



## 12 Driving Forces Learning Management System (LMS) Training Overview

LMS includes 12 modules of easy-to-understand content, including video and quizzes, to provide a complete understanding of 12 Driving Forces®. This learning platform enables you to start using TTI SI's valuable tools to improve employee engagement and productivity.

### Course Outline

#### Module 1: Overview

This module will provide a brief overview of your 12 Driving Forces Course. The module also covers the basics of 12 Driving Forces being the “Why” you do “What” you do, both personal and professional points-of-view.

#### Module 2: 12 Driving Forces History

This module focuses on the theoretical basis of 12 Driving Forces. Eduard Spranger first defined six primary types or categories to define human motivation and drive. With TTI SI's additional insights into Spranger's original work, the 12 Driving Forces came to life. The 12 Driving Forces are established by looking at each motivator on a continuum and describing both ends.

#### Module 3: Knowledge

This module focuses on the keyword Knowledge and the two ends of this continuum: Instinctive and Intellectual. The Instinctive person wants only the knowledge necessary to accomplish the task at hand. On the other end of the continuum, the Intellectual person wants all available knowledge on the subject, simply to understand it, regardless of the direct application.

#### Module 4: Utility

This module focuses on the keyword Utility and the two ends of this continuum: Selfless and Resourceful. The Selfless person is more concerned with the completion of the task for the sake of completion, not for what they will get in return. On the other end of the continuum, the Resourceful person is passionate about getting a return on investment of time, talent and resources.

#### Module 5: Surroundings

This module focuses on the keyword Surroundings and the two ends of this continuum: Objective and Harmonious. The Objective person, who focuses on the tangible and functional components of their surroundings, prefers function over form. On the other end of the continuum, the Harmonious person has a subjective focus on the experience and the totality of their surroundings – often preferring form over function and seeking to beautify and harmonize the world around them.

#### Module 6: Others

This module focuses on the keyword Others and the two ends of this continuum: Intentional and Altruistic. The Intentional person will assist others if they see a connection to something important to them. On the other end of the continuum, the Altruistic person has a focus on others and the benefits they can provide them.



### **Module 7: Power**

This module focuses on the keyword Power and the two ends of this continuum: Collaborative and Commanding. The Collaborative driver will focus on dispersing power through teamwork and supporting a leader/cause without the need for personal recognition. On the other end of the continuum, the Commanding driver has a focus on control, personal gain and recognition.

### **Module 8: Methodologies**

This module focuses on the keyword Methodologies and the two ends of this continuum: Receptive and Structured. The Receptive driver has a desire for new ways to accomplish the task at hand. On the other end of the continuum, the Structured driver has a focus on proven methods and tried-and-true approaches.

### **Mid-Training Review**

A combination of multiple choice, single choice and true/false questions to test your 12 Driving Forces knowledge.

### **Modules 9: The Assessment**

This module dives into the actual assessment, providing information on how the 12 Driving Forces assessment questions were developed and how they lead to accurately identifying an individual's motivation.

### **Module 10: Clusters**

The 12 Driving Forces will fall into one of three clusters: Primary, Situational or Indifferent. These clusters will affect why you act the way you do in every situation. Just like the 12 individual drivers fall on 6 continuums, the 3 clusters can be described on a scoring continuum.

### **Module 11: The Report**

The better you understand how to read the report, the more comfortable you will be during your debriefs, and the better you can guide others in the application of the results.

### **Module 12: The Debrief**

A good debrief can be life changing. Even though there are many different ways to conduct a debrief and many different situations for which they can be applied, there are certain themes that will help you maximize time with a report recipient. This module contains an actual debrief, edited for time, with helpful tips from one of our most experienced TTI SI solutions consultants.

### **Final Review**

A combination of multiple choice, single choice and true/false questions to test your 12 Driving Forces knowledge.