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Fitzgerald MSI
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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HBDI® Group Ethics

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.

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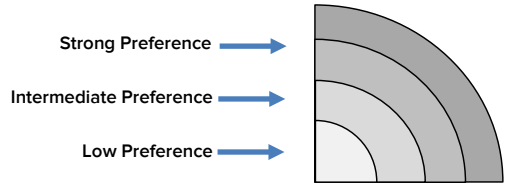
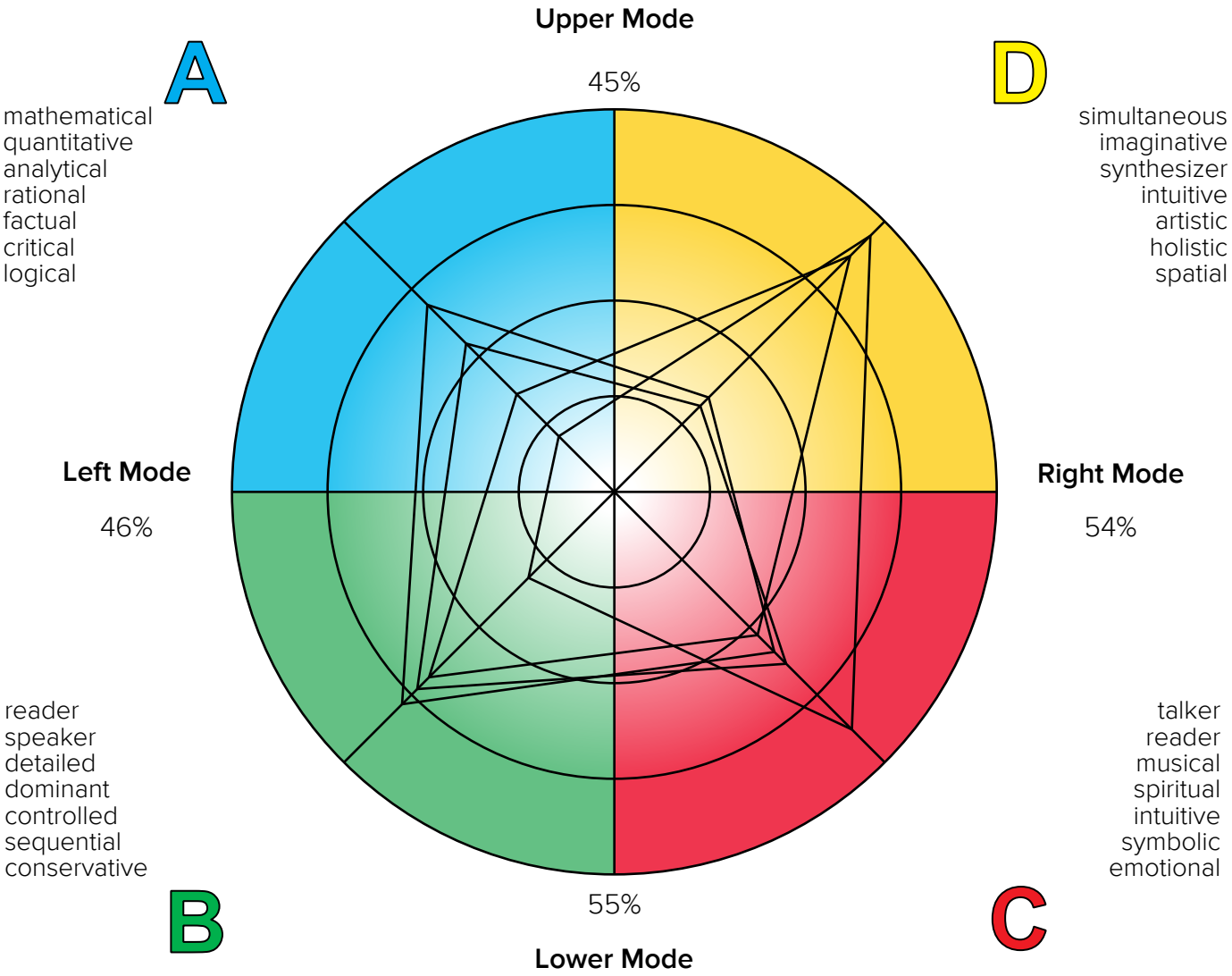
HBDI® Group Composite Profile





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

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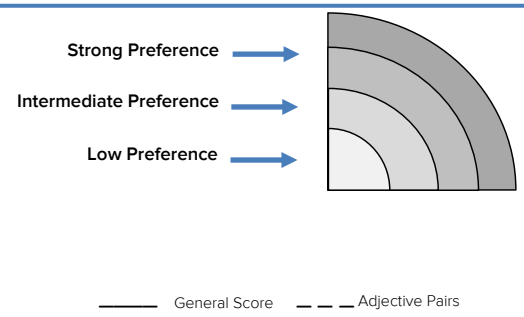
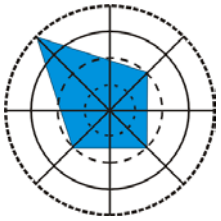
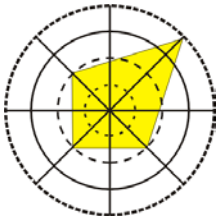
HBDI® Group Average Profile





Analysts



Innovators

Upper Mode

45%

A

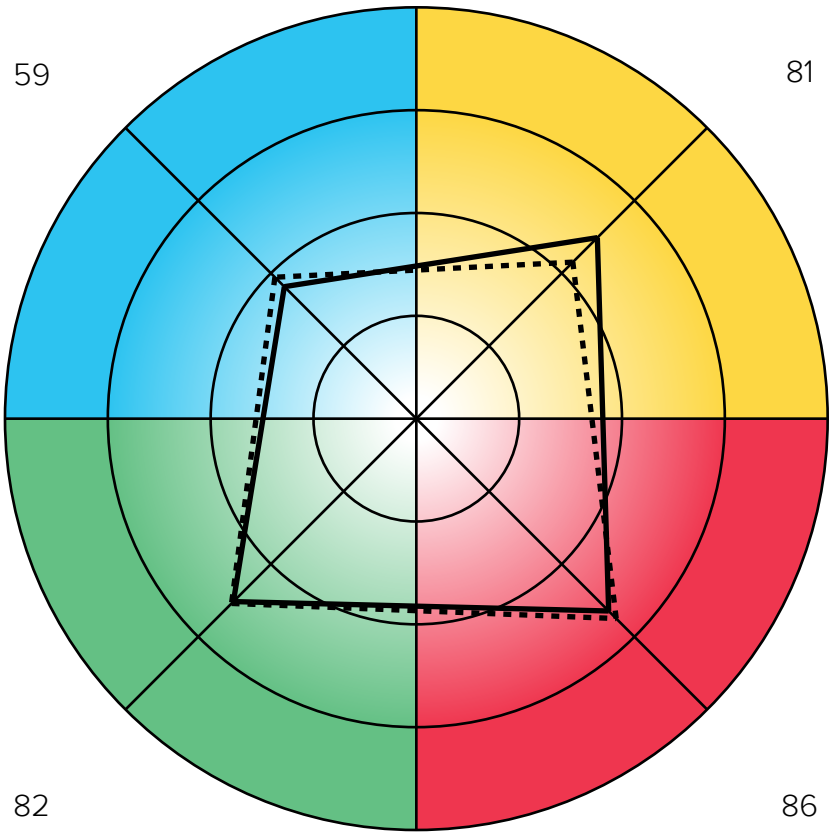
mathematical
quantitative
analytical
rational
factual
critical
logical

59

81

D

simultaneous
imaginative
synthesizer
intuitive
artistic
holistic
spatial



Left Mode

46%

Right Mode

54%

reader
speaker
detailed
dominant
controlled
sequential
conservative

82

86

talker
reader
musical
spiritual
intuitive
symbolic
emotional

55%

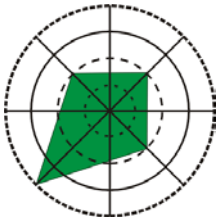
B

Lower Mode

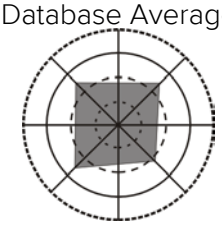
C

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

Organizers



Database Average



Humanitarians

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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**

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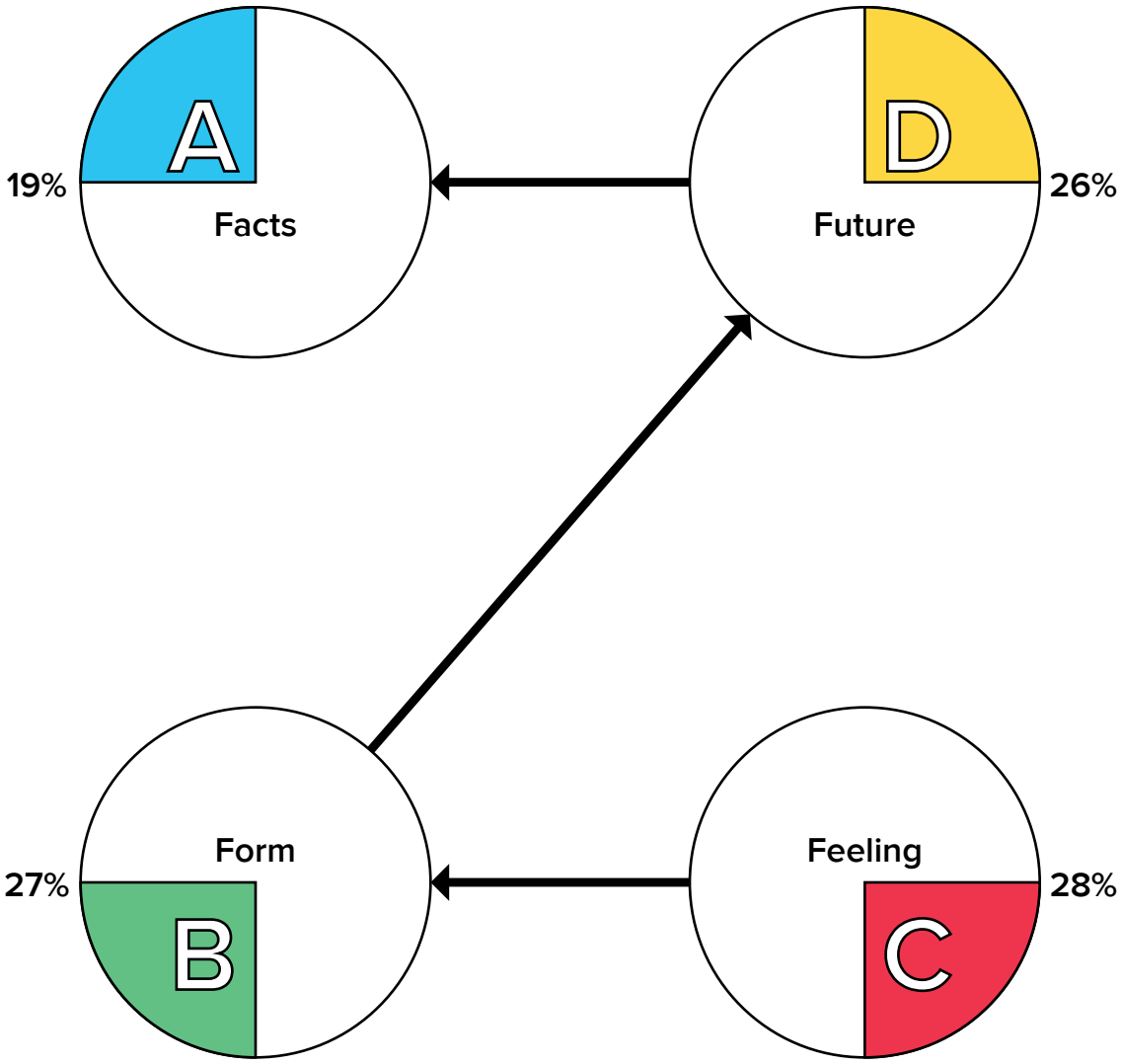
HBDI® Process Flow of Preferences

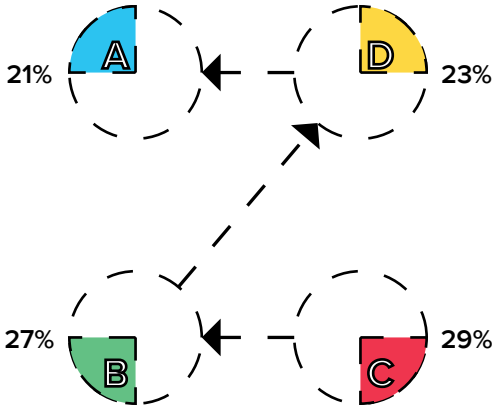


Alternate Style from Adjective Pairs

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.



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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

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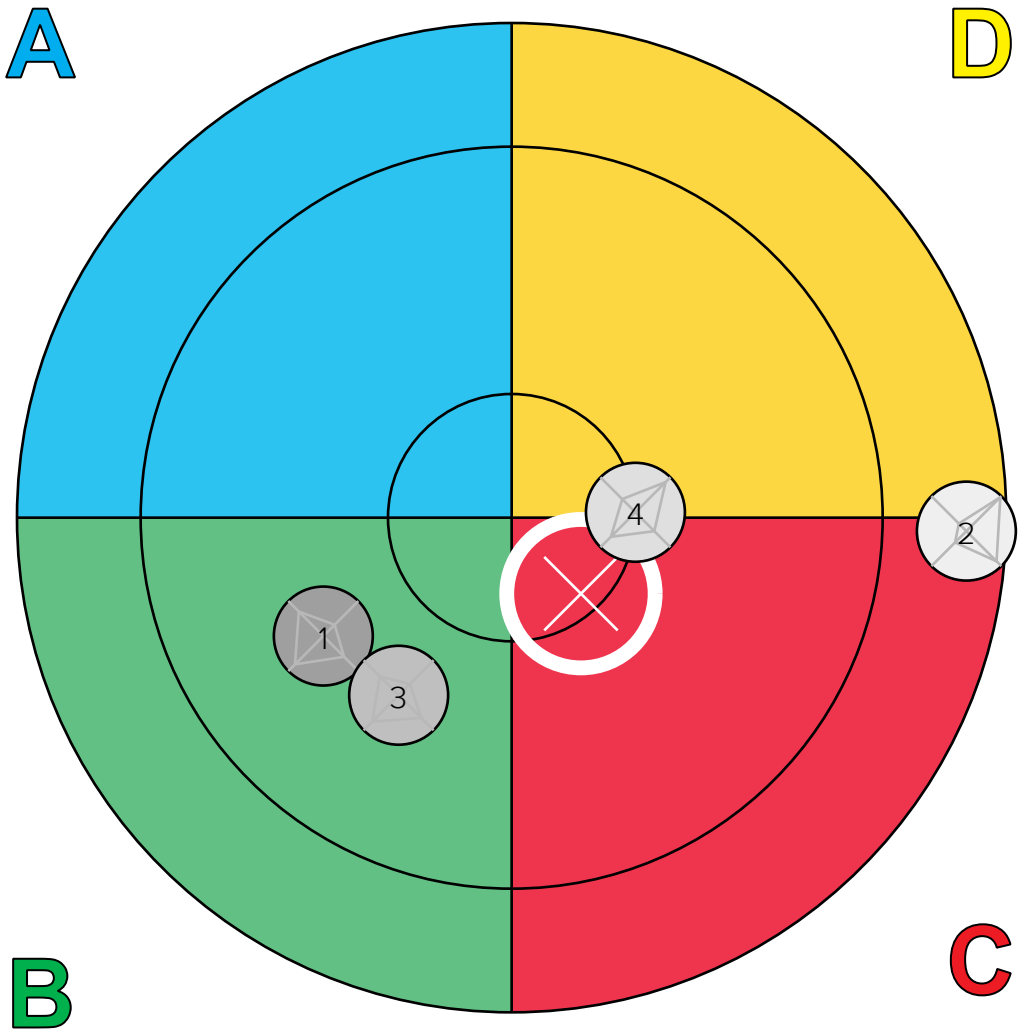
HBDI® Group Preference Map



mathematical
quantitative
analytical
rational
factual
critical
logical

simultaneous
imaginative
synthesizer
intuitive
artistic
holistic
spatial

reader
speaker
detailed
dominant
controlled
sequential
conservative

talker
reader
musical
spiritual
intuitive
symbolic
emotional

introvert ——— extrovert

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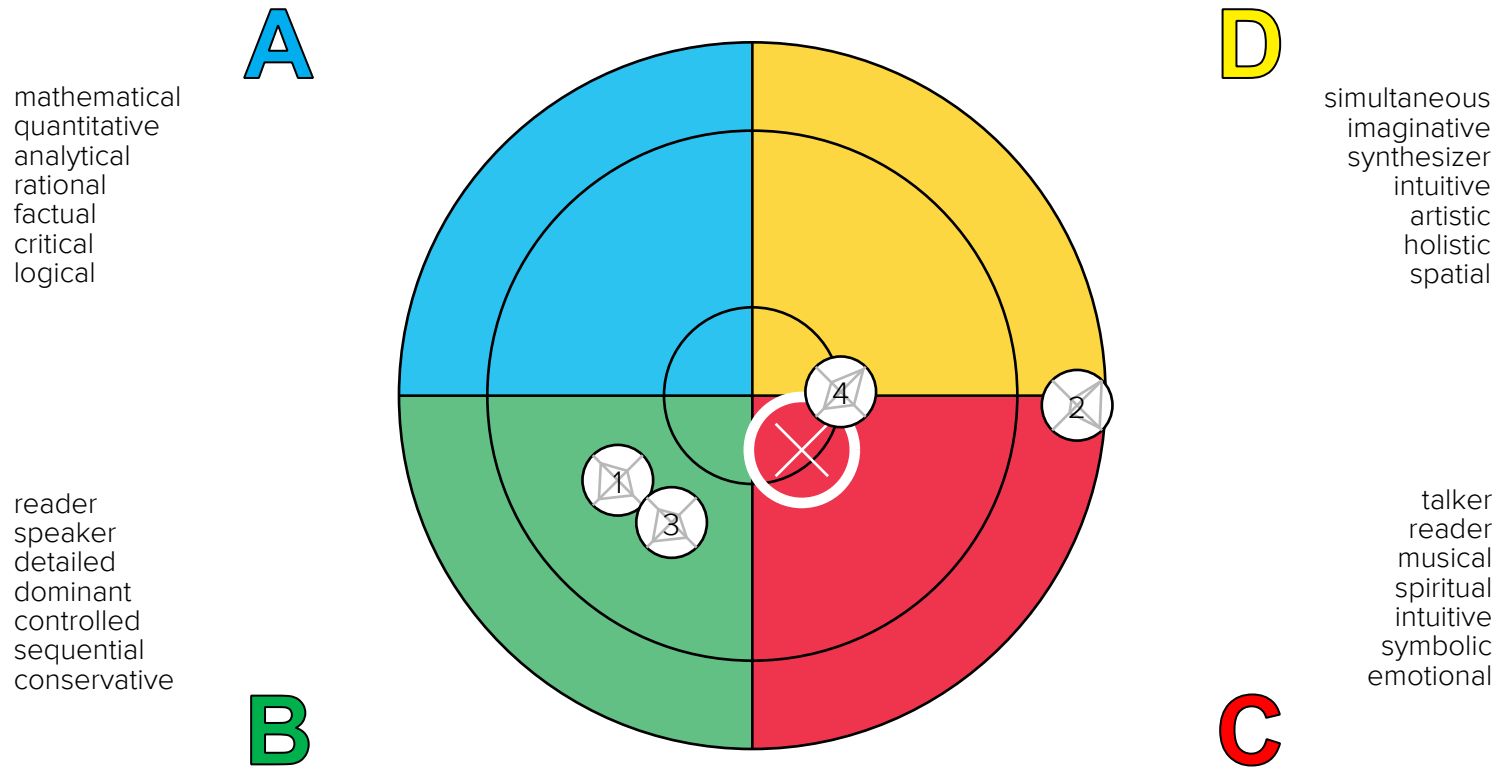
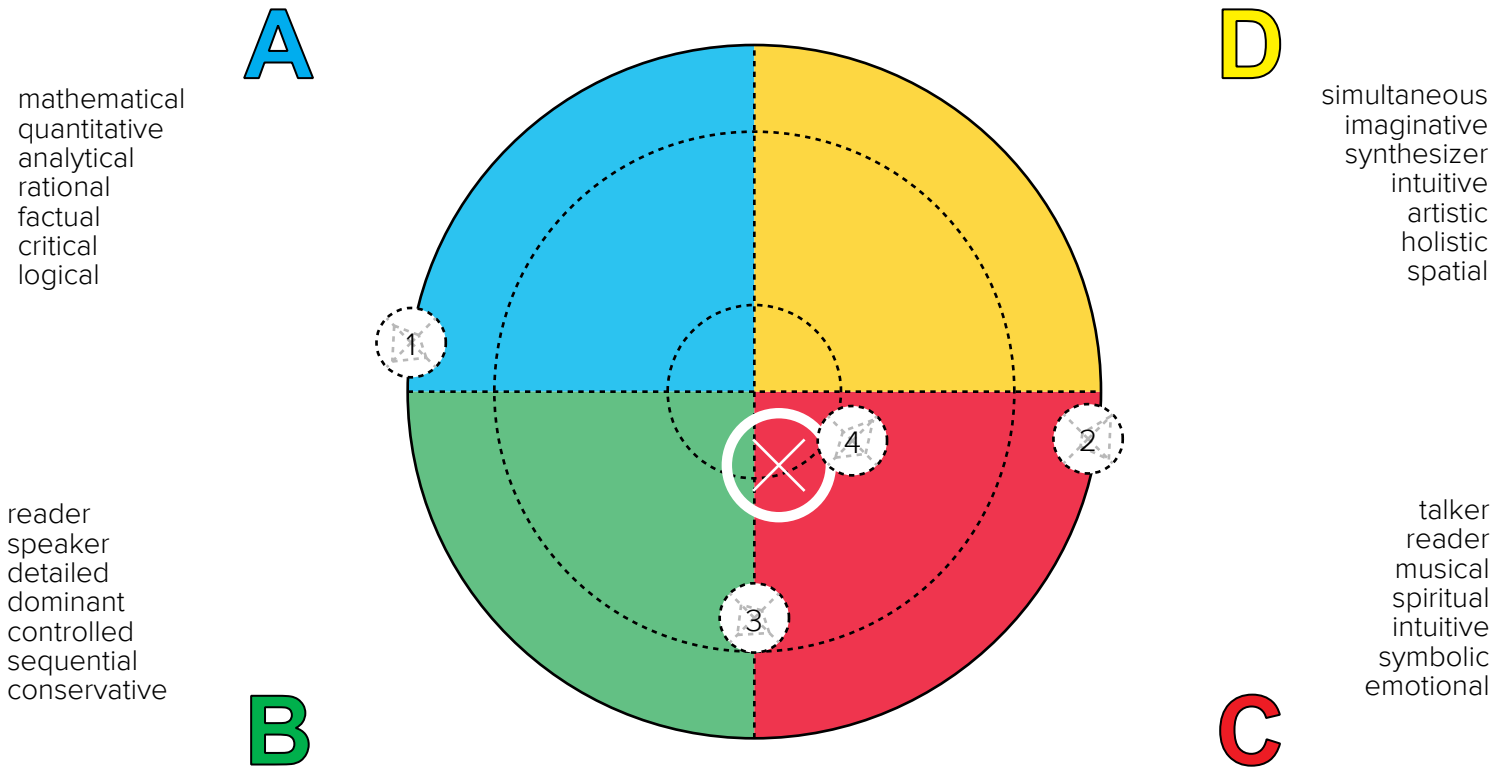
HBDI® Group Preference Map with Adjective Pairs

Scores



Adjective Pairs



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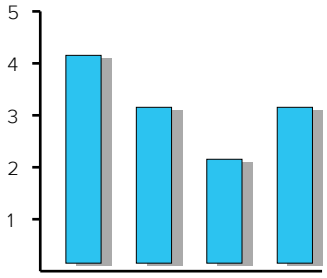
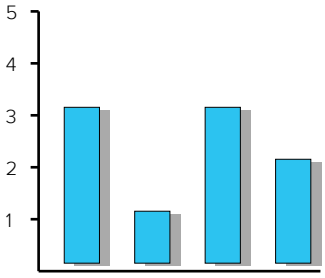
HBDI® Work Elements By Quadrant

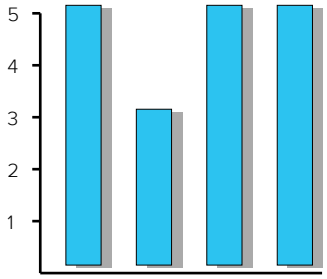
A



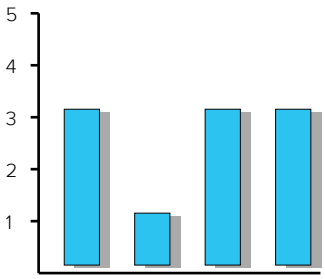
analytical



technical

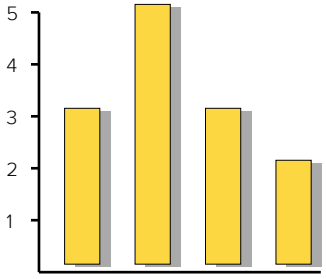


problem solving

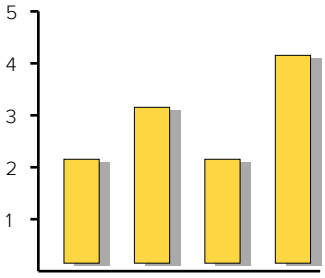


financial

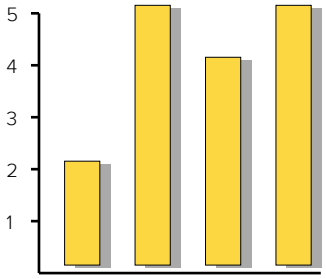
D



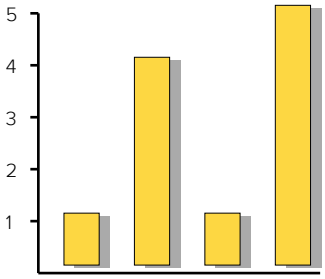
integration



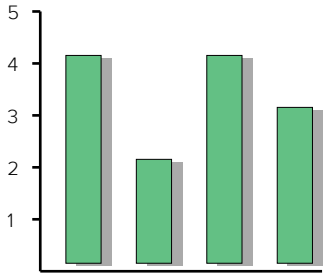
conceptualizing



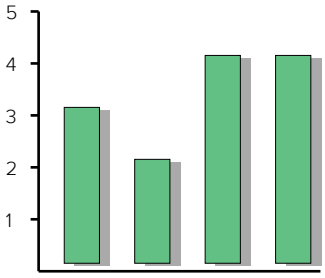
creative



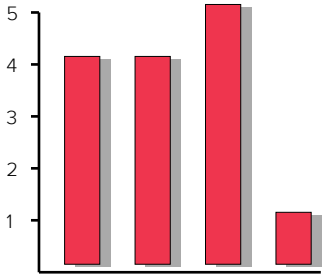
innovating



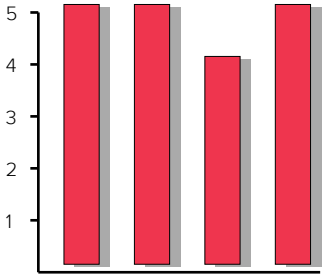
organization



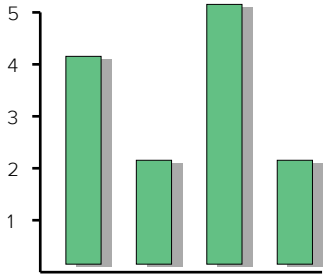
planning



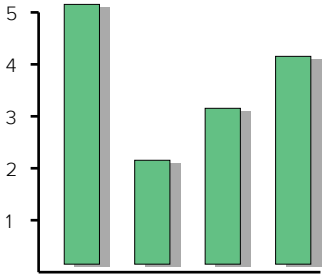
teaching/training



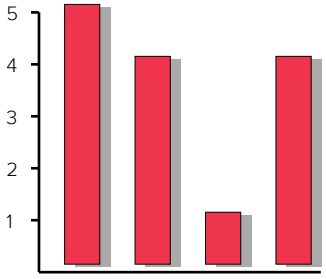
writing



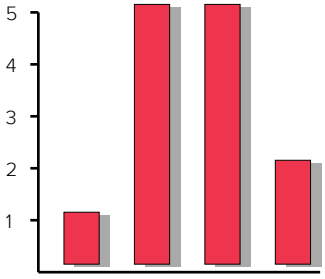
administrative



implementation



expressing



interpersonal

B

C

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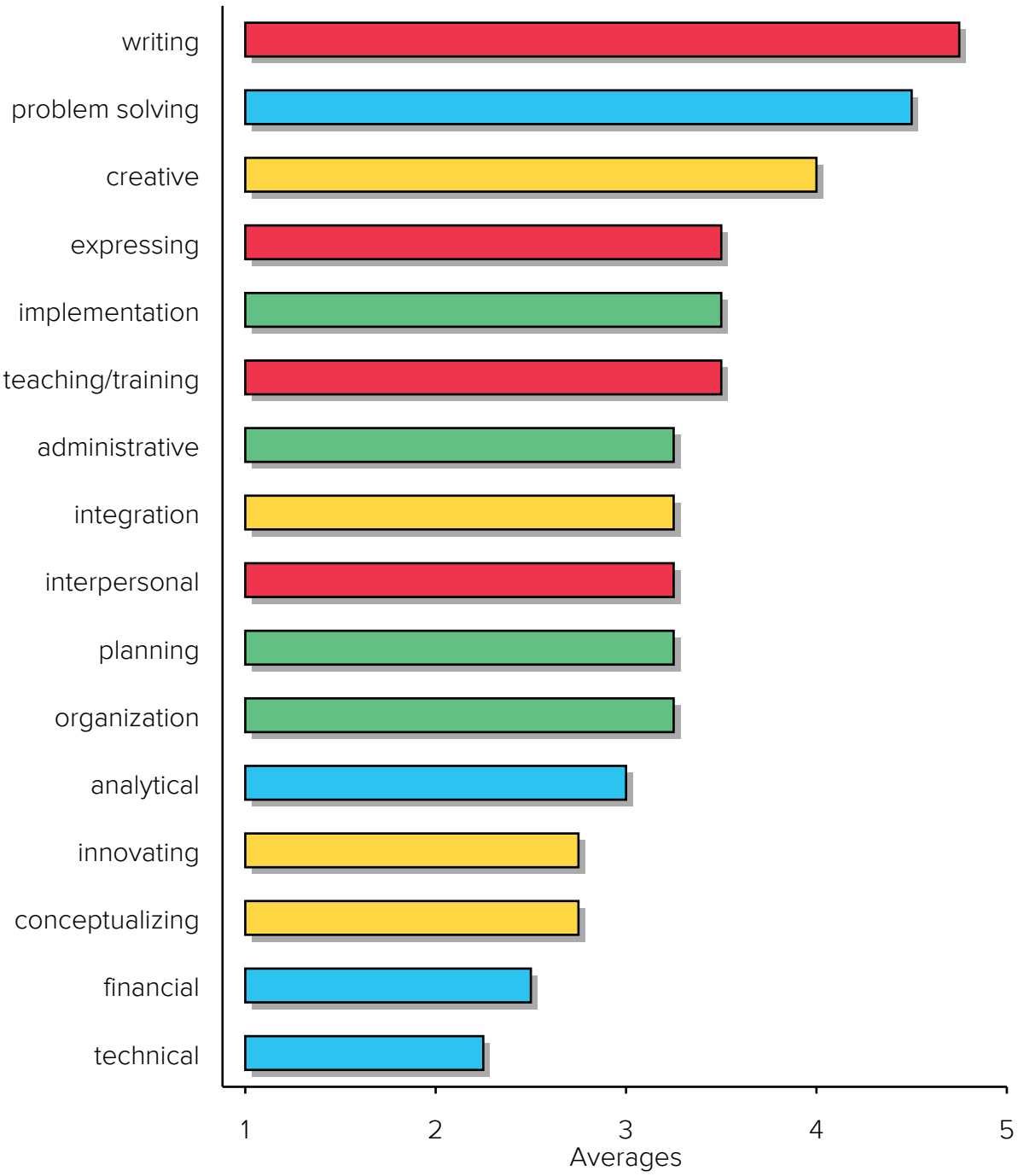
HBDI® Rank Order of Work Elements



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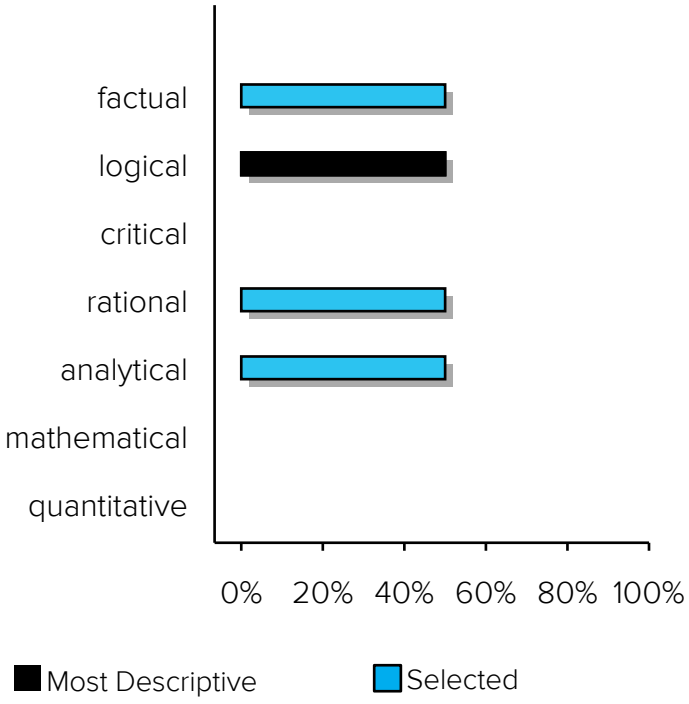
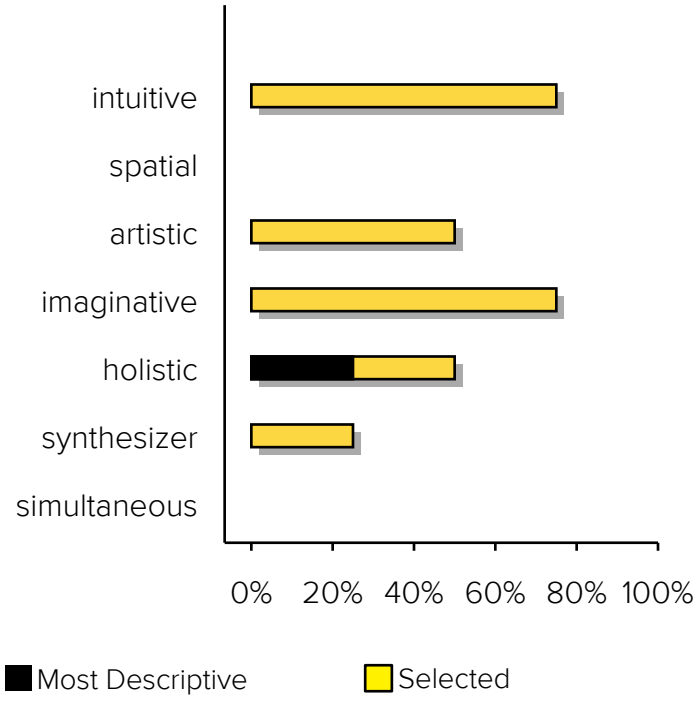
HBDI® Key Descriptors by Quadrant

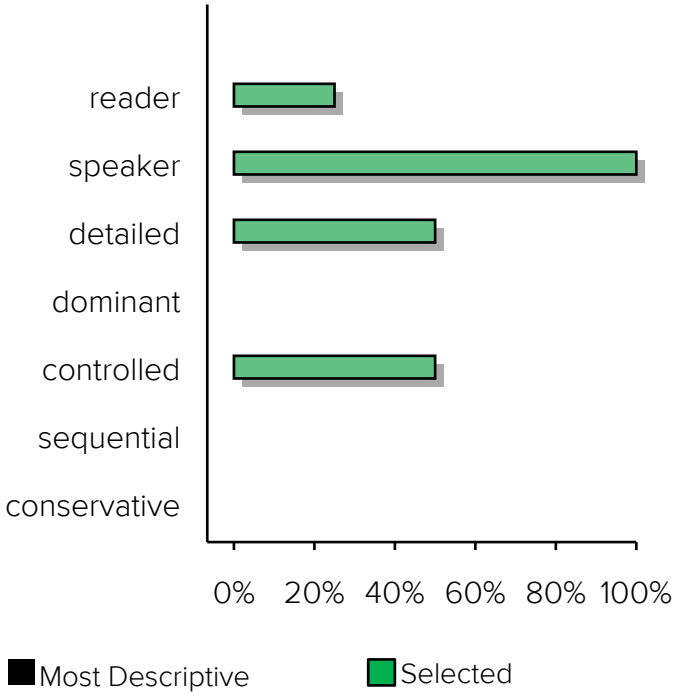
A



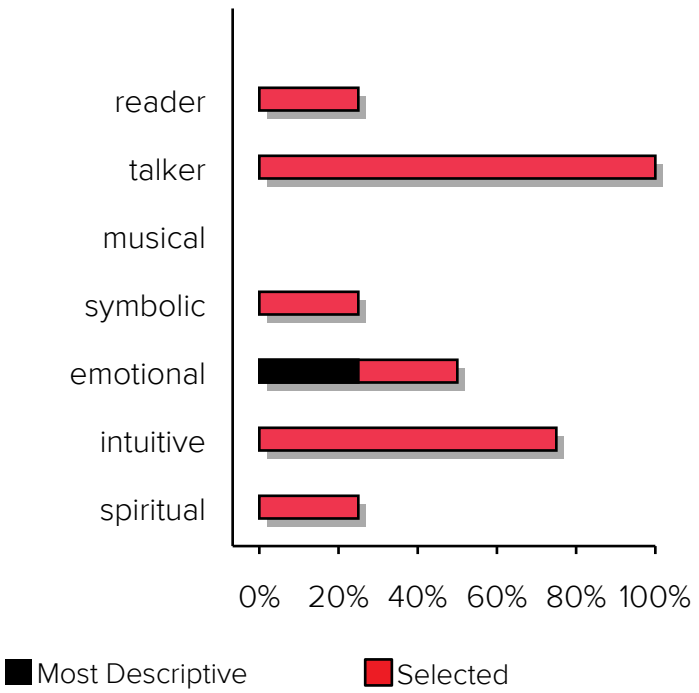
D



B



C



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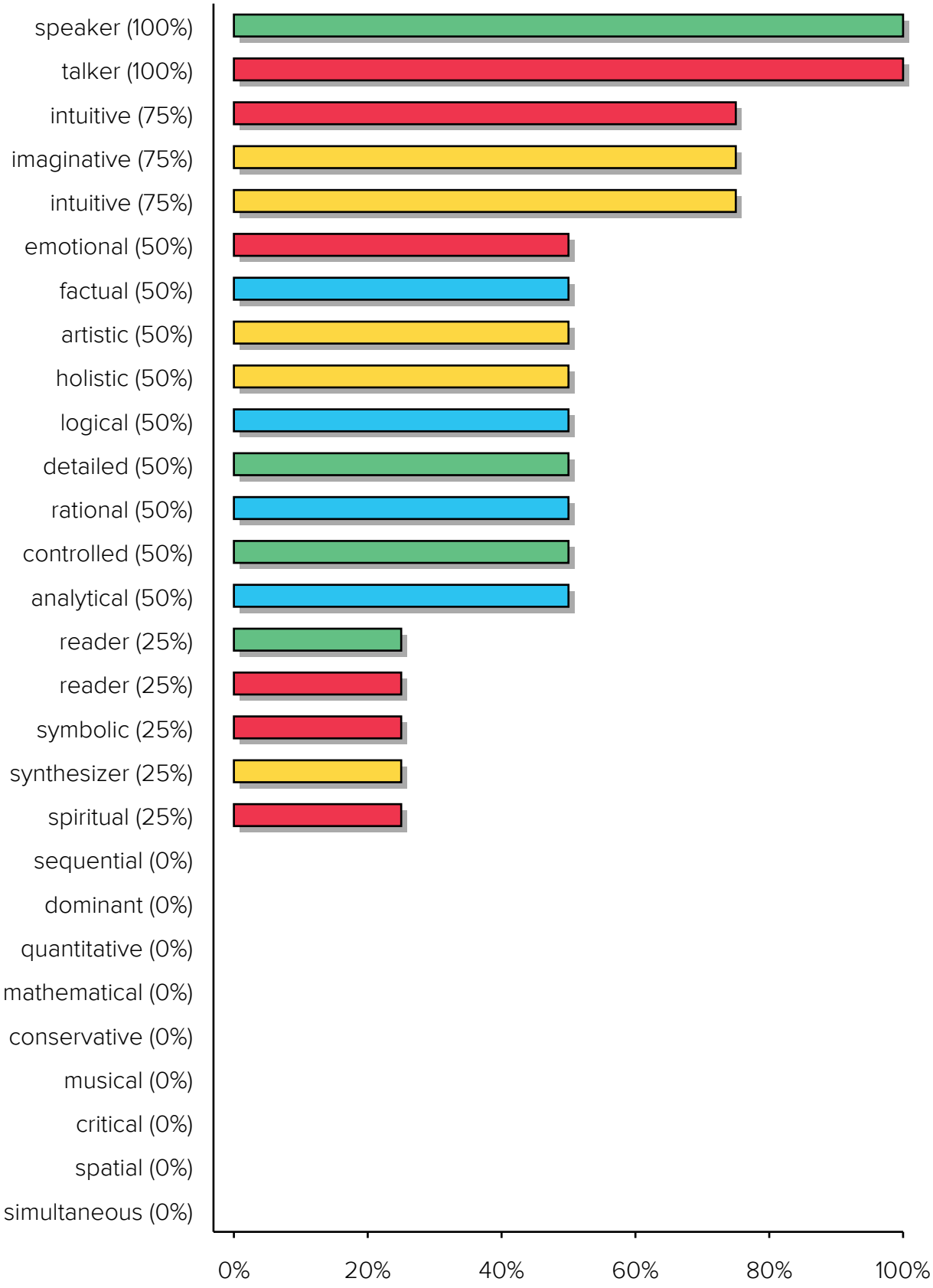
HBDI® Rank Order of Key Descriptors



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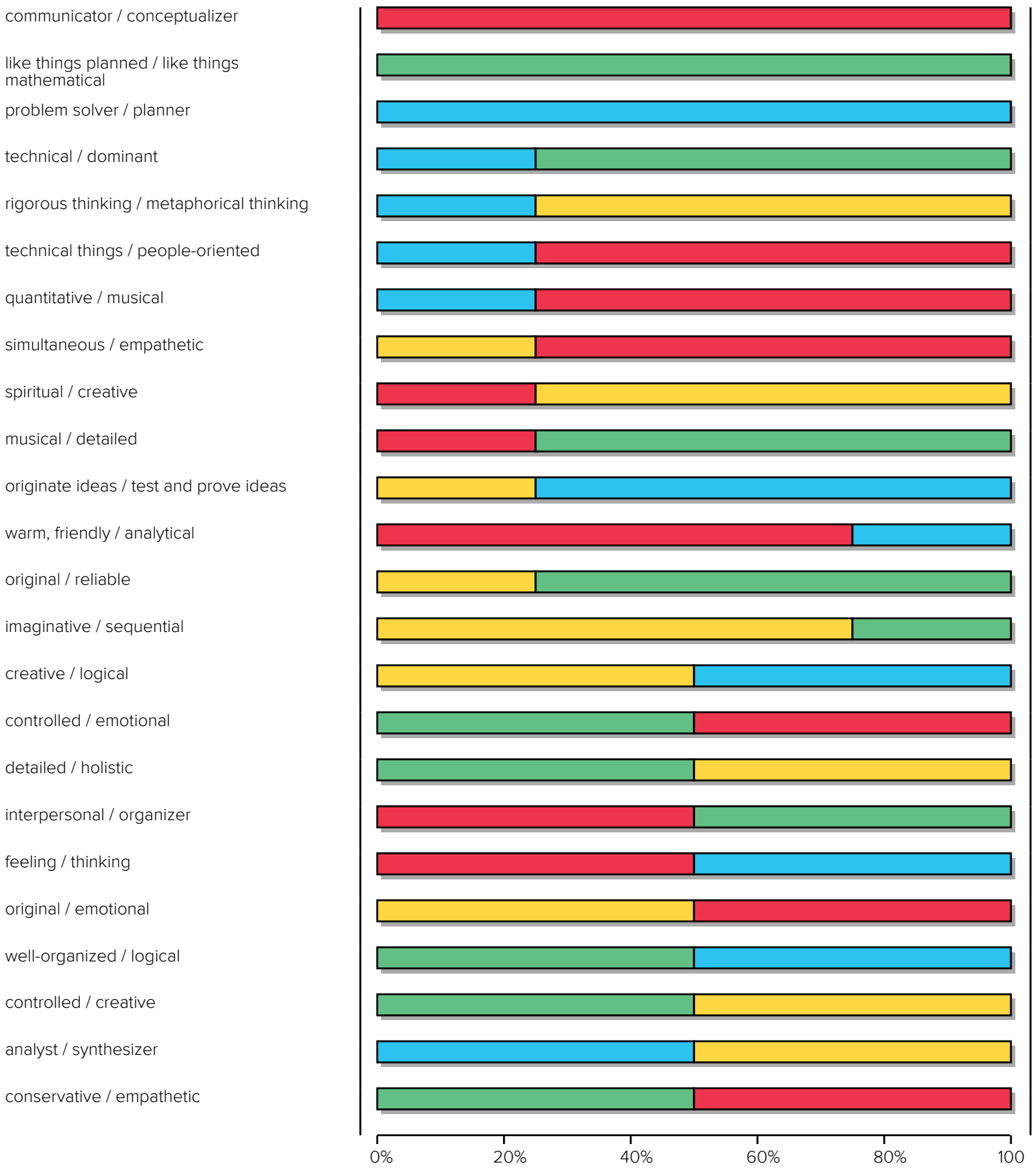
HBDI® Adjective Pairs Comparison



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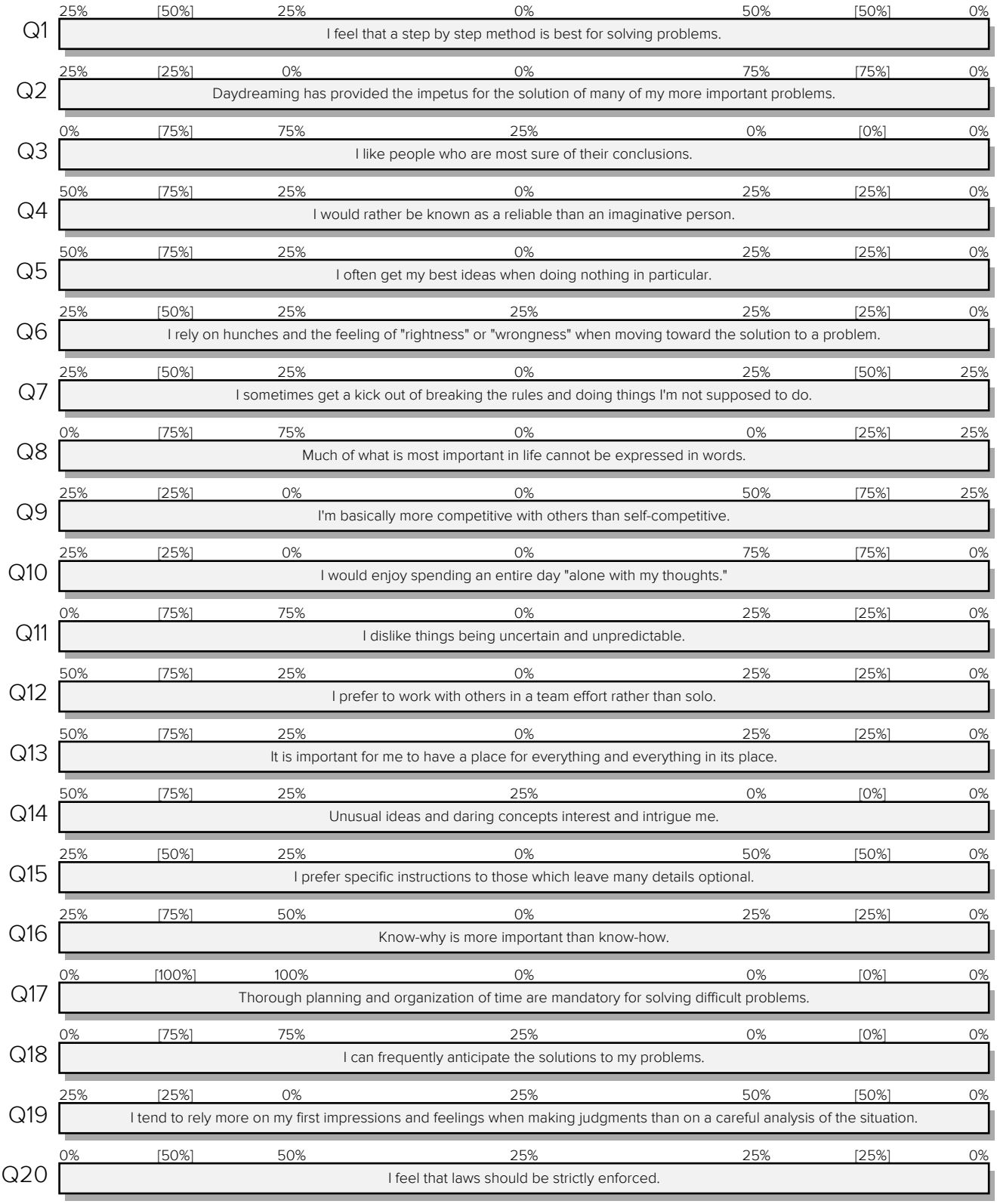
HBDI® Twenty Questions Comparison

Strongly Agree — Strongly Disagree



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	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
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

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