



TTI
SUCCESS
INSIGHTS®

12 Driving Forces®

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Helping your emotions work for you not against you.

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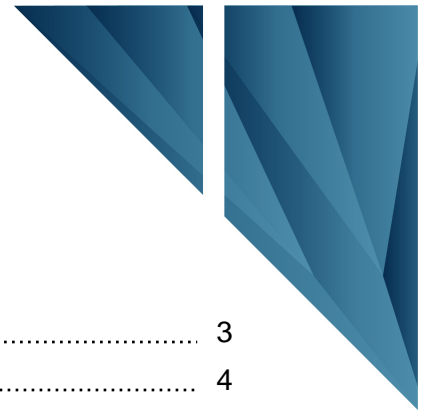


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Understanding Your Driving Forces

Eduard Spranger first defined six primary types or categories to define human motivation and drive. These six types are Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional.

With TTISI's additional insights into Spranger's original work, the 12 Driving Forces® came to life. The 12 Driving Forces® are established by looking at each motivator on a continuum and describing both ends. All of the twelve descriptors are based on six keywords, one for each continuum. The six keywords are Knowledge, Utility, Surroundings, Others, Power and Methodologies.

You will learn how to explain, clarify and amplify some of the driving forces in your life. This report will empower you to build on your unique strengths, which you bring to work and life. You will learn how your passions from 12 Driving Forces® frame your perspectives and provide the most accurate understanding of you as a unique person.

Please pay careful attention to your top four driving forces, as they highlight what most powerfully moves you to action. As you examine the next tier of four driving forces, you'll recognize they may have a strong pull for you, but only in certain situations. Finally, when reviewing the bottom four driving forces, you will identify your varying levels of indifference or total avoidance.

Once you have reviewed this report you will have a better grasp of one of the key areas in the Science of Self™ and will:

- Identify and understand your unique Driving Forces
- Understand and appreciate the Driving Forces of others
- Establish methods to recognize and understand how your Driving Forces interact with others to improve communication



General 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.

Bob will research a subject if it's something Bob is passionate about. He doesn't require a full explanation of details. He is comfortable performing tasks before conducting a great deal of research. He has the ability to instinctively notice and respond to people in need. If he thinks it will harm the relationship, Bob will avoid confrontation. He has the desire to be empathetic toward those in need. He will accomplish tasks for the sake of accomplishment. Being rewarded for his investment of time, talent or resources is not his driving force. Bob will thrive in a role where he can experience self-realization and gratification. He is able to see the overall situation and strive for harmony. If Bob does not have strong feelings about a situation he does not see the need to exert control. He may gather elements from multiple systems to implement as needed.

Bob will view and use knowledge as a needed resource or a means to an end. He is comfortable in situations when he can rely on past experiences. He believes people should have the opportunity to be the best they can be. He will look for faults in a process before blaming an individual. Bob values people for who they are versus what they can provide. He will value the process and people involved more than the end result. Looking and feeling good enhances his daily productivity. He will flourish in an environment where he has the opportunity to create harmony and balance in his surroundings and relationships. Bob will evaluate each situation to determine how much control to apply. He may strive to maintain individuality in certain group settings. He may be able to pick and choose the traditions to which he will adopt. He may overlook traditions or boundaries to complete a task.





General Characteristics

Bob may not focus on a specific approach and will keep momentum moving forward. He may seek to achieve leadership roles. He will focus on the totality of a situation to ensure a rewarding interaction. He is able to let go of possessions without looking at future needs or uses. Bob has a desire to ensure policies are fair for everyone. He will strive to eliminate conflict in the workplace. He may prefer a summary rather than the full-length version. He is comfortable starting a project before gathering all the necessary information.





Strengths and Weaknesses

The following section will give you a general understanding of the strengths and weaknesses of Bob'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

- Bob may be efficient, seeking specific information to address a current situation.
- He could be comfortable starting a project before gathering all information.
- He might rely on past experience.
- He tends to believe that most people should have the opportunity to be the best they can be.
- Bob may take notice of and responds to people in need.
- He could potentially focus on the completion of a task rather than efficiency.
- He might seek to create harmony and balance in his surroundings and relationships.

Potential Weaknesses

- Bob may disregard excess information.
- He can rely too much on past experience and intuition.
- He may miss an opportunity to learn something new.
- He may support others at the expense of his own work.
- Bob may prioritize others' needs over his own needs.
- He tends to have a casual approach to how performance is measured.
- Bob's concern for appearance may slow progress, function and tangible outcomes.



Energizers and Stressors

The following section will give you a general understanding of the energizers and stressors of Bob'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

- Bob learns on demand.
- He decides based on intuition.
- He is energized by the ability to use alternative learning mediums.
- He likes to participate in charitable events.
- Bob supports humanitarian causes.
- He enjoys working on unrestricted projects.
- He seeks balance in life.

Potential Stressors

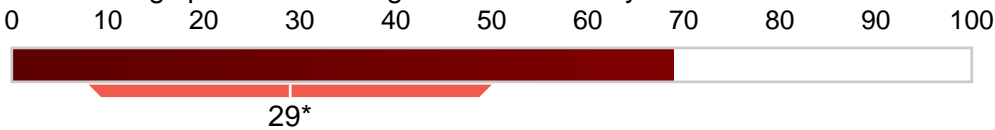
- Bob does not enjoy discussing theoretical subjects.
- Conducting extensive research makes Bob stressed.
- He gets frustrated when he does not have access to instant or quick information.
- He is stressed by inconsiderate acts.
- Bob will not put himself first.
- He tends to not want the focus to be on the process.
- He avoids chaos.



Primary Driving Forces Cluster

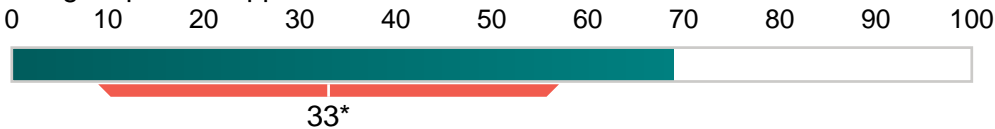
Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

1. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



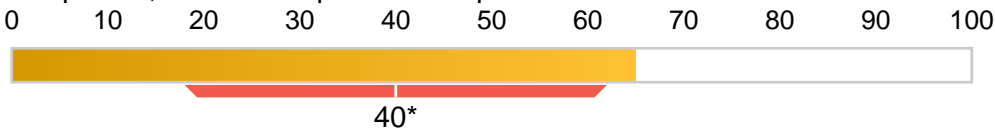
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2. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



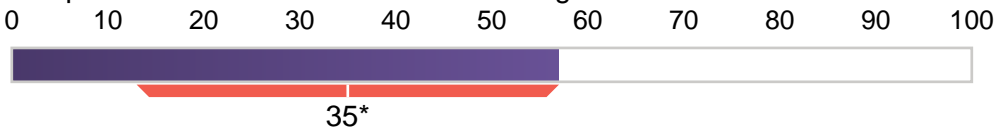
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3. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



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4. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



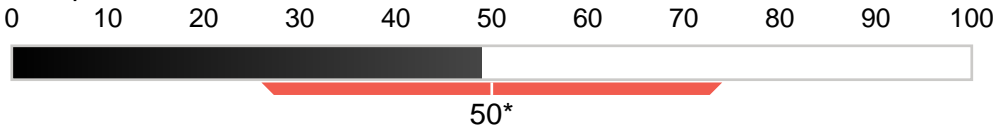
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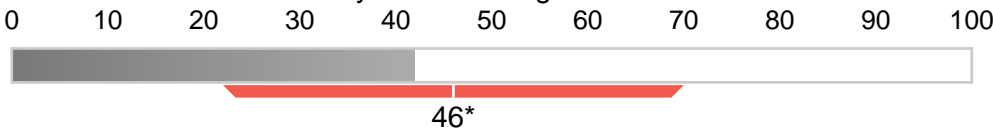
Situational Driving Forces Cluster

Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

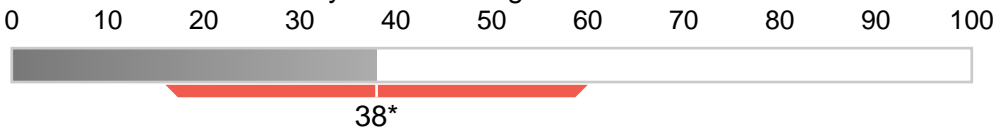
5. Commanding - People who are driven by status, recognition and control over personal freedom.



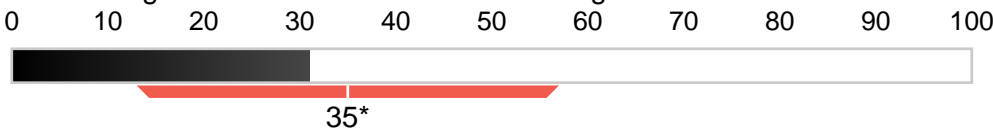
6. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



7. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



8. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.

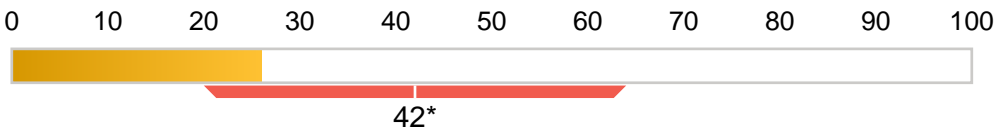




Indifferent Driving Forces Cluster

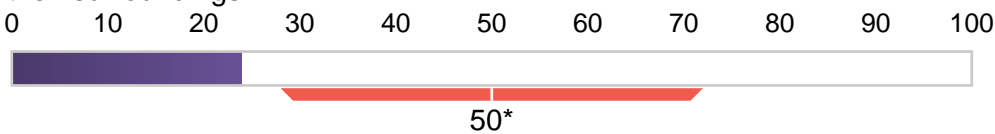
You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

9. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



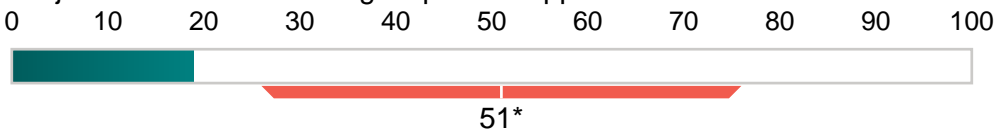
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10. Objective - People who are driven by the functionality and objectivity of their surroundings.



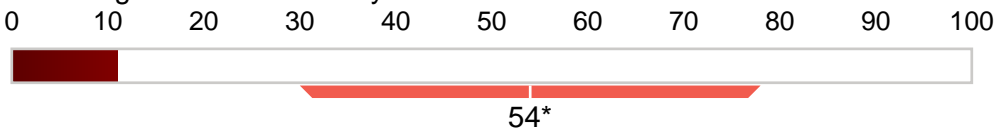
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11. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



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12. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



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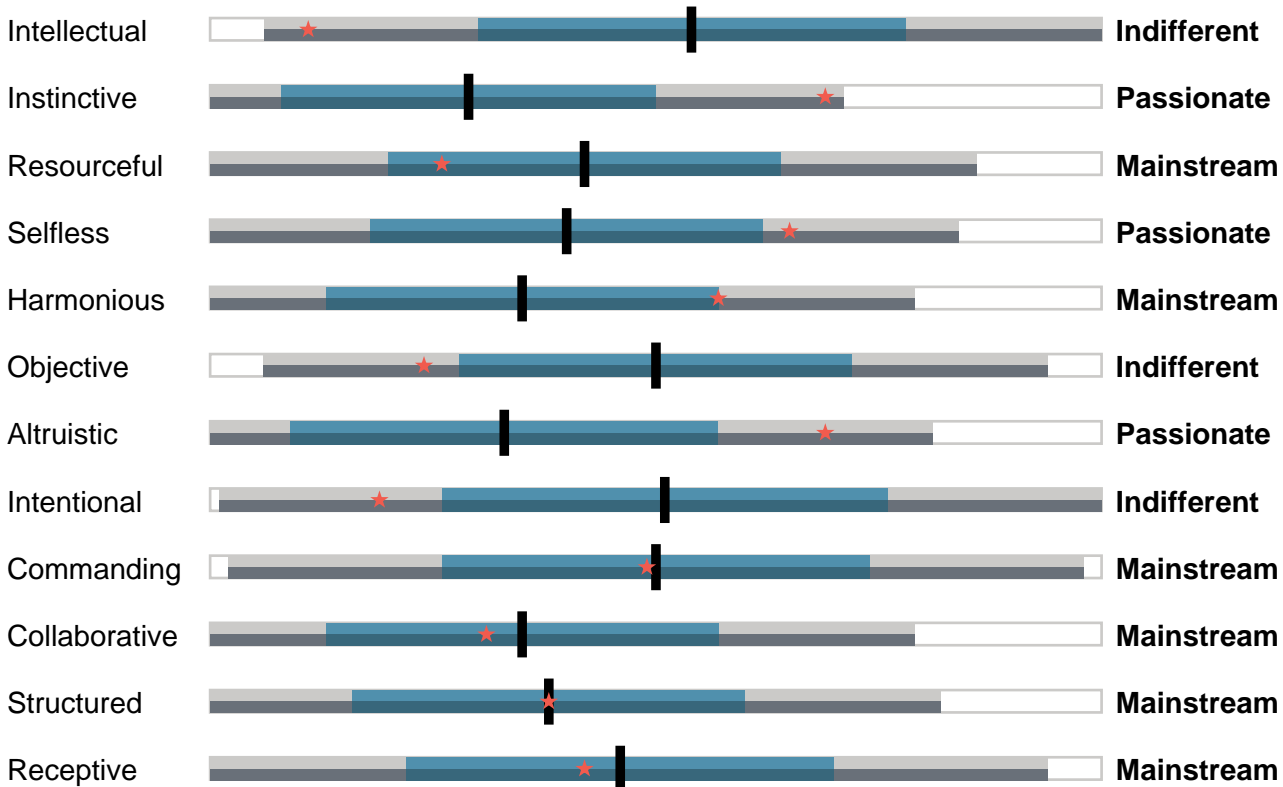


Areas for Awareness

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 the mainstream you are, the more people will notice your passion about that driving force. The further below the mean and outside 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 2017

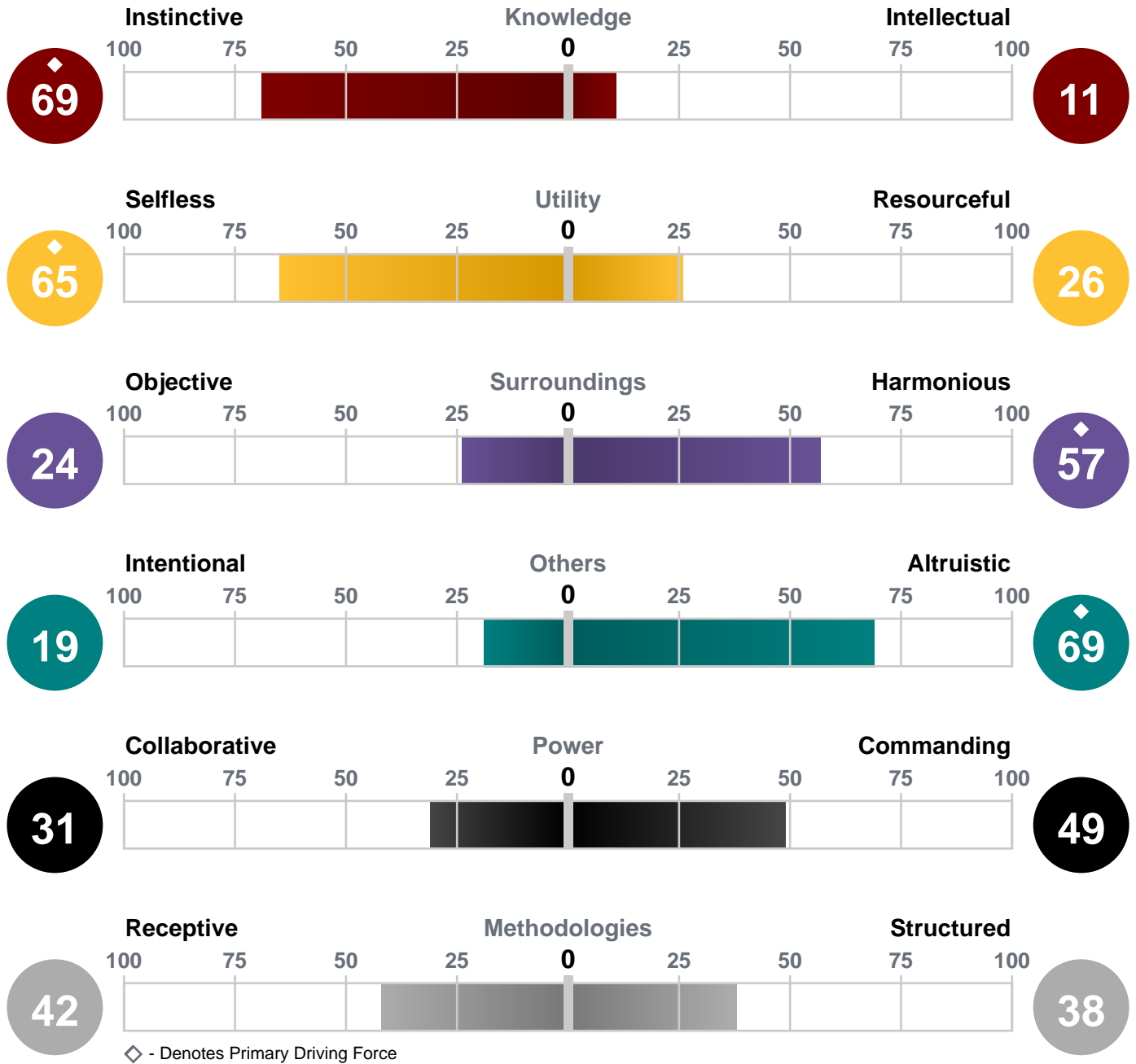


- 1st Standard Deviation - * 68% of the population falls within the shaded area.
 - national mean
 - your score
 - 2nd Standard Deviation
 - 3rd Standard Deviation

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

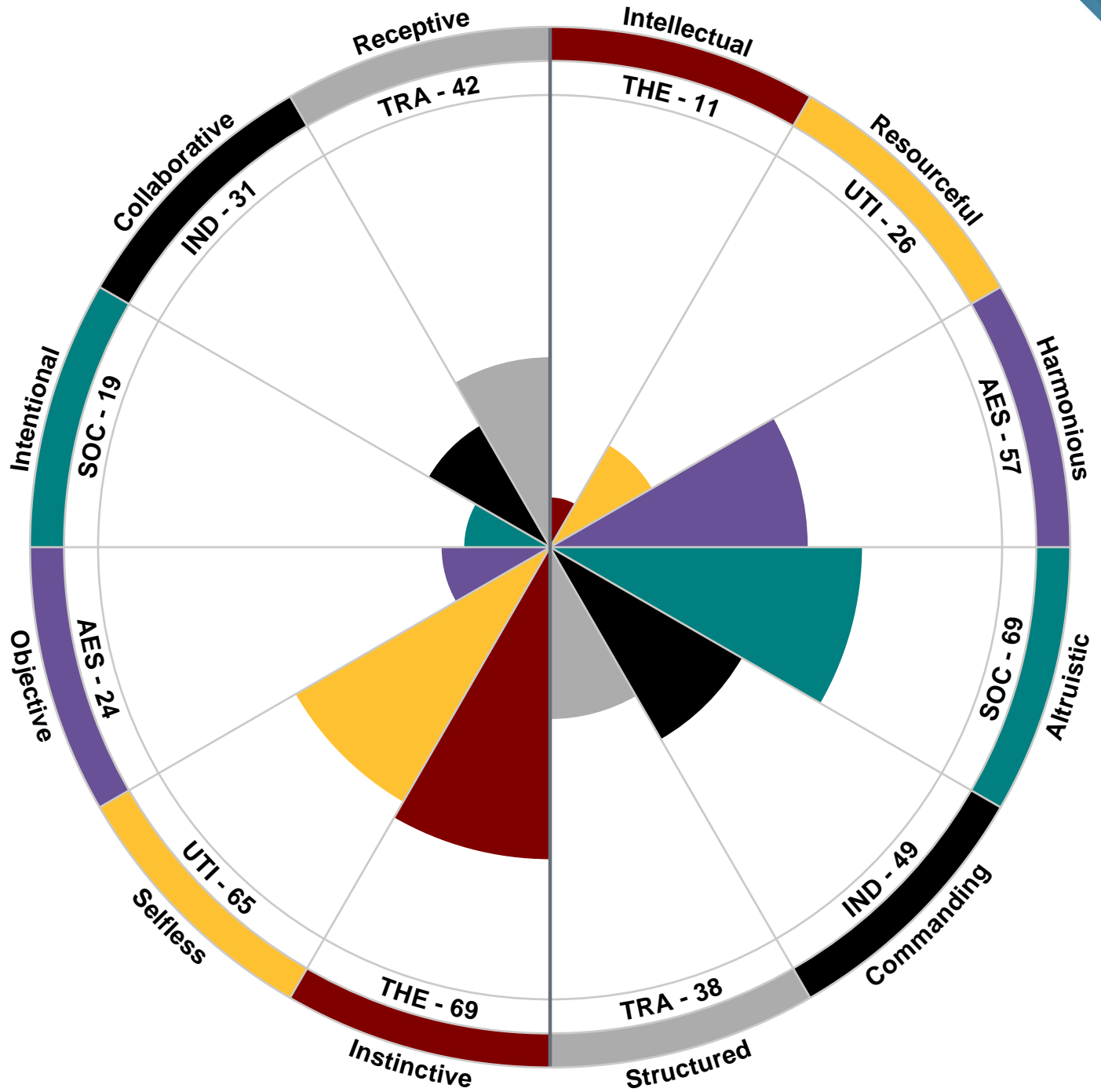


Driving Forces Graph





Driving Forces Wheel





Descriptors Wheel

