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# Talent Insights®

## Job/Talent Comparison Report

### Sample Benchmark Comparison

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# Table of Contents



Introduction - <i>Where Opportunity Meets Talent</i> .....	3
Introduction .....	4
Introduction .....	5
Primary Driving Forces Cluster .....	6
Situational Driving Forces Cluster .....	7
Indifferent Driving Forces Cluster .....	8
Behavioral Hierarchy .....	9
Driving Forces Feedback .....	12
Behavioral Feedback .....	13



# Introduction

## Where Opportunity Meets Talent

This report compares a specific job benchmark to the results of one to five talent reports. Use the following guidelines to effectively interpret the results.

### Interpretation Guidelines

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top three motivators and the top three behaviors. The answers to these questions will maximize the use of this report:

### Driving Forces Hierarchy

- How will a person feel if they have to spend eight hours a day in an activity that does not reward their passion?
- How will a person feel if he/she is misaligned with the rewards of the job?

### Behavioral Traits

- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

### Additional Consideration

- How are other people in the same job performing based on the results of their TTI Talent Insights® Talent Report?

# Introduction



This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

**Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH PERSONAL REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.**

# Introduction



## Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

## Behavioral Hierarchy (12 Areas)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual personal report(s).

## Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

## Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

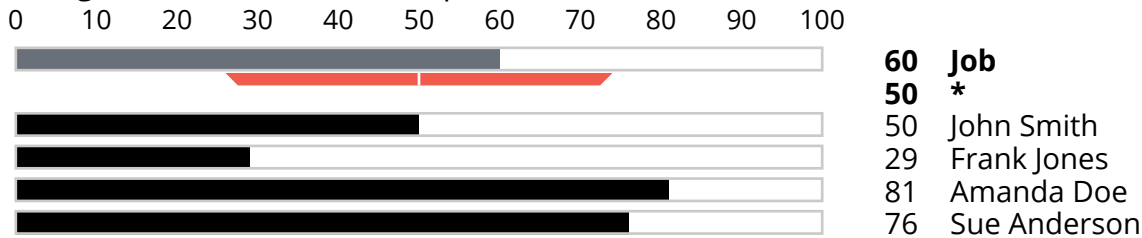
Note: The information provided above offers you a better understanding of the job requirements for superior performance based on the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.

# Primary Driving Forces Cluster

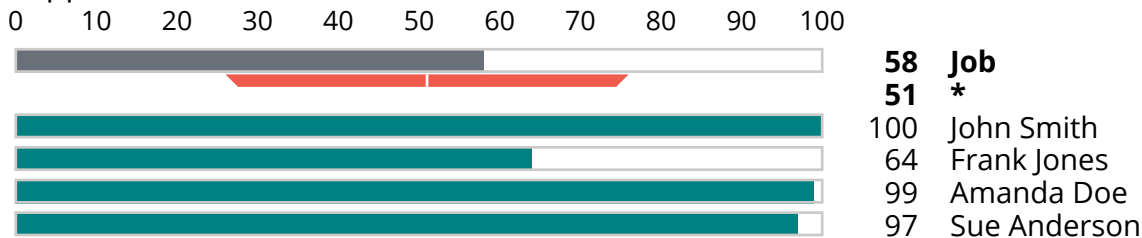


These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

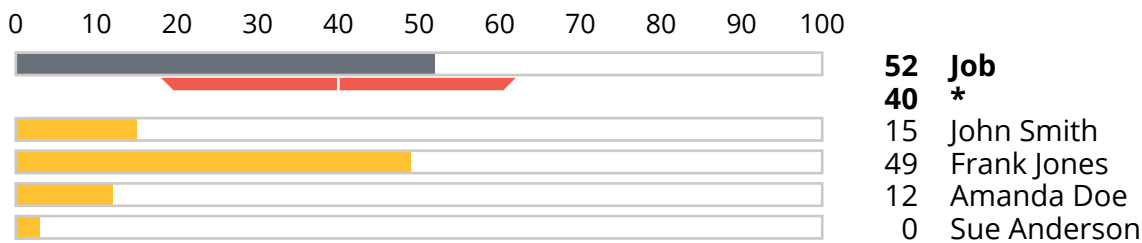
## 1. Commanding - People who are driven by status, recognition and control over personal freedom.



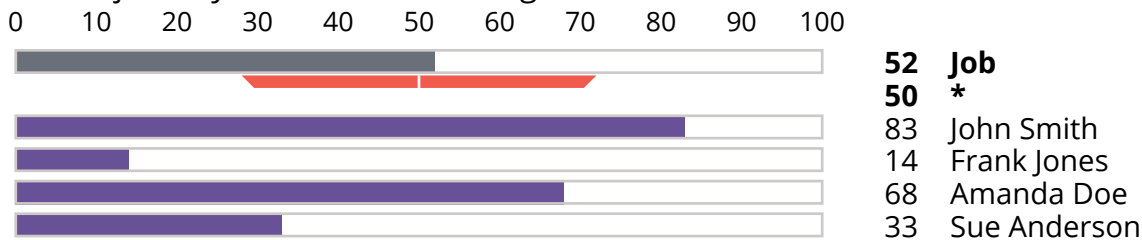
## 2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



## 3. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



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



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

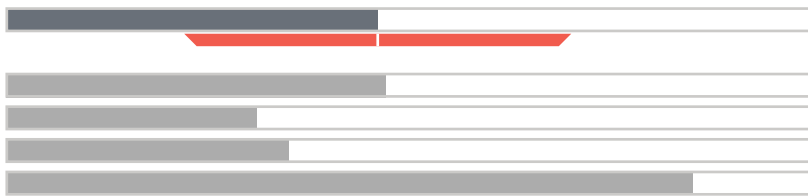
# Situational Driving Forces Cluster



These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

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

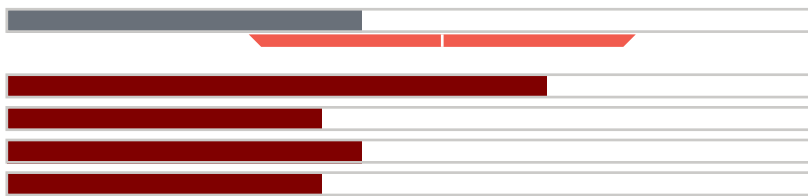
0 10 20 30 40 50 60 70 80 90 100



**46 Job**  
**46 \***  
 47 John Smith  
 31 Frank Jones  
 35 Amanda Doe  
 85 Sue Anderson

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

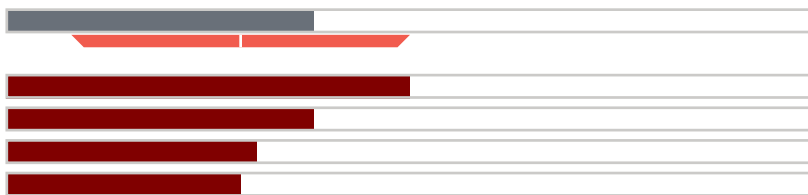
0 10 20 30 40 50 60 70 80 90 100



**44 Job**  
**54 \***  
 67 John Smith  
 39 Frank Jones  
 44 Amanda Doe  
 39 Sue Anderson

**7. Instinctive** - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

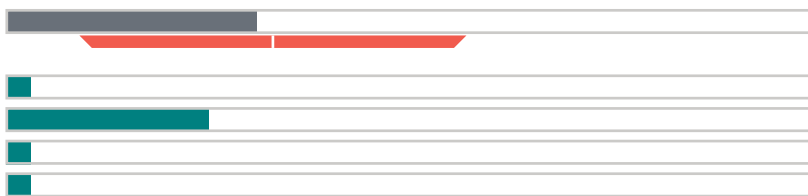
0 10 20 30 40 50 60 70 80 90 100



**38 Job**  
**29 \***  
 50 John Smith  
 38 Frank Jones  
 31 Amanda Doe  
 29 Sue Anderson

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

0 10 20 30 40 50 60 70 80 90 100



**31 Job**  
**33 \***  
 0 John Smith  
 25 Frank Jones  
 0 Amanda Doe  
 0 Sue Anderson

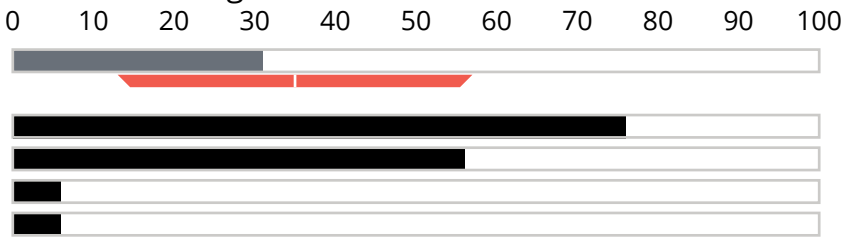
\* 68% of the population falls within the shaded area.

# Indifferent Driving Forces Cluster



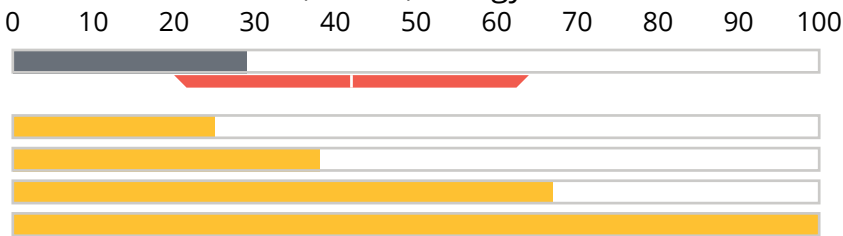
These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

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



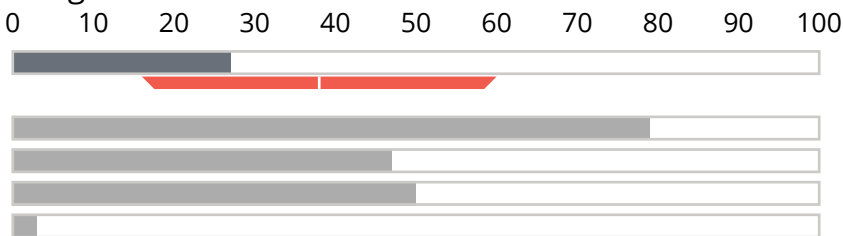
**31 Job**  
**35 \***  
 76 John Smith  
 56 Frank Jones  
 6 Amanda Doe  
 6 Sue Anderson

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



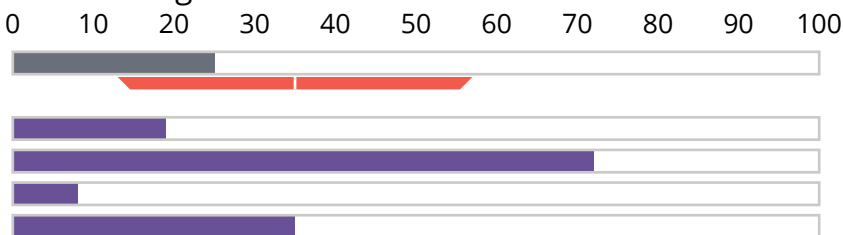
**29 Job**  
**42 \***  
 25 John Smith  
 38 Frank Jones  
 67 Amanda Doe  
 100 Sue Anderson

**11. Structured** - People who are driven by traditional approaches, proven methods and a defined system for living.



**27 Job**  
**38 \***  
 79 John Smith  
 47 Frank Jones  
 50 Amanda Doe  
 0 Sue Anderson

**12. Harmonious** - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



**25 Job**  
**35 \***  
 19 John Smith  
 72 Frank Jones  
 8 Amanda Doe  
 35 Sue Anderson

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

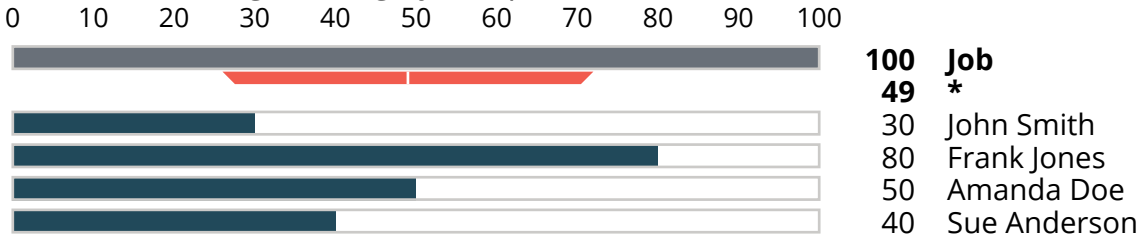


# Behavioral Hierarchy

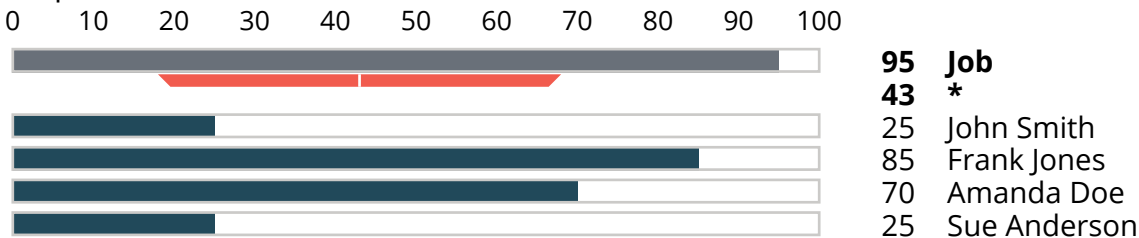


This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

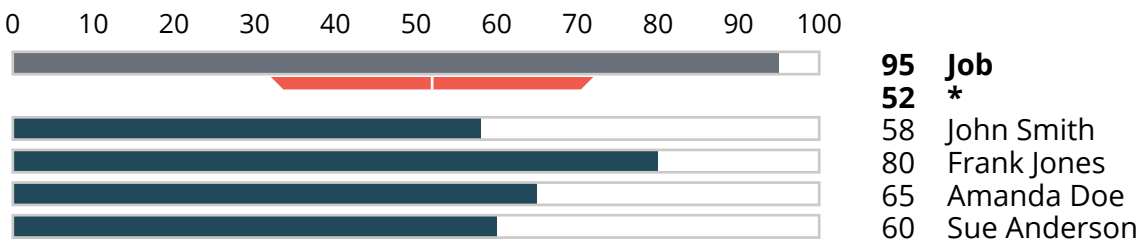
**1. Competitive** - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



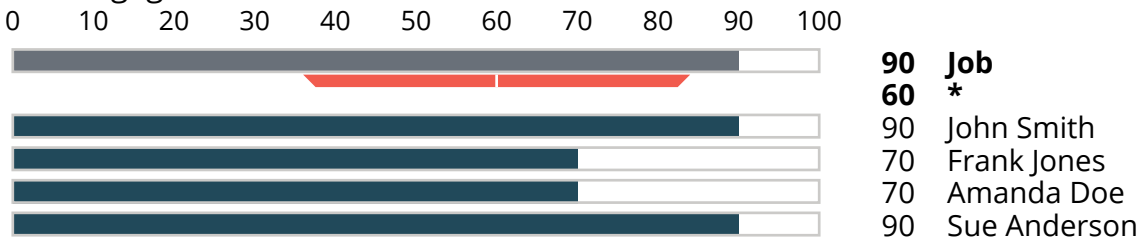
**2. Urgency** - The job requires decisiveness, quick response, and fast action.



**3. Frequent Change** - The job requires rapid shifts between tasks.



**4. Interaction** - The job requires frequent communication and engagement with others.

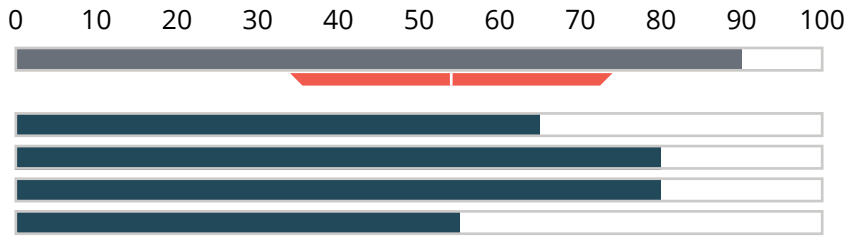


\* 68% of the population falls within the shaded area.

# Behavioral Hierarchy

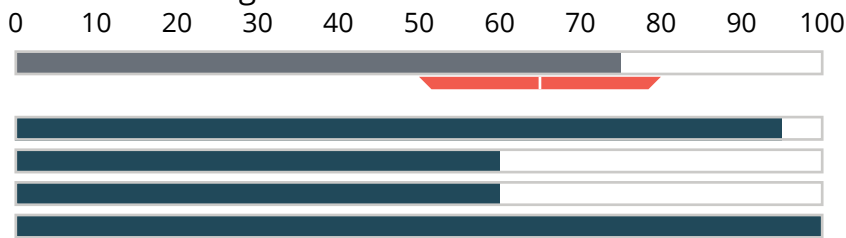


**5. Versatile** - The job requires adapting to various situations with ease.



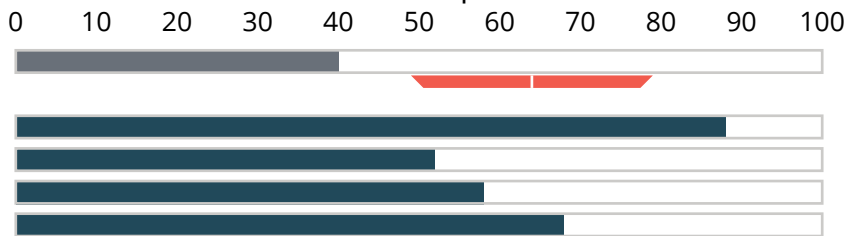
**90 Job**  
**54 \***  
 65 John Smith  
 80 Frank Jones  
 80 Amanda Doe  
 55 Sue Anderson

**6. People-Oriented** - The job requires building rapport with a wide range of individuals.



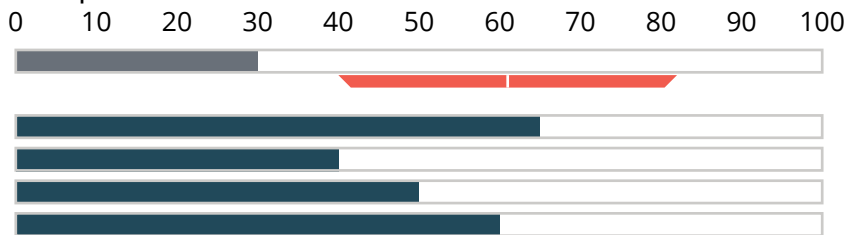
**75 Job**  
**65 \***  
 95 John Smith  
 60 Frank Jones  
 60 Amanda Doe  
 100 Sue Anderson

**7. Customer-Oriented** - The job requires identification and fulfillment of customer expectations.



**40 Job**  
**64 \***  
 88 John Smith  
 52 Frank Jones  
 58 Amanda Doe  
 68 Sue Anderson

**8. Consistent** - The job requires predictable performance in repetitive situations.



**30 Job**  
**61 \***  
 65 John Smith  
 40 Frank Jones  
 50 Amanda Doe  
 60 Sue Anderson

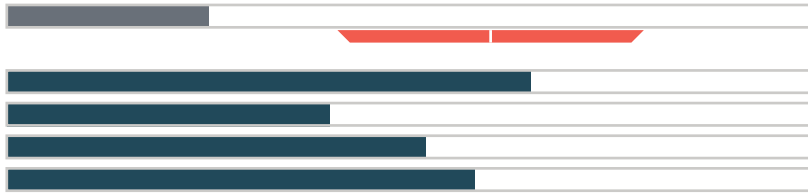
\* 68% of the population falls within the shaded area.

# Behavioral Hierarchy



**9. Following Policy** - The job requires adhering to rules, regulations or existing methods.

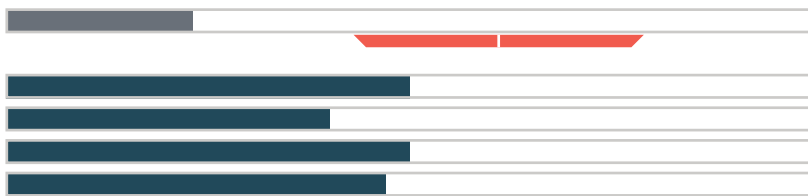
0 10 20 30 40 50 60 70 80 90 100



**25 Job**  
**60 \***  
 65 John Smith  
 40 Frank Jones  
 52 Amanda Doe  
 58 Sue Anderson

**10. Persistence** - The job requires finishing tasks despite challenges or resistance.

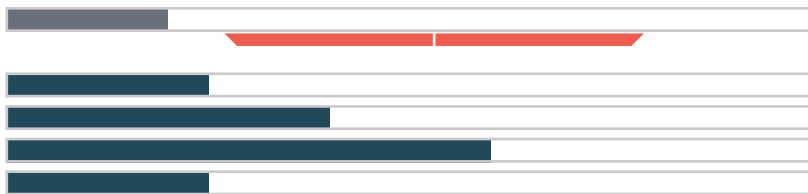
0 10 20 30 40 50 60 70 80 90 100



**23 Job**  
**61 \***  
 50 John Smith  
 40 Frank Jones  
 50 Amanda Doe  
 47 Sue Anderson

**11. Analysis** - The job requires compiling, confirming, and organizing information.

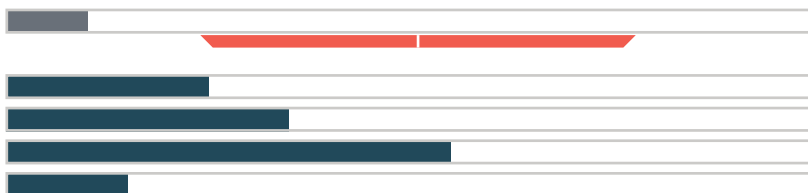
0 10 20 30 40 50 60 70 80 90 100



**20 Job**  
**53 \***  
 25 John Smith  
 40 Frank Jones  
 60 Amanda Doe  
 25 Sue Anderson

**12. Organized Workplace** - The job requires establishing and maintaining specific order in daily activities.

0 10 20 30 40 50 60 70 80 90 100



**10 Job**  
**51 \***  
 25 John Smith  
 35 Frank Jones  
 55 Amanda Doe  
 15 Sue Anderson

WB: 94-86-18-10 (12)

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

# Driving Forces Feedback



*This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.*

1. Commanding
  - This position is driven by status, recognition and control over personal freedom.
2. Intentional
  - This position is driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
3. Selfless
  - This position is driven by completing tasks for the greater good, with little expectation of personal return.
4. Objective
  - This position is driven by the functionality and objectivity of their surroundings.

# Behavioral Feedback



*This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the four most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.*

1. Competitive
  - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.
2. Urgency
  - The job requires decisiveness, quick response, and fast action.
3. Frequent Change
  - The job requires rapid shifts between tasks.
4. Interaction
  - The job requires frequent communication and engagement with others.