



POSITIVE INFLUENCE PREDICTOR

Tilt 365 Positive Influence Predictor - My September, 2015 Assessment

The Purpose of Tilt365:

The intention of the Tilt 365 Positive Influence Predictor is to predict the extent of your positive influence with important stakeholders. Using this tool to research how your mindset is influencing the climate you create can support you in developing more intentional **positive influence and agility**. Here are some guidelines for interpreting your graph scores in **Step 3 below**:

Internal Balance

Score of 3.5 or greater from all others in all four quadrants. Internal Balance is the minimum level of balance needed to produce mostly positive interaction with others.

Positive Influence

Score of 4.0 or greater from all others in all four quadrants. Positive Influence indicates that you are able to go beyond merely cooperating with others and build effective collaborations.

Agility

Score of 4.5 or greater from all others in all four quadrants. Agility indicates that you are shifting between all four Tilting patterns with ease and in flow as appropriate to the current context.

Generativity

Score of 4.5 or greater from all others in all 12 of the Character Strengths. Generativity indicates that you are creating a positive influence that contributes to and expands global productivity, creativity and innovation.

Note

Self scores are not included in these calculations, but can be viewed on the Tilt Graph (hover) in Step 3 and in the Highest and Lowest Character Trait detail in Step 5.

Step 1: Understand Your Current Tilt

Your Current Tilt provides insight into how you may have adapted to your current environment or context and are being perceived right now. This may or may not mirror your True Tilt, which is your natural or preferred set of patterns reported on your True Tilt Profile. The Current Tilt, reported here, identifies perceptions of behavior that are recent and could be an adaptation to current demands or simply a perception that a certain set of patterns are appropriate at this moment in time.



When you are Tilting in Clarity it means you currently appear to be focused on connecting People and Data, and your top two character strengths are seen as Trust and Perspective. This combination may mean you are focused on interpreting and analyzing data that can ultimately affect people. Right now, you are not ready to make decisions and instead, are investigating the details thoroughly so you can explore your options. You may find yourself playing an advisory role during this time because others sense they can trust you and find your judgment credible.

Step 2: Review the Color Zones

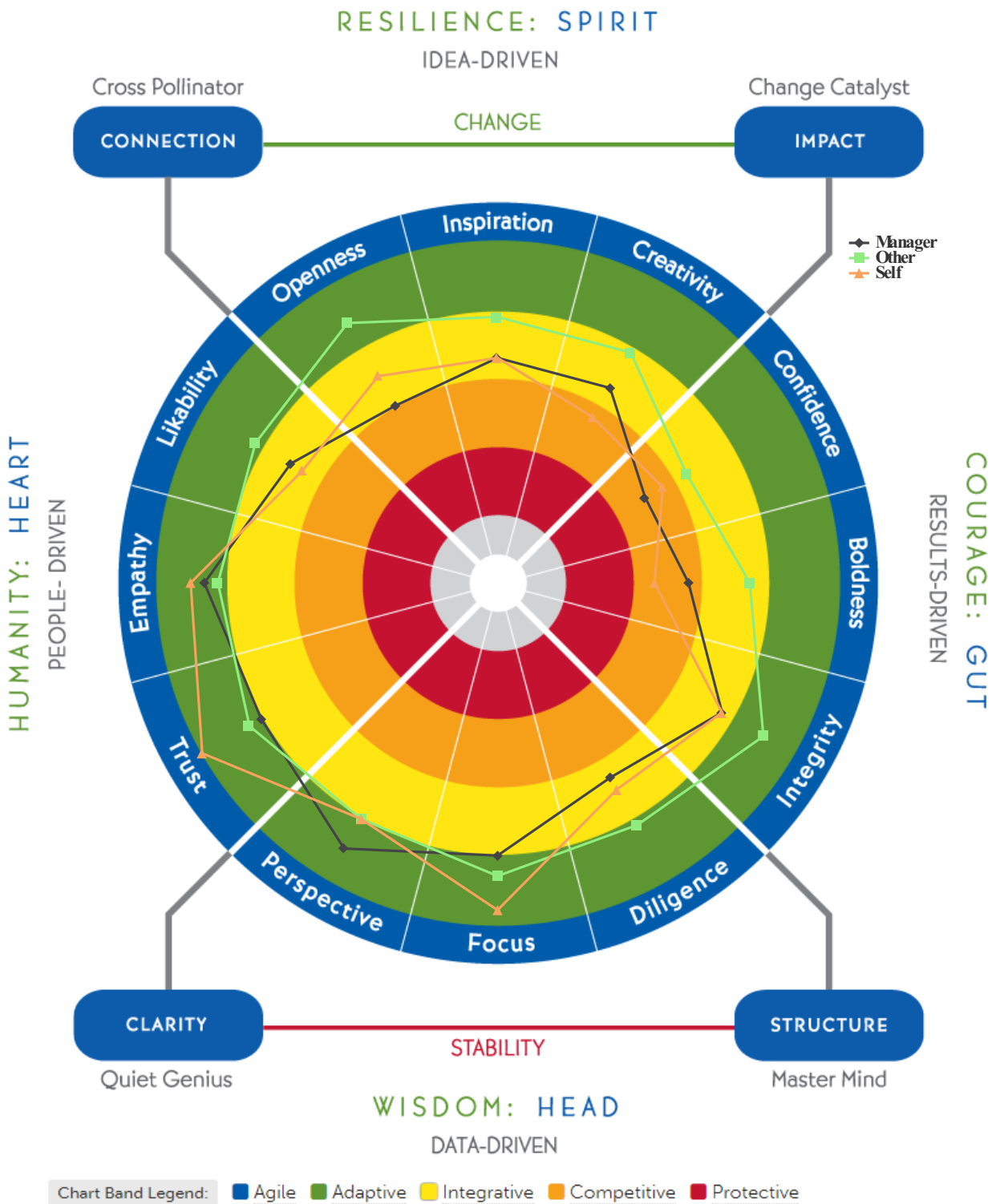
The Tilt Mindsets convey an individual or collective set of established attitudes that shape the way you show up with various people and groups of people. Your scores may fall into four different mindset zones, each associated with a color. Any of them can be an appropriate response to certain contexts. For example, when you experience internal conflict about your fit to certain relationships or fit to the environment, you may tend to act more protectively or competitively. This doesn't mean you are wrong to react in the way you are, but it could be important to think about the fit which is potentially not in sync with how you like to operate. Not every relationship or every system is right for every person. Thus, if you get scores that are in the protective or competitive zones, the best thing to do is pause and look within yourself to resolve the inner conflict that is causing outer conflict too. Being in relationships or contexts that are not the best fit for you will also mean you may have a predictable decreasing score on your perceived positive influence and agility - both important for success in the current environment and relationships. The decision is up to you, but it is a good idea to line up with the reality of the current environment, then decide how to proceed with character and strength to do what serves you both best. You will have a more positive experience yourself if you can find ways to align yourself to the positive aspects of the current situation, instead of potentially polarizing others into factions that are divisive. You will have the most positive influence in situations that help you be in integrity with your most authentic self. When this happens your scores on this metric will expand and your positive influence will grow, as indicated by the blue and purple zones which mean you are shifting through all four Tilting patterns with balance, ease and flow. This legend will be helpful to understand your scores in each character strength and quadrant on your graph:

| Mindset | Level of Inclusion | Focus of Attention |
|---------------------|---|--|
| Generative | Shifts between being open or closed to input as needed, in a generative way | Seeks what is generative and represents a global worldview |
| Agile | Shifts between being open or closed to input as needed, in an agile way | Seeks what appears best for the context or situation |
| Adaptive | Open to input in order to adapt to the current context | Seeks inclusion from various perspectives of others |
| Integrative | Open to input in order to learn the current context | Seeks alignment to cooperate with others |
| Competitive Mindset | Closed to input in order to win over others | Seeks advantage over some others |
| Protective Mindset | Closed to input from other perspectives | Seeks protection of self most of all |

Step 3: Review your Tilt Graph

The Tilt Graph gives you the scores on 12 Core Character Strengths (in blue on the graph) from various observer groups. Notice the zone where your scores land with various observer groups. The scores may vary because we often behave differently with certain groups depending upon our mindset or perception of the situation.

For example, you may monitor your behavior with a specific group more than other groups if you perceive they are more important. Shifting to a different mindset can actually change how you appear to that group. The point is to discover if the impressions you are making on others line up with your true intentions. If not, then you can tweak certain behaviors to shift the perceptions into increasingly better alignment with how you intend to show up over time. Other people are never absolutely "right" about you, they can only form impressions of what you intend by reading your facial expressions, body language, tone, words and actions. This is why it's a good idea to become a researcher of your influence on others and gather data over time. Doing so helps you to build inside-out presence with character strength development. As your behavior becomes more intentional, your scores will expand toward the outer rings, and the expansiveness of your positive influence and perceived agility will expand as well.



Average Scores from Observers

■ Courage : 3.7
 ■ Humanity : 4
 ■ Resilience : 3.9
 ■ Wisdom : 4.1

* indicates that observers had widely discrepant ratings, which means the score FOR THIS STRENGTH is likely not representative of how any one individual sees you. This is probably because you adjust your behavior across different settings

Tip!
The 12 character strength scores can be lowered by either underuse or overuse, so the desired middle will result in the highest scores. Hover your mouse over a character strength to see whether scores were impacted by overuse or underuse.

"No man, for any considerable period, can wear one face to himself and another to the multitude, without finally getting bewildered as to which may be the true."

— Nathaniel Hawthorne —

Step 4: Blind Spots & Hidden Strengths

Blind Spots

If your own score is higher than the score from all others by more than 1.5 points, it represents a statistically significant Blind Spot in awareness. If there are no blind spots listed below, then none have been identified by your observers.

You have no Blind Spots, or you have not received enough feedback to display these.

Hidden Character Strengths

If your own score is lower than the score from all others by more than 1.5 points, this represents a Hidden Character Strength. This may represent a natural strength that may not be recognized because it seems so easy for you, but is appreciated by others. Or it could represent something you've previously identified and worked on, but have not realized how much you improved.

| Trait | Description | Observers | Self |
|------------|---|-----------|------|
| Friendly | Adds a playful tone that makes work fun. | 4.2 | 2 |
| Passionate | Conveys spirited convictions. | 3.9 | 2 |
| Brave | Acts with courage. | 3.6 | 2 |
| Innovative | Introduces original ideas that are adopted. | 3.6 | 2 |

Developmental Suggestions

Once identified, you can begin to look for patterns identified by others and acknowledge them openly as you work to develop more conscious awareness. Use the Tilt Habit-Change Process to shift Blind Spots and Hidden Strengths into more explicit behaviors.

Step 5: Highest & Lowest Trait Detail

Highest Traits - Self

| Trait | Description | Score | Tendency | Under/Over |
|------------|--|-------|----------|------------|
| Accepting | Appears to value differences in others. | 5 | Balanced | |
| Authentic | Comes across as truly genuine. | 5 | Balanced | |
| Discerning | Uses good judgment in assessing the facts. | 5 | Balanced | |
| Humble | Conveys a modest view of oneself. | 5 | Balanced | |
| Logical | Applies good reasoning to make decisions. | 5 | Balanced | |

Lowest Traits - Self

| Trait | Description | Score | Tendency | Under/Over |
|-------------|---|-------|-----------------|--|
| Adventurous | Willing to take risks with new ideas. | 2 | Often Underused | May avoid decisions that require risk. |
| Brave | Acts with courage. | 2 | Often Underused | May lack courage in decision-making |
| Decisive | Acts quickly in matters of importance. | 2 | Often Underused | May avoid making important decisions. |
| Friendly | Adds a playful tone that makes work fun. | 2 | Often Underused | May take things too seriously. |
| Innovative | Introduces original ideas that are adopted. | 2 | Often Underused | May not apply enough imagination. |

Highest Traits - Observers

| Trait | Description | Score | Tendency | Under/Over |
|--------------|--|-------|----------|------------|
| Authentic | Comes across as truly genuine. | 4.9 | Balanced | |
| Alert | Notices changes in the environment. | 4.6 | Balanced | |
| Curious | Appears inquisitive about learning new things. | 4.6 | Balanced | |
| Appreciative | Expresses thanks for the efforts of others. | 4.6 | Balanced | |
| Fair | Conveys a sense of equitable regard. | 4.6 | Balanced | |

Lowest Traits - Observers

| Trait | Description | Score | Tendency | Under/Over |
|--------------|---|-------|---------------------|---|
| Assertive | Acts with firm command. | 3 | Sometimes Underused | May accept what happens without response. |
| Certain | Asserts views that are convincing | 3.1 | Sometimes Underused | May not be able to move beyond doubt. |
| Self-Assured | Displays a strong sense of self-reliance. | 3.1 | Sometimes Underused | May appear unsure of oneself. |
| Adventurous | Willing to take risks with new ideas. | 3.3 | Sometimes Underused | May avoid decisions that require risk. |
| Approachable | Comes across as open to communication. | 3.5 | Mixed | Accommodate others too easily. |

Highest Traits - Manager

| Trait | Description | Score | Tendency | Under/Over |
|-----------|--|-------|----------|------------|
| Humble | Conveys a modest view of oneself. | 5 | Balanced | |
| Logical | Applies good reasoning to make decisions. | 5 | Balanced | |
| Mindful | Appears attentive despite distractions. | 5 | Balanced | |
| Patient | Manages delays with calm composure. | 5 | Balanced | |
| Realistic | Conveys a practical interpretation of the facts. | 5 | Balanced | |

Lowest Traits - Manager

| Trait | Description | Score | Tendency | Under/Over |
|--------------|--|-------|---------------------|---|
| Adventurous | Willing to take risks with new ideas. | 2 | Often Underused | May avoid decisions that require risk. |
| Assertive | Acts with firm command. | 2 | Often Underused | May accept what happens without response. |
| Decisive | Acts quickly in matters of importance. | 2 | Often Underused | May avoid making important decisions. |
| Approachable | Comes across as open to communication. | 3 | Sometimes Underused | May come across as guarded. |
| Authentic | Comes across as truly genuine. | 3 | Sometimes Overused | Share too much information. |

Developmental Suggestions

Think of feedback as a mirror to what may be going on inside yourself. For example, if you don't think you are very creative, then you are probably conveying that message to others, whether you mean to or not. Avoiding projects that require creativity sends a clear message that you doubt your ability. People not only listen to what you say, but also interpret the implications of your actions. As a caveat, input from others is not necessarily "true" or "accurate" but is instead based on perceptions that come from how you show up. Collecting data through this assessment periodically can provide interesting information to consider in shaping your intentional messages more carefully.

Questions to Ask Yourself

When considering your feedback, notice what is true about the patterns reported. What could your behaviors be saying to others? What messages are you sending that you want to continue and which ones would you like to shift to something else? What do you intend to convey?

Make sure to click on both the "Self" and "Observer" tabs above to see what "you think of you" and what others are noticing too. Then look for similarities and differences. What can you change to align your unconscious messages with your true underlying intentions? What one thing could you change that would make the most difference?

Focus on ONE change at a time.

Pick one of the lowest scoring traits and make an intentional shift in outward behaviors. Choose the one change that would be most meaningful or impactful.

Set your self up to succeed.

Make a personal commitment to change your habitual patterns and commit to an accountability partner who will help you with unconscious patterns when they surface. Give that person permission to prompt you in the moment. Once you notice changes in yourself, it's time to start a new assessment to see if your scores have changed. In this way, you set yourself up for positive feedback which will help the change to stick.

Step 6: Review Open Comments

Guidelines for productive analysis of Open Comments:

1. Avoid Speculation

Review the comments offered to help you build your character strengths. Avoid attributing comments to certain people. Blaming someone for a negative comment is counterproductive to the overall goal of using this feedback to improve and grow. Instead of trying to point fingers appreciate the fact that people took the time to give you honest feedback.

2. Stay Open & Curious

Focus on staying open to learning and approach others' views with open curiosity. Learn to be fascinated about the stories and perceptions people have that are different from your own.

3. Avoid Negative Thinking Patterns

Do not obsess about comments that are not particularly helpful to you or your team - set those aside for another time because they can have an adverse impact on your mindset that can actually make matters worse. Decide what rings true to you and work on what you feel strongly about.

4. Don't Take Yourself Too Seriously

Build upon what makes you operate from strength and discard that which makes you operate from fear or negative internal dialogue. Being more light-hearted can lead to more openness to learning and lower defensiveness. This will set you up to successfully grow.

5. Focus only on themes.

Remember that everyone has perspectives and views, so one-off comments are less important than themes that are indicated by a pattern from more than one observer. Find consistent messages echoed throughout the comments and zero in on these themes. Work with your coach to develop new practices that will address them.

"Wonder is the beginning of wisdom."

— Socrates —

Open Comments**What should Addie Duke work on doing LESS of because it is creating some negative influence?**

| | |
|---|-------|
| Addie can sometimes be a little TOO cautious. I worry we miss some opportunities because of this. | Other |
| Addie does not give herself enough credit -- insecure. | Other |
| Focus less on others | Other |
| Holding back when she has something valuable to share. Being overly self-deprecating | Other |
| I should worry less... (and worry less about worrying less). | Self |
| Waiting too long to bring up concerns. Being overly self-deprecating when she doesn't need to. | Other |

What should Addie Duke CONTINUE doing, because it has been creating positive influence?

| | |
|---|-------|
| Addie is a great manager. | Other |
| Addie seems to notice things that others miss. She should continue to share her observations - they are often very helpful! | Other |
| Continue focusing on top priorities and bringing reason to conversation I'm involved in. | Self |
| Gaining more confidence | Other |
| Kind and generous person who is almost always thoughtful and respectful. | Other |
| Kind and respectful person that is loyal and hard working | Other |

What should Addie Duke START doing MORE of that would have a positive influence?

| | |
|---|-------|
| Addie should take more risks and speak her mind. | Other |
| Being assertive and speaking her mind more quickly because she's very intuitive and often right! | Other |
| I would love to see Addie embody the confidence she deserves to have. She is very knowledgeable and wise, and yet she doesn't seem to give herself credit for that. | Other |
| More assertive. More adventurous. | Other |
| Remember that adventure is out there...but I need to go find it! Also, remember to have fun and just be myself. | Self |
| Sometimes, Addie needs to allow herself to lose focus and forget about her perspective to open up to inspiration and creativity. | Other |
| Step back and understand what are her stress reactions and decide if they are serving her well or need to be altered. | Other |

Final Step: Creating & Sustaining Change.

1. Write Your Goal Down & Commit.

One of the most important things you can do to accomplish your development goal is to write it down in a visible place. Write it down in the form of a commitment to yourself and record your results daily. One tool that some find useful is called The 12 Commitments.

2. Keep daily records for 30 days.

Journaling as you grow self-awareness in daily life can provide real motivation to keep working. Awareness and acceptance are the precursors to permanent change. It creates a focus on reality that you can refer back to later and see the positive change over time. This increases your belief that you can change even more things.

3. One change at a time.

All of the commendable traits of Tilt have a halo affect on all of the others, so if you improve one, the others will realize a positive effect as well. For example, if you start walking every day to improve your physical well-being, after a while you will notice that you start eating better and drinking more water without even realizing it. Tilt's character strengths have a similar ripple effect on self-concept. As a by-product of one habit, others will fall into place more readily. This is why we recommend that you focus on one thing at a time!

4. Consult with a coach.

Support your team's growth and development by consulting with a certified team coach through your company's approved list of coaches or contact support@tilt365.com, and we will find the right coach for you. We have a worldwide network of practitioners who can support your growth.

“Until you make the unconscious conscious, it will direct your life and you will call it fate.”

— C.G. Jung —

Standard Assessment Disclaimer: The information provided in the Tilt 365 instrument is provided for informational and educational purposes only. The report and any related materials or services are not intended to replace, and should not be interpreted or relied upon as professional evaluation or advice, whether medical or otherwise. The report is designed to stimulate conversation and discussion about your behavior, traits and character strengths and how they may influence your decisions, actions and relationships. Any medical or health-related decisions should always be made in consultation with your healthcare provider.