CSI™ 2
Change Style Indicator®
Second Edition

Sample Group Report

November 11, 2025

The Change Style Indicator® Second Edition (CSI™ 2) group report provides insight into the change style preferences of a team. It includes detailed information about the team's strengths and potential blind spots and provides practical tips for optimizing team dynamics and navigating change effectively.

Note: While the term "team" is used throughout this report for clarity and consistency, the insights apply equally to any group of individuals working together, whether as a formal team, cross-functional group, or cohort.

Group Report

Section 1: Overview of Team Profile

Team Name: Sample Group Report

**Number of Team Members:** 68 | **Team's Midpoint Score:** 0 (Pragmatist)

Team Orientation: Pragmatist

This result means that most people on this team have a Pragmatist change style preference, often focusing on practical, results-oriented solutions that balance tradition and innovation.

Percentages of Each Change Style

Conserver	Pragmatist	Originator
15%	75%	10%

Team's Change Style Preference Distribution

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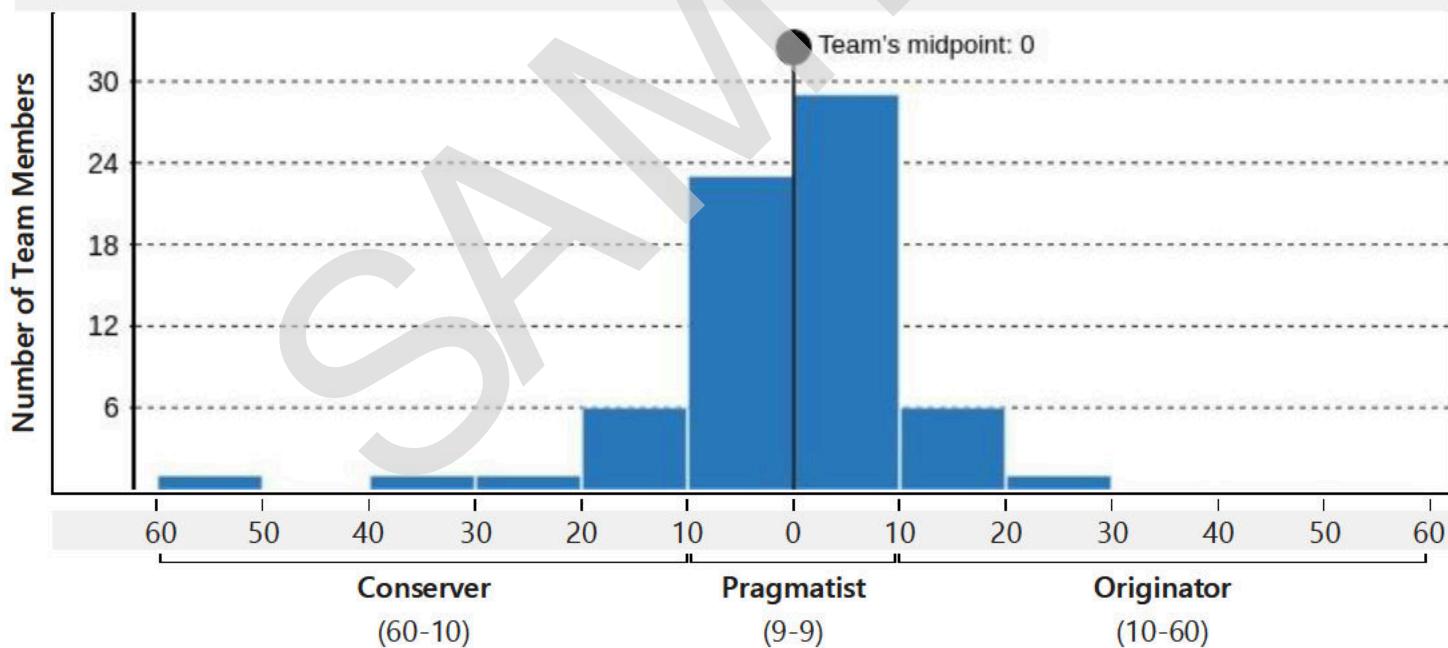
Team Snapshot

Team Overview

- Balances change with stability and seeks consensus before committing.

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Key Strengths

- Exceptional at building consensus and fostering collaboration.

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Potential Blind Spots

- May seem indecisive and try to please everyone.

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Ideal Work Environment

- Collaborative and adaptive.

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Tips for Leading this Team

- Create an environment that promotes open debate and fosters meaningful collaboration.

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Leading Through Change

- Balance stability and innovation, explaining the practical reasons for change.

- Provide tools and structure for adaptation, focusing on practical solutions.

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Teams work best when they recognize different approaches to change. Some teams prefer stability, some blend structure with new ideas, and others push for big changes. Recognizing these differences fosters collaboration, problem-solving, and effective decision-making. Every approach adds value, making change easier to manage.

Practical Tips for Pragmatist-Oriented Team Success

Driving Innovation

- Assess new ideas while considering practical constraints.

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Solving Problems Effectively

- Bridge the gap between Conservers (stability-focused) and Originators (change-driven).

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Navigating Change Style Preferences in Team Dynamics

- Conservers in the team are encouraged to speak up about the need for stability while remaining open to new possibilities.

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Integrating Conservers and Originators in a Pragmatist-Oriented Team

- Tips for Conservers on the Team

    ◦ Take part in planning efforts to bring structure and attention to detail.

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- Tips for Originators on the Team

    ◦ Make time to share bold, creative ideas with the team.

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Working With Different Teams Across the Organization

- Take time to understand the working style of structured (Conserver-oriented) or visionary (Originator-oriented) teams, so you can adjust your approach and collaborate more effectively.

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Section 3: Reflection & Commitment

This section is designed to help teams reflect on their strengths, challenges, and opportunities for growth. By identifying key areas for improvement and making concrete commitments, team members can work together more effectively and navigate change with confidence.
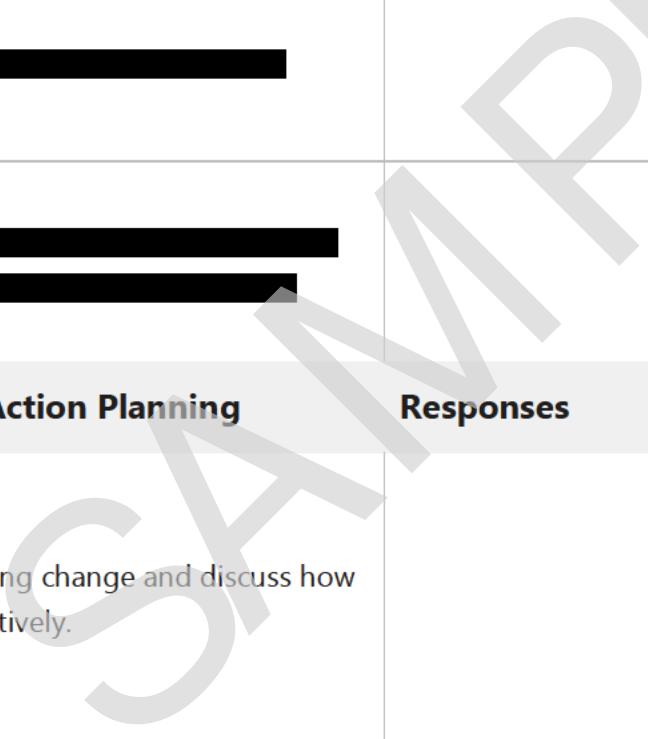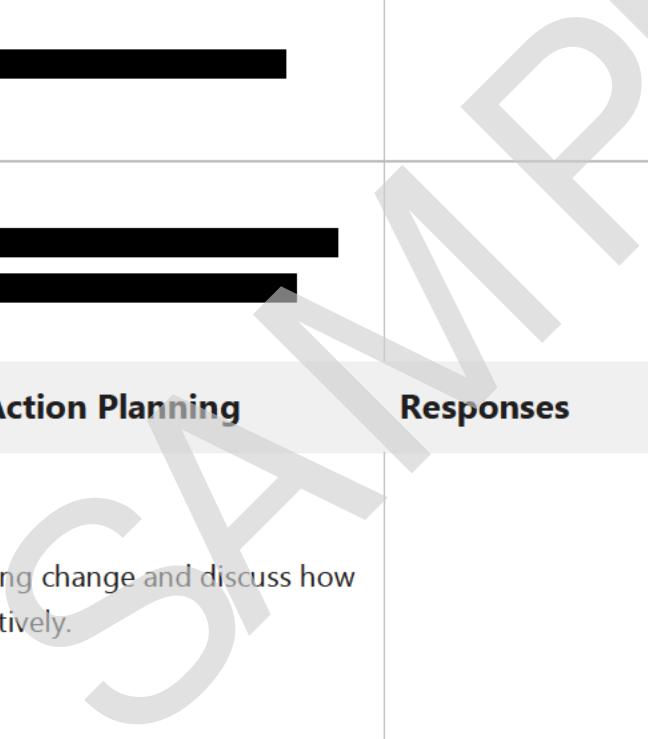
Personal & Team Reflections	Responses
What are our team's key strengths?	
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Next Steps & Action Planning	Responses
Identify an upcoming change and discuss how to navigate it effectively.	
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Commitment Section

Each team member commits to one action ensuring balanced decision-making and effective change adoption.

Team Member	Action Commitment