



TTI
SUCCESS
INSIGHTS®

Talent Insights™

Engagement

Rebekah Lee

Director of Operations

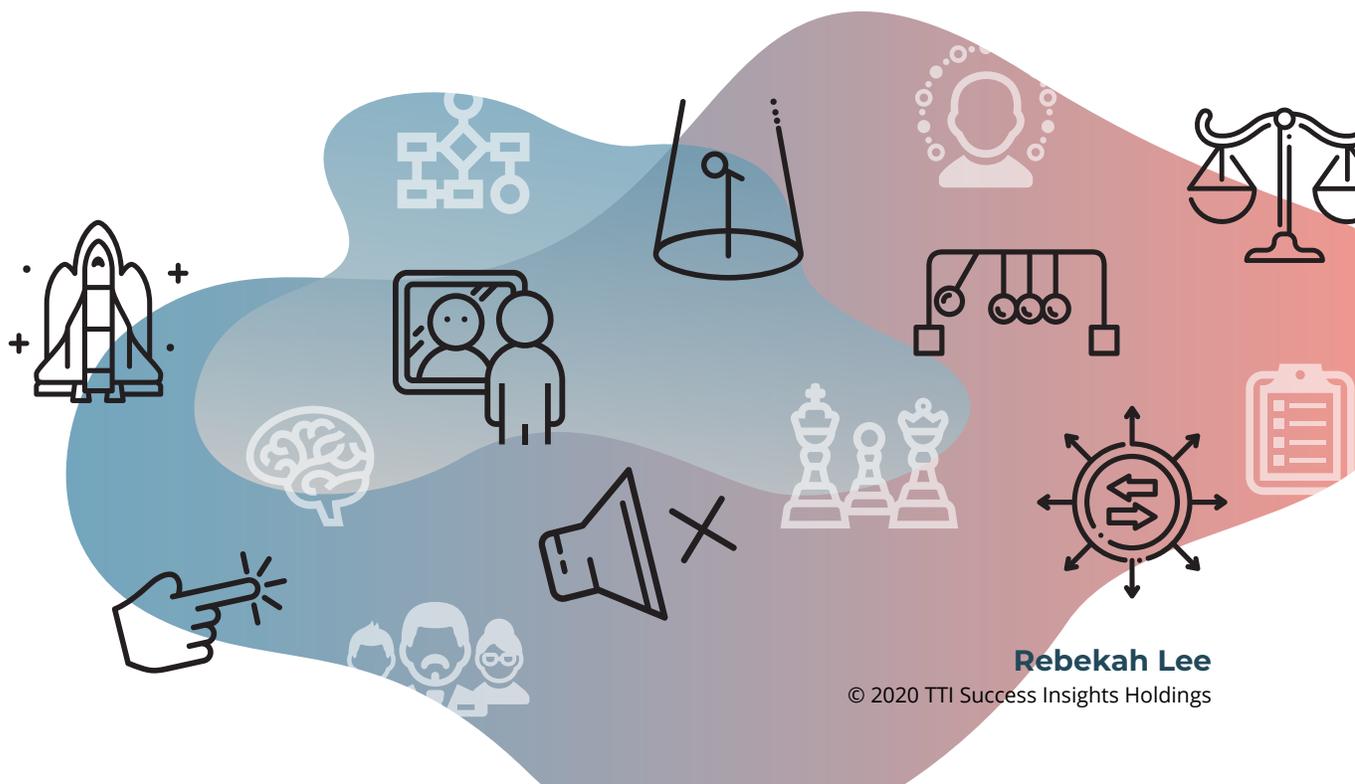
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Where Engagement Begins

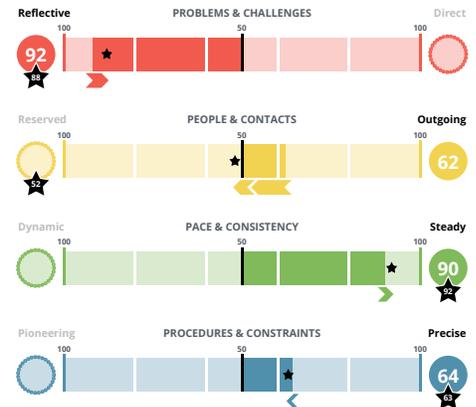
Getting to Know the “How” of Rebekah



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

Rebekah does not enjoy confrontation. She feels she can help the situation through patience and support. She prefers to know what is expected of her and also what is expected of others who will be involved in a project or task. More transparency will result in more engagement from Rebekah. She will be open with those whom she has frequent interactions; however, in initial meetings she may seem uncomfortable or disengaged. Usually considerate, Rebekah is compassionate and accepting of others; however, she may seem indifferent on the surface. Rebekah likes a friendly, laid-back style of communication.

She is not easily triggered or dramatic, and she may become disengaged and not always state her feelings.



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

Where Engagement Begins

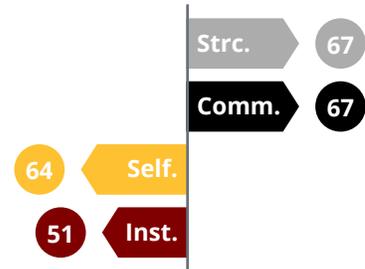
Getting to Know the “Why” of Rebekah



What people are drawn to and what keeps people motivated, differs from person to person. Below, we explore why Rebekah does what she does. In general, what does she value that keep her motivated and engaged.

Rebekah enjoys exchanging ideas with the mindset of influencing others to follow her standards. She is engaged when following a system and applying it in situations. She will use a proven approach in formulating a plan of action. She will strive to maintain her individuality when engaging in group settings. Rebekah wants to control her own adventure and display her independence. She will strive to create a team that displays a leading level of engagement.

She will accomplish tasks for the sake of accomplishment. She will stay more engaged based on the process and people involved more than the end result. When engaging with others, Rebekah will relay relevant information based on her perception of what's important to the situation. She will view and use knowledge as a needed resource or a means to create engagement. She looks for proven methods to accomplish everyday tasks. She places a high value on following and implementing systems.



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

Keys to Engagement

Unlocking Rebekah's Potential



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

Engagement happens when...



There is understanding that the resistance to change comes from loyalty to the system.



She is the go-to for relevant information.



There is respect for privacy of personal beliefs.



Supporting others by gathering and delivering pertinent information.



Others appreciate her steadfast approach to leadership.



Recognition is received for loyalty and service.



Celebrating goal achievement for the team.



She has time to accomplish her to-do list.



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

Engaging Through Communication

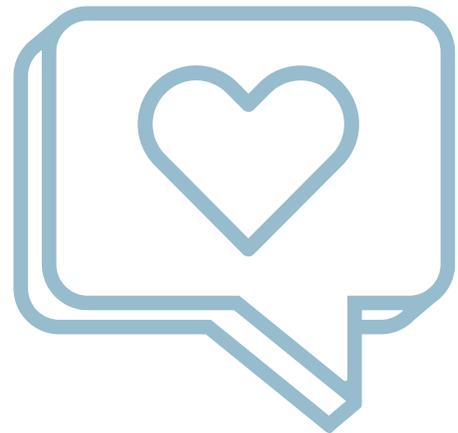


How (and How Not) with Talk to Rebekah

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

Do...

- ✓ Be prepared.
- ✓ Take your time and allow for reflection.
- ✓ Take time to be sure that she is in agreement and understands what you said.
- ✓ Give her time to ask questions.



Don't...

- ⊘ Constantly decide for her or she'll lose initiative.
- ⊘ Talk in a loud voice or be aggressive.
- ⊘ Present your case in random order.
- ⊘ Use opinions as sources.

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

Creating Peak Productivity



Where Rebekah Excels

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

Rebekah's productive place includes...

- ▶ Being seen as a reliable team player working within the organizational system.
- ▶ An environment that instills a sense of security and reliance on an established system.
- ▶ Recognition for consistency and steadiness.
- ▶ Opportunities to challenge change for the sake of change.
- ▶ Working behind the scenes as an important part of accomplishing the task.
- ▶ Protecting the organization by supporting and completing projects consistently.



- ▶ A credible leader that provides necessary information.
- ▶ Time to make decisions based on clear-cut information.

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

Make It or Break It



How Rebekah Impacts the Team

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



STRENGTHS

- ✓ Predictable and reliable.
- ✓ Will be loyal to a strong leader.
- ✓ Stable and consistent.
- ✓ Active listener.



WEAKNESSES

- ✗ Often inflexible and slow to change.
- ✗ May procrastinate, waiting on leadership.
- ✗ Tends to be content with the status quo.
- ✗ Internal thoughts can cause her to miss details.

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



Avoiding Time Traps

Maximizing Rebekah's Time

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

Time traps

- ❌ Overly concerned with offending colleagues.
- ❌ Doesn't object when requests are being made that are not her responsibility.
- ❌ Resists change when not seen as contributing to success.
- ❌ Doesn't want to overstep authority to gain clarity.



Time savers

- ✓ See completing unpleasant tasks with a greater sense of accomplishment.
- ✓ Ask others for recommendations on different approaches.
- ✓ Document rationale for specific decisions
- ✓ Openly share expectations and information.

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

Making an Impression



How Others View Rebekah

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



Rebekah Sees herself as...

- ✓ Reflective
- ✓ Modest
- ✓ Adaptable
- ✓ Low-keyed
- ✓ Cooperative
- ✓ Agreeable



Day-to-day, Others See Rebekah as...

- ✓ Docile
- ✓ Follower
- ✓ Hesitant
- ✓ Timid



In Extreme Situations, Others See, Rebekah as...

- ✓ Intimidated
- ✓ Anxious
- ✓ Insecure
- ✓ Meek

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

Identifying Obstacles



Getting Rebekah Out of her Own Way

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

Rebekah may...



Extend deadlines by overstating the complexity of the situation.



Need help in prioritizing new assignments.



Take criticism of her work as a personal insult.



Be defensive when risk is involved.



Underestimate her abilities.



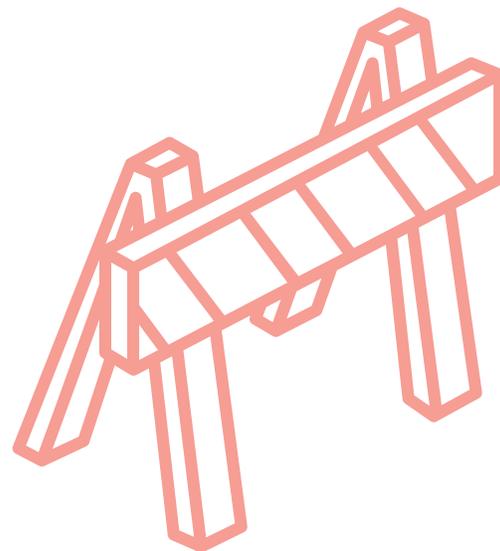
Struggle with change if she feels the change is unwarranted.



Hold a grudge.



Not let others know where she stands on an issue.

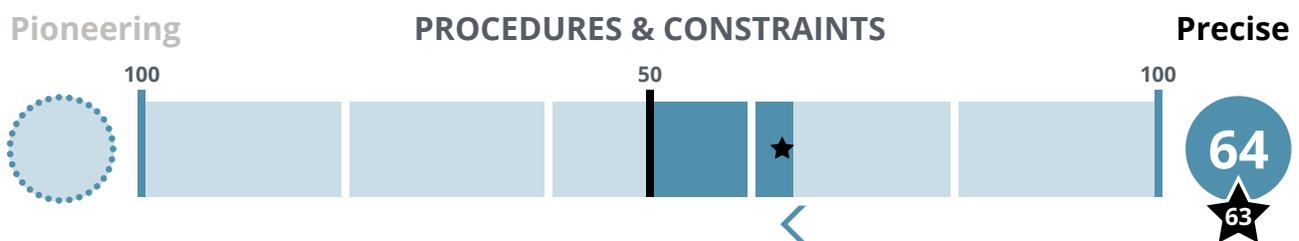
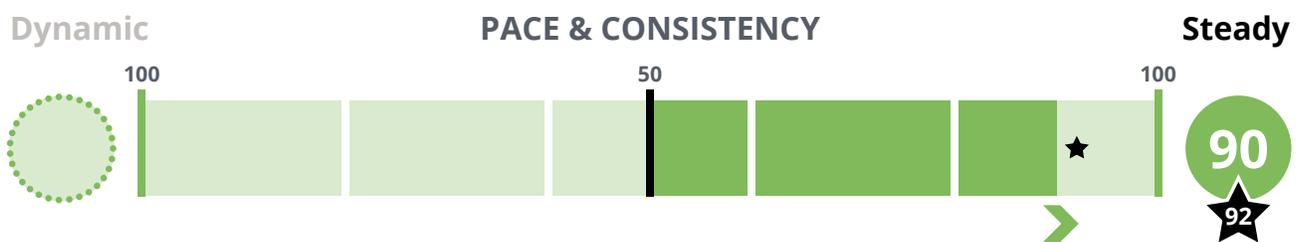
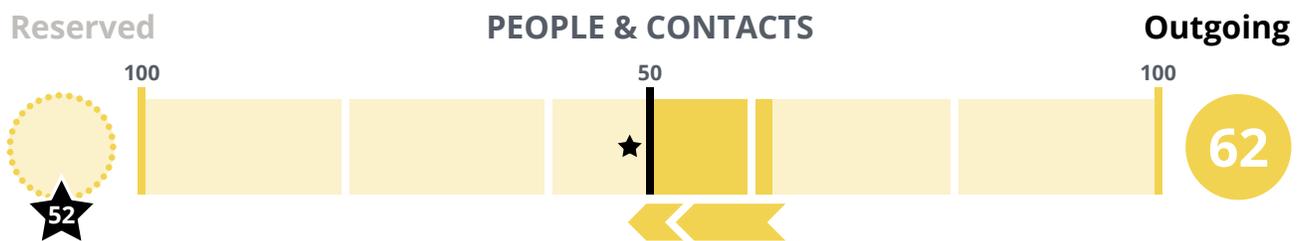
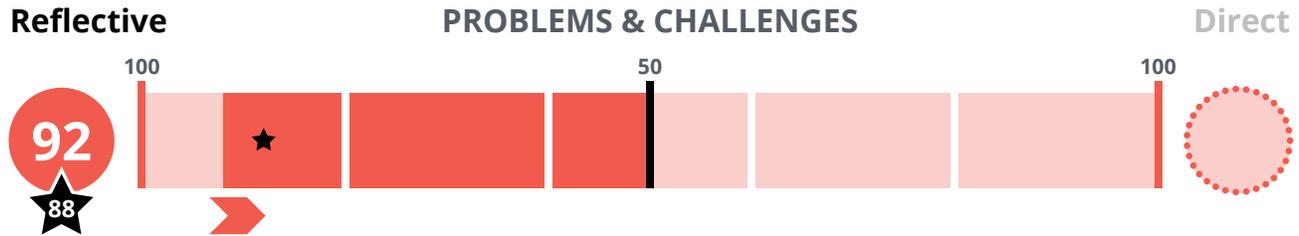


Tip: Weaknesses can be turned into strengths at any time. An obstacle can be an opportunity to accomplish something you never thought you could before.

Behavioral Continuum



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



★ Adapted
 ◀ Adapted Movement

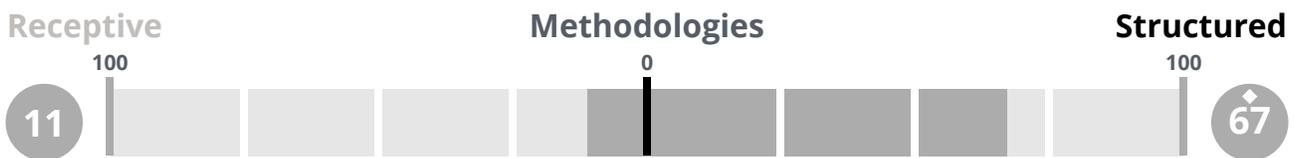
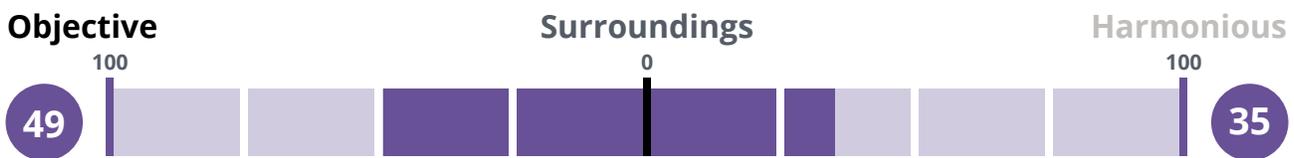
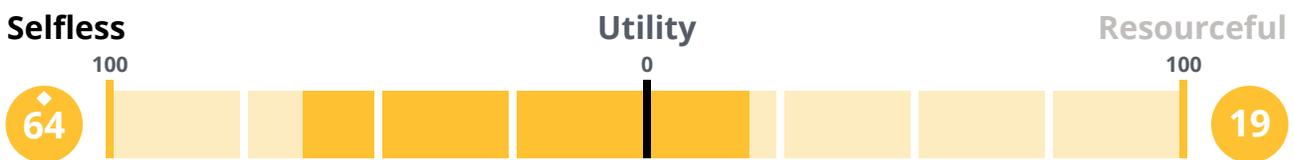
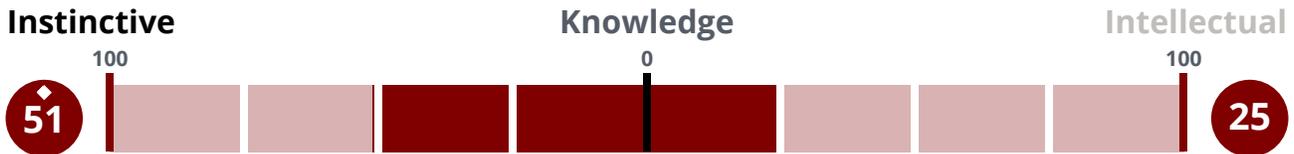
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Rebekah Lee

Motivational Continuum



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



◇ Primary Driving Force

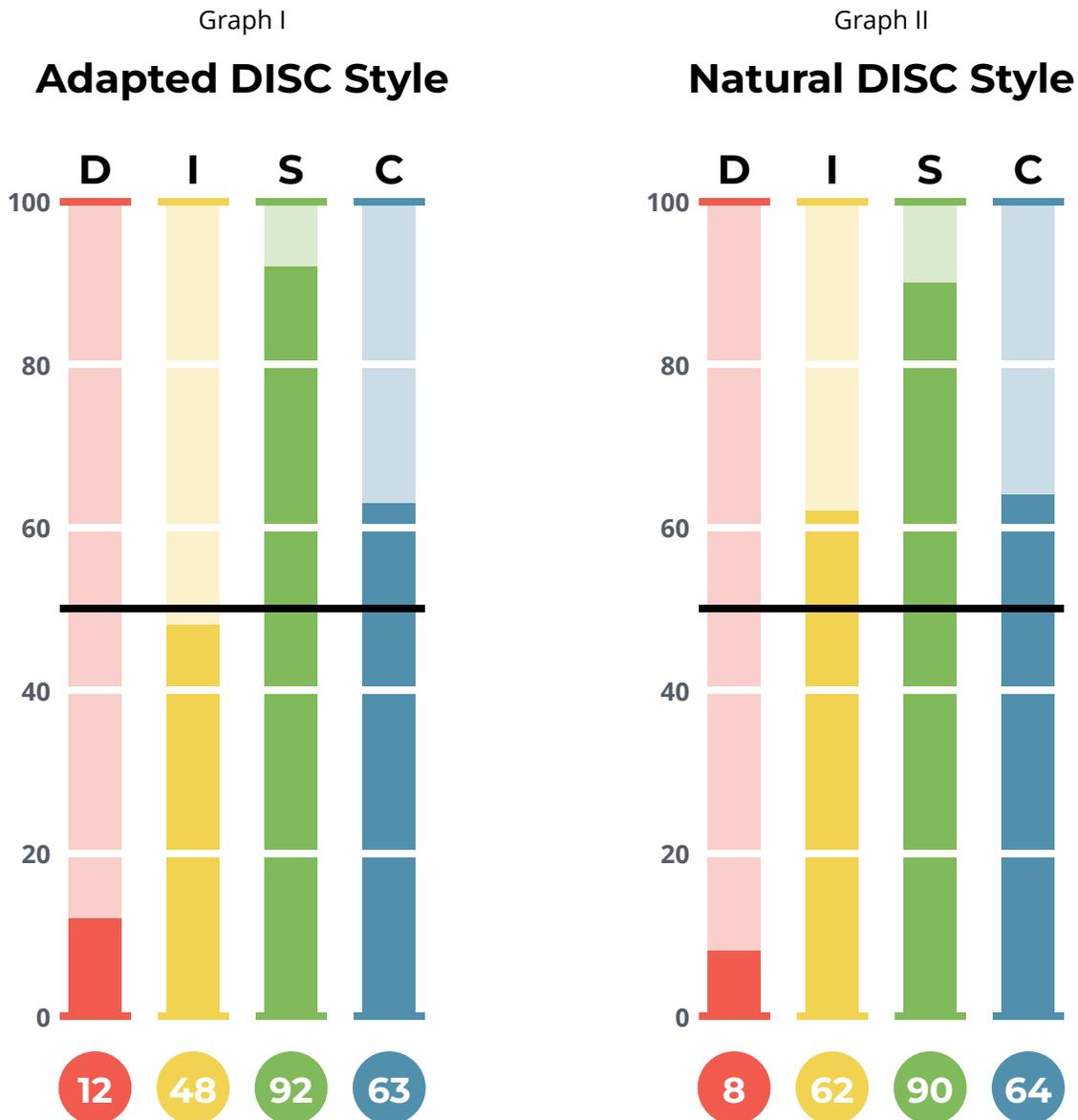
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DISC Graph



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



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