TTI SUCCESS INSIGHTS®

Motivators Team Report

Team Mot Sample

TTISI Creative / Marketing

7-14-2017

Sample Company
17785 N Pacesetter Way
Scottsdale, AZ
480-555-5555

company

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Introduction

Predictable patterns of human nature can be accurately measured through behavioral assessments. A clear understanding of these predictable behaviors can enable productive outcomes. When individual behavioral scores are compiled to examine members of a team, managers are able to see areas of strength, pursue improvement opportunities, and secure the resources needed to deliver on organizational goals.

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

James Alire
Kate Biben
Alec Bonnstetter
Rick Bowers
Dave Clark
Candice Frazer
Anubhav Sharma
Bobby Tyning
Kefei Wang

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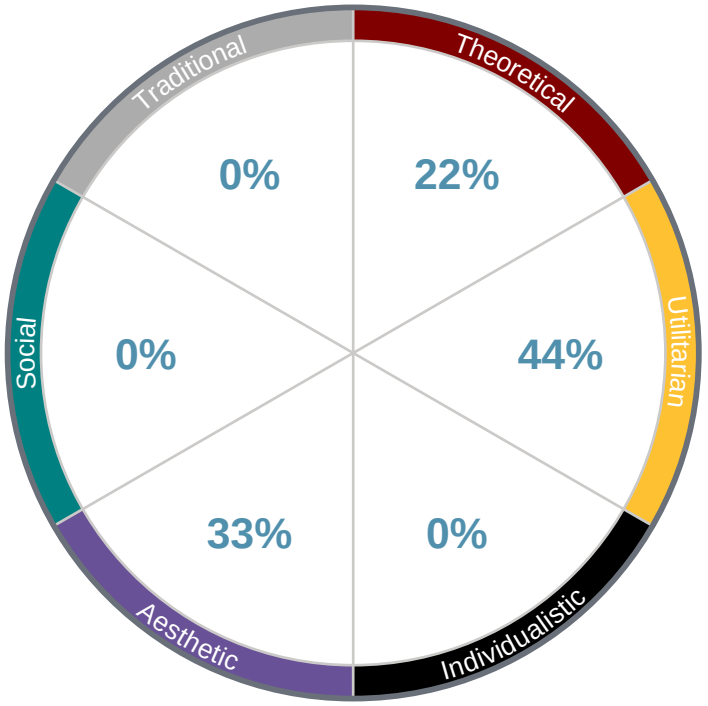
Team Motivators Overview

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



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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.

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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

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

POTENTIAL WEAKNESSES

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

ENERGIZERS

Compensate based on performance

Obtain practical results

Eliminate waste

STRESSORS

Ignore the return on investment

Be redundant

Use resources inefficiently

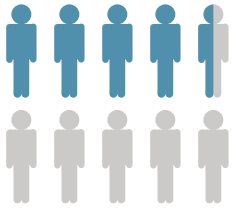
23.33%
of the Population

WORDS THAT WORK

Benefit

Profitable

Efficient



4/9
44% of the Team

WORDS THAT DON'T WORK

Endless

Casual

Rework

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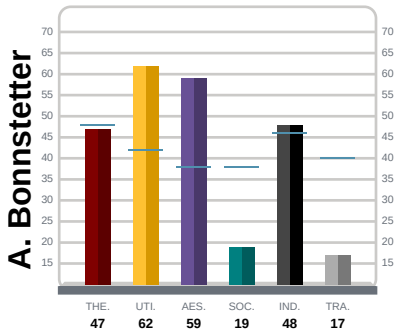
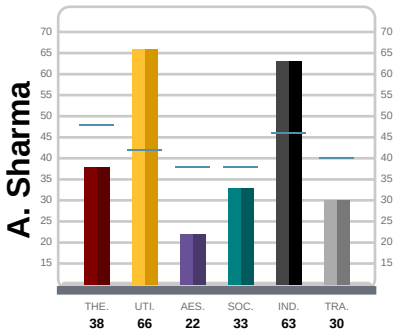
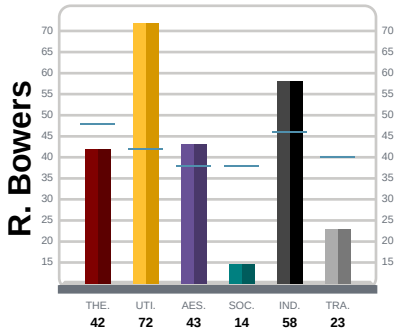
Utilitarian Primary Motivators

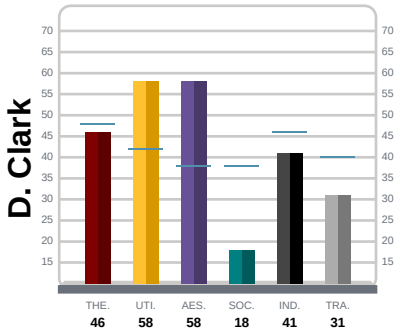
UTILITARIAN TEAM

Alec Bonnstetter
Rick Bowers
Dave Clark
Anubhav Sharma









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Aesthetic Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

ENERGIZERS

Appreciate beauty and harmony

Express imagination

Seek balance in life

STRESSORS

Have lackluster surroundings

Overemphasize function

Encounter chaos

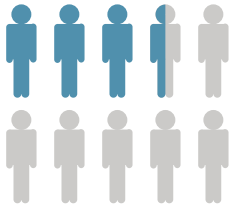
23.33%
of the Population

WORDS THAT WORK

Expression

Balance

Subjective



3/9
33% of the Team

WORDS THAT DON'T WORK

Objective

Dull

Function

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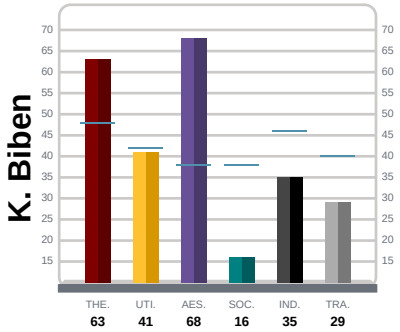
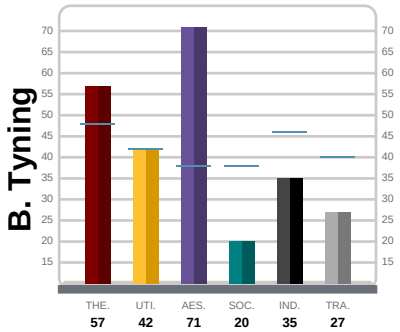
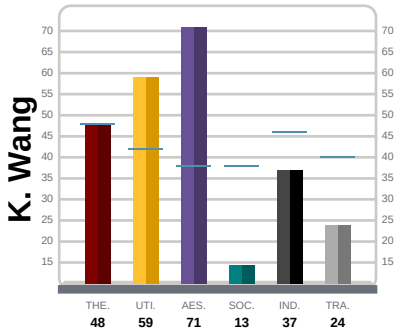
Aesthetic Primary Motivators

AESTHETIC TEAM

Kate Biben
Bobby Tyning
Kefei Wang







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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

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

POTENTIAL WEAKNESSES

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

ENERGIZERS

Increase knowledge

Learn continuously

Objectively analyze ideas

STRESSORS

Rush through learning

Restrict knowledge

Approach ideas subjectively

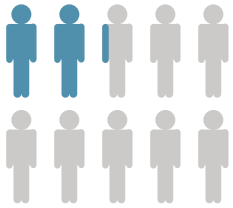
23.33%
of the Population

WORDS THAT WORK

Identify

Discover

Learn



2/9
22% of the Team

WORDS THAT DON'T WORK

Intuitive

Guess

Relevant

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Theoretical Primary Motivators

THEORETICAL TEAM

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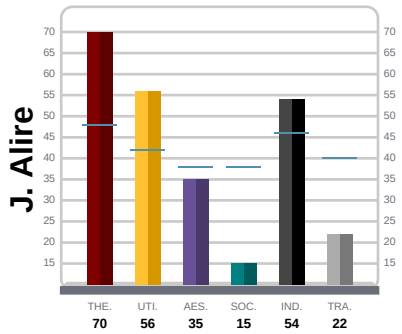
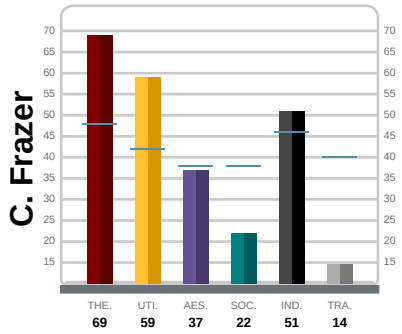
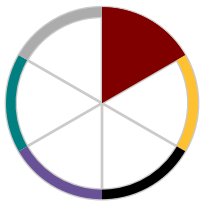
Candice Frazer







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Social Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

ENERGIZERS

Support humanitarian causes

Realize the potential in others

Eliminate conflict

STRESSORS

Ignore others in need

Act inconsiderately

Observe favoritism

23.33%
of the Population

WORDS THAT WORK

Sacrifice

Volunteer

Comfort

0/9
0% of the Team

WORDS THAT DON'T WORK

Selective

Purposeful

Intentional

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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

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

POTENTIAL WEAKNESSES

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

ENERGIZERS

Obtain status symbols

Lead a group

Create and control destiny

STRESSORS

Delay personal advancement

Work behind the scenes

Have a small workspace

23.33%
of the Population

WORDS THAT WORK

Lead

Award

Win

0/9
0% of the Team

WORDS THAT DON'T WORK

Together

Share

Supportive

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Traditional Team Characteristics

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

STRENGTHS AND WEAKNESSES

POTENTIAL STRENGTHS

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

POTENTIAL WEAKNESSES

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

ENERGIZERS

Protect beliefs

Advance their cause

Fit within a structure

STRESSORS

Embrace new ideas

Ignore established protocols

Redesign existing systems

23.33 %
of the Population

WORDS THAT WORK

Tradition

Order

Constant

0/9
0% of the Team

WORDS THAT DON'T WORK

New methods

Progressive

Flexible

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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 (22%)
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 (44%)**
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 (33%)	**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.

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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 (22%)
	James Alire Candice Frazer
Social (0%)	**Utilitarian (44%)**
	Alec Bonnstetter Rick Bowers Dave Clark Anubhav Sharma
Aesthetic (33%)	**Individualistic (0%)**
Kate Biben Bobby Tyning Kefei Wang	

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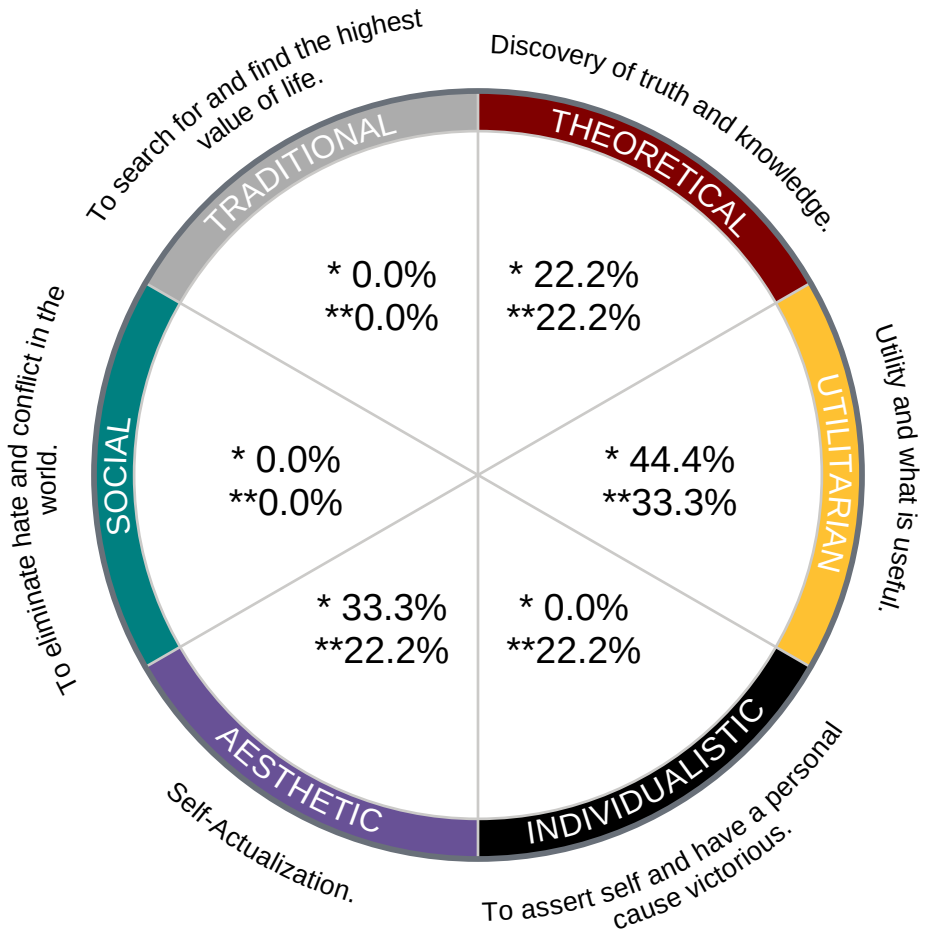
Motivational Goal



* - Primary Motivator ** - Secondary Motivator

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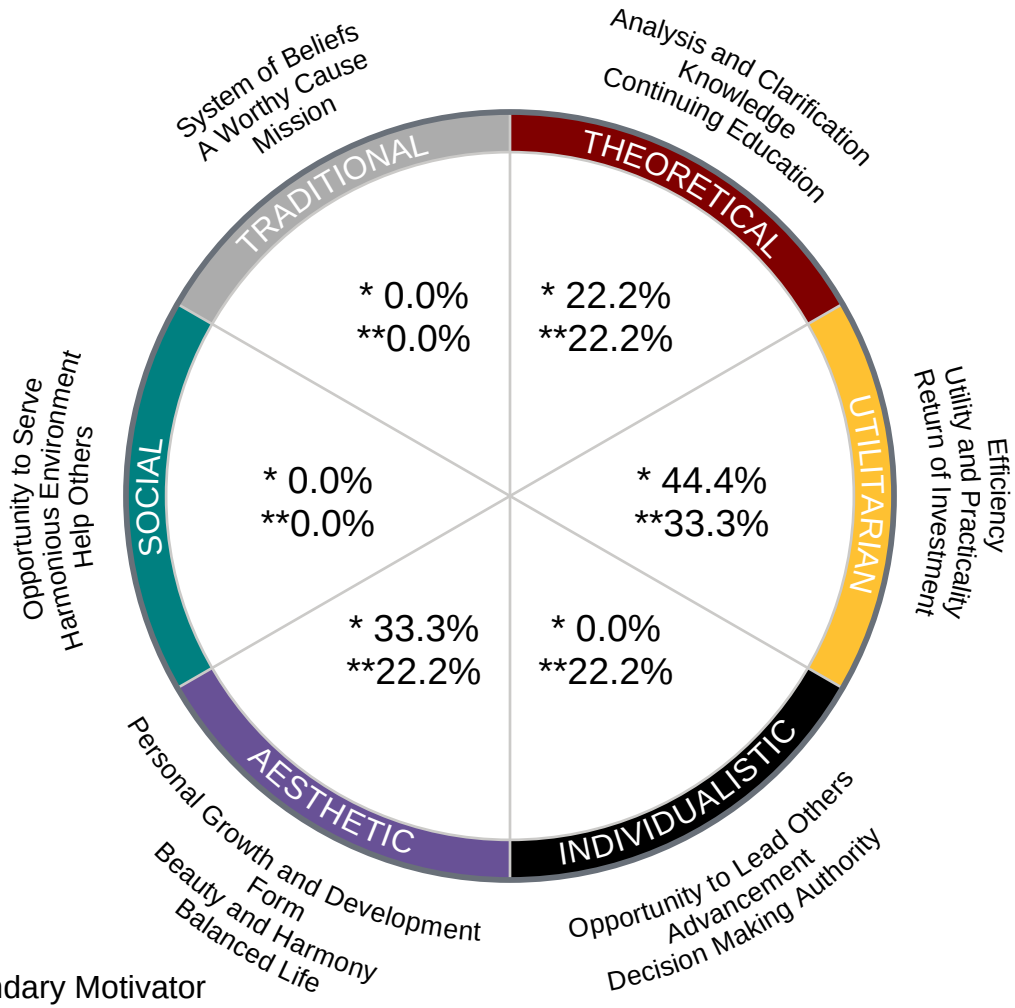
Ideal Environment



* - Primary Motivator ** - Secondary Motivator

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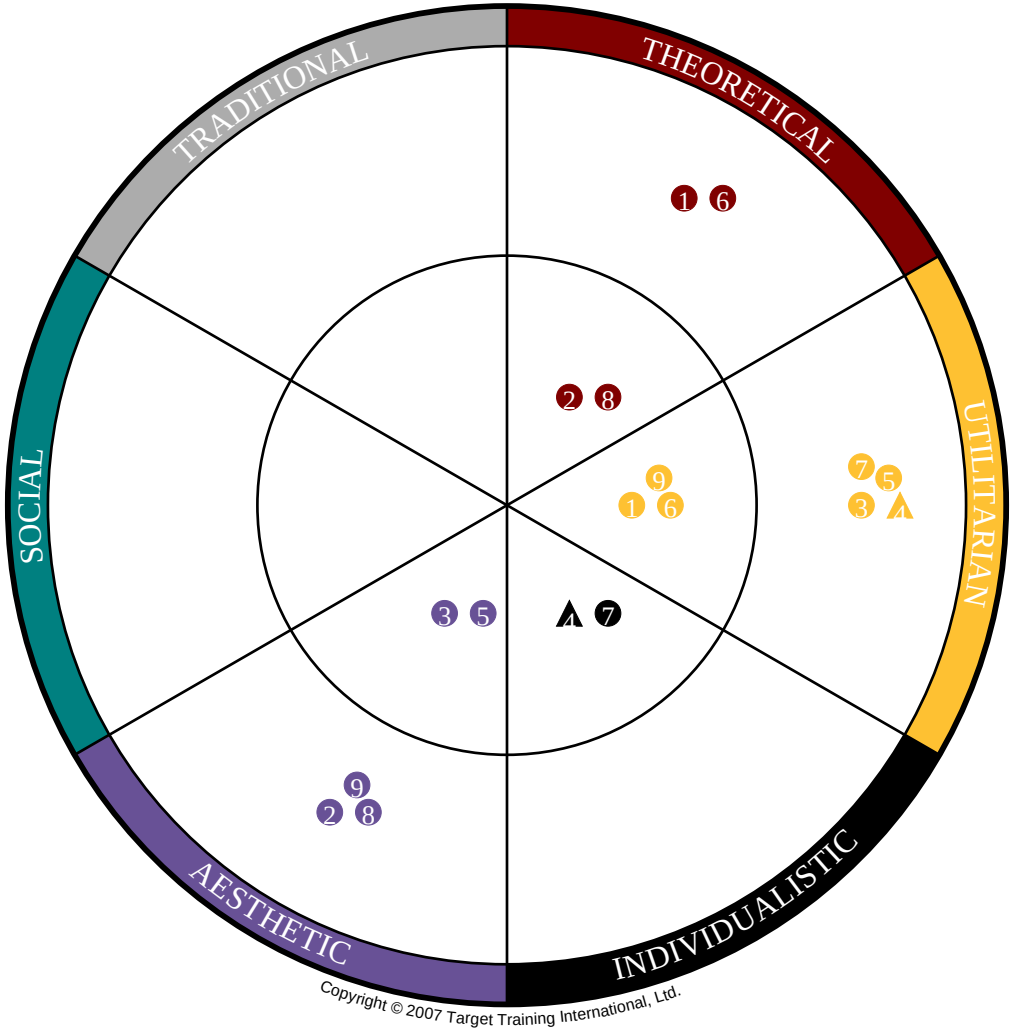
Motivators Group Wheel



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

▲ Leader

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Group Wheel Legend

1: James Alire
2: Kate Biben
3: Alec Bonnstetter
4: Rick Bowers *
5: Dave Clark
6: Candice Frazer
7: Anubhav Sharma
8: Bobby Tyning
9: Kefei Wang

* Indicates team leader.

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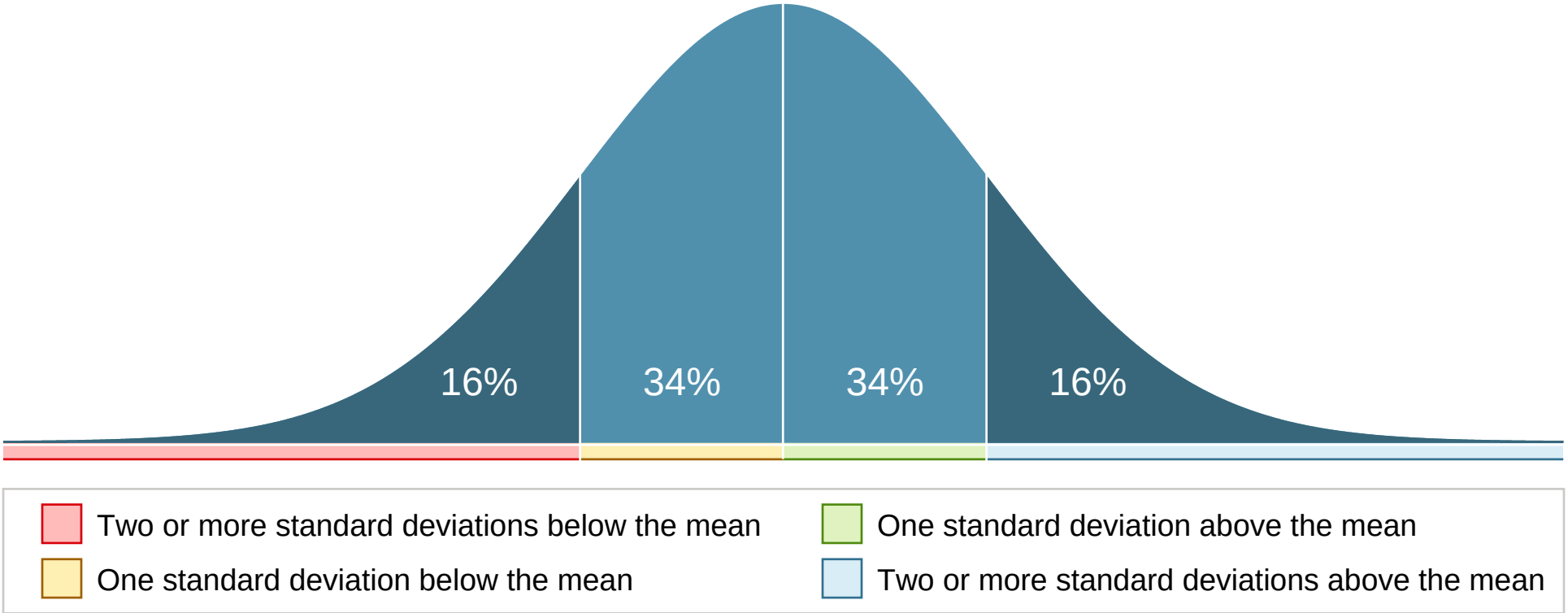
The Bell Curve Defined

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.



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Motivators Comparison

Motivators	Team Avg.	R. Bowers ●	J. Alire	K. Biben	A. Bonnstetter	D. Clark	C. Frazer	A. Sharma	B. Tyning	K. Wang	Mean
Utilitarian	57	72	56	41	62	58	59	66	42	59	50
Theoretical	53	42	70	63	47	46	69	38	57	48	60
Aesthetic	52	43	35	68	59	58	37	22	71	71	43
Individualistic	47	58	54	35	48	41	51	63	35	37	57
Traditional	24	23	22	29	17	31	14	30	27	24	47
Social	19	14	15	16	19	18	22	33	20	13	43

Two or more standard deviations below the mean

One standard deviation below the mean

Team Leader

One standard deviation above the mean

Two or more standard deviations above the mean

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