Great teams are comprised of great team members. Great team members are those who utilize their natural strengths to contribute to common team goals. Within a team, it is necessary for the individual team members to have complementary strengths, not the same strengths, thereby allowing the team to maximize their potential.

Any successful team effectively utilizes 3 types of team members: FINDERS, GRINDERS, and MINDERS. FINDERS bring in the business, shaking the trees to identify prospects and sell to them. GRINDERS do the business, preparing the proposals, asset allocations, and financial plans. MINDERS maintain the business, solidifying the client relationships by providing exceptional service.

To be good at what they do, Finders, Grinders, and Minders need to use different strengths. These strengths can be identified and demonstrated in the DISC model using the Team Success Insights Wheel. The Team Success Insights Wheel gives an overview of a person’s natural strengths in relationship to the 4 distinct aspects of DISC:

- **Dominance**: How one responds to problems and challenges
- **Influencing**: How one responds to people and influences them to their point of view
- **Steadiness**: How one responds to the pace of their environment and how they handle change
- **Compliance**: How one responds to rules and procedures set by others

FINDERS usually have HIGH D and/or HIGH I strengths. HIGH D people are energized by challenges, can overcome objections, and are very results-oriented, aggressive self-starters. HIGH I people are energized by verbal/social interaction, can motivate and inspire, and are very persuasive, enthusiastic, and optimistic.

GRINDERS usually have HIGH C and HIGH D or HIGH S strengths. HIGH C people are driven for accuracy and perfection, have high quality standards, and are very detail-oriented, analytical, and well-disciplined. HIGH D people, in addition to the previously mentioned characteristics, have a strong sense of urgency, are decisive, and excel at problem-solving. HIGH S people have strong listening skills, will follow-up and follow-through on responsibilities, and are methodical, logical, and steady.

MINDERS usually have HIGH S and/or HIGH I strengths. HIGH S people are driven for systems/processes, can build long-term relationships, and are very patient, reliable, loyal, and proactive. HIGH I people, in addition to the previously mentioned characteristics, have a desire to be seen as trustworthy and are natural mediators and negotiators.

The next page shows how FINDERS, GRINDERS and MINDERS relate to our Team Success Insights® Wheel. To profile your team, please contact us at 770.319.0310.
Does Your Team Have a Finder, Grinder and Minder?

Analysis of facts and data  
Accuracy  
Safety and security  
Clean, tidy workstation  
Procedures to follow  
High quality standards

Fact-based solutions  
Effective time management  
Efficient methodology  
Studying and solving problems  
Logical decisions  
Creative and original thinking

Results-oriented  
Firm, quick decision making  
Authority to carry out responsibilities  
Expedites action  
Challenging assignments  
Bold, aggressive actions

Diplomacy and cooperation  
Facts and data to analyze  
Guidelines to follow  
Routine work  
Adherence to standards  
Task orientation

Team Success Insights® Wheel

Implementor

Analyzer

Business Mgmt

Conductor

Sales

FGN

FIND

MIND

Supporter

Service

Admin/Ops

GRIND

Relationship Mgmt

Relater

Teamwork  
Coaching and counseling  
Service to others  
Harmonious work environment  
Security  
Assistance to customers

Testing of new ideas  
Results through people  
Persuasive communicator  
Enthusiasm  
Change agent

People contact  
Solutions to “people problems”  
Optimistic outlook  
Verbalizes thoughts and ideas  
Varied activities  
Mobility

Compliance  
Procedures

Coordination

Diplomacy and cooperation  
Facts and data to analyze  
Guidelines to follow  
Routine work  
Adherence to standards  
Task orientation

Change agent

Service

Promoter

People

To profile your team, please call Paragon Resources at 770.319.0310

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