



TTI
SUCCESS
INSIGHTS®

TriMetrix® EQ

Leadership Version

John Doe

E.V.P. - sales

For more information:

Select, Assess & Train

Tel: 919-633-6043

Email: info@selectassesstrain.com

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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: behaviors, 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:

Behaviors

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 Behaviors & 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 behaviors 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 Behaviors, Driving Forces & EQ

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

Introduction

Behaviors Section



Research suggests that effective leaders understand both their strengths and areas for growth, enabling them to develop strategies that meet the demands of their environment.

An individual's behavior is a blend of inherent traits and learned experiences, forming the foundation of their leadership style—the "how" behind their actions in various situations.

This report measures four key dimensions of behavior, which are crucial for understanding leadership tendencies:

- John's approach to problems and challenges.
- John's approach to people and contact.
- John's approach to pace and consistency.
- John's approach to procedures and constraints.

The insights provided here delve into how a leader tends to lead. While the report aims to be accurate, it may not capture every nuance. For a balanced perspective, consider discussing these insights with colleagues or mentors before making adjustments.

All people exhibit all four behavioral factors to varying degrees of intensity.

—W.M. Marston

Behavioral Characteristics

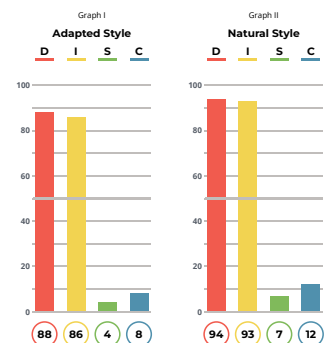


This section explores John's behavioral style with each paragraph taking a different focus. The first paragraph provides a general behavioral description. The second paragraph explores John's approach to decision making and problem solving. The final paragraph explores John's approach to communication. Use this section to gain a general overview of John's natural leadership approach.

John embraces visions not always seen by others. John's creative mind allows him to see the "big picture." As a leader, John is committed to driving results and keeping the team focused on their objectives. As a leader, John views risk taking as essential to success, operating under the principle of "nothing ventured, nothing gained." He prefers an environment with variety and change. He is at his best when many projects are underway at once. John leads with a strong results-driven focus and a sense of urgency to complete tasks. He is deadline conscious and becomes irritated if deadlines are delayed or missed. Many people see him as a self-starter dedicated to achieving results. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. John seeks his own solutions to problems. In this way, his independent nature comes into play. He is a results-driven leader who believes in leveraging team strengths to achieve success.

John will work long hours until a tough problem is solved. After it is solved, John may become bored with any routine work that follows. He leads with an emphasis on speed in decision making, preferring a team that acts decisively. He embraces innovative solutions to long-standing problems, often looking for new approaches. He prefers authority equal to his responsibility. As a leader, John values decisiveness and prefers working with a team that can make quick decisions. He should realize that at times he needs to think a project through, beginning to end, before starting the project. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He is known for tackling difficult situations with persistence, driving them toward an outcome.

John tends to be intolerant of people who seem ambiguous or think too slowly. He challenges people who volunteer their opinions. 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 may sometimes mask his feelings in friendly terms. If pressured, John's true feelings



Behavioral Characteristics

Continued



may emerge. John may lack the patience to listen and communicate with slower acting people. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He may lose interest in what others are saying if they ramble and fail to speak to the point. His active mind is already moving ahead. He tends to influence people by being direct, friendly, and results-oriented.



John Doe

Value to the Organization



This section explores the valuable traits John might bring to an organization, group or team. Use this section to help John better understand the inherent strengths in his leadership approach and how he might apply them.

- ✓ 1. Thinks big.
- ✓ 2. Self-starter.
- ✓ 3. Forward-looking and future-oriented.
- ✓ 4. Positive sense of humor.
- ✓ 5. Optimistic and enthusiastic.
- ✓ 6. Usually makes decisions with the bottom line in mind.
- ✓ 7. Will join organizations to represent the company.
- ✓ 8. Team player.



John Doe

Checklist for Communicating



This section outlines how others can communicate effectively with John. It highlights key approaches to consider when interacting with him. Use this section to help John develop and share a personalized set of communication guidelines with others.

Ways to communicate with John:

- ✓ 1. Plan interaction that supports his dreams and intentions.
- ✓ 2. Offer special, immediate, and continuing incentives for his willingness to take risks.
- ✓ 3. Ask for his opinions/ideas regarding people.
- ✓ 4. Support the results, not the person, if you agree.
- ✓ 5. Support and maintain an environment where he can be efficient.
- ✓ 6. Present the facts logically; plan your presentation efficiently.
- ✓ 7. Use enough time to be stimulating, fun-loving, and fast-moving.
- ✓ 8. Read the body language—look for impatience or disapproval.
- ✓ 9. Deal with details in writing, have him commit to modes of action.
- ✓ 10. Come prepared with all requirements, objectives, and support material in a well-organized "package."
- ✓ 11. Read the body language for approval or disapproval.
- ✓ 12. Ask specific (preferably "what?") questions.



Checklist for Communicating

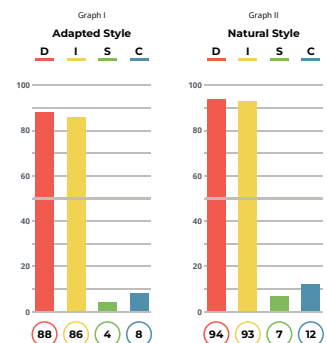
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This section outlines what others should avoid when communicating with John. It identifies specific behaviors or approaches that could hinder effective communication with him. Use this section to help John establish and share guidelines on communication pitfalls, ensuring smoother interactions with others.

Ways not to communicate with John:

- ❌ 1. Ramble or waste his time.
- ❌ 2. Be dictatorial.
- ❌ 3. Come with a ready-made decision or make it for him.
- ❌ 4. Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- ❌ 5. Let disagreement reflect on him personally.
- ❌ 6. Talk down to him.
- ❌ 7. Direct or order.
- ❌ 8. Take credit for his ideas.
- ❌ 9. Drive on to facts, figures, alternatives, or abstractions.
- ❌ 10. Be curt, cold, or tight-lipped.
- ❌ 11. Reinforce agreement with "I'm with you."



John Doe

Communication Tips



This section explores various ways John might adapt his leadership approach to different people and situations. By recognizing and aligning with the preferred communication styles of others, John may enhance his leadership effectiveness. Use this section to understand how he may need to adapt to different behavioral styles.



Compliance

When managing or interacting with a person who is dependent, neat, conservative, perfectionist, careful, and compliant:

- ✓ Prepare your "case" in advance.
- ✓ Stick to business.
- ✓ Be accurate and realistic.
- ✗ Being giddy, casual, informal, or loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganized or messy.



Dominance

When managing or interacting 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-organized "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganized.



Steadiness

When managing or interacting with a person who is patient, predictable, reliable, steady, relaxed, and modest:

- ✓ Begin with a personal comment—break the ice.
- ✓ Present your case softly, non-threateningly.
- ✓ Ask "how?" questions to draw their opinions.
- ✗ Rushing headlong into business.
- ✗ Being domineering or demanding.
- ✗ Forcing them to respond quickly to your objectives.



Influence

When managing or interacting with a person who is magnetic, enthusiastic, friendly, demonstrative, and political:

- ✓ Provide a warm and friendly environment.
- ✓ Don't deal with a lot of details (put them in writing).
- ✓ Ask "feeling" questions to draw their opinions or comments.
- ✗ Being curt, cold, or tight-lipped.
- ✗ Controlling the conversation.
- ✗ Driving on facts and figures or alternatives and abstractions.

Perceptions



See Yourself As Others See You

This section explores some potential perceptions and possible gaps in John's understanding of his natural leadership behaviors and how others might perceive it. Use this section to identify how John might need to adapt his approach with certain people and certain situations.



John usually sees himself as being:

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



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

- ✓ Demanding
- ✓ Nervy
- ✓ Egotistical
- ✓ Aggressive



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

- ✓ Abrasive
- ✓ Controlling
- ✓ Arbitrary
- ✓ Opinionated

Potential Hidden Influences



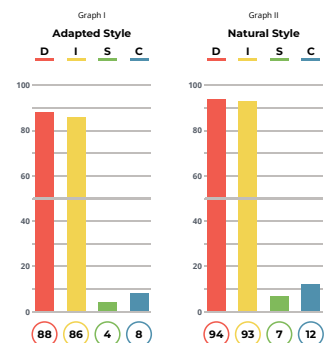
This section explores John's "lowest" behavioral factor, including situations to avoid if possible, as well as suggestions on how John might adapt to his surroundings when required to operate outside his "natural" style.

Leadership situations that may create discomfort or deplete John's energy quickly include:

- The need for juggling many tasks at once may jeopardize quality.
- Emotionally charged situations unless prepared to adapt and control the emotional output.
- Situations that require constant focus without any room for variance in task.

As a leader, adapting to different people, tasks, and systems is sometimes necessary. Below are ideas to consider when faced with situations that may not fully align with the preferred approach.

- Recognize that others may move at a slower pace.
- Rambling, written or verbal, will be avoided to the point of missing a deadline.
- Seek environments where change is rewarded rather than discouraged.



Descriptors



Based on John's responses, the report has marked those words that describe his personal behavior. 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	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

Natural & Adapted Style



This section explores the four core behavioral spectrums and any shifts between John's natural and adapted approach. Use it to help John gain a deeper understanding of how he perceives the demands of his environment in relation to approaching problems, people, pace, and procedures.



Problems & Challenges

Natural

John tends to approach problems in a direct, driven manner. He is forceful and goal-oriented, thriving in leadership roles that offer authority and constant challenges, highlighting assertiveness and ambition.

Adapted

John sees no need to change his approach to tackling problems in the current environment. He likely feels comfortable that his natural approach is fairly well suited to the current environment.



People & Contacts

Natural

John naturally uses persuasion and emotion in leadership. He is positive and seeks to influence through personal charisma, demonstrating enthusiasm for projects and a persuasive leadership style.

Adapted

John sees no need to make major changes to his approach to interacting with people in the current environment. He likely feels that his natural style of engaging with others is well aligned with the expectations of the current setting.

Natural & Adapted Style

Continued



Pace & Consistency

Natural

John thrives in constantly changing environments, maintaining equilibrium even in fast-paced situations. He demonstrates resilience and adaptability in leadership, embracing unpredictability.

Adapted

John sees little need to drastically alter his natural approach to managing the pace and consistency of work in the current environment.



Procedures & Constraints

Natural

John dislikes constraints and may even be defiant when faced with too many. He prefers an adventurous approach and wishes to be recognized for personal independence, demonstrating a willingness to challenge boundaries.

Adapted

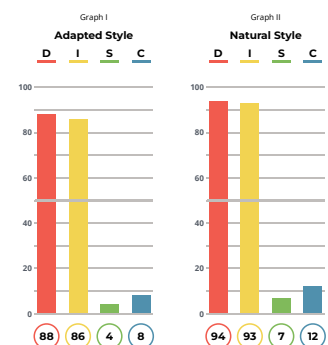
John sees no need to dramatically adjust his approach to rules and procedures in his current environment. He likely feels that his natural attention to detail and standards are well suited to the requirements of the current setting.

Adapted Style



This section provides feedback on John's adapted behavioral style. Use it to help John understand how his leadership approach may be perceived by others and whether those behaviors align with the needs of the team and situation.

- ✓ 1. Being creative and unconventional in making a point.
- ✓ 2. Possessing a strong sense of urgency toward results.
- ✓ 3. Coping with rapid changes in the work arena.
- ✓ 4. Flaunting independence.
- ✓ 5. Acting independently and without precedent.
- ✓ 6. Dedicated to "going it alone" when necessary.
- ✓ 7. Handling a variety of activities.
- ✓ 8. Being independent and innovative.
- ✓ 9. Responding well to challenges: "You say I can't do it? Just watch me!"
- ✓ 10. Questioning the status quo and seeking more effective ways of accomplishment.
- ✓ 11. Working without close supervision.
- ✓ 12. Moving quickly from one activity to another.



Productivity Boosters



This section explores potential ways for John to enhance his productivity and effectiveness as a leader. It offers insights on strengths to leverage, limitations to mitigate, and perceptions to manage based on John's natural behavioral style. Use this section to help John identify and maximize his strengths while addressing any limitations or perceptions.

Empower Others

To challenge himself, John should focus on trusting team members by clearly delegating tasks and providing autonomy, which can promote confidence and help others grow in skill and responsibility.

Understanding his preferred approach:

1. He can be controlling and may resist delegating.
2. He often feels he can do things better himself.
3. He may struggle to trust others' abilities.

How he might increase his productivity:

1. Start delegating smaller tasks first to build trust and allow team members to gain confidence.
2. Avoid constant check-ins after delegating a task to demonstrate trust in others' capacity to handle tasks independently.
3. Praise team members for successful task completion to reinforce confidence in future delegations.

Be Decisive

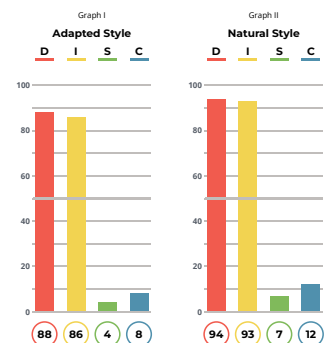
As a potential strength, John should use his decisive action to clearly communicate next steps and set deadlines, ensuring momentum is maintained, which drives others' efficiency and ability to meet targets.

Understanding his preferred approach:

1. He thrives in fast-paced environments.
2. He prefers quick decisions and direct actions.
3. He often dislikes delays or over-analysis.

How he might increase his productivity:

1. Allow time for others to process decisions, ensuring involvement and avoiding a sense of being rushed.



Productivity Boosters

Continued



2. Clarify decisions by asking for input and making sure communication is fully understood.
3. Share key deadlines with the team, making sure expectations are clear and realistic for all involved.

Prioritize Tasks

To challenge himself, John should focus on prioritizing key tasks to ensure that his energy, and that of others, is directed towards the most critical objectives, helping to prevent overextension and improve efficiency.

Understanding his preferred approach:

1. He has a strong desire to take on multiple projects simultaneously.
2. He often dives into tasks quickly, which can slow down the process because of his need for more detail and facts.
3. He may feel compelled to be involved in every detail, spreading himself too thin.

How he might increase his productivity:

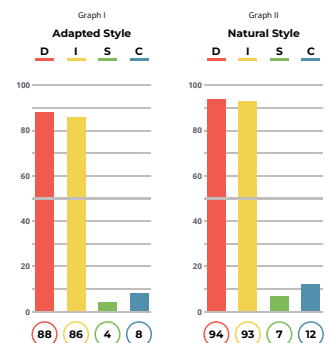
1. Allow team members to take the lead on some tasks to share responsibilities and avoid personal overload.
2. Communicate task priorities clearly to avoid confusion about which projects require immediate attention.
3. Encourage feedback on project prioritization to help balance workload and prevent bottlenecks.

Think Through Decisions

To challenge himself, John should consider slowing down his decision making process to gather critical information, helping to prevent rushed decisions that could have a negative impact or lead to mistakes.

Understanding his preferred approach:

1. He tends to make quick decisions without full data.
2. He often prefers speed over thoroughness.
3. He might overlook details in favor of fast outcomes.



Productivity Boosters

Continued



How he might increase his productivity:

1. Take time to involve others in decisions by setting checkpoints for gathering critical input.
2. Ask team members for input and perspective before finalizing decisions.
3. Set decision deadlines that allow for thoughtful consideration without causing unnecessary delays.

Mindful Communication

To manage perceptions, John should practice mindful communication, ensuring that his direct style remains clear and assertive but is softened to avoid being perceived as blunt or dismissive, which helps maintain positive relationships with others.

Understanding his preferred approach:

1. He values directness and efficiency.
2. He prefers quick, no-nonsense communication.
3. He tends to prioritize getting the message across over softening the delivery.

How he might increase his productivity:

1. Utilize active listening techniques to demonstrate openness to feedback and different perspectives in conversations.
2. Take time to soften the tone of direct messages to ensure others don't feel dismissed or rushed.
3. Follow up with others after direct conversations to ensure clarity and understanding have been reached.

Embrace Challenges

As a potential strength, John should use his desire for challenges to drive others' engagement by tackling complex problems, inspiring proactive attitudes, and creating an environment that thrives on overcoming difficult tasks.



Productivity Boosters

Continued



Understanding his preferred approach:

1. He gets bored with routine tasks.
2. He needs constant challenges to stay motivated.
3. He feels energized by difficult tasks or complex problems.

How he might increase his productivity:

1. Regularly check in with team members to ensure support is provided and challenges are not overwhelming.
2. Rotate responsibilities to allow others to develop problem solving skills at their own pace.
3. Balance difficult tasks with smaller, achievable ones to maintain energy and avoid team fatigue.



John Doe

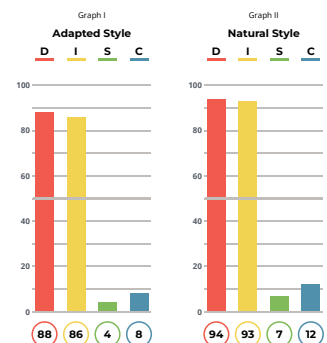
Areas for Improvement



This section highlights potential areas for improvement based on John's natural behavioral tendencies. Use this section to help John understand the possible limitations he may need to manage in his leadership approach.

John has a tendency to:

- ✓ 1. Dislike routine work or routine people—unless he sees the need to further his goals.
- ✓ 2. Keep too many balls in the air; if his support is weak, he will have a tendency to drop some of those balls.
- ✓ 3. Have no concept of the problems that slower-moving people may have with his style.
- ✓ 4. Have trouble delegating—can't wait, so does it himself.
- ✓ 5. Be so concerned with the big picture that he forgets to see the details.
- ✓ 6. Blame, deny, and defend his position—even if it is not needed.
- ✓ 7. Resist participation as part of the team, unless seen as a leader.
- ✓ 8. Make "off the cuff" remarks that are often seen as personal prods.
- ✓ 9. Be disruptive because of his innate restlessness and disdain for sameness.

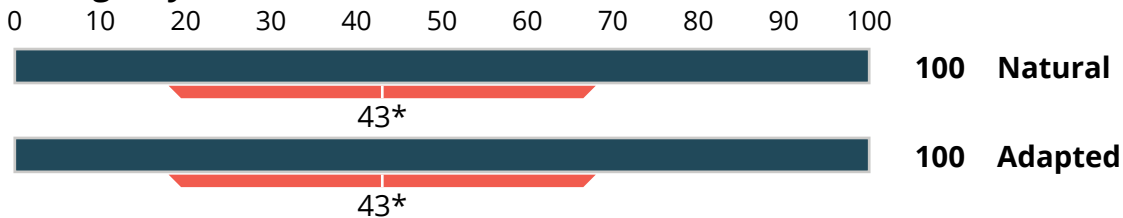


Behavioral Hierarchy

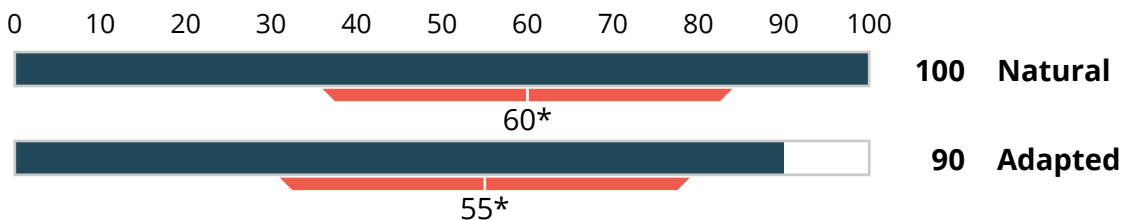


The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

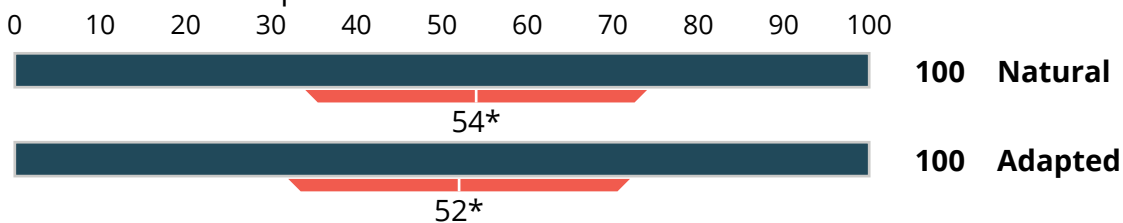
1. Urgency - Take immediate action.



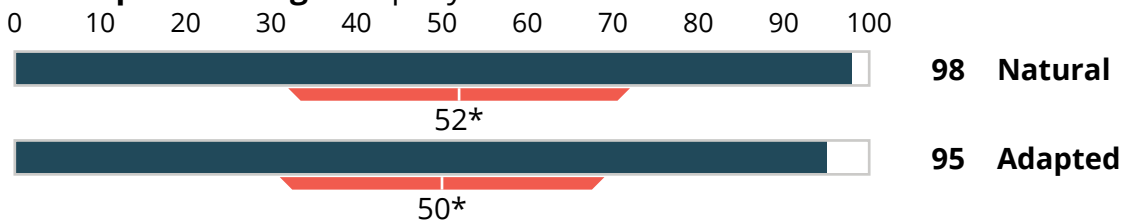
2. Interaction - Frequently engage and communicate with others.



3. Versatile - Adapt to various situations with ease.



4. Frequent Change - Rapidly shift between tasks.



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

Behavioral Hierarchy

Continued



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

0 10 20 30 40 50 60 70 80 90 100



90 Natural

49*



90 Adapted

47*

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

0 10 20 30 40 50 60 70 80 90 100



50 Natural

65*



60 Adapted

62*

7. Customer-Oriented - Identify and fulfill customer expectations.

0 10 20 30 40 50 60 70 80 90 100



37 Natural

64*



47 Adapted

62*

8. Persistence - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100



22 Natural

61*



25 Adapted

64*

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

Behavioral Hierarchy

Continued



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

0 10 20 30 40 50 60 70 80 90 100



18 Natural

51*



15 Adapted

57*

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

0 10 20 30 40 50 60 70 80 90 100



18 Natural

60*



22 Adapted

63*

11. Analysis - Compile, confirm and organize information.

0 10 20 30 40 50 60 70 80 90 100



15 Natural

53*



10 Adapted

59*

12. Consistent - Perform predictably in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100



12 Natural

61*



12 Adapted

64*

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

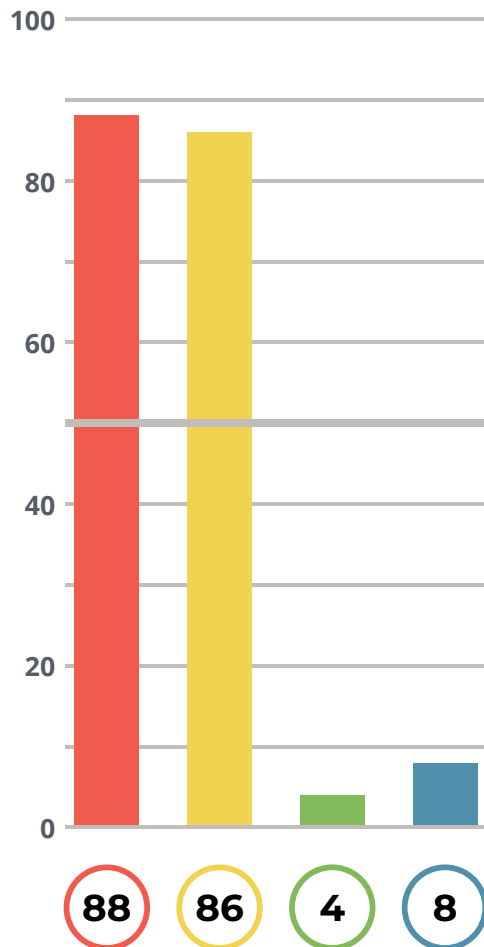
Style Insights® Graphs



Graph I

Adapted Style

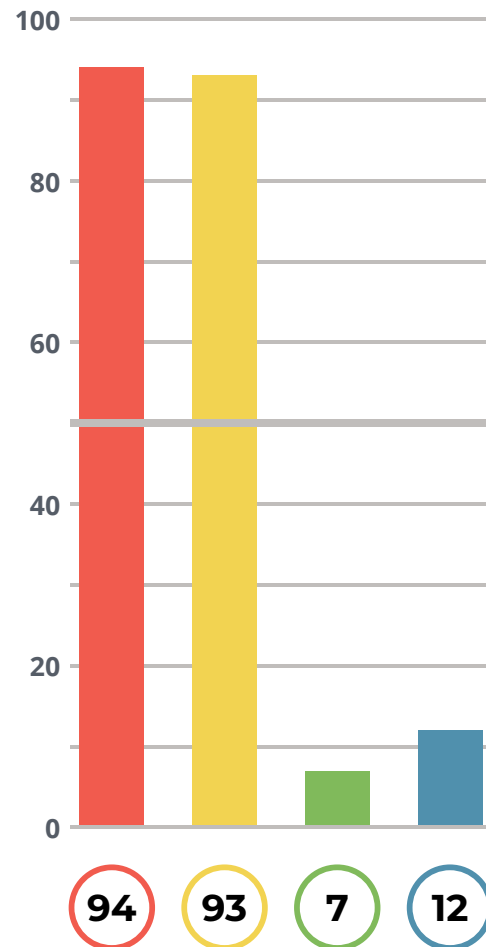
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Graph II

Natural Style

D **I** **S** **C**



Norm 2017 R4

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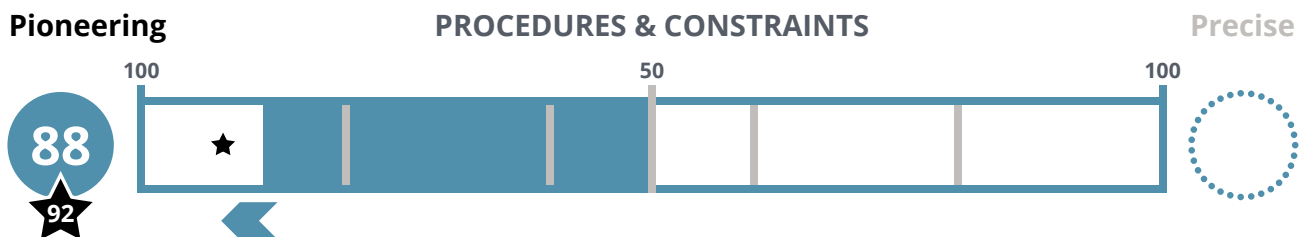
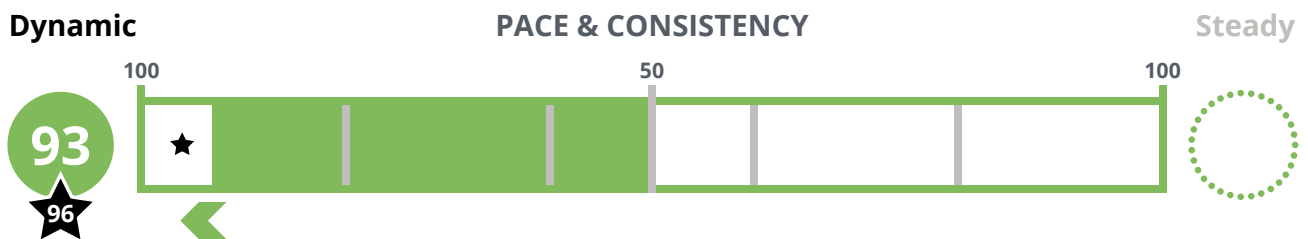
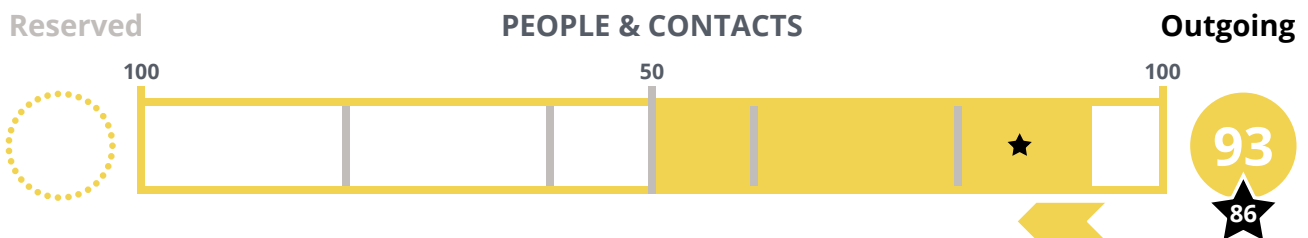
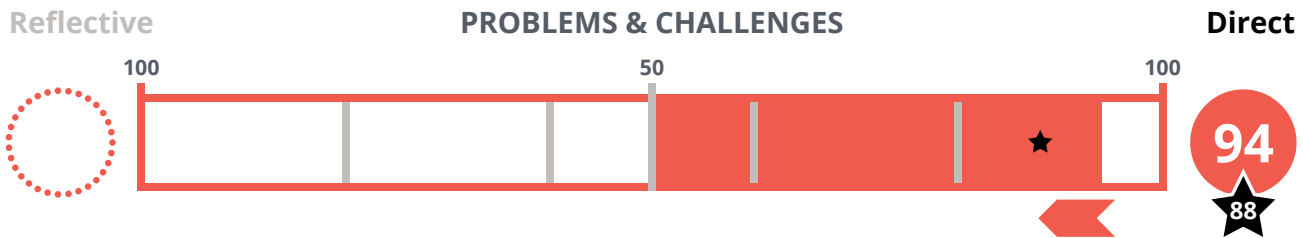
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John Doe

Behavioral Continuum



This section provides a visual representation of John's scores on each of the four core behavioral factors. The combination of all four factors will influence how John will prefer to lead and how he will need to adapt to different people and leadership situations.



★ Adapted Position
➡ Adapted Movement

Norm 2017 R4
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T: 3:47

John Doe

The TTI Success Insights® Wheel



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

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree to which you are adapting your behavior.

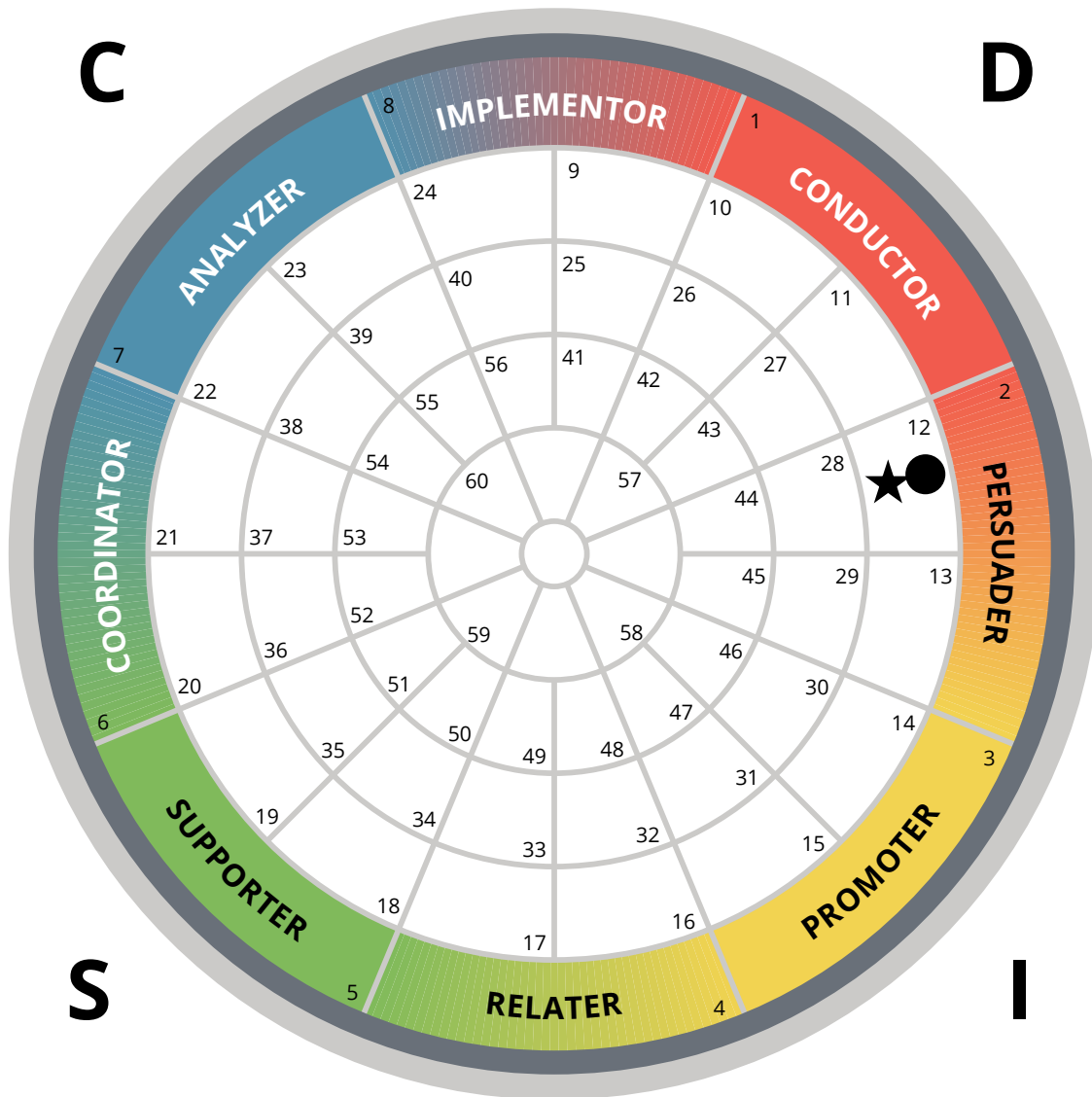
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral 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 TTI Success Insights® Wheel



John Doe



Adapted: ★ (12) CONDUCTING PERSUADER
Natural: ● (12) CONDUCTING PERSUADER
Norm 2017 R4

T: 3:47

Introduction

Driving Forces Section



Effective leaders understand what drives them and those they lead, allowing them to align their approach with the personal drivers of their team and the broader organizational goals. A leader's driving forces shape the energy they bring to different tasks, people, and situations, influencing what they prioritize and how they make decisions.

This section of the report explores 12 key dimensions of motivation, derived from Eduard Spranger's original six categories of human drive. These dimensions help leaders understand the deeper reasons behind their actions and preferences, each of which falls into six primary areas of focus: Knowledge, Utility, Surroundings, Others, Power, and Methodologies.

The goal of this section is to help John better understand the unique passions that shape his leadership style, as well as how those motivations interact with the needs of others. With this understanding, leaders can:

- Align personal motivations with leadership strategies.
- Recognize and appreciate what drives their team members.
- Tailor their approach to engage, inspire, and communicate more effectively with diverse motivations.

By understanding his driving forces, John can refine his approach to leadership, creating a more motivating and engaging environment for both himself and his team.

Driving Forces Characteristics



This section explores John's driving forces and how they are likely to manifest in his leadership approach. Use this section to gain insight into how John's personal drivers shape his decision making and influence on others.

John views people as a resource to achieve results. He can buffer the feelings of others to drive business. He sees the world as a toolset with which to accomplish his goals. He can separate the personal and professional dynamics within relationships. John will thrive in an environment filled with chaos. He will compartmentalize issues to keep the momentum moving forward. He sees the importance of following a system and how he can apply it in business situations. He looks for proven methods to accomplish everyday objectives. John likes to be behind the scenes and get things done. He focuses on the greater good versus advancing his position. If knowledge of a specific subject is not of interest, or is not required for success, John will have the tendency to rely on his intuition or practical information in this area. In those areas where John has a special interest, he will be good at integrating past knowledge to solve current problems.

John follows a philosophy of "it's not personal, it's just business." He will help develop an individual if he sees opportunities for future return. He won't get distracted by the form and beauty in his environment. He can focus on the task at hand regardless of his surroundings. When John believes in a cause, he will work diligently to advance it. He is driven by the security and consistency of a system within the organization. He can set aside his own agenda for the good of the company. He will relinquish control as long as the task at hand is completed to his standards. If John is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth. He will seek knowledge based on his needs in individual situations. He will incorporate knowledge as well as experience when making decisions. A job that challenges John's own knowledge may increase his job satisfaction.

Driving Forces Characteristics

Continued



John has the potential to become an expert in his chosen field. He may have the data to support his convictions. He excels when working for a powerful leader. He insists rules and regulations must be followed by all. John tends to see things in pieces. He tends to concentrate on what is tangible as opposed to subjective feelings. He believes it's important to keep emotions out of business decisions. He will not normally allow himself to be directed by others unless it will enhance his own self-interest.

Strengths & Weaknesses



This section highlights potential strengths and limitations that can emerge based on John's driving forces. Use this section to discover how John might leverage his strengths and minimize the impact of any potential blind spots.



Potential Strengths

- ✓ 1. John will help others when others are willing to work hard.
- ✓ 2. He will seek to develop or help others when he can see future opportunities.
- ✓ 3. He will downplay emotions when making decisions concerning people.
- ✓ 4. He focuses on the function and not on the appearance.
- ✓ 5. John will isolate personal challenges and remain focused on the task.
- ✓ 6. He protects and promotes principles and beliefs.
- ✓ 7. He prefers to lead from behind the scenes to achieve desired outcomes.



Potential Weaknesses

- ✗ 1. John may create scenarios that benefit himself more than others.
- ✗ 2. He may expect something in return each time he helps or serves others.
- ✗ 3. He tends to value people as an opportunity or resource rather than as an individual.
- ✗ 4. He may ignore environments that are potentially distracting for others.
- ✗ 5. John can over compartmentalize and miss the issues of the whole picture.
- ✗ 6. He may place personal ideology before that of the organization.
- ✗ 7. He tends to back down on issues important to him to not "rock the boat".

Energizers & Stressors



This section explores potential leadership energizers and stressors for John based on his driving forces. Understanding our personal energizers and stressors assists in navigating the ups and downs of leadership.



Potential Energizers

- ✓ 1. John is energized by purposeful people.
- ✓ 2. He likes to develop internal advocates.
- ✓ 3. He relies on himself.
- ✓ 4. He is able to compartmentalize.
- ✓ 5. John is energized by chaos.
- ✓ 6. He enjoys fitting within a structure.
- ✓ 7. He will actively promote a supportive and team-oriented culture.



Potential Stressors

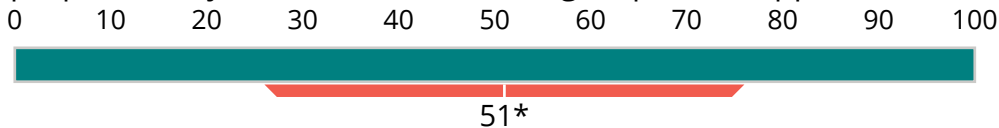
- ✗ 1. John does not act without personal benefit.
- ✗ 2. He does not like to make emotion-based decisions.
- ✗ 3. He gets frustrated when his contribution is disregarded.
- ✗ 4. He does not enjoy subjectivity.
- ✗ 5. John does not like the pursuit of intangible ideas.
- ✗ 6. He does not like the redesigning of existing systems.
- ✗ 7. He may get frustrated when he is left to lead without support.

Primary Driving Forces Cluster

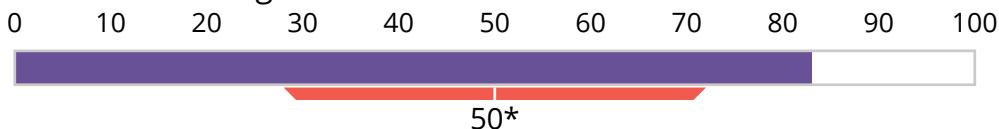


This section explores John's strongest driving forces. John's driving forces will influence his decisions, actions and approach to leadership. Use this section to understand John's primary driving forces and how they might influence his approach to leadership.

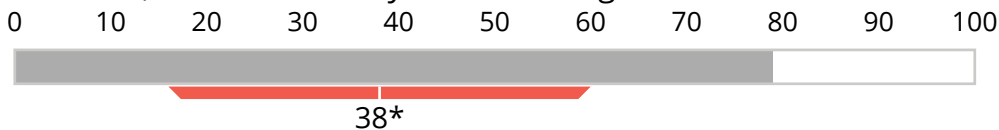
1. Intentional - Leaders who value assisting others for a specific purpose, not just for the sake of being helpful or supportive.



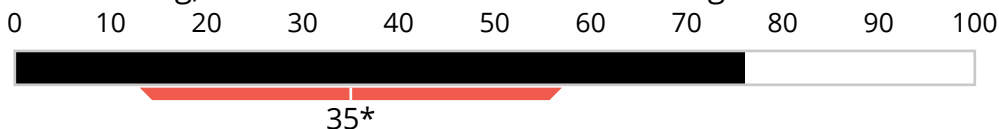
2. Objective - Leaders who value the functionality and objectivity of their surroundings.



3. Structured - Leaders who value traditional approaches, proven methods, and a defined system for living.



4. Collaborative - Leaders who value being in a supporting role and contributing, with little need for individual recognition.

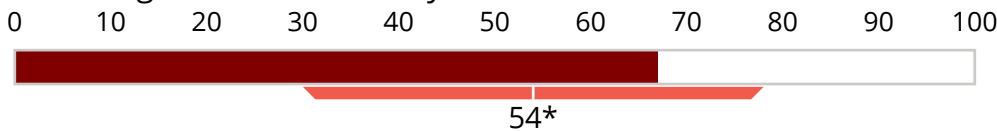


Situational Driving Forces Cluster



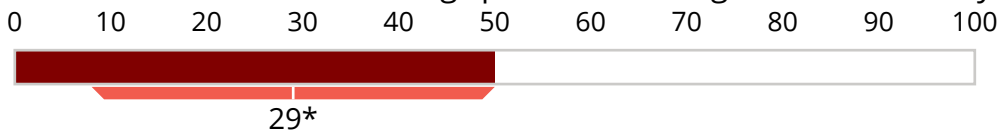
This section explores John's mid-level driving forces. These driving forces may play a role in specific situations or environments, influencing his actions and leadership approach when certain circumstances arise. Use this section to understand how these situational driving forces might shape John's decisions and interactions.

5. Intellectual - Leaders who value opportunities to learn, acquire knowledge and the discovery of truth.



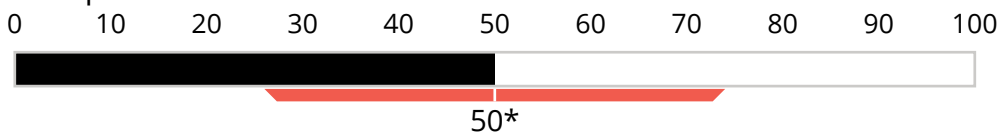
67

6. Instinctive - Leaders who value utilizing past experiences and their intuition and are seeking specific knowledge when necessary.



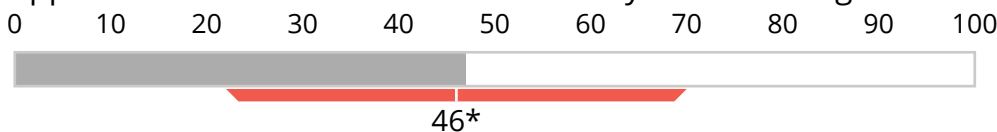
50

7. Commanding - Leaders who value status, recognition, and control over personal freedom.



50

8. Receptive - Leaders who value new ideas, methods, and opportunities that fall outside a defined system for living.



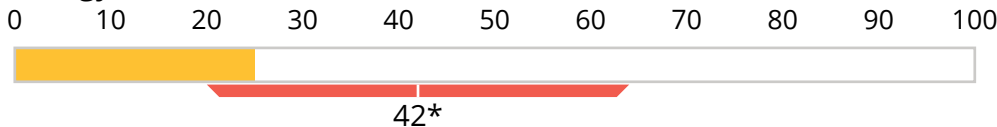
47

Indifferent Driving Forces Cluster



This section explores John's indifferent driving forces. These are areas where he may feel indifferent, or if low enough, may even actively disengage or move away from. Understanding these driving forces can help identify situations or tasks that may drain John's energy or motivation. Use this section to recognize what he might avoid or deprioritize in his leadership approach.

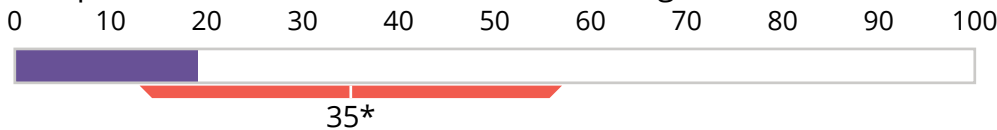
9. Resourceful - Leaders who value practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.



25

42*

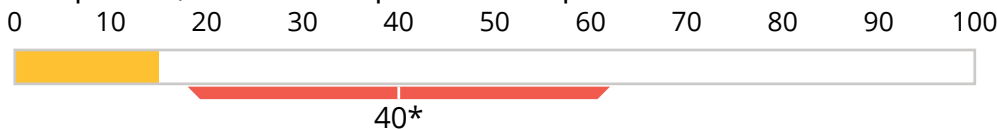
10. Harmonious - Leaders who value experience, subjective viewpoints, and balance in their surroundings.



19

35*

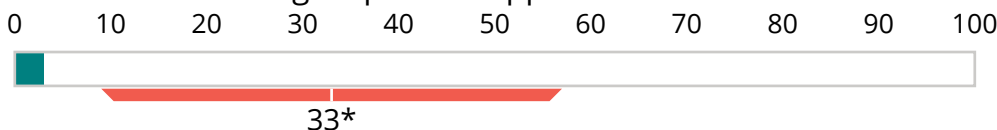
11. Selfless - Leaders who value completing tasks for the sake of completion, with little expectation of personal return.



15

40*

12. Altruistic - Leaders who value assisting others for the satisfaction of being helpful or supportive.



0

33*

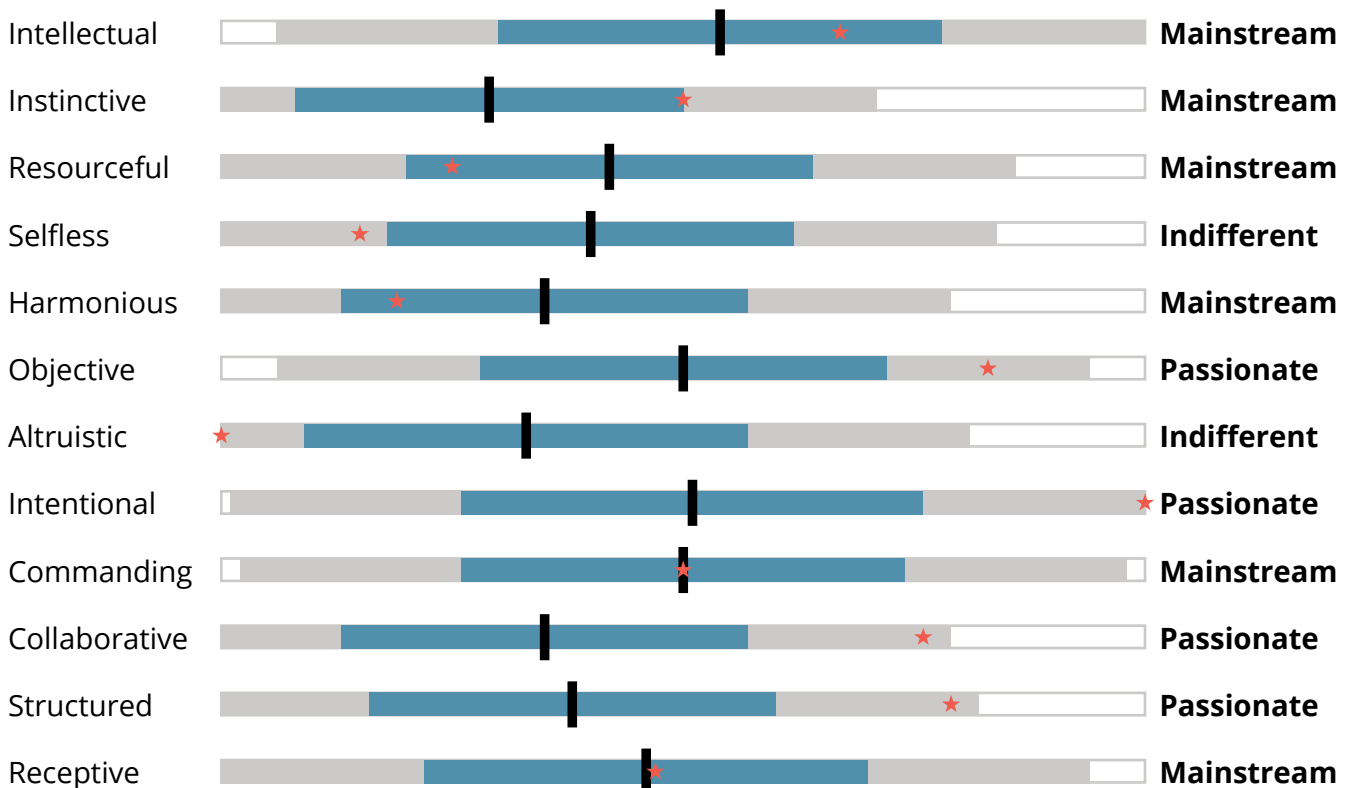
Areas for Awareness








Understanding individual differences in motivation is key to recognizing how one's driving forces align with or diverge from those of the wider population. When surrounded by people who share similar driving forces, a sense of belonging and energy can flourish. Conversely, being in environments where driving forces differ significantly can create a sense of being outside the mainstream, potentially leading to stress or conflict.

This section highlights where an individual's driving forces stand relative to the broader population, indicating potential areas of alignment or divergence. Scores significantly above the mean reflect a noticeable passion, while those well below may indicate indifference or even active avoidance. The shaded area around each driving force shows where varying percentages of the population fall. Use this information to understand where priorities align or contrast with the broader population.

Norms & Comparisons Table - Norm 2017



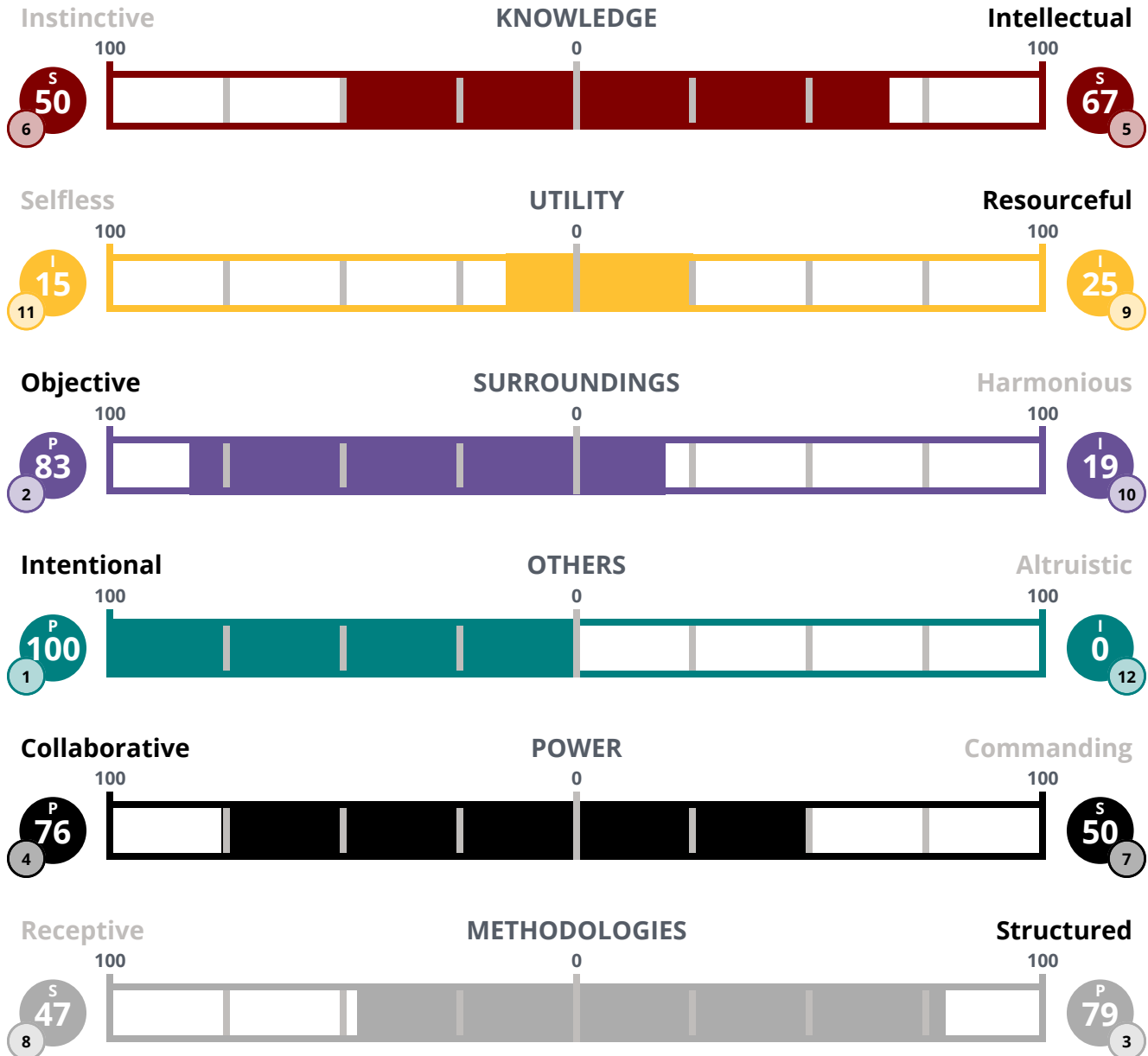
 - 1st Standard Deviation - * 68% of the population falls within the shaded area.
  - national mean
  - your score
 - 2nd Standard Deviation
 - 3rd Standard Deviation

Mainstream - one standard deviation of the national mean
Passionate - two standard deviations above the national mean
Indifferent - two standard deviations below the national mean
Extreme - three standard deviations from the national mean

Driving Forces Graph



This section provides a visual representation of John's scores across the 12 Driving Forces®. The combination of these drivers influences the people, tasks, and systems that John finds energizing or draining. Use this section to gain insight into the blend of John's drivers and how they may impact his leadership approach.

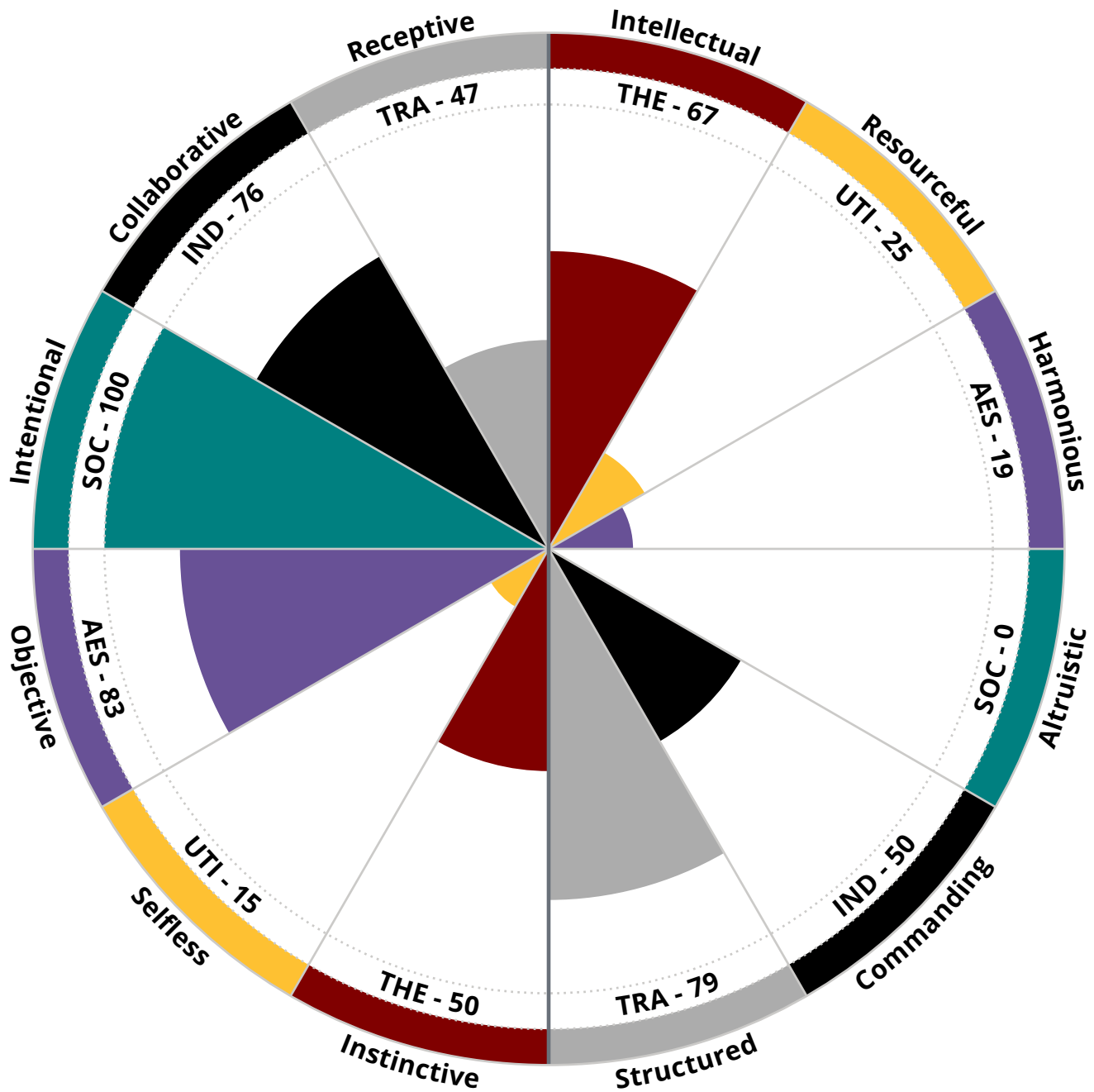


P Primary, Situational, or Indifferent
76 Driving Forces Score
3 Driving Forces Rank

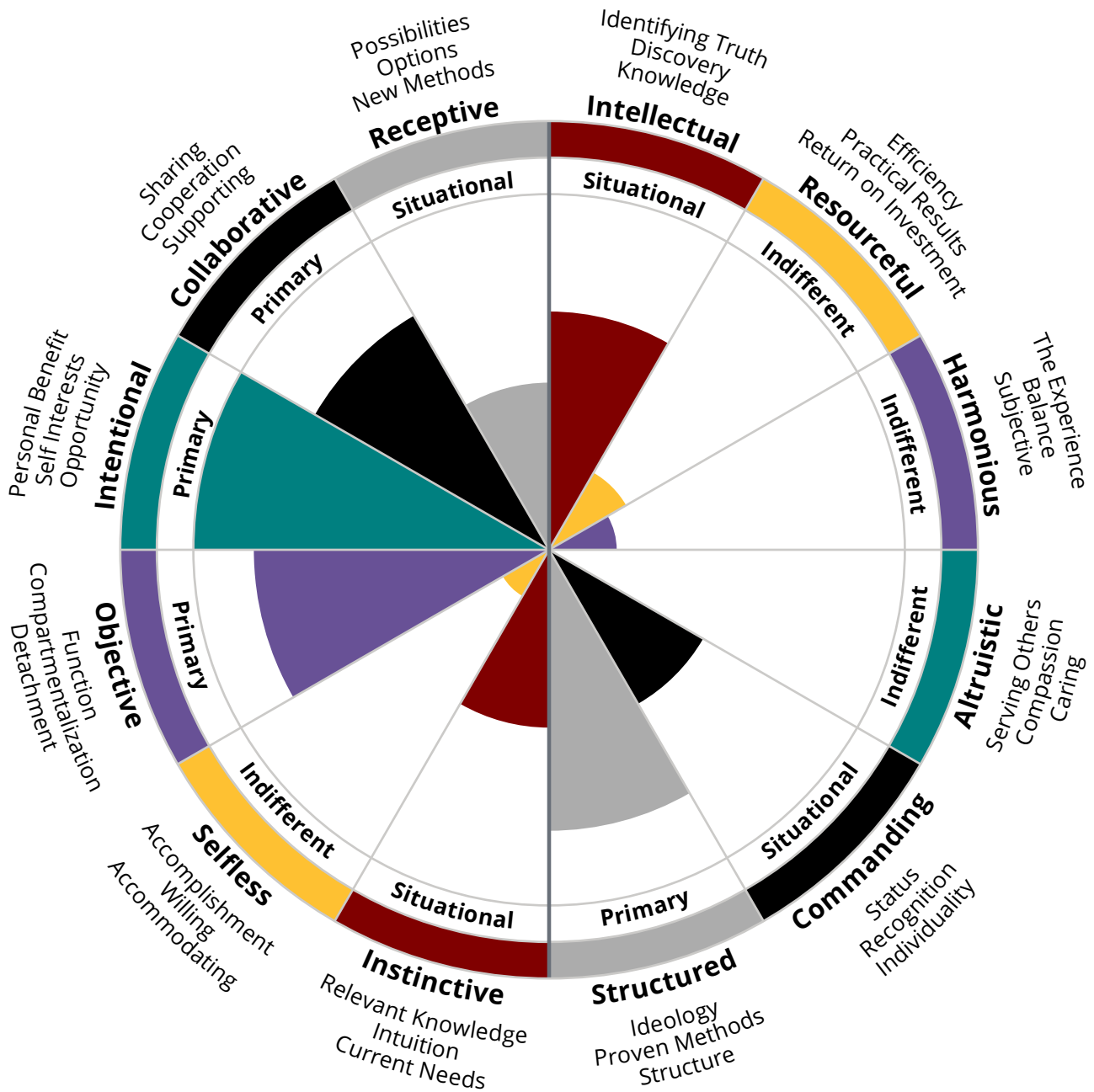
Norm 2017
 7-10-2025
 T: 2:52

John Doe

Driving Forces Wheel



Descriptors Wheel



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Introduction



Integrating Behaviors & Driving Forces Section

The synergy between a leader's behavior and personal motivators significantly impacts how they will approach leadership. While each aspect provides valuable insights individually, the integration reveals how John naturally leads, adapts, and motivates others. This combined understanding helps leaders to refine their approach, creating a more impactful and enriching leadership style.

This section provides a deeper look at how John's behavioral tendencies and driving forces interact to shape his leadership approach, covering areas such as:

- **Potential Strengths:** Insights into how the combination of John's behaviors and motivators can be leveraged to enhance leadership impact.
- **Potential Conflicts:** Understanding where John's behavioral style and motivations might clash, creating potential challenges in his leadership.
- **Ideal Environment:** Identifying the type of environment where John's unique blend of behavior and motivation thrives best.
- **Leadership Wants:** Practical strategies for tapping into John's natural motivations to drive engagement and performance.
- **Leadership Needs:** Tips for aligning leadership efforts with both John's strengths and areas for growth.

By exploring these insights, John can develop a more balanced and adaptive leadership style that considers both how he behaves and what drives him. This approach enables leaders to meet the needs of their teams while remaining true to their own leadership identity.

Potential Strengths

Blending Behaviors & Driving Forces



This section explores areas where John's behavioral style and his top four driving forces amplify one another. Use this section to identify potential strengths that John should seek to capitalize on as a leader.

1. Calculated with their time, talent, and resources.
2. Will champion a worthy cause, as a challenge, if they see a potential return.
3. Goal focused when assessing how others can help.
4. Will initiate action even during chaos.
5. Initiates action to stir up activity.
6. May take a leadership position to focus on specific aspects of the organization.
7. A leader for those who share his traditions.
8. Will champion change and be bottom-line focused for results within the system of living.
9. Puts everything he has into the cause he believes in.
10. Looks for ways to improve a situation for the good of the company.
11. Focused on supporting others to solve problems.
12. Seeks to collaborate while finding opportunities to win.

Potential Conflicts



Blending Behaviors & Driving Forces

This section explores the potential areas of conflict between John's behavioral style and his top four driving forces. Use this section to identify potential leadership situations and topics that may cause John to feel conflicted in how he approaches it.

1. Has a direct method of developing others if he sees a future return.
2. May try to utilize many people to obtain results.
3. May over focus on results and overlook others.
4. May over focus on productivity over appearance.
5. Will only see his objectives in the here and now.
6. May communicate bluntly and not fully express what he thinks and feels.
7. May contradict his beliefs to get results.
8. A desire for better results may be prohibited by his way of living.
9. May break others' rules to abide by their belief system.
10. Tends to display his support by solving problems or challenges.
11. May not realize how his quick decisions can impact co-workers.
12. Takes on too much, too soon, and too fast to best support the organization.

Ideal Environment



Blending Behaviors & Driving Forces

This section explores how to create the ideal environment around John to help him be at his best. Use this section to identify specific strategies that will help John succeed in a given environment.

1. Rewards based on group "wins", as well as individual contributions.
2. The opportunity to show others their potential in order to achieve the desired outcomes.
3. The ability to utilize their own strengths to achieve results.
4. An environment where keeping the momentum moving is critical and rewarded.
5. Fast-paced chaotic based situations.
6. The ability to compartmentalize when facing challenges and in achieving results.
7. An environment that aligns with his system for solving problems and making decisions.
8. Opportunity to make an existing system quicker, better, and faster.
9. Ability to achieve results through conformity to traditions.
10. Opportunities to complete tasks and projects for the sake of getting things done.
11. The opportunity to assertively express his desire to collaborate within a group setting.
12. The ability to be self-starting and forward-looking as it relates to being part of a team.

Leadership Wants

Blending Behaviors & Driving Forces



This section explores things that John might want in his work environment to keep him engaged. Use this section to understand how John might become and stay engaged as a leader.

As a leader, John tends to want:

1. To be seen as a person who helps others, if they are willing to work hard for the desired results.
2. Opportunities to accomplish solutions to problems that relate to his vision.
3. To be in charge of people, resources, and surroundings.
4. The freedom to compartmentalize issues when solving problems.
5. The understanding from management that working and focusing on tangible results is the desired outcome.
6. To be seen as someone who is passionate about results even within a chaotic environment.
7. A challenge to convince others of his way of thinking.
8. All systems and structures to be efficient and move things toward the desired result.
9. The ability to solve problems with his system at the foundation of the solution.
10. New and difficult challenges that lead to quiet recognition.
11. Space and latitude to complete the given plans of action.
12. Power and control by supporting the outcomes and goals.

Leadership Needs

Blending Behaviors & Driving Forces



This section explores things that John might need to be at his best as a leader. Use this section to understand possible strategies that will strengthen John's leadership approach.

As a leader, John tends to need:

1. Awareness of how his drive can inspire others to accomplish mutual goals.
2. To be given power and authority to achieve results through people.
3. Needs task-oriented challenges.
4. To understand the optimal pace of each team member in order to help maintain momentum.
5. To compartmentalize activities in order to accomplish objectives.
6. Assistance in understanding how his emotional intensity affects the performance of the team.
7. Support his desire to achieve results through his own system for living.
8. A manager that understands his potentially explosive nature is out of the desire to achieve and win within the system.
9. A manager that understands his need to defend beliefs, potentially in an emotional manner.
10. Assistance in staying on task when he is the leader of the project.
11. Freedom to collaborate while determining how results should be achieved.
12. Help understanding the effect on a project when playing a supportive role.

Introduction

TTI Emotional Quotient™



The TTI Emotional Quotient Report is designed to help individuals build awareness of five interrelated areas of emotional intelligence. It provides insights into current levels of activity across these areas, highlights how each may influence actions, and offers practical ideas for development. This report does not label, judge, or prescribe; it supports growth by helping individuals reflect on how they show up and interact with the world around them.

Emotional Intelligence (EQ) describes how individuals perceive, understand, and manage emotional information, both their own and that of others. It is not fixed or static; rather, it represents a set of internal and interpersonal capabilities that can be strengthened over time through increased awareness, intentional practice, and reflection.

Use this report to:

- Understand the emotional patterns that shape thinking, decisions, and actions.
- Recognize how different dimensions of EQ influence personal and professional performance.
- Identify development opportunities tailored to individual strengths and blind spots.

This report is intended to support deeper self-awareness, encourage meaningful self-reflection, and offer accessible ways to translate insight into everyday impact.

Introduction

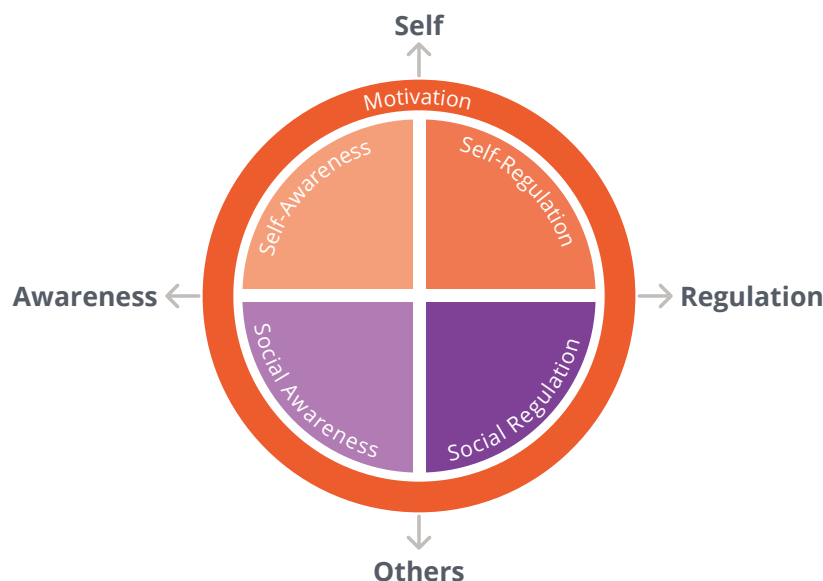


A Framework of Emotional Intelligence

This report is structured around five core dimensions of Emotional Intelligence. Each dimension reflects a distinct, yet interconnected, aspect of how emotions are perceived, processed, and applied. Together, they provide a comprehensive picture of how emotional patterns influence performance, relationships, and well-being.

- **Self-Awareness** is the ability to recognize and understand your moods, emotions, and drives. This dimension explores how actively a person notices and reflects on their emotions and the effect those emotions may have.
- **Self-Regulation** is the ability to control or redirect disruptive impulses and moods, and the tendency to suspend judgment and think before acting. This dimension explores how consistently emotional responses are managed and redirected to maintain balance and focus.
- **Motivation** is the passion to work for reasons that go beyond external drives such as knowledge, utility, surroundings, others, power, or methodology, and is based on an internal drive or tendency to pursue goals with energy and persistence. This dimension explores how purposeful emotional energy is channeled into meaningful goals and sustained effort.
- **Social Awareness** is the ability to understand the emotional makeup of other people and how your words and actions affect them. This dimension explores how attentively emotional cues in others are recognized and interpreted in social situations.
- **Social Regulation** is the ability to influence the emotional clarity of others through skill in managing relationships and building networks. This dimension explores how intentionally emotional dynamics are managed to guide interactions and support positive outcomes.

This report uses this framework to highlight current levels of activity, offer practical development strategies, and explore how each area may influence day-to-day outcomes.



General Characteristics

Self Dimension

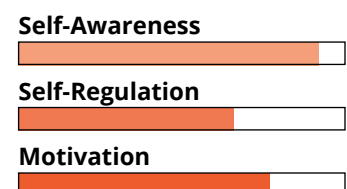


This section provides insight into how John typically engages with internal emotional experiences. It explores general patterns in how he notices, manages, and channels emotional energy. The feedback reflects current levels of activity across the Self-Awareness, Self-Regulation, and Motivation dimensions. Use this section to understand how John's personal focus may influence self-management, goal-setting, and leadership consistency under pressure.

John shows strong confidence in personal identity, values, and internal direction. Intuition plays a key role in how he navigates decisions, especially in complex settings. He reflects on patterns across time, recognizing emotional cycles and triggers. He consistently tracks how different environments affect his feelings and responses. John actively monitors how his emotional state is shaping judgment and decision outcomes. When feedback triggers an emotional response, he notices the shift and reflects before drawing conclusions.

John is generally able to resist short-term urges in favor of important goals. He typically recognizes emotional triggers early and redirects responses to stay constructive. When challenged, he generally manages frustration in constructive ways. He tends to pause when tension is high and reassesses before finalizing decisions. John may take a short time to reflect on stressors, but does not allow them to linger. He usually maintains focus and balance, even when experiencing frustration or disappointment.

John actively reflects on how emotions shape motivation and addresses them when needed. Even under pressure, he typically continues forward momentum with purpose. During difficulty, he often draws on personal values to reignite purpose. He frequently leverages known strengths to maintain emotional energy and commitment. John channels emotional energy into steady, productive effort toward goals. He generally sets goals that feel meaningful and reflective of personal values.



General Characteristics

Others Dimension



This section provides insight into how John typically engages with the emotions of others. It explores general patterns in how he interprets emotional cues and manages interpersonal dynamics. The feedback reflects current levels of activity across the Social Awareness and Social Regulation dimensions. Use this section to understand how John's awareness of others and approach to relationships may influence his team communication, ability to manage group dynamics, and leadership impact.

John often recognizes when others feel emotionally exposed, noticing signs of hesitation or vulnerability. During interaction, he usually reflects on how others might be feeling. He often detects emotional contradictions in speech and considers what these may signal. In emotionally complex conversations, he may believe he is effective and seeks to help. When others present emotional cues, John typically seeks to understand the underlying feeling and trigger. When group energy shifts are observed, he reflects on what might be influencing the emotional state.

John steps in to assist others, though may not always pause to sense what others may need or are open to. He may bring positive energy at times, though opportunities to uplift the group dynamic are not always noticed or acted on. While occasionally a reassuring presence, he is not yet seen as a steady source of emotional support. He responds to others with care in many situations, though strong emotional input can still influence his reactions at times. John contributes views from time to time, but is not always engaged in shaping group outcomes. He shows openness in some settings, though can occasionally appear detached or task-focused.

Social Awareness



Social Regulation



John Doe

Emotional Quotient Graph

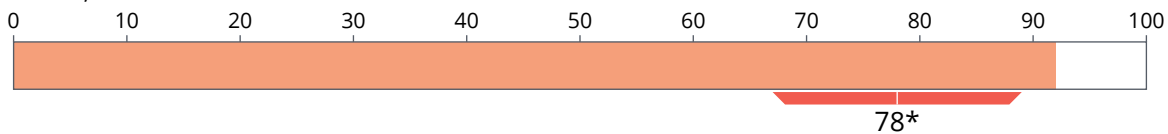


The Five Dimensions of Emotional Intelligence

This section provides a visual summary of how actively each of the five dimensions may be reflected in John's day-to-day actions, decision-making, and interaction. Rather than labeling ability, this information is designed to support reflection, highlight his natural tendencies, and identify opportunities for growth. Use this section to reflect on what's working in leadership situations, what may feel less natural, and where focused action could support stronger influence, alignment, and connection with others.

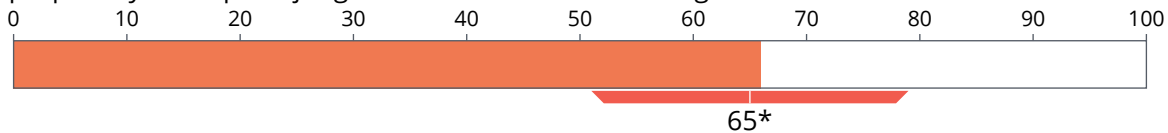
Self Dimension

Self-Awareness - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



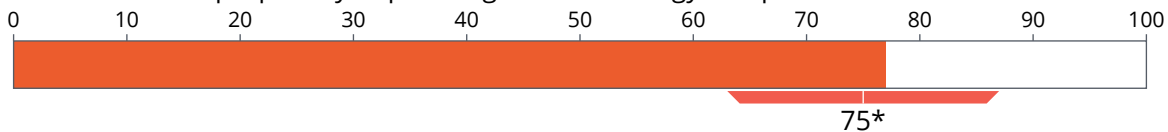
92

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



66

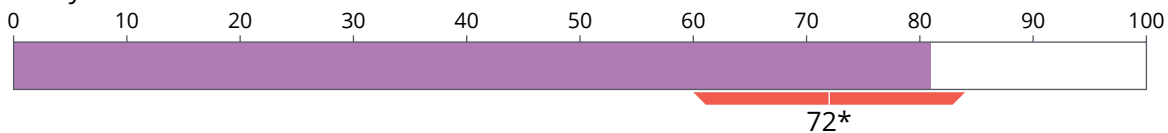
Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



77

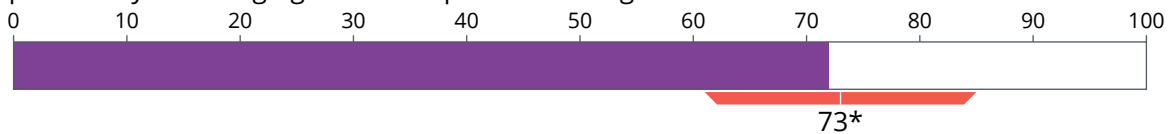
Others Dimension

Social Awareness - The ability to understand the emotional makeup of other people and how your words and actions affect others.



81

Social Regulation - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



72

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

Norm 2025
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John Doe

Emotional Quotient Activity Snapshot

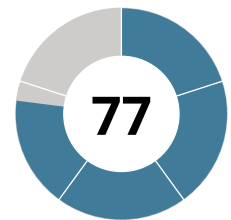


Exploring Emotional Themes & Patterns

This section provides a high-level summary of how actively the emotional dimensions explored in this report may be influencing John's actions, decision-making, and interaction. Each graph consolidates related areas of focus, offering a broader view of personal and interpersonal emotional activity. Use this section to reflect on how emotional focus and regulation may influence leadership presence, team dynamics, and day-to-day decision-making.

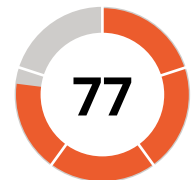
Total EQ Score

A combined view across all five dimensions, reflecting the overall level of emotional activity that may be shaping thoughts, actions, and interactions with others.



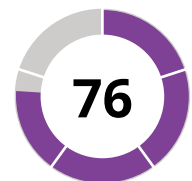
Self Dimension Score

A consolidated score drawn from Self-Awareness, Self-Regulation, and Motivation. This score reflects how consistently emotions are recognized, understood, and channeled toward meaningful outcomes.



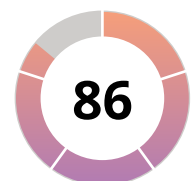
Others Dimension Score

A consolidated score based on Social Awareness and Social Regulation. This score shows how actively emotional cues are perceived in others and how relationships are managed to support effective outcomes.



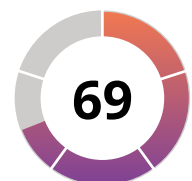
Awareness Dimension Score

A consolidated score based on Self-Awareness and Social Awareness. This score reflects how actively emotional signals are perceived, both internally and in others.



Regulation Dimension Score

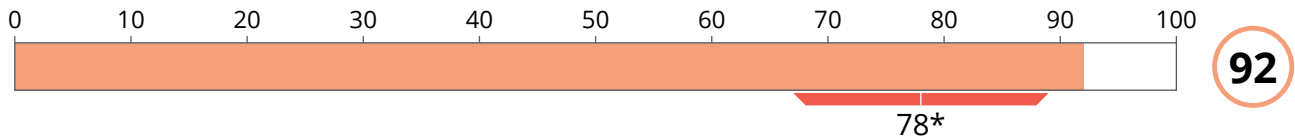
A consolidated score based on Self-Regulation and Social Regulation. This score reflects how emotions are managed in both personal and interpersonal contexts to support stability, collaboration, and results.



Self-Awareness



This section explores how actively John perceives his emotional states and patterns. Self-Awareness reflects the degree to which he is able to notice, label, and understand his emotional experiences and how those states may influence his thoughts or actions. Use this section to help him reflect on how emotional self-awareness may support sound judgment, presence, and authentic leadership.



John demonstrates insight into his internal states and how those states may impact him. Continuing to fine-tune this awareness can support better decisions, especially in fast-moving or high-pressure environments. This level of self-awareness is a potential strength that helps him stay grounded and intentional.

Growth Activities

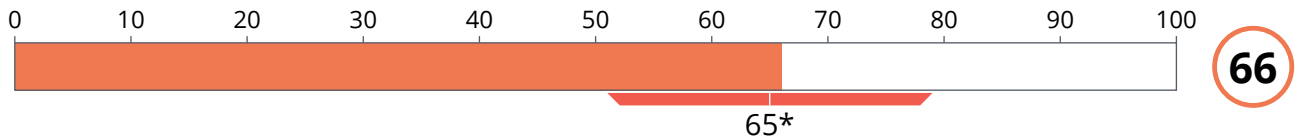
Based on John's Self-Awareness score, below is a list of potential ways for him to continue to grow and refine the ability to perceive his emotional states and patterns:

1. Revisit three decisions influenced by emotion and reflect on their outcomes.
2. Review three past decisions made under strong emotion. Reflect on how mood influenced outcomes.
3. Reflect on three shifts in progress linked to emotional state changes.
4. Write out three layered emotional responses. Identify the triggers or context behind each one.
5. Track priority changes across three days and link to emotional influence.
6. Use a journal to name the origin or source of three emotional responses each day for one month.
7. At the end of each day this week, note one task where emotional energy matched effort well, and one where it didn't.

Self-Regulation



This section explores how actively John manages emotional responses in a consistent and intentional way. Self-Regulation reflects the degree to which he maintains emotional balance and redirects disruptive impulses in service of stability and focus. Use this section to help him explore how emotional steadiness may support composure, decision-making, and resilience in leadership.



John responds thoughtfully in most moments, with reliable emotional control across many settings. Expanding strategies for recovery and tone management might help him stay grounded under greater demand. This score reflects a dependable self-management approach with room to sharpen and scale.

Growth Activities

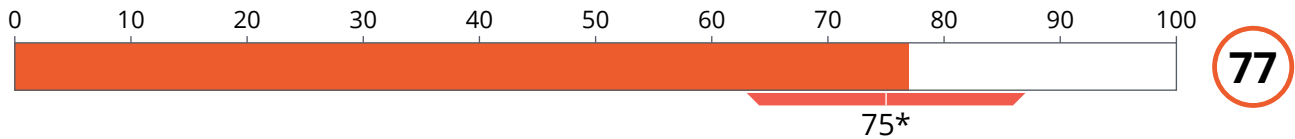
Based on John's Self-Regulation score, below is a list of potential ways for him to enhance emotional control and reactivity in order to incorporate emotional energy into productive pursuits while managing impulses and disruptions:

1. Reflect on two difficult conversations this week, taking note of what helped and what didn't.
2. Support energy balance by using clear boundary-setting and self-talk to reframe negative thought patterns.
3. Add one breath or pause before responding in three live conversations.
4. In the next high-pressure scenario, use a centering breath to maintain tone. Reflect on what worked.
5. Journal two recurring reactions and note what tended to spark them.
6. Choose one difficult topic to discuss. Practice managing tone and word choice throughout the exchange.
7. For one charged situation this month, note how long intensity lasted and what helped shorten or prolong the response.

Motivation



This section explores how consistently John channels emotional energy toward personally meaningful goals. Motivation reflects the degree to which he pursues objectives with purpose, energy, and persistence. Use this section to help John reflect on how personal purpose and ambition may shape his leadership impact and inspire others.



John maintains steady energy and purpose across most tasks and challenges. Continuing to connect effort to meaningful outcomes can enhance focus and persistence. This score suggests he can effectively channel emotional energy toward meaningful, purpose-driven goals.

Growth Activities

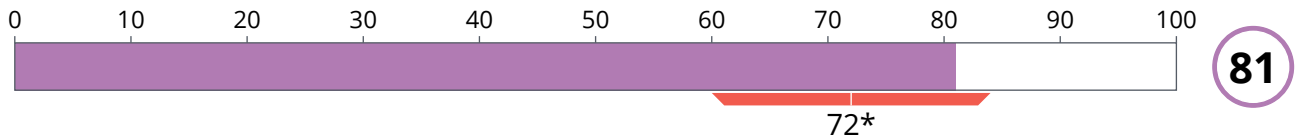
Based on John's Motivation score, below is a list of potential ways for him to connect with his internal drive and focus in order to channel emotional energy to pursue personal objectives:

1. When ambiguity is high, focus on the purpose behind one next step.
2. For each new goal, write one emotionally meaningful reason why it matters. Use this to anchor motivation.
3. Revisit one goal this week and write two sentences on how it aligns with long-term purpose.
4. After unexpected interruptions, practice returning to task within two minutes. Build this into a daily focus reset.
5. Refine a personal mantra this week based on a core goal or value.
6. Create a 2-step recovery plan for moments of distraction. Include one emotional anchor to aid redirection.
7. Choose one affirmation or prompt as a reminder of why a goal matters before a hard task.

Social Awareness



This section explores how attentively John observes emotional cues in the people around him. Social Awareness reflects the degree to which he perceives the emotions, needs, and concerns of others. Use this section to help him consider how team awareness and empathy may support trust, morale, and a culture of psychological safety.



John reads emotional dynamics and adjusts interpretation across many conversations and contexts. Continuing to tune into tone and timing can enrich group and one-to-one interactions. This score reflects a strong and reliable awareness of others.

Growth Activities

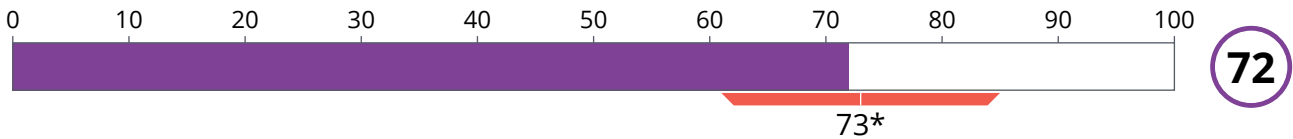
Based on John's Social Awareness score, below is a list of potential ways for him to refine interpersonal perception in order to ensure he is collecting and analyzing the emotional signals from the people around him:

1. Spot how people signal a need for space or support during two interactions.
2. In the next emotionally charged conversation, pause for two seconds before replying. Reflect on how this influenced the tone.
3. Track emotional responses in three feedback conversations and note what shaped the outcome.
4. Provide quiet, steady support in moments of visible hardship. Focus on presence more than resolution.
5. Observe when emotional safety feels low in group discussion this week.
6. After a conversation, consider where someone else's experience may have differed. Use this to build an emotional perspective.
7. Identify who typically shifts group tone in three settings this week.

Social Regulation



This section explores how intentionally John navigates interpersonal relationships and emotional dynamics. Social Regulation reflects the degree to which he responds to the emotions of others in ways that promote collaboration, cooperation, and positive outcomes. Use this section to help him explore how considered responses may support constructive dialogue and enable high-performing teams.



John helps steady emotional tone at times, though he may not always recognize when support is needed. Practicing small tone-setting behaviors can help him build presence and support others with more confidence. This result reflects an emerging influence on emotional dynamics that could be sharpened through repetition.

Growth Activities

Based on John's Social Regulation score, below is a list of potential ways for him to build interpersonal influence in order to positively impact each situation and leave it better than he found it:

1. Practice ending conversations in a way that uplifts or clarifies tone in two interactions this week.
2. Speak up in a low-pressure setting this week. Focus on clarity and confidence in message delivery.
3. Reflect on two recent interactions with people in different roles (e.g. peer vs. manager), and note whether the approach felt appropriate or mismatched and why.
4. In one conversation, identify a shared interest within the first five minutes to build early rapport.
5. Practice shifting style to match emotional need in two different conversations this week.
6. During an emotionally charged topic, prepare by outlining key points. Focus on pacing and clarity during delivery.
7. Guide shared energy through a positive tone when setting new goals during the week.

Emotional Intelligence Quick Tips



This section offers practical, easy-to-apply tips aligned with John's current patterns across the five key areas of emotional intelligence. Use this section to find simple ways to help John strengthen his emotional effectiveness in daily situations, both personally and in working with others.



Self-Awareness

Recognizing internal states & understanding how they influence thoughts, decisions & actions.

- Track how mood influences three key decisions.
- Use emotion words in daily reflection to enhance clarity.
- Link personal values to three recent choices.



Self-Regulation

Managing impulses & responses to stay balanced, focused & effective under pressure.

- Practice one "pause & breathe" moment daily.
- Try two reset moments during work hours.
- Choose a daily physical activity to reset & regulate state.



Motivation

Channeling internal drive into purposeful goals & consistent forward action.

- Write one goal alignment check-in per week.
- Track one self-motivated task each day.
- Identify one reframe moment per day.



Social Awareness

Noticing & understanding the emotional signals, needs & experiences of others.

- Track mood shifts across three team meetings.
- Match tone to energy twice daily.
- When observing reactions, ask "What else could be going on?"



Social Regulation

Shaping emotional tone & communication to support connection, clarity & shared outcomes.

- Reflect on how tone landed today.
- Ask, "Did my tone help or harm the situation?"
- Reflect on tone before beginning a conversation.



Impact on Performance

Exploring Day-to-Day Impact

This section explores how John's current level of activity in each area may shape day-to-day actions and performance. Each insight focuses on a key theme, highlighting where emotional presence supports outcomes and where growth could unlock greater clarity, connection, or resilience. Use this section to help him consider how day-to-day actions influences team dynamics, and where increased self- or social awareness may support stronger leadership outcomes.

Impact on Thought & Action

How emotional states influence decision-making, performance, and motivation.

Leaders who integrate emotional insight into decision-making help the team make wiser, more cohesive choices.

This may shape John's performance in the following ways:

- John tracks how feelings shape actions, helping refine decisions and energy use.
- By understanding how his internal states affect outcomes, John can help influence team atmosphere and mood.

Key Takeaway: Using emotional insight in decisions helps create shared understanding and reinforces confidence in team direction.

Impulse & Intensity Management

Pausing, moderating, and regulating reactions in the moment.

Leaders who stay composed under pressure create a team culture where challenges are met with calm, not chaos.

This may shape John's performance in the following ways:

- John typically pauses before reacting and redirects strong emotion.
- When situations intensify, John can assist in keeping conversations productive by moderating his reactions.

Key Takeaway: Staying composed under pressure helps steady team reactions and foster a sense of control in challenging moments.



Impact on Performance

Exploring Day-to-Day Impact - Continued

Clarity & Alignment

Knowing what matters, setting meaningful goals, and aligning actions with purpose or values.

Leaders who connect work to purpose create stronger follow-through and energize team focus.

This may shape John's performance in the following ways:

- John acts with general purpose and aligns goals to values in most cases.
- A clear sense of direction allows him to support group focus and maintain shared motivation.

Key Takeaway: Linking work to meaningful goals helps maintain energy and stay committed through complexity.

Social Sensitivity & Attunement

Comfort with the emotional states of others, and the capacity to notice what is emotionally needed.

Leaders who show emotional attunement create an environment where team members feel supported and resilient.

This may shape John's performance in the following ways:

- John recognizes when others are emotionally impacted, though the meaning or need behind it may not always be clear.
- In group settings, he often picks up on emotional shifts in others, even if the underlying need isn't always obvious.

Key Takeaway: Noticing emotional needs in real time helps reduce missteps and improve team responsiveness.

Impact on Performance

Exploring Day-to-Day Impact - Continued



Adaptability & Influence

Flexibly adjusting emotional tone and communication to fit context, personality, or purpose.

Leaders who flex their delivery to suit the moment help others stay engaged, responsive, and aligned with evolving team needs.

This may shape John's performance in the following ways:

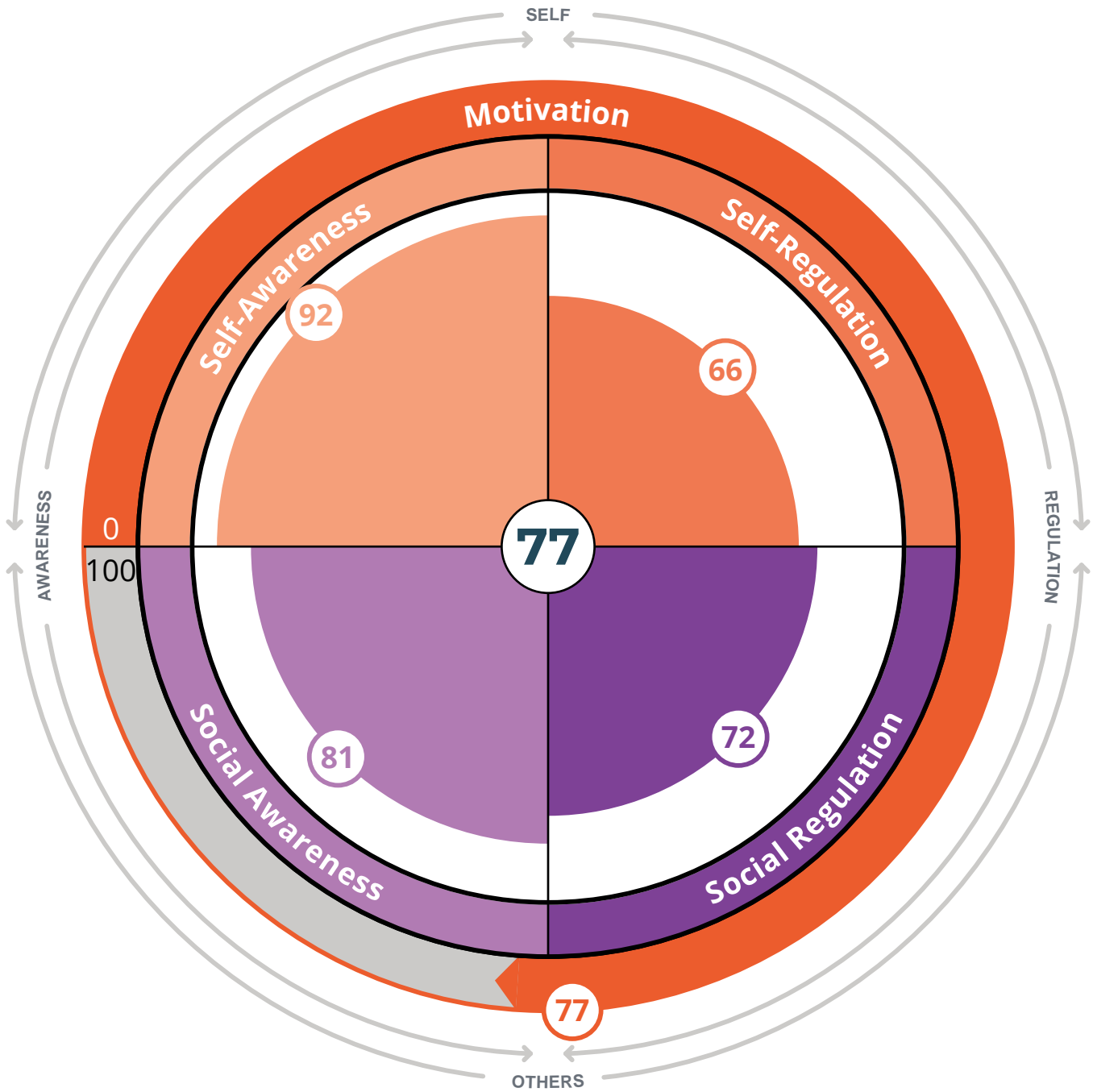
- John responds to clear tone shifts, but may miss subtle changes in group energy.
- When tone or approach feels rigid, others may find it harder to connect with or relate to John's ideas and suggestions.

Key Takeaway: Applying different approaches to situations helps connect more effectively across roles and working styles.

Emotional Quotient™ Wheel



Use your EQ Wheel results to identify both strengths and areas for growth in emotional intelligence. Focus on your lower-scoring dimensions as key areas for development and apply strategies on the next page to enhance these skills.



EQ Development Plan

Turning Insight into Action



This TTI EQ Development Plan is designed to help translate report insights into meaningful action. Targeted attention and small, consistent practices in one area often spark growth across all dimensions of emotional intelligence. Use this plan to explore and build capacity in the EQ factor with the greatest potential impact.

Actionable Steps for Growth:

1. Select a Focus Area: Review the report to identify the EQ factor with the greatest relevance right now. This may be a lower-activity area or a strength worth deepening to support current goals.

2. Define a Meaningful Target: Clarify what growth in this area might look like. Focus on practical change, for example, a shift in action, response, or impact in day-to-day settings.

3. Commit to Small Practices: Refer to the Growth Activities in the report to identify small, repeatable actions that build capability over time. Keep practices realistic and consistent.

4. Reflect & Adjust: Pause regularly to notice shifts in awareness, confidence, or behavior. Use these reflections to refine direction and reinforce progress.

Introduction



Blending Behaviors, Driving Forces, & EQ for Success

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

For years, TTI has educated the corporate world on behaviors, 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 behaviors and driving forces, yet they still respond to the same situations differently, especially when the situations are emotionally charged.

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



Blending for Success

Behaviors, Driving Forces & EQ

People who understand and appreciate themselves as unique individuals and can apply that same understanding and appreciation to others are more successful. This section is designed to connect an individual's behavioral strengths and primary driving forces cluster with his Emotional Intelligence in order to propel and navigate the day-to-day situations of the business landscape.

To clarify this section, John's primary driving forces cluster includes: Intentional, Objective, Structured, and Collaborative.

John has a high level of Self-Awareness. He verb:is/are able to anticipate emotional shifts and verb:is/are mentally and physically aware of changes in his feelings. Coupled with his "Dominance" behavioral style, this awareness can be extraordinarily powerful. Most "Dominants" tend to react quickly and may be unaware of when their triggers are activated. However, with John's heightened Self-Awareness, he is conscious of the physical and emotional responses connected to these triggers, allowing for more intentional control over their reactions.

John has a high level of Self-Regulation. He is able to manage responses and reactions to emotionally charged events. Possessing a high "Dominant" behavioral style indicates that John may be quick to anger, make snap decisions, and be impatient to get things done. However, with high Self-Regulation, the typical behavioral characteristics will be tempered and not seen by others in such an extreme way. By utilizing his dominant behavior and his ability to manage reactions, John will be able to win more and be seen as a leader versus autocratic. Be careful in instances where the topic at hand directly relates to John's primary driving forces cluster. The ability for him to utilize his Self-Regulation skills may be hindered when a perceived threat to his drivers is present.



Blending for Success

Behaviors, Driving Forces & EQ

John has a high level of Motivation. Emotional Intelligence Motivation is described as an internal drive to achieve goals without external factors or an incentive-based motivation. He has a motivation and passion to work for reasons that go beyond the rewards of his primary driving forces cluster and a propensity to pursue goals with energy and persistence. His high Motivation score will lessen the necessity for his passions to be 100% satisfied on the job, as long as these driving forces are not described as passionate or extreme. However, in order to achieve complete engagement and superior performance, it will also be important for his primary driving forces cluster to be fulfilled through their daily activities and lifetime pursuits.

John has a high level of Social Awareness. He is able to anticipate how others will perceive information and react to various situations. The strength of having high Social Awareness lies in the ability to see things from others' perspectives. John typically views situations through the lens of his primary driving forces cluster, whereas others may filter information through different perspectives. Developing the ability to step outside of his primary driving forces mindset is essential for achieving personal growth and effectively navigating challenges—an outcome that aligns with his 'Dominance' behavioral style.

John has a moderate level of Social Regulation. He is able to manage relationships and maintain networks. John has the ability to maintain the strongest relationships with others that possess similar drivers, as they filter communication from the same viewpoint. His primary areas of interest originate from Intentional, Objective, Structured, or Collaborative. However, he will do best in forming relationships that directly lead to the satisfaction of these passions. Behaviorally, John prefers a more direct and to the point communication style. Based on his moderately developed Social Regulation, he may be able to adapt his communication style to meet the needs of the relationship, providing the relationship leads to the satisfaction of his primary drivers.