

Welcome to the TTI Professional Development Series

This participant's manual is designed to help you discover your motivators, the motivators of others on your team or in your organization, and to help you design a strategy for becoming more effective as a whole. You will find materials and questions to help you engage in the training as well as a Group Information Log where you can record important information and applications learned during this series.

Before you begin this journey, it is imperative that you complete the on-line assessment. If you have received instructions and a "Response Link" from your facilitator, go to www.ttisurvey.com and complete the assessment. Working through your assessment and upcoming training lessons, you will receive valuable insights into your own motivators, an understanding and appreciation for the motivators of others and how to blend differences in order to build stronger relationships and increase effectiveness.

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Here's What You Need to Know Before You Start...

- Take your online TTI motivators assessment. When taking the assessment, be decisive and move through it as quickly as possible—do not over analyze.
- Bring your TTI motivators report to every lesson. You will refer to your report many times throughout the course of this program.
- Share highlights of what you've learned from your report and this workbook with others during the team-building lessons. In addition, share this information with your spouse, children, friends or other coworkers. Clinical studies have shown that if you do not act on the information you receive within a short period of time and continue to apply and discuss the insights learned, you tend to put what you have learned on the shelf, not into practice. Sharing your insights with others will set the stage for important, positive changes and growth.

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LESSON ONE

Introduction

Welcome to lesson one. Your facilitator will lead your group through a series of exercises designed to give you a taste of the powerful results you can achieve when organizations and teams work well together. You will learn how to break down the process that generates conflict. Instead of letting conflict divide your organization or team, you will be able to harness that energy and diversity to become more productive and effective as a whole.

By the end of the course, you will see how everyday conflict can actually lead to efficiency and effectiveness. So relax, enjoy the exercises and have fun!

Don't forget to take notes in the sidebars of your participant's manual.

The six factors used as the basis for the TTI Professional Development Series, Motivators Version falls into the following categories:

- How you value and approach knowledge and information
- How you value and approach time and resources
- How you value and approach the arts and protection of the environment
- How you value and approach efforts to help people and causes
- How you value and approach authority, power and control
- How you value and approach traditions and a system of living

List observations from the TTI Motivators Revealed™ Game:

Answer the following questions:

During the game, were you surprised at the way some of your teammates ranked their choices? Why or why not?

Was anyone surprised by the way you ranked your choices? What was the reason for the choices you made?

Answer these questions and then discuss as a group:

Did your own bias come into play when choosing a card for another player?

Did you see any differences in what your team members valued compared to what you value?

If these differences are present on a small scale, like this game, how do you think they factor into team projects or our general work environment?

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Answer the following questions on your own:

As you participated in the card game, how did you choose which cards to hand out?

Was your choice based on what you knew or did you pick from what you liked?

Did you learn anything new about your team members? What did you learn?

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As a group, briefly discuss this question:

Remember to take notes in the sidebars.

Every lesson of this process will equip us to function more effectively as an organization and as a team by helping each of us grow. How are we going to accomplish that?

What are your expectations of this course?

What do you hope to gain?

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LESSON TWO

Understanding Your Motivations

The key to increased effectiveness is understanding and appreciating others' viewpoints. In order to do this, you must first understand your motivators. Every person on the team has a unique mix of these different motivational factors when looking at hierarchy and intensity. The key in this lesson is to help you understand the value you bring to the team and the value of your team members' contributions.

Be sure to take notes during the DVD portion of this lesson.

Discuss these questions as a group:

What was your reaction to the activity at the beginning of this series?

How can the team as a whole be affected when not all motivators are represented?

What are your strongest contributions?

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Motivators Version

Please turn to your TTI motivators assessment. For the first three motivators listed, pick three statements that you agree with strongly.

Motivator 1: _____

1. _____
2. _____
3. _____

Motivator 2: _____

1. _____
2. _____
3. _____

Motivator 3: _____

1. _____
2. _____
3. _____

How do you see these strengths being utilized best on your team?

Teamwork can only get you so far if the team isn't properly balanced. Identifying a need that is missing from the team can be just as important as realizing our own strengths and the strengths of our team members. We should be careful not to use the motivators as labels or rely on them as an excuse for someone's actions. Rather, use them as a beginning to understand our team members' points-of-view and how our motivators might be perceived by those with whom we interact.

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Answer the following questions:

Are you using your strengths for the benefit of the team? If not, why? What specific changes will need to be made in order for you to fully utilize your strengths?

What do you think is the number one strength you bring to the team?

Have you identified any areas where you need additional personal or professional growth? List those areas below.

Pick one of your challenging areas and list one specific, positive change you can make to create a difference in this area.

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LESSON THREE

Theoretical Defined

Now that we have an understanding as to how the motivational hierarchy works, let's think about the first predictable area of team conflict. One of the main strengths of Theoretical thinkers is their ability to solve problems by asking questions and formulating theories in a manner much like the scientific method. They are able to apply knowledge of past situations quickly and effectively to new situations or problems. However, Theoretical value on its own without any other influences is focused on acquiring new knowledge, not on applying it.

Be sure to take notes during the DVD portion of this lesson.

Respond to these questions as a group:

Have you ever worked on a project where you didn't have all of the information you needed to complete it? Have you had some information or a good idea and weren't sure what you could do with it?

What would happen if we spent all our time doing research and didn't apply what we learned?

What problems might we run into if we completed a project with little to no research or information?

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Answer the following questions on your own:

How has the Theoretical value helped you or your team?

What aspects of the Theoretical value appeal to you?

How does this lesson apply to you? What did you learn about interacting with Theoretical people?

How are you going to use this information about the Theoretical's approach with your team this week?

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Once the discussion has ended, answer the following questions:

As you understand your approach to the Theoretical value, is there anything you need to say or explain to other team members? Have you judged differences harshly or discounted alternative approaches in the past?

What kind of difference do you think understanding this value will make in other areas of your life?

Valuing differences is a new concept for many people, so give your team opportunity to mend some bridges. Use this as a stepping-stone to unity.

How do you think Theoretical people view you?

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