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# HBDI PAIR

Resolve Conflicts, Build Synergy, Leverage Thinking Diversity

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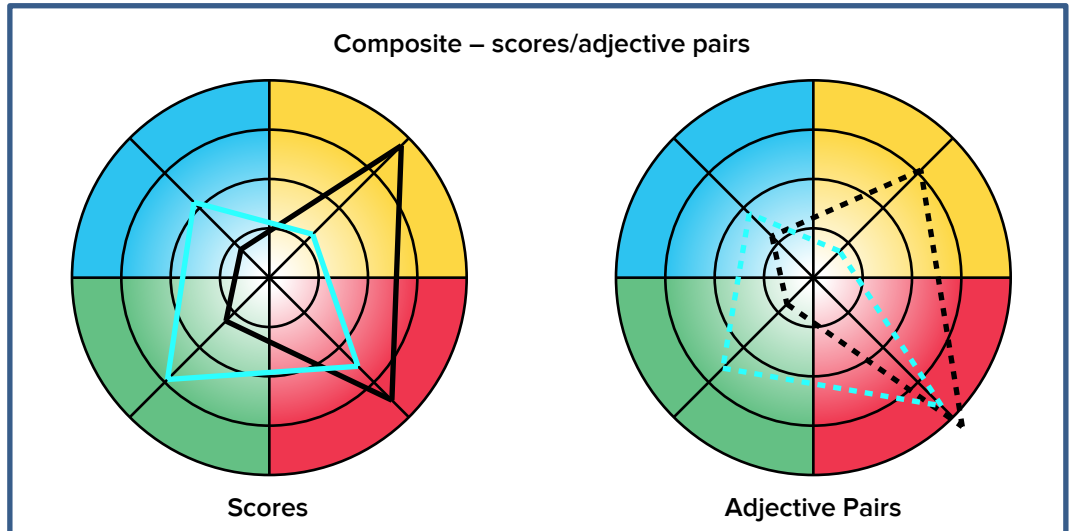
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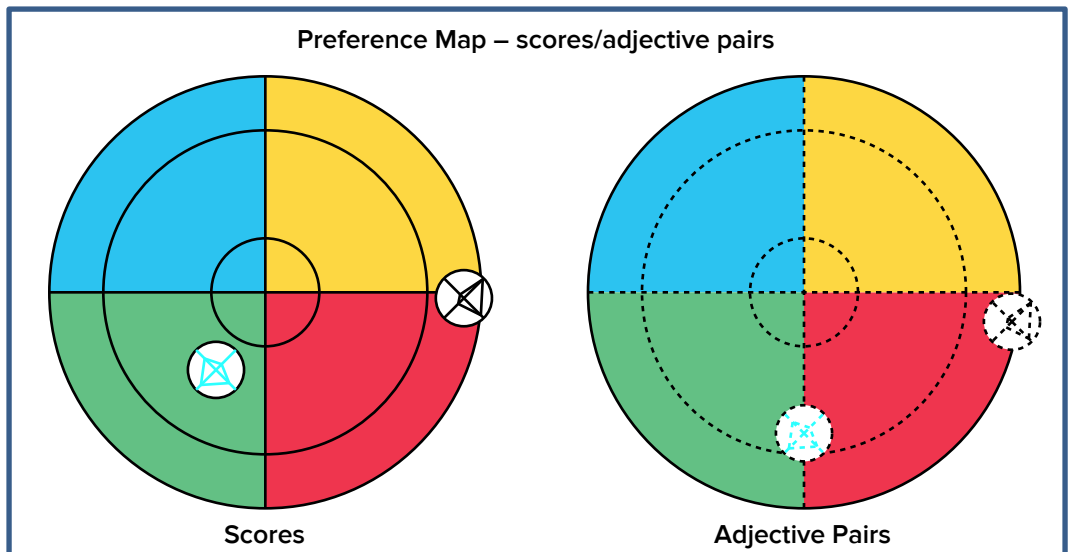


# HBDI® Comparison of general & adjective pairs scores

BLACK: TYLER FITZGERALD  
 CYAN: RICHARD HUBER

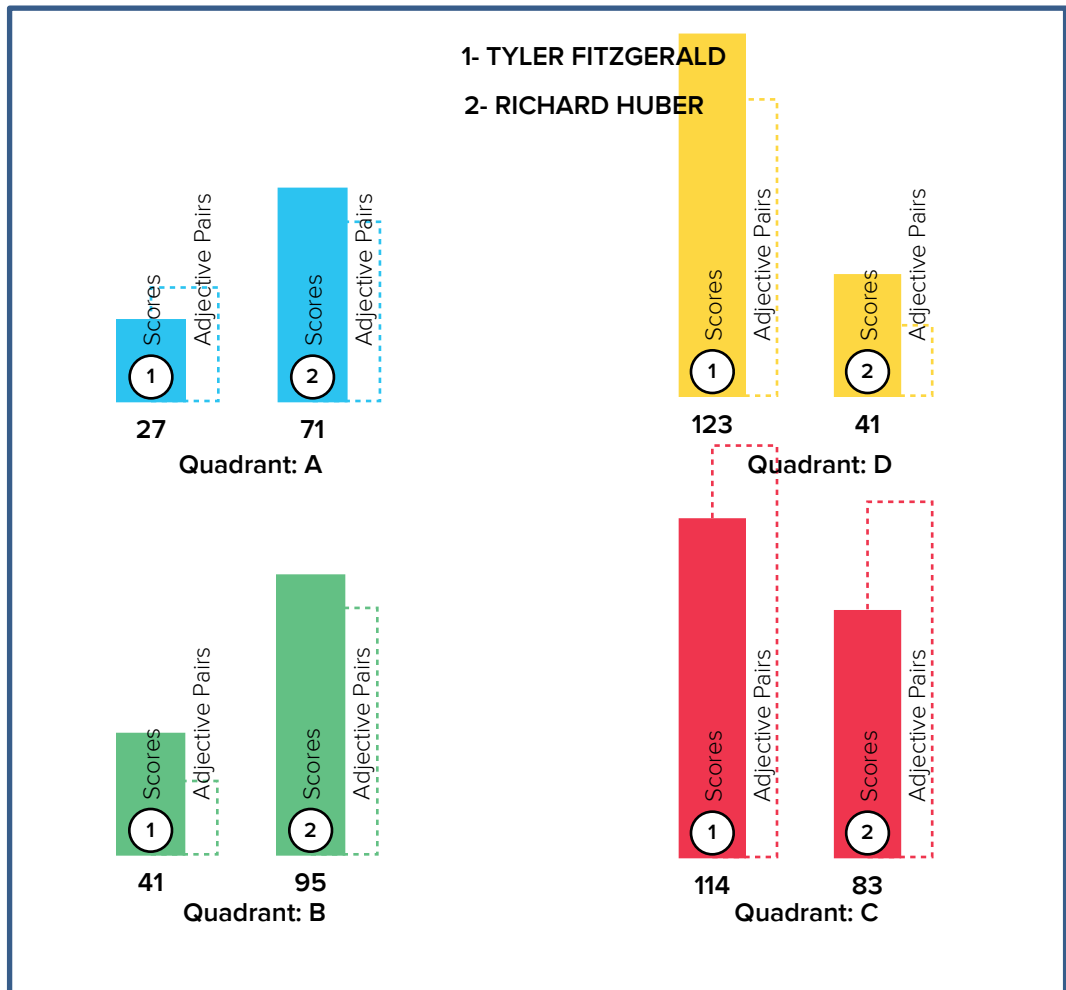


	Scores				Preference Code				Adjective Pairs			
	A	B	C	D	A	B	C	D	A	B	C	D
TYLER FITZGERALD	27	41	114	123	3	2	1	1	3	2	11	8
RICHARD HUBER	71	95	83	41	1	1	1	2	5	7	10	2

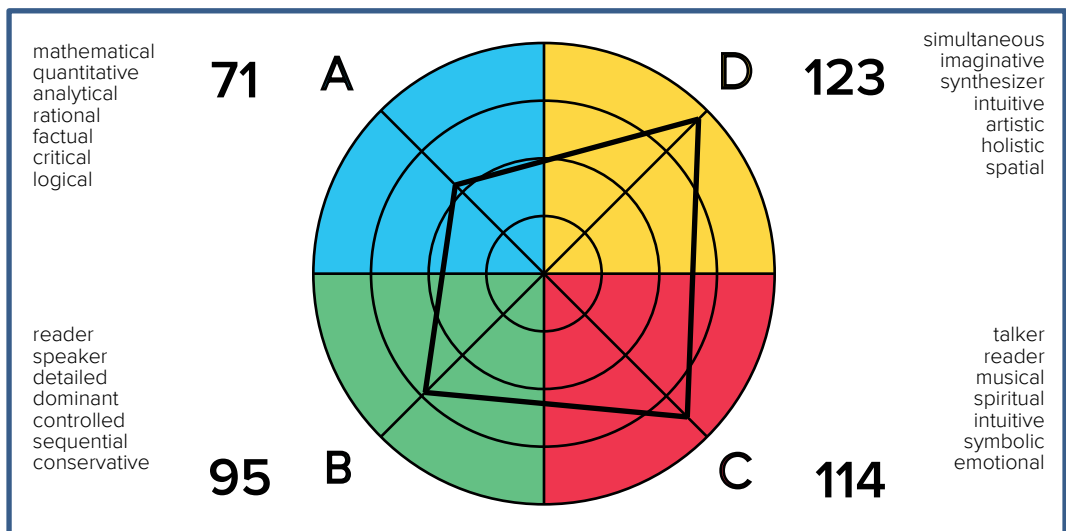




# HBDI® Comparison By Quadrant



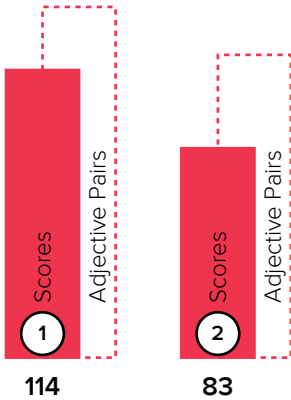
## Cumulated Pair Resources



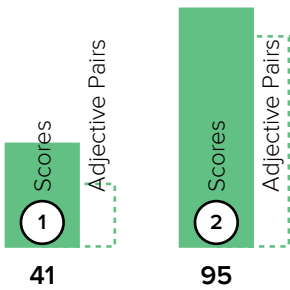


# HBDI® Pair Comparison by quadrant, by descending order of synchronization (1)

1: TYLER FITZGERALD  
2: RICHARD HUBER



Quadrant C: According to these scores, both TYLER FITZGERALD and RICHARD HUBER have an important preference for this Quadrant. These two individuals appreciate both the relational reciprocity, emotional safety, personal connection and communication modes, and both need relational reciprocity, emotional safety, personal connection and communication. Being given a less important alignment in the other Quadrants, TYLER FITZGERALD and RICHARD HUBER should use as much as possible the resources of the C Quadrant in their communication and their common work area. Thus, they have a distinct preference for the modes of this Quadrant: emotional, relational, interpersonal and the expression of ideas. For the 'pair' TYLER FITZGERALD and RICHARD HUBER the keywords from this Quadrant that have shared significance: human contact, emotion, sensitivity, sharing and personal engagement.

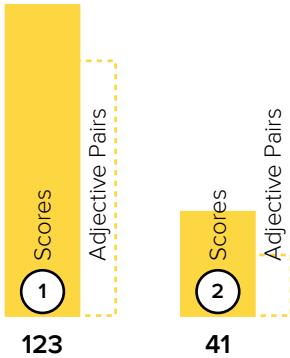


Quadrant B: There are few common points between RICHARD HUBER and TYLER FITZGERALD in this Quadrant. TYLER FITZGERALD could have some difficulties following RICHARD HUBER in the material safety and order mode. There is also a risk of misunderstanding by TYLER FITZGERALD about RICHARD HUBER's need for material safety and order. In the workplace, TYLER FITZGERALD should however rely upon the resources of RICHARD HUBER for the modes of the B Quadrant: organization, planning, administration and implementation. To communicate more effectively with RICHARD HUBER, TYLER FITZGERALD should refer to, in critical situations, the key words of the B Quadrant: cautiousness, organization, control, reliability and planning.

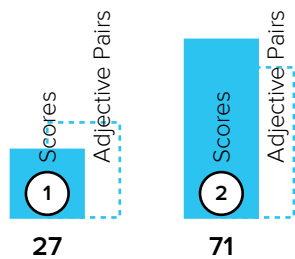


# Comparison by quadrant, by descending order of synchronization (2)

1: TYLER FITZGERALD  
2: RICHARD HUBER



Quadrant D: This is the second Quadrant where TYLER FITZGERALD and RICHARD HUBER are likely not to get along. RICHARD HUBER could not align spontaneously TYLER FITZGERALD in the novelty, space and innovation modes. RICHARD HUBER could have some difficulties to understand the need for novelty, space and innovation of TYLER FITZGERALD. At work, RICHARD HUBER should however regard as complementary the resources of TYLER FITZGERALD in the modes of the D Quadrant: " conceptual, holistic, intuition, synthesis and imagination. To communicate more effectively with TYLER FITZGERALD, RICHARD HUBER should refer to, in critical situations, the key words of the D Quadrant: imagination, innovation, creativity, big-picture and discovery.



Quadrant A: This is the third Quadrant where RICHARD HUBER and TYLER FITZGERALD present an important difference in their preferences. TYLER FITZGERALD may have some difficulties to follow RICHARD HUBER in the logical coherence, rational explanation and time factors modes. TYLER FITZGERALD will have perhaps some difficulties to understand the need for logical coherence, rational explanation and time factors of RICHARD HUBER. In the workplace, TYLER FITZGERALD should regard as complementary the resources of RICHARD HUBER in the register of the A Quadrant: logic, analysis, problem solving and technical. To communicate more effectively with RICHARD HUBER, TYLER FITZGERALD should refer to, in critical situations, the key words of the A Quadrant: facts, reason, technical, critical, performance and functionality.



## HBDI® Pair Synthesis

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To summarize, what follows are the four quadrants classified by descending order of synchronization:

This classification suggests the hierarchy that this 'pair' should use for better communication.

- 1 - C Quadrant: interpersonal and emotional
- 2 - B Quadrant: concrete and pragmatic
- 3 - D Quadrant: imaginative and conceptual
- 4 - A Quadrant: factual and analytical

*This preferential hierarchy results from the analysis of the overlap in each quadrant, and may not always be consistent or occur spontaneously for this 'pair'. Both individuals will naturally tend to use their own hierarchy of preferences.*

### Comparative table of the preferential hierarchy of each of the two individuals

#### TYLER FITZGERALD

- 1 - D 123: imaginative and conceptual
- 2 - C 114: interpersonal and emotional
- 3 - B 41: concrete and pragmatic
- 4 - A 27: factual and analytical

#### RICHARD HUBER

- 1 - B 95: concrete and pragmatic
- 2 - C 83: interpersonal and emotional
- 3 - A 71: factual and analytical
- 4 - D 41: imaginative and conceptual

It appears that the strongest preferences do not coincide in this 'pair'. Thus, in the workplace:

#### TYLER FITZGERALD:

- see 'the big picture',
- recognize new possibilities,
- integrate ideas & concepts,
- challenge established policies,
- synthesize unlike elements into a new whole,

#### RICHARD HUBER:

- find overlooked flaws,
- approach problems practically,
- maintain a standard of consistency,
- develop detailed plans/procedures,
- organize and keep track of data,



## HBDI® Pair Important Remarks

This 'pair' presents opposition along the diagonal axis B - D. While the greatest preference of RICHARD HUBER is for the concrete and pragmatic modes, TYLER FITZGERALD may neglect the practical aspects and the details as suggested by their lower score in the B Quadrant.

Conversely, TYLER FITZGERALD strongly prefers the imaginative and conceptual modes, whereas RICHARD HUBER, with the least important score in D, may avoid the new ideas and the big-picture.

While RICHARD HUBER may reject the novel solutions and risk taking of TYLER FITZGERALD, TYLER FITZGERALD may avoid the control and cautiousness of RICHARD HUBER.

The relations between RICHARD HUBER and TYLER FITZGERALD may sometimes be affected by a strong contrast resulting in miscommunication or disagreement.

*Nevertheless, these individuals may constitute a powerful 'pair' if they regard their differences as complementary, diverse resources.*

**The analysis of the Adjective pairs results reveals that under stress both RICHARD HUBER and TYLER FITZGERALD divert from their initial preferences. This comparative table shows the preferential hierarchy under pressure:**

TYLER FITZGERALD	RICHARD HUBER
1 - C 46%: interpersonal and emotional	1 - C 42%: interpersonal and emotional
2 - D 33%: imaginative and conceptual	2 - B 29%: concrete and pragmatic
3 - A 13%: factual and analytical	3 - A 21%: factual and analytical
4 - B 8%: concrete and pragmatic	4 - D 8%: imaginative and conceptual

*(Note: the percentages represent the distribution of the Adjective pairs results on the total of 24 points)*





# HBDI® Pair Work Elements Comparison

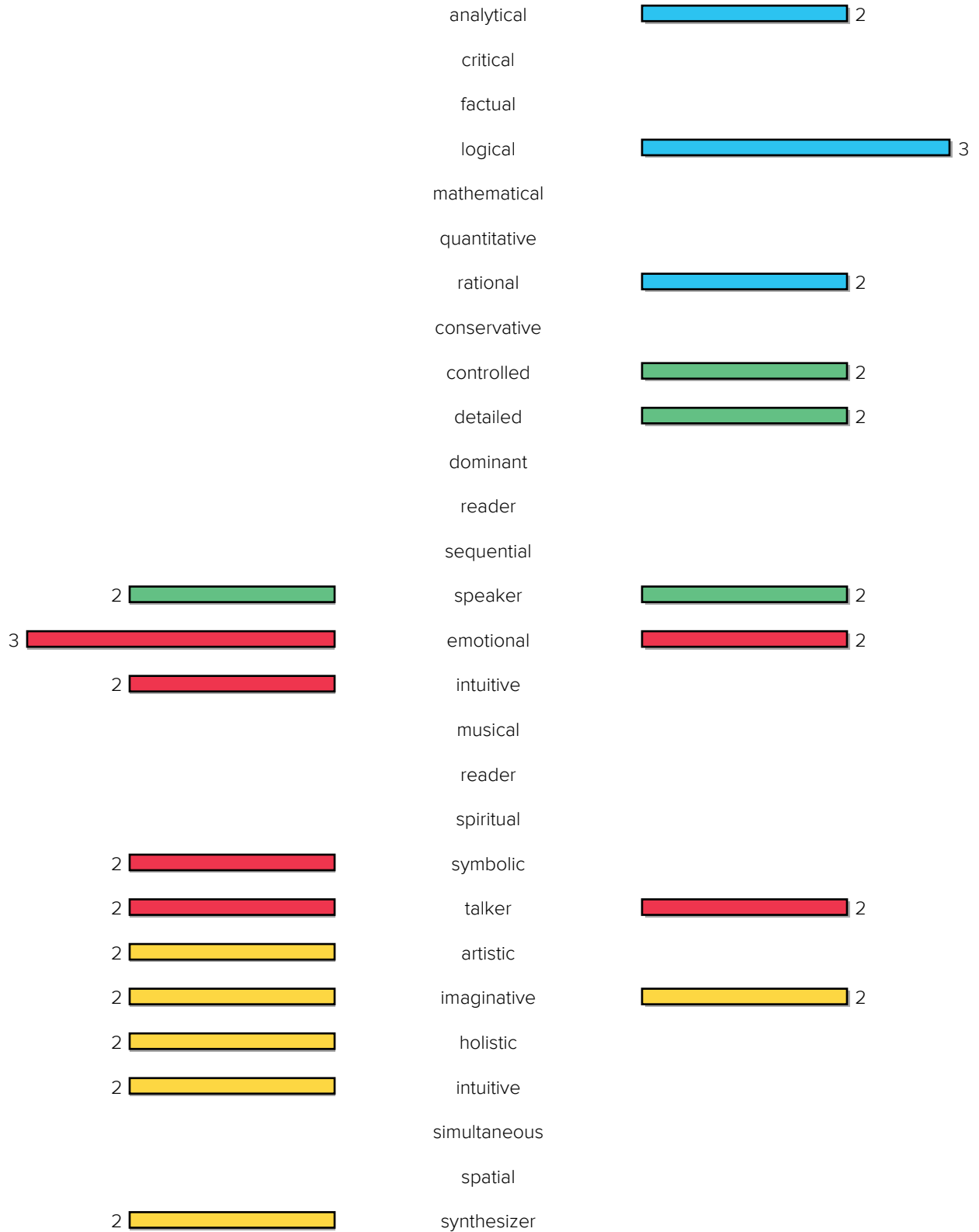




# HBDI® Pair Key Descriptors Comparison

TYLER FITZGERALD

RICHARD HUBER





# HBDI® Adjective Pairs Comparison

	TYLER FITZGERALD	RICHARD HUBER
conservative / empathetic	empathetic	empathetic
analyst / synthesizer	synthesizer	analyst
quantitative / musical	musical	musical
problem solver / planner	problem solver	problem solver
controlled / creative	creative	controlled
original / emotional	emotional	emotional
feeling / thinking	feeling	feeling
interpersonal / organizer	interpersonal	interpersonal
spiritual / creative	creative	creative
detailed / holistic	holistic	detailed
originate ideas / test and prove ideas	test and prove ideas	test and prove ideas
warm, friendly / analytical	warm, friendly	warm, friendly
imaginative / sequential	imaginative	imaginative
original / reliable	original	reliable
creative / logical	creative	logical
controlled / emotional	emotional	emotional
musical / detailed	musical	detailed
simultaneous / empathetic	empathetic	empathetic
communicator / conceptualizer	communicator	communicator
technical things / people-oriented	people-oriented	people-oriented
well-organized / logical	logical	well-organized
rigorous thinking / metaphorical thinking	metaphorical thinking	rigorous thinking
like things planned / like things mathematical	like things planned	like things planned
technical / dominant	dominant	dominant



# HBDI® Twenty Questions Comparison

TYLER FITZGERALD

RICHARD HUBER

