The Fun Team Performance Report Analysis

Why do we call this team the Fun Team? You'll discern this jovial name as you analyze the team's scores, Traits, and results vs relationship mix.

This is an actual team that we've trained in the past, and it will serve as a good case study for your further exploration of team dynamics with **DNA Behavior**. Using the case study below and your knowledge from the **Leadership Behavior DNA** book, put yourself in the role of a trainer or consultant and review their 8 Factors and 16 Traits to consider this team's array of talents. Then, respond to these questions.

From experience, we can tell you that *your* analysis will likely be very accurate.

Use this list of questions to analyze this team, type your answers in the spaces provided below, and then save your document on your computer or device.

1. **Where are the team's most obvious talents? (Which Traits contain the most members?)**

    a. Does the team's most dominant Traits tend to be more Results-oriented or Relationship-oriented?

    b. Given these talents, what types of work might this team be best suited for?

    c. In what types of work might they struggle?

2. **What are the strongest Traits of the team leader, Jatavis Sanders (bolded in the report below)?**

    a. How do you think those Traits will impact the way the team functions?

    b. Pick another person with different Traits and consider what impact that might have on the team if he/she were team leader.

3. **What Struggles would you expect this team might have?**

    a. How would you anticipate those struggles will impact their work?

4. **What issues do you think this team might have in collaborating with other teams whose talents/strengths are quite different?**

5. **Is this a good team or a bad team?**

The DNA Performance Team Report for the Fun Team
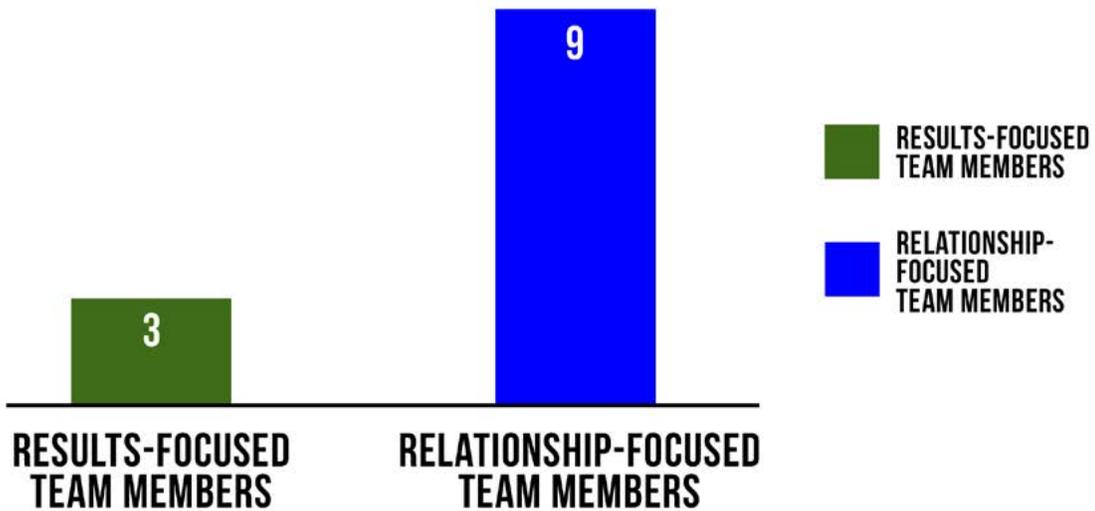
Unique DNA Natural Behavior Styles in the Fun Team

The DNA Team Performance Report provides key insights into how your team can navigate the human differences building a sound working relationship together. The report reflects the different natural behavior styles of the team members. Natural behavior will generally remain consistent over time as it is the core of who your team members are. However, the report does not reflect how your team members may from time to time modify their behavior in certain situations based on experiences, education, and values.

The DNA Natural Behavior Style and two strongest behavioral factors for each member of the team are shown in the table below. The team leader has been highlighted in bold throughout this report.

TEAM MEMBER	DNA NATURAL BEHAVIOR STYLE	STRONGEST BEHAVIOR FACTOR 1	STRONGEST BEHAVIOR FACTOR 2
Matt Morris	Community Builder	Outgoing	Trusting
Mary Davis	Community Builder	Content	Cautious
Lee Nguyen	Community Builder	Content	Outgoing
Elizabeth Smith	Engager	Content	Cooperative
Lisa Powell	Engager	Content	Outgoing
Jose Santiago	Engager	Content	Trusting
Tammy Miller	Influencer	Spontaneous	Risk-Taker
Jatavis Sanders	Initiator	Creative	Fast-Paced
Fred Baker	Reflective Thinker	Planned	Skeptical
Ralph Harris	Relationship Builder	Content	Spontaneous
Nancy Carter	Relationship Builder	Patient	Cooperative
Benjamin Clark	Stylish Thinker	Anchored	Cooperative

Summary of the Fun Team's Natural Behavior for Building Relationships and Getting Results

The following graph shows the number and percentage of individuals in the team that are Results Focused and Relationship Focused. Overall, this will indicate the team's natural tendency towards building relationships and motivations to getting results. A Results Focused team will be more task oriented, while a Relationship Focused team wil be more human engagement oriented.

RESULTS VS. RELATIONSHIP FOCUSED SUMMARY

RESULTS-FOCUSED	RELATIONSHIP-FOCUSED
Jatavis Sanders Tammy Miller Fred Baker	Benjamin Clark Ralph Harris Matt Morris Lisa Powell Jose Santiago Elizabeth Smith Lee Nguyen Mary Davis Nancy Carter

TOTAL NUMBER OF TEAM MEMBERS:	12
RESULTS-FOCUSED TEAM MEMBERS:	3
RELATIONSHIP-FOCUSED TEAM MEMBERS:	9

COMMAND: FACTOR 1

Left Side Trait	MID RANGE	Right Side Trait
COOPERATIVE (PRACTICAL)		**TAKE CHARGE** (VISIONARY)
• 38 - Jose Santiago	• 46 - Matt Morris	• 60 - Tammy Miller
• 38 - Elizabeth Smith	• 48 - Fred Baker	
• 40 - Benjamin Clark	• 48 - Ralph Morris	
• 41 - Nancy Carter	• 51 - Lisa Powell	
• 45 - Mary Davis	• 53 - **Jatavis Sanders**	
	• 53 - Lee Nguyen	

PEOPLE: FACTOR 2

Left Side Trait	MID RANGE	Right Side Trait
RESERVED (FOCUSED)		**OUTGOING** (EXPRESSIVE)
• 42 - Fred Baker	• 45 - **Jatavis Sanders**	• 59 - Elizabeth Smith
• 43 - Nancy Carter	• 52 - Ralph Harris	• 61 - Jose Santiago
	• 53 - Benjamin Clark	• 63 - Lisa Powell
	• 54 - Tammy Miller	• 66 - Lee Nguyen
	• 55 - Mary Davis	• 71 - Matt Morris

PATIENCE: FACTOR 3

Left Side Trait	MID RANGE	Right Side Trait
FAST-PACED (LOGICAL)		**PATIENT** (TOLERANT)
• 37 - **Jatavis Sanders**	• 47 - Fred Baker	• 56 - Mary Davis
• 39 - Tammy Miller	• 50 - Lisa Powell	• 56 - Lee Nguyen
	• 53 - Elizabeth Smith	• 56 - Benjamin Clark
	• 54 - Jose Santiago	• 58 - Matt Morris
	• 54 - Ralph Harris	• 63 - Nancy Carter

STRUCTURE: FACTOR 4

Left Side Trait	MID RANGE	Right Side Trait
SPONTANEOUS (INSTINCTIVE)		**PLANNED** (SYSTEMATIC)
• 34 - Tammy Miller	• 45 - Lisa Powell	• 57 - Benjamin Clark
• 36 - Matt Morris	• 45 - Elizabeth Smith	• 67 - Fred Baker
• 40 - Lee Nguyen	• 46 - **Jatavis Sanders**	
• 42 - Ralph Harris	• 47 - Jose Santiago	
	• 52 - Mary Davis	
	• 52 - Nancy Carter	

← STRONGER —— MILD —— STRONGER →

TRUST: FACTOR 5

Left Side Trait	MID RANGE	Right Side Trait
SKEPTICAL (QUESTIONING)		**TRUSTING (BELIEVING)**
• 39 - Fred Baker • 44 - **Jatavis Sanders**	• 50 - Tammy Miller • 55 - Nancy Clark • 55 - Benjamin Clark	• 56 - Mary Davis • 56 - Lisa Powell • 56 - Ralph Harris • 61 - Elizabeth Smith • 61 - Lee Nguyen • 63 - Jose Santiago • 69 - Matt Morris

PIONEER: FACTOR 6

Left Side Trait	MID RANGE	Right Side Trait
CONTENT (BALANCED)		**PIONEERING (GOAL ORIENTED)**
• 29 - Lee Nguyen • 30 - Lisa Powell • 32 - Elizabeth Smith • 33 - Mary Davis • 35 - Matt Morris • 35 - Jose Santiago • 38 - Ralph Harris • 43 - Nancy Carter	• 47 - Fred Baker • 50 - Benjamin Clark	• 56 - Tammy Miller • 56 - **Jatavis Sanders**

RISK: FACTOR 7

Left Side Trait	MID RANGE	Right Side Trait
CAUTIOUS (CONSERVATIVE)		**RISK-TAKER (COURAGEOUS)**
• 35 - Lee Nguyen • 41 - Nancy Carter • 41 - Benjamin Clark • 42 - Mary Davis • 42 - Lisa Powell • 42 - Jose Santiago • 44 - Matt Morris	• 48 - Fred Baker • 50 - Ralph Harris • 53 - Elizabeth Smith	• 62 - Tammy Miller • 62 - **Jatavis Sanders**

CREATIVE: FACTOR 8

Left Side Trait	MID RANGE	Right Side Trait
ANCHORED (CONSISTENT)		**CREATIVE (ORIGINAL)**
• 39 - Benjamin Clark	• 48 - Matt Morris • 48 - Nancy Carter • 51 - Fred Baker • 52 - Lee Nguyen • 53 - Mary Davis • 55 - Ralph Harris	• 56 - Jose Santiago • 57 - Tammy Miller • 58 - Elizabeth Smith • 61 - Lisa Powell • 66 - **Jatavis Sanders**

← STRONGER —————— MILD —————— STRONGER →

The Team Performance Report is mentioned in the book, *Leadership Behavior DNA*.
This report is available to train your team. Learn more at www.LeadershipBehaviorDNA.com/Book.