



TTI  
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# TTI Talent Insights®

## Engagement

**VLADIMIR NONAME**

**GM**

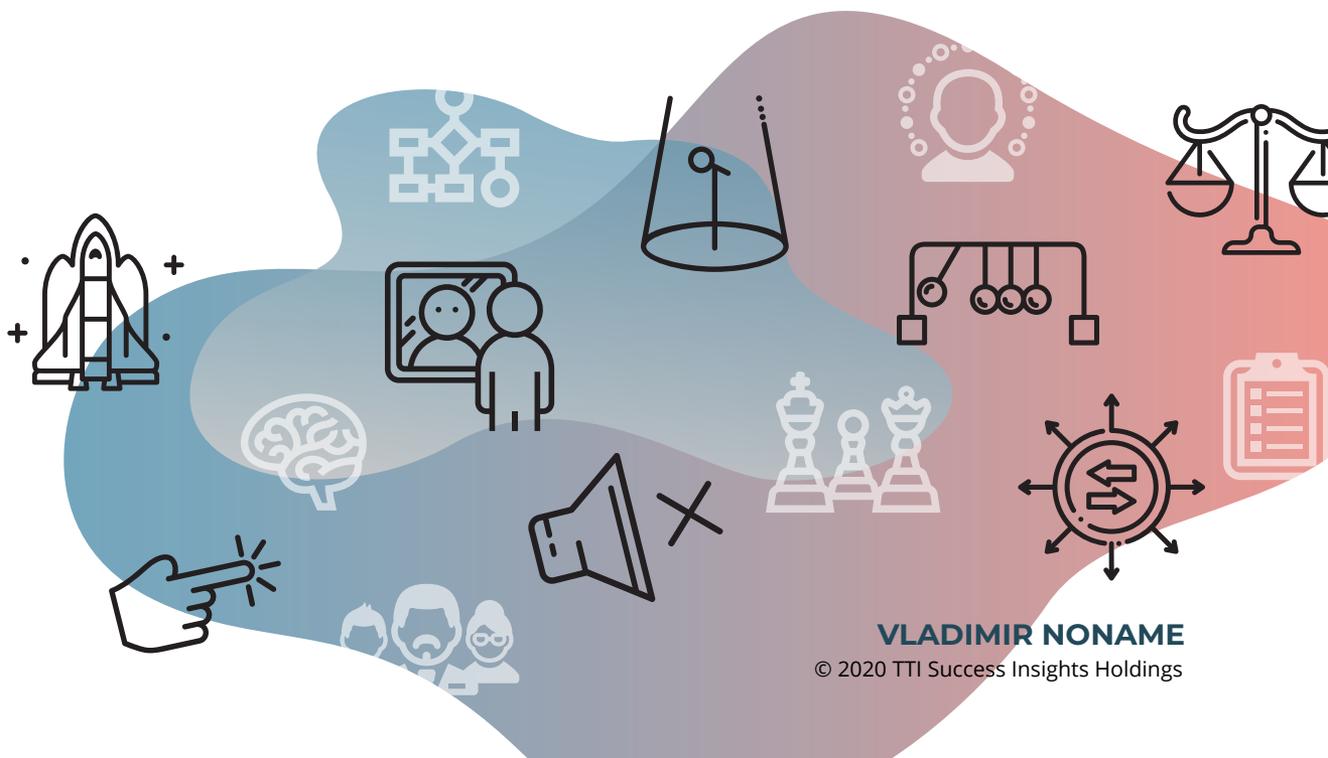
**NONAME**

**08.15.2020**

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# Where Engagement Begins

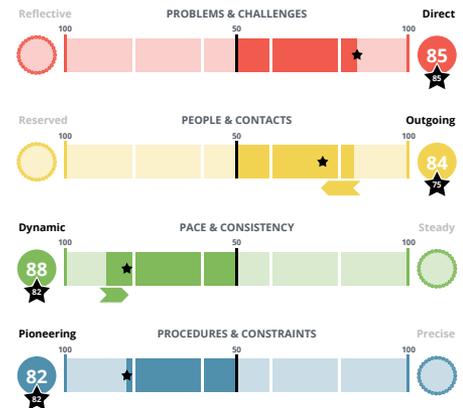


## Getting to Know the “How” of VLADIMIR

The following report is designed to help VLADIMIR become more self-aware and aware of others in order to raise levels of engagement. People tend to be more engaged when comfortable and connected to the activities and people they encounter. This page offers insight into HOW VLADIMIR prefers to do what he does.

VLADIMIR tends to engage people by being direct, transparent and results-oriented. His creative and active mind may potentially disengage others. He may get better results by presenting information in a form that can be easily understood by most people. He may disengage from what others are saying if they ramble or don't get to the point. By understanding VLADIMIR's need to progress quickly, others will maintain his attention. To create more engaging conversations with VLADIMIR, ask his opinion. To improve engagement, VLADIMIR may need to adapt to the need for some to digest information before making a decision.

People who present their case effectively will have a better chance at capturing VLADIMIR's attention. This tends to increase his engagement in the conversation both in-person and virtually. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He may selectively withhold his true feelings through friendly conversation.



**Act:** Which statements do you identify with the most? Choose 1 - 3 and reflect on how those shape your day-to-day interactions with others. Share your findings with a leader or colleague to increase engagement.



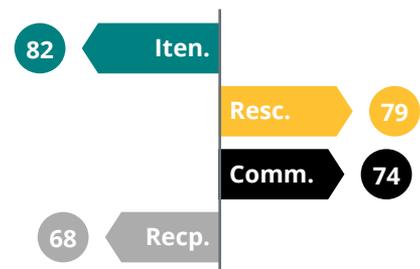
# Where Engagement Begins

## Getting to Know the “Why” of VLADIMIR

*What people are drawn to and what keeps people motivated, differs from person to person. Below, we explore why VLADIMIR does what he does. In general, what does he value that keeps him motivated and engaged.*

VLADIMIR will tend to follow others if it will enhance his goals. He is willing to help others if they are working to achieve their goals. He may question the amount of time individuals spend on making sure others are engaged. He may use the productivity of the team as a way to measure success. VLADIMIR evaluates levels of engagement and looks for ways of increasing the potential return on investment. He may offer his time, talent and resources, but tends to increase his level of engagement when there is an expected return on investment.

He is driven by public recognition. He is driven to acquire the very best that life has to offer. VLADIMIR tends to interpret and dissect other systems and is engaged when applying them. He tends to overlook traditions or systems to complete a task. He may be firm in his decisions and tries not to be disengaged by others' unfortunate circumstances. He tends to believe hard work and persistence is within everyone's reach.



**Act:** Which statements do you identify with the most? Choose 1 - 3 and reflect on how each statement contributes to your level of engagement. Share your findings with a leader or colleague to increase engagement.



# Keys to Engagement

## Unlocking VLADIMIR's Potential

*Isn't it funny how something that excites one person, can completely turn off another? Each individual is engaged by a unique combination of approaches, topics and ideas. Below are a few of the most effective ways to keep VLADIMIR engaged.*

### Engagement happens when...

-  Working with others who want to drive business.
-  Others appreciate that every system should be challenged.
-  There are opportunities to create solutions with others that relate to his vision.
-  Goals and results stem from a creative and open approach.
-  There are opportunities for achieving valuable results faster.
-  He has the freedom to get desired results and improve efficiency.
-  Given the space and latitude to do what it takes to get the job done.
-  He has the ability to create, share and control the vision.



**Act:** Use this list to help keep yourself motivated during work projects. Can you seek out pieces of a tough assignment that lean toward one or more of your keys to engagement? If yes, focus on those pieces to finish strong.

# Engaging Through Communication

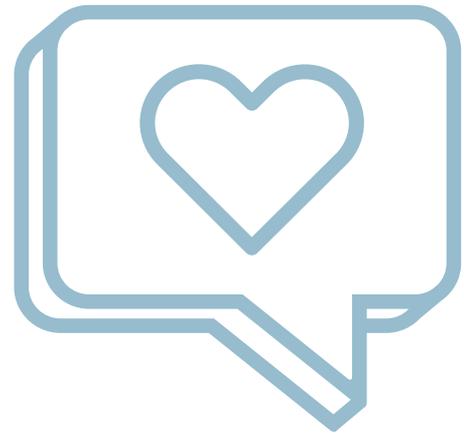


## How (and How Not) to Talk with VLADIMIR

When it comes to engaging others in conversation, use the Platinum Rule. Approach others as they want to be approached. Behavioral styles have a major effect on communication preference. This section provides a shareable list of ways to and not to communicate with VLADIMIR in order to have the most effective conversations.

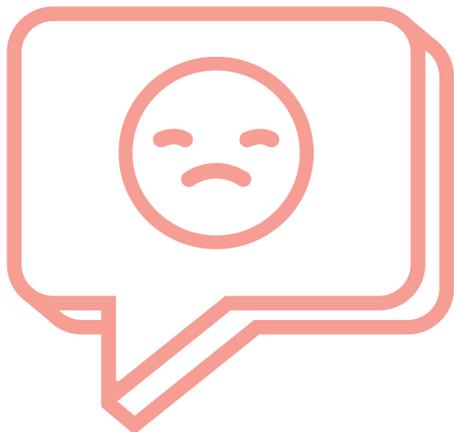
### Do...

- ✓ Put projects in writing, with deadlines.
- ✓ Minimize interruptions or opportunities to go off track.
- ✓ Provide questions, alternatives and choices for making his own decisions.
- ✓ Come prepared with well-organized thoughts.



### Don't...

- ✗ Talk too slowly or dwell on excess details.
- ✗ Let him change the topic until you are finished.
- ✗ Make decisions for him
- ✗ Place too much emphasis on the personal relationship.



**Act:** Choose the top two Do's and top two Don'ts from the list above, (your game-changers) and review them with your manager and team to open the lines of communication.

# Creating Peak Productivity



## Where VLADIMIR Excels

Call it a happy place, safe space or ideal environment; whichever phrase is chosen, shows how an individual's environment (including place and people) can have an effect on motivation and productivity. Each person's productive place is based on what can truly engage them. This page offers a list of VLADIMIR's preferences that will engage his most productive self.

### VLADIMIR's productive place includes...

- ▶ A platform to champion the needs of others who are willing to work for common results.
- ▶ The opportunity to show others their potential in order to drive the desired outcomes.
- ▶ An environment where direct, bottom-line efforts are appreciated.
- ▶ Striving for quicker, faster and better results.
- ▶ Opportunities to control his own destiny and potentially that of others.
- ▶ Competition and winning strategies.



- ▶ An environment to challenge rules.
- ▶ A platform to champion new ways to improve existing methods.

**Reflect:** Where do you do your best work? What and who is in that location that makes it most productive? Is there a specific mood or tone to the happy place? Can you take any pieces of that environment with you to remain productive no matter the location?



# Make It or Break It

## How VLADIMIR Impacts the Team

A popular saying goes, “Teamwork makes the dream work”, but has that dream ever turned into a nightmare? Understanding that each team member provides unique strengths and abilities, will help avoid conflict and maximize the engagement of the group. The list below identifies a few of those strengths and potential weaknesses that VLADIMIR brings to the team.



### STRENGTHS

- ✓ Emphasizes timely project completion.
- ✓ Straightforward communicator.
- ✓ Self-confident.
- ✓ Believes that people can always do more.
- ✓ Attracted to challenges and problems.
- ✓ Result- and goal-oriented.
- ✓ Believes in getting results at all costs.



### WEAKNESSES

- ⊘ Push and pull rather than lead.
- ⊘ May make remarks that are untimely or untactful.
- ⊘ Possibility of offending others.
- ⊘ Some may see this as unrealistic.
- ⊘ Takes on too much and may lose focus.
- ⊘ May overstep authority to achieve goals.
- ⊘ May cause burnout.

**Act:** When taking part in a team project. Identify the 1 -2 strength(s) that makes you the best fit for the group’s assigned tasks. Share that with the team. Also, write down 1 or 2 weaknesses that you want to work-on while working with the group.

# Avoiding Time Traps

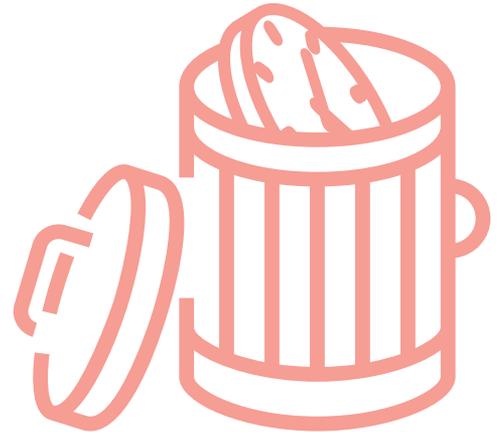


## Maximizing VLADIMIR's Time

*If there were only more hours in the day... An individual's time is valuable, and it is important to make the most of it. Each style comes with its own set of time management issues and opportunities. This section focuses on VLADIMIR's personal set of time traps and tips to overcome "wasting" valuable time.*

### Time traps

- ❌ Sporadic decision-making.
- ❌ Thinking that time and "letting it go" will eliminate the issue.
- ❌ Struggling to delegate.
- ❌ Unrealistic time expectations on himself and others to complete tasks.



### Time savers

- ✓ Develop a trusted support team.
- ✓ Include others in new opportunities to create a strong bench.
- ✓ Establish an objectives based approach to the day.
- ✓ Define and understand the problem before choosing solutions.

**Tip:** There is a chance that you have already designed ways to overcome the time traps listed in this section. If you still struggle with time management, try to identify what might be consuming your time, based on what you have learned about your style so far.



# Making an Impression

## How Others View VLADIMIR

*Stress or pressure can make people act in many different ways. But, think about how those actions might be perceived by others. Realizing others' perspectives can be an uncomfortable exercise to go through, but it is a good step toward increasing stronger self-awareness and engagement with others. Below outlines how VLADIMIR sees himself and how others might perceive VLADIMIR.*



### VLADIMIR Sees himself as...

- ✓ Flexible
- ✓ Active
- ✓ Energetic
- ✓ Pressure-oriented
- ✓ Dynamic
- ✓ Ready



### Day-to-day, Others May See VLADIMIR as...

- ✓ Intense
- ✓ Restless
- ✓ Impatient
- ✓ Rushed



### In Extreme Situations, Others May See VLADIMIR as...

- ✓ Edgy
- ✓ Pushy
- ✓ Selective Listener
- ✓ Impulsive

**Reflect:** Have you ever felt misunderstood or that others aren't seeing your point-of-view as intended? How might you adapt some of your behaviors or actions to better communicate your intended meaning? How might that improve your engagement with others?



# Identifying Obstacles

## Getting VLADIMIR Out of his Own Way

*When faced with an obstacle, people can either press on (or attack) or take a path of least resistance. Self-awareness and awareness of others are key in persevering over or through obstacles instead of becoming disengaged. This page assists VLADIMIR in identifying some of his potential limitations.*

### VLADIMIR may...



Insert his opinions without full understanding.



Set standards for himself and others that are impossible to reach.



Overstep authority or override others.



Make "off the cuff" remarks that are often taken personally.



Resist participation as part of the team, unless seen as a leader.



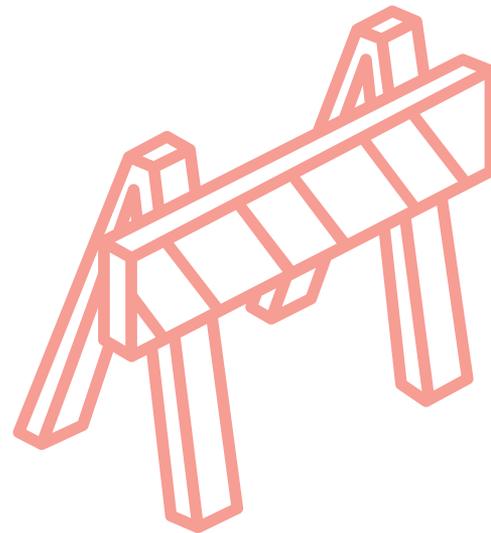
Dislike routine work or routine people.



Assumes everyone has the same strengths that he has.



Not be aware of how the different pace of others may affect his plan.

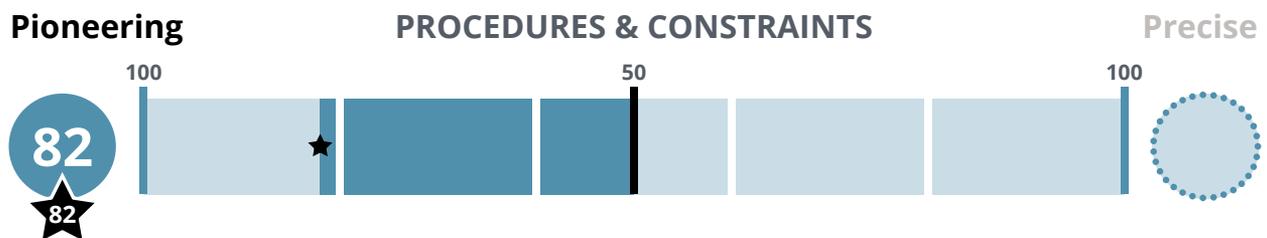
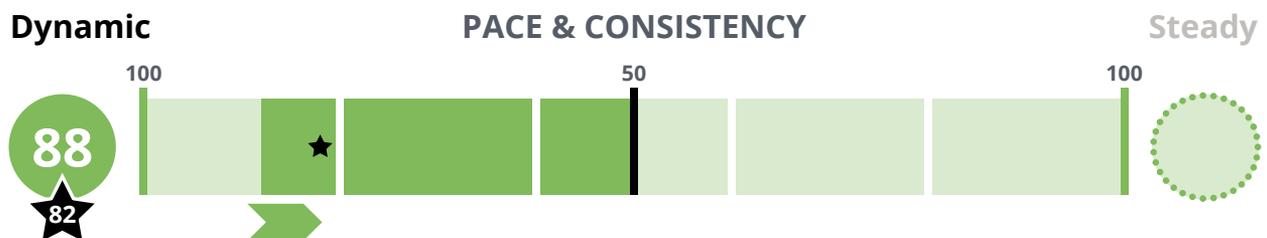
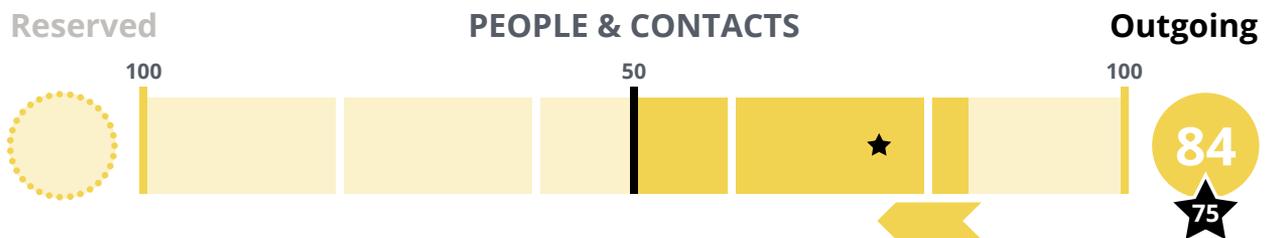
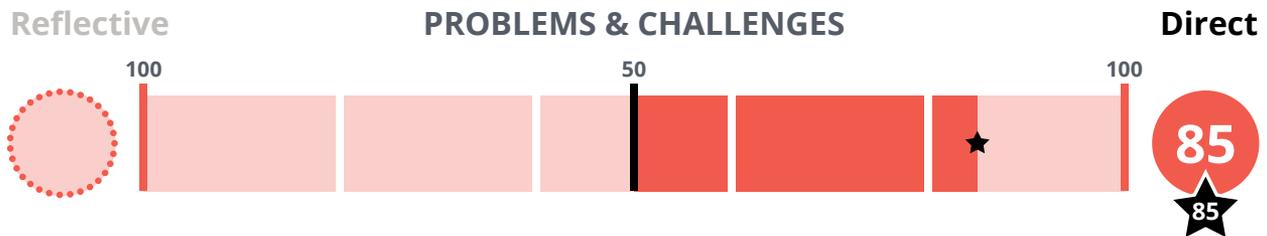


**Tip:** Weaknesses can be turned into strengths at any time. An obstacle can be an opportunity to accomplish something you never thought you could before.

# Behavioral Continuum



Everyone has a varying level of the four main behavioral factors that create their own, personal style. Each side of those factors lives on a continuum, and the combination influences individuals' level of engagement in different situations. The below graph is a visual representation of where VLADIMIR falls within each continuum.



★ Adapted Position  
 ◀ Adapted Movement

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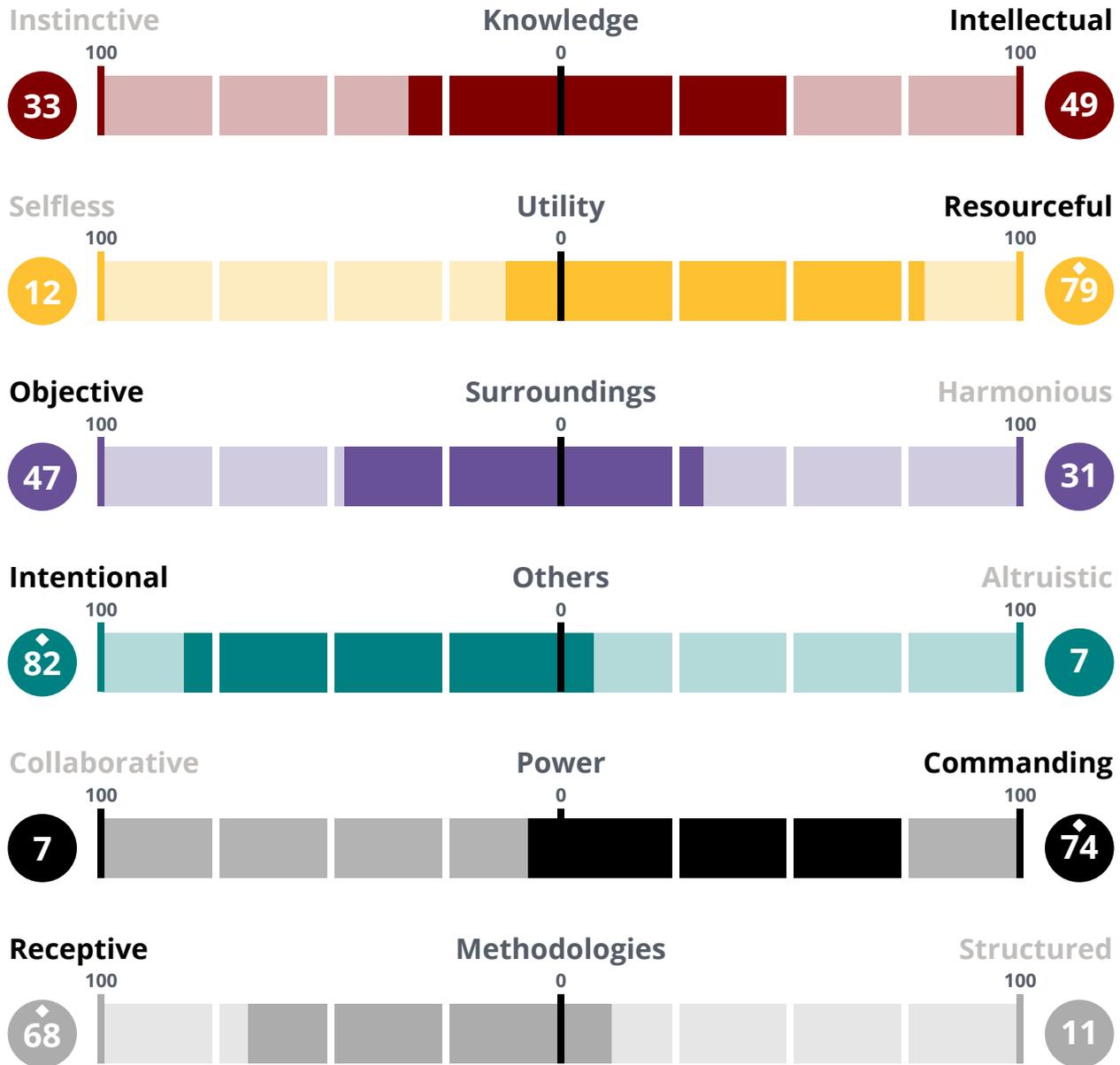
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# Motivational Continuum



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



◇ Primary Driving Force

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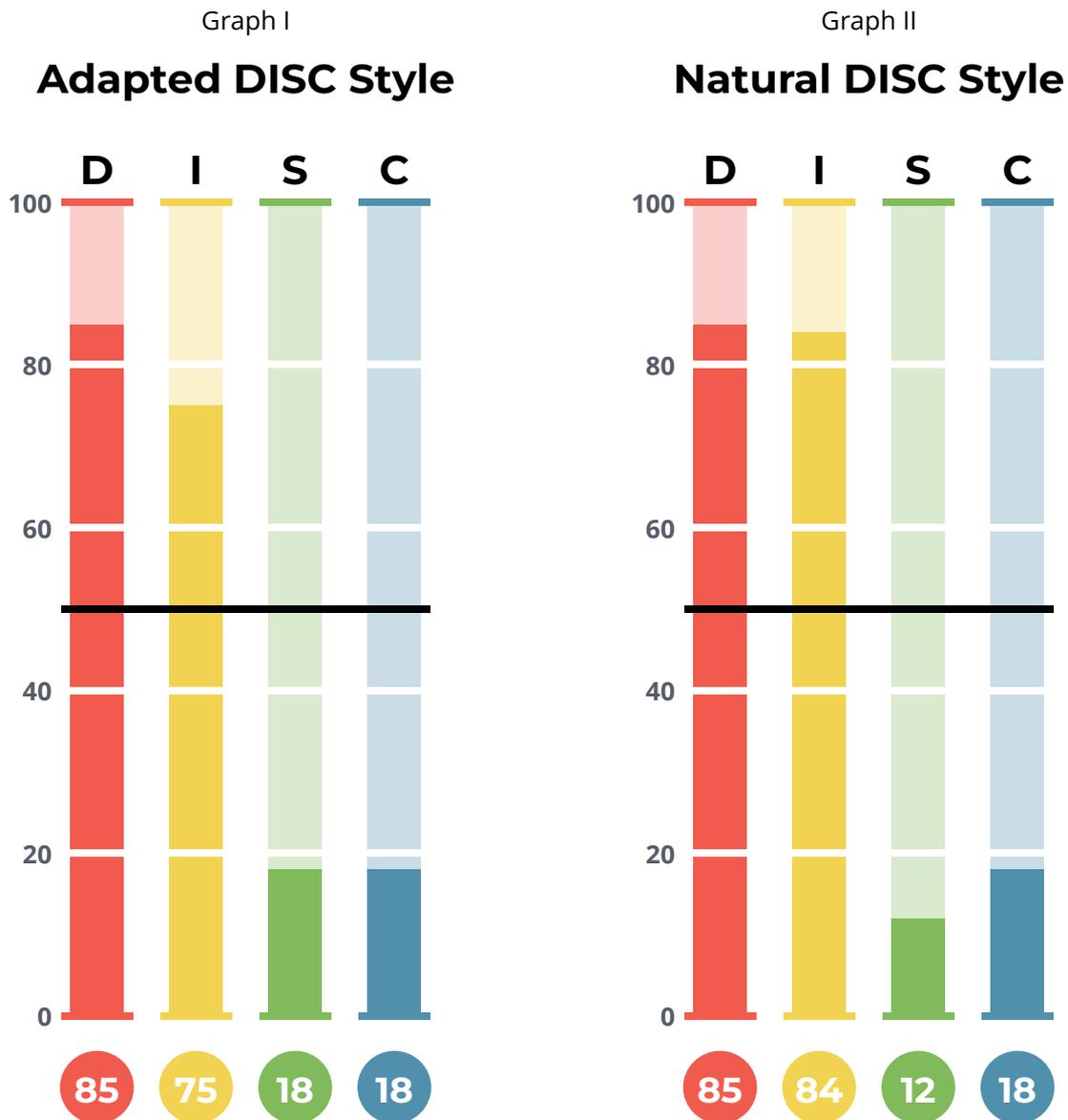
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# DISC Graph



The DISC Graph is a visual representation of an individual's behavioral style. How far from the midline a person falls, indicates the intensity of observable behavior that others will see. Remember, your primary observable behavior may be above or below the midline. Below are VLADIMIR's behavioral styles represented in both its Natural and Adapted forms.



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