12 Driving Forces™

Max Muster
INSIGHTS MDI®
21/6/2017

INSIGHTS MDI International® Deutschland GmbH
Klettgaustraße 21
D-79761 Waldshut-Tiengen
Tel. +49 (0) 7741 - 96 94 0
info@insights.de • www.insights.de

INSIGHTS MDI
INTERNATIONAL®

Understanding Your Driving Forces

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional.

With TTISI's additional insights into Spranger's original work, the 12 Driving Forces™ came to life. The 12 Driving Forces are established by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies.

You will learn how to explain, clarify and amplify some of the driving forces in your life. This report will empower you to build on your unique strengths, which you bring to work and life. You will learn how your passions from 12 Driving Forces frame your perspectives and provide the most accurate understanding of you as a unique person.

Please pay careful attention to your top four driving forces, as they highlight what most powerfully moves you to action. As you examine the next tier of four driving forces, you will recognise they may have strong pull for you, but only in certain situations. Finally, when reviewing the bottom four driving forces, you will identify your varying levels of indifference or total avoidance.

Once you have reviewed this report you will have a better grasp of one of the key areas in the Science of Self™ and will:

- Identify and understand your unique Driving Forces

- Understand and appreciate the Driving Forces of others

- Establish methods to recognise and understand how your Driving Forces interact with others to improve communication

General Characteristics

Based on your responses, the report has generated statements to provide a broad understanding of WHY YOU DO WHAT YOU DO. These statements identify the motivation that you bring to the job. However, you could have a potential Me-Me conflict when two driving forces seem to conflict with each other. Use the general characteristics to gain a better understanding of your driving forces.

Max will thrive in an environment filled with chaos. He will compartmentalise issues to keep the momentum moving forward. He tends to concentrate on what is tangible versus subjective feelings. He tends to overlook traditions or boundaries to complete a task. In many cases, Max would prefer to set his own plan of action. He may be open to new ideas because he is not tied to a defined philosophy or system. He is very good at integrating past knowledge to solve present problems. He is comfortable around people who share his interest for knowledge and especially comfortable among people with similar convictions. Max has the desire to be recognised for his accomplishments. He wants to control his own destiny and display his independence. Saying "no" may be difficult when others need his time or talent. He evaluates situations and may not feel the need for a return on investment.

Max tends to see things in pieces. He can divide the personal and professional relationships within the same person. He will not be afraid to explore new and different ways of interpreting his own belief system. He may prefer to set his own plan to guide his actions. Max could be instrumental in identifying informational resources. He may have the desire to expand his knowledge to be considered an expert in his chosen field. He seeks to achieve leadership roles. He will strive to maintain individuality in group settings. Max is generous with his time, talent and resources for those who need help. He may have an interest in improving the working conditions for others. He may accomplish tasks for the sake of accomplishment. He tends to give freely of time, talent and resources, but may still value a return on his investment.

General Characteristics

    Max tends to be open to increasing productivity and efficiency. He may look at the process for faults before blaming an individual. He will strive to create a winning strategy for himself and/or his team. He will often gather information before starting a project. Max tends to interpret and dissect other systems and/or traditions and is creative when applying them. He tends to seek new methods and ways to expand his future opportunities. He isolates personal issues to focus on professional productivity. He will focus on the functionality over harmony of a situation.

Primary Driving Forces Cluster

Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

1. Objective - People who are driven by the functionality and objectivity of their surroundings.
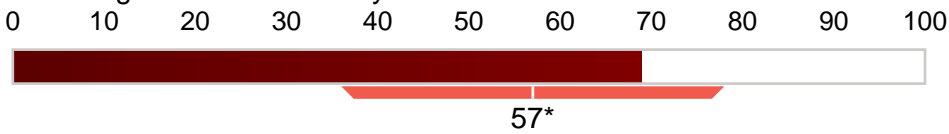
| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

81

43*
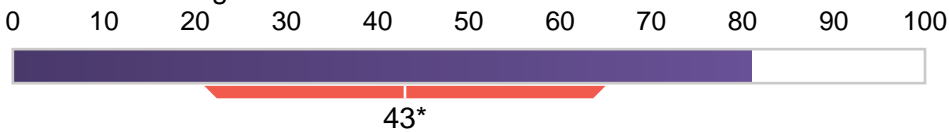
2. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

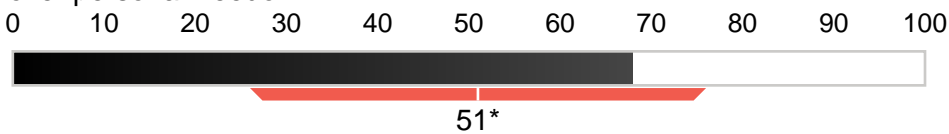| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

71

54*
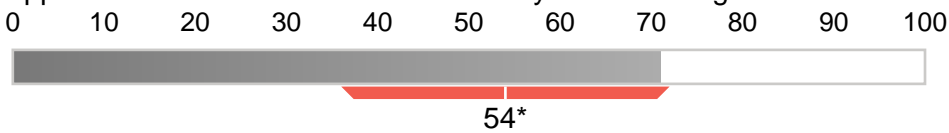
3. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

69

57*

4. Commanding - People who are driven by status, recognition and control over personal freedom.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

68

51*

Exclusive Licensee: TTI Success Insights Germany, Switzerland, Austria - www.ttisuccessinsights.de

Max Muster

Situational Driving Forces Cluster

Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

5. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.

0	10	20	30	40	50	60	70	80	90	100

54

26*
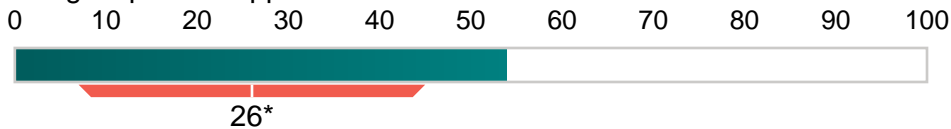
6. Selfless - People who are driven by completing tasks for the greater good, with little expectation of personal return.

| 0	10	20	30	40	50	60	70	80	90	100

44

36*
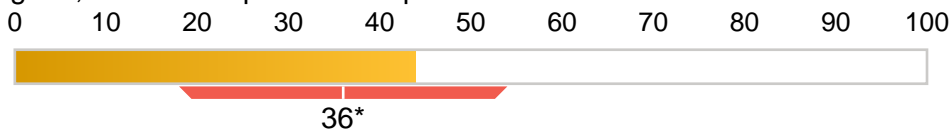
7. Resourceful - People who are driven by practical results, maximising both efficiency and returns for their investments of time, talent, energy and resources.

0	10	20	30	40	50	60	70	80	90	100

39

44*
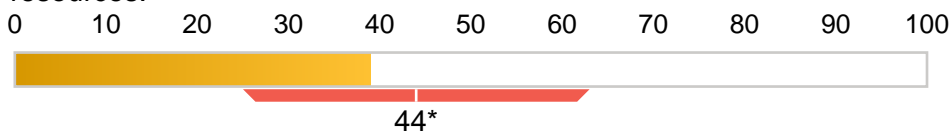
8. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

| 0	10	20	30	40	50	60	70	80	90	100

24

57*

Max Muster
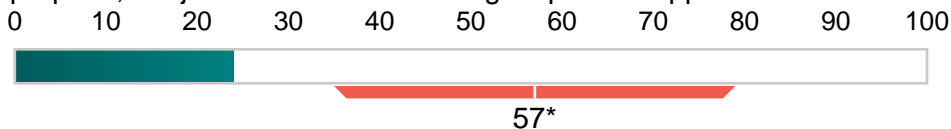
Indifferent Driving Forces Cluster

You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

9. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.
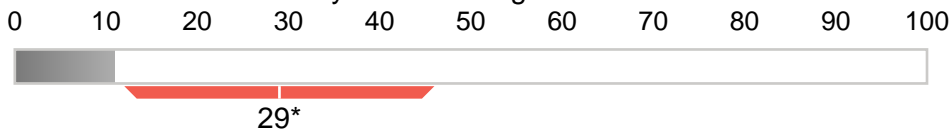
| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

17

33*
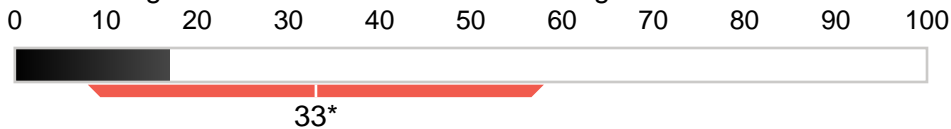
10. Instinctive - People who are driven by utilising past experiences, intuition and seeking specific knowledge when necessary.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

14

26*
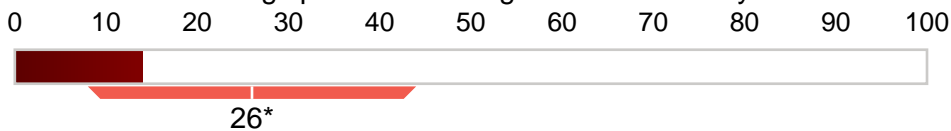
11. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

11

29*

12. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

8
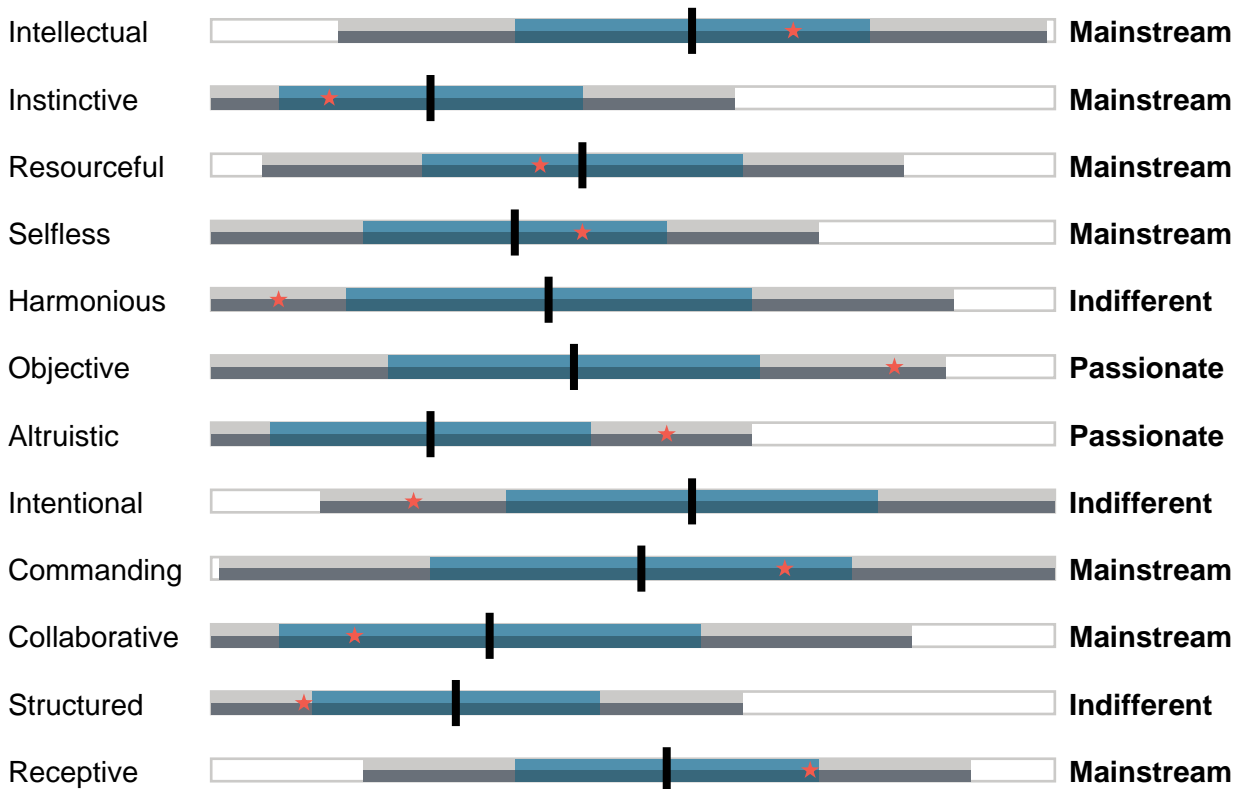
40*

German Norm 2017

Max Muster
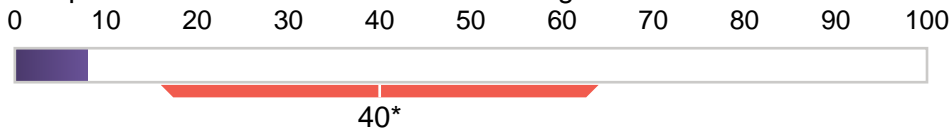
Areas for Awareness

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 driving forces, you will fit in with the group and be energised. However, when surrounded by people whose driving forces are significantly different from yours, you may be perceived as out of the mainstream. These differences can induce stress or conflict.

This section reveals areas where your driving forces 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 driving force. The further away from the mainstream on the low side, the more people will view you as indifferent and possibly negative about that driving force. The shaded area for each driving force represents 68 percent of the population or scores that fall within one standard deviation above or below the national mean.
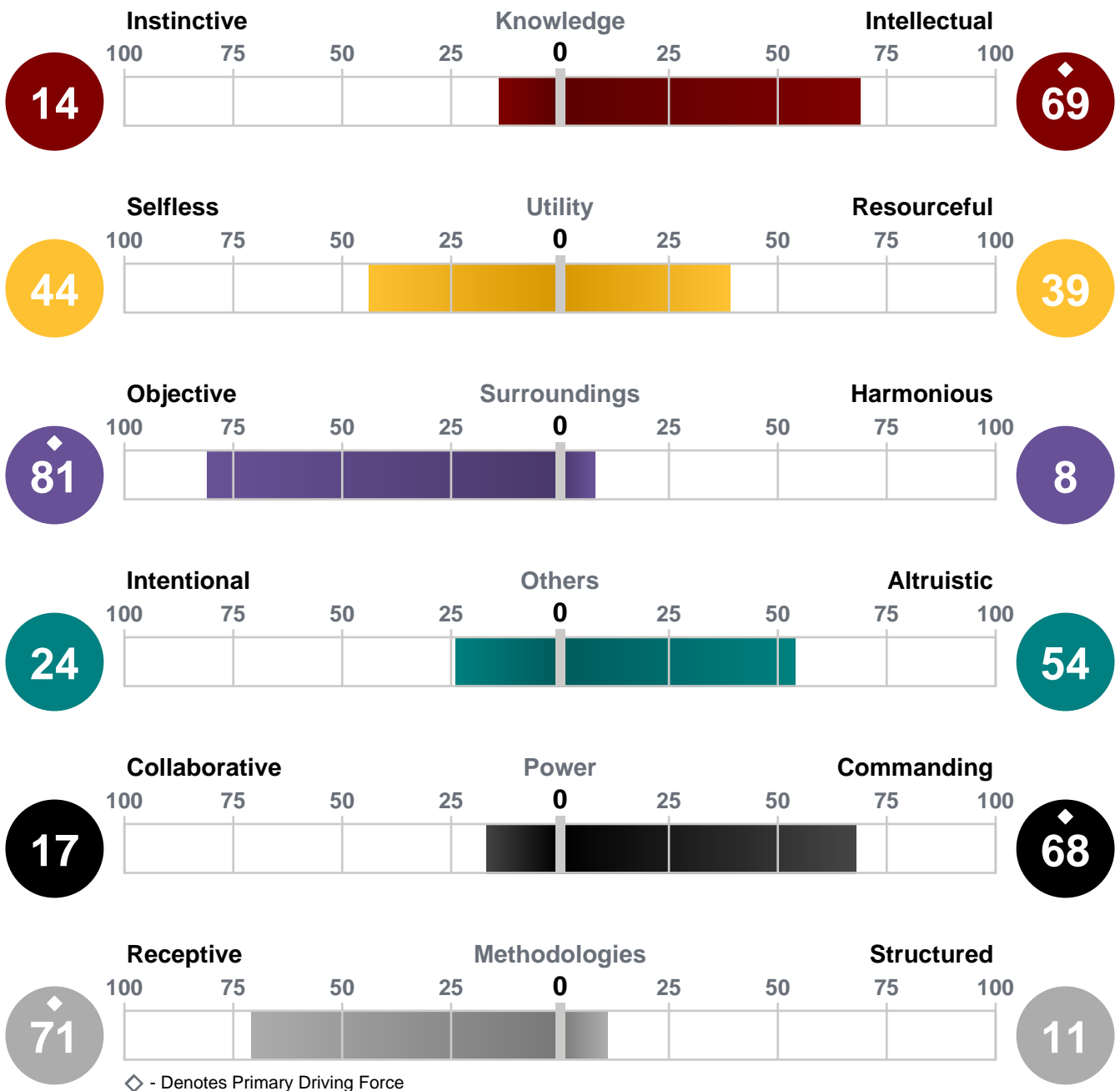
Norms & Comparisons Table - German Norm 2017

Intellectual		**Mainstream**
Instinctive		**Mainstream**
Resourceful		**Mainstream**
Selfless		**Mainstream**
Harmonious		**Indifferent**
Objective		**Passionate**
Altruistic		**Passionate**
Intentional		**Indifferent**
Commanding		**Mainstream**
Collaborative		**Mainstream**
Structured		**Indifferent**
Receptive		**Mainstream**

- - 1st Standard Deviation - * 68% of the population falls within the shaded area.   ▮ - national mean   ★ - your score
- - 2nd Standard Deviation
- - 3rd Standard Deviation

Mainstream - one standard deviation of the national mean
Passionate - two standard deviations above the national mean
Indifferent - two standard deviations below the national mean
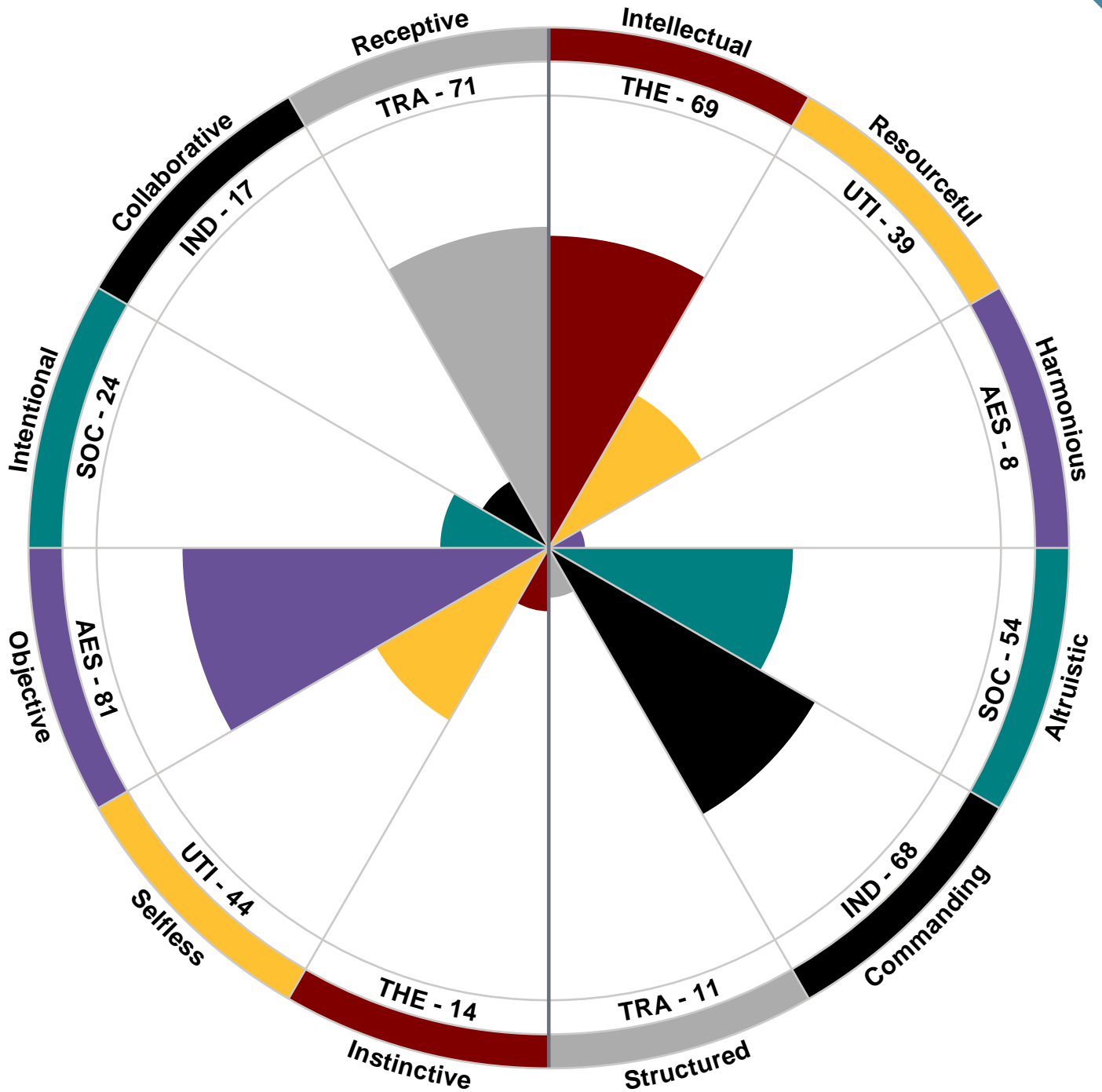**Extreme** - three standard deviations from the national mean

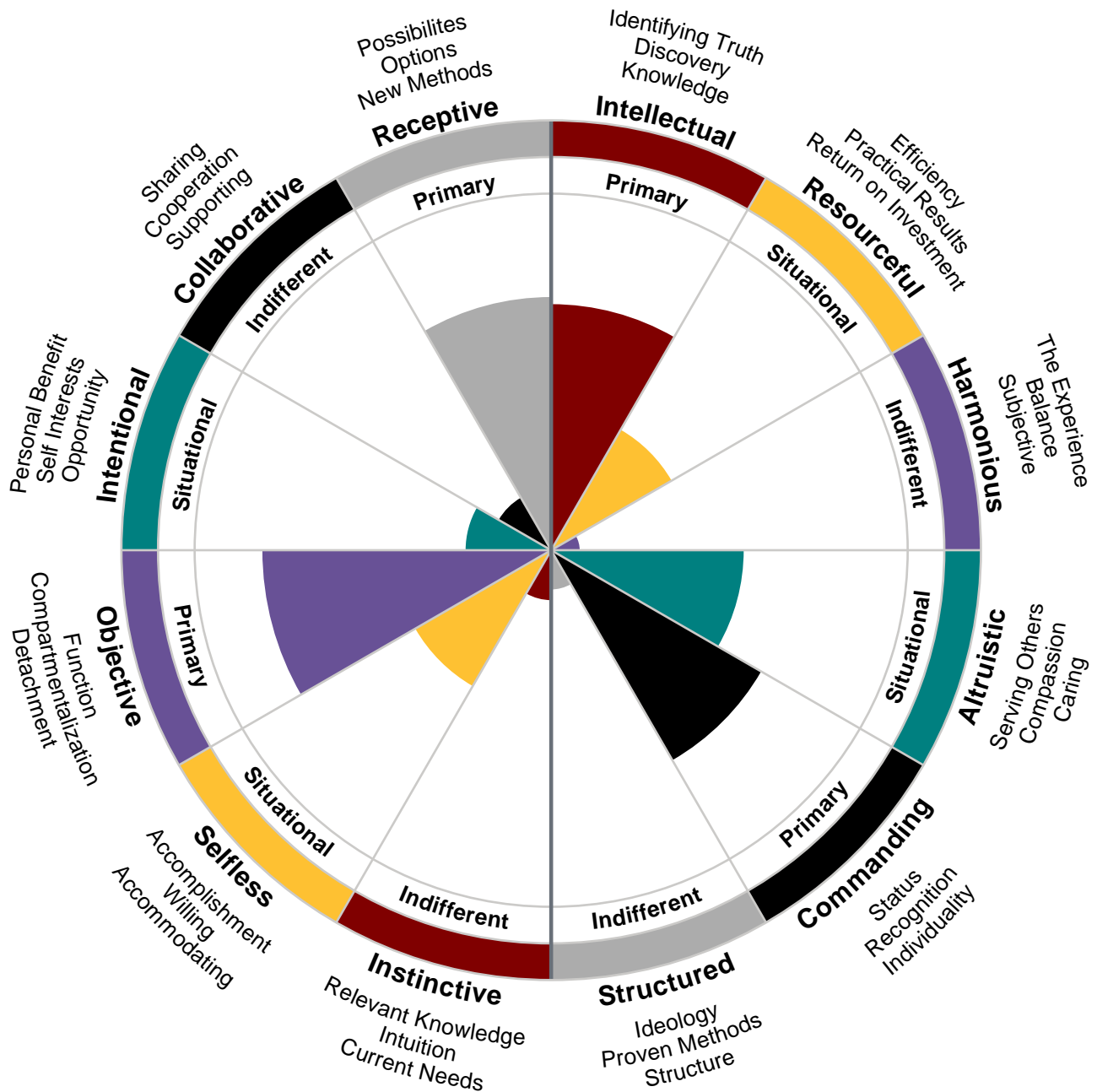Max Muster

Driving Forces Graph

Instinctive — **Knowledge** — **Intellectual**

100	75	50	25	0	25	50	75	100

14 — **69**

Selfless — **Utility** — **Resourceful**

100	75	50	25	0	25	50	75	100

44 — **39**

Objective — **Surroundings** — **Harmonious**

100	75	50	25	0	25	50	75	100

81 — **8**

Intentional — **Others** — **Altruistic**

100	75	50	25	0	25	50	75	100

24 — **54**

Collaborative — **Power** — **Commanding**

100	75	50	25	0	25	50	75	100

17 — **68**

Receptive — **Methodologies** — **Structured**

100	75	50	25	0	25	50	75	100

71 — **11**

◇ - Denotes Primary Driving Force

T: 0:40

Max Muster

Driving Forces Wheel

T: 0:40

Max Muster

Descriptors Wheel