TTI SUCCESS INSIGHTS®

Motivators Team Report

Team MOT report

06.11.2020

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Introduction

Contents of the Report

- Overview - A summary examining the composition of your team's Motivators segmentation.

- Team composition - Defines the makeup of your organization by Motivator segment and shares the graphs of individuals on your team.

- Motivators segment analysis - Examines the individuals within each segment, segment characteristics, ways to communicate, stressors and energizers.

- Group wheel plots - Identifies the primary position of each team member.

- Motivator characteristics hierarchy - Compares individual scores to others on the team, team averages, and population means.

Team Member List

1 Sample
2 Sample
3 Sample

Team Motivators Overview

Observing Motivators

Have you ever noticed some people:

- Seek to expand their understanding and knowledge in all endeavors
- Tend to utilize and apply their resources to maximize return
- Seek to fully experience their surroundings
- Tend to serve, help and eliminate the suffering of others indiscriminately
- Seek to be recognized and control their own destiny
- Tend to live within defined systems and traditional approaches
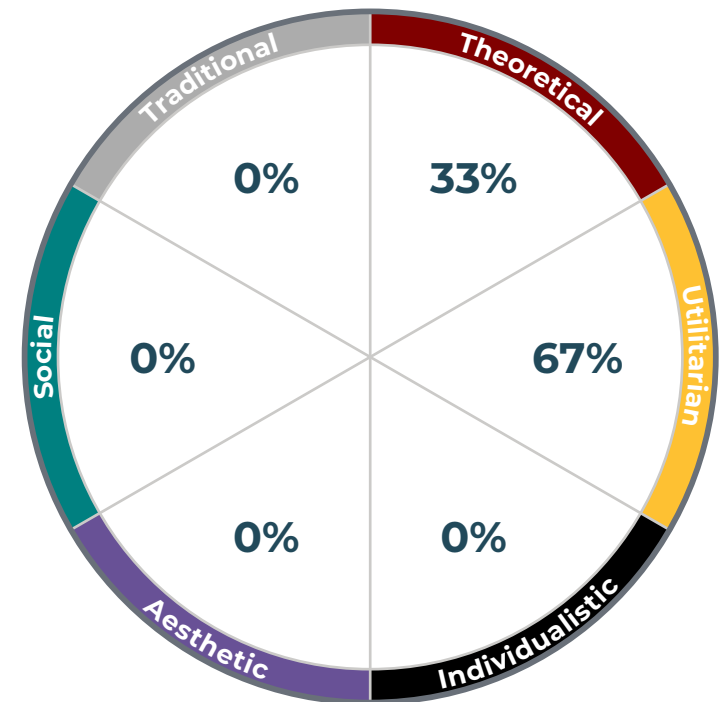
Motivators Defined

Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

Individualistic/Political - Rewards those who value personal recognition, freedom and control over their own destiny and others.

Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

Utilitarian Team Characteristics

The following information will give team members a clear understanding and appreciation of team members with Utilitarian as their number one driving force.

Strengths and Weaknesses

Potential Strengths
- Maximize efficiency and productivity
- Focus on the return on investment
- Focus on achieving measurable and practical results
- Sensitive to wasting time, resources, or opportunities
- Configure resources to maximize output

Potential Weaknesses
- May only be willing to give if there is an opportunity for a return
- May view material possessions and money as a scorecard
- May be perceived as a workaholic
- Tend to view people and resources as tools to achieve an outcome

Energizers

Focus on efficiency

Compensate based on performance

Eliminate waste

Stressors

Waste time

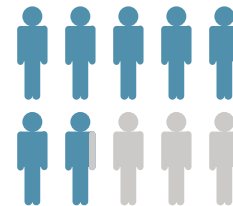**Ignore the return on investment**

Use resources inefficiently

Words That Work

Maximize

Benefit

Efficient

12%
of the Population

Words That Don't Work

Endless

Donate

Rework

2/3
67% of the Team

Utilitarian Primary Motivators

Utilitarian Team

1 Sample
2 Sample

1. Sample

THE.	UTI.	AES.	SOC.	IND.	TRA.
60	85	7	38	72	38

2. Sample

THE.	UTI.	AES.	SOC.	IND.	TRA.
47	72	10	57	60	55
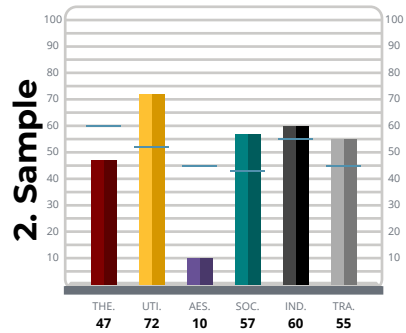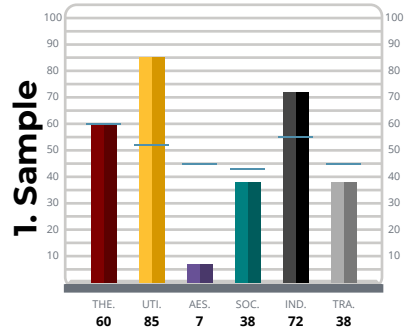
Theoretical Team Characteristics

The following information will give team members a clear understanding and appreciation of team members with Theoretical as their number one driving force.

Strengths and Weaknesses

Potential Strengths
- Research much more thoroughly compared to others
- Seek to make the unknown known
- Focus on information and facts
- Continually seek new knowledge and information
- Eager to learn and discover

Potential Weaknesses
- Can value discovery over other priorities
- Can be perceived as lacking common sense
- May make decisions without subjective or emotional considerations
- May pursue knowledge at the expense of practical matters

Energizers

Learn continuously

Increase knowledge

Objectively analyze ideas

Stressors

Restrict knowledge

Rush through learning

Approach ideas subjectively

Words That Work

Discover

Identify

Learn

32%
of the Population
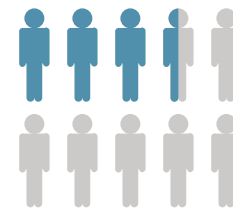
Words That Don't Work

Apply

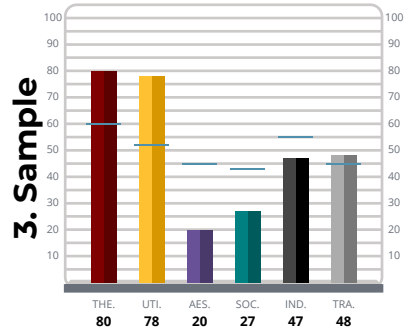**Intuitive**

Relevant

1/3
33% of the Team

Theoretical Primary Motivators

Theoretical Team

3 Sample

Aesthetic Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths
- Focus on the emotions and balance in the environment
- See the importance of the experience
- See value in and enjoy the experience of their surroundings
- Seek to create harmony and balance in their surroundings and relationships
- Value the journey as much as the destination

Potential Weaknesses
- Pursuit of experiences supersedes practical concerns
- Subjective feeling can conflict with objective reality
- An imbalance or distraction in one area may affect other or all aspects of life
- Concern for appearance may slow progress, function and tangible outcomes

Energizers

Appreciate beauty and harmony

Experience surroundings

Seek balance in life

Stressors

Have lackluster surroundings

Disregard balance

Encounter chaos

Words That Work

Expression

Atmosphere

Subjective

9%
of the Population

Words That Don't Work

Dull

Compartmentalize

Objective

0/3
0% of the Team

Social Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths
- Volunteer and give generously of themselves
- Take notice of and responds to people in need
- Seek to help and support others
- Act to alleviate suffering of others
- Believe that all people should have the opportunity to be the best they can be

Potential Weaknesses
- Base personal decisions on the impact to others not self
- May prioritize others' needs over their own needs
- Act to alleviate suffering of others even at their own detriment
- May support others at the expense of their own work

Energizers

Realize the potential in others

Participate in charitable events

Support humanitarian causes

Stressors

Act inconsiderately

Put self first

Ignore others in need

10%
of the Population

Words That Work

Volunteer

Compassion

Sacrifice

0/3
0% of the Team

Words That Don't Work

Selective

Intentional

Purposeful

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Individualistic Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths
- Value status and public recognition
- Create winning strategies and outcomes
- Strive to advance their position
- Seek to control their own destiny
- Strive to set themselves apart

Potential Weaknesses
- May not consider people in seeking personal advancement
- May over emphasize the need to control or direct people and projects
- Can be driven by the desire to achieve status and recognition
- Tend to have a me versus we attitude

Energizers

Obtain status symbols

Create and control destiny

Lead a group

Stressors

Delay personal advancement

Have a small workspace

Work behind the scenes

Words That Work

Lead

Win

Award

25%
of the Population

0/3
0% of the Team

Words That Don't Work

Supportive

Share

Cooperative

Traditional Team Characteristics

The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths
- Place a high value on working within defined and structured systems
- May protect and potentially promote principles and beliefs
- Seek to establish standards by which they operate
- Value a traditional and proven approach
- Tend to have a "code" by which to live

Potential Weaknesses
- May place personal ideology before that of the organization
- Can over-promote their philosophy to others
- Tend to resist change to established procedures
- Can be closed-minded and judgmental toward other viewpoints

Energizers

Fit within a structure

Advance their cause

Seek consistency

Stressors

Redesign existing systems

Ignore established protocols

Disregard tradition

Words That Work

Constant

Order

Ideology

12%
of the Population

Words That Don't Work

New methods

Flexible

Progressive

0/3
0% of the Team

Motivator Definitions

The following matrix illustrates the six motivators into segments. Each segment contains a definition and the percentage of team members in the respective segment.

| Traditional (0%)	Theoretical (33%)
Rewards those who value traditions inherent in social structure, rules, regulations and principles.	Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
Social (0%)	**Utilitarian (67%)**
Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.	Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
Aesthetic (0%)	**Individualistic (0%)**
Rewards those who value balance in their lives, creative self-expression, beauty and nature.	Rewards those who value personal recognition, freedom and control over their own destiny and others.

Team Member Overview

The following matrix illustrates the 6 motivators into segments. Each segment contains team members and the percentage of team members in the respective segment.
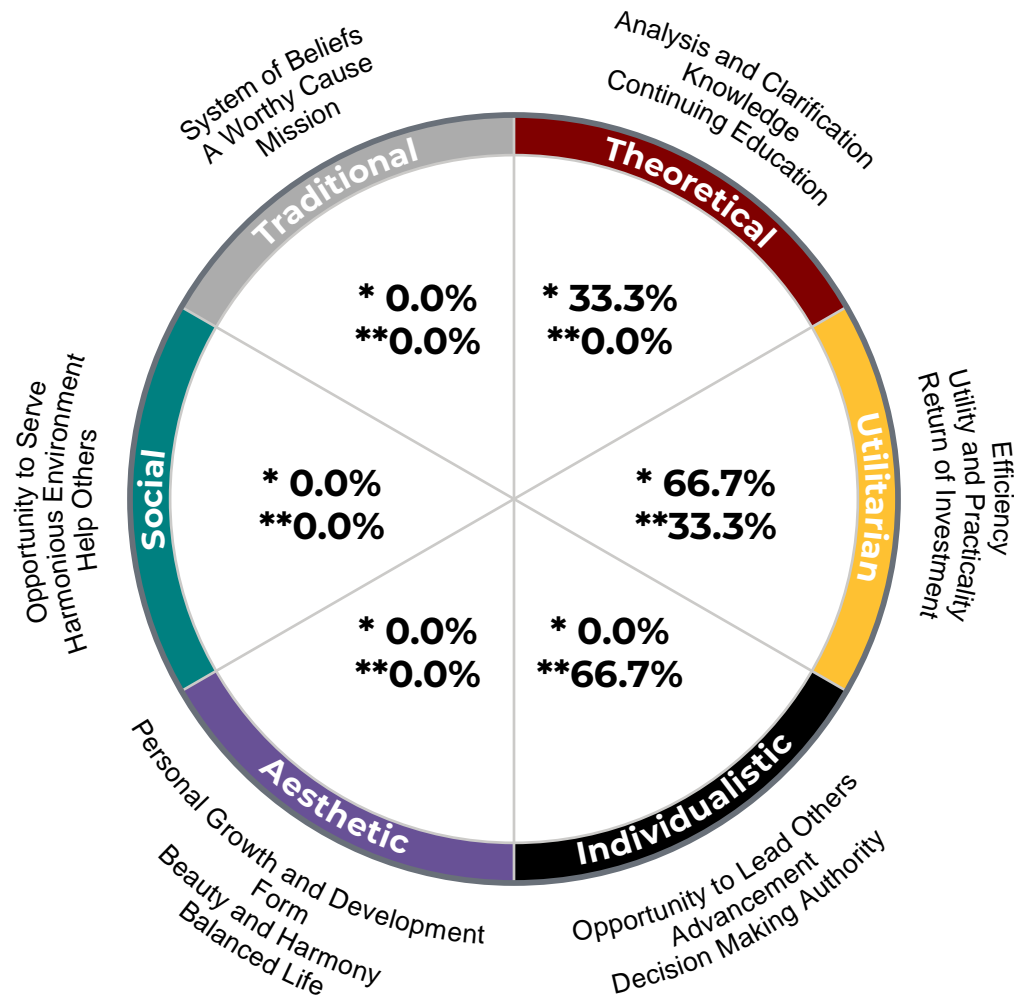
Traditional (0%)	Theoretical (33%)
	3 Sample

Social (0%)	Utilitarian (67%)
	1 Sample 2 Sample

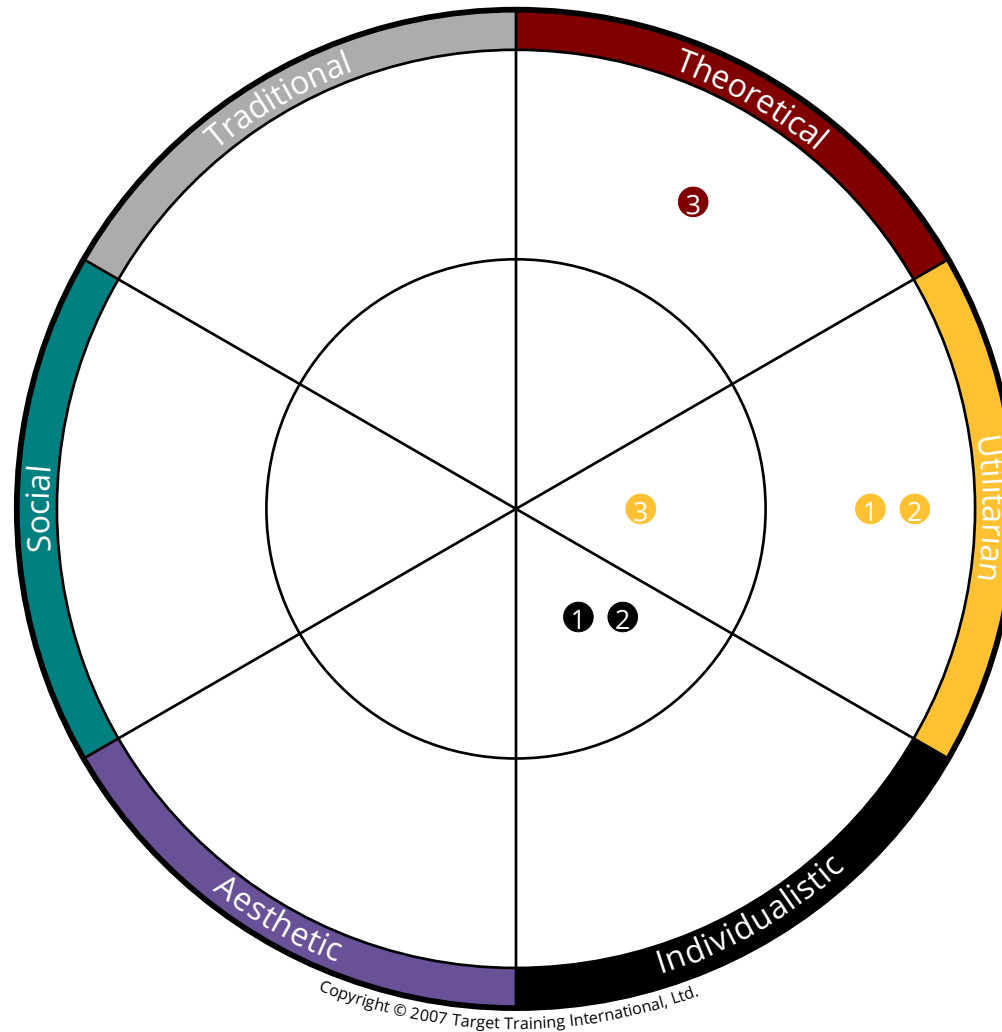| Aesthetic (0%)	Individualistic (0%)

Motivational Goal
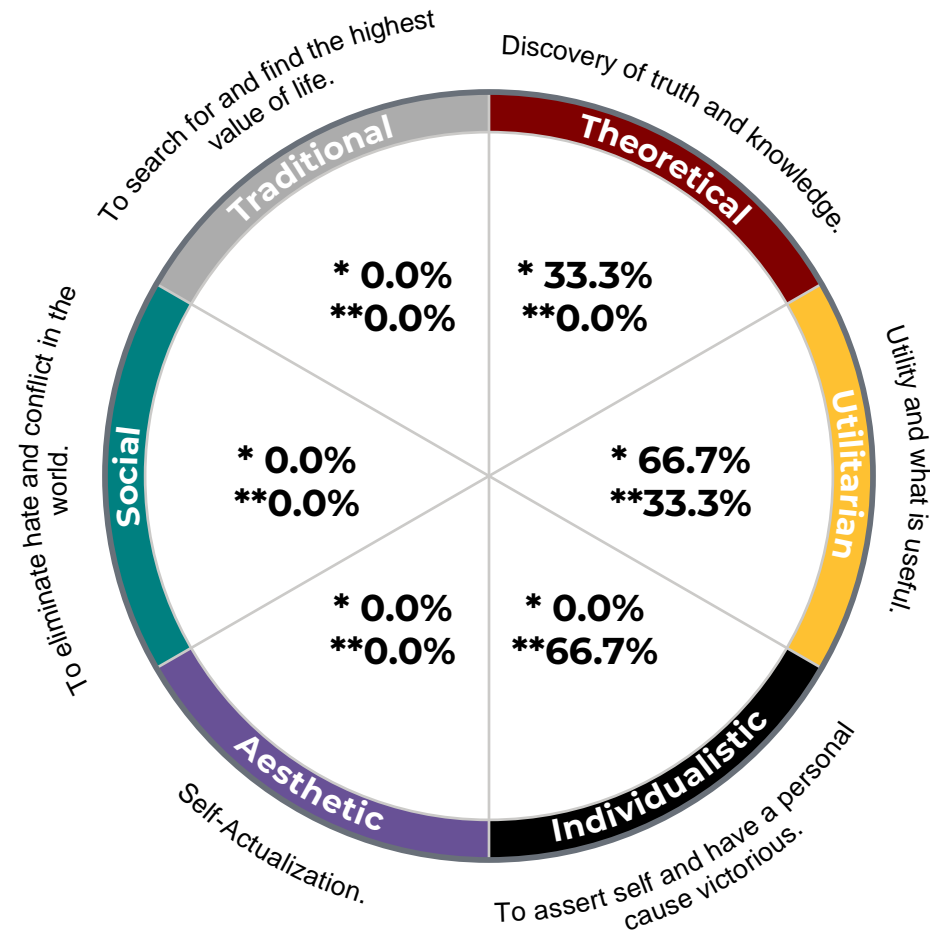
* - Primary Motivator
** - Secondary Motivator

Ideal Environment

* - Primary Motivator
** - Secondary Motivator

Motivators Group Wheel

Outside ring = #1 attitude   Inside ring = #2 attitude

Group Wheel Legend
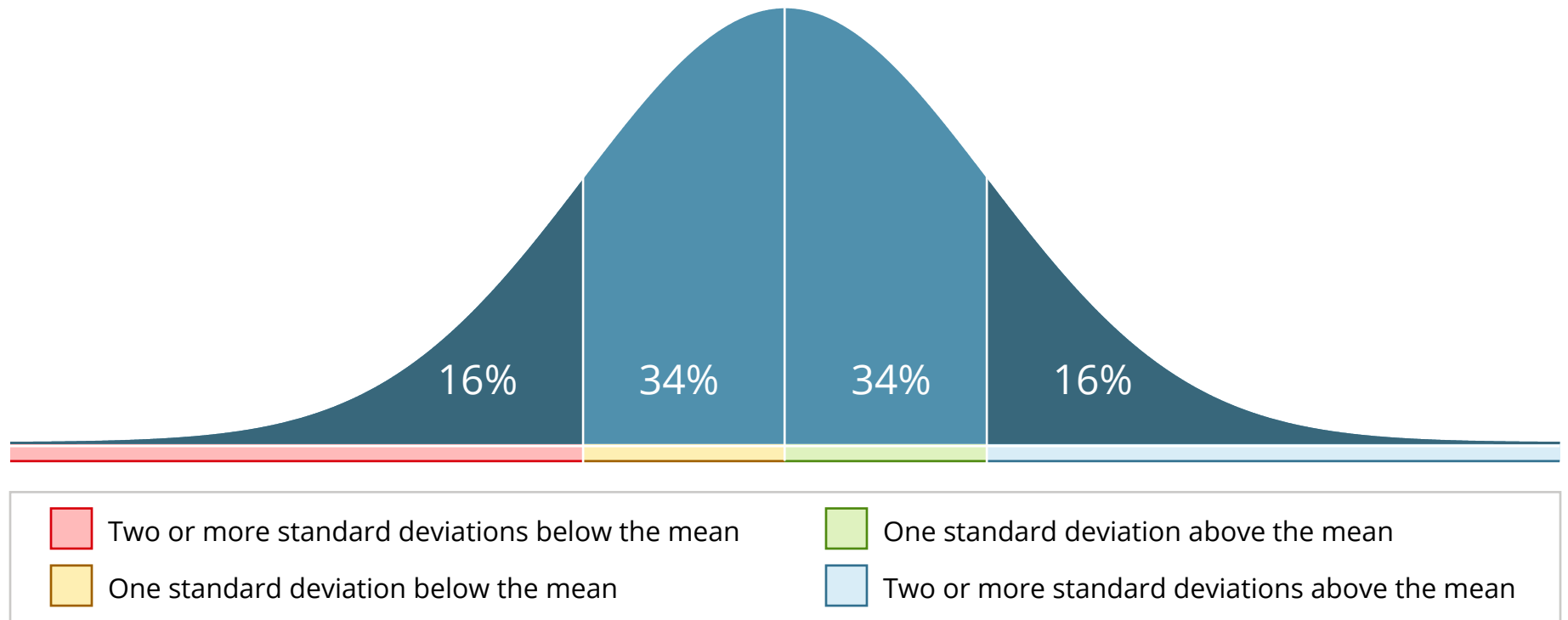
1: 1 Sample
2: 2 Sample
3: 3 Sample

The Bell Curve Defined

Understanding how to read a bell curve and standard deviation will enable you to clearly analyze the composition of your team.

The bell curve, known as a normal distribution, is the most common type of distribution for a population. The highest point on the curve, represents the highest population of people, or the mean of the group. The standard deviation is a number used to show how data is spread out from the mean, representing a percentage of the total data collected.

For example, if the assessment scores of 100 people are collected and used in a normal probability distribution, 68 people, representing 68% of the 100 assessment scores, should fall within one standard deviation of the mean. Thirty four percent will be one standard deviation above the mean and 34% will be one standard deviation below the mean. The remaining 32% of people will be two or more standard deviations away from the mean. Sixteen percent will be two or more standard deviations above the mean and 16% will be two or more standard deviations below the mean.

| 16% | 34% | 34% | 16% |

Legend:

- 🟥 Two or more standard deviations below the mean
- 🟨 One standard deviation below the mean
- 🟩 One standard deviation above the mean
- 🟦 Two or more standard deviations above the mean

Motivators Comparison

Motivators	Team Avg.	1. Sample	2. Sample	3. Sample	Mean
Utilitarian	78	85	72	78	52
Theoretical	62	60	47	80	60
Individualistic	60	72	60	47	55
Traditional	47	38	55	48	45
Social	40	38	57	27	43
Aesthetic	12	7	10	20	45

☐ Two or more standard deviations below the mean

☐ One standard deviation below the mean

☐ One standard deviation above the mean

☐ Two or more standard deviations above the mean

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