TTI SUCCESS INSIGHTS®

Team Motivators Report

Leadership Team
Sample Co.

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Introduction

Knowledge of an individual's attitudes helps to tell us WHY they do things. The TTI Success Insights® Team Motivators Report measures the relative prominence, within a team, of six basic interests or attitudes:

- Theoretical
- Utilitarian
- Aesthetic
- Social
- Individualistic
- Traditional

Attitudes help to initiate one's behavior and are sometimes called the hidden motivators because they are not always readily observed. It is the purpose of this report to help illuminate and amplify some of those motivating factors and to build on the strengths that each person brings to a team.

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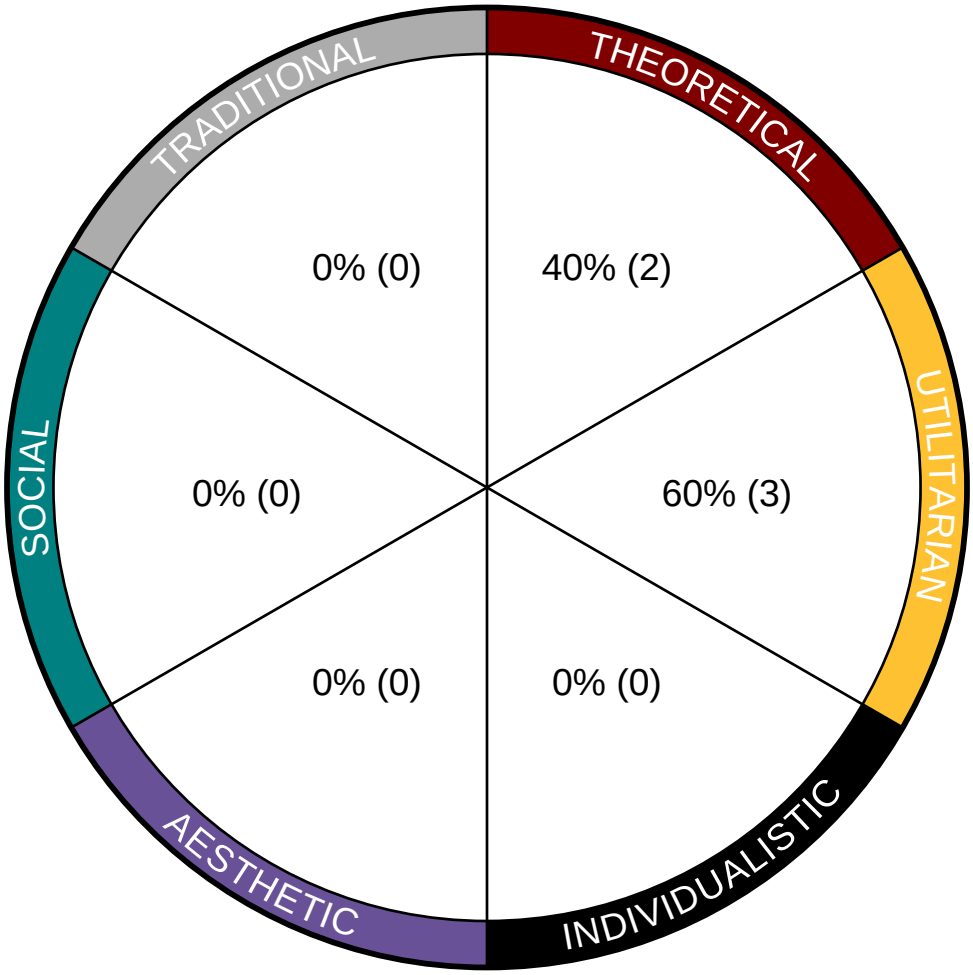
Primary Motivation

The following wheel displays the primary motivator breakdown of the selected team.



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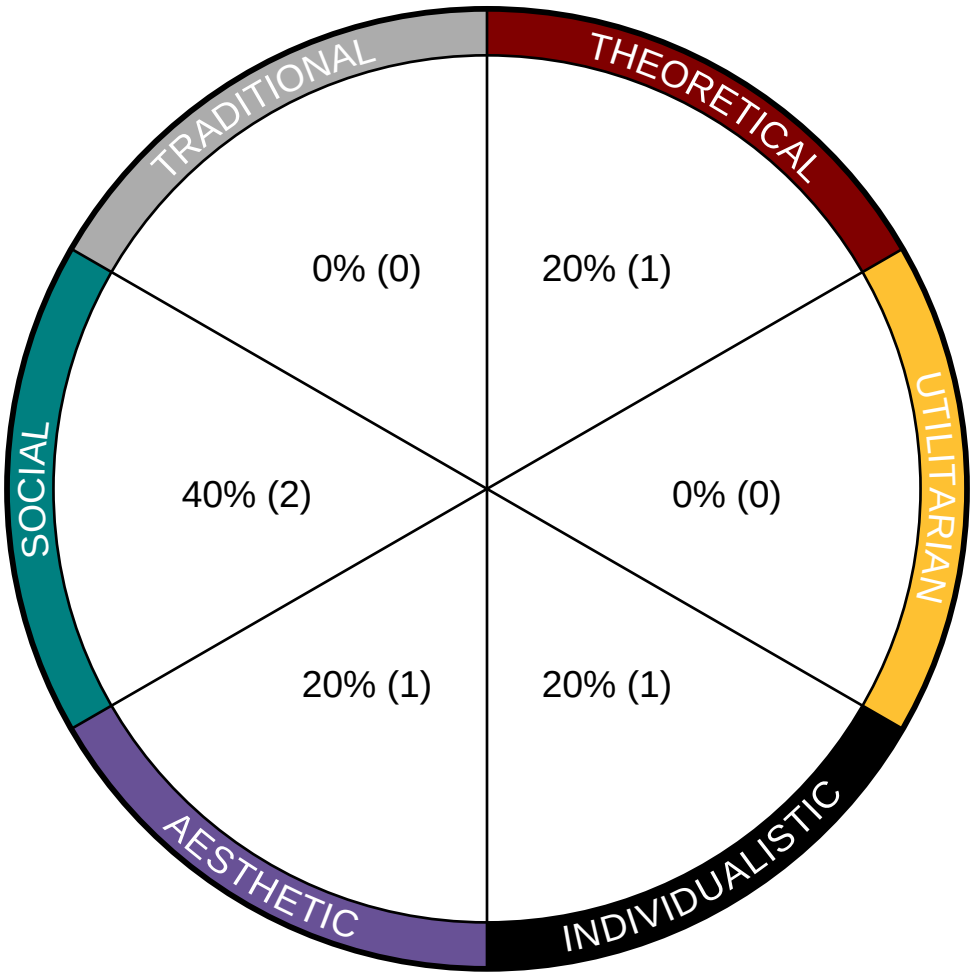
Secondary Motivation

The following wheel displays the secondary motivator breakdown of the selected team.



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Theoretical

The percentages below indicate team members who have Theoretical as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Theoretical motivator.

40% as Primary Motivator (2)
20% as Secondary Motivator (1)

Driving Factors

Theoreticals thrive on:

- Identifying and systematizing team projects.
- Intellectual processes.
- Pursuit of knowledge, identification of truth and untruth.
- Discovery of truth within the team.
- Objectivity in all areas.

Hindering Factors

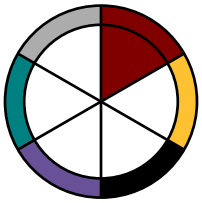
Theoreticals tend to:

- Focus more on the discovery versus the application.
- Over focus on facts and truth within the team.
- Not make timely decisions because of being on the search for truth.
- Ask "What if" questions of team members.
- Be fearful of moving the team forward without enough information.

Team Characteristics

Theoreticals tend to:

- Focus on rational, objective fact and experience.
- Present research and draw conclusions.
- Attend seminars, webinars and conference calls.
- Advance knowledge of the team.
- Clarify and systematize team objectives.



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Utilitarian

The percentages below indicate team members who have Utilitarian as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Utilitarian motivator.

60% as Primary Motivator (3)
0% as Secondary Motivator (0)

Driving Factors

Utilitarians thrive on:

- The utilization of resources to accomplish team goals.
- Gaining measurable returns on all investments of time, talent and resources.
- Team efficiency.
- Obtaining desired results while getting a strong return.
- Achieving team bonuses and incentives.

Hindering Factors

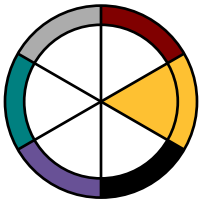
Utilitarians tend to:

- Be the workaholics of the team.
- Become dissatisfied and frustrated when the team wastes resources.
- Get discouraged if team returns are inadequate.
- Over focus on the return therefore potentially losing the detail.
- Focus on ideal utility and may lose sight of realistic utilization of resources.

Team Characteristics

Utilitarians tend to:

- Utilize team resources to accomplish results.
- Produce goods, materials and services and market them for economic gain.
- Have a tremendous ability to maximize team resources.
- Be aware of the return on investment of team resources and time.
- Be mindful of team members who waste time and/or resources.



Leadership Team

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Social

The percentages below indicate team members who have Social as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Social motivator.

0% as Primary Motivator (0)
40% as Secondary Motivator (2)

Driving Factors

Socials thrive on:

- Championing worthy causes.
- Eliminating conflict and pain within the team.
- Assisting with the needs and struggles of team members.
- The ability to be selfless.
- Taking a personal interest in team members.

Hindering Factors

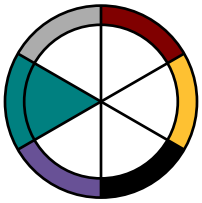
Socials tend to:

- Focus on team members and can be injurious to self.
- Be overzealous for a cause, which may lead to harmful behavior to self or team.
- Prone to lose/win relationships, focusing only on the benefit to others.
- Be generous of team resources with no expectation of return.
- Place the benefit to the cause over the benefit of the team or self.

Team Characteristics

Socials tend to:

- Invest self in team members and cause.
- Be generous of time, talents and resources.
- See and develop potential in team members.
- Focus on how others will benefit.
- Focus on how pain and conflict will be decreased.



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Individualistic

The percentages below indicate team members who have Individualistic as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Individualistic motivator.

0% as Primary Motivator (0)
20% as Secondary Motivator (1)

Driving Factors

Individualistics thrive on:

- Tactical approaches to life.
- Team relationships that advance position.
- Planning and carrying out a winning strategy.
- Leading a team.
- Attaining and using power to accomplish team goals.

Hindering Factors

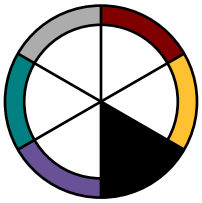
Individualistics tend to:

- Place more importance on individual advancement than people.
- Use power to control team members.
- Over focus on power and position.
- Let power control them.
- Overstep authority within the team.

Team Characteristics

Individualistics tend to:

- Lead the team.
- Use tactics and positioning within the team.
- Need authority equal to responsibility within the team.
- Work within the chain of command in order to advance own position.
- Need respect from others equal to their position on the team.



Leadership Team

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Aesthetic

The percentages below indicate team members who have Aesthetic as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Aesthetic motivator.

0% as Primary Motivator (0)
20% as Secondary Motivator (1)

Driving Factors

Aesthetics thrive on:

- Form, harmony, beauty and balance within the team.
- The ability to understand the feelings of team members.
- The appreciation of all impressions.
- The uniqueness of experiences missed by other team members.
- The visualization of the ideal.

Hindering Factors

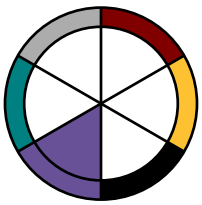
Aesthetics tend to:

- Avoid situations of disharmony within the team.
- Let pain and obstacles in life affect their ability to work on a team.
- Be ineffective in a chaotic environment.
- Become frustrated if team environment doesn't allow for personal growth.
- Be dissatisfied with the importance placed on objective truth over subjective experiences within the team.

Team Characteristics

Aesthetics tend to:

- Enjoy all senses.
- Strive for self-realization, self-fulfillment and self-actualization.
- Focus on the removal of pain and discomfort within the team.
- Identify areas of the team that are out of balance.
- Try to restore form, harmony and balance to the team.



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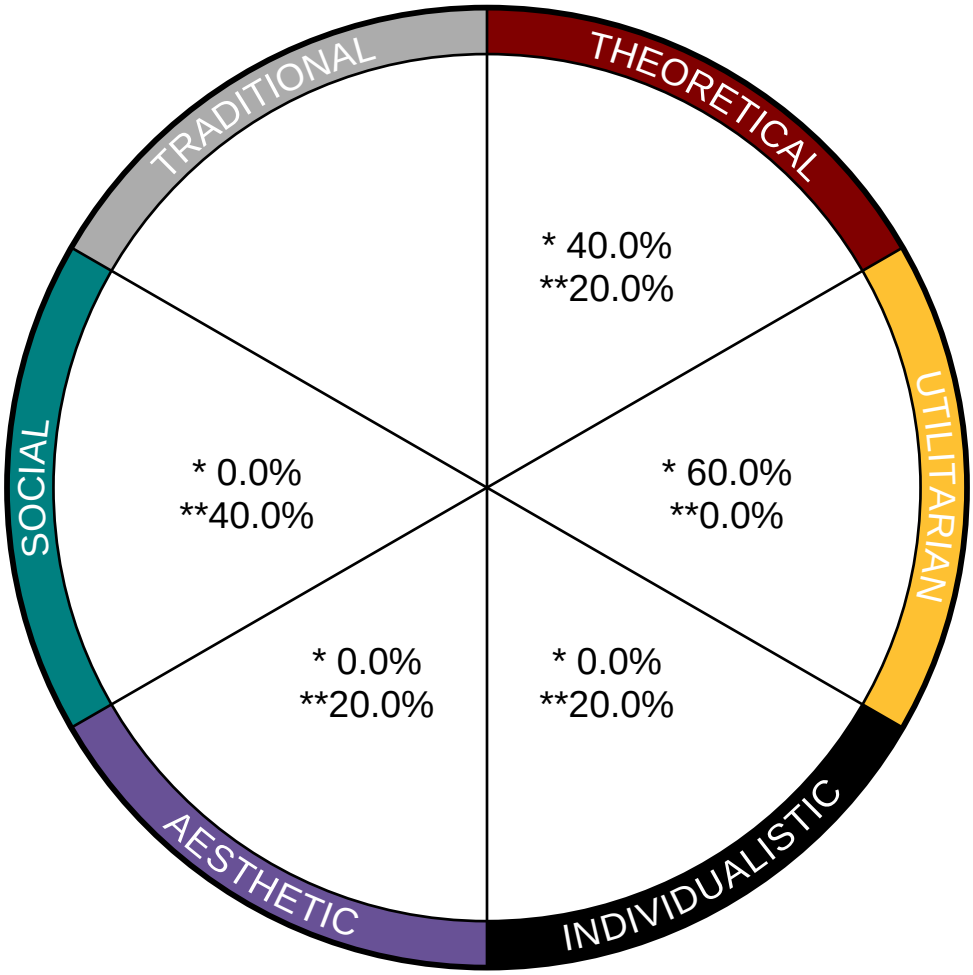
Potential Need for Team Members

This section is designed to provide information on the motivators that may be low or absent from the team dynamic. The following pages will explain what each of these motivators bring to a team. In some cases not all motivators may be needed or rewarded by the culture of the team or organization.



* - Primary Motivator ** - Secondary Motivator

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Traditional

The percentages below indicate team members who have as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the motivator.

0% as Primary Motivator (0)
0% as Secondary Motivator (0)

Driving Factors

Traditionals thrive on:

- Converting team members to their system.
- Worthy team causes.
- The totality of life.
- The ability to apply their principles to all situations.
- Principle based decision making.

Hindering Factors

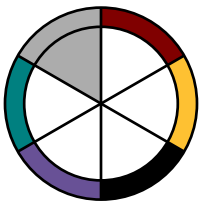
Traditionals tend to:

- Be close-minded and judgmental toward opposing team viewpoints.
- Be frustrated with team members who oppose their beliefs.
- Follow beliefs or causes to the detriment of the team.
- Place self in harms way for belief or cause.
- Be close minded to new ideas or change within the team.

Team Characteristics

Traditionals tend to:

- Search for the meaning of life in a system.
- Live consistently according to a "closed" book.
- Demonstrate how their system will improve the team.
- Set rules for team members to live by.
- Implement systems and principles within the team.



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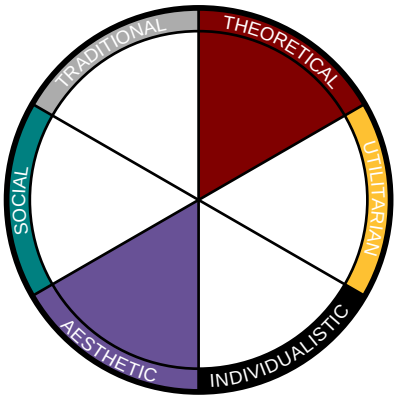
Motivational Appreciation

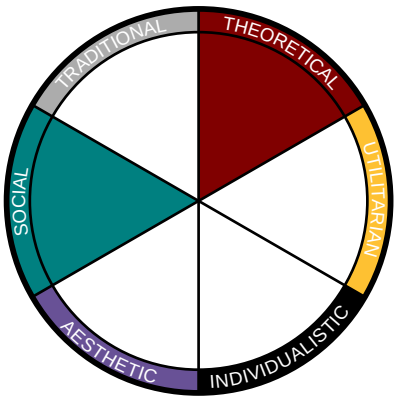
This section focuses on the potential conflict among the different motivators and indicates how well motivators will initially blend or not blend. It is important to note that this Values report only interprets motivators and does not account for the influence of behaviors. Respondents with similar values may agree on what to do but may differ on how to do it.

Theoretical ⟷ Aesthetic



- Objective to Subjective
- Facts to Feelings
- Theoreticals will question every aspect of the Aesthetic's way of being and will not be satisfied with subjective answers.
- To Aesthetics, Theoreticals may seem to be closed-minded, know-it-alls.
- Aesthetics will reject or avoid truths or facts which cause a person pain or disharmony, and the rejection or dismissal of those truths will baffle and possibly anger the high Theoretical.

Theoretical ⟷ Social



- Theoreticals will fail to see the logic in some of the high Social's choices when people get placed above the search for truth.
- Theoreticals will be accepting of a certain degree of pain or loss when seeking this truth, where the high Social will not be accepting of the same exchange.
- Fact driven choices can be insensitive to people and will be seen by Socials as a great injustice.
- Socials will not understand how the Theoreticals can reach such conclusions when the outcome is callous and uncaring.

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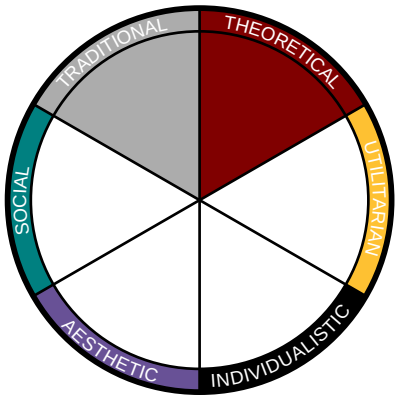
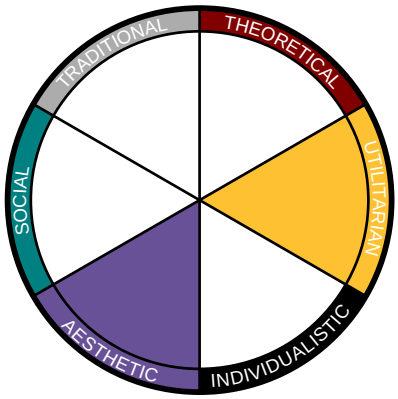
Motivational Appreciation

Theoretical ⟷ Traditional



- May view each other as stubborn, closed-minded and possibly ignorant.
- Theoreticals will challenge the Traditional's system of living.
- Theoreticals will not be accepting of the Traditional's subjective reasoning and will counter argue with facts and fact-driven questioning.
- Traditionals may feel that Theoreticals are missing the big picture by focusing on the objective and not allowing themselves to be open to belief.

Utilitarian ⟷ Aesthetic



- Utility and Function to Form and Harmony
- Utilitarians may view the Aesthetic's strive for form and beauty as a waste of time and resources.
- Utilitarians will fail to see any return on investment in the Aesthetic's creative expression.
- The objective reality of efficiency will directly conflict with subjective feelings.
- Aesthetics will reject or avoid bottom line decisions made from utility that cause personal pain or disharmony.

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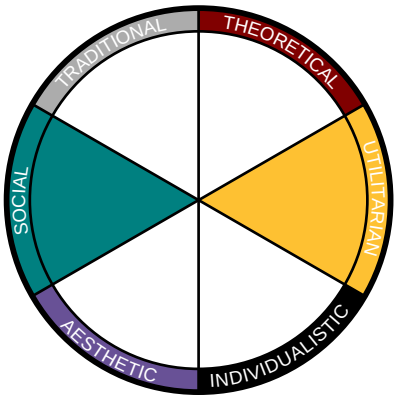
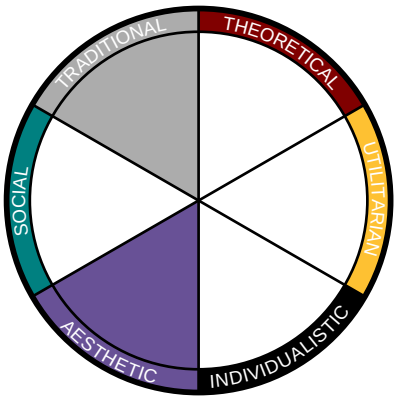
Motivational Appreciation

Utilitarian ⟷ Social



- Utilitarians will take the most efficient course of action and may lead to a degree of negative social impact which will be strongly contested by Socials.
- Utilitarians will expect some kind of return on their investment and, therefore, fail to understand or agree with the selfless acts of someone with a high Social.
- Utilitarians may view Socials as being an easy mark or doormat.
- Socials may view Utilitarians as selfish and self-serving.
- Socials will not understand or agree with bottom-line decisions based on efficiency and return on investment, which may cause conflict, pain or stress.

Aesthetic ⟷ Traditional



- Conflicts between Aesthetics and Traditionals will occur when there is a difference of approach or belief.
- Aesthetics may reject or disagree with factors of the Traditional's system of living, which will cause disharmony and stress for Aesthetics.
- Traditionals will have a strong belief in their system of living, but Aesthetics may not see or agree with the path or methods used by that system.
- With both parties clinging to their beliefs, the argument can quickly become a deadlocked stalemate where the Traditional is offended that their system is being challenged and the Aesthetic is offset by the disharmony.

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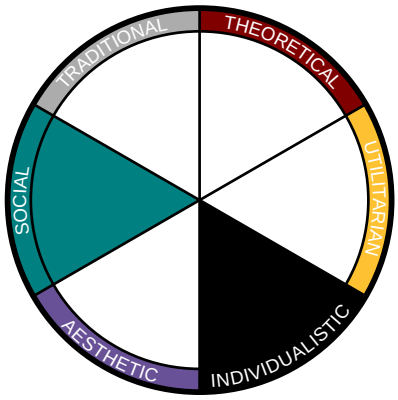
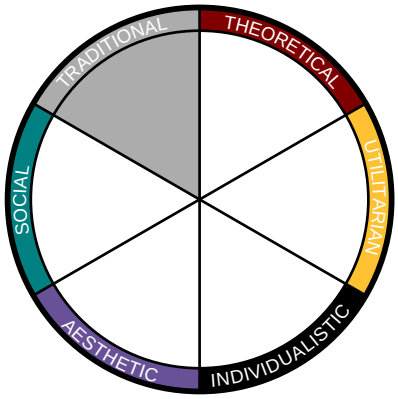
Motivational Appreciation

Social ⟷ Individualistic



- Socials will have issues with Individualistics placing themselves above others.
- When helping others, Individualistics will use it to advance or further themselves in some manner. Socials will have issues with this approach to helping because they feel aiding others should be a selfless act.
- Individualistics may have little respect for the Social's selflessness.
- Individualistics will view selfless acts as missed or wasted opportunities.
- Socials may view Individualistics as selfish and self-centered.
- Individualistics view Socials as allowing themselves to be taken advantage of.

Traditional ⟷ Traditional



- Traditionals will only be accepting of those people who share in the same system of living as they do.
- Two Traditionals will have conflict if their systems of living are completely different.
- High Traditionals may get along with low Traditionals if they share a niche for a common system.
- Traditionals will be unbending in their belief in their systems.

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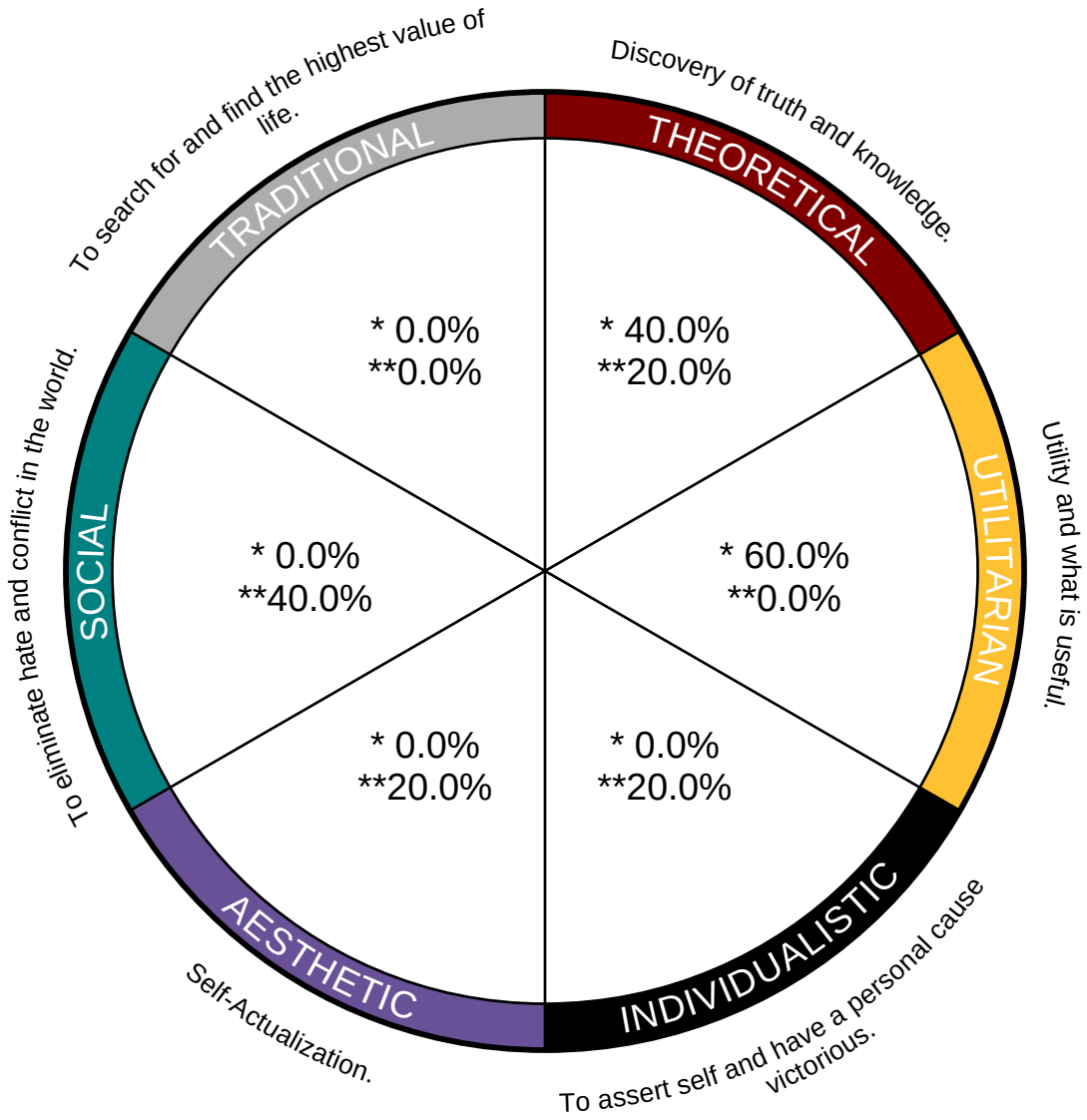
Motivational Goal



* - Primary Motivator ** - Secondary Motivator

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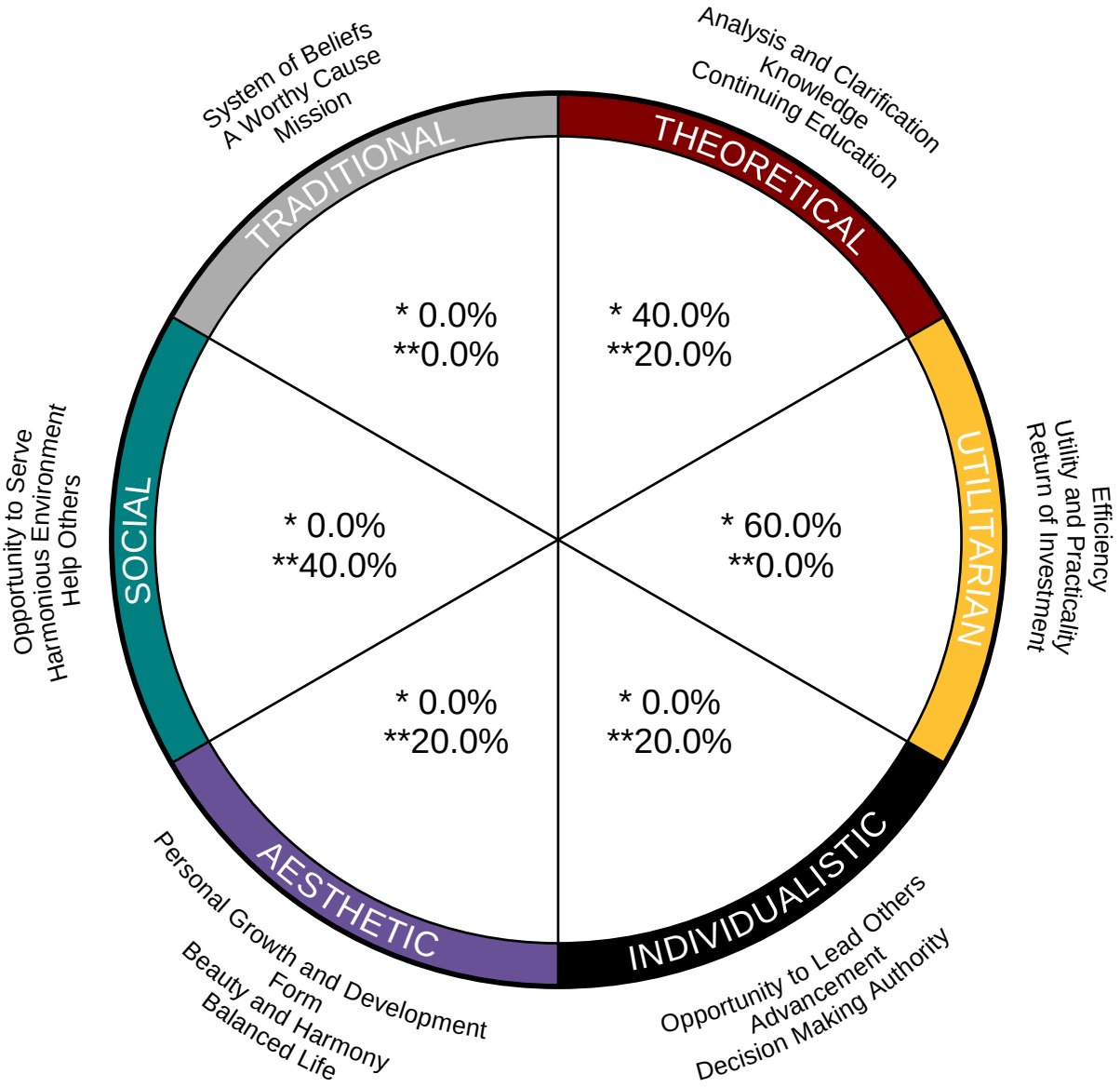
Ideal Environment



* - Primary Motivator ** - Secondary Motivator

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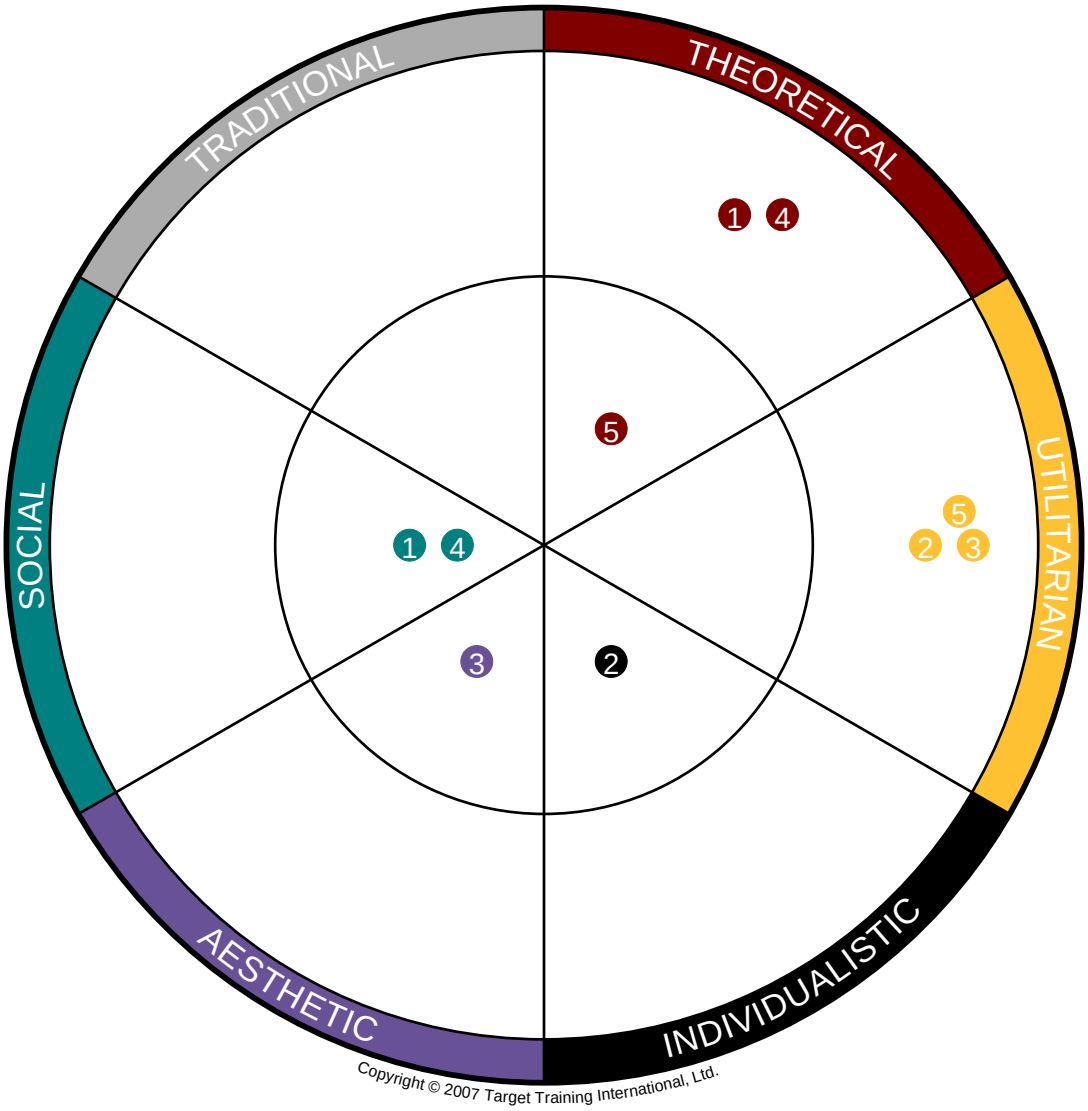
Motivators Group Wheel



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

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Group Wheel Legend

1: Debbie Sample
2: Gregg Sample
3: Jenny Sample
4: Juliane Sample
5: Mark Sample

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