



TTI  
SUCCESS  
INSIGHTS®

# TTI Success Insights®

## Behavioral Comparison Report

Justin/Matt

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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 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 Justin

- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Support your communications with correct facts and data.
- Give him time to ask questions.
- Be sincere and use a tone of voice that shows sincerity.
- Use a scheduled timetable when implementing new action.
- Be prepared.
- Take time to be sure that he is in agreement and understands what you said.
- Provide a friendly environment.

## Ways to Communicate with Matt

- Be patient and persistent.
- Keep at least three feet away from him.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Present your case softly, non-threateningly, with a sincere tone of voice.
- Clearly define (preferably in writing) individual contributions.
- Be prepared with the facts and figures.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Respect his quiet demeanor.

# Checklist for Communicating

## Continued



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

- Be haphazard.
- Manipulate or push him into agreeing because he probably won't fight back.
- Give your presentation in random order.
- Make promises you cannot deliver.
- Push too hard or be unrealistic with deadlines.
- Force him to respond quickly to your objectives. Don't say, "Here's how I see it."
- Use testimonies from unreliable sources.
- Patronize or demean him by using subtlety or incentive.

### Ways NOT to Communicate with Matt

- Overuse gestures.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Be domineering or demanding; don't threaten with a position of power.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
- Offer assurance and guarantees you can't fulfill.
- Manipulate or push him into agreeing because he probably won't fight back.
- Patronize or demean him by using subtlety or incentive.
- Force him to respond quickly to your objectives. Don't say, "Here's how I see it."

# Value to the Organization



*This section of the report identifies the specific talents and behavior Justin and Matt 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.*

## Justin's Value:

- Concerned about quality.
- Flexible.
- Good listener.
- Turns confrontation into positives.
- Will gather data for decision making.
- Consistent and steady.
- Patient and empathetic.
- People-oriented.

## Matt's Value:

- Dependable team player.
- Patient and empathetic.
- Always looking for logical solutions.
- Good at reconciling factions—is calming and adds stability.
- Works for a leader and a cause.
- Objective and realistic.
- Can make decisions without getting emotionally involved.
- Service-oriented.

# Behavioral Descriptors



Based on Justin's and Matt'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	J.S. Passive M.P.	Careful M.P.
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	J.S. Accurate
Competitive	Poised	Consistent	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
Cooperative	Factual	Active	Independent
Hesitant M.P.	Calculating	Restless	Self-Willed
Cautious	J.S. Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
J.S. Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact M.P.	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

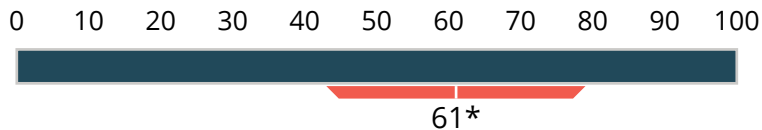
# Primary Behavioral Cluster



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.

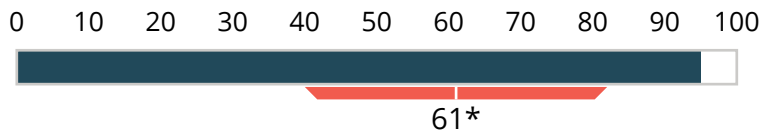
## Justin

**1. Persistence** - Finish tasks despite challenges or resistance.



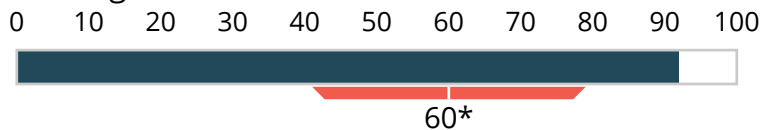
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**2. Consistent** - Perform predictably in repetitive situations.



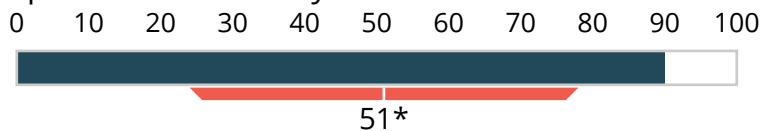
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**3. Following Policy** - Adhere to rules, regulations, or existing methods.



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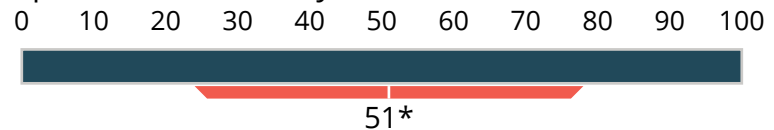
**4. Organized Workplace** - Establish and maintain specific order in daily activities.



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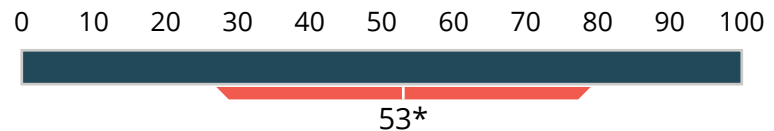
## Matt

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



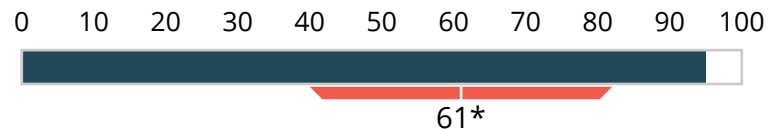
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**2. Analysis** - Compile, confirm and organize information.



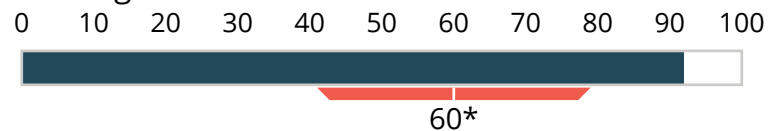
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**3. Consistent** - Perform predictably in repetitive situations.



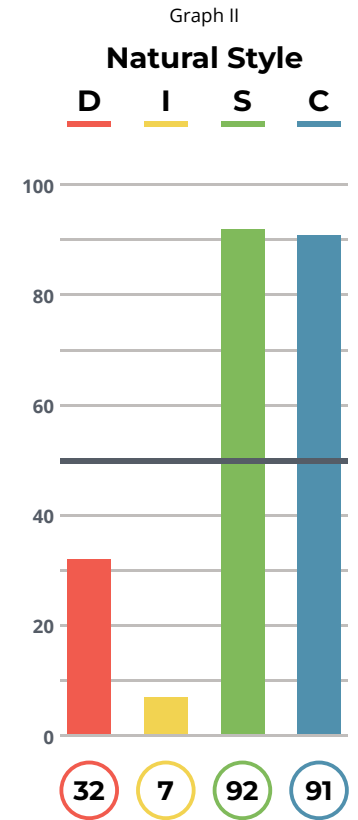
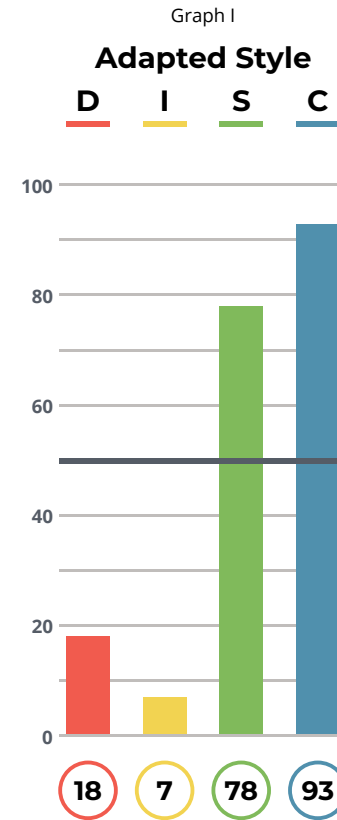
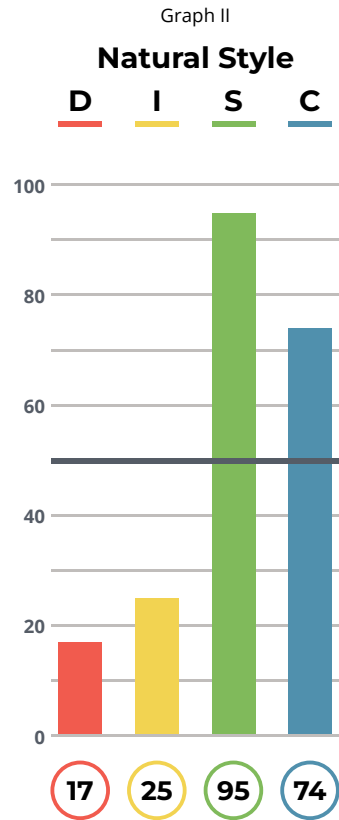
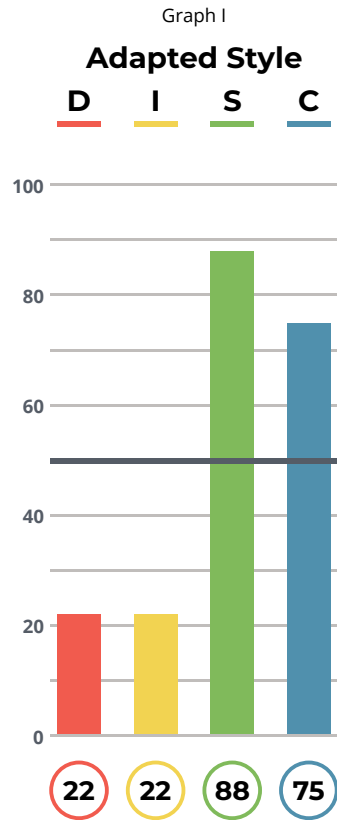
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**4. Following Policy** - Adhere to rules, regulations, or existing methods.



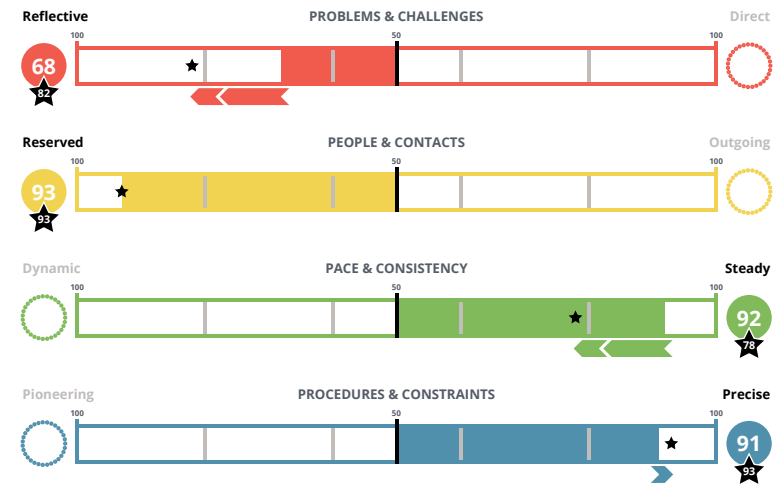
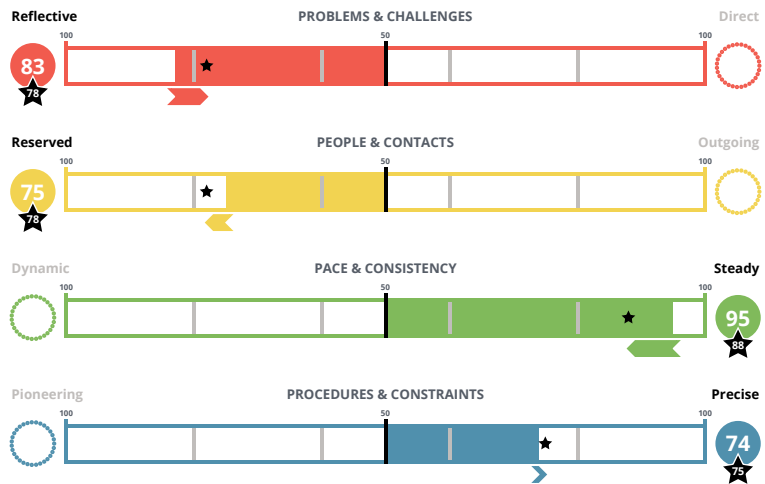
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# Behaviors Graphs





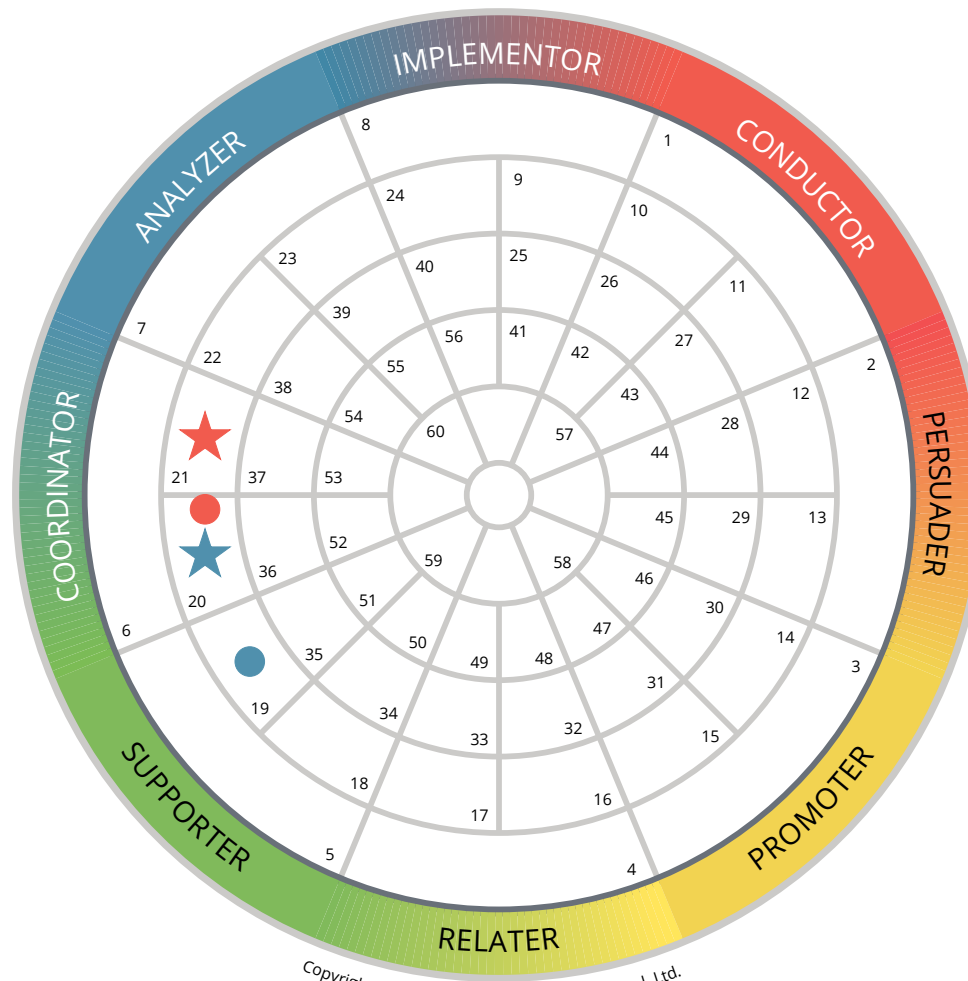
# Behaviors Graphs



# The Success Insights® Wheel



- Justin
- Matt Power



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- ★ Adapted
- Natural