# CULTURE INDEX STRUCTURE & GROUPS

March 18, 2024



# Where can I see my Culture Index or my peers Culture Index?

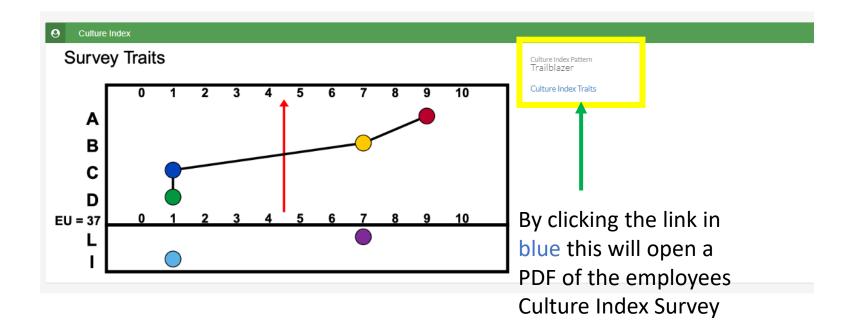


# Where can I see my Culture Index or my peers Culture Index?

💌 Leadership Reports	Alan Lee's Profile			
DASHBOARDS	4		Employe	ee Card 👂 🧥 🖋
20 Domestic	ISOME BOOME BOOM	VP of Domestic Business	Departments	
International	Biožni Biožnie	Remote	Domestic Business - Sales Leadership Team	
🖉 Tolling	Bioto	520 Tower Rd Gillham AR 71841	Action Champion For Domestic Business - Sales	
Battalion <		Sevier	Domestic Business - Additive WOWing Warrior For	
BUSINESS DEVELOPMENT		<ul> <li>(816) 344-5742 ext. 3502 (Office)</li> <li>(903) 293-0209 (Cell)</li> </ul>	Domestic Business - Sales Domestic Business - Additive	
\$ Sales <		<sup>Email</sup> alee@biozymeinc.com	Domestic Business - Purchasing & Inventory Domestic Business - Sales Support Domestic Business - Supplements J	
Orders			Domestic Business - Supplements PH Domestic Business - Tech Support	
<ul> <li>AR/Past Dues</li> </ul>			Supervisor Lisa Norton	
Expenses			Direct Reports Bob Burkham, Chris Cassady, Matt Greenwood, Paul Hill, John Jeffre	
Budgeting <			Madisyn McCauley, Sam Silvers, John Tucker, Kenny Voboril, and Mike	Wadle
🗞 Product Center			Birthday April 10.	
Product Pricing			Hire Date April 25, 2012	
SAMM Center			Compensation Salary	
CONTACTS			Spouse Christy	
Customers			Sales Rep ID	
Employees			Dairyland Account Number	
Activities			2638-17	
🟴 Reminders (0)				
Marketing <	🗐 Bio			•
Distributors	O Culture Index			
Dealers <				

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# Where can I see my Culture Index or my peers Culture Index?

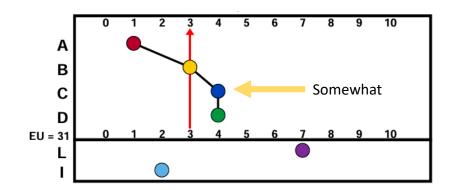


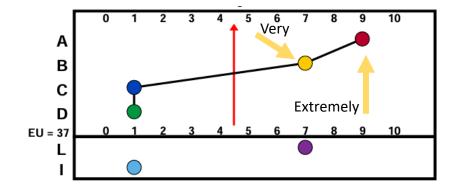


# What does A, B, C, D, EU, L, & I mean?

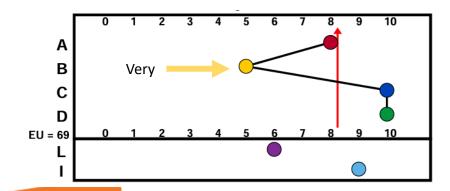


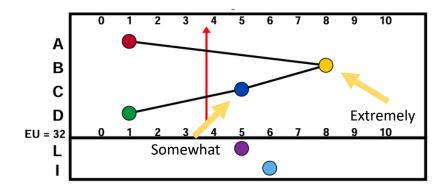
A= Autonomy			
	Somewhat 34%	Very 14%	Extremely 2%
High A	Competitive	Assertive	Entrepreneurial
	Independent	Resourceful	Arrogant
	Confident	Venturesome	Domineering
	Self Starter	Individualistic	Belligerent
Low A	Unassuming	Humble	Submissive
	Unselfish	Timid	Docile
	Agreeable	Unobtrusive	Self-Effacing
	Peaceful	Easily-Discouraged	Meek





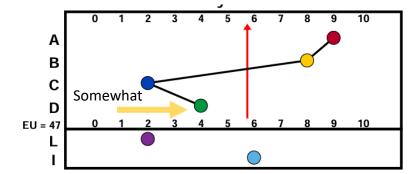
		B= Social	
	Somewhat 34%	Very 14%	Extremely 2%
High B	Friendly Persuasive Sociable Talkative Optimistic	Outgoing Stimulating Fluent Enthusiastic Socially Poised	Gregarious Highly Persuasive Loquacious Good Mixer Superficial
Low B	Reserved Quiet Serious Sincere	Retiring Reflective Shy Self-Conscious Introspective	Withdrawn Secretive Remote Deeply-Reserved Reclusive

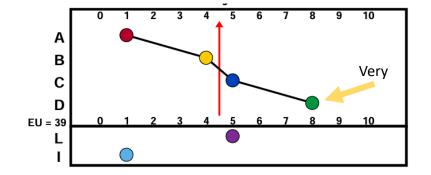




BIOZYME

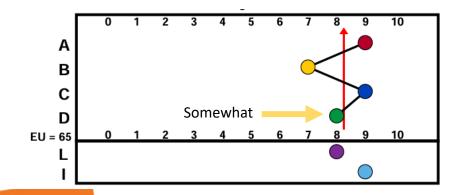
		C= Pace	
	Somewhat 34%	Very 14%	Extremely 2%
High C	Relaxed	Passive	Lethargic
	Patient	Deliberate	Very Slow
	Stable	Unhurried	Unresponsive
	Methodical	Predictable	Phlegmatic
	Calm	Well-Coordinated	Placid
Low C	Tense	High-Strung	Volatile
	Impatient	Very Impatient	Extremely Impatient
	Quick	Intense	Extremely Tense
	Driving	Restless	Fast-Paced

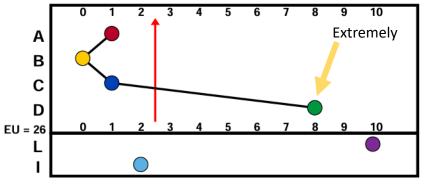




BIOZYME Care that comes full circ

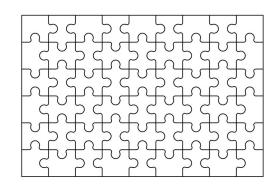
D= Conformity			
	Somewhat 34%	Very 14%	Extremely 2%
High D	Accurate Careful Dutiful Thorough Self-Disciplined	Precise Cautious Expert Fussy Worrier	Perfectionist Anxious Respectful Conforming Inflexible
Low D	Casual Independent Informal Uninhibited	Careless Free-Wheeling Non-Conforming Obstinate Non-Compliant	Sloppy Undisciplined Disrespectful Rebellious





		EU= Energy Units		
11-30		This person throughout the day will need to set time aside to charge their batteries		
31-60		This person can work longer without having to take breaks, and/or maintain focus or stamina as required by the job		
61-89		This person has an above average level of stamina and will demonstrate a consistent, tireless focus		
		L= Logic		
0-2	Easily shows emotion, difficult for them to mask feelings, emotion governs decision making, cannot remove emotion from judgement			
3-7		More aware of controlling behavior or conceal emotional reactions, logic and emotions contribute to decision making		
8-10	Ve	Very hard to read, masks emotion and feelings		
		I= Ingenuity		
0-5	Lite	eral interpretation to events and ideas		
6	On the cusp, demonstrates random contributions of ingenuity			
7-10	7-10 Multi dimensional thinking, abstract and unconventional			



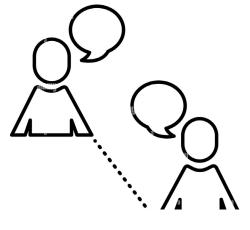


## Organizational



## TECHNICAL RESEARCH

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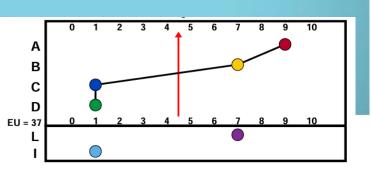


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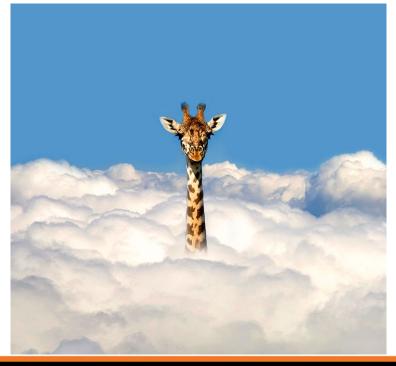
## Visionary

## What does it mean to be in the Visionary group? Highly analytical, future-oriented thinkers who use deductive reasoning, with a HUGE appetite for risk/reward.

What do we all have in common? All have high A's All have A's greater than B







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## *Visionary Who are we at BioZyme?*



### Architect

Lisa Norton, Lori Lawrence, John Tucker, Josiah Colle, Brent Schultz, Evan Williams, Kathrin Rieser

### Trailblazer

Alan Lee, Morgan Weinrich, John Jeffrey, Jamie Miller, Scott Farmer, Lynnie Anderson, Jacob Teasley

## Philosopher

Ken Ford, Susan Day, Justin Doubet, Ronda Gottswiller, Stacy Pearce, Demetri Alexander, Sawyer Przilas

### Enterpriser

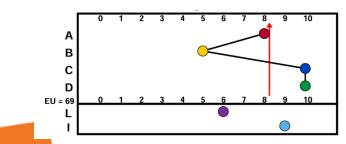
Shane Schaake, Dan Wierzba, Colby Dennis



## **Technical Research**



## What do we all have in common? All have high D's All have an A that is greater than B



# What does it mean to be in the Technical Research group?

Analytical thinkers with a desire for learning and understanding of the finer details of larger processes.





## *Technical Research Who are we at BioZyme?*

#### Tech Expert

Volker Altenbokum, Madi McCauley, Jessica Gerster, Ron Deeken, Ty McGuire, Jonas Bennett, Paul Hill

#### Craftsman

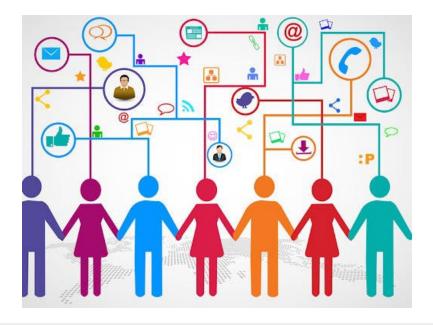
Ryan Norton, Matt Collins, Steve Brown, Cody Grider, Cody Moreels, David Firavich, Hunter Lehman, Dennis Martinez, Terry Robertson, Josh Renaud, Nick Reed, Nate Bowman, Jasper Lin, Lindsey Dunn, Kristi Miller, Ashley Jones, Robert Cortez, Hardy Goodman, Mike Wadle, Kenny Voboril, Hayley Keck, Katie McComb, Chris Dunn, Sam Albers, Kevin Kerrick, Christy Lee, Angie Ruffoni, David Sinclair, Lena Berry

### Specialist

Lynsey Whitacre, Cody Jensen, Matt Powers, Jared Brown, Marilyn Wood, Reid Milbourn, Mark Purvis, Bob Burkham, Shelia Grobosky, Jody Purvis

#### Scholar

Byron Shields, Ignacio Ipharraguerre, Tony Buhman, Troy Goretska



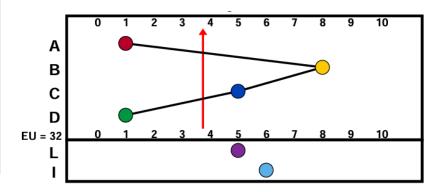


# Social

# What does it mean to be in the Social group?

Are intuitive decision makers that verbally process their thoughts and tend to be less compliant with regulations.

What do we all have in common? All have low A's



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*Persuader* Mackinze Gray

**Debater** Chad Filmer and Scott Geoffroy

#### Socializer

Crystal Hollands, Charlie Lett, Chris Kyle, Chris Blakeney, Sam Fones, Patti Long, Toby McCormick *Social Who are we at BioZyme?*  **Rainmaker** Rowdy Pope and Jalen Johnson

Influencer Jenette Masarie, John Sprong, Melinda Norton

BIOZME

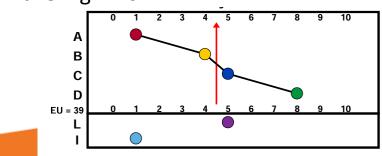
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## Organizational



## What do we all have in common?

All have low A's All have high D's





# What does it mean to be in the Organizational group?

Considered to be conformists with an aversion to conflict and risk, who function best within a provided structure were they can become proficient.



# *Organizational Who are we at BioZyme?*

## Traditionalist

Caity Norton, Jill Vanover, Marc Cortez, Jack Deshon, Kevin Glaubius, Julie Isbell *Administrator* 

Coordinator

Ryan Hoefling, Katy Holdener, Tori Seward, Jen Miller, Becky Dunn, Max Schadegg, Jason Bow

## Facilitator

Chris Cassady, Ali Brunner, Tori King *Operator* Kelly Cortez, Brian Funk, Dan Delaney,

Jason Norton, Joe Liebel

Desire Wahlgren, Heather Lovelady, Allie Scalfani





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