GROUP GRAPH

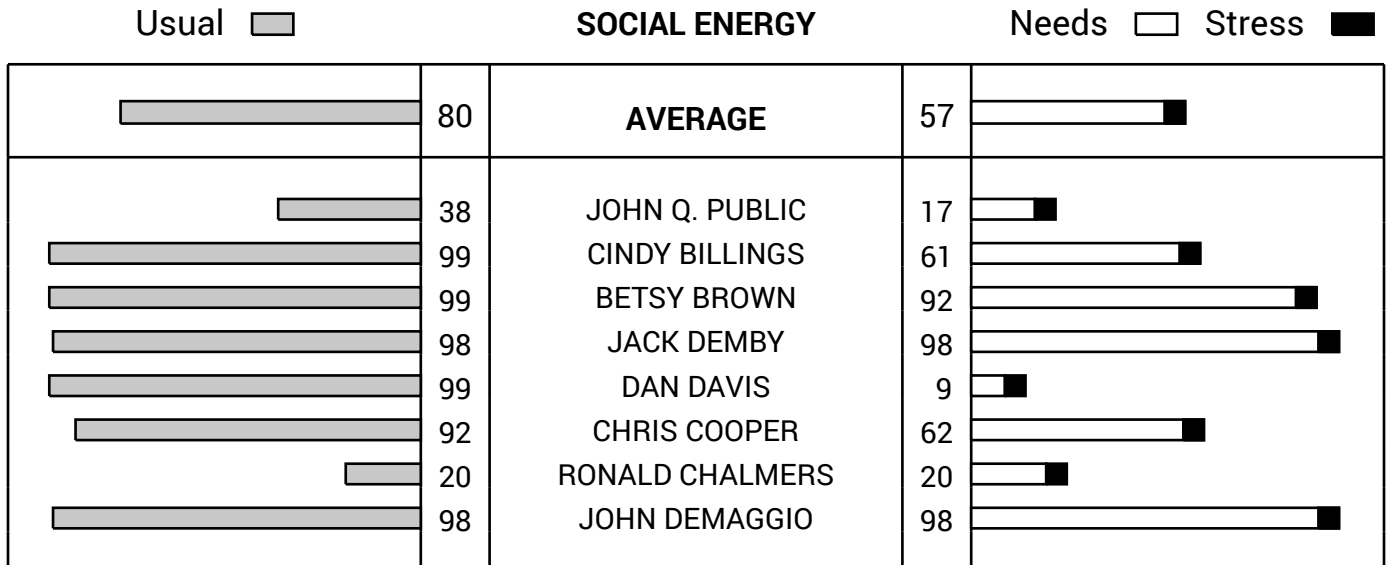| Usual ▭		SOCIAL ENERGY		Needs ▯ Stress ■
▭	80	**AVERAGE**	57	▯■
▭	38	JOHN Q. PUBLIC	17	▯■
▭	99	CINDY BILLINGS	61	▯■
▭	99	BETSY BROWN	92	▯■
▭	98	JACK DEMBY	98	▯■
▭	99	DAN DAVIS	9	▯■
▭	92	CHRIS COOPER	62	▯■
▭	20	RONALD CHALMERS	20	▯■
▭	98	JOHN DEMAGGIO	98	▯■

▭
USUAL BEHAVIOR
Low: Independent, one-on-one communicator, selectively sociable
High: Encourages group and team efforts, socially at ease

▯
UNDERLYING NEEDS
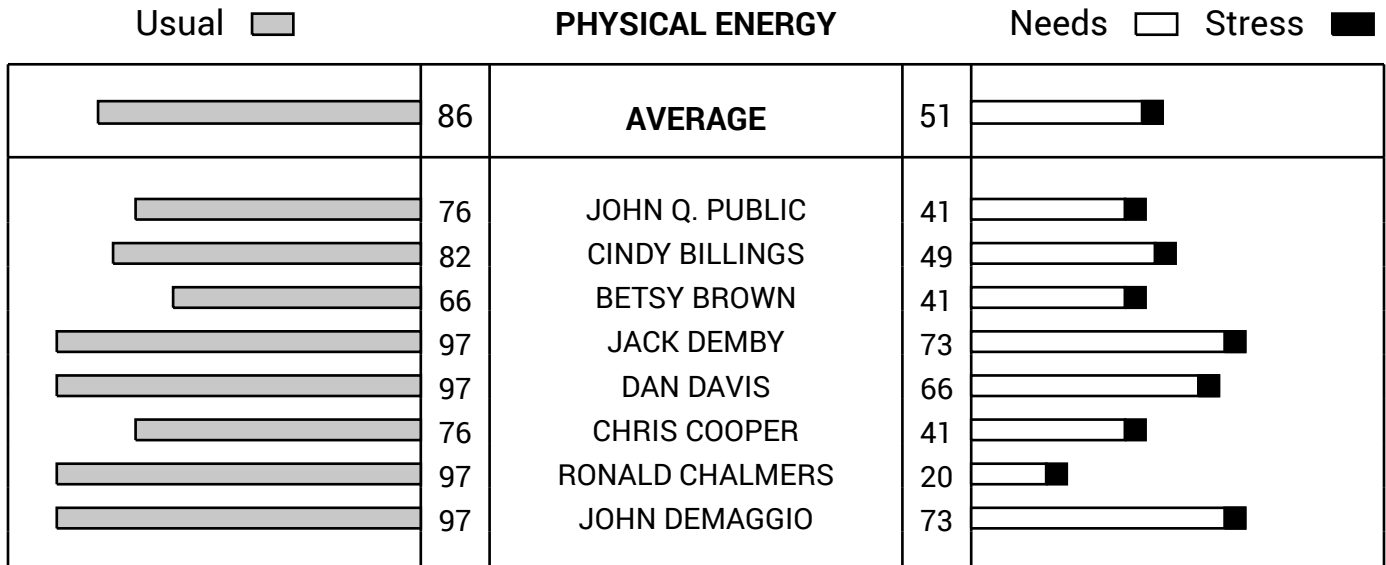Low: Opportunities to be and work alone, freedom from social demands
High: Support from groups, casual interactions, a broad social group

■
STRESS BEHAVIOR
Low: Impatient with social demands and group dynamics
High: Dependent on group approval, values the group more than the individuals

GROUP GRAPH

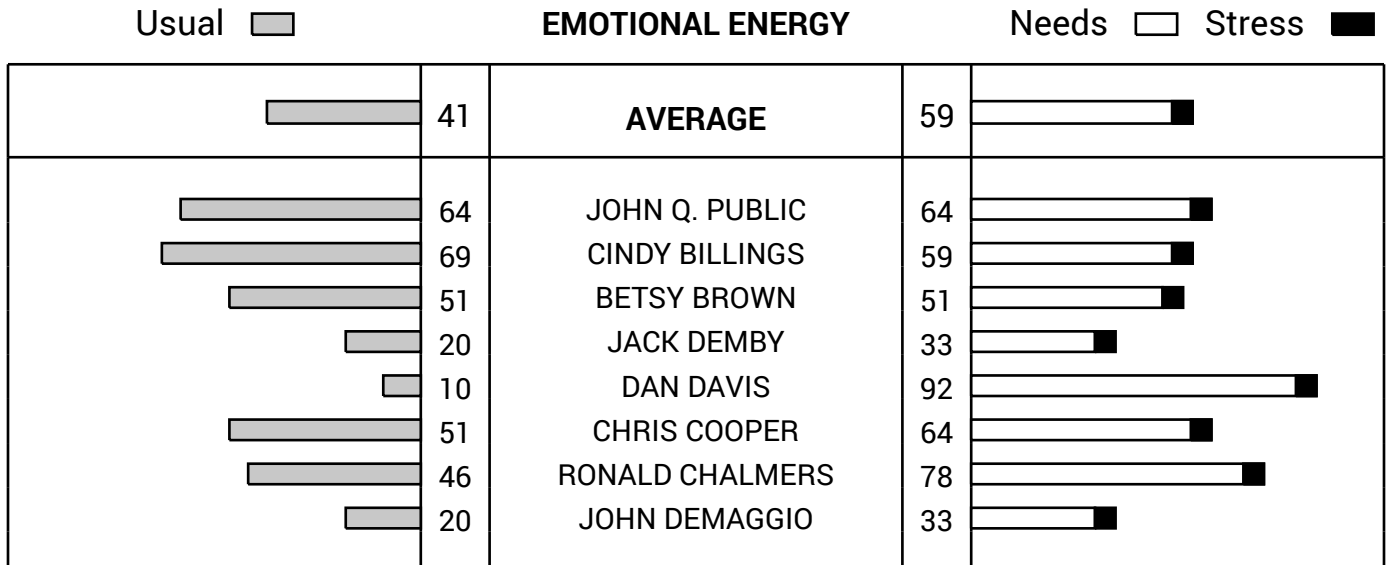| Usual ▭		PHYSICAL ENERGY		Needs ▭ Stress ■
	86	**AVERAGE**	51	
	76	JOHN Q. PUBLIC	41	
	82	CINDY BILLINGS	49	
	66	BETSY BROWN	41	
	97	JACK DEMBY	73	
	97	DAN DAVIS	66	
	76	CHRIS COOPER	41	
	97	RONALD CHALMERS	20	
	97	JOHN DEMAGGIO	73	

USUAL BEHAVIOR
Low: Efficient in using energies, balances action with thought
High: Physically active and industrious, responds immediately and vigorously

UNDERLYING NEEDS
Low: Freedom to set own pace, time for quiet reflection and stimulation of ideas
High: Opportunities for varied physical action, social outlets for energy

STRESS BEHAVIOR
Low: Exhaustion from prolonged physical demands, magnifies tediousness of projects
High: Acts without thinking, busy for the sake of it, generates restless tension

GROUP GRAPH

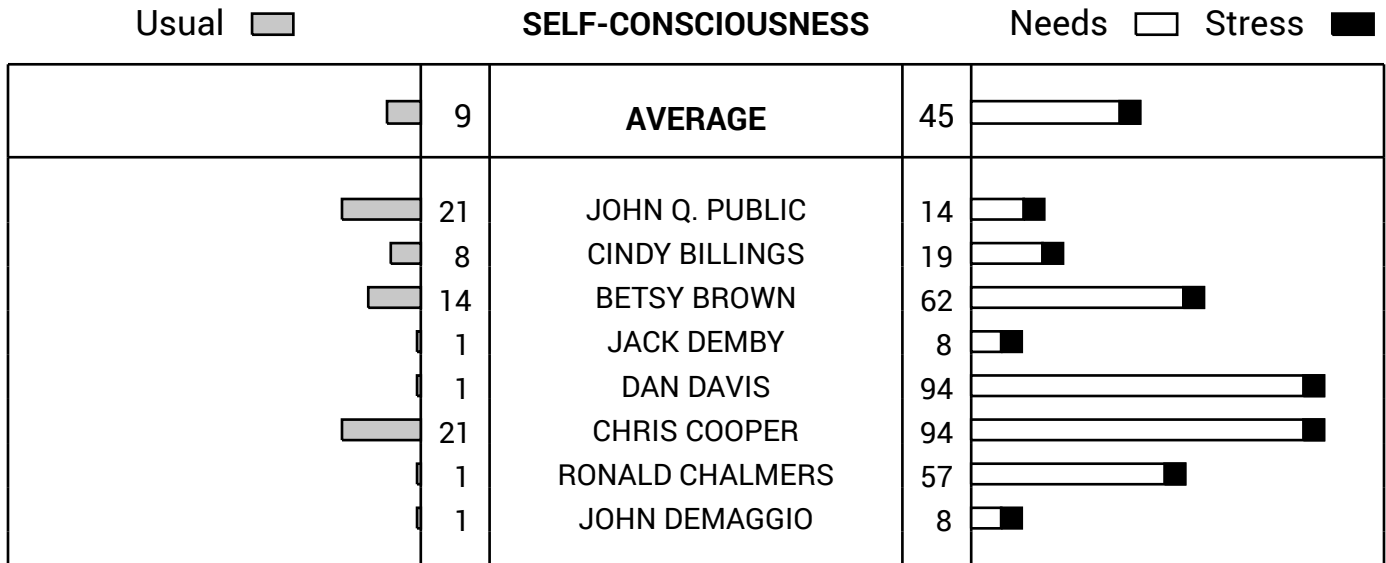| Usual ▭		EMOTIONAL ENERGY		Needs ▭ Stress ◼
	41	**AVERAGE**	59	
	64	JOHN Q. PUBLIC	64	
	69	CINDY BILLINGS	59	
	51	BETSY BROWN	51	
	20	JACK DEMBY	33	
	10	DAN DAVIS	92	
	51	CHRIS COOPER	64	
	46	RONALD CHALMERS	78	
	20	JOHN DEMAGGIO	33	

USUAL BEHAVIOR
Low: Objective, provides perspective, focuses on solutions
High: Expresses warm feelings, emphasizes values and intangibles, is intuitive

UNDERLYING NEEDS
Low: Logical solutions to problems, detached, matter-of-fact interactions, objective sounding board
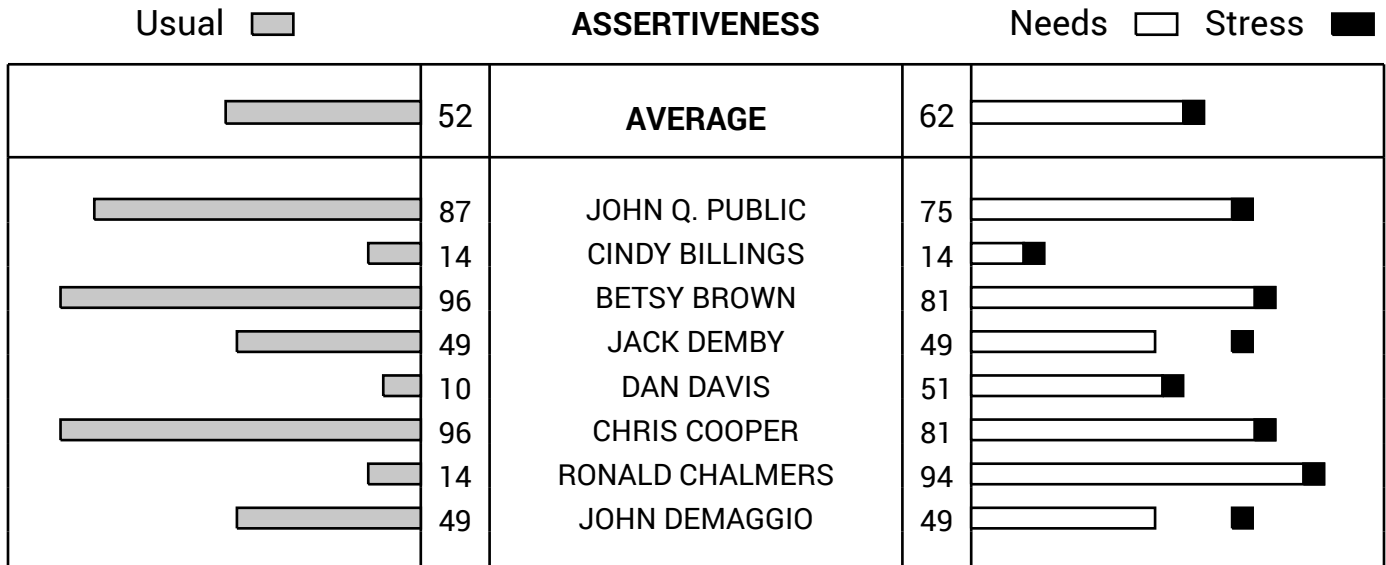High: Ongoing outlet for subjective feelings, opportunities to confide inner feelings

STRESS BEHAVIOR
Low: Too concrete and unreflective, suppresses and downplays the importance of feelings, loses sensitivity to others
High: Allows emotions to affect judgment, magnifies problems and personal setbacks

GROUP GRAPH

Usual			SELF-CONSCIOUSNESS	Needs	Stress
	9		**AVERAGE**	45	
	21		JOHN Q. PUBLIC	14	
	8		CINDY BILLINGS	19	
	14		BETSY BROWN	62	
	1		JACK DEMBY	8	
	1		DAN DAVIS	94	
	21		CHRIS COOPER	94	
	1		RONALD CHALMERS	57	
	1		JOHN DEMAGGIO	8	

USUAL BEHAVIOR
Low: Candid, direct, at ease, focus is on tasks
High: Values diplomacy, focus is on self and others

UNDERLYING NEEDS
Low: Frank and direct relationships, candor
High: Respect, focus from significant individuals

STRESS BEHAVIOR
Low: May be insensitive, downplaying individual needs
High: Could easily become hurt, defensive and/or embarrassed

GROUP GRAPH

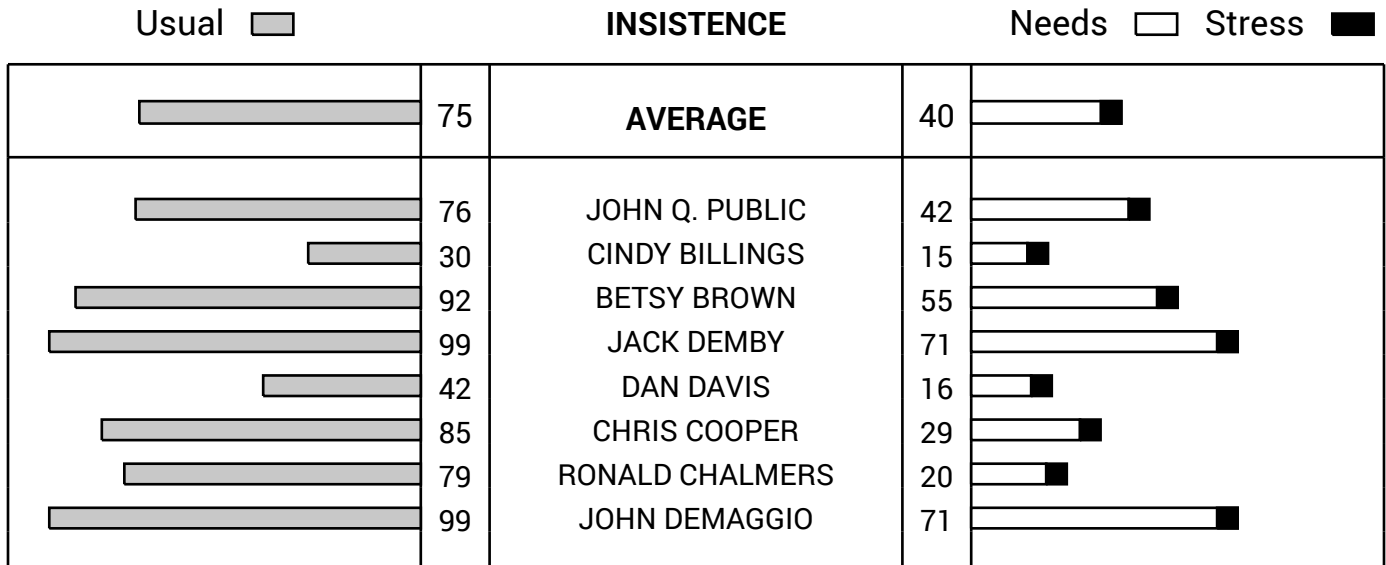| Usual ▭		ASSERTIVENESS	Needs ▭ Stress ▪	
	52	**AVERAGE**	62	
	87	JOHN Q. PUBLIC	75	
	14	CINDY BILLINGS	14	
	96	BETSY BROWN	81	
	49	JACK DEMBY	49	
	10	DAN DAVIS	51	
	96	CHRIS COOPER	81	
	14	RONALD CHALMERS	94	
	49	JOHN DEMAGGIO	49	

▭ **USUAL BEHAVIOR**
Low: Suggests, is deferent and agreeable, democratic
High: Seeks to influence and convince, self-assertive, expresses differences of opinions

▭ **UNDERLYING NEEDS**
Low: Agreeable relationships, autonomy, suggesting style from others
High: Clarity of accountability, defined lines of authority, opportunities to discuss and debate

▪ **STRESS BEHAVIOR**
Low: Avoids open disagreement, resists firm and assertive management, may concede under pressure
High: Argues aggressively, provocative, may become domineering, loses effectiveness without authoritative direction or clear accountabilities

GROUP GRAPH

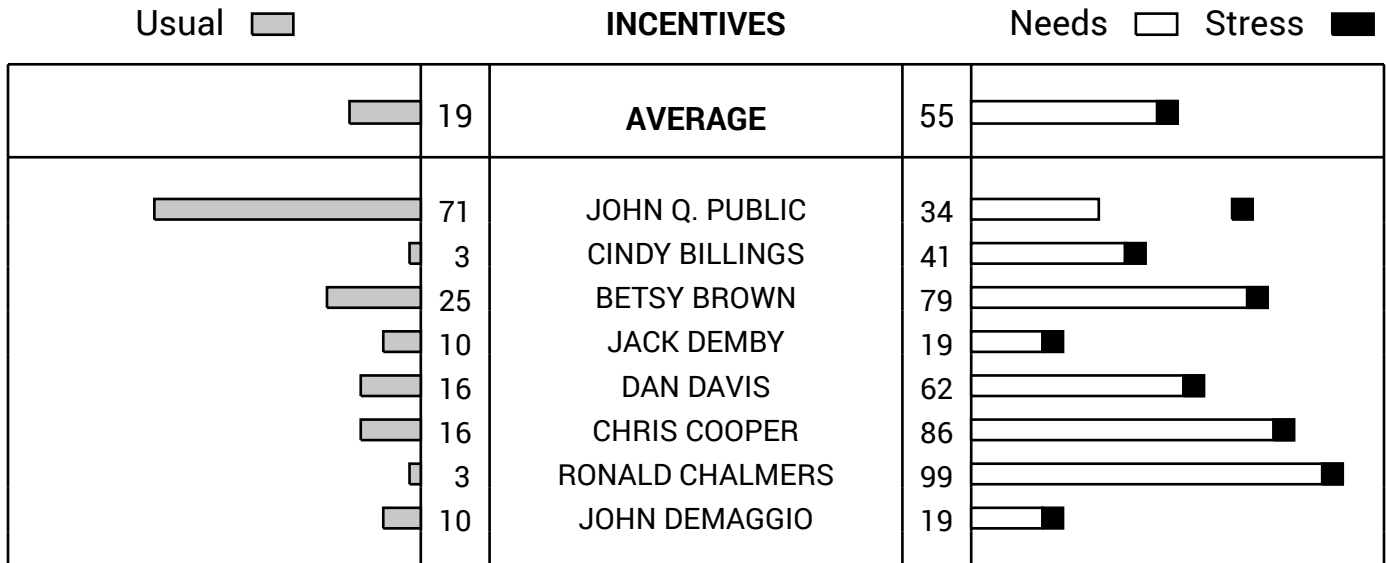| Usual ▭		INSISTENCE		Needs ▢ Stress ■
▭▭▭▭▭	75	**AVERAGE**	40	▢■
▭▭▭▭▭	76	JOHN Q. PUBLIC	42	▢■
▭▭	30	CINDY BILLINGS	15	▢■
▭▭▭▭▭▭	92	BETSY BROWN	55	▢■
▭▭▭▭▭▭	99	JACK DEMBY	71	▢■
▭▭▭	42	DAN DAVIS	16	▢■
▭▭▭▭▭	85	CHRIS COOPER	29	▢■
▭▭▭▭▭	79	RONALD CHALMERS	20	▢■
▭▭▭▭▭▭	99	JOHN DEMAGGIO	71	▢■

▭▭▭
USUAL BEHAVIOR
Low: Acts on personal initiative, makes simple broad plans
High: Meticulous in planning and detail, operates on carefully calculated risks

▢
UNDERLYING NEEDS
Low: Freedom from close control, minimal routine, easy access to others
High: Defined systems and procedures, predictability, organizational support

■
STRESS BEHAVIOR
Low: Could postpone and procrastinate, over-generalizes
High: Dreads the unpredictable, over-emphasizes processes and controls

GROUP GRAPH

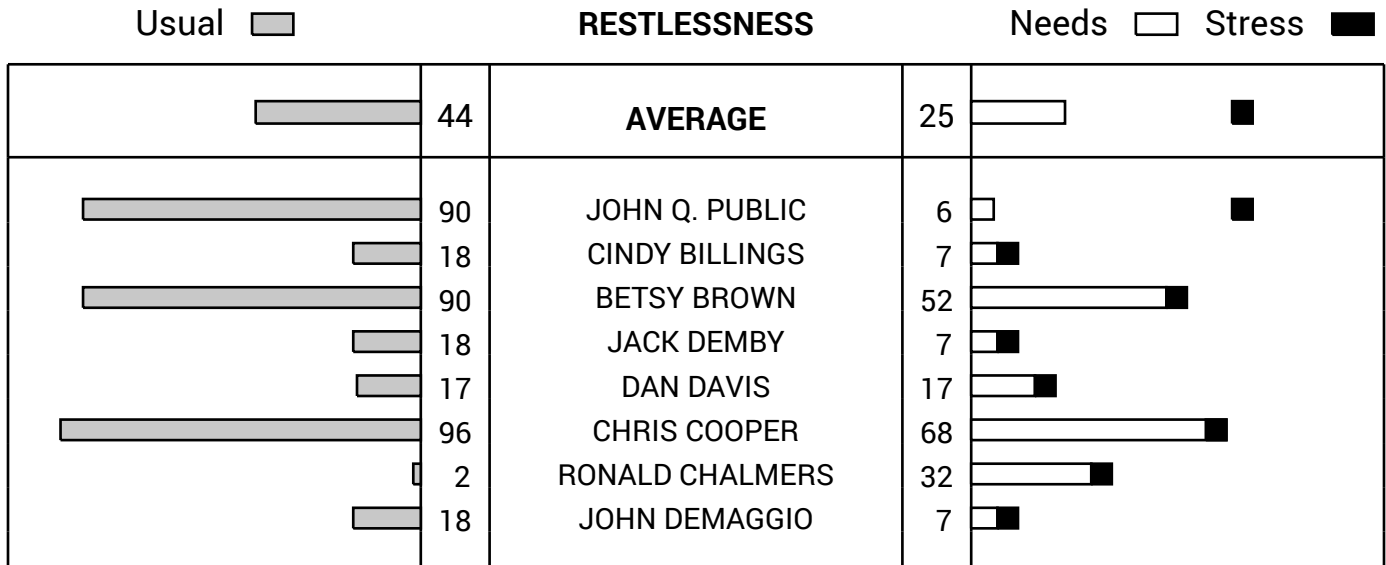| Usual ▭		INCENTIVES		Needs ▭ Stress ■
	19	**AVERAGE**	55	
	71	JOHN Q. PUBLIC	34	
	3	CINDY BILLINGS	41	
	25	BETSY BROWN	79	
	10	JACK DEMBY	19	
	16	DAN DAVIS	62	
	16	CHRIS COOPER	86	
	3	RONALD CHALMERS	99	
	10	JOHN DEMAGGIO	19	

USUAL BEHAVIOR
Low: Trustful and team-spirited, aware of long-term benefits, values intangibles
High: Opportunity minded, resourceful, naturally bargains, sells, trades

UNDERLYING NEEDS
Low: A minimum of competitive rivalry, a trustful, serving environment
High: Opportunities to compete, tangible benefits

STRESS BEHAVIOR
Low: May feel taken advantage of, underestimates others' self-protective natures
High: Opportunistic and distrusting, self-promotional, self-protective

GROUP GRAPH

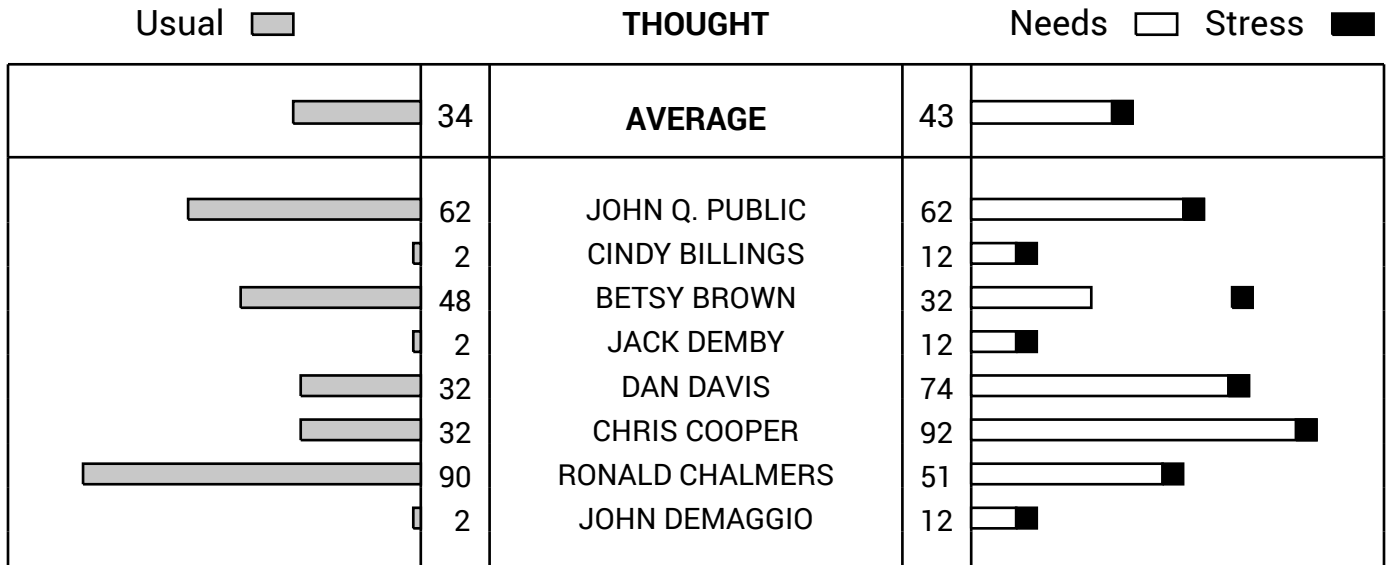| Usual		RESTLESSNESS		Needs ☐ Stress ■
	44	**AVERAGE**	25	
	90	JOHN Q. PUBLIC	6	
	18	CINDY BILLINGS	7	
	90	BETSY BROWN	52	
	18	JACK DEMBY	7	
	17	DAN DAVIS	17	
	96	CHRIS COOPER	68	
	2	RONALD CHALMERS	32	
	18	JOHN DEMAGGIO	7	

USUAL BEHAVIOR
Low: Concentrative, not easily distracted, patient with long-range projects
High: Ready to start new things, easy to stimulate, responsive and attentive

UNDERLYING NEEDS
Low: Opportunity for input before changes are initiated, minimum of abrupt changes
High: Alternating work responsibilities, opportunities to shift priorities when new interests arise

STRESS BEHAVIOR
Low: Overly concentrative, inflexible in thinking and attitude
High: Difficulty concentrating, restless for quick results, self-discipline may become difficult

GROUP GRAPH

Usual ▭		THOUGHT		Needs ▭ Stress ■
34		**AVERAGE**	43	
62		JOHN Q. PUBLIC	62	
2		CINDY BILLINGS	12	
48		BETSY BROWN	32	
2		JACK DEMBY	12	
32		DAN DAVIS	74	
32		CHRIS COOPER	92	
90		RONALD CHALMERS	51	
2		JOHN DEMAGGIO	12	

▭ **USUAL BEHAVIOR**
Low: Decisive, matter-of-fact in thought and action, grasps situations quickly
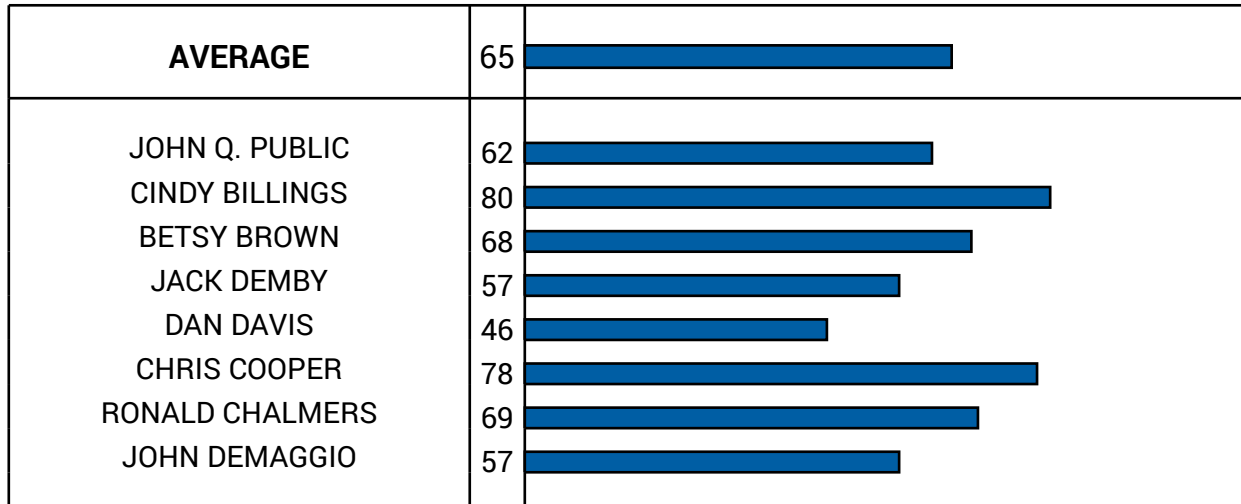High: Thoughtful and reflective, thinks before acting, weighs both sides of issues

▭ **UNDERLYING NEEDS**
Low: Work and decisions that involve little ambiguity, freedom to take immediate action
High: Ample time to think carefully and to consider options and implications

■ **STRESS BEHAVIOR**
Low: Sees things "black or white", frustrated by ambiguity, may act impulsively
High: Fearful of making mistakes, postpones decisions unnecessarily, over processes information

ARTISTIC

AVERAGE	65	
JOHN Q. PUBLIC	62	
CINDY BILLINGS	80	
BETSY BROWN	68	
JACK DEMBY	57	
DAN DAVIS	46	
CHRIS COOPER	78	
RONALD CHALMERS	69	
JOHN DEMAGGIO	57	

ARTISTIC:
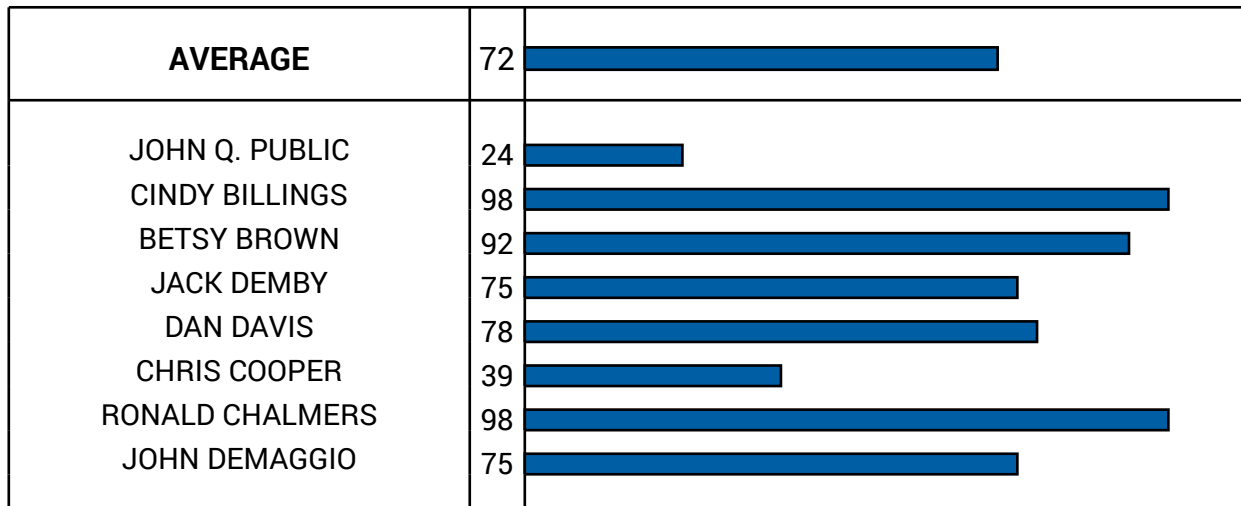Creation, appreciation for arts, aesthetics
Activities include: Painting, appreciating art, designing

GROUP GRAPH

LITERARY

AVERAGE	72	████████████████
JOHN Q. PUBLIC	24	█████
CINDY BILLINGS	98	██████████████████████
BETSY BROWN	92	█████████████████████
JACK DEMBY	75	█████████████████
DAN DAVIS	78	█████████████████
CHRIS COOPER	39	█████████
RONALD CHALMERS	98	██████████████████████
JOHN DEMAGGIO	75	█████████████████

LITERARY:
Appreciation for language
Activities include: Writing, reading, editing

GROUP GRAPH

MUSICAL

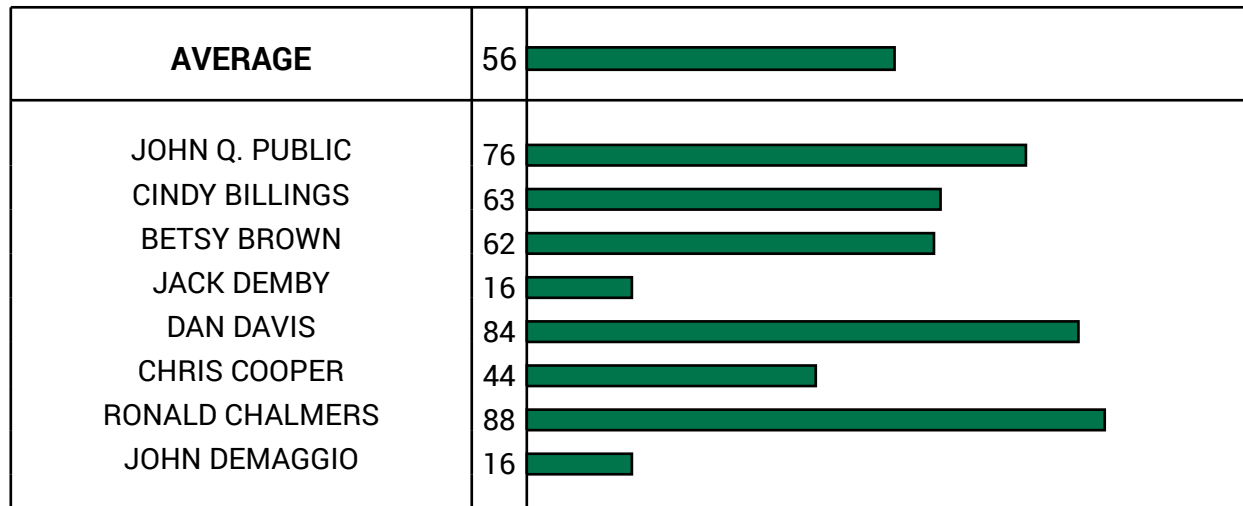|		
AVERAGE	68	
JOHN Q. PUBLIC	44	
CINDY BILLINGS	87	
BETSY BROWN	69	
JACK DEMBY	87	
DAN DAVIS	75	
CHRIS COOPER	26	
RONALD CHALMERS	67	
JOHN DEMAGGIO	87	
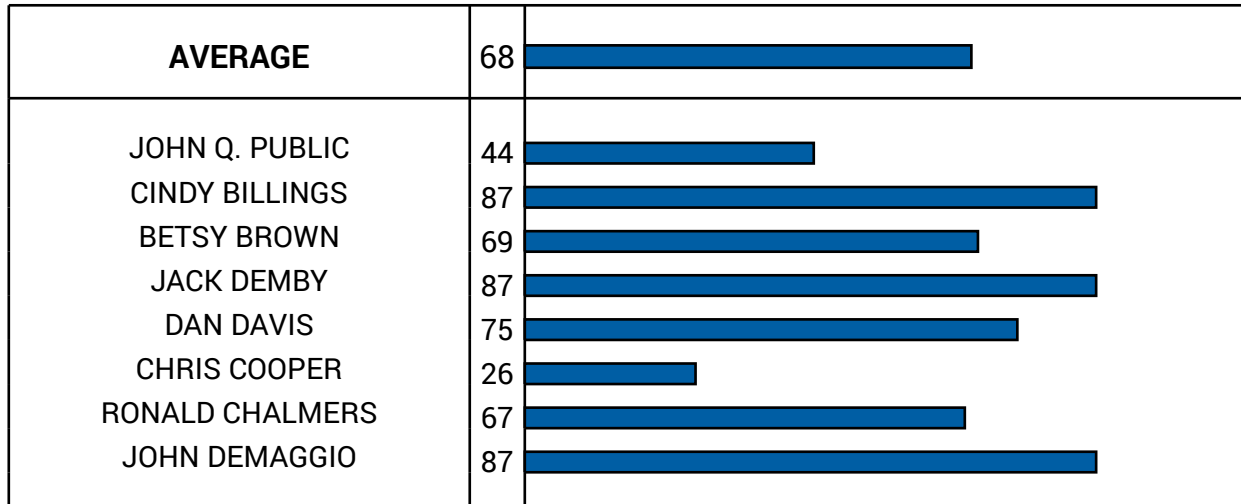
MUSICAL:
Playing, singing or listening to music
Activities include: Attending concerts, collecting and appreciating music

GROUP GRAPH

PERSUASIVE

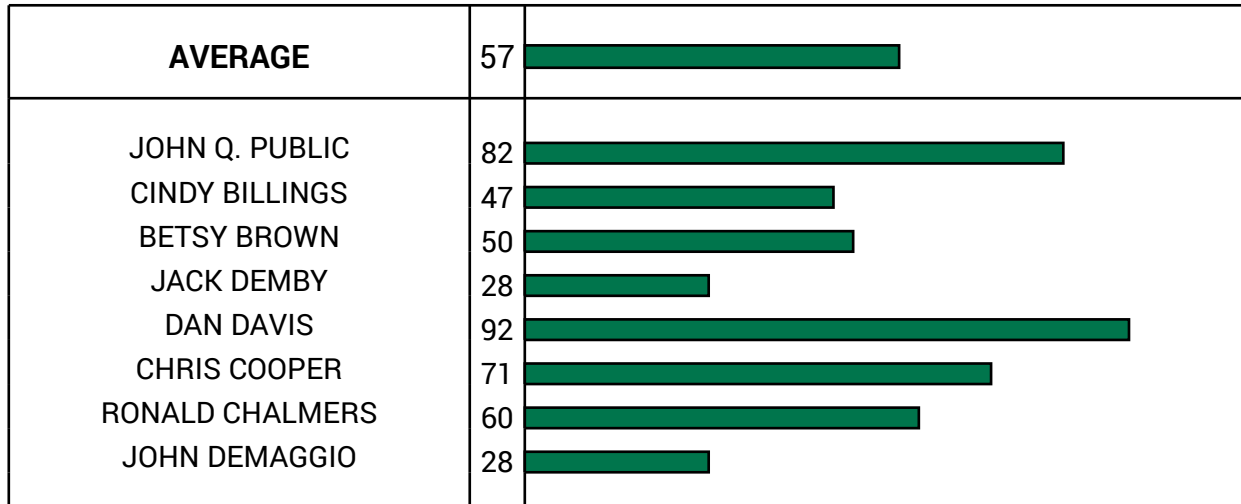|		
AVERAGE	56	
JOHN Q. PUBLIC	76	
CINDY BILLINGS	63	
BETSY BROWN	62	
JACK DEMBY	16	
DAN DAVIS	84	
CHRIS COOPER	44	
RONALD CHALMERS	88	
JOHN DEMAGGIO	16	

PERSUASIVE:
Persuading, motivating, selling
Activities include: Debating, influencing, promoting

GROUP GRAPH

SOCIAL SERVICE

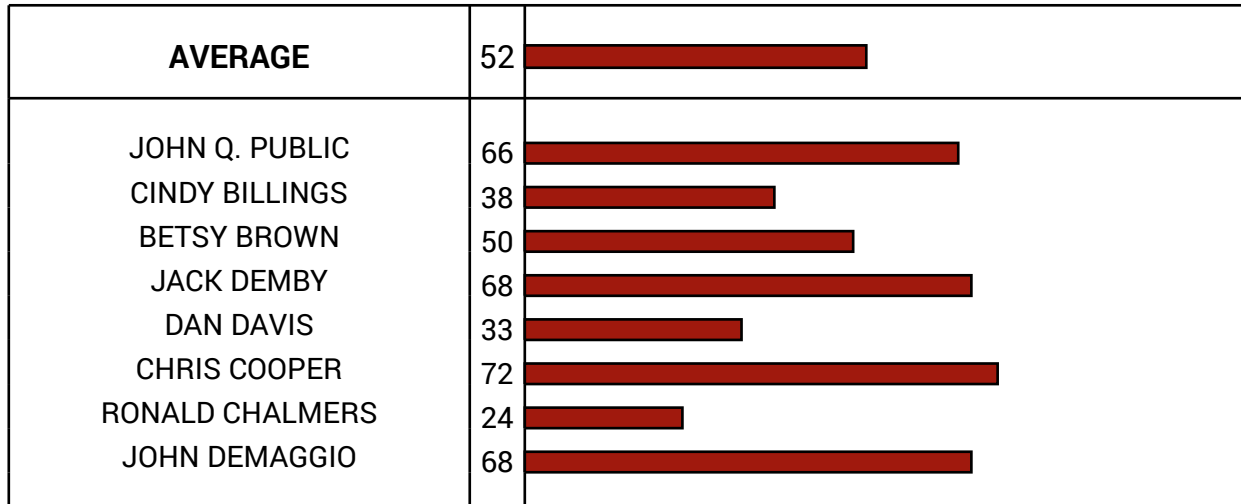| AVERAGE	57	
JOHN Q. PUBLIC	82	
CINDY BILLINGS	47	
BETSY BROWN	50	
JACK DEMBY	28	
DAN DAVIS	92	
CHRIS COOPER	71	
RONALD CHALMERS	60	
JOHN DEMAGGIO	28	

SOCIAL SERVICE:
Helping, advocating for people
Activities include: Teaching, counseling, volunteering
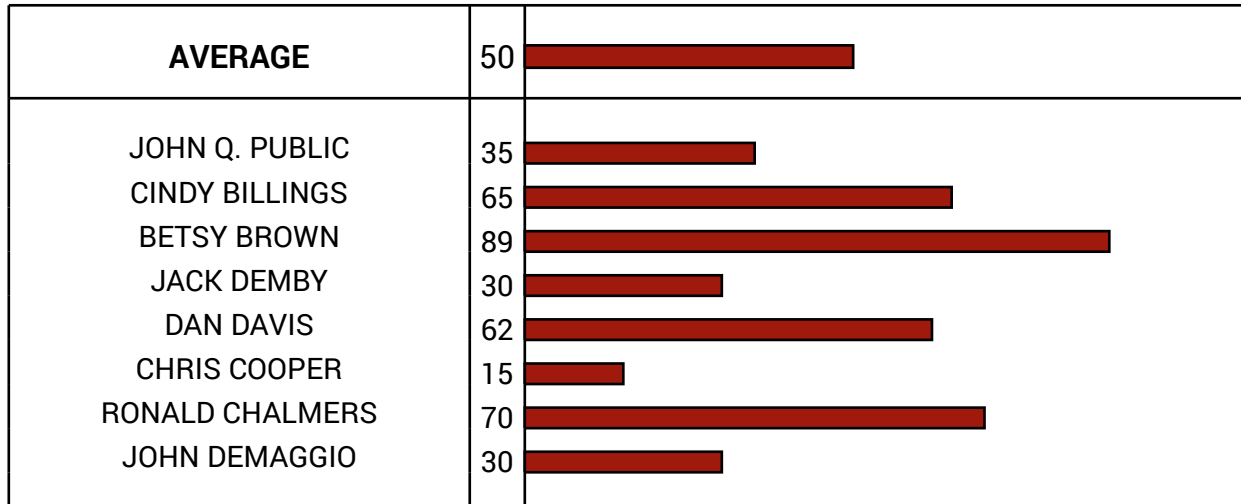
GROUP GRAPH

TECHNICAL

AVERAGE	52	
JOHN Q. PUBLIC	66	
CINDY BILLINGS	38	
BETSY BROWN	50	
JACK DEMBY	68	
DAN DAVIS	33	
CHRIS COOPER	72	
RONALD CHALMERS	24	
JOHN DEMAGGIO	68	

TECHNICAL:
Hands-on work with technology and machinery
Activities include: Programming, assembling, using gadgets

GROUP GRAPH

OUTDOOR

AVERAGE	50	
JOHN Q. PUBLIC	35	
CINDY BILLINGS	65	
BETSY BROWN	89	
JACK DEMBY	30	
DAN DAVIS	62	
CHRIS COOPER	15	
RONALD CHALMERS	70	
JOHN DEMAGGIO	30	

OUTDOOR:
Work in an outdoor environment
Activities include: Being outdoors, farming, gardening

GROUP GRAPH

SCIENTIFIC

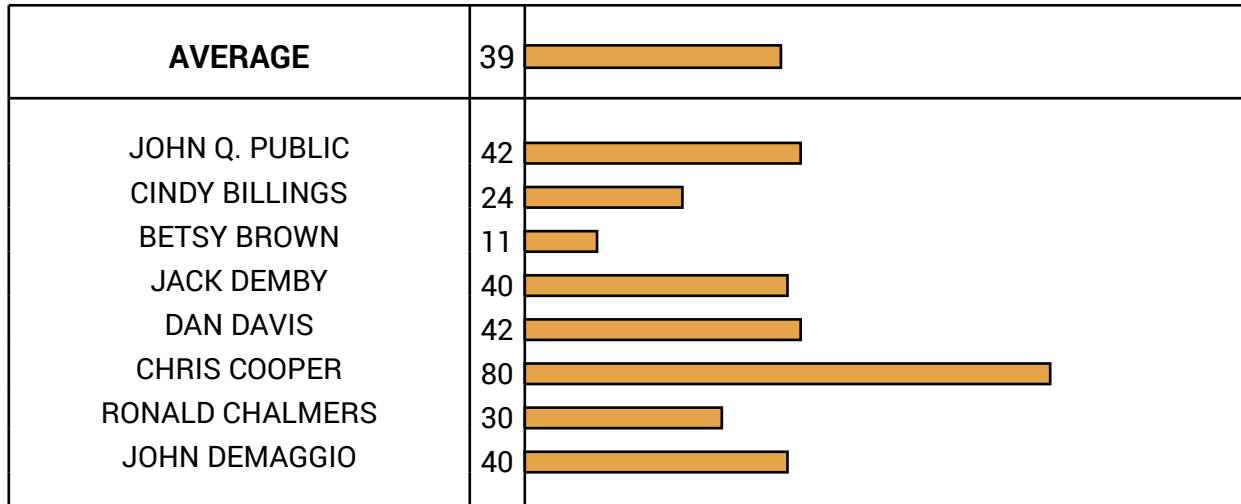|		
AVERAGE	45	
JOHN Q. PUBLIC	37	
CINDY BILLINGS	21	
BETSY BROWN	24	
JACK DEMBY	99	
DAN DAVIS	37	
CHRIS COOPER	24	
RONALD CHALMERS	21	
JOHN DEMAGGIO	99	
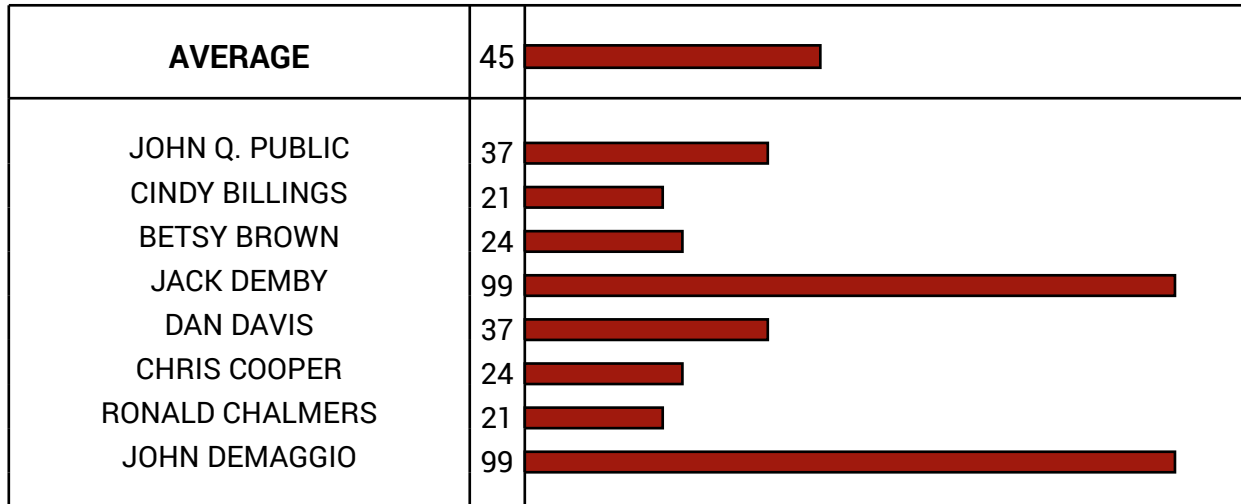
SCIENTIFIC:
Research, analysis, intellectual curiosity
Activities include: Investigating, exploring medicine, experimenting

GROUP GRAPH

ADMINISTRATIVE

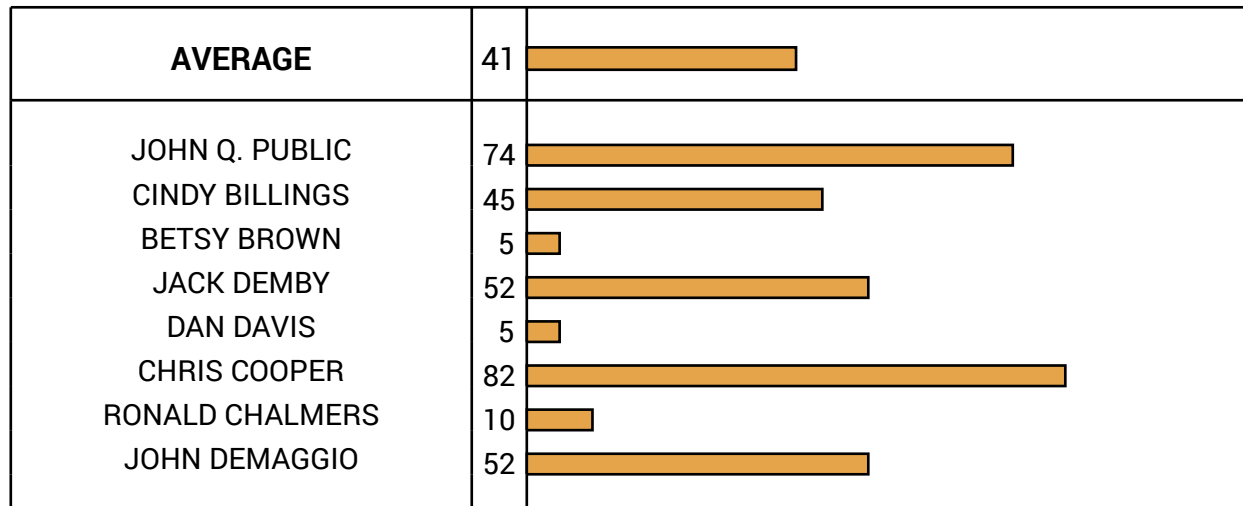|		
AVERAGE	39	
JOHN Q. PUBLIC	42	
CINDY BILLINGS	24	
BETSY BROWN	11	
JACK DEMBY	40	
DAN DAVIS	42	
CHRIS COOPER	80	
RONALD CHALMERS	30	
JOHN DEMAGGIO	40	

ADMINISTRATIVE:
Systems, order and reliability
Activities include: System tracking, record keeping, categorizing

GROUP GRAPH

NUMERICAL

AVERAGE	41	
JOHN Q. PUBLIC	74	
CINDY BILLINGS	45	
BETSY BROWN	5	
JACK DEMBY	52	
DAN DAVIS	5	
CHRIS COOPER	82	
RONALD CHALMERS	10	
JOHN DEMAGGIO	52	

NUMERICAL:
Working with numbers and data
Activities include: Accounting, investing, analyzing