

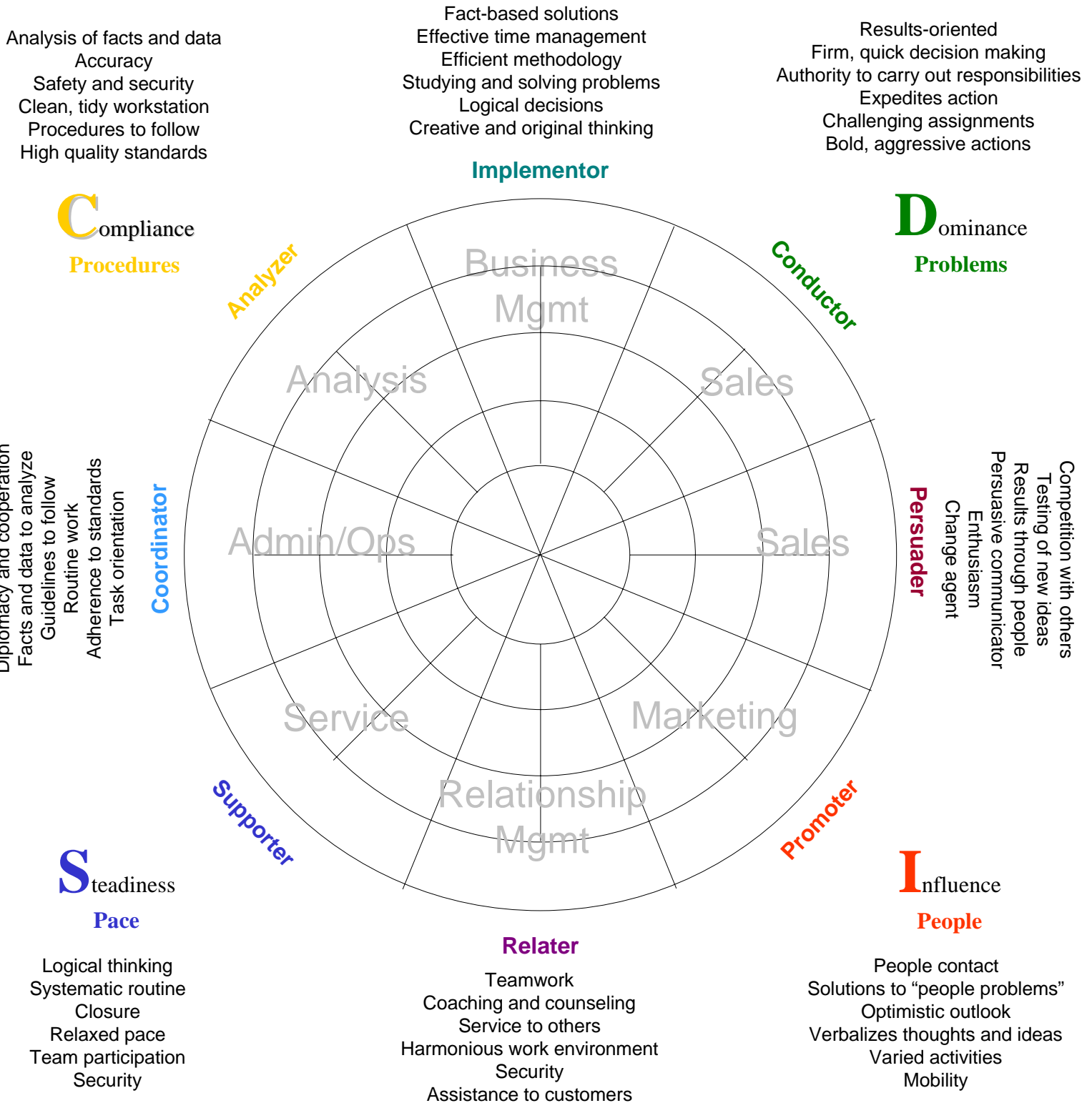
How to Create a Team Summary of the Managing For Success® Assessments

The Managing For Success® Assessments are indispensable tools for building an awareness of one's strengths and how to utilize them both professionally and personally. They are also the key to learning how to appreciate others and their contributions to a team. With this knowledge, team members can be more effective in communicating and working with others, and team leaders can build a more conducive working environment for their team. A "Team Summary" of the Managing For Success Assessments results is a helpful tool. Below are step-by-step instructions to create one for a team.

1. Obtain a copy of each team member's Employee-Manager Style Analysis™ (DISC) and Workplace Motivators™ (Motivators) or Personal Interests, Attitudes and Values™ computerized reports. If you do not have these assessments, please contact Paragon Resources at 770.319.0310 for assistance.
2. First, take the Employee-Manager Style Analysis™ (DISC) reports and turn to the page titled **THE SUCCESS INSIGHTS WHEEL**, the last page of each team member's report.
3. On this page, you will see plot points for both the Natural (●) and Adapted (★) behavioral styles. Note the placement of the Natural Style for each person.
4. On a blank copy of the **Team Success Insights Wheel** included in this document, write each team member's name in the place which corresponds to where their Natural Style is plotted.
5. Write your Team Name at the top of the page. This completes part one of your Team Summary.
6. Next, take the Workplace Motivators™ reports and turn to the page titled **MOTIVATION INSIGHTS™ GRAPH (Attitudes Graph)** near the end of each person's report. This page provides you with a rank order of each person's motivators.
7. On a blank copy of the **Team Workplace Motivators** chart included in this document, write each team member's name down in the first column.
8. In the row corresponding to each person's name, start by entering the motivator that is ranked 1st for each person using the three-letter abbreviations from the LEGEND. Repeat this step until you have entered all six motivators for each member of the team.
9. Next, turn to the page titled **Motivators (Attitudes) – Norms & Comparisons** in each person's report. Note the intensity level of all motivators that are listed as anything other than Mainstream. Now, on the **Team Workplace Motivators** chart, use different colored highlighters to highlight any motivators that are outside the Mainstream, including Passionate, Indifferent, and Extreme (positive or negative). Be sure to highlight the corresponding intensity in the LEGEND with its respective color.
10. Write your Team Name at the top of the page. This completes part two of your Team Summary.

Now, with two pages you have summarized your team's results of the Managing For Success Assessments. If you need any assistance in interpreting your team's assessments, please feel free to contact us at 770.319.0310.

Team Success Insights Wheel



Team Workplace Motivators

	1	2	3	4	5	6
	Strong		Situational		Indifferent	

THEORETICAL: search for or pursuit of knowledge and learning. **Interests:** continuing education, training, lifelong learning, research and analysis.
UTILITARIAN: utilization of time, money, and resources to achieve a measurable return on investment. **Interests:** practicality, efficiency, conservation.
AESTHETIC: appreciation and pursuit of form, harmony, beauty, and balance. **Interests:** personal growth, nature, fine arts, self-help, creativity.
SOCIAL: desire to eliminate pain and conflict. **Interests:** helping others, championing worthy causes, charities, community activities, volunteer work.
INDIVIDUALISTIC: pursuit of power to lead, direct, and control self and others toward success. **Interests:** leadership roles, strategizing, authority.
TRADITIONAL: search for the highest meaning of life. **Interests:** religion, principled-living, converting others to a system for living, upholding traditions.

LEGEND

THE: Theoretical
 UTI: Utilitarian
 AES: Aesthetic
 Indifferent
 Extreme -

SOC: Social
 IND: Individualistic
 TRA: Traditional
 Passionate
 Extreme +

