



TTI
SUCCESS
INSIGHTS®

TriMetrix® EQ
Management-Staff

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The Omega Project
11/1/2018



Introduction Where Opportunity Meets Talent

The TriMetrix® EQ Coaching Report was designed to increase the understanding of an individual's talents. The report provides insight to three distinct areas: behaviours, driving forces and emotional intelligence. Understanding strengths and weaknesses in each of the three areas will lead to personal and professional development and a higher level of satisfaction.

The following is an in-depth look at your personal talents in the five main sections:

Behaviours

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.

Driving Forces

This section of the report provides information on the why of your actions, which with application and coaching, can tremendously impact your valuing of life. Once you know the motivations that drive your actions, you will immediately be able to understand the causes of conflict.

Integrating Behaviours And Driving Forces

This section of the report will help you blend the how and the why of your actions. Once you can understand how your behaviours and driving forces blend together, your performance will be enhanced and you will experience an increase in satisfaction.

Emotional Intelligence Section

This section of the report provides information on your emotional intelligence, which with application and coaching, can impact the way you respond to emotionally charged situations. In turn you will increase your performance and decision making.

Blending Behaviours, Driving Forces And EQ

This section will illustrate the impact your Emotional Intelligence has on your core behavioural style as well as your top four driving forces.



Introduction Behaviours Section

Behavioural research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behaviour is a necessary and integral part of who they are. In other words, much of our behaviour comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behaviour.

In this report we are measuring four dimensions of normal behaviour. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

This report analyses behavioural style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behaviour. We only report statements from areas of behaviour in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



General Characteristics

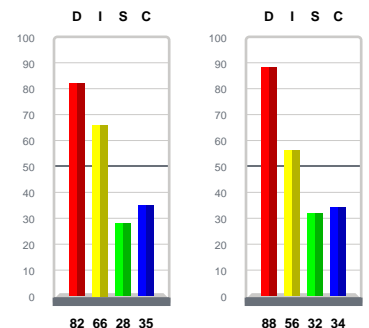
Based on Aleksandar's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behaviour that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Aleksandar's natural behaviour.

Aleksandar is often considered daring, bold and gutsy. He is a risk taker who likes to be seen as an individualist. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. He embraces visions not always seen by others. Aleksandar's creative mind allows him to see the "big picture." Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He prefers an environment with variety and change. He is at his best when many projects are underway at once. He displays a high energy factor and is optimistic about the results he can achieve. The word "cannot" is not in his vocabulary. He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. Aleksandar can be aggressive and direct, but still be considerate of people. Other people realise that directness is one of his great strengths. He is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities.

Aleksandar should realise that at times he needs to think a project through, beginning to end, before starting the project. He prefers authority equal to his responsibility. He likes to make decisions quickly. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. Aleksandar has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. When faced with a tough decision, he will try to sell you on his ideas. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. Sometimes he becomes emotionally involved in the decision-making process.



Adapted Style Natural Style





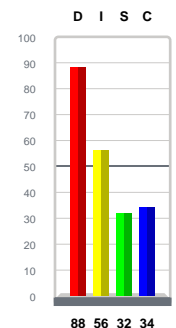
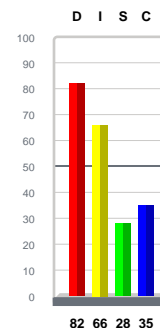
General Characteristics Continued

Aleksandar likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He should exhibit more patience and ask questions to make sure that others have understood what he has said. Aleksandar may lack the patience to listen and communicate with slower acting people. He tends to influence people by being direct, friendly and results-oriented. He tends to be intolerant of people who seem ambiguous or think too slowly. He may sometimes mask his feelings in friendly terms. If pressured, Aleksandar's true feelings may emerge.



Adapted Style

Natural Style





Value to the Organisation

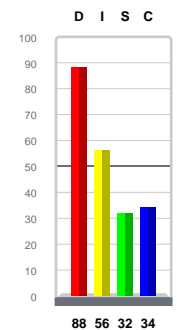
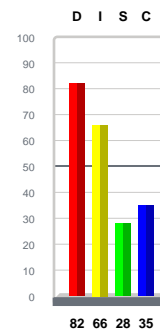
This section of the report identifies the specific talents and behaviour Aleksandar brings to the job. By looking at these statements, one can identify his role in the organisation. The organisation can then develop a system to capitalise on his particular value and make him an integral part of the team.

- Will join organisations to represent the company.
- Innovative.
- Good mixer.
- Few dull moments.
- Ability to handle many activities.
- Self-starter.
- Tenacious.



Adapted Style

Natural Style





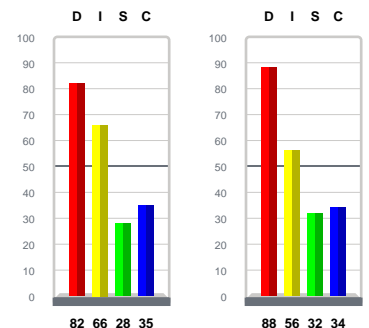
Checklist for Communicating

Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Aleksandar. Read each statement and identify the 3 or 4 statements which are most important to him. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with Aleksandar most frequently.

Ways to Communicate

- Put projects in writing, with deadlines.
- Stick to business--let him decide if he wants to talk socially.
- Come prepared with all requirements, objectives and support material in a well-organised "package."
- Expect acceptance without a lot of questions.
- Provide questions, alternatives and choices for making his own decisions.
- Present the facts logically; plan your presentation efficiently.
- Motivate and persuade by referring to objectives and results.
- Be clear, specific, brief and to the point.
- Support the results, not the person, if you agree.
- Ask specific (preferably "what?") questions.
- Provide time for fun and relaxing.
- Verify that the message was heard.
- Support and maintain an environment where he can be efficient.

Adapted Style Natural Style





Ineffective Communication

This section of the report is a list of things NOT to do while communicating with Aleksandar. Review each statement with Aleksandar and identify those methods of communication that result in frustration or reduced performance. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

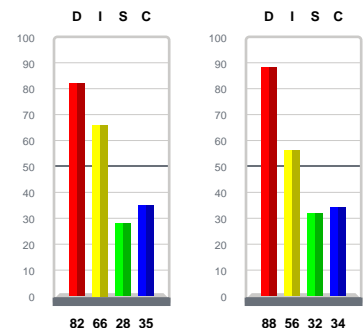
Ways NOT to Communicate

- Direct or order.
- Let disagreement reflect on him personally.
- Be put off by his "cockiness."
- Ask rhetorical questions, or useless ones.
- Try to convince by "personal" means.
- Assume he heard what you said.
- Be redundant.
- Ramble on, or waste his time.
- Use paternalistic approach.
- Come with a ready-made decision, or make it for him.
- Forget to follow-up.
- Try to build personal relationships.



Adapted Style

Natural Style





Communication Tips

This section provides suggestions on methods which will improve Aleksandar's communications with others. The tips include a brief description of typical people with whom he may interact. By adapting to the communication style desired by other people, Aleksandar will become more effective in his communications with them. He may have to practice some flexibility in varying his communication style with others who may be different from himself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:

- Prepare your "case" in advance.
- Stick to business.
- Be accurate and realistic.

Factors that will create tension or dissatisfaction:

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganised or messy.

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:

- Be clear, specific, brief and to the point.
- Stick to business.
- Be prepared with support material in a well-organised "package."

Factors that will create tension or dissatisfaction:

- Talking about things that are not relevant to the issue.
- Leaving loopholes or cloudy issues.
- Appearing disorganised.

When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:

- Begin with a personal comment--break the ice.
- Present your case softly, nonthreateningly.
- Ask "how?" questions to draw their opinions.

Factors that will create tension or dissatisfaction:

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:

- Provide a warm and friendly environment.
- Do not deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw their opinions or comments.

Factors that will create tension or dissatisfaction:

- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.



Perceptions

See Yourself as Others See You

A person's behaviour and feelings may be quickly telegraphed to others. This section provides additional information on Aleksandar's self-perception and how, under certain conditions, others may perceive his behaviour. Understanding this section will empower Aleksandar to project the image that will allow him to control the situation.

Self-Perception

Aleksandar usually sees himself as being:

- Pioneering
- Assertive
- Competitive
- Confident
- Positive
- Winner

Others' Perception - Moderate

Under moderate pressure, tension, stress or fatigue, others may see him as being:

- Demanding
- Daring
- Egotistical
- Aggressive

Others' Perception - Extreme

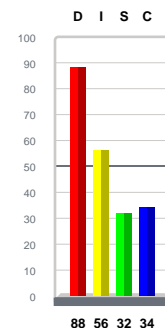
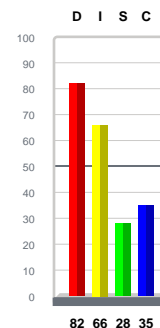
Under extreme pressure, stress or fatigue, others may see him as being:

- Abrasive
- Controlling
- Arbitrary
- Opinionated



Adapted Style

Natural Style





The Absence of a Behavioural Factor

The absence of a behavioural factor may provide insight into situations or environments that may cause tension or stress. Based on research, we are able to identify situations that should be avoided or minimised in a person's day-to-day environment. By understanding the contribution of a low behavioural style, we are able to better articulate a person's talents and create environments where people can be more effective.

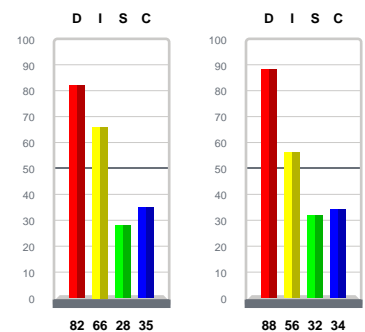
Situations and circumstances to avoid or aspects needed within the environment in order to minimise behavioural stress.

- Avoid positions that revolve around routine work.
- Avoid emotionally charged situations unless prepared to adapt and control the emotional output.
- Avoid projects that require constant focus without any room for variance in task.

Understanding that the need to adapt is unavoidable at times, below are tips for adapting to those with S above the energy line and/or tips for seeking environments that will be conducive to the low S.

- Understand and recognise that the avoidance of delegation may have a negative impact long-term.
- Rambling, written or verbal, will be avoided to the point of missing a deadline.
- Recognise the constant need for change causes fear in others.

Adapted Style Natural Style





Descriptors

Based on Aleksandar's responses, the report has marked those words that describe his personal behaviour. They describe how he solves problems and meets challenges, influences people, responds to the pace of the environment and how he 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 | Influencing | Steadiness | Compliance |
| Calculating | Reflective | Mobile | Firm |
| Cooperative | Factual | Active | Independent |
| Hesitant | Calculating | Restless | Self-Willed |
| Cautious | Sceptical | Impatient | Obstinate |
| Agreeable | Logical | Pressure-Oriented | Unsystematic |
| Modest | Suspicious | Eager | Uninhibited |
| Peaceful | Matter-of-Fact | Flexible | Arbitrary |
| Unobtrusive | Incisive | Impulsive | Unbending |



Natural and Adapted Style

Aleksandar's natural style of dealing with problems, people, pace of events and procedures may not always fit what the environment needs. This section will provide valuable information related to stress and the pressure to adapt to the environment.



Problems - Challenges

Natural

Aleksandar tends to deal with problems and challenges in a demanding, driving and self-willed manner. He is individualistic in his approach and actively seeks goals. Aleksandar will attack problems and likes a position with authority and work that will constantly challenge him to perform up to his ability.

Adapted

Aleksandar sees no need to change his approach to solving problems or dealing with challenges in his present environment.

People - Contacts

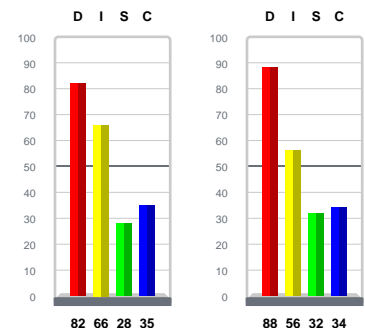
Natural

Aleksandar is sociable and optimistic. He is able to use an emotional appeal to convince others of a certain direction. He likes to be on a team and may be the spokesman for the team. He will trust others and likes a positive environment in which to relate.

Adapted

Aleksandar sees no need to change his approach to influencing others to his way of thinking. He sees his natural style to be what the environment is calling for.

Adapted Style Natural Style





Natural and Adapted Style Continued



Pace - Consistency

Natural

Aleksandar is variety-oriented and demonstrates a need to get from one activity to another as quickly as possible. He usually demonstrates a pronounced sense of urgency. He is eager to initiate change if for nothing else than for change's sake.

Adapted

Aleksandar sees his natural activity style to be just what the environment needs. What you see is what you get for activity level and consistency. Sometimes he would like the world to slow down.

Procedures - Constraints

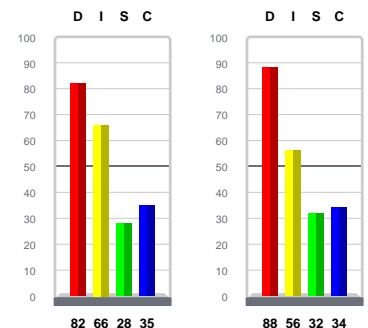
Natural

Aleksandar is independent by nature and somewhat self-willed. He is open to new suggestions and can, at times, be seen as somewhat freewheeling. He is most comfortable in an environment where the constraints can be "loosened" for certain situations.

Adapted

Aleksandar shows little discomfort when comparing his basic (natural) style to his response to the environment (adapted) style. The difference is not significant and Aleksandar sees little or no need to change his response to the environment.

Adapted Style Natural Style



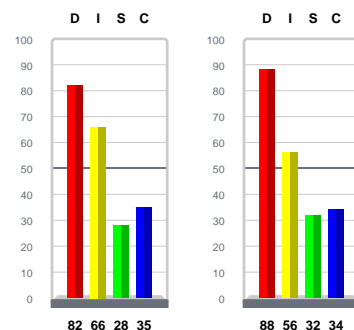
Adapted Style

Aleksandar sees his present work environment requiring him to exhibit the behaviour listed on this page. If the following statements DO NOT sound job related, explore the reasons why he is adapting this behaviour.

- Questioning the status quo, and seeking more effective ways of accomplishment.
- A competitive environment, combined with a high degree of people skills.
- Skilful use of vocabulary for persuasive situations.
- Anticipating and solving problems.
- Meeting deadlines.
- Dealing with a wide variety of work activities.
- Moving quickly from one activity to another.
- Persistence in job completion.
- Having the ability to see the "big picture" as well as the small pieces of the puzzle.
- Exhibiting an active and creative sense of humour.
- Handling a variety of activities.



Adapted Style Natural Style



Time Wasters

This section of your report is designed to identify time wasters that may impact your overall time use effectiveness. Possible causes and solutions will serve as a basis for creating an effective plan for maximising your use of TIME and increasing your PERFORMANCE.

Lack of a Written Plan

A plan in this context may be an overall business plan including mission, goals, objectives, task requirements and utilisation of resources. It may also simply mean written priorities and a written daily plan of action.

Possible Causes:

- Action oriented, want to get things done now
- Priorities keep changing (self- or other-imposed)
- Have been successful without a plan in the past
- Want to "go with the flow" and not be stifled by a written daily agenda

Possible Solutions:

- Write down personal and job-related values and prioritise them
- Write out a long-term plan that will support those values
- Recognise that by having priorities clearly in mind, constant change will be replaced with change-by-design

Crisis Management

Crisis Management is defined as a management style that is consistently driven by uncontrolled external issues as the preferred method of managing. This style allows crises to precipitate rather than anticipating them and being pro-active.

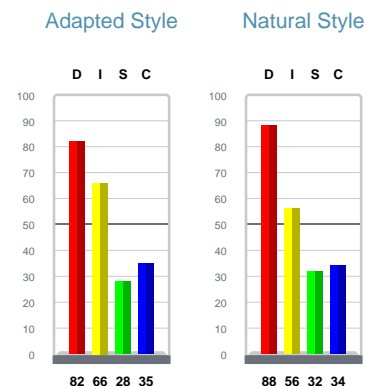
Possible Causes:

- Lack planning
- Place unrealistic time requirements on people and tasks
- Always looking for problems to solve

Possible Solutions:

- Have a well defined operational plan







Time Wasters Continued

- Target key individuals to handle specific problems
- Ask for recommendations from key people
- Delegate authority and responsibility when possible

Snap Decisions

Snap decisions in this context are those decisions that are made too quickly without having all the necessary information.

Possible Causes:

- Impatience overrides need to wait for more information
- Try to do too much
- Failure to plan in advance
- Lack specific goals

Possible Solutions:

- Ask for recommendations
- Establish process for decisions prior to situation occurring
- Establish standard operating procedures and alternative procedures for possible problems

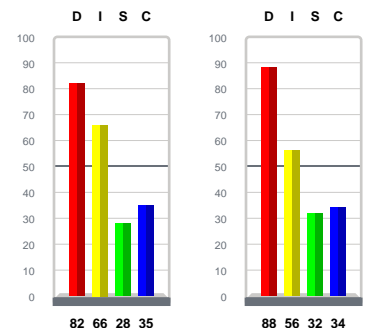
Poor Delegation

Poor delegation usually means the inability to discriminate between tasks needing your time and attention, and those others are capable of accomplishing.

Possible Causes:

- Do not want to give up control
- Do not trust the abilities of others
- Do not understand the abilities of others
- Fear the talents of others
- Do not want to overload others

Adapted Style Natural Style





Time Wasters Continued

Possible Solutions:

- Train and mentor others
- Develop a support team
- Give people the opportunity to help
- Recognise the time spent training others on routine tasks will result in gained cumulative time for higher priority tasks

Firefighting

Firefighting is often defined as being pulled away from priority tasks to answer questions, offer solutions, delegate or solve problem-related minor issues. These issues usually "flare up" quickly and are "put out" quickly.

Possible Causes:

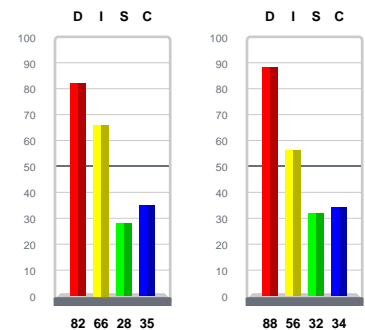
- Desire to solve problems quickly and sometimes without adequate information
- Lack of delegation
- Lack of standard operating procedures
- Poor/wrong priorities
- Failure to fit intensity to the situation

Possible Solutions:

- Establish a plan
- Create operational procedures for tasks and known problems
- Establish a "management by objectives" approach



Adapted Style Natural Style





Areas for Improvement

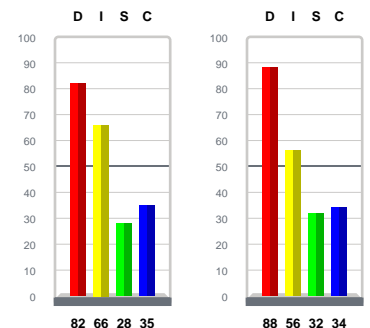
In this area is a listing of possible limitations without regard to a specific job. Review with Aleksandar and cross out those limitations that do not apply. Highlight 1 to 3 limitations that are hindering his performance and develop an action plan to eliminate or reduce this hindrance.

Aleksandar has a tendency to:

- Be explosive by nature and lack the patience to negotiate.
- Be a one-way communicator--does not listen to the total story before introducing his opinion.
- Fail to complete what he starts because of adding more and more projects.
- Resist participation as part of the team, unless seen as a leader.
- Make "off the cuff" remarks that are often seen as personal prods.
- Have no concept of the problems that slower-moving people may have with his style.
- Dislike routine work or routine people--unless he sees the need to further his goals.



Adapted Style Natural Style





Behavioural Hierarchy

Your observable behaviour and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioural traits from the strongest to the weakest.

1. Competitive - Want to win or gain an advantage.

0 10 20 30 40 50 60 70 80 90 100



100

51*

2. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100



88

44*

3. Frequent Change - Rapidly shift between tasks.

0 10 20 30 40 50 60 70 80 90 100



70

54*

4. Versatile - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100



65

56*

5. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100

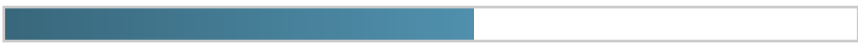


60

62*

6. People-Oriented - Build rapport with a wide range of individuals.

0 10 20 30 40 50 60 70 80 90 100



55

67*

7. Persistence - Finish tasks despite challenges or resistance.

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48

60*

8. Customer-Oriented - Identify and fulfil customer expectations.

0 10 20 30 40 50 60 70 80 90 100

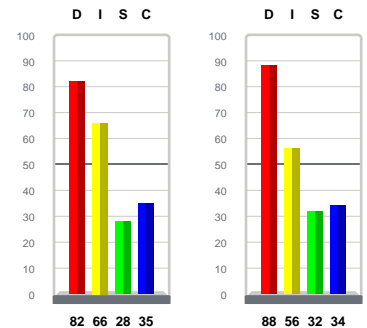


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Adapted Style Natural Style

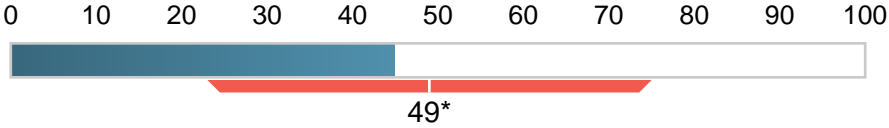


* 68% of the population falls within the shaded area.



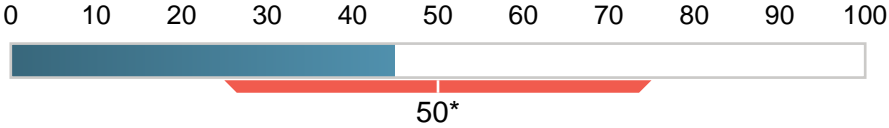
Behavioural Hierarchy

9. Organised Workplace - Establish and maintain specific order in daily activities.



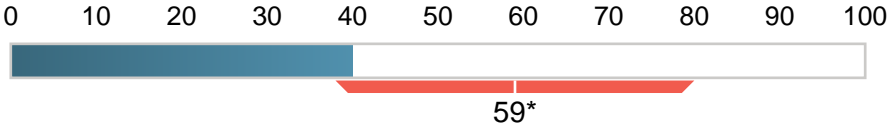
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10. Analysis - Compile, confirm and organise information.



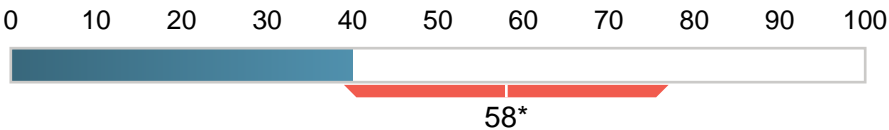
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11. Consistent - Perform predictably in repetitive situations.



40

12. Following Policy - Adhere to rules, regulations, or existing methods.

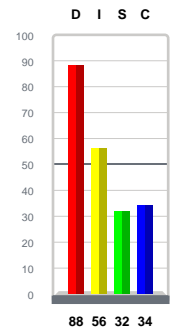
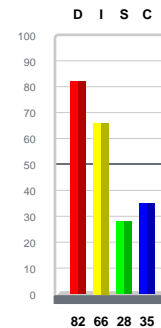


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Adapted Style

Natural Style



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

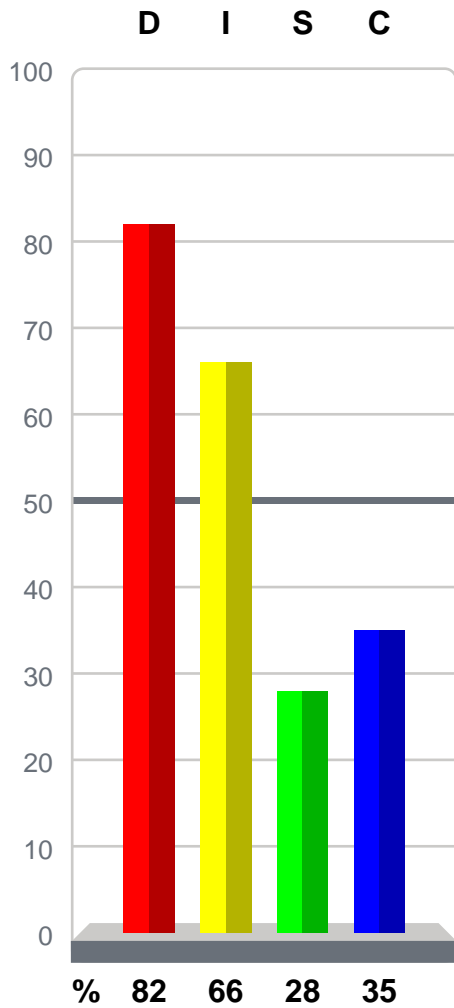


Style Insights® Graphs

11/1/2018

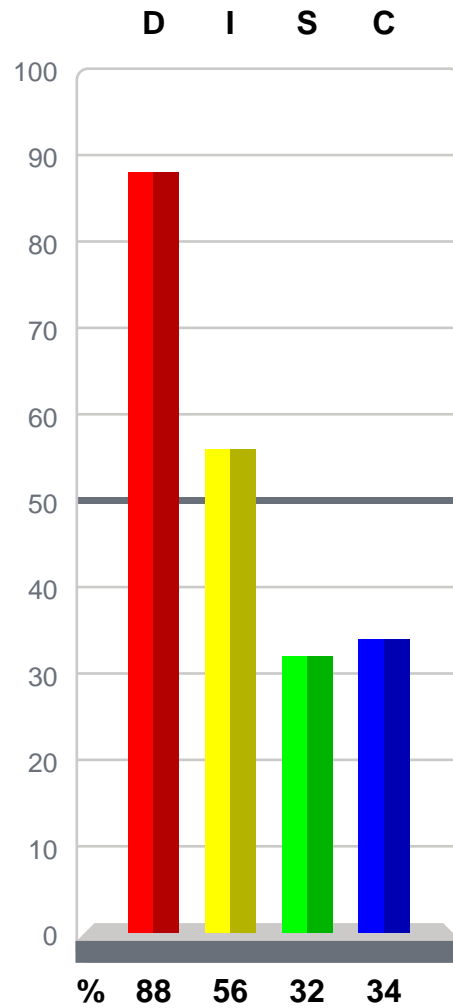
Adapted Style

Graph I



Natural Style

Graph II



Intl Norm 2017 R4



The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool popularised in Europe. In addition to the text you have received about your behavioural style, the Wheel adds a visual representation that allows you to:

- View your natural behavioural style (circle).
- View your adapted behavioural style (star).
- Note the degree you are adapting your behaviour.
- If you filled out the Work Environment Analysis, view the relationship of your behaviour to your job.

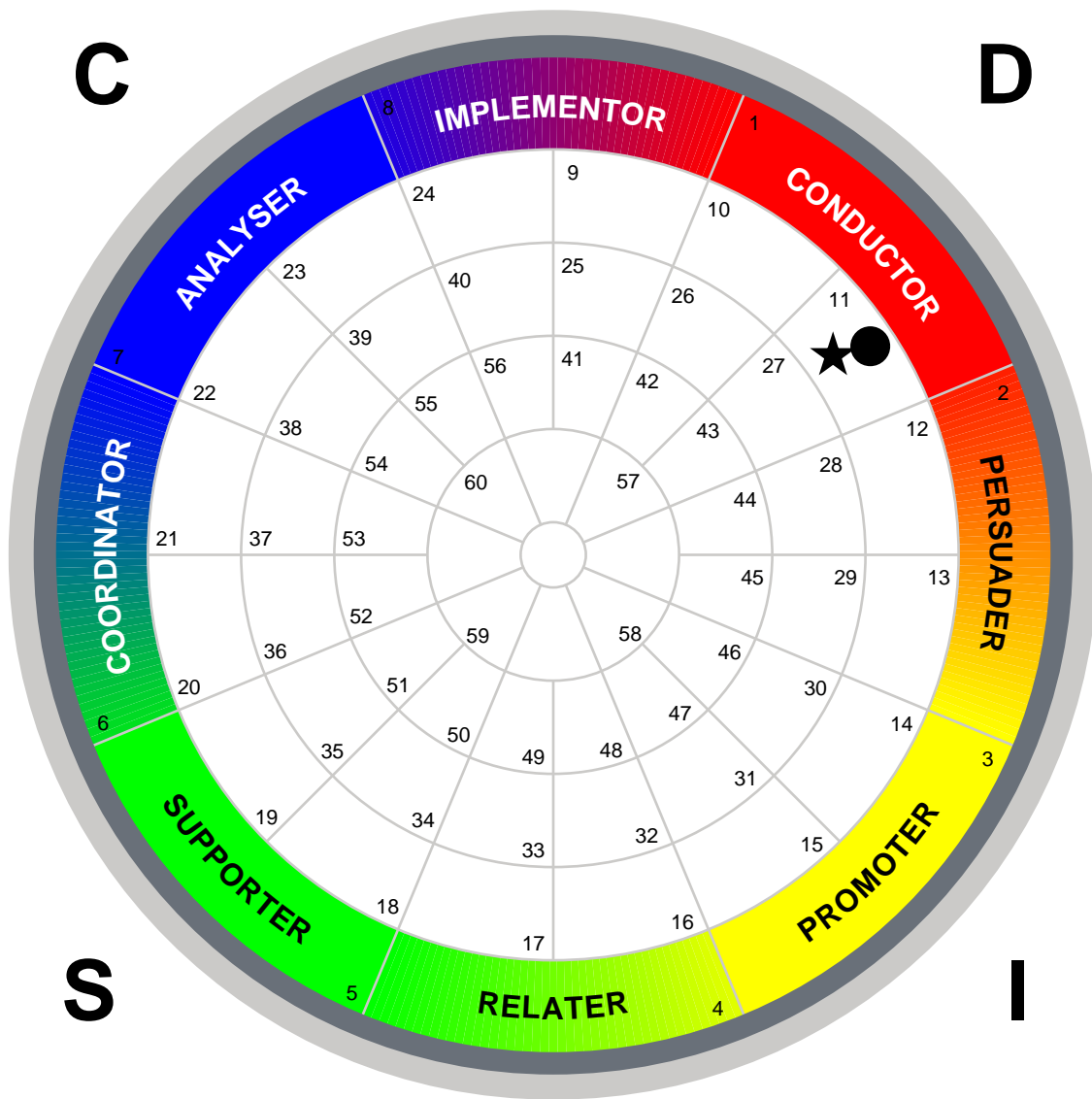
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behaviour. The further the two plotting points are from each other, the more you are adapting your behaviour.

If you are part of a group or team who also took the behavioural assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



The Success Insights® Wheel

11/1/2018



Adapted: ★ (11) PERSUADING CONDUCTOR

Natural: ● (11) PERSUADING CONDUCTOR

Intl Norm 2017 R4

T: 57:40 M



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 will recognise they may have 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 recognise 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.

Aleksandar can buffer the feelings of others to drive business. He views people as a resource to achieve results. He follows a philosophy of "it is not personal, it is just business." He is driven by a long list of wants and will work hard to achieve them. Aleksandar is motivated by increasing productivity and efficiency. He will focus on creating processes to ensure efficiency going forward. He wants to control his own destiny and impact the destiny of others. When Aleksandar feels strongly about a situation, he will apply the "end justifies the means" concept. Aleksandar is always looking for new ways to accomplish routine tasks. He will challenge the status quo to keep momentum moving. In specific situations he is capable of functioning in an environment filled with chaos. He may have the data to support his convictions.

Aleksandar believes it is important to keep emotions out of business decisions. He sees the world as a toolset to accomplish his goals. He has a strong desire to build resources for the future. He is driven to be very diligent and resourceful. Aleksandar has the desire to create a winning strategy. He is driven to acquire the very best that life has to offer. Given the choice, Aleksandar would choose to experience new opportunities. He is seeking opportunities to enhance his ever changing system for living. Aleksandar will focus on the objective before the harmony of a situation. He may be able to compartmentalise the situation to ensure a rewarding interaction. He will seek knowledge based on his needs in individual situations. In those areas where Aleksandar has a special interest he will be good at integrating past knowledge to solve current problems.





General Characteristics

Aleksandar has the potential to become an expert in his chosen field. He may attempt to balance the functionality and harmony of his workday. He can be an out-of-the-box thinker. He can go to extremes to win or control the situation. Based on his enterprising nature, Aleksandar is sensitive to wasting time, resources and/or opportunities. He will be creative when resources are scarce. He looks for what is useful in people, resources and his surroundings. He will not normally allow himself to be directed by others unless it will enhance his own self-interest.

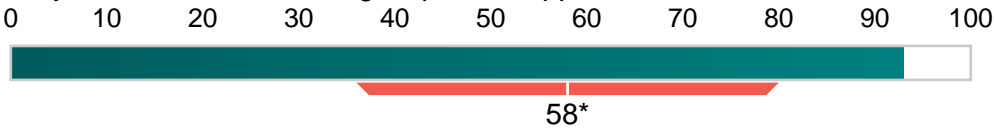




Primary Driving Forces Cluster

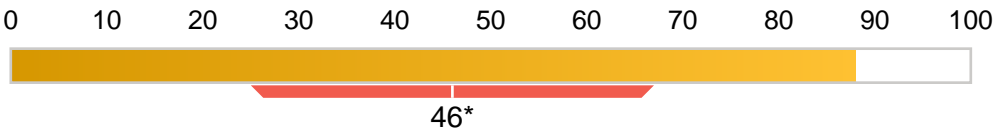
Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver 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. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



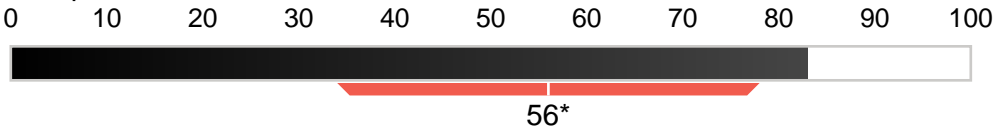
93

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



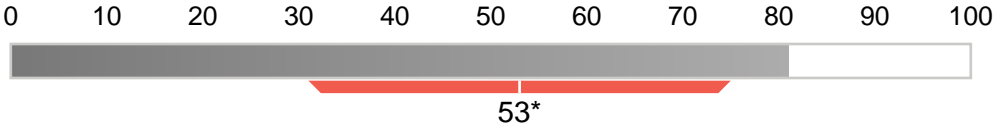
88

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



83

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



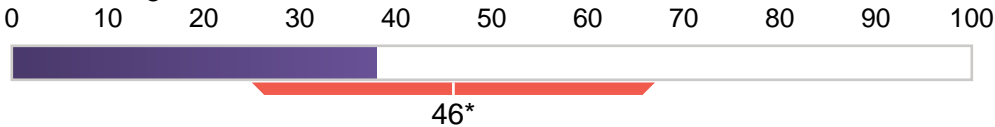
81



Situational Driving Forces Cluster

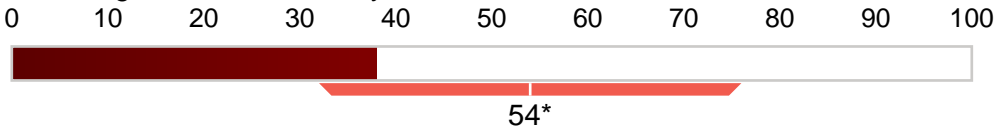
Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

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



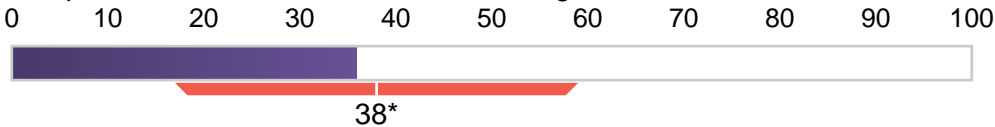
38

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



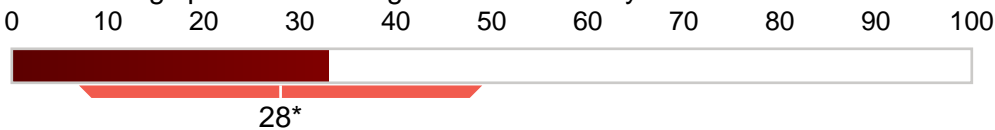
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7. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



36

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



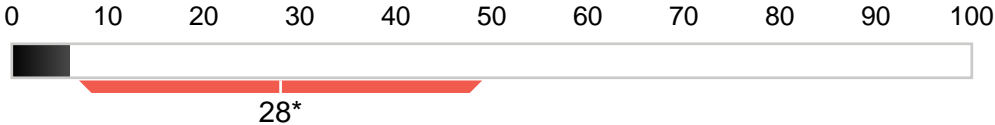
33



Indifferent Driving Forces Cluster

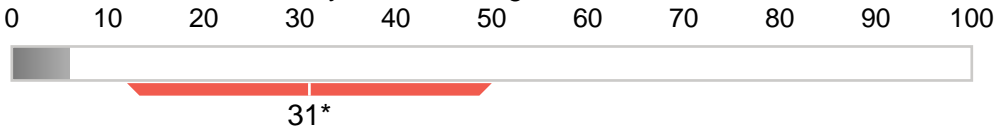
You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

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



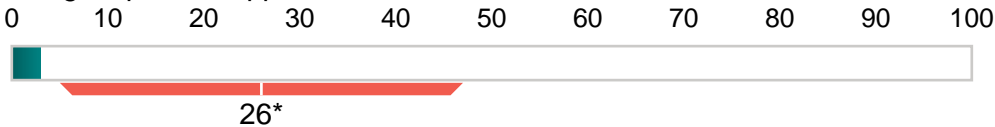
6

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



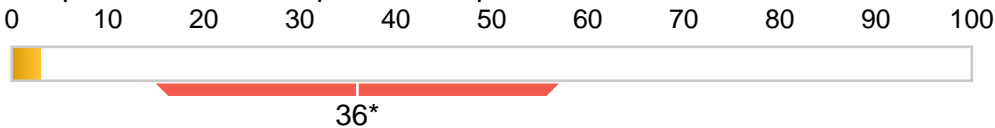
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11. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



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



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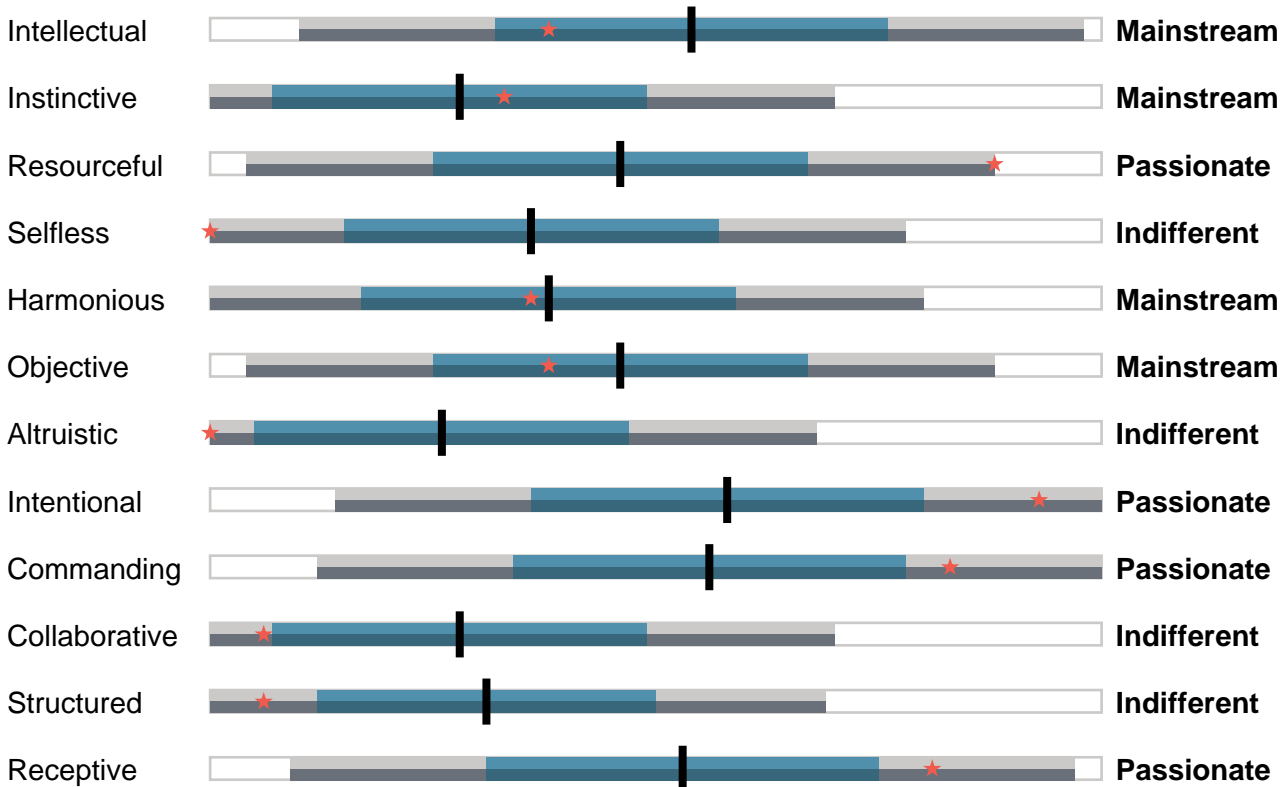


Areas for Awareness

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 energised. 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 - Intl Norm 2017

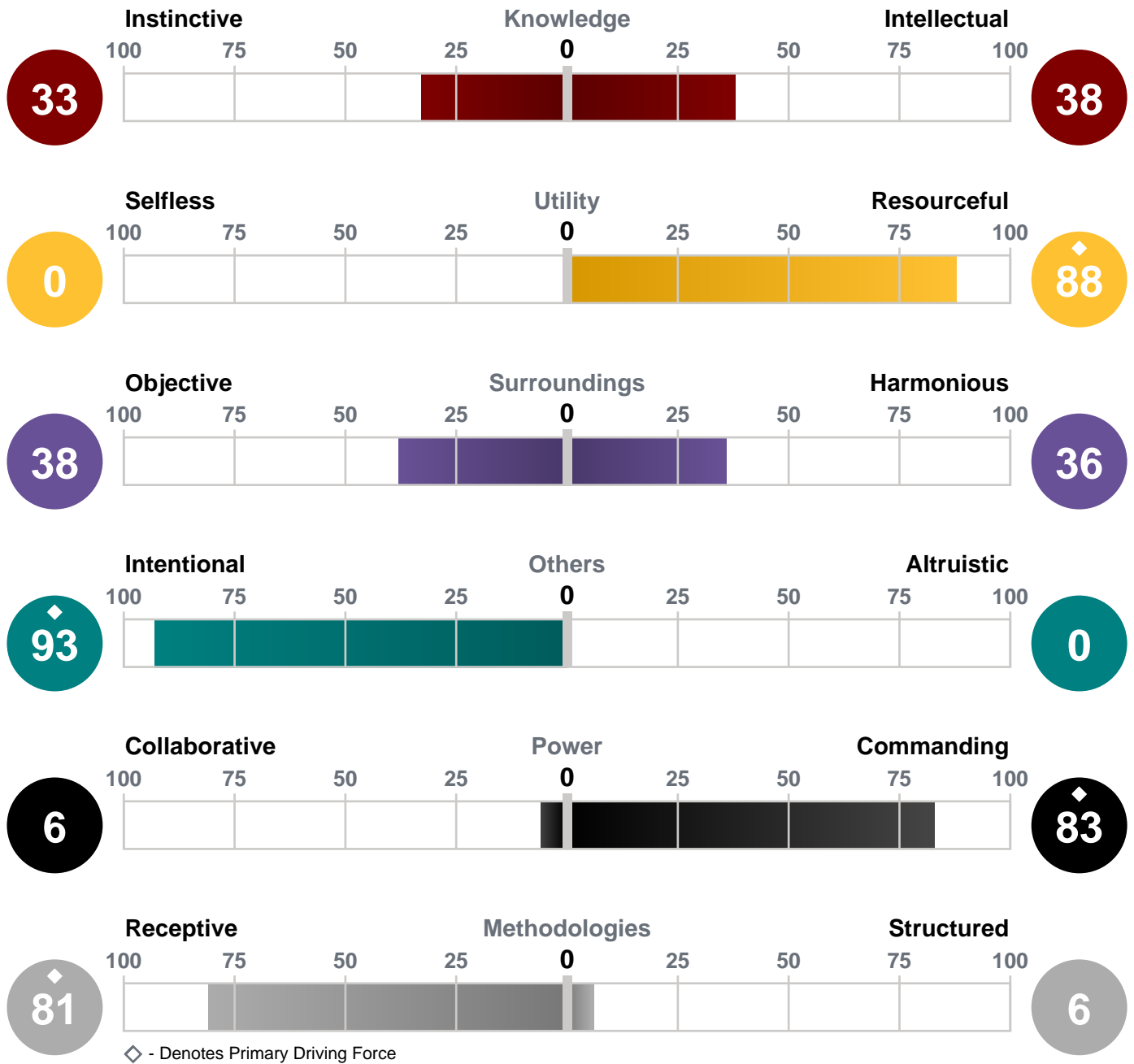


■ - 1st Standard Deviation - * 68% of the population falls within the shaded area. ■ - national mean ★ - your score
 ■ - 2nd Standard Deviation
 □ - 3rd Standard Deviation

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

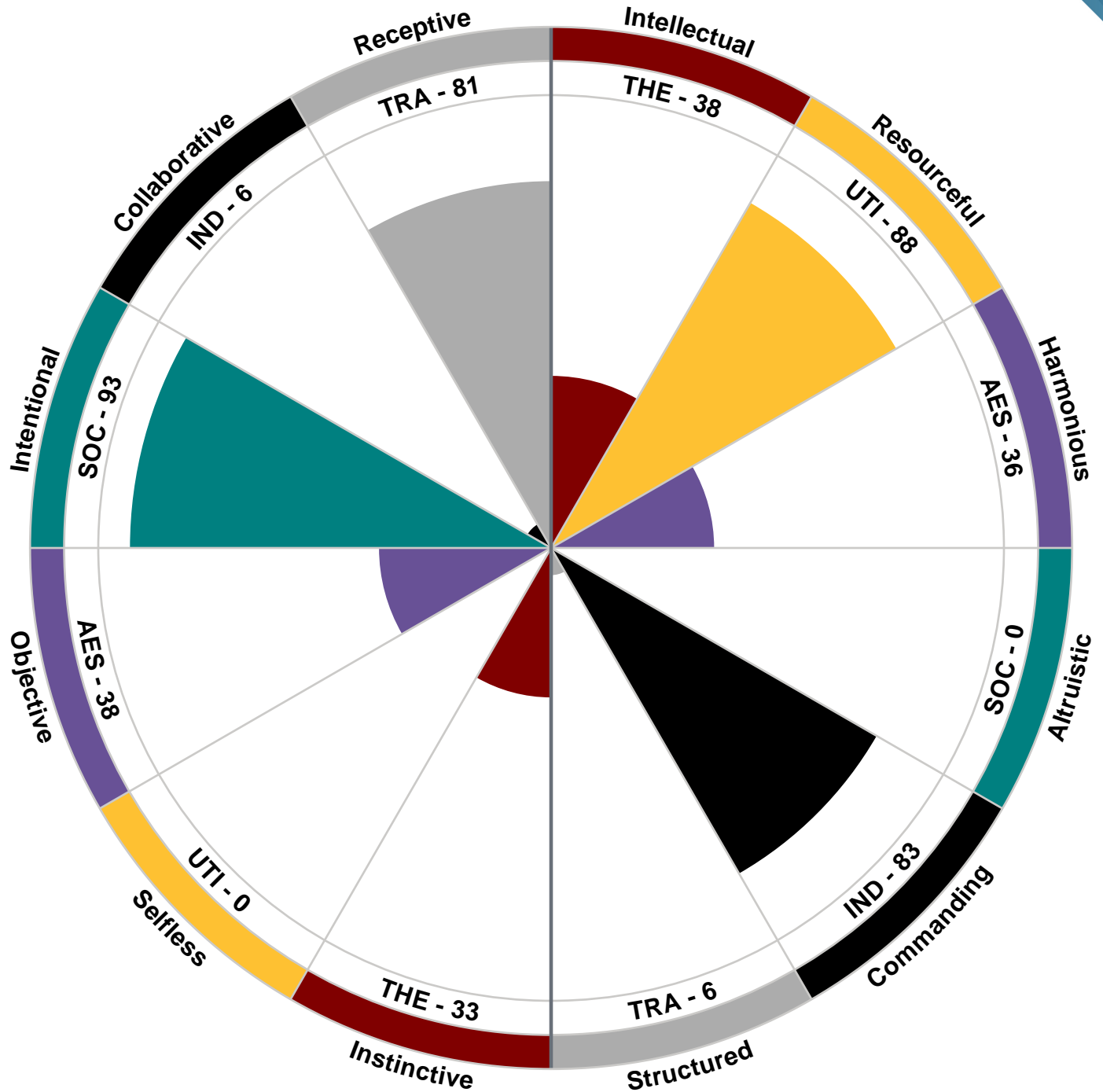


Driving Forces Graph



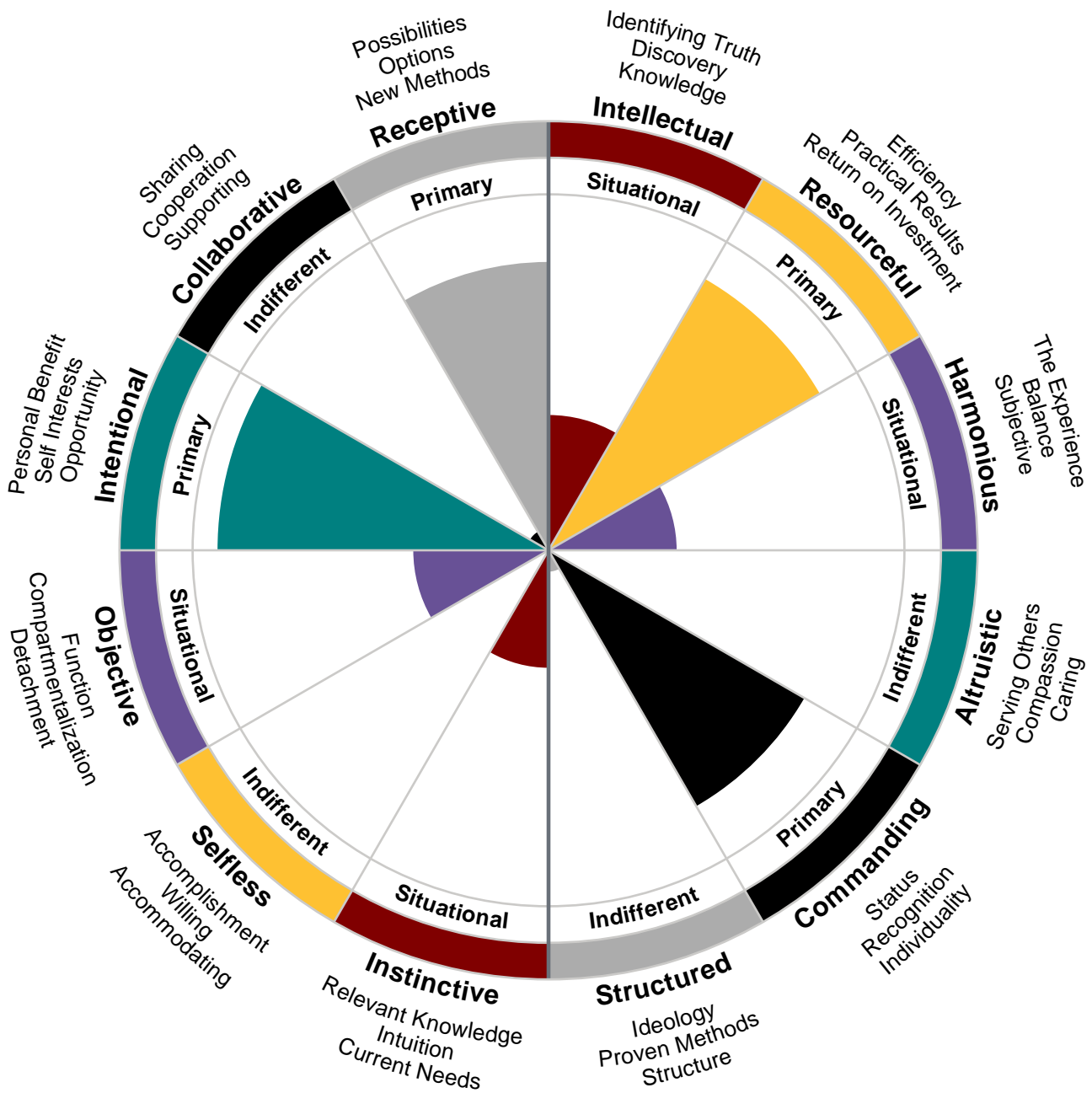


Driving Forces Wheel





Descriptors Wheel





Introduction Integrating Behaviours and Driving Forces Section

The ultimate power behind increasing job satisfaction and performance comes from the blending of your behaviours and driving forces. Each individually is powerful in order to modify your actions, but the synergy of blending the two moves you to a whole new level.

In this section you will find:

- Potential Behavioural and Motivational Strengths
- Potential Behavioural and Motivational Conflict
- Ideal Environment
- Keys to Motivating
- Keys to Managing



Potential Behavioural and Motivational Strengths

This section describes the potential areas of strengths between Aleksandar's behavioural style and top four driving forces. Identify two to three potential strengths that need to be maximised and rewarded in order to enhance on-the-job satisfaction.

- Tough but fair when others are willing to work hard.
- Will champion a worthy cause, as a challenge, if they see a potential return.
- Looks for a better approach to utilise others.
- Tends to be futuristic.
- Makes decisions based on saving time, resources and improving efficiency.
- Wants to maximise time and resources now, as opposed to later.
- Innovative with strategies for success.
- Bottom-line focused when leading others.
- Forward-looking to improve himself or a situation.
- A leader for those who question traditions.
- Good at directing others to challenge the status quo.
- Will champion change and focus on out of the box results





Potential Behavioural and Motivational Conflict

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

- May set standards too high that causes others to fall short.
- May try to utilise many people to obtain results.
- Can sometimes lack diplomacy when asking for assistance.
- May make a quick decision that results in a bad investment and/or wasted time.
- May take high risk for high reward too often.
- Will override other variables for the sake of an investment.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- Can set personal standards too high.
- May always want to display his superiority through problems or challenges.
- By challenging the status quo he may miss the desired results.
- Standards may be unreachable with his desire to try new things.
- A desire for better results may be prohibited by his need for something new.





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 Aleksandar's behavioural style and top four driving forces. Use this section to identify specific duties and responsibilities that Aleksandar enjoys.

- Rewards based on group "wins", as well as individual contributions.
- A forum to champion the needs and desires of others who are willing to work for common results.
- The opportunity to show others their potential in order to drive the desired outcomes.
- Having economic, competitive and challenging incentives.
- Key performance measured on results and efficiency rather than people and process.
- Rewards for being quicker, faster, better.
- Management that appreciates and rewards powerful risk-taking.
- An environment where competition and winning is viewed as the ideal.
- Continual opportunity to challenge and win.
- An environment that promotes creative ideas for solving problems and making decisions.
- Opportunity to alter existing systems to make them bigger, better and faster.
- An environment to challenge rules in which he does not agree.





Keys to Motivating

All people are different and motivated in various ways. This section of the report was produced by analysing Aleksandar's driving forces. Review each statement produced in this section with Aleksandar and highlight those that are present "wants."

Aleksandar wants:

- Recognition for driving business and being a catalyst for changing the world.
- Opportunities to accomplish solutions to problems that relate to his vision.
- To get results by incorporating the abilities of others.
- Opportunities for achieving things faster and of more value.
- Focus on results and rewards, not the process or journey.
- Freedom to get desired results and improve efficiency.
- To lead a team that understands the value of short-term and fast-moving ideas and results.
- Ability to create, share and control the vision.
- New and difficult challenges that lead to prestige and status.
- The opportunity to expand his way of thinking.
- All systems and structures to be current and moving toward the desired result.
- A manager and a team that appreciates that every system should be challenged.





Keys to Managing

This section discusses the needs which must be met in order for Aleksandar to perform at an optimum level. Some needs can be met by himself, while management must provide for others. It is difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Review the list with Aleksandar and identify 3 or 4 statements that are most important to him. This allows Aleksandar to participate in forming his own personal management plan.

Aleksandar needs:

- Help to understand how managing his intensity can align others to his objectives.
- To be given power and authority to achieve results through people.
- To understand desire to win or achieve may cause people to be seen as tools.
- To understand that people who do not move at his pace may still offer value and a return on investment.
- To assess the risk and rewards of each decision.
- To be an active listener instead of dominating the discussion.
- Help in limiting interruptions because of the desire to be involved in too many projects.
- To understand that not all problems are a nail, therefore all solutions cannot be a hammer.
- Assistance in staying on task when he is not the leader of the project.
- Support to achieve results through his constantly evolving system for living.
- A manager that understands his potentially explosive nature is from the desire to achieve and win in new and different ways.
- Support in properly displaying his passion for the way things could be.





Introduction Emotional Intelligence Section

The Emotional Quotient™ report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Intrapersonal and Interpersonal emotional intelligence.

Research shows that successful leaders and superior performers have well developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's (EQ) emotional intelligence may be a better predictor of success performance than intelligence (IQ).

This report measures five dimensions of emotional intelligence:

Intrapersonal emotional intelligence

What goes on inside of you as you experience day-to-day events.

Self-Awareness is the ability to recognise and understand your moods, emotions and drives, as well as their effect on others.

Self Regulation is your ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment to think before acting.

Motivation is a passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.

Interpersonal emotional intelligence

What goes on between you and others.

Empathy is your ability to understand the emotional makeup of other people.

Social Skills is a proficiency in managing relationships and building networks.

Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



General Characteristics

Based on Aleksandar's responses, the report has selected general statements to provide a broad understanding of his level of emotional intelligence.

Self-Awareness

- In most situations, he has a strong awareness of his emotions.
- His Self-Awareness keeps him in touch with his emotions around his goals, motivations, strengths, and key aspirations.
- His level of Self Awareness is seen as an ability to project confidence in most situations.

Self-Regulation

- He tends to have a calming effect on other people.
- He is highly capable of minimising the influence his emotions have on the outcome when making an important decision.
- When he is feeling stressed, others may not know it.

Motivation

- His passion for his work is evident.
- May give preference to challenging projects that lead to his specific goals at the expense of completing mundane work.
- Seeks out new challenges and is energised by advancing goals.

Empathy

- May have difficulty empathising when he has not been in the same situation himself.
- Is able to work with others, but at times will need help understanding their own emotional needs.
- Would benefit from working on his active listening skills.

Social Skills

- He is persuasive and finds it easy to negotiate with others.
- He sees the connection between his actions and the impact they have on others.
- He prefers to use his relationship connections to reach outcomes.

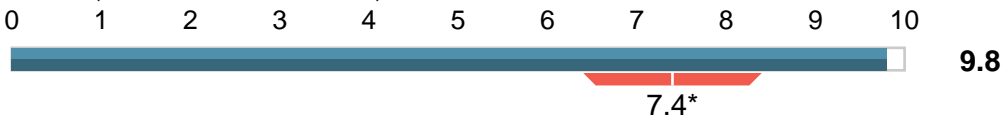




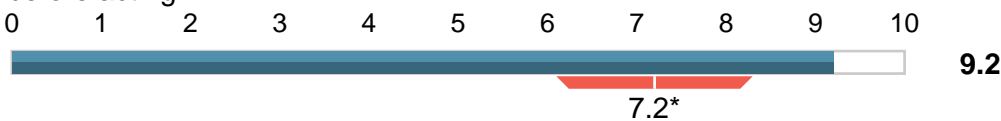
Emotional Quotient Assessment Results

The Emotional Quotient (EQ) is a measure of your ability to sense, understand, and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your overall score on the Emotional Quotient Assessment indicates your level of overall emotional intelligence. The higher the number, the more emotionally intelligent you are. If your goal is to raise your EQ, the components on which you have scored the lowest should be the focus of your development.

1. SELF-AWARENESS - The ability to recognise and understand your moods, emotions and drives, as well as their effect on others.



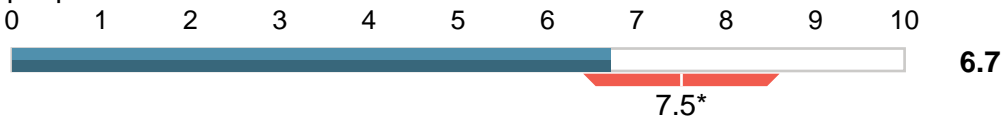
2. SELF-REGULATION - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



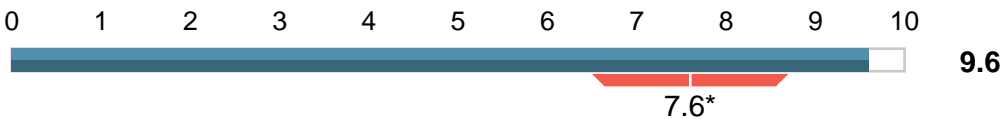
3. MOTIVATION - A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.



4. EMPATHY - The ability to understand the emotional makeup of other people.



5. SOCIAL SKILLS - A proficiency in managing relationships and building networks.



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



Interpersonal Social Skills

A proficiency in managing relationships and building networks.

You scored a 9.6.

You have an ability to find common ground and build rapport with others. You are persuasive, effective in leading change and expert in building and leading teams.

What you can do:

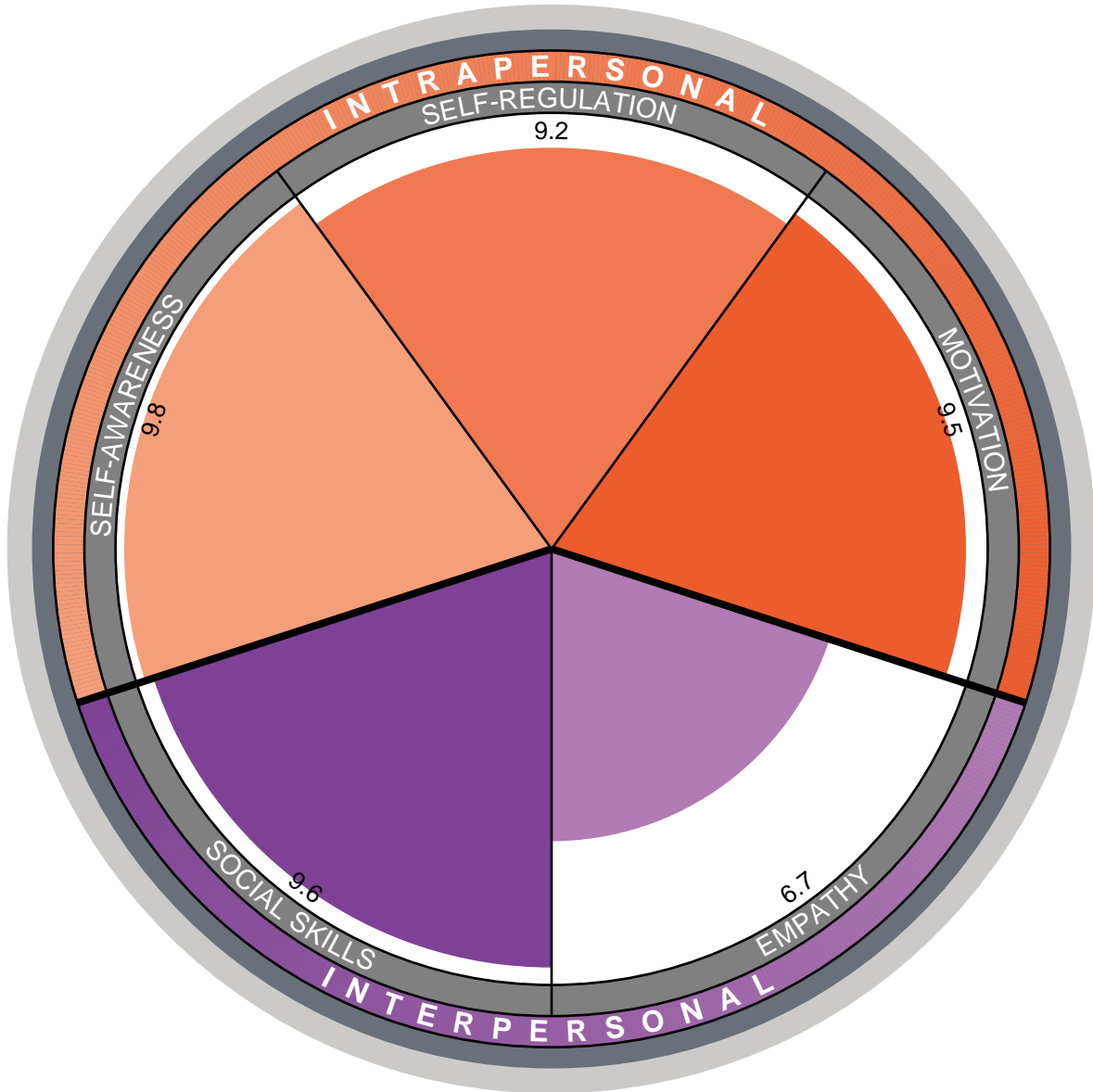
- Ask those you admire for feedback about your interpersonal style.
- Seek to gain experiential knowledge on how to increase your level of social skills.
- Appeal to others' uniqueness, build on mutual interests and show a genuine curiosity for others' well-being.
- Practice allowing others to take the lead so you can influence from a support role.
- Find additional ways to be an influence at work by helping others improve their social skills.
- Give advice and feedback about effective social skills techniques to co-workers.
- Extrapolate leadership wisdom and knowledge from your mentor to continue improving your social skills.
- Make an effort to stay in touch with people you meet; connect with your contacts regularly.
- Seek quality, not quantity, in your social bonds. Converse with others on a deeper level.
- Talk about feelings related to work.
- Join a professional group or affiliation to continue building your network.
- Remember people's name as well as a unique fact about them, and refer to it during conversations. Be known as the one who remembers!





Emotional Quotient™ Wheel

11/1/2018





Introduction

Blending Behaviours, Driving Forces and EQ for Success

Maximising the effectiveness of one's behavioural style can be a difficult maze to navigate in the workplace, especially in situations where "behavioural labels" are assigned. Often a team will have multiple people with the same behavioural styles faced with the same situation, yet they come across differently.

For years, TTI has educated the corporate world on behaviours, or the "how" of people's actions; meanwhile, driving forces is the "why" they do what they do. This has explained the difference in actions for decades. However, recent research has led to the discovery of people with similar behaviours and driving forces, yet they still respond differently to situations, especially when the situations are emotionally charged.

Why is this? The answer is often found within a person's Emotional Intelligence. Understanding a person's EQ and applying this information to behaviours and driving forces can not only expand the working language and communication of an organisation, but can help an individual successfully navigate the workplace maze and feel a sense of accomplishment and reward from doing so.

