



TTI
SUCCESS
INSIGHTS®

Talent Insights® Comparison Report

Samantha Sample and Sally Sample

Board President/Executive Director

4-8-2016

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PROFESSIONAL DEVELOPMENT
—GROUP—



Introduction Where Opportunity Meets Talent®

The TTI Success Insights® Talent Insights Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight to three distinct areas: behaviors, driving forces and the integration of these. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

The following is a comparative summary in the three main areas:

Behaviors

This section of the report is designed to help showcase the behavioral similarities and differences between yourself and another person. The ability to interact effectively with this person may be the difference between success and failure in your work and personal life. Effective communication starts with an accurate perception of self and the implications of interactions with another person.

Driving Forces

This section of the report provides information on why you are driven to do what you do. Each person is driven by a unique set of drivers. Understanding what drives you, as well as another person, can lower the chance of conflict and improve productivity.

Integrating Behaviors and Driving Forces

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and driving forces blend together, performance will be enhanced and you will experience an increase in satisfaction.



Checklist for Communicating

Most people are aware of and sensitive to the ways in which they prefer to be communicated to but may not understand the styles of others. Most find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides a list of things the other should DO when communicating with the other. Read each statement and highlight the 3 or 4 statements which are most important to each person.

Ways to Communicate with Samantha

- Ask for her opinions/ideas regarding people.
- Read the body language for approval or disapproval.
- Provide ideas for implementing action.
- Expect her to return to fight another day when she has received a "no" answer.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Clarify any parameters in writing.
- Provide a warm and friendly environment.
- Appeal to the benefits she will receive.

Ways to Communicate with Sally

- Take your time and be persistent.
- Use scheduled timetable when implementing new action.
- Give her time to verify reliability of your comments--be accurate and realistic.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Provide a friendly environment.
- Look for hurt feelings or personal reasons if you disagree.
- Provide guarantees that her decision will minimize risks; give assurance that provides her with benefits.
- Be prepared.



Checklist for Communicating *Continued*

This section of the report is a list of things NOT to do while communicating with either Samantha and Sally. Review each statement and highlight those that cause frustration. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Ways **NOT** to Communicate with Samantha

- Give her your opinion unless asked.
- Ramble.
- Hesitate when confronted.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- "Dream" with her or you'll lose time.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to her.
- Be curt, cold or tight-lipped.

Ways **NOT** to Communicate with Sally

- Push too hard, or be unrealistic with deadlines.
- Rush her in the decision-making process.
- Talk in a loud voice or use confrontation.
- Be abrupt and rapid.
- Force her to respond quickly to your objectives. Don't say "Here's how I see it."
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Be domineering or demanding; don't threaten with position power.
- Use testimonies from unreliable sources.



Value to the Organization

This section of the report identifies the specific talents and behavior Samantha and Sally each bring to the job. These statements showcase the value each person brings to the organization. This can be used to develop a system to capitalize on the particular value each person contributes.

Samantha's Value:

- Can support or oppose strongly.
- Accomplishes goals through people.
- Negotiates conflicts.
- Self-reliant.
- Verbalizes her feelings.
- Has the confidence to do the difficult assignments.
- People-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

Sally's Value:

- Works for a leader and a cause.
- People-oriented.
- Builds good relationships.
- Patient and empathetic.
- Adaptable.
- Good at reconciling factions--is calming and adds stability.
- Respect for authority and organizational structure.
- Flexible.



Behavioral Descriptors

Based on Samantha's and Sally's responses, the report has marked those words that describe each of their personal behavior styles. These words describe how each person solves problems and meets challenges, influences people, responds to the pace of the environment and how they respond to rules and procedures set by others.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	s.s. Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-Minded
s.s. Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influencing	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	s.s. Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	s.s. Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

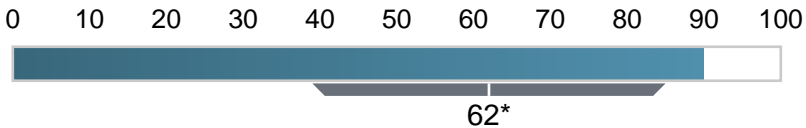


Primary Behavioral Cluster

The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

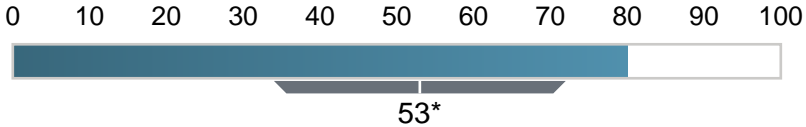
Samantha Sample:

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



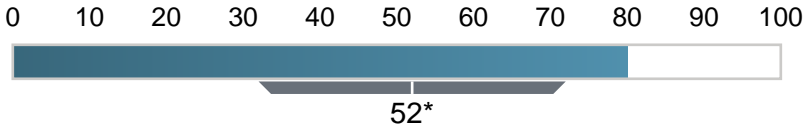
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2. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



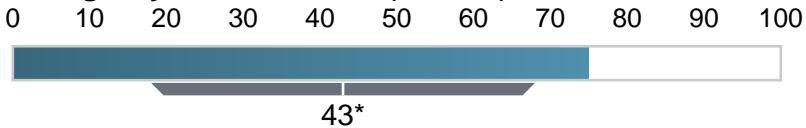
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3. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



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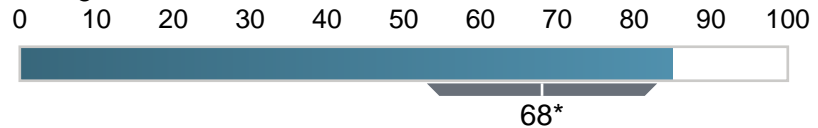
4. Urgency - Decisiveness, quick response and fast action.



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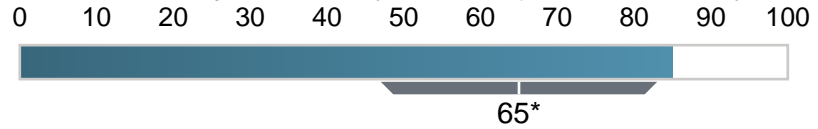
Sally Sample:

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



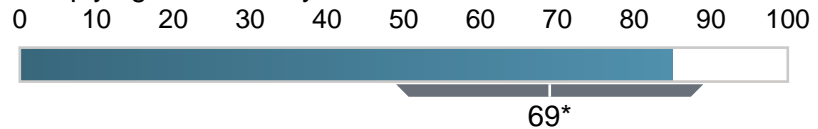
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2. Consistency - The ability to do the job the same way.



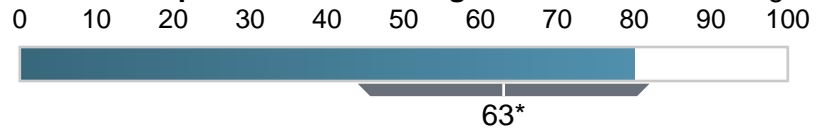
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3. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.



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4. Follow Up and Follow Through - A need to be thorough.



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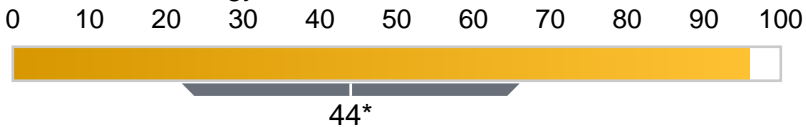


Primary Driving Forces Cluster

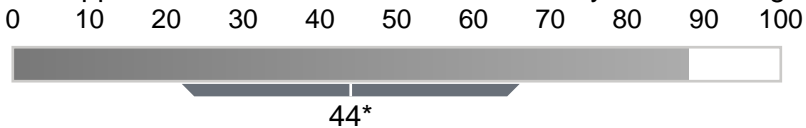
The top driving forces create a cluster of drivers that move you to action. Each person should identify one or two drivers they relate to most. Discuss how each of your other primary drivers support or complement these driving forces.

Samantha Sample:

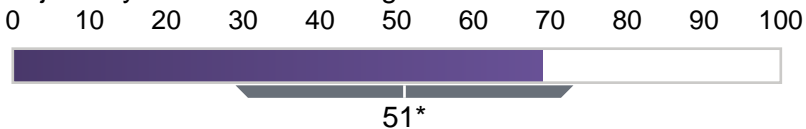
1. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



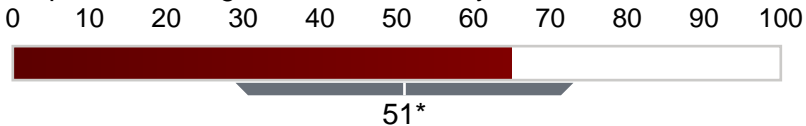
2. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



3. Objective - People who are driven by the functionality and objectivity of their surroundings.

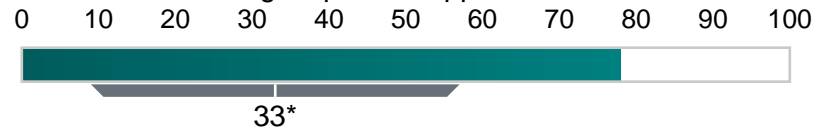


4. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

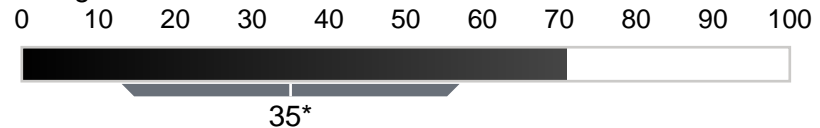


Sally Sample:

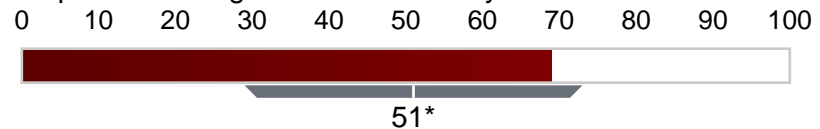
1. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



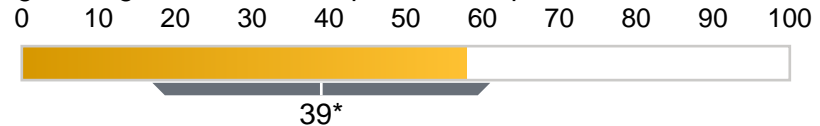
2. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



3. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



4. Selfless - People who are driven by completing tasks for the greater good, with little expectation of personal return.





Driving Forces Descriptors

Based on Samantha's and Sally's responses, the report has listed the words that describe each of their primary driving forces. These words describe why each person does what they do and serve as a filter or driver of daily activities. Highlight the descriptors that are most relevant to each person and discuss the effects on your interactions.

Samantha Sample

Sally Sample

Resourceful	Altruistic
Return on Investment Practical Results Efficiency	Serving Others Compassion Caring
Receptive	Collaborative
New Methods Options Possibilities	Supporting Cooperation Sharing
Objective	Intellectual
Function Compartmentalization Detachment	Knowledge Discovery Identifying Truth
Intellectual	Selfless
Knowledge Discovery Identifying Truth	Accomplishment Willing Accommodating



Potential Behavioral and Motivational Strengths

This section describes the potential areas of strength between Samantha's and Sally's behavioral styles and top four driving forces. These statements showcase the strengths each person brings to the organization. This can be used to develop a system to capitalize on these particular strengths. Identify three or four that enhance their satisfaction on the job.

Samantha's Strengths

- Resourceful and influential in creating effective results.
- Brings enthusiasm to practical situations.
- Willing to talk to all types of people about multiple topics.
- Tends to promote new ideas in the organization.
- Creates organizational momentum in a positive and friendly way.
- Brings enthusiasm to all aspects of the process.
- Willing to share knowledge to benefit the team or organization.
- Thinks outside of the box when gathering information.

Sally's Strengths

- Willing to be the support system behind the cause.
- Able to be a strong listener, who can become a lifelong friend.
- Works persistently as part of a group to achieve objectives.
- Wants to secure her role, but does so in a collaborative manner.
- Great at retrieving information for decision makers she trusts.
- Desire for continuous learning is one of her greatest strengths.
- Takes a methodical approach to implementing changes that can positively impact the people and the company.
- Wants to do her part for the good of the organization.



Potential Behavioral and Motivational Conflict

This section describes the potential areas of conflict between Samantha's and Sally'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.

Samantha's Conflicts

- Overestimates what others will contribute.
- May not recognize increased risk associated with bigger rewards.
- May use inappropriate forums to express new ideas.
- May be ineffective when sharing the details of new methods with others.
- Struggles with balancing people interaction and completing the task at hand.
- Can over share personal feelings which could hinder objectivity.
- May be too trusting of people as resources.
- May overlook vital details in her pursuit of information.

Sally's Conflicts

- May always place blame on herself.
- Can take a long time in addressing sensitive issues that could help others.
- A fear of change could prevent her from supporting a new venture.
- Will forgive but has a hard time forgetting.
- Struggles in adapting to new situations without preparation.
- May have difficulty sharing subjective information.
- May put all her "eggs in one basket" with little regard for return.
- May focus on people and process when fearing change.



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 Samantha's and Sally's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities each person enjoys.

Samantha's Ideal Environment

- Optimism about expected results is not frowned upon.
- The experience is seen as a part of the desired return on investment.
- Ability to blend her creative and optimistic problem-solving approaches.
- Ability to celebrate the success of a project being completed using an innovative approach.
- The need to be around people while accomplishing tangible outcomes.
- Ability to compartmentalize new ideas with a group of people.
- Continuous learning in a team atmosphere where people share openly.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.

Sally's Ideal Environment

- To be partnered with sincere and genuine co-workers, all going for the same cause.
- Ability to give time, talent and resources in order to help the organization.
- Rewards for consistency, steadiness and being persistent.
- Opportunities to challenge change for the sake of change in a private setting.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- Time to make decisions based on all available information.
- Time to allow for completion of current tasks or projects, prior to making a change.
- The need for consistent, reliable and stable contributions to the organization.

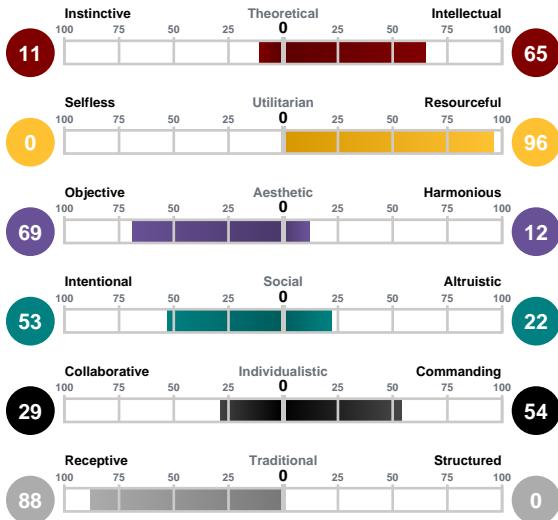
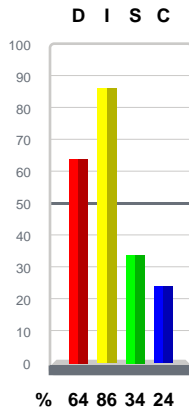
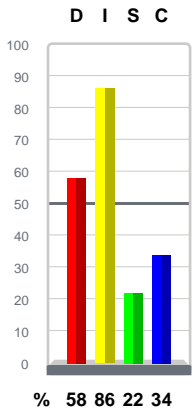


Behaviors and Driving Forces Graphs

Samantha Sample:

Adapted Style

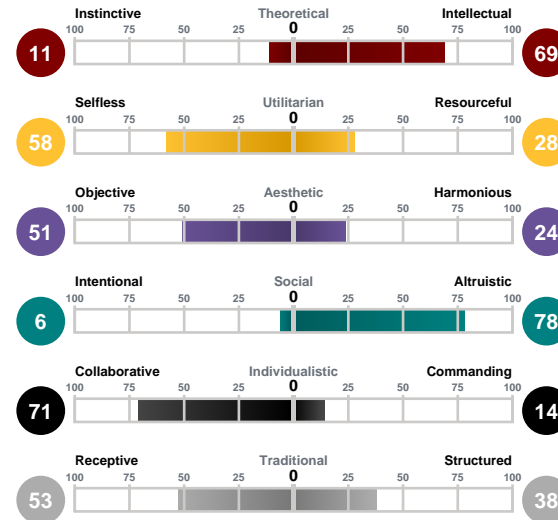
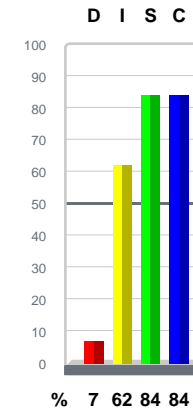
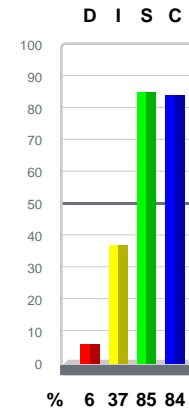
Natural Style



Sally Sample:

Adapted Style

Natural Style

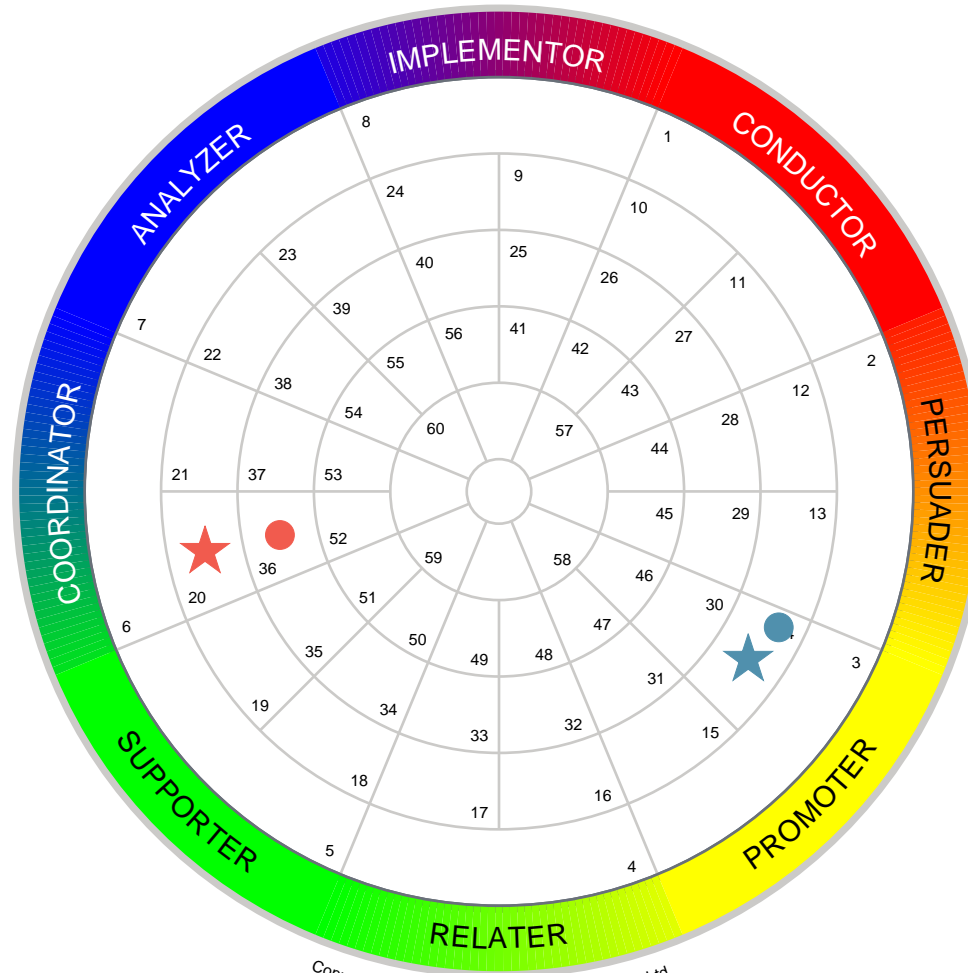




The Success Insights® Wheel

■ Samantha Sample

■ Sally Sample



★ Adapted

● Natural

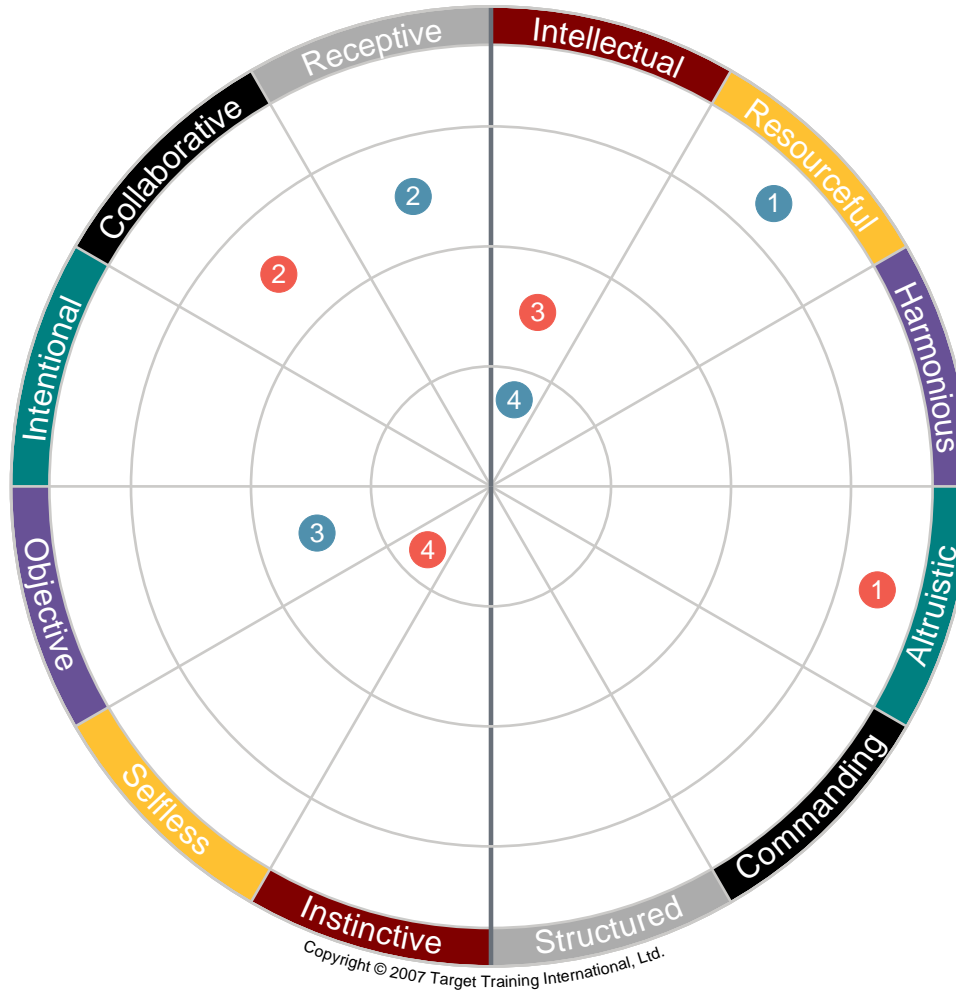
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Primary Cluster Driving Forces Wheel

■ Samantha Sample

■ Sally Sample



1 = 1st driving force, 2 = 2nd driving force, 3 = 3rd driving force, 4 = 4th driving force