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## Motivators Team Report

Team Motivators Sample Report  
2-14-2018

Your Organization  
06-10-2018

SAMPLE





## 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

James Alire  
Kate Biben  
Alec Bonnstetter  
Rick Bowers  
Dave Clark  
Candice Frazer  
Anubhav Sharma  
Bobby Tynning  
Kefei Wang

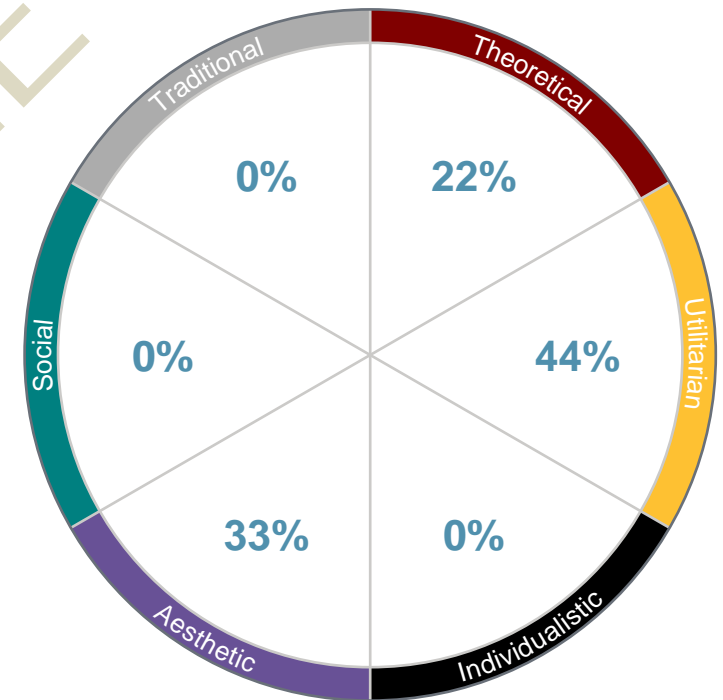


# Team Motivators Overview

## 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





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## 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.

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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

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

### POTENTIAL WEAKNESSES

- May view material possessions and money as a scorecard
- 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
- May be perceived as a workaholic

## ENERGIZERS

Focus on efficiency

Obtain practical results

Compensate based on performance

## STRESSORS

Waste time

Be redundant

Ignore the return on investment



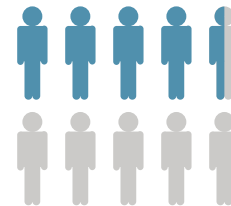
**23.33%**  
of the Population

## WORDS THAT WORK

Maximize

Profitable

Benefit



**4/9**  
44% of the Team

## WORDS THAT DON'T WORK

Donate

Endless

Casual

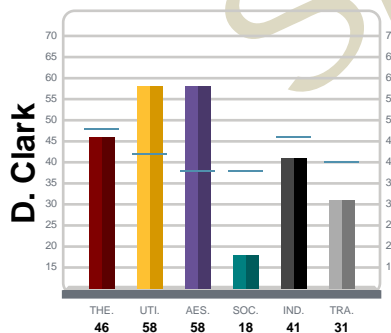
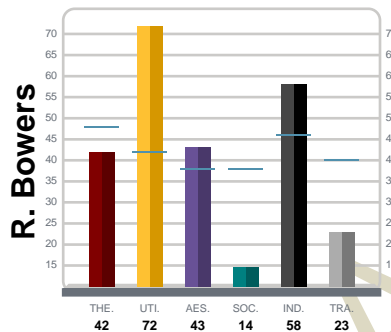
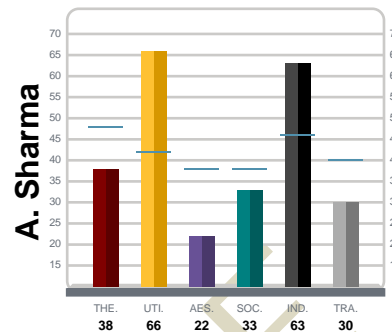
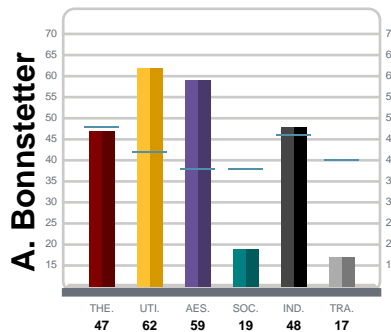


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# Utilitarian Primary Motivators

## UTILITARIAN TEAM

Alec Bonnstetter  
Rick Bowers  
Dave Clark  
Anubhav Sharma





# Aesthetic Team Characteristics

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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

- See the importance of the experience
- 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
- Focus on the emotions and balance in the environment

### POTENTIAL WEAKNESSES

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

## ENERGIZERS

Experience surroundings

Appreciate beauty and harmony

Express imagination

## STRESSORS

Disregard balance

Have lackluster surroundings

Overemphasize function



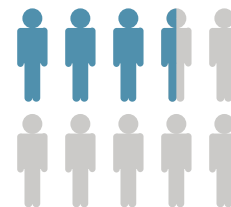
**23.33%**  
of the Population

## WORDS THAT WORK

Atmosphere

Expression

Balance



**3/9**

33% of the Team

## WORDS THAT DON'T WORK

Compartmentalize

Objective

Dull

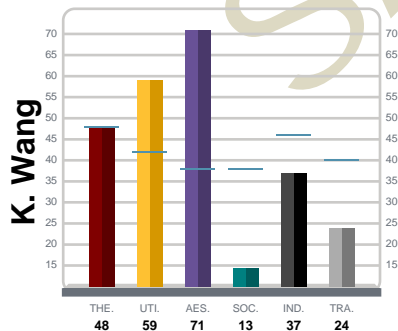
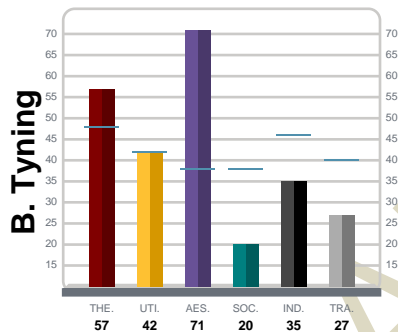
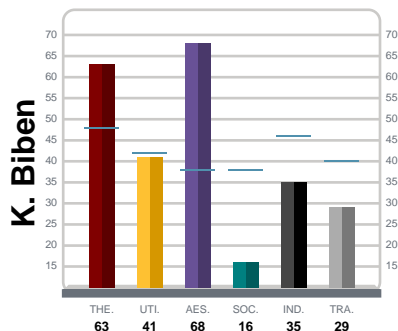


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# Aesthetic Primary Motivators

## AESTHETIC TEAM

Kate Biben  
Bobby Tynning  
Keifei Wang







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# 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
- Eager to learn and discover
- Focus on information and facts
- Seek to make the unknown known

### POTENTIAL WEAKNESSES

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

## ENERGIZERS

Objectively analyze ideas

Devote time to learn

Increase knowledge

## STRESSORS

Approach ideas subjectively

Make educated guesses

Rush through learning



**23.33%**  
of the Population

## WORDS THAT WORK

Learn

Research

Identify



**2/9**  
22% of the Team

## WORDS THAT DON'T WORK

Apply

Guess

Intuitive

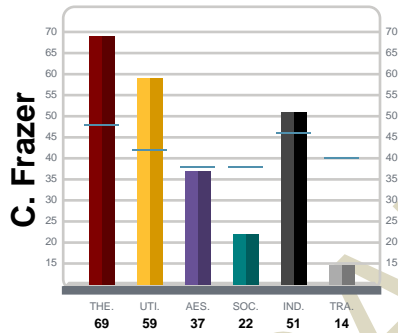
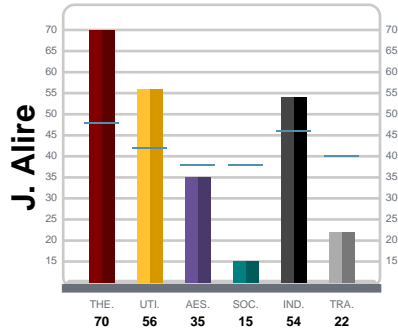


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# Theoretical Primary Motivators

## THEORETICAL TEAM

James Alire  
Candice Frazer





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# Social Team Characteristics

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

## STRENGTHS AND WEAKNESSES

### 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
- Seek to help and support others
- Act to alleviate suffering of others
- Volunteer and give generously of themselves

### POTENTIAL WEAKNESSES

- Act to alleviate suffering of others even at their own detriment
- May support others at the expense of their own work
- May prioritize others' needs over their own needs
- Base personal decisions on the impact to others not self

## ENERGIZERS

Participate in charitable events

Support humanitarian causes

Realize the potential in others

## STRESSORS

Put self first

Ignore others in need

Act inconsiderately



**23.33%**  
of the Population

## WORDS THAT WORK

Compassion

Sacrifice

Volunteer



**0/9**  
0% of the Team

## WORDS THAT DON'T WORK

Intentional

Deliberate

Selective



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# Individualistic Team Characteristics

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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

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

### POTENTIAL WEAKNESSES

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

## ENERGIZERS

Create and control destiny

Pursue advancement opportunities

Obtain status symbols

## STRESSORS

Have a small workspace

Lack authority

Delay personal advancement



**23.33%**  
of the Population

## WORDS THAT WORK

Win

Control

Lead



**0/9**

0% of the Team

## WORDS THAT DON'T WORK

Cooperative

Together

Supportive



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# Traditional Team Characteristics

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

## STRENGTHS AND WEAKNESSES

### POTENTIAL STRENGTHS

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

### POTENTIAL WEAKNESSES

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

## ENERGIZERS

Seek consistency

Protect beliefs

Fit within a structure

## STRESSORS

Disregard tradition

Embrace new ideas

Redesign existing systems



**23.33 %**  
of the Population

## WORDS THAT WORK

Ideology

Tradition

Constant



**0/9**  
0% of the Team

## WORDS THAT DON'T WORK

New methods

Progressive

Flexible



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## 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.

<b>Traditional (0%)</b>	<b>Theoretical (22%)</b>
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.
<b>Social (0%)</b>	<b>Utilitarian (44%)</b>
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.
<b>Aesthetic (33%)</b>	<b>Individualistic (0%)</b>
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.



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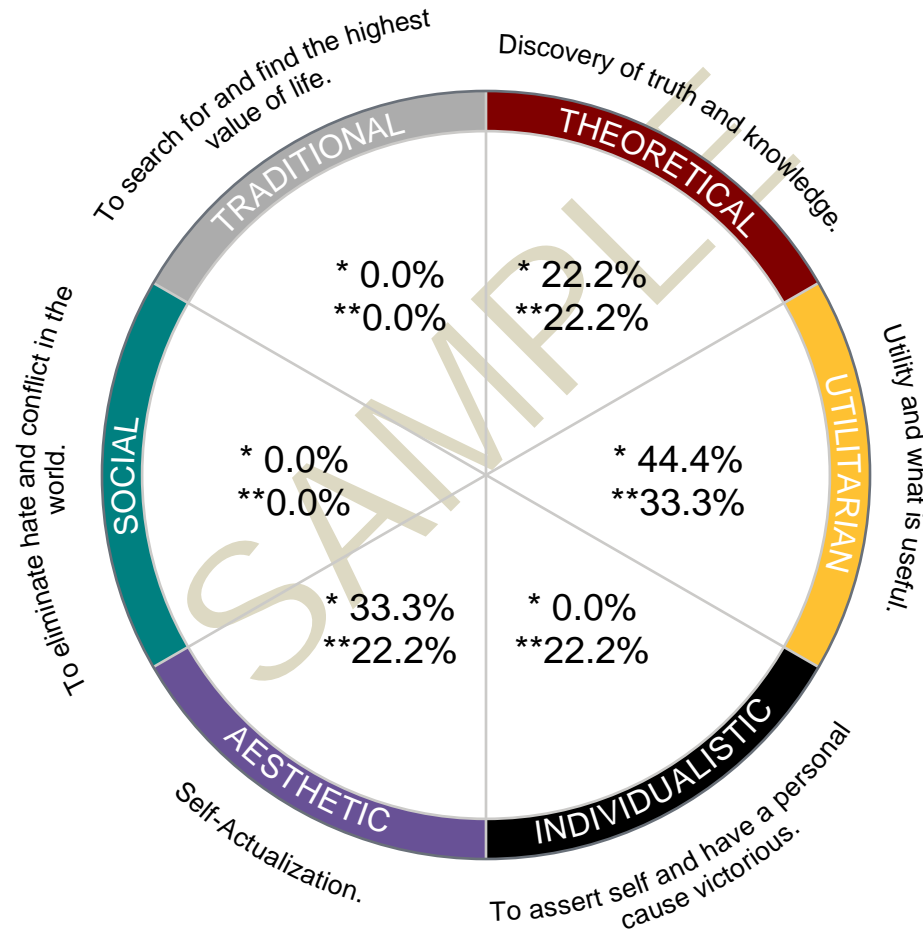
## Team Member Overview

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 (22%)
	James Aire Candice Frazer
Social (0%)	Utilitarian (44%)
	Alec Bonnsetter Rick Bowers Dave Clark Anubhav Sharma
Aesthetic (33%)	Individualistic (0%)
Kate Biben Bobby Tynning Kefei Wang	



# Motivational Goal

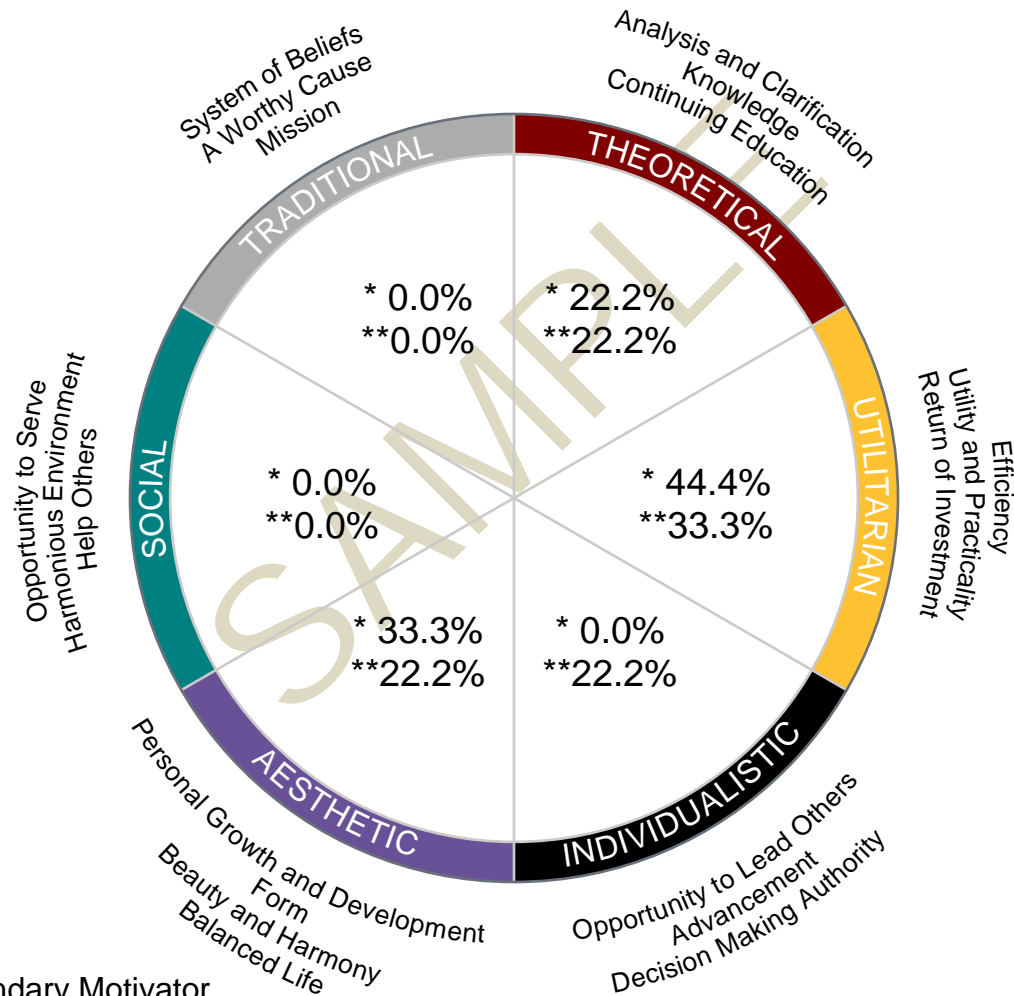


\* - Primary Motivator \*\* - Secondary Motivator





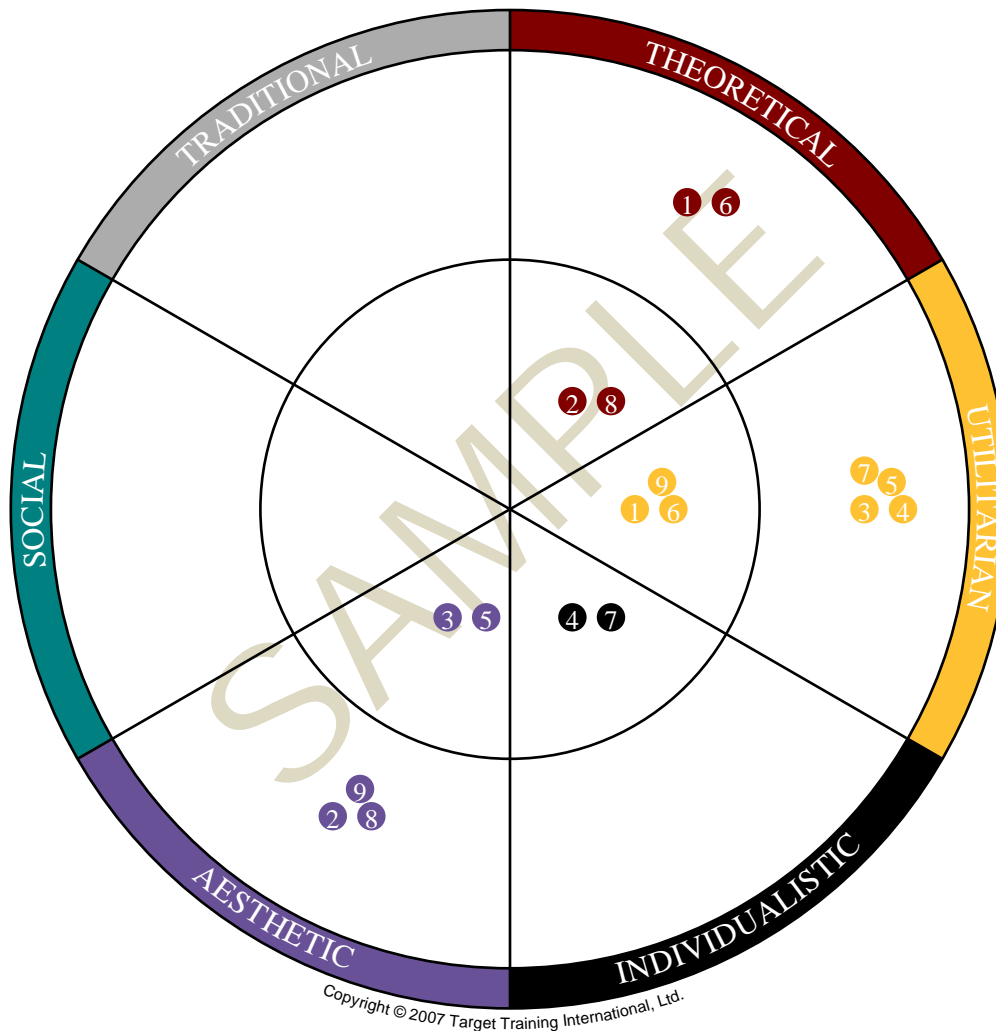
# Ideal Environment



\* - Primary Motivator \*\* - Secondary Motivator



# Motivators Group Wheel



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



## Group Wheel Legend

- 1: James Aire
- 2: Kate Biben
- 3: Alec Bonnstetter
- 4: Rick Bowers
- 5: Dave Clark
- 6: Candice Frazer
- 7: Anubhav Sharma
- 8: Bobby Tynning
- 9: Kefei Wang

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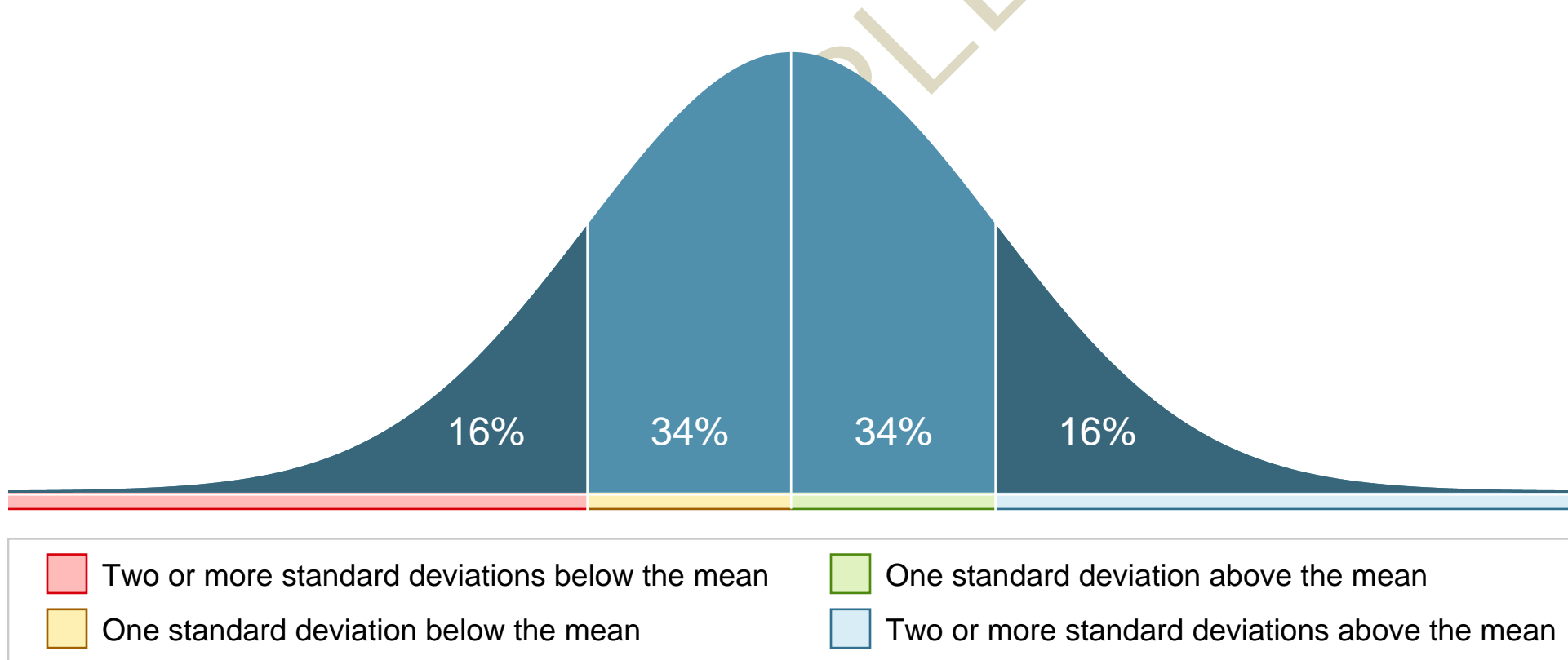
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## The Bell Curve Defined

*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.





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# Motivators Comparison

Motivators	Team Avg.	J. Alire	K. Biben	A. Bonnstetter	R. Bowers	D. Clark	C. Frazer	A. Sharma	B. Tynning	K. Wang	Mean
Utilitarian	57	56	41	62	72	58	59	66	42	59	50
Theoretical	53	70	63	47	42	46	69	38	57	48	60
Aesthetic	52	35	68	59	43	58	37	22	71	71	43
Individualistic	47	54	35	48	58	41	51	63	35	37	57
Traditional	24	22	29	17	23	31	14	30	27	24	47
Social	19	15	16	19	14	18	22	33	20	13	43

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■ 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