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Your look at TTI's 12 Driving Forces® Assessment



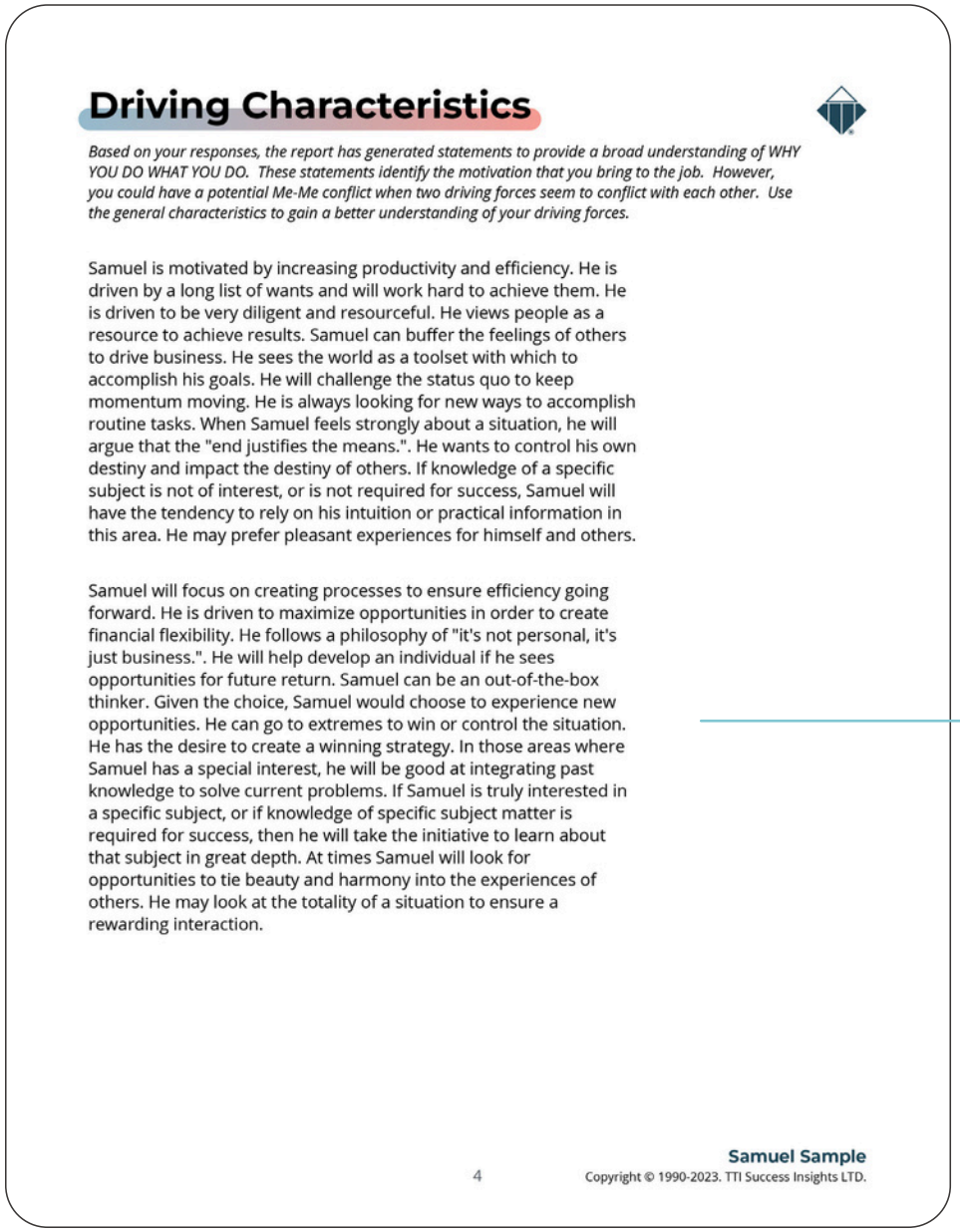
Reveal the 'why' behind behavior, uncovering insights about motivation, passion, and drive.

These sample pages just scratch the surface of all that's available in the 12 Driving Forces assessment.

Contact LIG Coaching & Consulting for a complimentary Discovery Conversation to learn more or access the full report.

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Driving Characteristics Page



Driving Characteristics

Based on your responses, the report has generated statements to provide a broad understanding of WHY YOU DO WHAT YOU DO. These statements identify the motivation that you bring to the job. However, you could have a potential Me-Me conflict when two driving forces seem to conflict with each other. Use the general characteristics to gain a better understanding of your driving forces.

Samuel is motivated by increasing productivity and efficiency. He is driven by a long list of wants and will work hard to achieve them. He is driven to be very diligent and resourceful. He views people as a resource to achieve results. Samuel can buffer the feelings of others to drive business. He sees the world as a toolset with which to accomplish his goals. He will challenge the status quo to keep momentum moving. He is always looking for new ways to accomplish routine tasks. When Samuel feels strongly about a situation, he will argue that the "end justifies the means.". He wants to control his own destiny and impact the destiny of others. If knowledge of a specific subject is not of interest, or is not required for success, Samuel will have the tendency to rely on his intuition or practical information in this area. He may prefer pleasant experiences for himself and others.

Samuel will focus on creating processes to ensure efficiency going forward. He is driven to maximize opportunities in order to create financial flexibility. He follows a philosophy of "it's not personal, it's just business.". He will help develop an individual if he sees opportunities for future return. Samuel can be an out-of-the-box thinker. Given the choice, Samuel would choose to experience new opportunities. He can go to extremes to win or control the situation. He has the desire to create a winning strategy. In those areas where Samuel has a special interest, he will be good at integrating past knowledge to solve current problems. If Samuel is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth. At times Samuel will look for opportunities to tie beauty and harmony into the experiences of others. He may look at the totality of a situation to ensure a rewarding interaction.

Samuel Sample
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These paragraphs highlight your strongest motivational scores. Knowing what motivates you can lead to more engagement and fulfillment at work.

This section provides clarity about how to hit your goals and communicate your needs professionally.



Strengths & Weaknesses

The following section will give you a general understanding of the strengths and weaknesses of Samuel's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of a strength can be perceived as a weakness to others.

Potential Strengths

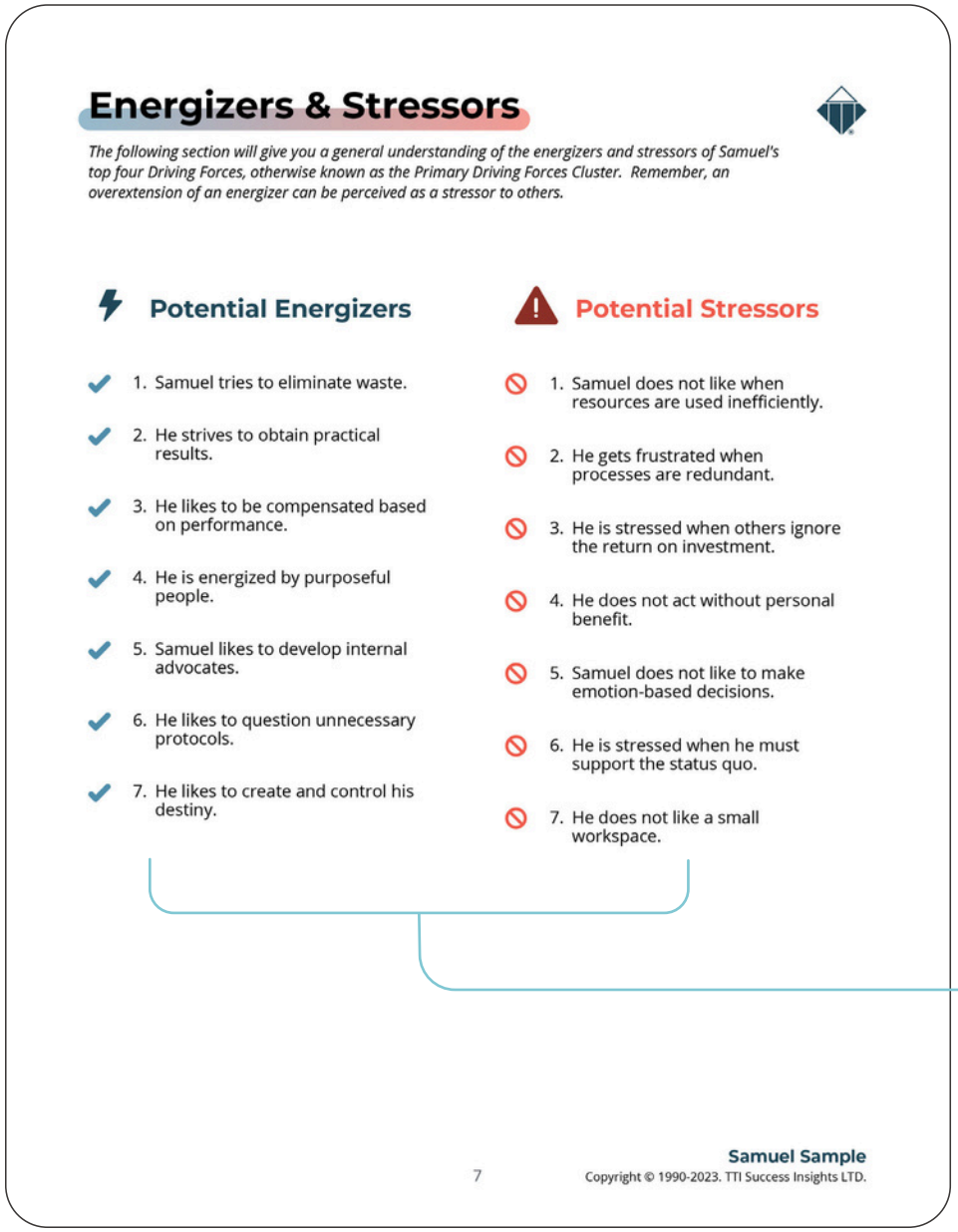
1. Samuel configures resources to maximize output.
2. He tends to focus on the return on investment.
3. He tends to maximize efficiency and productivity.
4. He will help others when others are willing to work hard.
5. Samuel will seek to develop or help others when he can see future opportunities.
6. He will adopt aspects of systems if he sees a benefit.
7. He strives to advance his position.

Potential Weaknesses

1. Samuel tends to view people and resources as tools to achieve an outcome.
2. He may view material possessions and money as a scorecard.
3. He may be perceived as a workaholic.
4. He may create scenarios that benefit himself more than others.
5. Samuel may expect something in return each time he helps or serves others.
6. He resists overly structured ways of thinking and approaches.
7. He can be driven by the desire to achieve status and recognition.

This page highlights your motivational strengths and areas of opportunity. Use it to understand and maximize your potential.

Remember, your potential weaknesses are a strength overextended. Only you get to identify if it's truly a weakness.



Energizers & Stressors

The following section will give you a general understanding of the energizers and stressors of Samuel's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of an energizer can be perceived as a stressor to others.

Potential Energizers

1. Samuel tries to eliminate waste.
2. He strives to obtain practical results.
3. He likes to be compensated based on performance.
4. He is energized by purposeful people.
5. Samuel likes to develop internal advocates.
6. He likes to question unnecessary protocols.
7. He likes to create and control his destiny.

Potential Stressors

1. Samuel does not like when resources are used inefficiently.
2. He gets frustrated when processes are redundant.
3. He is stressed when others ignore the return on investment.
4. He does not act without personal benefit.
5. Samuel does not like to make emotion-based decisions.
6. He is stressed when he must support the status quo.
7. He does not like a small workspace.

7

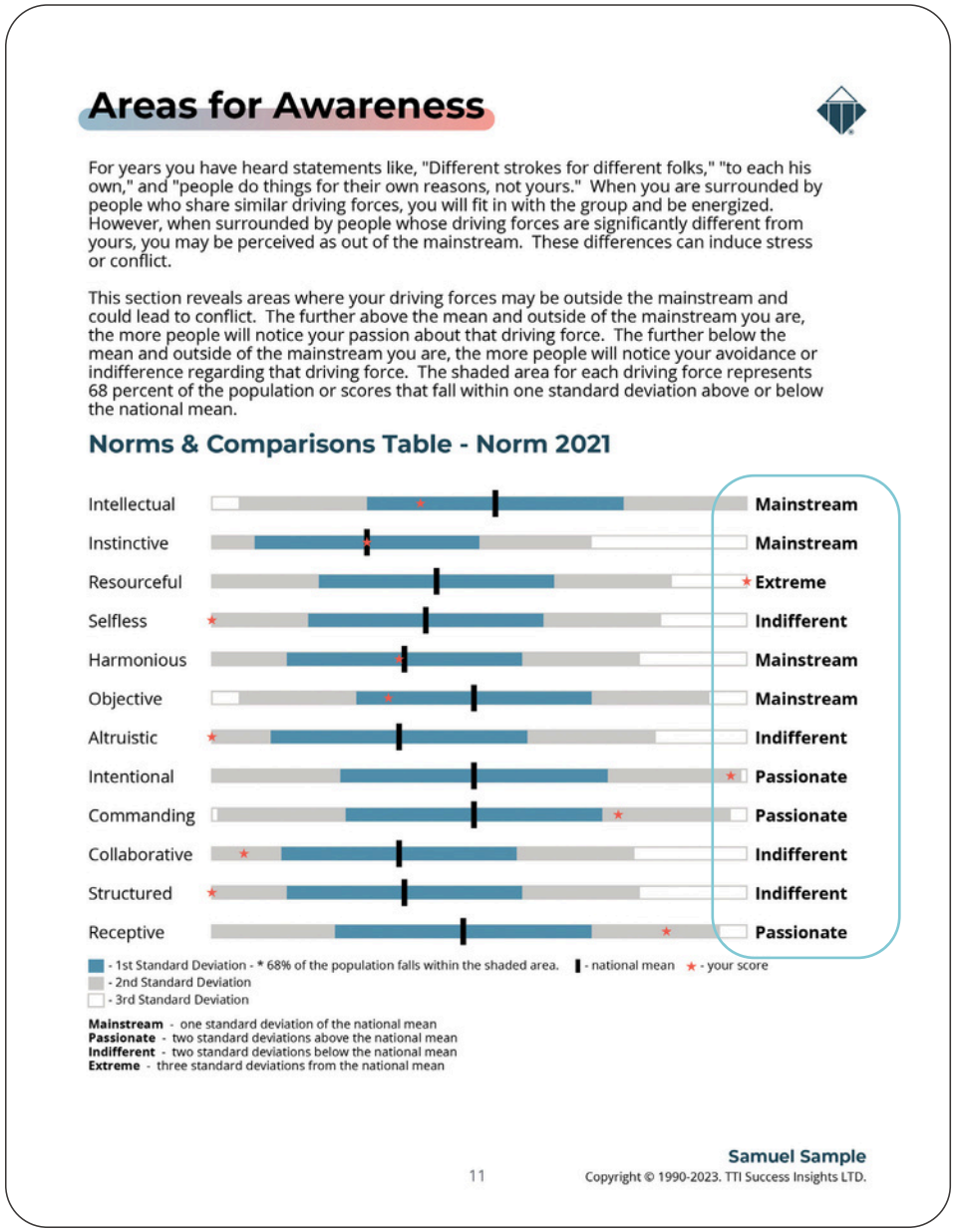
Samuel Sample

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This page helps you understand what fills your cup (energizers) and what depletes it (stressors).

After reading through the lists, consider how much of your work falls on the energizing side, and how much falls on the stressful side.

Areas for Awareness Page



Areas for Awareness

For years you have heard statements like, "Different strokes for different folks," "to each his own," and "people do things for their own reasons, not yours." When you are surrounded by people who share similar driving forces, you will fit in with the group and be energized. However, when surrounded by people whose driving forces are significantly different from yours, you may be perceived as out of the mainstream. These differences can induce stress or conflict.

This section reveals areas where your driving forces may be outside the mainstream and could lead to conflict. The further above the mean and outside of the mainstream you are, the more people will notice your passion about that driving force. The further below the mean and outside of the mainstream you are, the more people will notice your avoidance or indifference regarding that driving force. The shaded area for each driving force represents 68 percent of the population or scores that fall within one standard deviation above or below the national mean.

Norms & Comparisons Table - Norm 2021

Intellectual	Mainstream
Instinctive	Mainstream
Resourceful	Extreme
Selfless	Indifferent
Harmonious	Mainstream
Objective	Mainstream
Altruistic	Indifferent
Intentional	Passionate
Commanding	Passionate
Collaborative	Indifferent
Structured	Indifferent
Receptive	Passionate

- 1st Standard Deviation - * 68% of the population falls within the shaded area. - national mean ★ - your score
- 2nd Standard Deviation
- 3rd Standard Deviation

Mainstream - one standard deviation of the national mean
Passionate - two standard deviations above the national mean
Indifferent - two standard deviations below the national mean
Extreme - three standard deviations from the national mean

Samuel Sample

11

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See how you compare to the rest of the population, and what it means to be outside of the mainstream. Use these insights to identify where you can adjust your expectations of yourself or others.

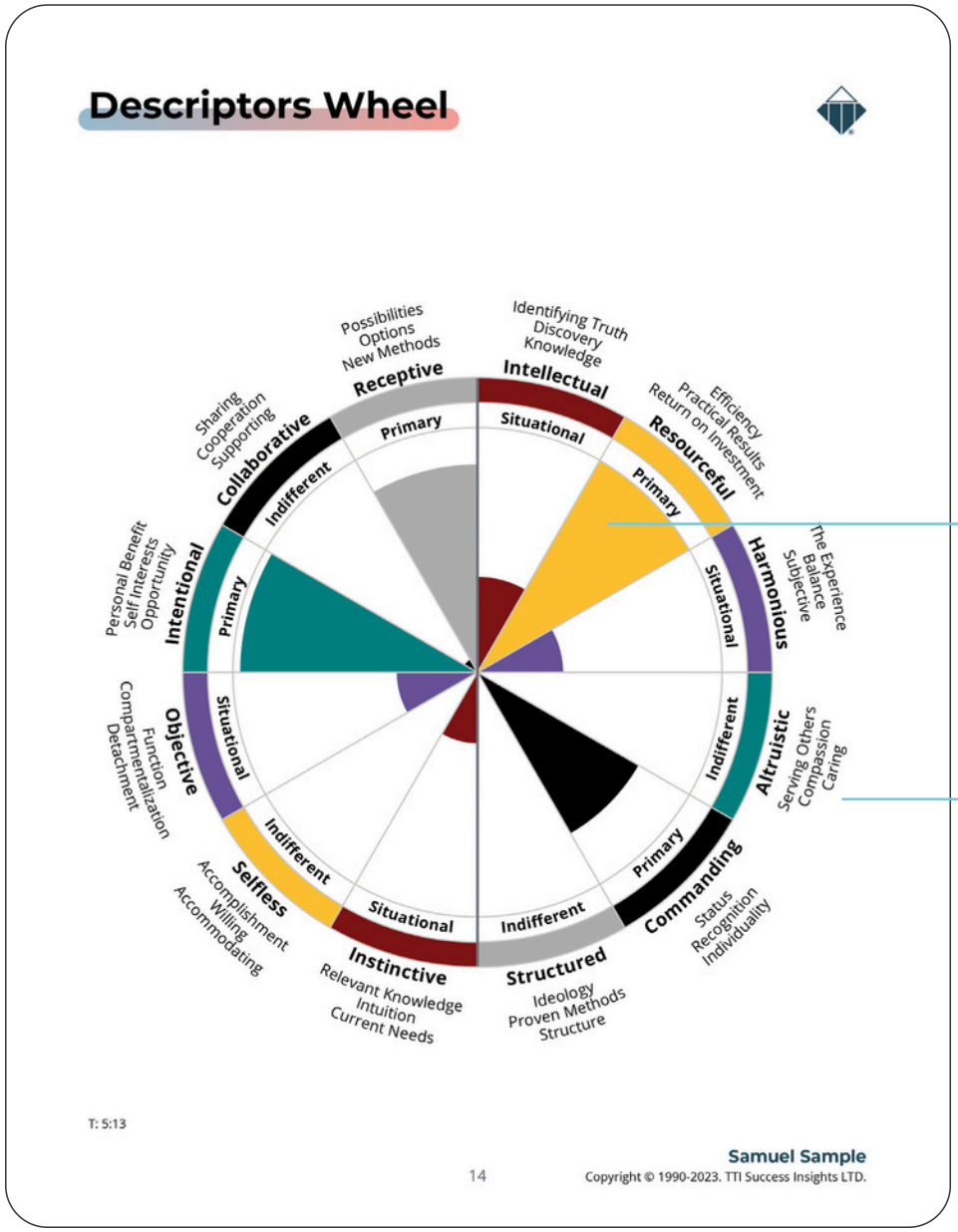
Extreme scores can lead to unrealistic expectations for others.

Passionate scores show the drivers you can utilize and be rewarded for in your career.

Mainstream scores show where you will fall in with the crowd and match general expectations.

Indifferent scores show potential areas for conflict.

Descriptors Wheel Page



The Descriptors Wheel is a tool to visualize your primary motivations, showing the contrasting driving forces across the wheel.

The size of the wedge indicates the intensity of that motivation.

The gray words describing each motivation can reveal why it's important to you. The bigger the wedge, the more you may resonate with all three description words.

Experience the Full 12 Driving Forces® Report.

The 12 Driving Forces® assessment explores motivation and engagement through six factors, measuring **why you do what you do.**

The 12 Driving Forces® helps:

- **Find real meaning in work**
- **Uncover areas of opportunity**
- **Boost engagement and retention**



Unlock the power of 12DF® in your life & business.

Take an assessment for yourself and access your full report.

Turn greater awareness into action!

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