



TTI
SUCCESS
INSIGHTS®

TTI Talent Insights®

Management-Staff

Sandy Sample

Customer Service

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Introduction

Where Opportunity Meets Talent

The TTI Success Insights® Talent Insights Report was designed to increase the understanding of an individual's talents. The report provides insight to three distinct areas: behaviors, driving forces, and their integration. Understanding strengths and weaknesses in these areas will lead to personal and professional development and a higher level of satisfaction.

The following is an in-depth look at your personal talents in the three main sections:

Behaviors

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.

Driving Forces

This section of the report provides information on the why of your actions, which with application and coaching, can tremendously impact your valuing of life. Once you know the motivations that drive your actions, you will immediately be able to understand the causes of conflict.

Integrating Behaviors & Driving Forces

This section of the report will help you blend the how and the why of your actions. Once you can understand how your behaviors and driving forces blend together, your performance will be enhanced and you will experience an increase in satisfaction.

Introduction

Behaviors



Behavioral research suggests that the most effective people are those who understand their strengths and weaknesses, because they can best develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no, and maybe. We are only measuring behavior. We only report statements which are true and areas of behavior in which tendencies are shown. Feel free to delete any statement from the report that may not apply, but only after checking with friends or colleagues to see if they agree.

All people exhibit all four behavioral factors to varying degrees of intensity.
-W.M. Marston

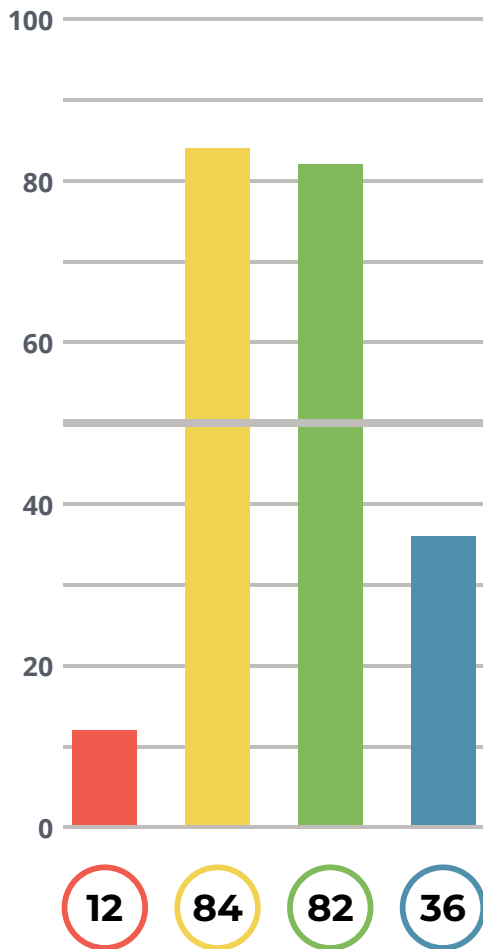
Style Insights® Graphs



Graph I

Adapted Style

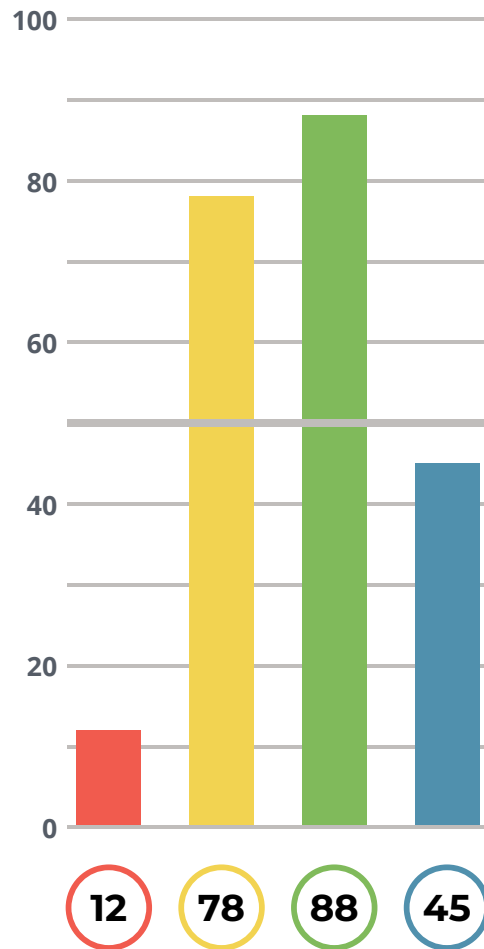
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Graph II

Natural Style

D **I** **S** **C**



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Sandy Sample

Behavioral Characteristics



Based on Sandy's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Sandy's natural behavior.

Sandy wins through hard work and persistence. She likes to focus on one task until it is completed. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She is usually steady, easygoing and relaxed. She tends to build a close relationship with a relatively small group of associates. Once Sandy has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. Sandy prefers to help and support others rather than compete against them. At times, Sandy would like to slow the world down and cut out some of the activities people want her involved in.

Sandy finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She prefers to take time to analyze situations that can be felt, touched, seen, heard, personally observed, or experienced. Sandy often thinks over major decisions before acting. She is persistent and persevering in her approach to achieving goals. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

Sandy will be open with those she trusts; however, reaching the required level of trust may take time. She usually is considerate, compassionate and accepting of others; however, on some occasions she can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She is quick to pick up on group

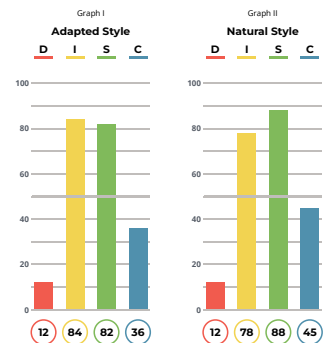


Behavioral Characteristics

Continued



dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. She likes to know what is expected of her in a working relationship and to have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. Sandy likes a friendly, open style of communication.

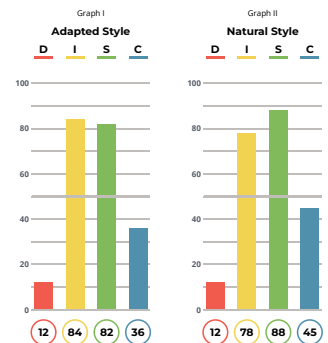


Value to the Organization



This section of the report identifies the specific talents and behavior Sandy brings to the job. By looking at these statements, one can identify her role in the organization. The organization can then develop a system to capitalize on her particular value, making her an integral part of the team.

- ✓ 1. People-oriented.
- ✓ 2. Builds good relationships.
- ✓ 3. Dependable team player.
- ✓ 4. Patient and empathetic.
- ✓ 5. Works for a leader and a cause.
- ✓ 6. Service-oriented.
- ✓ 7. Turns confrontation into positives.
- ✓ 8. Flexible.



Checklist for Communicating



Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Sandy. Read each statement and identify the 3 or 4 statements which are most important to her. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with Sandy most frequently.

Ways to Communicate

- ✓ 1. Take time to be sure that she is in agreement and understands what you said.
- ✓ 2. Take your time and be persistent.
- ✓ 3. Present your case softly, non-threateningly, with a sincere tone of voice.
- ✓ 4. Use a scheduled timetable when implementing new action.
- ✓ 5. Move casually.
- ✓ 6. Provide personal assurances and clear, specific solutions with maximum guarantees.
- ✓ 7. Clearly define (preferably in writing) individual contributions.
- ✓ 8. Ask "how?" questions to draw her opinions.
- ✓ 9. Provide a friendly environment.
- ✓ 10. Be prepared.
- ✓ 11. Show sincere interest in her as a person. Find areas of common involvement and be candid and open.



Checklist for Communicating

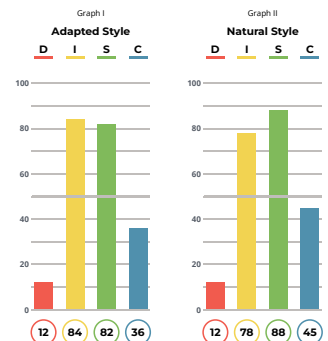
Continued



This section of the report is a list of things NOT to do while communicating with Sandy. Review each statement with Sandy and identify those methods of communication that result in frustration or reduced performance. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Ways NOT to Communicate

- 1. Patronize or demean her by using subtlety or incentive.
- 2. Talk to her when you're extremely angry.
- 3. Be domineering or demanding; don't threaten with a position of power.
- 4. Be haphazard.
- 5. Keep deciding for her, less she'll lose initiative. Don't leave her without backup support.
- 6. Give your presentation in a random order.
- 7. Force her to respond quickly to your objectives. Don't say, "Here's how I see it."
- 8. Push too hard or be unrealistic with deadlines.
- 9. Be abrupt and rapid.
- 10. Make promises you cannot deliver.
- 11. Offer assurance and guarantees you can't fulfill.



Communication Tips



This section provides suggestions for methods which will improve Sandy's communications with others. The tips include a brief description of typical people with whom she may interact. By adapting to the communication style desired by other people, Sandy will become more effective in her communications with them. She may have to practice some flexibility in varying her communication style with others who may be different from herself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

C Compliance

When communicating with a person who is dependent, neat, conservative, perfectionist, careful, and compliant:

- ✓ Prepare your "case" in advance.
- ✓ Stick to business.
- ✓ Be accurate and realistic.
- ✗ Being giddy, casual, informal, or loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganized or messy.

D Dominance

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent, and goal-oriented:

- ✓ Be clear, specific, brief, and to the point.
- ✓ Stick to business.
- ✓ Be prepared with support material in a well-organized "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganized.

S Steadiness

When communicating with a person who is patient, predictable, reliable, steady, relaxed, and modest:

- ✓ Begin with a personal comment—break the ice.
- ✓ Present your case softly, non-threateningly.
- ✓ Ask "how?" questions to draw their opinions.
- ✗ Rushing headlong into business.
- ✗ Being domineering or demanding.
- ✗ Forcing them to respond quickly to your objectives.

I Influence

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative, and political:

- ✓ Provide a warm and friendly environment.
- ✓ Don't deal with a lot of details (put them in writing).
- ✓ Ask "feeling" questions to draw their opinions or comments.
- ✗ Being curt, cold, or tight-lipped.
- ✗ Controlling the conversation.
- ✗ Driving on facts and figures or alternatives and abstractions.

Perceptions



See Yourself As Others See You

A person's behavior and feelings may be quickly telegraphed to others. This section provides additional information on Sandy's self-perception and how, under certain conditions, others may perceive her behavior. Understanding this section will empower Sandy to project the image that will allow her to control the situation.



Sandy usually sees herself as being:

- ✓ Considerate
- ✓ Thoughtful
- ✓ Good-natured
- ✓ Dependable
- ✓ Team Player
- ✓ Good Listener



Under moderate pressure, tension, stress, or fatigue, others may see her as being:

- ✓ Nondemonstrative
- ✓ Hesitant
- ✓ Unconcerned
- ✓ Inflexible



Under extreme pressure, stress, or fatigue, others may see her as being:

- ✓ Possessive
- ✓ Stubborn
- ✓ Detached
- ✓ Insensitive

Descriptors



Based on Sandy's responses, the report has marked those words that describe her personal behavior. They describe how she solves problems and meets challenges, influences people, responds to the pace of the environment, and how she responds to rules and procedures set by others.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influence	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

Natural & Adapted Style



Sandy's natural style of dealing with problems, people, pace of events, and procedures may not always fit what the environment needs. This section will provide valuable information related to stress and the pressure to adapt to the environment.

Problems & Challenges

Natural

Sandy uses a laid-back and peaceful approach to problem solving. She tends to solve problems in a reactive and team-oriented manner. Sandy tends to be unobtrusive and avoids confrontation, so she can be seen as a true team player.

Adapted

Sandy sees no need to change her approach to solving problems or dealing with challenges in her present environment.

People & Contacts

Natural

Sandy is enthusiastic about her ability to influence others. She prefers an environment in which she has the opportunity to deal with different types of individuals. Sandy is trusting and also wants to be trusted.

Adapted

Sandy sees no need to change her approach to influencing others to her way of thinking. She sees her natural style to be what the environment is calling for.

Natural & Adapted Style



Pace & Consistency

Natural

Sandy is comfortable in an environment in which there are few projects going on concurrently. She is appreciative of the team concept and feels quite secure in an environment where the need to move from one activity to another quite quickly is held to a minimum.

Adapted

Sandy sees her natural activity style to be just what the environment needs. What you see is what you get for activity level and consistency. Sometimes she would like the world to slow down.



Procedures & Constraints

Natural

Sandy is independent by nature and somewhat self-willed. She is open to new suggestions and can, at times, be seen as somewhat freewheeling. She is most comfortable in an environment where the constraints can be "loosened" for certain situations.

Adapted

Sandy shows little discomfort when comparing her basic (natural) style to her response to the environment (adapted) style. The difference is not significant, and Sandy sees little or no need to change her response to the environment.

Areas for Improvement



In this area is a listing of possible limitations without regard to a specific job. Review with Sandy and cross out those limitations that do not apply. Highlight 1 to 3 limitations that are hindering her performance and develop an action plan to eliminate or reduce this hindrance.

Sandy has a tendency to:

- ✓ 1. Dislike change if she feels the change is unwarranted.
- ✓ 2. Take criticism of her work as a personal affront.
- ✓ 3. Yield to avoid controversy—attempt to avoid an antagonistic environment.
- ✓ 4. Hold a grudge if her personal beliefs are attacked.
- ✓ 5. Have difficulty establishing priorities. She has a tendency to make all things a number one priority—may have trouble meeting deadlines.
- ✓ 6. Not let others know where she stands on an issue.
- ✓ 7. Be dependent on others for decisions, even if she knows she is right.
- ✓ 8. Not take action against those who challenge or break the rules or guidelines.



Action Plan

Professional Development



1. I learned the following behaviors contribute positively to increasing my professional effectiveness: (list 1-3)

2. My report uncovered the following behaviors I need to modify or adjust to make me more effective in my career: (list 1-3)

3. When I make changes to these behaviors, they will have the following impact on my career:

4. I will make the following changes to my behavior, and I will implement them by _____:

Action Plan

Personal Development



1. When reviewing my report for personal development, I learned the following key behaviors contribute to reaching my goals and the quality of life I desire: (list 1-3)

2. The following behaviors were revealed, which show room for improvement to enhance the quality of my life: (list 1-3)

3. When I make changes to these behaviors, I will experience the following benefits in my quality of life:

4. I will make the following changes to my behavior, and I will implement them by _____:

Understanding Your Driving Forces



Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic, and Traditional.

With TTI's additional insights into Spranger's original work, the 12 Driving Forces® came to life. The 12 Driving Forces® are established by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power, and Methodologies.

You will learn how to explain, clarify, and amplify some of the driving forces in your life. This report will empower you to build on your unique strengths, which you bring to both work and life. You will learn how your passions from the 12 Driving Forces® frame your perspectives, providing the most accurate understanding of you as a unique person.

Please pay careful attention to your top four driving forces, as they highlight what most powerfully moves you to action. As you examine the next tier of four driving forces, you'll recognize how they have a strong pull on you, but only in certain situations. Finally, when reviewing the bottom four driving forces, you will identify your varying levels of indifference or total avoidance.

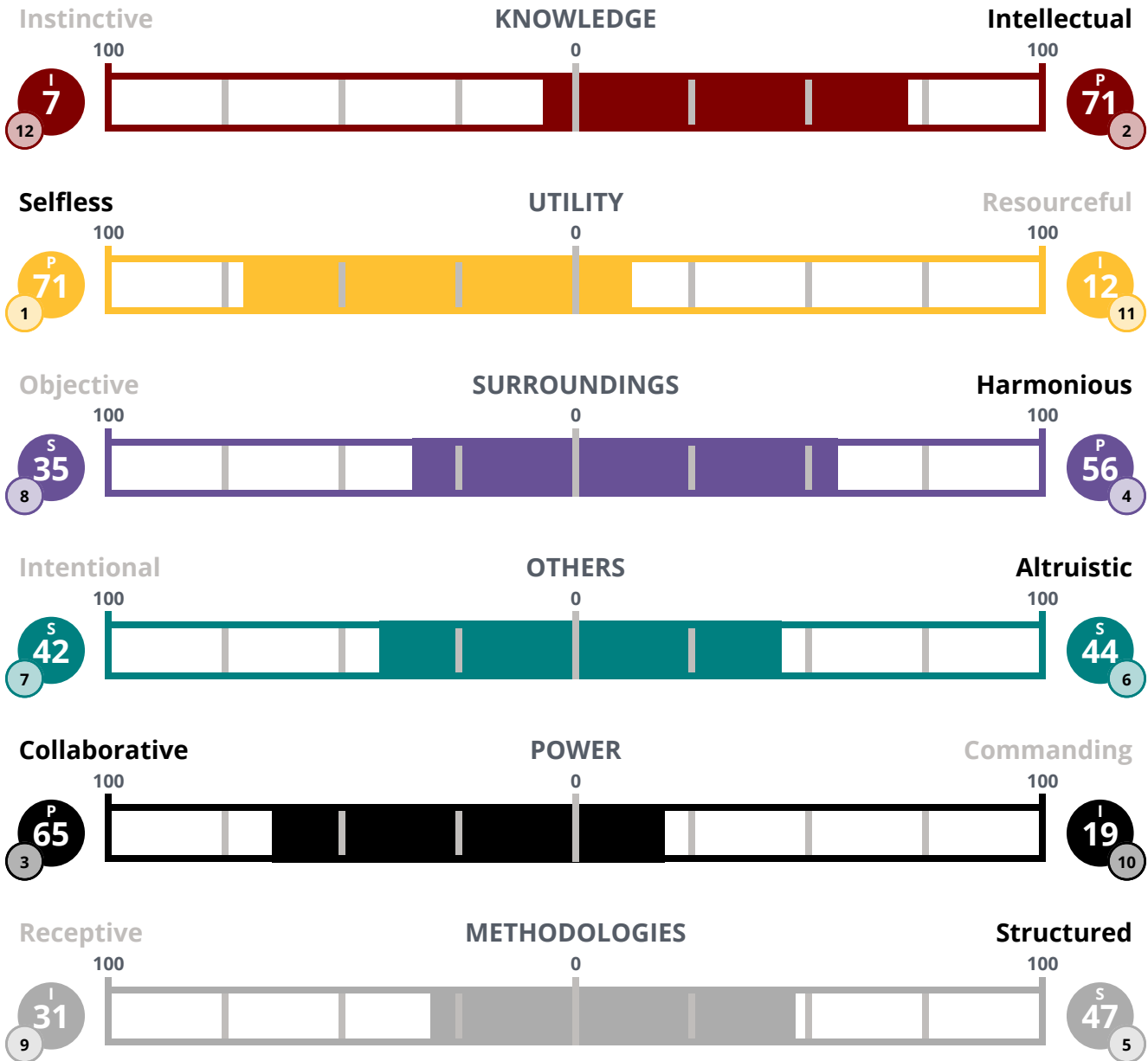
Once you have reviewed this report, you will have a better grasp of one of the key areas in the Science of Self™ and will:

- Identify and understand your unique Driving Forces
- Understand and appreciate the Driving Forces of others
- Establish methods to recognize and understand how your Driving Forces interact with others such that communication can be improved

Driving Forces Graph



The 12 Driving Forces® Continuum is a visual representation of what motivates Sandy and the level of intensity for each category. The letter "P" indicates an individual's primary cluster. These four factors are critical to Sandy's motivation and engagement regardless of the situation.



P Primary, Situational, or Indifferent
76 Driving Forces Score
3 Driving Forces Rank

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Sandy Sample

Driving Characteristics



Based on your responses, the report has generated statements to provide a broad understanding of WHY YOU DO WHAT YOU DO. These statements identify the motivation that you bring to the job. However, you could have a potential Me-Me conflict when two driving forces seem to conflict with each other. Use the general characteristics to gain a better understanding of your driving forces.

Sandy focuses on the greater good versus her return on investment. Being rewarded for her investment of time, talent, or resources is not her driving force. She will accomplish tasks for the sake of accomplishment. She is comfortable around people who share her interest for knowledge and especially comfortable among people with similar convictions. Sandy will benefit from a role that allows her to gain new knowledge. She is very good at recalling on past experiences to solve present problems. She can set aside her own agenda for the good of the company. She will relinquish control as long as the task at hand is completed to her standards. Creating surroundings and experiences that are pleasing to others is fulfilling for Sandy. She notices and appreciates the beauty and appeal of her surroundings. At times Sandy sees the importance of following a system and how she can apply it to a specific situation. She can be patient and sensitive to others.

Sandy tends to include others as part of the agenda without expecting anything in return. She values people for who they are versus what they can provide. She sometimes uses knowledge as a benchmark for success. She may spend considerable time researching a topic of interest. Sandy focuses on the greater good versus advancing her position. She will form personal and professional relationships without having an agenda. Form and harmony provide her with an experience to remember. She tries to focus on the totality of a situation to ensure a rewarding interaction. Sandy may pick and choose the traditions and beliefs to which she will adhere. She may be very helpful when working with others who share similar interests. Sandy's desire to help others is evaluated on an individual basis. She may help other people in the organization, if it's in her best interest.

Driving Characteristics



Sandy may attempt to help an individual or group to overcome adversity. She sees value in following and implementing certain systems. She tends to feel more productive when Sandy looks and feels good. She likes to be behind the scenes and get things done. Sandy will usually have the information to support her convictions. She could be instrumental in identifying informational resources. She will not measure success based on her level of compensation. She is able to let go of possessions without considering future needs or uses.

Strengths & Weaknesses



The following section will give you a general understanding of the strengths and weaknesses of Sandy's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of a strength can be perceived as a weakness to others.



Potential Strengths

- ✓ 1. Sandy could potentially focus on the completion of a task rather than efficiency.
- ✓ 2. She may accomplish tasks simply for the sake of accomplishment.
- ✓ 3. She might provide assistance and resources with minimal expectation of personal return.
- ✓ 4. She could research much more thoroughly compared to others.
- ✓ 5. Sandy seems to focus on information and facts.
- ✓ 6. She may set aside her own agenda for the good of the company/community.
- ✓ 7. She might seek to create harmony and balance in her surroundings and relationships.



Potential Weaknesses

- ✗ 1. Sandy tends to have a casual approach to how performance is measured.
- ✗ 2. She may view activity as productivity.
- ✗ 3. She can potentially waste resources.
- ✗ 4. She may make decisions without subjective or emotional considerations.
- ✗ 5. Sandy may pursue knowledge at the expense of practical matters.
- ✗ 6. She can be uncomfortable when she is singled out for her contribution.
- ✗ 7. Sandy's concern for appearance may slow progress, function, and tangible outcomes.

Energizers & Stressors



The following section will give you a general understanding of the energizers and stressors of Sandy's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of an energizer can be perceived as a stressor to others.

Potential Energizers

- ✓ 1. Sandy enjoys working on unrestricted projects.
- ✓ 2. She utilizes resources freely.
- ✓ 3. She is energized by completing tasks.
- ✓ 4. She will devote time to learn.
- ✓ 5. Sandy is energized by the opportunity to objectively analyze ideas.
- ✓ 6. She enjoys working on team projects.
- ✓ 7. She seeks balance in life.

Potential Stressors

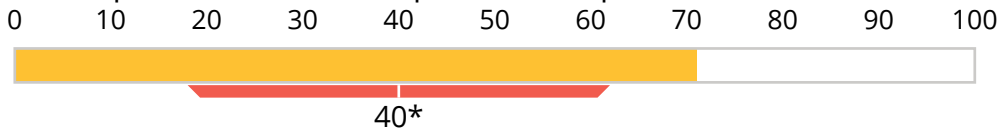
- ✗ 1. Sandy tends to not want the focus to be on the process.
- ✗ 2. She does not enjoy when time is restricted.
- ✗ 3. She is stressed when success is measured through efficiency.
- ✗ 4. She will not simply make educated guesses.
- ✗ 5. Sandy is turned off when people approach ideas subjectively.
- ✗ 6. She does not like an egocentric environment.
- ✗ 7. She avoids chaos.

Primary Driving Forces Cluster



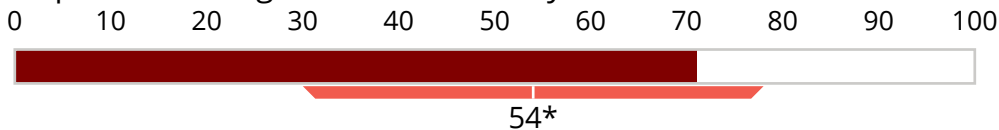
Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement it to create your unique driving force.

1. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



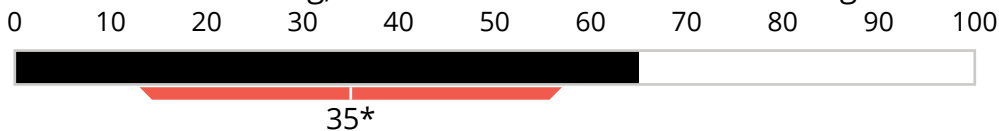
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2. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



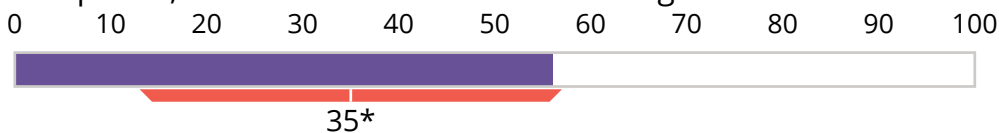
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3. Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.



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4. Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.



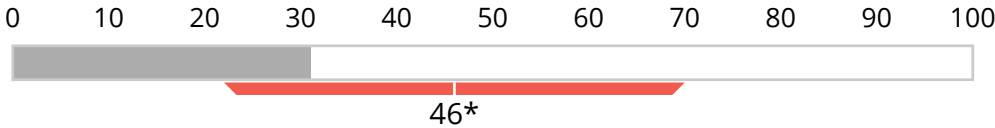
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Indifferent Driving Forces Cluster



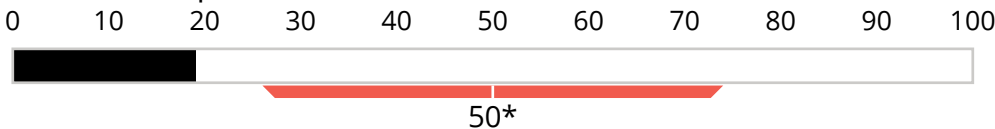
You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

9. Receptive - People who are driven by new ideas, methods, and opportunities that fall outside a defined system for living.



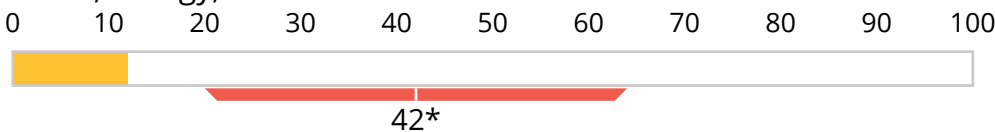
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10. Commanding - People who are driven by status, recognition, and control over personal freedom.



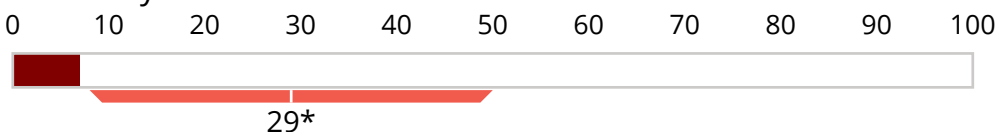
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11. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.



12

12. Instinctive - People who are driven by utilizing past experiences and their intuition and are seeking specific knowledge when necessary.



7

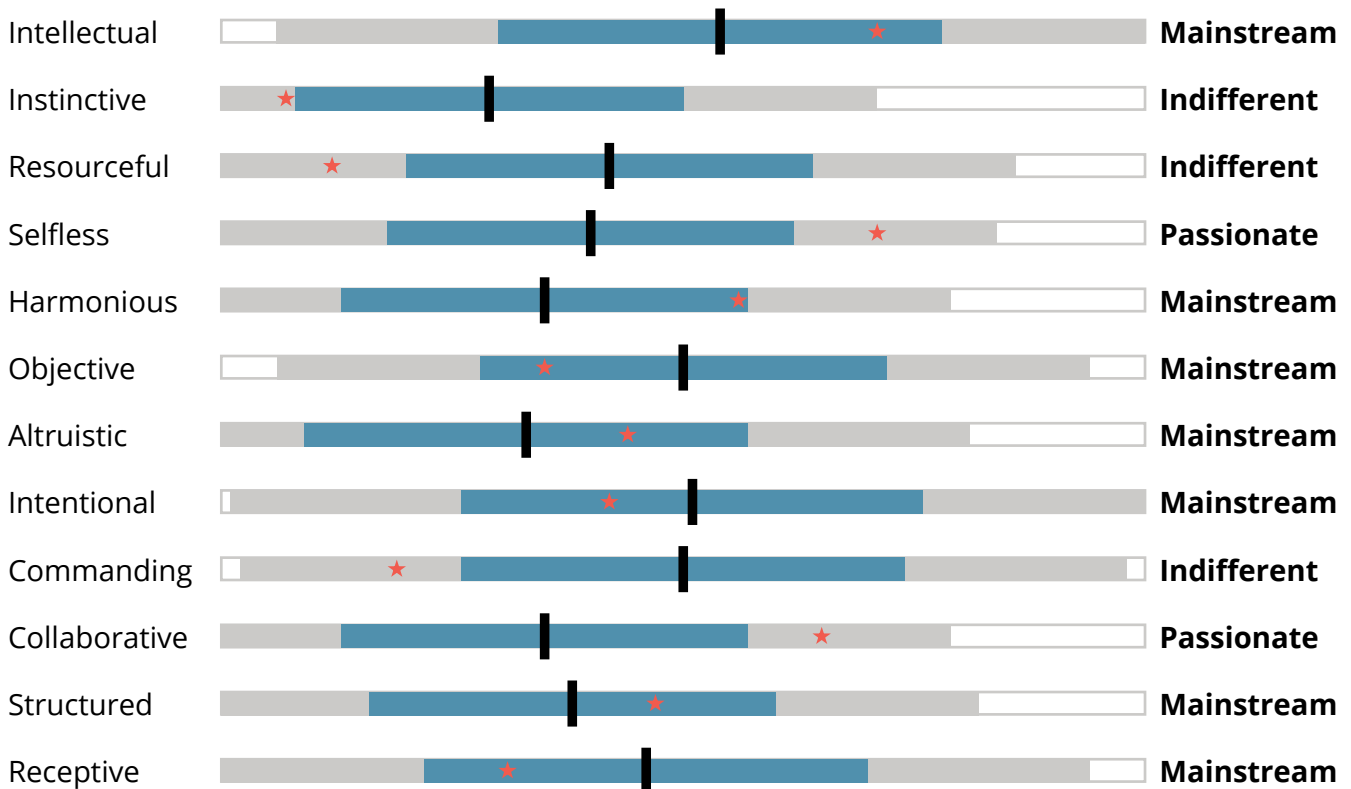
Areas for Awareness



For years you have heard statements like, "Different strokes for different folks," "to each his own," and "people do things for their own reasons, not yours." When you are surrounded by people who share similar driving forces, you will fit in with the group and be energized. However, when surrounded by people whose driving forces are significantly different from yours, you may be perceived as out of the mainstream. These differences can induce stress or conflict.

This section reveals areas where your driving forces may be outside the mainstream and could lead to conflict. The further above the mean and outside of the mainstream you are, the more people will notice your passion about that driving force. The further below the mean and outside of the mainstream you are, the more people will notice your avoidance or indifference regarding that driving force. The shaded area for each driving force represents 68 percent of the population or scores that fall within one standard deviation above or below the national mean.

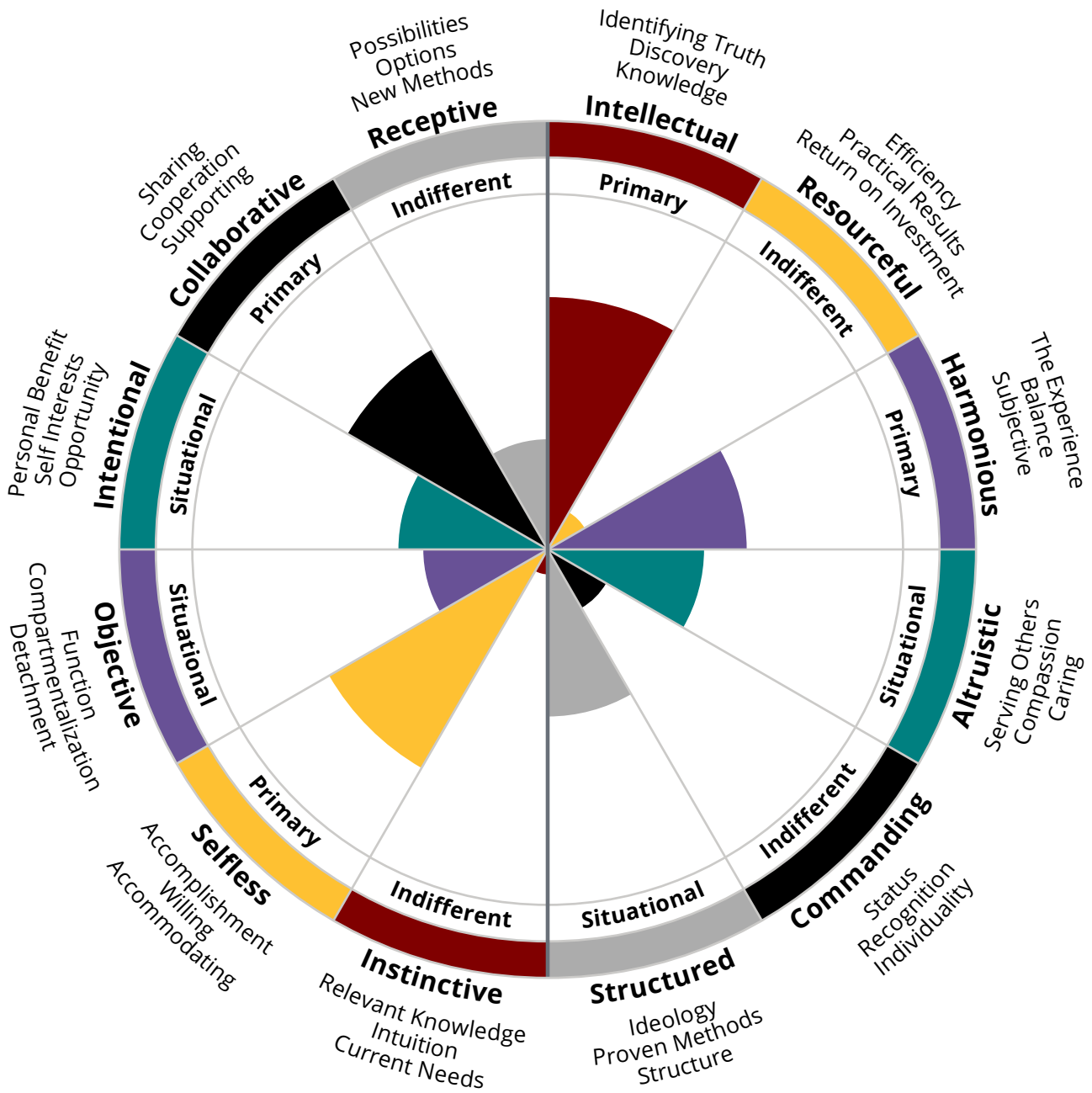
Norms & Comparisons Table - Norm 2017



■ - 1st Standard Deviation - * 68% of the population falls within the shaded area. ■ - national mean ★ - your score
■ - 2nd Standard Deviation
■ - 3rd Standard Deviation

Mainstream - one standard deviation of the national mean
Passionate - two standard deviations above the national mean
Indifferent - two standard deviations below the national mean
Extreme - three standard deviations from the national mean

Descriptors Wheel





Introduction

Integrating Behaviors and Driving Forces

The ultimate power behind increasing job satisfaction and performance comes from the blending of your behaviors and driving forces. Each individually is powerful in order to modify your actions, but the synergy of blending the two moves you to a whole new level.

In this section you will find:

- Potential Behavioral and Motivational Strengths
- Potential Behavioral and Motivational Conflict
- Ideal Environment
- Keys to Motivating
- Keys to Managing

Potential Behavioral & Motivational Strengths



This section describes the potential area of overlap between Sandy's behavioral style and top four driving forces. Identify two to three potential strengths that need to be maximized and rewarded in order to enhance on-the-job satisfaction.

1. Takes a methodical approach to implementing changes that can positively impact people and the company.
2. When stability is established, she will focus on completing objectives.
3. Loyal and consistent in using the resources she has been allocated.
4. A methodical and reliable researcher.
5. Desire for continuous learning is one of her greatest strengths.
6. Will keep sensitive information under lock and key.
7. Will take a quiet but firm stance when her security or loyalty is questioned.
8. Wants to secure her role, but does so in a collaborative manner.
9. Works persistently as part of a group to achieve objectives.
10. An accommodating team member that brings balance to the organization.
11. Supports a leader and a cause that brings about beauty or creativity.
12. The "glue" that harmonizes the overall vision.

Potential Behavioral & Motivational Conflict



This section describes the potential areas of conflict between Sandy's behavioral style and top four driving forces. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.

1. May put all her "eggs in one basket" with little regard for return.
2. May have difficulty breaking habits that hinder accomplishments.
3. May struggle to help with daily objectives if she feels rushed.
4. Will have difficulty in establishing priorities in learning new matters.
5. May have difficulty sharing subjective information.
6. May not pursue knowledge if it jeopardizes her security.
7. Can come across as stubborn and unwilling to change unless she supports the leader's vision.
8. Has strong opinions but may only share them to support the company objective.
9. A fear of change could prevent her from supporting a new venture.
10. Faces difficulty establishing priorities regarding her feelings.
11. Dislikes unwarranted change in her environment because of the disruption of balance.
12. If the environment is shaken, she struggles to speak up to realign it.

Ideal Environment



People are more engaged and productive when their work environment matches the statements described in this section. This section identifies the ideal work environment based on Sandy's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities that Sandy enjoys.

1. Rewards for a methodical and persistent drive to better the organization.
2. The need for consistent, reliable, and stable contributions to the organization.
3. Time to allow for the completion of current tasks or projects, prior to making a change.
4. Time necessary to gather enough information in order to move forward.
5. Time to make decisions based on all available information.
6. A credible manager that provides enough information.
7. The opportunity to be a silent team player.
8. A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
9. Rewards for consistency, steadiness, and being persistent.
10. Ability to complete projects and tasks alongside a stable and harmonious team.
11. A leader that appreciates and understands the value of team harmony and follow up and follow through.
12. Time for personal reflection and an appreciation for staying balanced.

Keys To Motivating



All people are different and motivated in various ways. This section of the report was produced by analyzing Sandy's driving forces. Review each statement produced in this section with Sandy and highlight those that are present "wants."

Sandy wants:

1. The chance to be a loyal and committed team player for the organization.
2. Time to prove the process for accomplishing any new tasks.
3. The understanding from management that rewards come in different ways.
4. The time to research and structure information in a methodical way.
5. To support others through the gathering and delivery of information.
6. To be seen as the keeper of information.
7. Time to determine when and where to share information.
8. The freedom to keep the process consistent and methodical.
9. A manager that appreciates her steadfast approach to supporting the team.
10. To support company morale and harmonious causes.
11. Clearly defined start and finish points to maximize the experience.
12. Time for the beautification of the workplace and areas around her.

Keys To Managing

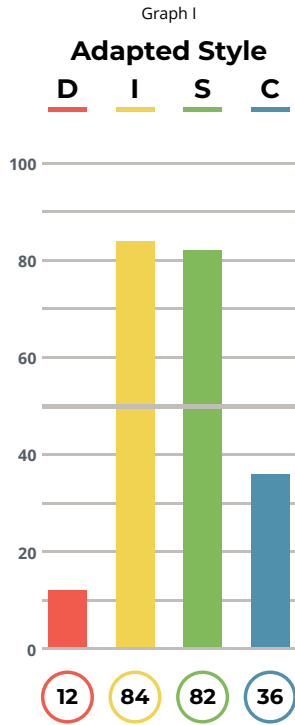


This section discusses the needs which must be met in order for Sandy to perform at an optimum level. Some needs can be met by herself, while management must provide for others. It is difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Review the list with Sandy and identify 3 or 4 statements that are most important to her. This allows Sandy to participate in forming her own personal management plan.

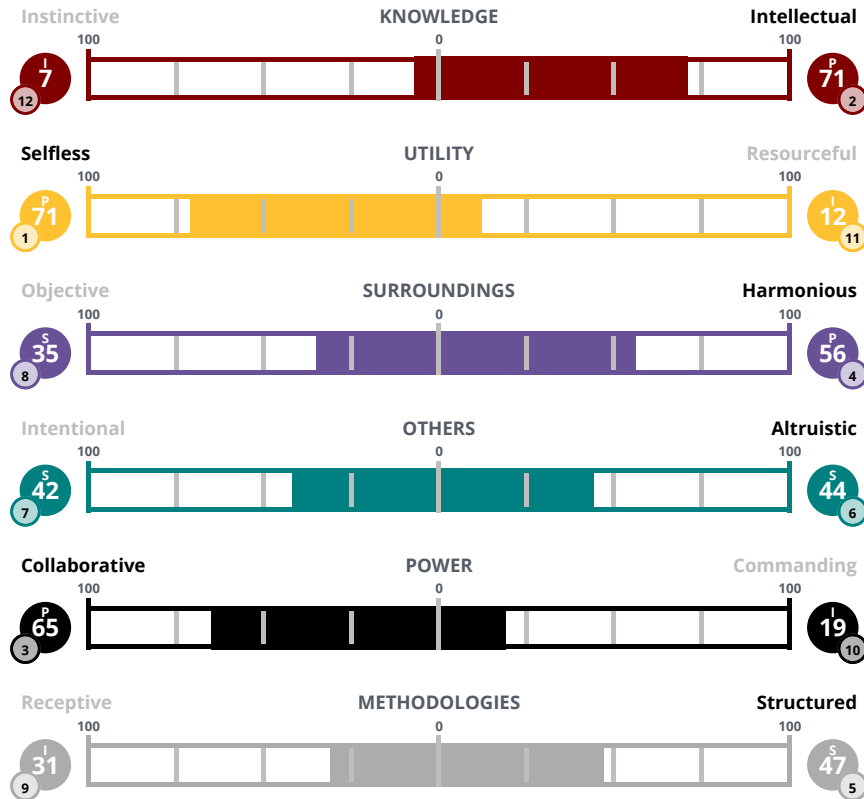
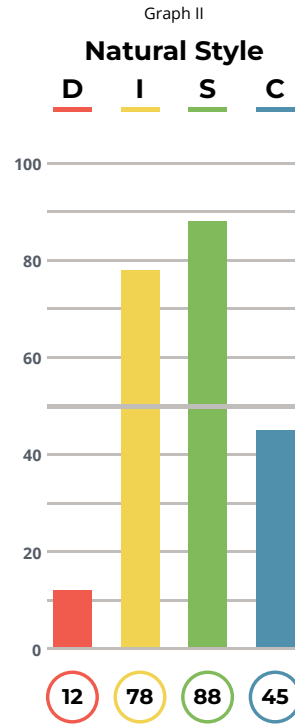
Sandy needs:

1. Support in standing up for the good of the organization.
2. To know when to change directions, in order to preserve people and the process.
3. Be a part of the team exploring personnel opportunities for the organization.
4. Support in being seen as an expert within the organization.
5. Appropriate time to research and understand new information.
6. A consistent approach for applying new information.
7. A manager that understands the need for private recognition and one that will not take credit for group ideas.
8. Support in her desire to embrace loyalty-based issues.
9. A manager that understands her persistent value as part of a group project.
10. Help understanding chain of command when there are issues she needs to address.
11. Assistance in adjusting to change by providing information and logic to keep organizational balance.
12. A manager who seeks out their opinions and perspective.

Behaviors & Driving Forces Graphs



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