



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Executive

Sample

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**COMPLIMENTARY REPORT
NOT FOR SALE OR SEMINAR USE**





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: behaviours, motivators and the integration of these. 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:

Behaviours

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.

Motivators

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 Behaviours and Motivators

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



Introduction Behaviours Section

Behavioural research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

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

In this report we are measuring four dimensions of normal behaviour. 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 analyses behavioural style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behaviour. We only report statements from areas of behaviour in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



General Characteristics

Based on Sarah - Louise's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behaviour 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 Sarah - Louise's natural behaviour.

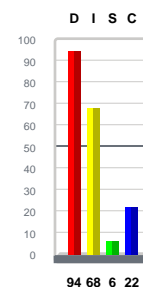
Sarah - Louise likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people she manages. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. She is deadline conscious and becomes irritated if deadlines are delayed or missed.

Sarah - Louise embraces visions not always seen by others.

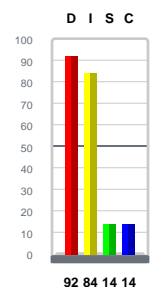
Sarah - Louise's creative mind allows her to see the "big picture." Many people see her as a self-starter dedicated to achieving results. She is often considered daring, bold and gutsy. She is a risk taker who likes to be seen as an individualist. She can be aggressive and direct, but still be considerate of people. Other people realise that directness is one of her great strengths. Sarah - Louise seeks her own solutions to problems. In this way, her independent nature comes into play. She displays a high energy factor and is optimistic about the results she can achieve. The word "cannot" is not in her vocabulary.

Sarah - Louise has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. When faced with a tough decision, she will try to sell you on her ideas. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. Sometimes she becomes emotionally involved in the decision-making process. She finds it easy to share her opinions on solving work-related problems. She prefers authority equal to her responsibility. She will work long hours until a tough problem is solved. After it is solved, Sarah - Louise may become bored with any routine work that follows.

Adapted Style



Natural Style

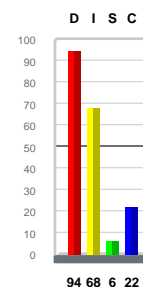




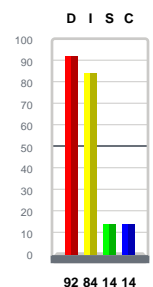
General Characteristics Continued

Sarah - Louise likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She tends to be intolerant of people who seem ambiguous or think too slowly. She tends to influence people by being direct, friendly and results-oriented. She challenges people who volunteer their opinions. Sarah - Louise may sometimes mask her feelings in friendly terms. If pressured, Sarah - Louise's true feelings may emerge. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. She may lose interest in what others are saying if they ramble or do not speak to the point. Her active mind is already moving ahead. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people.

Adapted Style



Natural Style



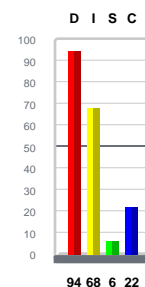


Value to the Organisation

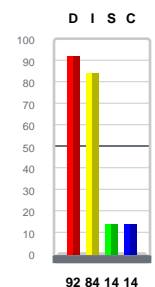
This section of the report identifies the specific talents and behaviour Sarah - Louise brings to the job. By looking at these statements, one can identify her role in the organisation. The organisation can then develop a system to capitalise on her particular value and make her an integral part of the team.

- Accomplishes goals through people.
- Innovative.
- Thinks big.
- Tenacious.
- Competitive.
- Dedicated to her own ideas.
- Challenges the status quo.

Adapted Style



Natural Style





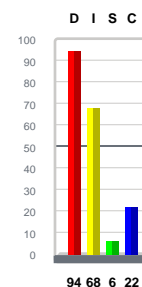
Checklist for Communicating

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 Sarah - Louise. 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 Sarah - Louise most frequently.

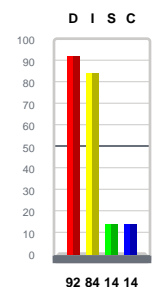
Ways to Communicate:

- Provide questions, alternatives and choices for making her own decisions.
- Speak at a rapid pace.
- Read the body language--look for impatience or disapproval.
- Present the facts logically; plan your presentation efficiently.
- Expect her to return to fight another day when she has received a "no" answer.
- Clarify any parameters in writing.
- Define the problem in writing.
- Confront when in disagreement.
- Come prepared with all requirements, objectives and support material in a well-organised "package."
- Be brief--be bright--be gone.
- Support and maintain an environment where she can be efficient.

Adapted Style



Natural Style





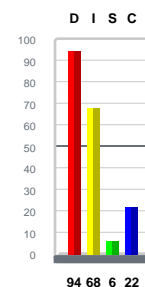
Ineffective Communication

This section of the report is a list of things NOT to do while communicating with Sarah - Louise. Review each statement with Sarah - Louise 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.

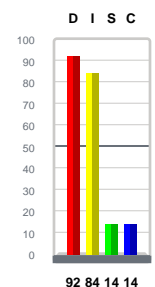
Ways NOT to Communicate:

- Come with a ready-made decision, or make it for her.
- Hesitate when confronted.
- Be paternalistic.
- Take credit for her accomplishments.
- Try to build personal relationships.
- Forget or lose things, be disorganised or messy, confuse or distract her mind from business.
- Muffle or overcontrol.
- Ask rhetorical questions, or useless ones.
- Let her overpower you with verbiage.
- Ramble on, or waste her time.
- Direct or order.
- Reinforce agreement with "I am with you."

Adapted Style



Natural Style





Communication Tips

This section provides suggestions on methods which will improve Sarah - Louise's communications with others. The tips include a brief description of typical people in which she may interact. By adapting to the communication style desired by other people, Sarah - Louise 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.

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.

Factors that will create tension or dissatisfaction:

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganised or messy.

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-organised "package."

Factors that will create tension or dissatisfaction:

- Talking about things that are not relevant to the issue.
- Leaving loopholes or cloudy issues.
- Appearing disorganised.

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, nonthreateningly.
- Ask "how?" questions to draw their opinions.

Factors that will create tension or dissatisfaction:

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

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

- Provide a warm and friendly environment.
- Do not deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw their opinions or comments.

Factors that will create tension or dissatisfaction:

- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.



Perceptions

See Yourself as Others See You

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

Self-Perception

Sarah - Louise usually sees herself as being:

- Pioneering
- Assertive
- Competitive
- Confident
- Positive
- Winner

Others' Perception - Moderate

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

- Demanding
- Daring
- Egotistical
- Aggressive

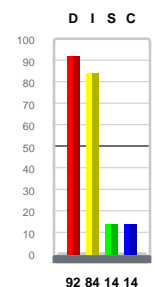
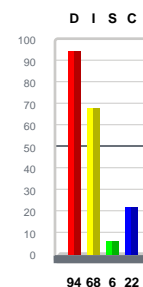
Others' Perception - Extreme

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

- Abrasive
- Controlling
- Arbitrary
- Opinionated

Adapted Style

Natural Style





The Absence of a Behavioural Factor

The absence of a behavioural factor may provide insight into situations or environments that may cause tension or stress. Based on research, we are able to identify situations that should be avoided or minimised in a person's day-to-day environment. By understanding the contribution of a low behavioural style, we are able to better articulate a person's talents and create environments where people can be more effective.

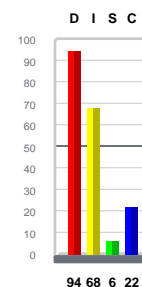
Situations and circumstances to avoid or aspects needed within the environment in order to minimise behavioural stress.

- Avoid environments where micro-management is the way of the organisation.
- Avoid situations that require strict adherence to standards without any flexibility.
- Avoid work environments requiring constant diplomacy, as they may cause stress.

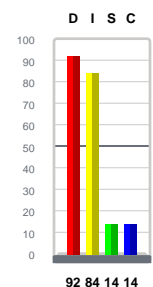
Understanding that the need to adapt is unavoidable at times, below are tips for adapting to those with C above the energy line and/or tips for seeking environments that will be conducive to the low C.

- Extremely formal and structured interactions may cause stress.
- The lack of caution exhibited may lead to unnecessary high-risk decisions being made.
- The desire to be seen as a unique person may detract from the ideal outcome.

Adapted Style



Natural Style





Descriptors

Based on Sarah - Louise's responses, the report has marked those words that describe her personal behaviour. 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	Influencing	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Sceptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending



Natural and Adapted Style

Sarah - Louise'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

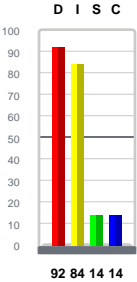
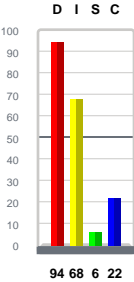
Natural	Adapted
<p>Sarah - Louise tends to deal with problems and challenges in a demanding, driving and self-willed manner. She is individualistic in her approach and actively seeks goals. Sarah - Louise will attack problems and likes a position with authority and work that will constantly challenge her to perform up to her ability.</p>	<p>Sarah - Louise sees no need to change her approach to solving problems or dealing with challenges in her present environment.</p>

People - Contacts

Natural	Adapted
<p>Sarah - Louise 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. Sarah - Louise is trusting and also wants to be trusted.</p>	<p>Sarah - Louise 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.</p>

Adapted Style

Natural Style





Natural and Adapted Style Continued



Pace - Consistency

Natural

Sarah - Louise is comfortable in an environment that is constantly changing. She seeks a wide scope of tasks and duties. Even when the environment is frantic, she can still maintain a sense of equilibrium. She is capable of taking inconsistency to a new height and to initiate change at the drop of the hat.

Adapted

Sarah - Louise 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

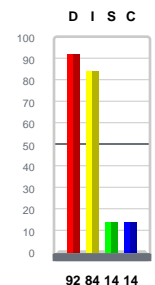
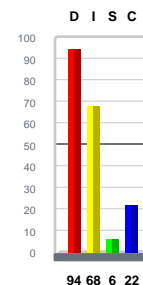
Sarah - Louise does not like constraints, at times she can be somewhat defiant and rebellious. She has a tendency to lack social tact and diplomacy when confronted with too many or unreasonable constraints. She seeks adventure and excitement and wants to be seen as her own person.

Adapted

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

Adapted Style

Natural Style



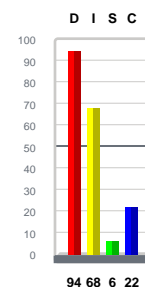


Adapted Style

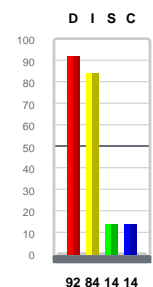
Sarah - Louise sees her present work environment requiring her to exhibit the behaviour listed on this page. If the following statements DO NOT sound job related, explore the reasons why she is adapting this behaviour.

- Meeting deadlines.
- Skilful use of vocabulary for persuasive situations.
- Acting without precedent, and able to respond to change in daily work.
- Questioning the status quo, and seeking more effective ways of accomplishment.
- Exhibiting an active and creative sense of humour.
- Moving quickly from one activity to another.
- Dealing with a wide variety of work activities.
- Working without close supervision.
- A good support team to handle paperwork.
- A competitive environment, combined with a high degree of people skills.
- Anticipating and solving problems.

Adapted Style



Natural Style





Time Wasters

This section of your report is designed to identify time wasters that may impact your overall time use effectiveness. Possible causes and solutions will serve as a basis for creating an effective plan for maximising your use of TIME and increasing your PERFORMANCE.

Poor Delegation

Poor delegation usually means the inability to discriminate between tasks needing your time and attention, and those others are capable of accomplishing.

Possible Causes:

- Do not want to give up control
- Do not trust the abilities of others
- Do not understand the abilities of others
- Fear the talents of others
- Do not want to overload others

Possible Solutions:

- Train and mentor others
- Develop a support team
- Give people the opportunity to help
- Recognise the time spent training others on routine tasks will result in gained cumulative time for higher priority tasks

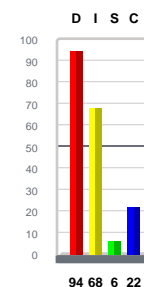
Crisis Management

Crisis Management is defined as a management style that is consistently driven by uncontrolled external issues as the preferred method of managing. This style allows crises to precipitate rather than anticipating them and being pro-active.

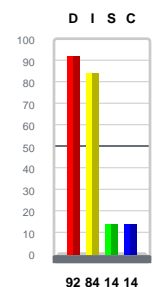
Possible Causes:

- Lack planning
- Place unrealistic time requirements on people and tasks
- Always looking for problems to solve

Adapted Style



Natural Style





Time Wasters Continued

Possible Solutions:

- Have a well defined operational plan
- Target key individuals to handle specific problems
- Ask for recommendations from key people
- Delegate authority and responsibility when possible

Lack of a Written Plan

A plan in this context may be an overall business plan including mission, goals, objectives, task requirements and utilisation of resources. It may also simply mean written priorities and a written daily plan of action.

Possible Causes:

- Action oriented, want to get things done now
- Priorities keep changing (self- or other-imposed)
- Have been successful without a plan in the past
- Want to "go with the flow" and not be stifled by a written daily agenda

Possible Solutions:

- Write down personal and job-related values and prioritise them
- Write out a long-term plan that will support those values
- Recognise that by having priorities clearly in mind, constant change will be replaced with change-by-design

Firefighting

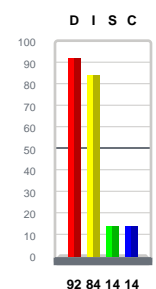
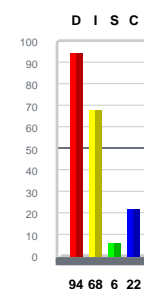
Firefighting is often defined as being pulled away from priority tasks to answer questions, offer solutions, delegate or solve problem-related minor issues. These issues usually "flare up" quickly and are "put out" quickly.

Possible Causes:

- Desire to solve problems quickly and sometimes without adequate information
- Lack of delegation
- Lack of standard operating procedures
- Poor/wrong priorities
- Failure to fit intensity to the situation

Adapted Style

Natural Style





Time Wasters Continued

Possible Solutions:

- Establish a plan
- Create operational procedures for tasks and known problems
- Establish a "management by objectives" approach

Snap Decisions

Snap decisions in this context are those decisions that are made too quickly without having all the necessary information.

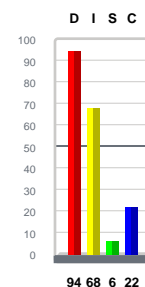
Possible Causes:

- Impatience overrides need to wait for more information
- Try to do too much
- Failure to plan in advance
- Lack specific goals

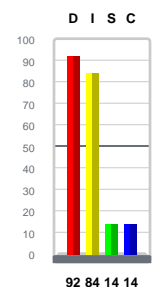
Possible Solutions:

- Ask for recommendations
- Establish process for decisions prior to situation occurring
- Establish standard operating procedures and alternative procedures for possible problems

Adapted Style



Natural Style





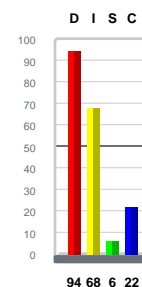
Areas for Improvement

In this area is a listing of possible limitations without regard to a specific job. Review with Sarah - Louise 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.

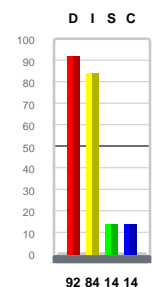
Sarah - Louise has a tendency to:

- Have trouble delegating--cannot wait, so does it herself.
- Have difficulty finding balance between family and work.
- Be crisis-oriented.
- Be disruptive because of her innate restlessness and disdain for sameness.
- Be impulsive and seek change for change's sake. May change priorities daily.
- Set standards for herself and others so high that impossibility of the situation is common place.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Fail to complete what she starts because of adding more and more projects.
- Be so concerned with big picture; she forgets to see the little pieces.

Adapted Style



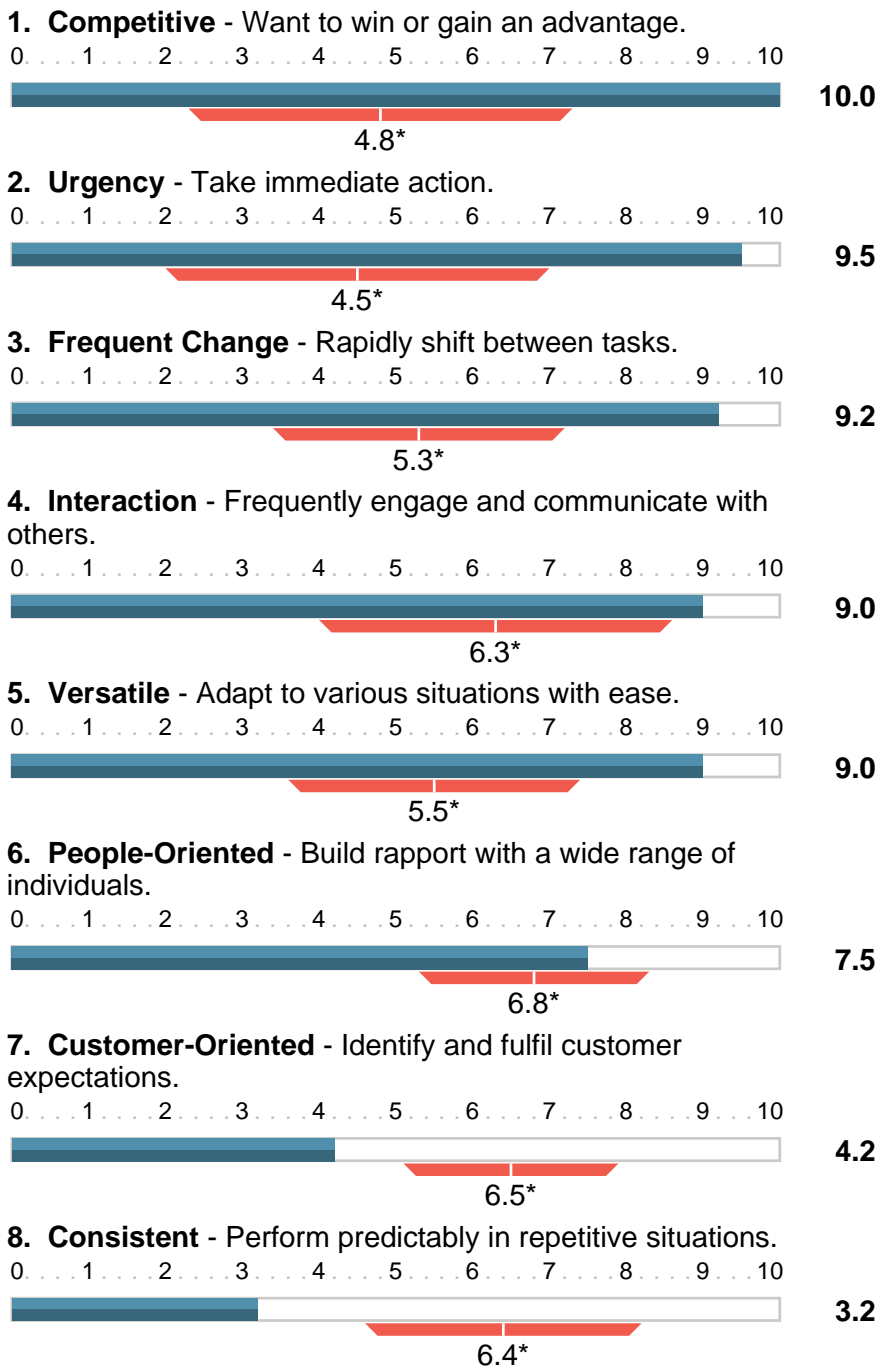
Natural Style





Behavioural Hierarchy

The Behavioural Hierarchy graph will display a ranking of your natural behavioural style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.



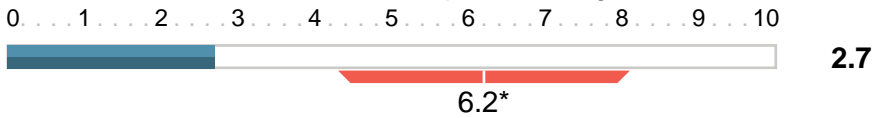
* 68% of the population falls within the shaded area.



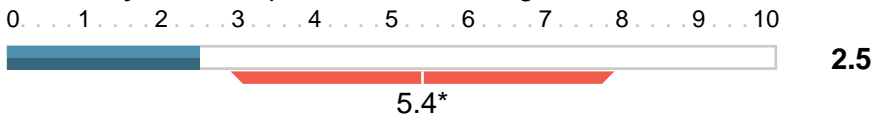


Behavioural Hierarchy

9. Persistence - Finish tasks despite challenges or resistance.



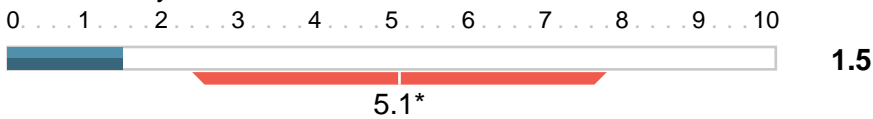
10. Analysis - Compile, confirm and organise information.



11. Following Policy - Adhere to rules, regulations, or existing methods.

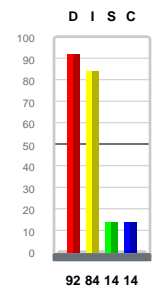
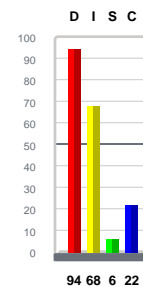


12. Organised Workplace - Establish and maintain specific order in daily activities.



Adapted Style

Natural Style



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* 68% of the population falls within the shaded area.

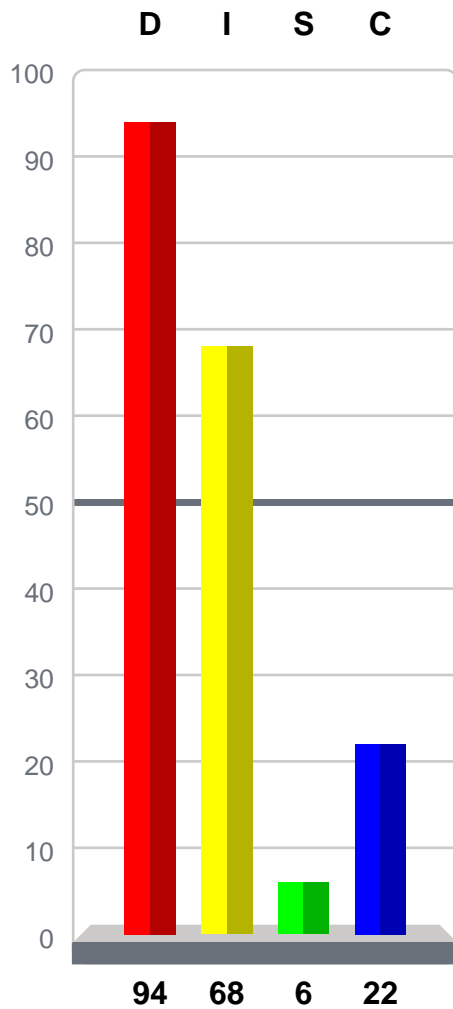


Style Insights® Graphs

17/3/2017

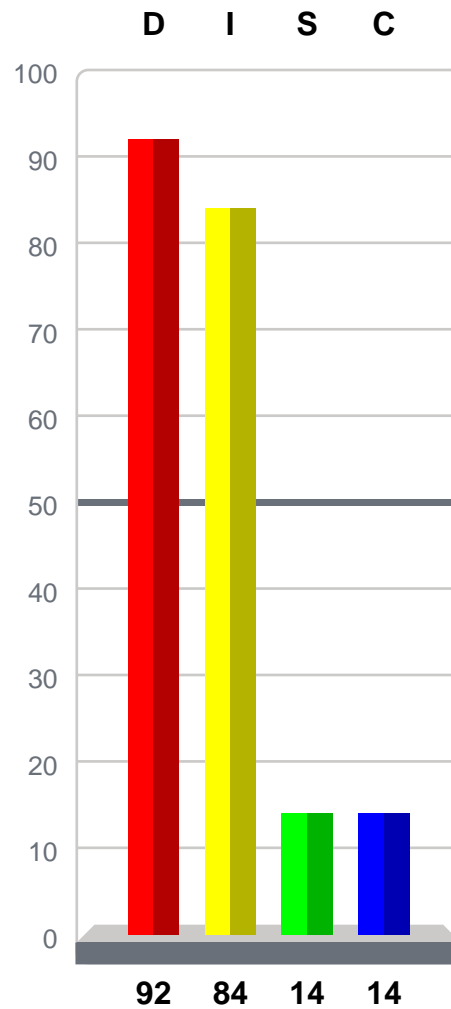
Adapted Style

Graph I



Natural Style

Graph II



Intl Norm 2014 R4



The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool popularised in Europe. In addition to the text you have received about your behavioural style, the Wheel adds a visual representation that allows you to:

- View your natural behavioural style (circle).
- View your adapted behavioural style (star).
- Note the degree you are adapting your behaviour.
- If you filled out the Work Environment Analysis, view the relationship of your behaviour to your job.

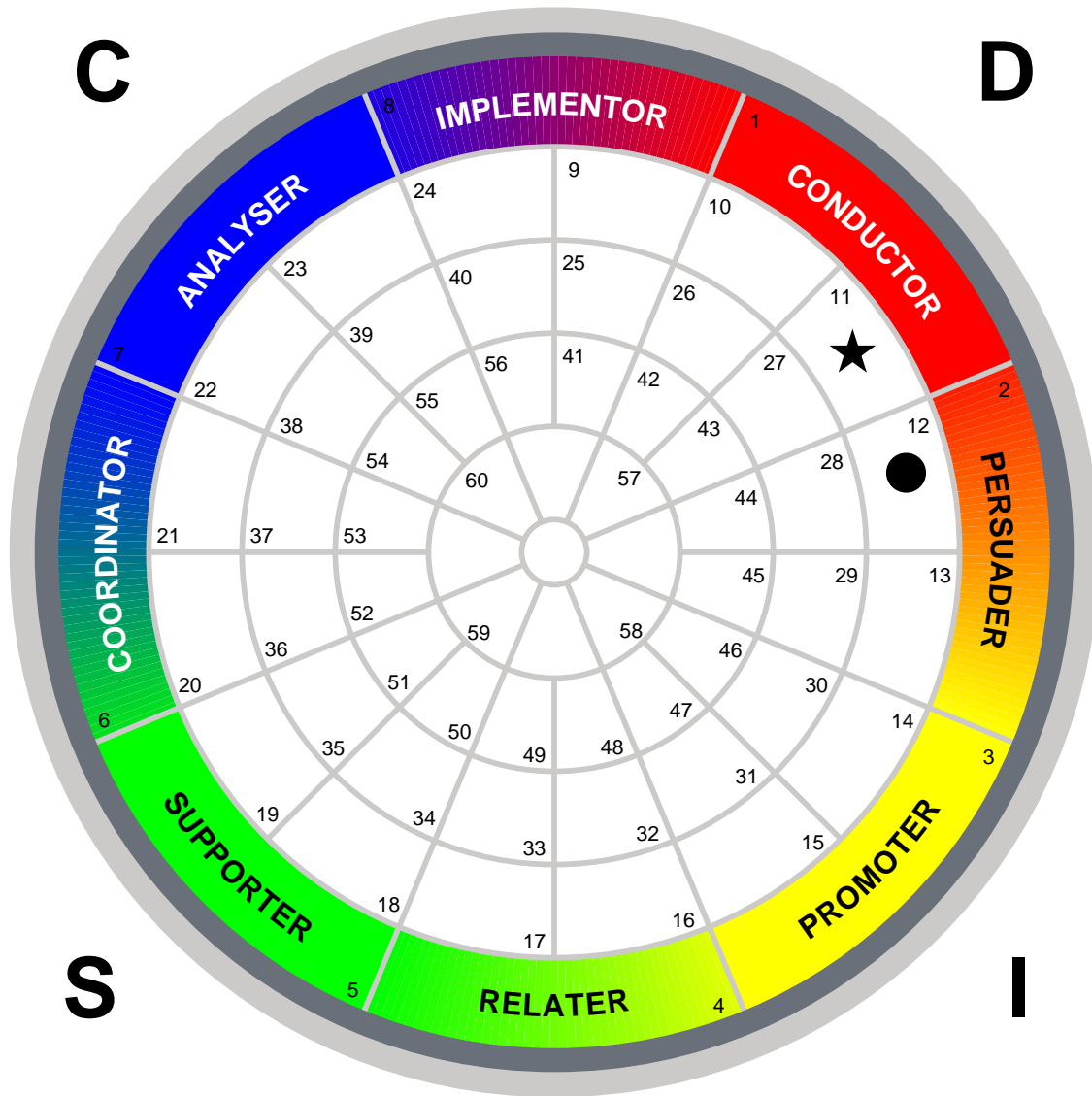
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behaviour. The further the two plotting points are from each other, the more you are adapting your behaviour.

If you are part of a group or team who also took the behavioural assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



The Success Insights® Wheel

17/3/2017



Adapted: ★ (11) PERSUADING CONDUCTOR
 Natural: ● (12) CONDUCTING PERSUADER

Intl Norm 2014 R4

T: 7:43

Sarah - Louise Sample

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Introduction Motivators Section

Knowledge of an individual's motivators help to tell us WHY they do things. A review of an individual's experiences, references, education and training help to tell us WHAT they can do. Behavioural assessments help to tell us HOW a person behaves and performs in the work environment. The Personal Motivators & Engagement report measures the relative prominence of six basic interests or motivators (a way of valuing life): Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional.

Motivators help to initiate one's behaviour 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 the work environment.

Based on your choices, this report ranks your relative passion for each of the six motivators. Your top two and sometimes three motivators cause you to move into action. You will feel positive when talking, listening or doing activities that satisfy your top motivators.

The feedback you will receive in this section will reflect one of three intensity levels for each of the six motivators.

- **Strong** - positive feelings that you need to satisfy either on or off the job.
- **Situational** - where your feelings will range from positive to indifferent based on other priorities in your life at the time. These motivators tend to become more important as your top motivators are satisfied.
- **Indifferent** - your feelings will be indifferent when related to your 5th or 6th motivator.

Your Personal Motivators Ranking

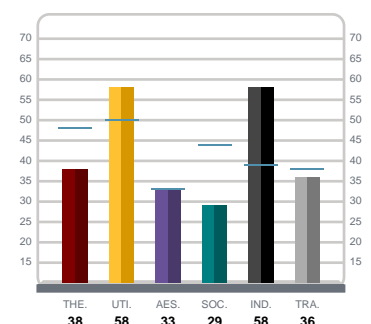
1st	Utilitarian	Strong
2nd	Individualistic	Strong
3rd	Theoretical	Situational
4th	Traditional	Situational
5th	Aesthetic	Indifferent
6th	Social	Indifferent



Utilitarian

The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This motivator includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

- She will work long and hard to satisfy her needs.
- Sarah - Louise tends to give freely of time and resources, but will want and expect a return on her investment.
- She evaluates things for their utility and economic return.
- The accumulation of material possessions results from her ability to follow through and accomplish goals.
- She may use wealth as a yardstick to measure her work effort.
- Goals for the future are easily accomplished with her ability to integrate the past and the present.
- Sarah - Louise is good at achieving goals.



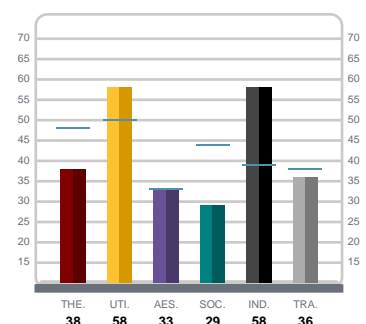
Sarah - Louise Sample



Individualistic

The primary interest for this motivator is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power drive. Since competition and struggle play a large part in all areas of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain personalities in whom the desire for direct expression of this motive is uppermost; who wish, above all, for personal power, influence and renown.

- She wants to control her own destiny and display her independence.
- Sarah - Louise takes responsibility for her actions.
- Maintaining individuality is strived for in relationships.
- Sarah - Louise has the desire to assert herself and to be recognised for her accomplishments.
- Sarah - Louise believes "when the going gets tough, the tough get going."
- If necessary, Sarah - Louise will be assertive in meeting her own needs.
- Sarah - Louise likes to be in situations that allow her the freedom to control her destiny and the destiny of others. Her team's strategy is to attempt to dilute outsiders' influence on the results of their goals.
- People who are determined and competitive are liked by Sarah - Louise.
- She believes "if at first you do not succeed try, try again."

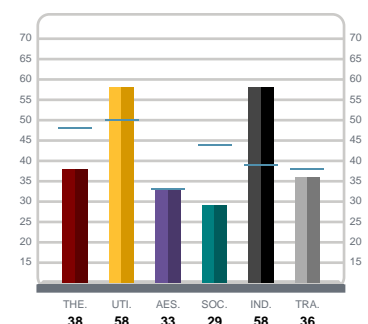




Theoretical

The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematise knowledge: knowledge for the sake of knowledge.

- In those areas where Sarah - Louise has a special interest she will be good at integrating past knowledge to solve current problems.
- A job that challenges the knowledge will increase her job satisfaction.
- If Sarah - Louise is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then she will take the initiative to learn about that subject in great depth.
- Sarah - Louise will seek knowledge based on her needs in individual situations.
- Sarah - Louise has the potential to become an expert in her chosen field.
- Sarah - Louise will usually have the data to support her convictions.
- If knowledge of a specific subject is not of interest, or is not required for success, Sarah - Louise will have a tendency to rely on her intuition or practical information in this area.

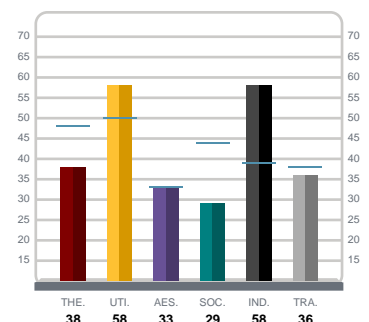




Traditional

The highest interest for this motivator may be called "unity," "order," or "tradition." Individuals with high scores for this motivator seek a system for living. This system can be found in such things as conservatism or any authority that has defined rules, regulations and principles for living.

- Sarah - Louise needs to be able to pick and choose the traditions and set of beliefs to which she will adhere.
- Sarah - Louise lets her conscience be her guide.
- Sarah - Louise at times will evaluate others based on her rules for living.
- She will have strong beliefs within a system that she feels most comfortable with, and she will not be as strong in her beliefs or approach if she lacks that interest level.

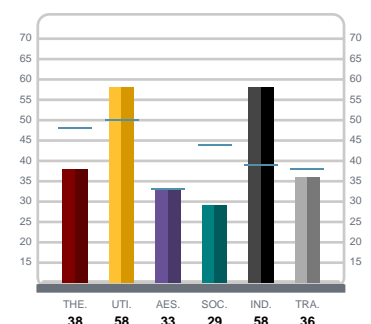




Aesthetic

A higher Aesthetic score indicates a relative interest in "form and harmony." Each experience is judged from the standpoint of grace, symmetry or fitness. Life may be regarded as a procession of events, and each is enjoyed for its own sake. A high score here does not necessarily mean that the incumbent has talents in creative artistry. It indicates a primary interest in the artistic episodes of life.

- Sarah - Louise's passion in life will be found in one or two of the other motivators discussed in this report.
- Unpleasant surroundings will not stifle her creativity.
- She wants to take a practical approach to events.
- Intellectually, Sarah - Louise can see the need for beauty, but has difficulty buying the finer things in life.
- The utility of "something" is more important than its beauty, form and harmony.
- Sarah - Louise is not necessarily worried about form and beauty in her environment.
- She is a very practical person who is not sensitive to being in harmony with her surroundings.



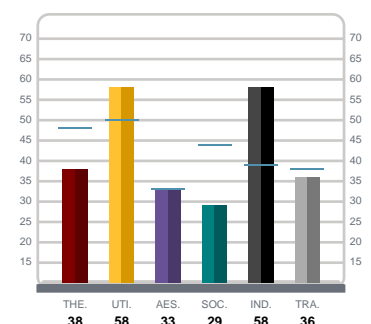
Sarah - Louise Sample



Social

Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.

- She will be firm in her decisions and not be swayed by unfortunate circumstances.
- Sarah - Louise will be torn if helping others proves to be detrimental to her.
- Sarah - Louise's passion in life will be found in one or two of the other dimensions discussed in this report.
- Sarah - Louise is willing to help others if they are working as hard as possible to achieve their goals.
- Believing that hard work and persistence is within everyone's reach - she feels things must be earned, not given.
- She will not normally allow herself to be directed by others unless it will enhance her own self-interest.



Sarah - Louise Sample



Navigating Situations Outside Your Comfort Zone

The information on this page will highlight areas in which you may struggle relating to based on your lowest motivator. The information will teach you how to manage your way through discussions focusing on your number six motivator.

Tips for Communicating with "High Social" utilising your Utilitarian.

As you read through the communication tips, think about the following questions:

How does the mindset of a high Social contribute to today's workforce?

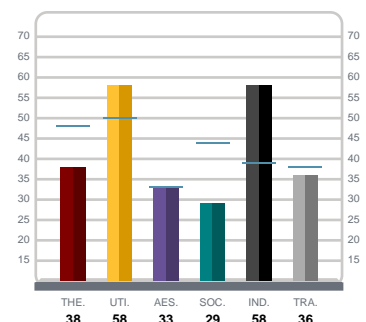
How do Socials contribute to the world, your professional life and your personal life?

A person with a high Social may sacrifice bottom-line profit when the decision may be detrimental to the people involved.

- Think about a small sacrifice to the bottom line to increase the productivity and long-term output. Specifically when the bottom-line is healthy, more resources can be allocated toward the betterment of society and people.
- Converse and collaborate with the high social team members in order to jointly commit to moving the bottom-line in the right direction while giving the ability for others to give back to people.

A person with a high Social has the ability and desire to be empathetic toward those who are hurting.

- Understand the drain on the organisation if people within the company are hurting. What type of programs can be put in place to help them be more productive without involving others in the organisation?
- In order to increase retention, specifically of top performers, an organisation must be sensitive to the emotional needs of employees while keeping accountability as a part of the equation.





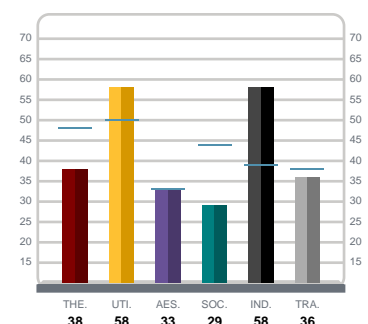
Navigating Situations Outside Your Comfort Zone

A person with a high Social will blame the system more than the individual and will work diligently to change the system.

- It is important to the organisation's bottom line for both systems and people to be performing at 100%. How can both operate more effectively, at a faster rate and with higher success?
- Every challenge should be looked at as an opportunity to improve results. Strive to eliminate blame in the discussions and focus on how the organisation can advance.

A person with a high Social may have causes that cannot be won, but he or she may still be compelled to try.

- Implement appropriate allocation of resources (time, talent, financials) to attempt to solve the problem and hold people accountable for this.
- Utilise inherent problem solving ability to identify new, cost effective methods to help solve the problem.





Motivators - Norms & Comparisons

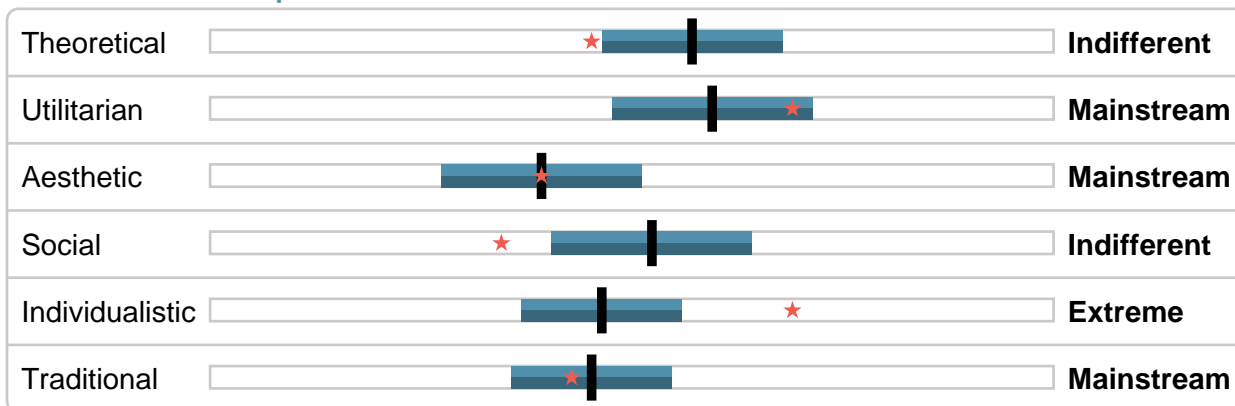
For years you have heard statements like, "Different strokes for different folks," "to each his own," and "people do things for their own reasons, not yours." When you are surrounded by people who share similar motivators, you will fit in with the group and be energised. However, when surrounded by people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

When confronted with this type of situation you can:

- Change the situation.
- Change your perception of the situation.
- Leave the situation.
- Cope with the situation.

This section reveals areas where your motivators may be outside the mainstream and could lead to conflict. The further away you are from the mainstream on the high side, the more people will notice your passion about that motivator. The further away from the mainstream on the low side, the more people will view you as indifferent and possibly negative about that motivator. The shaded area for each motivator represents 68 percent of the population or scores that fall within one standard deviation above or below the national mean.

Norms & Comparisons Table - Intl Norm 2014



- 68 percent of the population - national mean - your score

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



Motivators - Norms & Comparisons

Areas in which you have strong feelings or passions compared to others:

- You have a strong desire to lead, direct and control your own destiny and the destiny of others. You have a desire to lead and are striving for opportunities to advance your position and influence. Others may believe you are jockeying for position and continually stepping "over the line." They may believe that you form relationships only to "move ahead" and gain an advantage.

Areas where others' strong feelings may frustrate you as you do not share their same passion:

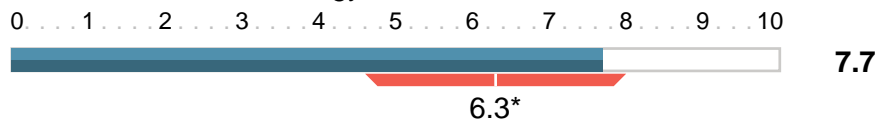
- The amount of time and resources others spend in learning new things may frustrate you.
- Your self-reliance will cause you to feel uncomfortable around people who are always trying to help you or be too nice to you.



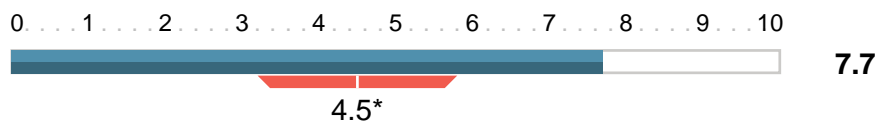
Motivators Hierarchy

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energised and successful at work when your job supports your personal values. They are listed below from the highest to the lowest.

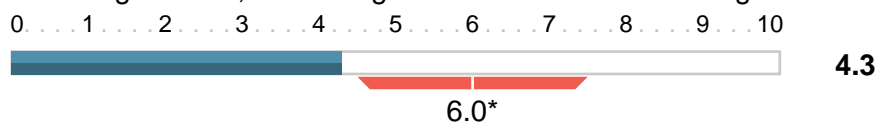
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



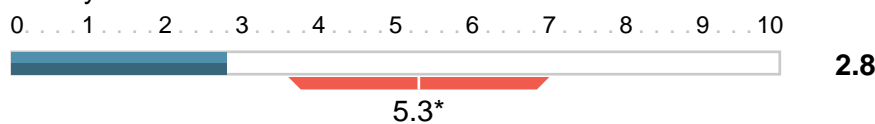
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



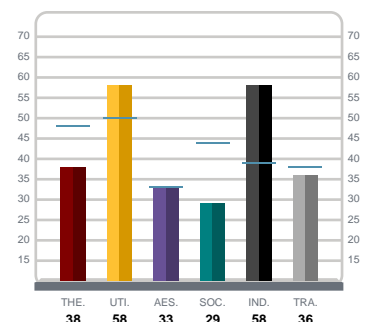
5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



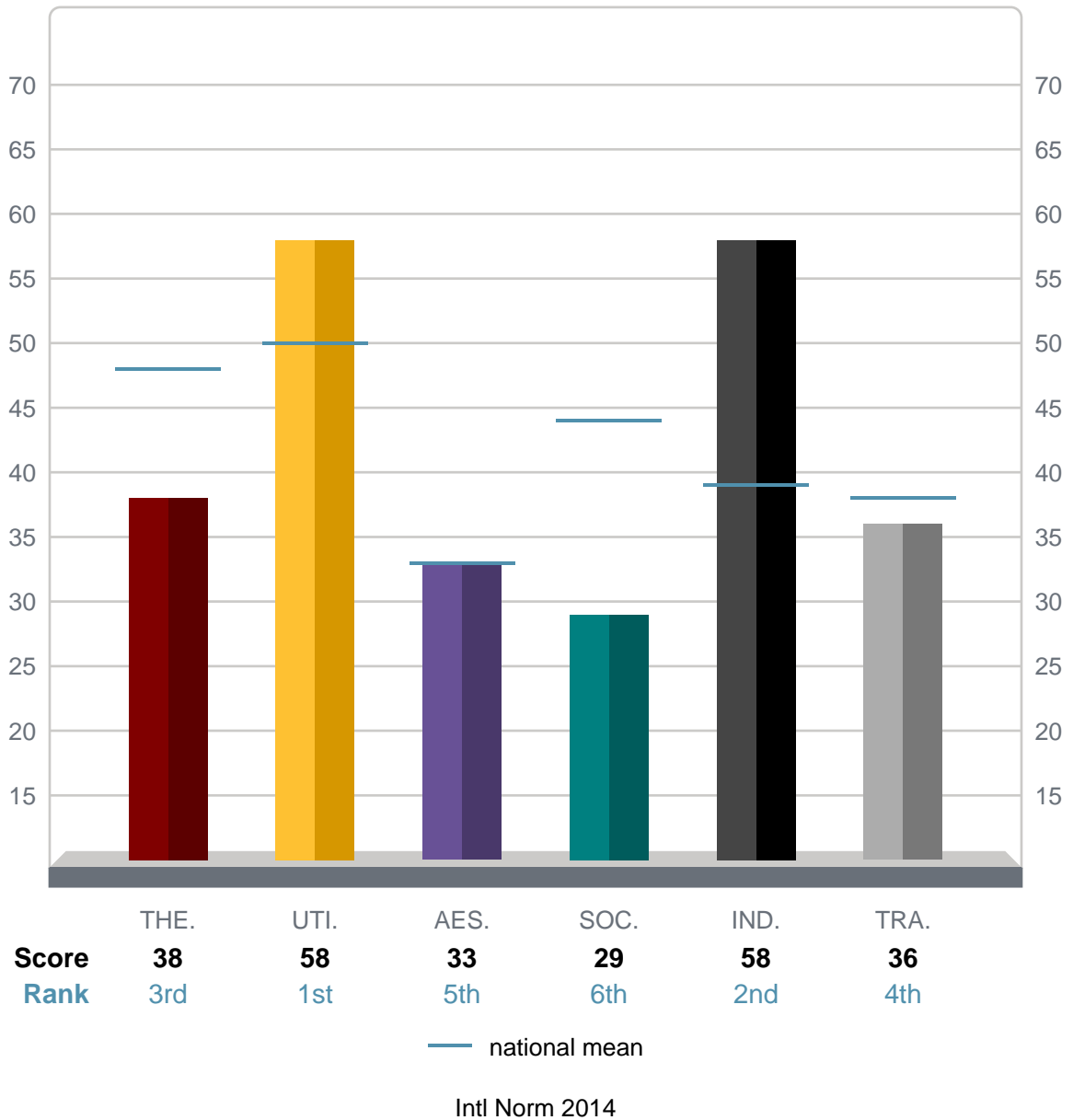
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* 68% of the population falls within the shaded area.





Motivation Insights® Graph

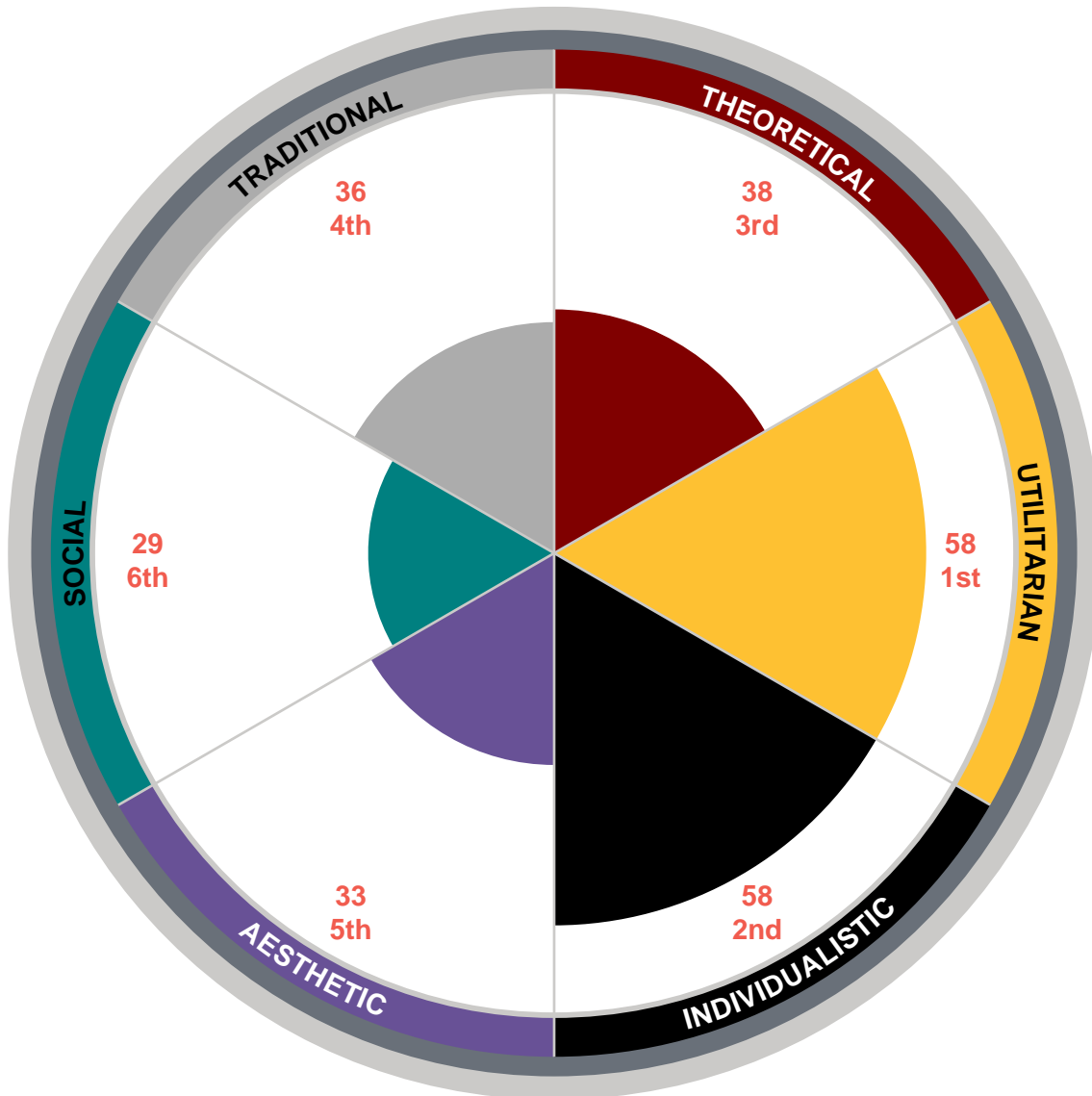
17/3/2017





Motivators Wheel™

17/3/2017





Introduction Integrating Behaviours and Motivators Section

The ultimate power behind increasing job satisfaction and performance comes from the blending of your behaviours and motivators. 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 Behavioural and Motivational Strengths
- Potential Behavioural and Motivational Conflict
- Ideal Environment
- Keys to Motivating
- Keys to Managing



Potential Behavioural and Motivational Strengths

This section describes the potential areas of strengths between Sarah - Louise's behavioural style and top two motivators. Identify two to three potential strengths that need to be maximised and rewarded in order to enhance on-the-job satisfaction.

- Tends to be futuristic.
- Wants to maximise time and resources now, as opposed to later.
- Willing to make high-risk decisions.
- Bottom-line focused when leading others.
- Tends to be futuristic and entrepreneurial in attaining results.
- Promotes efficiency and results.
- Willing to be the spokesperson for the team.
- Utilises people to win and accomplish goals.



Potential Behavioural and Motivational Conflict

This section describes the potential areas of conflict between Sarah - Louise's behavioural style and top two motivators. Identify two to three potential conflicts that need to be minimised in order to enhance on-the-job performance.

- Can be a workaholic.
- Will override other variables for the sake of an investment.
- May not realise the negative consequences of her quick decisions.
- Can set personal standards too high.
- Efficiency is diminished with small talk.
- Struggles balancing financial advice with actual results.
- May struggle with hearing and applying constructive criticism.
- As a leader may over focus on self and her own needs.



Ideal Environment

This section identifies the ideal work environment based on Sarah - Louise's basic style and top two motivators. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behaviour and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Sarah - Louise enjoys and also those that create frustration.

- Assignments with a high degree of people contacts.
- Democratic supervisor with whom she can associate.
- Freedom from controls, supervision and details.
- Rewards based-on challenging the status quo resulting in a return to the organisation.
- Rewards for being quicker, faster, better.
- An environment where direct, bottom-line efforts are appreciated.
- Continual opportunity to challenge and win.
- Opportunity to display excitement and fun while getting others to act.
- A forum to celebrate successes as an individual.



Keys to Motivating

This section of the report was produced by analysing Sarah - Louise's wants. People are motivated by the things they want; thus wants that are satisfied no longer motivate. Review each statement produced in this section with Sarah - Louise and highlight those that are present "wants."

Sarah - Louise wants:

- Public recognition of her ideas and results.
- A friendly work environment.
- Opportunity to verbalise her ideas and demonstrate her skills.
- Focus on results and rewards, not the process or journey.
- The ability to express accomplishments to others at a large scale.
- Opportunities for achieving things faster and of more value.
- New and difficult challenges that lead to prestige and status.
- Recognition for leadership accomplishments and the results she receives.
- Opportunities for advancement and new experiences.

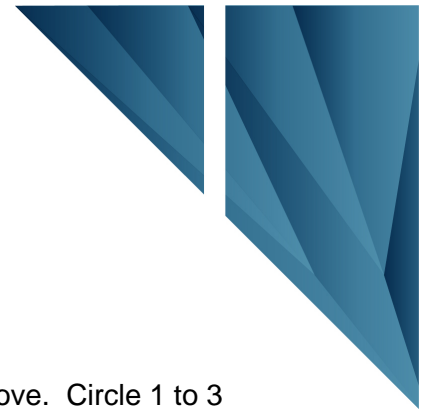


Keys to Managing

In this section are some needs which must be met in order for Sarah - Louise 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 Sarah - Louise and identify 3 or 4 statements that are most important to her. This allows Sarah - Louise to participate in forming her own personal management plan.

Sarah - Louise needs:

- People to work and associate with.
- Better organisation of record keeping.
- To display empathy for people who approach life differently than she does.
- The opportunity to receive rewards based on results achieved.
- To be an active listener instead of dominating the discussion.
- To understand that not all people are driven by return and challenges.
- Assistance in staying on task when she is not the leader of the project.
- To listen to others and understand different perspectives in order to meet objectives.
- To set realistic goals that can be accomplished without disrupting the organisational objectives.



Action Plan

The following are examples of areas in which Sarah - Louise may want to improve. Circle 1 to 3 areas and develop action plan(s) to bring about the desired results. Look over the report for possible areas that need improvement.

- Communicating (Listening)
- Delegating
- Decision Making
- Disciplining
- Evaluating Performance
- Education
- Time Management
- Career Goals
- Personal Goals
- Motivating Others
- Developing People
- Family

Area: _____

- 1.
- 2.
- 3.

Area: _____

- 1.
- 2.
- 3.

Area: _____

- 1.
- 2.
- 3.

Date to Begin: _____ Date to Review: _____