



TTI
SUCCESS
INSIGHTS®

TTI Success Insights®

DISC / Behavioral Comparison Report

Michael Sample -and- Sam Example

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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 Michael

- Give him time to ask questions.
- Take time to be sure that he is in agreement and understands what you said.
- Give him time to verify reliability of your comments--be accurate and realistic.
- Give him time to be thorough, when appropriate.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Prepare your "case" in advance.
- Provide solid, tangible, practical evidence.
- Make an organized contribution to his efforts, present specifics and do what you say you can do.

Ways to Communicate with Sam

- Make an organized presentation of your position, if you disagree.
- Provide solid, tangible, practical evidence.
- Provide details in writing.
- Give him time to be thorough, when appropriate.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Have the facts in logical order.
- Give him time to analyze the data before making a decision.
- Be prepared with the facts and figures.



Checklist for Communicating *Continued*

This section of the report is a list of things NOT to do while communicating with either Michael and Sam. 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 Michael

- Leave things to chance or luck.
- Threaten, cajole, wheedle, coax or whimper.
- Say "trust me"--you must prove it.
- Make promises you cannot deliver.
- Be haphazard.
- Be vague about what's expected of either of you; don't fail to follow through.
- Overuse gestures.
- Dillydally, or waste time.

Ways **NOT** to Communicate with Sam

- Make conflicting statements.
- Stand too close--give two to three feet of space.
- Pretend to be an expert, if you are not.
- Be superficial.
- Touch his body when talking to him.
- Use testimonies of unreliable sources; don't be haphazard.
- Make statements about the quality of his work unless you can prove it.
- Rush the decision-making process.



Value to the Organization

This section of the report identifies the specific talents and behavior Michael and Sam 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.

Michael's Value:

- Cooperative member of the team.
- Accurate and intuitive.
- Respect for authority and organizational structure.
- Adaptable.
- Comprehensive in problem solving.
- Objective--"The anchor of reality."
- Proficient and skilled in his technical specialty.
- Always concerned about quality work.

Sam's Value:

- Always concerned about quality work.
- Maintains standards.
- Comprehensive in problem solving.
- Can make decisions without getting emotionally involved.
- Always looking for logical solutions.
- Suspicious of people with shallow ideas.
- Conscientious and steady.
- Proficient and skilled in his technical specialty.



Behavioral Descriptors

Based on Michael's and Sam'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 ^{S.9.}
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient ^{S.9.}	Exacting
Strong-Willed	Persuasive	Possessive ^{M.S.}	Systematic
Determined	Convincing	Predictable ^{M.S.}	Accurate
Competitive	Poised	Consistent	Open-Minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influencing	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual ^{M.S.}	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable ^{S.9.}	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact ^{S.9.}	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

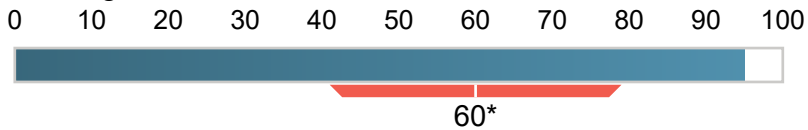


Primary Behavioral Cluster

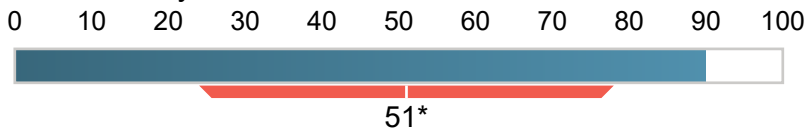
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

Michael Sample:

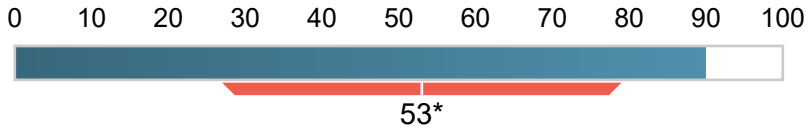
1. Following Policy - Adhere to rules, regulations, or existing methods.



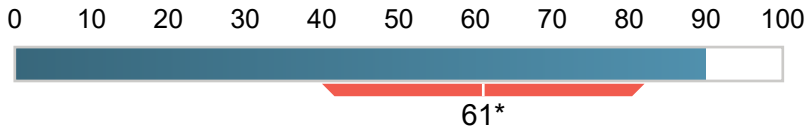
2. Organized Workplace - Establish and maintain specific order in daily activities.



3. Analysis - Compile, confirm and organize information.

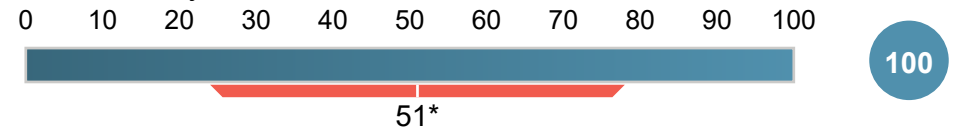


4. Consistent - Perform predictably in repetitive situations.

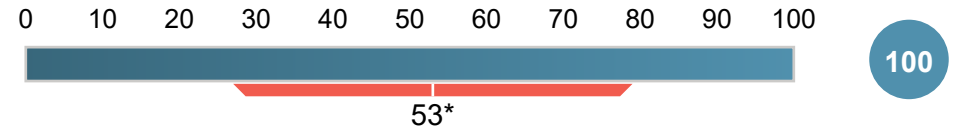


Sam Example:

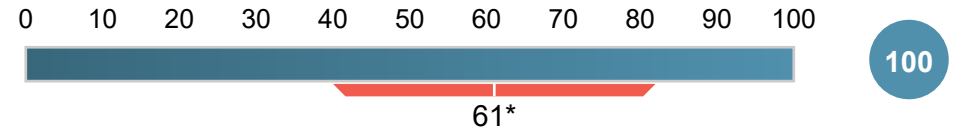
1. Organized Workplace - Establish and maintain specific order in daily activities.



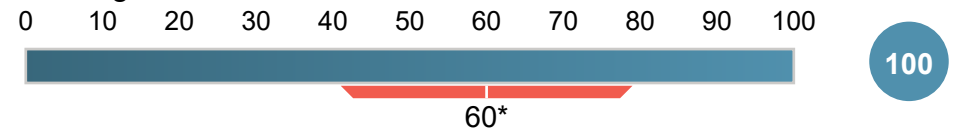
2. Analysis - Compile, confirm and organize information.



3. Consistent - Perform predictably in repetitive situations.



4. Following Policy - Adhere to rules, regulations, or existing methods.



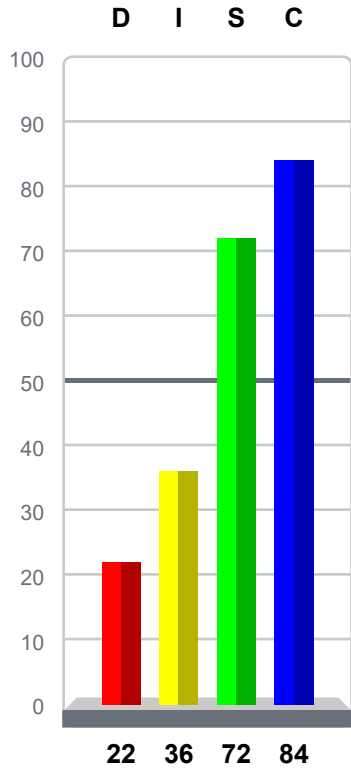


Behaviors Graphs

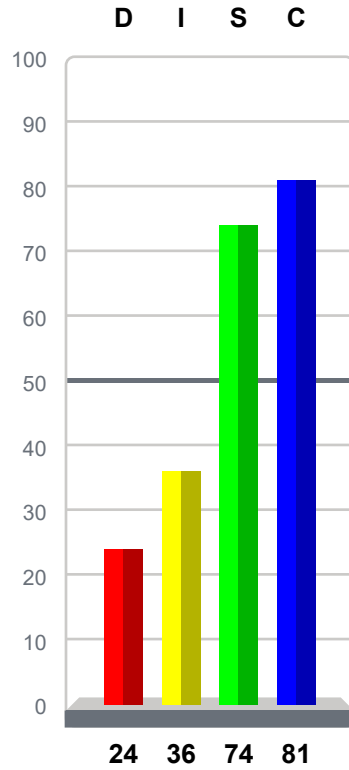
Michael Sample:

Sam Example:

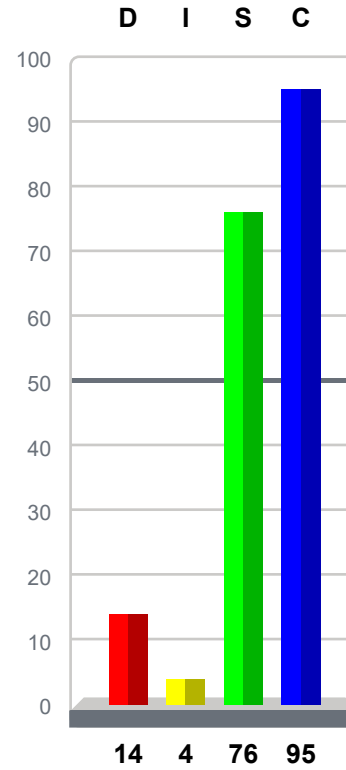
Adapted Style



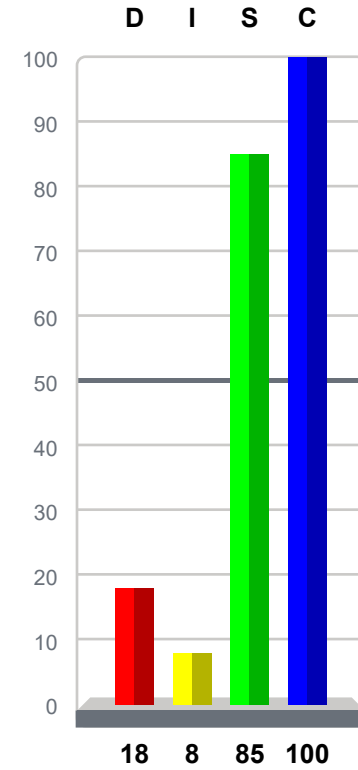
Natural Style



Adapted Style



Natural Style

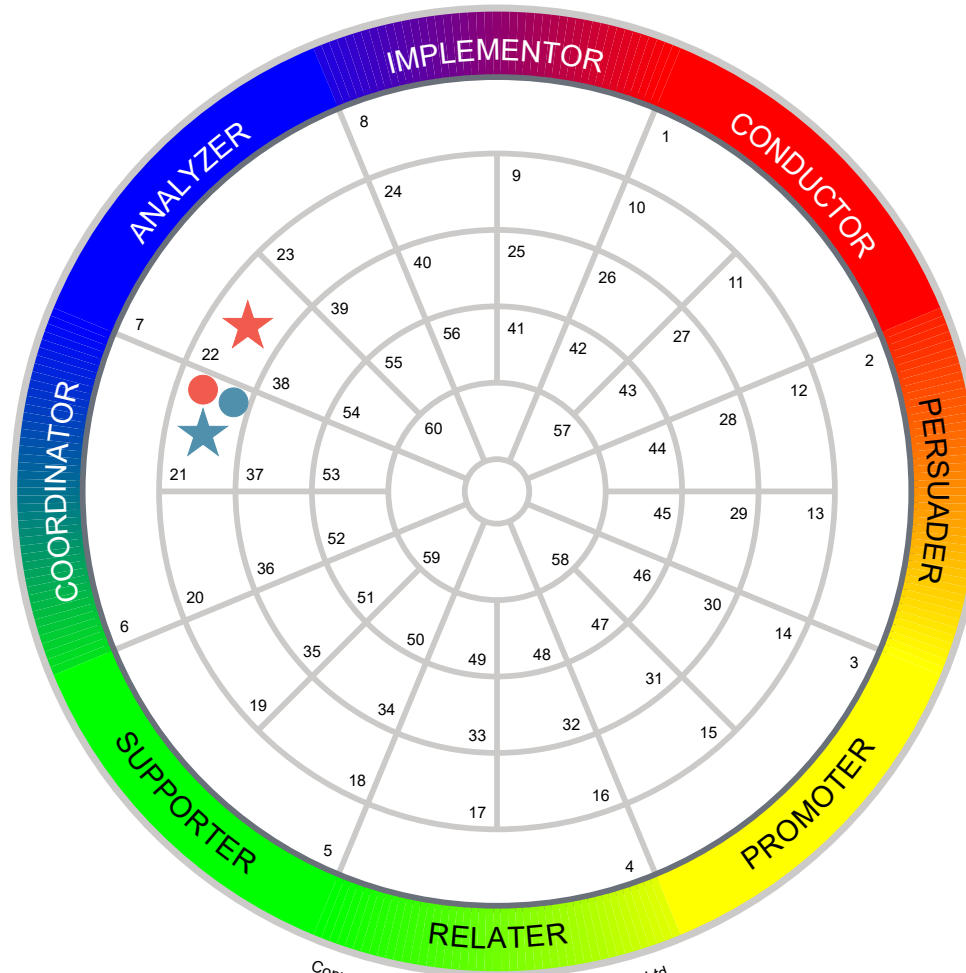




The Success Insights® Wheel

■ Michael Sample

■ Sam Example



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★ Adapted

● Natural