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SUCCESS  
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# TTI Talent Insights®

## Engagement

**Samantha Sample**

VP of Samples

TTI

3/1/2022



**THE DISC AGENCY**



# Where Engagement Begins

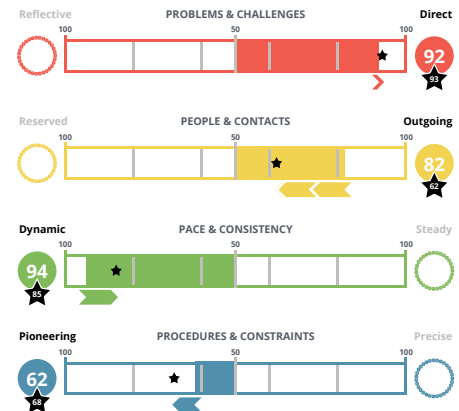


## Getting to Know the “How” of Samantha

The following report is designed to help Samantha 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 Samantha prefers to do what she does.

Samantha should exhibit more patience and ask questions to make sure that others have understood what she has said. To improve engagement, Samantha may need to adapt to the need for some to digest information before making a decision. To create more engaging conversations with Samantha, ask her opinion. She could communicate more successfully with others by asking constructive questions when they appear to be struggling to communicate. People who present their case effectively will have a better chance of capturing Samantha's attention. This tends to increase her engagement in the conversation both in-person and virtually.

She tends to engage people by being direct, transparent and results-oriented. Her creative and active mind may potentially disengage others. She may get better results by presenting information in a form that can be easily understood by most people. She may selectively withhold her true feelings through friendly conversation.



**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.

# Where Engagement Begins

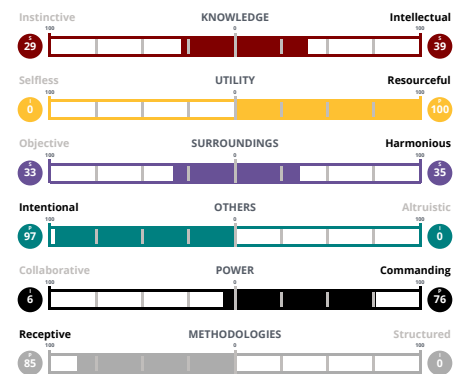


## Getting to Know the “Why” of Samantha

*What people are drawn to and what keeps people motivated differ from person to person. Below, we explore why Samantha does what she does. In general, what does she value that keeps her motivated and engaged.*

Samantha is motivated by increasing productivity and efficiency. She is driven by a long list of wants and will stay engaged, working hard to achieve them. She is driven to be very diligent and resourceful. She views people as a resource to achieve results. Being aware and adapting her approach toward others would naturally create more engagement. Samantha can buffer the feelings of others to create engagement and drive business. She uses the world as a toolset to engage in her goals.

She will challenge the status quo to increase the engagement of the group. She is always looking for new ways to accomplish routine tasks. When Samantha is very engaged in a situation, she will apply the "end justifies the means" concept. She wants to control her own adventure and positively impact others who are involved. She will focus on creating processes to ensure efficiency going forward. She is driven to maximise opportunities and engagement in order to create financial success.



**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.



# Keys to Engagement

## Unlocking Samantha'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 Samantha engaged.*

### Engagement happens when...

- There is an ability to drive projects with practical results.
- New and difficult challenges lead to prestige and status.
- She has the freedom to get the desired results and improve efficiency.
- Given the space and latitude to do what it takes to get the job done.
- There are opportunities to create solutions with others that relate to her vision.
- She is in charge of people, resources and surroundings.
- There is an opportunity to expand her way of thinking.
- All systems and structures are cutting-edge and generating results.



**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.

# Engaging Through Communication



## How (and How Not) to Talk with Samantha

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 Samantha in order to have the most effective conversations.

### Do...

- ✓ Use compelling language when appropriate.
- ✓ Come prepared with well-organised thoughts.
- ✓ Provide systems to follow if you want consistency.
- ✓ Verify that the message was understood.



### Do not...

- ✗ Be put off by her uneven pace.
- ✗ Place too much emphasis on the personal relationship.
- ✗ Forget to follow-up.
- ✗ Use a parenting approach.

**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.

# Creating Peak Productivity



## Where Samantha 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 Samantha's preferences that will engage her most productive self.*

### Samantha's productive place includes...

- ▶ Striving for quicker, faster and better results.
- ▶ Key performance measured on results and efficiency rather than people and process.
- ▶ A platform to champion the needs of others who are willing to work for common results.
- ▶ The opportunity to show others their potential in order to drive the desired outcomes.
- ▶ An environment that promotes creative ideas for solving problems and making decisions.
- ▶ Opportunities to alter existing systems to make them bigger, better and faster.



- ▶ Continual opportunities to challenge and win.
- ▶ Opportunities to control her own destiny and potentially that of others.

**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?



# Make It or Break It

## How Samantha 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 Samantha brings to the team.



### STRENGTHS

- ✓ Emphasises timely project completion.
- ✓ Attracted to challenges and problems.
- ✓ Results- and goal-oriented.
- ✓ Straightforward communicator.
- ✓ Seeks responsibility.



### WEAKNESSES

- ✗ Push and pull rather than lead.
- ✗ Takes on too much and may lose focus.
- ✗ May overstep authority to achieve goals.
- ✗ May make remarks that are untimely or untactful.
- ✗ May overuse position of power and authority.

**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.



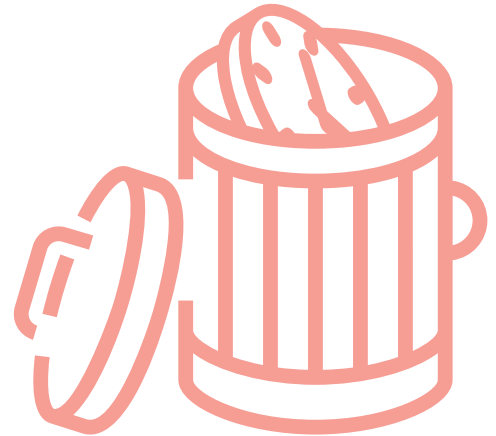
# Avoiding Time Traps

## Maximising Samantha'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 Samantha's personal set of time traps and tips to overcome "wasting" valuable time.*

### Time traps

- ❌ Underestimating the abilities of others.
- ❌ A desire to solve problems quickly without adequate information.
- ❌ Struggling to delegate.
- ❌ Sporadic decision-making.



### Time savers

- ✓ Develop a trusted support team.
- ✓ Write down personal and job-related goals and prioritise them.
- ✓ Create and implement a plan.
- ✓ Include others in new opportunities to create a strong bench.

**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.



# Making an Impression

## How Others View Samantha

*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 Samantha sees herself and how others might perceive Samantha.*



### Samantha Sees herself as...

- ✓ Flexible
- ✓ Active
- ✓ Energetic
- ✓ Pressure-oriented
- ✓ Dynamic
- ✓ Ready



### Day-to-day, Others May See Samantha as...

- ✓ Intense
- ✓ Restless
- ✓ Impatient
- ✓ Rushed



### In Extreme Situations, Others May See Samantha as...

- ✓ Edgy
- ✓ Pushy
- ✓ Selective listener
- ✓ Impulsive

**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 Samantha Out of her 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 Samantha in identifying some of her potential limitations.*

### Samantha may...



Dislike routine work or routine people.



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



Keep too many balls in the air.



Make "off the cuff" remarks that are often taken personally.



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



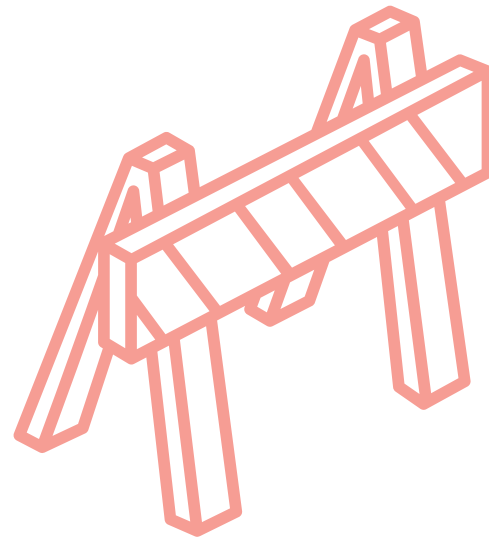
Have trouble delegating and just does it herself.



Be so concerned with the big picture that she overlooks important details.



Blame, deny and defend her position, even if it is not needed.

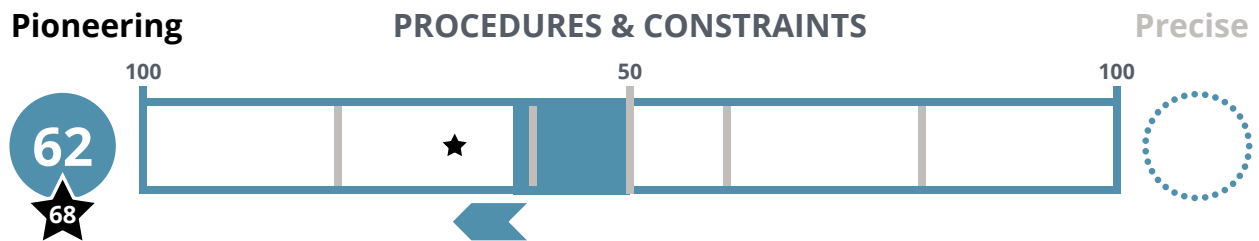
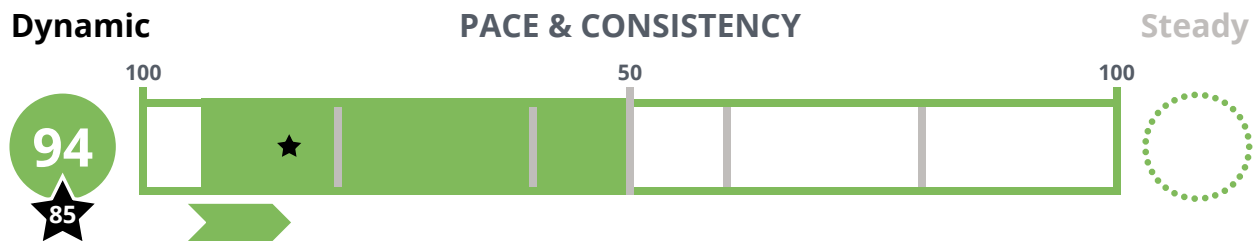
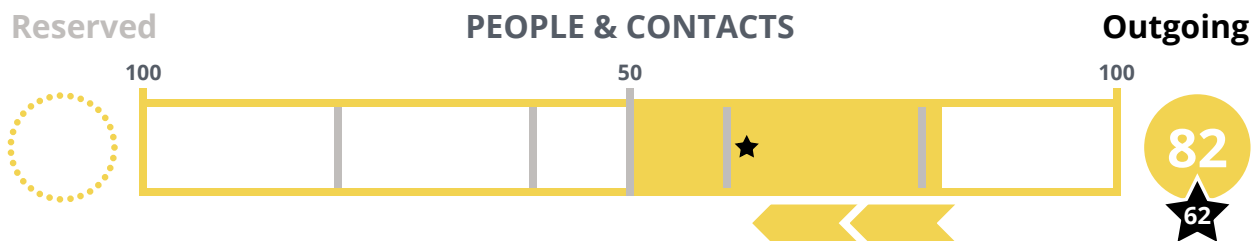
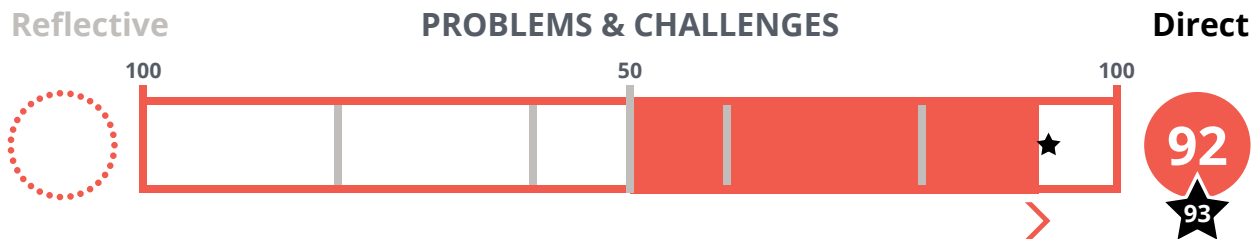


**Tip:** Weaknesses can be turned into strengths at any time. An obstacle can be an opportunity to accomplish something you never thought you could before.

# 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 Samantha falls within each continuum.



★ Adapted Position  
 ◀ Adapted Movement

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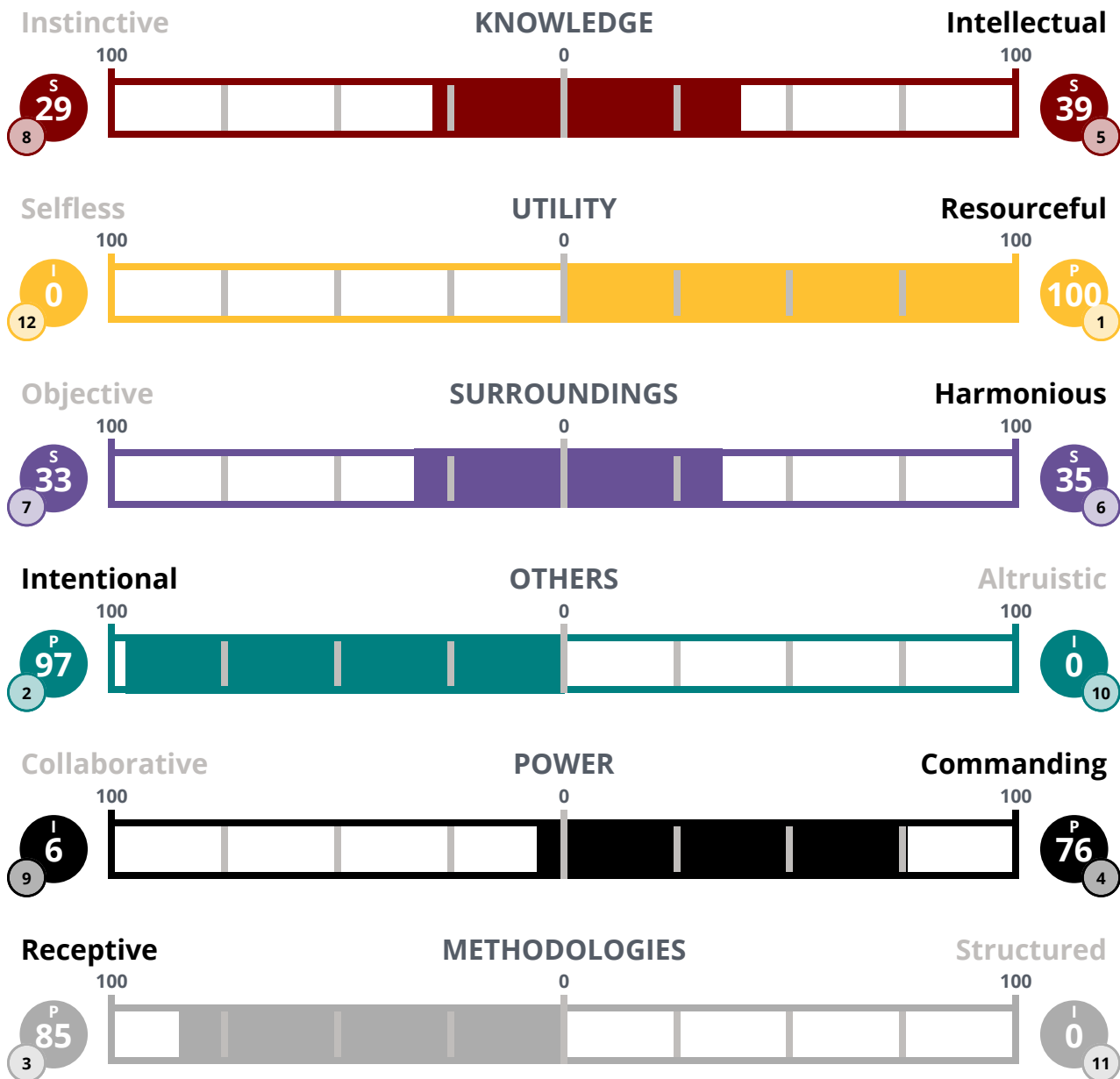
**Samantha Sample**

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# Motivational Continuum



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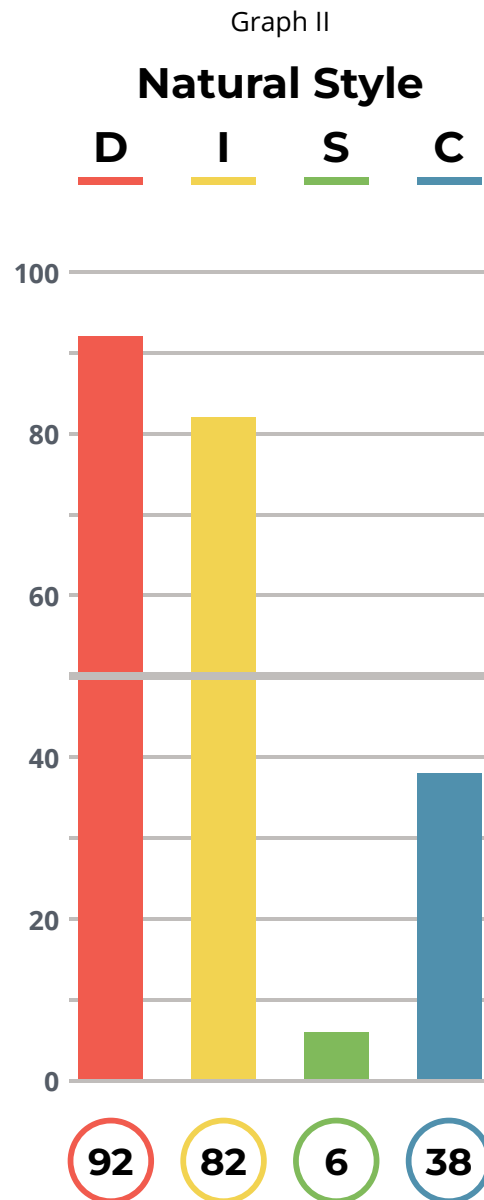
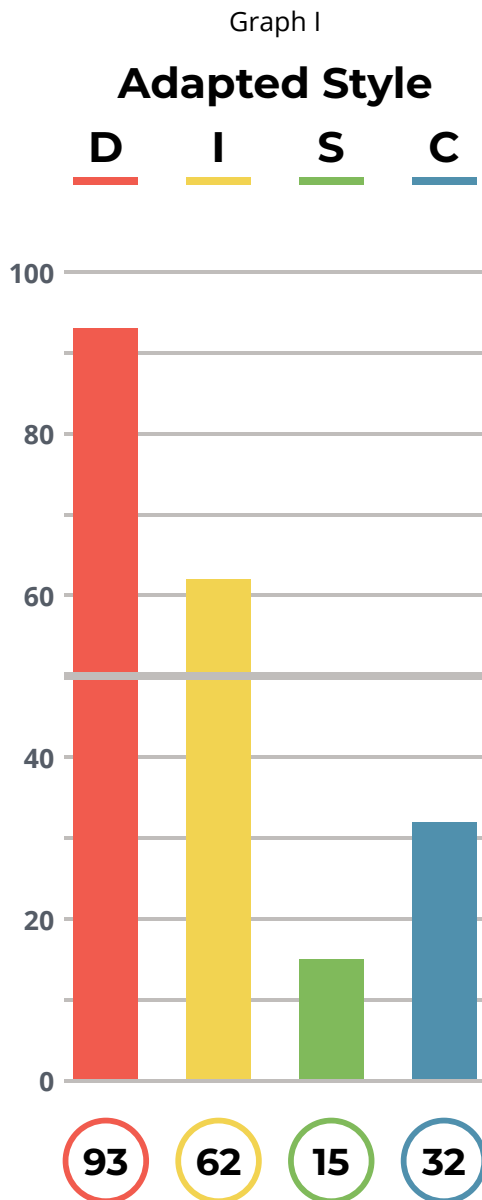
**Samantha Sample**

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# DISC Graph



The DISC Graph is a visual representation of an individual's behavioural style. Your score's distance from the midline indicates the intensity of observable behaviour that others will see. Remember, your primary observable behaviour may be above or below the midline. Below are Samantha's behavioural styles represented in both its Natural and Adapted forms.



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