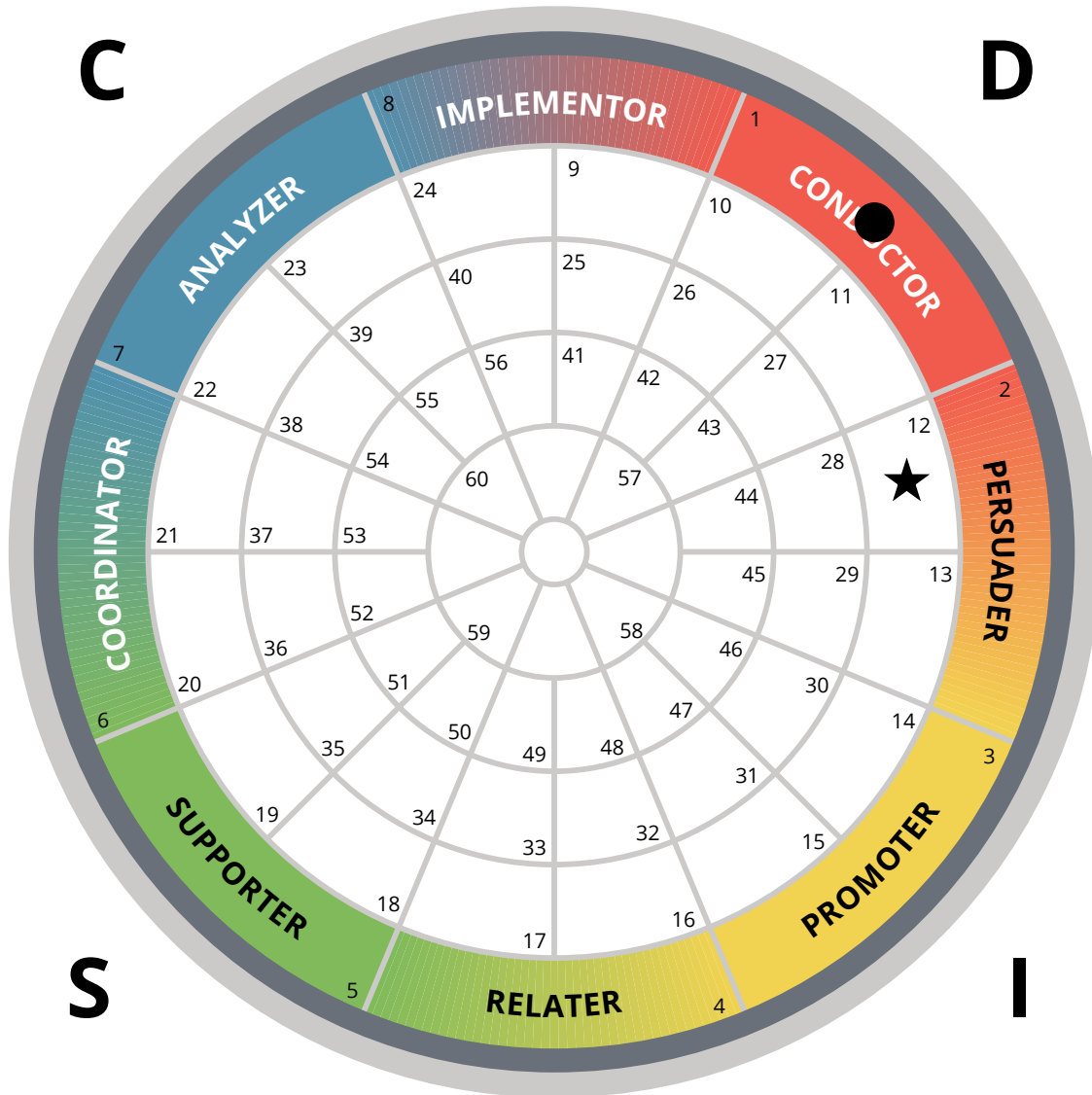


The TTI Success Insights® Wheel



Melisande Fritzsche

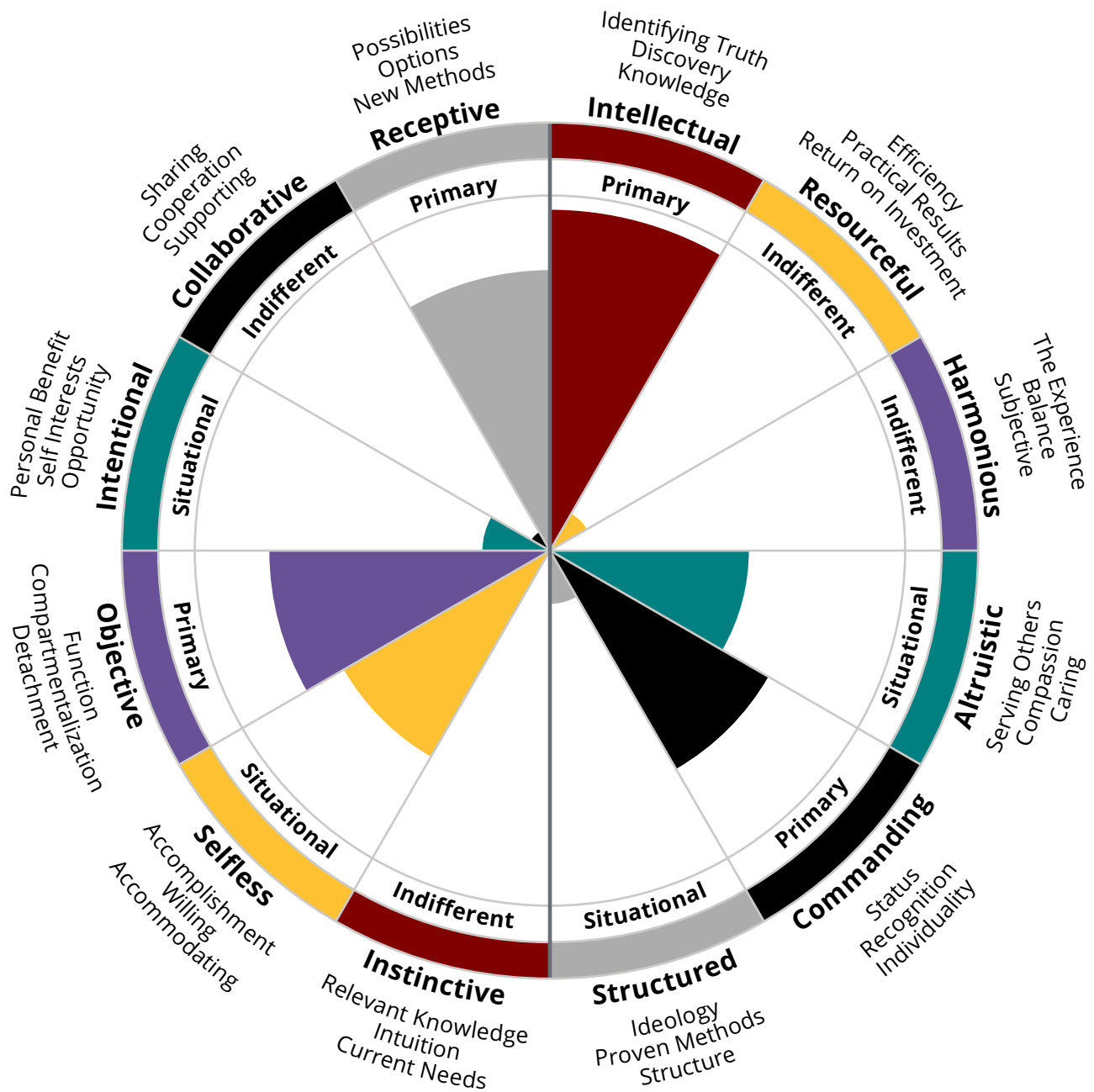
6-20-2025



Adapted: ★ (12) CONDUCTING PERSUADER
 Natural: ● (1) CONDUCTOR
 Norm 2021 R4

T: 7:56

Descriptors Wheel



Potential Behavioral & Motivational Strengths



This section describes the potential area of overlap between Melisande's behavioral style and top four driving forces. Identify two to three potential strengths that need to be maximized and rewarded in order to enhance on-the-job satisfaction.

1. Initiates action to get questions answered.
2. Offers informed opinions on a variety of topics.
3. Will be decisive and make fact-based decisions.
4. Good at directing others to challenge the status quo.
5. Assertively champions causes she is interested in.
6. Lives by an open system and will do anything to enhance it.
7. Seen as a leader who will focus on the functionality.
8. Will initiate action even during chaos.
9. Will do what she commits to in order to ensure function.
10. Seeks the challenge and opportunity to win.
11. Not easily deterred by setbacks.
12. A strong influencer.

Potential Behavioral & Motivational

Conflict



This section describes the potential areas of conflict between Melisande's behavioral style and top four driving forces. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.

1. Ability to communicate knowledge in a tactful way will be hindered when frustrated with the knowledge level of others.
2. The need to research everything and the corresponding need to do everything too soon and too fast.
3. An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
4. Standards may be unreachable with her desire to try new things.
5. Quick decisions may conflict with new opportunities.
6. Unwilling to listen to outside viewpoints to build a creative solution.
7. Will want function and results immediately.
8. May communicate bluntly and not fully express what she thinks and feels.
9. The need for function and results could overpower the balance in the organization.
10. Takes on too much, too soon, and too fast to maintain control.
11. May not realize the negative consequences of her quick decisions.
12. Has to be a big player, if not the leader, and may miss out on beneficial role-supporting opportunities.

Ideal Environment



People are more engaged and productive when their work environment matches the statements described in this section. This section identifies the ideal work environment based on Melisande's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities that Melisande enjoys.

1. The ability to be direct and pointed with the discovery of all information related to the problem.
2. Ability to be an independent thinker.
3. Appreciation for a research-based approach to problem solving.
4. An environment that promotes creative ideas for solving problems and making decisions.
5. A forum to champion new ways in which to improve existing methods.
6. An environment to challenge rules in which she doesn't agree.
7. An environment where keeping the momentum moving is critical and rewarded.
8. The ability to compartmentalize when facing challenges and in achieving results.
9. Fast-paced chaotic based situations.
10. Ability to be self-starting and forward looking as it relates to challenging the status quo.
11. Opportunity to assertively express her desire to control her own destiny and potentially that of others.
12. Management that appreciates and rewards powerful risk-taking.

Keys To Motivating



All people are different and motivated in various ways. This section of the report was produced by analyzing Melisande's driving forces. Review each statement produced in this section with Melisande and highlight those that are present "wants."

Melisande wants:

1. Challenging problems where her knowledge and research capabilities can be tested and improved.
2. All possible information at her fingertips in order to conquer challenges.
3. Complete information in bulleted format for her own investigation.
4. The opportunity to expand her way of thinking.
5. Goals and results that stem from a creative and open approach.
6. A manager and a team that appreciates that every system should be challenged.
7. The freedom to compartmentalize issues when solving problems.
8. To be seen as someone who is passionate about results even within a chaotic environment.
9. The understanding from management that working and focusing on tangible results is the desired outcome.
10. Power and control over outcomes and goals.
11. Space and latitude to do what it takes to get the job done.
12. To lead a team that understands the value of short-term and fast-moving ideas and results.

Keys To Managing



This section discusses the needs which must be met in order for Melisande to perform at an optimum level. Some needs can be met by herself, while management must provide for others. It is difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Review the list with Melisande and identify 3 or 4 statements that are most important to her. This allows Melisande to participate in forming her own personal management plan.

Melisande needs:

1. To exhibit patience for those still learning what she is already an expert in.
2. A manager who realizes that she wants to learn new ways to solve problems and make decisions.
3. To understand that others possess information she may not.
4. Support to achieve results through her constantly evolving system for living.
5. To understand that there is a time and a place for arguing her point of view.
6. Support in properly displaying her passion for the way things could be.
7. To understand the optimal pace of each team member in order to help maintain momentum.
8. Assistance in understanding how her emotional intensity affects the performance of the team.
9. To compartmentalize activities in order to accomplish objectives.
10. Help understanding the effect on her image when she disengages from uncontrolled projects.
11. Freedom to determine how results should be achieved.
12. Help in limiting interruptions because of the desire to be involved in too many projects.