



TTI
SUCCESS
INSIGHTS®

TTI Success Insights - Excellence For Learning

ELF - Student to Student - Comparison Report

Ben Example and Adam Sample

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Introduction *Where Opportunity Meets Talent*

The TTI Success Insights® Behavioral 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 Ben

- Ask for his opinions/ideas regarding people.
- Understand his sporadic listening skills.
- Provide ideas for implementing action.
- Be open, honest and informal.
- Be isolated from interruptions.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Give strokes for his involvement.
- Use enough time to be stimulating, fun-loving, fast-moving.

Ways to Communicate with Adam

- Understand his defiant nature.
- Expect him to return to fight another day when he has received a "no" answer.
- Provide a friendly environment.
- Define clearly (preferably in writing) individual contributions.
- Look for his oversights.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Use a motivating approach, when appropriate.
- 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 Ben and Adam. 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 Ben

- Talk down to him.
- Be put off by his "cockiness."
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Forget to follow-up.
- Be dictatorial.
- Take credit for his ideas.
- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.

Ways **NOT** to Communicate with Adam

- Be abrupt and rapid.
- Give him your opinion unless asked.
- Ramble.
- Offer assurance and guarantees you can't fulfill.
- Muffle or overcontrol.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Let him overpower you with verbiage.
- Be paternalistic.



Value to the Organization

This section of the report identifies the specific talents and behavior Ben and Adam 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.

Ben's Value:

- Ability to change gears fast and often.
- Good mixer.
- Motivates others towards goals.
- Builds confidence in others.
- Negotiates conflicts.
- Positive sense of humor.
- Creative problem solving.
- People-oriented.

Adam's Value:

- Pioneering.
- Service-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Dedicated to his own ideas.
- People-oriented.
- Creative approach to problem solving.
- Self-reliant.
- Bottom line-oriented.



Behavioral Descriptors

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

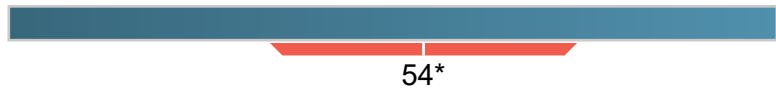


Primary Behavioral Cluster

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.

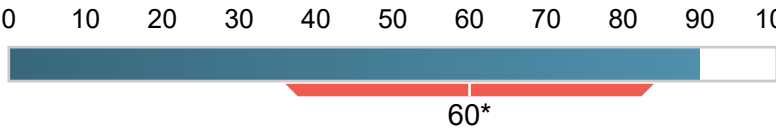
Ben Example:

1. Versatile - Adapt to various situations with ease.
0 10 20 30 40 50 60 70 80 90 100



100

2. Interaction - Frequently engage and communicate with others.
0 10 20 30 40 50 60 70 80 90 100



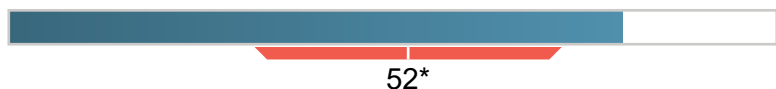
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3. Urgency - Take immediate action.
0 10 20 30 40 50 60 70 80 90 100



85

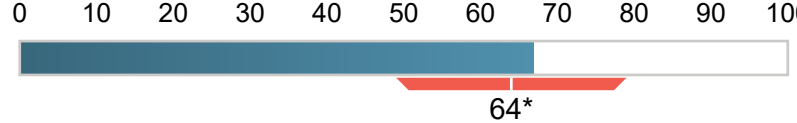
4. Frequent Change - Rapidly shift between tasks.
0 10 20 30 40 50 60 70 80 90 100



80

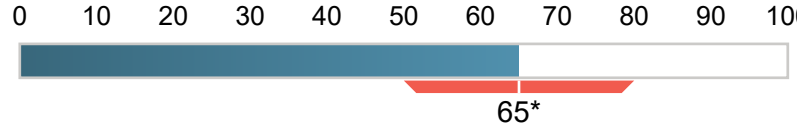
Adam Sample:

1. Customer-Oriented - Identify and fulfill customer expectations.
0 10 20 30 40 50 60 70 80 90 100



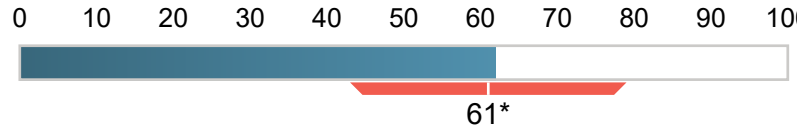
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2. People-Oriented - Build rapport with a wide range of individuals.
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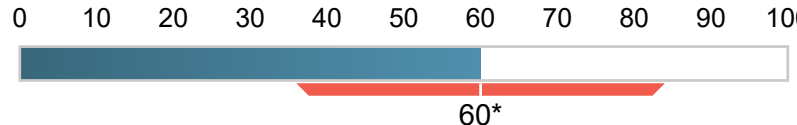
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3. Persistence - Finish tasks despite challenges or resistance.
0 10 20 30 40 50 60 70 80 90 100



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4. Interaction - Frequently engage and communicate with others.
0 10 20 30 40 50 60 70 80 90 100



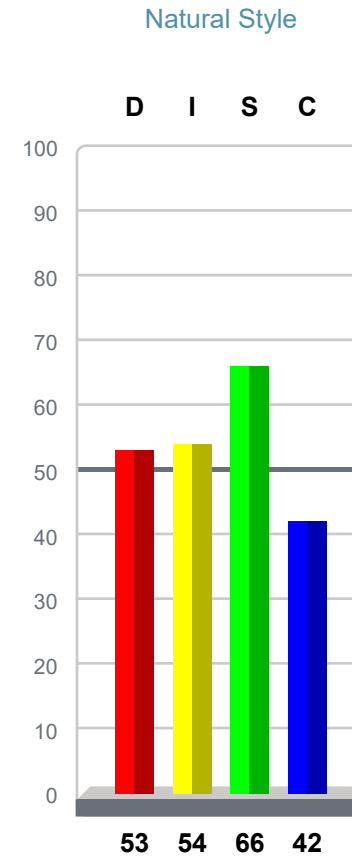
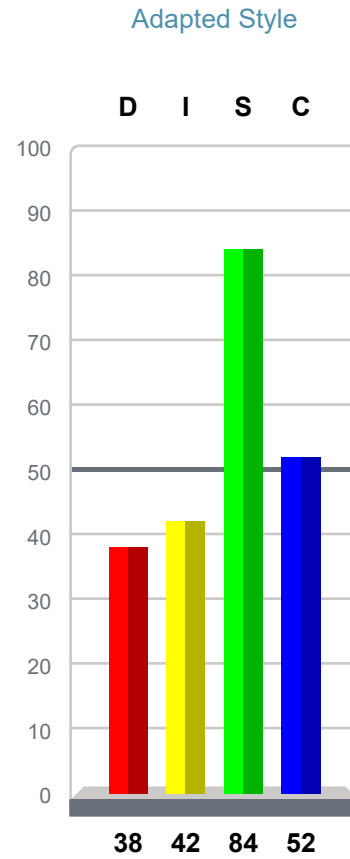
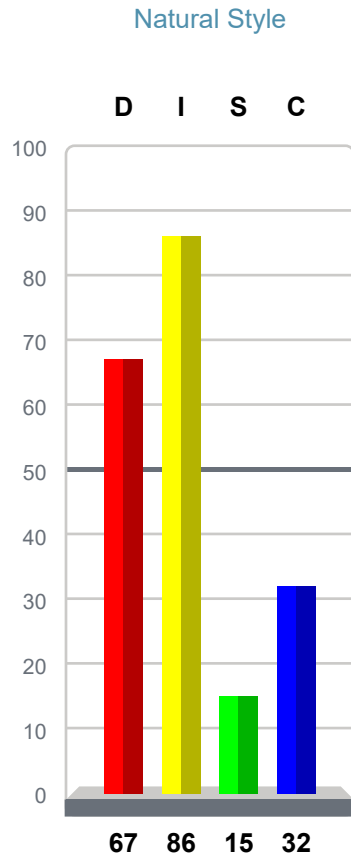
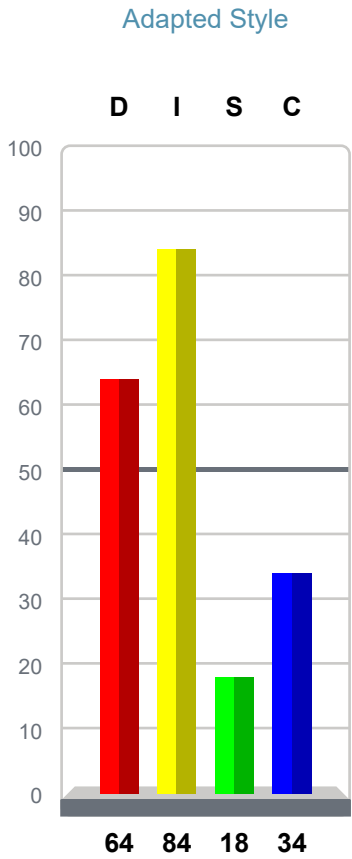
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Behaviors Graphs

Ben Example:

Adam Sample:

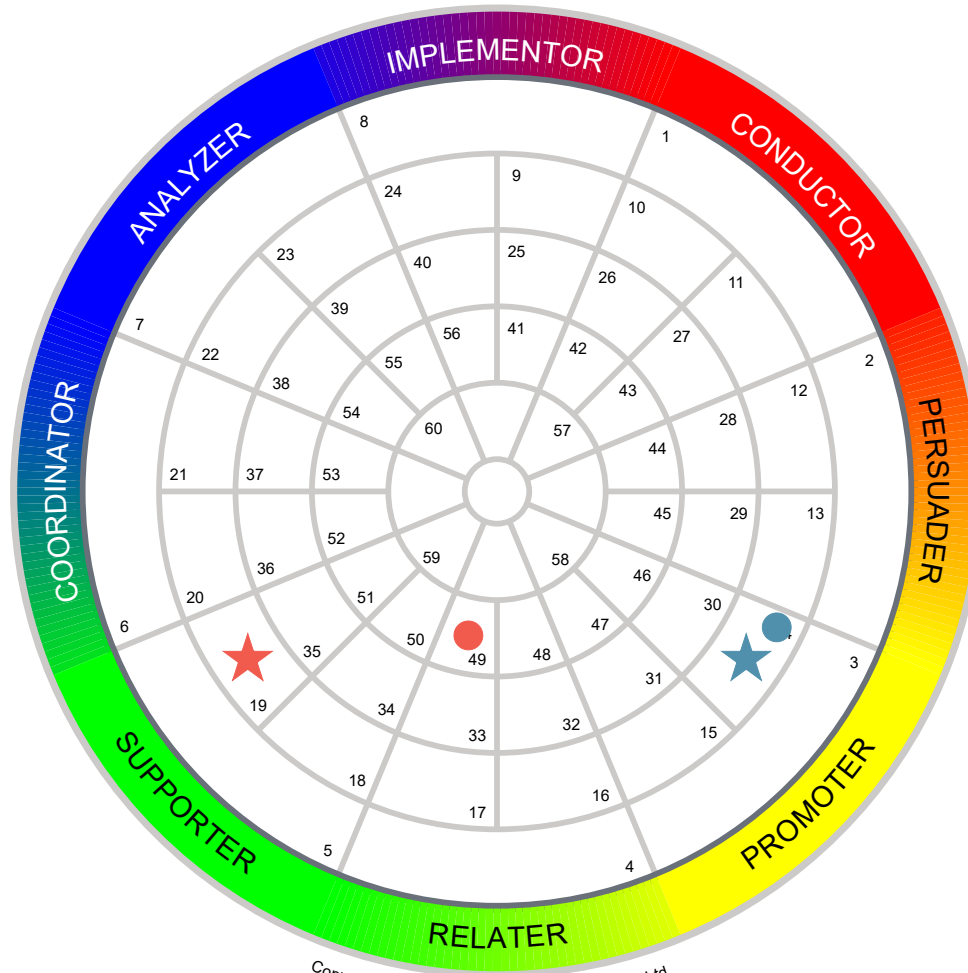




The Success Insights® Wheel

■ Ben Example

■ Adam Cole



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★ Adapted

● Natural