



TTI
SUCCESS
INSIGHTS®

TriMetrix® EQ

Leadership Version

Sally Summer

Manager

ABC Company

01.14.2026

Leadership Resources and Consulting

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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, driving forces 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.

Driving Forces

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 & Driving Forces

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 driving forces 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, Driving Forces & EQ

This section will illustrate the impact your Emotional Intelligence has on your core behavioral style as well as your top four driving forces.

Introduction

Behaviors Section



Research suggests that effective leaders understand both their strengths and areas for growth, enabling them to develop strategies that meet the demands of their environment.

An individual's behavior is a blend of inherent traits and learned experiences, forming the foundation of their leadership style—the "how" behind their actions in various situations.

This report measures four key dimensions of behavior, which are crucial for understanding leadership tendencies:

- Sally's approach to problems and challenges.
- Sally's approach to people and contact.
- Sally's approach to pace and consistency.
- Sally's approach to procedures and constraints.

The insights provided here delve into how a leader tends to lead. While the report aims to be accurate, it may not capture every nuance. For a balanced perspective, consider discussing these insights with colleagues or mentors before making adjustments.

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

–W.M. Marston

Behavioral Characteristics



This section explores Sally's behavioral style with each paragraph taking a different focus. The first paragraph provides a general behavioral description. The second paragraph explores Sally's approach to decision making and problem solving. The final paragraph explores Sally's approach to communication. Use this section to gain a general overview of Sally's natural leadership approach.

Sally leads by cultivating lasting relationships, demonstrating care and a personable approach in all interactions. She is often seen as practical and objective. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She may not project a sense of urgency like some people with different behavioral styles. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. As a supportive and open leader, Sally seeks to gather information through active listening and promoting inclusivity within her team. When challenged, she becomes more objective. While she is usually considered as people-oriented, she does have a technical side. Sally wins through hard work and persistence. She likes to focus on one task until it is completed. Sally's relationships with others are warm, personal, and lasting.

Sally finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. She is persistent and persevering in her approach to achieving goals. Sally prefers to take time to analyze situations that can be felt, touched, seen, heard, personally observed, or experienced. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. She often thinks over major decisions before acting.

Sally usually is considerate, compassionate and accepting of others; however, on some occasions she can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She likes to know what is expected of her in a working relationship and to have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by



Behavioral Characteristics

Continued



well-defined avenues. She is sensitive to the flow of group interactions and works to ensure everyone feels part of the team. She is a careful listener and contributes with thoughtful input. She will be open with those she trusts; however, reaching the required level of trust may take time. Sally likes a friendly, open style of communication.



Value to the Organization



This section explores the valuable traits Sally might bring to an organization, group or team. Use this section to help Sally better understand the inherent strengths in her leadership approach and how she might apply them.

- ✓ 1. People-oriented.
- ✓ 2. Flexible.
- ✓ 3. Turns confrontation into positives.
- ✓ 4. Dependable leader.
- ✓ 5. Adaptable.
- ✓ 6. Has respect for authority and organizational structure.
- ✓ 7. Patient and empathetic.



Checklist for Communicating



This section outlines how others can communicate effectively with Sally. It highlights key approaches to consider when interacting with her. Use this section to help Sally develop and share a personalized set of communication guidelines with others.

Ways to communicate with Sally:

- ✓ 1. Be prepared.
- ✓ 2. Support your communications with the correct facts and data.
- ✓ 3. Use a scheduled timetable when implementing new action.
- ✓ 4. Clearly define (preferably in writing) individual contributions.
- ✓ 5. Provide personal assurances and clear, specific solutions with maximum guarantees.
- ✓ 6. Be sincere and use a tone of voice that shows sincerity.
- ✓ 7. Take your time and be persistent.
- ✓ 8. Move casually.
- ✓ 9. Watch carefully for possible areas of early disagreement or dissatisfaction.
- ✓ 10. Ask "how?" questions to draw her opinions.
- ✓ 11. Present your case softly, non-threateningly, with a sincere tone of voice.



Checklist for Communicating

Continued



This section outlines what others should avoid when communicating with Sally. It identifies specific behaviors or approaches that could hinder effective communication with her. Use this section to help Sally establish and share guidelines on communication pitfalls, ensuring smoother interactions with others.

Ways not to communicate with Sally:

1. Be abrupt and rapid.
2. Force her to respond quickly to your objectives. Don't say, "Here's how I see it."
3. Keep deciding for her, less she'll lose initiative. Don't leave her without backup support.
4. Offer assurance and guarantees you can't fulfill.
5. Be domineering or demanding; don't threaten with a position of power.
6. Patronize or demean her by using subtlety or incentive.
7. Push too hard or be unrealistic with deadlines.
8. Be haphazard.
9. Talk to her when you're extremely angry.
10. Give your presentation in a random order.
11. Make promises you cannot deliver.



Communication Tips



This section explores various ways Sally might adapt her leadership approach to different people and situations. By recognizing and aligning with the preferred communication styles of others, Sally may enhance her leadership effectiveness. Use this section to understand how she may need to adapt to different behavioral styles.

Compliance

When managing or interacting 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, or loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganized or messy.

Dominance

When managing or interacting 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 managing or interacting 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 managing or interacting 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 or alternatives and abstractions.

Perceptions



See Yourself As Others See You

This section explores some potential perceptions and possible gaps in Sally's understanding of her natural leadership behaviors and how others might perceive it. Use this section to identify how Sally might need to adapt her approach with certain people and certain situations.



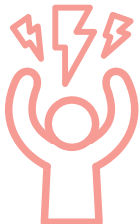
Sally usually sees herself as being:

- ✓ Considerate
- ✓ Thoughtful
- ✓ Good-natured
- ✓ Dependable
- ✓ Team Player
- ✓ Good Listener



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

- ✓ Nondemonstrative
- ✓ Hesitant
- ✓ Unconcerned
- ✓ Inflexible



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

- ✓ Possessive
- ✓ Stubborn
- ✓ Detached
- ✓ Insensitive

Potential Hidden Influences



This section explores Sally's "lowest" behavioral factor, including situations to avoid if possible, as well as suggestions on how Sally might adapt to her surroundings when required to operate outside her "natural" style.

Leadership situations that may create discomfort or deplete Sally's energy quickly include:

- Needs meeting and planning sessions with pre-disclosed agenda items in order to feel prepared.
- Contexts where competition, even among peers, is encouraged and rewarded.
- Needs a manager or accountability partner that can appreciate the need for reflective problem solving but can also manage the time spent on each situation.

As a leader, adapting to different people, tasks, and systems is sometimes necessary. Below are ideas to consider when faced with situations that may not fully align with the preferred approach.

- Seek partnership when forced to make decisions that do not have a procedure or set precedence.
- Seek an environment that allows for a humorous approach to conflict situations.
- Seek positions that do not require a strong need for self-starting.



Descriptors



Based on Sally's responses, the report has marked those words that describe her personal behavior. They describe how she solves problems and meets challenges, influences people, responds to the pace of the environment, and how she 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



This section explores the four core behavioral spectrums and any shifts between Sally's natural and adapted approach. Use it to help Sally gain a deeper understanding of how she perceives the demands of her environment in relation to approaching problems, people, pace, and procedures.

Problems & Challenges

Natural

Sally is somewhat conservative in approaching challenges. She prefers calculated responses and seeks to avoid confrontation, reflecting a leadership style focused on critical thinking and positive team dynamics.

Adapted

Sally sees no need to change her approach to tackling problems in the current environment. She likely feels comfortable that her natural approach is fairly well suited to the current environment.

People & Contacts

Natural

Sally is sociable and optimistic, using emotional appeal to influence others. She enjoys being in team settings and may act as a spokesperson, showing a leadership style based on charisma and partnership.

Adapted

Sally sees no need to make major changes to her approach to interacting with people in the current environment. She likely feels that her natural style of engaging with others is well aligned with the expectations of the current setting.

Natural & Adapted Style

Continued



Pace & Consistency

Natural

Sally is comfortable in a relaxed and patient environment. She prefers to complete tasks methodically, reflecting a leadership style that values stability and a predictable workflow.

Adapted

Sally sees little need to drastically alter her natural approach to managing the pace and consistency of work in the current environment.



Procedures & Constraints

Natural

Sally is independent by nature. As a leader, she is open to new ideas and may at times appear freewheeling. She thrives in situations where constraints are flexible, suggesting a preference for autonomy in leadership.

Adapted

Sally sees no need to dramatically adjust her approach to rules and procedures in her current environment. She likely feels that her natural attention to detail and standards are well suited to the requirements of the current setting.

Adapted Style



This section provides feedback on Sally's adapted behavioral style. Use it to help Sally understand how her leadership approach may be perceived by others and whether those behaviors align with the needs of the team and situation.

- ✓ 1. Motivating people to take action by using persuasive skills.
- ✓ 2. Being cordial and helpful when dealing with new clients or customers.
- ✓ 3. Being conservative, not competitive, in nature.
- ✓ 4. Flexibility.
- ✓ 5. Participative management and leadership.
- ✓ 6. Using restraint when confrontation occurs.
- ✓ 7. Considerate of others' time and attention.
- ✓ 8. Being a good "team player."
- ✓ 9. Obtaining results through people.
- ✓ 10. Making tactful decisions.
- ✓ 11. Being cooperative and supportive.
- ✓ 12. Presenting a practical, proven approach to decision making.
- ✓ 13. Contacting people using a variety of modes.



Productivity Boosters



This section explores potential ways for Sally to enhance her productivity and effectiveness as a leader. It offers insights on strengths to leverage, limitations to mitigate, and perceptions to manage based on Sally's natural behavioral style. Use this section to help Sally identify and maximize her strengths while addressing any limitations or perceptions.

Maintain Consistency

As a potential strength, Sally should use her structured and reliable approach to establish clear workflows, ensuring that tasks are consistently completed to a high standard and that others can easily follow the process, promoting efficiency and accountability.

Understanding her preferred approach:

1. She prefers well-established routines and clear guidelines to maintain consistency.
2. She feels most comfortable when there is a clear, step-by-step process to follow.
3. She is focused on ensuring work is completed with reliability and minimal disruption.

How she might increase her productivity:

1. Balance structure with openness to change, ensuring that plans can adapt as new information or opportunities arise, preventing a perception of being too rigid.
2. Clearly communicate timelines and structured plans to the team, emphasizing how these plans support efficiency and meet deadlines.
3. Allow space within the structured approach for team input and adjustments, promoting a collaborative environment that values adaptability alongside organization.

Explore Opportunities

To challenge herself, Sally should occasionally step out of established routines, exploring new opportunities that promote personal growth and adaptability in unfamiliar situations.

Understanding her preferred approach:

1. She sticks to established routines.
2. She is cautious when trying new approaches.



Productivity Boosters

Continued



3. She may struggle to adapt to situations that require flexibility.

How she might increase her productivity:

1. Explore opportunities for experimentation, allowing the team to try new approaches that could improve processes or outcomes.
2. Encourage team members to step outside their comfort zones, fostering personal and professional growth in the process.
3. Celebrate examples of successful team outcomes from trying new approaches to encourage a more adaptive mindset.

Embrace Change

To manage perceptions, Sally should openly discuss her willingness to adapt and embrace change when it benefits others, ensuring that she is not perceived as resistant to necessary improvements or innovation.

Understanding her preferred approach:

1. She prefers a steady and consistent approach, valuing tried-and-true methods.
2. She tends to feel more comfortable when changes are gradual rather than sudden.
3. She tends to rely on familiar routines and processes, which may make new methods feel disruptive.

How she might increase her productivity:

1. Proactively discuss the benefits of upcoming changes with the team and how these changes will improve processes or outcomes.
2. Demonstrate flexibility by embracing smaller changes first, helping the team recognize openness to larger adaptations when necessary.
3. Encourage feedback and questions from the team about changes to ensure everyone feels involved and less resistant to innovation.



Productivity Boosters

Continued

Foster Collaboration

As a potential strength, Sally should use her supportive and caring nature to foster an environment of collaboration and mutual respect, creating a culture where everyone feels valued and is encouraged to work together.

Understanding her preferred approach:

1. She values harmony and teamwork.
2. She is naturally supportive and collaborative.
3. She thrives in stable, low-conflict environments.

How she might increase her productivity:

1. Ensure that a focus on harmony doesn't prevent difficult conversations from taking place when needed.
2. Encourage open dialog by creating safe spaces for team members to express differing views without fear of disrupting harmony.
3. Take care not to become overwhelmed by taking on too much responsibility in supporting others; offer help, but maintain healthy boundaries.

Share the Process

To manage perceptions, Sally should clarify the reasoning behind her careful decision making process, helping others understand the focus on thoughtful planning to avoid being perceived as slow or indecisive.

Understanding her preferred approach:

1. She is a deliberate and cautious decision maker.
2. She takes her time to minimize adverse impact.
3. She tends to take extra time with decisions to ensure the impact on others is carefully considered.

How she might increase her productivity:

1. Clearly explain the thought process and rationale behind decisions to help the team understand the value of a cautious approach.
2. Communicate decision timelines so the team knows when to expect final actions, preventing frustration with perceived delays.



Productivity Boosters

Continued



3. Involve team members in key decision points to foster inclusion and reduce perceptions of indecisiveness.

Anticipate Needs

As a potential strength, Sally should use her natural sensitivity to stay attuned to the needs and emotions of others, fostering a supportive environment where individuals feel heard, valued, and understood. This awareness helps maintain strong relationships and prevent miscommunication.

Understanding her preferred approach:

1. She tends to be highly perceptive of others' emotions and overall well-being.
2. She focuses on maintaining strong relationships and understanding group dynamics.
3. She often intuitively recognizes when others may need additional support or guidance.

How she might increase her productivity:

1. Avoid becoming so focused on individual needs that collective goals are lost in the process.
2. Leverage an understanding of the team to address concerns early, while balancing it with guiding the team towards overall objectives.
3. Allocate time to recharge emotional energy after addressing team concerns to prevent burnout from excessive focus on others' needs.



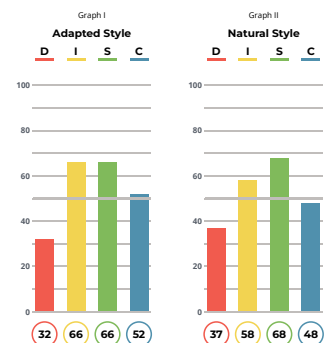
Areas for Improvement



This section highlights potential areas for improvement based on Sally's natural behavioral tendencies. Use this section to help Sally understand the possible limitations she may need to manage in her leadership approach.

Sally has a tendency to:

- ✓ 1. Yield to avoid controversy—attempt to avoid an antagonistic environment.
- ✓ 2. Have difficulty establishing priorities. She has a tendency to make all things a number one priority—may have trouble meeting deadlines.
- ✓ 3. Not projecting a sense of urgency—others may not feel the pressure to help immediately.
- ✓ 4. Be dependent on others for decisions, even if she knows she is right.
- ✓ 5. Dislike change if she feels the change is unwarranted.
- ✓ 6. Not let others know where she stands on an issue.
- ✓ 7. Be defensive when risk is involved—move towards maintaining status quo.
- ✓ 8. Need help in prioritizing new assignments.
- ✓ 9. Become resistive and indecisive when forced to act quickly. Without proper information, she will resist in a passive-aggressive manner.



Behavioral Hierarchy



The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

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

0 10 20 30 40 50 60 70 80 90 100



77 Natural

63*



72 Adapted

62*

2. Consistent - Perform predictably in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100



68 Natural

62*



68 Adapted

63*

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

0 10 20 30 40 50 60 70 80 90 100



65 Natural

64*



70 Adapted

62*

4. Persistence - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100



63 Natural

62*



63 Adapted

63*

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

Behavioral Hierarchy

Continued



5. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100



60 Natural

58*



60 Adapted

56*

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

0 10 20 30 40 50 60 70 80 90 100



60 Natural

61*



62 Adapted

62*

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

0 10 20 30 40 50 60 70 80 90 100



50 Natural

53*



45 Adapted

56*

8. Analysis - Compile, confirm and organize information.

0 10 20 30 40 50 60 70 80 90 100



50 Natural

54*



50 Adapted

57*

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

Behavioral Hierarchy

Continued



9. Versatile - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100



50 Natural

54*



53 Adapted

53*

10. Frequent Change - Rapidly shift between tasks.

0 10 20 30 40 50 60 70 80 90 100



48 Natural

52*



52 Adapted

51*

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

0 10 20 30 40 50 60 70 80 90 100



40 Natural

49*



40 Adapted

47*

12. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100



32 Natural

43*



30 Adapted

43*

SIA: 32-66-66-52 (48) SIN: 37-58-68-48 (17)

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

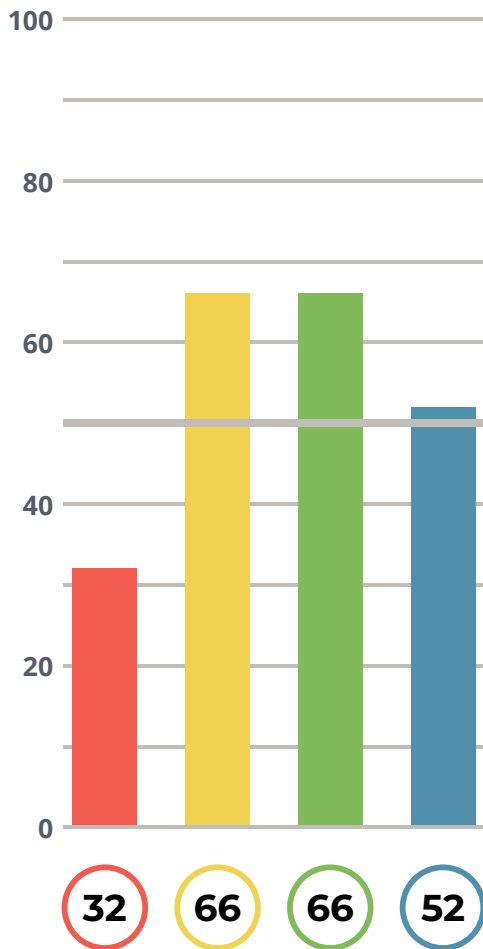
Style Insights® Graphs



Graph I

Adapted Style

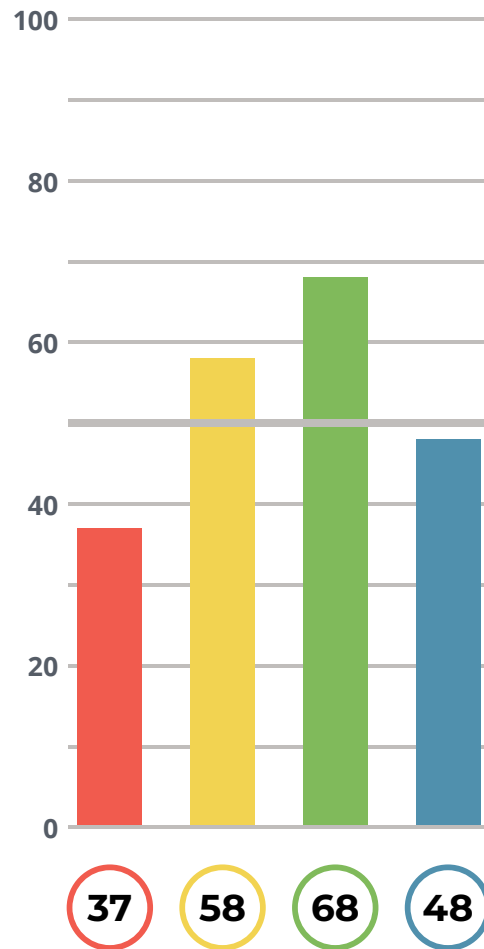
D **I** **S** **C**



Graph II

Natural Style

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

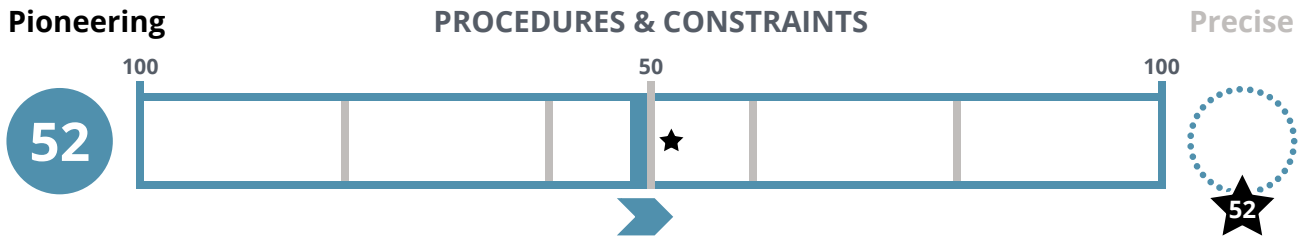
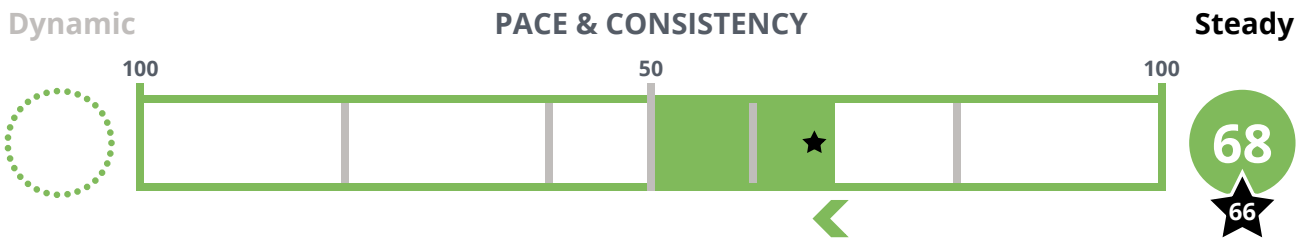
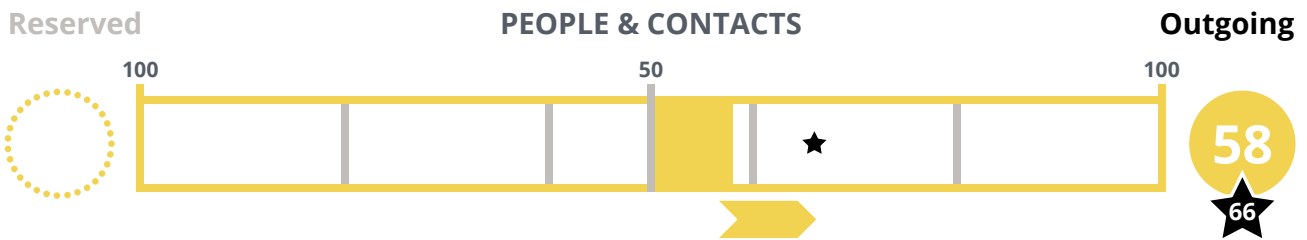
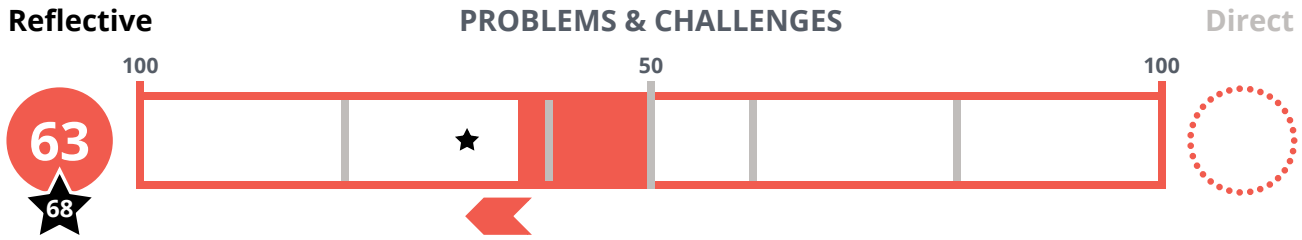


Norm 2021 R4
1-14-2026
T: 12:22

Behavioral Continuum



This section provides a visual representation of Sally's scores on each of the four core behavioral factors. The combination of all four factors will influence how Sally will prefer to lead and how she will need to adapt to different people and leadership situations.



- ★ Adapted Position
- ➡ Adapted Movement

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1-14-2026
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The TTI Success Insights® Wheel



The TTI Success Insights® Wheel is a powerful tool first 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 to which 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.

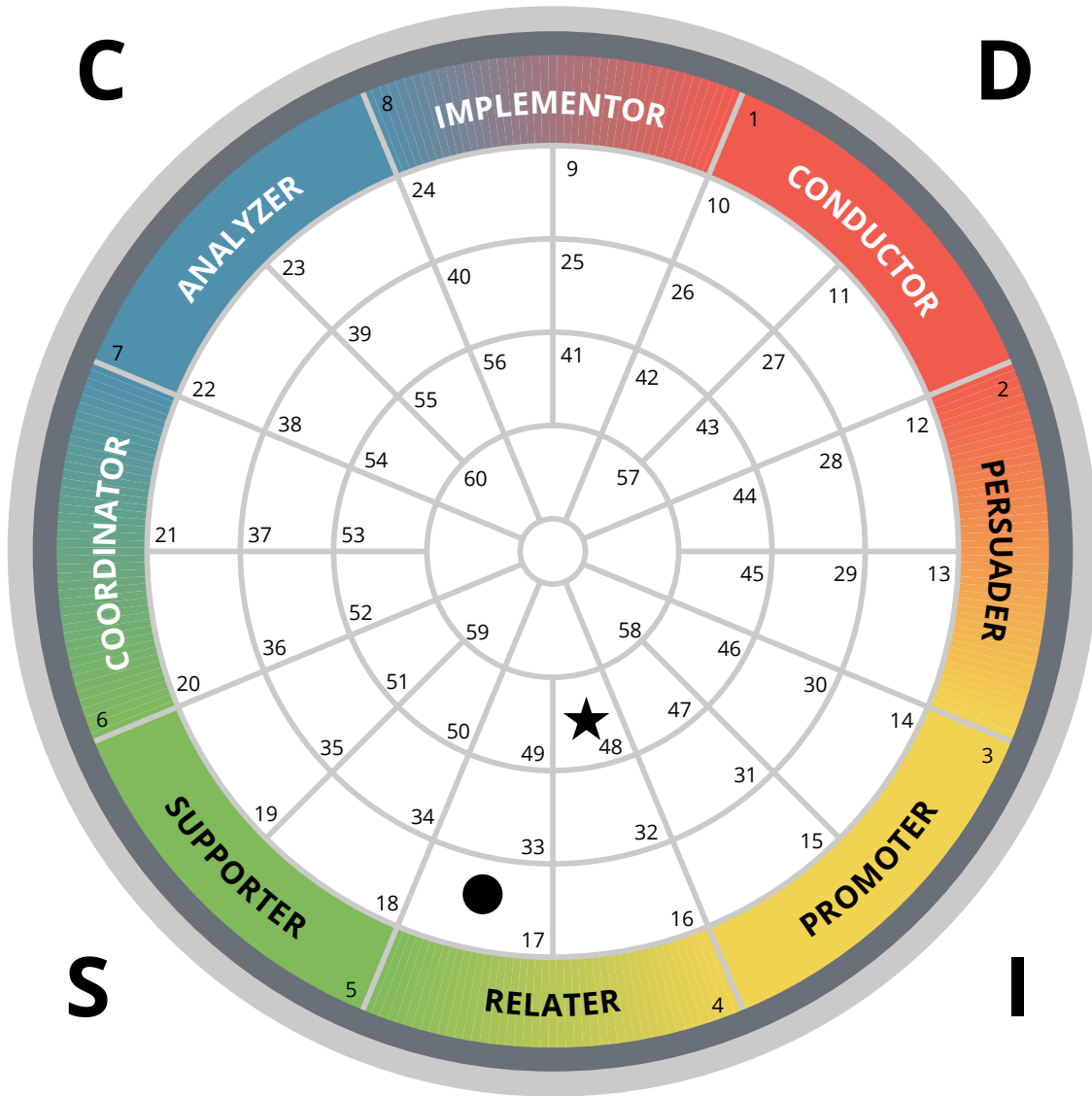
The TTI Success Insights® Wheel



Sally Summer

ABC Company

1-14-2026



Adapted: ★ (48) PROMOTING RELATER (ACROSS)

Natural: ● (17) SUPPORTING RELATER

Norm 2021 R4

T: 12:22

Introduction

Driving Forces Section



Effective leaders understand what drives them and those they lead, allowing them to align their approach with the personal drivers of their team and the broader organizational goals. A leader's driving forces shape the energy they bring to different tasks, people, and situations, influencing what they prioritize and how they make decisions.

This section of the report explores 12 key dimensions of motivation, derived from Eduard Spranger's original six categories of human drive. These dimensions help leaders understand the deeper reasons behind their actions and preferences, each of which falls into six primary areas of focus: Knowledge, Utility, Surroundings, Others, Power, and Methodologies.

The goal of this section is to help Sally better understand the unique passions that shape her leadership style, as well as how those motivations interact with the needs of others. With this understanding, leaders can:

- Align personal motivations with leadership strategies.
- Recognize and appreciate what drives their team members.
- Tailor their approach to engage, inspire, and communicate more effectively with diverse motivations.

By understanding her driving forces, Sally can refine her approach to leadership, creating a more motivating and engaging environment for both herself and her team.

Driving Forces Characteristics



This section explores Sally's driving forces and how they are likely to manifest in her leadership approach. Use this section to gain insight into how Sally's personal drivers shape her decision making and influence on others.

Sally tends to have an objective view of the task at hand. She will focus on the objective of a situation more than the harmony of a situation. She may choose to see the world in pieces, not as a whole. She wants to control her own destiny and display her independence. Sally will strive to maintain individuality in group settings. If necessary, Sally will be assertive to maintain control of a situation. If Sally is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then she will take the initiative to learn about that subject in great depth. She has the potential to become an expert in her chosen field. Sally tends to be very helpful when working with others who share the same interests. She tends to see the importance of following a system and how she can apply it in business situations. She may see money as less important than what it will buy. She may attempt to assist an individual or group to overcome adversity.

Sally tends to focus on the task at hand regardless of her surroundings. She is capable of functioning in an environment filled with chaos. She may be energized by public recognition. She looks for situations that allow her the freedom to control her destiny. If knowledge of a specific subject is not of interest, or is not required for success, Sally will have the tendency to rely on her intuition or practical information in this area. In those areas where Sally has a special interest, she will be good at integrating past knowledge to solve current problems. She is true to her personal belief system in life. Following proven procedures is more to Sally important than quick fixes. Sally may be open to building a framework to maximize her time and talent invested in a project. She tends to give freely of time, talent, and resources, but may want a return on her investment. She is willing to help others if they are willing to work to achieve her goals. She will be generous with time, research and information if the cause appeals to her own self-interest.

Driving Forces Characteristics

Continued



Sally can be patient and sensitive to others if they have a common cause. She may evaluate situations based on their utility and economic return. She will support her principles and beliefs to ensure consistency throughout the organization. A job that challenges Sally's own knowledge may increase her job satisfaction. Sally seeks to achieve leadership roles. She has the desire to be recognized for her accomplishments. She is able to isolate personal issues and focus on professional productivity. In general, unpleasant surroundings will not impact her productivity.

Strengths & Weaknesses



This section highlights potential strengths and limitations that can emerge based on Sally's driving forces. Use this section to discover how Sally might leverage her strengths and minimize the impact of any potential blind spots.



Potential Strengths

- ✓ 1. Sally might compartmentalize and focus only on the situation.
- ✓ 2. She may isolate personal challenges and remain focused on the task.
- ✓ 3. She may focus on the function and not on the appearance.
- ✓ 4. She may value status and public recognition.
- ✓ 5. Sally could potentially create winning strategies and outcomes.
- ✓ 6. She may continually seek new knowledge and information.
- ✓ 7. She may value a traditional and proven approach.



Potential Weaknesses

- ✗ 1. Sally may overemphasize the function with disregard for appearance.
- ✗ 2. She can over compartmentalize and miss the issues of the whole picture.
- ✗ 3. She may ignore environments that are potentially distracting for others.
- ✗ 4. She may not consider people when seeking personal advancement.
- ✗ 5. Sally tends to have a "me" rather than "we" attitude.
- ✗ 6. She may make decisions without subjective or emotional considerations.
- ✗ 7. She can be closed-minded and judgmental toward other viewpoints.

Energizers & Stressors



This section explores potential leadership energizers and stressors for Sally based on her driving forces. Understanding our personal energizers and stressors assists in navigating the ups and downs of leadership.

Potential Energizers

- ✓ 1. Sally likes to provide tangible outcomes.
- ✓ 2. She is energized by chaos.
- ✓ 3. She is able to compartmentalize.
- ✓ 4. She is energized by the pursuit of advancement opportunities.
- ✓ 5. Sally enjoys leading a group.
- ✓ 6. She will learn continuously.
- ✓ 7. She seeks consistency.

Potential Stressors

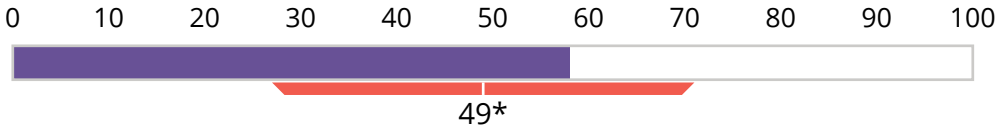
- ✗ 1. Sally gets frustrated when appearance is prioritized over function.
- ✗ 2. She does not like the pursuit of intangible ideas.
- ✗ 3. She does not enjoy subjectivity.
- ✗ 4. She gets stressed when she lacks authority.
- ✗ 5. Sally gets frustrated when working behind the scenes.
- ✗ 6. She is stressed when knowledge is restricted.
- ✗ 7. She is stressed when tradition is disregarded.

Primary Driving Forces Cluster



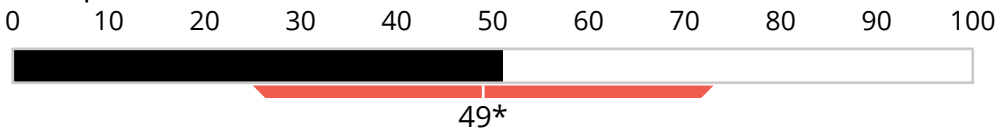
This section explores Sally's strongest driving forces. Sally's driving forces will influence her decisions, actions and approach to leadership. Use this section to understand Sally's primary driving forces and how they might influence her approach to leadership.

1. Objective - Leaders who value the functionality and objectivity of their surroundings.



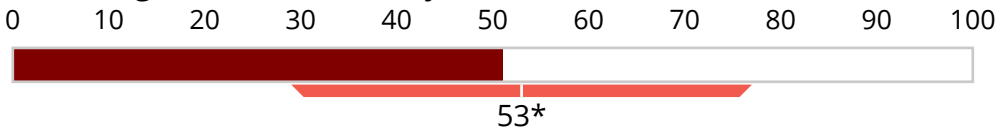
58

2. Commanding - Leaders who value status, recognition, and control over personal freedom.



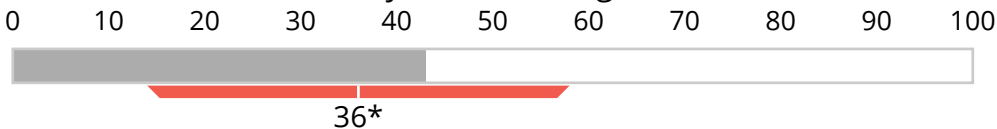
51

3. Intellectual - Leaders who value opportunities to learn, acquire knowledge and the discovery of truth.



51

4. Structured - Leaders who value traditional approaches, proven methods, and a defined system for living.



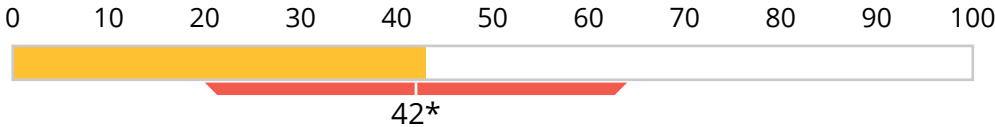
43

Situational Driving Forces Cluster



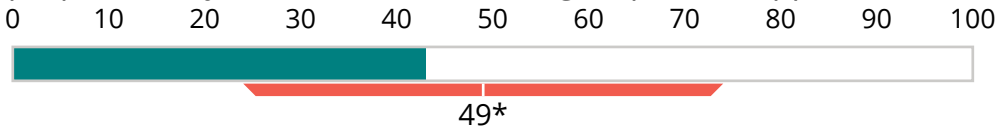
This section explores Sally's mid-level driving forces. These driving forces may play a role in specific situations or environments, influencing her actions and leadership approach when certain circumstances arise. Use this section to understand how these situational driving forces might shape Sally's decisions and interactions.

5. Resourceful - Leaders who value practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.



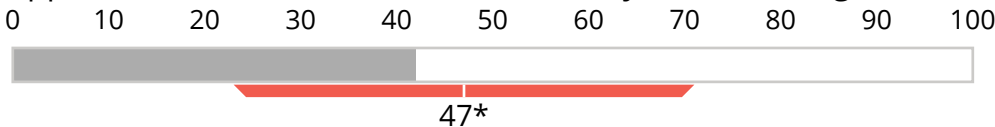
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6. Intentional - Leaders who value assisting others for a specific purpose, not just for the sake of being helpful or supportive.



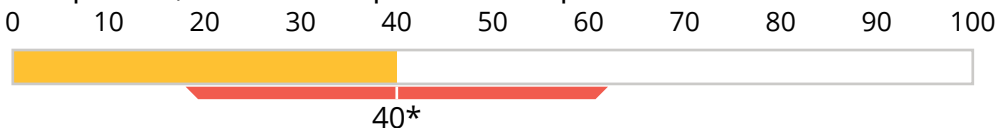
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7. Receptive - Leaders who value new ideas, methods, and opportunities that fall outside a defined system for living.



42

8. Selfless - Leaders who value completing tasks for the sake of completion, with little expectation of personal return.



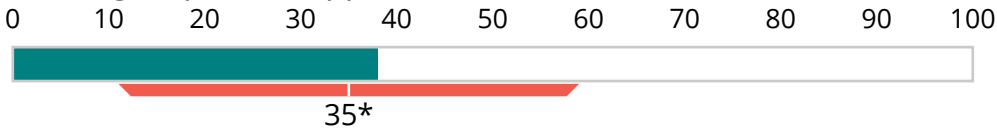
40

Indifferent Driving Forces Cluster

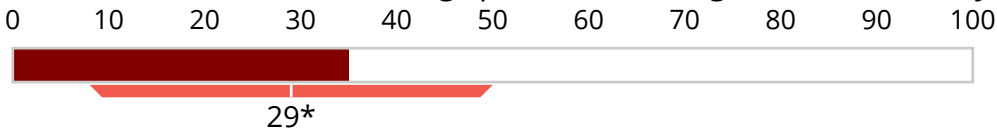


This section explores Sally's indifferent driving forces. These are areas where she may feel indifferent, or if low enough, may even actively disengage or move away from. Understanding these driving forces can help identify situations or tasks that may drain Sally's energy or motivation. Use this section to recognize what she might avoid or deprioritize in her leadership approach.

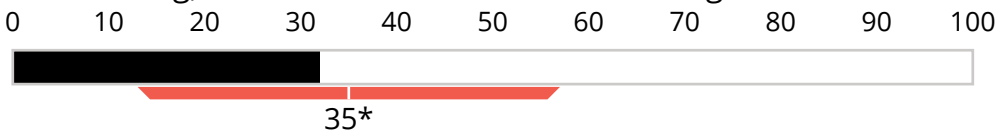
9. Altruistic - Leaders who value assisting others for the satisfaction of being helpful or supportive.



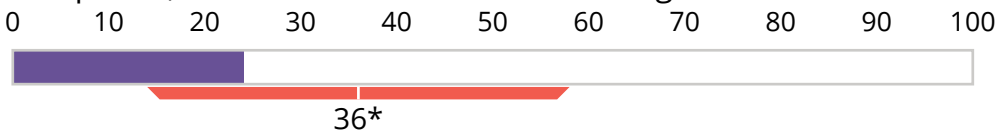
10. Instinctive - Leaders who value utilizing past experiences and their intuition and are seeking specific knowledge when necessary.



11. Collaborative - Leaders who value being in a supporting role and contributing, with little need for individual recognition.



12. Harmonious - Leaders who value experience, subjective viewpoints, and balance in their surroundings.



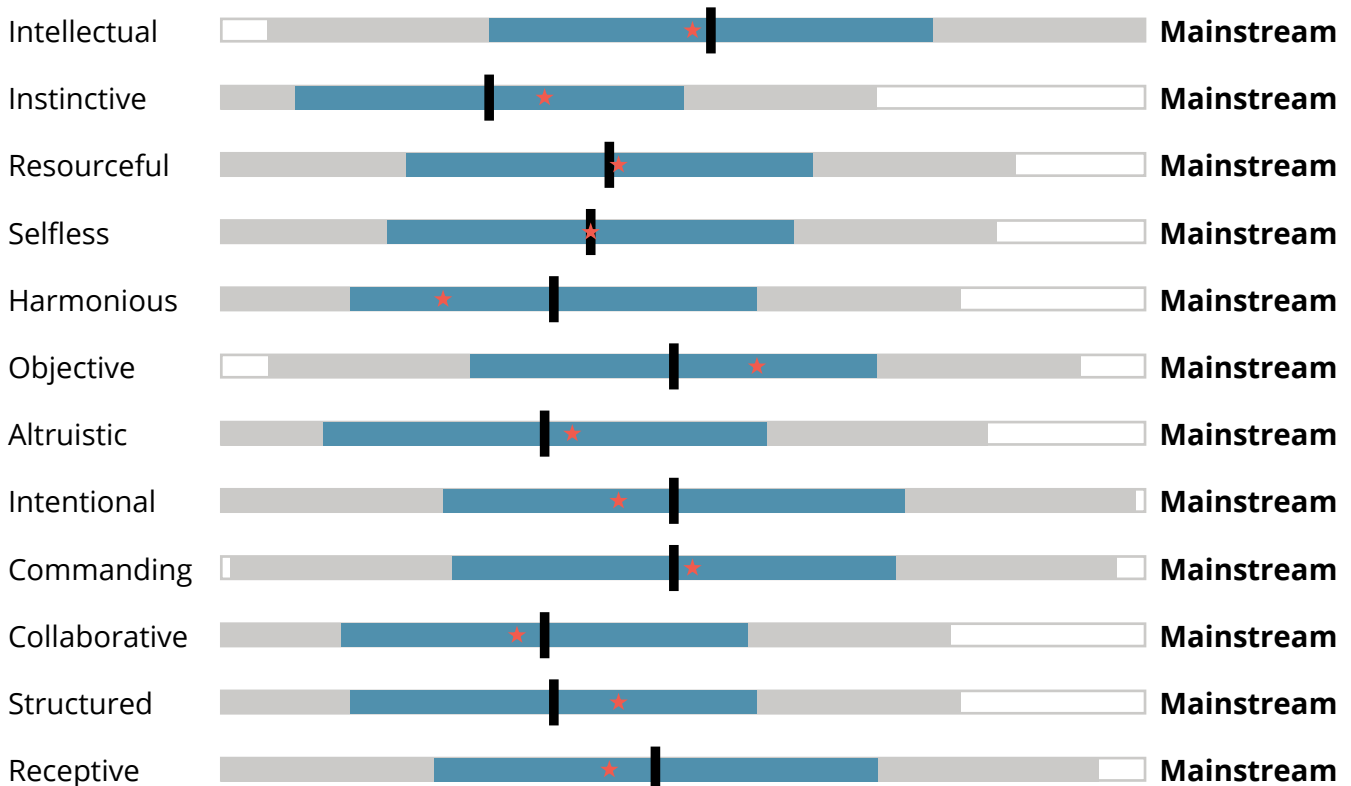
Areas for Awareness



Understanding individual differences in motivation is key to recognizing how one's driving forces align with or diverge from those of the wider population. When surrounded by people who share similar driving forces, a sense of belonging and energy can flourish. Conversely, being in environments where driving forces differ significantly can create a sense of being outside the mainstream, potentially leading to stress or conflict.

This section highlights where an individual's driving forces stand relative to the broader population, indicating potential areas of alignment or divergence. Scores significantly above the mean reflect a noticeable passion, while those well below may indicate indifference or even active avoidance. The shaded area around each driving force shows where varying percentages of the population fall. Use this information to understand where priorities align or contrast with the broader population.

Norms & Comparisons Table - Norm 2021



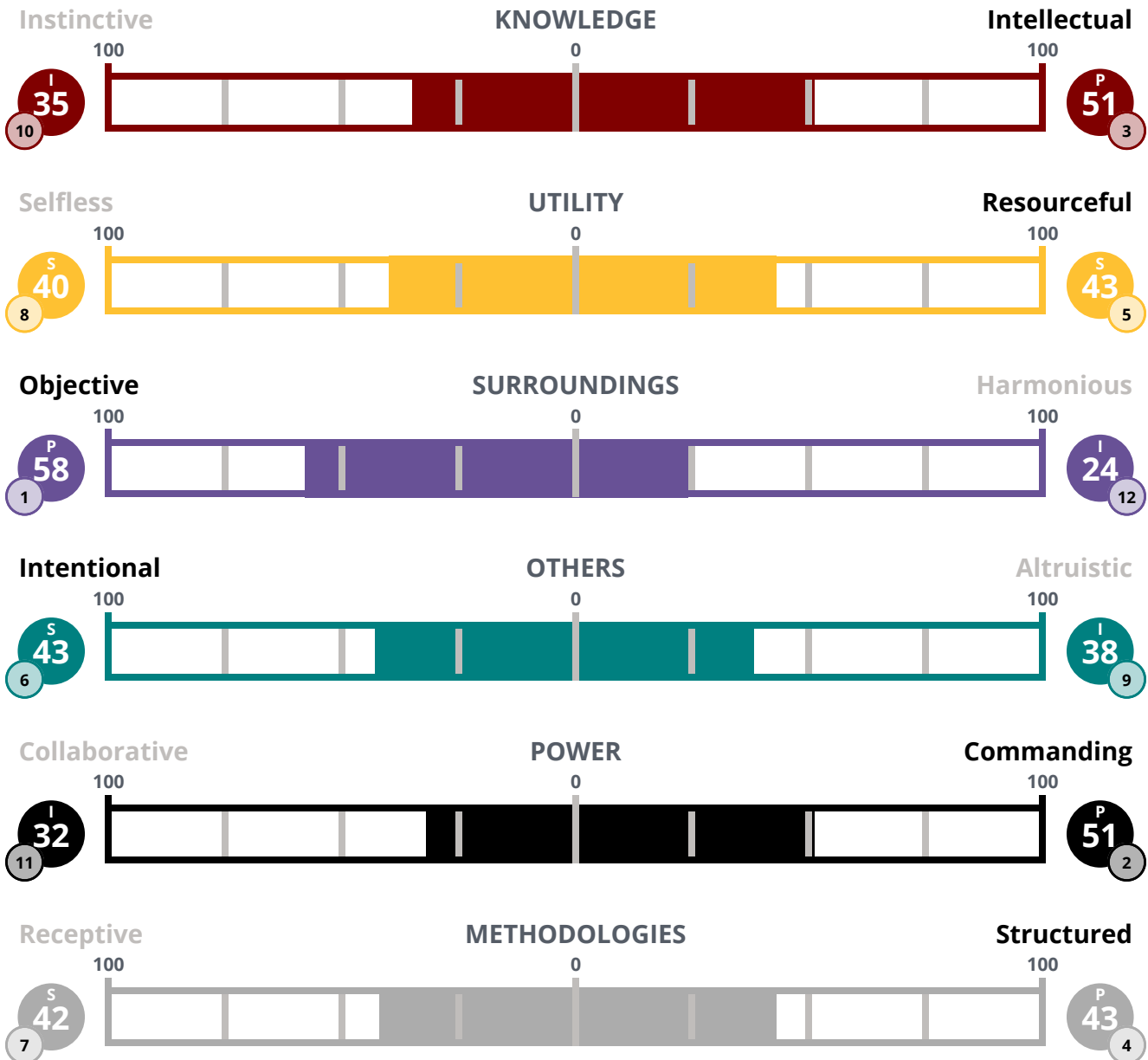
■ - 1st Standard Deviation - * 68% of the population falls within the shaded area. ■ - national mean ★ - your score
■ - 2nd Standard Deviation
■ - 3rd Standard Deviation

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



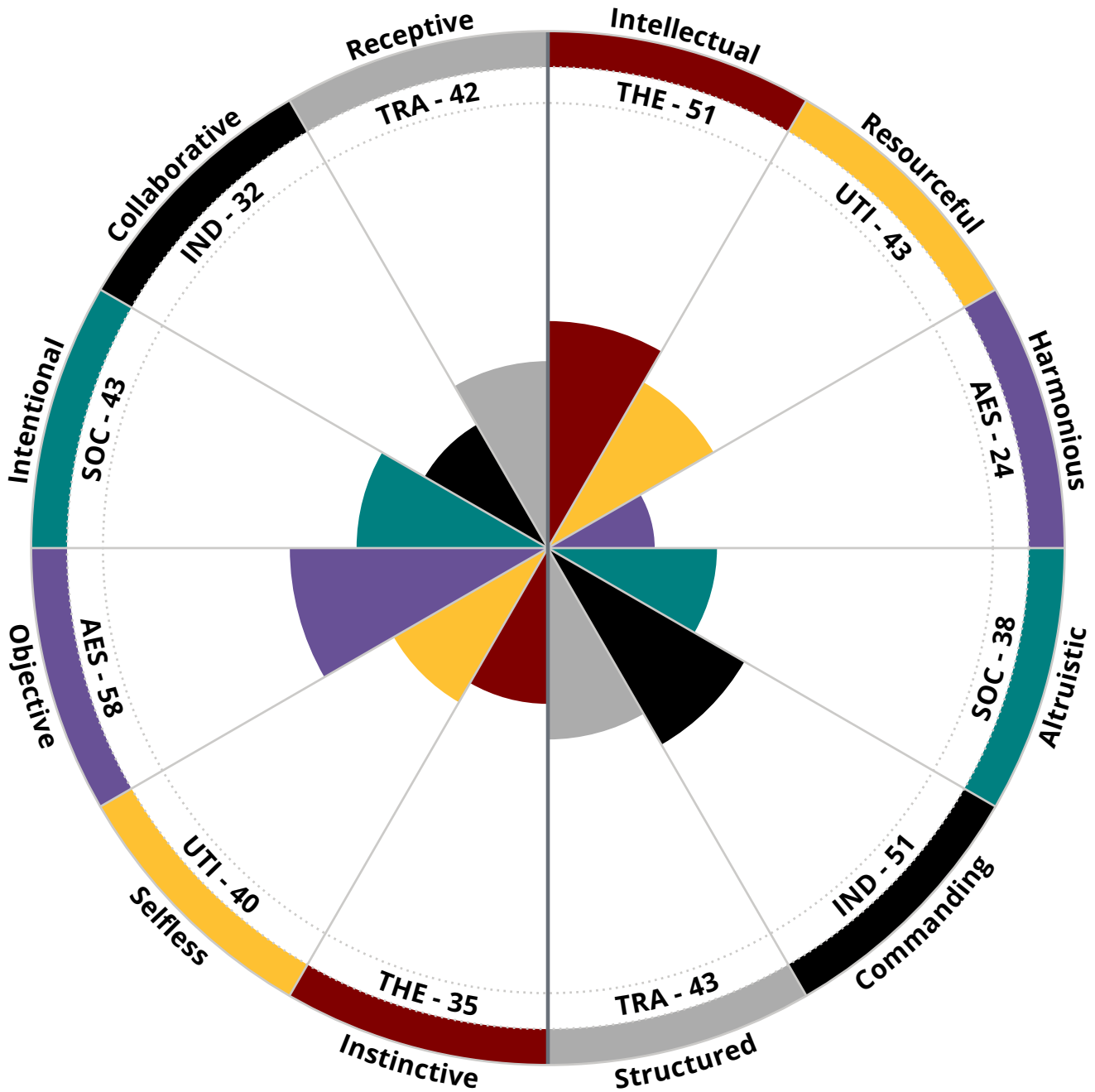
This section provides a visual representation of Sally's scores across the 12 Driving Forces®. The combination of these drivers influences the people, tasks, and systems that Sally finds energizing or draining. Use this section to gain insight into the blend of Sally's drivers and how they may impact her leadership approach.



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

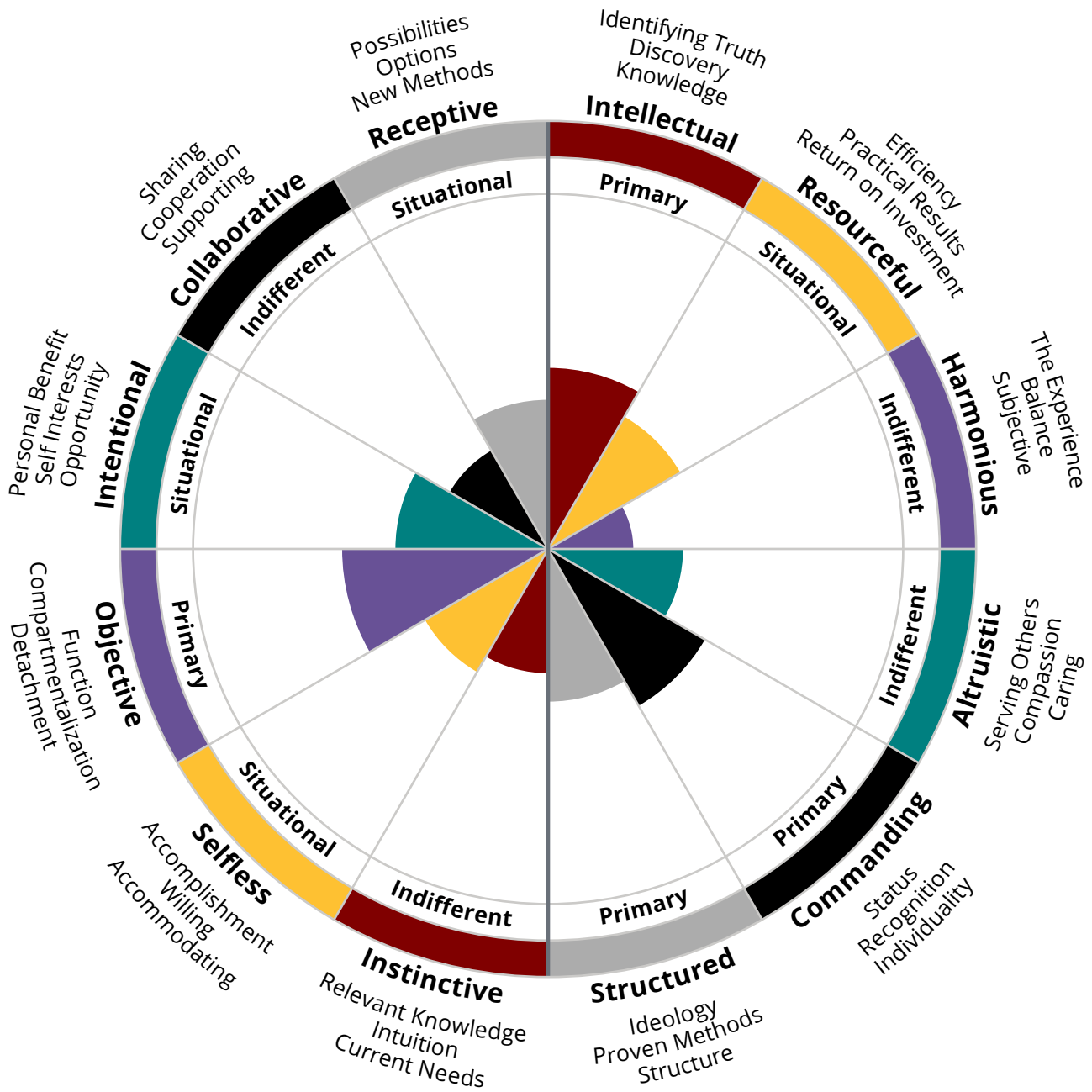
Norm 2021
 1-14-2026
 T: 7:40

Driving Forces Wheel



T: 7:40

Descriptors Wheel



T: 7:40

Introduction



Integrating Behaviors & Driving Forces Section

The synergy between a leader's behavior and personal motivators significantly impacts how they will approach leadership. While each aspect provides valuable insights individually, the integration reveals how Sally naturally leads, adapts, and motivates others. This combined understanding helps leaders to refine their approach, creating a more impactful and enriching leadership style.

This section provides a deeper look at how Sally's behavioral tendencies and driving forces interact to shape her leadership approach, covering areas such as:

- **Potential Strengths:** Insights into how the combination of Sally's behaviors and motivators can be leveraged to enhance leadership impact.
- **Potential Conflicts:** Understanding where Sally's behavioral style and motivations might clash, creating potential challenges in her leadership.
- **Ideal Environment:** Identifying the type of environment where Sally's unique blend of behavior and motivation thrives best.
- **Leadership Wants:** Practical strategies for tapping into Sally's natural motivations to drive engagement and performance.
- **Leadership Needs:** Tips for aligning leadership efforts with both Sally's strengths and areas for growth.

By exploring these insights, Sally can develop a more balanced and adaptive leadership style that considers both how she behaves and what drives her. This approach enables leaders to meet the needs of their teams while remaining true to their own leadership identity.

Potential Strengths

Blending Behaviors & Driving Forces



This section explores areas where Sally's behavioral style and her top four driving forces amplify one another. Use this section to identify potential strengths that Sally should seek to capitalize on as a leader.

1. Highly aware of and loyal to her responsibilities within the organization.
2. The "glue" that ties multiple visions together.
3. Steady, consistent, and objective member of the team.
4. Will take a firm stance when her position or status is questioned.
5. Wants to control her destiny, but does so in a soft way.
6. Methodically follows a strategy to achieve.
7. Good listener when being presented with accurate facts and figures.
8. A methodical and reliable researcher.
9. Will keep sensitive information under lock and key.
10. Great at maintaining a system or process.
11. Acts as the eyes and ears for a leader.
12. Steady communicator of structure and process and the way it "should" be.

Potential Conflicts



Blending Behaviors & Driving Forces

This section explores the potential areas of conflict between Sally's behavioral style and her top four driving forces. Use this section to identify potential leadership situations and topics that may cause Sally to feel conflicted in how she approaches it.

1. Tends to keep viewpoints to herself and has a realistic outlook.
2. Not willing to share opinions unless she sees a tangible opportunity.
3. Difficulty dealing with unknown situations involving subjective views.
4. Can come across as stubborn and unwilling to change.
5. Has strong opinions but may not always share them.
6. Forgives but has a hard time forgetting.
7. May withhold the sharing of knowledge to meet her security needs.
8. Will have difficulty in establishing priorities in learning new matters.
9. May not pursue knowledge if it jeopardizes her security.
10. Difficulty making ambiguous choices when confronted with changing the system.
11. May struggle with change even when it complements her way of living.
12. Diverse situations can be highly stressful when trying to stay in line with her system of living.

Ideal Environment



Blending Behaviors & Driving Forces

This section explores how to create the ideal environment around Sally to help her be at her best. Use this section to identify specific strategies that will help Sally succeed in a given environment.

1. A leader that appreciates and understands the value of team functionality and follow up and follow through.
2. The ability to work on pieces of the project behind the scene as part of a team.
3. Time to compartmentalize tasks to complete a project.
4. Opportunity to be the silent leader behind the team.
5. A forum for leveraging loyalty and long-term relationships for the advancement of her position.
6. Forum to challenge change for the sake of change.
7. Time necessary to gather enough information in order to move forward.
8. Information to support the reasons for change.
9. Realistic deadlines that are based on the appropriate amount of information gathering.
10. An environment that does not advocate change for the sake of change.
11. An environment that instills a sense of security through the reliance on an established system.
12. A manager that values and extracts her opinion on business issues.

Leadership Wants



Blending Behaviors & Driving Forces

This section explores things that Sally might want in her work environment to keep her engaged. Use this section to understand how Sally might become and stay engaged as a leader.

As a leader, Sally tends to want:

1. The freedom to separate personal and professional issues to achieve a friendly and familiar workplace.
2. Support for the steady pace and momentum of the organization.
3. Time to make the workplace more functional.
4. Time to determine when and where to promote winning strategies.
5. Control over keeping the process consistent and methodical.
6. Recognition for loyalty and service.
7. The time to research and structure information in a methodical way.
8. An opportunity to methodically layout research and work through the information-gathering process.
9. To have all the information to support others so she can feel secure with how the job is being done.
10. Appreciation for her patient and steady following of the system and organization.
11. An understanding that the resistance to change comes from loyalty to the system.
12. Private recognition for her persistence and consistency.

Leadership Needs

Blending Behaviors & Driving Forces



This section explores things that Sally might need to be at her best as a leader. Use this section to understand possible strategies that will strengthen Sally's leadership approach.

As a leader, Sally tends to need:

1. To focus on the functionality of new assignments.
2. Help utilizing the chain of command when addressing tangible issues.
3. A culture that values her steady, thoughtful approach, ensuring decisions are based on facts rather than emotional impulses.
4. A manager that understands the need for private recognition and one that will not take credit for Sally's ideas.
5. Support in her ability to take a stand on loyalty-based issues.
6. Assistance in understanding the need for change so she can control the process in which the change takes place.
7. Support in being seen as an expert within the organization.
8. To showcase areas of expertise when appropriate.
9. To understand the expected pace for exploring new theories and opportunities.
10. Assistance in letting others "in" so that the organization can be more effective as a whole.
11. To understand that not all situations are black and white and discussions need to happen to facilitate an actionable process.
12. To maximize her ability to maintain long-term relationships based on a foundational system and organizational loyalty.

Introduction

TTI Emotional Quotient™



The TTI Emotional Quotient Report is designed to help individuals build awareness of five interrelated areas of emotional intelligence. It provides insights into current levels of activity across these areas, highlights how each may influence actions, and offers practical ideas for improvement. This report does not label, judge, or prescribe; it supports growth by helping individuals reflect on how they show up and interact with the world around them.

Emotional Intelligence (EQ) describes how individuals perceive, understand, and manage emotional information, both their own and that of others. It is not fixed or static; rather, it represents a set of internal and interpersonal capabilities that can be strengthened over time through increased awareness, intentional practice, and reflection.

Use this report to:

- Understand the emotional patterns that shape thinking, decisions, and actions.
- Recognize how different dimensions of EQ influence personal and professional performance.
- Identify growth opportunities tailored to individual strengths and blind spots.

This report is intended to support deeper self-awareness, encourage meaningful self-reflection, and offer accessible ways to translate insight into everyday impact.

Introduction

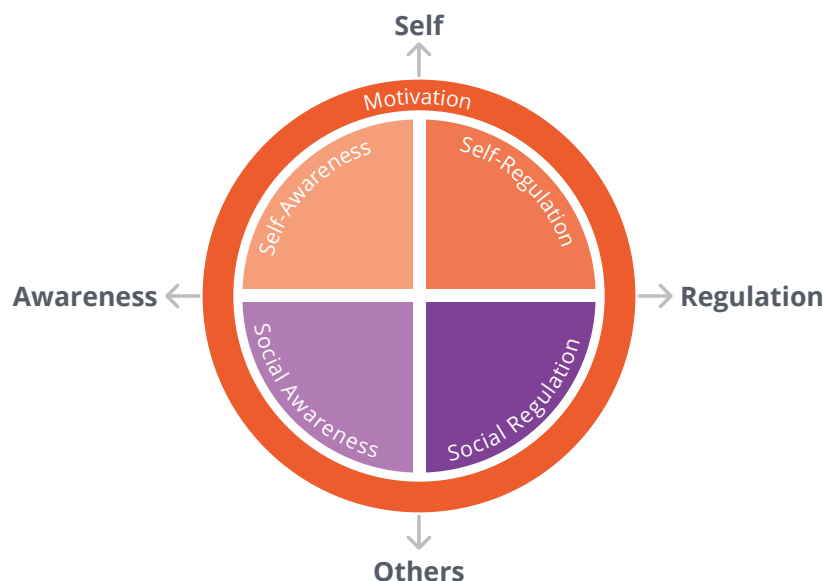


A Framework of Emotional Intelligence

This report is structured around five core dimensions of Emotional Intelligence. Each dimension reflects a distinct, yet interconnected, aspect of how emotions are perceived, processed, and applied. Together, they provide a comprehensive picture of how emotional patterns influence performance, relationships, and well-being.

- **Self-Awareness** is the ability to recognize and understand your moods, emotions, and drives. This dimension explores how actively a person notices and reflects on their emotions and the effect those emotions may have.
- **Self-Regulation** is the ability to control or redirect disruptive impulses and moods, and the tendency to suspend judgment and think before acting. This dimension explores how consistently emotional responses are managed and redirected to maintain balance and focus.
- **Motivation** is the passion to work for reasons that go beyond external drives such as knowledge, utility, surroundings, others, power, or methodology, and is based on an internal drive or tendency to pursue goals with energy and persistence. This dimension explores how purposeful emotional energy is channeled into meaningful goals and sustained effort.
- **Social Awareness** is the ability to understand the emotional makeup of other people and how your words and actions affect them. This dimension explores how attentively emotional cues in others are recognized and interpreted in social situations.
- **Social Regulation** is the ability to influence the emotional clarity of others through skill in managing relationships and building networks. This dimension explores how intentionally emotional dynamics are managed to guide interactions and support positive outcomes.

This report uses this framework to highlight current levels of activity, offer practical growth strategies, and explore how each area may influence day-to-day outcomes.



General Characteristics

Self Dimension

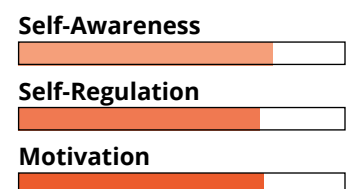


This section provides insight into how Sally typically engages with internal emotional experiences. It explores general patterns in how she notices, manages, and channels emotional energy. The feedback reflects current levels of activity across the Self-Awareness, Self-Regulation, and Motivation dimensions. Use this section to understand how Sally's personal focus may influence self-management, goal-setting, and leadership consistency under pressure.

Sally occasionally identifies emotional reactions, though the broader pattern may be unclear. A stronger sense of self is forming, though Sally is not always fully anchored in it. Basic emotional states are often recognized, though Sally may struggle to unpack deeper meaning or implications. While Sally recognizes some strengths, there may be hesitation in acknowledging limitations. Shifts in confidence may reflect Sally's emotional state, though the connection isn't always recognized right away. She often realizes emotional interference after a decision or reaction has already happened.

Sally seeks to adjust mood and focus in response to change or uncertainty. Emotional changes are often detected early through awareness of body cues like tone or posture. She generally adapts to context, expressing emotion in ways that fit the moment. She often filters her reactions in order to maintain a constructive tone. Sally reflects regularly to understand how emotional responses could be refined. When challenged, Sally generally manages frustration in constructive ways.

Sally engages with tasks when energized, though follow-through can be impacted by fluctuating emotion. With the right support in place, Sally maintains engagement across the day, though routine tasks may affect focus. She engages with feedback when it's available, but may not actively seek out these conversations. She requires reminders or external support to maintain focus on goal-related tasks. Sally resets after setbacks with time or support, but may take longer to regain full focus. She may acknowledge her strengths but doesn't always use them to sustain her drive.



General Characteristics

Others Dimension



This section provides insight into how Sally typically engages with the emotions of others. It explores general patterns in how she interprets emotional cues and manages interpersonal dynamics. The feedback reflects current levels of activity across the Social Awareness and Social Regulation dimensions. Use this section to understand how Sally's awareness of others and approach to relationships may influence her team communication, ability to manage group dynamics, and leadership impact.

Sally often notices subtle social cues and uses them to interpret underlying meaning. When words and emotions misalign, Sally tends to notice and reflect before responding. During interaction, Sally usually reflects on how others might be feeling. By observing verbal and non-verbal cues, Sally tends to notice when others need space or support. Sally often picks up on changes in tone, motivation, or group energy. She is often aware of how specific individuals tend to respond to stress or change.

Sally typically shows up with encouragement when others are navigating change. Her approach to influencing others tends to adapt to build stronger alignment across roles and settings. She tends to use language and presence to encourage emotional alignment in group conversations. When emotions run high, Sally tends to stay present and receptive, which can encourage disclosure. Sally regularly uses genuine praise to energize individuals or teams. By being present and calm, Sally often helps others feel comfortable sharing sensitive topics.

Social Awareness



Social Regulation



Emotional Quotient Graph

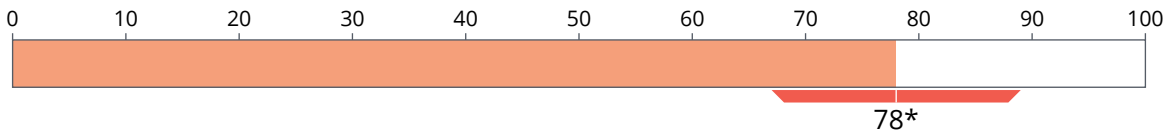


The Five Dimensions of Emotional Intelligence

This section provides a visual summary of how actively each of the five dimensions may be reflected in Sally's day-to-day actions, decision-making, and interaction. Rather than labeling ability, this information is designed to support reflection, highlight her natural tendencies, and identify opportunities for growth. Use this section to reflect on what's working in leadership situations, what may feel less natural, and where focused action could support stronger influence, alignment, and connection with others.

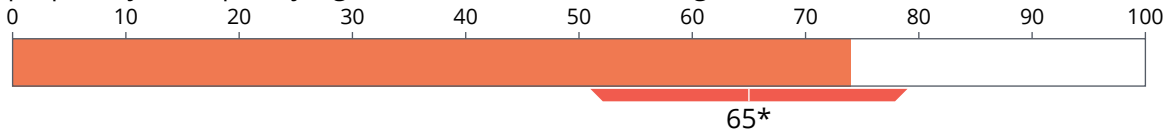
Self Dimension

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



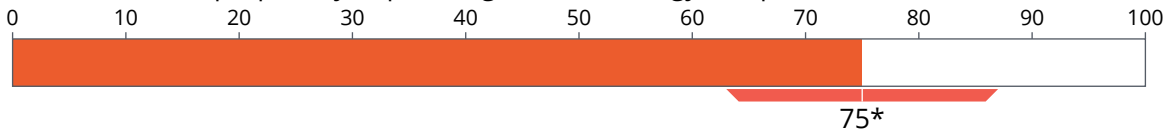
78

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



74

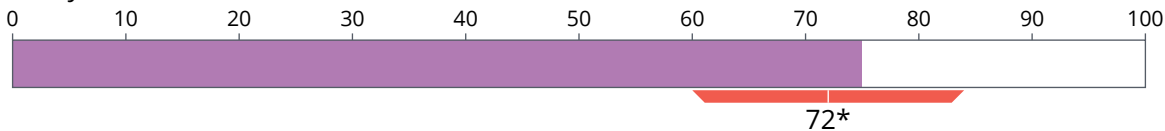
Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



75

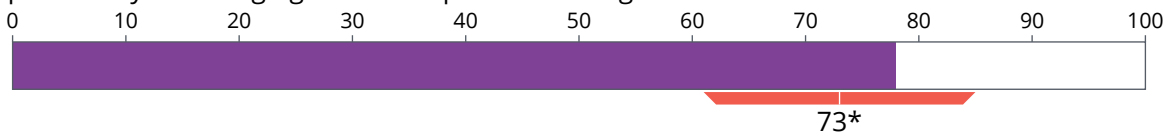
Others Dimension

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



75

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



78

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

Emotional Quotient Activity Snapshot

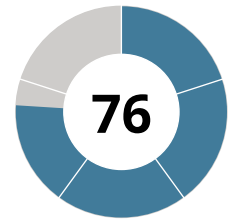


Exploring Emotional Themes & Patterns

This section provides a high-level summary of how actively the emotional dimensions explored in this report may be influencing Sally's actions, decision-making, and interaction. Each graph consolidates related areas of focus, offering a broader view of personal and interpersonal emotional activity. Use this section to reflect on how emotional focus and regulation may influence leadership presence, team dynamics, and day-to-day decision-making.

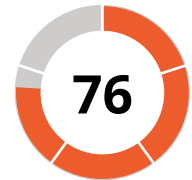
Total EQ Score

A combined view across all five dimensions, reflecting the overall level of emotional activity that may be shaping thoughts, actions, and interactions with others.



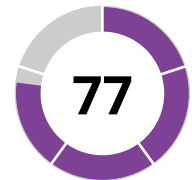
Self Dimension Score

A consolidated score drawn from Self-Awareness, Self-Regulation, and Motivation. This score reflects how consistently emotions are recognized, understood, and channeled toward meaningful outcomes.



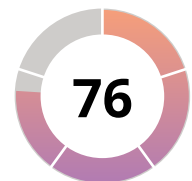
Others Dimension Score

A consolidated score based on Social Awareness and Social Regulation. This score shows how actively emotional cues are perceived in others and how relationships are managed to support effective outcomes.



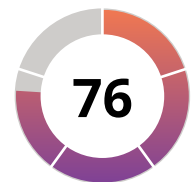
Awareness Dimension Score

A consolidated score based on Self-Awareness and Social Awareness. This score reflects how actively emotional signals are perceived, both internally and in others.



Regulation Dimension Score

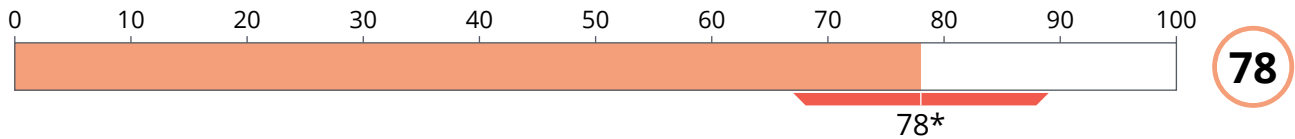
A consolidated score based on Self-Regulation and Social Regulation. This score reflects how emotions are managed in both personal and interpersonal contexts to support stability, collaboration, and results.



Self-Awareness



This section explores how actively Sally perceives her emotional states and patterns. Self-Awareness reflects the degree to which she is able to notice, label, and understand her emotional experiences and how those states may influence her thoughts or actions. Use this section to help her reflect on how emotional self-awareness may support sound judgment, presence, and authentic leadership.



Sally shows signs of emotional awareness, though it may be more available in certain settings or situations. Building habits of reflection can help her clarify how mood and mindset shape everyday choices. This result points to an emerging self-awareness foundation that can be strengthened through practice.

Growth Activities

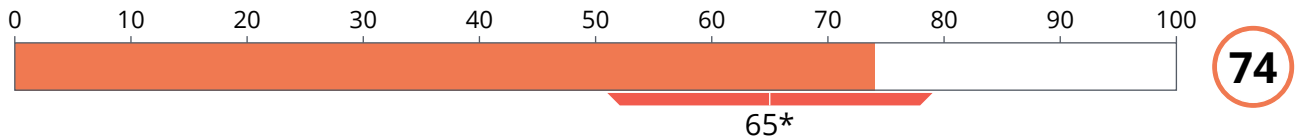
Based on Sally's Self-Awareness score, below is a list of potential ways for her to continue to grow and refine the ability to perceive her emotional states and patterns:

1. Share one genuine emotional insight per day in informal interactions.
2. Reflect on a moment where emotion tipped into reaction. Note what came just before the shift.
3. Before making a key decision this week, ask, "What is my gut telling me?"
4. Identify the most common emotion experienced in a week. Explore 2-3 nuanced words that describe variations of that emotion.
5. At midday each day, note any subtle emotions, not just strong reactions.
6. Track three moments this week that caused an emotional shift. Describe the pattern or cause.
7. Keep a simple log of emotional tone after key interactions this week and reflect on patterns.

Self-Regulation



This section explores how actively Sally manages emotional responses in a consistent and intentional way. Self-Regulation reflects the degree to which she maintains emotional balance and redirects disruptive impulses in service of stability and focus. Use this section to help her explore how emotional steadiness may support composure, decision-making, and resilience in leadership.



Sally responds thoughtfully in most moments, with reliable emotional control across many settings. Expanding strategies for recovery and tone management might help her stay grounded under greater demand. This score reflects a dependable self-management approach with room to sharpen and scale.

Growth Activities

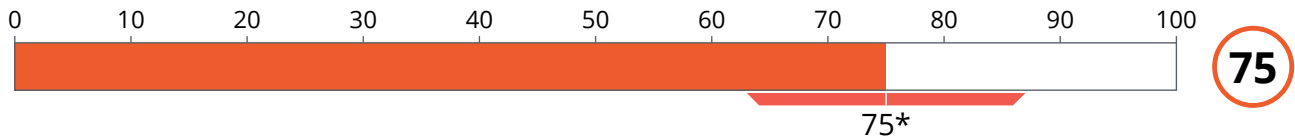
Based on Sally's Self-Regulation score, below is a list of potential ways for her to enhance emotional control and reactivity in order to incorporate emotional energy into productive pursuits while managing impulses and disruptions:

1. For one charged situation this month, note how long intensity lasted and what helped shorten or prolong the response.
2. Choose one difficult topic to discuss. Practice managing tone and word choice throughout the exchange.
3. Journal two recurring reactions and note what tended to spark them.
4. In the next high-pressure scenario, use a centering breath to maintain tone. Reflect on what worked.
5. Identify two early signs of strain and list planned responses for each.
6. Introduce a "pause and scan" habit before responding in tense situations. Note what it changes in the interaction.
7. Reflect after two meetings on whether tone supported the goal.

Motivation



This section explores how consistently Sally channels emotional energy toward personally meaningful goals. Motivation reflects the degree to which she pursues objectives with purpose, energy, and persistence. Use this section to help Sally reflect on how personal purpose and ambition may shape her leadership impact and inspire others.



Sally draws on internal motivation at times, though this may fluctuate depending on clarity or interest. Clarifying personal values and linking them to goals can help strengthen momentum. This result suggests she seems able to connect emotional energy to goals that hold personal significance.

Growth Activities

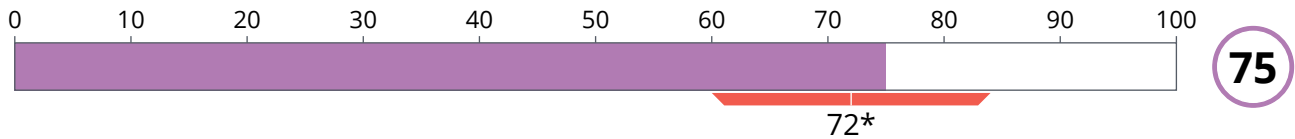
Based on Sally's Motivation score, below is a list of potential ways for her to connect with her internal drive and focus in order to channel emotional energy to pursue personal objectives:

1. List two tasks this week that felt hard to start. Reflect on what helped eventually build momentum.
2. After a setback, note one personal behavior or condition that supported recovery. Reinforce this.
3. Before starting a task, ask, "What value will this help me express today?"
4. Write a "Plan B" for a challenge currently creating drag or resistance. Include emotional reset steps.
5. Each day this week, reflect on one moment when energy shifted and what preceded it.
6. Track micro-wins in a visual way across three routine tasks this week. Use these to maintain pace.
7. Set realistic, emotionally aware checkpoints during one demanding week period.

Social Awareness



This section explores how attentively Sally observes emotional cues in the people around her. Social Awareness reflects the degree to which she perceives the emotions, needs, and concerns of others. Use this section to help her consider how team awareness and empathy may support trust, morale, and a culture of psychological safety.



Sally reads emotional dynamics and adjusts interpretation across many conversations and contexts. Continuing to tune into tone and timing can enrich group and one-to-one interactions. This score reflects a strong and reliable awareness of others.

Growth Activities

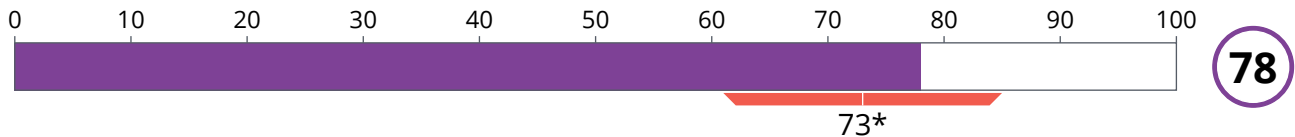
Based on Sally's Social Awareness score, below is a list of potential ways for her to refine interpersonal perception in order to ensure she is collecting and analyzing the emotional signals from the people around her:

1. Notice signs of disengagement in four meetings this week and how people responded.
2. When tone and words seem misaligned, practice mentally naming what feels off. Reflect before interpreting intent.
3. Identify how emotion shows up differently across formats like video, in-person or chat this week.
4. During emotionally charged conversations, ask one open-ended question. Notice how it shapes expression and tone.
5. Recognize moments in four conversations where tone and words were misaligned.
6. Select one conversation per day to observe subtle changes in posture, movement, or facial expression. Reflect on likely causes.
7. Observe how emotional presence shifts depending on the topic or role in three group conversations.

Social Regulation



This section explores how intentionally Sally navigates interpersonal relationships and emotional dynamics. Social Regulation reflects the degree to which she responds to the emotions of others in ways that promote collaboration, cooperation, and positive outcomes. Use this section to help her explore how considered responses may support constructive dialogue and enable high-performing teams.



Sally shapes emotional tone across a range of interactions and supports others thoughtfully. Continuing to fine-tune presence and emotional matching can help her adapt across groups and moments. This result shows a strength in supporting others and guiding relational tone.

Growth Activities

Based on Sally's Social Regulation score, below is a list of potential ways for her to build interpersonal influence in order to positively impact each situation and leave it better than she found it:

1. Offer hopeful or steadying encouragement this week when someone nearby shows signs of hesitation.
2. Before offering input, affirm what others are feeling or experiencing. Track how this changes tone and engagement.
3. When someone appears distracted or discouraged this week, pause to ask a question or offer a prompt that helps redirect their energy toward a useful next step.
4. In emotionally loaded conversations, pause before speaking. Focus on tone and timing to maintain emotional safety.
5. Support someone this week by acknowledging tension before encouraging a shift in direction or momentum.
6. Use a three-second pause after noticing emotional cues in conversation. Reflect on how this changes response readiness.
7. Offer a steady tone and safe language during complex conversations this week.

Emotional Intelligence Quick Tips



This section offers practical, easy-to-apply tips aligned with Sally's current patterns across the five key areas of emotional intelligence. Use this section to find simple ways to help Sally strengthen her emotional effectiveness in daily situations, both personally and in working with others.



Self-Awareness

Recognizing internal states & understanding how they influence thoughts, decisions & actions.

- Create a list of the emotions experienced this week.
- Try to ask, "Was emotion a factor here?"
- Note one rising emotion each morning.



Self-Regulation

Managing impulses & responses to stay balanced, focused & effective under pressure.

- Practice one "pause & breathe" moment daily.
- Try two reset moments during work hours.
- Reflect once a day, "Was that a choice or a habit?"



Motivation

Channeling internal drive into purposeful goals & consistent forward action.

- Ask, "What's next?" after a setback.
- Choose one task to complete start-to-finish.
- Reflect on one task & its purpose.



Social Awareness

Noticing & understanding the emotional signals, needs & experiences of others.

- When observing reactions, ask "What else could be going on?"
- Match tone to energy twice daily.
- Track mood shifts across three team meetings.



Social Regulation

Shaping emotional tone & communication to support connection, clarity & shared outcomes.

- Use short phrases to affirm effort.
- Practice adjusting communication in one new way daily.
- Use tone-setting phrases to start meetings.



Impact on Performance

Exploring Day-to-Day Impact

This section explores how Sally's current level of activity in each area may shape day-to-day actions and performance. Each insight focuses on a key theme, highlighting where emotional presence supports outcomes and where growth could unlock greater clarity, connection, or resilience. Use this section to help her consider how day-to-day actions influences team dynamics, and where increased self- or social awareness may support stronger leadership outcomes.

Identifying & Naming Personal States

Noticing, naming, and understanding the nature of emotional experiences.

Leaders who normalize emotional language create space for honest dialogue and reduce misunderstandings in the team.

This may shape Sally's performance in the following ways:

- Sally recognizes shifts in mood, but can struggle to define or describe emotional states clearly.
- When emotions are muted or unclear, others may struggle to read how Sally is experiencing key moments.

Key Takeaway: Building the habit of recognizing emotions helps reduce reactivity and guide more thoughtful responses.

Impulse & Intensity Management

Pausing, moderating, and regulating reactions in the moment.

Leaders who stay composed under pressure create a team culture where challenges are met with calm, not chaos.

This may shape Sally's performance in the following ways:

- Sally typically pauses before reacting and redirects strong emotion.
- When situations intensify, Sally can assist in keeping conversations productive by moderating her reactions.

Key Takeaway: Staying composed under pressure helps steady team reactions and foster a sense of control in challenging moments.



Impact on Performance

Exploring Day-to-Day Impact - Continued

Resilience & Bounce Back

Rebounding from difficulty, resetting when energy drops, and re-committing after setbacks.

Leaders who model resilience support team energy and renewal through setbacks.

This may shape Sally's performance in the following ways:

- Sally recovers more quickly with support, though setbacks can delay action.
- After setbacks, Sally's energy or confidence may take time to return, which can influence team pace and optimism.

Key Takeaway: Building recovery habits helps prevent performance dips and support focus under pressure.

Interpretation & Meaning

Understanding the meaning, motivation, or emotional truth behind observable cues.

Leaders who explore emotional subtext promote honest dialogue and reduce misunderstanding across the team.

This may shape Sally's performance in the following ways:

- Sally makes links between cues and emotional context in most cases.
- In conversations, she tends to notice what isn't being said, which allows a group to incorporate any unspoken context.

Key Takeaway: Linking emotional cues to meaning helps reduce miscommunication and improve mutual understanding.

Impact on Performance

Exploring Day-to-Day Impact - Continued



Support & Encouragement

Offering timely, appropriate responses to others' struggle, discouragement, or resistance.

Leaders who offer timely encouragement help the team recover, re-engage, and stay confident.

This may shape Sally's performance in the following ways:

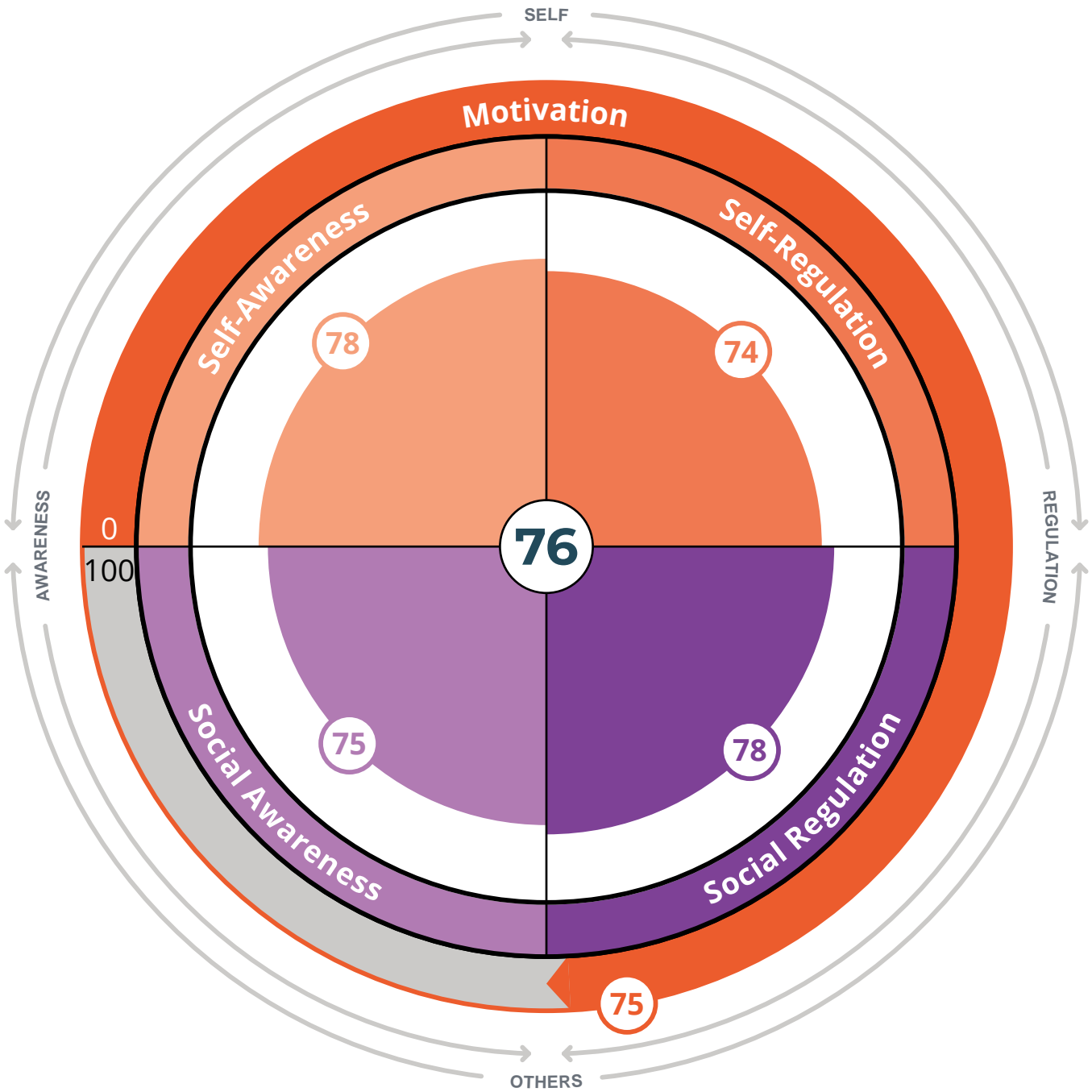
- Sally shares encouragement in meaningful moments, often helping others feel supported.
- Encouragement from her is generally well-placed and can help sustain group morale.

Key Takeaway: Encouraging consistently helps sustain effort and build team confidence.

Emotional Quotient™ Wheel



Use your EQ Wheel results to identify both strengths and areas for growth in emotional intelligence. Focus on your lower-scoring dimensions as key areas for growth and apply strategies on the next page to enhance these skills.



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EQ Development Plan

Turning Insight into Action



This TTI EQ Development Plan is designed to help translate report insights into meaningful action. Targeted attention and small, consistent practices in one area often spark growth across all dimensions of emotional intelligence. Use this plan to explore and build capacity in the EQ factor with the greatest potential impact.

Actionable Steps for Growth:

1. Select a Focus Area: Review the report to identify the EQ factor with the greatest relevance right now. This may be a lower-activity area or a strength worth deepening to support current goals.

2. Define a Meaningful Target: Clarify what growth in this area might look like. Focus on practical change, for example, a shift in action, response, or impact in day-to-day settings.

3. Commit to Small Practices: Refer to the Growth Activities in the report to identify small, repeatable actions that build capability over time. Keep practices realistic and consistent.

4. Reflect & Adjust: Pause regularly to notice shifts in awareness, confidence, or behavior. Use these reflections to refine direction and reinforce progress.

Introduction



Blending Behaviors, Driving Forces, & 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, driving forces is the "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 driving forces, yet they still respond to the same situations differently, especially when the situations are emotionally charged.

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



Blending for Success

Behaviors, Driving Forces & EQ

People who understand and appreciate themselves as unique individuals and can apply that same understanding and appreciation to others are more successful. This section is designed to connect an individual's behavioral strengths and primary driving forces cluster with her Emotional Intelligence in order to propel and navigate the day-to-day situations of the business landscape.

To clarify this section, Sally's primary driving forces cluster includes: Objective, Commanding, Intellectual, and Structured.

Sally has a moderate level of Self-Awareness. She is mentally and physically aware of a change in how she is feeling but may not be able to always anticipate or explain the change before it happens. Coupled with her high "Steadiness" behavioral style, these feelings may be intensified and acted upon based on the emotional reaction rather than being thought out. This reaction may be more inward versus outwardly displayed due to the high "Steadiness" factor. People with a high "Steadiness" tend to be methodical, sincere and willing to accommodate the needs of others, and they may suppress their feelings when particular triggers are ignited without even realizing it. However, with Sally's moderate level of Self-Awareness, she is aware of the physical and emotional response connected to these triggers but is not always able or willing to articulate them.

Sally has a high level of Self-Regulation. She is able to manage responses and reactions to emotionally charged events. Possessing a high "Steadiness" behavioral style indicates that Sally would be non-demonstrative, possessive of information, and will want to avoid conflict. However, with high Self-Regulation, the typical behavioral characteristics will be tempered in a way to minimize the eventual "enough is enough" erosion that a high "Steadiness" is predicted to have. By utilizing her steady behavior and her ability to manage reactions, Sally will be able to more effectively contribute to team efforts and adjust to changing environments. Be careful in instances where the topic at hand directly relates to Sally's primary driving forces cluster. The ability for her to utilize her Self-Regulation skills may be hindered when a perceived threat to her drivers is present.

Blending for Success

Behaviors, Driving Forces & EQ



Sally has a moderate level of Motivation. She has an average amount of motivation and passion to work for reasons that don't satisfy her primary driving forces cluster. 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 her primary driving forces to be satisfied through her career.

Sally has a high level of Social Awareness. She 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. Sally typically views things from the perspective of her primary driving forces cluster, whereas not all people filter information from this viewpoint. Being able to step out of this mindset is key in being able to help organizational leaders create a stable and predictable organization, which her "Steadiness" behavioral style requires.

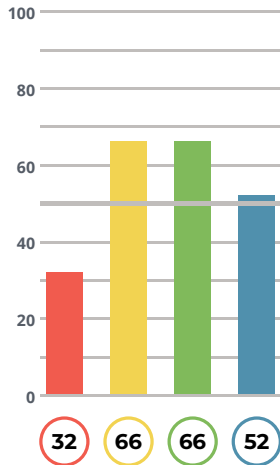
Sally has a high level of Social Regulation. She is able to proficiently manage relationships and build networks. She is able to inspire and guide groups through nurturing relationships and her ability to create group synergy. Sally has a unique ability to build relationships with all types of people, whereas the majority of individuals build the best relationships with people that have like driving forces. Her primary areas of interest originate from Objective, Commanding, Intellectual, or Structured. However, she is able to set these aside in order to form relationships that don't directly lead to the satisfaction of these passions. Behaviorally, Sally prefers a warm and sincere approach. In addition, she wants personal assurance and guarantees that can and will be delivered upon. Based on her well-developed Social Regulation, she will be able to adapt her communication style to meet the needs of the relationship.



Graph I

Adapted Style

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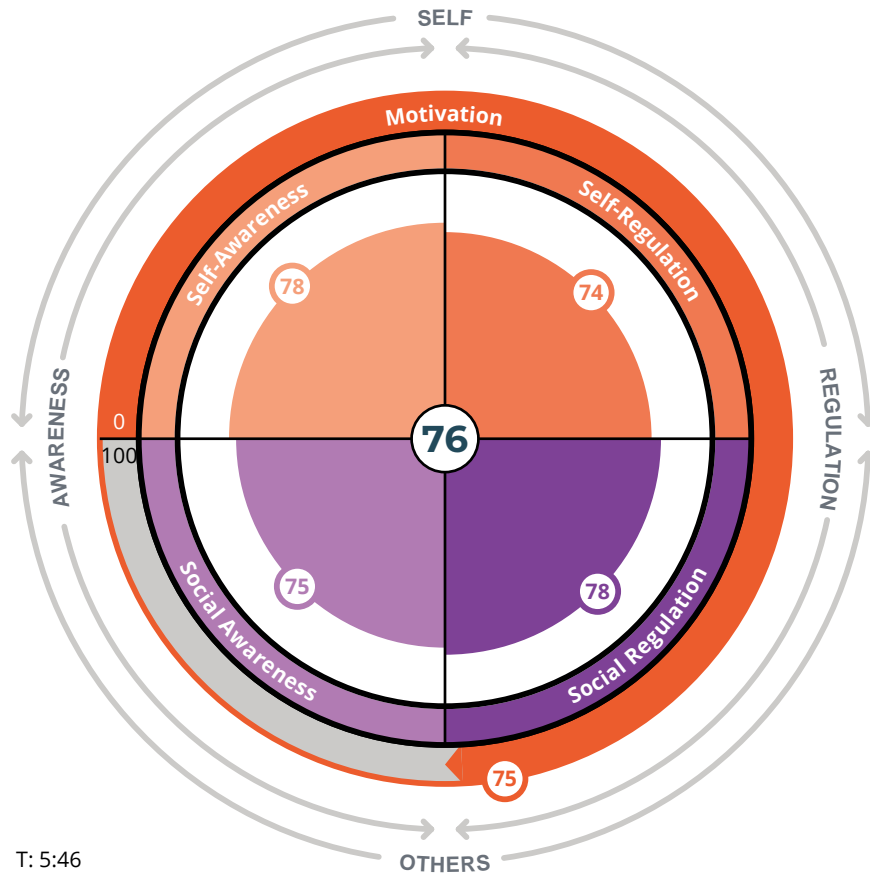
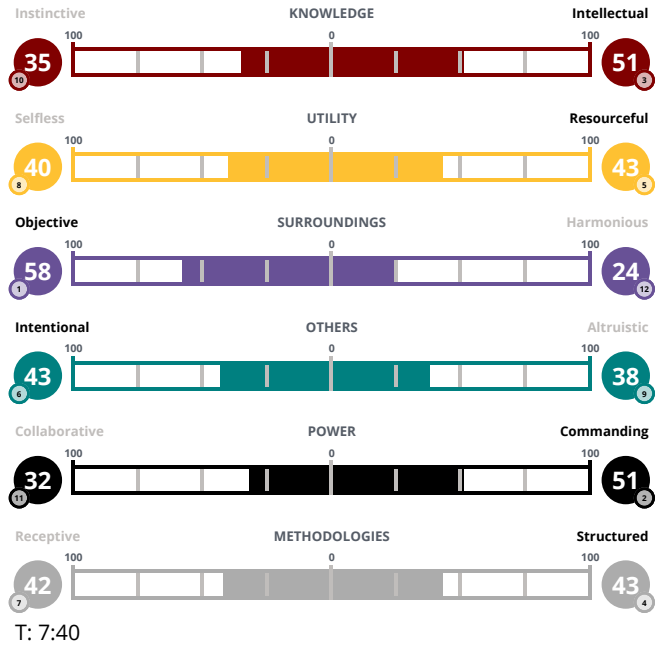
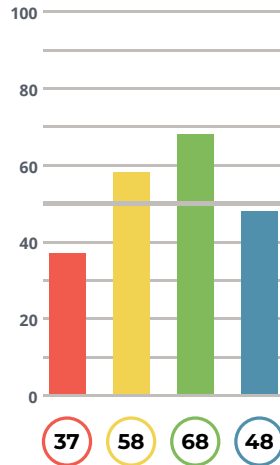


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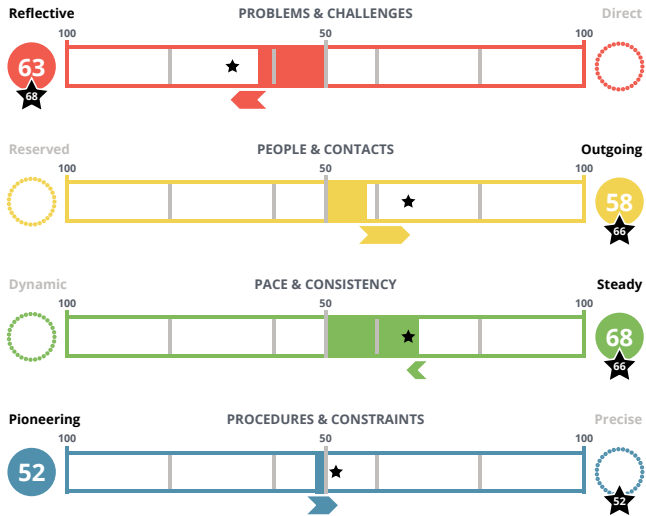
Graph II

Natural Style

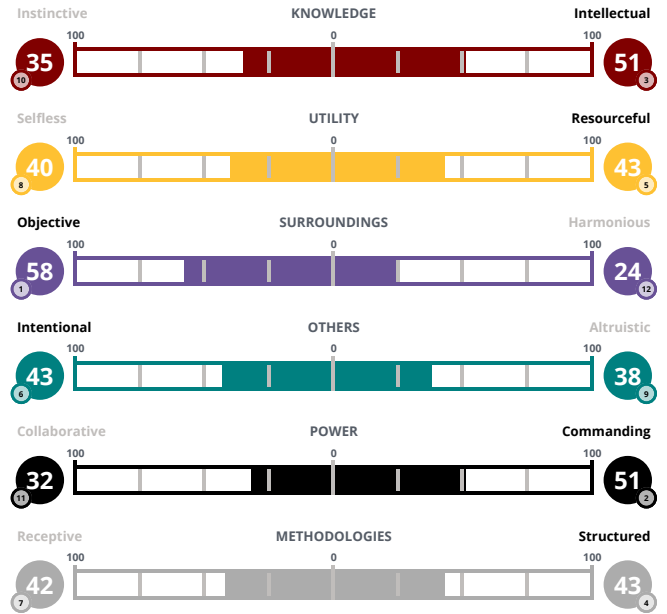
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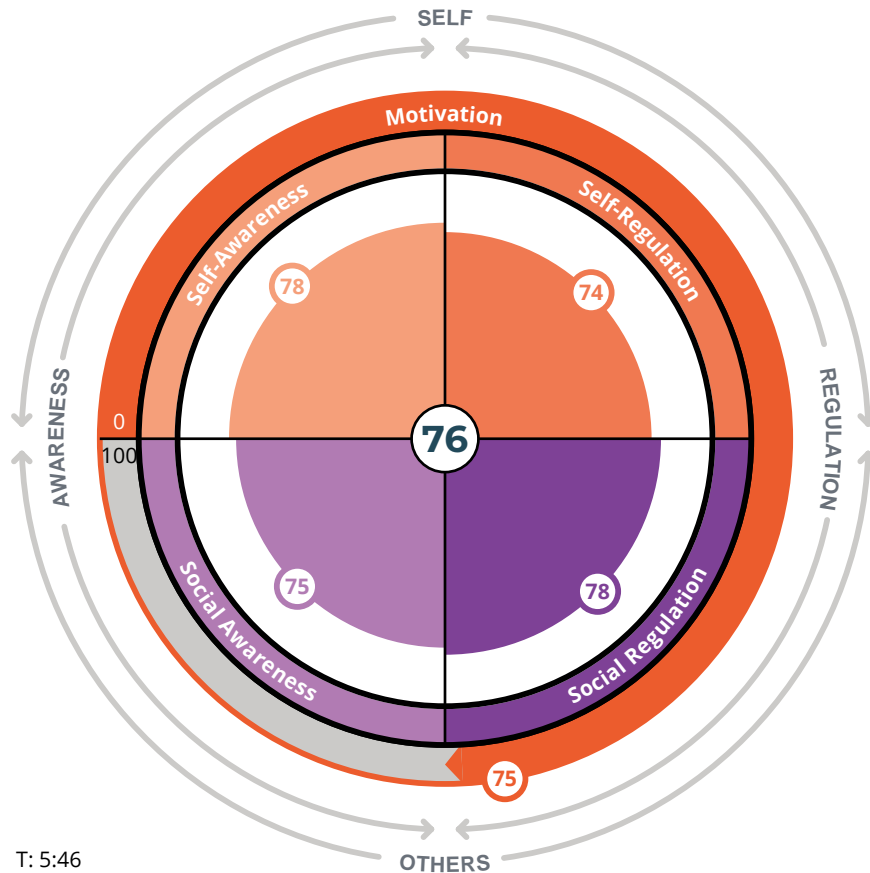
TriGraph



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1-14-2026

Sally Summer