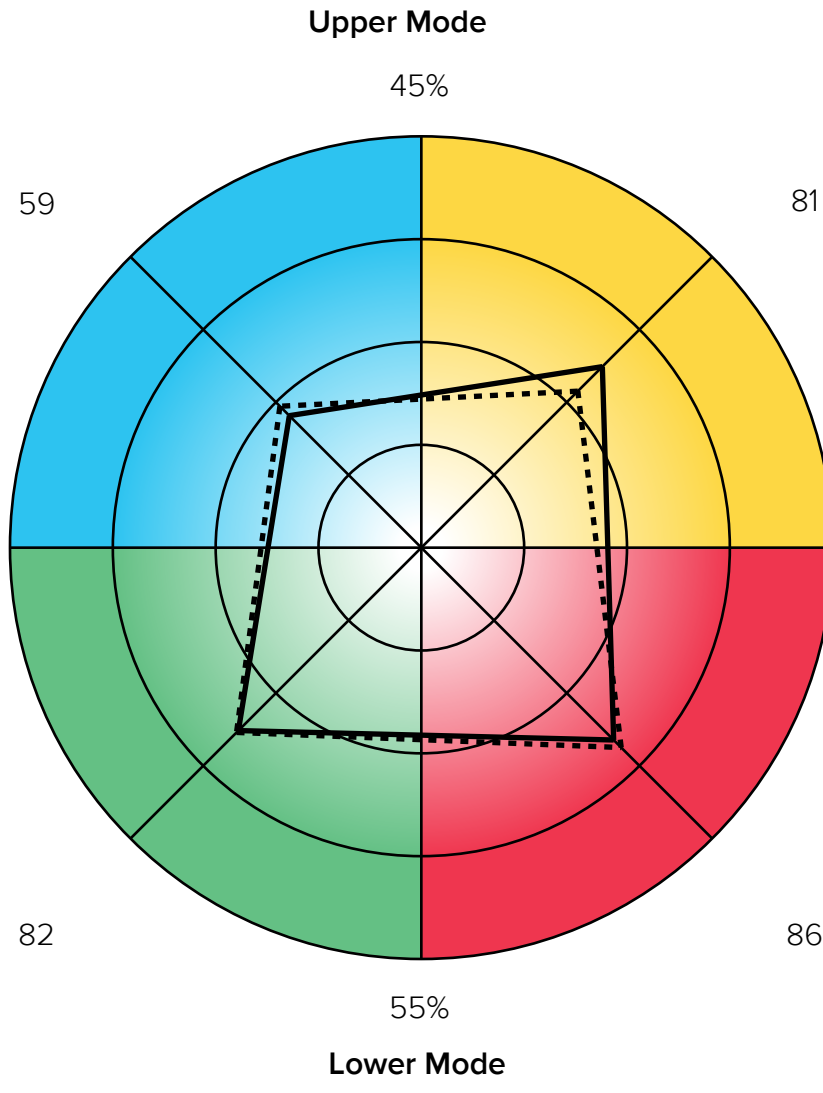
Analysts



Innovators

A
mathematical
quantitative
analytical
rational
factual
critical
logical

D
simultaneous
imaginative
synthesizer
intuitive
artistic
holistic
spatial



reader
speaker
detailed
dominant
controlled
sequential
conservative

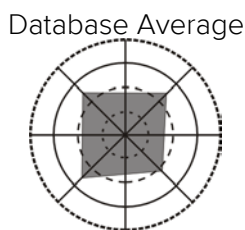
talker
reader
musical
spiritual
intuitive
symbolic
emotional

B

C



Organizers



Database Average



Humanitarians

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

HBDI® Rank Order of Team Preferences by Quadrant

The Rank Order of Preferences of this team as a whole.



C Lower Right

86



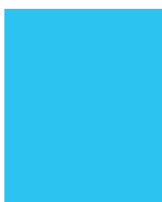
B Lower Left

82



D Upper Right

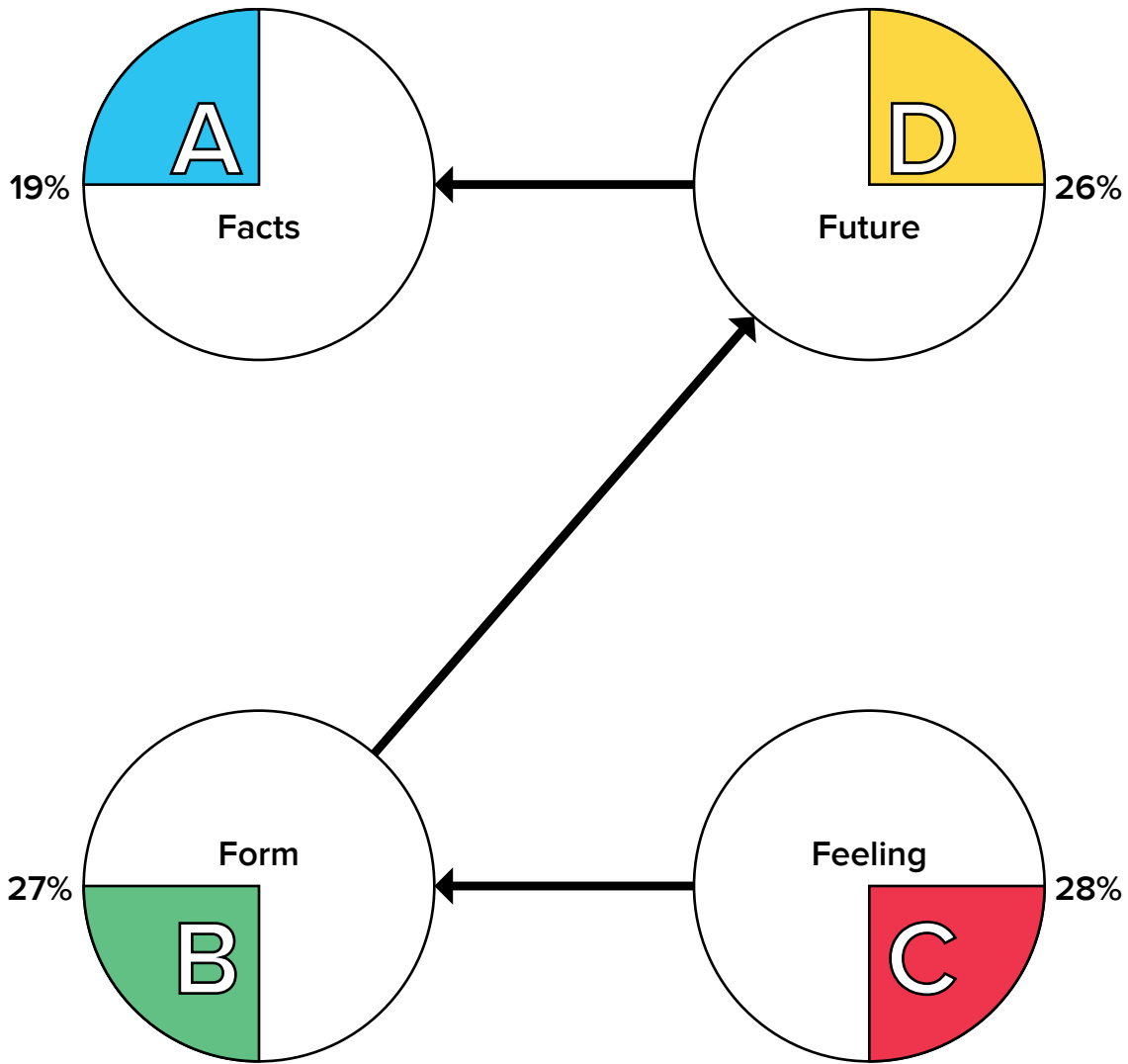
81



A Upper Left

59

HBDI® Process Flow of Preferences

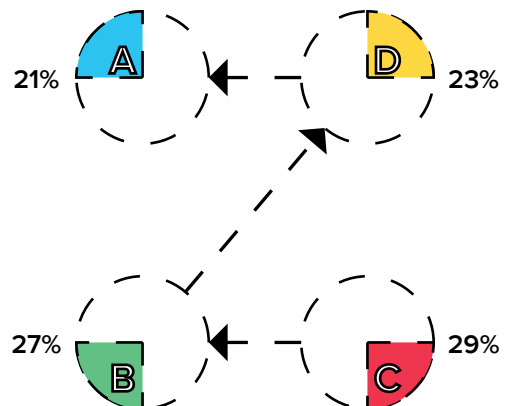


Alternate Style from Adjective Pairs

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

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

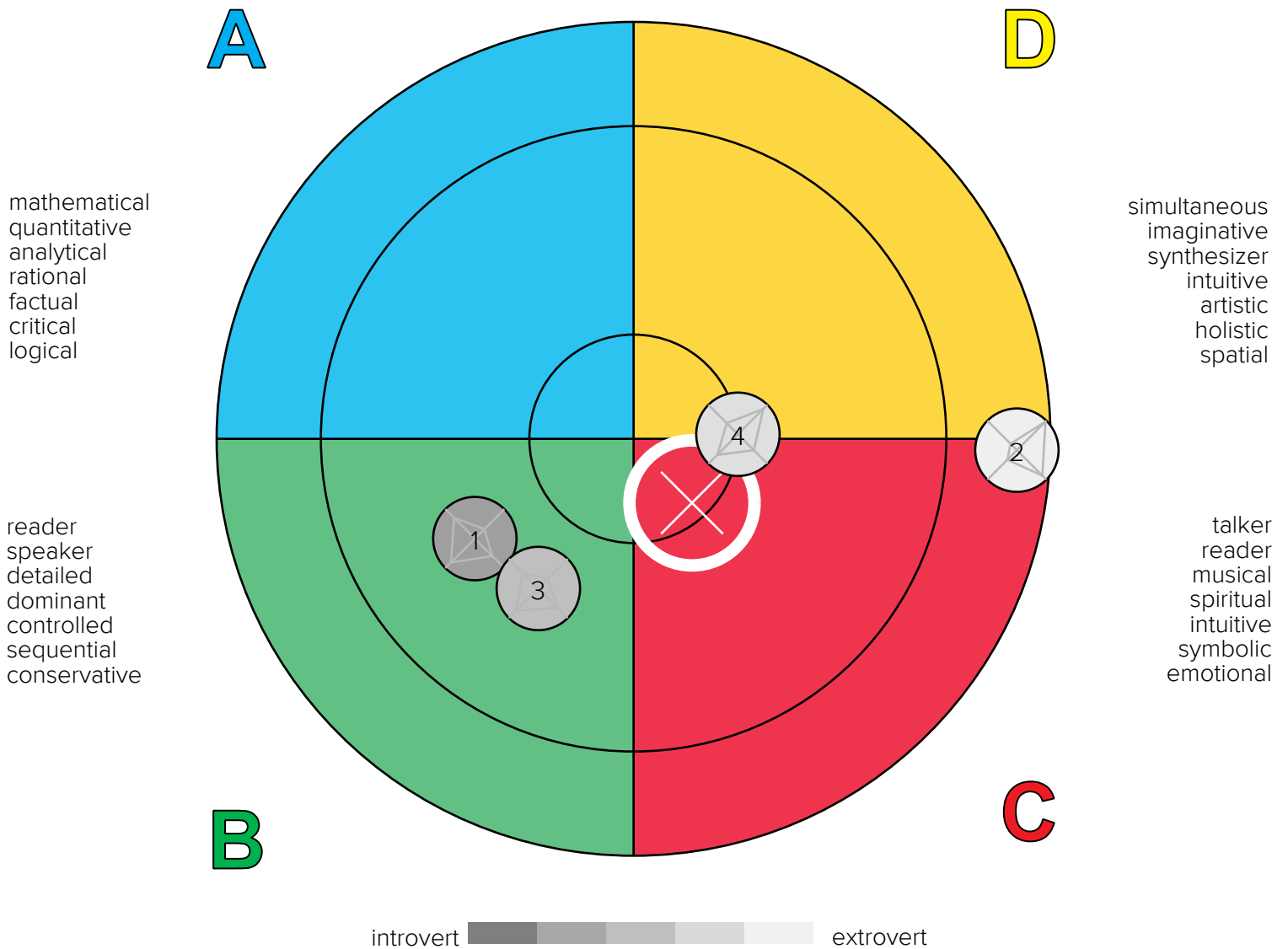
This may or may not be consistent with the general behavior of this team.



Profile Results: List of Scores

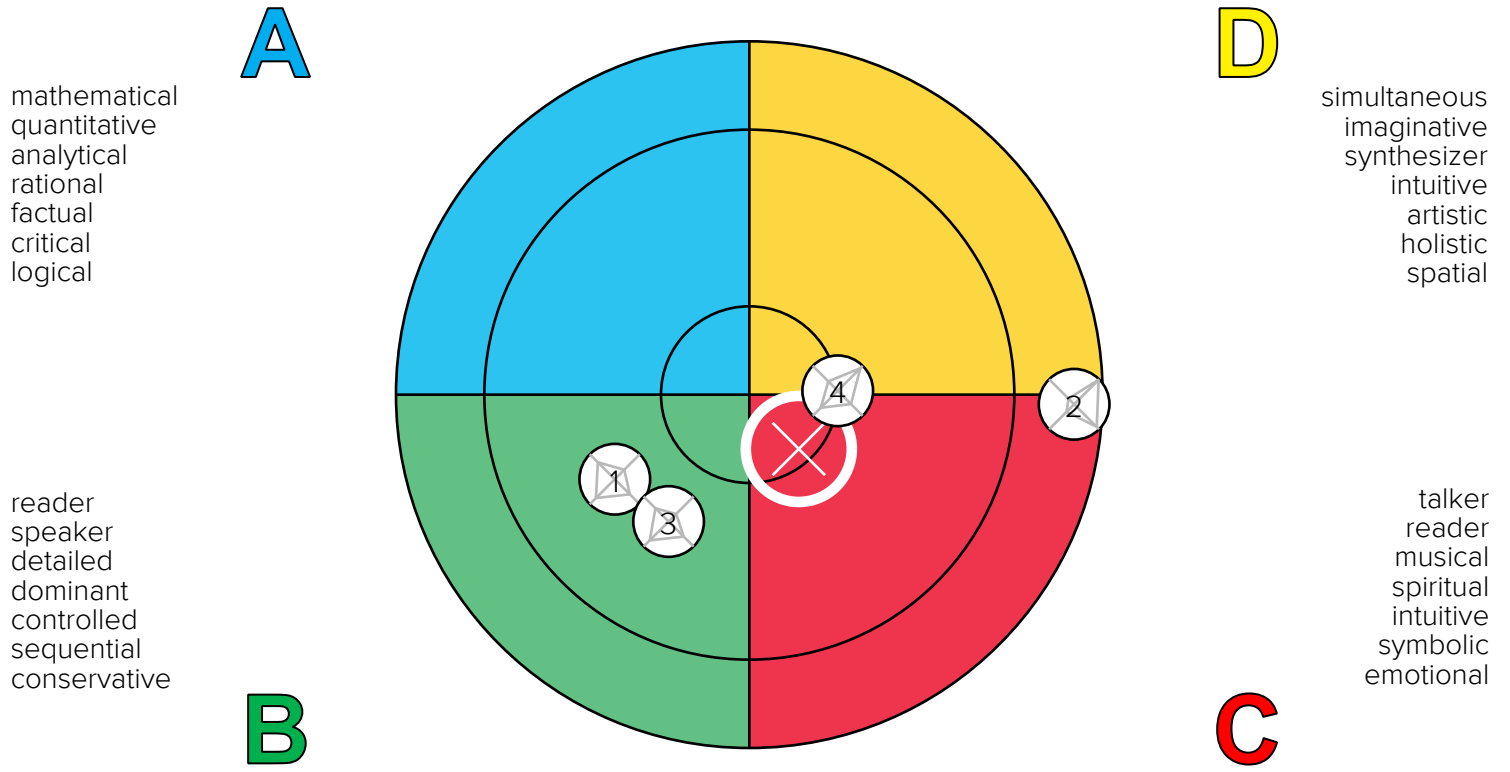
	A	B	C	D	Intro/Extro	AP_A	AP_B	AP_C	AP_D
Profile 1	90	102	77	45	3/9	10	9	2	3
Profile 3	71	95	83	41	5/9	5	7	10	2
Profile 2	27	41	114	123	8/9	3	2	11	8
Profile 4	47	89	69	113	7/9	2	8	5	9
Sum	235	327	343	322	23	20	26	28	22
Average	59	82	86	81	6	5	7	7	6
Min	27	41	69	41	3	2	2	2	2
Max	90	102	114	123	8	10	9	11	9
Std.	24	24	17	37.5	2	3	2.5	3.5	3
Med.	59	92	80	79	6	4	7.5	7.5	5.5
Range	63	61	45	82	5	8	7	9	7

HBDI® Group Preference Map

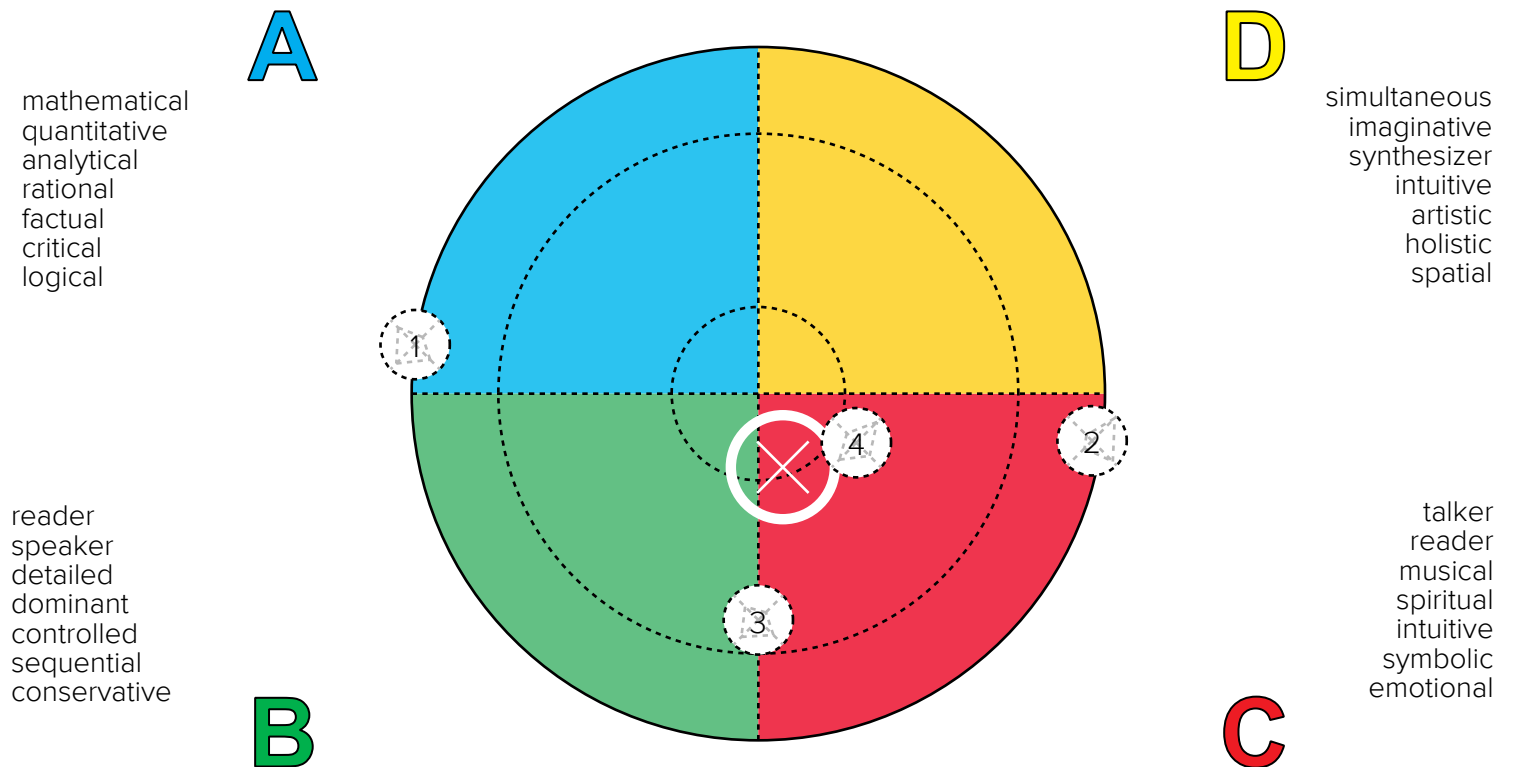


HBDI® Group Preference Map with Adjective Pairs

Scores

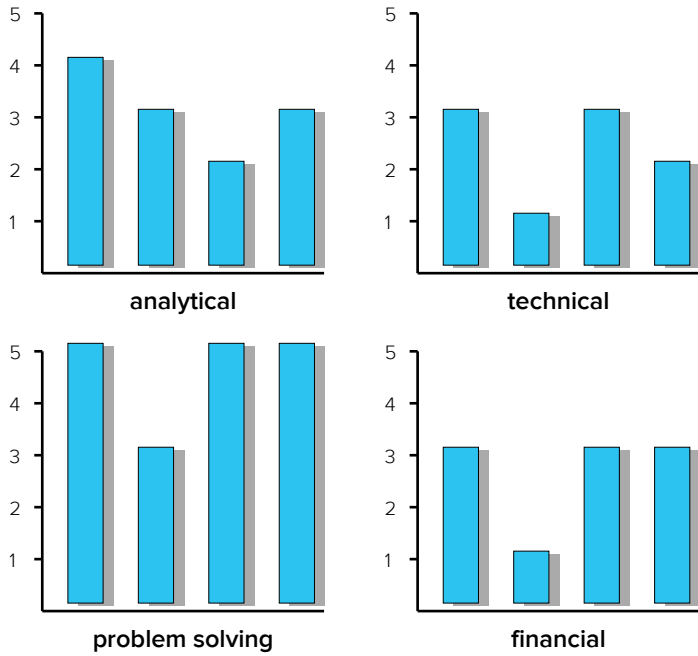


Adjective Pairs

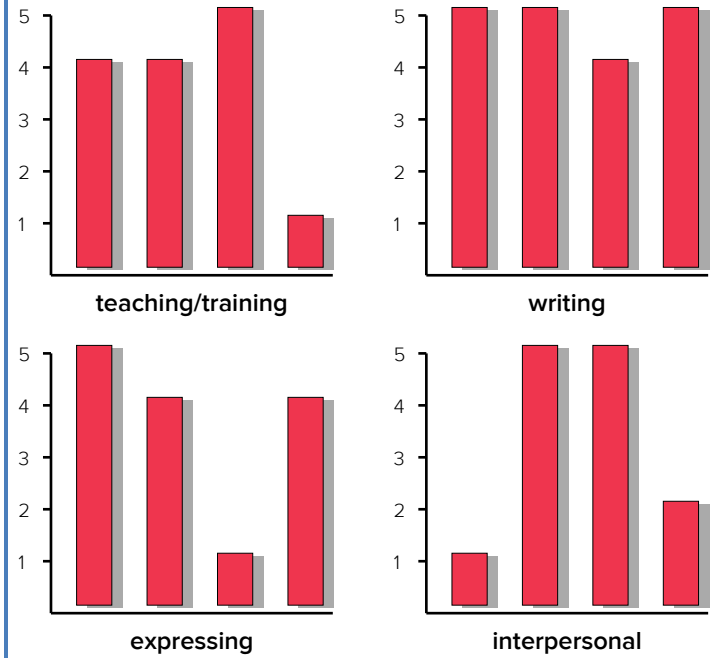
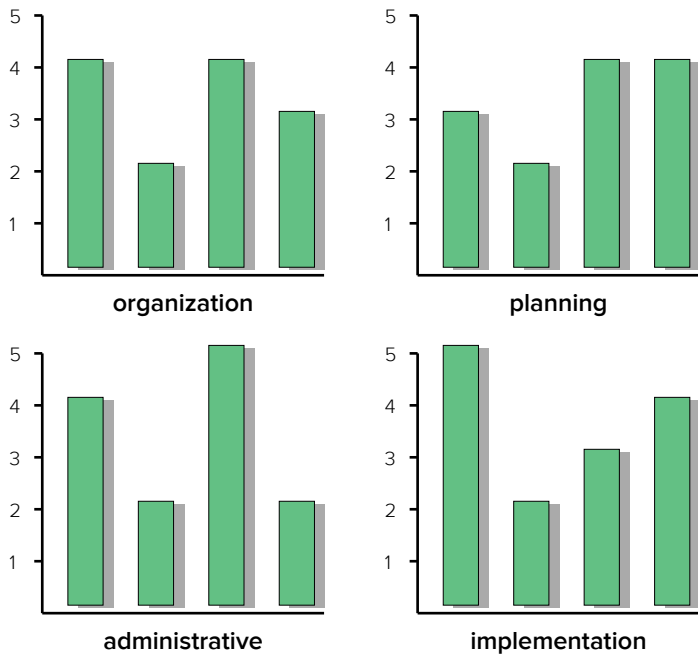
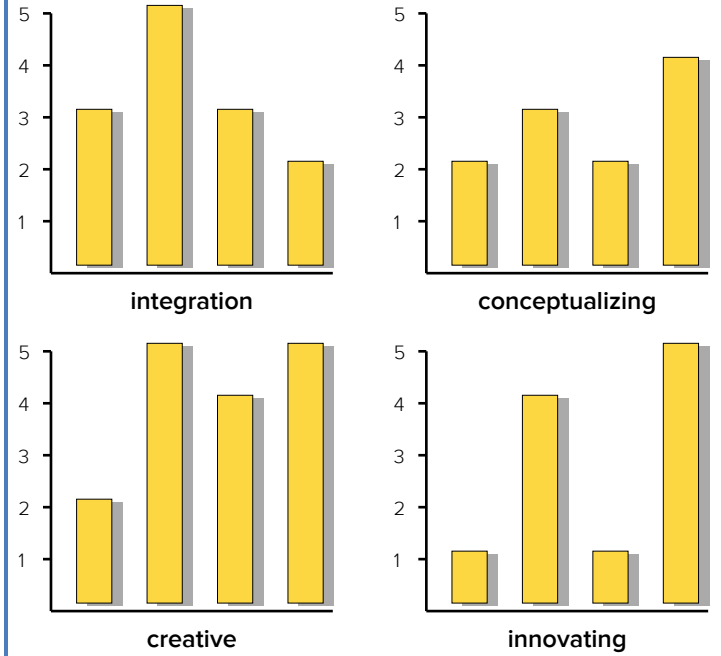


HBDI® Work Elements By Quadrant

A



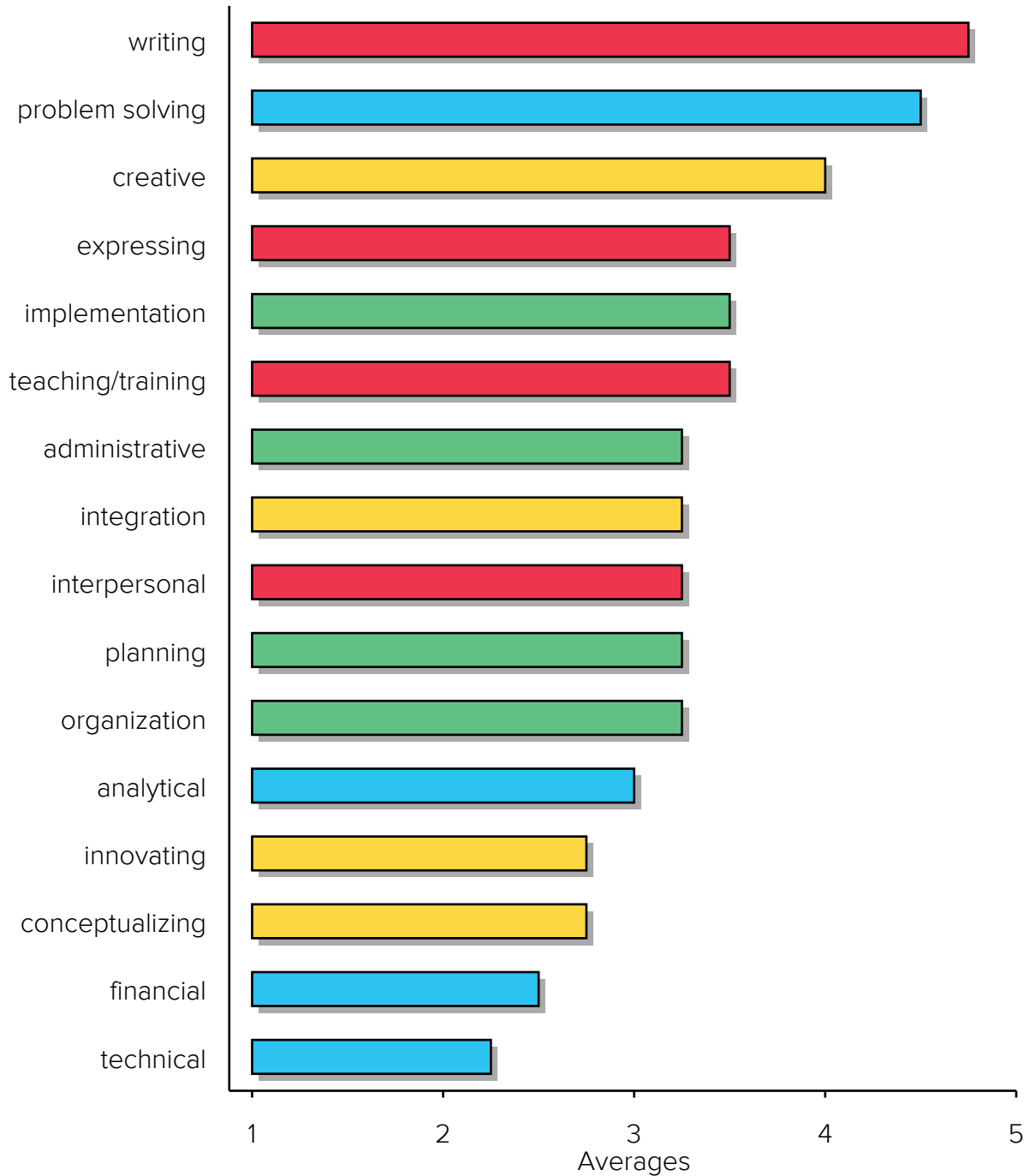
D



B

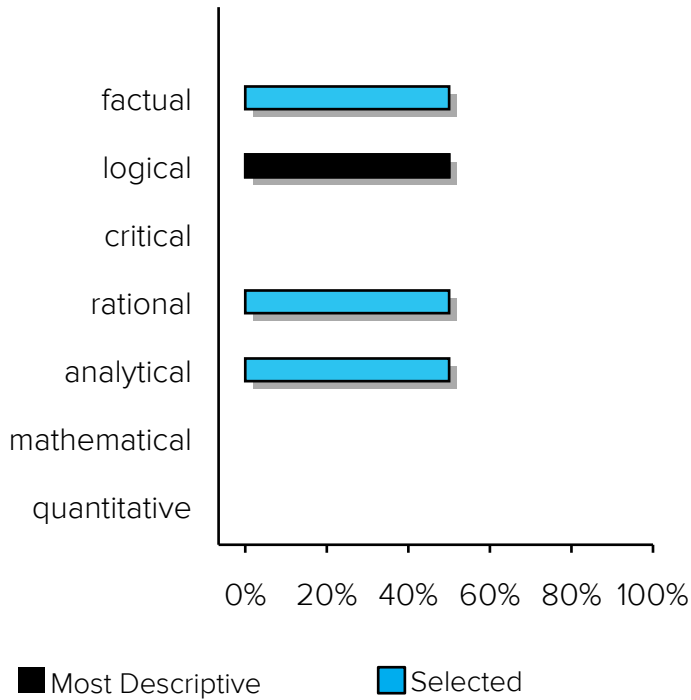
C

HBDI® Rank Order of Work Elements

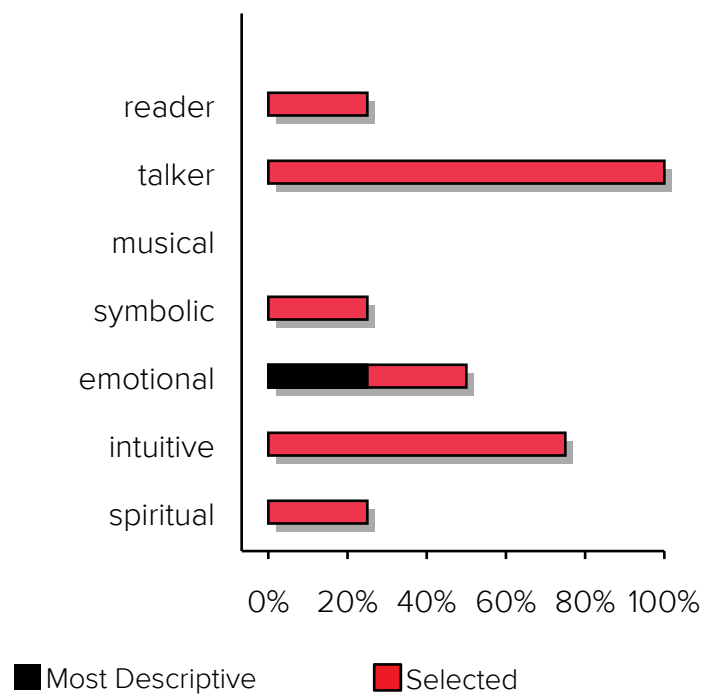
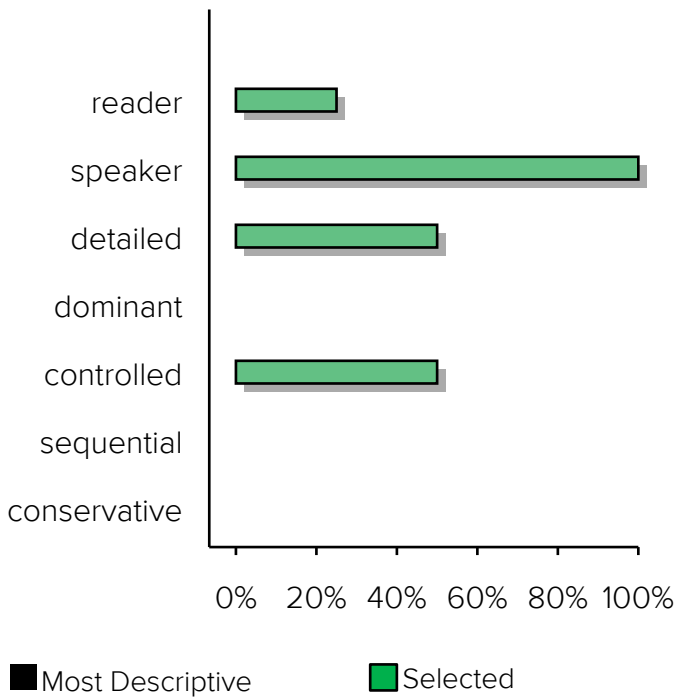
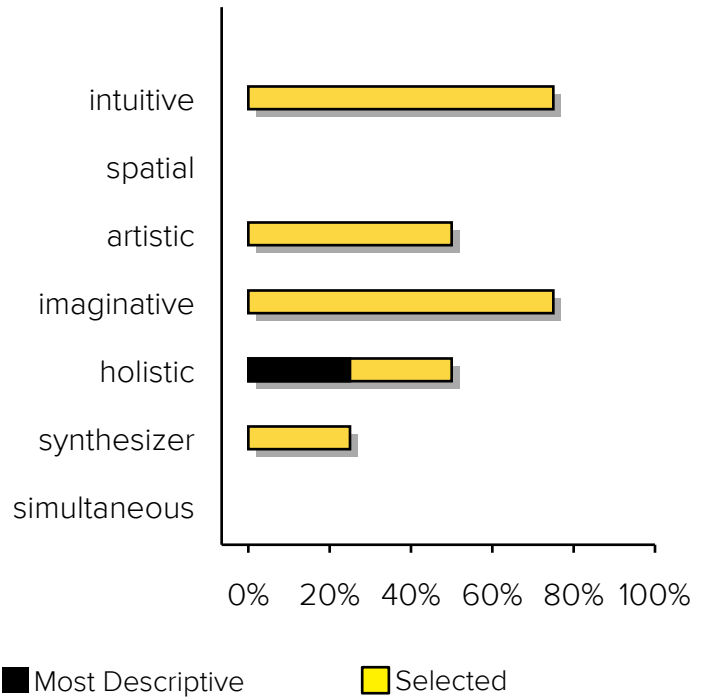


HBDI® Key Descriptors by Quadrant

A



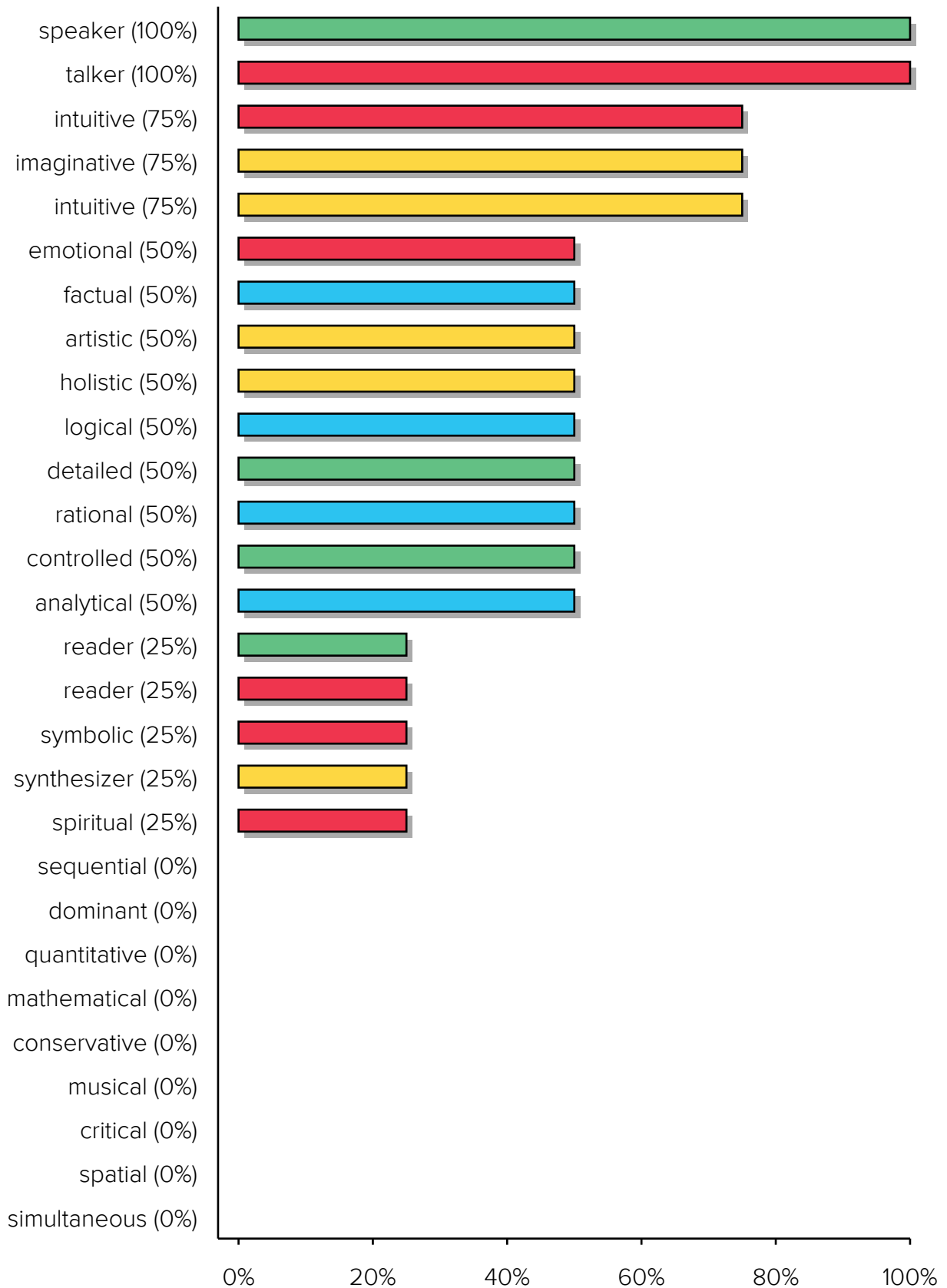
D



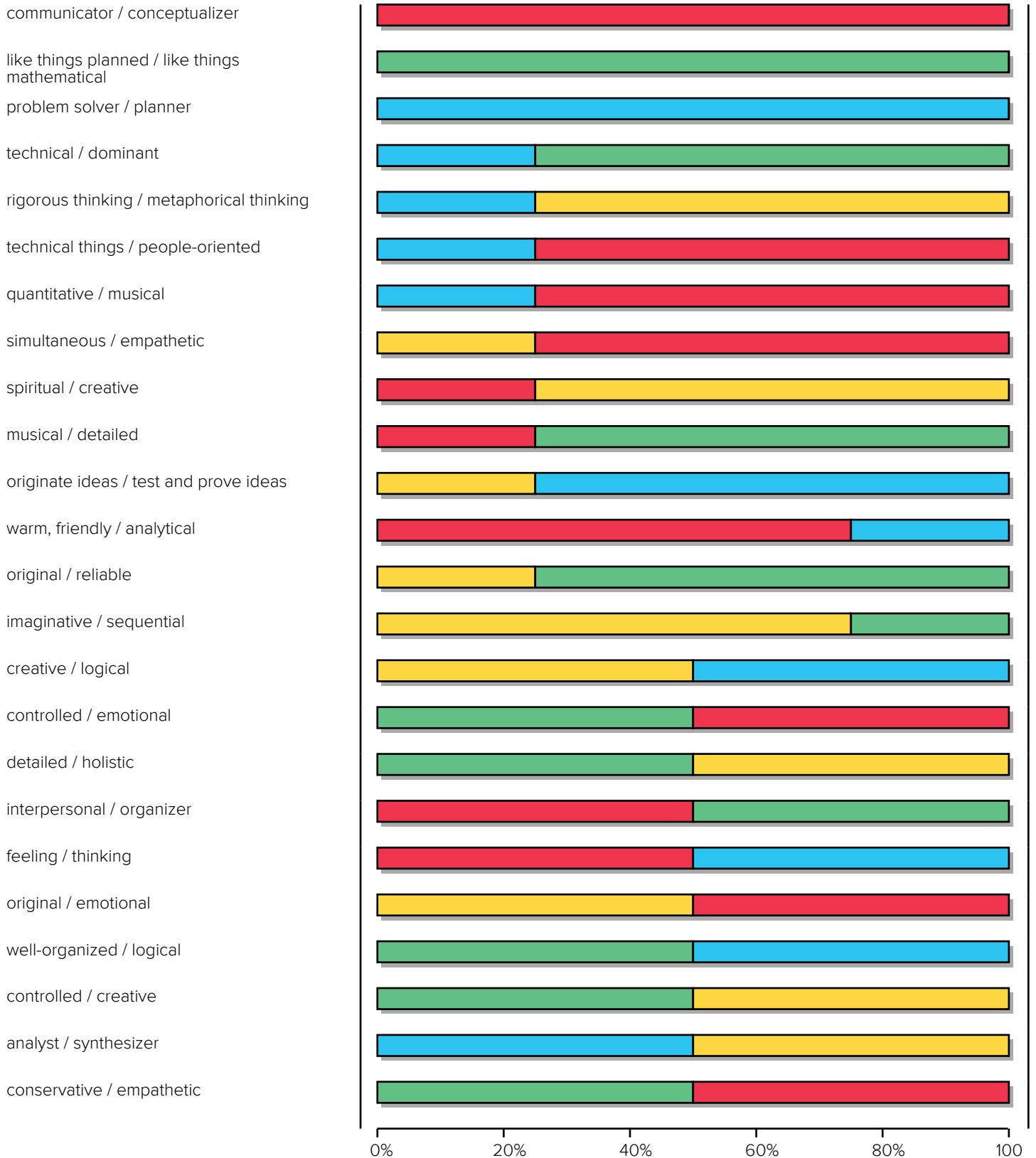
B

C

HBDI® Rank Order of Key Descriptors



HBDI® Adjective Pairs Comparison



HBDI® Twenty Questions Comparison

Strongly Agree

Strongly Disagree

Q1	25%	[50%]	25%	0%	50%	[50%]	0%	I feel that a step by step method is best for solving problems.
Q2	25%	[25%]	0%	0%	75%	[75%]	0%	Daydreaming has provided the impetus for the solution of many of my more important problems.
Q3	0%	[75%]	75%	25%	0%	[0%]	0%	I like people who are most sure of their conclusions.
Q4	50%	[75%]	25%	0%	25%	[25%]	0%	I would rather be known as a reliable than an imaginative person.
Q5	50%	[75%]	25%	0%	25%	[25%]	0%	I often get my best ideas when doing nothing in particular.
Q6	25%	[50%]	25%	25%	25%	[25%]	0%	I rely on hunches and the feeling of "rightness" or "wrongness" when moving toward the solution to a problem.
Q7	25%	[50%]	25%	0%	25%	[50%]	25%	I sometimes get a kick out of breaking the rules and doing things I'm not supposed to do.
Q8	0%	[75%]	75%	0%	0%	[25%]	25%	Much of what is most important in life cannot be expressed in words.
Q9	25%	[25%]	0%	0%	50%	[75%]	25%	I'm basically more competitive with others than self-competitive.
Q10	25%	[25%]	0%	0%	75%	[75%]	0%	I would enjoy spending an entire day "alone with my thoughts."
Q11	0%	[75%]	75%	0%	25%	[25%]	0%	I dislike things being uncertain and unpredictable.
Q12	50%	[75%]	25%	0%	25%	[25%]	0%	I prefer to work with others in a team effort rather than solo.
Q13	50%	[75%]	25%	0%	25%	[25%]	0%	It is important for me to have a place for everything and everything in its place.
Q14	50%	[75%]	25%	25%	0%	[0%]	0%	Unusual ideas and daring concepts interest and intrigue me.
Q15	25%	[50%]	25%	0%	50%	[50%]	0%	I prefer specific instructions to those which leave many details optional.
Q16	25%	[75%]	50%	0%	25%	[25%]	0%	Know-why is more important than know-how.
Q17	0%	[100%]	100%	0%	0%	[0%]	0%	Thorough planning and organization of time are mandatory for solving difficult problems.
Q18	0%	[75%]	75%	25%	0%	[0%]	0%	I can frequently anticipate the solutions to my problems.
Q19	25%	[25%]	0%	25%	50%	[50%]	0%	I tend to rely more on my first impressions and feelings when making judgments than on a careful analysis of the situation.
Q20	0%	[50%]	50%	25%	25%	[25%]	0%	I feel that laws should be strictly enforced.

Participant List...For Leader's Use Only

	A	B	C	D	Intro/Extro	AP_A	AP_B	AP_C	AP_D
(1) CANDACE FITZGERALD	90	102	77	45	3/9	10	9	2	3
(2) TYLER FITZGERALD	27	41	114	123	8/9	3	2	11	8
(4) MIKE FITZGERALD	47	89	69	113	7/9	2	8	5	9
(3) RICHARD HUBER	71	95	83	41	5/9	5	7	10	2
Sum	235	327	343	322	23	20	26	28	22
Average	59	82	86	81	6	5	7	7	6
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