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can be compared with specific job
requirements outlined in Job Fit report

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INTRODUCTION

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 behavioral style and unique values. Your TTI Fit Talent Report can be compared with specific job requirements outlined in TTI Fit 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 three sections:

SECTION 1: PERSONAL INTERESTS, ATTITUDES AND VALUES (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.

SECTION 2: BEHAVIORAL HIERARCHY (8 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.

SECTION 3: TASK QUOTIENT (3 AREAS)

TQ™ defines the ideal mixture of task types (Routine, Troubleshooting and Project) that provide an individual the most intrinsic motivation, or personal satisfaction. William Daniels, in his book **Breakthrough Performance** defines 4 types of tasks that we perform:

- A) **Routine Tasks** -highly predictable and have a low delay tolerance (must be accomplished immediately)
- B) **Troubleshooting Tasks** -highly unpredictable and have a low delay tolerance (must be accomplished immediately)
- C) **Project Tasks** -highly predictable and have a high delay tolerance (do not have to be accomplished immediately)
- D) **Negotiable Tasks** -low predictability and have a high delay tolerance (do not have to be accomplished immediately). Daniels states that these tasks when they are frequent should be considered as Troubleshooting Tasks, and when they are infrequent they should be considered Project Tasks.



PERSONAL INTERESTS, ATTITUDES AND VALUES™

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. They are listed below from the highest to the lowest.

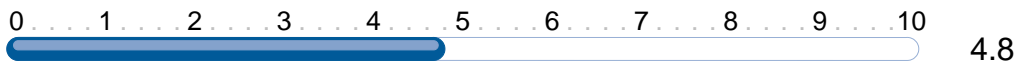
1. UTILITARIAN/ECONOMIC



2. INDIVIDUALISTIC/POLITICAL



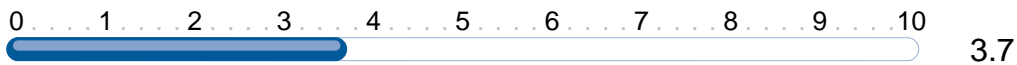
3. THEORETICAL



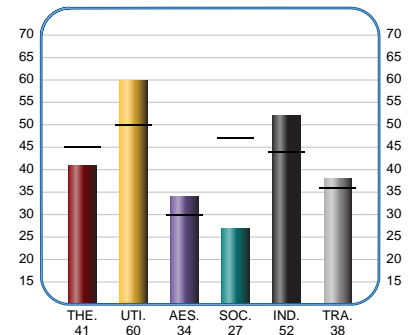
4. TRADITIONAL/REGULATORY



5. AESTHETIC



6. SOCIAL



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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.

1. COMPETITIVENESS



2. ORGANIZED WORKPLACE



3. ANALYSIS OF DATA



4. URGENCY



5. FREQUENT CHANGE



6. VERSATILITY



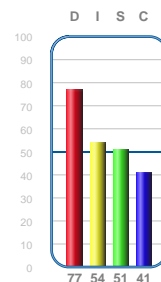
7. CUSTOMER ORIENTED



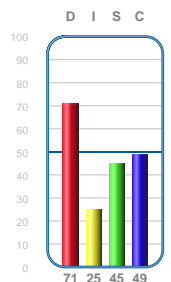
8. FREQUENT INTERACTION WITH OTHERS



Adapted Style



Natural Style





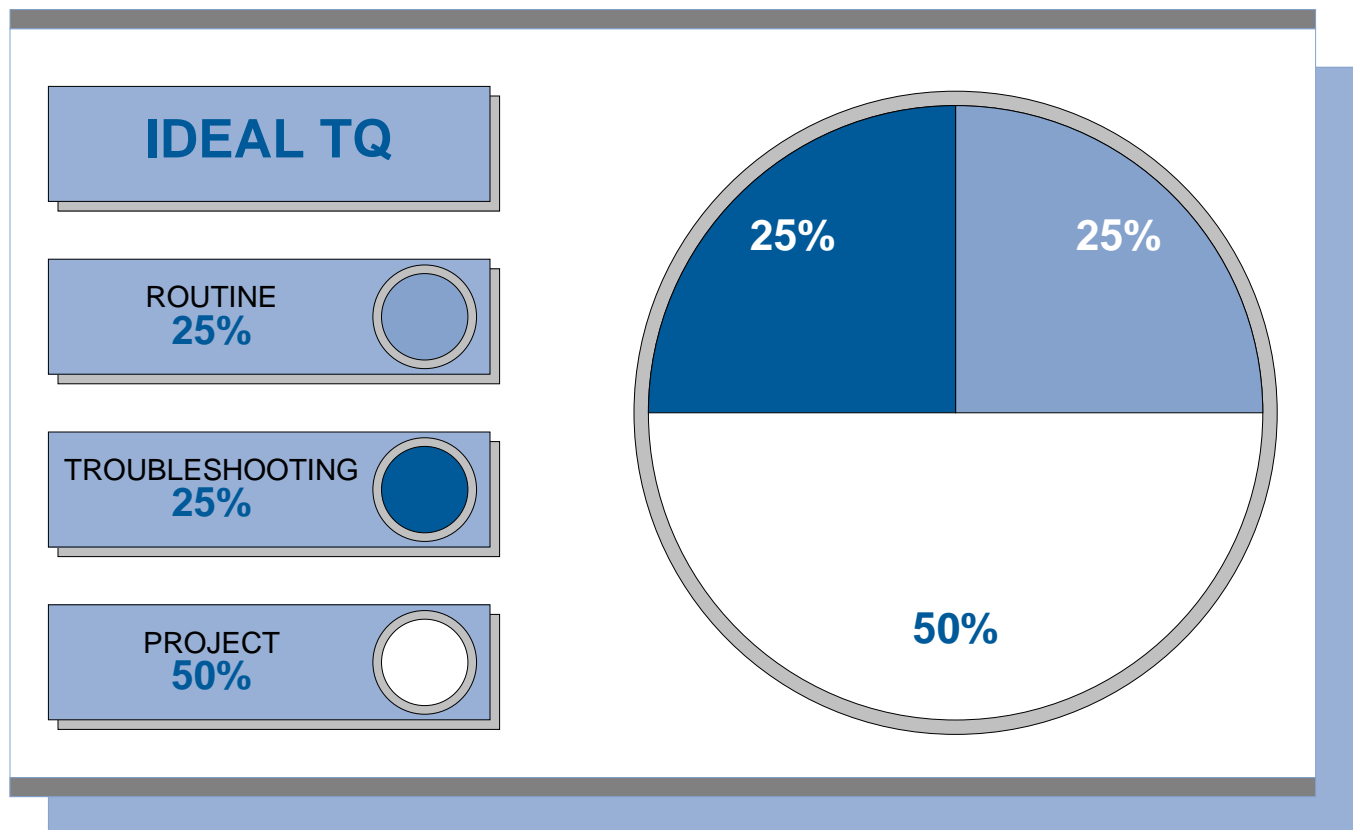
YOUR IDEAL/PREFERRED WORK DISTRIBUTION

This graph describes your ideal/preferred work distribution, if you could choose any work environment.

Your ideal/preferred work distribution would include:

- 25% routine tasks. This work is highly predictable and needs to be accomplished immediately
- 25% troubleshooting tasks. This work is highly unpredictable and needs to be accomplished immediately
- 50% project tasks. This work is highly predictable and does not have to be accomplished immediately

Your ideal/preferred Task Quotient = 25-25-50. This describes the ideal/preferred task mixture you need to maximize your motivation and job satisfaction.





PERSONAL INTERESTS, ATTITUDES AND VALUES 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

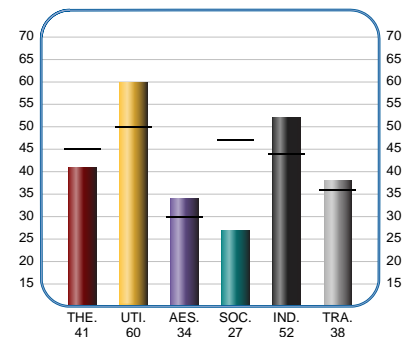
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This value 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 American 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 value is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power value. 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. THEORETICAL

- You value knowledge, continuing education and intellectual growth.
- The primary drive with this value is the discovery of TRUTH. In pursuit of this value, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.





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

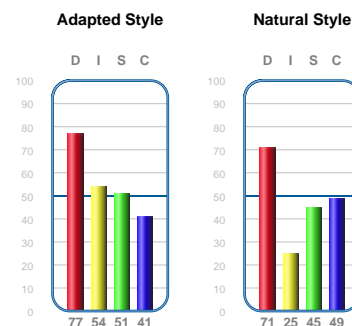
- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

2. ORGANIZED WORKPLACE

- Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.

3. ANALYSIS OF DATA

- You are able to analyze and challenge a large number of details, data, and facts prior to making decisions. In addition, you are able to accurately maintain those records for repeated examination.





Gina is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She is deadline conscious and becomes irritated if deadlines are delayed or missed. She seeks her own solutions to problems. In this way, her independent nature comes into play. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." Gina prefers being a team player, and wants each player to contribute along with her. She embraces visions not always seen by others. Gina's creative mind allows her to see the "big picture." She needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. Many people see her as a self-starter dedicated to achieving results.

