



TTI
SUCCESS
INSIGHTS®

12 Driving Forces®

Chad Sample

Chief People Officer

ABC Company

12.24.2025

Leadership Resources and Consulting

www.disc-report.com

800-746-1656

info@disc-report.com



Table of Contents



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

Understanding Your Driving Forces



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

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

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

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

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

- Identify and understand your unique Driving Forces
- Understand and appreciate the Driving Forces of others
- Establish methods to recognize and understand how your Driving Forces interact with others such that communication can be improved

Driving Characteristics



Based on your responses, the report has generated statements to provide a broad understanding of WHY YOU DO WHAT YOU DO. These statements identify the motivation that you bring to the job. However, you could have a potential Me-Me conflict when two driving forces seem to conflict with each other. Use the general characteristics to gain a better understanding of your driving forces.

Chad has a strong desire to build resources for the future. He is driven to be very diligent and resourceful. He is driven by a long list of wants and will work hard to achieve them. He tends to see things in pieces. Chad will compartmentalize issues to keep the momentum moving forward. He will thrive in an environment filled with chaos. He is driven to acquire the very best that life has to offer. He can go to extremes to win or control the situation. Chad is comfortable starting a project before gathering all the necessary information. He is comfortable performing tasks before conducting a great deal of research. He can be patient and sensitive to others if they have a common cause. He may attempt to assist an individual or group to overcome adversity.

Chad is motivated by increasing productivity and efficiency. He will focus on creating processes to ensure efficiency going forward. He can separate the personal and professional dynamics within relationships. He won't get distracted by the form and beauty in his environment. Chad wants to control his own destiny and impact the destiny of others. When Chad feels strongly about a situation, he will argue that the "end justifies the means." He is comfortable in situations when he can rely on past experiences. He may prefer a summary to a full-length version. Chad will be generous with time, research and information if the cause appeals to his own self-interest. Chad's intention to help others is determined on an individual basis. He is willing to help others if they are willing to work to achieve his goals. He will evaluate a situation and determine if it's more valuable to assist people or achieve results.

Driving Characteristics



Chad may struggle when helping others if it's in conflict with his own self-interest. He tends to help other people in the organization, if it's in his best interest. He will view and use knowledge as a needed resource or a means to an end. He has the desire to create a winning strategy. Chad tends to concentrate on what is tangible as opposed to subjective feelings. He tends to have a realistic view of everyday life. He will be creative when resources are scarce. He views return on investment of time, talent, and resources as a benchmark for success.

Strengths & Weaknesses



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



Potential Strengths

- ✓ 1. Chad focuses on achieving measurable and practical results.
- ✓ 2. He tends to focus on the return on investment.
- ✓ 3. He tends to maximize efficiency and productivity.
- ✓ 4. He will compartmentalize and focus only on the situation.
- ✓ 5. Chad will isolate personal challenges and remain focused on the task.
- ✓ 6. He values status and public recognition.
- ✓ 7. He is able to quickly apply past knowledge.



Potential Weaknesses

- ✗ 1. Chad may only be willing to give if there is an opportunity for a return.
- ✗ 2. He may view material possessions and money as a scorecard.
- ✗ 3. He may be perceived as a workaholic.
- ✗ 4. He may overemphasize the function with disregard for appearance.
- ✗ 5. Chad can over compartmentalize and miss the issues of the whole picture.
- ✗ 6. He may not consider people when seeking personal advancement.
- ✗ 7. He may start a project without all the required information.

Energizers & Stressors



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

Potential Energizers

- ✓ 1. Chad is energized by efficiency.
- ✓ 2. He strives to obtain practical results.
- ✓ 3. He likes to be compensated based on performance.
- ✓ 4. He likes to provide tangible outcomes.
- ✓ 5. Chad is energized by chaos.
- ✓ 6. He is energized by the pursuit of advancement opportunities.
- ✓ 7. He likes to discover specific knowledge.

Potential Stressors

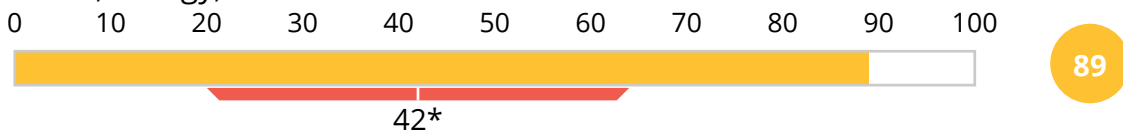
- ✗ 1. Chad will not waste time.
- ✗ 2. He gets frustrated when processes are redundant.
- ✗ 3. He is stressed when others ignore the return on investment.
- ✗ 4. He gets frustrated when appearance is prioritized over function.
- ✗ 5. Chad does not like the pursuit of intangible ideas.
- ✗ 6. He gets stressed when he lacks authority.
- ✗ 7. He does not enjoy the learning of excessive information.

Primary Driving Forces Cluster

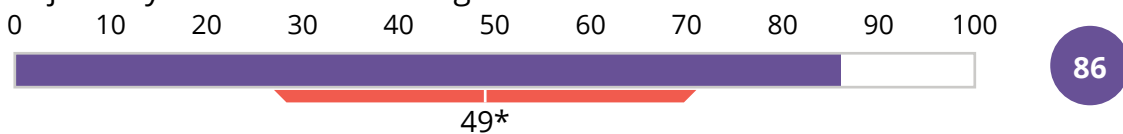


Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement it to create your unique driving force.

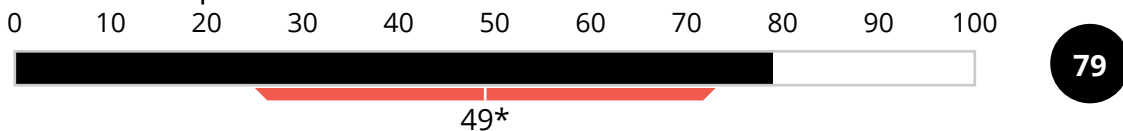
1. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.



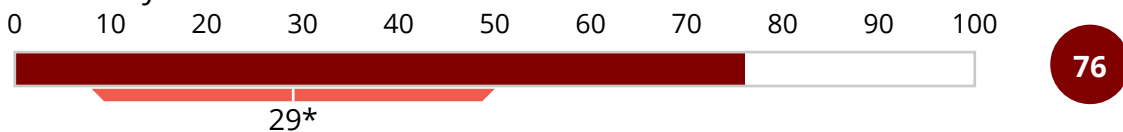
2. Objective - People who are driven by the functionality and objectivity of their surroundings.



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



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

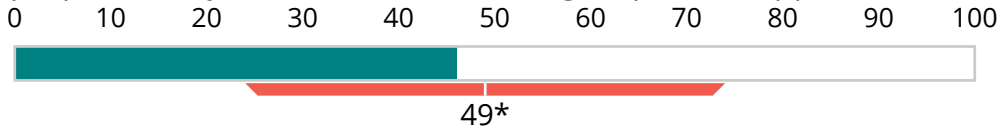


Situational Driving Forces Cluster



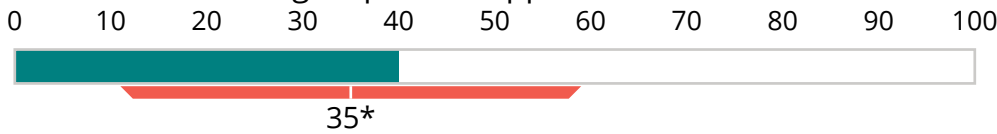
Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

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



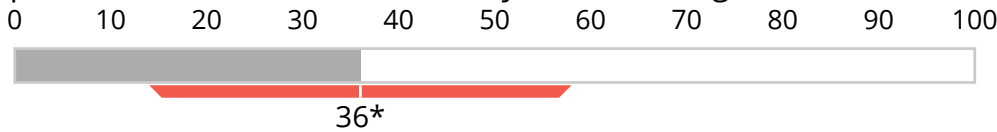
46

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



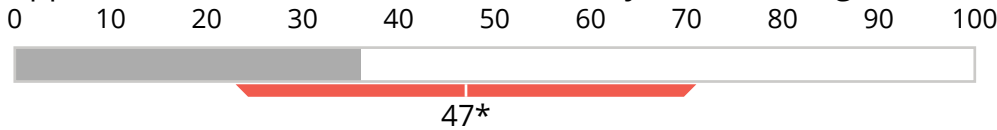
40

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



36

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



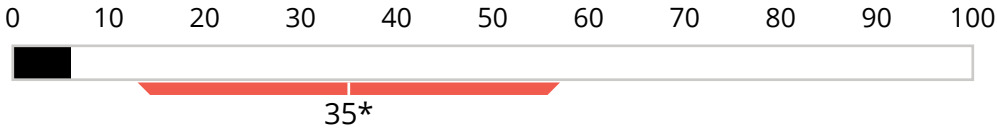
36

Indifferent Driving Forces Cluster

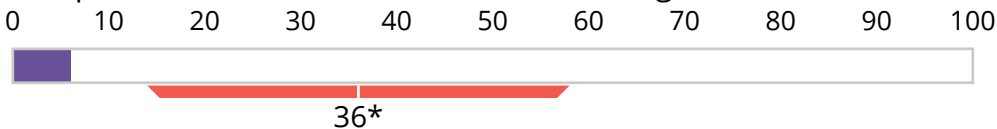


You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

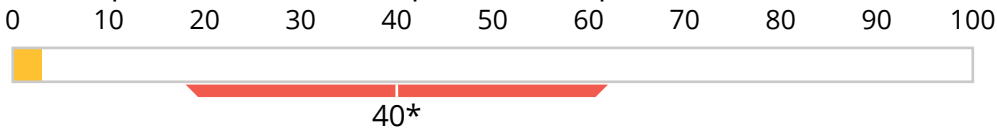
9. Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.



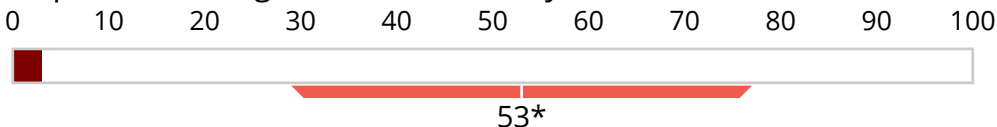
10. Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.



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



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



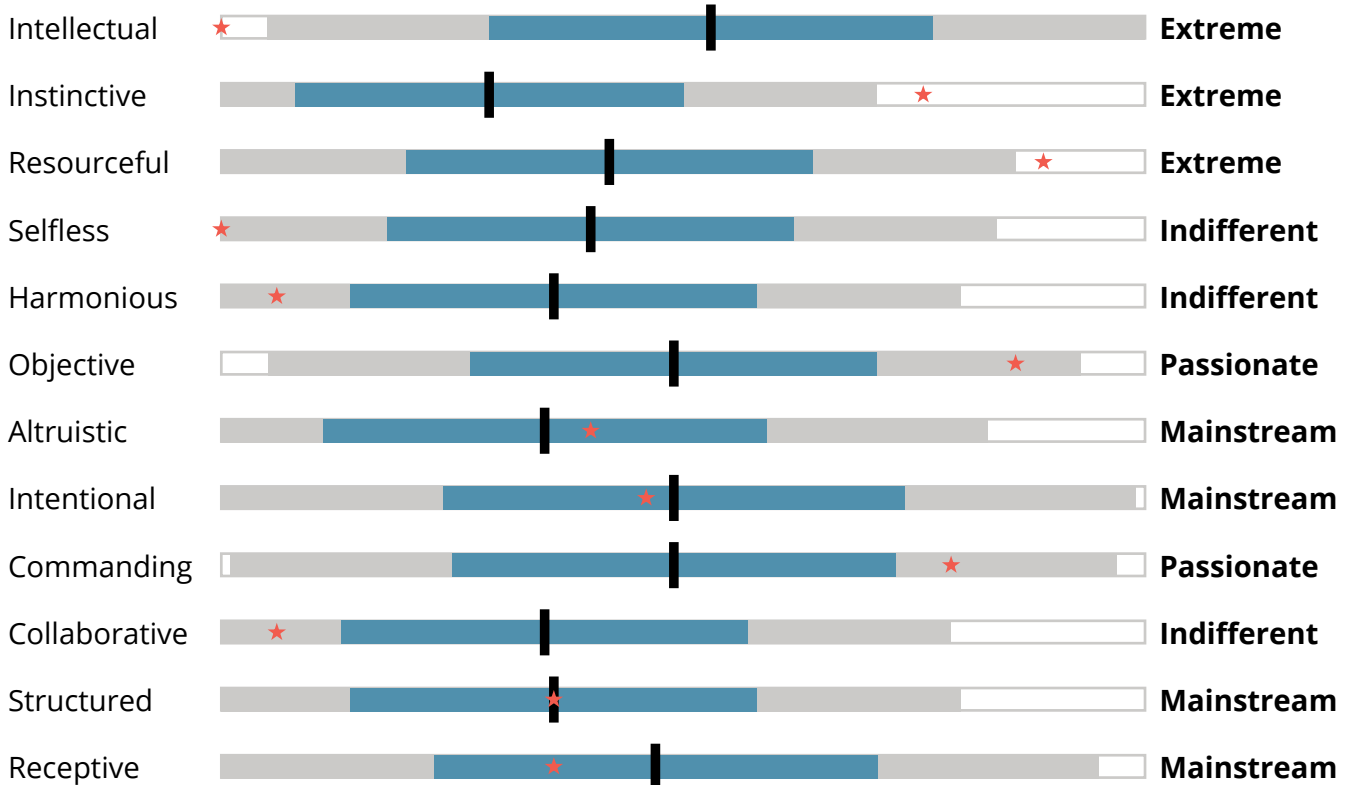
Areas for Awareness



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

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

Norms & Comparisons Table - Norm 2021



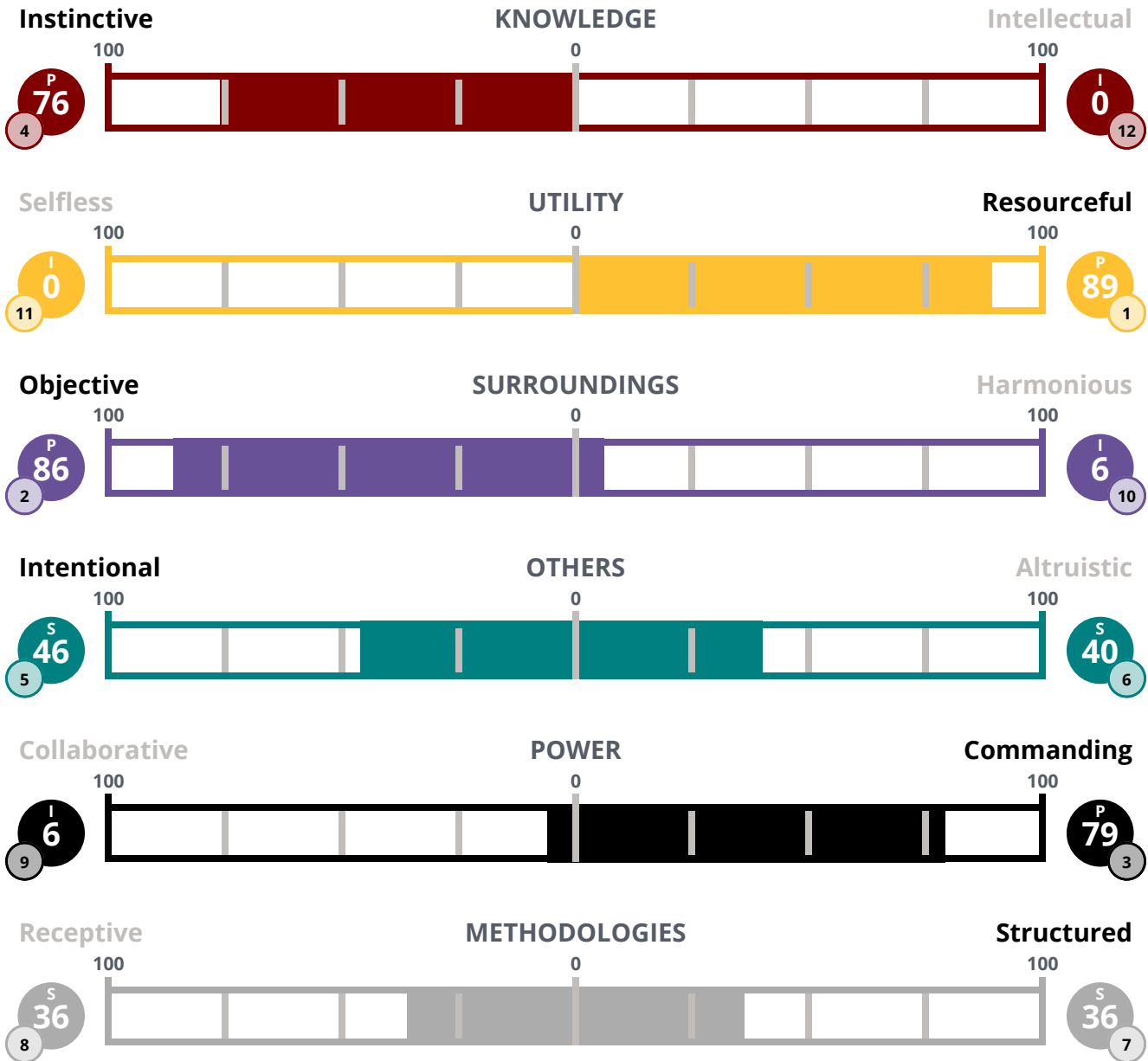
- 1st Standard Deviation - * 68% of the population falls within the shaded area.
 - 2nd Standard Deviation
 - 3rd Standard Deviation
 - national mean
 ★ - your score

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

Driving Forces Graph



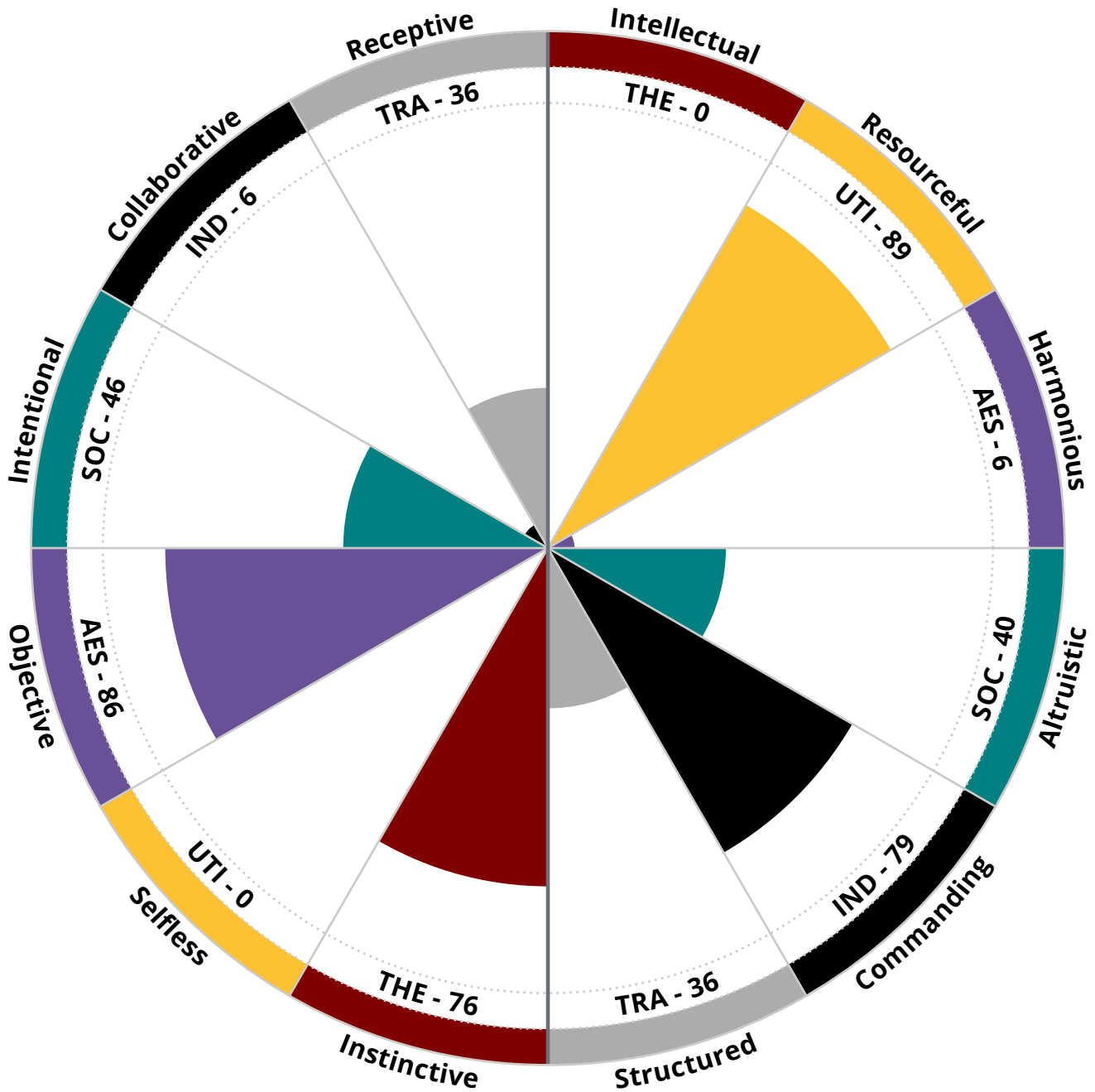
The 12 Driving Forces® Continuum is a visual representation of what motivates Chad and the level of intensity for each category. The letter "P" indicates an individual's primary cluster. These four factors are critical to Chad's motivation and engagement regardless of the situation.



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

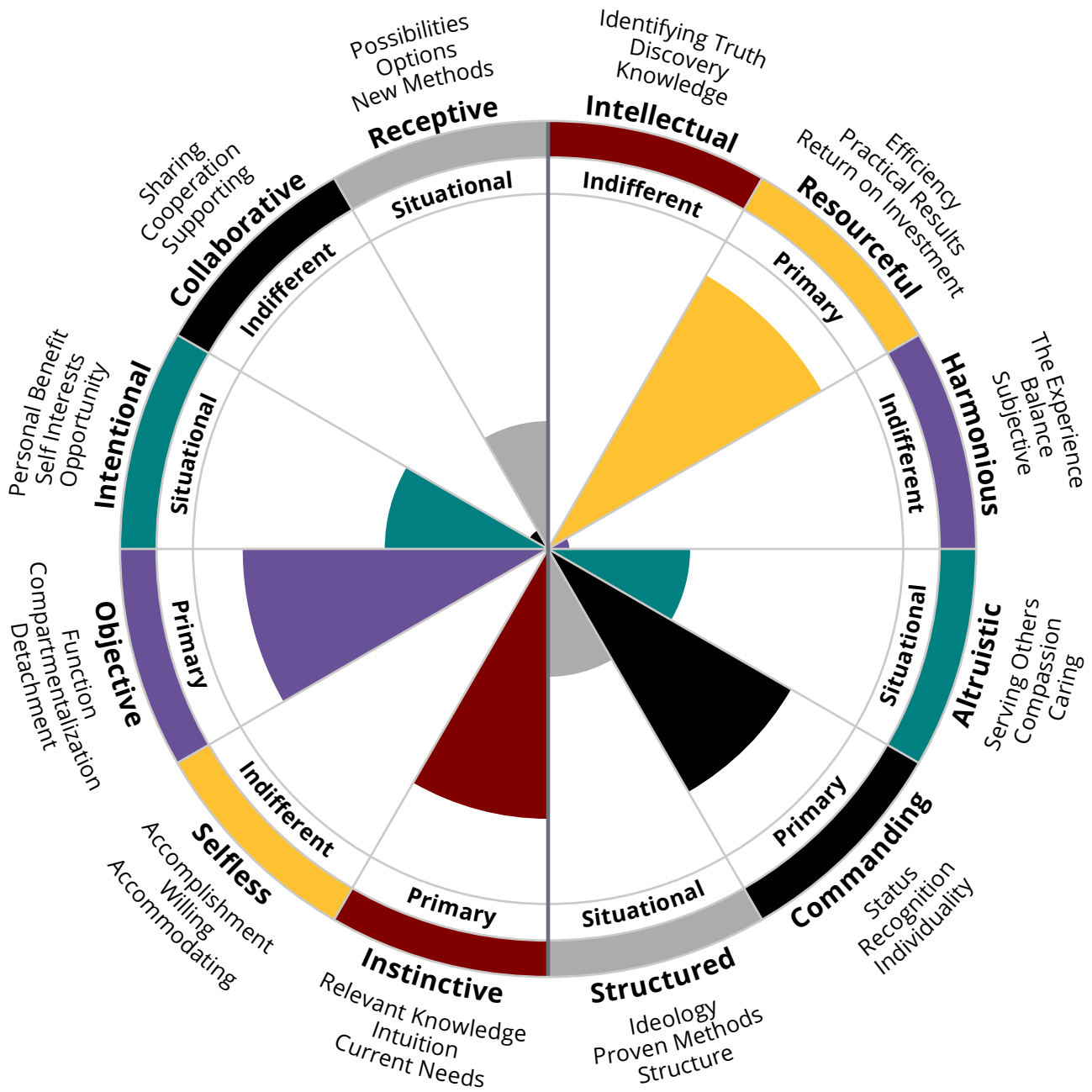
Norm 2021
 12-24-2025
 T: 38:50

Driving Forces Wheel



T: 38:50

Descriptors Wheel



T: 38:50