Are you a Cross Pollinator, Master Mind, Change Catalyst, or Quiet Genius?

We created the True Tilt Profile to help individuals throughout organizations quickly rise above the inefficiency, destructive leadership, drama, politics, lack of accountability, scapegoating, and other annoyances present in many workplaces by using their preferred strengths more effectively.

Why is this better than a traditional personality assessment?

Since science now realizes that people are too complicated to just be labeled a type, we created the True Tilt Profile to help you discover yourself and your preferred character strengths in a positive, conversational, easy-to-use way. 20 or so pages of deep, personalized, actionable insights all about you and how the Tilt 365 model can help you understand, appreciate, and strengthen your true self from the inside out.

So what’s in it for you?

How about an opportunity to transform your life with increased productivity, well-being, and happiness to start? With the True Tilt Profile, you learn not only about your character strengths, but also why you work best with certain people and perhaps not so well with others. Your True Tilt report will indicate a set of patterns that is most likely to present when you are under stress and is also what you may tend to over-rely upon at such times so you can tend to overuse them.

When you’re ready to add feedback observations from others about you, it’s easy to upgrade to the Tilt 365 Positive Influence Predictor which is built on the same leadership model and integrated into the same user dashboard, saving you and your organization time and money.

AGILE

The Positive Influencer

When you have developed balance in all of the character traits part of the Tilt Model, then you are able to lean into whatever is needed in a given context. You balance taking action with consideration of others and innovation with grounded thinking. When triggered, you self-regulate your own behavior so that you do not trigger reactionary behavior in others. As a result, you have positive influence on those around you. Being Agile is transient — it is a point in time. Our goal is to spend as much time being Agile as we can given the context.

Top Question: Where should I Tilt right now?
Top Motivators: Balance and Flow
Top Character Strengths: Self regulation
Motivates You: Creative Contribution in your chosen domain
Motivation Levers: Being in Flow
Demotivates You: Distraction from Flow
Best Pace: Whatever the current situation needs
Wants from Others: Character development, so the team can be in Flow
Offers to Others: Model for behavior
Top Emotions: Gratitude, fulfillment
Stress Reaction: The same stress reaction as your True Tilt, but you can recover from it quickly
Emotions Under Stress: The same as your True Tilt, but you can recover from it quickly
Problematic Trait: The same as your True Tilt, but it’s less likely to show up and you can recover from it quickly
Motto: Big Moves. What am I doing “big” in the world while I have Positive Influence?
**THE CROSS POLLINATOR**

When you are Tilting in CONNECTION it means you currently appear to be focused on connecting PEOPLE and IDEAS, and your top two character strengths are seen as Likability & Openness. This combination may mean you are tuned in to people and socializing your ideas right now. You may notice you are more alert to the needs of others and can intuit just how to help them. In this mode, you may feel more receptive than usual and can quickly interpret the cues to improvise. You may be focused on expanding social networks and positive influence through others.

Top 2 True Tilt Quadrants: Resilience and Humanity

Top Question: Who?
Top 2 Motivators: People & Ideas
Top Character Strengths: People & Data
Motivates You: Socializing, Storytelling
Internal Motivation Levers: Freedom & Belonging
Demotivates You: Constraints, Judgment
Best Pace: Quick, Spontaneous
Wants from Others: Freedom, Diplomacy
Offers to Others: Acceptance of Differences
Top Emotions: Joy, Laughter
Stress Reaction: Overwhelm, which can cause confusion
Emotions Under Stress: Guilt, shame
Problematic Trait: Lack of fol., low-through
Motto: So many ideas, so many people, little time
Big Moves: Be Wise, Be Bold

**CLARITY**

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 connecting PEOPLE and DATA, and your top two character strengths are seen as Integ & Belonging.

Top 2 True Tilt Quadrants: Wisdom and Humanity

Top Question: What?
Top 2 Motivators: People & Data
Top Character Strengths: Trust, Perspective, Empathy, Focus
Motivates You: Researching, Supporting
Internal Motivation Levers: Belonging & Significance
Demotivates You: Rudeness, Rushing
Best Pace: Patient, Thoughtful
Wants from Others: Appreciation, Kindness
Offers to Others: Discernment, Support
Top Emotions: Gratitude, Appreciation
Stress Reaction: Resistance, which can cause stress quo
Emotions Under Stress: Anger, Worry, anxiety
Problematic Trait: Worry about risk
Motto: It’s better to prepare than regret
Big Moves: Be Bold, Be Unique

**THE QUIET GENIUS**

When you are Tilting in CONNECTION it means you currently appear to be focused on connecting PEOPLE and IDEAS, and your top two character strengths are seen as Likability & Openness. This combination may mean you are tuned in to people and socializing your ideas right now. You may notice you are more alert to the needs of others and can intuit just how to help them. In this mode, you may feel more receptive than usual and can quickly interpret the cues to improvise. You may be focused on expanding social networks and positive influence through others.

Top 2 True Tilt Quadrants: Resilience and Humanity

Top Question: Who?
Top 2 Motivators: People & Ideas
Top Character Strengths: People & Data
Motivates You: Socializing, Storytelling
Internal Motivation Levers: Freedom & Belonging
Demotivates You: Constraints, Judgment
Best Pace: Quick, Spontaneous
Wants from Others: Freedom, Diplomacy
Offers to Others: Acceptance of Differences
Top Emotions: Joy, Laughter
Stress Reaction: Overwhelm, which can cause confusion
Emotions Under Stress: Guilt, shame
Problematic Trait: Lack of fol., low-through
Motto: So many ideas, so many people, little time
Big Moves: Be Wise, Be Bold

**IMPACT**

When you are Tilting in IMPACT it means you are focused on connecting IDEAS and ACTION and have a natural proclivity for inventing new solutions. A catalyst for innovation, you are comfortable with risk and like taking new ideas and putting them into action.

Top 2 True Tilt Quadrants: Resilience and Courage

Top Question: Why?
Top 2 Motivators: Ideas & Action
Top Character Strengths: Confidence, Creativity, Boldness, Inspiration
Motivates You: Changing the World
Internal Motivation Levers: Autonomy & Freedom
Demotivates You: Resistance, Naysayers
Best Pace: Rocket Speed
Wants from Others: Positivity, Cooperation
Offers to Others: Confidence, Risk-taking
Top Emotions: Urgency, Excitement
Stress Reaction: Omnipotence, which can cause false starts
Emotions Under Stress: Anger, Frustration
Problematic Trait: Impatience with delays
Motto: Everything that tests me makes me feel alive!
Big Moves: Be Kind, Be Wise

**THE CHANGE CATALYST**

When you are Tilting in CONNECTION it means you currently appear to be focused on connecting PEOPLE and IDEAS, and your top two character strengths are seen as Likability & Openness. This combination may mean you are tuned in to people and socializing your ideas right now. You may notice you are more alert to the needs of others and can intuit just how to help them. In this mode, you may feel more receptive than usual and can quickly interpret the cues to improvise. You may be focused on expanding social networks and positive influence through others.

Top 2 True Tilt Quadrants: Resilience and Humanity

Top Question: Who?
Top 2 Motivators: People & Ideas
Top Character Strengths: People & Data
Motivates You: Socializing, Storytelling
Internal Motivation Levers: Freedom & Belonging
Demotivates You: Constraints, Judgment
Best Pace: Quick, Spontaneous
Wants from Others: Freedom, Diplomacy
Offers to Others: Acceptance of Differences
Top Emotions: Joy, Laughter
Stress Reaction: Overwhelm, which can cause confusion
Emotions Under Stress: Guilt, shame
Problematic Trait: Lack of fol., low-through
Motto: So many ideas, so many people, little time
Big Moves: Be Wise, Be Bold

**STRUCTURE**

When you are Tilting in STRUCTURE it means you currently appear to be focused on connecting DATA and RESULTS, and your top two character strengths are seen as Integrity and Diligence. This combination may indicate that you are focused on execution. This usually relates to masterminding and building intricate, precise systems that offer stability and sustainability over time. In this mode, you know how to focus and execute work that requires complex reasoning and heavy task orientation, so others will experience you as a bit anti-social until the work is done.

Top 2 True Tilt Quadrants: Courage and Wisdom Top

Top Question: How?
Top 2 Motivators: Data & Results
Top Character Strengths: Diligence, Integrity, Focus, Boldness
Motivates You: Efficiency, Execution
Internal Motivation Levers: Significance & Autonomy
Demotivates You: Emotionally, Ignorance
Best Pace: Measured, Efficient
Wants from Others: Autonomy, Respect
Offers to Others: Decisiveness, Discipline
Top Emotions: Thrills, Pride
Stress Reaction: Obsession, which can cause micromanagement
Emotions Under Stress: Anger, Disgust
Problematic Trait: Avoidance of Emotion
Motto: Efficiency & precision is perfection
Big Moves: Be Kind, Be Unique

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