



TTI  
SUCCESS  
INSIGHTS®

## Management-Staff

John Doe  
11-12-2013

**COMPLIMENTARY REPORT  
NOT FOR SALE OR SEMINAR USE**

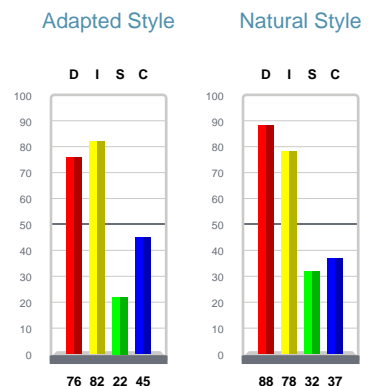


# General Characteristics

*Based on John's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of John's natural behavior.*

John can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of his great strengths. He is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. He embraces visions not always seen by others. John's creative mind allows him to see the "big picture." Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." John prefers an environment with variety and change. He is at his best when many projects are underway at once. He likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He has high ego strengths and may be viewed by some as egotistical. He is often frustrated when working with others who do not share the same sense of urgency. John may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. He seeks his own solutions to problems. In this way, his independent nature comes into play.

John finds it easy to share his opinions on solving work-related problems. Sometimes he becomes emotionally involved in the decision-making process. He prefers authority equal to his responsibility. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. When faced with a tough decision, he will try to sell you on his ideas. He should realize that at times he needs to think a project through, beginning to end, before starting the project. He has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. He will work long hours until a tough problem is solved. After it is solved, John may become bored with any routine work that follows.



John Doe

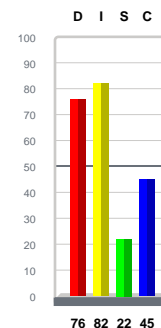


## General Characteristics Continued

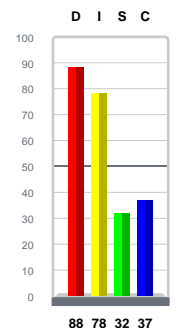
John should exhibit more patience and ask questions to make sure that others have understood what he has said. He tends to be intolerant of people who seem ambiguous or think too slowly. He may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. John challenges people who volunteer their opinions. He may lack the patience to listen and communicate with slower acting people. He may sometimes mask his feelings in friendly terms. If pressured, John's true feelings may emerge. He tends to influence people by being direct, friendly and results-oriented.



Adapted Style



Natural Style



John Doe

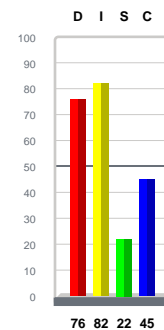


# Value to the Organization

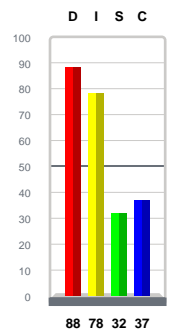
*This section of the report identifies the specific talents and behavior John brings to the job. By looking at these statements, one can identify his role in the organization. The organization can then develop a system to capitalize on his particular value and make him an integral part of the team.*

- Challenge-oriented.
- Self-starter.
- Creative in his approach to solving problems.
- Tenacious.
- Thinks big.
- Positive sense of humor.
- Optimistic and enthusiastic.
- Forward-looking and future-oriented.

Adapted Style



Natural Style



John Doe



# Checklist for Communicating

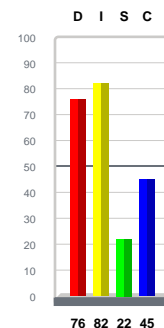
*Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with John. Read each statement and identify the 3 or 4 statements which are most important to him. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with John most frequently.*

## Ways to Communicate

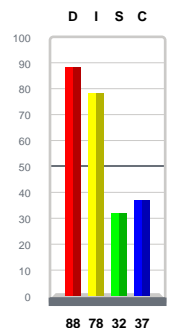
- Provide questions, alternatives and choices for making his own decisions.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Talk about him, his goals and the opinions he finds stimulating.
- Be clear, specific, brief and to the point.
- Read the body language--look for impatience or disapproval.
- Provide facts and figures about probability of success, or effectiveness of options.
- Provide a warm and friendly environment.
- Ask for his opinions/ideas regarding people.
- Support the results, not the person, if you agree.
- Leave time for relating, socializing.
- Motivate and persuade by referring to objectives and results.
- Provide ideas for implementing action.
- Plan interaction that supports his dreams and intentions.



Adapted Style



Natural Style



John Doe



# Descriptors

Based on John's responses, the report has marked those words that describe his personal behavior. They describe how he solves problems and meets challenges, influences people, responds to the pace of the environment and how he responds to rules and procedures set by others.

Demanding	Effusive	Phlegmatic	Evasive
Egocentric	Inspiring	Relaxed	Worrisome
<b>Driving</b>	Magnetic	Resistant to Change	Careful
<b>Ambitious</b>	Political	Nondemonstrative	Dependent
<b>Pioneering</b>	Enthusiastic	Passive	Cautious
<b>Strong-Willed</b>	<b>Demonstrative</b>	Patient	Conventional
<b>Forceful</b>	<b>Persuasive</b>	Possessive	Exacting
<b>Determined</b>	<b>Warm</b>	Predictable	Neat
<b>Aggressive</b>	<b>Convincing</b>	Consistent	Systematic
<b>Competitive</b>	<b>Polished</b>	Deliberate	Diplomatic
<b>Decisive</b>	<b>Poised</b>	Steady	Accurate
<b>Venturesome</b>	<b>Optimistic</b>	Stable	Tactful
Inquisitive	Trusting		Open-Minded
Responsible	Sociable		Balanced Judgment
<b>Dominance</b>	<b>Influencing</b>	<b>Steadiness</b>	<b>Compliance</b>
Conservative	Reflective	<b>Mobile</b>	<b>Firm</b>
Calculating	Factual	<b>Active</b>	<b>Independent</b>
Cooperative	Calculating	<b>Restless</b>	<b>Self-Willed</b>
Hesitant	Skeptical	<b>Alert</b>	Stubborn
Low-Keyed	Logical	<b>Variety-Oriented</b>	Obstinate
Unsure	Undemonstrative	Demonstrative	Opinionated
Undemanding	Suspicious	Impatient	Unsystematic
Cautious	Matter-of-Fact	Pressure-Oriented	Self-Righteous
Mild	Incisive	Eager	Uninhibited
Agreeable	Pessimistic	Flexible	Arbitrary
Modest	Moody	Impulsive	Unbending
Peaceful	Critical	Impetuous	Careless with Details
Unobtrusive		Hypertense	



# Natural and Adapted Style

John's natural style of dealing with problems, people, pace of events and procedures may not always fit what the environment needs. This section will provide valuable information related to stress and the pressure to adapt to the environment.

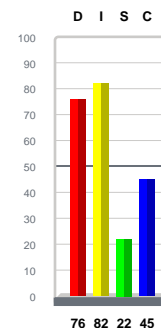
## Problems - Challenges

Natural	Adapted
John tends to deal with problems and challenges in a demanding, driving and self-willed manner. He is individualistic in his approach and actively seeks goals. John will attack problems and likes a position with authority and work that will constantly challenge him to perform up to his ability.	John's response to the environment is to be strong-willed and ambitious in his problem-solving approach. He seeks to win against all obstacles.

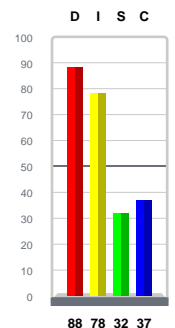
## People - Contacts

Natural	Adapted
John is enthusiastic about his ability to influence others. He prefers an environment in which he has the opportunity to deal with different types of individuals. John is trusting and also wants to be trusted.	John sees no need to change his approach to influencing others to his way of thinking. He sees his natural style to be what the environment is calling for.

Adapted Style



Natural Style



John Doe



# Natural and Adapted Style Continued



## Pace - Consistency

### Natural

John is variety-oriented and demonstrates a need to get from one activity to another as quickly as possible. He usually demonstrates a pronounced sense of urgency. He is eager to initiate change if for nothing else than for change's sake.

### Adapted

John sees his natural activity style to be just what the environment needs. What you see is what you get for activity level and consistency. Sometimes he would like the world to slow down.

## Procedures - Constraints

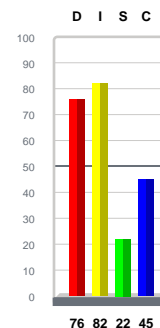
### Natural

John is independent by nature and somewhat self-willed. He is open to new suggestions and can, at times, be seen as somewhat freewheeling. He is most comfortable in an environment where the constraints can be "loosened" for certain situations.

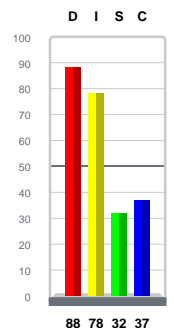
### Adapted

John shows little discomfort when comparing his basic (natural) style to his response to the environment (adapted) style. The difference is not significant and John sees little or no need to change his response to the environment.

Adapted Style



Natural Style



John Doe



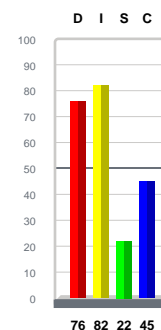


## Adapted Style

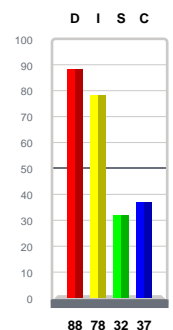
John sees his present work environment requiring him to exhibit the behavior listed on this page. If the following statements DO NOT sound job related, explore the reasons why he is adapting this behavior.

- Possessing a strong sense of urgency toward results.
- Obtaining results through people.
- Making tactful decisions.
- Coping with rapid changes in the work arena.
- Handling a variety of activities.
- Flexibility.
- Moving quickly from one activity to another.
- Maintaining an ever-changing, friendly, work environment.
- Questioning the status quo, and seeking more effective ways of accomplishment.
- Meeting deadlines.
- Preferring people involvement over task focus.

Adapted Style



Natural Style



John Doe



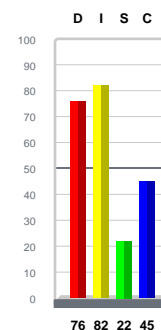
# Keys to Motivating

*This section of the report was produced by analyzing John's wants. People are motivated by the things they want; thus wants that are satisfied no longer motivate. Review each statement produced in this section with John and highlight those that are present "wants."*

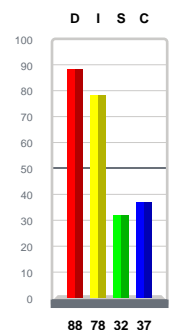
## John wants:

- Changing environments in which to work/play.
- Rewards to support his dreams.
- A variety of work activities.
- Outside activities so there is never a dull moment.
- More time in the day.
- A support system to do the detail work.
- Working conditions with freedom to move and to talk to people.
- Travel or changing work stations.
- Support system to help with details and follow through.
- Freedom to talk and participate on the team.
- Work assignments that provide opportunity for recognition.

Adapted Style



Natural Style





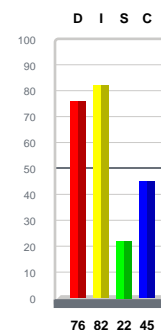
# Keys to Managing

*In this section are some needs which must be met in order for John to perform at an optimum level. Some needs can be met by himself, 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 John and identify 3 or 4 statements that are most important to him. This allows John to participate in forming his own personal management plan.*

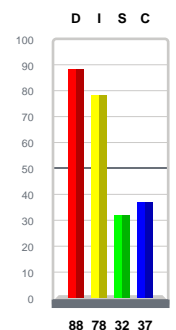
## John needs:

- More logical presentations--less emotional.
- To handle routine paperwork only once.
- To mask emotions when appropriate.
- To be confronted when in disagreement, or when he breaks the rules.
- To focus conversations on work activities--less socializing.
- A program for pacing work and relaxing.
- To negotiate commitment face-to-face.
- To maintain focus on results and not sacrifice productivity just to make everyone happy.
- Help on controlling time and setting priorities.
- To understand his role on the team--either a team player or the leader.
- Participatory management.
- More control of body language.

Adapted Style



Natural Style



John Doe



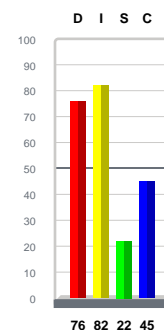
## Areas for Improvement

*In this area is a listing of possible limitations without regard to a specific job. Review with John and cross out those limitations that do not apply. Highlight 1 to 3 limitations that are hindering his performance and develop an action plan to eliminate or reduce this hindrance.*

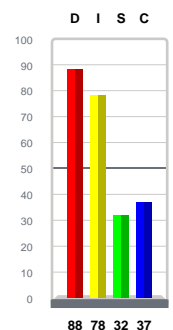
### John has a tendency to:

- Be disruptive because of his innate restlessness and disdain for sameness.
- Make "off the cuff" remarks that are often seen as personal prods.
- Be impulsive and seek change for change's sake. May change priorities daily.
- Be a one-way communicator--doesn't listen to the total story before introducing his opinion.
- Be inconsistent because of many stops, starts and ever-changing direction.
- Resist participation as part of the team, unless seen as a leader.
- Fail to complete what he starts because of adding more and more projects.
- Have no concept of the problems that slower-moving people may have with his style.

Adapted Style



Natural Style



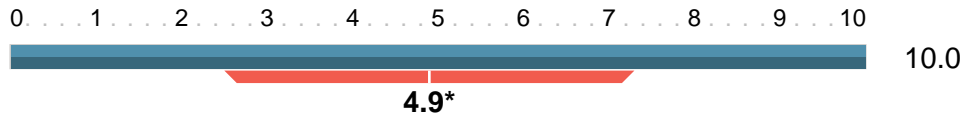
John Doe



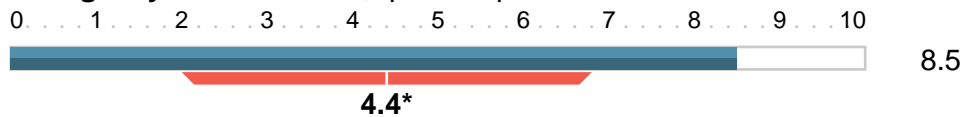
# Behavioral Hierarchy

The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

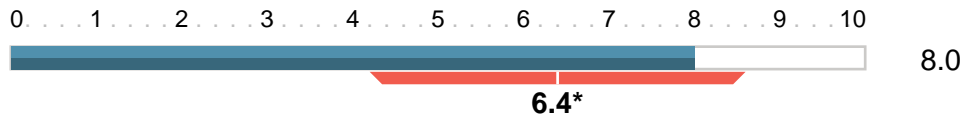
**1. Competitiveness** - Tenacity, boldness, assertiveness and a "will to win" in all situations.



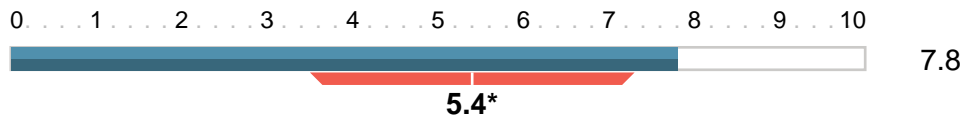
**2. Urgency** - Decisiveness, quick response and fast action.



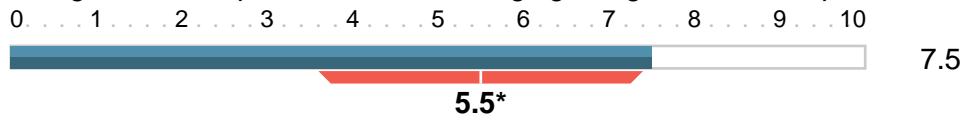
**3. Frequent Interaction with Others** - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



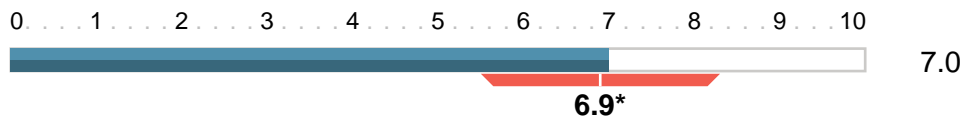
**4. Frequent Change** - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



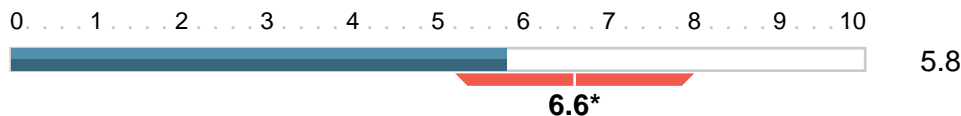
**5. Versatility** - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



**6. People Oriented** - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

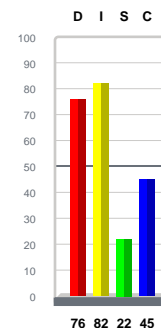


**7. Customer Relations** - A desire to convey your sincere interest in them.

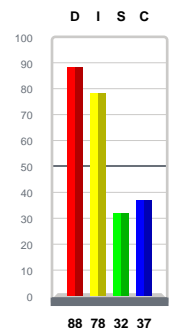


\* 68% of the population falls within the shaded area.

Adapted Style



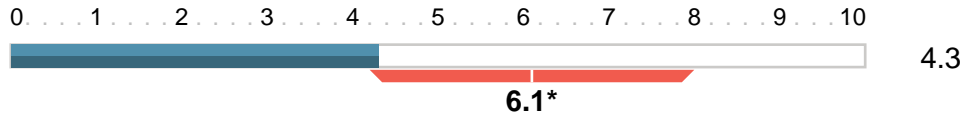
Natural Style



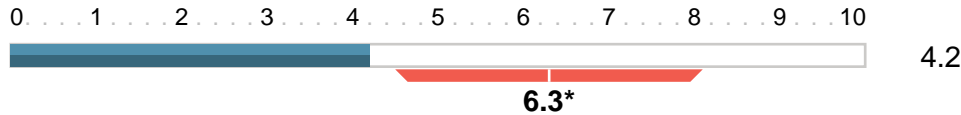


# Behavioral Hierarchy

**8. Follow Up and Follow Through** - A need to be thorough.



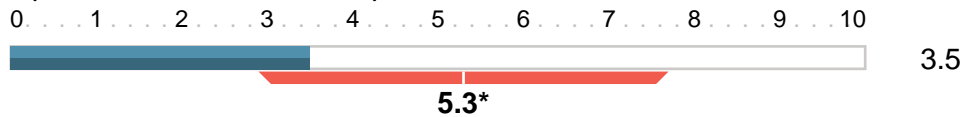
**9. Consistency** - The ability to do the job the same way.



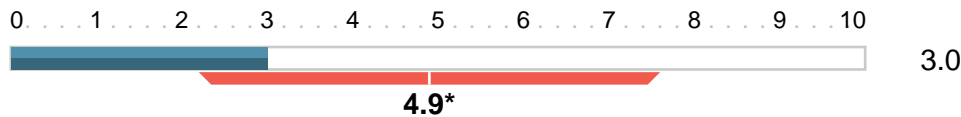
**10. Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.



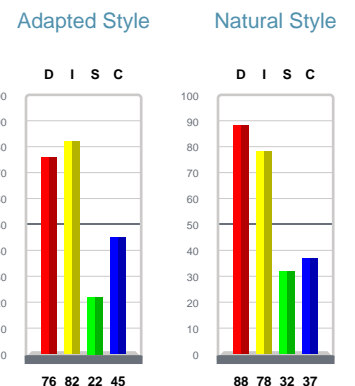
**11. Analysis of Data** - Information is maintained accurately for repeated examination as required.



**12. Organized Workplace** - Systems and procedures followed for success.



SIA: 76-82-22-45 (13) SIN: 88-78-32-37 (12)  
\* 68% of the population falls within the shaded area.





## The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

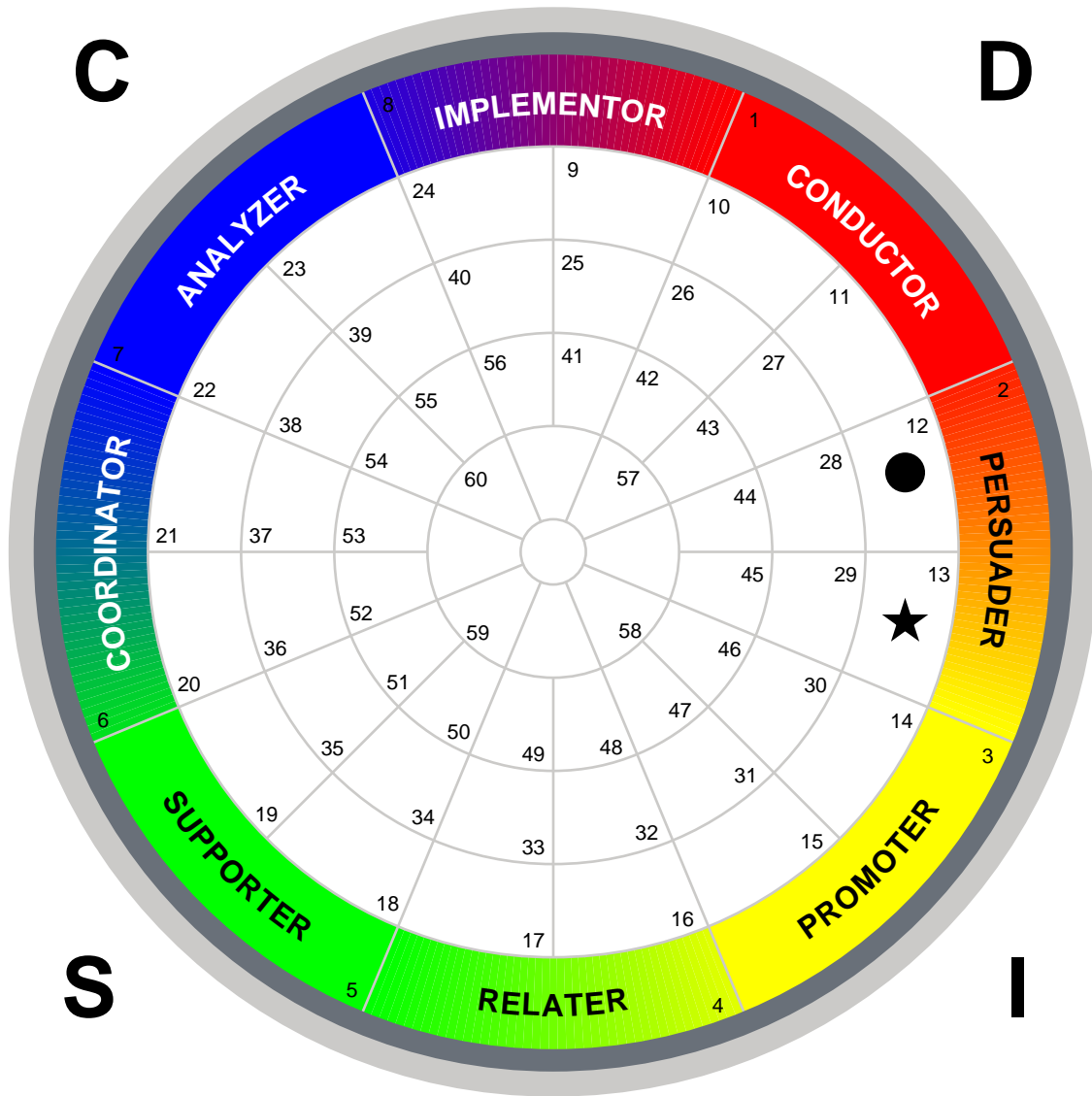
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



# The Success Insights® Wheel

11-12-2013



Adapted: ★ (13) PROMOTING PERSUADER  
 Natural: ● (12) CONDUCTING PERSUADER

Norm 2012 R4

John Doe