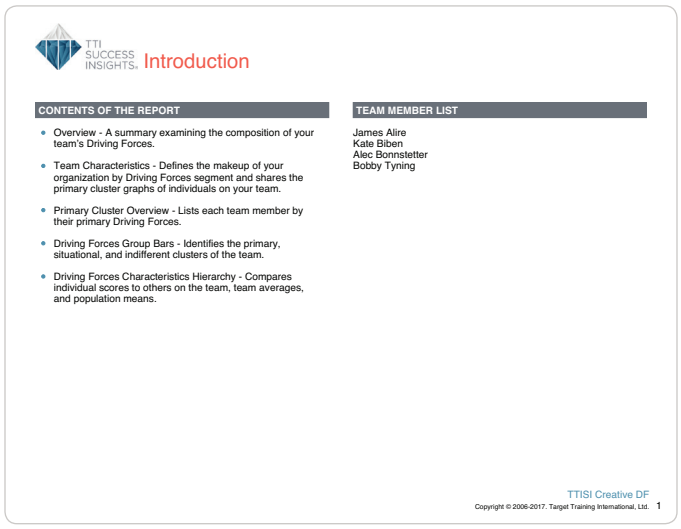
TTI SUCCESS INSIGHTS®

12 Driving Forces® Team Report
QUICK START USER GUIDE

Welcome to the 12 Driving Forces® team report user guide. This guide outlines the structure of the 12 Driving Forces® team report. The intent of this guide is to provide enough detail to arm you with information to take the 12 Driving Forces® team report to your clients. ***Note: Certified Professional 12 Driving Forces® Analysts will derive the most value from the information organized here.***


TTI SUCCESS INSIGHTS® Introduction

CONTENTS OF THE REPORT

- Overview - A summary examining the composition of your team's Driving Forces.
- Team Characteristics - Defines the makeup of your organization by Driving Forces segment and shares the primary cluster graphs of individuals on your team.
- Primary Cluster Overview - Lists each team member by their primary Driving Forces.
- Driving Forces Group Bars - Identifies the primary, situational, and indifferent clusters of the team.
- Driving Forces Characteristics Hierarchy - Compares individual scores to others on the team, team averages, and population means.

TEAM MEMBER LIST

James Alire
Kate Biben
Alec Bonnstetter
Bobby Tyning

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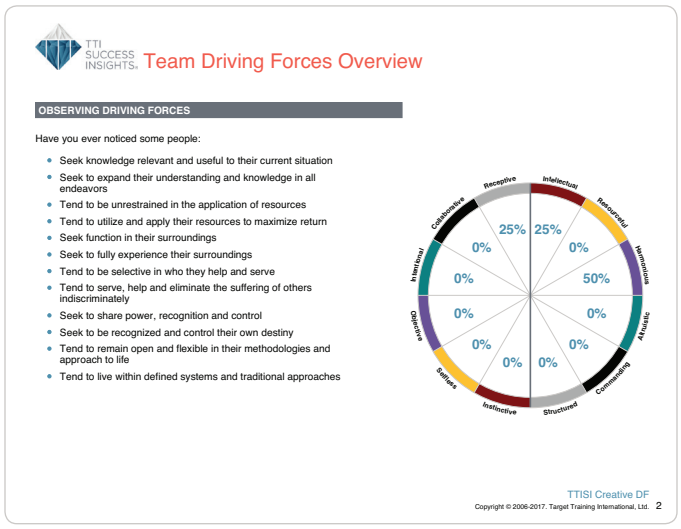
SECTION 1 – Introduction/overview

- Introduction highlights the five unique sections of the report as well as a list of team members.
- Team driving forces overview provides a high level view of where your team's driving forces are concentrated by showing the percentage of the team that falls into each of the twelve categories.
- Driving forces defined page names each driving force and gives a thorough explanation of each.


TTI SUCCESS INSIGHTS® Team Driving Forces Overview

OBSERVING DRIVING FORCES

Have you ever noticed some people:

- Seek knowledge relevant and useful to their current situation
- Seek to expand their understanding and knowledge in all endeavors
- Tend to be unrestrained in the application of resources
- Tend to utilize and apply their resources to maximize return
- Seek function in their surroundings
- Seek to fully experience their surroundings
- Tend to be selective in who they help and serve
- Tend to serve, help and eliminate the suffering of others indiscriminately
- Seek to share power, recognition and control
- Seek to be recognized and control their own destiny
- Tend to remain open and flexible in their methodologies and approach to life
- Tend to live within defined systems and traditional approaches

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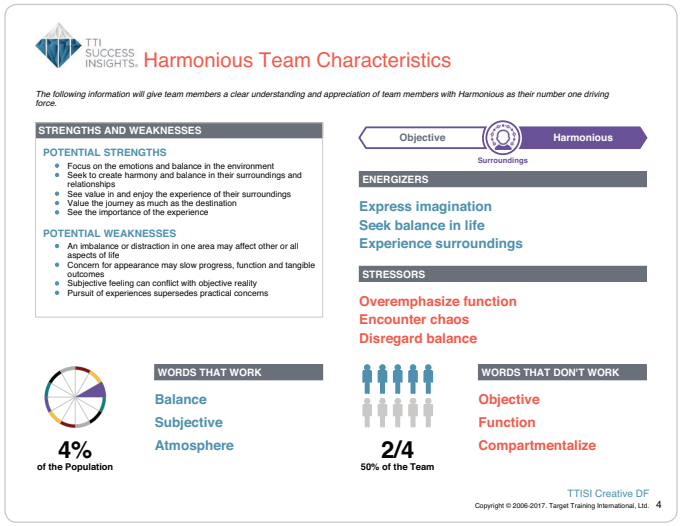
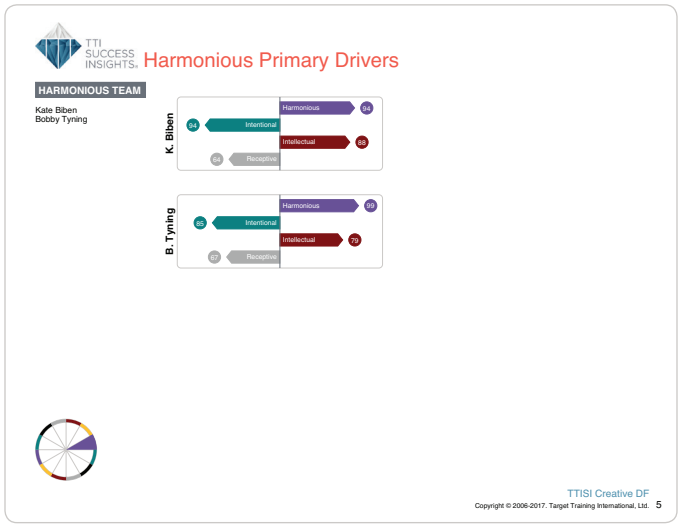
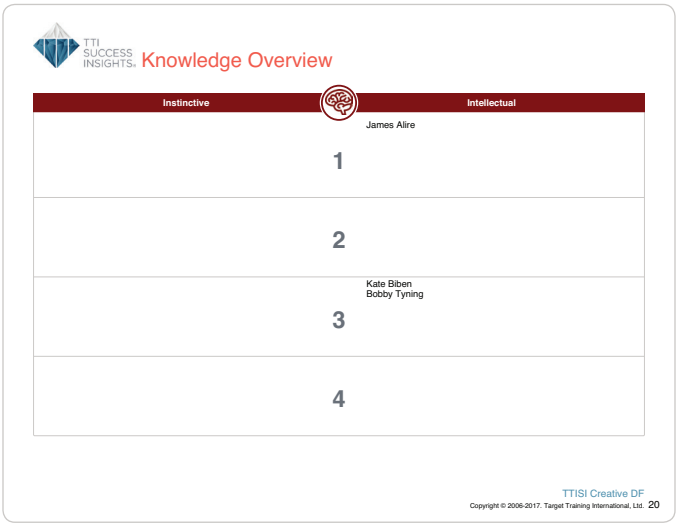




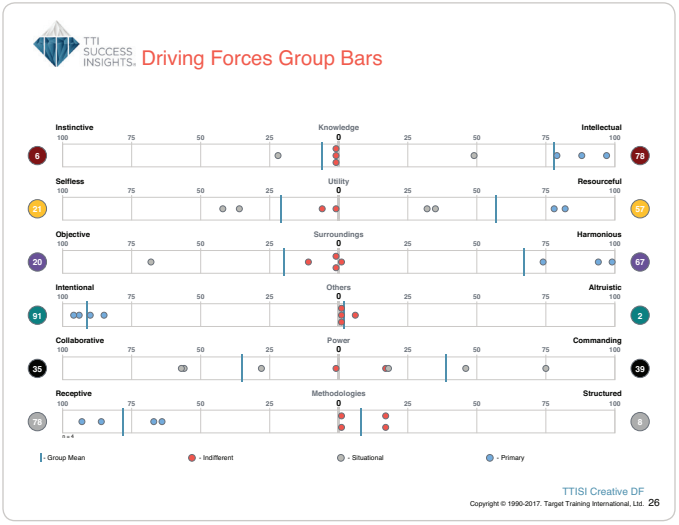
SECTION 2 – Team characteristics and primary drivers

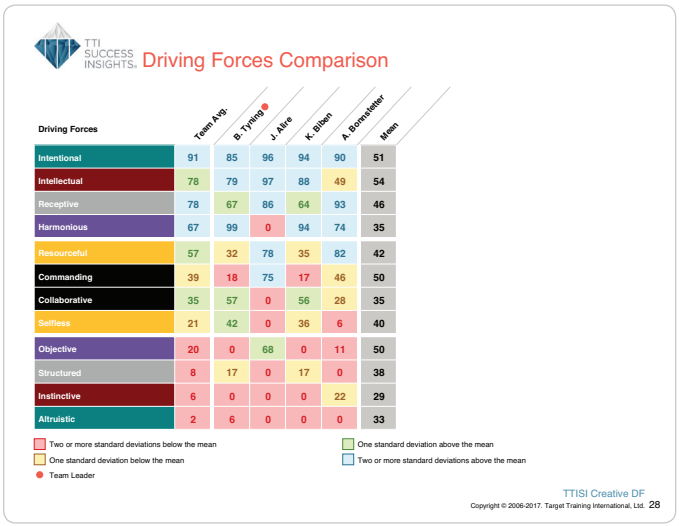
- Each team characteristics page highlights an individual driving force, showing potential strengths and weaknesses of members possessing these particular driving forces.
- Driving forces pages are ordered from highest to lowest percentage of the team.
- Energizers, stressors, and words to use and avoid are highlighted to help educate the team.
- Primary drivers page shows team members' primary driving force cluster and how far from the midline each person's top four driving forces range.



SECTION 3 – Primary Clusters and Driving Forces Group Bar

- Each keyword page lists the names of team members identified in the Primary Driving Forces cluster ranked consistently with an individual's first, second, third, and fourth highest driving force..
- The group bars page plots the entirety of the team's driving forces on one page uncovering easy to spot insights about the team dynamic.
- This page plots the primary, situational and indifferent clusters and color codes them for easier readability.
- Larger circles indicate a higher density of team members.





TTI SUCCESS INSIGHTS Driving Forces Comparison

Driving Forces	Team Avg.	B. Tyving	J. Alire	K. Biben	A. Bonesteller	Mean
Intentional	91	85	96	94	90	51
Intellectual	78	79	97	88	49	54
Receptive	78	67	86	64	93	46
Harmonious	67	99	0	94	74	35
Resourceful	57	32	78	35	82	42
Commanding	39	18	75	17	46	50
Collaborative	35	57	0	56	28	35
Selfless	21	42	0	36	6	40
Objective	20	0	68	0	11	50
Structured	8	17	0	17	0	38
Instinctive	6	0	0	0	22	29
Altruistic	2	6	0	0	0	33

Two or more standard deviations below the mean
One standard deviation below the mean
Team Leader
One standard deviation above the mean
Two or more standard deviations above the mean

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SECTION 4 – Driving Forces characteristics hierarchy

- Driving forces comparison page highlights all twelve driving forces of each team member and how they compare with their team leader, team average, and population mean.
- All scores are color coded to identify where they fall above or below the mean.
- Graph reveals the standard deviation of each team member compared with the team average, as well as showing the general population mean as a reference point.

For more detailed information about the report, please contact

Select, Assess & Train
919-787-8395 // info@selectassesstrain.com