



TTI
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INSIGHTS®

Motivators Team Report

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Introduction



Contents of the Report

- Overview - A summary examining the composition of your team's Motivators segmentation.
- Team composition - Defines the makeup of your organization by Motivator segment and shares the graphs of individuals on your team.
- Motivators segment analysis - Examines the individuals within each segment, segment characteristics, ways to communicate, stressors and energizers.
- Group wheel plots - Identifies the primary position of each team member.
- Motivator characteristics hierarchy - Compares individual scores to others on the team, team averages, and population means.

Team Member List

Elizabeth Beck
Loraine Erickson
Matt Kolling
Jessica O'Connor
Lori Rakow
Erica Schmoll
Jamie Van Galder

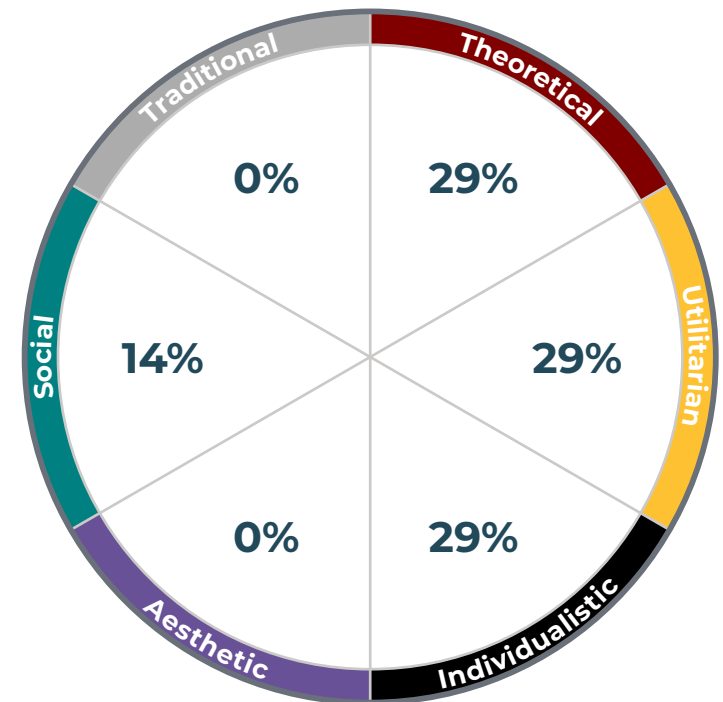
Team Motivators Overview



Observing Motivators

Have you ever noticed some people:

- Seek to expand their understanding and knowledge in all endeavors
- Tend to utilize and apply their resources to maximize return
- Seek to fully experience their surroundings
- Tend to serve, help and eliminate the suffering of others indiscriminately
- Seek to be recognized and control their own destiny
- Tend to live within defined systems and traditional approaches



Motivators Defined



Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

Individualistic/Political - Rewards those who value personal recognition, freedom and control over their own destiny and others.

Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

Theoretical Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

- Research much more thoroughly compared to others
- Continually seek new knowledge and information
- Seek to make the unknown known
- Focus on information and facts
- Eager to learn and discover

Potential Weaknesses

- Can be perceived as lacking common sense
- May make decisions without subjective or emotional considerations
- May pursue knowledge at the expense of practical matters
- Can value discovery over other priorities

Energizers

Increase knowledge

Devote time to learn

Objectively analyze ideas

Stressors

Rush through learning

Make educated guesses

Approach ideas subjectively



32%

of the Population

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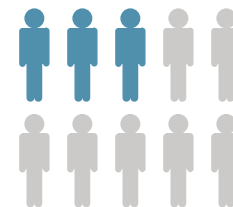
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Words That Work

Identify

Research

Learn



2/7

29% of the Team

Words That Don't Work

Relevant

Intuitive

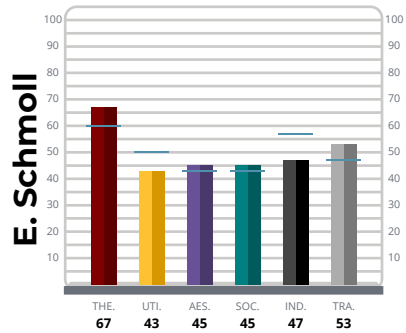
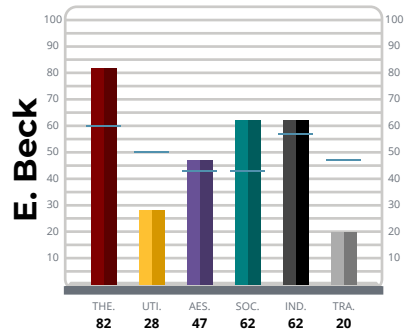
Apply

Theoretical Primary Motivators



Theoretical Team

Elizabeth Beck
Erica Schmoll



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Utilitarian Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

- Focus on the return on investment
- Sensitive to wasting time, resources, or opportunities
- Focus on achieving measurable and practical results
- Maximize efficiency and productivity
- Configure resources to maximize output

Potential Weaknesses

- May view material possessions and money as a scorecard
- May be perceived as a workaholic
- Tend to view people and resources as tools to achieve an outcome
- May only be willing to give if there is an opportunity for a return

Energizers

Eliminate waste

Compensate based on performance

Focus on efficiency

Stressors

Use resources inefficiently

Ignore the return on investment

Waste time



12%

of the Population

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Words That Work

Efficient

Benefit

Maximize



2/7

29% of the Team

Words That Don't Work

Donate

Endless

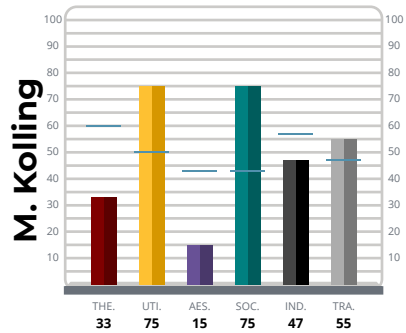
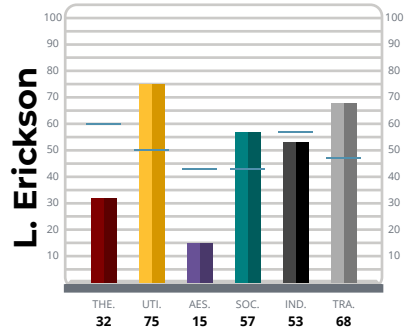
Rework

Utilitarian Primary Motivators



Utilitarian Team

Loraine Erickson
Matt Kolling



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Individualistic Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

- Create winning strategies and outcomes
- Strive to set themselves apart
- Strive to advance their position
- Seek to control their own destiny
- Value status and public recognition

Potential Weaknesses

- Can be driven by the desire to achieve status and recognition
- May over emphasize the need to control or direct people and projects
- May not consider people in seeking personal advancement
- Tend to have a me versus we attitude

Energizers

Obtain status symbols

Pursue advancement opportunities

Lead a group

Stressors

Delay personal advancement

Lack authority

Work behind the scenes



25%

of the Population

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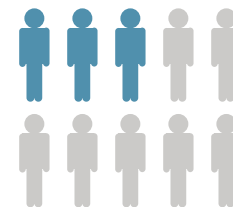
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Words That Work

Lead

Control

Award



2/7

29% of the Team

Words That Don't Work

Share

Together

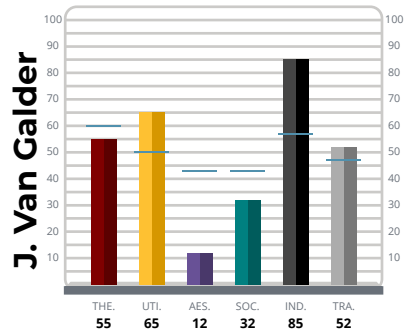
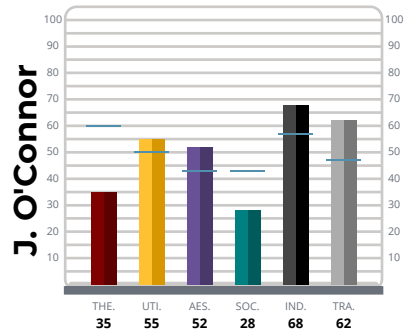
Supportive

Individualistic Primary Motivators



Individualistic Team

Jessica O'Connor
Jamie Van Galder



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Social Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

- Act to alleviate suffering of others
- Believe that all people should have the opportunity to be the best they can be
- Take notice of and responds to people in need
- Seek to help and support others
- 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
- Base personal decisions on the impact to others not self

Energizers

Support humanitarian causes

Participate in charitable events

Eliminate conflict

Stressors

Ignore others in need

Put self first

Observe favoritism



10%

of the Population

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Words That Work

Sacrifice

Compassion

Comfort



1/7

14% of the Team

Words That Don't Work

Selective

Deliberate

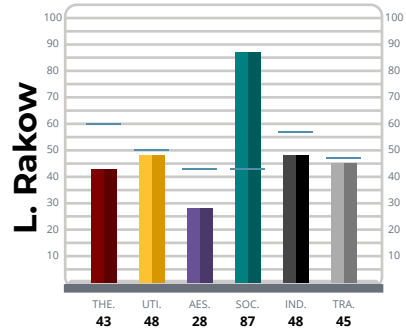
Purposeful

Social Primary Motivators



Social Team

Lori Rakow



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Aesthetic Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

- See the importance of the experience
- Focus on the emotions and balance in the environment
- Seek to create harmony and balance in their surroundings and relationships
- See value in and enjoy the experience of their surroundings
- Value the journey as much as the destination

Potential Weaknesses

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

Energizers

Experience surroundings

Appreciate beauty and harmony

Seek balance in life

Stressors

Disregard balance

Have lackluster surroundings

Encounter chaos



9%

of the Population

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Words That Work

Atmosphere

Expression

Subjective



0/7

0% of the Team

Words That Don't Work

Objective

Compartmentalize

Function

Traditional Team Characteristics



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

Strengths and Weaknesses

Potential Strengths

- Tend to have a "code" by which to live
- May protect and potentially promote principles and beliefs
- Place a high value on working within defined and structured systems
- Value a traditional and proven approach
- Seek to establish standards by which they operate

Potential Weaknesses

- Can over-promote their philosophy to others
- May place personal ideology before that of the organization
- Tend to resist change to established procedures
- Can be closed-minded and judgmental toward other viewpoints

Energizers

Advance their cause

Protect beliefs

Fit within a structure

Stressors

Ignore established protocols

Embrace new ideas

Redesign existing systems



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of the Population

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Words That Work

Order

Tradition

Constant



0/7

0% of the Team

Words That Don't Work

Progressive

Flexible

New methods

Motivator Definitions



The following matrix illustrates the six motivators into segments. Each segment contains a definition and the percentage of team members in the respective segment.

Traditional (0%)	Theoretical (29%)
Rewards those who value traditions inherent in social structure, rules, regulations and principles.	Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
Social (14%)	Utilitarian (29%)
Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.	Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
Aesthetic (0%)	Individualistic (29%)
Rewards those who value balance in their lives, creative self-expression, beauty and nature.	Rewards those who value personal recognition, freedom and control over their own destiny and others.

Team Member Overview

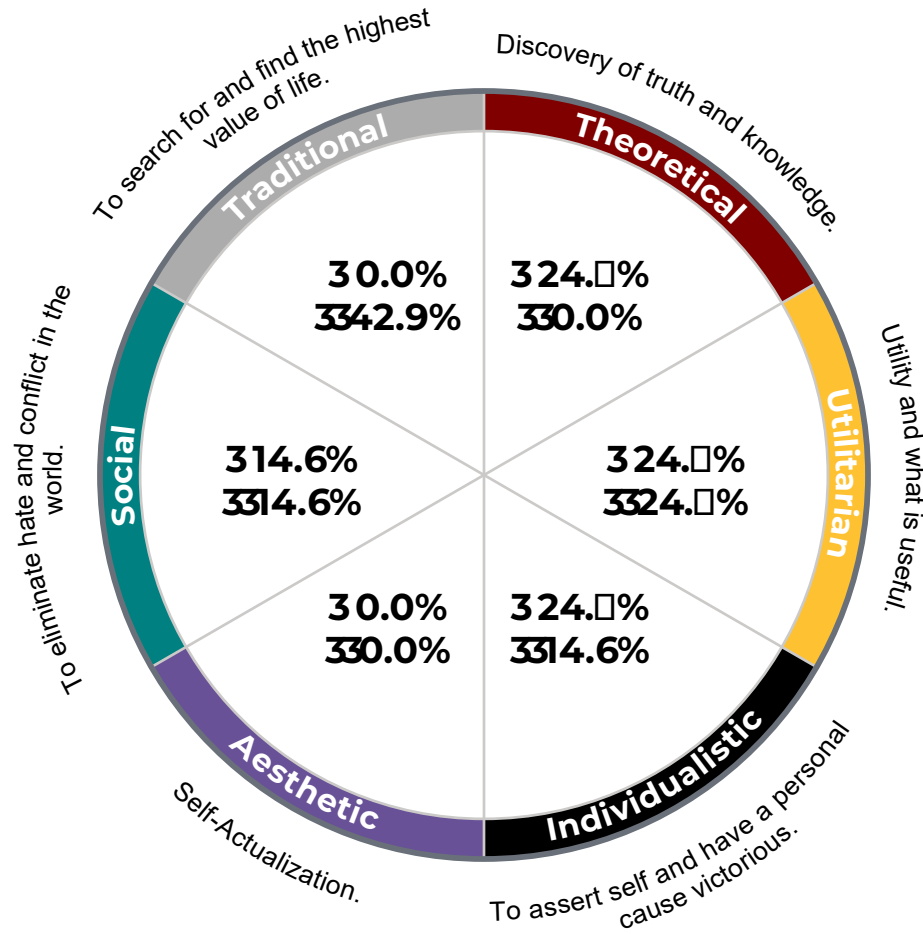


The following matrix illustrates the 6 motivators into segments. Each segment contains team members and the percentage of team members in the respective segment.

Traditional (0%)	Theoretical (29%)
	Elizabeth Beck Erica Schmoll
Social (14%)	Utilitarian (29%)
Lori Rakow	Loraine Erickson Matt Kolling
Aesthetic (0%)	Individualistic (29%)
	Jessica O'Connor Jamie Van Galder



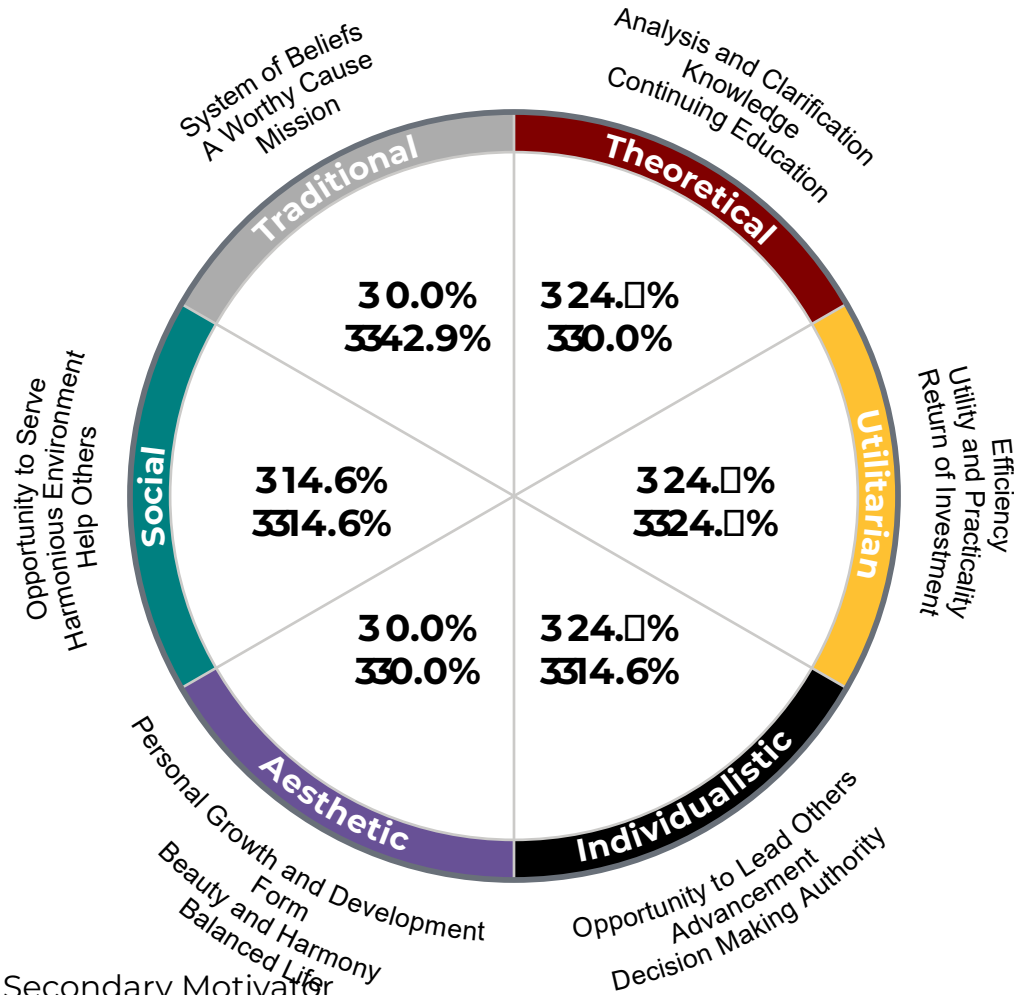
Motivational Goal



* - Primary Motivator ** - Secondary Motivator



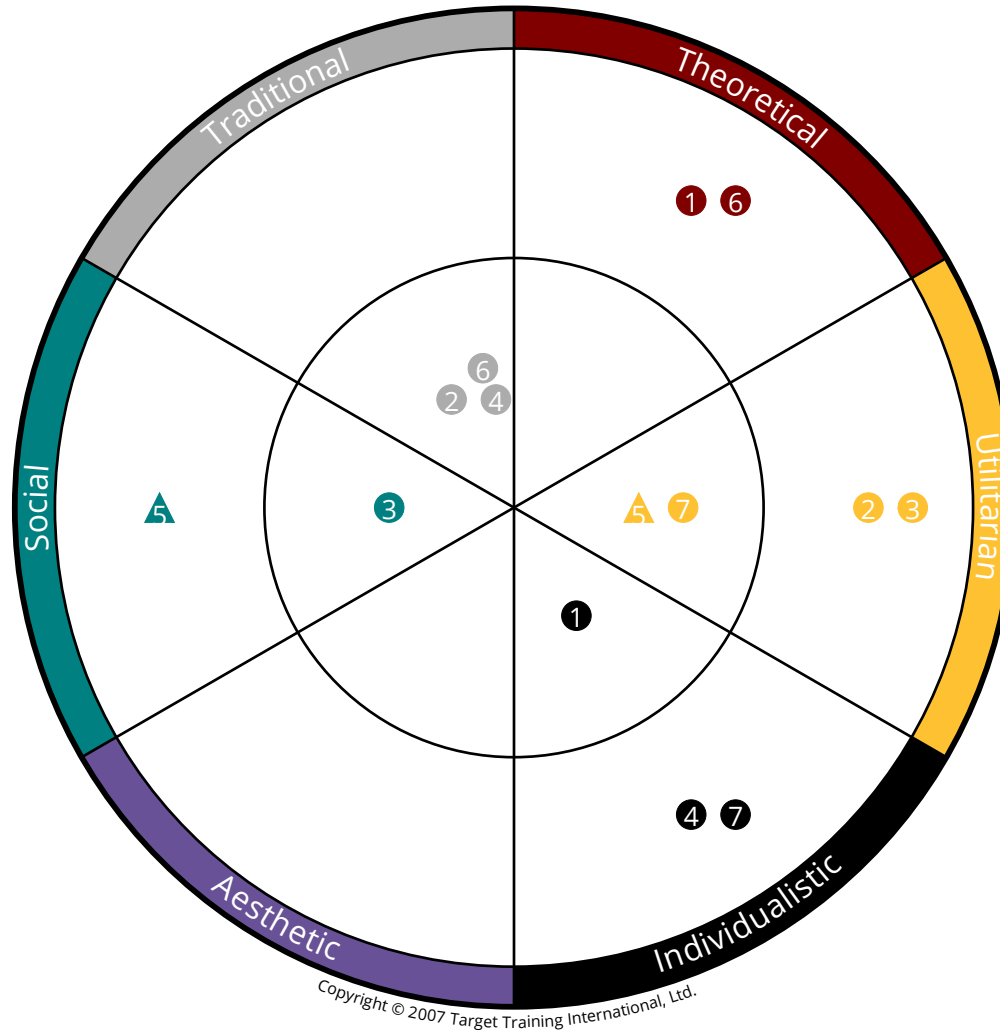
Ideal Environment



* - Primary Motivator ** - Secondary Motivator



Motivators Group Wheel



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

▲ Leader



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Group Wheel Legend

- 1: Elizabeth Beck
- 2: Loraine Erickson
- 3: Matt Kolling
- 4: Jessica O'Connor
- 5: Lori Rakow *
- 6: Erica Schmoll
- 7: Jamie Van Galder

* Indicates team leader.



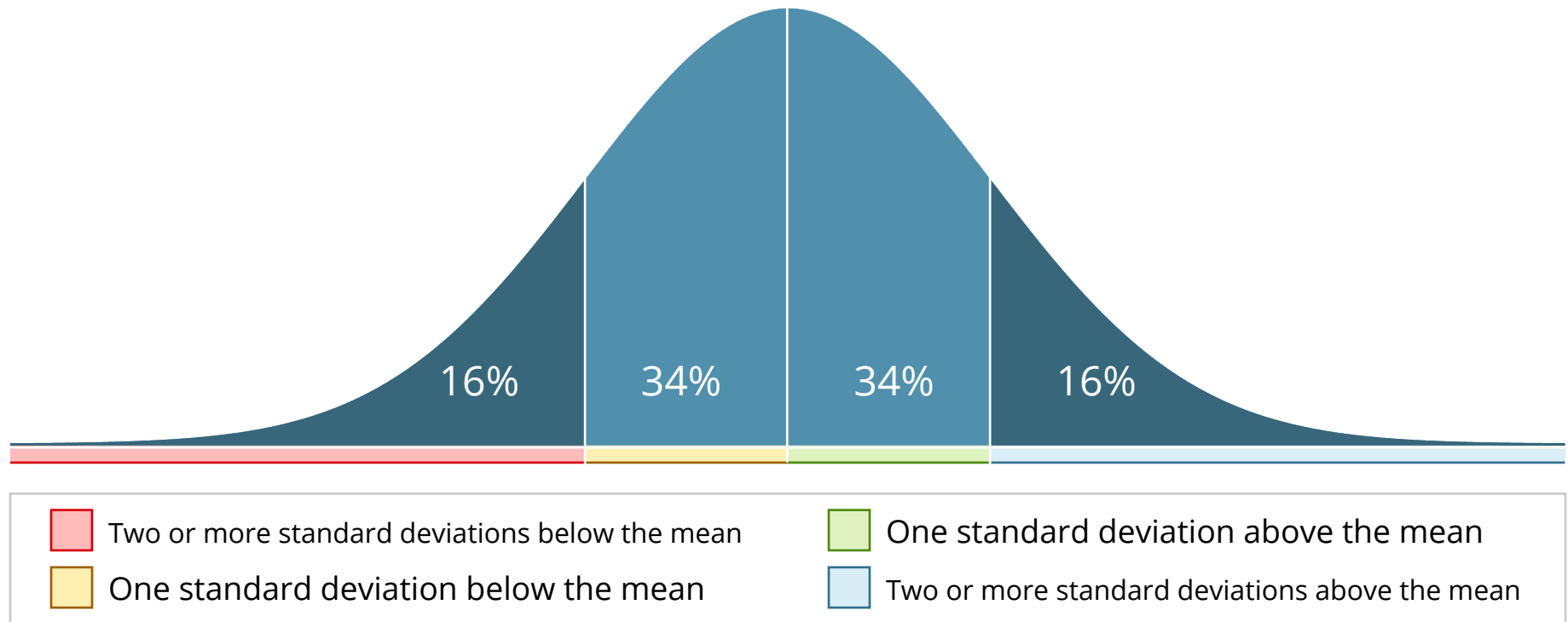
The Bell Curve Defined



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.



Motivators Comparison




Motivators	Team Avg.	L. Rakow ●	E. Beck	L. Erickson	M. Kolling	J. O'Connor	E. Schmoll	J. Van Galder	Mean
Individualistic	58	48	62	53	47	68	47	85	57
Utilitarian	55	48	28	75	75	55	43	65	50
Social	55	87	62	57	75	28	45	32	43
Theoretical	50	43	82	32	33	35	67	55	60
Traditional	50	45	20	68	55	62	53	52	47
Aesthetic	30	28	47	15	15	52	45	12	43

 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

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