TTI SUCCESS INSIGHTS®

Talent Insights®

Multiple Respondent Job Report

Sample Job Benchmark

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Introduction

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TTI Talent Insights® Job benchmarking process. The result is an evaluative report that analyzes a total of 24 separate areas. Additional feedback and suggested interview questions that pertain to each area complete this report.

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 explores the behavioral traits demanded of the job. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

The results of this section are ranked on a scale, reflecting the unique levels of applicability and importance to the job. These rankings illustrate what is essential for this job to deliver superior performance and maximum value to your organization.

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.

Driving Forces Interview Questions

This section contains suggested interview questions that pertain specifically to the rewards of the job.

Behavioral Interview Questions

This section contains suggested interview questions that pertain specifically to the behavioral traits required by the job.

Primary Driving Forces Cluster

This section is designed to give a visual understanding of the primary driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

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

0   10   20   30   40   50   60   70   80   90   100

50

50*

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

0   10   20   30   40   50   60   70   80   90   100

49

38*

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

0   10   20   30   40   50   60   70   80   90   100

47

35*

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

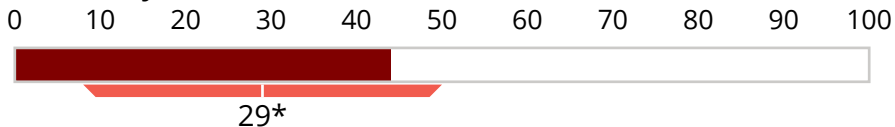0   10   20   30   40   50   60   70   80   90   100

45

40*

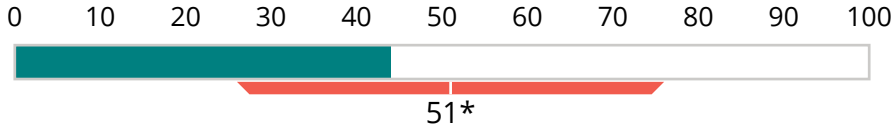**TTI**

Situational Driving Forces Cluster

This section is designed to give a visual understanding of the situational driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

5. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.
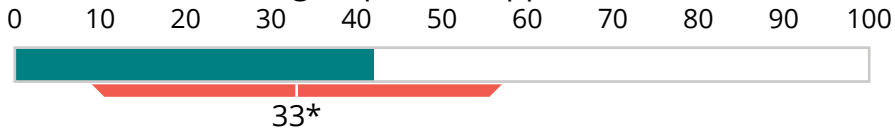
0　　10　　20　　30　　40　　50　　60　　70　　80　　90　　100

29*

44

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

0　　10　　20　　30　　40　　50　　60　　70　　80　　90　　100

51*

44

7. 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

33*

42

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

0　　10　　20　　30　　40　　50　　60　　70　　80　　90　　100

50*

41

**TTI**
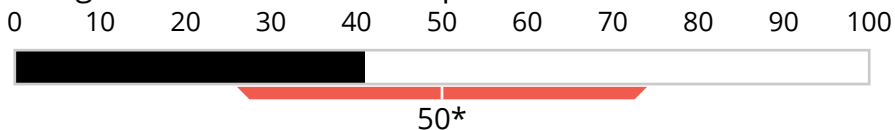
Indifferent Driving Forces Cluster

This section is designed to give a visual understanding of the driving forces that are indifferent to the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

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

0   10   20   30   40   50   60   70   80   90   100

42*
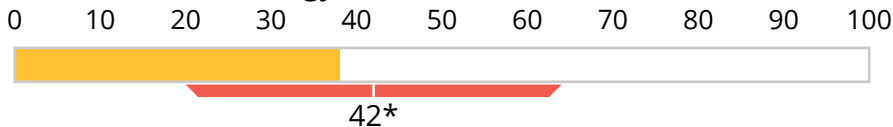
38

10. 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

54*
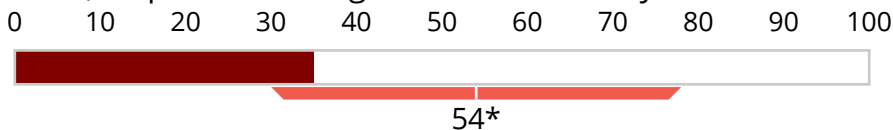
35

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

0   10   20   30   40   50   60   70   80   90   100

35*
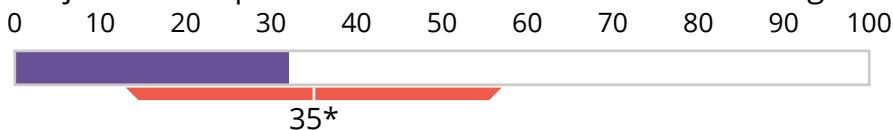
32

12. 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*

30

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Driving Forces Graph

The following graph represents the score range of each Driving Force for the identified position. The ranges are denoted by the highlighted areas.

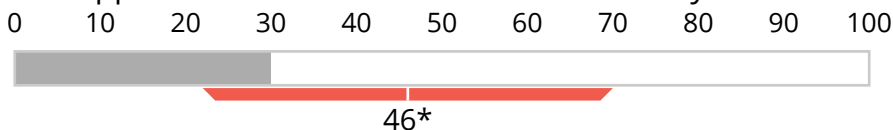## Instinctive — Knowledge — Intellectual
100   0   100

S **44** (5)   I **35** (10)

Selfless — Utility — Resourceful
100   0   100

P **45** (4)   I **38** (9)

Objective — Surroundings — Harmonious
100   0   100

P **50** (1)   I **32** (11)

Intentional — Others — Altruistic
100   0   100

S **44** (6)   S **42** (7)

Collaborative — Power — Commanding
100   0   100

P **47** (3)   S **41** (8)

Receptive — Methodologies — Structured
100   0   100

I **30** (12)   P **49** (2)

P **76** (3)
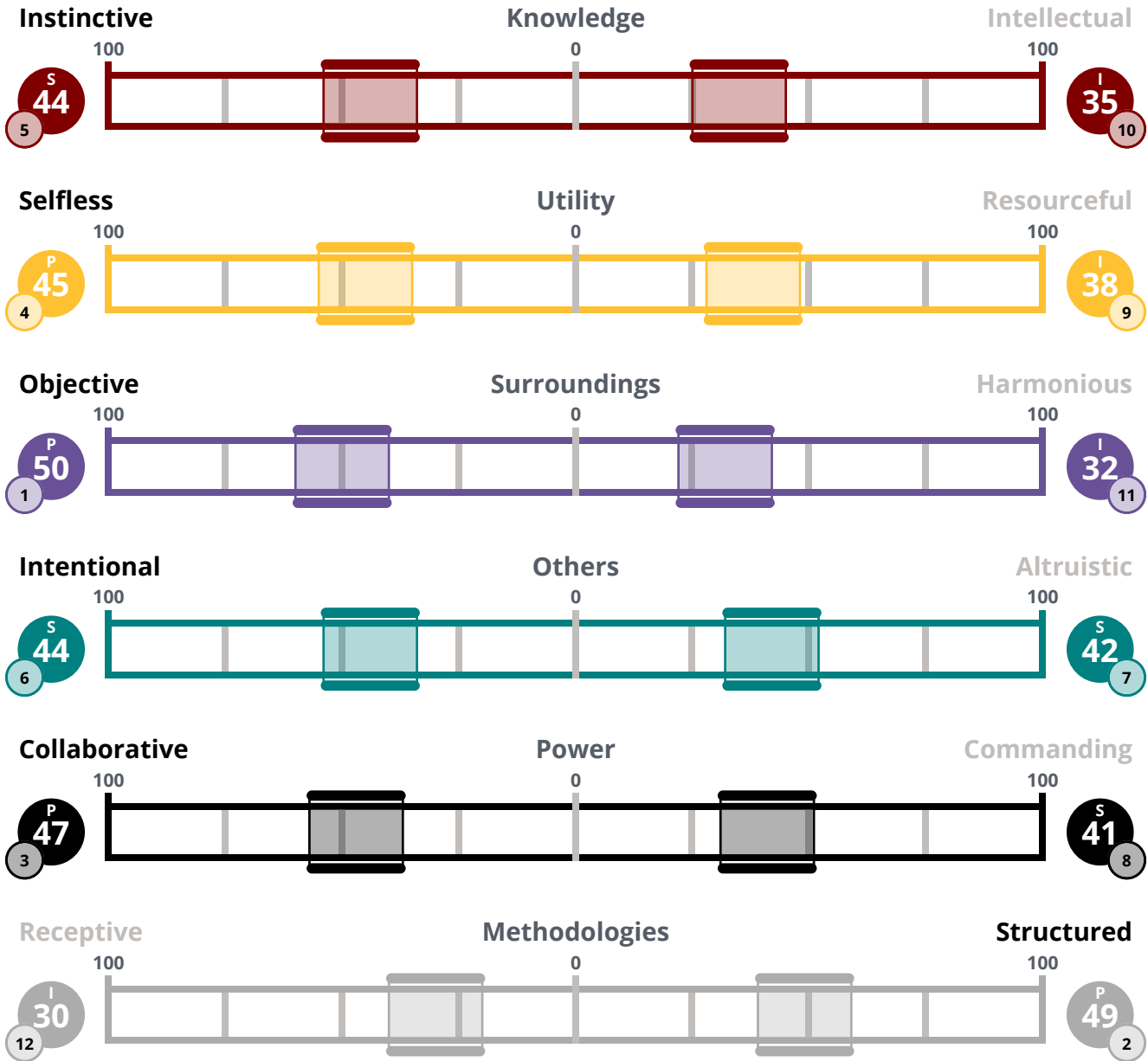
- P ········· **Primary, Situational, or Indifferent**
- 76 ········· **Driving Forces Score**
- 3 ········· **Driving Forces Rank**

Conflicting Job Requirements

The TTI Success Insights Workplace Behaviors assessment is designed to analyze the job by letting the job talk. This section describes the potential conflicts or concerns for people in this position. In some cases an organization may choose to re-evaluate the position or its key accountabilities.
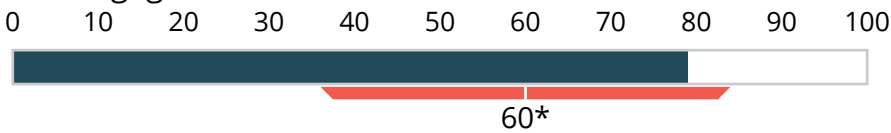
Congratulations! Based on the information analyzed, this position does not have immediate potential for internal behavioral conflicts. Please be aware that any variance from how the position was described in the assessment responses could lead to me-me conflicts or behavioral stress.

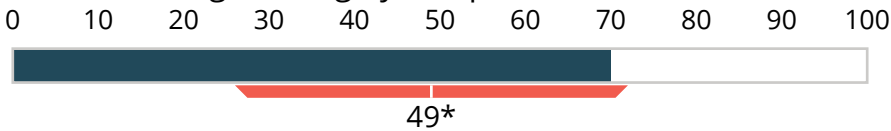**TTI**

Behavioral Hierarchy

This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to stress reduction and superior job performance.

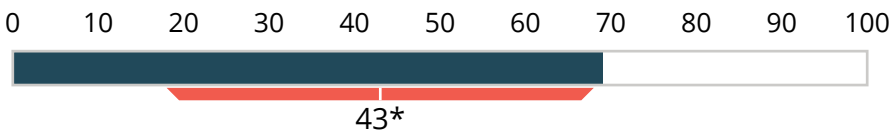**1. Interaction** - The job requires frequent communication and engagement with others.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

79

60*

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

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

70

49*

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

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

69

43*

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

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

67

54*
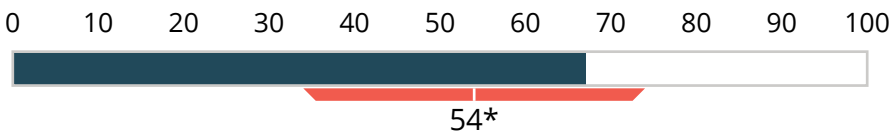
5. People-Oriented - The job requires building rapport with a wide range of individuals.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

63

65*
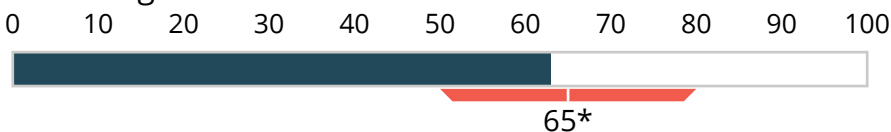
6. Frequent Change - The job requires rapid shifts between tasks.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

63

52*

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

TTI
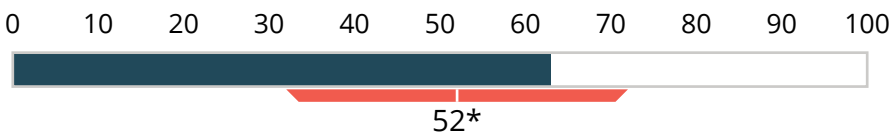
Behavioral Hierarchy

7. Consistent - The job requires predictable performance in repetitive situations.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

61

61*

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

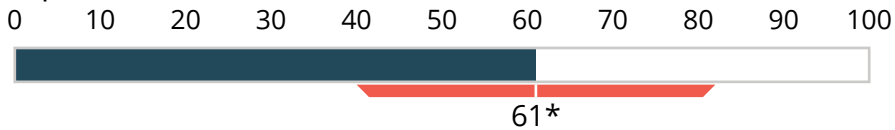| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

60

64*
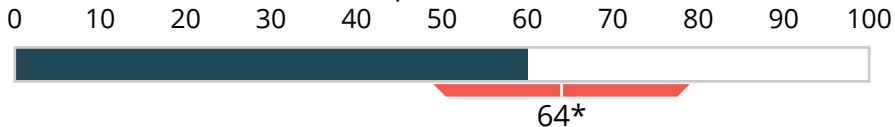
9. Following Policy - The job requires adhering to rules, regulations or existing methods.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

50
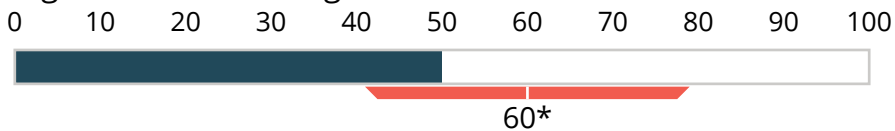
60*

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

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

49

61*
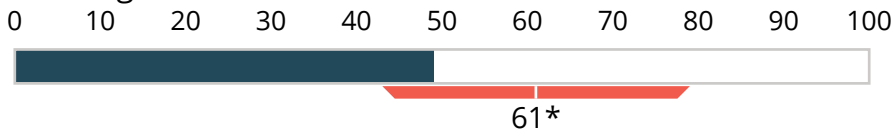
11. Analysis - The job requires compiling, confirming, and organizing information.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

47

53*
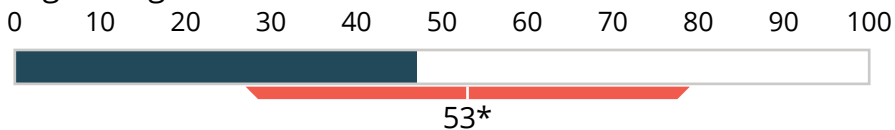
12. Organized Workplace - The job requires establishing and maintaining specific order in daily activities.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

40

51*
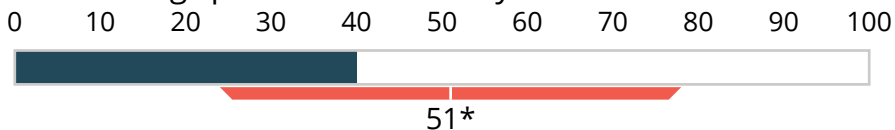
WB: 63-70-43-44 (13)
* 68% of the population falls within the shaded area.

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Workplace Behaviors®

The following graph represents the score range of each behavioral factor for the identified position. The ranges are denoted by the highlighted areas.

Sample Job Benchmark

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3-12-2021

D	I	S	C

100	
80	
60	
40	
20	
0	

63	70	43	44
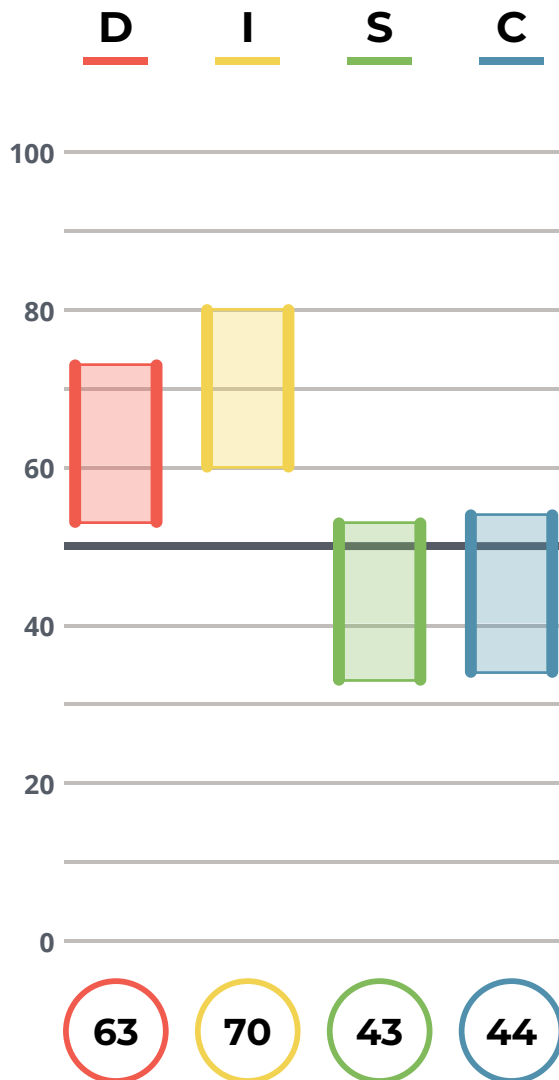
▢ Job Range (20 point range)

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The Success Insights® Wheel

3-12-2021
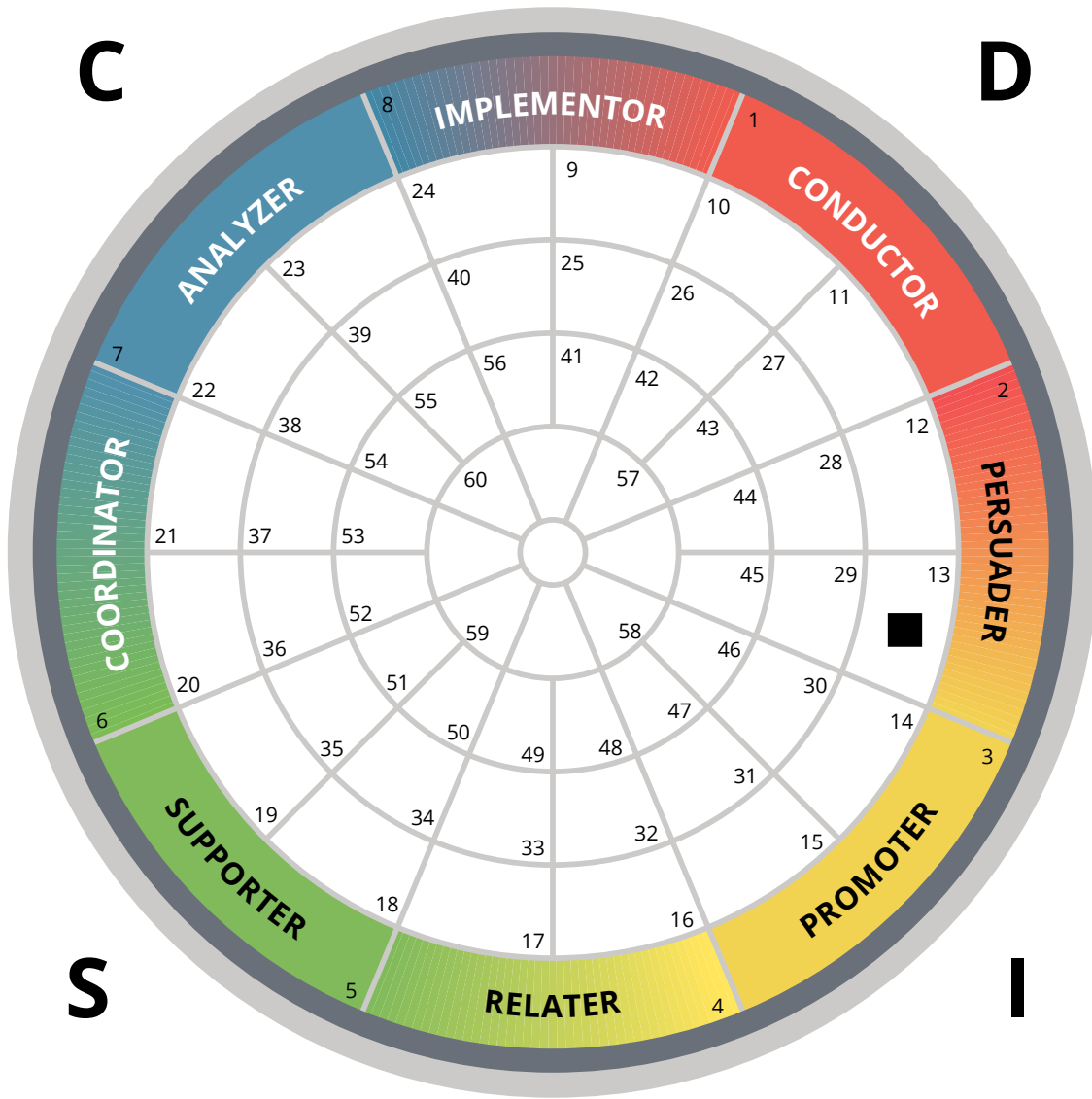
Workplace Behaviors: ◼ (13) PROMOTING PERSUADER

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Driving Forces Feedback

This section provides a brief description of the top four Driving Forces that are required for this position.
These are the Driving Forces that will need to be demonstrated most often for superior performance.

1. Objective
   - This position is driven by the functionality and objectivity of their surroundings.

2. Structured
   - This position is driven by traditional approaches, proven methods and a defined system for living.

3. Collaborative
   - This position is driven by being in a supporting role and contributing with little need for individual recognition.

4. Selfless
   - This position is driven by completing tasks for the greater good, with little expectation of personal return.

Behavioral Feedback

This section provides a brief description of the top four Behaviors required for this position. These are the behaviors that will need to be demonstrated most often for superior performance.

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

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

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

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

Driving Forces Questions

Read the following suggested interview questions as they relate to the rewards/culture environment of the job. Modify the questions to be more job-specific and ensure all candidates are asked the same questions.

1. Objective: People who are driven by the functionality and objectivity of their surroundings.
   - How would you rank the importance of functionality and the opportunity to be objective? How do you utilize your unique objective side?
   - Within your work environment, what single event, problem and/or unexpected situation has the potential to throw off your balance more than anything else?
   - Describe how you would feel if you were to discover an organization you worked for was focused on the customer experience and did not understand the effects on tangible outcomes. How would you express your concerns?
   - Describe an experience where you worked in a chaotic environment. What was the impact on your performance?

2. Structured: People who are driven by traditional approaches, proven methods and a defined system for living.
   - Do you see the world as black and white or gray? Give an example when this was the case.
   - How do you feel about having consistent systems and proven methods in your work environment? Why?
   - How important is it to foster and protect principles and beliefs to ensure consistency throughout the organization? Why?
   - Do you sometimes feel that things would be easier and better if there were fewer rules and procedures? Please elaborate.

3. Collaborative: People who are driven by being in a supporting role and contributing with little need for individual recognition.
   - What role does being in control of a situation play in your job satisfaction? How important is it for you to control your work environment?
   - How important is advancing your position? Would you be interested in a job that gave you the opportunity to create your own path for advancement?
   - Are you more comfortable as a team leader or a team member? Why?
   - Are you able to go with the flow, or do you need to have a strategic approach? Give an example.

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Driving Forces Questions

4. Selfless: People who are driven by completing tasks for the sake of completion, with little expectation of personal return.
   - What do you consider to be more important, completing a task or maximizing the resources involved in the process? Give an example when you did this.
   - How much do you focus on finances? Where would you like to be in 5 years? 10 years? Why?
   - What role does earning a significant income play in your job choices?
   - Do you take on a task based on the return on investment or for the sake of getting it done? Why?

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Behavioral Questions

Read the following suggested interview questions as they relate to the most desired behavioral traits to perform the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.

1. Interaction: The job requires frequent communication and engagement with others.
    *   How do you handle frequent interruptions by other people? How about your response to people who ask you question after question?
    *   Are you more comfortable with details or people with the big picture or with bits of data?

2. Competitive: The job requires assertiveness and a "will to win" in dealing with highly competitive situations.
    *   How demanding are you of yourself and others? Do you think you are sometimes too demanding? Give me an example of a job situation where being demanding helped achieve the goal. Did it lead to other problems? Would others ever describe you as aggressive? Pushy? Why?
    *   How important is winning to you? How do you define winning? Give me an example of a situation where you felt you were going to lose. How did it feel? How did you handle it?

3. Urgency: The job requires decisiveness, quick response, and fast action.
    *   When faced with a deadline, how do you respond?
    *   How important is it to you to have all the facts before proceeding? Give me an example of a time when you didn't have all the facts and you proceeded anyway. How did you feel? How did the it work out?

4. Versatile: The job requires adapting to various situations with ease.
    *   Are you patient or impatient? Give me an example of how you handle slower-moving people. Would you consider yourself to be opinionated? Strong-willed? Explain.
    *   How important is it for you to be systematic? Describe a system you have set up, used and been successful with in any previous job you have had.

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Driving Forces Composite

	Driving Forces	C	R1	R2	R3	R4	R5
1	Objective	50	52	25	52	71	52
2	Structured	49	27	54	77	62	27
3	Collaborative	47	31	77	40	54	31
4	Selfless	45	52	21	44	56	52
5	Instinctive	44	38	50	40	56	38
6	Intentional	44	58	10	42	52	58
7	Altruistic	42	31	77	38	33	31
8	Commanding	41	60	8	48	31	60
9	Resourceful	38	29	65	38	27	29
10	Intellectual	35	44	27	40	19	44
11	Harmonious	32	25	58	33	17	25
12	Receptive	30	46	31	10	19	46

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Behaviors Composite

	Behaviors	C	R1	R2	R3	R4	R5
1	Interaction	79	90	40	80	90	95
2	Competitive	70	100	30	50	100	71
3	Urgency	69	95	25	50	85	88
4	Versatile	67	90	35	65	80	66
5	People-Oriented	63	75	60	75	75	32
6	Frequent Change	63	95	35	52	82	50
7	Consistent	61	30	82	65	38	90
8	Customer-Oriented	60	40	82	55	52	70
9	Following Policy	50	25	90	68	38	30
10	Persistence	49	23	80	63	37	40
11	Analysis	47	20	65	65	25	62
12	Organized Workplace	40	10	70	60	20	42

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Respondent Key

R1: JOHN SMITH
R2: FRANK JONES
R3: AMANDA DOE
R4: SUE ANDERSON
R5: JOE WILLIAMS

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Job Summary

VP of Samples

The following page is a summary of the behaviors and driving forces of the position.

Behaviors

1. Interaction
2. Competitive
3. Urgency
4. Versatile

	D	**I**	**S**	**C**
	63	**70**	**43**	**44**

Driving Forces

1. Objective
2. Structured
3. Collaborative
4. Selfless

Instinctive	Knowledge	Intellectual
44 (5)		**35** (10)

Selfless	Utility	Resourceful
45 (4)		**38** (9)

Objective	Surroundings	Harmonious
50 (1)		**32** (11)

Intentional	Others	Altruistic
44 (6)		**42** (7)

Collaborative	Power	Commanding
47 (3)		**41** (8)

Receptive	Methodologies	Structured
30 (12)		**49** (2)

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