


Behavioral Profiles

GETTING THE RIGHT EMPLOYEES.
GETTING EMPLOYEES RIGHT.



Brandon Pipkin



1

How Many Employees?

- 1-5
- 6-10
- 11-20
- >20



2

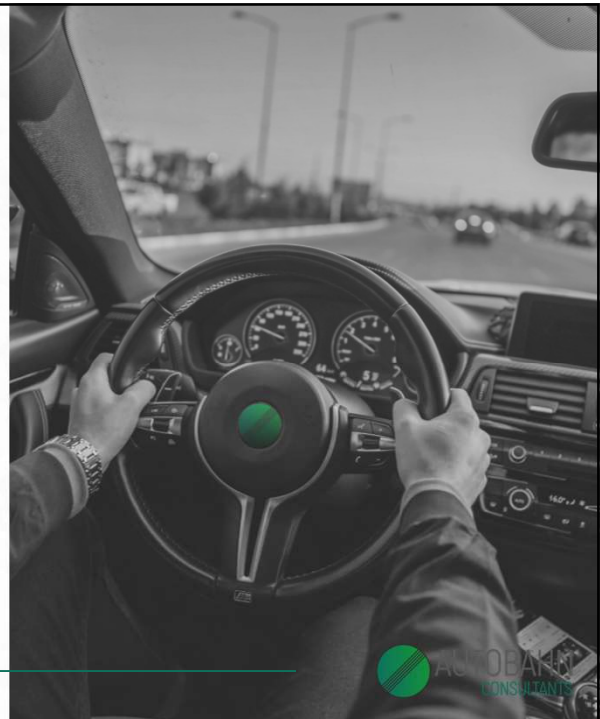


3

GOING FAST WITHOUT CRASHING

REQUIRES THE RIGHT
PERSON IN THE DRIVER'S
SEAT

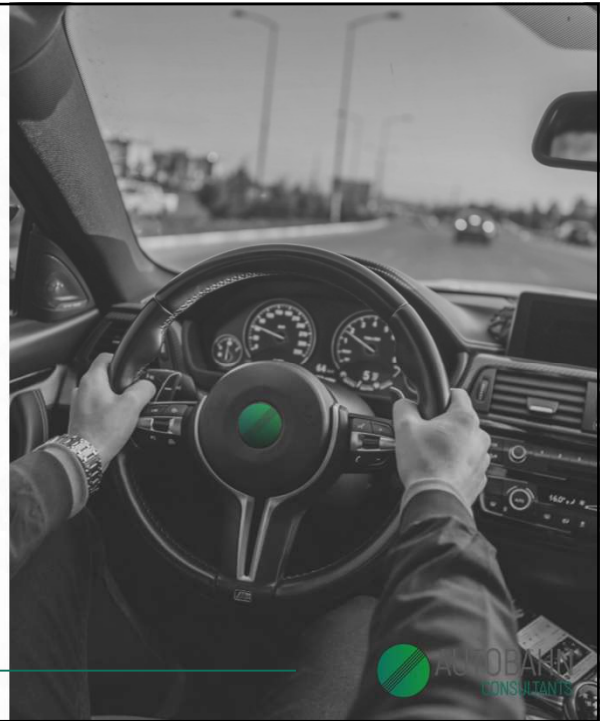
...AND THE RIGHT PEOPLE IN
THE CAR



4

GOING FAST WITHOUT CRASHING

REQUIRES A HIGH-
PERFORMANCE TEAM, BUILT
UPON A FOUNDATION OF
TRUST



5

BEHAVIORAL PROFILING

Right people, right seats
**HIGH-PERFORMANCE
TEAM** built on **TRUST**

- **HIRING**
- **RETENTION**
- **CULTURE**



6

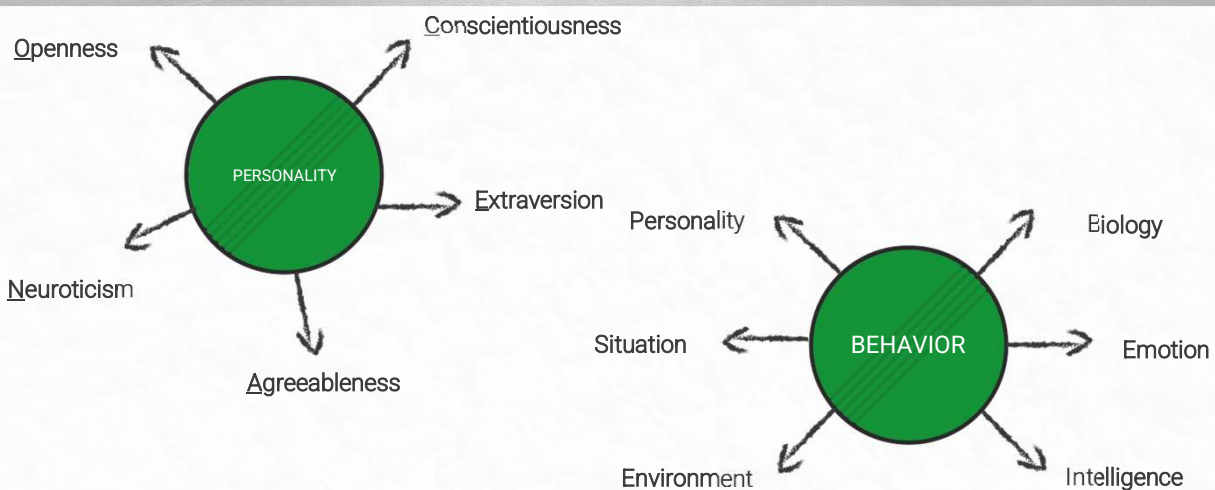
GOING FAST WITHOUT CRASHING

What do you know/think about behavioral profiles?



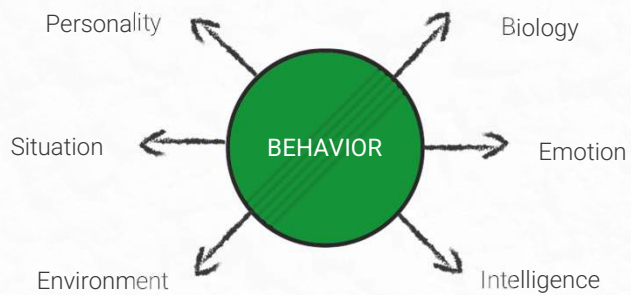
7

BEHAVIORAL PROFILES \neq PERSONALITY TESTS



8

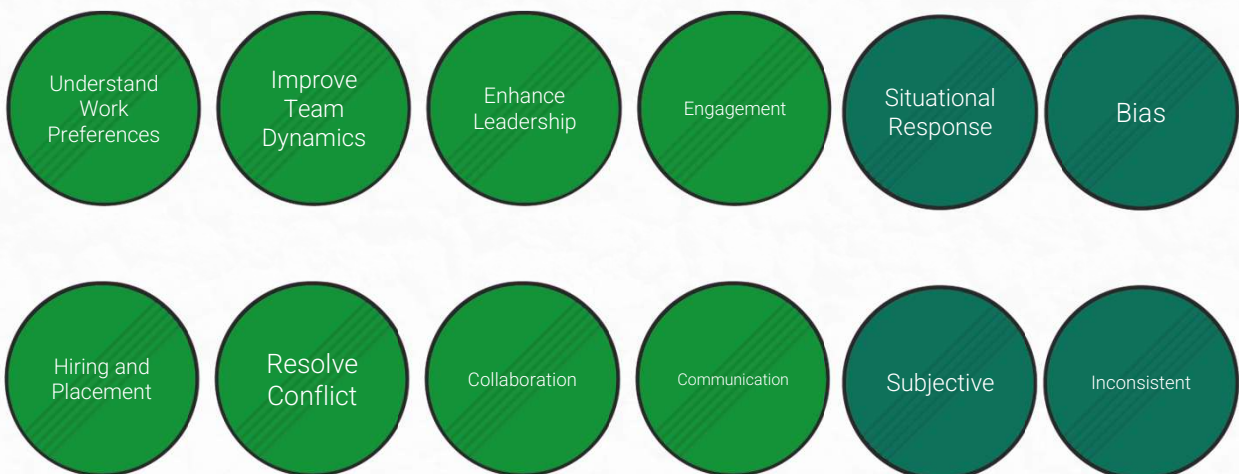
BEHAVIORAL PROFILES \neq HOROSCOPE



AUTOBAHN
CONSULTANTS

9

BEHAVIORAL PROFILES = SELF-REPORTED



AUTOBAHN
CONSULTANTS

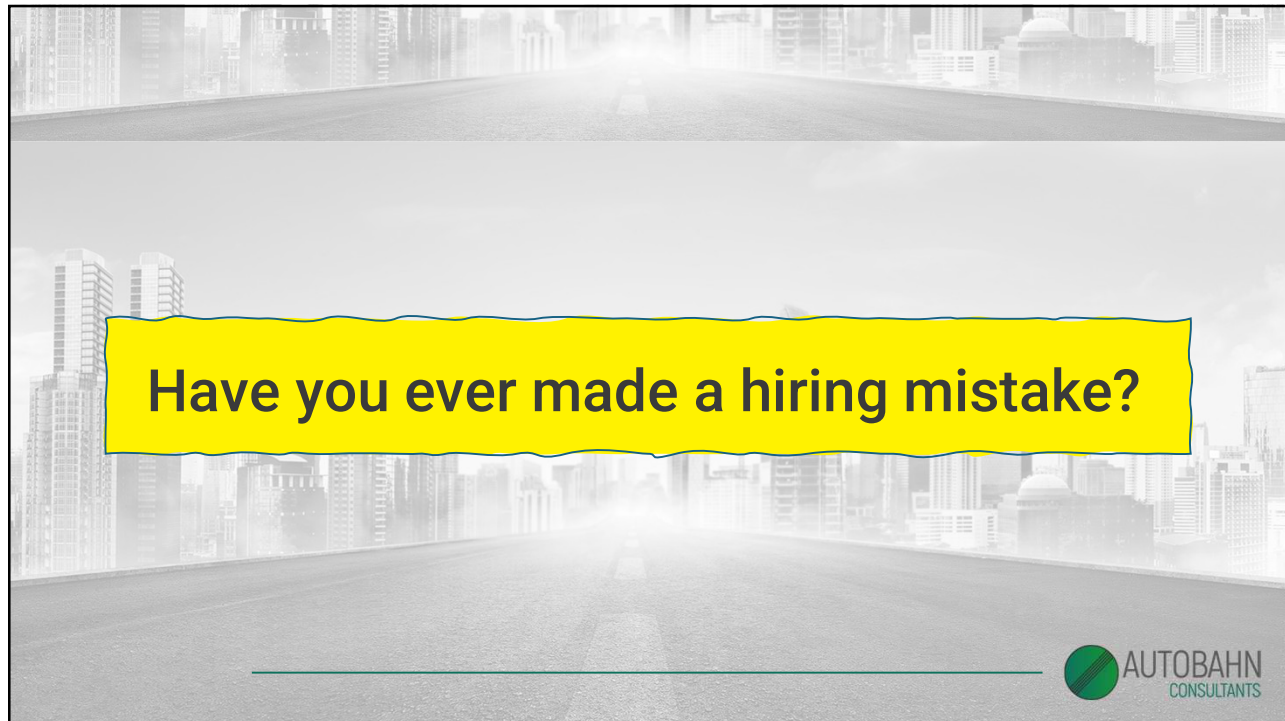
10



11



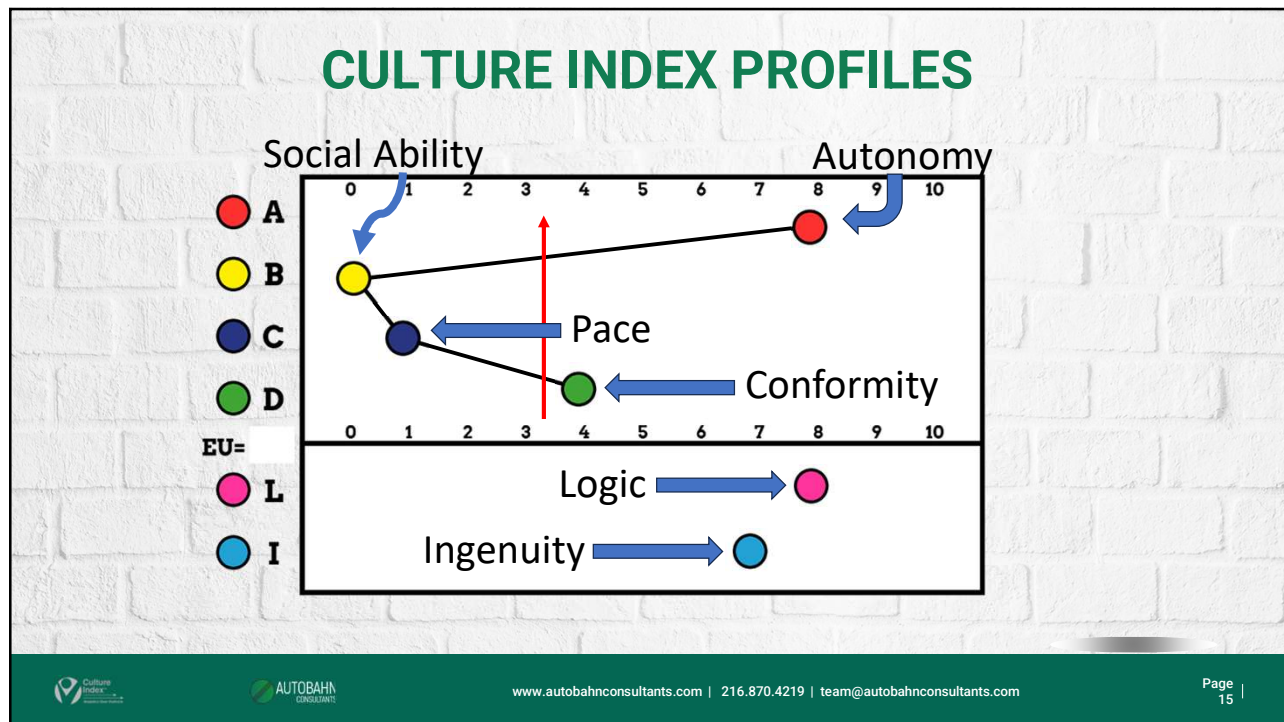
12



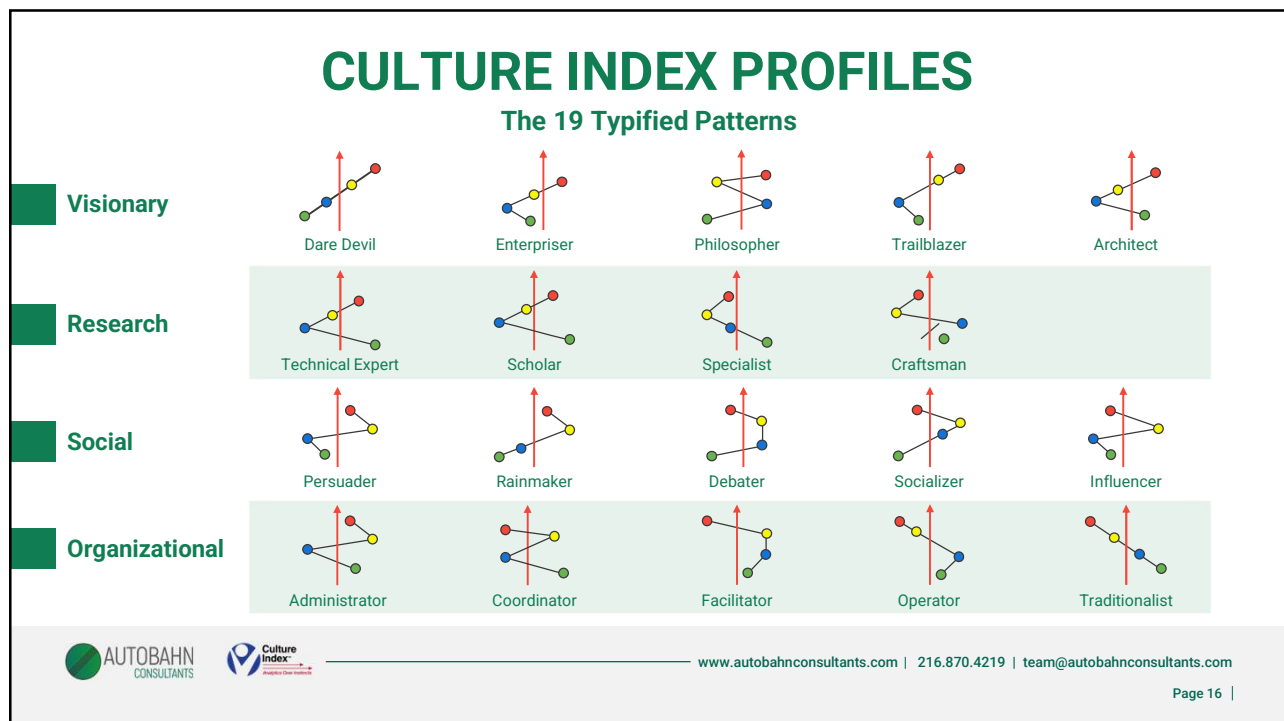
13



14

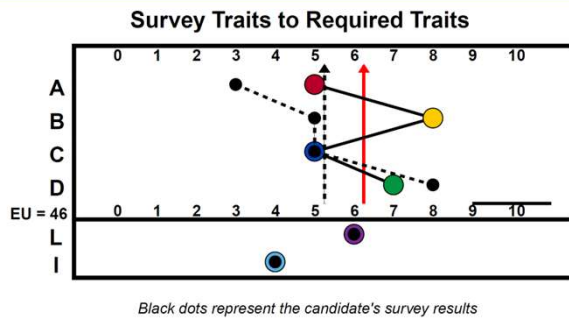


15



16

Culture Index Profile of:



Coordinator

Match ↓	Survey Id	Pattern	Survey Date
68 %	14445804	Traditionalist	5/28/2024
59 %	14451913	Facilitator	5/28/2024
47 %	14442312	Operator	5/27/2024
45 %	14445477	Socializer	5/28/2024
45 %	14442433	Influencer	5/27/2024
45 %	14442276	Operator	5/27/2024
45 %	14442245	Craftsman	5/27/2024



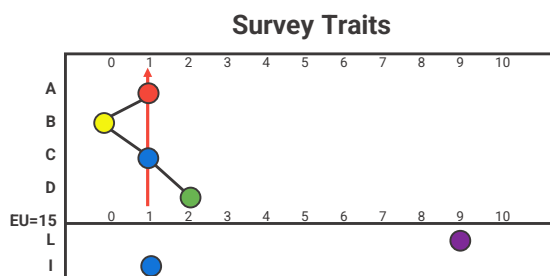
www.autobahnconsultants.com | 216.870.4219 | team@autobahnconsultants.com

Page 17 |

17

AUTOBAHN CONSULTANTS CULTURE INDEX RESULTS

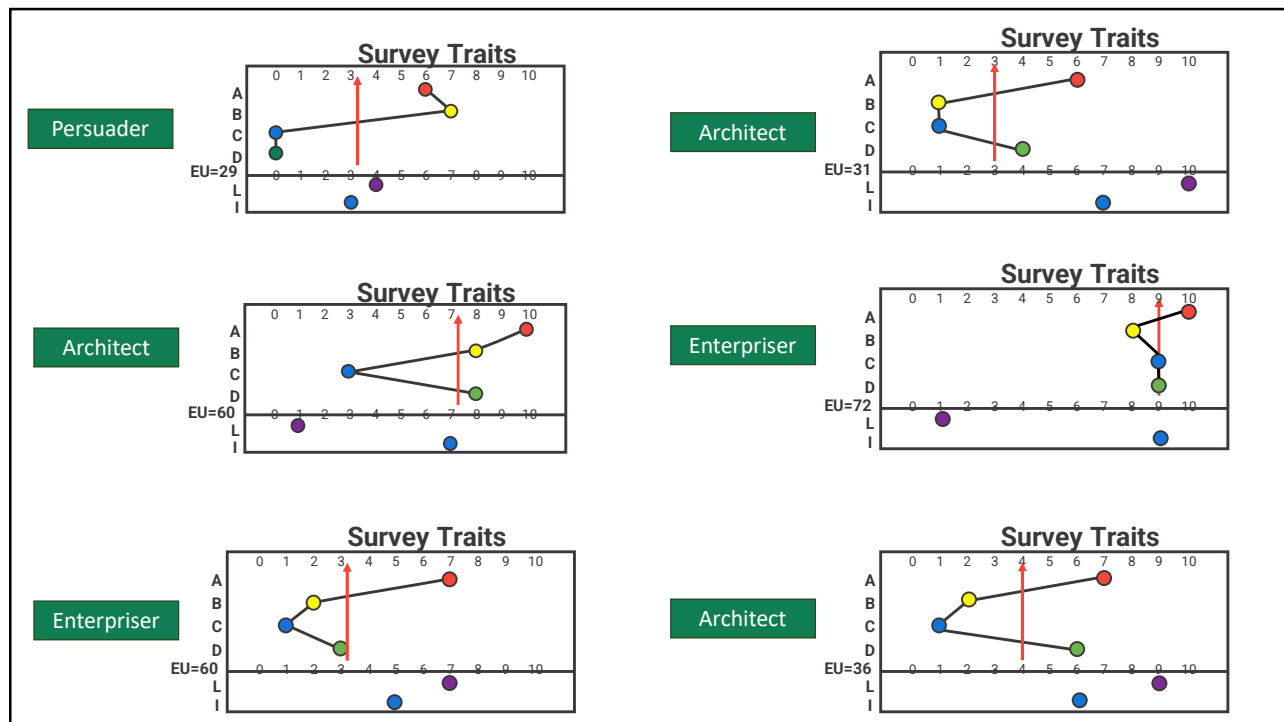
Katherine Slain | Specialist



www.autobahnconsultants.com | 216.870.4219 | team@autobahnconsultants.com

Page 18 |

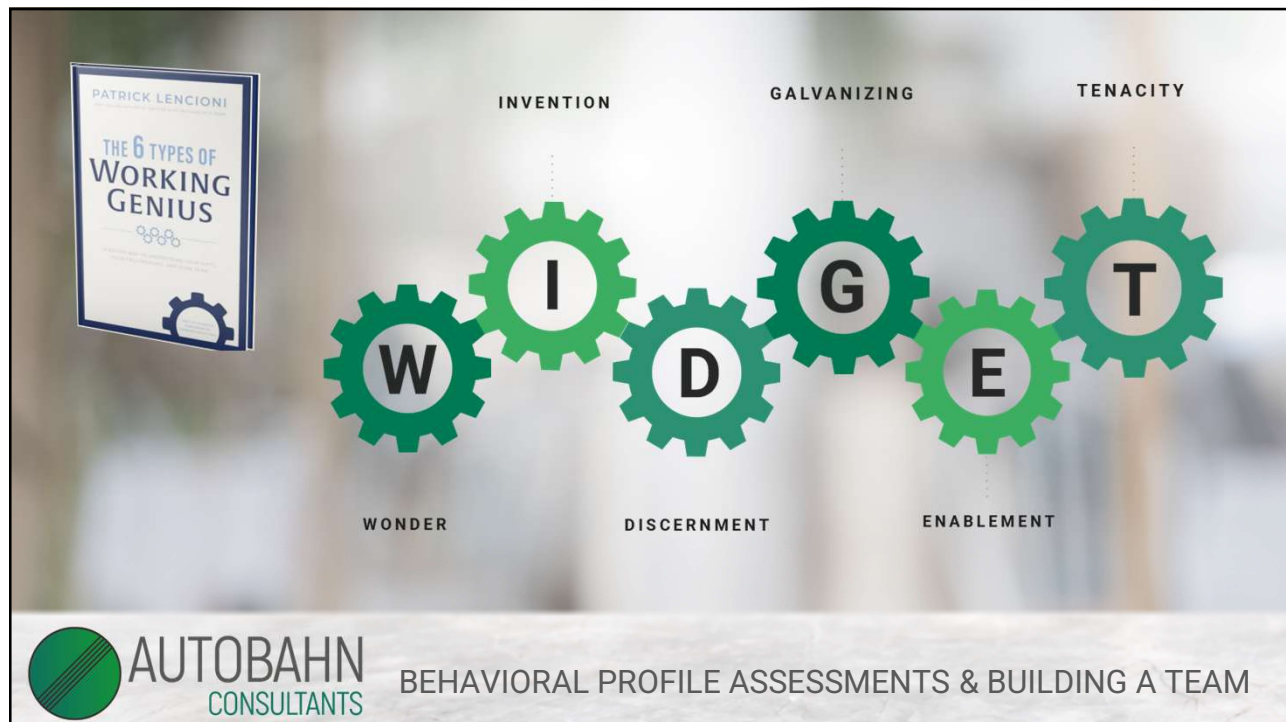
18



19



20



21


Introduction to Working Genius

Individuals possess innate abilities, or
"Working Geniuses."
 Activities aligned with geniuses give us energy.

AUTOBAHN
CONSULTANTS


216.870.4219 | Team@AutobahnConsultants.com | www.AutobahnConsultants.com

22



Introduction to Working Genius

"Working Frustrations" are energy draining tasks. We are exhausted by these tasks and often face feelings of anxiety or guilt related to our future or past performance in these areas.

 216.870.4219 | Team@AutobahnConsultants.com | www.AutobahnConsultants.com

23



Introduction to Working Genius

Understanding and organizing around individuals' strengths and limitations enhances productivity, morale, overall well-being.
Having a job aligned to your geniuses prevents burnout.

INVENTION GALVANIZING TENACITY

W I D G E T

WONDER DISCERNMENT ENABLEMENT

 216.870.4219 | Team@AutobahnConsultants.com | www.AutobahnConsultants.com

24

Introduction to Working Genius

Teams with well-balanced geniuses will be more effective in their outputs. Teams with self-awareness will be better prepared to leverage and re-align strengths or confront weaknesses.

AUTOBAHN CONSULTANTS 216.870.4219 | Team@AutobahnConsultants.com | www.AutobahnConsultants.com

25

Hiring

CULTURE INDEX

5 TYPES OF CONFLICT STYLES

TKI

Lowering Friction

WORKING GENIUS

Building a Team

Motivating Your Team

LANGUAGES OF APPRECIATION

Facilitating Conversations

DiSC

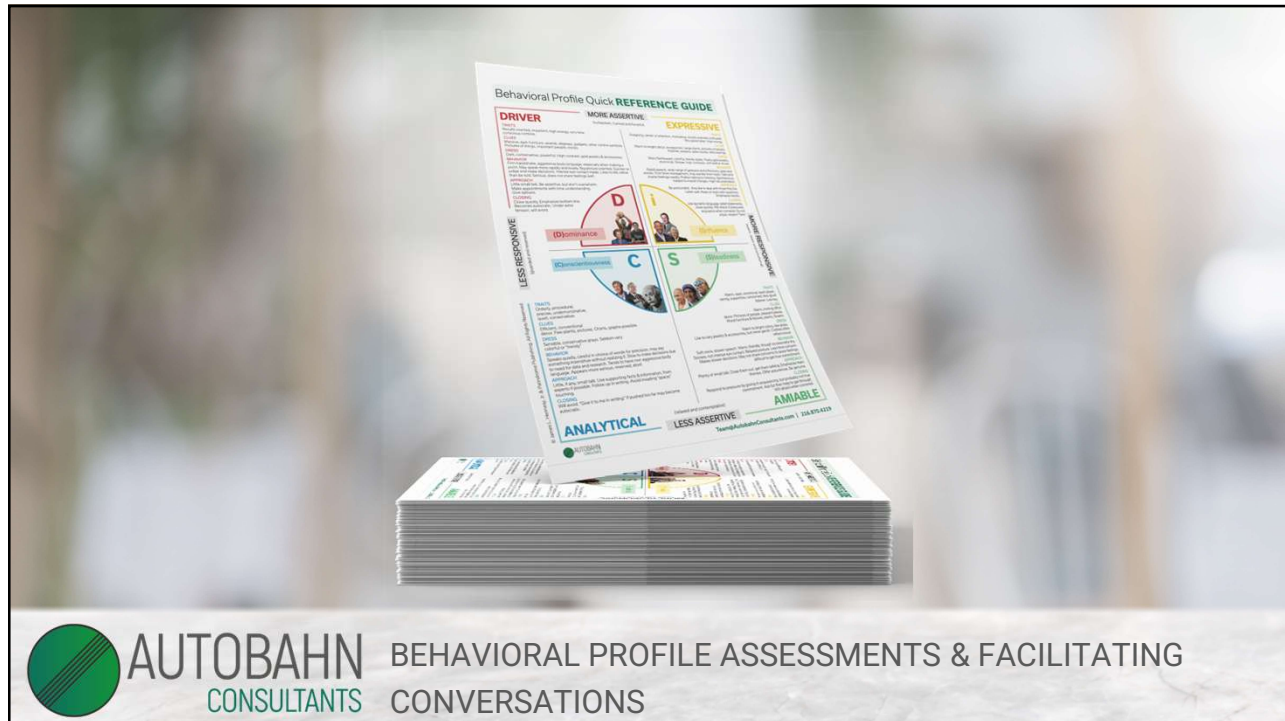
Just for Fun

HOGWARTS HOUSES

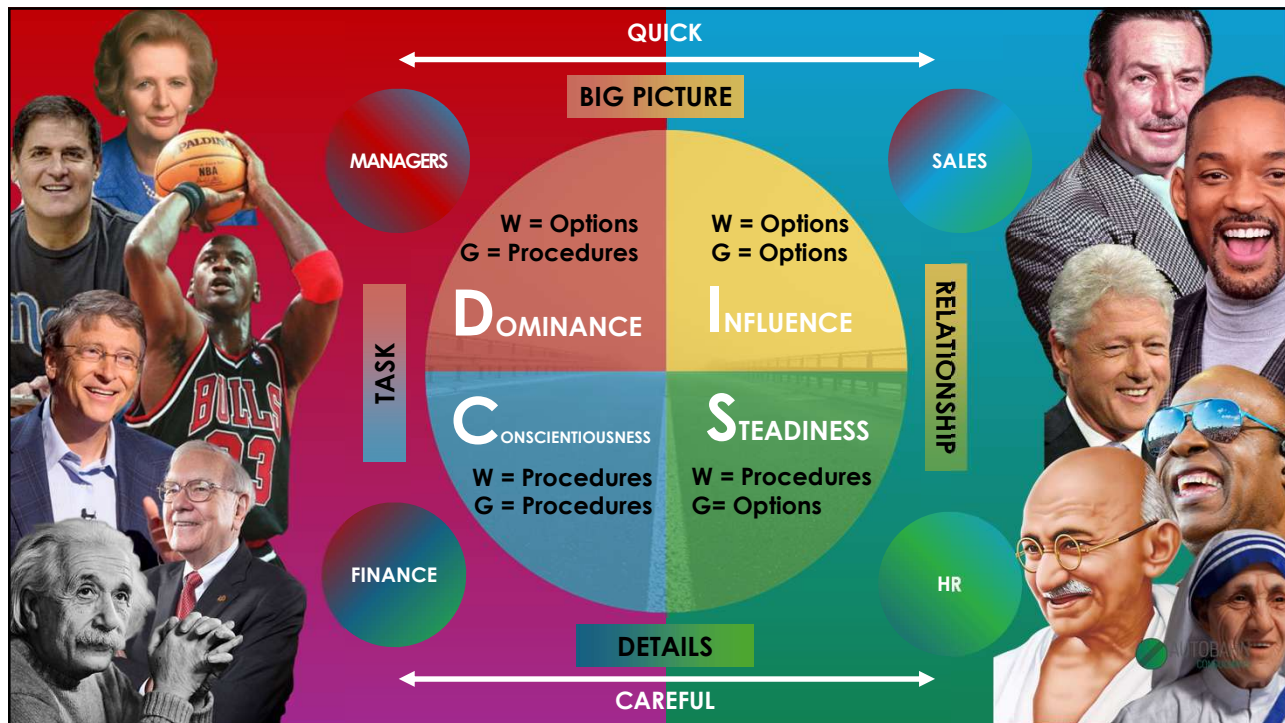
AUTOBAHN CONSULTANTS

BEHAVIORAL PROFILE ASSESSMENTS

26



27



28

DISC-In-Depth

Recognized by:

High D	High self-confidence, forcefulness, competitiveness
High I	Talkativeness, enthusiasm, optimism, energy
High S	Friendliness, co-operation, persistence, patience
High C	Accuracy, may be cautious, concern for high standards

Autobahn Consultants
TEAM@AUTOBAHNCONSULTANTS.COM

AUTOBAHN CONSULTANTS
PAGE 29 | DISC-OVERY

29

DISC-In-Depth

Irritated by

High D	Inefficiency, indecision, slowness
High I	Routine, formality
High S	Insensitivity, impatience
High C	Surprises, unpredictability

Autobahn Consultants
TEAM@AUTOBAHNCONSULTANTS.COM

AUTOBAHN CONSULTANTS
PAGE 30 | DISC-OVERY

30

DISC-In-Depth

Major Limitations:

High D	Impatience, selective listening
High I	Lack of follow-through
High S	Overly modest, resist change
High C	Overly critical of self and others

Autobahn Consultants
TEAM@AUTOBAHNCONSULTANTS.COM

AUTOBAHN
CONSULTANTS
PAGE 31 | DISC-OVERY

31

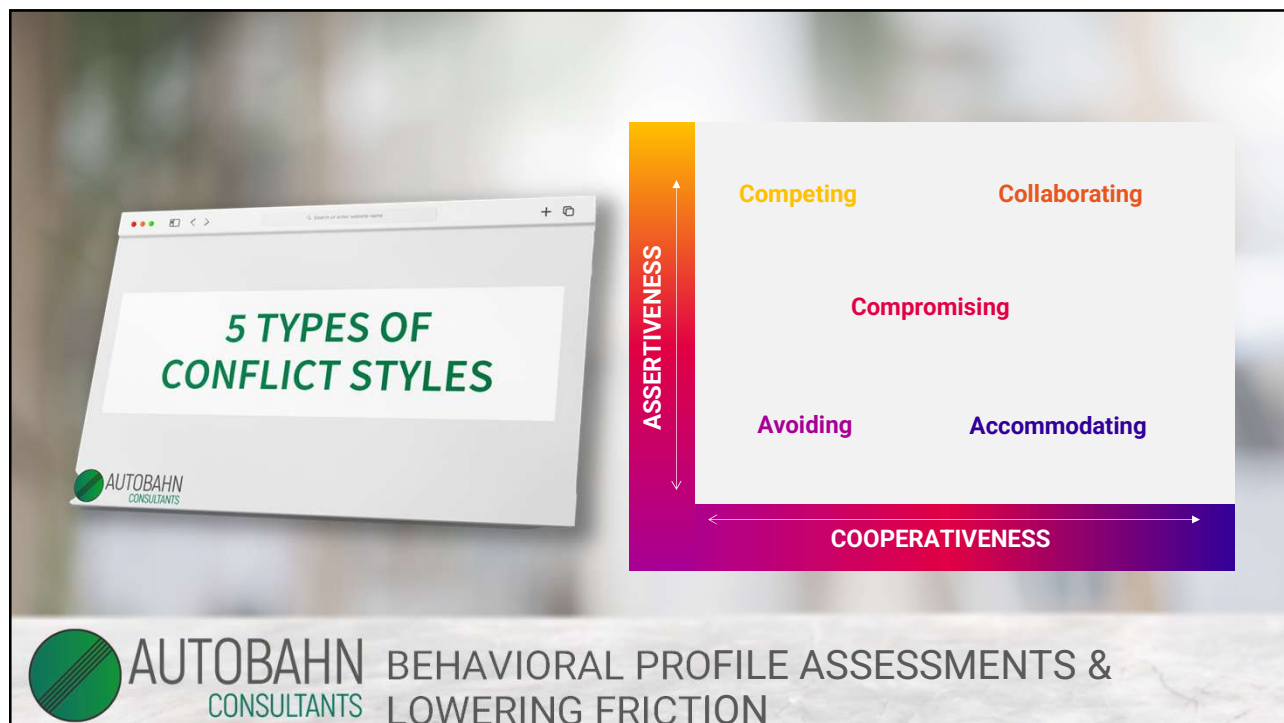
The image displays three circular DISC assessment charts, each divided into four quadrants: Dominance (D), Influence (I), Steadiness (S), and Compliance (C). Each quadrant is further divided into sub-quadrants (e.g., D1, D2, D3, D4) and associated behavioral traits. The charts are labeled 'EVERYTHING DISC' at the bottom. To the right, a stack of 'Behavioral Profile Quick Reference Guide' cards is shown, featuring a similar circular diagram and text describing various behavioral profiles like 'DRIVER', 'ANALYTICAL', and 'AMBIABLE'.

AUTOBAHN CONSULTANTS BEHAVIORAL PROFILE ASSESSMENTS & FACILITATING CONVERSATIONS

32



33



34

Thomas-Kilmann Conflict Mode Instrument



5 Types of CONFLICT STYLES

SOURCE: <https://www.uscg.mil> › seniorleadership › chaplain



35

Conflict

The condition in which two or more individual's concerns appear to be incompatible



CONFLICT is a natural and healthy part of human personal and professional relationships

CONFLICT becomes unhealthy when it is handled in an unproductive manner, but good conflict is a sign of a healthy team

Healthy

Unhealthy



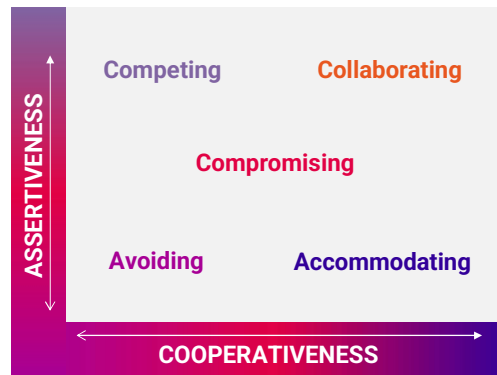
JONATHAN SLAIN THE GOVERNOR | 216.870.4219 | JONATHAN@RECESSION.COM

PAGE 36 | TKI

36

Thomas-Kilmann Conflict Mode Instrument

ASSERTIVENESS the degree to which you try to satisfy your own concerns during conflict



COOPERATIVENESS the degree to which you try to satisfy the other individuals' concerns during conflict



JONATHAN SLAIN THE GOVERNOR | 216.870.4219 | JONATHAN@RECESSION.COM

PAGE 37 | TKI

37

5 Types of Conflict Styles



JONATHAN SLAIN THE GOVERNOR | 216.870.4219 | JONATHAN@RECESSION.COM

PAGE 38 | TKI

38

Each of us is capable of using all FIVE conflict styles. We use some better than others and therefore tend to rely on those styles.



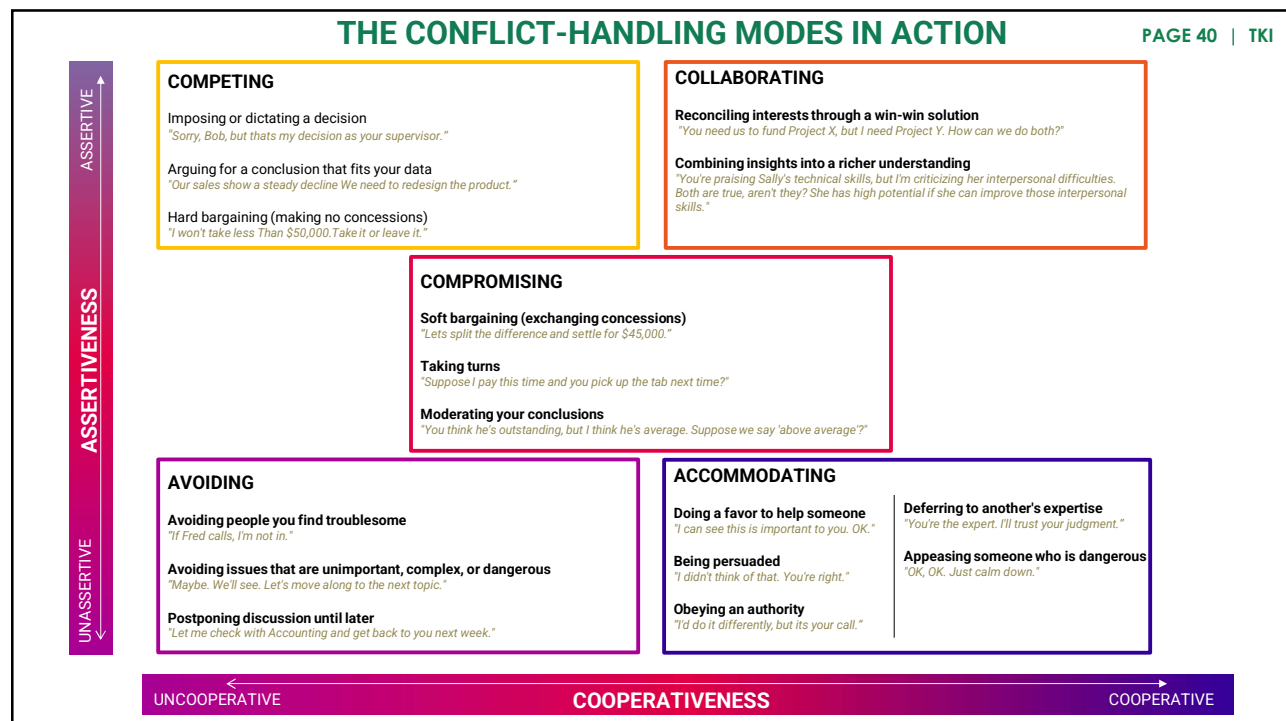
JONATHAN SLAIN THE GOVERNOR | 216.870.4219 | JONATHAN@RECESSION.COM

PAGE 39 | TKI

39

THE CONFLICT-HANDLING MODES IN ACTION

PAGE 40 | TKI



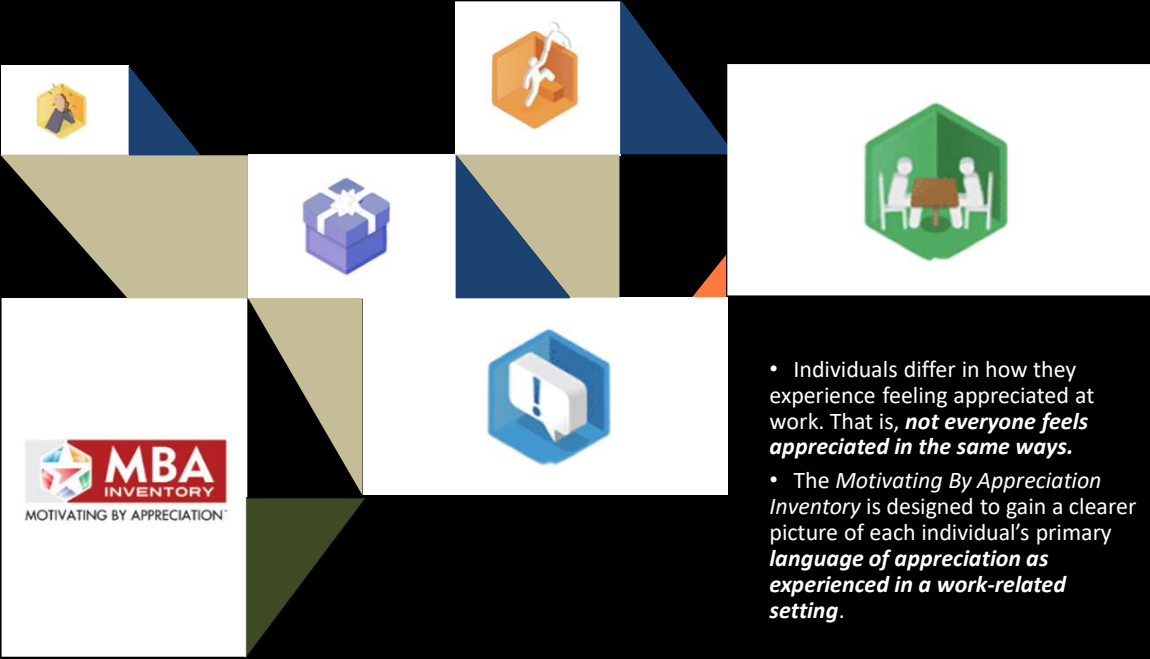
40



41



42



MBA INVENTORY
MOTIVATING BY APPRECIATION™

- Individuals differ in how they experience feeling appreciated at work. That is, ***not everyone feels appreciated in the same ways.***
- The *Motivating By Appreciation Inventory* is designed to gain a clearer picture of each individual's primary ***language of appreciation as experienced in a work-related setting.***

43



44



AUTOBAHN BEHAVIORAL PROFILE ASSESSMENTS &
CONSULTANTS JUST FOR FUN

45

Yasmin Swartz's Pit Stop Playbook

Date of Hire: 13 July 2017 Date of Birth: 12 July 1994 Star Sign: Cancer

"THE SPARK PLUG"

DiSC Profile: CD

Type CD Characteristics

- Spontaneous
- Confident
- Patient
- Insensitive
- Precise

Motivators

- Having independence
- Emphasizing quality
- Efficient results

Stressors

- Following bad procedures
- Dealing with people who don't meet standards

Culture Index: Scholar

Summary

Back at her home in Cape Town, South Africa, Yas has 3 dogs, 2 cats, 2 horses, a parrot and a fiancé. She was Autobahn's first non-family hire and spends around 30-50% of her year in the US, **ideating** and **conceptualising** for Autobahn's clients and team, and the rest of that time **managing** Autobahn's South African office as Creative Director. In her free time, you can find Yasmin **riding horses**, **gardening** and enjoying South African wine and American literature (preferably at the same time). Yas' goals for the future involve seeing the company and it's **team members** through to their **highest potential** as well as being front row to witness members of the Autobahn Equestrian Team win gold at the 2044 Olympics.

How to Work with Yasmin

Working Genius: The Discriminating Ideator

I = Invention

Naturally gifted and derives energy from creating original and novel ideas and solutions

ID|DI

A creative, intuitive, and confident generator of new ideas. Uses instinct and integrative thinking to solve real problems.

Discernment = D

Naturally gifted and derives energy from using intuition and instincts to assess ideas and plans

Languages of Appreciation

Acts of Service

Appreciates others helping her complete tasks actively preoccupying her time

TKI Conflict Management Style

MODE	SCORE	PERCENTILE SCORE
COMPROMISE	6	41%
COLLABORATION	5	34%
ACCOMMODATION	4	26%
CONCILIATION	3	17%

Get to Know Me

Q: What is your spirit animal?
A: Jellyfish

Q: What is your favorite travel destination?
A: USA

Q: One thing most people don't know about you?
A: I love cutting grass

Q: What is your Hogwarts House?
A: Slytherin

Bucket List Highlights

- Run a South African marathon
- Cross a sea on a yacht
- Rugby World Cup 2027
- Become a dual citizen
- Visit every continent
- See Lana Del Rey live

46

BEHAVIORAL PROFILING & RETENTION

State of the Global Workforce: 2024

Global Summary

☐ Boxed numbers indicate the percentage-point change from 2022 to 2023.

Employee Engagement

ENGAGED	NOT ENGAGED	ACTIVELY DISENGAGED
23%	62%	15%
0	+3	-3

Life Evaluation

THRIVING	STRUGGLING	SUFFERING
34%	58%	8%
-1	+2	-1

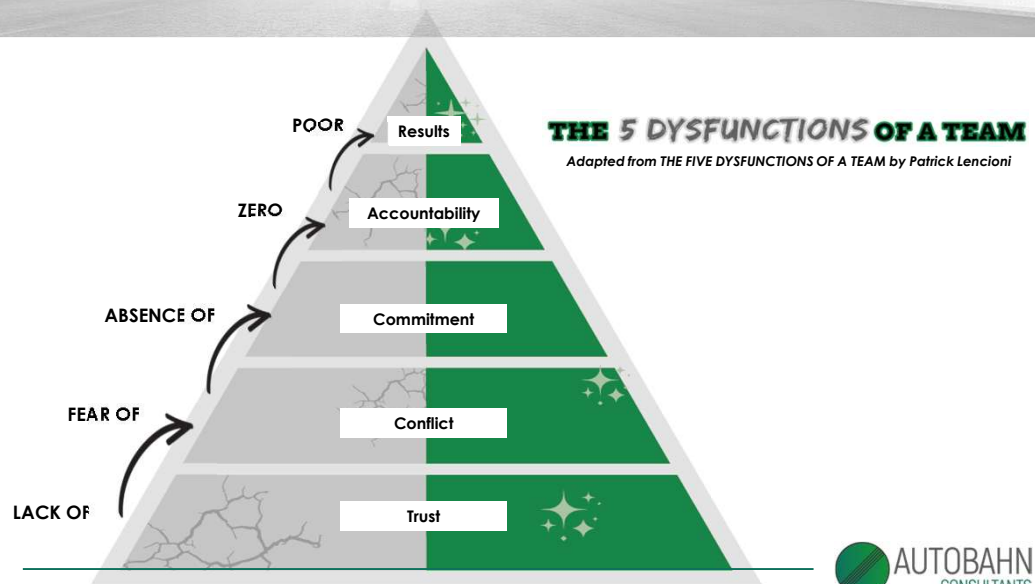
Data from Gallup's State of the Global Workplace: 2024 Report

GALLUP



47

BEHAVIORAL PROFILING & CULTURE



48

TRUST

49

Members of Teams with Absence of Trust

- Conceal weaknesses
- Hesitate to ask for help .. Or give help
- Jump to conclusions
- Fail to tap into each others talents
- Waste time and energy managing behaviors for effect
- Hold grudges
- Dread meetings

Members of Trusting Teams

- Admit weaknesses
- Ask for help
- Accept questions and input from various members
- Give one another the benefit of doubt
- Take risks offering feedback
- Appreciate each others talents and skills
- Focus time and energy on issues not politics
- Look forward to meetings

THE 5 DYSFUNCTIONS OF A TEAM

Adapted from THE FIVE DYSFUNCTIONS OF A TEAM by Patrick Lencioni



49

GOING FAST WITHOUT CRASHING

Have you ever had good employees that just couldn't get along? How could behavioral profiles help?




50

YOU'LL NEED THESE:



DISC ASSESSMENT



MAIL BRANDON



AUTOBAHN CONSULTANTS