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Motivators Team Report

Samuel Sample

VP of Samples

TTI

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Introduction



Contents of the Report

- Overview - A summary examining the composition of your team's Motivators segmentation.
- Team composition - Defines the makeup of your organization by Motivator segment and shares the graphs of individuals on your team.
- Motivators segment analysis - Examines the individuals within each segment, segment characteristics, ways to communicate, stressors and energizers.
- Group wheel plots - Identifies the primary position of each team member.
- Motivator characteristics hierarchy - Compares individual scores to others on the team, team averages, and population means.

Team Member List

Sue Anderson
Amanda Doe
Frank Jones
John Smith
Joe Williams

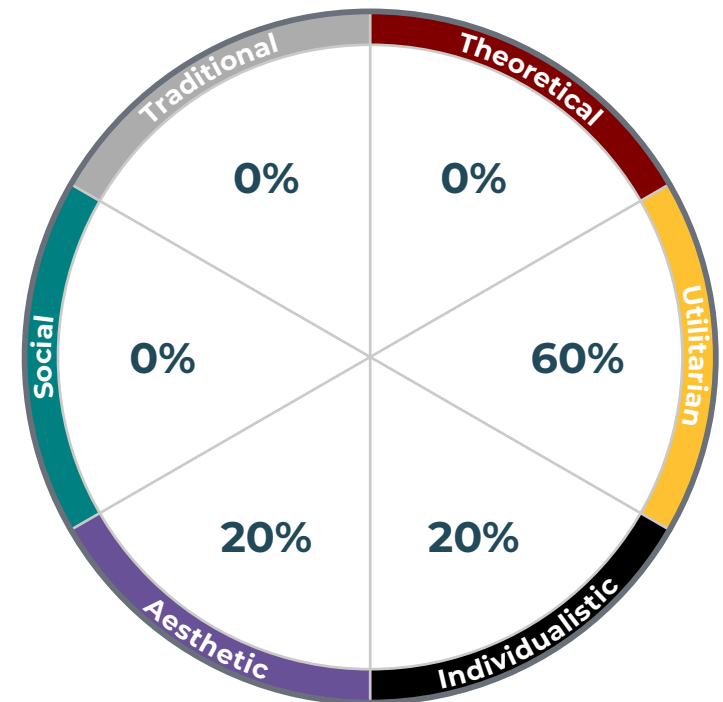
Team Motivators Overview



Observing Motivators

Have you ever noticed that some people:

- Seek to expand their understanding and knowledge in all endeavors
- Tend to utilize and apply their resources to maximize return
- Seek to fully experience their surroundings
- Tend to serve, help and eliminate the suffering of others indiscriminately
- Seek to be recognized and control their own destiny
- Tend to live within defined systems and traditional approaches



Motivators Defined



Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

Individualistic/Political - Rewards those who value personal recognition, freedom and control over their own destiny and others.

Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

Utilitarian Team Characteristics



The following information will give team members a clear understanding and appreciation of team members with Utilitarian as their number one driving force.

Strengths and Weaknesses

Potential Strengths

- Configure resources to maximize output
- Focus on the return on investment
- Maximize efficiency and productivity
- Sensitive to wasting time, resources, or opportunities
- Focus on achieving measurable and practical results

Potential Weaknesses

- May be perceived as a workaholic
- May view material possessions and money as a scorecard
- Tend to view people and resources as tools to achieve an outcome
- May only be willing to give if there is an opportunity for a return

Energizers

Obtain practical results

Focus on efficiency

Compensate based on performance

Stressors

Be redundant

Waste time

Ignore the return on investment



12%

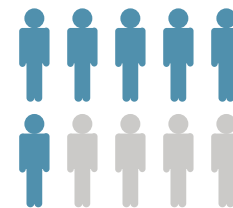
of the Population

Words That Work

Profitable

Maximize

Benefit



3/5

60% of the Team

Words That Don't Work

Rework

Endless

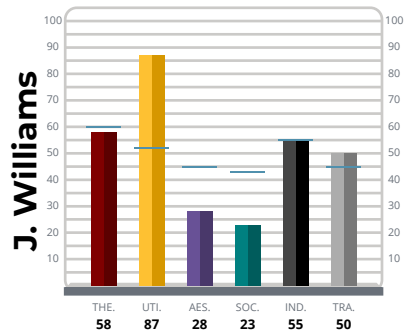
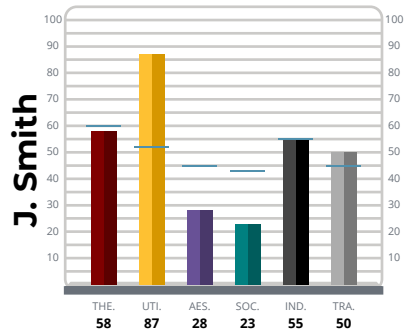
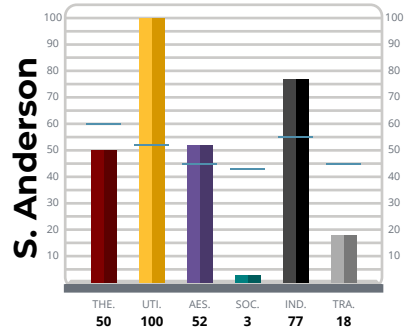
Casual

Utilitarian Primary Motivators



Utilitarian Team

Sue Anderson
John Smith
Joe Williams



Aesthetic Team Characteristics



The following information will give team members a clear understanding and appreciation of team members with Aesthetic as their number one driving force.

Strengths and Weaknesses

Potential Strengths

- Focus on the emotions and balance in the environment
- See the importance of the experience
- See value in and enjoy the experience of their surroundings
- Value the journey as much as the destination
- Seek to create harmony and balance in their surroundings and relationships

Potential Weaknesses

- An imbalance or distraction in one area may affect other or all aspects of life
- Pursuing of experiences supersedes practical concerns
- Concern for appearance may slow progress, function and tangible outcomes
- Subjective feeling can conflict with objective reality

Energizers

Seek balance in life

Appreciate beauty and harmony

Express imagination

Stressors

Encounter chaos

Have lackluster surroundings

Overemphasize function



9%

of the Population

Words That Work

Subjective
Expression
Balance



1/5

20% of the Team

Words That Don't Work

Dull
Compartmentalize
Function

Samuel Sample

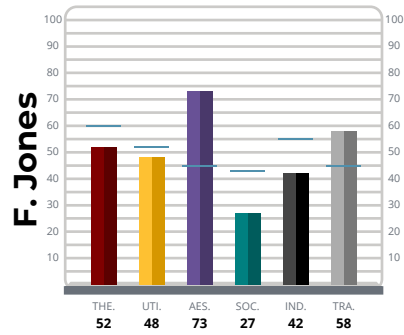
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Aesthetic Primary Motivators



Aesthetic Team

Frank Jones



Individualistic Team Characteristics



The following information will give team members a clear understanding and appreciation of team members with Individualistic as their number one driving force.

Strengths and Weaknesses

Potential Strengths

- Strive to advance their position
- Strive to set themselves apart
- Create winning strategies and outcomes
- Seek to control their own destiny
- Value status and public recognition

Potential Weaknesses

- Tend to have a me versus we attitude
- May not consider people in seeking personal advancement
- May over emphasize the need to control or direct people and projects
- Can be driven by the desire to achieve status and recognition

Energizers

Lead a group

Create and control destiny

Obtain status symbols

Stressors

Work behind the scenes

Have a small workspace

Delay personal advancement



25%

of the Population

Words That Work

Award

Win

Lead



1/5

20% of the Team

Words That Don't Work

Share

Supportive

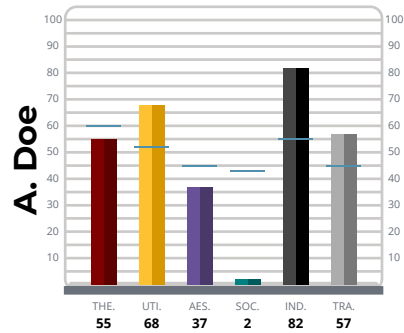
Cooperative

Individualistic Primary Motivators



Individualistic Team

Amanda Doe



Social Team Characteristics



The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Take notice of and respond to people in need
- Seek to help and support others
- Believe that all people should have the opportunity to be the best they can be
- Volunteer and give generously of themselves
- Act to alleviate suffering of others

Potential Weaknesses

- Act to alleviate suffering of others even at their own detriment
- May support others at the expense of their own work
- May prioritize others' needs over their own needs
- Base personal decisions on the impact to others not self

Energizers

Realize the potential in others

Participate in charitable events

Eliminate conflict

Stressors

Act inconsiderately

Put self first

Observe favoritism



10%

of the Population

Words That Work

Volunteer

Compassion

Comfort



0/5

0% of the Team

Words That Don't Work

Purposeful

Intentional

Selective

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Theoretical Team Characteristics



The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Seek to make the unknown known
- Eager to learn and discover
- Research much more thoroughly compared to others
- Focus on information and facts
- Continually seek new knowledge and information

Potential Weaknesses

- Can value discovery over other priorities
- May make decisions without subjective or emotional considerations
- May pursue knowledge at the expense of practical matters

Energizers

Objectively analyze ideas

Devote time to learn

Increase knowledge

Stressors

Approach ideas subjectively

Make educated guesses

Rush through learning



32%

of the Population

Words That Work

Learn

Research

Identify



0/5

0% of the Team

Words That Don't Work

Guess

Apply

Intuitive

Traditional Team Characteristics



The following information may be characteristics that are missing or could benefit the current team.

Strengths and Weaknesses

Potential Strengths

- Seek to establish standards by which they operate
- Value a traditional and proven approach
- Place a high value on working within defined and structured systems
- Tend to have a "code" by which to live
- May protect and potentially promote principles and beliefs

Potential Weaknesses

- Tend to resist change to established procedures
- May place personal ideology before that of the organization
- Can be closed-minded and judgmental toward other viewpoints
- Can over-promote their philosophy to others

Energizers

Advance their cause

Fit within a structure

Seek consistency

Stressors

Ignore established protocols

Redesign existing systems

Disregard tradition



12%

of the Population

Words That Work

Order

Constant

Ideology



0/5

0% of the Team

Words That Don't Work

New methods

Progressive

Possibilities

Motivator Definitions



The following matrix illustrates the six motivators into segments. Each segment contains a definition and the percentage of team members in the respective segment.

Traditional (0%)	Theoretical (0%)
Rewards those who value traditions inherent in social structure, rules, regulations and principles.	Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
Social (0%)	Utilitarian (60%)
Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.	Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
Aesthetic (20%)	Individualistic (20%)
Rewards those who value balance in their lives, creative self-expression, beauty and nature.	Rewards those who value personal recognition, freedom and control over their own destiny and others.

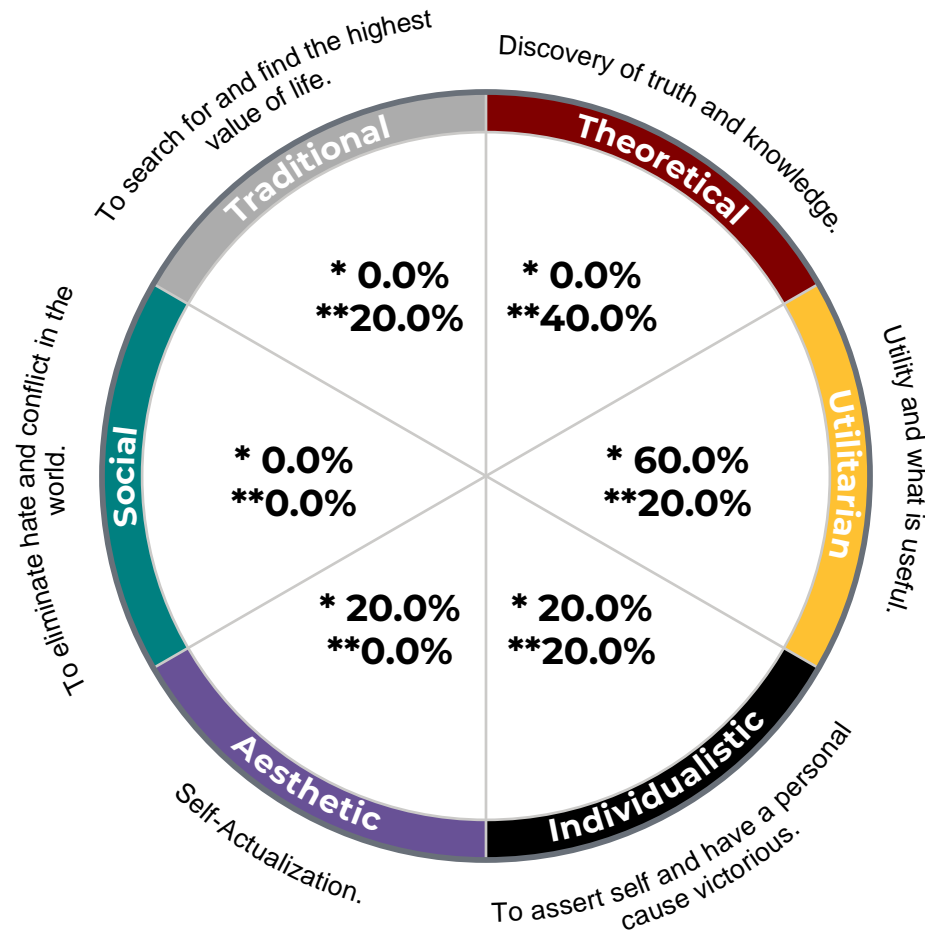
Team Member Overview



The following matrix illustrates the 6 motivators into segments. Each segment contains team members and the percentage of team members in the respective segment.

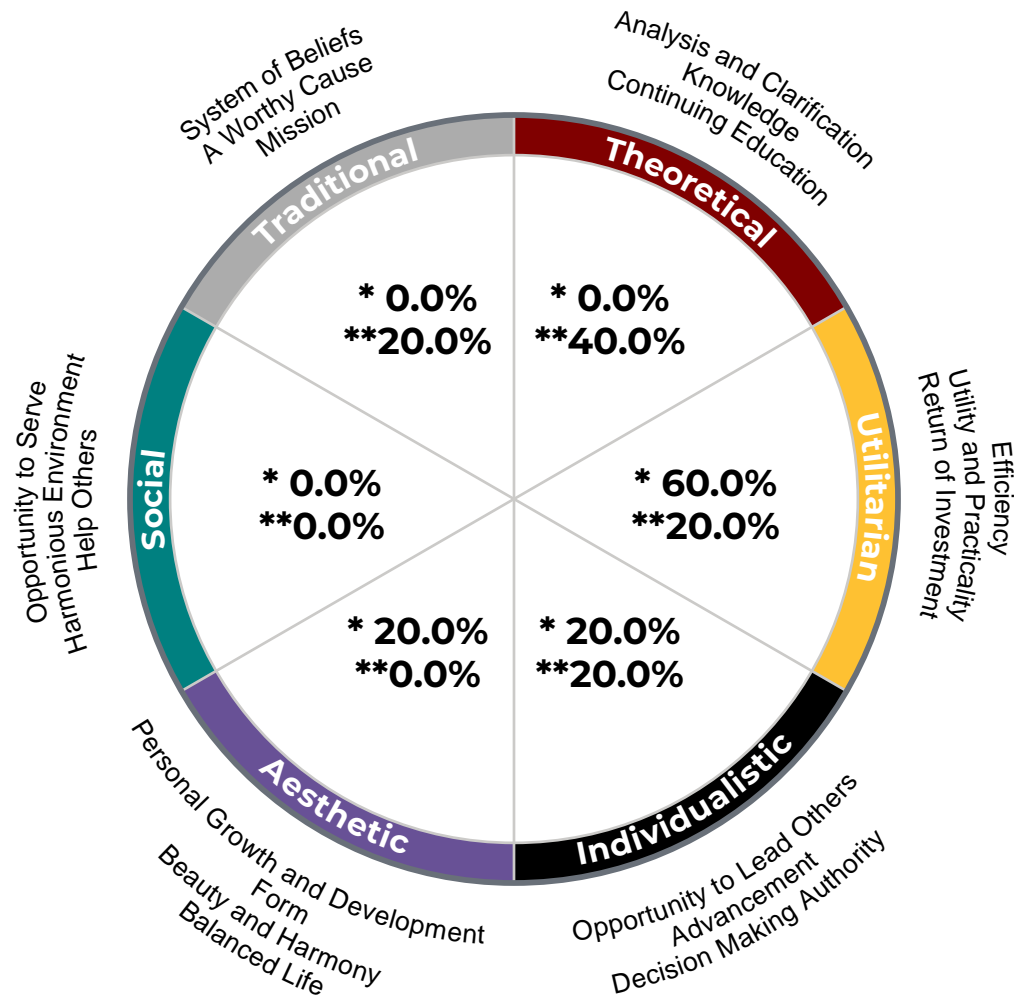
Traditional (0%)	Theoretical (0%)
Social (0%)	Utilitarian (60%)
	Sue Anderson John Smith Joe Williams
Aesthetic (20%)	Individualistic (20%)
Frank Jones	Amanda Doe

Motivational Goal



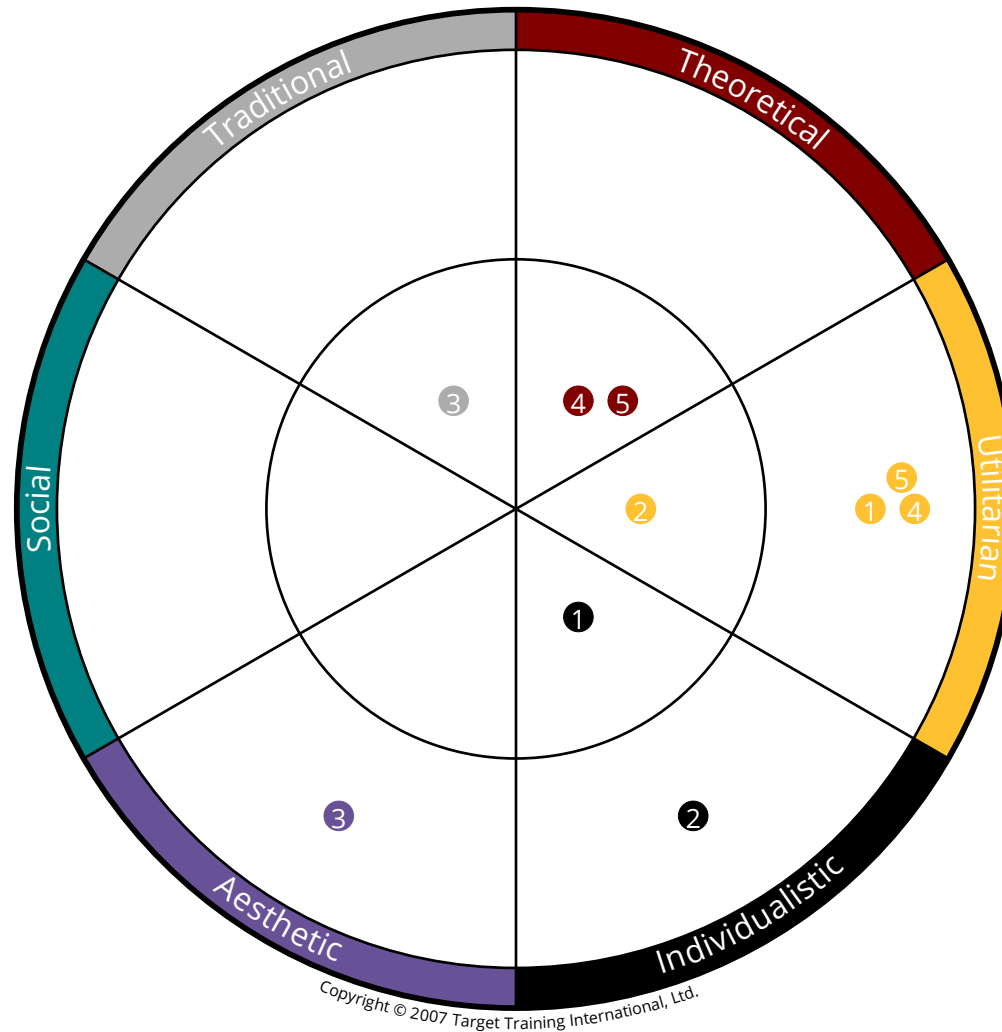
* - Primary Motivator
 ** - Secondary Motivator

Ideal Environment



* - Primary Motivator
 ** - Secondary Motivator

Motivators Group Wheel



Outside ring = #1 Motivator Inside ring = #2 Motivator

Group Wheel Legend



- 1: Sue Anderson
- 2: Amanda Doe
- 3: Frank Jones
- 4: John Smith
- 5: Joe Williams

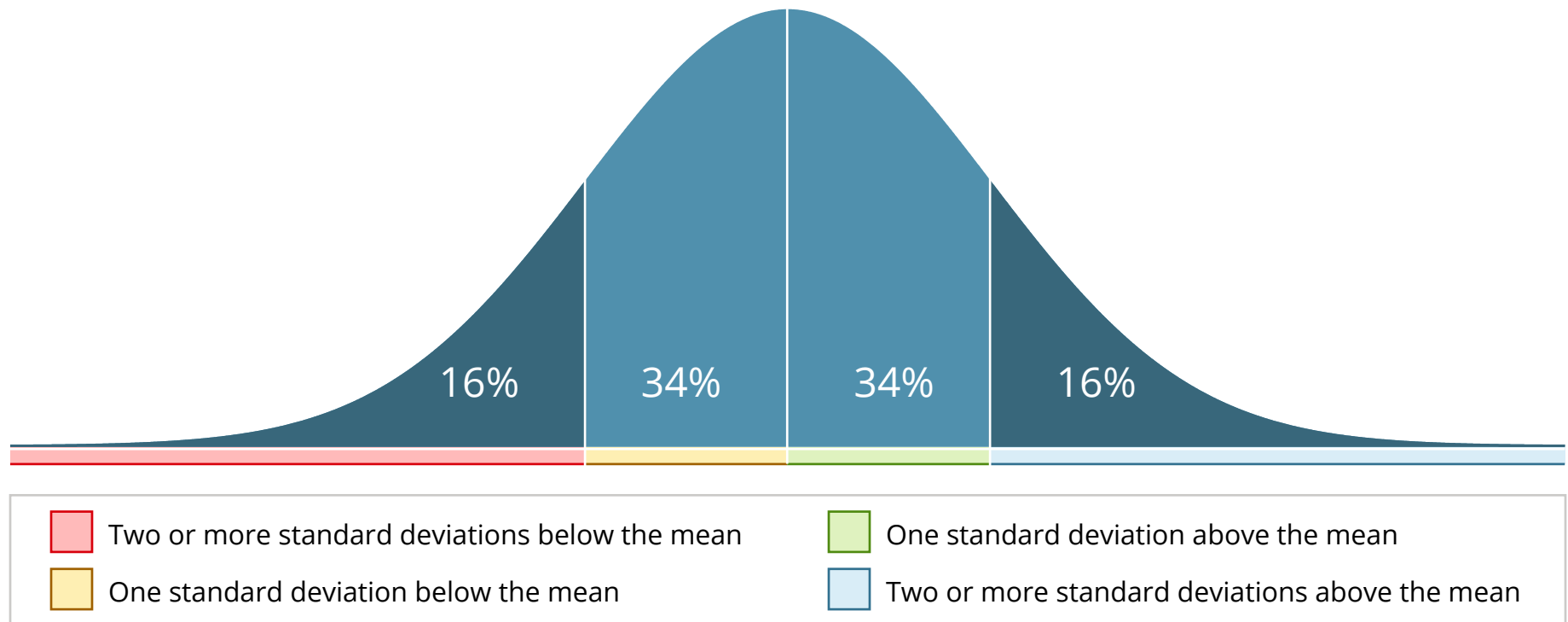
The Bell Curve Defined



Understanding how to read a bell curve and standard deviation will enable you to clearly analyze the composition of your team.

The bell curve, known as a normal distribution, is the most common type of distribution for a population. The highest point on the curve represents the highest population of people, that is the mean of the group. The standard deviation is a number used to show how data is spread out from the mean, representing a percentage of the total data collected.

For example, if the assessment scores of 100 people are collected and used in a normal probability distribution, 68 people, representing 68% of the 100 assessment scores, should fall within one standard deviation of the mean. Thirty four percent will be one standard deviation above the mean and 34% will be one standard deviation below the mean. The remaining 32% of people will be two or more standard deviations away from the mean. Sixteen percent will be two or more standard deviations above the mean and 16% will be two or more standard deviations below the mean.



Motivators Comparison



Motivators	Team Avg.	S. Anderson	A. Doe	F. Jones	J. Smith	J. Williams	Mean
Utilitarian	78	100	68	48	87	87	52
Individualistic	62	77	82	42	55	55	55
Theoretical	55	50	55	52	58	58	60
Traditional	47	18	57	58	50	50	45
Aesthetic	43	52	37	73	28	28	45
Social	15	3	2	27	23	23	43

■ Two or more standard deviations below the mean
■ One standard deviation below the mean

■ One standard deviation above the mean
■ Two or more standard deviations above the mean