



TTI  
SUCCESS  
INSIGHTS®

# Talent Insights®

Talent Report

Gregg Sample  
Owner  
Sample  
5-21-2013

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## Introduction Where Opportunity Meets Talent®

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TTI Talent Insights Talent Report can be compared with specific job requirements outlined in TTI Talent Insights Job Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

**The following is a highly-personalized portrait of your talent in two main sections:**

### Motivators Hierarchy (6 Areas)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

### Behavioral Hierarchy (12 Areas)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

### Motivators Feedback

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

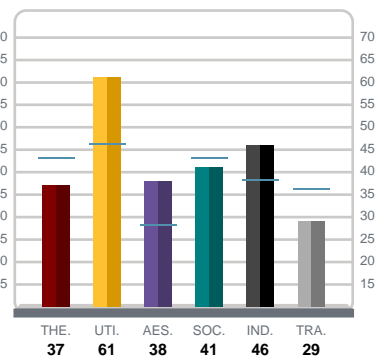
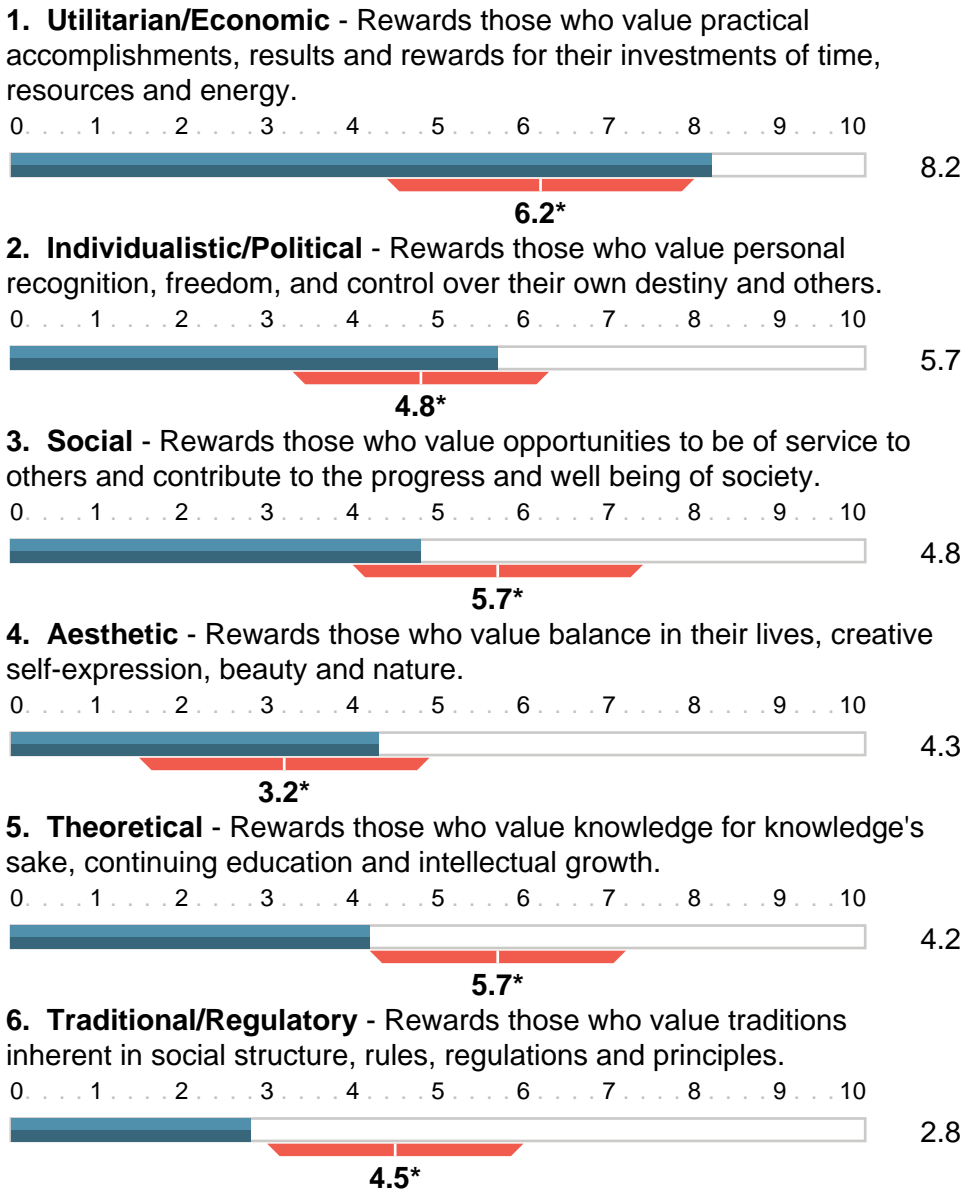
### Behavioral Feedback

This section gives you insight into your top three behavioral traits to further identify your unique strengths.



# Motivators Hierarchy

Your motivation 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.



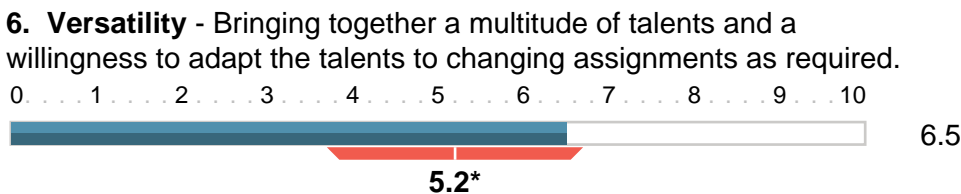
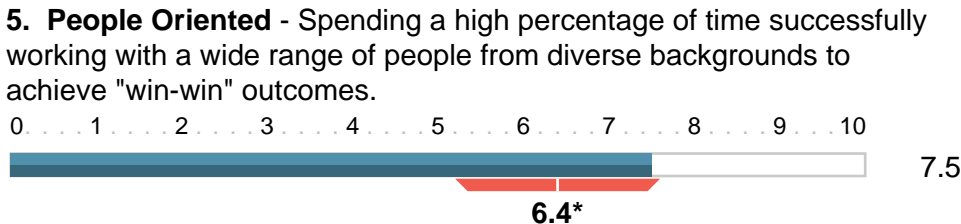
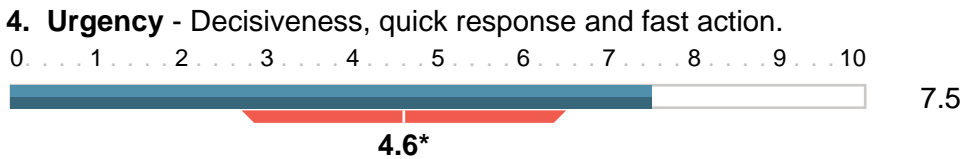
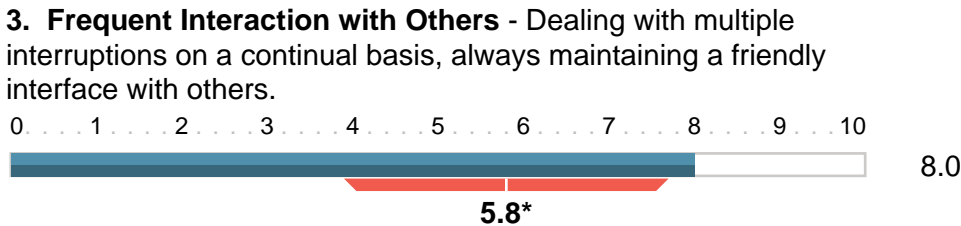
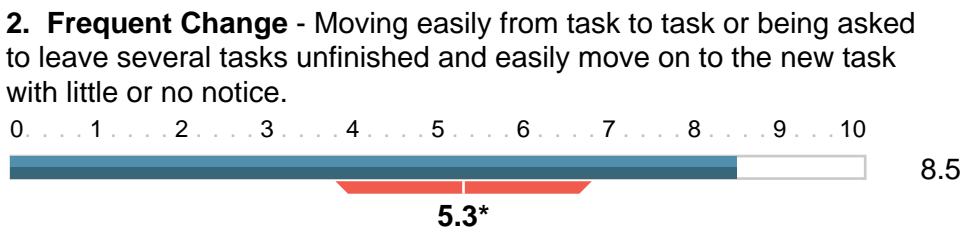
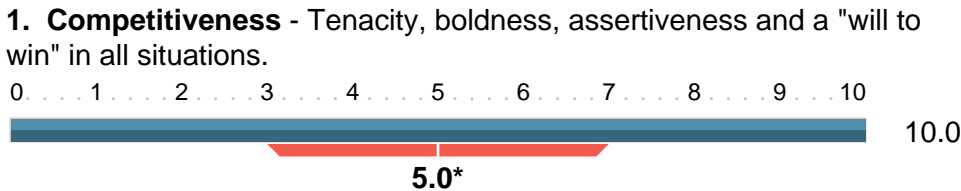
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\* 68% of the population falls within the shaded area.

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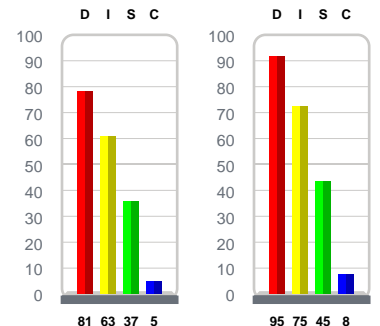


# Behavioral Hierarchy

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.



Adapted Style      Natural Style



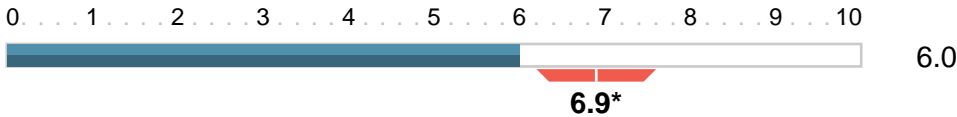
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Gregg Sample



# Behavioral Hierarchy

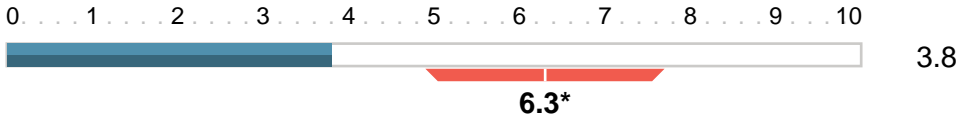
**7. Customer Relations** - A desire to convey your sincere interest in them.



**8. Follow Up and Follow Through** - A need to be thorough.



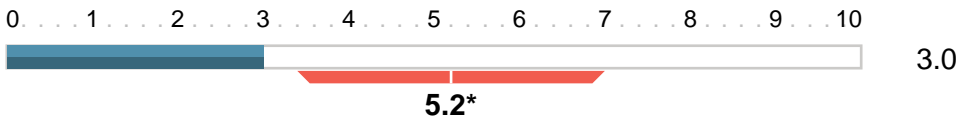
**9. Consistency** - The ability to do the job the same way.



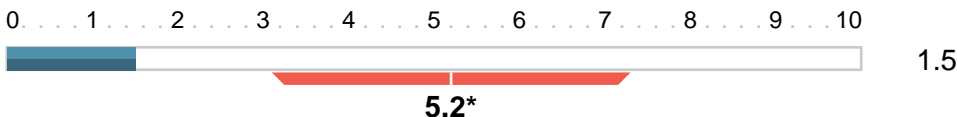
**10. Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.



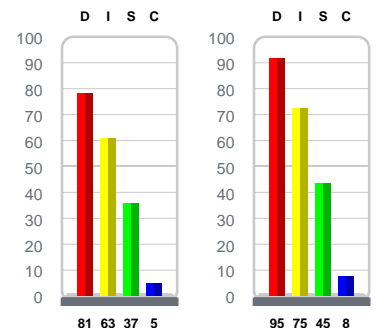
**11. Analysis of Data** - Information is maintained accurately for repeated examination as required.



**12. Organized Workplace** - Systems and procedures followed for success.



Adapted Style      Natural Style



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

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# Motivators Feedback

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

## 1. Utilitarian/Economic

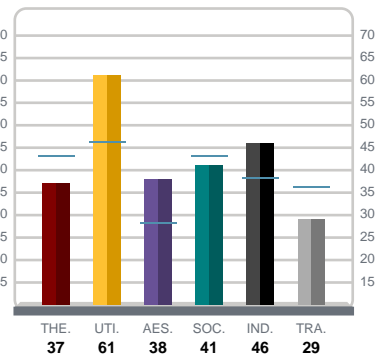
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This motivator includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

## 2. Individualistic/Political

- You value personal recognition, freedom and control over your own destiny and others.
- The primary interest for this motivator is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power drive. Since competition and struggle play a large part in all areas of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain personalities in whom the desire for direct expression of this motive is uppermost; who wish, above all, for personal power, influence and renown.

## 3. Social

- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.





# Behavioral Feedback

*Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:*

1. Competitiveness
  - Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.
  
2. Frequent Change
  - You have a high level of comfort "juggling many balls in the air at the same time". You can easily move on to new tasks with little or no notice, leaving several tasks to be completed at a later time.
  
3. Frequent Interaction with Others
  - You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

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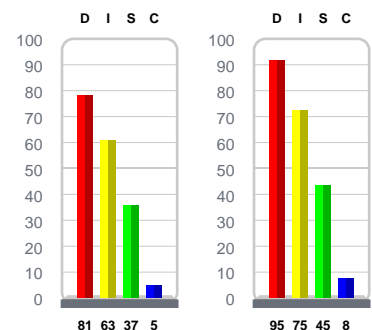
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Adapted Style

Natural Style





# Behavioral Feedback

Gregg displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary. He tends to have a "short fuse" and can display anger or displeasure when he feels that people are taking advantage of him. Many people see him as a self-starter dedicated to achieving results. He wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. Gregg is deadline conscious and becomes irritated if deadlines are delayed or missed. He is often considered daring, bold and gutsy. He is a risk taker who likes to be seen as an individualist. He is a goal-oriented individual who believes in harnessing people to help him achieve his goals. He needs people with other strengths on his team. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained."



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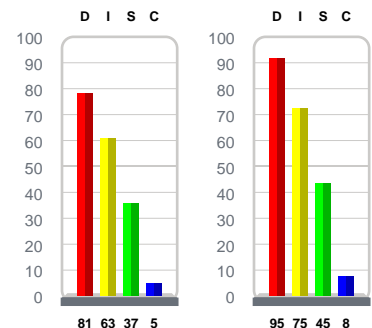
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Adapted Style

Natural Style



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