



TTI
SUCCESS
INSIGHTS®

Talent Insights™

Engagement

Ryan Lisk

Partner

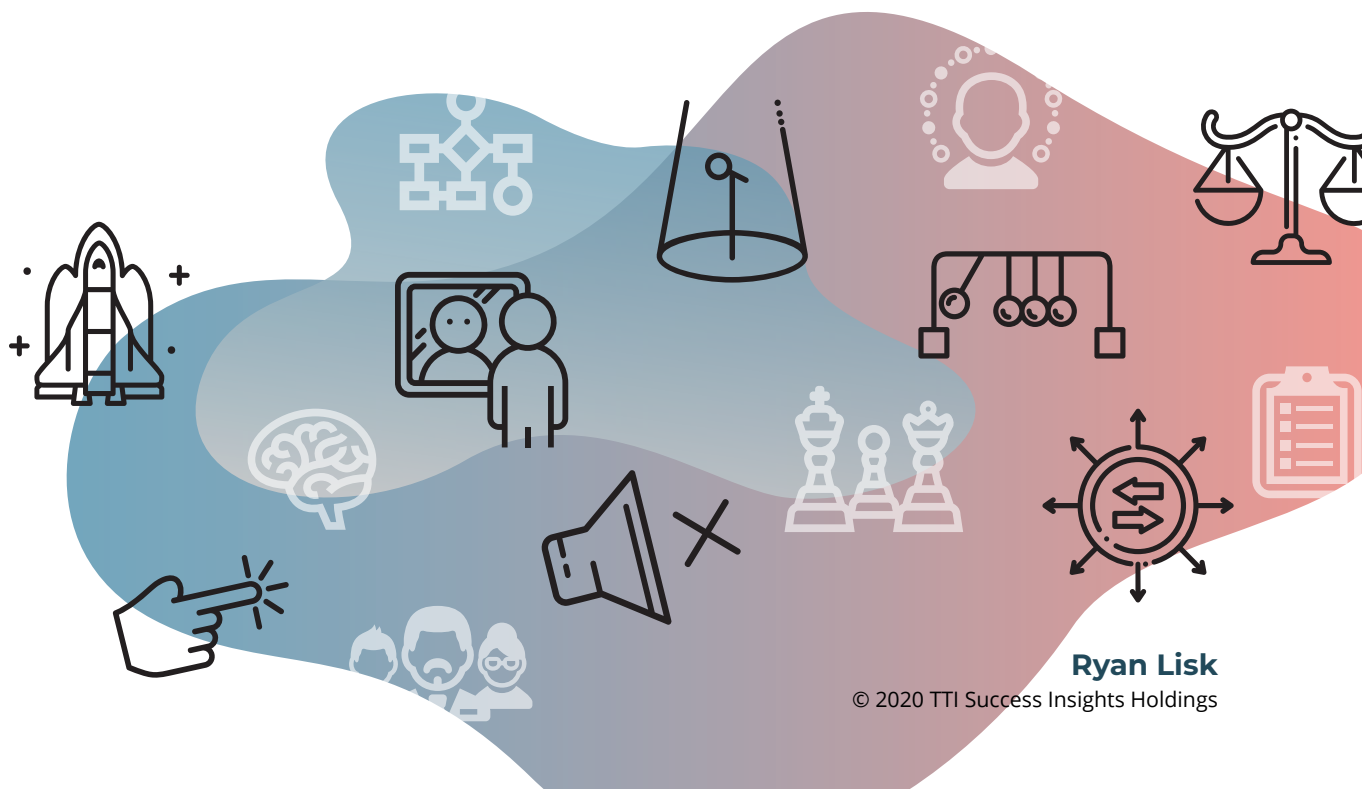
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Where Engagement Begins

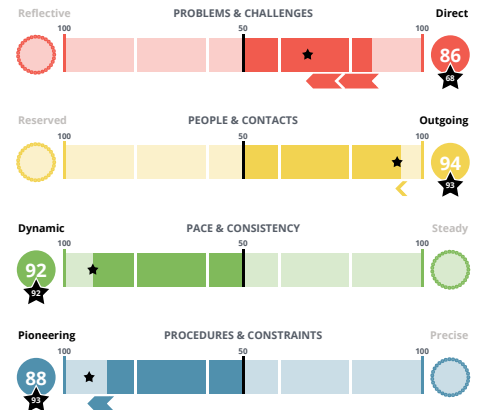
Getting to Know the “How” of Ryan



The following report is designed to help Ryan 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 Ryan prefers to do what he does.

Ryan may cause certain styles to become disengaged if he over-communicates his point. He tends to solve conflict through communication. He feels that communication and transparency are the keys to engagement when working with a group. He enjoys communicating and building rapport with all styles and demeanors. He enjoys using his people skills to "facilitate" engagement between people. He tends to look at all the things the group has in common, rather than focus on the differences. Having a large network, Ryan tends to consider them all friends. Based on his ability to build relationships, he can create an environment for others to easily become engaged.

Enjoying all communication, Ryan will try to create engagement and pull the group closer together. He will optimistically interact with people, always conveying confidence in his message. Some see him as very talkative and expressive. Ryan may need to adapt to better fit the overall communication style of the group.



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

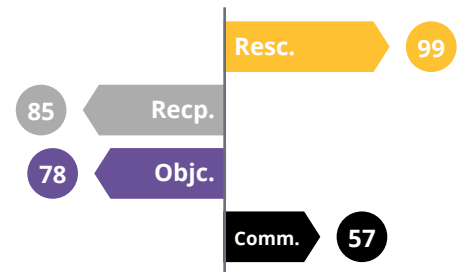
Getting to Know the “Why” of Ryan



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

Ryan is driven by a long list of wants and will stay engaged, working hard to achieve them. He stays engaged by building resources for the future. He is motivated by increasing productivity and efficiency. He is always looking for new ways to accomplish routine tasks. Ryan is seeking opportunities to enhance his ever-changing system for living. He will challenge the status quo to increase the engagement of the group.

He will stay engaged in an environment filled with chaos. He tends to see things in pieces. Ryan is passionate about creating engagement that leaves a lasting impact. He may be energized by public recognition. He will create opportunities for engagement with others if he sees a greater return in the future. He views return on investment of time, talent and resources as a benchmark for success.



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 Ryan'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 Ryan engaged.

Engagement happens when...

- He tends to include others in the celebration of achievements.
- Receiving recognition for leadership accomplishments and results.
- He is chosen to be the spokesperson for team and organizational accomplishments.
- Leading people toward his vision.
- Recognition is given for his ability to recruit others to new ideas or possibilities.
- His leader is optimistic about his ability to explore new ways of doing business.
- There is an ability to express enthusiasm while still focusing on the business.
- Optimistic interactions between colleagues leads to tangible outcomes.



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 Ryan

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 Ryan in order to have the most effective conversations.

Do...

- ✓ Use compelling language when appropriate.
- ✓ Deal with details in writing, have him commit to next steps.
- ✓ Start the conversation with something stimulating and fun.
- ✓ Provide systems to follow if you want consistency.



Don't...

- ⊘ Be put off by his uneven pace.
- ⊘ Focus only on facts and figures.
- ⊘ Be impersonal, judgmental or too task-oriented.
- ⊘ Assume he heard what you said.

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 Ryan 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 Ryan's preferences that will engage his most productive self.

Ryan's productive place includes...

- ▶ People-focused return-on-investment.
- ▶ Group engagement as a part of the desired return on investment.
- ▶ Celebrating the success of a project using an innovative approach.
- ▶ An environment that rewards the communication of changes in the system.
- ▶ A focus on function as well as engaging with others.
- ▶ Compartmentalizing projects to help the group function.



- ▶ Opportunities to display excitement and fun while getting others to act.
- ▶ A "can-do" environment filled with optimistic people.

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 Ryan 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 Ryan brings to the team.



STRENGTHS

- ✓ Values people over tasks.
- ✓ Good relationship skills.
- ✓ People-oriented.
- ✓ Skilled networker.
- ✓ Optimistic communicator.
- ✓ Strong communicator of issues.



WEAKNESSES

- ✗ Can struggle with time management.
- ✗ May have trouble disciplining.
- ✗ May trust people indiscriminately.
- ✗ May oversell himself and turn others off.
- ✗ May be talking when he should be listening.
- ✗ Acts impulsively based on a surface analysis.

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.



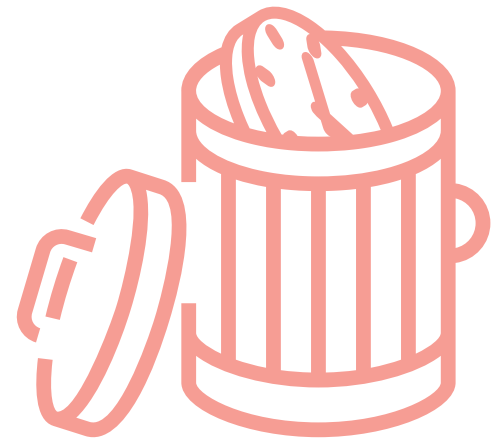
Avoiding Time Traps

Maximizing Ryan'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 Ryan's personal set of time traps and tips to overcome "wasting" valuable time.

Time traps

- ⊘ Seeks praise and approval from others.
- ⊘ Priorities are not written down.
- ⊘ Tends to have a cluttered workspace.
- ⊘ Interruptions may lead to procrastinating or missing deadlines.



Time savers

- ✓ Have someone or find an application to assist with organizing.
- ✓ Take time to identify his limitations.
- ✓ Consider consequences if work doesn't get done.
- ✓ Keep the daily routine interesting.

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 Ryan

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 Ryan sees himself and how others might perceive Ryan.



Ryan Sees himself as...

- ✓ Enthusiastic
- ✓ Inspiring
- ✓ Outgoing
- ✓ Persuasive
- ✓ Charming
- ✓ Optimistic



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

- ✓ Self-promoting
- ✓ Presumptuous
- ✓ Talkative
- ✓ Unrealistic



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

- ✓ Arrogant
- ✓ Poor Listener
- ✓ Insincere
- ✓ Shameless

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 Ryan Out of his 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 Ryan in identifying some of his potential limitations.

Ryan may...



Be inattentive to details, only focusing on outcomes.



Accept information at face value.



Trust people indiscriminately.



Overestimate his ability to influence people or change others' behavior.



Struggle to get to that point when giving criticism.



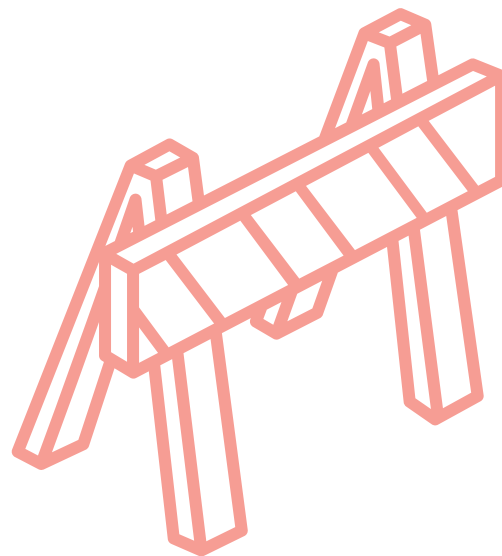
Be overly optimistic regarding possibilities of his projects or people.



Be unrealistic in appraising people, especially if the person is a "friend."



Have difficulty with planning and time management.

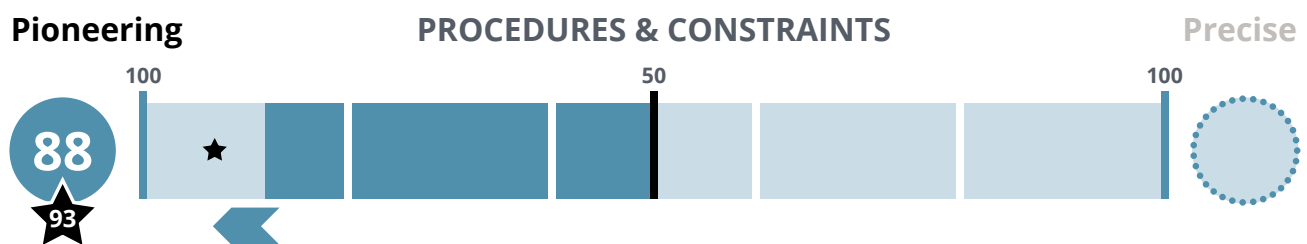
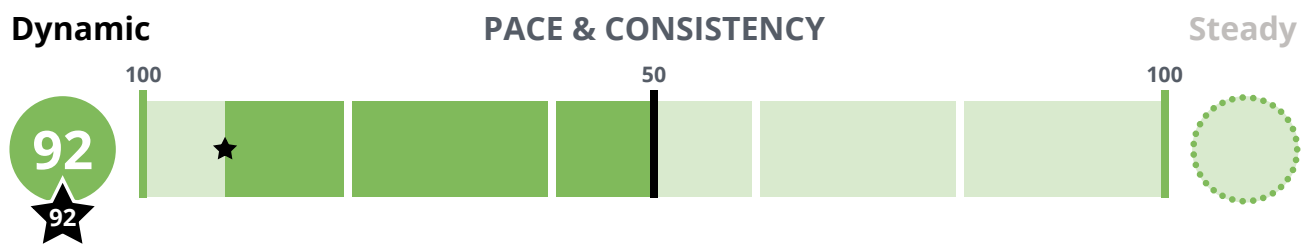
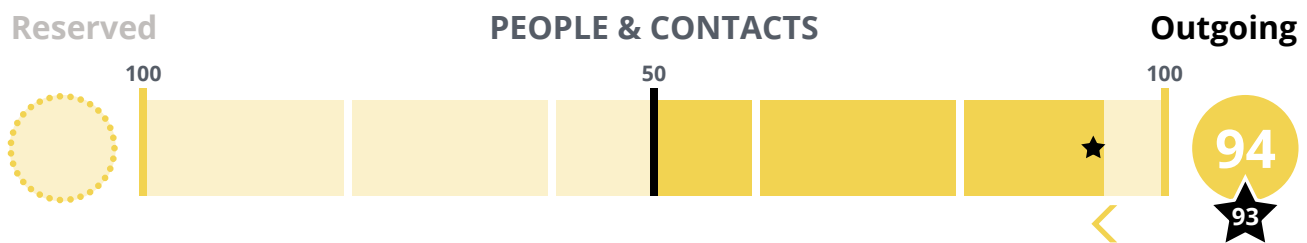
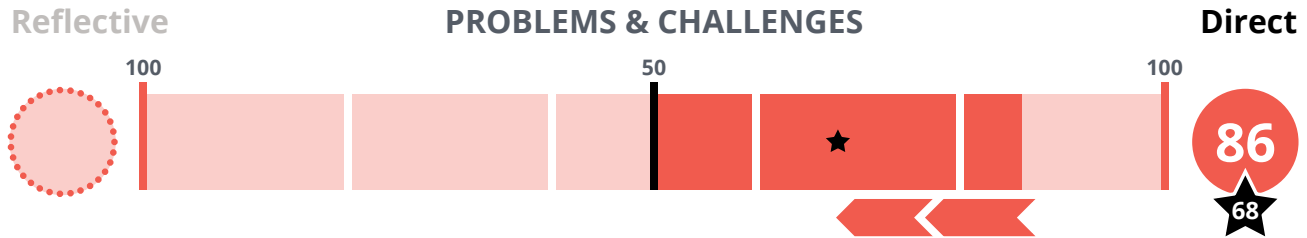


Tip: Weaknesses can be turned into strengths at any time. An obstacle can be an opportunity to accomplish something you never thought you could before.

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 Ryan falls within each continuum.



★ Adapted
 ◀ Adapted Movement

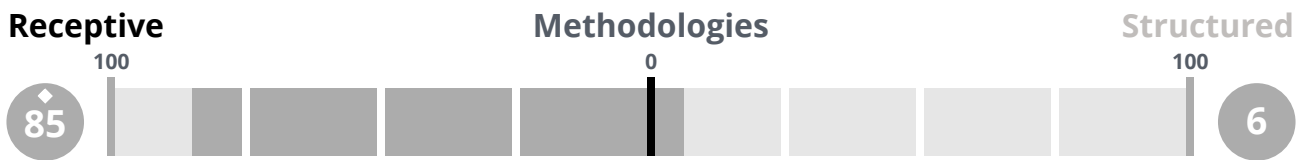
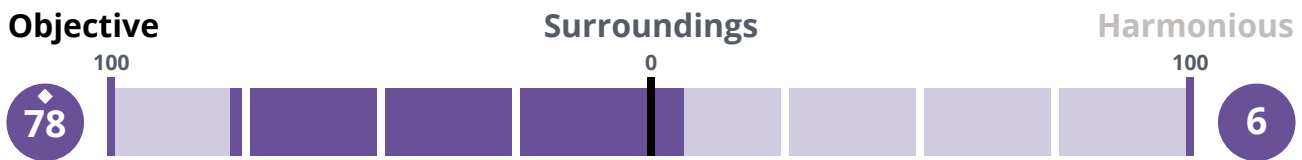
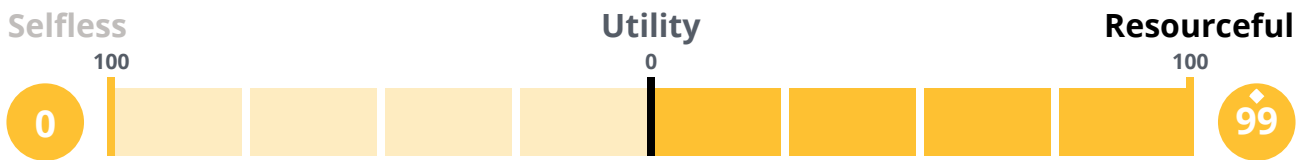
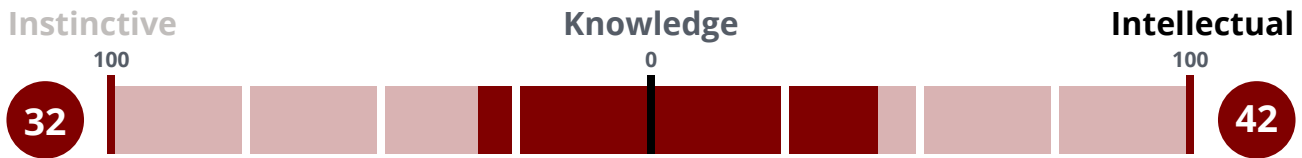
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Ryan Lisk

Motivational Continuum



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



◇ Primary Driving Force

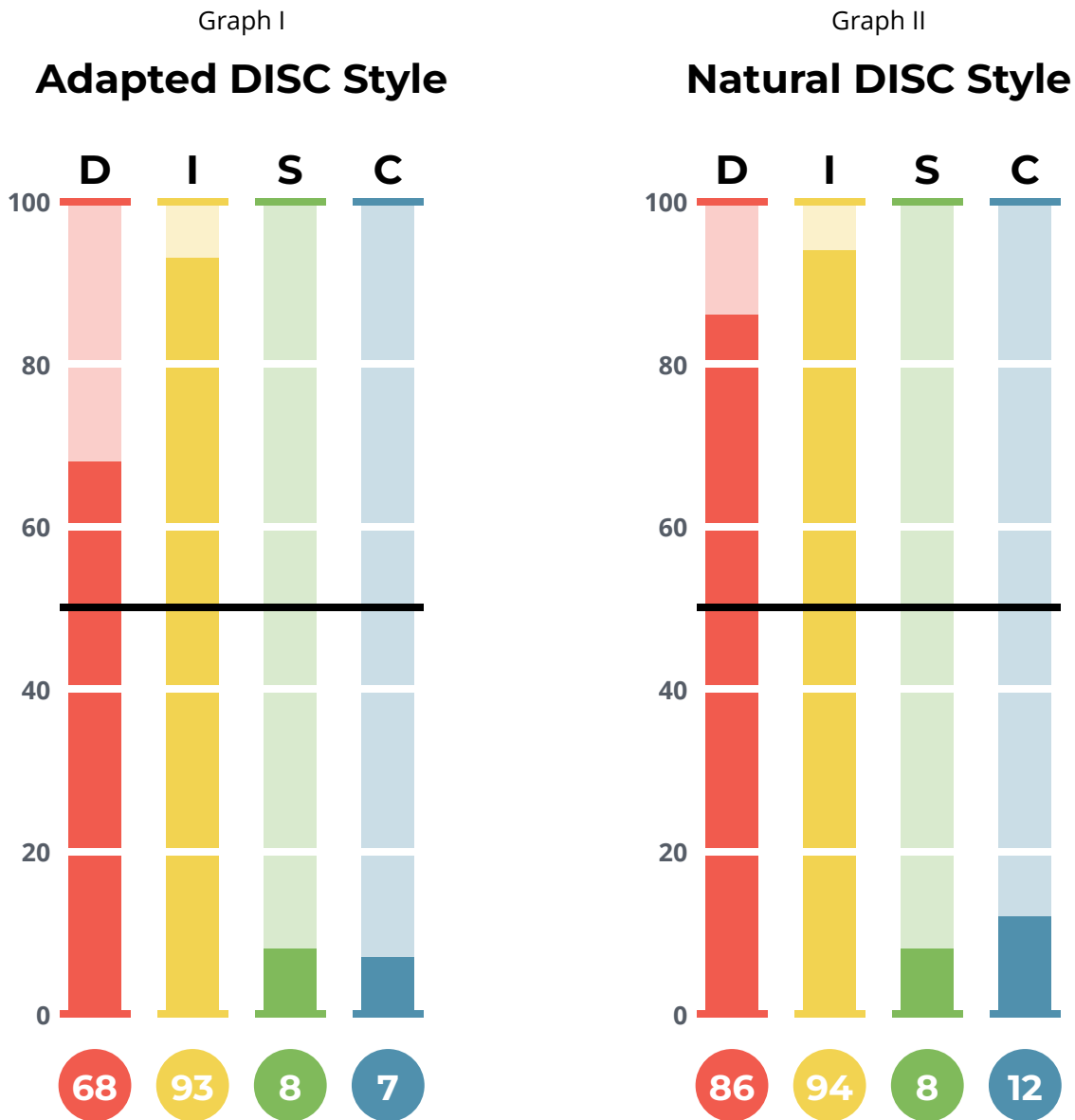
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DISC Graph



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 Ryan's behavioral styles represented in both its Natural and Adapted forms.



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