



TTI
SUCCESS
INSIGHTS®

12 Driving Forces®

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Table of Contents



12 Driving Forces®	1
Understanding Your Driving Forces	3
Driving Characteristics	4
Strengths & Weaknesses	6
Energizers & Stressors	7
Primary Driving Forces Cluster	8
Situational Driving Forces Cluster	9
Indifferent Driving Forces Cluster	10
Areas for Awareness	11
Driving Forces Graph	12
Driving Forces Wheel	13
Descriptors Wheel	14

Understanding Your Driving Forces



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

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

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

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

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

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

Driving 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.

Sheila has the ability to instinctively notice and respond to people in need. She has a desire to ensure policies are fair for everyone. She believes people should have the opportunity to be the best they can be. She is comfortable starting a project before gathering all the necessary information. Sheila will Google a topic to address a current situation. She is comfortable performing tasks before conducting a great deal of research. She will thrive in a role where she can experience self-realization and gratification. She aspires to create unity and balance in her work environment. Sheila has the desire to be recognized for her accomplishments. She wants to control her own destiny and display her independence. She tends to dissect other systems and/or traditions and may be creative when applying them. She may use completion of activities and tasks as a measure of her success.

Sheila has the desire to be empathetic toward those in need. She looks for ways to help people have positive experiences. She will view and use knowledge as a needed resource or a means to an end. She may prefer a summary rather than the full-length version. Sheila will flourish in an environment where she has the opportunity to create harmony and balance in her surroundings and relationships. Looking and feeling good enhances her daily productivity. She may be energized by public recognition. She will strive to maintain individuality in group settings. Sheila may be able to pick and choose the traditions to which she will adopt. She may seek new ways to accomplish routine tasks. She evaluates situations and may not feel the need for a return on investment. She tends to give freely of time, talent and resources, but may still value a return on her investment.

Driving Characteristics



Sheila may evaluate situations based on the desired outcome with little regard for utility and economic return. She may overlook traditions or boundaries to complete a task. She tends to work long and hard to advance her position. She feels a high level of satisfaction when she is able to create rapport and tranquility with others. Sheila is focused on handling practical matters over the pursuit of knowledge. She will learn based on her perception of what's important from the situation. She will have a strong interest in improving the working conditions. She will look for faults in a process before blaming an individual.

Strengths & Weaknesses



The following section will give you a general understanding of the strengths and weaknesses of Sheila's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of a strength can be perceived as a weakness to others.



Potential Strengths

- ✓ Sheila tends to believe that most people should have the opportunity to be the best they can be.
- ✓ She can seek to help and support others.
- ✓ She might volunteer and give generously of herself.
- ✓ She might rely on past experience.
- ✓ Sheila may be able to quickly apply past knowledge.
- ✓ She might seek to create harmony and balance in her surroundings and relationships.
- ✓ She could potentially create winning strategies and outcomes.



Potential Weaknesses

- ✗ Sheila may support others at the expense of her own work.
- ✗ She bases personal decisions on the impact to others, not herself.
- ✗ She acts to alleviate the suffering of others even at her own detriment.
- ✗ She may disregard excess information.
- ✗ Sheila may start a project without all the required information.
- ✗ Sheila's concern for appearance may slow progress, function and tangible outcomes.
- ✗ She tends to have a "me" versus "we" attitude.

Energizers & Stressors



The following section will give you a general understanding of the energizers and stressors of Sheila's top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of an energizer can be perceived as a stressor to others.

Potential Energizers

- ✓ Sheila likes to participate in charitable events.
- ✓ She is energized by eliminating conflict.
- ✓ She realizes the potential in others.
- ✓ She learns on demand.
- ✓ Sheila likes to discover specific knowledge.
- ✓ She seeks balance in life.
- ✓ She enjoys leading a group.

Potential Stressors

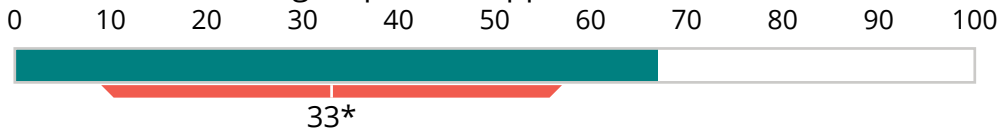
- ✗ Sheila is stressed by inconsiderate acts.
- ✗ She gets frustrated when she observes favoritism.
- ✗ She does not like when others in need are ignored.
- ✗ She does not enjoy discussing theoretical subjects.
- ✗ Sheila does not enjoy learning excessive information.
- ✗ She avoids chaos.
- ✗ She gets frustrated when working behind the scenes.

Primary Driving Forces Cluster



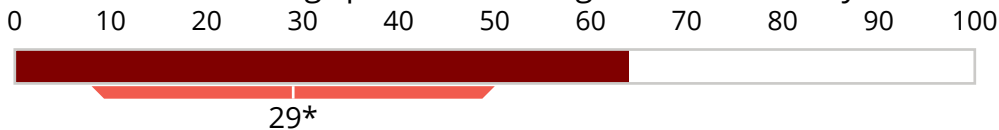
Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver 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. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



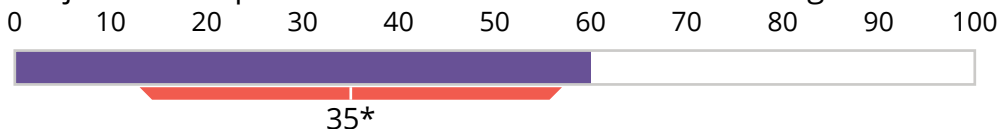
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2. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



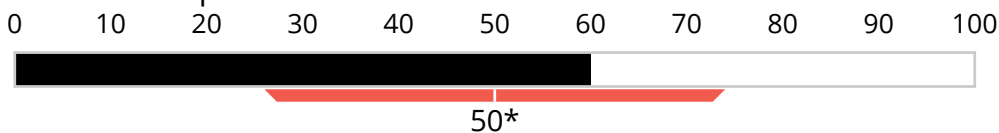
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3. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



60

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



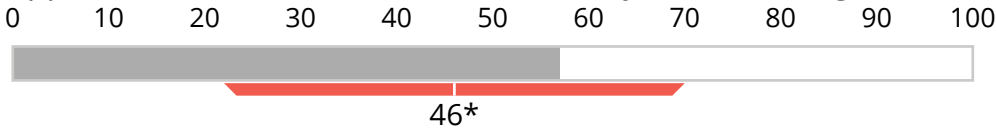
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Situational Driving Forces Cluster

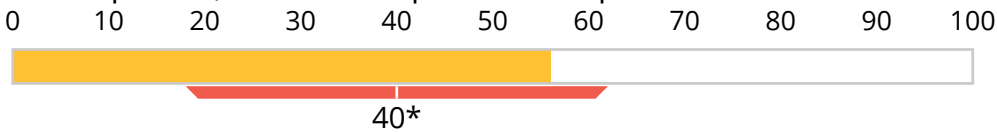


Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

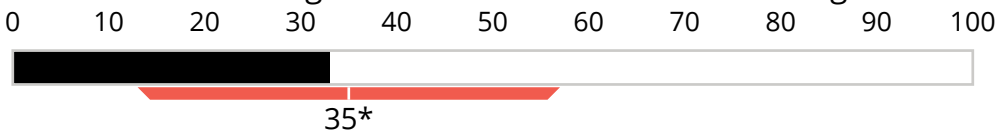
5. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



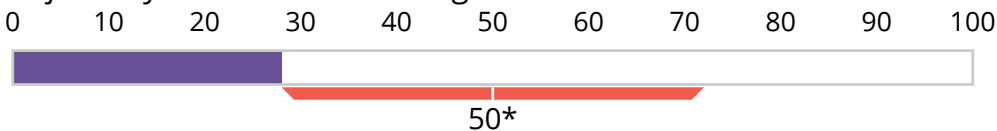
6. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



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



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



Indifferent Driving Forces Cluster



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

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

0 10 20 30 40 50 60 70 80 90 100



25

42*

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

0 10 20 30 40 50 60 70 80 90 100



21

38*

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

0 10 20 30 40 50 60 70 80 90 100



18

54*

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

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12

51*

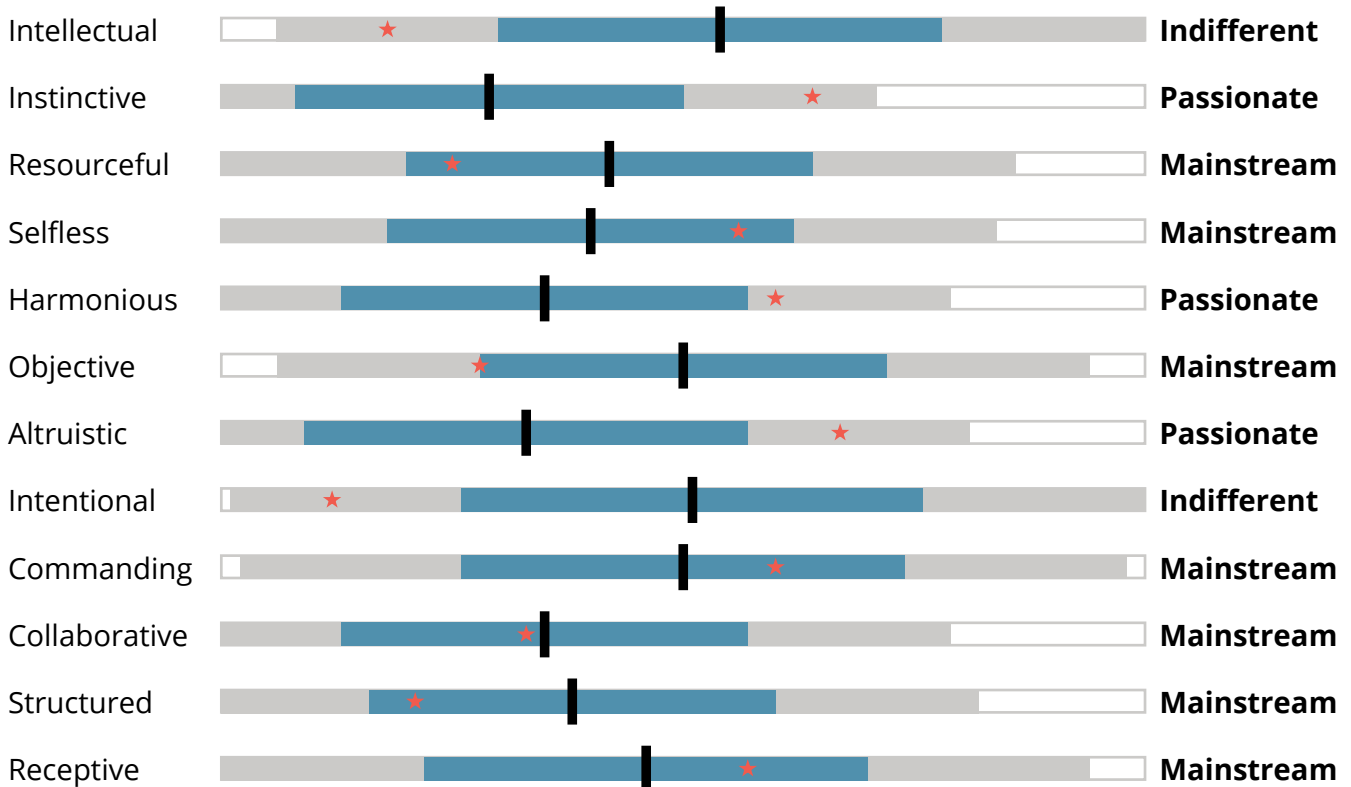
Areas for Awareness



For years you have heard statements like, "Different strokes for different folks," "to each his own," and "people do things for their own reasons, not yours." When you are surrounded by people who share similar driving forces, you will fit in with the group and be energized. However, when surrounded by people whose driving forces are significantly different from yours, you may be perceived as out of the mainstream. These differences can induce stress or conflict.

This section reveals areas where your driving forces may be outside the mainstream and could lead to conflict. The further above the mean and outside the mainstream you are, the more people will notice your passion about that driving force. The further below the mean and outside the mainstream you are, the more people will notice your avoidance or indifference regarding that driving force. The shaded area for each driving force represents 68 percent of the population or scores that fall within one standard deviation above or below the national mean.

Norms & Comparisons Table - Norm 2017



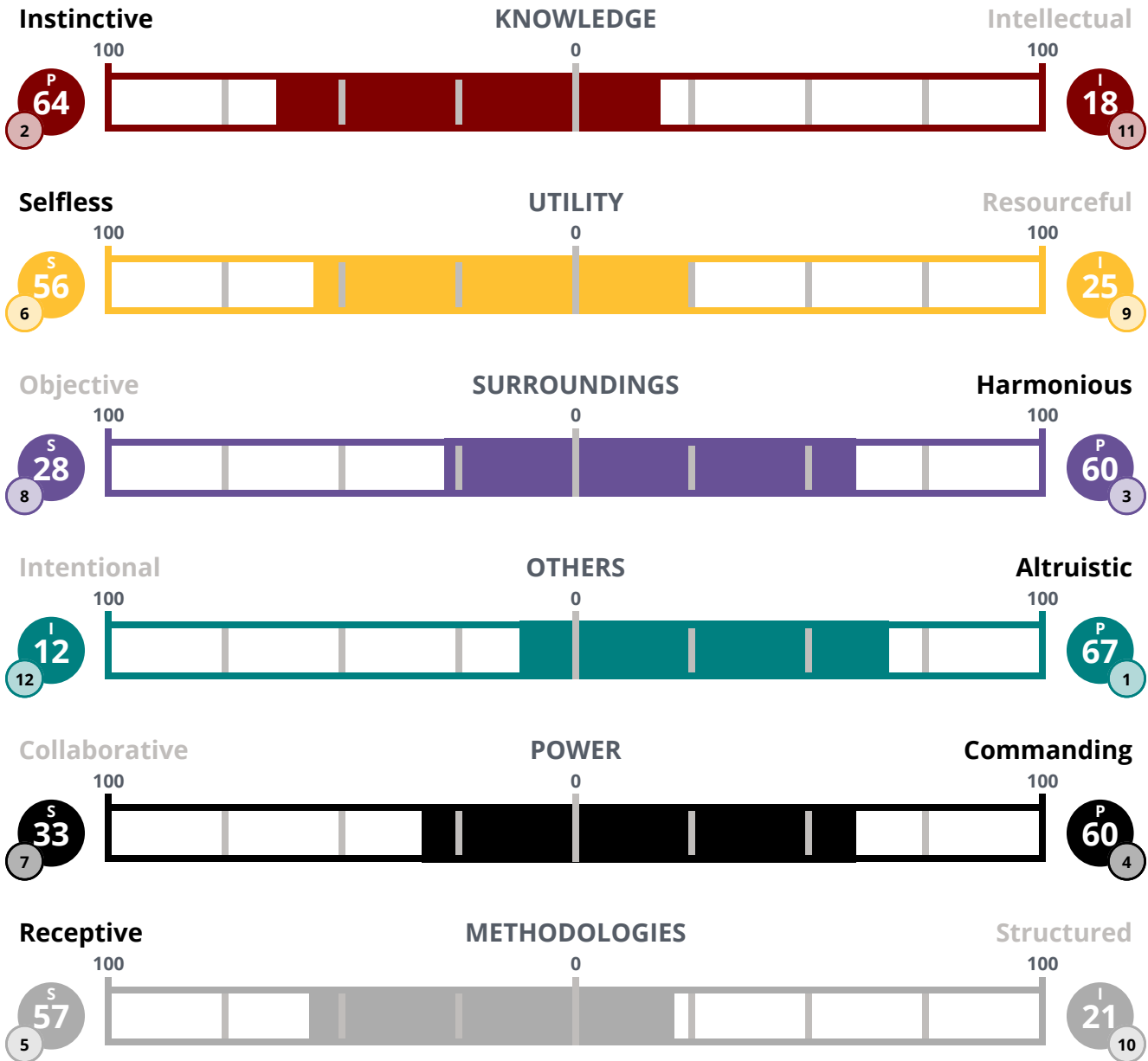
■ - 1st Standard Deviation - * 68% of the population falls within the shaded area. ■ - national mean ★ - your score
■ - 2nd Standard Deviation
■ - 3rd Standard Deviation

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

Driving Forces Graph



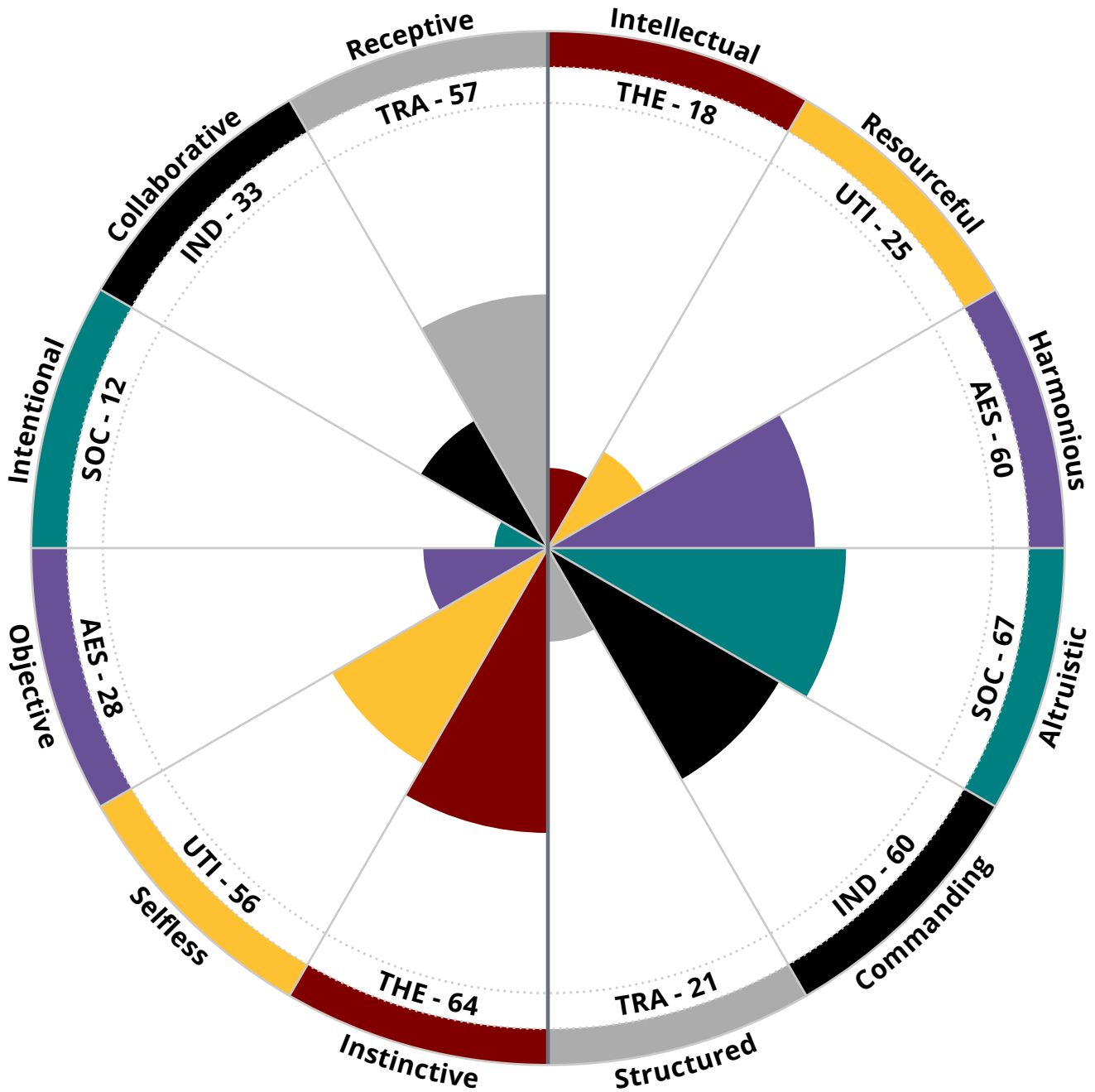
The 12 Driving Forces® Continuum is a visual representation of what motivates Sheila and the level of intensity for each category. The letter "P" indicates an individual's primary cluster. These four factors are critical to Sheila's motivation and engagement regardless of the situation.



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

Norm 2017
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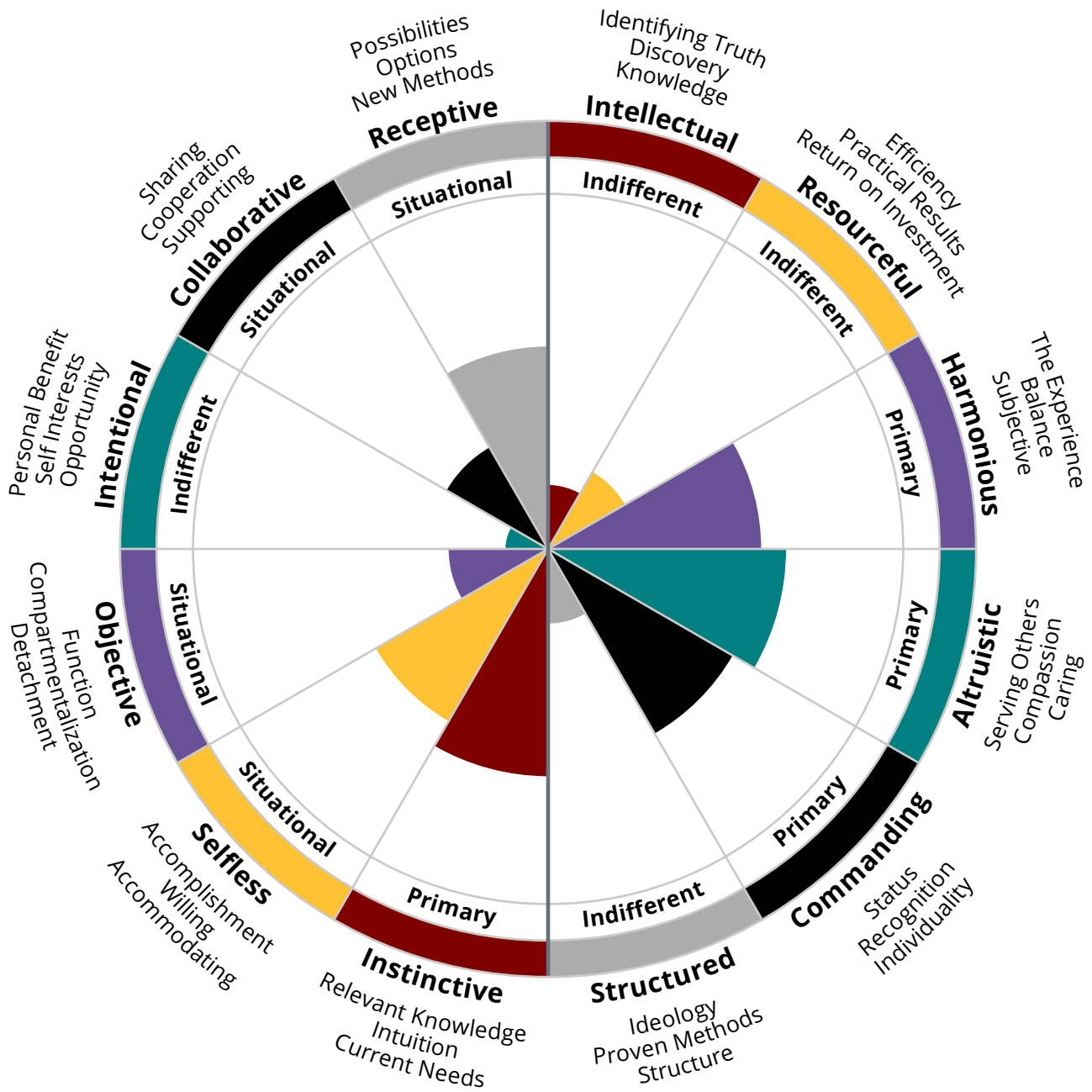
Driving Forces Wheel



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Descriptors Wheel



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