

Sample
**Small Team
HPTI Report**



HPTI Team Results

	Low	Moderate	Optimal	Excessive		
	Cons	Adju	Curi	Risk	Ambi	Comp
A	44	50	58	38	46	41
B	50	66	76	67	73	46
C	54	27	70	39	22	30
D	50	66	92	43	61	18
E	50	78	46	50	55	41

A quick overview of these team results

Conscientiousness

All five team members are mid to high range moderate on Conscientiousness. This means that both individually and as a team they will be motivated, goal-oriented, but may, on occasion, procrastinate or miss some details. However, they are also able to respond more spontaneously to emerging issues and priorities.

Adjustment

Three of the five team members are optimal on Adjustment which suggests they will manage their stress and anxiety effectively, and not outwardly express anxiety. One team member is moderate, and may feel stress more strongly than other team members, but will manage most stress effectively. One team member is low on Adjustment, and will feel and demonstrate stress and anxiety more strongly than other team members.

Curiosity

Four of the team members are either optimal or excessive on Curiosity. This would suggest that the team is very open to new ideas and innovation, and because of the two team members with excessive scores, may sometimes move ahead too quickly without considering the pros and cons of the change or new process. One team member has a high moderate score on this trait, and may be slightly less interested in change, but is likely comfortable with new ideas and change, as long as there are processes in place to move the change forward.

Risk Approach

Four of the team members are moderate on Risk Approach, and will want to approach risky situations and interpersonal conflicts with a measure of restraint and managed risk. As a team, most team members will seek to manage conflicts, provided the conflicts are not too heated or extreme. One team member is in the optimal range, and will feel more comfortable taking risks and addressing conflict as it arises.

Ambiguity Acceptance

Three of the team members have high moderate or optimal scores and will be interested in considering different or contradictory and opposing opinions and managing complexity. One team member has a lower moderate score, and may be less comfortable with Ambiguity, and seek to move more quickly to obtain a more “cut and dried” explanation. One person is low in this trait, and will be uncomfortable without clear and defined opinions and decisions.

Competitiveness

This team has four member with a range of moderate scores in this trait, suggesting that they are more interested in working collaboratively than competitively. One person has a low score, and will find working in any environment or situation which she perceives as competitive, very challenging and demotivating.