



TTI
SUCCESS
INSIGHTS®

TTI Talent Insights®

Engagement

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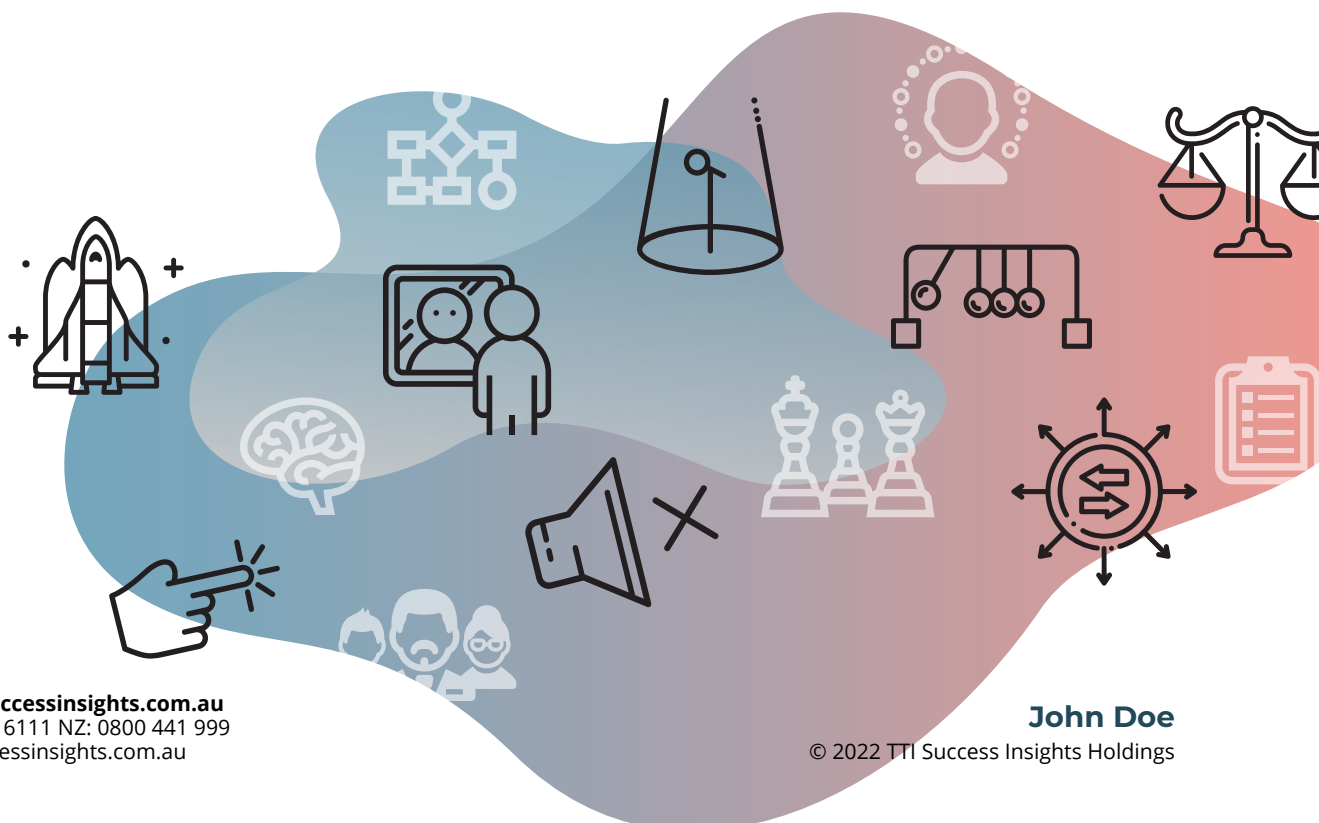


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AUSTRALIA & NEW ZEALAND

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Where Engagement Begins

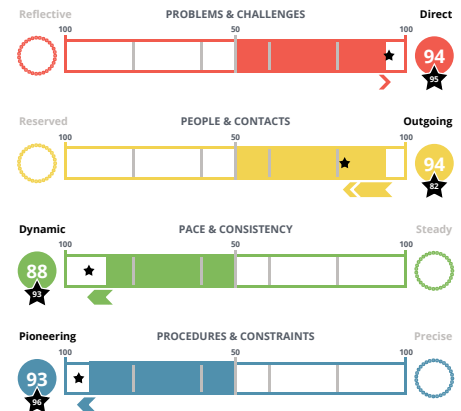


Getting to Know the “How” of John

The following report is designed to help John 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 John prefers to do what he does.

John may selectively withhold his true feelings through friendly conversation. To improve engagement, John may need to adapt to the need for some to digest information before making a decision. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He tends to engage people by being direct, transparent and results-oriented. To create more engaging conversations with John, ask his opinion.

People who present their case effectively will have a better chance of capturing John's attention. This tends to increase his engagement in the conversation both in-person and virtually. He may disengage from what others are saying if they ramble or do not get to the point. By understanding John's need to progress quickly, others will maintain his attention. He could communicate more successfully with others by asking constructive questions when they appear to be struggling to communicate.

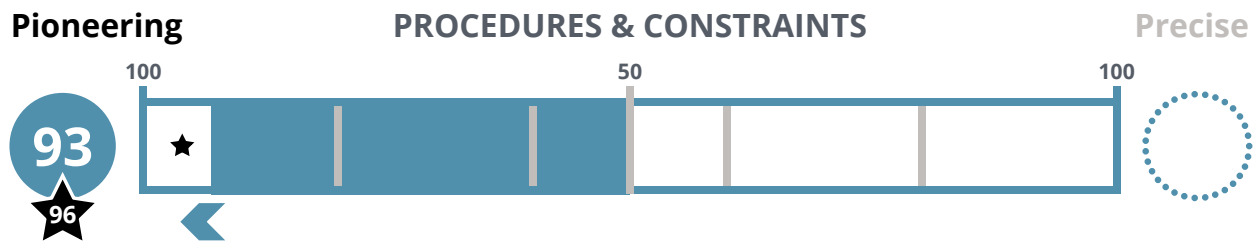
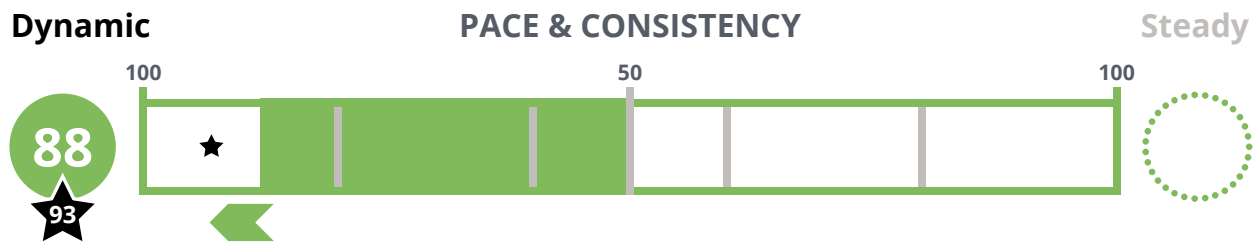
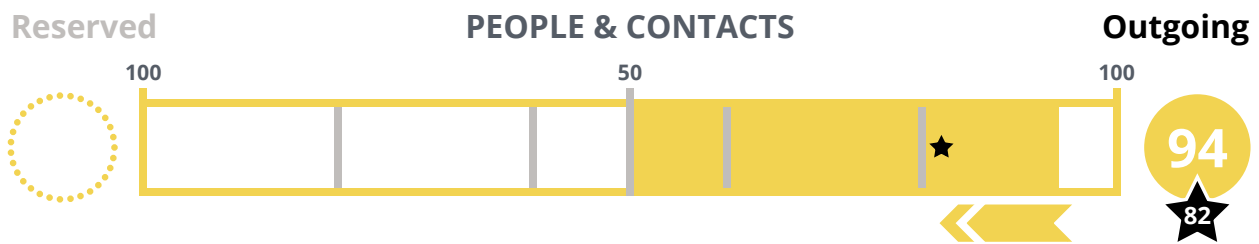
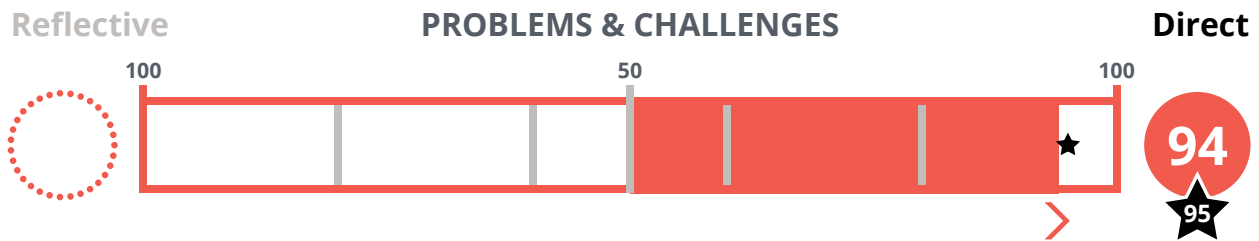


Act: Which statements do you identify with the most? Choose 1 - 3 and reflect on how those shape your day-to-day interactions with others. Share your findings with a leader or colleague to increase engagement.

Behavioural Continuum



Everyone has a varying level of the four main behavioural 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 graph below is a visual representation of where John falls within each continuum.



- ★ Adapted Position
- ◀ Adapted Movement

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Where Engagement Begins

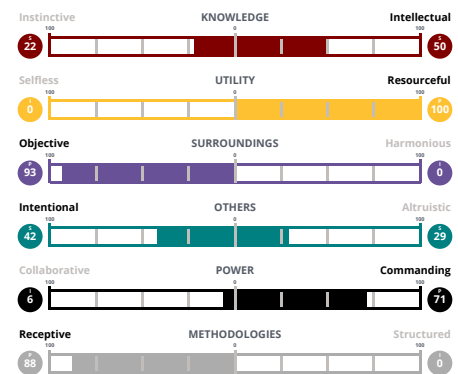
Getting to Know the “Why” of John



What people are drawn to and what keeps people motivated differ from person to person. Below, we explore why John does what he does. In general, what does he value that keeps him motivated and engaged.

John will focus on creating processes to ensure efficiency going forward. He is driven to be very diligent and resourceful. He is driven to maximise opportunities and engagement in order to create financial success. He will not get distracted by the form and beauty in his environment. John will compartmentalise issues to keep the momentum moving forward. He can stay engaged with the task at hand regardless of his surroundings.

Given the choice, John would choose to engage in new opportunities. He is most engaged when thinking outside-the-box. John will strive to maintain his individuality when engaging in group settings. He may be energised by public recognition. He will be creative when resources are scarce. He is energised by building a framework that maximises his time and talent invested in a project.

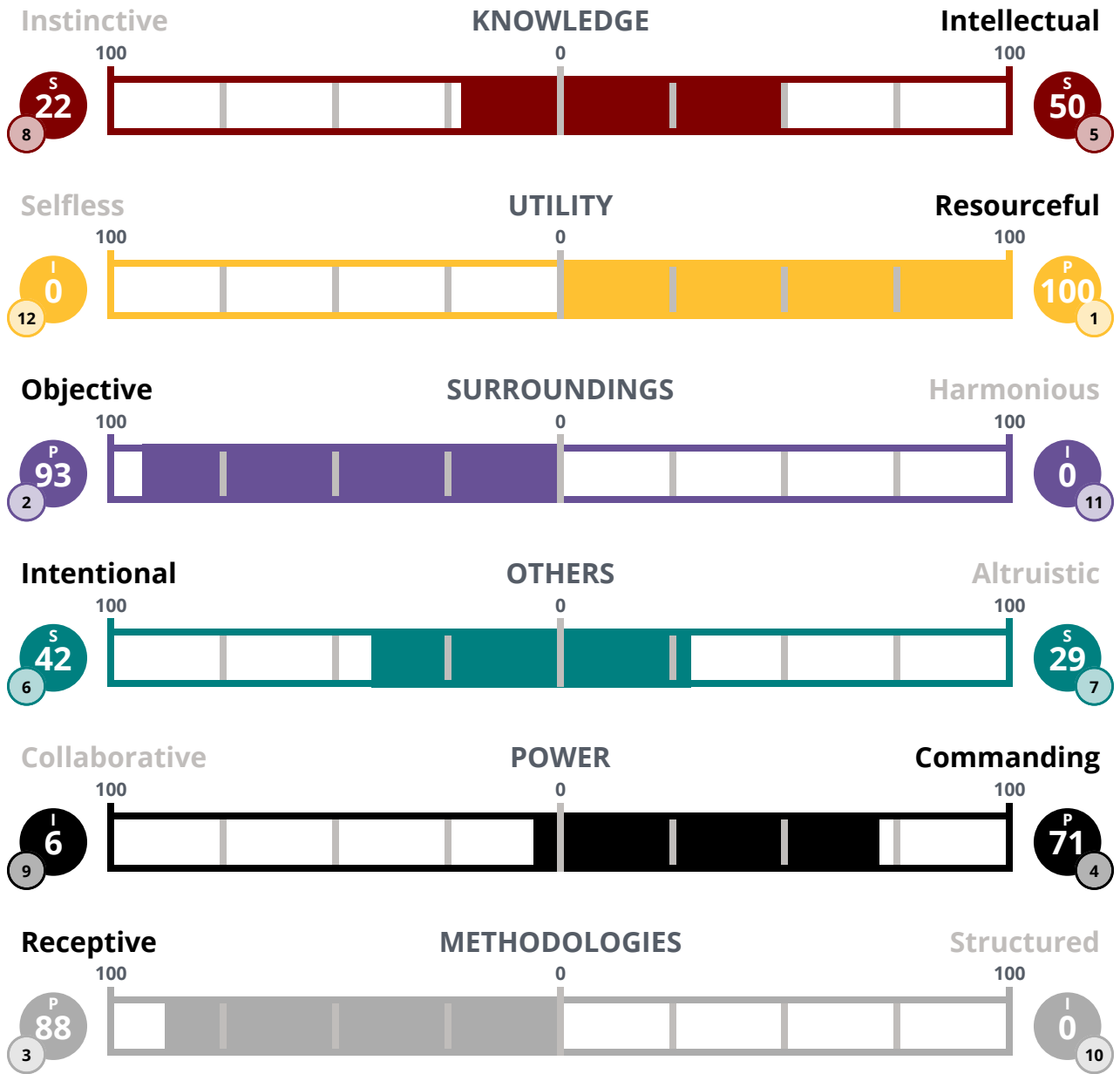


Act: Which statements do you identify with the most? Choose 1 - 3 and reflect on how each statement contributes to your level of engagement. Share your findings with a leader or colleague to increase engagement.

Motivational Continuum



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



P Primary, Situational, or Indifferent
76 Driving Forces Score
3 Driving Forces Rank

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Keys to Engagement

Unlocking John's Potential

Is not 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 John engaged.

Engagement happens when...

- He is directly responsible for the efficiency of a project.
- There is an ability to drive projects with practical results.
- Things are done quickly and to the highest level of functionality.
- Focus is on functionality as an indicator of success.
- All systems and structures are cutting-edge and generating results.
- He has the ability to solve problems by examining many new approaches.
- His team understands the value of short-term and fast-moving ideas and results.
- He has the ability to create, share and control the vision.



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.

Creating Peak Productivity



Where John Excels

Call it a happy place, safe space or ideal environment; each of these descriptions 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 John's preferences that will engage his most productive self.

John's productive place includes...

- ▶ Economic, competitive and challenging incentives.
- ▶ Compensation based on results and a return to the organisation.
- ▶ Freedom to focus on the functionality over the appearance.
- ▶ An objective, results-driven environment.
- ▶ Opportunities to alter existing systems to make them bigger, better and faster.
- ▶ The opportunity to achieve results by challenging the status quo.



- ▶ Leadership that appreciates and rewards powerful risk-taking.
- ▶ Competition and winning strategies.

Reflect: Where do you do your best work? What and who are 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?

Engaging Through Communication



How (and How Not) to Talk with John

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

Do...

- ✓ Stick to business--let him decide if he wants to talk socially.
- ✓ Come prepared with well-organised thoughts.
- ✓ Provide ideas for implementing action.
- ✓ Provide questions, alternatives and choices for making his own decisions.



Do not...

- ✗ Place too much emphasis on the personal relationship.
- ✗ Be disorganised or distract his mind from business.
- ✗ Get caught up in the "what-ifs" with him or you will lose time.
- ✗ Let disagreement reflect on him personally.

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.

Avoiding Time Traps

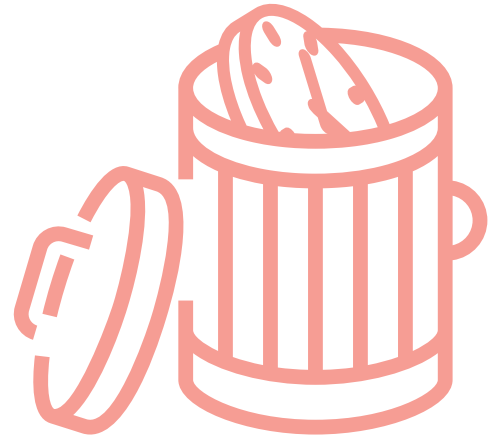


Maximising John's Time

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 John's personal set of time traps and tips to overcome "wasting" valuable time.

Time traps

- ❌ Doing too much.
- ❌ Wants to "go with the flow" and not be restricted by a daily schedule.
- ❌ Unrealistic time expectations on himself and others to complete tasks.
- ❌ Underestimating the abilities of others.



Time savers

- ✓ Establish a timeline for making decisions.
- ✓ Delegate tasks with accountability when possible.
- ✓ Establish an objectives-based approach to the day.
- ✓ Identify and engage key individuals to handle specific problems.

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.



Make It or Break It

How John 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 maximise the engagement of the group. The list below identifies a few of those strengths and potential weaknesses that John brings to the team.



STRENGTHS

- ✓ Believes in getting results at all costs.
- ✓ Seeks responsibility.
- ✓ Self-confident.
- ✓ Sets high standards.
- ✓ Emphasises timely project completion.



WEAKNESSES

- ⊘ May cause burnout.
- ⊘ May overuse position of power and authority.
- ⊘ Possibility of offending others.
- ⊘ High standards may be impossible to achieve.
- ⊘ Push and pull rather than lead.

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.



Making an Impression

How Others View John

Stress or pressure can make people act in many different ways. But, think about how those actions might be perceived by others. Realising 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. The list below outlines how John sees himself and how others might perceive John.



John Sees himself as...

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



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

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



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

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

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



Identifying Obstacles

Getting John Out of his 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 John in identifying some of his potential limitations.

John may...



Change or shuffle priorities daily.



Have difficulty finding work/life balance.



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



Lack consistency due to ever-changing direction.



Take on too much, too soon, too fast.



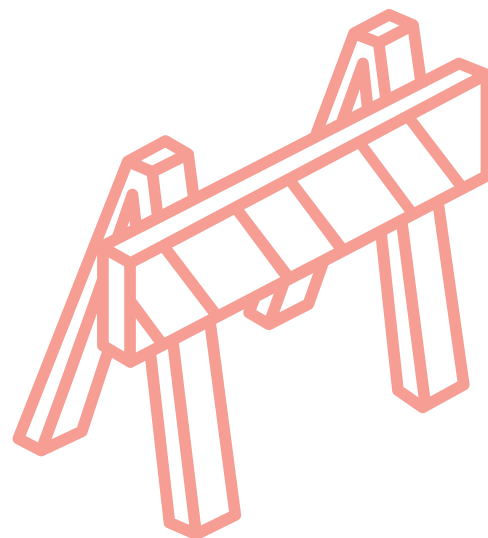
Have trouble delegating and just does it himself.



Resist participation as part of the team unless seen as a leader.



Set standards for himself and others that are impossible to reach.



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.