TTI SUCCESS INSIGHTS®

Jobs Energizing People Profile™

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Introduction

Every position within an organization has a unique culture which may or may not be similar to the overall organizational culture. The TTI Success Insights Job Energizing People Profile is designed to provide an overview of both the motivators for the job and the organizational culture. This will allow an organization to determine the type of individual that would be most successful in a given position. When incumbents share these motivations, job satisfaction, performance and retention increase dramatically.

As you read through this report, remember to think of the job, not the person!

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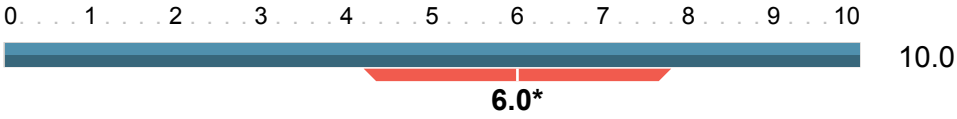
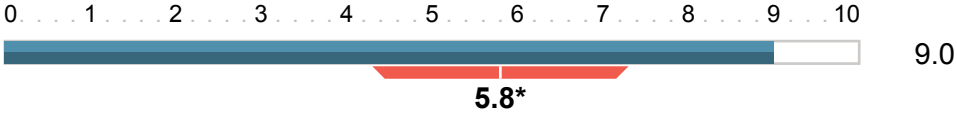
Organizational Rewards/Culture Hierarchy

This section identifies the rewards/culture system of a specific organization. Matching a person's passion to an organization that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the organization to the lowest.

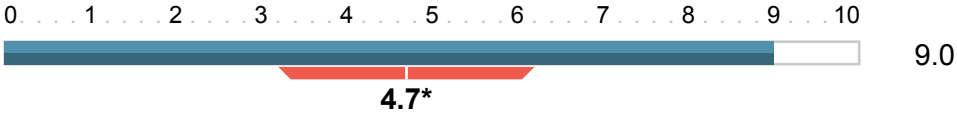
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



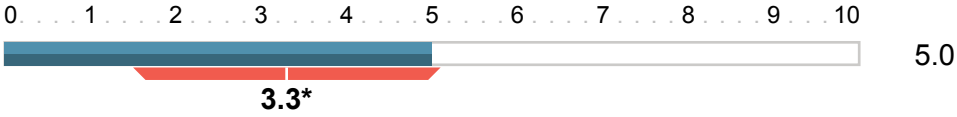
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



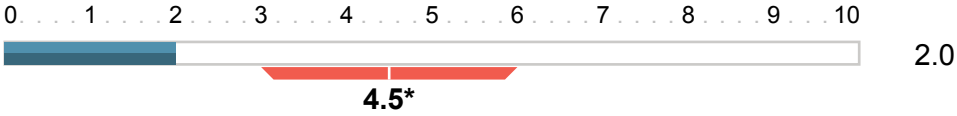
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



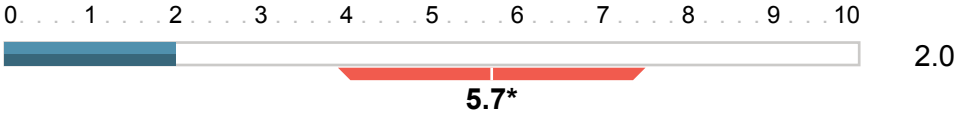
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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

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Job Rewards/Culture Hierarchy

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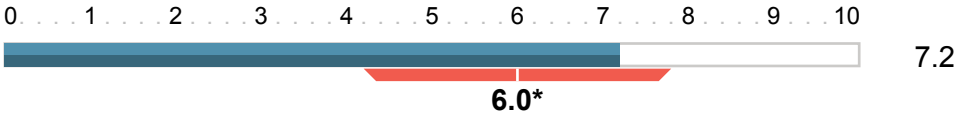

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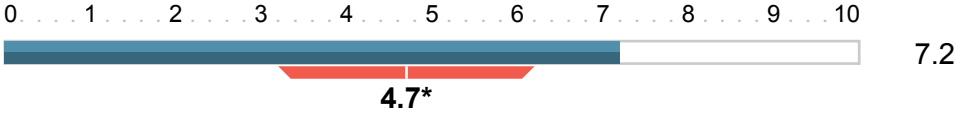

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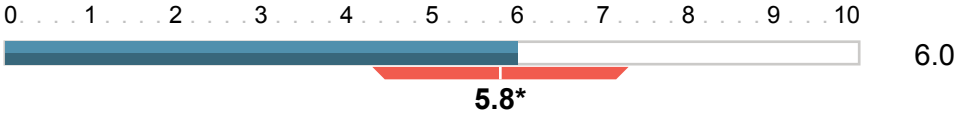

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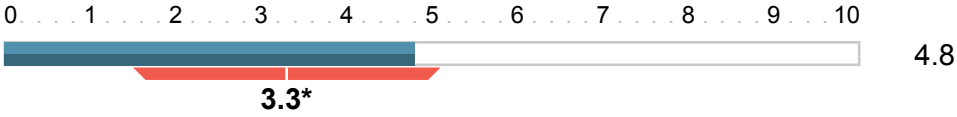

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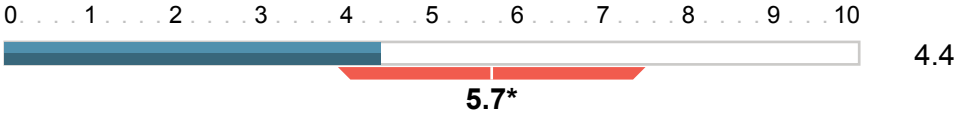

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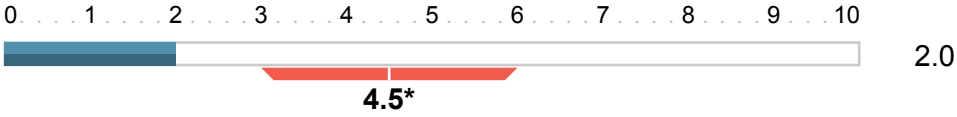

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Interview Questions

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 assure that all candidates are asked the same questions.

1. Utilitarian/Economic: Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
   - How important is earning a lot of money to you? What do you consider to be a "lot of money"?
   - Where would you like to be, financially, in 5 years? 10 years? Why?
   - What role does earning a significant income play in your job choices? In staying in a job?
   - Would you consider yourself to be a bottom line, practical thinker or are you more theoretical or philosophical? Why do you say that?

2. Individualistic/Political: Rewards those who value personal recognition, freedom, and control over their own destiny and others.
   - What role does being in control of a situation play in your job satisfaction? How important is it for you to control your own destiny?
   - How important is independence to you? Power? Influencing others? What would be your level of satisfaction with a job if you had none of these?
   - How good are you in taking directions from others? How much do you like doing so?
   - How do you go about influencing others to act? Give me a concrete, real-world example of a time when you were able to move a group of people to action and exactly how you did it.

3. Theoretical: Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
   - Which is more important, action or knowledge?
   - Would you consider yourself to be an expert in something? What is it? How did you go about gaining the knowledge?
   - Tell me what you especially like or enjoy about learning things. What topics or subjects do you enjoy?
   - How comfortable are you in taking the time, energy and effort required to master a subject or topic you currently know very little about? How about one in which you have very little interest?

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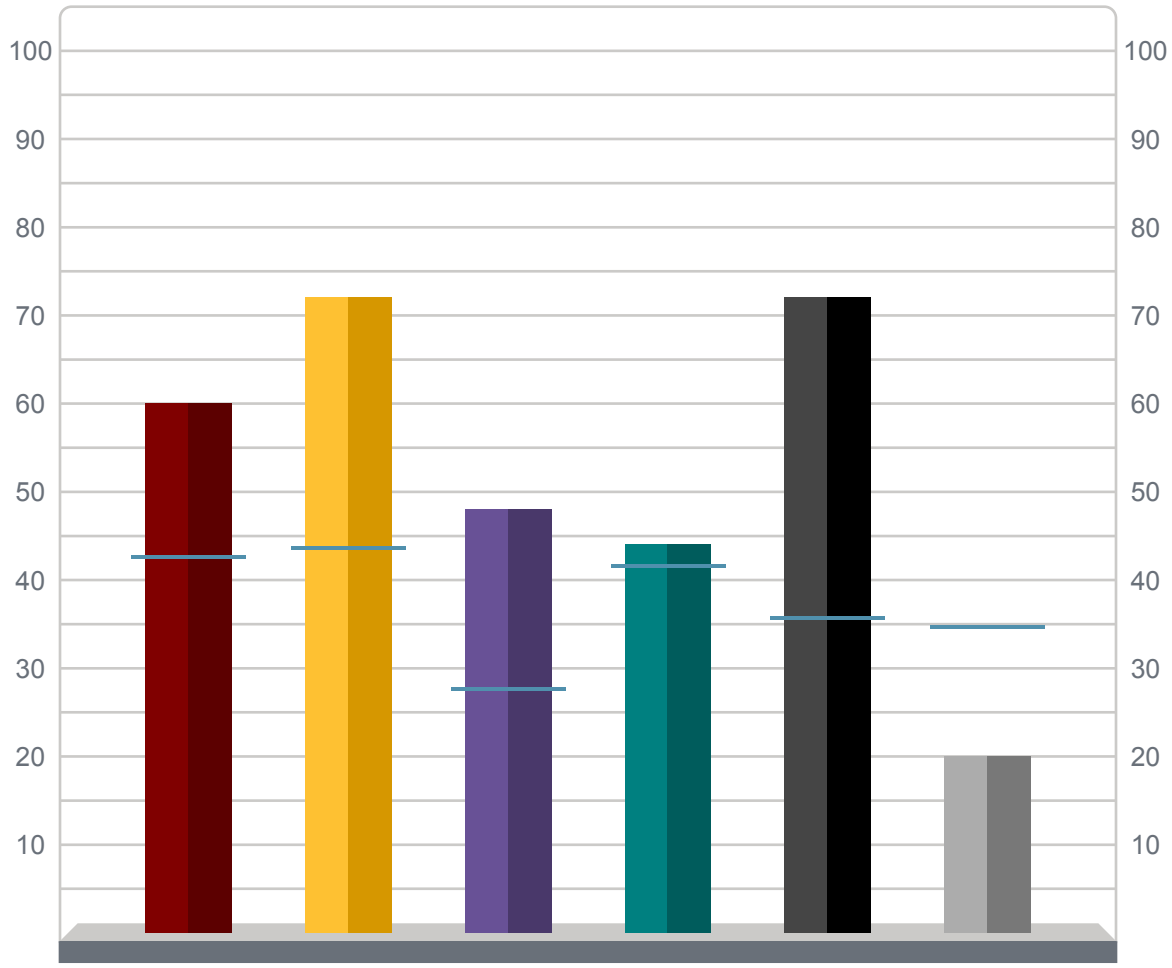
JEPP Rewards/Culture Graph



	THE.	UTI.	AES.	SOC.	IND.	TRA.
%	**60**	**72**	**48**	**44**	**72**	**20**
Rank	3rd	1st	4th	5th	2nd	6th

national mean

Norm 2012

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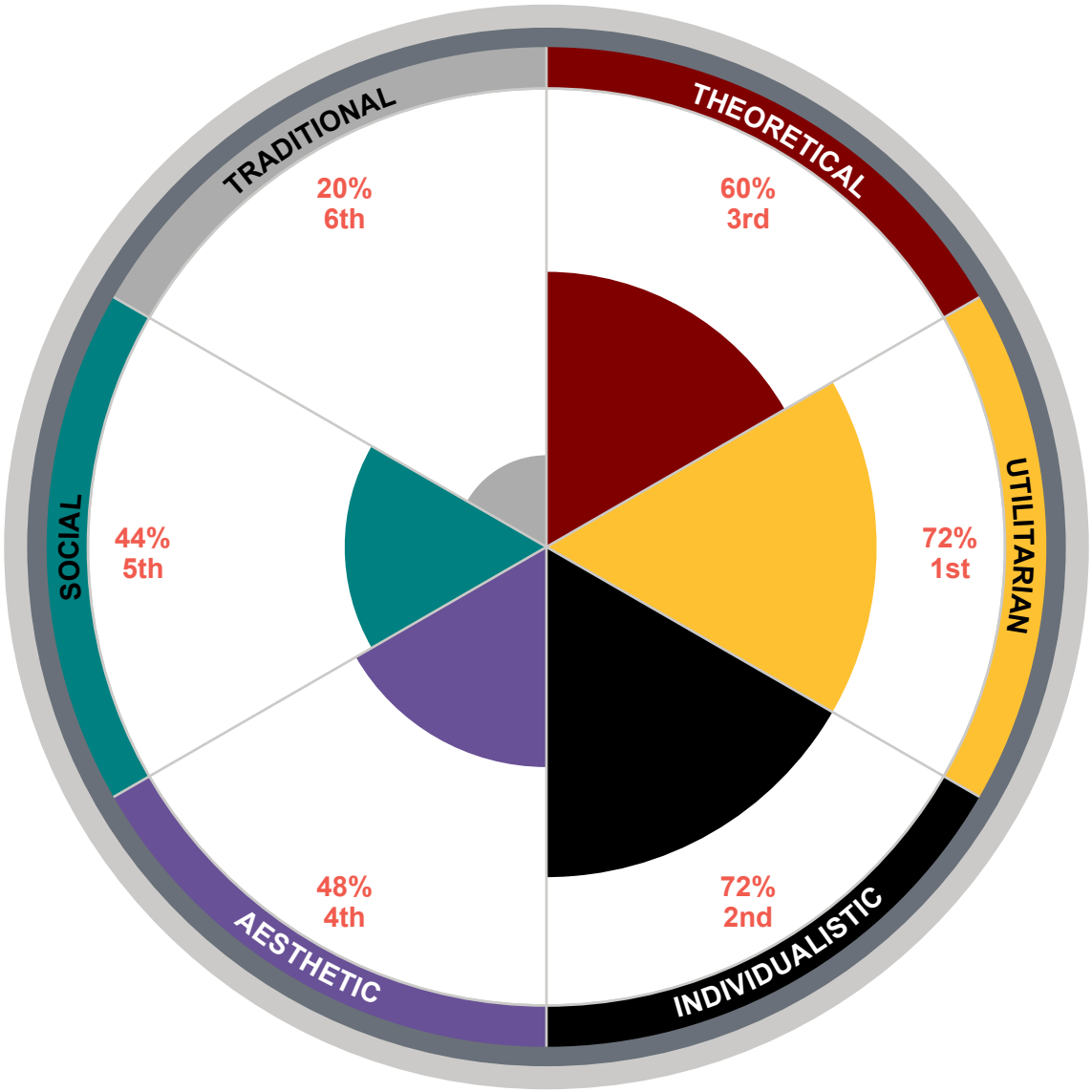
JEPP Rewards/Culture Wheel



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