



TTI  
SUCCESS  
INSIGHTS®

# Talent Insights®

## Comparison Report

Brenda to Lisa

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# 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, motivators 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.

### Motivators

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

### Integrating Behaviors and Motivators

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and motivators 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 Lisa

- Take your time and be persistent.
- Provide a warm and friendly environment.
- Be sincere and use a tone of voice that shows sincerity.
- Read the body language for approval or disapproval.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Leave time for relating, socializing.
- Talk about her, her goals and the opinions she finds stimulating.
- Take time to be sure that she is in agreement and understands what you said.

## Ways to Communicate with Brenda

- Use enough time to be stimulating, fun-loving, fast-moving.
- Read the body language for approval or disapproval.
- Talk about her, her goals and the opinions she finds stimulating.
- Provide testimonials from people she sees as important.
- Be prepared.
- Give her time to ask questions.
- Take your time and be persistent.
- Provide ideas for implementing action.

# Checklist for Communicating

## Continued



*This section of the report is a list of things NOT to do while communicating with either Lisa and Brenda. 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 Lisa

- Make promises you cannot deliver.
- Give your presentation in random order.
- Legislate or muffle—don't overcontrol the conversation.
- Push too hard or be unrealistic with deadlines.
- Talk to her when you're extremely angry.
- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- "Dream" with her or you'll lose time.

### Ways NOT to Communicate with Brenda

- Be curt, cold or tight-lipped.
- Give your presentation in random order.
- Leave decisions hanging in the air.
- Be haphazard.
- Legislate or muffle—don't overcontrol the conversation.
- Talk to her when you're extremely angry.
- Take credit for her ideas.
- "Dream" with her or you'll lose time.

# Value to the Organization



*This section of the report identifies the specific talents and behavior Lisa and Brenda 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.*

## Lisa's Value:

- Flexible.
- Turns confrontation into positives.
- Respect for authority and organizational structure.
- Adaptable.
- Builds confidence in others.
- Accomplishes goals through people.
- Creative problem solving.
- Team player.

## Brenda's Value:

- Builds confidence in others.
- Flexible.
- People-oriented.
- Negotiates conflicts.
- Team player.
- Optimistic and enthusiastic.
- Accomplishes goals through people.
- Turns confrontation into positives.

# Behavioral Descriptors



Based on Lisa's and Brenda'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	Enthusiastic	Patient	Exacting
Strong-Willed	L.J. Persuasive B.C.	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	L.J. Consistent B.C.	Open-Minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
<b>Dominance</b>	<b>Influence</b>	<b>Steadiness</b>	<b>Compliance</b>
Calculating	Reflective	Mobile	Firm B.C.
Cooperative	Factual	Active	L.J. Independent
Hesitant B.C.	Calculating	Restless	Self-Willed
L.J. Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

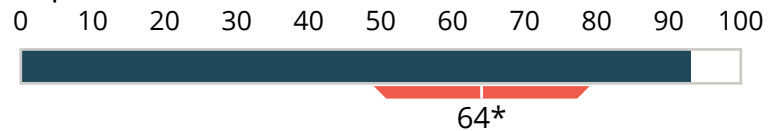
# Primary Behavioral Cluster



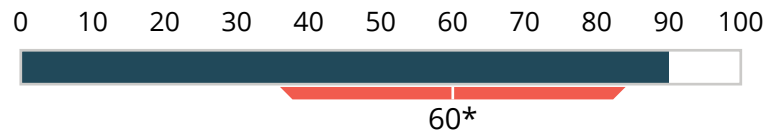
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

## Lisa

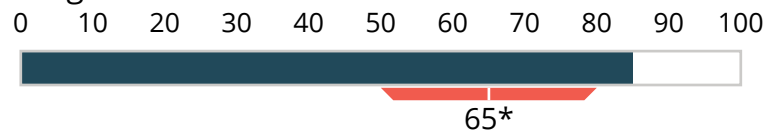
**1. Customer-Oriented** - Identify and fulfill customer expectations.



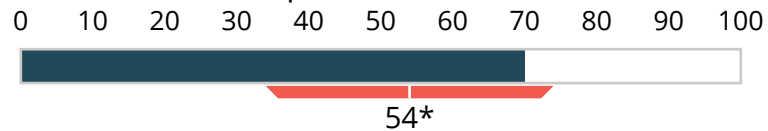
**2. Interaction** - Frequently engage and communicate with others.



**3. People-Oriented** - Build rapport with a wide range of individuals.

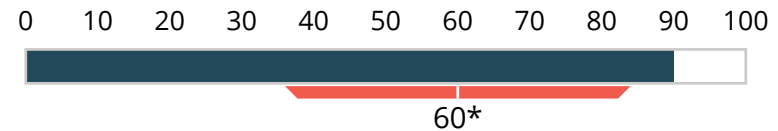


**4. Versatile** - Adapt to various situations with ease.

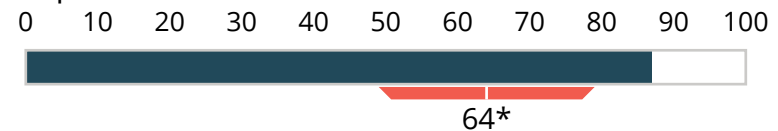


## Brenda

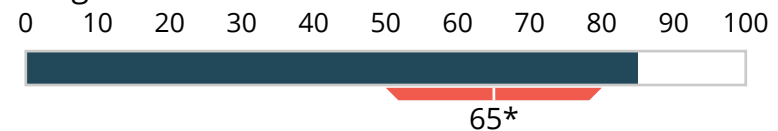
**1. Interaction** - Frequently engage and communicate with others.



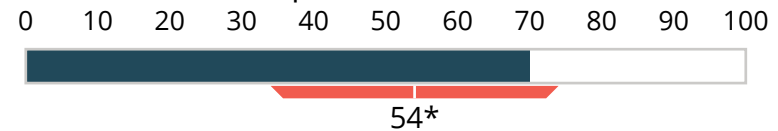
**2. Customer-Oriented** - Identify and fulfill customer expectations.



**3. People-Oriented** - Build rapport with a wide range of individuals.



**4. Versatile** - Adapt to various situations with ease.





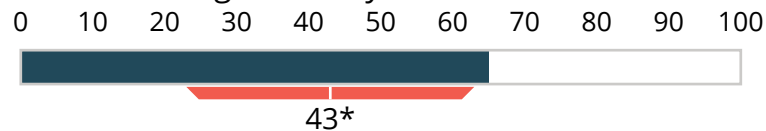
# Motivators Hierarchy



Your drive to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

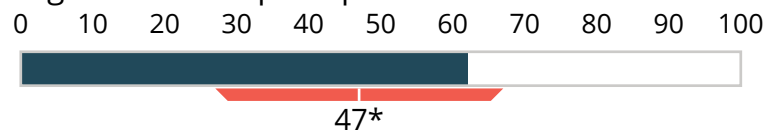
## Lisa

**1. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



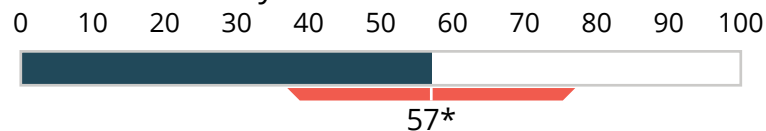
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**2. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



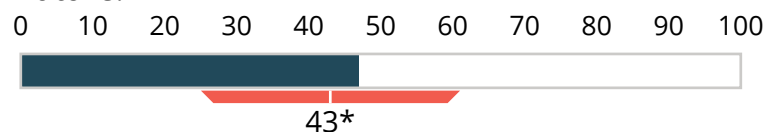
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom and control over their own destiny and others.



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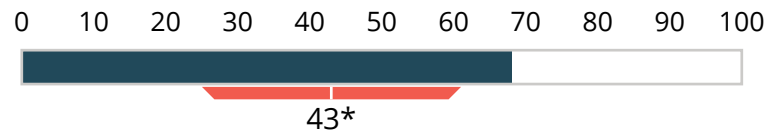
**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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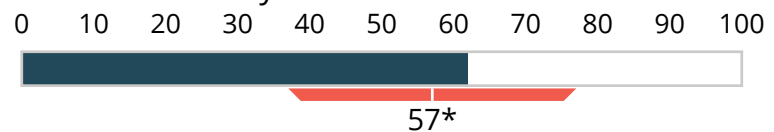
## Brenda

**1. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



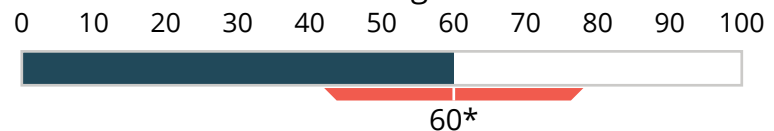
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**2. Individualistic/Political** - Rewards those who value personal recognition, freedom and control over their own destiny and others.



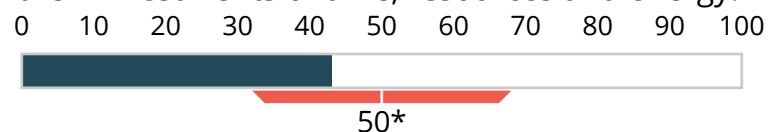
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**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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**4. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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# Potential Behavioral & Motivational

## Strengths



*This section describes the potential areas of strength between Lisa's and Brenda's behavioral styles and top two motivators. 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.*

### Lisa's Strengths

- Great at generating excitement in others and getting people on board.
- Demonstrates a will and desire to help others in the organization.
- Tends to promote traditional ideas and beliefs of the organization.
- Willing to talk to "naysayers" about conforming to the system or structure.
- Strong supporter, therefore, always willing to help.
- Wants to methodically solve people-related problems that benefit the greater good.
- Acts as the eyes and ears for a leader.
- Loyal to her cause.

### Brenda's Strengths

- Motivates others to express themselves.
- Expresses and strives for a balanced team.
- Utilizes people to win and accomplish goals.
- Positively promotes the image of the organization.
- Patient with and willing to listen to the feelings of others.
- Supports a leader and a cause that brings beauty or creativity.
- Leads by example and in a quiet and methodical way.
- The ideal right hand to a goal-driven leader.

# Potential Behavioral & Motivational

## Conflict



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

### Lisa's Conflicts

- Has trouble making difficult decisions that affect others.
- Does not always listen to those she is helping.
- May be ineffective in sharing her system of living with others.
- May use inappropriate forums to express beliefs.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- Sees change for change's sake as negative for herself and others.
- May struggle with change even when it complements her way of living.
- Diverse situations can be highly stressful when trying to stay in line with her system of living.

### Brenda's Conflicts

- Overly optimistic in her ability to bring balance to any situation.
- Has difficulty looking at situations objectively.
- As a leader may over focus on self and her own needs.
- May only interact with those she feels complement her goals.
- Wants to enhance surroundings, but struggles with the need to change.
- Dislikes unwarranted change in her environment because of the disruption of balance.
- Forgives but has a hard time forgetting.
- Listens to others but wants to act to her own interest.

# 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 Lisa's and Brenda's behavioral style and top two motivators. Use this section to identify specific duties and responsibilities each person enjoys.

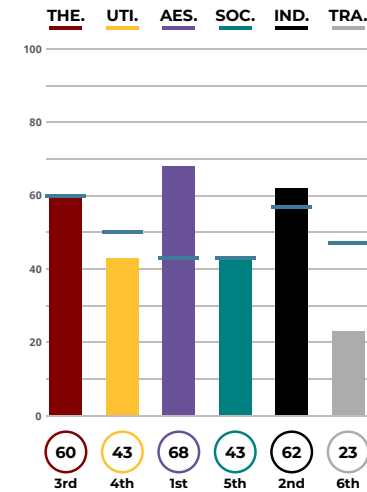
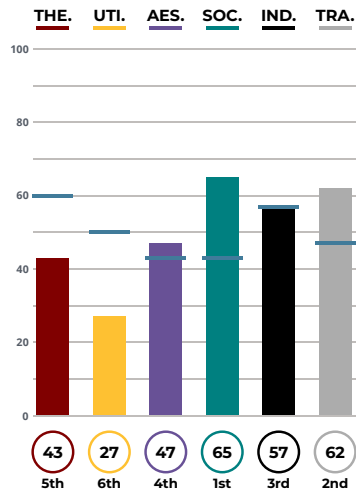
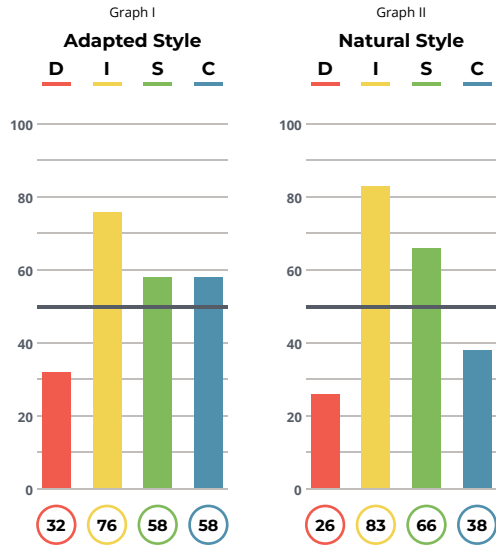
## Lisa's Ideal Environment

- A stable and predictable environment.
- Freedom from control and detail.
- Assignments with a high degree of people contacts.
- Work on a team that has common interests and desires.
- Ability to give of time, talent and resources in order to help the organization.
- Ability to showcase altruistic achievements in order to get others involved.
- Ability to celebrate the success of a project being completed within the ideal paradigm.
- An environment that does not advocate change for the sake of change.
- A forum to express the experience of following the system or process.

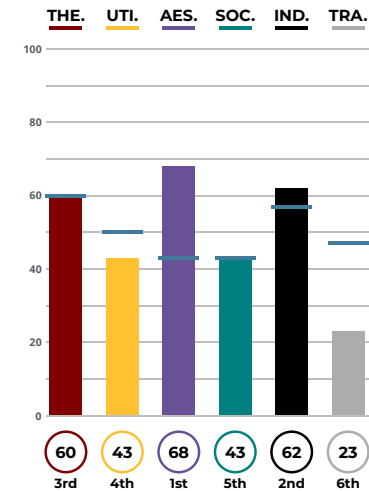
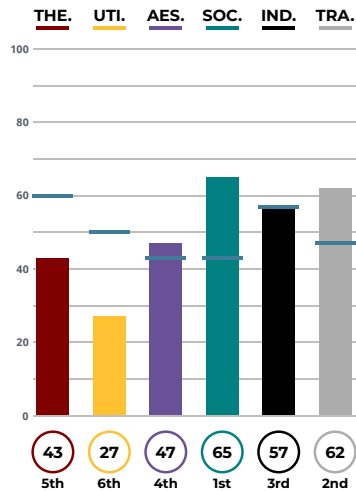
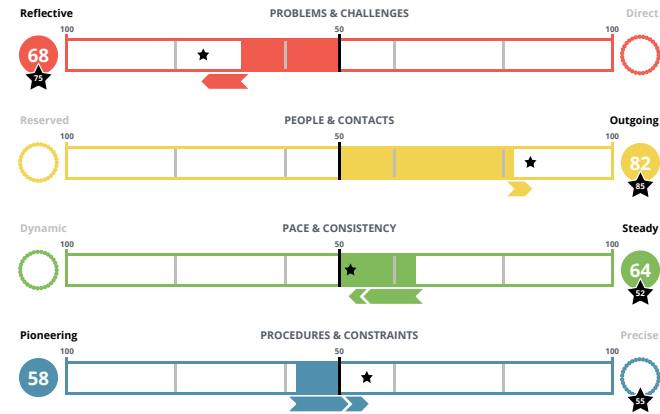
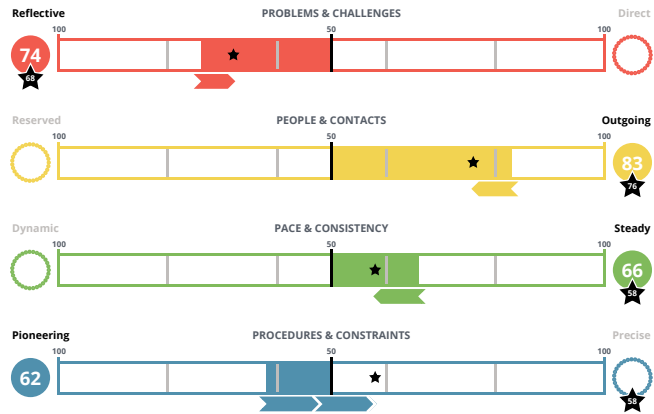
## Brenda's Ideal Environment

- Little conflict between people.
- Democratic supervisor with whom she can associate.
- An environment in which she may deal with people on a personal, intimate basis.
- Working conditions that allow for creativity and people-interaction.
- A fun and creative working environment.
- An environment that supports time-tested, proven processes for completing tasks.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- A forum to celebrate successes as an individual.
- Recognition and rewards for consistency, steadiness and being methodical.

# Behaviors & Motivators Graphs



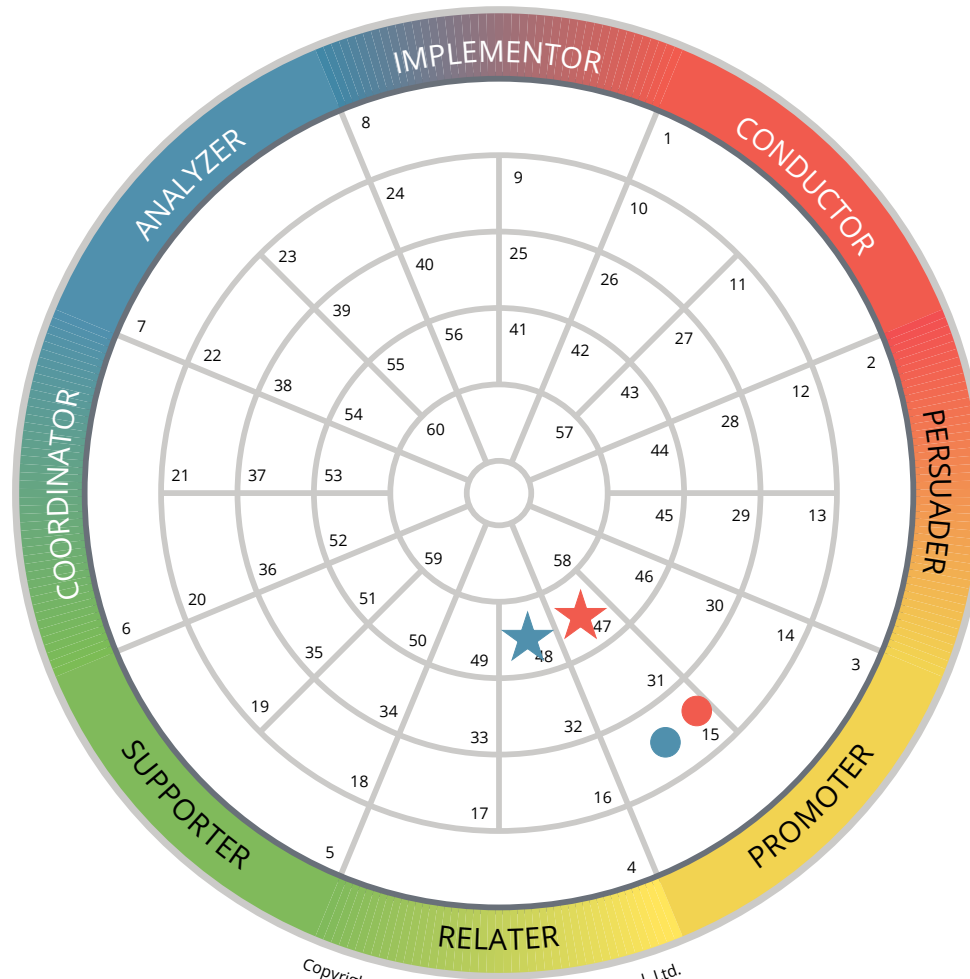
# Behaviors & Motivators Graphs



# The Success Insights® Wheel



- Lisa
- Brenda Cones



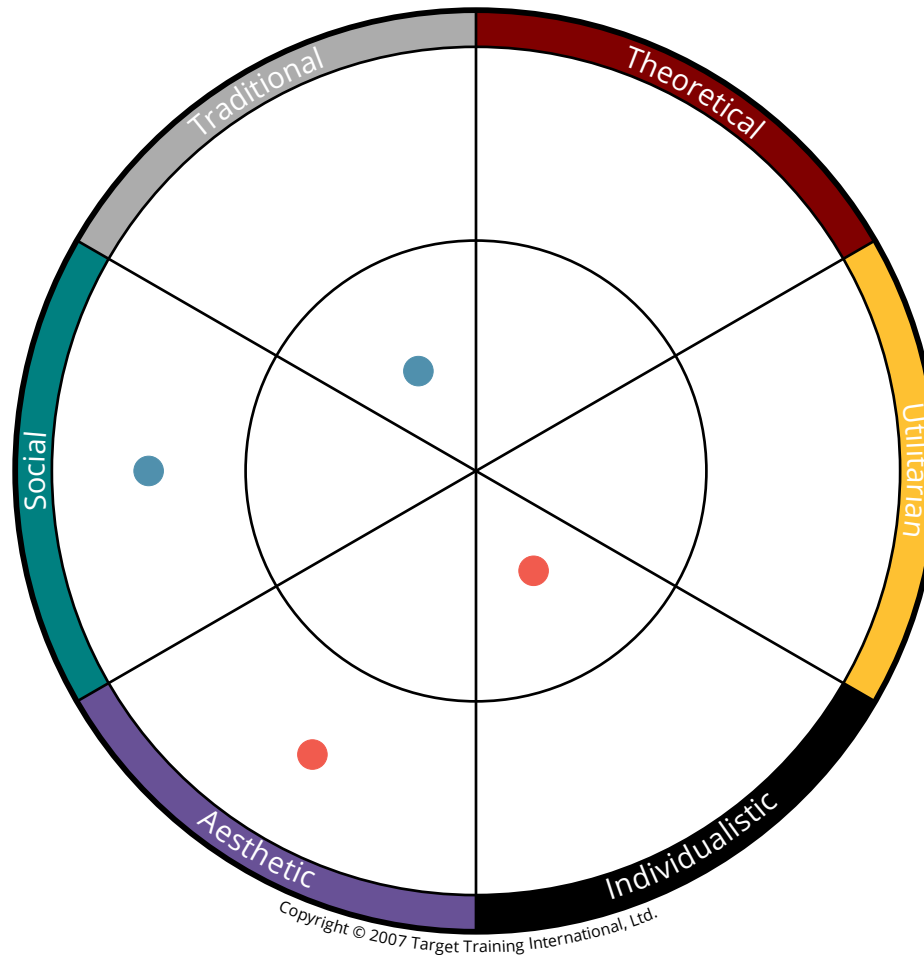
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- ★ Adapted
- Natural

# Motivators Wheel™



- Lisa
- Brenda Cones



Outside ring = #1 attitude    Inside ring = #2 attitude