



TTI
SUCCESS
INSIGHTS®

12 Driving Forces® Job

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VP of Samples

TTI

05.04.2021

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Introduction



If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TTI Job benchmarking process. The result is an evaluative report that analyzes a total of 12 separate areas. Additional feedback and suggested interview questions that pertain to each area complete this report.

Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

Driving Forces Interview Questions

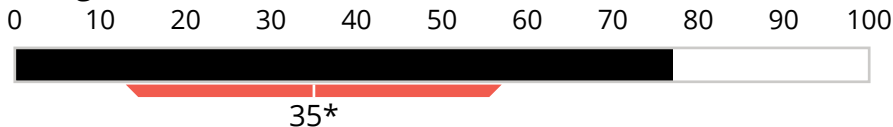
This section contains suggested interview questions that pertain specifically to the rewards of the job.

Primary Driving Forces Cluster

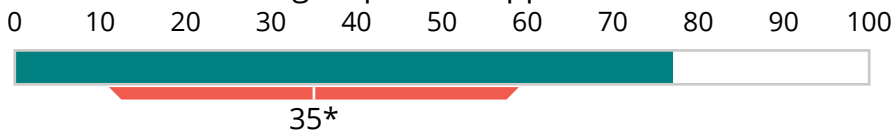


This section is designed to give a visual understanding of the primary driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

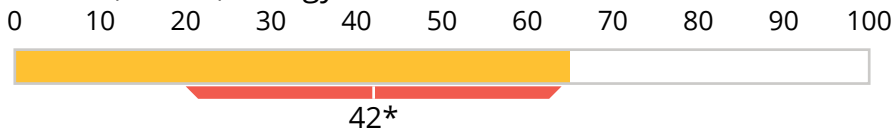
1. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



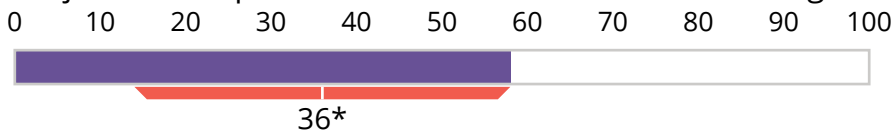
2. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



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



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



Situational Driving Forces Cluster



This section is designed to give a visual understanding of the situational driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

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

0 10 20 30 40 50 60 70 80 90 100



36*

54

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

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29*

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

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47*

31

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

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53*

27

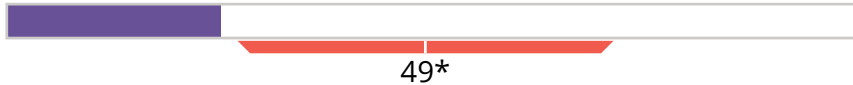
Indifferent Driving Forces Cluster



This section is designed to give a visual understanding of the driving forces that are indifferent to the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

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

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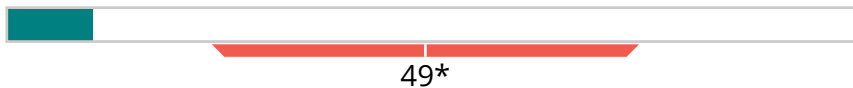
10. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

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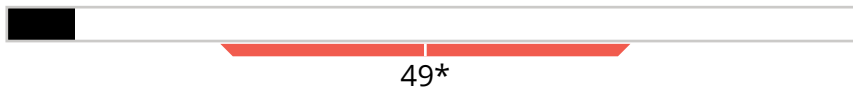
11. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

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

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Driving Forces Feedback



This section provides a brief description of the top four Driving Forces that are required for this position. These are the Driving Forces that will need to be demonstrated most often for superior performance.

1. Collaborative
 - This position is driven by being in a supporting role and contributing with little need for individual recognition.
2. Altruistic
 - This position is driven by the benefits you provide others.
3. Resourceful
 - This position is driven by practical results, maximizing both efficiency and returns for your investments of time, talent, energy and resources.
4. Harmonious
 - This position is driven by the experience, subjective viewpoints and balance in your surroundings.

Driving Forces Questions



Read the following suggested interview questions as they relate to the rewards/culture environment of the job. Modify the questions to be more job-specific and ensure all candidates are asked the same questions.

1. Collaborative: People who are driven by being in a supporting role and contributing with little need for individual recognition.
 - What role does being in control of a situation play in your job satisfaction? How important is it for you to control your work environment?
 - How important is advancing your position? Would you be interested in a job that gave you the opportunity to create your own path for advancement?
 - Are you more comfortable as a team leader or a team member? Why?
 - Are you able to go with the flow, or do you need to have a strategic approach? Give an example.
2. Altruistic: People who are driven to assist others for the satisfaction of being helpful or supportive.
 - Is there such a thing as too much service to others? Why?
 - Is there ever a point when employees should tell their manager about concerns voiced by other employees? Give an example of a circumstance where that might be the case.
 - Tell me how you would handle an account or client who had continuous issues with your product, yet showed no promise of future business.
 - Have you been in a situation when you helped other people, even if it was not in your best interest? Would you do it differently? If so, how?
3. Resourceful: People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.
 - How important is efficiency and maximizing resources to you? Give an example when you increased efficiency or maximized resources.
 - How much do you focus on finances? Where would you like to be financially in 5 years? 10 years? Why?
 - What role does earning a significant income play in your job choices?
 - Do you take on a task based on the return on investment or for the sake of getting it done? Why?

Driving Forces Questions



4. Harmonious: People who are driven by the experience, subjective viewpoints and balance in their surroundings.
 - How would you rank the importance of harmony and balance in your work? Give an example of when you created harmony and balance.
 - Within your environment, what single event, problem and/or unexpected situation has the potential to throw off your balance more than anything else?
 - Describe how you would feel if you were to discover an organization you worked for was focused on tangible outcomes and did not understand the effects on customer experience. How would you express your concerns?
 - Describe an experience when your surroundings had an impact on your performance. What are the most sensitive issues you encounter in your surroundings?