



TTI
SUCCESS
INSIGHTS®

TriMetrix® EQ

Management-Staff

Sam Sample

Executive Leader

ABC Company

2.11.2022

Executive Coaching & Consulting Services to maximize potential for individuals and 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, motivators 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.

Motivators

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 And Motivators

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 motivators 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, Motivators And EQ

This section will illustrate the impact your Emotional Intelligence has on your core behavioral style as well as your top two motivators.

Introduction

Behaviors



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

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

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

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

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

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

–W.M. Marston

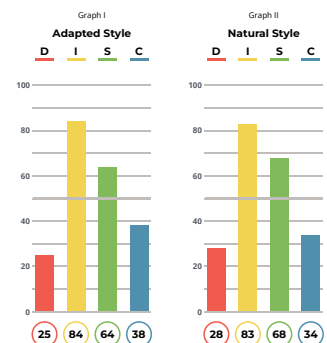
Behavioral Characteristics



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

Sam believes in getting results through other people. He prefers the "team approach." He projects a self-assured and self-confident image. He likes feedback from his manager on how he is doing. He can combine and balance enthusiasm and patience. Sam wants to be seen as his own person, but usually projects it in friendly terms. He can be obliging and accommodating; that is, he likes to work with people and help them. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He places his focus on people. To him, strangers are just friends he hasn't met! Sam, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition."

Sam is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. He likes to participate in decision making. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He is good at solving problems that deal with people. He likes working for managers who make quick decisions.

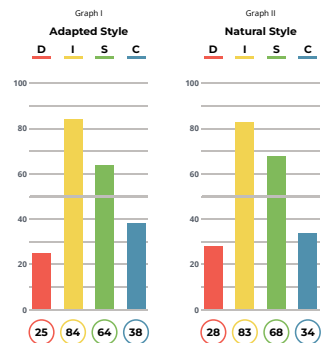


Behavioral Characteristics

Continued



Sam usually uses many gestures when talking. He is both a good talker and a good listener. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He is people-oriented and verbally fluent. Sam is good at negotiating conflict between others. Sam feels that "if everyone would just talk it out, everything would be okay!" He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He judges others by their verbal skills and warmth. He may use his time imprecisely because he likes to talk to people.



Value to the Organization



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

- ✓ Creative problem solving.
- ✓ Verbalizes his feelings.
- ✓ People-oriented.
- ✓ Flexible.
- ✓ Team player.
- ✓ Negotiates conflicts.
- ✓ Respect for authority and organizational structure.



Checklist for Communicating



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

Ways to Communicate

- ✓ Take time to be sure that he is in agreement and understands what you said.
- ✓ Use enough time to be stimulating, fun-loving, fast-moving.
- ✓ Leave time for relating, socializing.
- ✓ Read the body language for approval or disapproval.
- ✓ Provide ideas for implementing action.
- ✓ Be sincere and use a tone of voice that shows sincerity.
- ✓ Be prepared.
- ✓ Give him time to ask questions.
- ✓ Provide a warm and friendly environment.
- ✓ Talk about him, his goals and the opinions he finds stimulating.
- ✓ Provide testimonials from people he sees as important.
- ✓ Take your time and be persistent.
- ✓ Support your communications with correct facts and data.



Checklist for Communicating

Continued



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

Ways NOT to Communicate

- ❌ Be curt, cold or tight-lipped.
- ❌ Legislate or muffle—don't overcontrol the conversation.
- ❌ Be haphazard.
- ❌ Talk down to him.
- ❌ Be dictatorial.
- ❌ Drive on to facts, figures, alternatives or abstractions.
- ❌ Leave decisions hanging in the air.
- ❌ Talk to him when you're extremely angry.
- ❌ Take credit for his ideas.
- ❌ Push too hard or be unrealistic with deadlines.
- ❌ "Dream" with him or you'll lose time.
- ❌ Give your presentation in random order.



Communication Tips



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

Compliance

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

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

Dominance

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

- ✓ Be clear, specific, brief and to the point.
- ✓ Stick to business.
- ✓ Be prepared with support material in a well-organized "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganized.

Steadiness

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

- ✓ Begin with a personal comment—break the ice.
- ✓ Present your case softly, 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 communicating 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, alternatives, abstractions.

Perceptions



See Yourself As Others See You

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



Sam usually sees himself as being:

- ✓ Enthusiastic
- ✓ Outgoing
- ✓ Charming
- ✓ Inspiring
- ✓ Persuasive
- ✓ Optimistic



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

- ✓ Self-Promoting
- ✓ Glib
- ✓ Overly Optimistic
- ✓ Unrealistic



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

- ✓ Overly Confident
- ✓ Talkative
- ✓ Poor Listener
- ✓ Self-Promoter

The Absence of a Behavioral Factor



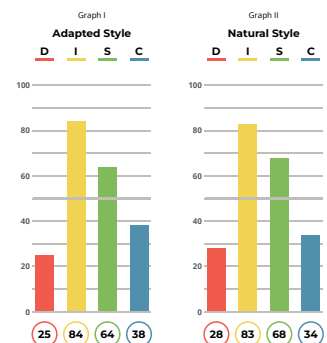
The absence of a behavioral factor may provide insight into situations or environments that may cause tension or stress. Based on research, we are able to identify situations that should be avoided or minimized in a person's day-to-day environment. By understanding the contribution of a low behavioral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

Situations and circumstances to avoid or aspects needed within the environment in order to minimize behavioral stress.

- Avoid situations where competition is a primary factor.
- Needs a manager or work-team that has the ability to extract information as opposed to being required to volunteer information.
- Avoid work environments with a moving target as the only constant.

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

- Seek an environment that allows for a humorous approach to conflict situations.
- Seek positions that do not require a strong need for self-starting.
- Focus on one task at a time to assure quality in problem solving.



Descriptors



Based on Sam'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



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

Problems & Challenges

Natural

Sam is cautious in his approach to problem solving and does not attempt to demand that his view, or opinion, be accepted at face value. Sam likes to solve problems within the framework of a team environment. He will look for a compromise as opposed to a win-lose situation.

Adapted

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

People & Contacts

Natural

Sam is enthusiastic about his ability to influence others. He prefers an environment in which he has the opportunity to deal with different types of individuals. Sam is trusting and also wants to be trusted.

Adapted

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

Natural & Adapted Style



Pace & Consistency

Natural

Sam is comfortable in an environment in which there is a relaxed demeanor or one in which patience is looked at as a virtue. He prefers to complete one task before starting the next and prefers an environment that is predictable.

Adapted

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



Procedures & Constraints

Natural

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

Adapted

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

Adapted Style



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

- ✓ Flexibility.
- ✓ Participative decision making.
- ✓ Optimistic, future-oriented outlook.
- ✓ Using restraint when confrontation occurs.
- ✓ Undemanding of others' time and attention.
- ✓ Presenting a practical, proven approach to decision making.
- ✓ Being a good "team player."
- ✓ Making tactful decisions.
- ✓ Positive, outgoing, friendly behavior.
- ✓ Being conservative, not competitive, in nature.
- ✓ Motivating people to take action by using persuasive skills.





Time Wasters

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

Inability To Say No

The inability to say no is when you are unable to or feel powerless to refuse any request.

Possible Causes:

- Have many interests and want to be involved
- Confuse priorities
- Fail to set priorities
- Do not want to hurt others' feelings
- Do not want to refuse a superior's request
- Do not feel comfortable giving "real" reason and doesn't want to lie

Possible Solutions:

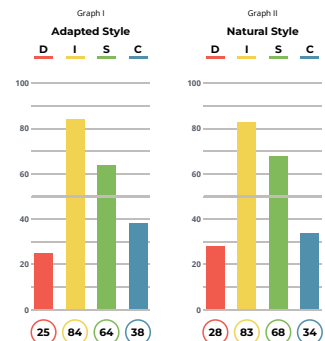
- Realistically evaluate how much time is available
- Understand limitations and what can be done well
- Set daily and long-term priorities
- Learn to say no to those people and tasks that do not support daily and long-term priorities

Cluttered Desk

A cluttered desk is one that is overloaded by papers, supplies and equipment to the point of impacting the ability to be productive.

Possible Causes:

- See organizing and filing activities as a waste of time
- Want everything at fingertips
- Do not conceptualize a system for grouping information and materials
- Have not established a timeline for tasks or projects



Time Wasters

Continued



Possible Solutions:

- Handle each piece of mail only once, i.e. pitch it, file it or delegate it
- Set up (or have someone else set up) an information storage and retrieval system
- Get off mailing lists that are of no interest to you
- Remind yourself that the time it takes to open "junk" mail robs you of time for more important tasks
- Establish a time limit for certain projects and only have current project material on your desk

Daydreaming

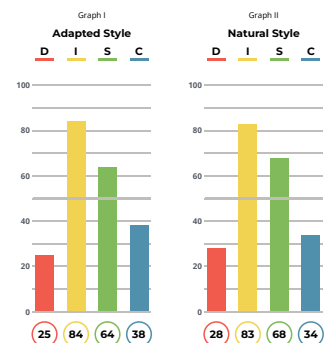
Daydreaming is being preoccupied with non-task or non-work related thoughts. It is being easily distracted from at-hand tasks and focusing on past or future events for prolonged periods of time.

Possible Causes:

- Being a creative thinker and always thinking of new ideas
- Being more excited about the future than the here and now
- Bring personal problems to work
- See work as routine and unexciting
- Experience stress from working on something too long
- Focus on past pleasant experiences as a way of coping with routine and stress

Possible Solutions:

- Learn to read body signals for fatigue
- Change routine
- Remind yourself that worrying about personal problems interferes with your productivity
- Set tasks/objectives





Time Wasters

Continued

Open Door Policy

An open door policy in this context refers to giving unlimited and unmonitored access to anyone who wishes to see you.

Possible Causes:

- Want to be seen as supportive and available
- Want the social interaction of people dropping by
- Have a difficult time saying "no"
- Use people interruptions as a way of procrastinating or justifying missed deadlines

Possible Solutions:

- Set aside time to "close your door" and work on projects
- Set aside time to interact with co-workers
- Learn to prioritize activities and say "no" to low priorities
- Place your desk so that it is not always in "view" of those who pass by
- Avoid eye contact with people who walk by your desk or office

Procrastination

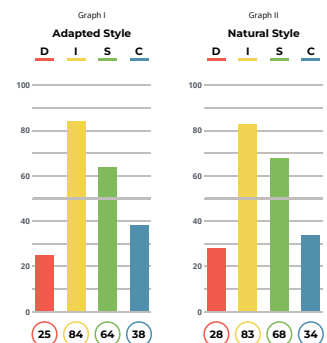
Procrastination is the process of delaying action. It is also the inability to begin action.

Possible Causes:

- Priorities have not been set
- Do not see projects or tasks clearly
- Overwhelmed with commitments
- Hope that time will solve or eliminate the problem
- Fear of failure

Possible Solutions:

- Set goals and establish priorities
- Break large projects into small steps and do one at a time
- Agree to follow established priorities





Time Wasters

Continued

- Consider consequences if it doesn't get done
- Remind yourself that you will avoid the stress of putting something off until the last minute

Desire To Be Involved With Too Many People

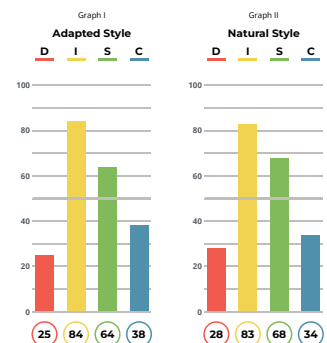
The desire to be involved with too many people is involvement that extends beyond business interactions to the point of interfering with work. Beyond being friendly, it is excessive socializing.

Possible Causes:

- Have many interests
- Want to be seen as one of the gang
- Need praise and approval from others

Possible Solutions:

- Recognize your time constraints
- Be selective in getting involved in activities
- Monitor energy level
- Keep personal and job related priorities in view



Areas for Improvement



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

Sam has a tendency to:

- ✓ Make decisions based on surface analysis.
- ✓ Overuse praise in motivating others.
- ✓ Be too verbal in expressing criticism.
- ✓ Be unrealistic in appraising people—especially if the person is a "friend."
- ✓ Be optimistic regarding possible results of his projects or the potential of his people.
- ✓ Be inattentive to details—only attentive to results: "Don't ask how I did it, just if I succeeded."
- ✓ Act impulsively—heart over mind, especially if his security is not perceived to be threatened.
- ✓ Take information at face value without validation or substantial investigation.

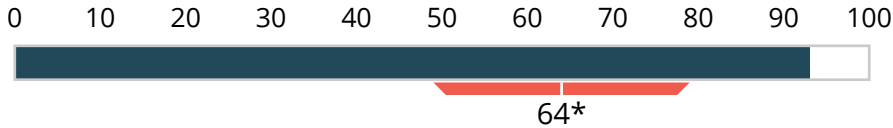


Behavioral Hierarchy

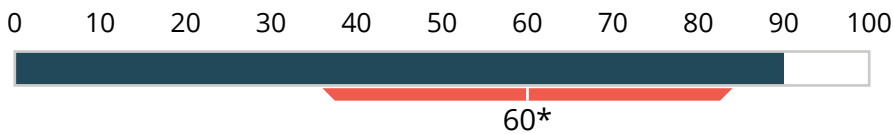


Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

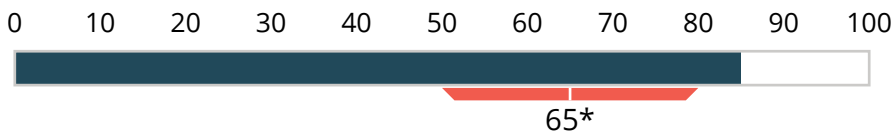
1. Customer-Oriented - Identify and fulfill customer expectations.



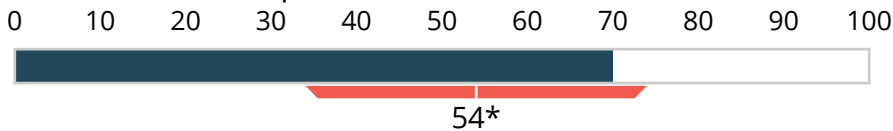
2. Interaction - Frequently engage and communicate with others.



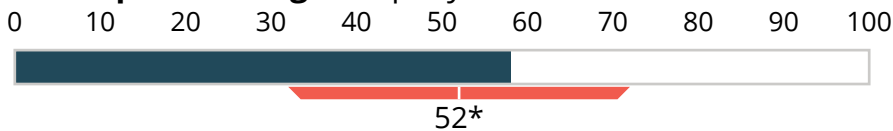
3. People-Oriented - Build rapport with a wide range of individuals.



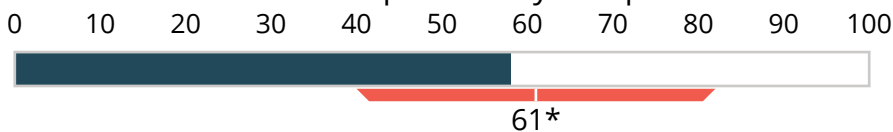
4. Versatile - Adapt to various situations with ease.



5. Frequent Change - Rapidly shift between tasks.



6. Consistent - Perform predictably in repetitive situations.

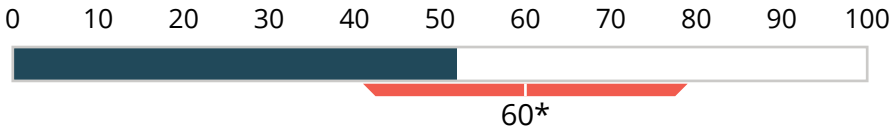


* 68% of the population falls within the shaded area.

Behavioral Hierarchy

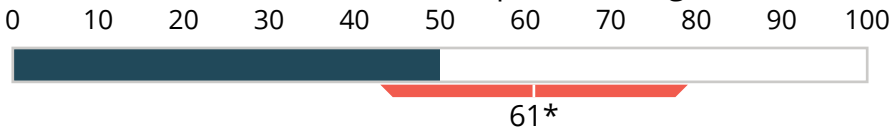


7. Following Policy - Adhere to rules, regulations, or existing methods.



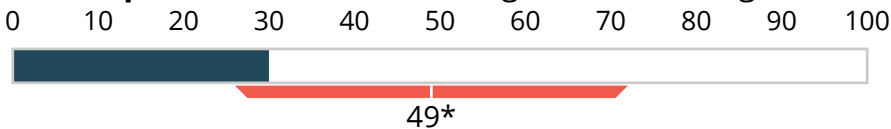
52

8. Persistence - Finish tasks despite challenges or resistance.



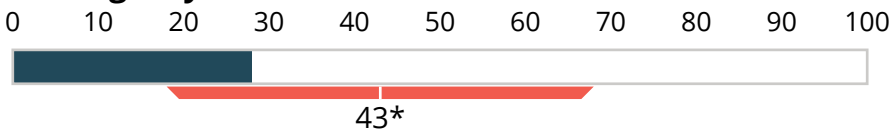
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9. Competitive - Want to win or gain an advantage.



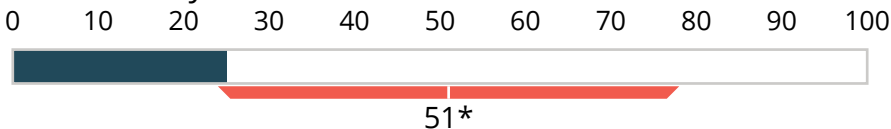
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10. Urgency - Take immediate action.



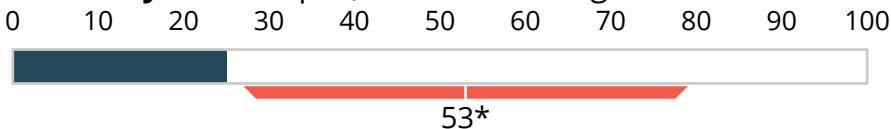
28

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

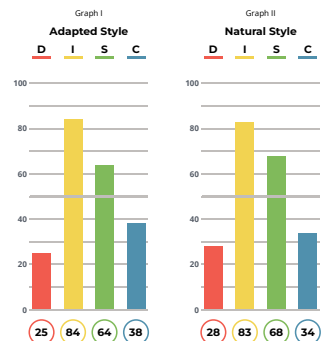


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12. Analysis - Compile, confirm and organize information.



25



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

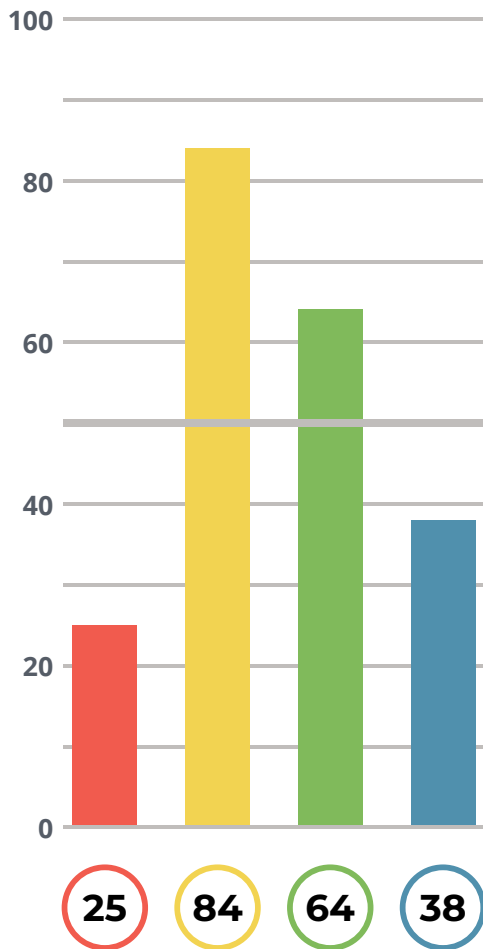
Style Insights® Graphs



Graph I

Adapted Style

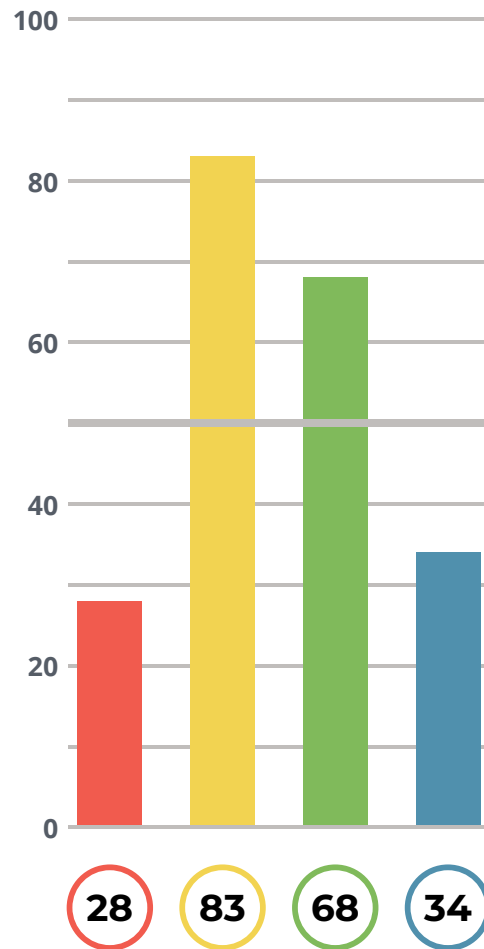
D **I** **S** **C**



Graph II

Natural Style

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



The TTI Success Insights® Wheel



The TTI Success Insights® Wheel is a powerful tool 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 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.

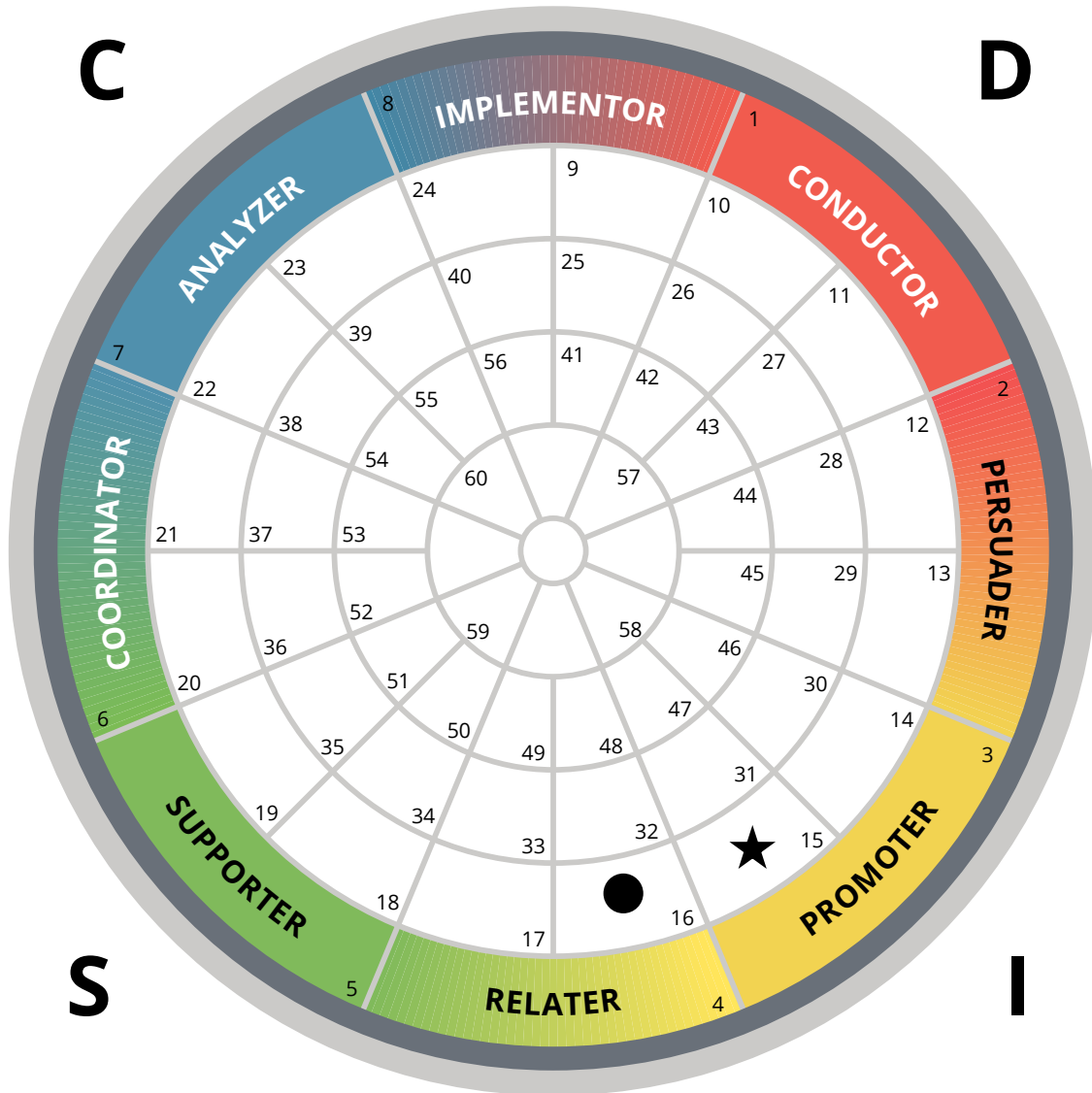
The TTI Success Insights® Wheel



Sam Sample

ABC Company

12-11-2019



Adapted: ★ (15) RELATING PROMOTER

Natural: ● (16) PROMOTING RELATER

Norm 2017 R4

T: 14:43

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Introduction

Motivators



Knowledge of an individual's motivators help to tell us WHY they do things. A review of an individual's experiences, references, education and training help to tell us WHAT they can do. Behavioral assessments help to tell us HOW a person behaves and performs in the work environment. The Personal Motivators & Engagement report measures the relative prominence of six basic interests or motivators (a way of valuing life): Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional.

Motivators help to initiate one's behavior and are sometimes called the hidden motivators because they are not always readily observed. It is the purpose of this report to help illuminate and amplify some of those motivating factors and to build on the strengths that each person brings to the work environment.

Based on your choices, this report ranks your relative passion for each of the six motivators. Your top two and sometimes three motivators cause you to move into action. You will feel positive when talking, listening or doing activities that satisfy your top motivators.

The feedback you will receive in this section will reflect one of three intensity levels for each of the six motivators.

- **Strong** - positive feelings that you need to satisfy either on or off the job.
- **Situational** - where your feelings will range from positive to indifferent based on other priorities in your life at the time. These motivators tend to become more important as your top motivators are satisfied.
- **Indifferent** - your feelings will be indifferent when related to your 5th or 6th motivator.

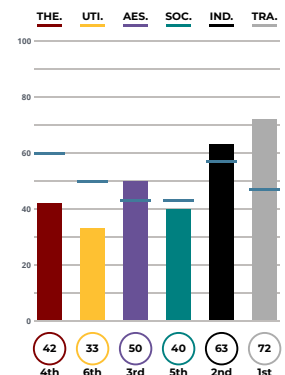
Your Personal Motivators Ranking		
1st	Traditional	Strong
2nd	Individualistic	Strong
3rd	Aesthetic	Situational
4th	Theoretical	Situational
5th	Social	Indifferent
6th	Utilitarian	Indifferent

Traditional



The highest interest for this motivator may be called "unity," "order," or "tradition." Individuals with high scores for this motivator seek a system for living. This system can be found in such things as conservatism or any authority that has defined rules, regulations and principles for living.

- He will evaluate others based on his rules for living.
- He is true to his personal vision.
- Following proven procedures is more important than quick fixes.
- Sam likes unity and order in his life.
- He believes strongly in his opinions.
- Sam lets his conscience be his guide.

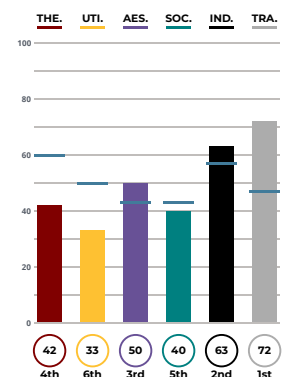


Individualistic



The primary interest for this motivator is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power drive. Since competition and struggle play a large part in all areas of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain personalities in whom the desire for direct expression of this motive is uppermost; who wish, above all, for personal power, influence and renown.

- Sam believes "when the going gets tough, the tough get going."
- He wants to control his own destiny and display his independence.
- Sam has the desire to assert himself and to be recognized for his accomplishments.
- Sam takes responsibility for his actions.
- If necessary, Sam will be assertive in meeting his own needs.
- He believes "if at first you don't succeed try, try again."
- Maintaining individuality is strived for in relationships.
- People who are determined and competitive are liked by Sam.
- Sam likes to be in situations that allow him the freedom to control his destiny and the destiny of others. His team's strategy is to attempt to dilute outsiders' influence on the results of their goals.

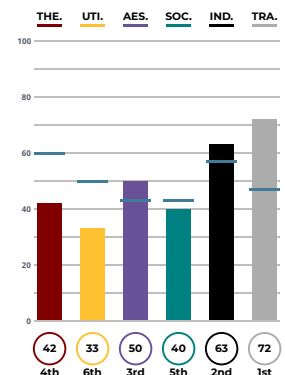


Aesthetic



A higher Aesthetic score indicates a relative interest in "form and harmony." Each experience is judged from the standpoint of grace, symmetry or fitness. Life may be regarded as a procession of events, and each is enjoyed for its own sake. A high score here does not necessarily mean that the incumbent has talents in creative artistry. It indicates a primary interest in the artistic episodes of life.

- Sam may desire fine things for his spouse or family members.
- There could be a specific area that is of great interest to him. For instance, he may be appreciative of the natural beauty of mountains and streams, but may not be overly impressed by the works of Picasso or Rembrandt.
- The need for the appreciation of beauty is determined on an individual basis and is not generalized in terms of the total world around him.
- At times Sam will look for the beauty in all things.

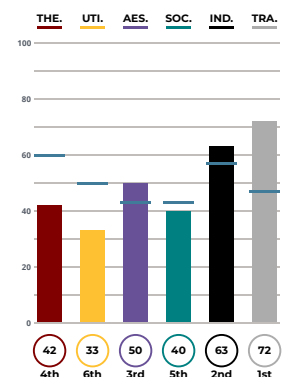


Theoretical



The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.

- Sam will seek knowledge based on his needs in individual situations.
- Sam has the potential to become an expert in his chosen field.
- If Sam 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.
- In those areas where Sam has a special interest, he will be good at integrating past knowledge to solve current problems.
- A job that challenges the knowledge will increase his job satisfaction.
- If knowledge of a specific subject is not of interest or is not required for success, Sam will have a tendency to rely on his intuition or practical information in this area.
- Sam will usually have the data to support his convictions.

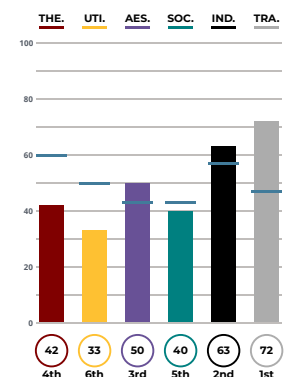


Social



Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.

- Sam is willing to help others if they are working as hard as possible to achieve their goals.
- Sam's passion in life will be found in one or two of the other dimensions discussed in this report.
- He will be firm in his decisions and not be swayed by unfortunate circumstances.
- Believing that hard work and persistence are within everyone's reach — he feels things must be earned, not given.
- Sam will be torn if helping others proves to be detrimental to him.
- He will not normally allow himself to be directed by others unless it will enhance his own self-interest.

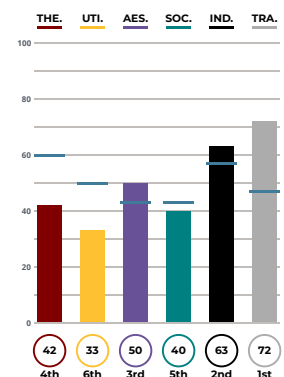


Utilitarian



The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves but for their present and future family. This motivator includes the practical affairs of the business world — the production, marketing and consumption of goods, the use of credit and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

- Sam will not be swayed or motivated by what he feels are excessive material goals.
- Financial security is not a necessity, but a long-term goal.
- Sam will not use money as a scorecard to impress others.
- Money and material possessions are not a high priority for Sam.
- There is not a tremendous need for Sam to have great sums of money.
- He is motivated by internal beliefs and does not feel compelled to impress others with material things.
- Sam will use his money to satisfy his true motivation.
- Overemphasizing the value of money will bore Sam and turn him off.
- Sam will accept his financial situation and not strive to change it.
- Sam will seek a comfort level in his standard of living and try to maintain that level.



NAVIGATING SITUATIONS OUTSIDE YOUR COMFORT ZONE



The information on this page will highlight areas in which you may struggle relating to, based on your lowest motivator. The information will teach you how to manage your way through discussions focusing on your number six motivator.

Tips for Communicating with "High Utilitarian" utilizing your Traditional.

As you read through the communication tips, think about the following questions:

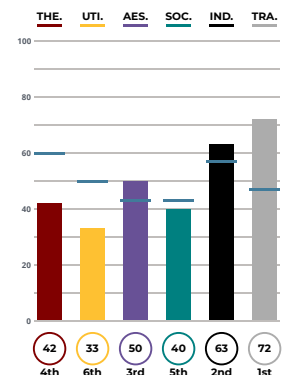
1. How does the mindset of a high Utilitarian contribute to today's workforce?
2. How do Utilitarians contribute to the world, your professional life and your personal life?

A person with a high Utilitarian possesses an entrepreneurial mindset and is future-oriented.

- Promote the protection of founding principles when discussing new ventures or ideas that put the company at risk.
- Utilize the traditional viewpoint to assist others in determining levels of risk or change involved in the new idea, as well as how a system could help in the fulfillment of the mission.

A high Utilitarian uses return on time, talent and resources as a scorecard.

- Protecting the system that has helped the organization achieve its current level of success is as important as adjusting the system in order to advance the company for future success. Work together to determine proper ROI while balancing the protection of the mission.
- Take the position of gatekeeper of the company's reputation. Be sure the desire to maintain systems and traditions is heard, but controlled when evaluating new ways to achieve a greater return. Be an advisor versus an inhibitor.



NAVIGATING SITUATIONS OUTSIDE YOUR COMFORT ZONE

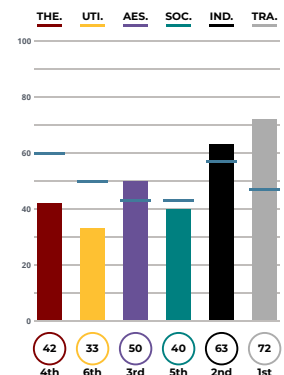


The high Utilitarian will protect his assets to ensure the future of his economic security.

- The high Utilitarian team member also has a drive for security. Achieving the security comes from different places. Champion systems and traditions that provide evidence of creating financial security today and in the future.
- At times systems need to be revisited and modified in order to maintain business requirements based on changes in the marketplace. Start a discussion around how to keep the integrity and traditions alive while moving the company forward.

A person with a high Utilitarian will turn every conversation toward a "what's in it for me?" mindset.

- Protecting the systems and traditions are top of mind. Express to the high Utilitarian that the work and efforts previously dedicated can be leveraged for future return.
- Express the foundations of the principles and why standing strongly behind them is important to the organization. Commit to support the Utilitarian's desire for return if he can prove to be one with organization.



Motivators - Norms & Comparisons

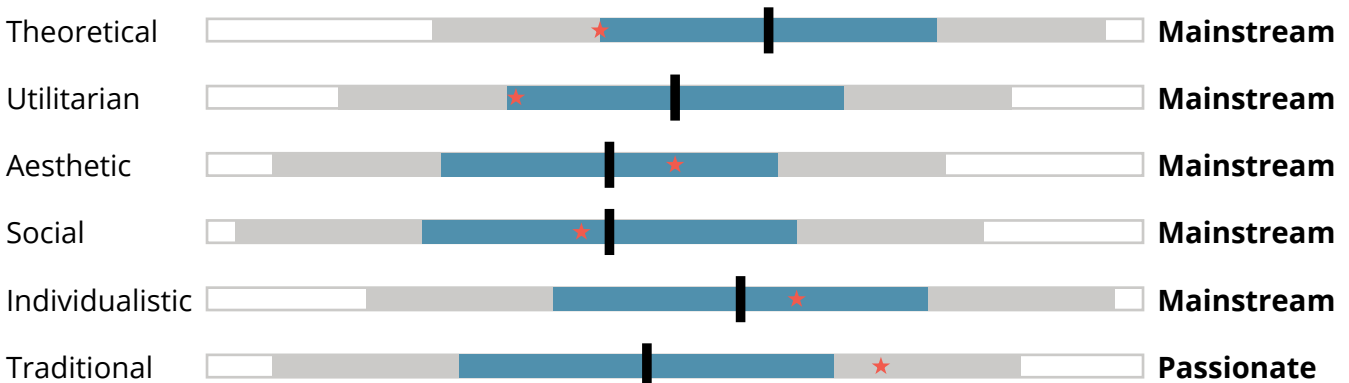


For years you have heard statements like, "Different strokes for different folks," "to each his own," and "people do things for their own reasons, not yours." When you are surrounded by people who share similar motivators, you will fit in with the group and be energized. However, when surrounded by people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

- Change the situation.
- Change your perception of the situation.
- Leave the situation.
- Cope with the situation.

This section reveals areas where your motivators may be outside the mainstream and could lead to conflict. The further away you are from the mainstream on the high side, the more people will notice your passion about that motivator. The further away from the mainstream on the low side, the more people will view you as indifferent and possibly negative about that motivator. The shaded area for each motivator 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.
 ■ - 2nd Standard Deviation
 ■ - 3rd Standard Deviation
 - national mean
 ★ - your score

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

Motivators - Norms & Comparisons



Areas in which you have strong feelings or passions compared to others:

- You have chosen a system for living that you believe in. All of the decisions in your life are made according to the principles of your system. Your principles mean more to you than money or success. Others may feel you impose your standards on the rest of the world and may see you as being judgmental. They may think you exhibit a "holier than thou" mindset. They may believe you are closed-minded.

Motivators Hierarchy



Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

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

0 10 20 30 40 50 60 70 80 90 100



72

47*

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

0 10 20 30 40 50 60 70 80 90 100



63

57*

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

0 10 20 30 40 50 60 70 80 90 100



50

43*

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

0 10 20 30 40 50 60 70 80 90 100



42

60*

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

0 10 20 30 40 50 60 70 80 90 100



40

43*

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

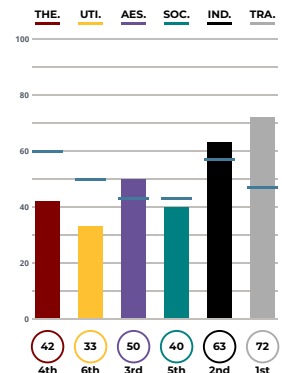
0 10 20 30 40 50 60 70 80 90 100



33

50*

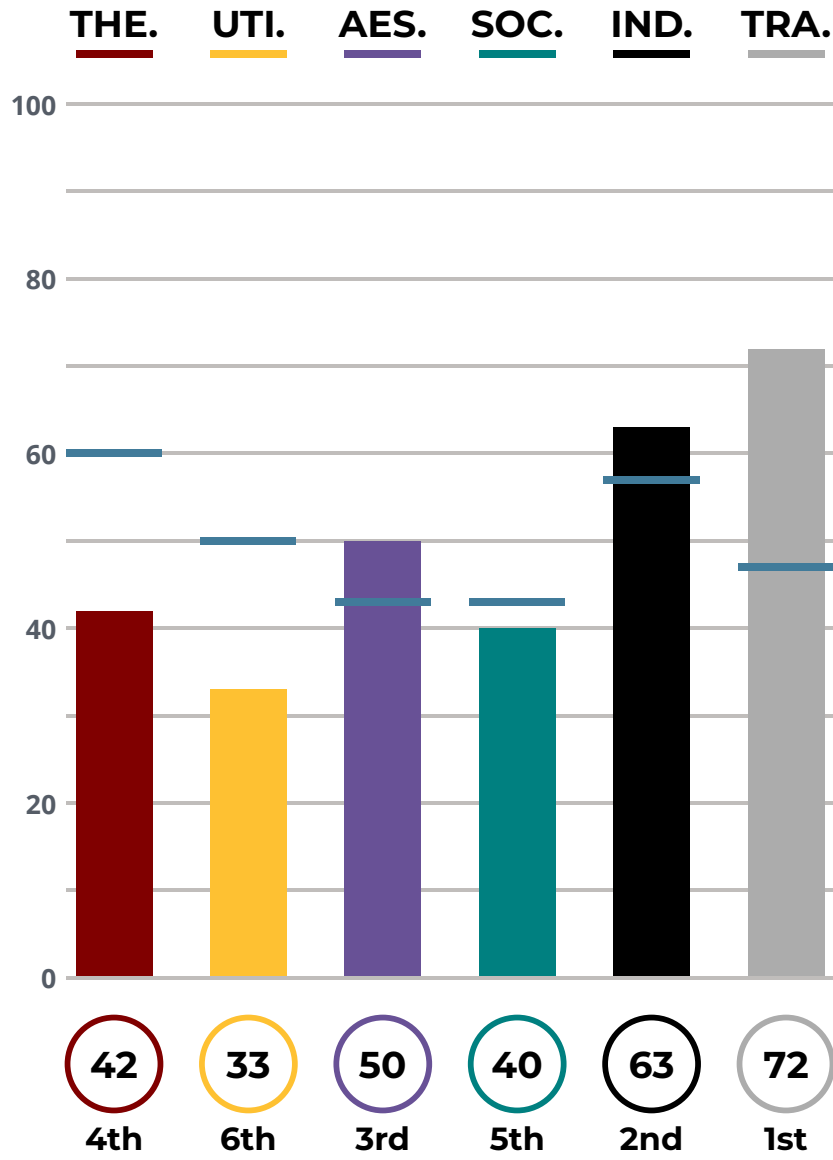
* 68% of the population falls within the shaded area.



Motivation Insights® Graph



The Motivators Graph is a visual representation of what motivates Sam and the level of intensity for each category. These categories include: Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional.

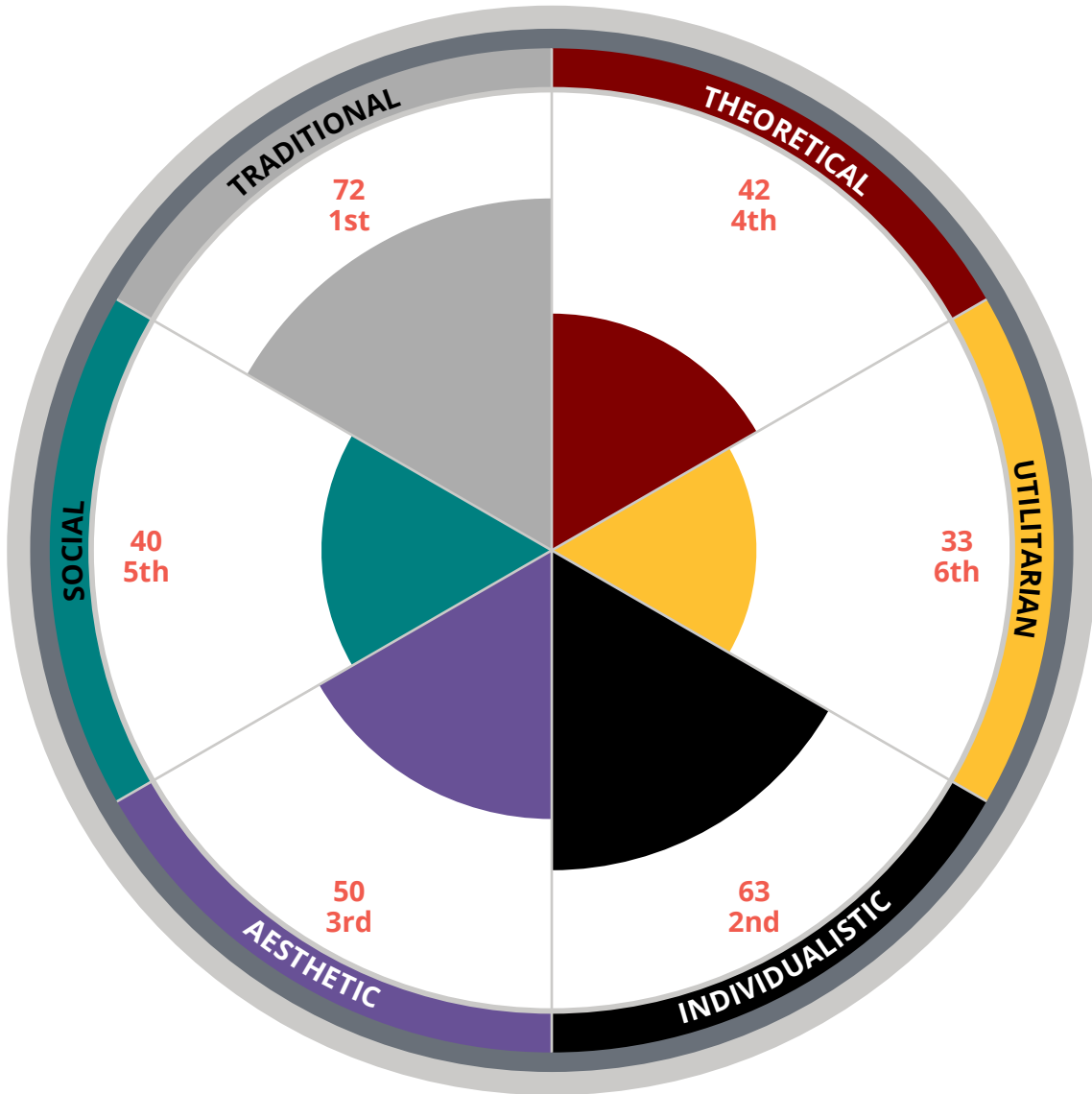


— national mean
Norm 2017
12-11-2019
T: 10:03

Motivators Wheel™



12-11-2019



T: 10:03

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Introduction **Integrating Behaviors & Motivators**

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

In this section you will find:

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

Potential Behavioral & Motivational Strengths



This section describes the potential areas of strengths between Sam's behavioral style and top two motivators. Identify two to three potential strengths that need to be maximized and rewarded in order to enhance on-the-job satisfaction.

- The "megaphone" to spreading a message.
- Always looking to say or do the "right" thing.
- Willing to be the spokesperson for the team.
- Positively promotes the image of the organization.
- Acts as the eyes and ears for a leader.
- Maintains long-term relationships with a strong sense of loyalty.
- Will take a firm stance when his position or status is questioned.
- Leads by example and in a quiet and methodical way.

Potential Behavioral & Motivational Conflict



This section describes the potential areas of conflict between Sam's behavioral style and his top two motivators. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.

- Has difficulty hearing what others are saying if it contradicts his beliefs.
- Will be frustrated when new and exciting opportunities conflict with the system.
- May struggle with hearing and applying constructive criticism.
- May only interact with those he feels complement his goals.
- May struggle with change even when it complements his way of living.
- May struggle with simultaneous concern for accommodating needs and making sure processes are followed.
- Can come across as stubborn and unwilling to change.
- May let other's criticism of his work continually frustrate him.

Ideal Environment



This section identifies the ideal work environment based on Sam's basic style and top two motivators. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Sam enjoys and also those that create frustration.

- A stable and predictable environment.
- Freedom from control and detail.
- Assignments with a high degree of people contacts.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
- A "can-do" environment filled with optimistic people.
- To be seen as a reliable and trustworthy team player working for the organizational system.
- Opportunity to be a spokesperson for the "system" of the organization.
- Ability to blend his creative and traditional problem solving skills within established parameters.

Keys To Motivating



This section of the report was produced by analyzing Sam's wants. People are motivated by the things they want; thus wants that are satisfied no longer motivate. Review each statement produced in this section with Sam and highlight those that are present "wants."

Sam wants:

- Public recognition of his ideas and results.
- Work assignments that provide opportunity for recognition.
- Participation in meetings on future planning.
- The power to protect those he trusts or is loyal to.
- Control over keeping the process consistent and methodical.
- To lead people toward his vision.
- Time to adjust to changes as it relates to systems and structure.
- To influence anyone and everyone to his way of thinking, but in friendly terms.
- To be recognized as a promoter for the organization and the belief system within the organization.

Keys To Managing



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

Sam needs:

- To focus conversations on work activities—less socializing.
- A quality product in which to believe.
- A rational approach to decision making—analyze the facts.
- To be in control of information and how it's utilized in achieving company objectives.
- Support in his ability to take a stand on loyalty-based issues.
- To minimize his natural way of under informing the details when delegating or giving instruction.
- Support in his need to protect the processes and systems of the organization in a stable and loyal way.
- To understand that there is a time and a place for influencing others to his system for living.
- Assistance in propagating his enthusiasm for systems and structure.

Introduction

Emotional Intelligence



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

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

Emotional intelligence is an area you can focus on and develop regardless of your current score in each dimension. One model to help you assess your emotional levels throughout the day is to check your emotional clarity. Think of red as poor emotional clarity or an inability to utilize all skills and resources because of your emotional cloudiness. When you're identifying yourself as having a red glass, you may be experiencing emotions such as fear, anger, sadness or loss. Think of a clear glass as your ideal state of clarity, or when you're emotionally "in the zone." You may experience emotions such as happiness, joy, peace or excitement. Most of the time you are somewhere in between. You may not be able to place an exact descriptor on how you feel, but you're relatively clear-headed and free from distractions. Remember, the higher your EQ scores, the easier it will be to apply this model to you and to those around you.

Introduction

Emotional Intelligence



This report measures five dimensions of emotional intelligence:

Emotional Intelligence - Self

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

Self-Awareness is the ability to recognize and understand your moods, emotions and drives, as well as their effect on others. In practice, it is your ability to recognize when you are red, clear or somewhere in-between.

Self-Regulation is the ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting. In practice, it is your ability to influence your emotional clarity from red to clear when the situation requires.

Motivation is 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.

Emotional Intelligence - Others

What goes on between you and others.

Social Awareness is the ability to understand the emotional makeup of other people and how your words and actions affect others. In practice, it is the ability to assess if they are in a red, clear or somewhere in-between state.

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

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

Emotional Characteristics



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

Sam is aware of how his emotions impact his goals, motivations, strengths and key aspirations. Sam's self awareness allows him to notice when his emotions begin to escalate in most instances. When faced with a difficult decision, Sam's self awareness will assist him in moving forward. Sam's level of self awareness can be seen as an ability to project confidence in most situations. Sam has the ability to understand his emotions and their impact on stress. He has a solid understanding of his emotional strengths and weaknesses.

Sam does not overreact to minor stressors but may have trouble managing his emotions with more significant stressors. Others may question whether Sam can handle more responsibility during times of stress. Sometimes Sam's emotions may cause him to act before he fully thinks things through. When Sam is feeling stressed, he tends to manage his emotions enough so he doesn't take it out on others. Sam may struggle with weighing the practical issues versus emotional issues of a situation, and this can cause confusion in the decision-making process. He might benefit from improving his emotional regulation strategies.

Sam usually meets his goals and others' expectations, but perhaps does not always exceed them. When Sam is not interested in a project, he may procrastinate, leaving assignments to the last minute. He is usually comfortable with the status quo, but is willing to be open to change if a change is really needed. He may depend on multitasking, making his individual work style less efficient. Sam tends to be motivated when he is interested in a project. He may tend to settle for good enough, when he could have achieved the desired outcome.

Emotional Characteristics



Sam is generally seen by others as being thoughtful and understanding. Sam's ability to see things from others' viewpoints can assist him in collaborative circumstances. Generally, Sam is able to empathize with others, even when he has not been there himself. When using active listening skills, Sam will be able to predict a person's emotional state. Sam is relatively skilled at deciphering the emotional tone of most interactions. He is good at working with people, but at times will need to seek to understand them better.

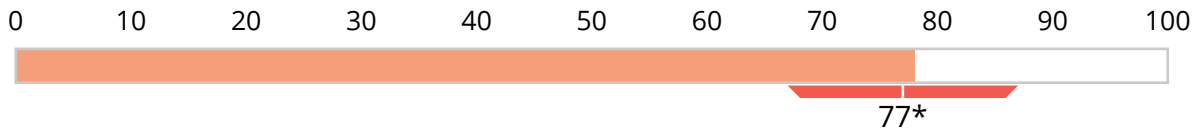
Sam generally sees the connection between his actions and the impact they have on others. He sees the value of having a few true friendships over many casual acquaintances. Others see Sam as approachable and will seek out interactions with him. He is usually persuasive and is able to negotiate well with others. Generally, others find spending time with Sam a positive experience. He collaborates well with his coworkers.

Emotional Quotient Assessment Results

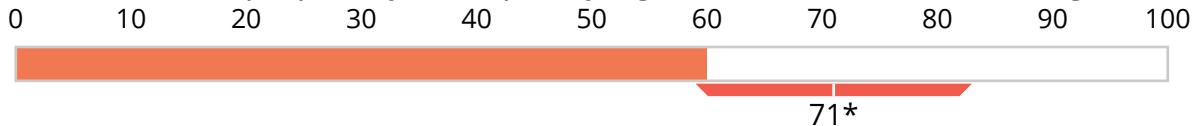


The Emotional Quotient (EQ) is a measure of your ability to sense, understand and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your total score on the Emotional Quotient Assessment indicates your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

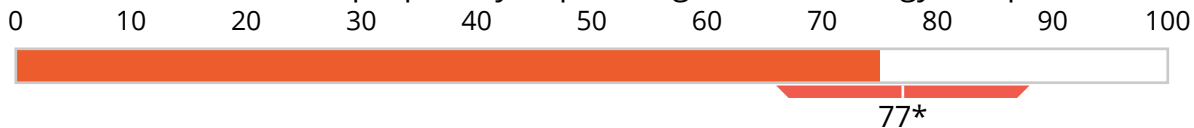
1. Self-Awareness - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



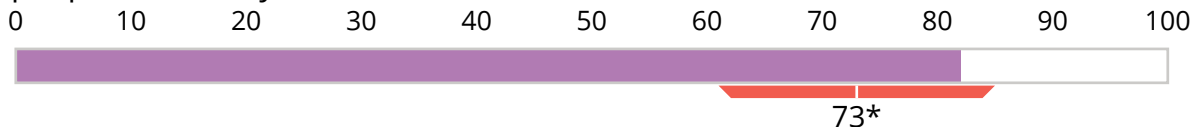
2. Self-Regulation - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



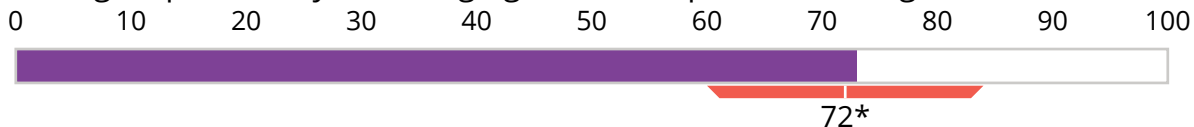
3. Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



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



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



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

Norm 2019

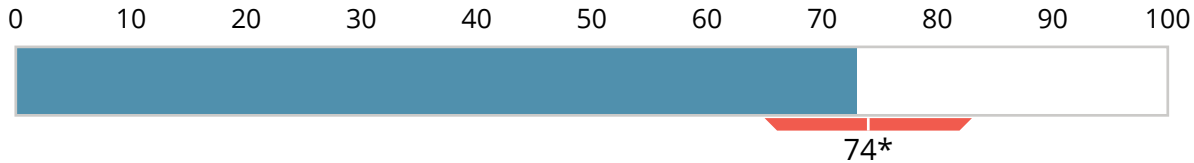
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Emotional Quotient Scoring Information

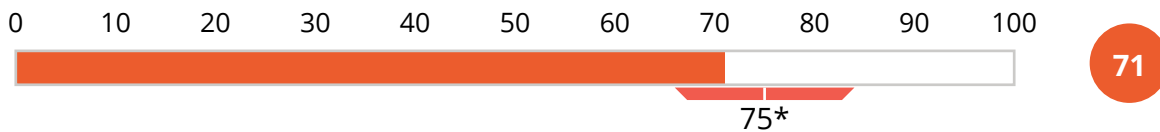


The average of the Self-Regulation, Self-Awareness and Motivation subscales represent your Self Score. The average of the Social Awareness and Social Regulation subscales represent your Others Score. Your total level of Emotional Quotient was calculated by averaging all five EQ dimensions.

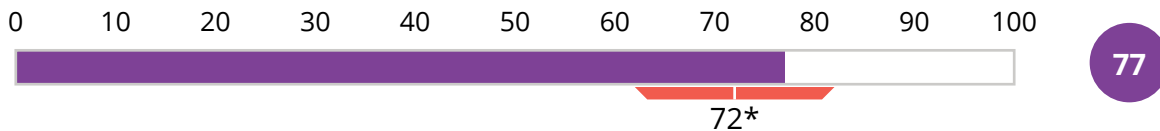
Total Emotional Quotient - Your total level of emotional intelligence, formed by averaging your Others and Self scores.



Self - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



Others - The ability to understand other people, what motivates others, how they work and how to work cooperatively with them.



Norm 2019
T: 7:00

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Self-Awareness

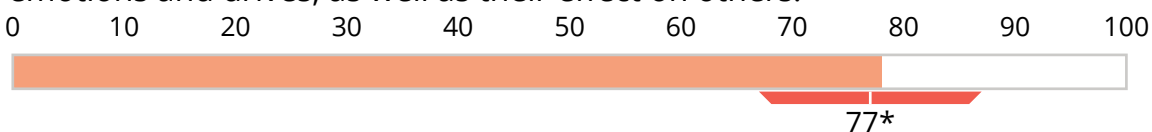


Based on Sam's current EQ level, he has a developed awareness of how he is feeling at any given time. Sam is usually able to assess his own emotions and their impact on his decisions.

What Sam can do:

- To improve decision making, keep a journal to identify behavioral trends and discuss your observations with a trusted advisor, family member or friend. Check your emotional clarity several times a day. What is your current state: red, clear or somewhere in-between?
- Continue to practice the realistic perspective you have to identify any areas you may benefit from improving.
- Consider whether you have a realistic self-perception as compared to how others may see you.
- Think of situations where you could better use each of your strengths and minimize weaknesses, especially in the workplace.
- Pay attention to your behaviors and see if you recognize patterns that occur either in the workplace or at home.
- Create an action plan to develop the areas you may want to improve, both at home and at work, and revisit it regularly.
- Document your thoughts and feelings and discuss them with a family member, friend or trusted co-worker to increase your Self-Awareness.
- Consider areas in which you made progress on an area you wish to develop, especially in the workplace.
- Reflect on the connection between your emotions and your behavior. Identify the triggers that lead to potentially negative reactions.
- Identify a few specific, measurable goals for continuing to improve your Self-Awareness and revisit these goals as a part of your personal development plan.
- When involved in situations that may lead to potentially negative emotions, attempt to leverage your emotional enablers to maintain a positive emotional state.

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



Self-Regulation

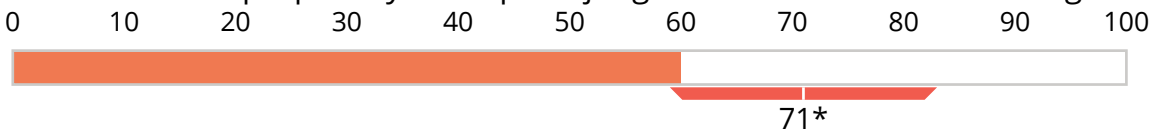


Based on Sam's current level of EQ in this dimension, he has a moderately developed level of Self-Regulation. Sam is able to regulate some negative emotions and, in these cases, allow himself to manage his reactions to given situations.

What Sam can do:

- Implement self-restraint by listening first, pausing and then responding.
- When becoming frustrated, stop and assess your emotional reaction and attempt to disrupt the negative behavior.
- Create effective responses to stressful situations by finding strategies for altering a distraction or negative mood.
- Discuss ways of dealing with change and stress with family members, friends or a trusted advisor.
- Make note of and focus on events that provide a sense of calm or positive emotions to change your clarity from red to clear or somewhere in-between.
- Choose a family member, friend or trusted advisor to discuss how you deal with change and how you can practice self-restraint.
- Ask yourself, "What is the worst thing that can happen?" in order to consider the reality of the situation.
- Journal occurrences during which you were able to regulate your responses or emotions.
- Discuss ways of expressing emotions appropriately with your co-workers.
- There is a strong mind-body connection. Take control of your body through meditation or yoga to learn to self-regulate your emotions over time.
- Begin regular exercise to increase your ability to manage your emotions and relax both body and mind.

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



Motivation

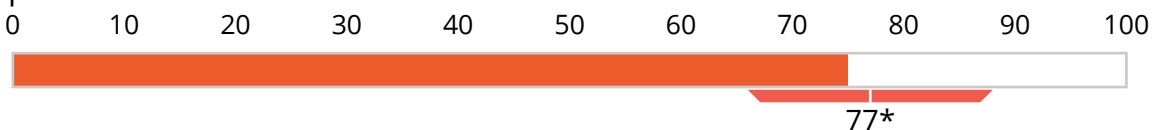


Based on Sam's current level of Motivation, procrastination could be a potential issue for Sam in achieving his goals.

What Sam can do:

- Set specific goals with milestones and dates for achievement.
- Clarify why the goals you have set are important to you. Ask yourself not only, "What are my goals?" but also, "Why are they my goals?"
- Work with a peer or trusted advisor to create detailed action items to work toward your overall goals.
- Set aside time to work on your goals each day, even if it is just five minutes at a time.
- List your goals and post them where you can see them every day.
- Spend time visualizing the outcome of accomplishing your goals. How does it look and feel?
- Ask a close friend to help hold you accountable for reaching your goals.
- Celebrate accomplishments, both big and small.
- Learn from your mistakes; keep track of the lessons learned in a journal.
- Challenge the status quo and make suggestions for improvement.
- Find inspiration from others who use internal Motivation to overcome obstacles to reach their dreams.

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.



Social Awareness

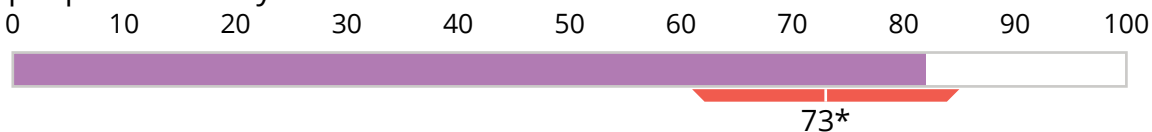


Based on Sam's level of Social Awareness, he tends to communicate with people according to their emotional cues and has the ability to be understanding of others in most instances.

What Sam can do:

- Attempt to understand others by assessing their emotional state before communicating your point of view; if not clear, the optimal outcome may be compromised.
- Observe interactions of other people and how their emotional color can change. Then, share your findings with a trusted advisor, family member or friend to see if they share a similar understanding.
- Consider ways you can use your social awareness to help others improve their emotional color.
- Work with a mentor to further improve your ability to consider others' emotional responses in the workplace.
- Consider ways to demonstrate a nonjudgmental attitude, especially when involved in sensitive situations.
- Make a list of your interpersonal habits and work on further developing positive communication practices.
- Seek clarification from others when reading their emotional responses, especially if you are not confident in your observation.
- Offer assistance to your friends, family and even strangers who may not understand the way they are communicating is impacting what you are trying to achieve.
- Try to find a good balance between being aware of others and considering your own emotional well-being.

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



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Social Regulation

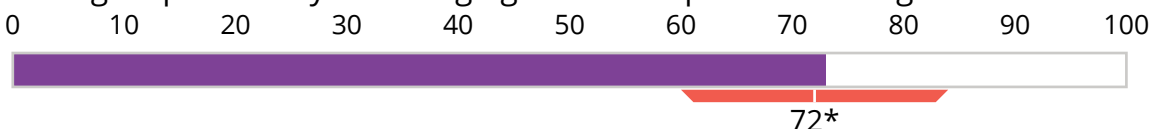


Based on Sam's level of Social Regulation, he is able to find common ground with others and generally is able to build good rapport. Sam is able to help build a strong team environment.

What Sam can do:

- Consider traits you admire in other people you know and ask them for feedback about yourself in those areas.
- Identify areas of social interactions that may make you uncomfortable and ask a trusted advisor to help improve in these areas. This could be the case for others as well. Understanding how to manage these interactions can make a difference in the outcomes.
- Consider the unique capabilities of those you interact with and how you can further encourage these traits in them.
- Pursue quality, rather than quantity, in your social bonds. Converse with others on an even deeper level.
- Remember unique facts about others. This is a great way to keep the communication going in the direction you desire.
- Take notice when emotions are taking over an interaction and then find ways to improve the emotional tone of the situation.
- Talk about your feelings related to work as well as personal circumstances with a trusted advisor, family member or friend to understand their effects.
- Find ways to be a positive influence at work by helping others improve their Social Regulation skills.
- If you have a miscommunication or negative interaction, take accountability quickly and find ways to make sure the situation does not go red.
- Demonstrate a curiosity about others and their well being and consider ways you may be of assistance.
- Consider ways you may be able to provide positive feedback to help others improve.
- Join a professional association or special interest group to practice building positive emotional bonds to help manage situations.

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

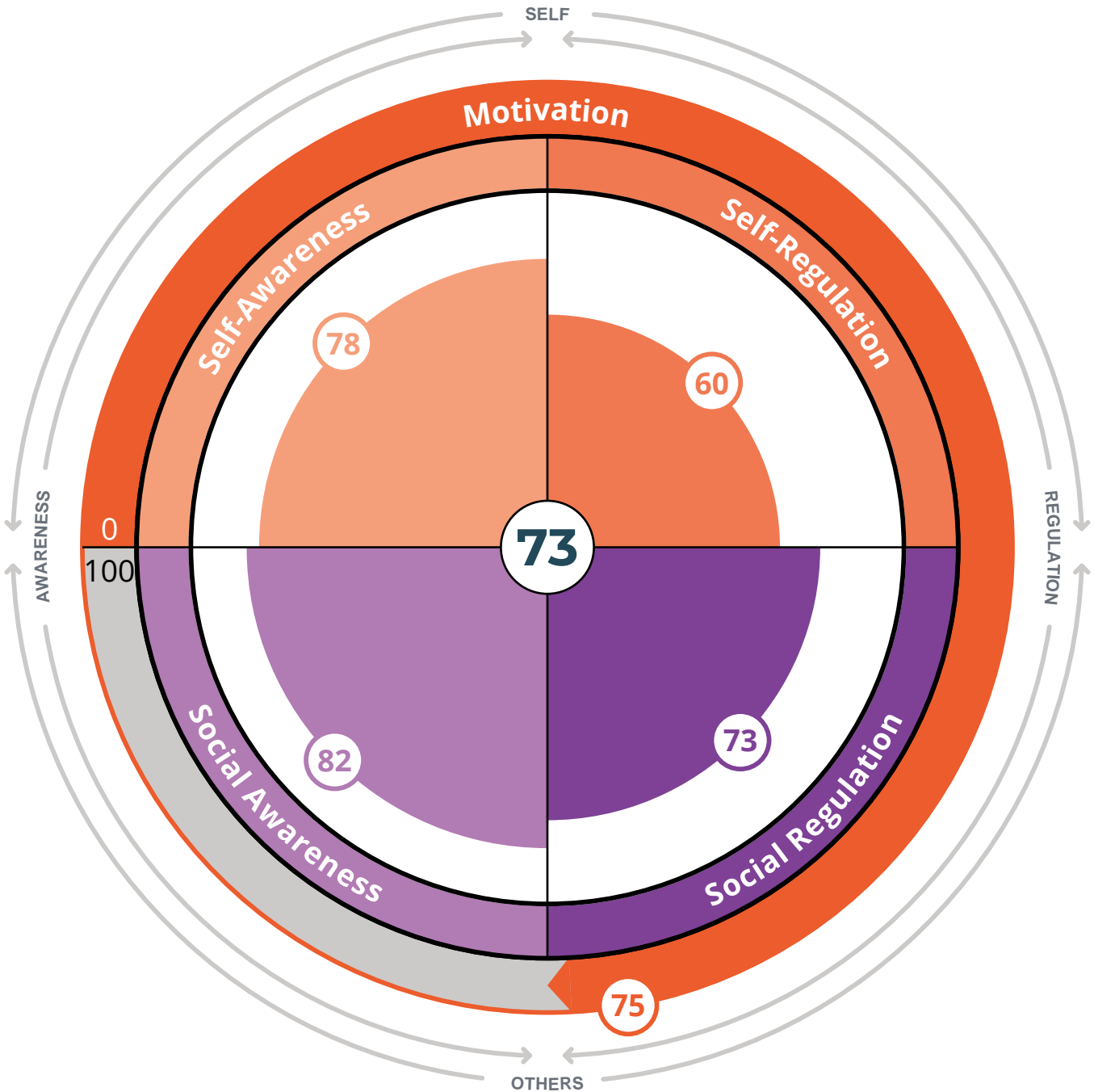


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Emotional Quotient™ Wheel



The Emotional Quotient wheel is a visualization of your scores in the report. The circle, split into quadrants, is encompassed by Motivation and divided by Self and Others. Your Motivation score starts at Self-Awareness and wraps around the wheel clockwise. This starting position is due to all EQ dimensions being influenced first by your level of Self-Awareness. The volume of color illustrates the strength of your overall EQ score which is also notated in the center circle.



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Introduction



Blending Behaviors, Motivators & 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, motivators drive those actions, or "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 motivators, yet they still respond differently to situations, especially when the situations are emotionally charged.

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

Blending for Success

Behaviors, Motivators & EQ



People who understand and appreciate themselves as unique individuals and can apply that same understanding and appreciation to others are more successful. This page is designed to connect behavioral strengths, motivational drives and a person's level of Emotional Intelligence in order to propel their ability to navigate the day-to-day situations of the business landscape.

Sam has a high level of Self-Awareness. He is able to anticipate his feelings and is mentally and physically aware of a change in how he is feeling. Coupled with his high "Influence" behavioral style, this can be extraordinarily powerful. Most high "Influencers" will tend to talk their way through an uncomfortable situation without putting much thought behind what is being said. This happens because they are unaware of when their particular triggers are ignited. However, with Sam's level of Self-Awareness, he is aware of the physical and emotional response connected to these triggers.

Sam has a moderate level of Self-Regulation. He is able to temper responses and reactions to certain emotionally charged events. Possessing a high "Influence" behavioral style indicates that Sam would tend to avoid conflict. He will tend to show physical signs of emotion through facial expressions, hand movements and overall body language. However, with moderate Self-Regulation, the typical behavioral characteristics may be tempered and perhaps not displayed to others in such an extreme way. By utilizing his influencing behavioral style, and if he is able to manage his reactions, Sam will be able to accomplish many tasks through the utilization of people and the creation of teams that go beyond day-to-day work activities. Be careful in instances where the topic at hand directly relates to Sam's Traditional and Individualistic motivators in particular. The ability for him to utilize his Self-Regulation skills will be hindered when a perceived threat to his drivers is present.

Sam has a moderate level of Motivation. He has an average amount of motivation and passion to work for reasons that don't satisfy his Traditional and Individualistic drivers. This motivation is an internal drive to achieve the goal; however, with motivation being moderately developed, it's important to utilize an external driver or "carrot" to chase. In order to achieve complete engagement and superior performance, it will be important for his Traditional and Individualistic drivers to be heavily satisfied through his career.

Blending for Success

Behaviors, Motivators & EQ



Sam has a high level of Social Awareness. He is able to anticipate how others will receive information or react to a situation. The power of being high in the Social Awareness dimension is the ability to see things from someone else's perspective. Sam typically views things from a Traditional perspective, whereas not all people filter information from this viewpoint. Being able to step out of this Traditional mindset is key in being able to achieve social recognition and team identification within the organization which his "Influence" behavioral style is looking for.

Sam has a high level of Social Regulation. He is able to proficiently manage relationships and build networks. He is able to inspire and guide groups through nurturing relationships and his ability to create group synergy. Sam has a unique ability to build relationships with all types of people, whereas the majority of individuals build the best relationships with people that have like motivators. His Traditional and Individualistic drivers are still his primary areas of interest; however, he is able to set these aside in order to form relationships that don't directly lead to the satisfaction of these passions. Behaviorally, Sam prefers a more informal and friendly communication style. Based on his well-developed Social Regulation, he will be able to adapt his communication style to meet the needs of the relationship.