

Team Culture Analysis

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About Receptiviti

Language is one of the most revealing behavioral indicators of human psychology. Receptiviti's technology analyzes how people communicate to measure psychological traits that shape organizational culture, team dynamics, leadership style, change-management, role-fit, and culture-fit.

Receptiviti provides scientifically validated psychological insights grounded in decades of peer-reviewed research in psycholinguistics and social psychology. With a scientific foundation cited in over 20,000 academic publications, Receptiviti is the most validated system of its kind.

Receptiviti's team comprises a specialized group of individuals focused on our niche offering at the intersection of language, technology, and psychology. Our platform supports talent decisions and development by uncovering the psychological factors that traditional assessments often miss or cannot objectively capture, helping organizations better understand people, align talent with roles and culture, and enable long-term success.

About this Report

The findings in this report are based on an analysis of language samples produced by members of an anonymized leadership team.

The team's scores across Receptiviti's psycholinguistic measures are benchmarked against a norming dataset composed of executive and leadership communication. As such, each score reflects the degree to which the individuals in the team express a given trait relative to this reference group.

Every score offers meaningful insight—none are inherently negative. Each individual or team has qualities and skills that come more naturally and others that require greater energy to develop or apply. Certain situations will align well with strengths, while other situations may present greater challenges. This report is designed to support self-awareness and inform talent development and team effectiveness.

This report organizes findings into four categories: Leadership Style, Thinking Style, Risk and Reward Focus, and Motivators.

Leadership Style

This section includes measures that describe and predict how a team approaches leadership and contributes to culture. It highlights interpersonal tendencies and the ways they shape communication, influence, and execution. To produce insights, each team member's language samples were analyzed separately. Individual results are based on the unique individual's aggregated language, while team results reflect the mean score across all team members.

Thinking Style

This section captures how the team processes information and evaluates options. It reflects whether their decision-making is more intuitive and experience-based or more deliberative and analysis-driven. To produce insights, each team member's language samples were divided into segments of approximately equal word count. Each segment was scored independently. This approach captures each individual's range of

thinking styles (reflecting thinking agility). As a result, team results reflect both the team's predominant thinking style and its overall cognitive range.

Risk and Reward Focus

This section examines the team's sensitivity to risk and drive toward reward. It sheds light on how the team balances caution and opportunity, and how this balance shapes their approach to challenges, complexity, and uncertainty. Individual results are based on the unique individual's aggregated language, while team results reflect the mean score across all team members.

Motivators

This section explores the psychological needs that drive behavior, such as the desire for achievement, connection, or influence. These traits reveal what energizes the team and how they are likely to find meaning in their role. Individual results are based on the unique individual's aggregated language, while team results reflect the mean score across all team members.

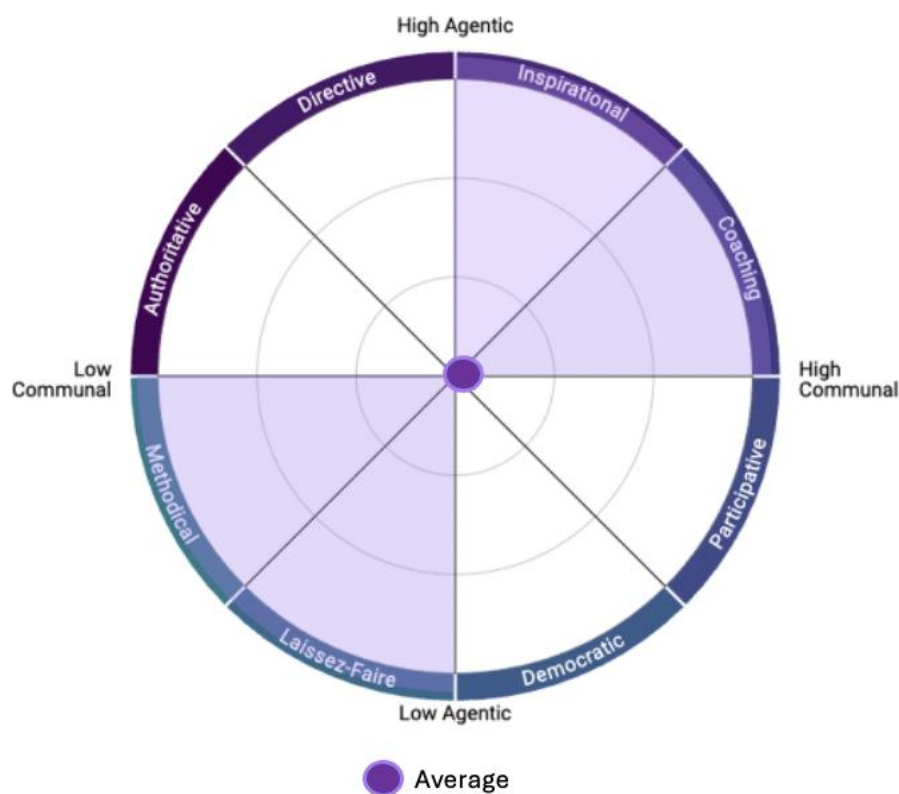
TEAM CULTURE ANALYSIS

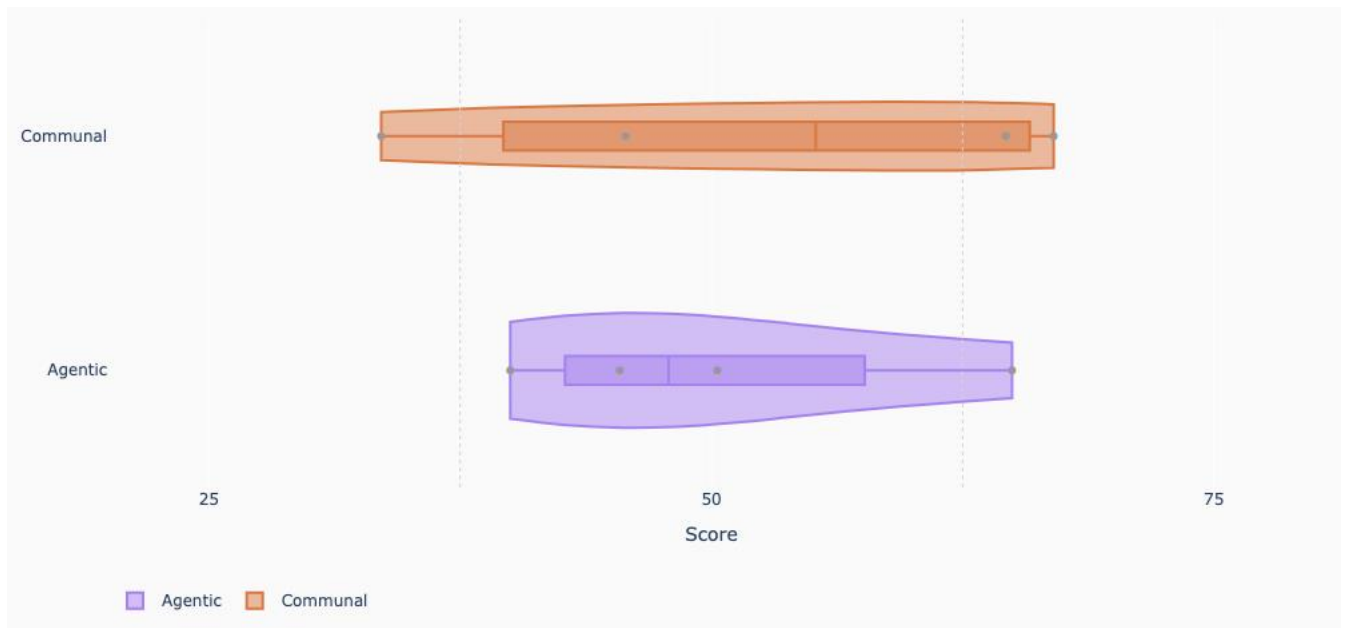
Summary

This group likely combines reward-oriented motivation, and flexible thinking into a collaborative yet action-oriented culture. The presence of both intuitive and methodical thinking styles suggests the group can toggle between speed and reflection. They may thrive in inclusive, psychologically safe settings that emphasize shared ownership, steady momentum, and moderate ambition. Environments with high visibility, relational intensity, or people-centered transformation may activate their strengths. In contrast, cultures with heavy analytical demands, extreme competition, or rigid hierarchy may require additional support to prompt assertive decision-making, activate goal intensity, or build comfort with conflict and structured risk evaluation.

Leadership Style

Average scores across this leadership team falls in line with executive norms on both agentic and communal traits, suggesting a leadership team culture that reflects a balance between self-directed goal pursuit and relationship maintenance without leaning heavily in either direction. However, individual differences across the group reveal meaningful divergence: some members model more highly communal and agentic traits than others. This distribution supports diversity in approaches and perspectives. It may result in varied expectations around decision-making, influence, and collaboration, with some leaders taking a more proactive and engaging stance while others maintain a more reserved or task-oriented approach.





Strengths

- Average scores across agency and communion indicate that, as a whole, the group is well-positioned to adapt to both performance and relationship-driven demands without overcommitting to either side.
- Coaching and Inspirational styles suggest the team may foster psychological safety, alignment across teams, and momentum during periods of moderate change.
- Methodical and Laissez-faire contributors may stabilize the group with operational focus, task execution, and low-reactivity, especially in consistent or low-conflict environments.
- The diversity of profiles may foster psychological safety by normalizing multiple leadership expressions, which can empower team members to lead in ways that align with their natural tendencies. The presence of both relational and pragmatic leadership profiles can also support cultural balance, avoiding extremes in dominance or groupthink.

Considerations

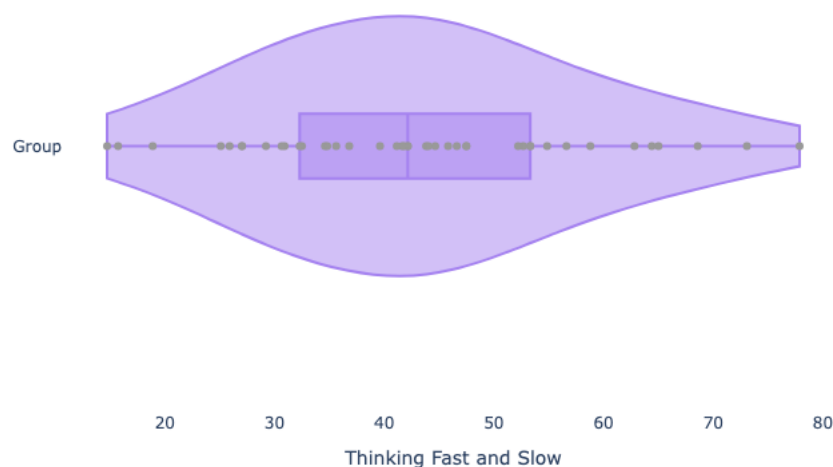
- Consider how more agentic leaders can intentionally create space for the quieter influence of Methodical and Laissez-faire members, who are less

likely to assert direction or challenge the status quo. Without deliberate activation, these voices may be underrepresented in shaping group decisions.

- Leaders with more communal or coaching tendencies may find that situations requiring urgency, confrontation, or rapid decision-making demand greater effort to step into assertive roles. When paired with peers who favor a hands-off approach, these leaders may experience tension between maintaining harmony and driving timely action, especially in high-stakes or fast-changing environments.

Thinking Style

This leadership team, on average, demonstrates a balanced thinking style, falling within the normative range on the Deliberative-Intuitive Thinking Index. However, individual scores reveal meaningful variation, with two members leaning more intuitive, one slightly more deliberative, and one exhibiting a balanced profile. This cognitive distribution suggests a decision-making culture that is likely to blend quick, experience-based judgments with slower, more reflective reasoning, allowing the team to toggle between speed and accuracy depending on the situation.



Strengths

- Variation in individual scores reflects cognitive diversity, which may contribute to stronger collective judgment by allowing for both rapid insight generation and critical evaluation within the same team.
- Members with intuitive thinking styles may excel in fast-moving or ambiguous situations—such as client negotiations, early-stage innovation, or crisis response—where speed, emotional attunement, and pattern recognition are critical.
- Members with deliberative capacity may anchor the team's thinking in analytical reasoning during complex problem-solving, long-term planning, or when evaluating trade-offs that require precision and structure.
- Members with midrange profiles can act as bridges across diverse cognitive styles, integrating intuitive insights with deliberative plans.

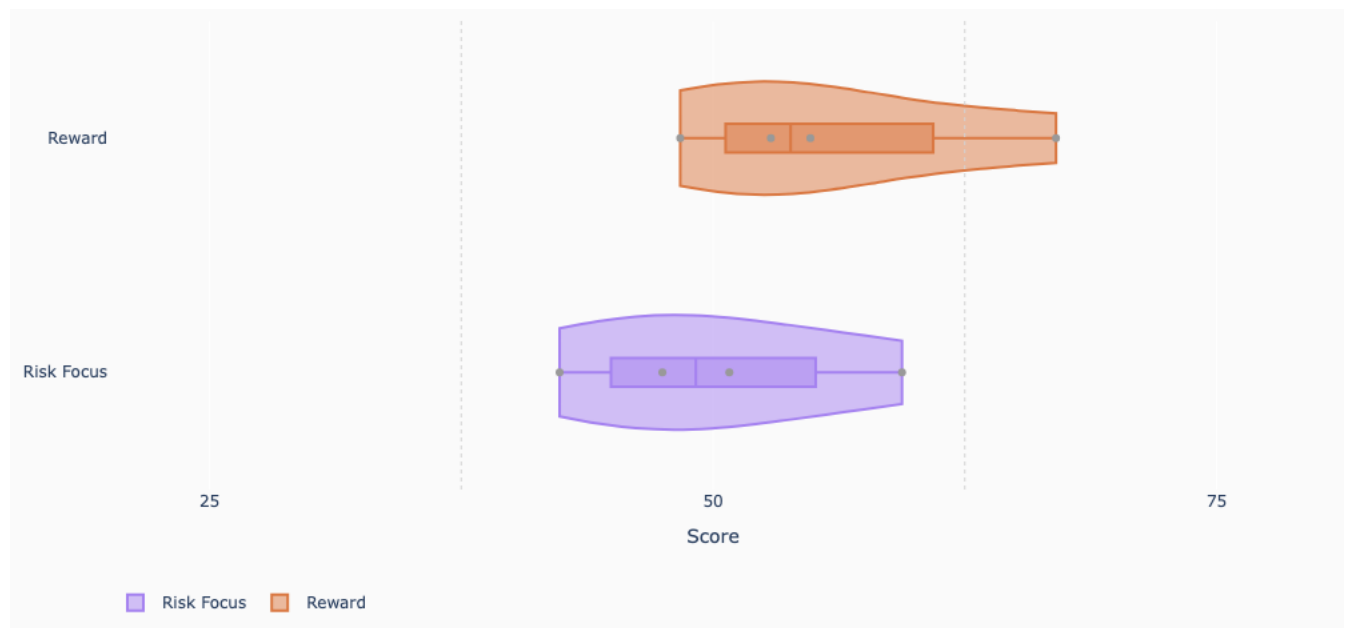
Considerations

- Consider how the team's mix of intuitive and deliberative thinkers may create uneven pacing in group discussions or decision timelines, requiring intentional coordination to avoid disconnects between those who prefer quick action and those who prefer thorough analysis.
- Leaders with faster, more intuitive styles may set a tone of decisiveness that others feel pressured to match, while more deliberative members may slow the group down to surface critical risks or long-term considerations—teams with this mix may benefit from clearly defining when speed or depth should take priority.

Risk and Reward Focus

This leadership team, on average, demonstrates a balanced awareness of risk with a slightly elevated sensitivity to reward. The group's tone in decision-making is likely to lean toward pursuing opportunities, while still maintaining a steady, measured stance on potential downsides. While most individuals fall near the norm on both dimensions, slight differences – such as one member's risk-aversion and

another's stronger reward-seeking orientation – may shape how risks and opportunities are framed, with some team members emphasizing caution and others focusing on upside potential.



Strengths

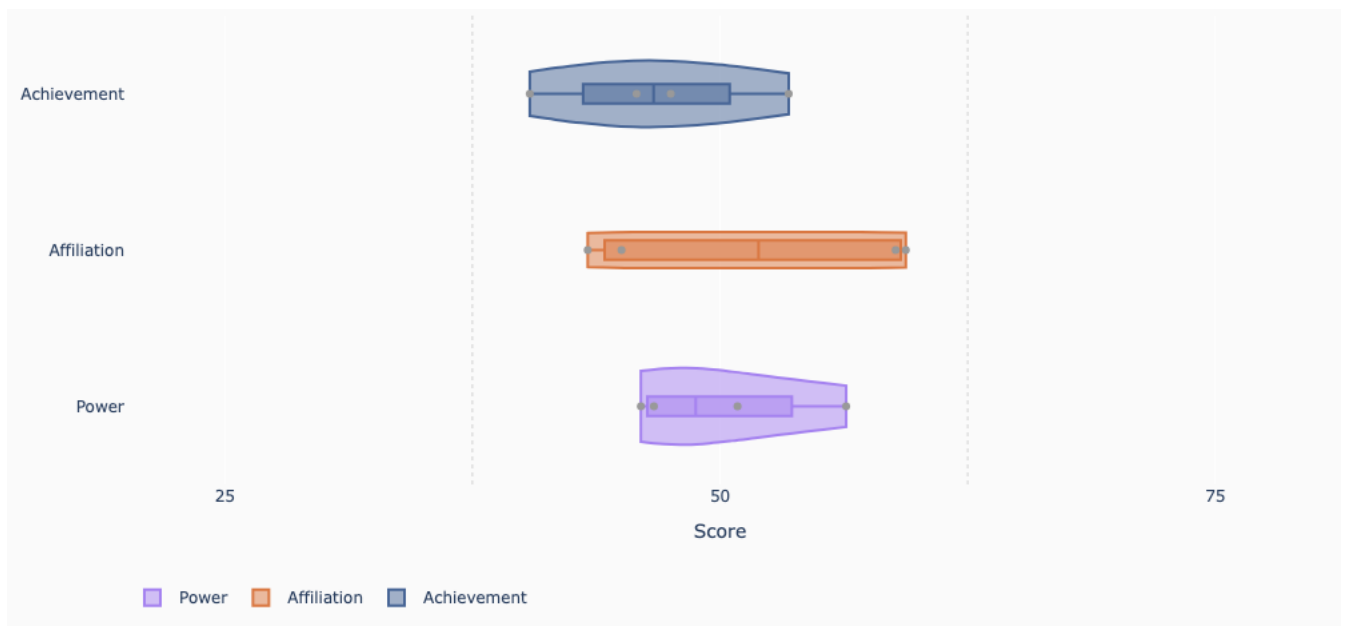
- This group is likely to support thoughtful momentum and pragmatic growth, balancing optimism with caution. The team's overall balance on risk and reward suggests they may be especially effective in stable but opportunity-rich environments where thoughtful progress, rather than extreme caution or bold risk-taking, is valued.
- Elevated reward sensitivity in several members may contribute to forward-looking, opportunity-oriented thinking—useful in contexts such as business development, innovation, or growth initiatives.
- The presence of a slightly risk-averse voice may serve as a quiet check on over-optimism, ensuring that potential downsides are considered before major investments or decisions.
- This mix of risk-aware and reward-sensitive profiles may allow the team to flexibly respond to different strategic scenarios, with the ability to both seize opportunities and identify when restraint is warranted.

Considerations

- Consider how varying levels of risk sensitivity across the team may require deliberate alignment on when to advance versus pause—especially in fast-moving or high-stakes environments where timing and risk appetite matter.
- Leaders with more reward-seeking tendencies may find that situations involving constrained resources or high uncertainty require more effort to slow down and calibrate expectations around feasibility and risk tolerance.
- In high-reward scenarios, teams with mixed risk profiles may find that forward momentum slows unless there are clear decision frameworks in place to balance cautious input with action-oriented drive.

Motivators

As a whole, this leadership team demonstrates average levels of achievement, affiliation, and power drive, suggesting a motivational culture that aligns with typical executive norms. The group is likely to operate with a steady blend of interpersonal connection, ambition, and influence, without overemphasizing any single driver. While most members cluster near the average range, subtle divergence—such as slightly elevated affiliation and power in some, and slightly lower achievement drive in others—may shape how the group experiences collaboration, ambition, and authority, with potential variations in what energizes or sustains individual engagement.



Strengths

- The group's motivational balance may support cultural consistency and psychological safety, with members likely to engage without being overly competitive or status-seeking.
- Slightly higher affiliation in two members may foster social cohesion and interpersonal trust, which can support team-based decision-making and cross-functional collaboration.
- Average achievement drive across the team suggests the group is likely to stay reliably goal-oriented without becoming perfectionistic or overextended, supporting a calm and measured pace.

Considerations

- Consider how subtle differences in affiliation and achievement drive across the team may influence how individuals stay engaged—some may be energized by close collaboration or clear milestones, while others may prefer autonomy or steady routines.
- Consider how the group's overall motivational balance—without a strong pull toward achievement, affiliation, or power—may lead to steady but low-urgency

execution unless external expectations or internal champions actively generate momentum.

Appendix 1: Measure Definitions

Leadership Style Measures

The way individuals engage with their teammates or direct reports and the interpersonal styles they adopt shape their contribution to team dynamics and culture. Agency and communion are two well-established dimensions of interpersonal behavior that help capture these interpersonal styles.

Agentic captures the degree to which individuals focus on bold influence and individual vision or accomplishment, which is often linked to leadership and initiative.

Communal captures the degree to which individuals focus on others and emphasize cooperation, support, and collective achievement, which is often linked to long-term value creation and being a culture carrier.

Thinking Style Measures

Thinking style refers to how individuals make decisions and process information on a bidirectional index where the lower the score, the more intuitive the thinker and the higher the score the more deliberative the thinker. Intuitive thinking involves quick, efficient thought processes that rely on expertise, mental shortcuts, or heuristics. Deliberative thinking involves slower, more reflective and analytical processing. Neither way of thinking is inherently superior or inferior. Fast and Slow thinking complement each other, and the ability to strategically employ either mode of thought is beneficial for efficiently navigating the workplace.

Thinking agility refers to individuals' practical ability to make connections between diverse areas of expertise and apply that knowledge quickly in complex and dynamic real-life challenges. Thought agility is a broader form of the psychological concept of learning agility, which has to do with rapidly and creatively generalizing from past learning experiences to new challenges. Agile thinkers are versatile and flexible-able to rapidly switch from a cautious, methodical mode of thinking to bold, intuitive decision-making when needed. Thinking agility is measured by range of thinking style. A wide range suggests

greater cognitive flexibility and thinking agility, while a low range reflects a more rigid and uniform thinking style.

Risk and Reward Focus Measures

Risk focus measures how attuned individuals are to potential downsides, capturing language related to uncertainty, danger, or exposure to harm.

Reward focus measures how attuned individuals are to potential upsides, capturing language related to opportunity, benefit, and positive emotional states.

Motivators Measures

Decades of research have identified three core drivers of behavior: achievement, affiliation, and power.

Affiliation reflects the degree to which individuals demonstrate an intrinsic desire for connection, belonging, and positive social relationships

Achievement (also referenced in Coachability) reflects the degree to which individuals demonstrate an intrinsic desire to master tasks, meet personal standards of excellence, and succeed through effort and improvement.

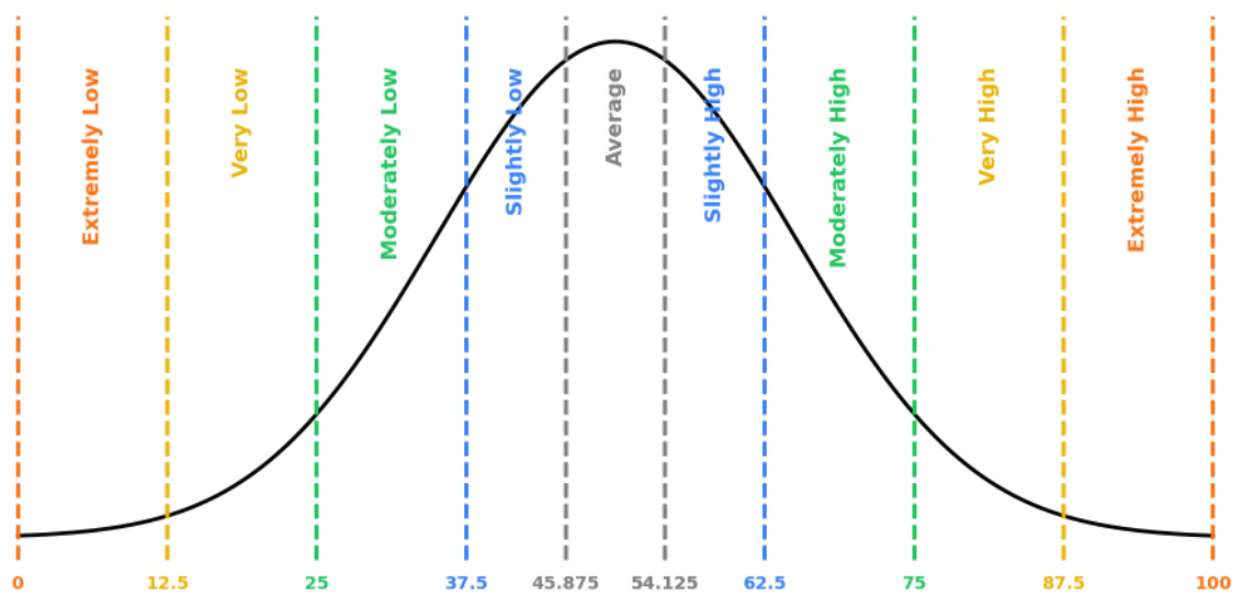
Power reflects the degree to which individuals demonstrate an intrinsic desire to influence others, assert control or dominance, and gain recognition or authority.

Appendix 2

Appendix 2.1 Score interpretations

Scores for all measures are normed using Z-scoring. Z-scoring transforms raw scores into standardized scores that show how far a value is from the mean, measured in standard deviations. Scores are then projected onto a range from 0 to 100.

A normed score of 80 indicates that the sample is 2.4 standard deviations away from the mean of the norming dataset.



Appendix 2.2 Violin Chart Interpretation

Violin charts display the distribution of scores based on a normed scale from 0 to 100. Each shape (called a Violin) shows the spread and density of scores.

Thickness of the violin at any point reflects the concentration of data points scoring at that level (thicker = more common) (thinner = less common).

The left and right edges of the violin are defined by the minimum and maximum score.

The violin chart is overlaid on top of a standard box and whisker plot (also called box plot). The center line represents the median score.

The dots on the violin, show the scores for each team member and/or language segment (created by slicing each individual's language samples).

This chart helps contextualize scores by visualizing variance. For example, a greater spread on a violin chart visualizing fast and slow thinking scores indicates greater thinking style diversity and cognitive flexibility within the team.