



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Engagement Team Report

Team Sample

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Introduction



The TTI Talent Insights® Team Engagement Report is designed to increase the understanding of the team's makeup. The report provides insight into two distinct areas of engagement based on behaviors and driving forces. Revealing a team's potential by identifying strengths and weaknesses will lead to improved team dynamics and a higher level of satisfaction and productivity.

Behaviors

This section of the report is designed to help reveal how individual behaviors influence the team dynamic. The ability to interact effectively with other team members is key to a team's success, and this report reveals each individual's behavioral style within the team framework.

12 Driving Forces®

This section of the report provides the why behind a team's actions. Understanding the dynamics of the drivers within the team, why they do what they do, reveals energizers, stressors and more about the team and its members.

Behaviors and 12 Driving Forces®

This section is a visual representation of the team from a behavioral and driving forces standpoint ordered into primary, situational and indifferent clusters.

Team Member List

Jim Dean
Jane Doe
Beth Gato
Alex Sample
Wendy Sample
Kate Smith
Chad Stone

Team DISC Overview



DISC is the science behind observable behavior. Most individuals fall into behavioral patterns in their professional lives. A clear understanding of these often predictable behaviors will increase engagement and productive outcomes.

Observing DISC

Have you ever noticed:

- Some people are direct, forceful, and results-oriented
- Some are outgoing, optimistic, and talkative
- Some are steady, patient, and relaxed
- Some are precise, accurate, and detail-oriented

Defining DISC

- 0%** **Dominance**
How people prefer to address Problems and Challenges
- 71%** **Influence**
How people prefer to address People and Contacts
- 0%** **Steadiness**
How people prefer to address Pace and Consistency
- 29%** **Compliance**
How people prefer to address Policies and Constraints

Influence Characteristics



Influence team members tend to be sociable, open and animated with people and contacts. The following information will enhance awareness of the Influence team members leading to improved engagement.

71%
of the Team



5/7
People

Keys to Engagement

- Networking
- Opportunity to verbalize opinions
- Spontaneity

Words That Work

- ✓ Exciting
- ✓ Inspiring
- ✓ Persuade

Words That Don't Work

- ✗ Quiet
- ✗ Strict
- ✗ Ordinary

Potential Strengths

- Brings the team together
- Promotes the team throughout the organization
- People-oriented
- Enjoys influencing people

Potential Weaknesses

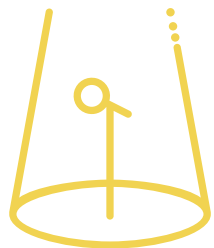
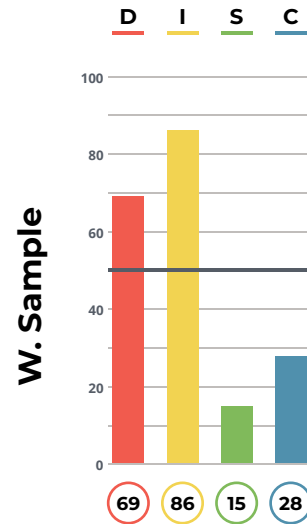
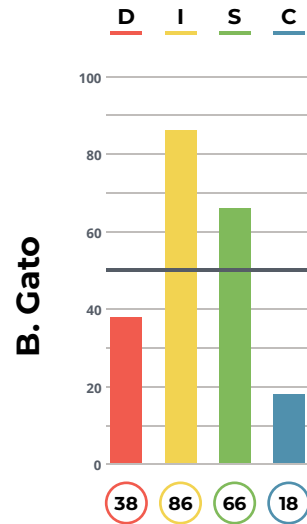
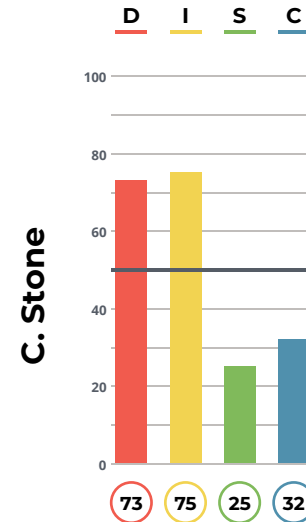
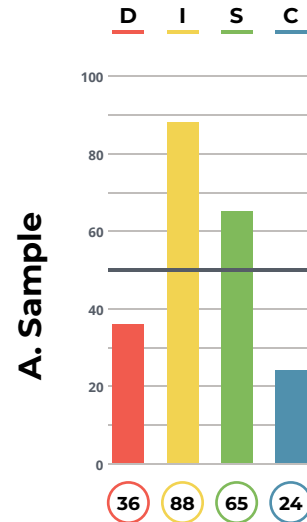
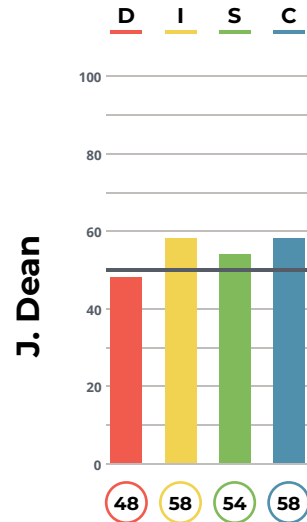
- Overly optimistic about team abilities
- Emphasizes fun over efficiency
- Listens selectively to team members
- Overvalues the skills of others

Influence Team DISC Graphs



Team Members

Jim Dean
Beth Gato
Alex Sample
Wendy Sample
Chad Stone



Compliance Characteristics



Compliance team members tend to be careful, analytical and accurate in response to procedures and constraints. The following information will enhance awareness of the Compliance team members leading to improved engagement.

29%
of the Team



2/7
People

Keys to Engagement

- Time for analysis
- Accuracy
- High standard of quality control

Words That Work

- ✓ Precise
- ✓ Verified
- ✓ Factual

Words That Don't Work

- ✗ Educated guess
- ✗ Experimental
- ✗ Imagine

Potential Strengths

- Accurate and precise
- Task and security-oriented
- Respects the rules
- Maintains high standards for self and teammates

Potential Weaknesses

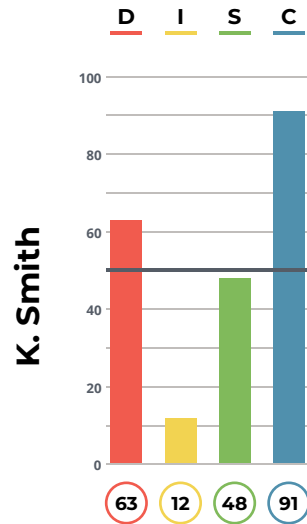
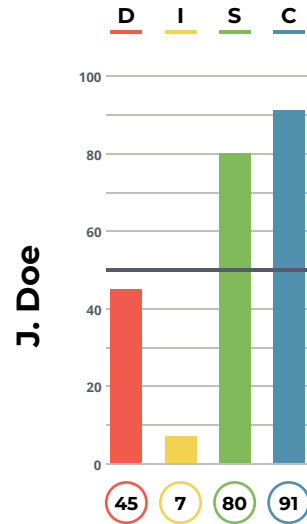
- May yield to avoid controversy
- Gets bogged down in details
- Holds information until fully processed
- Hesitates to act without sufficient data

Compliance Team DISC Graphs



Team Members

Jane Doe
Kate Smith



Steadiness Characteristics



Steadiness team members tend to be steady, easy-going and look to establish a rhythm in response to pace and consistency. The following information may be the missing link that could potentially enhance the current team.

0%
of the Team



0/7
People

Keys to Engagement

- Dependable teammates
- Opportunities to listen
- Opportunities to support

Words That Work

- ✓ Usual
- ✓ Routine
- ✓ Established

Words That Don't Work

- ✗ Urgent
- ✗ Hustle
- ✗ Unexpected

Potential Strengths

- Adds stability to the team
- Projects calmness during conflict
- Performs well in team environments
- Listens well to others

Potential Weaknesses

- May ignore others when over-focused on the project
- Hesitates to move forward
- Lacks a sense of urgency
- Tends to be content with the status quo

Dominance Characteristics



Dominance team members tend to be assertive and fast-acting (take charge) with problems and challenges. The following information may be the missing link that could potentially enhance the current team.

0%
of the Team



0/7
People

Keys to Engagement

- Specific and brief conversations
- Opportunity to question
- Competitive environment

Words That Work

- ✓ Advantage
- ✓ Decisive
- ✓ Action

Words That Don't Work

- ✗ Follow directions
- ✗ Patient
- ✗ Incapable

Potential Strengths

- Enjoys confrontation
- Focuses on project completion
- Believes in getting results
- Attracted to challenges and problems.

Potential Weaknesses

- Lacks tact and diplomacy
- Over delegates and under instructs
- Dislikes routine work
- Overconfident in their abilities

Team Member Overview



Natural

The following matrix illustrates the four DISC continuums. The team members have been placed into their corresponding segment based on their natural style for quick reference.

Dominance (0%)

Steadiness (0%)

Influence (71%)

Compliance (29%)

Jim Dean
Beth Gato
Alex Sample
Wendy Sample
Chad Stone

Jane Doe
Kate Smith

Team Member Overview



Adapted

The following matrix illustrates the four DISC continuums. The team members have been placed into their corresponding segment based on their adapted style for quick reference.

Dominance (0%)

Steadiness (0%)

Influence (71%)

Compliance (29%)

Jim Dean
Beth Gato
Alex Sample
Wendy Sample
Chad Stone

Jane Doe
Kate Smith

Driving Forces Defined



0% **Instinctive** - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

14% **Intellectual** - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

0% **Selfless** - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

0% **Resourceful** - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

29% **Objective** - People who are driven by the functionality and objectivity of their surroundings.

0% **Harmonious** - People who are driven by the experience, subjective viewpoints and balance in their surroundings.

14% **Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

0% **Altruistic** - People who are driven to assist others for the satisfaction of being helpful or supportive.

14% **Collaborative** - People who are driven by being in a supporting role and contributing with little need for individual recognition.

14% **Commanding** - People who are driven by status, recognition and control over personal freedom.

14% **Receptive** - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

0% **Structured** - People who are driven by traditional approaches, proven methods and a defined system for living.

Objective Team Characteristics



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

29%
of the Team



2/7
People

Objective



Harmonious

Surroundings

Energizers

- ⚡ Compartmentalize
- ⚡ Persevere in Chaos
- ⚡ Appreciate functionality

Stressors

- ⚡ Be subjective
- ⚡ Pursue intangible ideas
- ⚡ Focus on harmony

Words That Work

- ✓ Detach
- ✓ Reality
- ✓ Factual

Words That Don't Work

- ✗ Experience
- ✗ Subjective
- ✗ Harmony

Potential Strengths

- Focus on the function not the appearance
- Isolate personal challenges and remains focused on the task
- Can succeed in chaotic environments

Potential Weaknesses

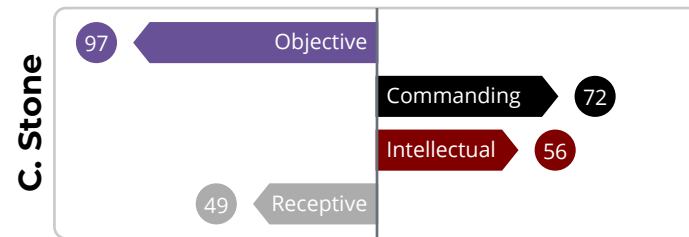
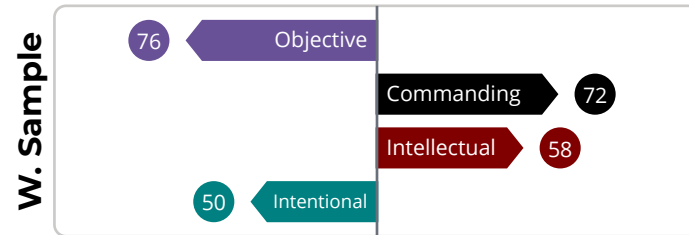
- May ignore environments that are potentially distracting for others
- Can over compartmentalize and miss the issues of the whole picture
- Tend to miss the overall experience by focusing only on tangible components

Objective Primary Drivers



Team Members

Wendy Sample
Chad Stone



Commanding Team Characteristics



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

14%
of the Team



1/7
People



Energizers

- ⚡ Create and control destiny
- ⚡ Lead a group
- ⚡ Obtain status symbols

Stressors

- ⚡ Have a small workspace
- ⚡ Work behind the scenes
- ⚡ Delay personal advancement

Words That Work

- ✓ Win
- ✓ Award
- ✓ Lead

Words That Don't Work

- ✗ Supportive
- ✗ Together
- ✗ Share

Potential Strengths

- Strive to advance their position
- Create winning strategies and outcomes
- Seek to control their own destiny

Potential Weaknesses

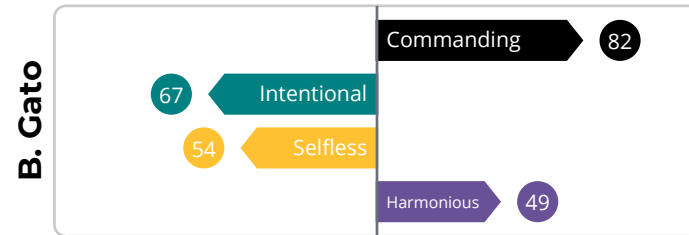
- Can be driven by the desire to achieve status and recognition
- Tend to have a me versus we attitude
- May over emphasize the need to control or direct people and projects

Commanding Primary Drivers



Team Members

Beth Gato



Intellectual Team Characteristics



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

14%
of the Team



1/7
People



Energizers

- ⚡ Increase knowledge
- ⚡ Devote time to learn
- ⚡ Objectively analyze ideas

Stressors

- ⚡ Rush through learning
- ⚡ Make educated guesses
- ⚡ Approach ideas subjectively

Words That Work

- ✓ Identify
- ✓ Research
- ✓ Learn

Words That Don't Work

- ✗ Relevant
- ✗ Guess
- ✗ Intuitive

Potential Strengths

- Eager to learn and discover
- Research much more thoroughly compared to others
- Focus on information and facts

Potential Weaknesses

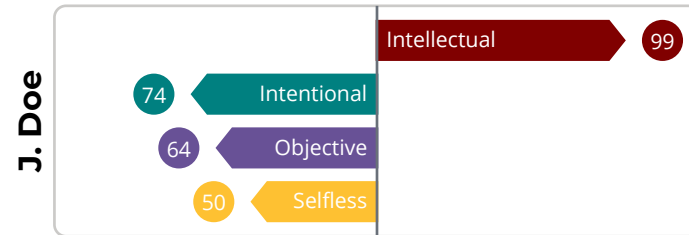
- Can be perceived as lacking common sense
- May make decisions without subjective or emotional considerations
- Can value discovery over other priorities

Intellectual Primary Drivers



Team Members

Jane Doe



Intentional Team Characteristics



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

14%
of the Team



1/7
People

Intentional



Altruistic

Others

Energizers

- ⚡ Be with purposeful people
- ⚡ Develop internal advocates
- ⚡ Rely on self

Stressors

- ⚡ Act without personal benefit
- ⚡ Make emotion-based decisions
- ⚡ Disregard contribution

Words That Work

- ✓ Purposeful
- ✓ Benefit
- ✓ Selective

Words That Don't Work

- ✗ Compassion
- ✗ Kindness
- ✗ Donate

Potential Strengths

- Will help others when others are willing to work hard
- Seek to develop or help others when they can see future opportunities
- Downplay emotions when making decisions concerning people

Potential Weaknesses

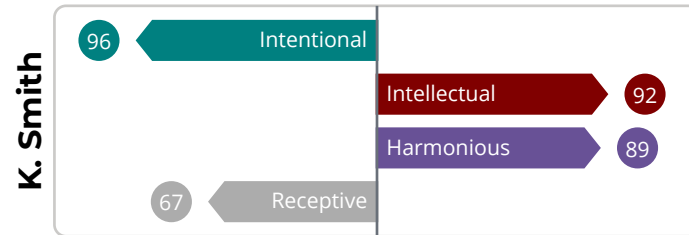
- May create scenarios that benefit themselves more than others
- May expect something in return each time they help or serve others
- Tend to value people as an opportunity or resource rather than as an individual

Intentional Primary Drivers



Team Members

Kate Smith



Collaborative Team Characteristics



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

14%
of the Team



1/7
People

Collaborative



Commanding

Power

Energizers

- ⚡ Join supportive environments
- ⚡ Work on team projects
- ⚡ Connect to the team

Stressors

- ⚡ Lead involuntarily
- ⚡ Be in egotistical environments
- ⚡ Work alone

Words That Work

- ✓ Supportive
- ✓ Together
- ✓ Community

Words That Don't Work

- ✗ Status
- ✗ Individual
- ✗ Command

Potential Strengths

- Works behind the scenes to accomplish outcomes
- Set aside their own agenda for the good of the company/community
- Focus on what they contribute versus advancing their position

Potential Weaknesses

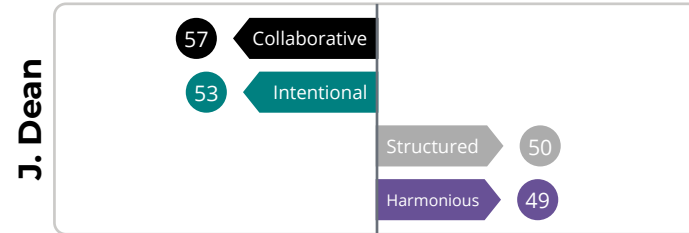
- Tend to back down on issues important to them to not "rock the boat"
- Can be uncomfortable when they are singled out for their contribution
- May be overlooked because they do not promote themselves

Collaborative Primary Drivers



Team Members

Jim Dean



Receptive Team Characteristics



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

14%
of the Team



1/7
People

Receptive



Structured

Methodologies

Energizers

- ⚡ Question unnecessary protocols
- ⚡ Create new systems
- ⚡ Explore possibilities

Stressors

- ⚡ Support status quo
- ⚡ Follow outdated processes
- ⚡ Work with restrictions

Words That Work

- ✓ Possibilities
- ✓ Agile
- ✓ Options

Words That Don't Work

- ✗ Routine
- ✗ Tradition
- ✗ Constant

Potential Strengths

- Adopt only aspects of systems if they see a benefit
- Draw from many systems and ways of thinking to create something new
- Seek new ways to accomplish routine tasks

Potential Weaknesses

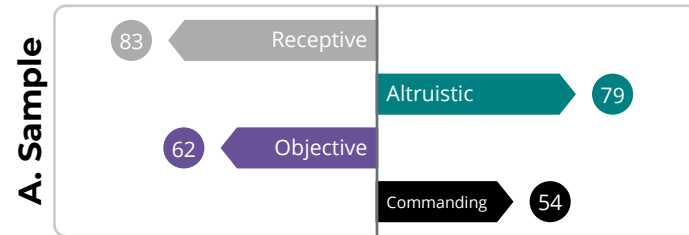
- Resist overly structured ways of thinking and approaches
- Resist systems or structures being forced on them
- Question every system and every step in a system

Receptive Primary Drivers



Team Members

Alex Sample



Instinctive Team Characteristics



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

0%
of the Team



0/7
People

Instinctive



Intellectual

Knowledge

Energizers

- ⚡ Decide based on intuition
- ⚡ Learn on demand
- ⚡ Apply past knowledge

Stressors

- ⚡ Conduct extensive research
- ⚡ Discuss hypothetical subjects
- ⚡ Justify intuitive decisions

Words That Work

- ✓ Relevant
- ✓ Specific
- ✓ Apply

Words That Don't Work

- ✗ Examine
- ✗ Comprehensive
- ✗ Study

Potential Strengths

- Can rely on past experiences
- Comfortable starting a project before gathering all information
- Seek specific information to address a current situation

Potential Weaknesses

- Can rely too much on past experience and intuition
- May disregard excess information
- Tend to jump to conclusions without gathering all the information

Selfless Team Characteristics



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

0%
of the Team



0/7
People

Selfless



Resourceful

Utility

Energizers

- ⚡ Act spontaneous
- ⚡ Work on unrestricted projects
- ⚡ Utilize resources freely

Stressors

- ⚡ Assess practical results
- ⚡ Focus on the process
- ⚡ Restrict time investment

Words That Work

- ✓ Complete
- ✓ Accomplish
- ✓ Unrestrained

Words That Don't Work

- ✗ Efficient
- ✗ Gain
- ✗ Benefit

Potential Strengths

- Define value or success by what comes out of a situation not what is put in
- Focus on the completion of a task rather than efficiency
- Accomplish tasks simply for the sake of accomplishment

Potential Weaknesses

- May value completion of the tasks over time, resources, or talent limitations
- Tend to have casual approach to how performance is measured
- May view activity as productivity

Harmonious Team Characteristics



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

0%
of the Team



0/7
People

Objective



Harmonious

Surroundings

Energizers

- ⚡ Appreciate beauty and harmony
- ⚡ Seek balance in life
- ⚡ Experience surroundings

Stressors

- ⚡ Have lackluster surroundings
- ⚡ Encounter chaos
- ⚡ Disregard balance

Words That Work

- ✓ Expression
- ✓ Subjective
- ✓ Atmosphere

Words That Don't Work

- ✗ Compartmentalize
- ✗ Dull
- ✗ Objective

Potential Strengths

- See value in and enjoy the experience of their surroundings
- Seek to create harmony and balance in their surroundings and relationships
- Focus on the emotions and balance in the environment

Potential Weaknesses

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

Altruistic Team Characteristics



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

0%
of the Team



0/7
People



Energizers

- ⚡ Participate in charitable events
- ⚡ Realize the potential in others
- ⚡ Support humanitarian causes

Stressors

- ⚡ Put self first
- ⚡ Act inconsiderately
- ⚡ Ignore others in need

Words That Work

- ✓ Compassion
- ✓ Volunteer
- ✓ Sacrifice

Words That Don't Work

- ✗ Intentional
- ✗ Purposeful
- ✗ Selective

Potential Strengths

- Take notice of and responds to people in need
- Believe that all people should have the opportunity to be the best they can be
- Volunteer and give generously of themselves

Potential Weaknesses

- May prioritize others' needs over their own needs
- May support others at the expense of their own work
- Act to alleviate suffering of others even at their own detriment

Resourceful Team Characteristics



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

0%
of the Team



0/7
People

Selfless



Resourceful

Utility

Energizers

- ⚡ Eliminate waste
- ⚡ Obtain practical results
- ⚡ Compensate based on performance

Stressors

- ⚡ Use resources inefficiently
- ⚡ Be redundant
- ⚡ Ignore the return on investment

Words That Work

- ✓ Efficient
- ✓ Profitable
- ✓ Benefit

Words That Don't Work

- ✗ Endless
- ✗ Rework
- ✗ Donate

Potential Strengths

- Configure resources to maximize output
- Focus on the return on investment
- Maximize efficiency and productivity

Potential Weaknesses

- Tend to view people and resources as tools to achieve an outcome
- May view material possessions and money as a scorecard
- May be perceived as a workaholic

Structured Team Characteristics



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

0%
of the Team



0/7
People



Energizers

- ⚡ Fit within a structure
- ⚡ Protect beliefs
- ⚡ Advance their cause

Stressors

- ⚡ Redesign existing systems
- ⚡ Embrace new ideas
- ⚡ Ignore established protocols

Words That Work

- ✓ Constant
- ✓ Tradition
- ✓ Order

Potential Strengths

- May protect and potentially promote principles and beliefs
- Tend to have a "code" by which to live
- Place a high value on working within defined and structured systems

Potential Weaknesses


- May place personal ideology before that of the organization
- Tend to resist change to established procedures
- Can over-promote their philosophy to others

Words That Don't Work

- ✗ Possibilities
- ✗ New methods
- ✗ Flexible

Knowledge Overview



| Instinctive |  | Intellectual |
|-------------|--|----------------------------|
| | 1 | Jane Doe |
| | 2 | Kate Smith |
| | 3 | Wendy Sample Chad Stone |
| | 4 | |


Utility Overview



| Selfless |  | Resourceful |
|-----------|--|-------------|
| | 1 | |
| | 2 | |
| Beth Gato | 3 | |
| Jane Doe | 4 | |

Surroundings Overview



| Objective |  | Harmonious |
|----------------------------|--|-----------------------|
| Wendy Sample Chad Stone | 1 | |
| | 2 | |
| Jane Doe Alex Sample | 3 | Kate Smith |
| | 4 | Jim Dean Beth Gato |

Others Overview



| Intentional |  | Altruistic |
|-----------------------------------|--|-------------|
| Kate Smith | 1 | |
| Jim Dean Jane Doe Beth Gato | 2 | Alex Sample |
| | 3 | |
| Wendy Sample | 4 | |


Power Overview



| Collaborative | | Commanding |
|---------------|---|----------------------------|
| Jim Dean | 1 | Beth Gato |
| | 2 | Wendy Sample Chad Stone |
| | 3 | |
| | 4 | Alex Sample |

Methodologies Overview



| Receptive |  | Structured |
|--------------------------|--|------------|
| Alex Sample | 1 | |
| | 2 | |
| | 3 | Jim Dean |
| Kate Smith Chad Stone | 4 | |

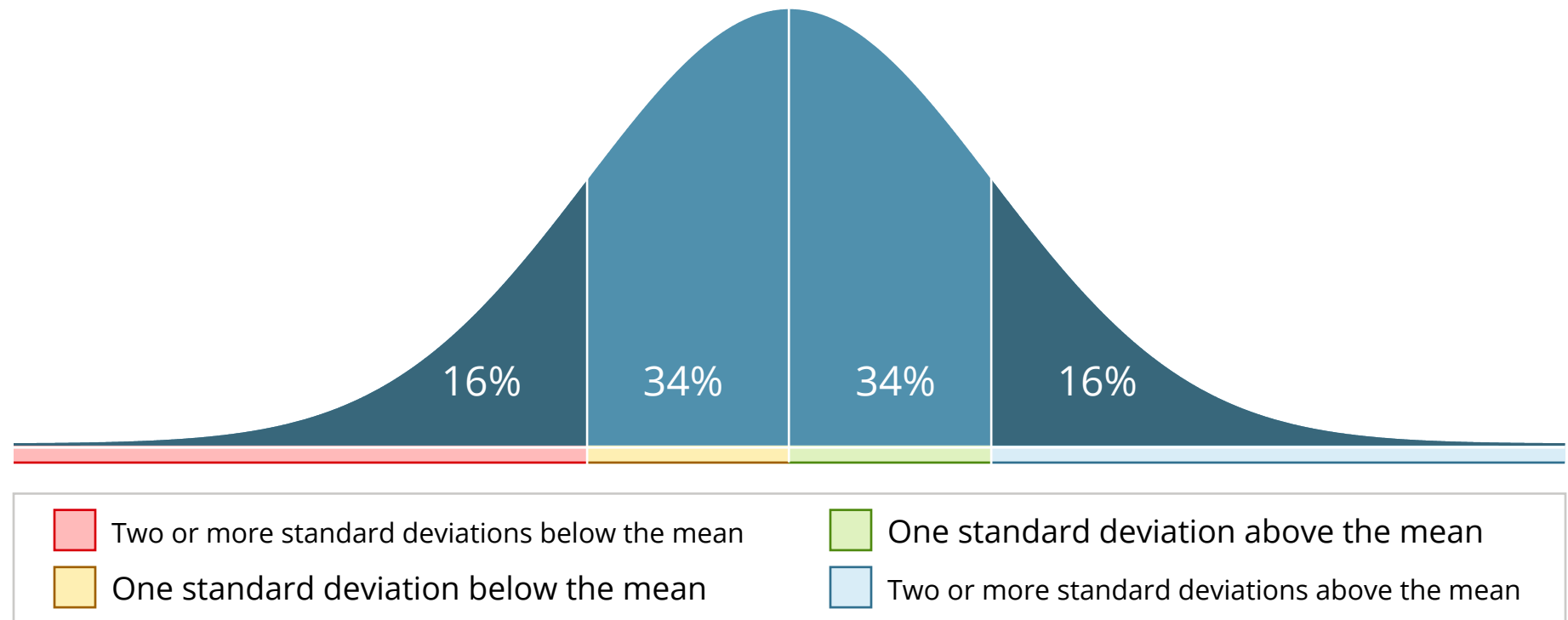
The Bell Curve Defined



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.



Driving Forces Comparison



| Driving Forces | Team Avg. | J. Dean | J. Doe | B. Gato | A. Sample | W. Sample | K. Smith | C. Stone | Mean |
|----------------|-----------|---------|--------|---------|-----------|-----------|----------|----------|------|
| Intellectual | 62 | 47 | 99 | 35 | 47 | 58 | 92 | 56 | 54 |
| Intentional | 55 | 53 | 74 | 67 | 8 | 50 | 96 | 39 | 51 |
| Objective | 54 | 36 | 64 | 42 | 62 | 76 | 0 | 97 | 50 |
| Commanding | 51 | 28 | 42 | 82 | 54 | 72 | 6 | 72 | 50 |
| Receptive | 49 | 32 | 32 | 38 | 83 | 42 | 67 | 49 | 46 |
| Selfless | 41 | 36 | 50 | 54 | 40 | 46 | 24 | 36 | 40 |
| Resourceful | 37 | 49 | 32 | 25 | 36 | 33 | 44 | 39 | 42 |
| Harmonious | 35 | 49 | 19 | 49 | 25 | 12 | 89 | 0 | 35 |
| Structured | 35 | 50 | 44 | 44 | 8 | 40 | 19 | 39 | 38 |
| Altruistic | 30 | 28 | 14 | 15 | 79 | 33 | 0 | 44 | 33 |
| Collaborative | 30 | 57 | 31 | 6 | 25 | 17 | 64 | 12 | 35 |
| Instinctive | 21 | 36 | 0 | 44 | 31 | 19 | 0 | 17 | 29 |

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean