



TTI
SUCCESS
INSIGHTS®

Talent Insights®
Comparison Report

Amy Smith and Joel Sample
7-20-2017



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 Amy

- Follow through, if you agree.
- Give her time to be thorough, when appropriate.
- Give her time to ask questions.
- Support your communications with correct facts and data.
- Give her time to verify reliability of your actions; be accurate, realistic.
- Provide solid, tangible, practical evidence.
- Support her principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Give her time to verify reliability of your comments--be accurate and realistic.

Ways to Communicate with Joel

- Talk about him, his goals and the opinions he finds stimulating.
- Appeal to the benefits he will receive.
- Leave time for relating, socializing.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Provide "yes" or "no" answers--not maybe.
- Provide testimonials from people he sees as important.
- Provide a warm and friendly environment.
- Clarify any parameters in writing.



Checklist for Communicating *Continued*

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

- Talk in a loud voice or use confrontation.
- Use gimmicks or clever, quick manipulations.
- Make statements about the quality of her work unless you can prove it.
- Be disorganized or messy.
- Make conflicting statements.
- Dillydally, or waste time.
- Talk to her when you're extremely angry.
- Threaten, cajole, wheedle, coax or whimper.

Ways **NOT** to Communicate with Joel

- Be curt, cold or tight-lipped.
- Ramble.
- Be dictatorial.
- Leave decisions hanging in the air.
- Legislate or muffle--don't overcontrol the conversation.
- Talk down to him.
- Drive on to facts, figures, alternatives or abstractions.
- Let him overpower you with verbiage.



Value to the Organization

This section of the report identifies the specific talents and behavior Amy and Joel 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.

Amy's Value:

- Turns confrontation into positives.
- Proficient and skilled in her technical specialty.
- Adaptable.
- Conscientious and steady.
- Cooperative member of the team.
- Flexible.
- Always concerned about quality work.
- Comprehensive in problem solving.

Joel's Value:

- Optimistic and enthusiastic.
- Big thinker.
- Bottom line-oriented.
- Team player.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Dedicated to his own ideas.
- Positive sense of humor.
- Self-reliant.



Behavioral Descriptors

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

Amy Smith:

1. Persistence - Finish tasks despite challenges or resistance.

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67

2. Analysis - Compile, confirm and organize information.

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3. Consistent - Perform predictably in repetitive situations.

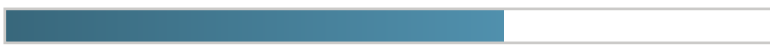
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4. Following Policy - Adhere to rules, regulations, or existing methods.

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Joel Sample:

1. Interaction - Frequently engage and communicate with others.

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

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77

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

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75

4. Frequent Change - Rapidly shift between tasks.

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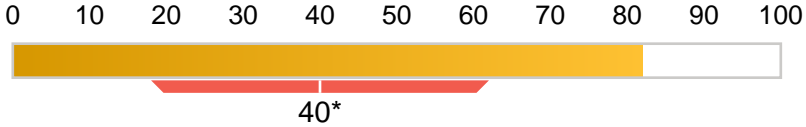


Primary Driving Forces Cluster

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.

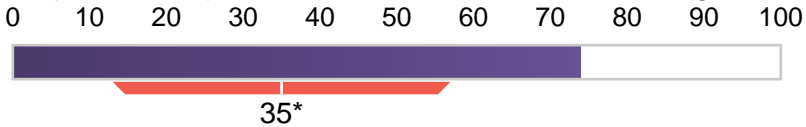
Amy Smith:

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



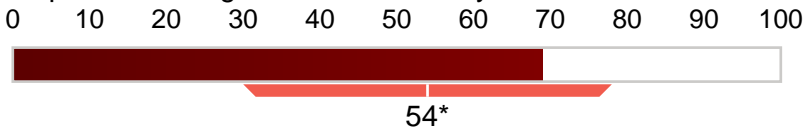
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2. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



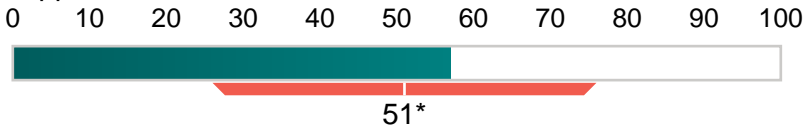
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3. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



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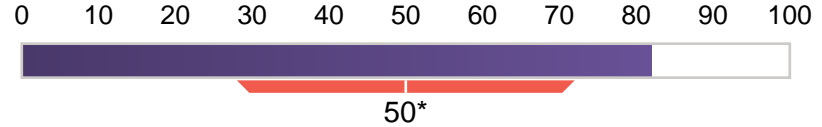
4. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



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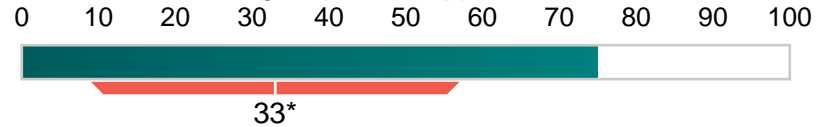
Joel Sample:

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



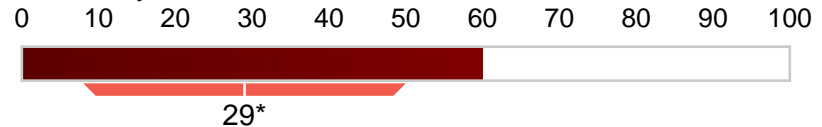
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2. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



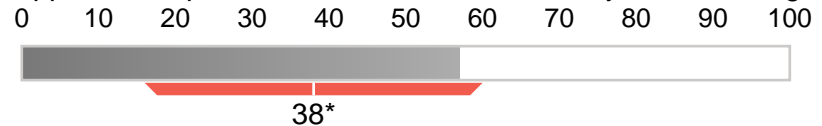
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3. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



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



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Driving Forces Descriptors

Based on Amy's and Joel'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.

Amy Smith

Joel Sample

Selfless	Objective
Accomplishment Willing Accommodating	Function Compartmentalization Detachment
Harmonious	Altruistic
Subjective Balance The Experience	Serving Others Compassion Caring
Intellectual	Instinctive
Knowledge Discovery Identifying Truth	Relevant Knowledge Intuition Current Needs
Intentional	Structured
Opportunity Self Interests Personal Benefit	Ideology Proven Methods Structure



Potential Behavioral and Motivational Strengths

This section describes the potential areas of strength between Amy's and Joel'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.

Amy's Strengths

- Sees the details and resources needed to achieve the desired outcome.
- Offers an objective perspective on how the goal can be obtained.
- Brings a good mixture of procedure orientation and creativity.
- She brings extreme detail and precision to the project in order to enhance the experience.
- Asks many questions to find the correct answers.
- Detailed and compliant about the research process.
- Anticipates challenges within the process in order to maximize success.
- Helps those who are willing to work for great results through a detailed process.

Joel's Strengths

- Creates organizational momentum in a positive and friendly way.
- Brings enthusiasm to all aspects of the process.
- Always willing to offer his time and perspective.
- Wants to be seen as a leader in humanitarian issues.
- Thinks outside of the box when gathering specific information.
- Motivates others to look for the right information.
- Willing to talk to "naysayers" about conforming to the system or structure.
- Tends to promote traditional ideas and beliefs of the organization.



Potential Behavioral and Motivational Conflict

This section describes the potential areas of conflict between Amy's and Joel'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.

Amy's Conflicts

- Desires to be seen as selfless, yet is fearful of making mistakes.
- Calculates every variable, without worrying about the best use of her time.
- Her process may not always translate to beauty or creativity.
- Takes criticism personally and may need time to bounce back.
- Can be defensive when hard facts are questioned.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.
- A desire to utilize others is preceded with a tendency to over correct.
- Wants to see results but also has a desire to police the happenings of the organization.

Joel's Conflicts

- Struggles with balancing people interaction and completing the task at hand.
- Can over share personal feelings which could hinder objectivity.
- High trust and a desire to help could lead to being taken advantage of.
- When helping others, may talk too much about himself.
- May overlook vital details in his use of intuition.
- A desire to share past experiences can impede his ability to listen and learn.
- May use inappropriate forums to express beliefs.
- May be ineffective in sharing his system of living with others.



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

Amy's Ideal Environment

- Clearly defined rules, procedures and pathway to meet organizational objectives.
- The ability to achieve goals in a logical and practical manner.
- Permission to cross boundaries in order to achieve personal balance.
- Rewards for the utilization of facts and data in order to determine a holistic direction.
- Appreciation for the process of gathering data in order to avoid mistakes.
- An environment where being prepared for meetings is rewarded.
- Have resources and tools in proper order to help like-minded and precise people.
- The opportunity to be objective and diligent in her quest to achieve a desired outcome.

Joel's Ideal Environment

- Working conditions that focus on the functionality as well as people-interactions.
- Ability to compartmentalize new ideas with a group of people.
- Ability to showcase altruistic achievements in order to get others involved.
- Ability to achieve results through the interaction with and helping of others.
- Flexibility to acquire necessary knowledge in a people-rich environment.
- A team atmosphere where people share information openly.
- Ability to blend his optimistic and traditional approach to solving problems.
- A leader that understands the need to talk through the system in order to have buy-in.

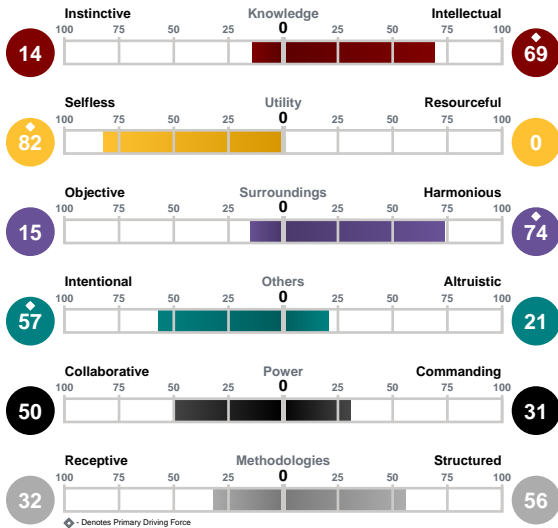
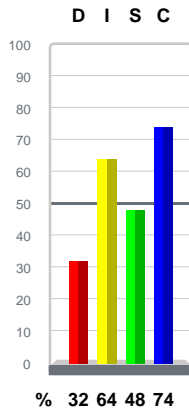
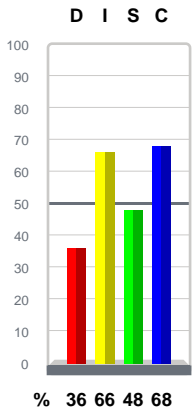


Behaviors and Driving Forces Graphs

Amy Smith:

Adapted Style

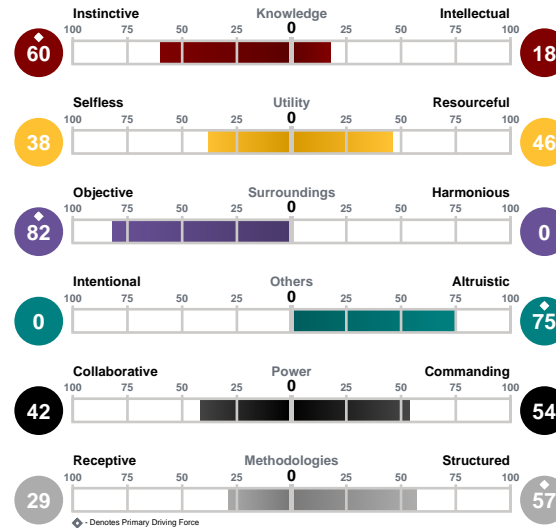
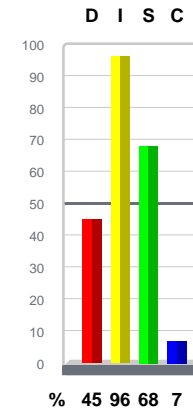
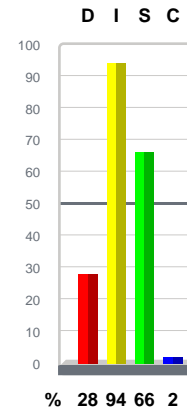
Natural Style



Joel Sample:

Adapted Style

Natural Style

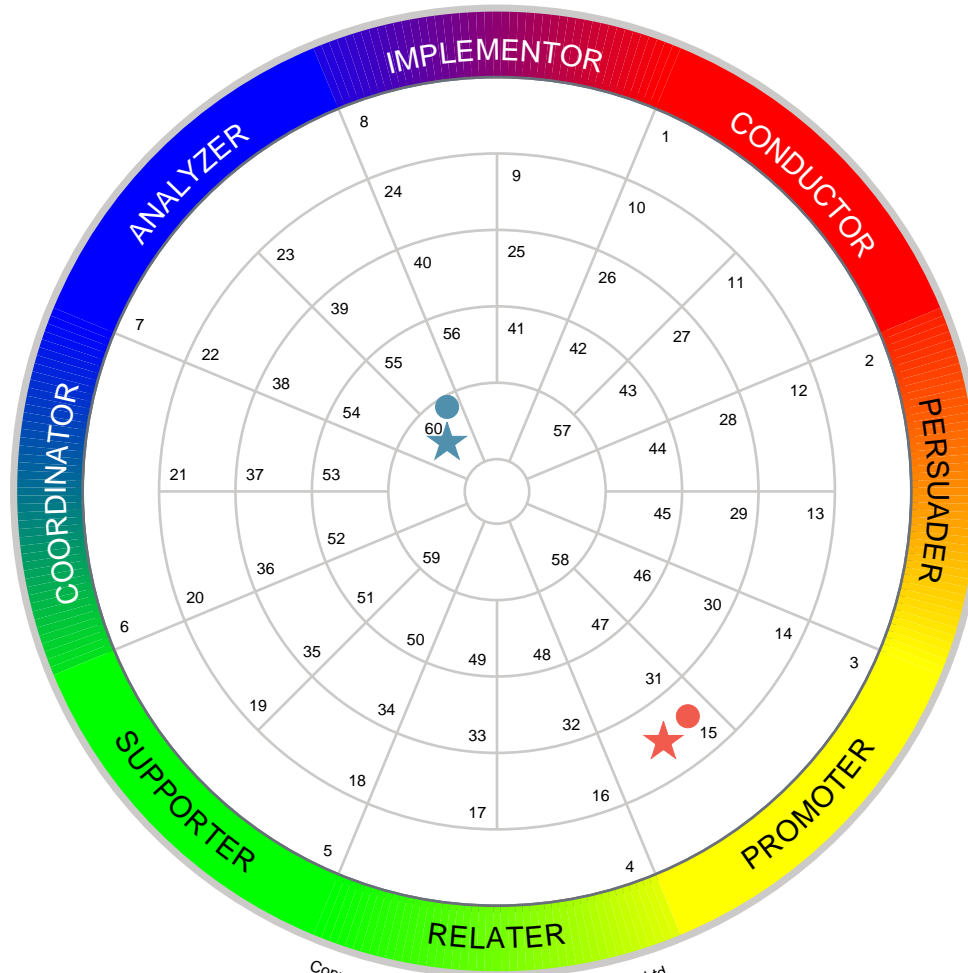




The Success Insights® Wheel

■ Amy Smith

■ Joel Sample



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★ Adapted

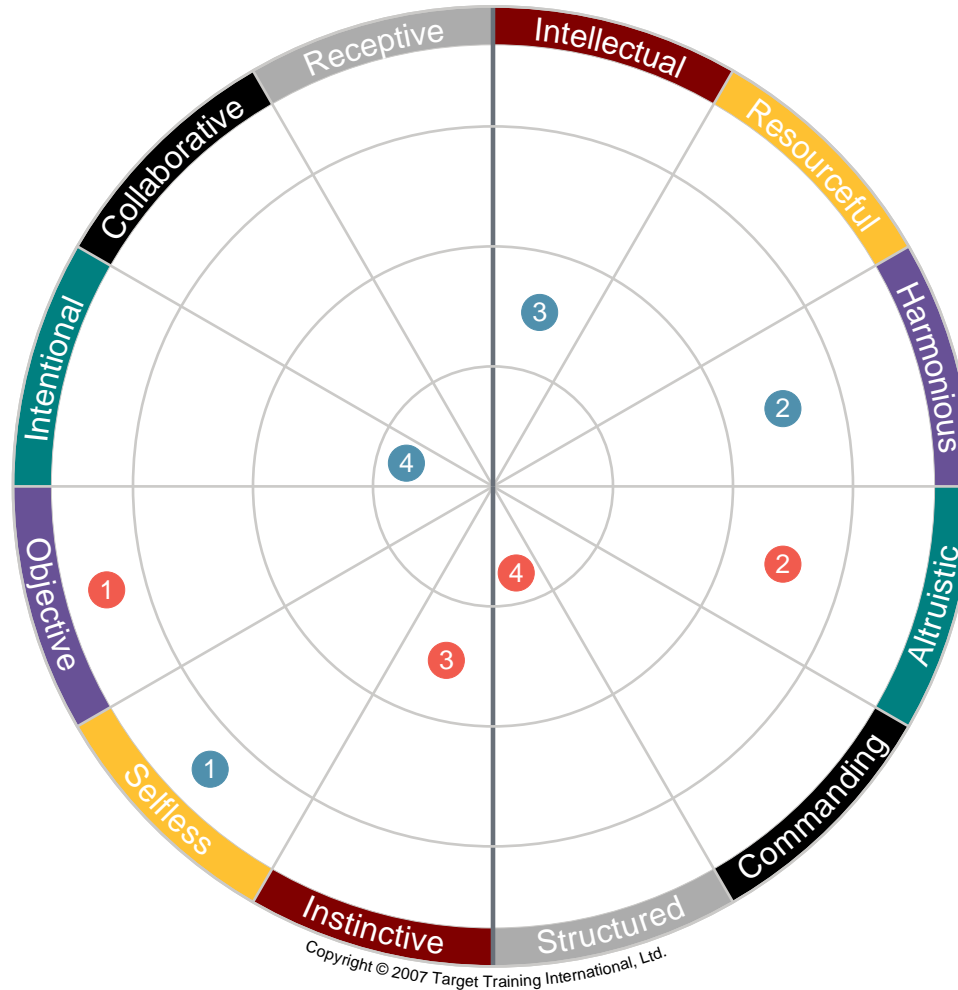
● Natural



Primary Cluster Driving Forces Wheel

■ Amy Smith

■ Joel Sample



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