



TTI
SUCCESS
INSIGHTS®

Team Motivators Report

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22/4/2013



Introduction

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

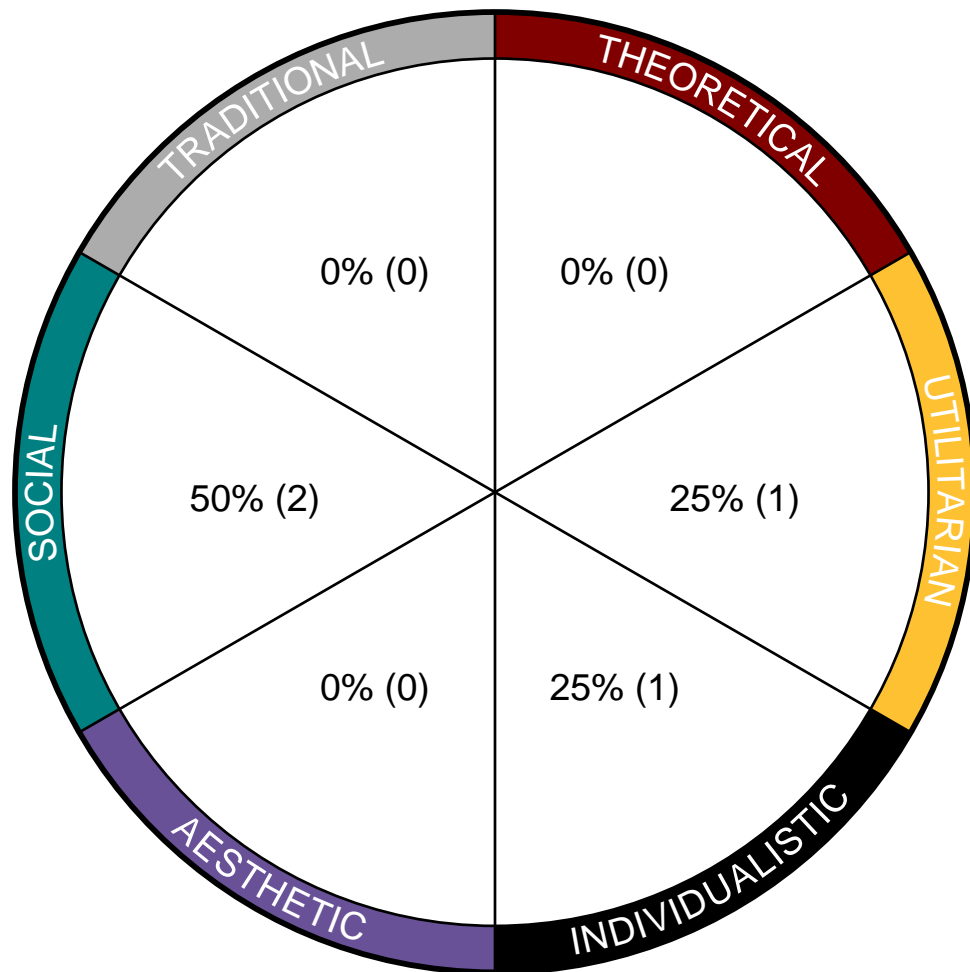
- Theoretical
- Utilitarian
- Aesthetic
- Social
- Individualistic
- Traditional

Attitudes help to initiate one's 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 a team.



Primary Motivation

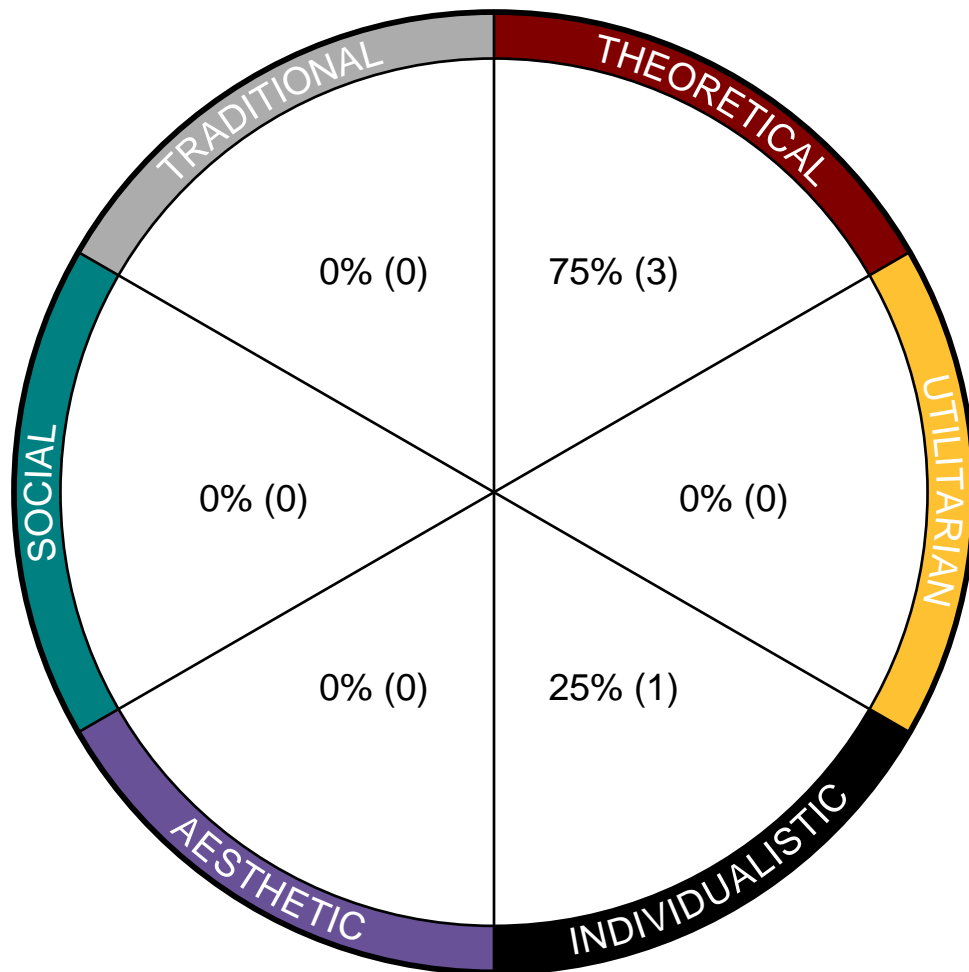
The following wheel displays the primary motivator breakdown of the selected team.





Secondary Motivation

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





Social

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

50% as Primary Motivator (2)
0% as Secondary Motivator (0)

Driving Factors

Socials thrive on:

- Eliminating conflict and pain within the team.
- Assisting with the needs and struggles of team members.
- The ability to be selfless.
- Taking a personal interest in team members.
- The elimination of suffering the team can bring to the world.

Hindering Factors

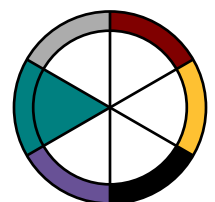
Socials tend to:

- Focus on team members and can be injurious to self.
- Be overzealous for a cause, which may lead to harmful behaviour to self or team.
- Prone to lose/win relationships, focusing only on the benefit to others.
- Feel that too much emphasis is placed on bottom-line results.
- Disagree with decisions or actions that are insensitive.

Team Characteristics

Socials tend to:

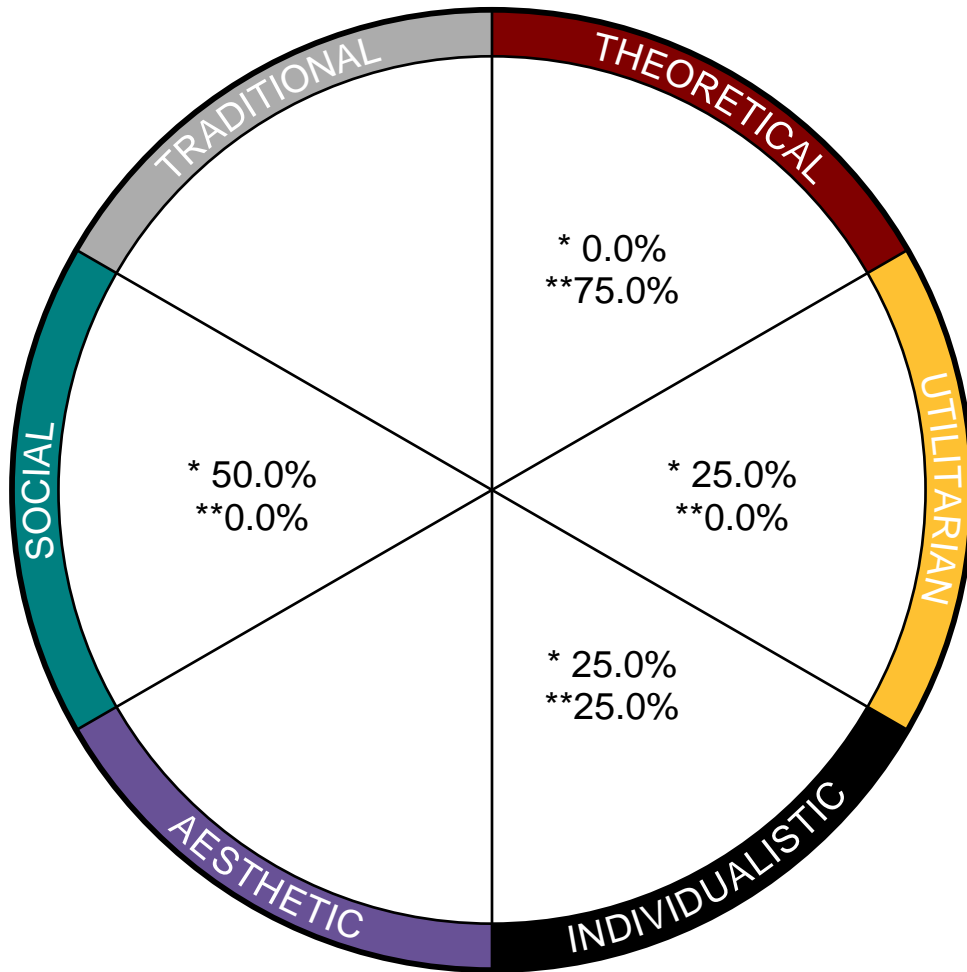
- Be generous of time, talents and resources.
- See and develop potential in team members.
- Focus on how others will benefit.
- Focus on how pain and conflict will be decreased.
- Maximise the potential of each team member.





Potential Need for Team Members

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



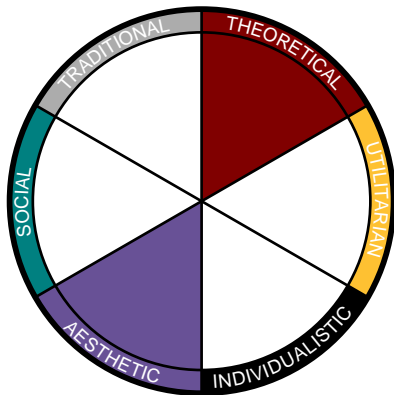
* - Primary Motivator ** - Secondary Motivator



Motivational Appreciation

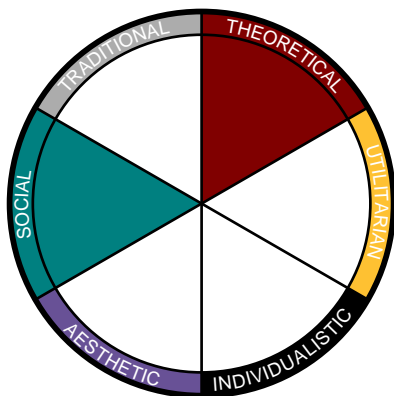
This section focuses on the potential conflict among the different motivators and indicates how well motivators will initially blend or not blend. It is important to note that this Values report only interprets motivators and does not account for the influence of behaviours. Respondents with similar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

Theoretical ↔ Aesthetic



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

Theoretical ↔ Social

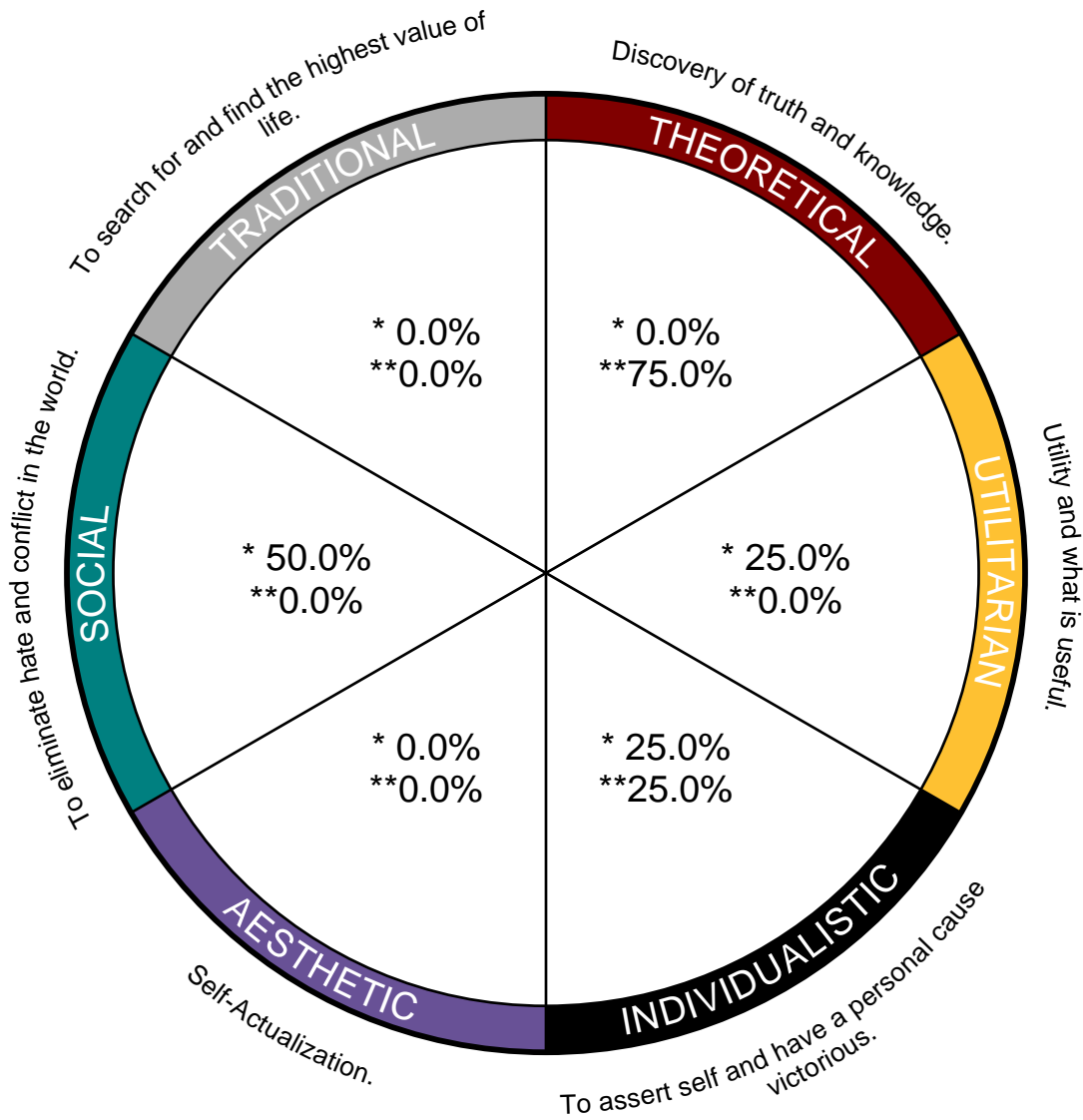


- Theoreticals will fail to see the logic in some of the high Social's choices when people get placed above the search for truth.
- Theoreticals will be accepting of a certain degree of pain or loss when seeking this truth, where the high Social will not be accepting of the same exchange.
- Fact driven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





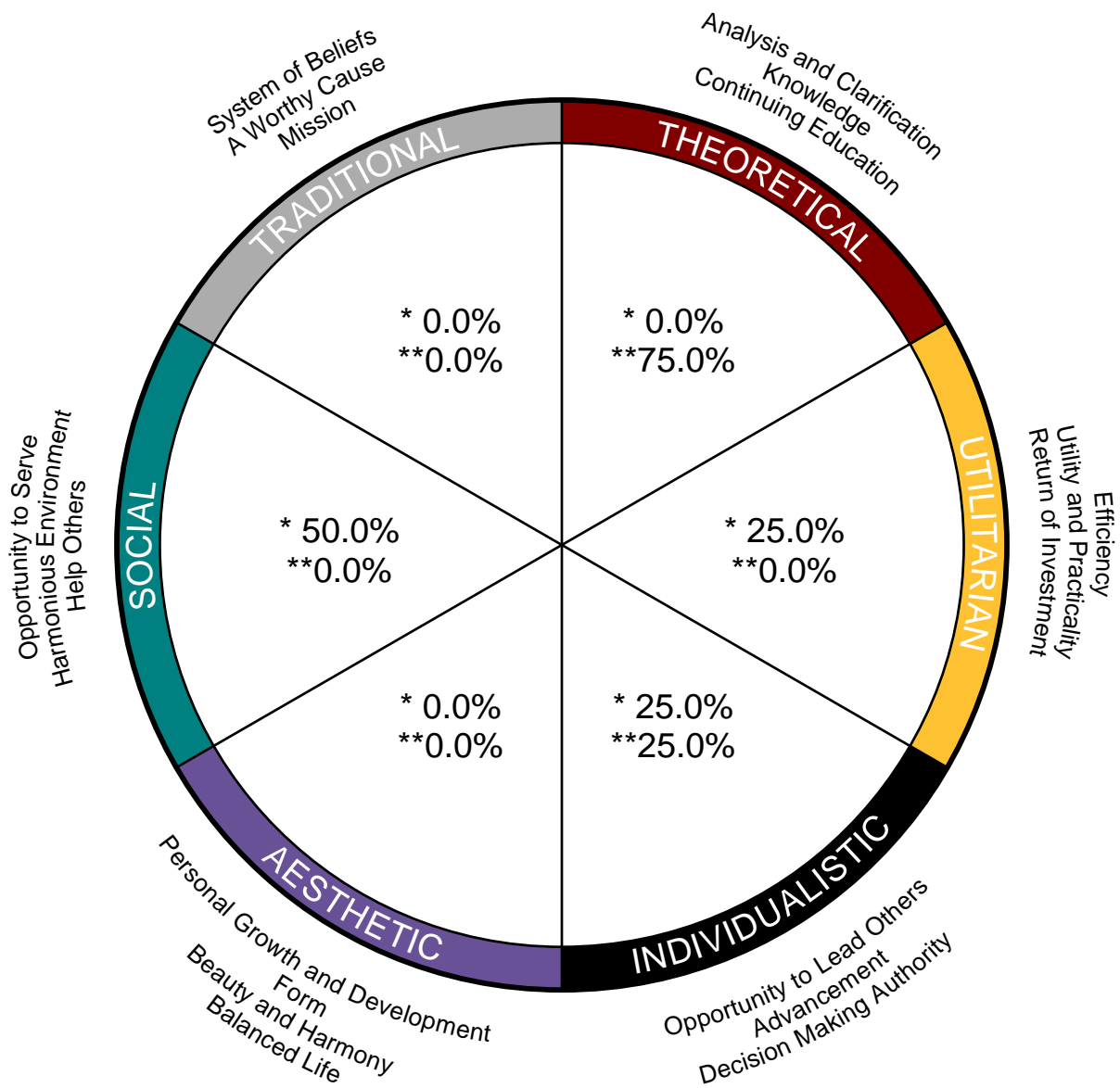
Motivational Goal



* - Primary Motivator ** - Secondary Motivator



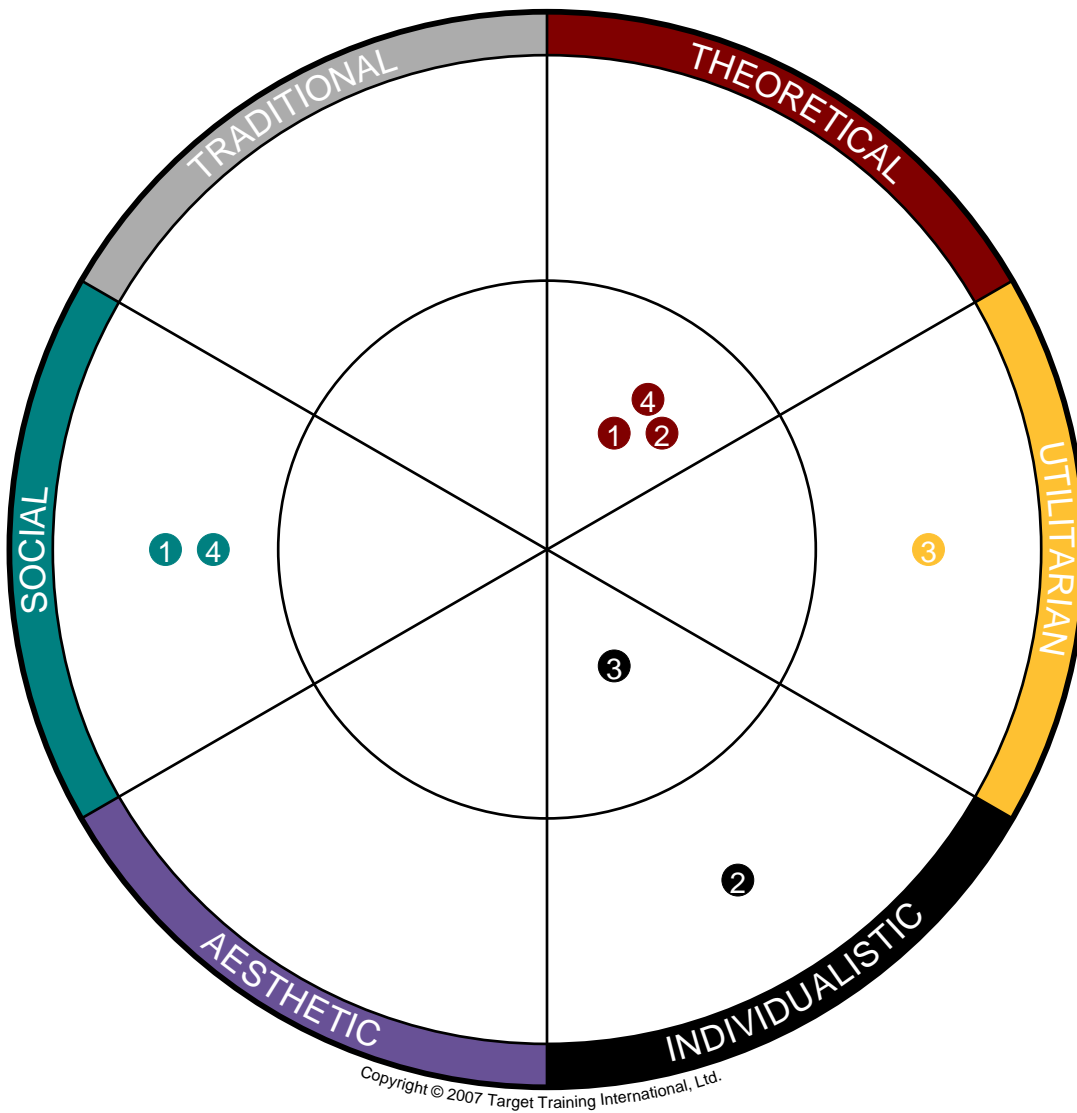
Ideal Environment



* - Primary Motivator ** - Secondary Motivator



Motivators Group Wheel



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