

TTI SUCCESS INSIGHTS®

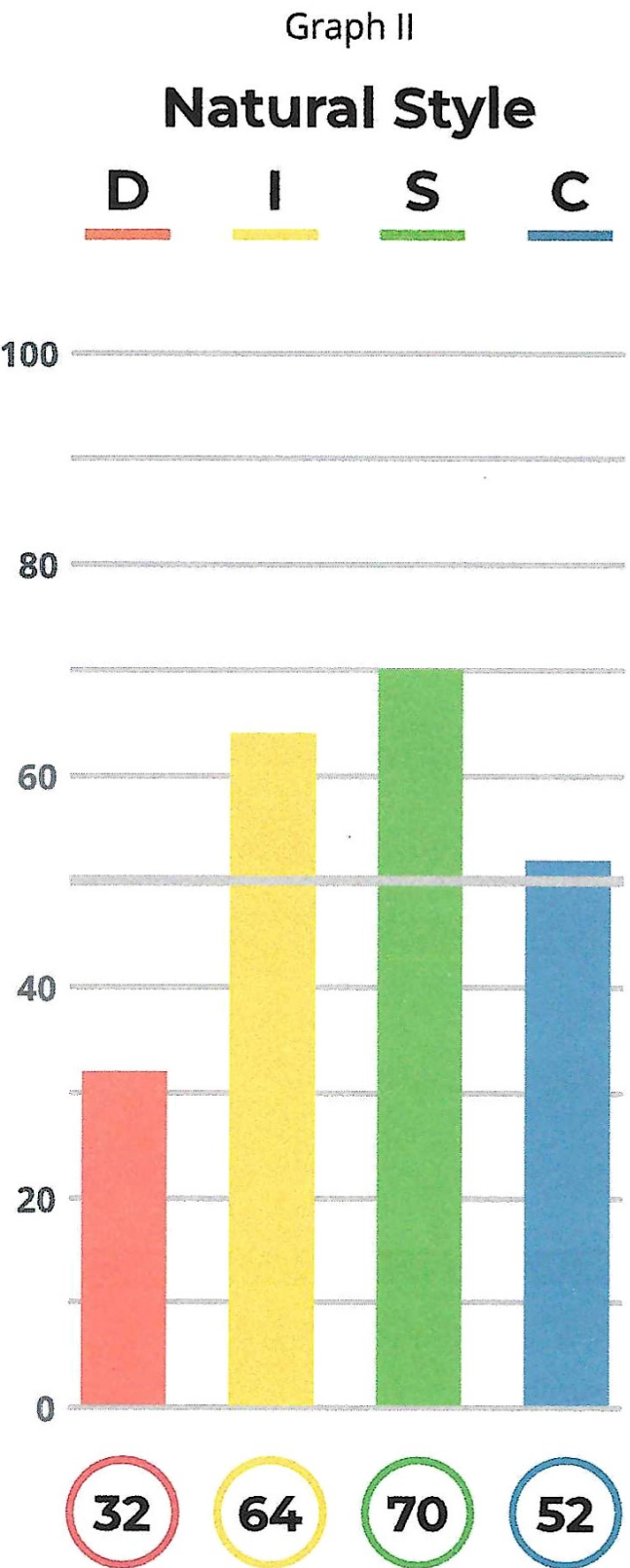
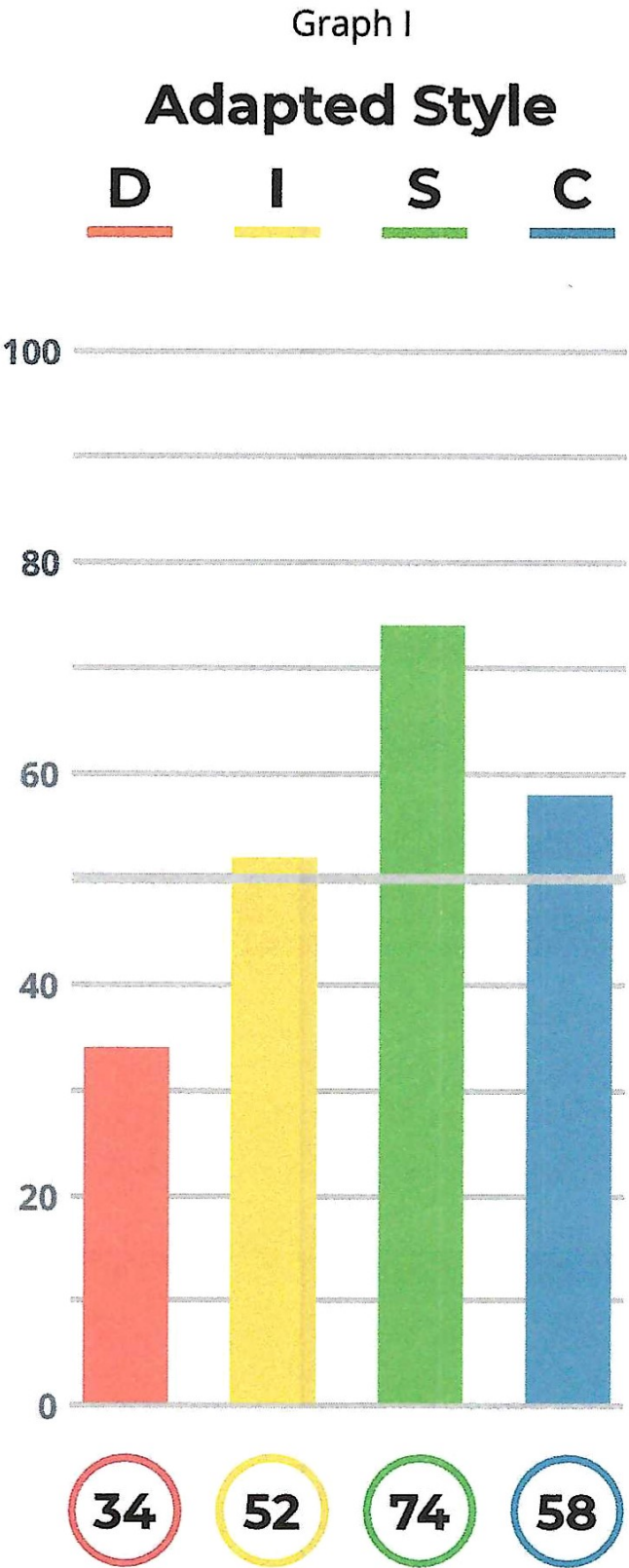
CONVERGE

On the Road

Debriefing TriMetrix™ HD

Presented by: Roger Stalheim

Style Insights® Graphs



Descriptors



Based on Frances' responses, the report has marked those words that describe her personal behavior. They describe how she solves problems and meets challenges, influences people, responds to the pace of the environment, and how she responds to rules and procedures set by others.

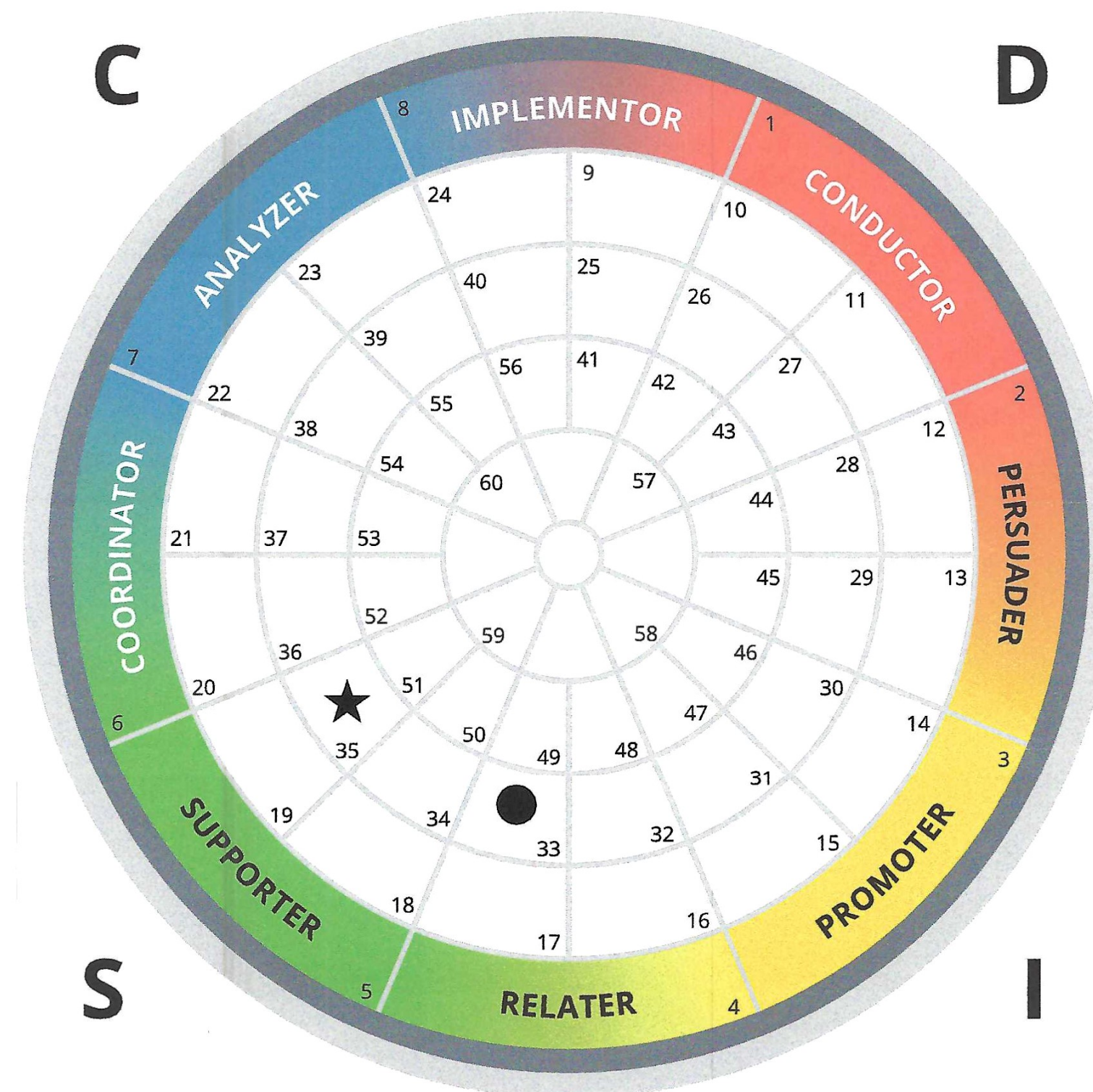
Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influence	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending



The TTI Success Insights® Wheel



8-13-2022



Adapted: ★ (35) COORDINATING SUPPORTER (FLEXIBLE)

Natural: ● (33) SUPPORTING RELATER (FLEXIBLE)

Norm 2021 R4

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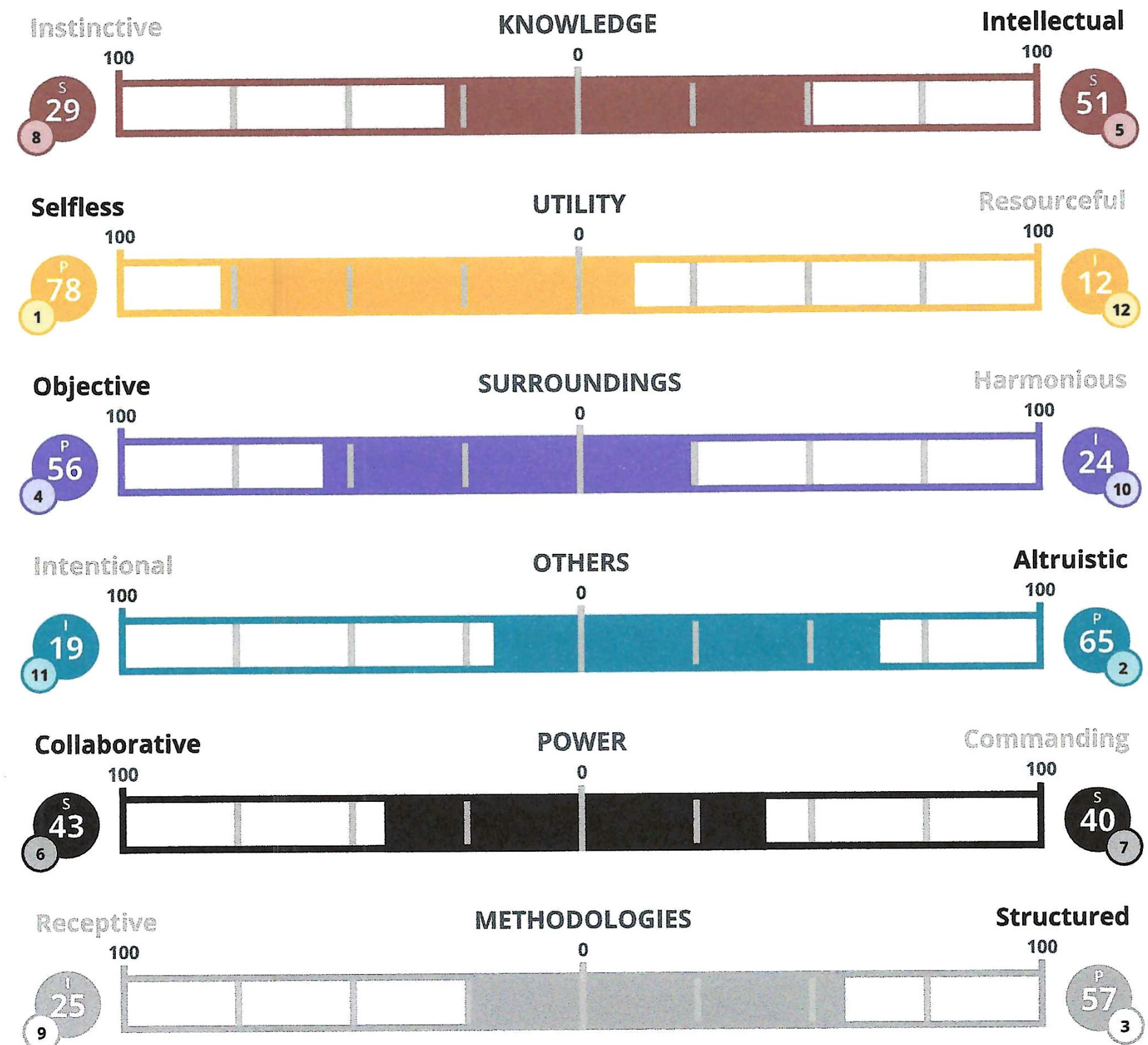
RLS inc
515-402-2880
stalheimroger@gmail.com



Driving Forces Graph



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



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

Norm 2021
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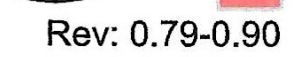
Potential Behavioral & Motivational Strengths



This section describes the potential area of overlap between Frances' behavioral style and top four driving forces. Identify two to three potential strengths that need to be maximized and rewarded in order to enhance on-the-job satisfaction.

- Will be loyal and supportive of company products and services.
- Wants to do her part for the good of the organization.
- Loyal and consistent in using the resources she has been allocated.
- Accommodating and pleasing others is one of her natural talents.
- Strong supporter and, therefore, always willing to help.
- Willing to be the support system behind a cause.
- Maintains long-term relationships with a strong sense of loyalty.
- Acts as the eyes and ears for a leader.
- Steady communicator of structure and process and the way it "should" be.
- Highly aware of and loyal to her responsibilities within the organization.
- The "glue" that ties multiple visions together.
- Steady, consistent, and objective member of the team.





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Potential Behavioral & Motivational

Conflict



This section describes the potential areas of conflict between Frances' behavioral style and top four driving forces. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.

- Sees unwarranted change as an obstacle.
- May focus on people and process when fearful of change.
- May struggle to help with daily objectives if she feels rushed.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- May always place blame on herself.
- May not always stand up for oneself or others.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- May struggle with change even when it complements her way of living.
- Can come off passive and/or aggressive, especially when beliefs are challenged.
- Tends to keep viewpoints to herself and has a realistic outlook.
- Not willing to share opinions unless she sees a tangible opportunity.
- Difficulty dealing with unknown situations involving subjective views.



UNDERSTANDING OTHERS



Positive:

- Sensitive, warm and responsive
- Prefers and enjoys personal relationships
- Strong desire to be close
- Good at building trust and personal rapport
- Desires to please and help others
- Listens well to others
- Wants others to trust and like them
- May get over-involved with others
- May be too trusting, forgiving, or accommodating
- May over-value others' strengths and overlook weaknesses
- May have overly positive image of others or unrealistic expectations
- May give others too much power or control



PRACTICAL THINKING

↓ Negative:

- Reluctant to fully engage in work process
- ✓ ◦ May be more of a delegate than a "doer"
- ✓ ◦ May be results-focused and lack process orientation
- ✓ ◦ May have difficulty with persistence and staying focused on the task
- ✓ ◦ May hurry through or be impatient with the time it takes to complete tasks
- Corrective: readily points out mistakes, deficiencies and omissions
- ✓ ◦ Tends to be reactive verses proactive
- May depreciate social status and/or professional norms
- May prefer to avoid social and professional involvement
- Expects and allows interruptions or disturbances
- ✓ ◦ Tends to look on the negative side of things—problem focus
- ✓ ◦ May struggle with implementing practical processes
- Lacks persuasive communication skills
- May be introverted or tends to under-socialize
- May become frustrated or judgmental if demands are high



SYSTEMS JUDGMENT:



Negative:

- Likely has an aversion to organization and systems
- Tends to be an independent thinker
- Lacks appreciation for structure and order
- May lack respect for authority and be rebellious at times
- Resistant to complying with established policies or authority
- Willing to bend the rules
- May have a fear of authority figures
- May feel they have been treated unfairly by authority figures or the system
- Often a maverick or free spirit
- May have difficulty enforcing their own authority
- May be a very creative, outside-the-box thinker



SENSE OF SELF:



Negative:

- Strong internal motivation and initiative
- Judges self as not yet having fulfilled their potential
- May have strong sense of self worth and good ego, but sees great room for improvement
- Wants to learn, do and achieve more
- Lacks feelings of self-satisfaction and complacency
- Desires to improve themselves and apply more of their potential
- May feel unfulfilled or dissatisfied with who they are
- Seeks avenues that could lead to higher levels of personal satisfaction and success
- May lack a strong sense of self worth
- May depreciate themselves, needlessly
- Could harbor feelings of inferiority
- May be dependent on others to value them



ROLE AWARENESS:



Neutral:

- Find their current life situation adequate, perceiving both fulfilling and non-fulfilling factors
- Have capacity to maintain a harmonious, balanced integration of all their roles in life
- Free of role conflict
- Have clarity with regard to their duties and responsibilities
- In combination with a high score, understand how to manage their time
- May greatly enjoy some aspects of their roles, but dissatisfied with other factors
- May be open to role changes
- May be in a “maintenance” mode or holding pattern in current professional role
- May be between jobs
- May resist change in the status quo
- May be looking forward to retirement and accompanying benefits



SELF DIRECTION:



Positive:

- Has clear sense of direction and strongly identifies with it
- Focused on future objectives for positive self development and growth
- High level of energy, ambition and ego-drive
- Has strong, clear mental image of self
- Desires to advance career
- Persistent and determined to achieve goals
- Self-assured and confident
- Tends to be conscientious, reliable and punctual
- May be stubborn and inflexible
- Highly assertive, can assert their will and authority over others
- May come across as “it’s my way or the highway”
- Thinks highly of self and adopted belief system
- Has definite rules and moral code to live by
- Strong in self organization and self discipline
- Always looks ahead, optimistically
- Envisions brighter future
- May over-emphasize reaching final destination, versus enjoying the journey



Ideal Environment



People are more engaged and productive when their work environment matches the statements described in this section. This section identifies the ideal work environment based on Frances' behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities that Frances enjoys.

- The need for consistent, reliable, and stable contributions to the organization.
- Rewards for a methodical and persistent drive to better the organization.
- Working behind the scenes is an important part of accomplishing the task.
- An opportunity to help others without being in the limelight.
- Work on a team that has common interests and desires.
- Ability to give time, talent, and resources in order to help the organization.
- Rewards for consistently following established systems and processes.
- An environment that instills a sense of security through the reliance on an established system.
- To be seen as a reliable and trustworthy team player working for the organizational system.
- An environment that rewards separating personal and professional issues to complete tasks in the allotted time frame.
- Time for finishing things even in an environment filled with chaos.
- A leader that appreciates and understands the value of team functionality and follow up and follow through.



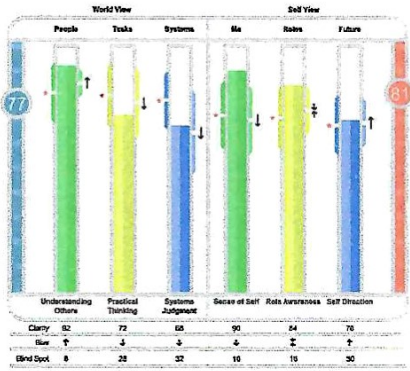


World View



This is how Frances sees the world around her. This view measures her clarity and understanding of people, tasks and systems. It could also be looked at in terms of feeling, doing and thinking from an external standpoint. The statements below are based primarily on the 3 dimensions found on the World View side of the dimensional balance page. The statements will be listed in scoring order from highest to lowest.

- Frances can form and maintain close affiliations with others.
- Frances has a high understanding of people and can build and maintain relationships.
- Frances treats each person as a unique individual.
- Frances compares and chooses options to achieve the best outcome from a practical sense.
- ✂ • Frances could benefit from paying more attention to practical matters.
- Frances likes to be a part of the process of getting things done.
- ✂ • Frances could benefit from improving her communication with authority figures.
- Frances may benefit from asking authority figures to explain the reason for certain rules or systems to better understand them.
- Frances tends to apply structure and order to situations.
- ✂ • Frances could benefit from developing two-way communication with authority figures.



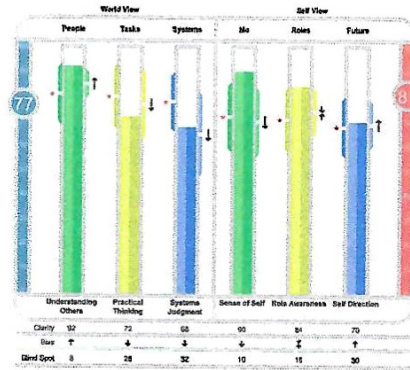


Self View



This is how Frances sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her from both personal and professional viewpoints. The statements below are based on the 3 dimensions found on the Self View side of the dimensional balance page. The statements will be listed in scoring order from highest to lowest.

- Frances has a deep understanding of herself, which results in a strong sense of self.
- Frances has already achieved a high level of self understanding.
- Frances values herself for who she is.
- Frances has a strong emphasis on actually performing and fulfilling various role responsibilities.
- Frances has the ability to perform and fulfill her roles and responsibilities in life.
- Frances will focus on the process of role changes when necessary to assure a smoother transition.
- Frances could be more concerned about the concepts that guide her forward and shape her future.
- Frances focuses on where her future may lead.
- Frances has ideas as to where she is going and likes to be in control of her life.



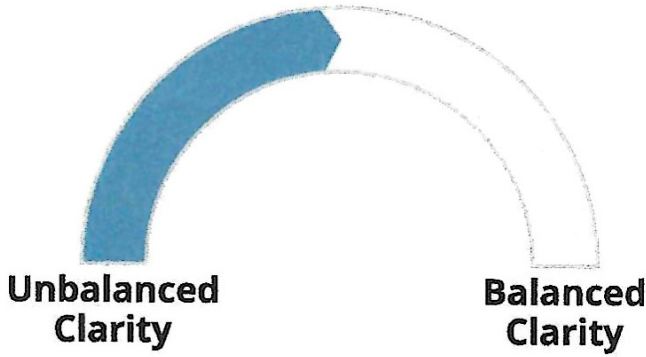
External Clarity and Awareness



Clarity of Performance measures a person's ability to recognize what's relevant in situations, their ability for focusing on, understanding and valuing all three dimensions evenly in the outside world. Situational Awareness is the measurement of Frances' viewpoint of the reality in the outside world. Both the Clarity of Performance and Situational Awareness should be evaluated by taking the Emotional Bias Distortion Score into account. Does Frances have a clear view of the outside world to go with her level of balance and reality?

External Clarity of Performance: The level of balance based on Frances' ability to evaluate people, practical and theoretical situations in the outside world.

- Frances lacks some clarity in terms of theoretical matters and, as such, has a moderately developed sense of proportion about the world.
- Frances has a slight "astigmatism" in her view of the world, as she feels that systems and structure are less important than how things are being done and the people that are doing them.

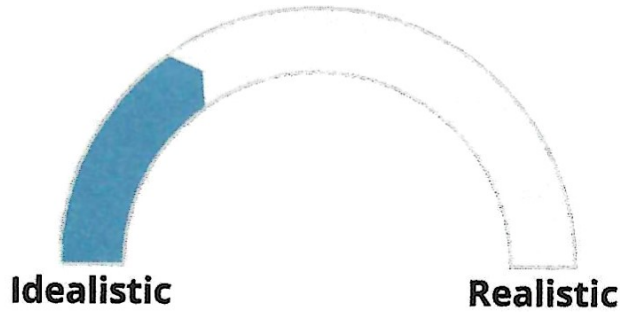


Based on your current level of balance, where is the greatest impact: people, tasks or systems?

Is your level of balance appropriate for your professional/personal life and path?

External Situational Awareness: Your level of reality based on your perception of the outside world.

- Frances should strive to be more rational in her approach to issues in her work environment.
- Frances may often be unrealistic in her approach to personal, practical and theoretical situations.



How realistic is your world perception or your expectations of the world in terms of people, tasks and systems?

How is this level (or lack) of expectations or perception impacting you?

23

Emotional Bias Distortion: This could also be referred to as your external blind spots as shown on the Dimensional Balance page. The higher the score the less clear your world view is in terms of people, tasks and systems. Scores over 20 can moderately affect the impact of your External Clarity of Performance and Situational Awareness. Scores over 40 can greatly cloud these areas.

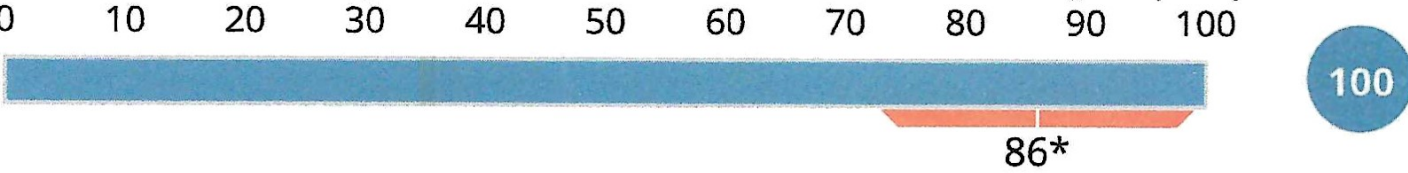


External Problem Solving and Decision Making

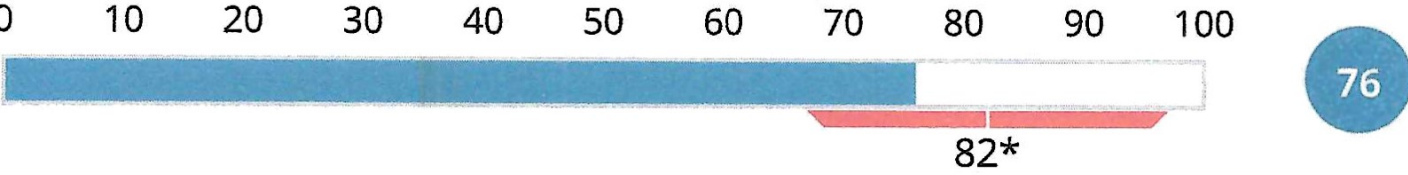


The following scores will identify Frances' ability to identify and solve specific types of problems as well as her ability to make balanced decisions in the outside world.

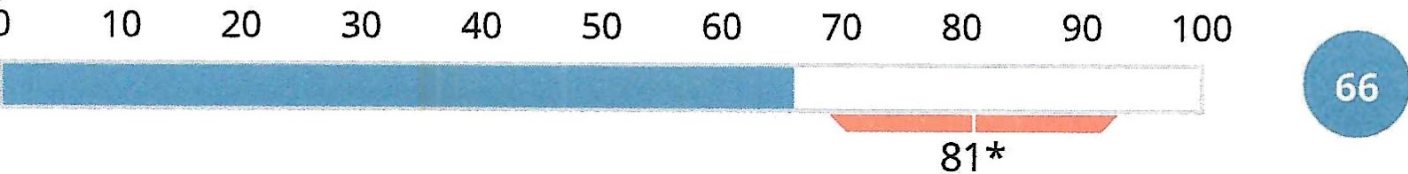
Capacity for Solving Problems Involving People - The ability to identify and solve problems related to the individuality of people.



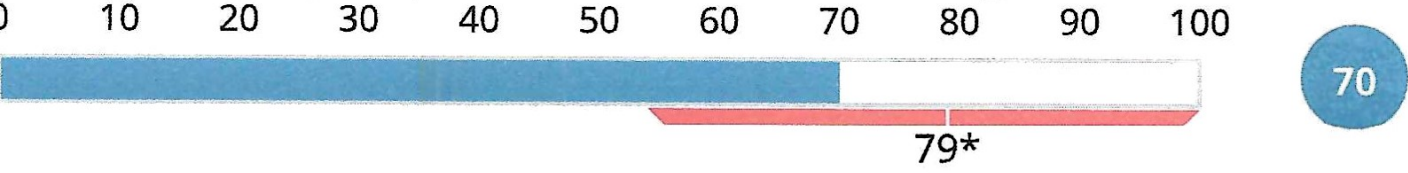
Capacity for Solving Practical Problems - The ability to identify and solve problems related to tasks and practical situations.



Capacity for Solving Theoretical Problems - The ability to identify and solve systems, structural and theory-based problems.



Capacity for Problem Solving and Decision Making in the Outside World - The ability to perceive all relevant information regarding people, tasks and systems. The higher your score, the more balanced your problem and decision making will be.



* 68% of the population falls within the shaded area.

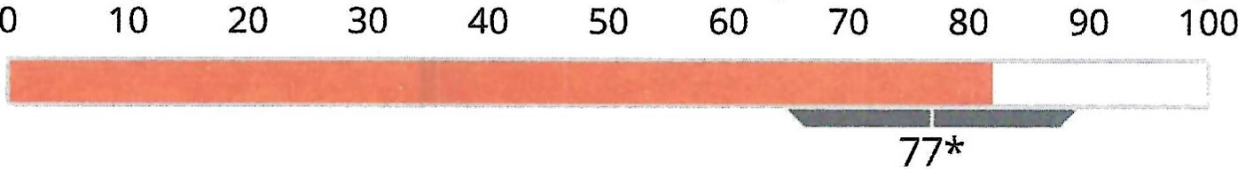


Internal Problem Solving and Decision Making

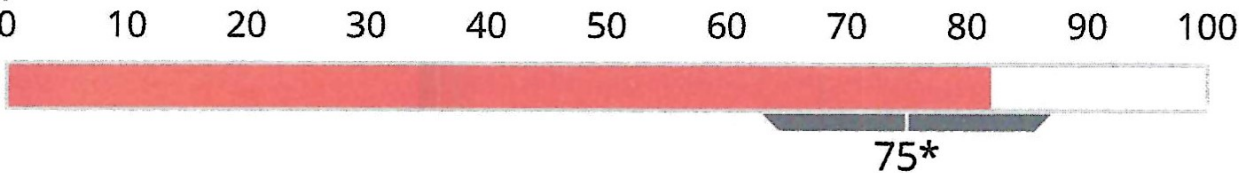


The following scores will identify Frances' ability to identify and solve specific types of problems as well as her ability to make balanced decisions within one's self.

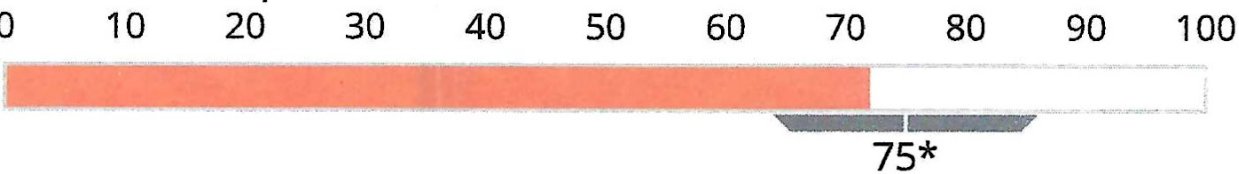
Problem Solving Ability Within One's Self - The ability to identify and solve problems related to your own individuality.



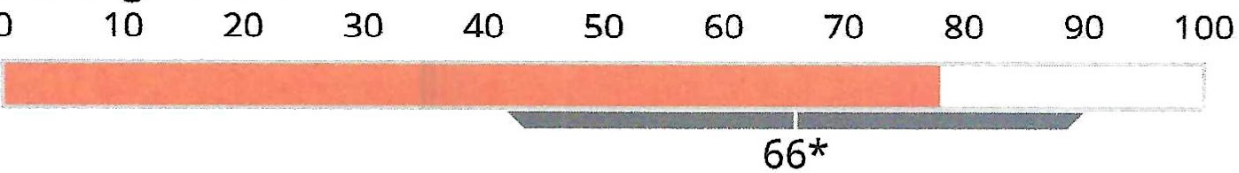
Problem Solving Ability Within One's Roles - The ability to identify and solve problems related to your personal and/or professional roles in life.



Problem Solving Ability Regarding One's Future - The ability to identify and solve problems with regard to your future direction and self-discipline.



Capacity for Problem Solving and Decision Making Within One's Self - The ability to perceive important aspects regarding your individuality, your roles and your future. The higher your score, the more balanced your problem solving and decision making will be.



* 68% of the population falls within the shaded area.



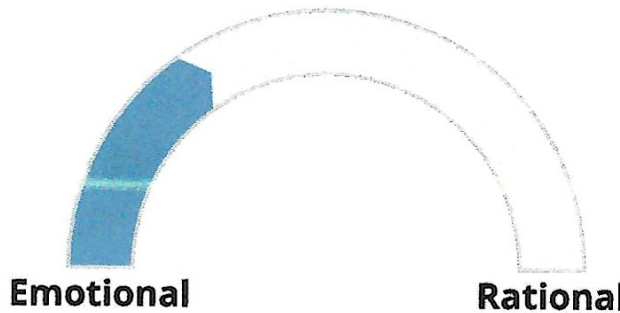
Reaction Index



The Reaction Index is determined by looking at Frances' External Control and Internal Control. The combination of this information will identify one's ability for appropriate responses in difficult situations.

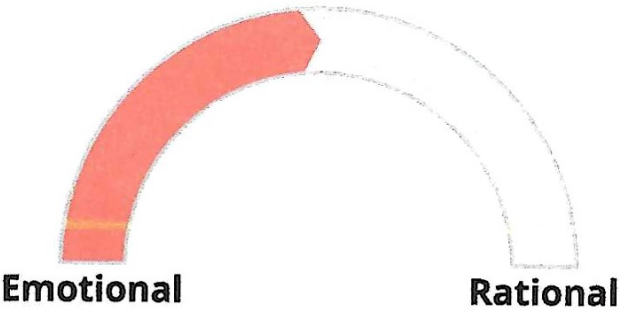
External Control: The ability to appear to be rational and in control when facing problems or crises.

- Her capacity to organize and discipline her reactions when confronted with outside problems needs development.
- She shows lack of discipline and organization when reacting to conflict, primarily dealing with problems involving other people.
- She shows lack of discipline and organization when reacting to conflict, primarily dealing with problems involving systems and theories.
- She shows lack of discipline and organization when reacting to conflict, primarily dealing with problems involving practical situations.



Internal Control: The ability to remain in conscious command of one's internal self when confronted with difficult circumstances and to respond rationally.

- Her capacity to organize and discipline her reactions when confronted with problems within herself is developed.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving her own individuality.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving self-discipline.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving her roles in life.



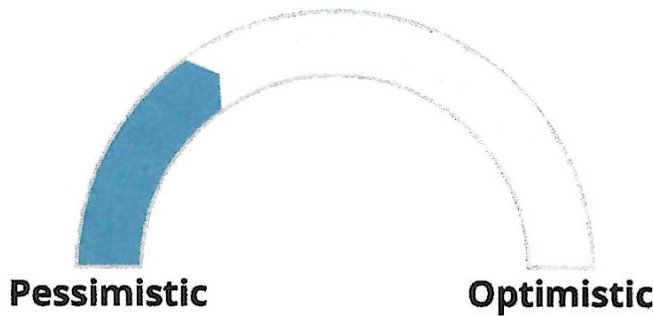
Business Performance Summary

Continued



Attitude Index: The Attitude Index measures your current outlook regarding your external or world view at the time when you completed the assessment. This is a very sensitive measurement and may pick up on something that has affected you within a few days or even several weeks of completing this assessment.

- Resistant - defiant, challenging, opposing
- Suspicious - disbelieving
- Uneasy
- Fear - concern
- Angry - annoyed, irritated
- Apprehensive - worried



Have there been any negative events in the last 30 to 60 days that are still affecting you today?

If yes, have you noticed any differences in your behavior?

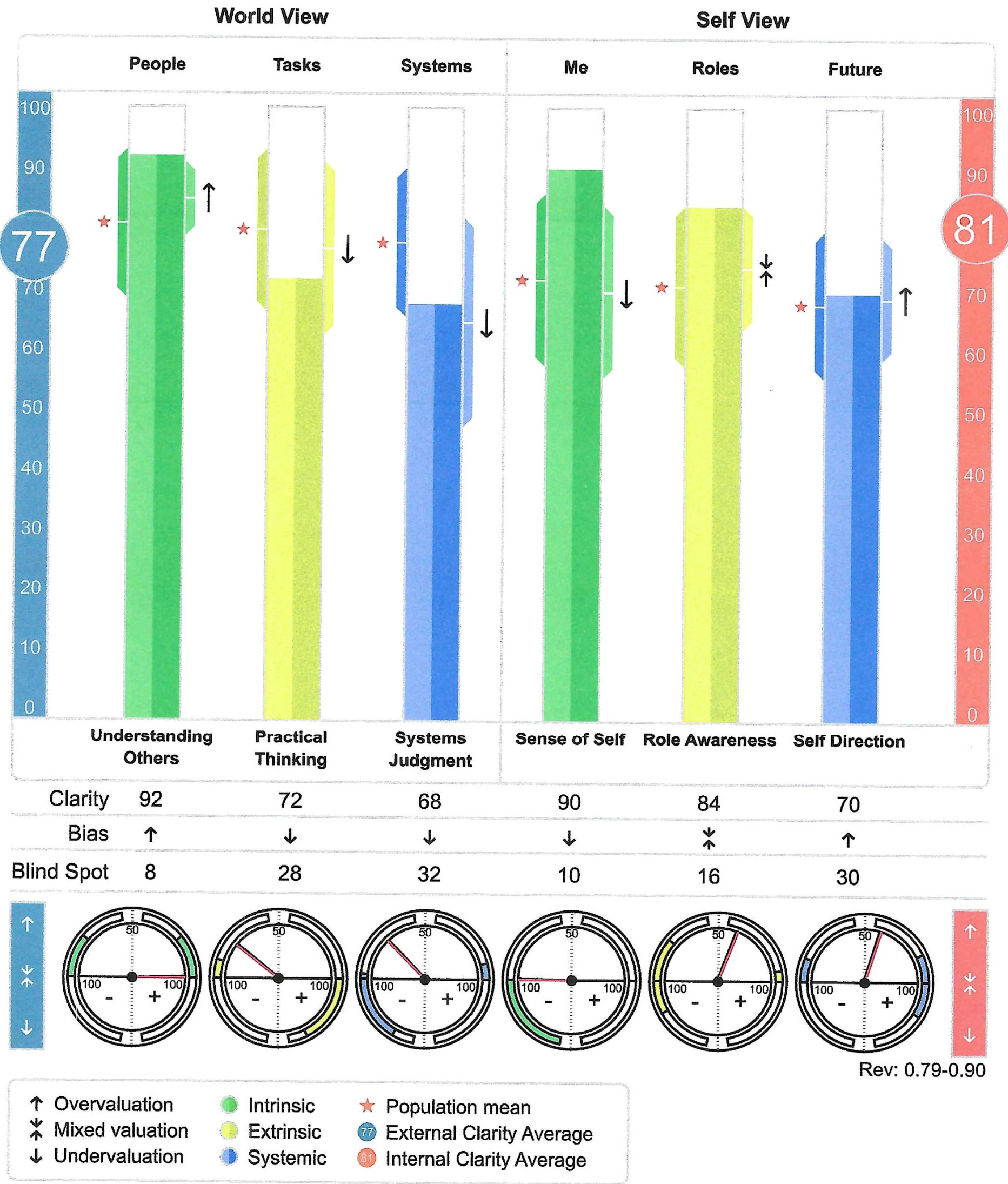
Who if anyone, have you talked to about this event?

23

Emotional Bias Distortion: This could also be referred to as your external blind spots as shown on the Dimensional Balance page. The higher the score the less clear your world view is in terms of people, tasks and systems. Scores over 20 can moderately affect your Attitude Index. Scores over 40 can greatly cloud your outlook.



Dimensional Balance



Development Indicator

Based on Scores



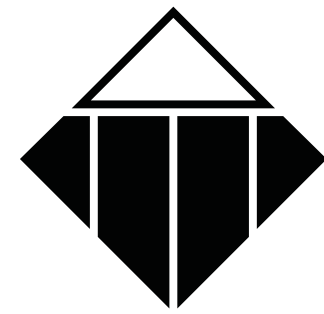
This section of your report shows your development level of 25 personal skills based on your responses to the questionnaire.



T: 18:03

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Thank you!