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TTI Talent Insights®

Engagement

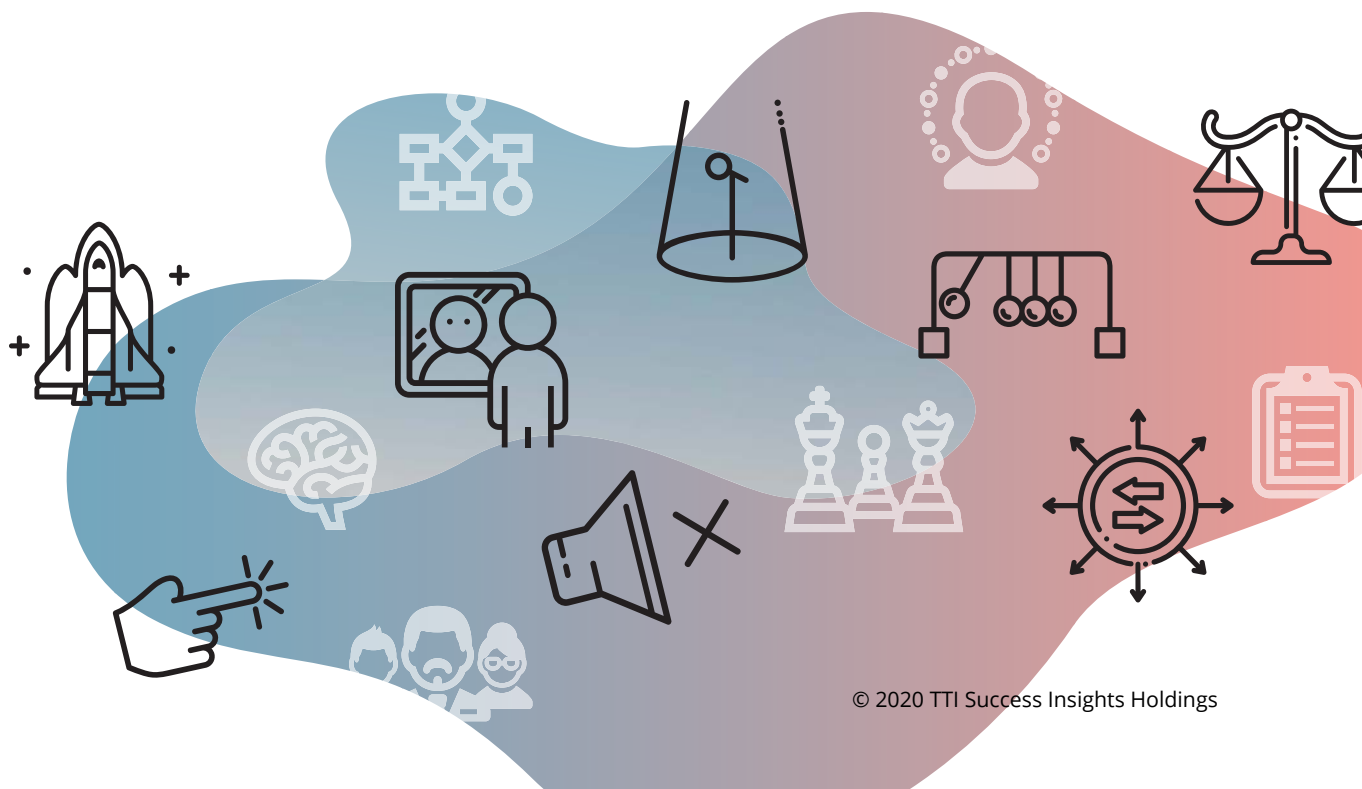
Favor

For more information:
Select, Assess & Train
Tel: 919-787-8395
info@selectassesstrain.com

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Where Engagement Begins

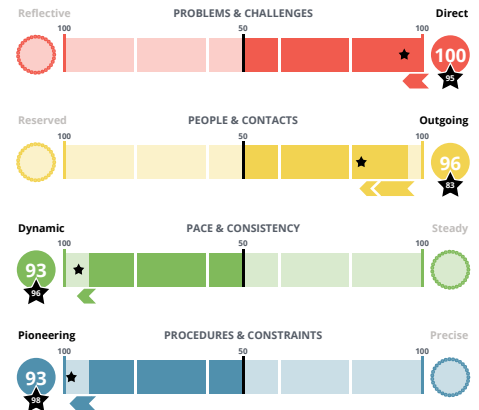
Getting to Know the “How” of Favor



The following report is designed to help Favor become more self-aware and aware of others in order to raise levels of engagement. People tend to be more engaged when comfortable and connected to the activities and people they encounter. This page offers insight into HOW Favor prefers to do what she does.

Favor may selectively withhold her true feelings through friendly conversation. People who present their case effectively will have a better chance at capturing Favor's attention. This tends to increase her engagement in the conversation both in-person and virtually. To improve engagement, Favor may need to adapt to the need for some to digest information before making a decision. She should exhibit more patience and ask questions to make sure that others have understood what she has said. Favor could communicate more successfully with others by asking constructive questions when they appear to be struggling to communicate.

She may disengage from what others are saying if they ramble or don't get to the point. By understanding Favor's need to progress quickly, others will maintain her attention. Her creative and active mind may potentially disengage others. She may get better results by presenting information in a form that can be easily understood by most people. To create more engaging conversations with Favor, ask her opinion.



Act: Which statements do you identify with the most? Choose 1 - 3 and reflect on how those shape your day-to-day interactions with others. Share your findings with a leader or colleague to increase engagement.

Where Engagement Begins

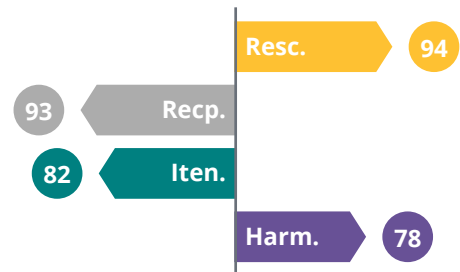
Getting to Know the “Why” of Favor



What people are drawn to and what keeps people motivated, differs from person to person. Below, we explore why Favor does what she does. In general, what does she value that keep her motivated and engaged.

Favor stays engaged by building resources for the future. She is driven to maximize opportunities and engagement in order to create financial success. She is motivated by increasing productivity and efficiency. She is seeking opportunities to enhance her ever-changing system for living. Favor is most engaged when setting her own plan of action. She will challenge the status quo to increase the engagement of the group.

She believes it's important to keep emotions out of business decisions. She will help develop an individual if she sees opportunities for future benefit. Favor will flourish in an environment where she has the opportunity to create harmony and balance in her surroundings and relationships. She feels a high level of satisfaction and engagement when she is able to create rapport and tranquility with others. She is driven by a long list of wants and will stay engaged, working hard to achieve them. She will focus on creating processes to ensure efficiency going forward.



Act: Which statements do you identify with the most? Choose 1 - 3 and reflect on how each statement contributes to your level of engagement. Share your findings with a leader or colleague to increase engagement.


Keys to Engagement


Unlocking Favor's Potential





Isn't it funny how something that excites one person, can completely turn off another? Each individual is engaged by a unique combination of approaches, topics and ideas. Below are a few of the most effective ways to keep Favor engaged.


Engagement happens when...


 There are opportunities for achieving valuable results faster.


 She has the freedom to get desired results and improve efficiency.


 Goals and results stem from a creative and open approach.

 All systems and structures are cutting-edge and generating results.

 Helping others, if they are willing to work hard for the desired results.

 She gets results by incorporating the abilities of others.

 There is an understanding that results are not the only desired outcome, employee experience has to be a priority.

 She can champion a solution to improve the flow of the organization.



Act: Use this list to help keep yourself motivated during work projects. Can you seek out pieces of a tough assignment that lean toward one or more of your keys to engagement? If yes, focus on those pieces to finish strong.

Engaging Through Communication



How (and How Not) to Talk with Favor

When it comes to engaging others in conversation, use the Platinum Rule. Approach others as they want to be approached. Behavioral styles have a major effect on communication preference. This section provides a shareable list of ways to and not to communicate with Favor in order to have the most effective conversations.

Do...

- ✓ Start the conversation with something stimulating and fun.
- ✓ Ask for her opinions/ideas regarding people.
- ✓ Stick to business--let her decide if she wants to talk socially.
- ✓ Create a welcoming and positive environment.



Don't...

- ⊘ Get caught up in the "what-ifs" with her, or you'll lose time.
- ⊘ Leave decisions hanging.
- ⊘ Place too much emphasis on the personal relationship.
- ⊘ Take credit for her ideas.

Act: Choose the top two Do's and top two Don'ts from the list above, (your game-changers) and review them with your manager and team to open the lines of communication.

Creating Peak Productivity



Where Favor Excels

Call it a happy place, safe space or ideal environment; whichever phrase is chosen, shows how an individual's environment (including place and people) can have an effect on motivation and productivity. Each person's productive place is based on what can truly engage them. This page offers a list of Favor's preferences that will engage her most productive self.

Favor's productive place includes...

- ▶ Compensation based on results and a return to the organization.
- ▶ Economic, competitive and challenging incentives.
- ▶ A platform to champion new ways to improve existing methods.
- ▶ Opportunities to alter existing systems to make them bigger, better and faster.
- ▶ Rewards based on group "wins", as well as individual contributions.
- ▶ The option to utilize her own strengths to achieve results through others.



- ▶ A platform to express ideas and experiences in an assertive way.
- ▶ Moving tasks forward and changes happening without disrupting the balance of the organization.

Reflect: Where do you do your best work? What and who is in that location that makes it most productive? Is there a specific mood or tone to the happy place? Can you take any pieces of that environment with you to remain productive no matter the location?

Make It or Break It

How Favor Impacts the Team



A popular saying goes, “Teamwork makes the dream work”, but has that dream ever turned into a nightmare? Understanding that each team member provides unique strengths and abilities, will help avoid conflict and maximize the engagement of the group. The list below identifies a few of those strengths and potential weaknesses that Favor brings to the team.



STRENGTHS

- ✓ Believes in getting results at all costs.
- ✓ Result- and goal-oriented.
- ✓ Straightforward communicator.
- ✓ Emphasizes timely project completion.
- ✓ Attracted to challenges and problems.
- ✓ Seeks responsibility.
- ✓ Believes that people can always do more.



WEAKNESSES

- ✗ May cause burnout.
- ✗ May overstep authority to achieve goals.
- ✗ May make remarks that are untimely or untactful.
- ✗ Push and pull rather than lead.
- ✗ Takes on too much and may lose focus.
- ✗ May overuse position of power and authority.
- ✗ Some may see this as unrealistic.

Act: When taking part in a team project. Identify the 1 -2 strength(s) that makes you the best fit for the group’s assigned tasks. Share that with the team. Also, write down 1 or 2 weaknesses that you want to work-on while working with the group.

Avoiding Time Traps

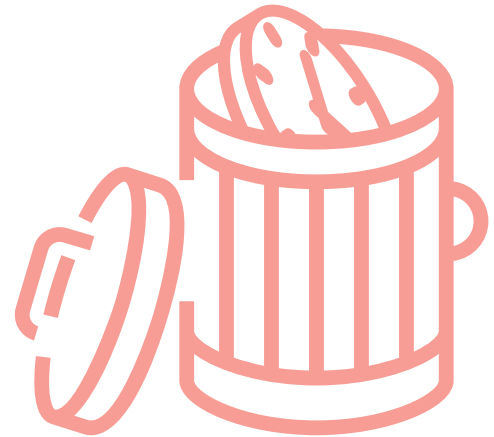
Maximizing Favor's Time



If there were only more hours in the day... An individual's time is valuable, and it is important to make the most of it. Each style comes with its own set of time management issues and opportunities. This section focuses on Favor's personal set of time traps and tips to overcome "wasting" valuable time.

Time traps

- ❌ Thinking that time and "letting it go" will eliminate the issue.
- ❌ A desire to solve problems quickly without adequate information.
- ❌ Sporadic decision-making.
- ❌ Difficulty letting go of a task she can do herself.



Time savers

- ✓ Establish a timeline for making decisions.
- ✓ Create and implement a plan.
- ✓ Include others in new opportunities to create a strong bench.
- ✓ Develop a trusted support team.

Tip: There is a chance that you have already designed ways to overcome the time traps listed in this section. If you still struggle with time management, try to identify what might be consuming your time, based on what you have learned about your style so far.

Making an Impression



How Others View Favor

Stress or pressure can make people act in many different ways. But, think about how those actions might be perceived by others. Realizing others' perspectives can be an uncomfortable exercise to go through, but it is a good step toward increasing stronger self-awareness and engagement with others. Below outlines how Favor sees herself and how others might perceive Favor.



Favor Sees herself as...

- ✓ Ambitious
- ✓ Decisive
- ✓ Competitive
- ✓ Confident
- ✓ Positive
- ✓ Leader



Day-to-day, Others May See Favor as...

- ✓ Demanding
- ✓ Bold
- ✓ Disruptive
- ✓ Stubborn



In Extreme Situations, Others May See Favor as...

- ✓ Harsh
- ✓ Controlling
- ✓ Aggressive
- ✓ Egotistical

Reflect: Have you ever felt misunderstood or that others aren't seeing your point-of-view as intended? How might you adapt some of your behaviors or actions to better communicate your intended meaning? How might that improve your engagement with others?

Identifying Obstacles



Getting Favor Out of her Own Way

When faced with an obstacle, people can either press on (or attack) or take a path of least resistance. Self-awareness and awareness of others are key in persevering over or through obstacles instead of becoming disengaged. This page assists Favor in identifying some of her potential limitations.

Favor may...



Blame, deny and defend her position--even if it is not needed.



Have trouble delegating and just does it herself.



Insert her opinions without full understanding.



Lack consistency due to ever-changing direction.



Not be aware of how the different pace of others may affect her plan.



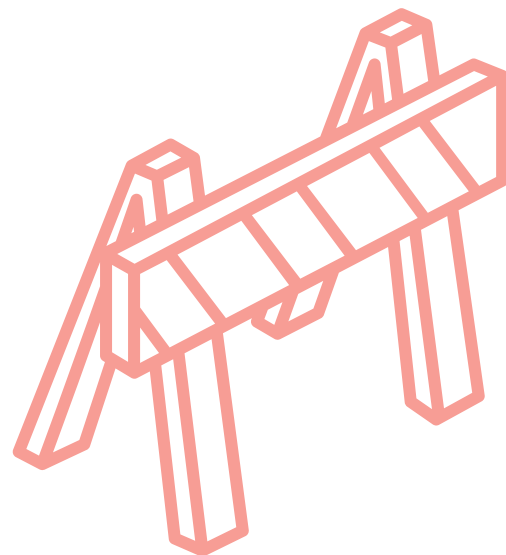
Be so concerned with big picture; she overlooks important details.



Take on too much, too soon, too fast.



Make "off the cuff" remarks that are often taken personally.

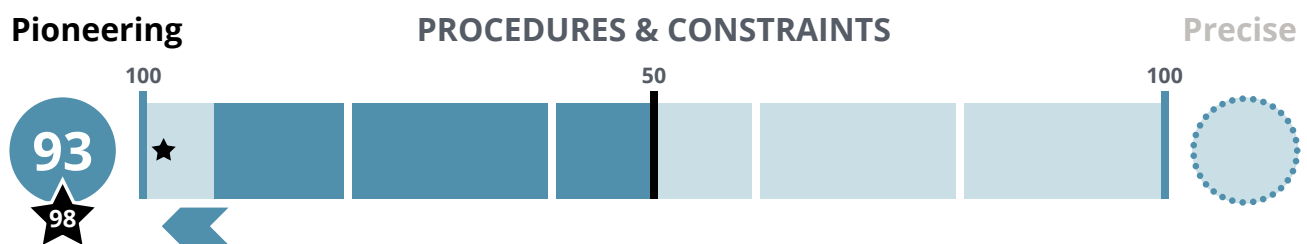
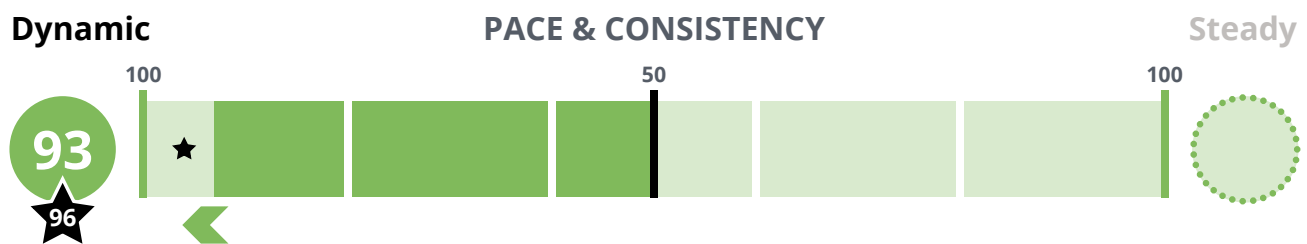
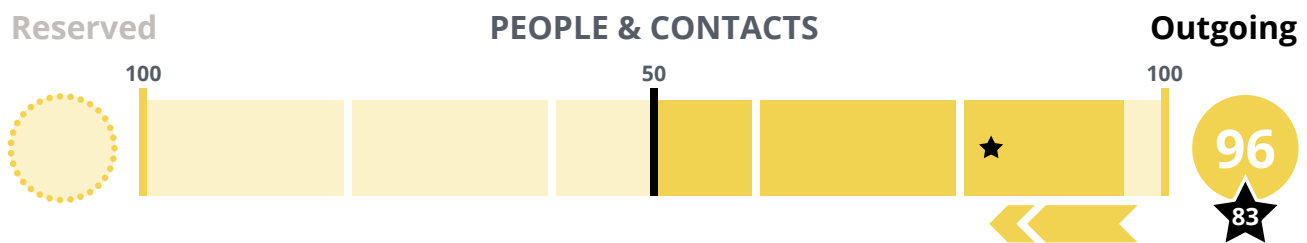
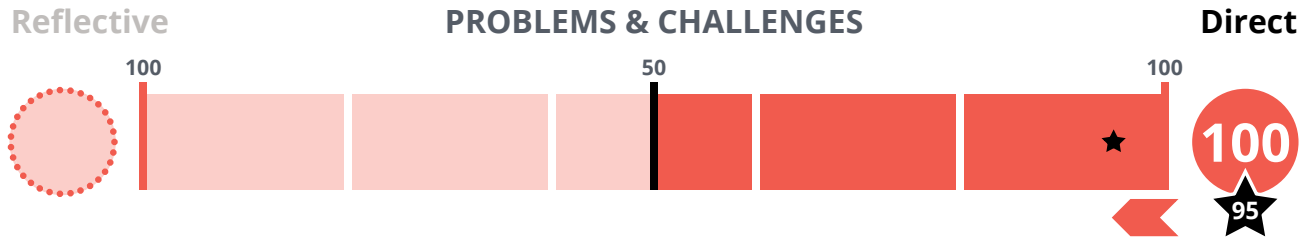


Tip: Weaknesses can be turned into strengths at any time. An obstacle can be an opportunity to accomplish something you never thought you could before.

Behavioral Continuum



Everyone has a varying level of the four main behavioral factors that create their own, personal style. Each side of those factors lives on a continuum, and the combination influences individuals' level of engagement in different situations. The below graph is a visual representation of where Favor falls within each continuum.



★ Adapted Position
 ◀ Adapted Movement

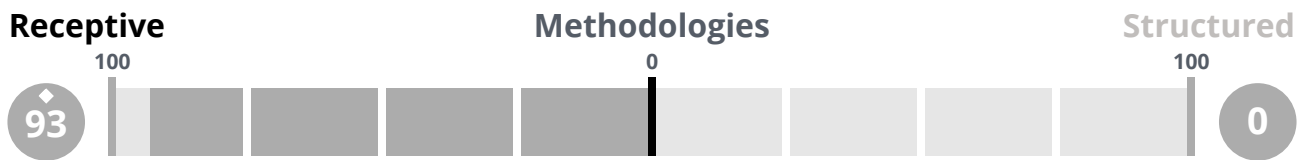
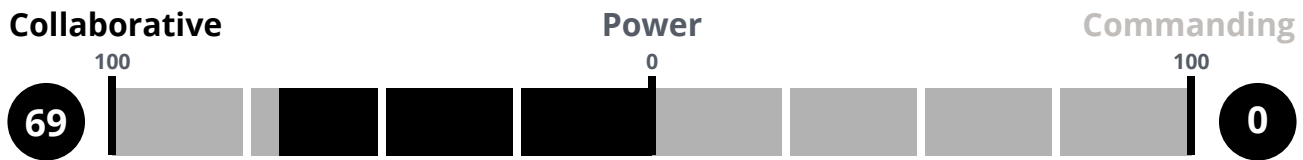
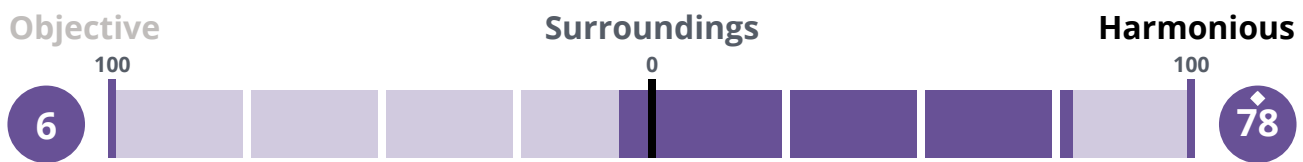
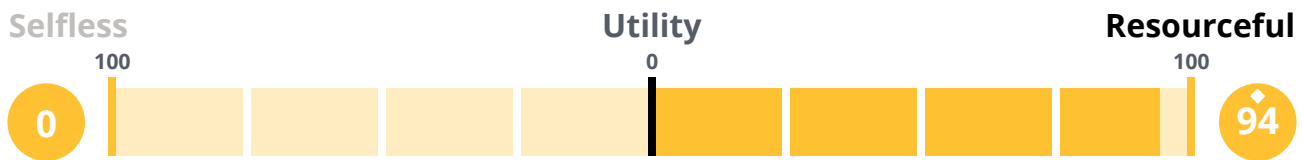
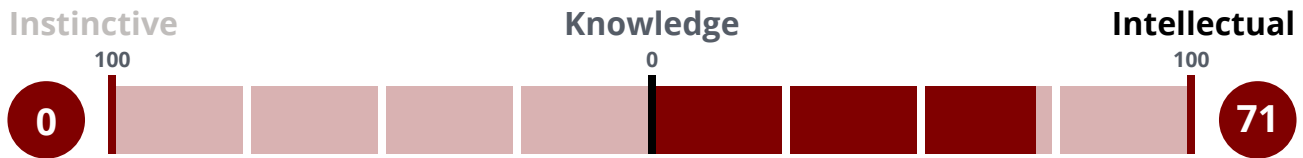
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Motivational Continuum



The 12 Driving Forces® Continuum is a visual representation of what motivates Favor and the level of intensity for each category. Diamonds indicate an individual's primary cluster. These four factors are critical to Favor's motivation and engagement regardless of the situation.



◇ Primary Driving Force

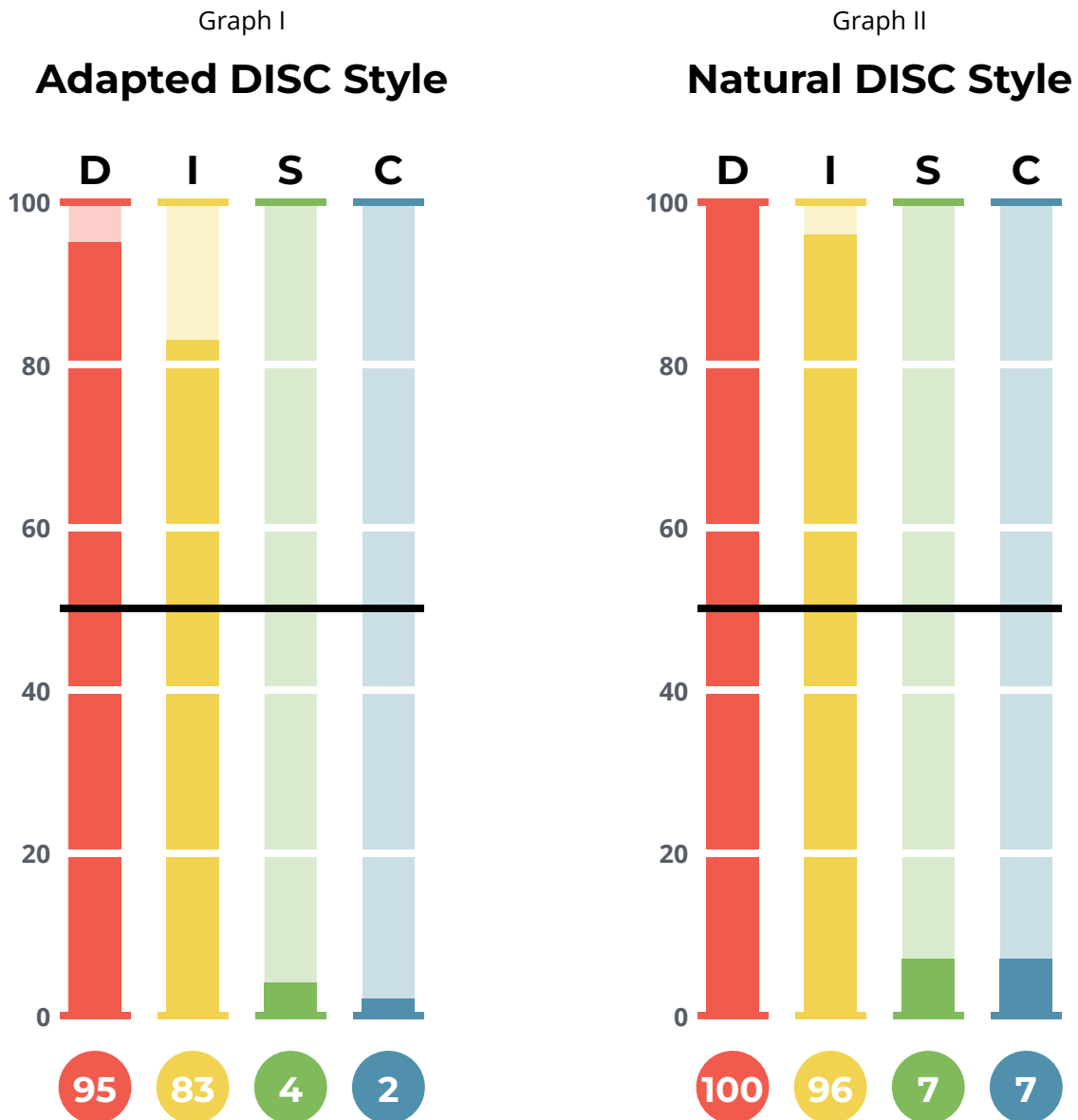
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DISC Graph



The DISC Graph is a visual representation of an individual's behavioral style. How far from the midline a person falls, indicates the intensity of observable behavior that others will see. Remember, your primary observable behavior may be above or below the midline. Below are Favor's behavioral styles represented in both its Natural and Adapted forms.



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