



TTI
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TTI Talent Insights®

Engagement

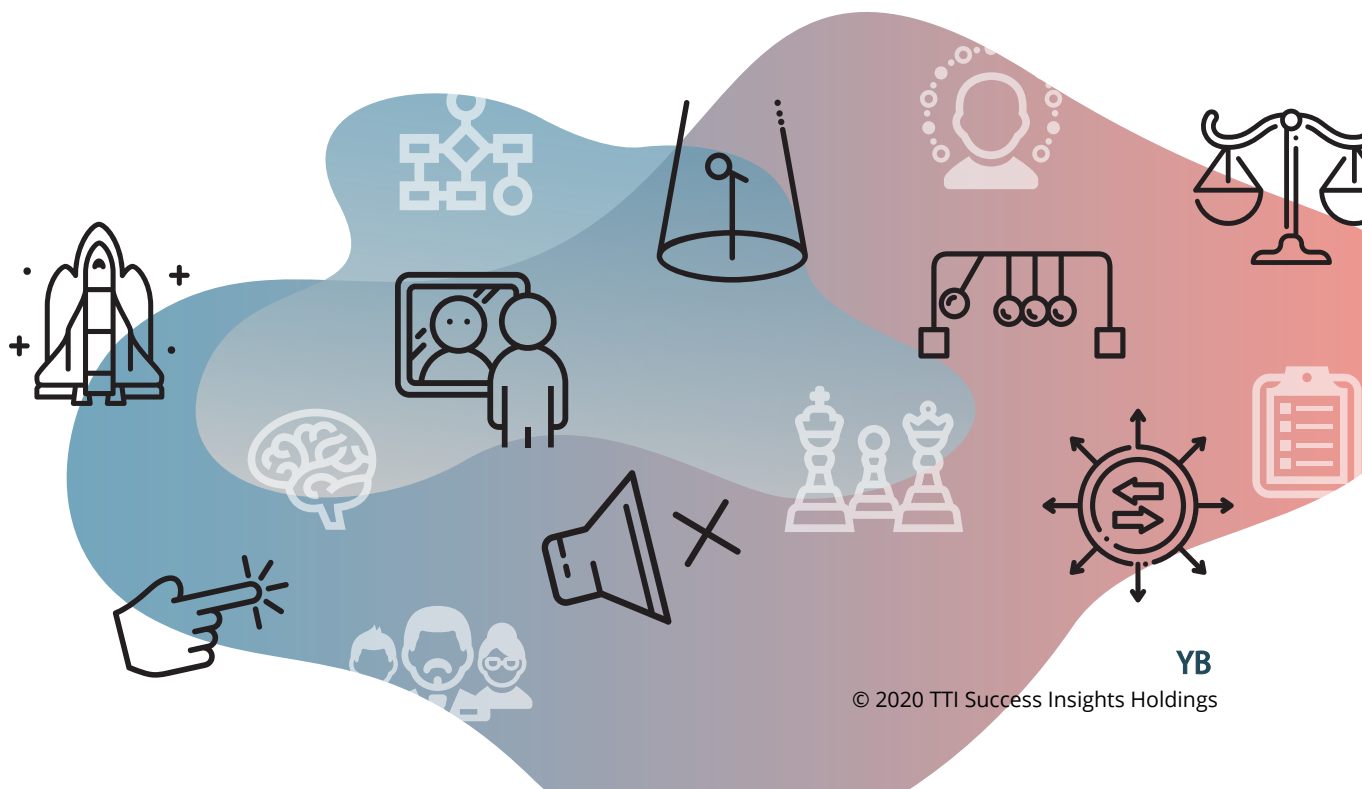
Sample Report

YB
Title
Company
Date

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Where Engagement Begins

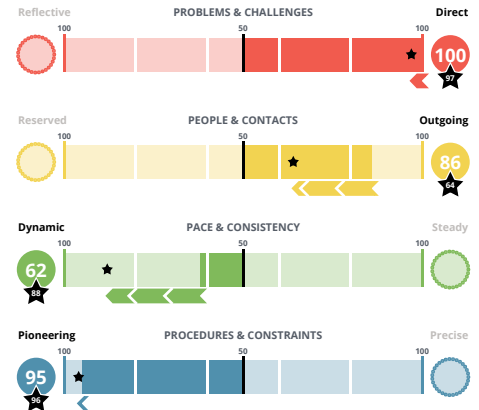


Getting to Know the “How” of YB

The following report is designed to help YB become more self-aware and aware of others in order to raise levels of engagement. People tend to be more engaged when comfortable and connected to the activities and people they encounter. This page offers insight into HOW YB prefers to do what he does.

YB may selectively withhold his true feelings through friendly conversation. To create more engaging conversations with YB, ask his opinion. He could communicate more successfully with others by asking constructive questions when they appear to be struggling to communicate. He tends to engage people by being direct, transparent and results-oriented. He may disengage from what others are saying if they ramble or don't get to the point. By understanding YB's need to progress quickly, others will maintain his attention.

To improve engagement, YB may need to adapt to the need for some to digest information before making a decision. He should exhibit more patience and ask questions to make sure that others have understood what he has said. His creative and active mind may potentially disengage others. He may get better results by presenting information in a form that can be easily understood by most people.



Act: Which statements do you identify with the most? Choose 1 - 3 and reflect on how those shape your day-to-day interactions with others. Share your findings with a leader or colleague to increase engagement.

Where Engagement Begins

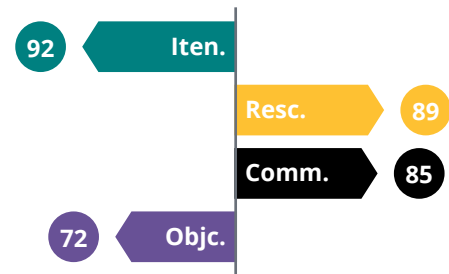
Getting to Know the “Why” of YB



What people are drawn to and what keeps people motivated, differs from person to person. Below, we explore why YB does what he does. In general, what does he value that keeps him motivated and engaged.

YB can buffer the feelings of others to create engagement and drive business. He believes it's important to keep emotions out of business decisions. He follows a philosophy of "it's not personal, it's just business". He is driven by a long list of wants and will stay engaged, working hard to achieve them. YB stays engaged by building resources for the future. He will focus on creating processes to ensure efficiency going forward.

He wants to control his own adventure and positively impact others who are involved. He is driven to acquire the very best that life has to offer. YB will stay engaged in an environment filled with chaos. He tends to see things in pieces. He feels things must be earned, not given. He engages with people who believe in hard work and persistence. He will help develop an individual if he sees opportunities for future benefit.



Act: Which statements do you identify with the most? Choose 1 - 3 and reflect on how each statement contributes to your level of engagement. Share your findings with a leader or colleague to increase engagement.

Keys to Engagement

Unlocking YB's Potential



Isn't it funny how something that excites one person, can completely turn off another? Each individual is engaged by a unique combination of approaches, topics and ideas. Below are a few of the most effective ways to keep YB engaged.

Engagement happens when...

- Working with others who want to drive business.
- He is achieving results in a chaotic environment.
- He is in charge of people, resources and surroundings.
- Focus is on functionality as an indicator of success.
- There are opportunities for achieving valuable results faster.
- Focus is on results and rewards, not the process or journey.
- He has the ability to create, share and control the vision.
- There is power and control over outcomes and goals.



Act: Use this list to help keep yourself motivated during work projects. Can you seek out pieces of a tough assignment that lean toward one or more of your keys to engagement? If yes, focus on those pieces to finish strong.

Engaging Through Communication



How (and How Not) to Talk with YB

When it comes to engaging others in conversation, use the Platinum Rule. Approach others as they want to be approached. Behavioral styles have a major effect on communication preference. This section provides a shareable list of ways to and not to communicate with YB in order to have the most effective conversations.

Do...

- ✓ Expect a future discussion when he has received a "no" answer.
- ✓ Clarify any parameters in writing.
- ✓ Describe the benefits and opportunities.
- ✓ Stick to business--let him decide if he wants to talk socially.



Don't...

- ⊘ Let him get you off-topic.
- ⊘ Be redundant.
- ⊘ Ramble, or waste his time.
- ⊘ Take credit for his accomplishments.

Act: Choose the top two Do's and top two Don'ts from the list above, (your game-changers) and review them with your manager and team to open the lines of communication.

Creating Peak Productivity



Where YB Excels

Call it a happy place, safe space or ideal environment; whichever phrase is chosen, shows how an individual's environment (including place and people) can have an effect on motivation and productivity. Each person's productive place is based on what can truly engage them. This page offers a list of YB's preferences that will engage his most productive self.

YB's productive place includes...

- ▶ Rewards based on group "wins", as well as individual contributions.
- ▶ The opportunity to show others their potential in order to drive the desired outcomes.
- ▶ An environment where direct, bottom-line efforts are appreciated.
- ▶ Compensation based on results and a return to the organization.
- ▶ Competition and winning strategies.
- ▶ Options to be self-starting as it relates to challenging the status quo.



- ▶ The ability to compartmentalize when facing challenges and achieving results.
- ▶ An objective, results-driven environment.

Reflect: Where do you do your best work? What and who is in that location that makes it most productive? Is there a specific mood or tone to the happy place? Can you take any pieces of that environment with you to remain productive no matter the location?

Make It or Break It

How YB Impacts the Team



A popular saying goes, “Teamwork makes the dream work”, but has that dream ever turned into a nightmare? Understanding that each team member provides unique strengths and abilities, will help avoid conflict and maximize the engagement of the group. The list below identifies a few of those strengths and potential weaknesses that **YB** brings to the team.



STRENGTHS

- ✓ Sets high standards.
- ✓ Self-confident.
- ✓ Straightforward communicator.
- ✓ Result- and goal-oriented.
- ✓ Believes in getting results at all costs.



WEAKNESSES

- ⊘ High standards may be impossible to achieve.
- ⊘ Possibility of offending others.
- ⊘ May make remarks that are untimely or untactful.
- ⊘ May overstep authority to achieve goals.
- ⊘ May cause burnout.

Act: When taking part in a team project. Identify the 1 -2 strength(s) that makes you the best fit for the group’s assigned tasks. Share that with the team. Also, write down 1 or 2 weaknesses that you want to work-on while working with the group.

Avoiding Time Traps

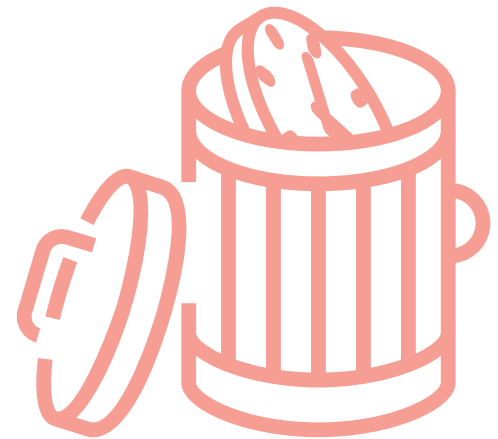
Maximizing YB's Time

If there were only more hours in the day... An individual's time is valuable, and it is important to make the most of it. Each style comes with its own set of time management issues and opportunities. This section focuses on YB's personal set of time traps and tips to overcome "wasting" valuable time.



Time traps

- ❌ Shifting priorities.
- ❌ Unrealistic time expectations on himself and others to complete tasks.
- ❌ Sporadic decision-making.
- ❌ A desire to solve problems quickly without adequate information.



Time savers

- ✓ Identify and engage key individuals to handle specific problems.
- ✓ Establish an objectives based approach to the day.
- ✓ Include others in new opportunities to create a strong bench.
- ✓ Create and implement a plan.

Tip: There is a chance that you have already designed ways to overcome the time traps listed in this section. If you still struggle with time management, try to identify what might be consuming your time, based on what you have learned about your style so far.

Making an Impression



How Others View YB

Stress or pressure can make people act in many different ways. But, think about how those actions might be perceived by others. Realizing others' perspectives can be an uncomfortable exercise to go through, but it is a good step toward increasing stronger self-awareness and engagement with others. Below outlines how YB sees himself and how others might perceive YB.



YB Sees himself as...

- ✓ Ambitious
- ✓ Decisive
- ✓ Competitive
- ✓ Confident
- ✓ Positive
- ✓ Leader



Day-to-day, Others May See YB as...

- ✓ Demanding
- ✓ Bold
- ✓ Disruptive
- ✓ Stubborn



In Extreme Situations, Others May See YB as...

- ✓ Harsh
- ✓ Controlling
- ✓ Aggressive
- ✓ Egotistical

Reflect: Have you ever felt misunderstood or that others aren't seeing your point-of-view as intended? How might you adapt some of your behaviors or actions to better communicate your intended meaning? How might that improve your engagement with others?



Identifying Obstacles

Getting YB Out of his Own Way

When faced with an obstacle, people can either press on (or attack) or take a path of least resistance. Self-awareness and awareness of others are key in persevering over or through obstacles instead of becoming disengaged. This page assists YB in identifying some of his potential limitations.

YB may...



Overplay devil's advocate, wearing down opposition.



Resist participation as part of the team, unless seen as a leader.



Take on too much, too soon, too fast.



Set standards for himself and others that are impossible to reach.



Have trouble delegating and just does it himself.



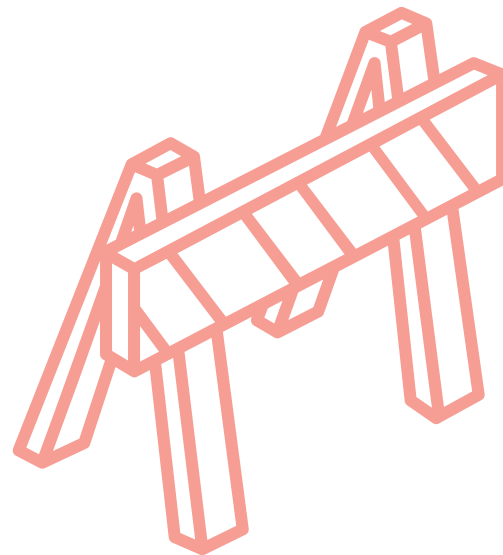
Keep too many balls in the air.



Fail to complete what he starts, adding more and more projects.



Assumes everyone has the same strengths that he has.

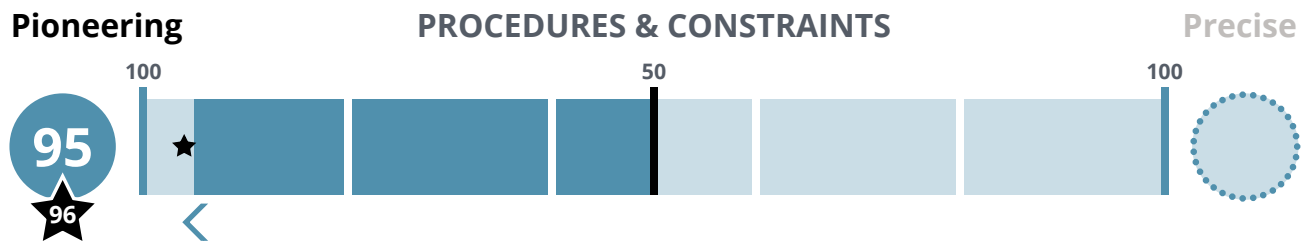
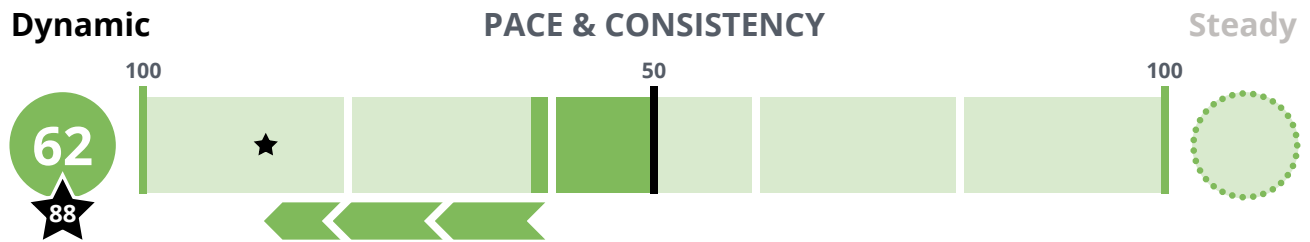
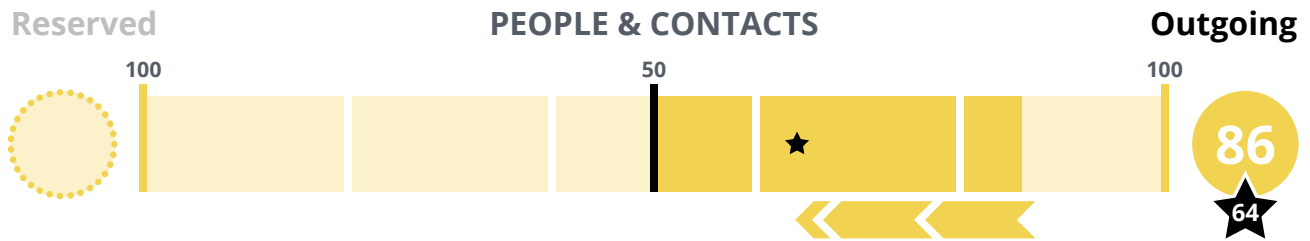
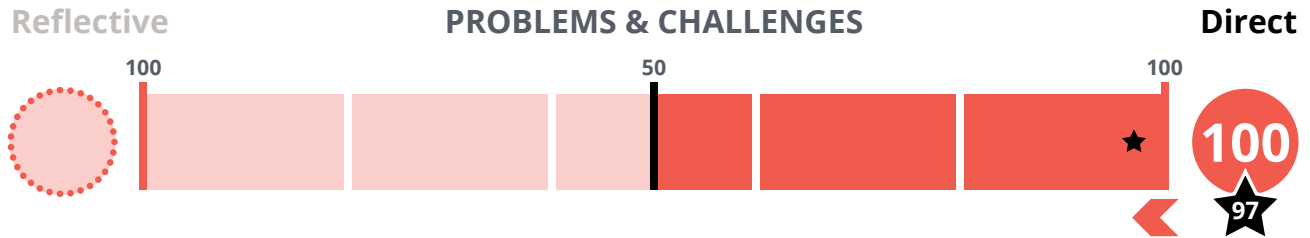


Tip: Weaknesses can be turned into strengths at any time. An obstacle can be an opportunity to accomplish something you never thought you could before.

Behavioral Continuum



Everyone has a varying level of the four main behavioral factors that create their own, personal style. Each side of those factors lives on a continuum, and the combination influences individuals' level of engagement in different situations. The below graph is a visual representation of where YB falls within each continuum.



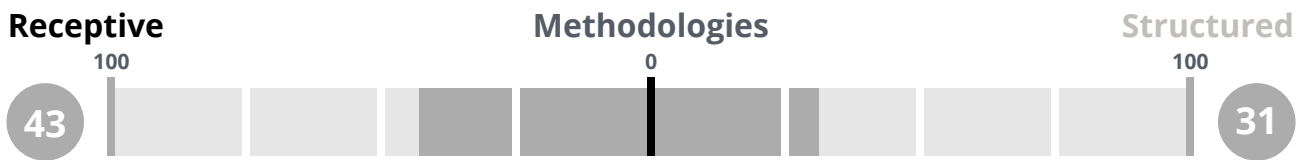
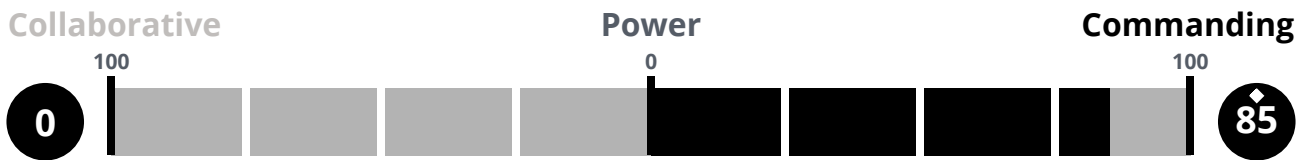
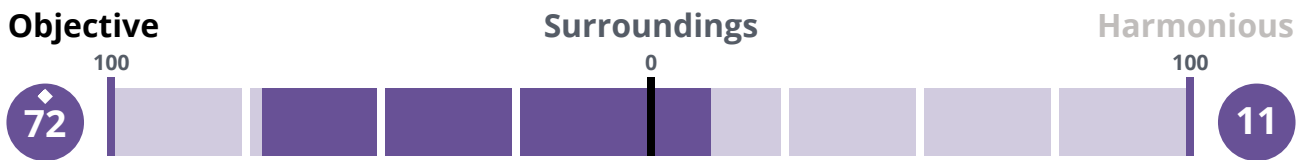
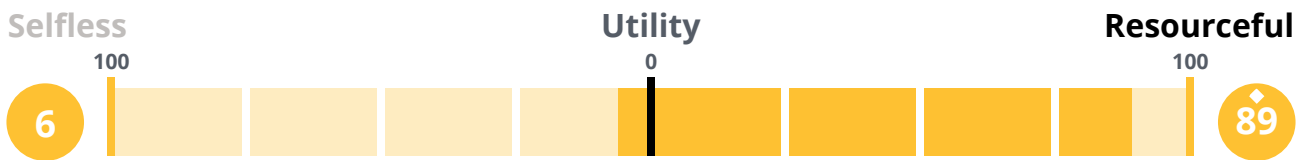
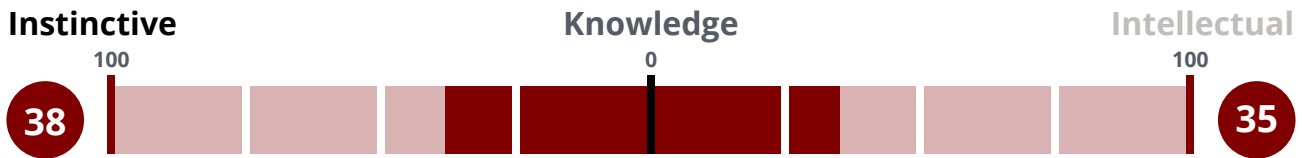
★ Adapted Position
 ◀ Adapted Movement

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Motivational Continuum



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



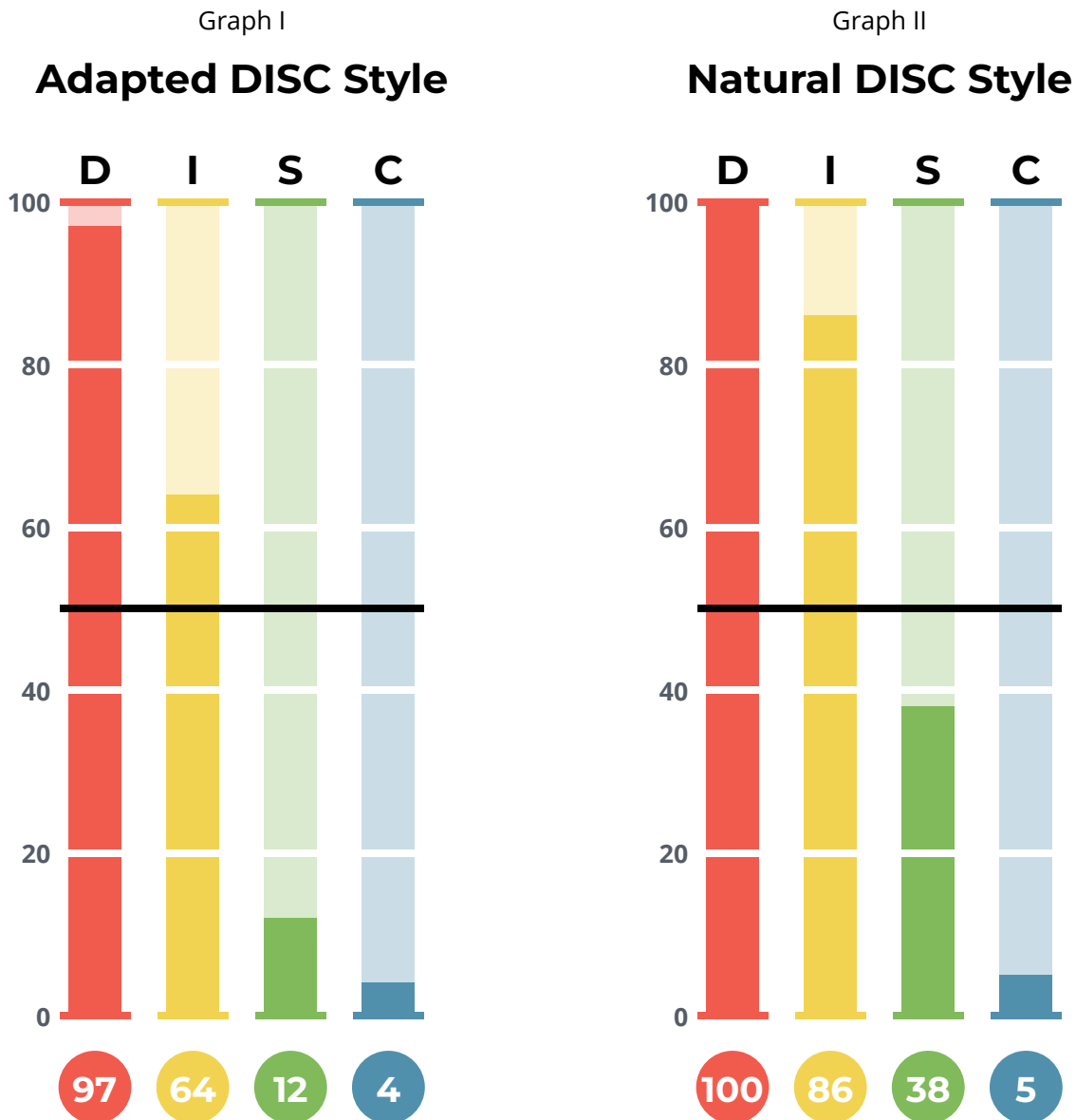
◇ Primary Driving Force

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DISC Graph



The DISC Graph is a visual representation of an individual's behavioral style. How far from the midline a person falls, indicates the intensity of observable behavior that others will see. Remember, your primary observable behavior may be above or below the midline. Below are YB's behavioral styles represented in both its Natural and Adapted forms.



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