



TTI
SUCCESS
INSIGHTS®



TTI Success Insights®

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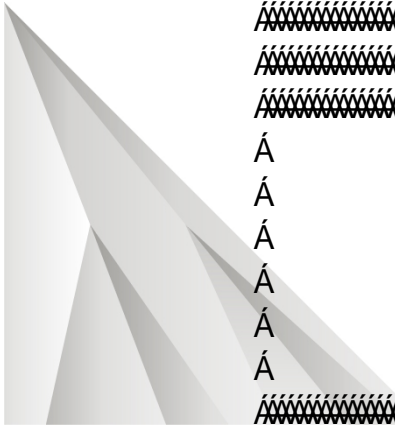
Ana Ùæ]|^ ÈandÈAdrian Òæ]|^

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Introduction Where Opportunity Meets Talent

The TTI Success Insights® Ó@ç1 a Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight into each person's behavioral style. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

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.



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 Ana

- Leave time for relating, socializing.
- Look for her oversights.
- Provide solutions--not opinions.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide a warm and friendly environment.
- Talk about her, her goals and the opinions she finds stimulating.
- Use a balanced, objective and emotional approach.
- Provide testimonials from people she sees as important.

Ways to Communicate with Adrian

- Stick to business--let him decide if he wants to talk socially.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Make an organized presentation of your position, if you disagree.
- Provide solid, tangible, practical evidence.
- Motivate and persuade by referring to objectives and results.
- Follow through, if you agree.
- Minimize risk by providing guarantees over a period of time.
- Approach him in a straightforward, direct way; stick to business.



Checklist for Communicating *Continued*

This section of the report is a list of things NOT to do while communicating with either Ana and Adrian. 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 Ana

- Be dictatorial.
- Legislate or muffle--don't overcontrol the conversation.
- Talk down to her.
- Ramble.
- Be curt, cold or tight-lipped.
- Drive on to facts, figures, alternatives or abstractions.
- Leave decisions hanging in the air.
- "Dream" with her or you'll lose time.

Ways **NOT** to Communicate with Adrian

- Be redundant.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Threaten, cajole, wheedle, coax or whimper.
- Provide special, personal incentives.
- Come with a ready-made decision, or make it for him.
- Use someone's opinion as evidence.
- Say "trust me"--you must prove it.
- Make conflicting statements.



Value to the Organization

This section of the report identifies the specific talents and behavior Ana and Adrian 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.

Ana's Value:

- People-oriented.
- Accomplishes goals through people.
- Big thinker.
- Builds confidence in others.
- Dedicated to her own ideas.
- Verbalizes her feelings.
- Bottom line-oriented.
- Self-reliant.

Adrian's Value:

- Change agent--looks for faster and better ways.
- Objective--"The anchor of reality."
- Self-starter.
- Usually makes decisions with the bottom line in mind.
- Challenge-oriented.
- Thinks big.
- Proficient and skilled in his technical specialty.
- Tenacious.



Behavioral Descriptors

Based on Ana's and Adrian'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	Persuasive	Possessive	Systematic
Determined	A.S. Convincing	Predictable	Accurate
Competitive	Poised	A.S. Consistent	Open-Minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
A.E.			A.E.
Dominance	Influencing	Steadiness	Compliance
	A.E.	A.E.	
A.S. Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	A.S. Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

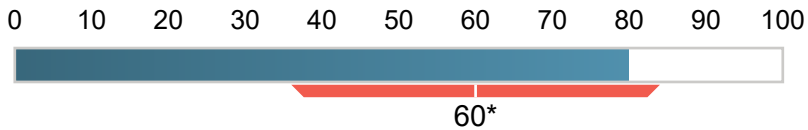


Primary Behavioral Cluster

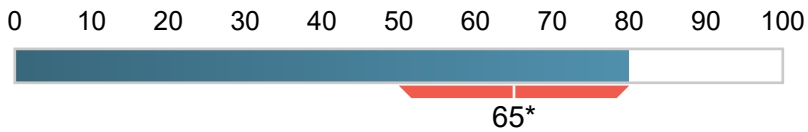
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

Ana Sample:

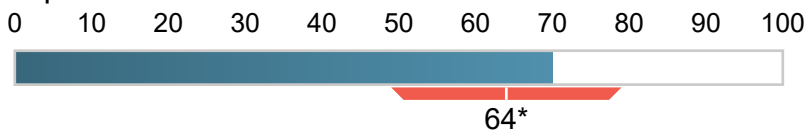
1. Interaction - Frequently engage and communicate with others.



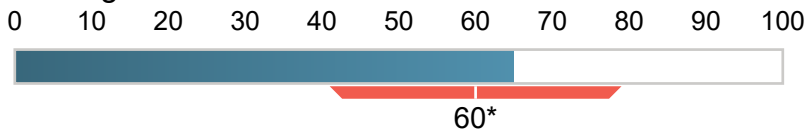
2. People-Oriented - Build rapport with a wide range of individuals.



3. Customer-Oriented - Identify and fulfill customer expectations.

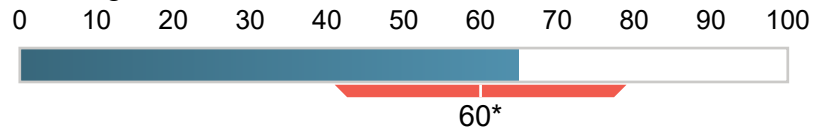


4. Following Policy - Adhere to rules, regulations, or existing methods.

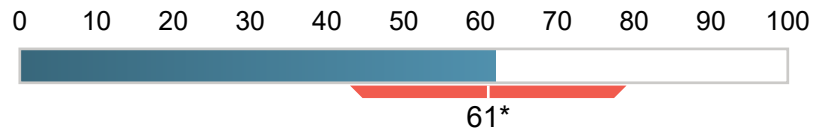


Adrian Example:

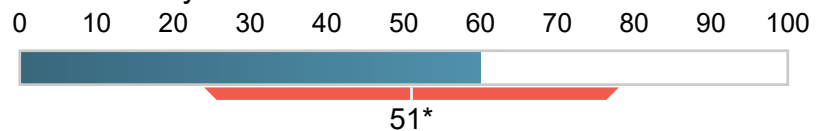
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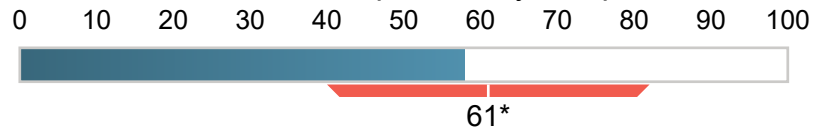
2. Persistence - Finish tasks despite challenges or resistance.



3. Organized Workplace - Establish and maintain specific order in daily activities.



4. Consistent - Perform predictably in repetitive situations.



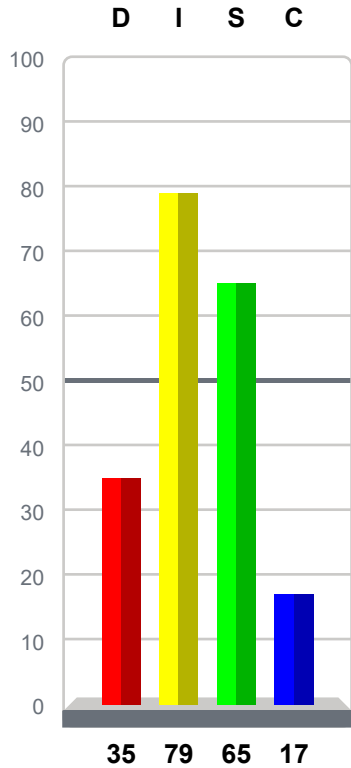


Behaviors Graphs

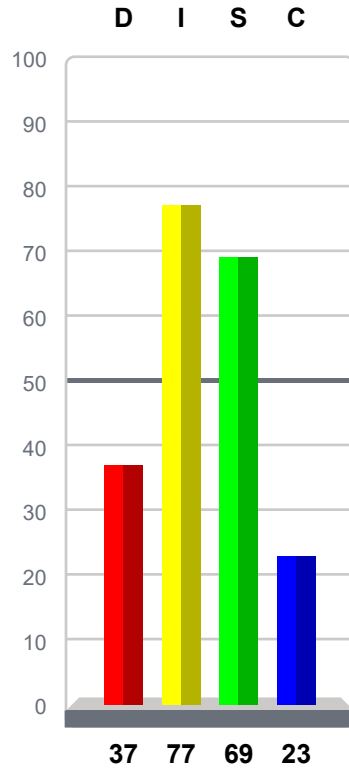
Ana Sample:

Adrian Example:

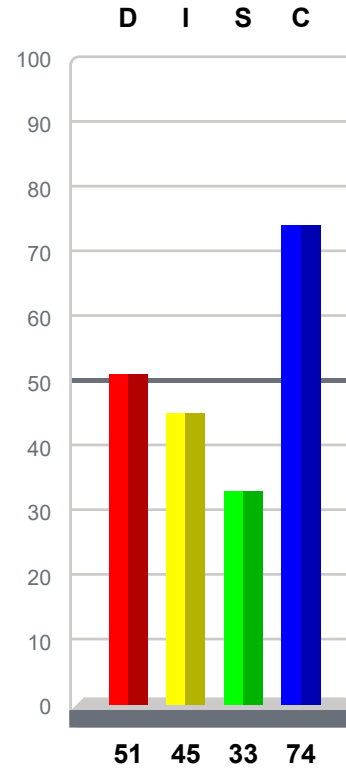
Adapted Style



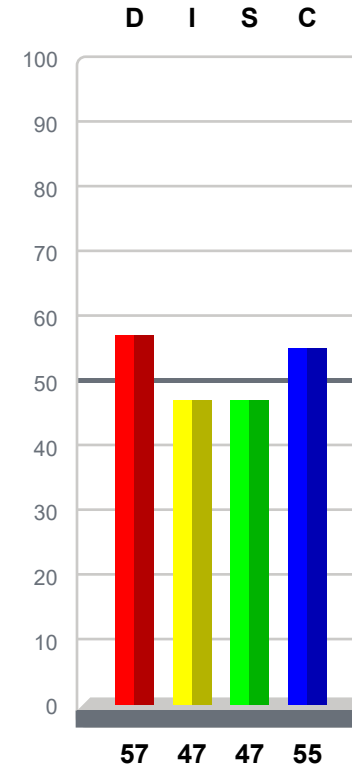
Natural Style



Adapted Style



Natural Style

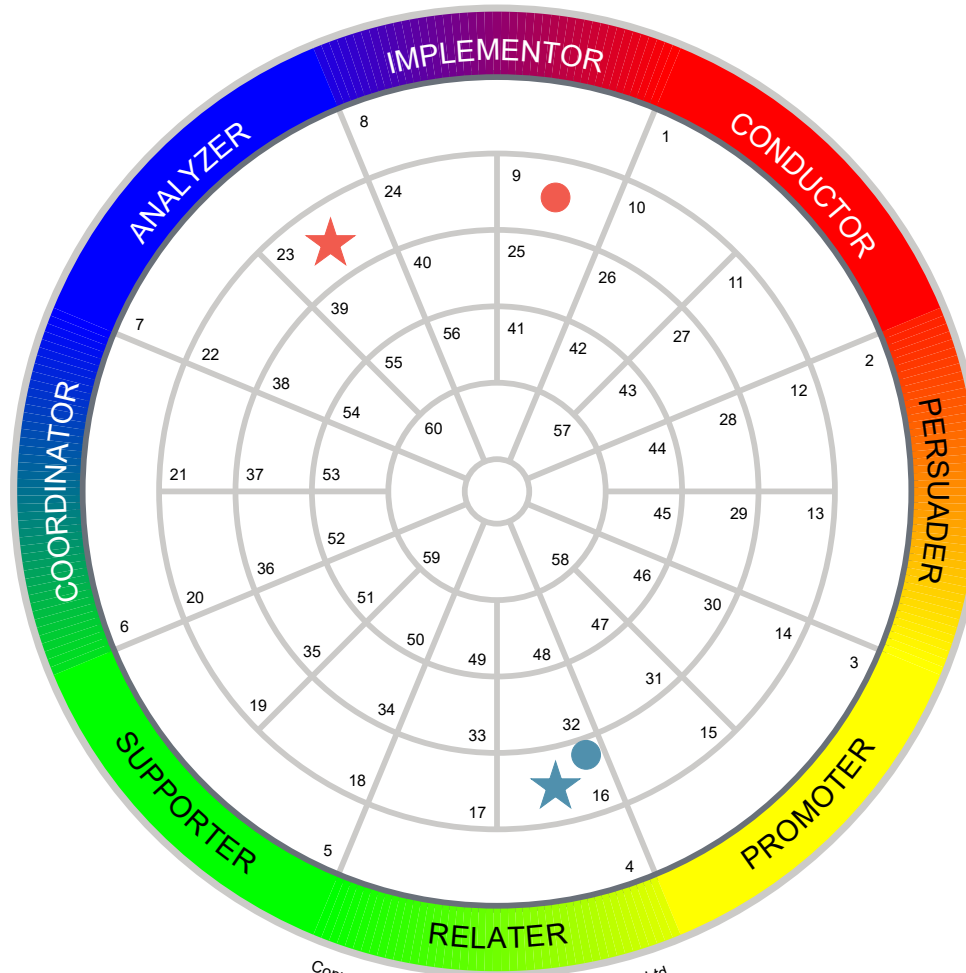




The Success Insights® Wheel

■ Ana Sample

■ Adrian Example



★ Adapted

● Natural