



TTI Success Insights[®]

Team Motivators Report

*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

Team Motivators Report

Department
10-6-2008



INTRODUCTION

Knowledge of an individual's attitudes helps to tell us WHY they do things. The TTI Success Insights® Team Motivators Report measures the relative prominence, within a team, of six basic interests or attitudes:

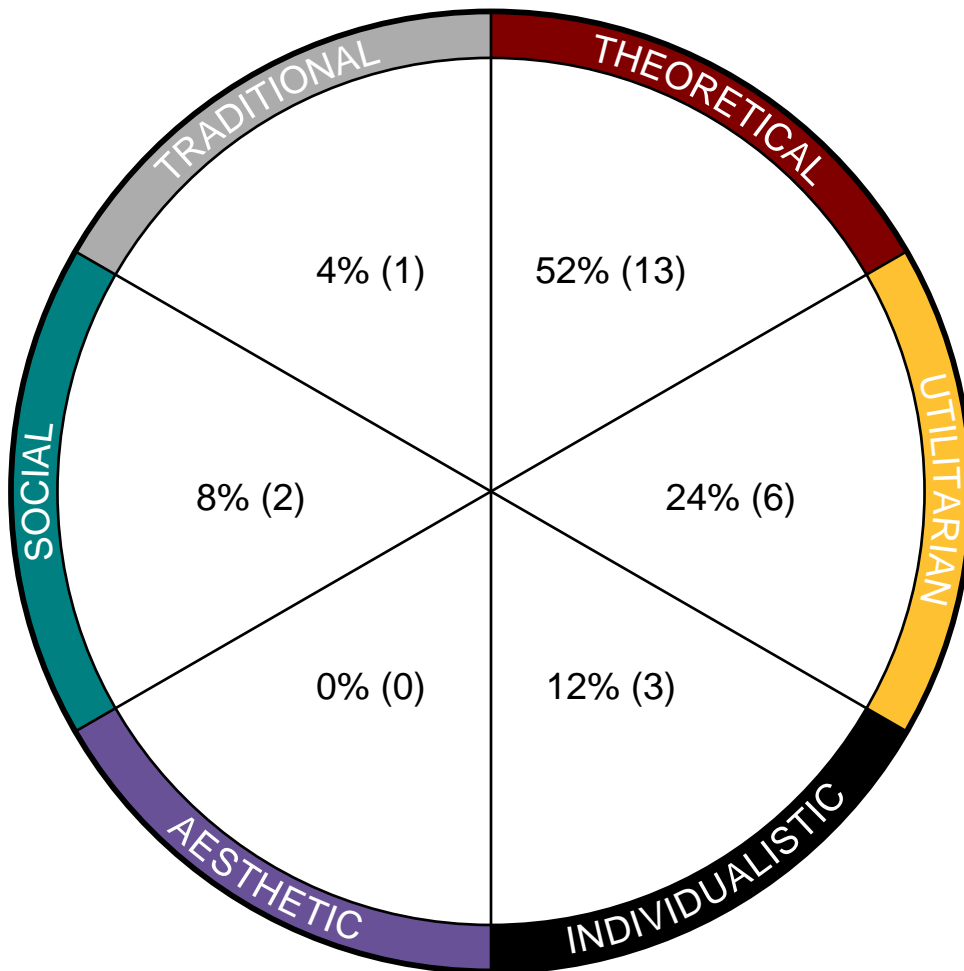
- Theoretical
- Utilitarian
- Aesthetic
- Social
- Individualistic
- Traditional

Attitudes help to initiate one's behavior and are sometimes called the hidden motivators because they are not always readily observed. It is the purpose of this report to help illuminate and amplify some of those motivating factors and to build on the strengths that each person brings to a team.



PRIMARY MOTIVATION

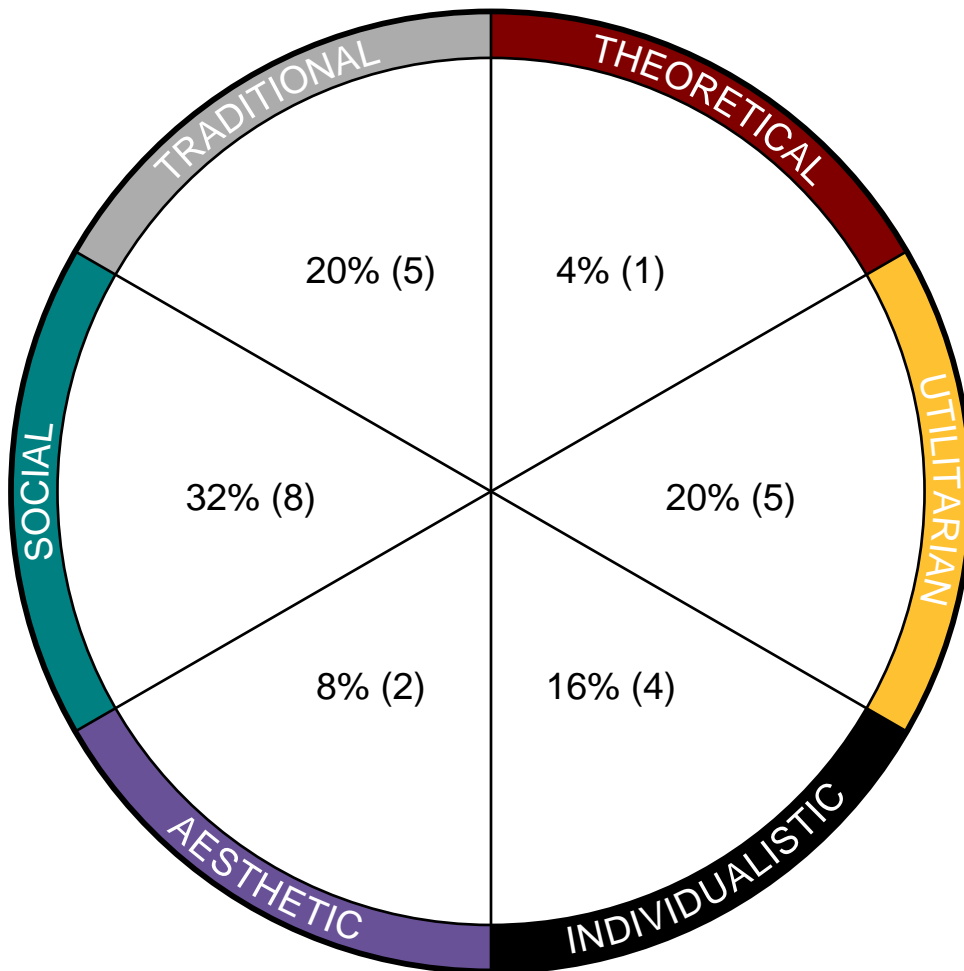
The following wheel displays the primary motivator breakdown of the selected team.





SECONDARY MOTIVATION

The following wheel displays the secondary motivator breakdown of the selected team.





THEORETICAL

28% of the team selected has Theoretical as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Theoretical motivator.

28% of Team (14)

Driving Factors

Theoreticals thrive on:

- Solving team problems or mysteries.
- Pursuit of knowledge, identification of truth and untruth.
- Discovery of truth within the team.
- Objectivity in all areas.
- Rational, objective facts and experiences.

Hindering Factors

Theoreticals tend to:

- Ignore or neglect practical matters as they relate to the team.
- Place a higher value on discovery of truth rather than personal safety.
- Focus more on the discovery versus the application.
- Over focus on facts and truth within the team.
- Not make timely decisions because of being on the search for truth.

Team Characteristics

Theoreticals tend to:

- Focus on rational, objective fact and experience.
- Present research and draw conclusions.
- Ask research and discovery questions of the team.
- Attend seminars, webinars and conference calls.
- Advance knowledge of the team.



UTILITARIAN



22% of the team selected has Utilitarian as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Utilitarian motivator.

22% of Team (11)

Driving Factors

Utilitarians thrive on:

- Gaining measurable returns on all investments of time, talent and resources.
- The creative application of all team resources.
- Practicality within the team and its resources.
- Team efficiency.
- Obtaining desired results while getting a strong return.

Hindering Factors

Utilitarians tend to:

- Be willing to give, but always want something in return.
- Get discouraged if team returns are inadequate.
- Over focus on the return therefore potentially losing the detail.
- Focus on ideal utility and may lose sight of realistic utilization of resources.
- Sacrifice quality and feelings for utility and efficiency.

Team Characteristics

Utilitarians tend to:

- Utilize team resources to accomplish results.
- Produce goods, materials and services and market them for economic gain.
- Have a tremendous ability to maximize team resources.
- Be aware of the return on investment of team resources and time.
- Be mindful of team members who waste time and/or resources.



SOCIAL



20% of the team selected has Social as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Social motivator.

20% of Team (10)

Driving Factors

Socials thrive on:

- Opportunities to develop potential in team members.
- Assisting with the needs and struggles of team members.
- The ability to be selfless.
- Taking a personal interest in team members.
- The elimination of suffering the team can bring to the world.

Hindering Factors

Socials tend to:

- Focus on team members and can be injurious to self.
- Be overzealous for a cause, which may lead to harmful behavior to self or team.
- Prone to lose/win relationships, focusing only on the benefit to others.
- Be generous of team resources with no expectation of return.
- Place the benefit to the cause over the benefit of the team or self.

Team Characteristics

Socials tend to:

- Invest self in team members and cause.
- See and develop potential in team members.
- Focus on how others will benefit.
- Focus on how pain and conflict will be decreased.
- Maximize the potential of each team member.



INDIVIDUALISTIC



14% of the team selected has Individualistic as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Individualistic motivator.

14% of Team (7)

Driving Factors

Individualistics thrive on:

- Achieving higher positions.
- Tactical approaches to life.
- Team relationships that advance position.
- Planning and carrying out a winning strategy.
- Leading a team.

Hindering Factors

Individualistics tend to:

- Over focus on power and position.
- Lack motivation if advancement is not an option.
- Place own achievement possibilities over that of the team.
- Let power control them.
- Overstep authority within the team.

Team Characteristics

Individualistics tend to:

- Lead the team.
- Use tactics and positioning within the team.
- Need authority equal to responsibility within the team.
- Work within the chain of command in order to advance own position.
- Need respect from others equal to their position on the team.



TRADITIONAL



12% of the team selected has Traditional as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Traditional motivator.

12% of Team (6)

Driving Factors

Traditionals thrive on:

- The pursuit of the "divine" in life.
- The totality of life.
- The ability to apply their principles to all situations.
- Principle based decision making.
- Having a system for living.

Hindering Factors

Traditionals tend to:

- Put their own system for living above all others.
- Sacrifice self for beliefs or cause.
- Follow beliefs or causes to the detriment of the team.
- Place self in harms way for belief or cause.
- Be close minded to new ideas or change within the team.

Team Characteristics

Traditionals tend to:

- Search for the meaning of life in a system.
- Live consistently according to a "closed" book.
- Demonstrate how their system will improve the team.
- Set rules for team members to live by.
- Implement systems and principles within the team.



AESTHETIC



4% of the team selected has Aesthetic as the number one or two motivator. Based on this information the following statements have been provided to give the team members a clearer understanding and appreciation of the Aesthetic motivator.

4% of Team (2)

Driving Factors

Aesthetics thrive on:

- The use of subjective experiences.
- Creative expression within the team.
- The ability to understand the feelings of team members.
- The appreciation of all impressions.
- The uniqueness of experiences missed by other team members.

Hindering Factors

Aesthetics tend to:

- See an unrealistic picture of how the team should be.
- Avoid situations of disharmony within the team.
- Let pain and obstacles in life affect their ability to work on a team.
- Be ineffective in a chaotic environment.
- Become frustrated if team environment doesn't allow for personal growth.

Team Characteristics

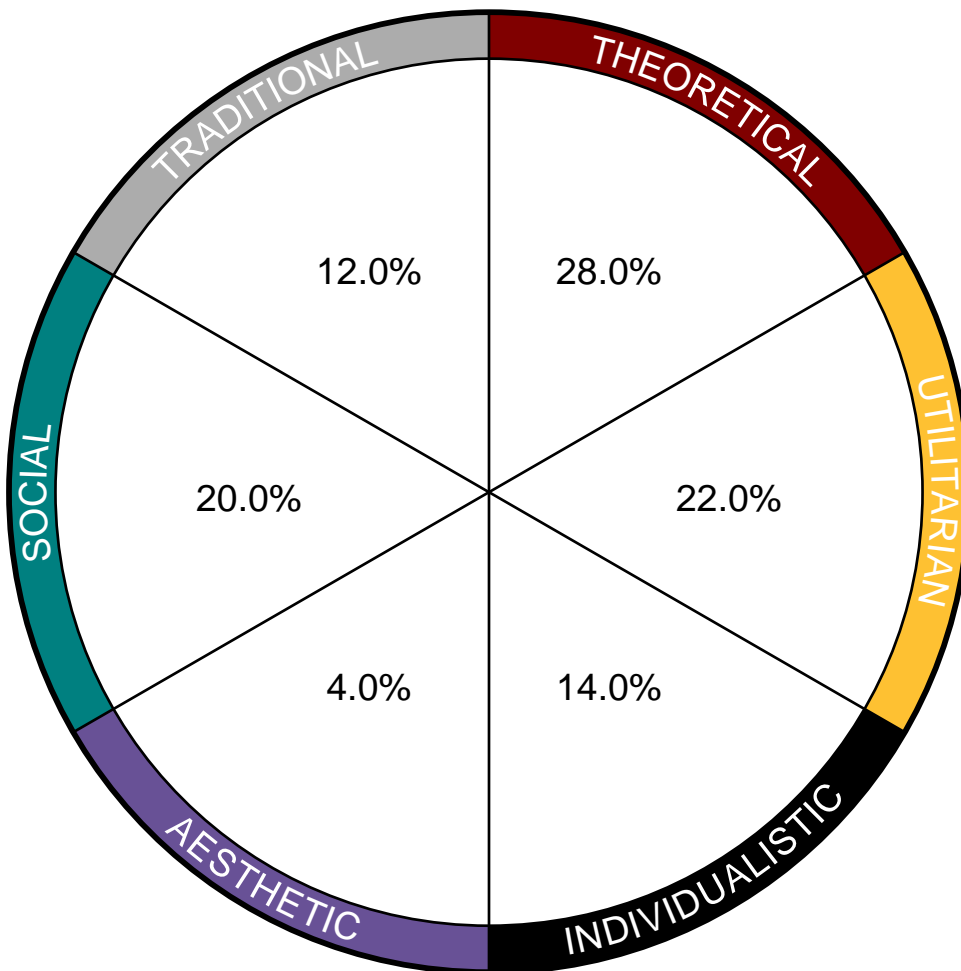
Aesthetics tend to:

- Strive for self-realization, self-fulfillment and self-actualization.
- Focus on the removal of pain and discomfort within the team.
- Focus on team growth and development.
- Identify areas of the team that are out of balance.
- Try to restore form, harmony and balance to the team.



POTENTIAL NEED FOR TEAM MEMBERS

This section is designed to provide information on the motivators that may be low or absent from the team dynamic. The following pages will explain what each of these motivators bring to a team. In some cases not all motivators may be needed or rewarded by the culture of the team or organization.

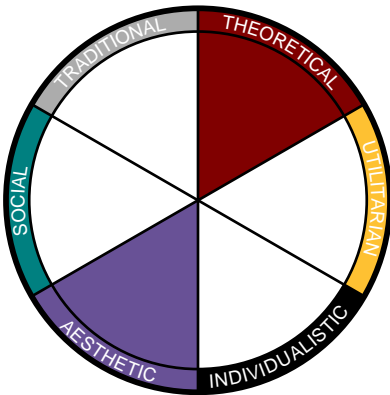




MOTIVATIONAL APPRECIATION

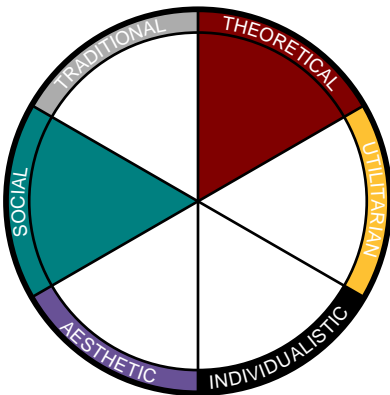
This section focuses on the potential conflict among the different motivators and indicates how well motivators will initially blend or not blend. It is important to note that this Values report only interprets motivators and does not account for the influence of behaviors. Respondents with similar values may agree on what to do but may differ on how to do it.

Theoretical ↔ Aesthetic



- Objective to Subjective
- Facts to Feelings
- Theoreticals will question every aspect of the Aesthetic's way of being and will not be satisfied with subjective answers.
- To Aesthetics, Theoreticals may seem to be closed-minded, know-it-alls.
- Aesthetics will reject or avoid truths or facts which cause a person pain or disharmony, and the rejection or dismissal of those truths will baffle and possibly anger the high Theoretical.

Theoretical ↔ Social

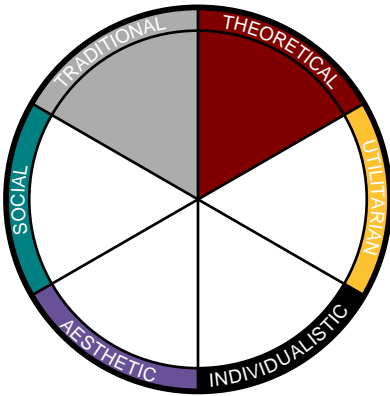


- Theoreticals will fail to see the logic in some of the high Social's choices when people get placed above the search for truth.
- Theoreticals will be accepting of a certain degree of pain or loss when seeking this truth, where the high Social will not be accepting of the same exchange.
- Fact driven choices can be insensitive to people and will be seen by Socials as a great injustice.
- Socials will not understand how the Theoreticals can reach such conclusions when the outcome is callous and uncaring.



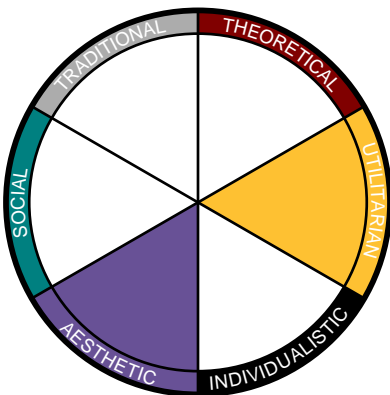
MOTIVATIONAL APPRECIATION

Theoretical ↔ Traditional



- May view each other as stubborn, closed-minded and possibly ignorant.
- Theoretical will challenge the Traditional's system of living.
- Theoretical will not be accepting of the Traditional's subjective reasoning and will counter argue with facts and fact-driven questioning.
- Traditionals may feel that Theoreticals are missing the big picture by focusing on the objective and not allowing themselves to be open to belief.

Utilitarian ↔ Aesthetic

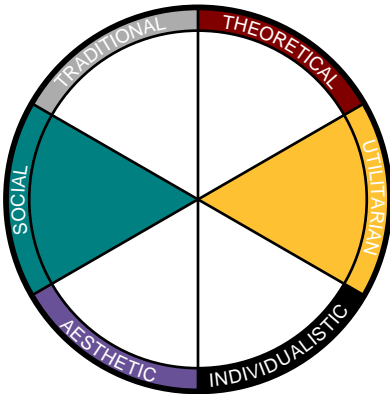


- Utility and Function to Form and Harmony
- Utilitarians may view the Aesthetic's strive for form and beauty as a waste of time and resources.
- Utilitarians will fail to see any return on investment in the Aesthetic's creative expression.
- The objective reality of efficiency will directly conflict with subjective feelings.
- Aesthetics will reject or avoid bottom line decisions made from utility that cause personal pain or disharmony.



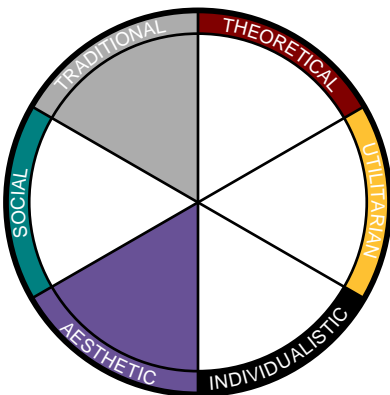
MOTIVATIONAL APPRECIATION

Utilitarian ↔ Social



- Utilitarians will take the most efficient course of action and may lead to a degree of negative social impact which will be strongly contested by Socials.
- Utilitarians will expect some kind of return on their investment and, therefore, fail to understand or agree with the selfless acts of someone with a high Social.
- Utilitarians may view Socials as being an easy mark or doormat.
- Socials may view Utilitarians as selfish and self-serving.
- Socials will not understand or agree with bottom-line decisions based on efficiency and return on investment, which may cause conflict, pain or stress.

Aesthetic ↔ Traditional

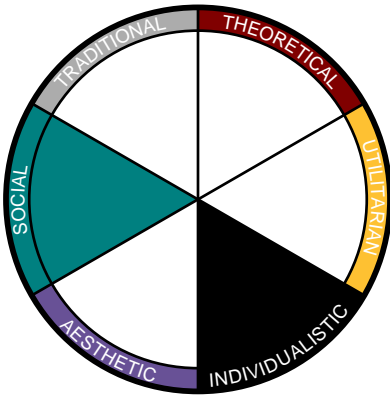


- Conflicts between Aesthetics and Traditionals will occur when there is a difference of approach or belief.
- Aesthetics may reject or disagree with factors of the Traditional's system of living, which will cause disharmony and stress for Aesthetics.
- Traditionals will have a strong belief in their system of living, but Aesthetics may not see or agree with the path or methods used by that system.
- With both parties clinging to their beliefs, the argument can quickly become a deadlocked stalemate where the Traditional is offended that their system is being challenged and the Aesthetic is offset by the disharmony.



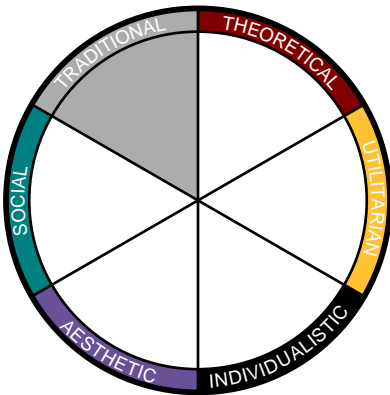
MOTIVATIONAL APPRECIATION

Social ↔ Individualistic



- Socials will have issues with Individualistics placing themselves above others.
- When helping others, Individualistics will use it to advance or further themselves in some manner. Socials will have issues with this approach to helping because they feel aiding others should be a selfless act.
- Individualistics may have little respect for the Social's selflessness.
- Individualistics will view selfless acts as missed or wasted opportunities.
- Socials may view Individualistics as selfish and self-centered.
- Individualistics view Socials as allowing themselves to be taken advantage of.

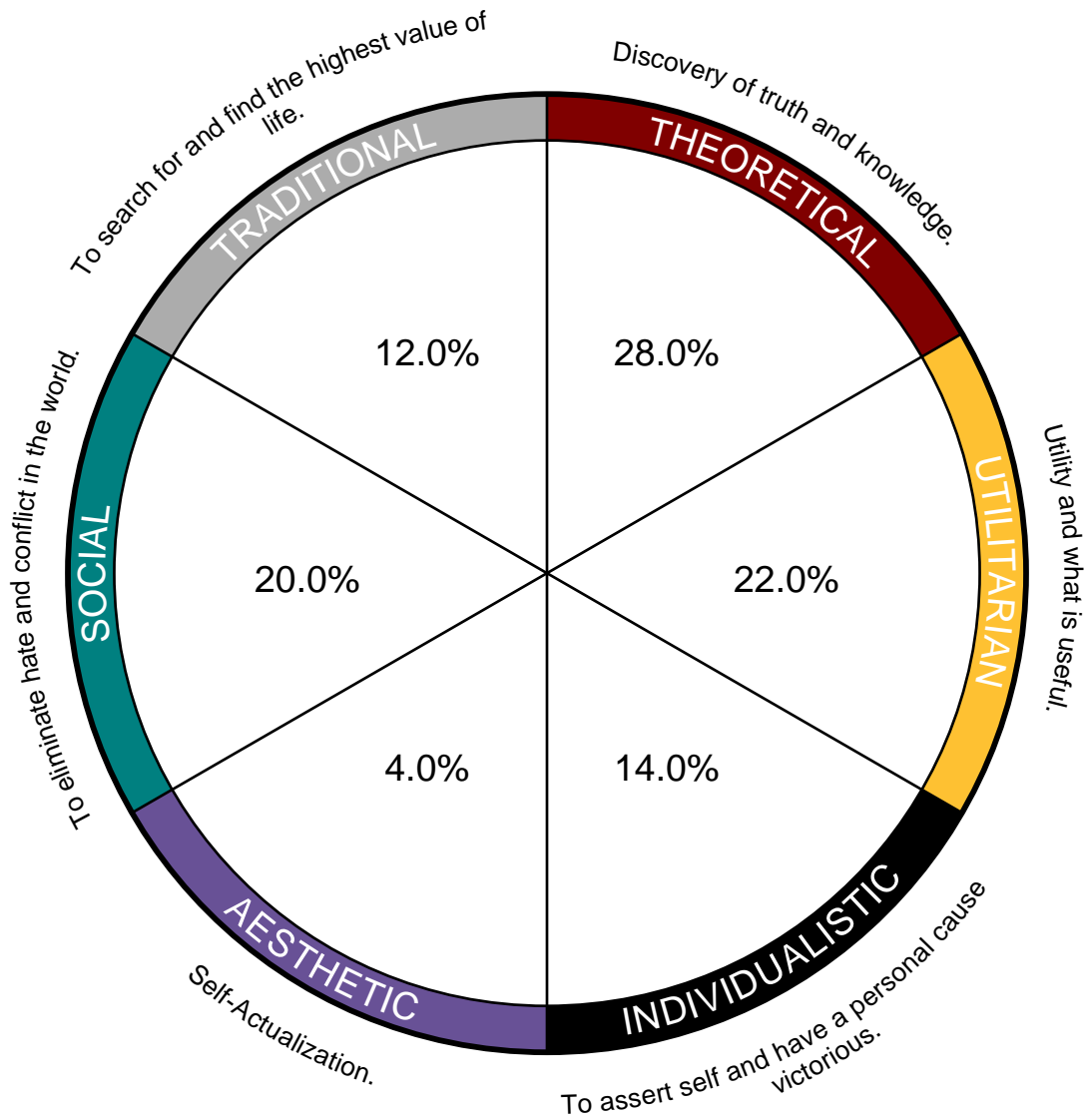
Traditional ↔ Traditional



- Traditionals will only be accepting of those people who share in the same system of living as they do.
- Two Traditionals will have conflict if their systems of living are completely different.
- High Traditionals may get along with low Traditionals if they share a niche for a common system.
- Traditionals will be unbending in their belief in their systems.

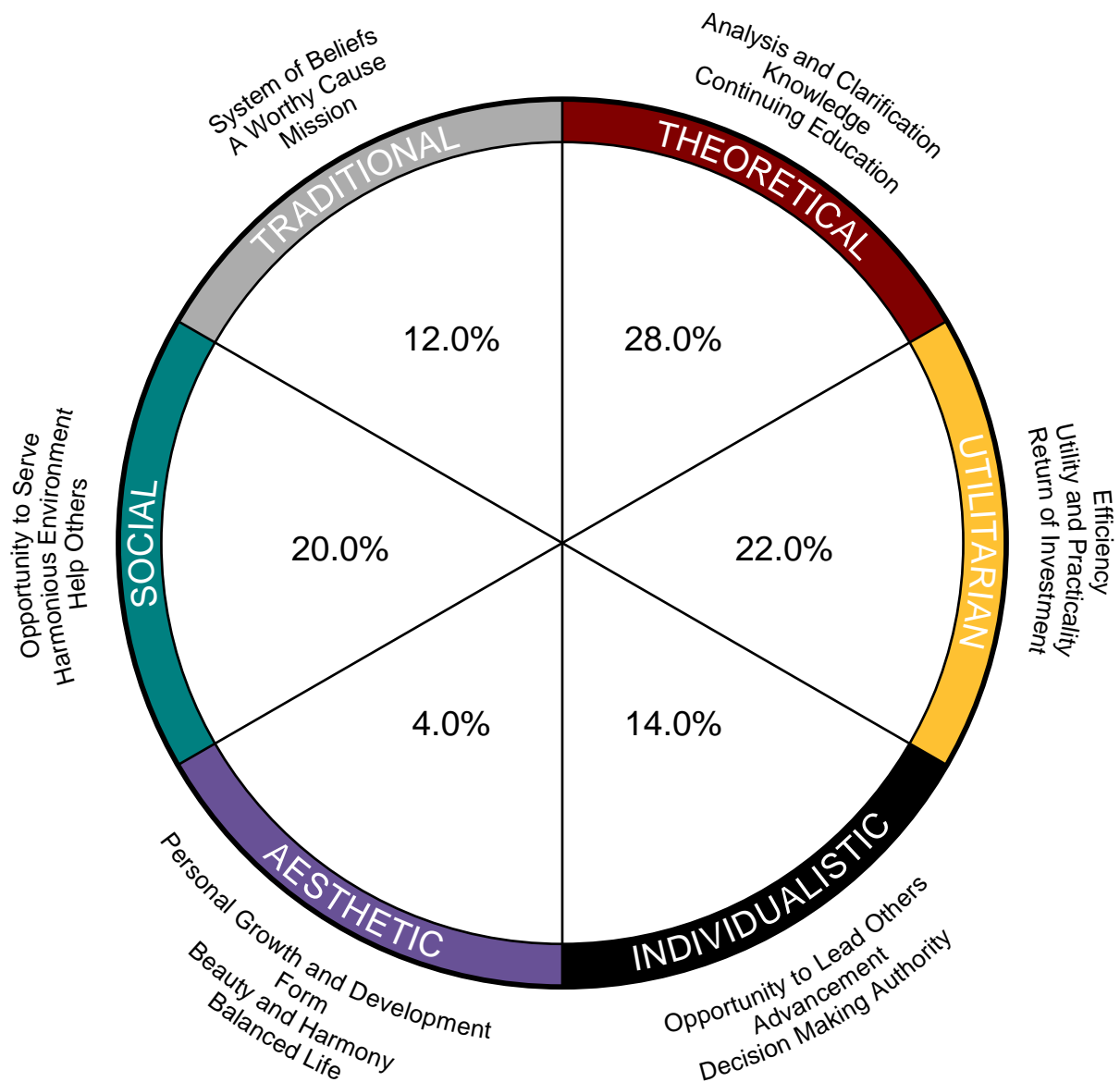


MOTIVATIONAL GOAL



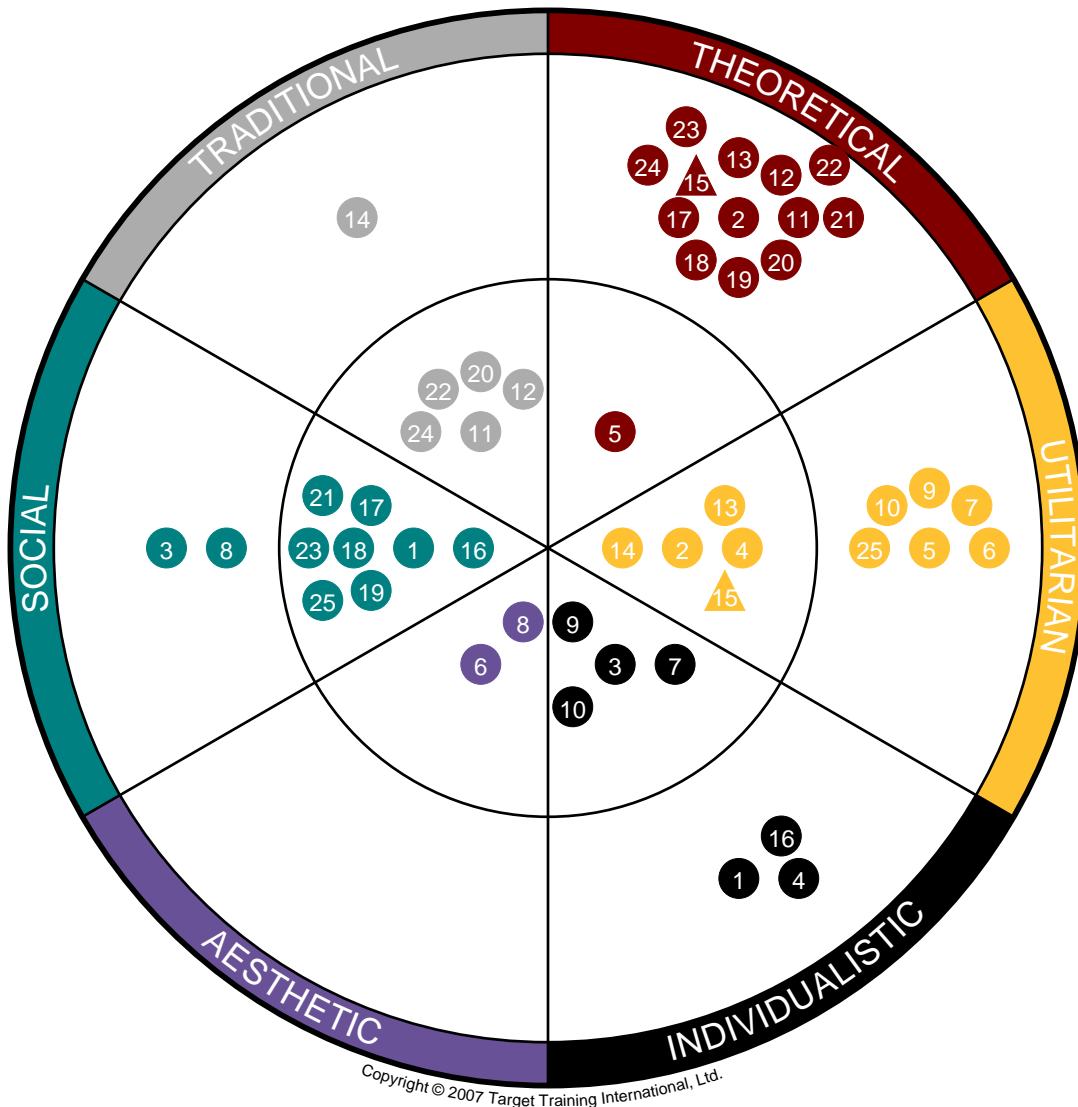


IDEAL ENVIRONMENT





MOTIVATORS GROUP WHEEL



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

▲ Leader



GROUP WHEEL LEGEND

- 1: Preston Arnold
- 2: Charles Baio
- 3: Monica D'Antoni
- 4: MARIO ENRIQUE
- 5: Jamie Goodman
- 6: Melissa Henson
- 7: Gregory Jimenez
- 8: Melissa Johnson
- 9: Brent Lewis
- 10: Robert Lewis
- 11: Alice Mavia
- 12: Aissa McCorkle
- 13: Jason Olaya
- 14: Edward Ortiz
- 15: Carlos Rey *
- 16: Abe Sampson
- 17: Harry Scot
- 18: Heather Scott
- 19: Heather Scott
- 20: Louise So
- 21: Stephen Sol
- 22: Louie Song
- 23: Stephen So
- 24: Alice Stringham
- 25: Dede Weinberg

* Indicates team leader.