



TTI
SUCCESS
INSIGHTS®

Interviewing Insights™ General

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11-6-2019

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Introduction

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



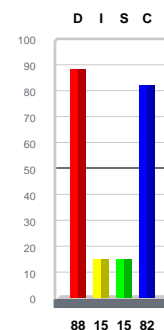
General Characteristics

Based on Tracey's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Tracey's natural behavior.

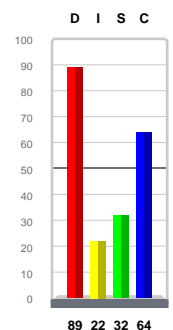
Tracey is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. She needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. She has little time for details unless she sees the importance of those details in achieving her goals. Tracey likes people, but can be seen occasionally as cold and blunt. She may have her mind on project results, and sometimes may not take the time to be empathetic toward others. Her sensitivity to errors and mistakes sometimes tempers her aggressiveness. She may be accused of being "work compulsive" because of these tendencies. She establishes many standards for herself and others. Her high ego strength demands that her standards will be met. She prefers an environment with variety and change. She is at her best when many projects are underway at once. Tracey is a creative person and uses this creativity to solve problems. She is extremely results-oriented, with a sense of urgency to complete projects quickly.

Tracey is a good problem solver and troubleshooter, always seeking new ways to solve old problems. She likes the freedom to explore and the authority to re-examine and retest her findings. She likes the new and the unusual. She prefers to discover her own solutions to problems. She is logical, incisive and critical in her problem-solving activities. Tracey can be direct in her approach to discovering the facts and data. She maintains her focus on results. She will work long hours until a tough problem is solved. After it is solved, Tracey may become bored with any routine work that follows. She likes setting the pace in developing systems to achieve results. She has the unique ability of tackling tough problems and following them through to a satisfactory conclusion.

Adapted Style



Natural Style

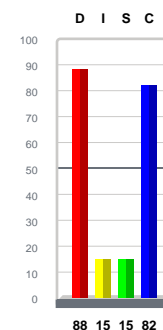




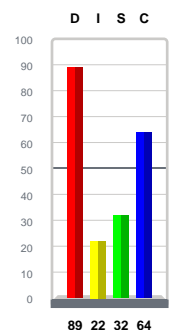
General Characteristics Continued

Tracey may display a lack of empathy for others who cannot achieve her standards. When communicating with others, Tracey must carefully avoid being excessively critical or pushy. She tries to get on with the subject, while others may be trying to work through the details. When appropriate, she could be more effective by showing warmth, cooperation and more tact at the appropriate time. She has a tendency to tell and not sell. She is skilled at asking informed questions and extracting information, but for some people she may need to phrase her questions more tactfully. Sometimes she can become so involved with her work that she appears cool and aloof to others. Others often misunderstand her great ability as a creative thinker. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She usually communicates in a cool and direct manner. Some may see her as being aloof and blunt.

Adapted Style



Natural Style



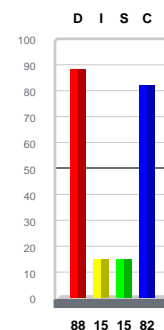


Ideal Environment

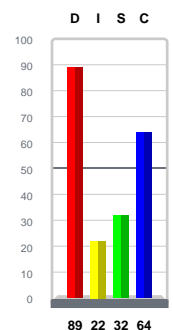
This section identifies the ideal work environment based on Tracey's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Tracey enjoys and also those that create frustration.

- Data to analyze.
- Evaluation based on results, not the process.
- Projects that produce tangible results.
- An innovative and futuristic-oriented environment.
- Nonroutine work with challenge and opportunity.
- Forum to express ideas and viewpoints.
- Environment where she can be a part of the team, but removed from office politics.
- Private office or work area.

Adapted Style



Natural Style



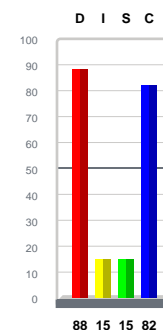


Value to the Organization

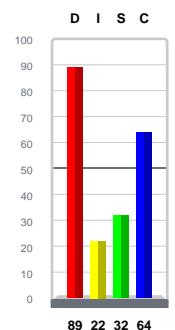
This section of the report identifies the specific talents and behavior Tracey brings to the job. By looking at these statements, one can identify her role in the organization. The organization can then develop a system to capitalize on her particular value and make her an integral part of the team.

- Self-starter.
- Challenges the status quo.
- Innovative.
- Suspicious of people with shallow ideas.
- Usually makes decisions with the bottom line in mind.
- Initiates activity.
- Competitive.
- Will join organizations to represent the company.

Adapted Style



Natural Style





Interview Questions

1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?

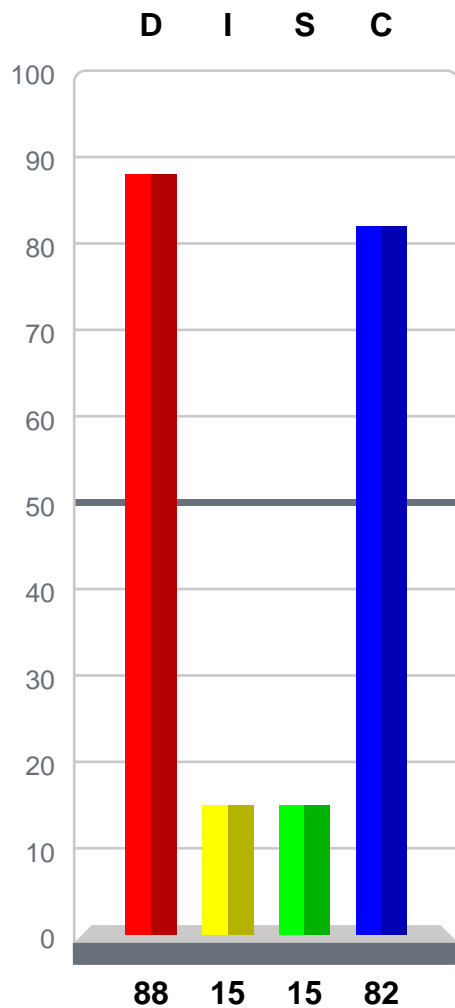


Style Insights® Graphs

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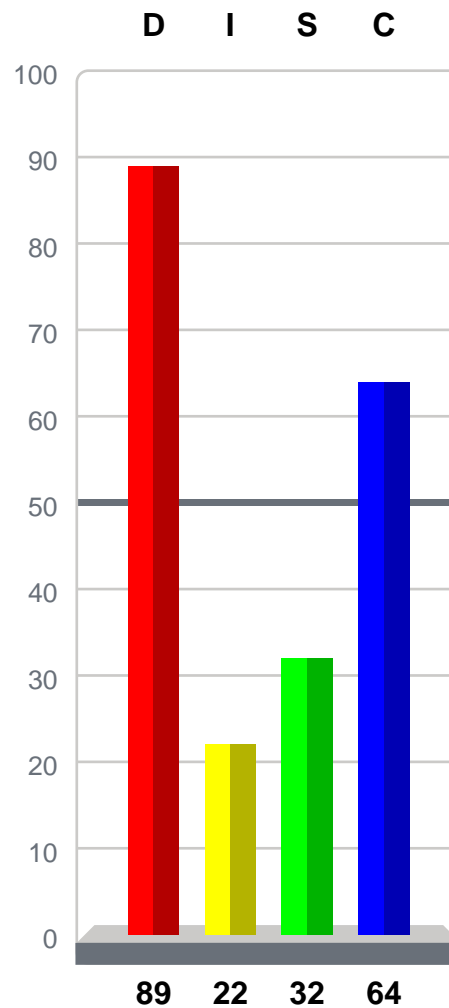
Adapted Style

Graph I



Natural Style

Graph II



Norm 2017 R4



The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.

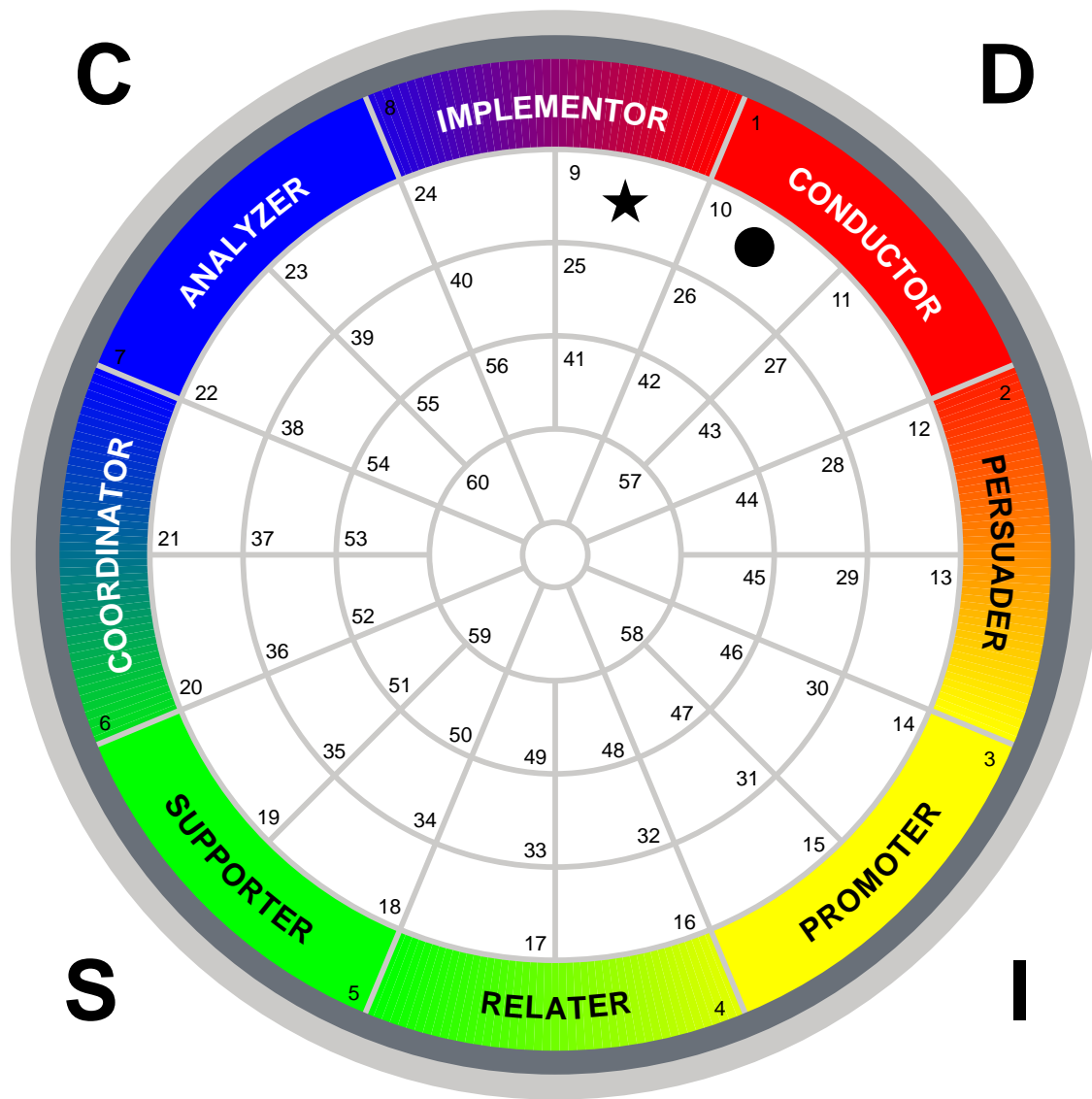
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



The Success Insights® Wheel

11-6-2019



Adapted: ★ (9) CONDUCTING IMPLEMENTOR
Natural: ● (10) IMPLEMENTING CONDUCTOR

Norm 2017 R4

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