



TTI
SUCCESS
INSIGHTS®

Career Insights

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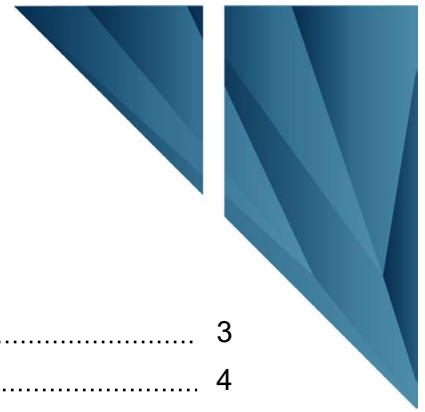


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Introduction *Where Opportunity Meets Talent*

The Career Insights Report is designed to increase understanding in the area of professional potential. Having a better understanding of one's style for communicating, basic professional needs, strengths and limitations is an integral step towards personal and professional development. Each unique behavioral style includes a general set of talents that when leveraged, results in higher levels of job satisfaction.

Behaviors

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.



Personal Characteristics

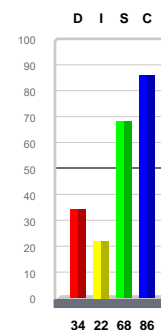
Based on Sam's responses, the report has selected general statements to provide you with a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use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

Sam wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. He is good at work that requires attention to detail and accuracy. He can overanalyze a problem which tends to slow down the decision-making process. He may be overly sensitive to criticism of his work. If you do comment on his work you had better be right, since he may not take criticism lightly. Sam wants to make certain that detailed reports are accurately completed. This tendency can be reassuring to Sam's supervisors. He is task-oriented; however, he can still maintain good working relationships with others as long as they share his concern for excellence. He tends to be precise about his use of time and can become frustrated when others interrupt him when in the middle of a task. In conflict situations, Sam usually remains calm and cool-headed. When things calm down, however, he may suffer some delayed reaction. Sam may have a low trust level of others. His aggressiveness is tempered by his sensitivity to quality work. This is a positive strength of Sam's, and others appreciate this tendency.

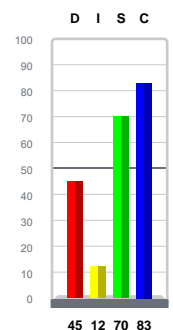
Sam likes to assemble facts and data before making decisions. This allows him time to review the facts and think about the decision to be made. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He is skilled at observing and collecting data on different subjects. If he has a real passion for a given subject, he will read and listen to all the available information on the subject. He uses data and facts to support the big decisions, because it makes him feel more confident that his decisions are correct. Because he knows that he can rely on the "tried and true," Sam places high value on tradition and traditional things. He places an emphasis on the cognitive process and logic when making decisions. He usually judges others by the quality of their work. He may find it difficult to recognize others' strengths, if their work does not meet his high standards. He feels tension when forced to make major decisions quickly.



Adapted Style



Natural Style



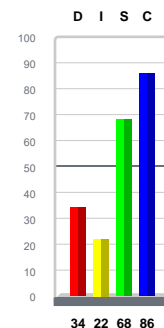


Personal Characteristics *Continued*

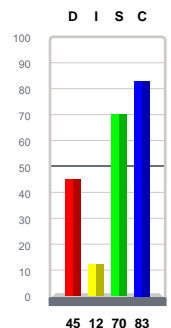
Sam is patient and persistent in his approach to achieving goals. He responds to challenges in a cooperative manner and wants the "team" to win without the need of a perceived "shining star." People may often see Sam as formal and reserved. He may be assessing the situation before "letting his guard down" and may do so only when he feels comfortable with the circumstances. He can be outgoing at times. Basically introverted, he will engage in social conversation when the occasion warrants. Whenever possible, Sam avoids face-to-face conflict. Sam's work represents his true self and he will take issue when people attack the quality of his work. He is usually slow to anger, but when "enough is enough" he may tend to explode. People will then have no doubt about his feelings. He enjoys analyzing the motives of others. This allows him to develop his intuitive skills. Sam's logical, methodical way of gathering data is demonstrated by his ability to ask the right questions at the right time.



Adapted Style



Natural Style



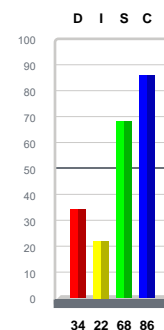


Personal Strengths

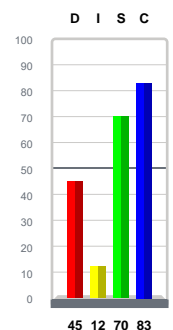
This section of the report identifies the specific talents and behavior Sam brings to the job. By looking at these statements, one can identify his role in the organization. By identifying Sam's talent, the organization can develop a system to capitalize on his particular value to the organization and make him an integral part of the team.

- Suspicious of people with shallow ideas.
- Defines, clarifies, gets information, criticizes and tests.
- Always concerned about quality work.
- Accurate and intuitive.
- Always looking for logical solutions.
- Conscientious and steady.
- Presents the facts without emotion.
- Objective and realistic.
- Proficient and skilled in his technical specialty.

Adapted Style



Natural Style





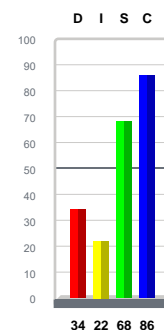
Basic Needs

In this section are some needs which must be met in order for Sam to perform at an optimum level. Some needs can be met by himself, while management must provide for others. It is very difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Sam and his counselor should go over the list and identify 3 or 4 statements that are most important to him. This allows Sam to participate in forming his own personal management plan.

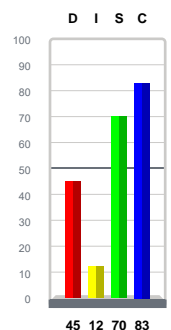
Sam needs:

- Complete instructions on his assignments.
- The opportunity to ask questions to clarify or determine why.
- Logical answers in logical order.
- Sincere feedback from others.
- Time to gather the facts and data.
- Equipment that will allow him to perform up to his high standards.
- Skills to come across warm and close, when appropriate.
- Time to see and test if the plan will work.
- Sincerity from people with whom he works.
- An exact job description and expectations in writing.
- Tangible work.

Adapted Style



Natural Style



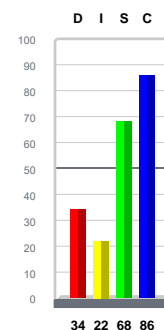


Adapted Style

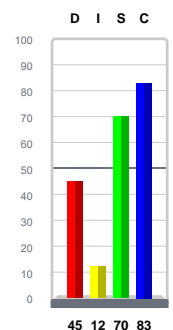
This section gives general information on behavior that Sam deems necessary to be successful on the job. One should read this section and determine if the behavior described is job related. If the behavior is not job-related, Sam does not understand the behavior required to be successful in the job.

- Compliance to high standards.
- Making decisions in an objective, unemotional manner.
- Limited contact with people.
- Being precise in the collection of data.
- Accomplishing tasks without many people contacts.
- Precedence of quality over efficiency.
- Being attentive and dependable with detailed work activities.
- Precise, analytical approach to work tasks.
- Working in a systematic, nondemonstrative manner.
- Sensitivity to existing rules and regulations.
- Careful, thoughtful approach to decision making.

Adapted Style



Natural Style





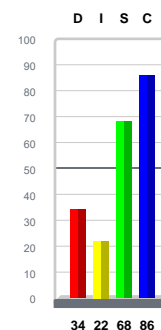
Present Wants

This section of the report was produced by analyzing Sam's wants. People are motivated by the things they want, thus: wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants."

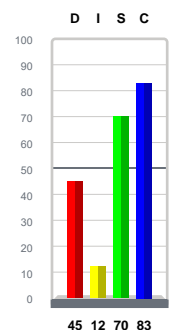
Sam wants:

- Information in logical order.
- A manager who follows the company policies.
- Respect for his quiet manner.
- An environment where he can ask specific questions--not just "beat around the bush."
- Reassurance he is doing the job right.
- Advancement when he is ready.
- Limited socializing.
- Objectivity.
- Time to perform up to his high standards.
- High quality work standards.
- Time to adjust to change.
- Straight talk supported with facts.

Adapted Style



Natural Style





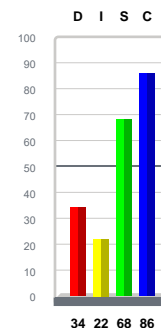
Ideal Environment

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

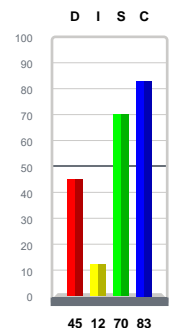
- Private office or work area.
- Close relationship with a small group of associates.
- An environment dictated by logic rather than emotion.
- Environment where he can be a part of the team, but removed from office politics.
- Projects that produce tangible results.
- Data to analyze.
- Familiar work environment with a predictable pattern.



Adapted Style



Natural Style





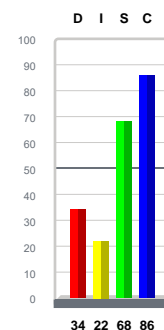
Checklist for Communicating

Most people are aware of and sensitive to the ways with which they like to be communicated. Many people find this section to be extremely accurate and important. Read each statement and identify 3 or 4 statements that are most important. Make a list of these and practice using them in your everyday management of Sam.

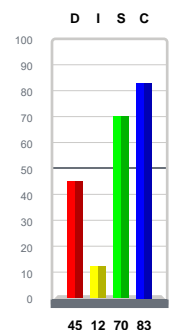
Do:

- Use expert testimonials.
- Show him a sincere demeanor by careful attention to his point of view.
- Use an unemotional approach.
- Be prepared with the facts and figures.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Provide details in writing.
- Listen to him.
- Follow through, if you agree.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Respect his quiet demeanor.
- Provide solid, tangible, practical evidence.

Adapted Style



Natural Style



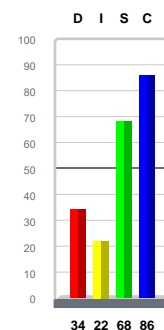


Strengths and Potential Limitations

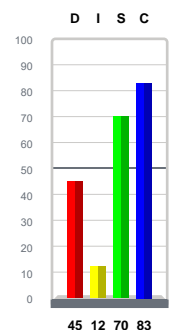
In this area of the report is a listing of strengths and potential limitations without regard to a specific job. Cross out those limitations that do not apply. Highlight 1 to 3 limitations that are hindering performance and develop an action plan to eliminate or reduce this hindrance.

- Strength - Places high value on quality workmanship.
Potential Limitation - May be bound by his own set of procedures and methods that he fails to look for more efficient ones.
- Strength - Uses facts and data to support decision making.
Potential Limitation - May collect so much data that it hinders the decision-making process.
- Strength - Good at calculating risk.
Potential Limitation - May resist changes because of the risk involved with changes.
- Strength - Very intuitive.
Potential Limitation - Fails to share ideas and feeling until after the fact.
- Strength - Places high value on details.
Potential Limitation - May get bogged down in details or use details to protect his position.
- Strength - Will follow instructions.
Potential Limitation - May lean on supervisors for information and direction.
- Strength - Task-oriented and security driven.
Potential Limitation - May yield position to avoid controversy and insure security.

Adapted Style



Natural Style



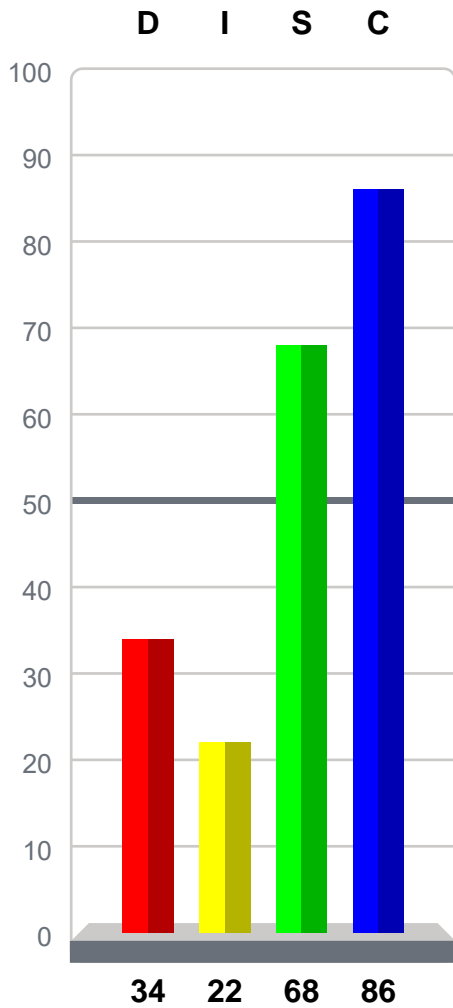


Style Insights® Graphs

11-16-2020

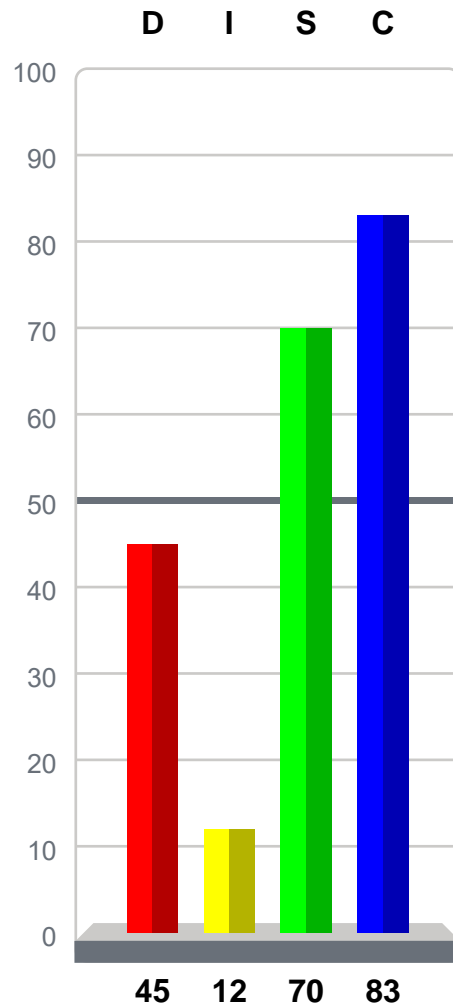
Adapted Style

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.

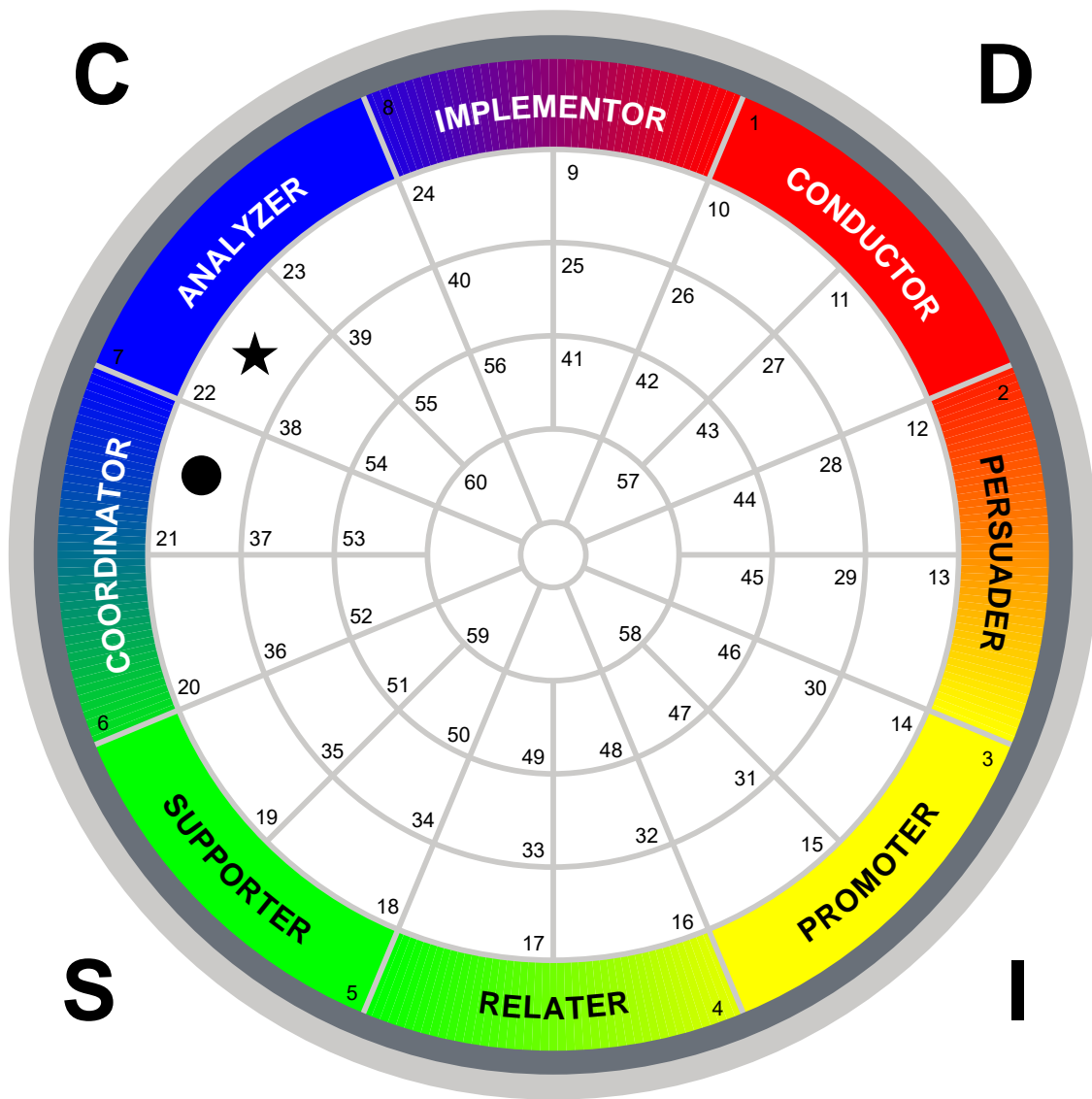
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

11-16-2020



Adapted: ★ (22) COORDINATING ANALYZER
 Natural: ● (21) ANALYZING COORDINATOR

Norm 2017 R4



Ideal Opportunities

The following sections list possible careers based on your style's preferences. These sections are categorized by typical education requirements for the career. Each potential career takes into account how you solve problems and challenges, influence people, respond to the pace of an environment and respond to rules and procedures set by others.

Bachelor's Degree or Higher

Career	ONET Code
Accountant & Auditor	13-2011
Actuary	15-2011
Architectural & Civil Drafter	17-3011
Biomedical Engineer	17-2031
Camera Operator, TV, Video & Motion Picture	27-4031
Cartographer & Photogrammetrist	17-1021
Computer Programmer	15-1021
Computer Software Engineer, Applications	15-1031
Computer Software Engineer, Systems	15-1032
Computer Support Specialist	15-1041
Correctional Officer	33-3012
Dental Lab Technician	51-9081
Electrical & Electronic Drafter	17-3012
Financial Analyst	13-2051
Graphic Designer	27-1024
Insurance Underwriter	13-2053
Iron and Metal Worker	47-2171
Jeweler, Precious Stone & Metal Worker	51-9071
Law Clerk	23-2092
Loan Officer	13-2072
Mathematician	15-2021
Mechanical Drafter	17-3013
Network & Computer Systems Administrator	15-1071
News Analyst	27-3021
Nuclear Medicine Technician	29-2033
Occupational, Health & Safety Specialist	29-9011
Plasterer and Stucco Mason	47-2161
Plumber and Pipe Fitter	47-2152
Probation Officer & Correctional Treatment Specialist	21-1092
Radiation Therapist	29-1124
Radiologic Technician	29-2034
Real Estate Appraiser & Assessor of Real Estate	13-2021
Registered Nurse	29-1111
Sheet Metal Worker	47-2211



Ideal Opportunities

Solar Energy Systems Engineer	17-2199.11
Surveying & Mapping Technician	17-3031
Surveyor	17-1022
Tax Examiner, Collector & Revenue Agent	13-2081
Teacher, Elementary	25-2021
Wind Energy Engineer	17-2199.10
Writer & Author	27-3043
Administrative Services Manager	11-3011
Adult Educator	25-3011
Aerospace Engineer	17-2011
Agriculture & Food Science Technician	19-4011
Anesthesiologist Assistant	29-1071.01
Architect, Except Landscape & Naval	17-1011
Atmospheric & Space Scientist	19-2021
Audiologist	29-1121
Automotive Body Repairer	49-3021
Budget Analyst	13-2031
Chemist	19-2031
Chiropractor	29-1011
Civil Engineer	17-2051
Clergy	21-2011
Commercial & Industrial Designer	27-1021
Computer Hardware Engineer	17-2061
Computer Systems Analyst	15-1051
Conservation Scientist	19-1031
Curator	25-4012
Dentist	29-1021
Electrical Engineer	17-2071
Engineering Manager	11-9041
Geographer	19-3092
Geoscientist	19-2042
Health & Safety Engineer	17-2111
Health Educator	21-1091
Historian	19-3093
Industrial Engineer	17-2112
Landscape Architect	17-1012
Lawyer	23-1011
Librarian	25-4021
Marine Engineer & Naval Architect	17-2121
Materials Engineer	17-2131
Mechanical Engineer	17-2141



Ideal Opportunities

Medical Scientist, except Epidemiologist	19-1042
Microbiologist	19-1022
Mining & Geological Engineer	17-2151
Natural Science Manager	11-9121
Nuclear Engineer	17-2161
Occupational Therapist	29-1122
Operations Research Analyst	15-2031
Petroleum Engineer	17-2171
Pharmacist	29-1051
Physical Therapist	29-1123
Physicist	19-2012
Political Scientist	19-3094
Property, Real Estate & Community Association Manager	11-9141
Statistician	15-2041
Teacher, Special Education	25-2042
Tool and Dye Maker	51-4111
Veterinarian	29-1131
Veterinary Technician	29-2056



Ideal Opportunities

Associate's / Technical Degree or Higher

Career	ONET Code
Airline Pilot, Copilot & Flight Engineer	53-2011
Automotive Service Technician	49-3023
Bookkeeping, Accounting & Auditing Clerk	43-3031
Broadcast Technician	27-4012
Coating, Painting, & Spraying Machine Setter, Operator & Tender	51-9121
Computer-Controlled Machine Tool Operator, Metal & Plastic	51-4011
Construction and Building Inspector	47-4011
Dental Assistant	31-9091
Diesel Engine Specialist	49-3031
Fire Fighter	33-2011
Heating and Air Conditioning Installer & Mechanic	49-9021
Industrial Production Manager	11-3051
Instructional Coordinator	25-9031
LPN (Licensed Practical Nurse)	29-2061
Medical Records Technician	29-2071
Medical Transcriptionist	31-9094
Mobile Heavy Equipment Mechanic, except engines	49-3042
Occupational Therapist Assistant	31-2011
Optician-Dispensing	29-2081
Outdoor Power Equipment & Other Small Engine Mechanic	49-3053
Paralegal & Legal Assistant	23-2011
Pharmacy Technician	29-2052
Physical Therapist Aide	31-2022
Printing Machine Operator	51-5023
Solar Thermal Installer & Technician	47-4099.02
Surgical Technician	29-2055
Transportation Inspector	53-6051
Artist & Animator, multi-media	27-1014
Sound Engineering Technician	27-4014
Aerospace Engineer & Operations Technician	17-3021
Aircraft Mechanic	49-3011
Billing and Posting Clerk	43-3021
Civil Engineering Technician	17-3022
Court Reporter	23-2091
Electrical & Electronic Technician	17-3023
Electro-mechanical Technician	17-3024
Environmental Engineering Technician	17-3025
Farm, Ranch & Other Agricultural Manager	11-9011



Ideal Opportunities

Farmer & Rancher	11-9012
Food Service Manager	11-9051
Forensic Science Technician	19-4092
Machinist	51-4041
Manager, Supervisor, non retail	41-1012
Medical Equipment Repairer	49-9062
Nurse, Aide, Orderly & Attendant	31-1012
Painter, Construction & Maintenance	47-2141
Computer Specialist, all other	15-1099.00
Carpenter	47-2031



Ideal Opportunities

High School Diploma or Higher

Career	ONET Code
Bill and Accounts Collector	43-3011
Brick and Stone Mason	47-2021
Brokerage Clerk	43-4011
Bus Driver	53-3021
Carpet Installer	47-2041
Cement Mason, Concrete Finisher	47-2051
Construction Laborer	47-2061
Cook, fast food	35-2011
Courier & Messenger	43-5021
Credit Authorizer	43-4041
Data Entry Keyer	43-9021
Drywall & Ceiling Tile Installer	47-2081
Electrician	47-2111
Emergency Medical Technician & Paramedic	29-2041
Farmworker & Laborer, Crop, Nursery, & Greenhouse	45-2092
File Clerk	43-4071
Fisher and Fishing Vessel Operator	45-3011
Forrest and Conservation Worker	45-4011
Gaming Supervisor	39-1011
Glazier	47-2121
Highway Maintenance Worker	47-4051
Home Health Aide	31-1011
Industrial Machinery Mechanic	49-9041
Industrial Truck & Tractor Operator	53-7051
Infantry	55-3016
Insulation Worker	47-2131
Janitor & Cleaner	37-2011
Library Assistant, clerical	43-4121
Lifeguard, Ski Patrol other recreational protective service worker	33-9092
Maintenance and Repair Worker, General	49-9042
Office Clerk	43-9061
Operating Engineer & Other Construction Equipment Operator	47-2073
Payroll Clerk	43-3051
Pharmacy Aide	31-9095
Postal Service Clerk	43-5051
Production and Planning Clerk	43-5061
Reservation & Transportation Ticket Agent & Travel Clerk	43-4181
Roofer	47-2181



Ideal Opportunities

Security & Fire Alarm Systems Installer	49-2098
Security Guard	33-9032
Shipping, Receiving & Traffic Clerk	43-5071
Stock Clerk, Order Filler	43-5081
Tax Preparer	13-2082
Taxi Driver and Chauffeur	53-3041
Telecommunications Installer & Repairer	49-2022
Teller	43-3071
Truck Driver, Heavy & Tractor-Trailer	53-3032
Waitress & Waiter	35-3031
Weights and Measure Checker	43-5111
Library Technician	25-4031
Pest Control Worker	37-2021