



TTI
SUCCESS
INSIGHTS®

TTI Success Insights® Executive - Comparison Report

Bruce Example -and- Cliff Sample

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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 Bruce

- Provide a warm and friendly environment.
- Provide testimonials from people he sees as important.
- Stick to business--let him decide if he wants to talk socially.
- Support and maintain an environment where he can be efficient.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Motivate and persuade by referring to objectives and results.
- Be clear, specific, brief and to the point.
- Deal with details in writing, have him commit to modes of action.

Ways to Communicate with Cliff

- Give him time to verify reliability of your actions; be accurate, realistic.
- Support his principles; use a thoughtful approach; build your credibility by listing pros and cons to any suggestion you make.
- Give him time to analyze the data before making a decision.
- Prepare your "case" in advance.
- Use an unemotional approach.
- Follow through, if you agree.
- Respect his quiet demeanor.
- Show him a sincere demeanor by careful attention to his point of view.



Checklist for Communicating *Continued*

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

- Direct or order.
- Let disagreement reflect on him personally.
- Come with a ready-made decision, or make it for him.
- Speculate wildly, or offer guarantees and assurances where there is a risk in meeting them.
- Ramble on, or waste his time.
- Ask rhetorical questions, or useless ones.
- Leave decisions hanging in the air.
- Be redundant.

Ways **NOT** to Communicate with Cliff

- Overuse gestures.
- Make conflicting statements.
- Say "trust me"--you must prove it.
- Dillydally, or waste time.
- Be superficial.
- Use gimmicks or clever, quick manipulations.
- Pretend to be an expert, if you are not.
- Overuse emotion.



Value to the Organization

This section of the report identifies the specific talents and behavior Bruce and Cliff 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.

Bruce's Value:

- Initiates activity.
- Team player.
- Innovative.
- Challenges the status quo.
- Tenacious.
- Builds confidence in others.
- Positive sense of humor.
- Competitive.

Cliff's Value:

- Comprehensive in problem solving.
- Always concerned about quality work.
- Defines, clarifies, gets information, criticizes and tests.
- Suspicious of people with shallow ideas.
- Accurate and intuitive.
- Always looking for logical solutions.
- Objective and realistic.
- Conscientious and steady.



Behavioral Descriptors

Based on Bruce's and Cliff'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.

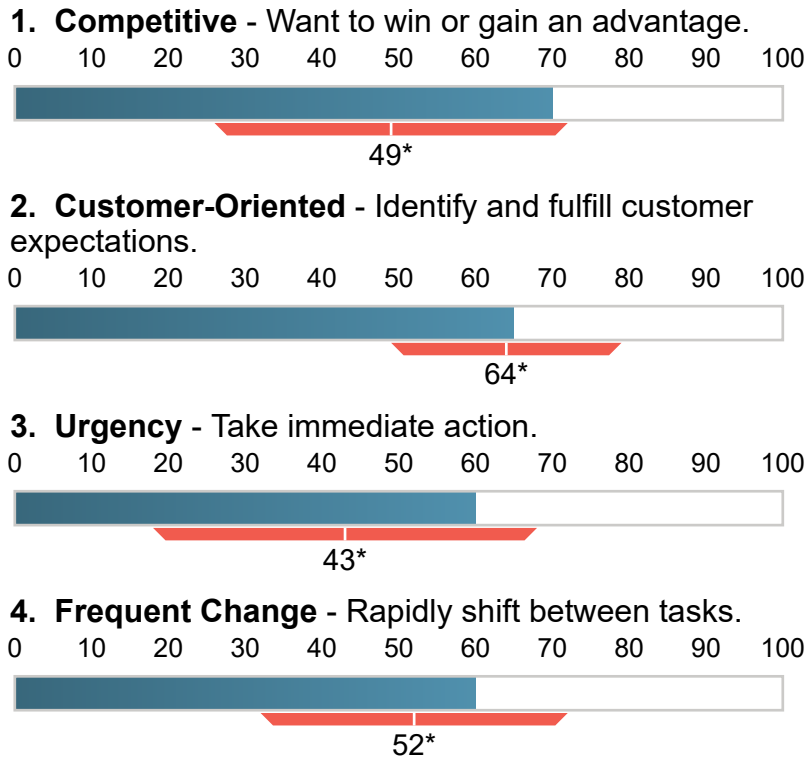
Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful <small>c.s.</small>
Pioneering	Enthusiastic	Patient <small>c.s.</small>	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-Minded
<small>B.E.</small> Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	<small>B.E.</small> Trusting	Stable	<small>B.E.</small> Diplomatic
Dominance	Influencing	Steadiness	Compliance
Calculating	Reflective	<small>B.E.</small> Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious <small>c.s.</small>	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact <small>c.s.</small>	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending



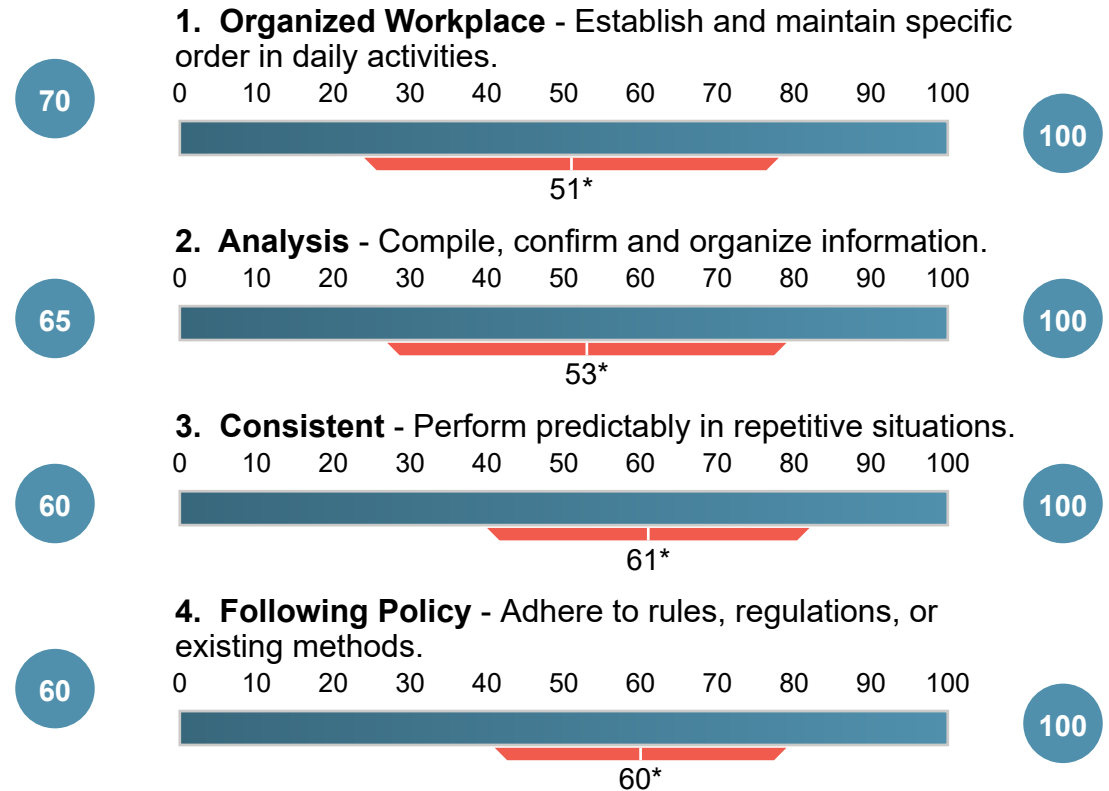
Primary Behavioral Cluster

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.

Bruce Example:



Cliff Sample:



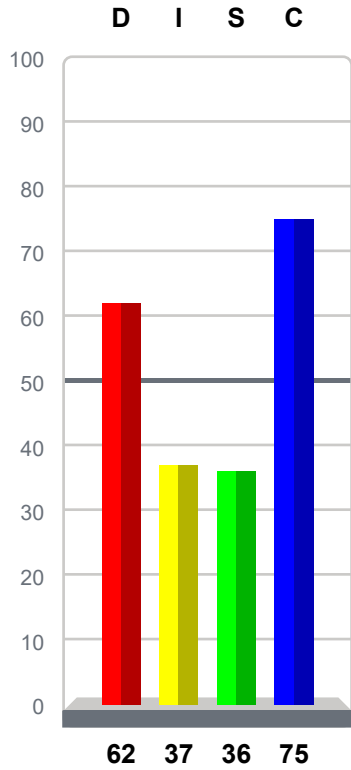


Behaviors Graphs

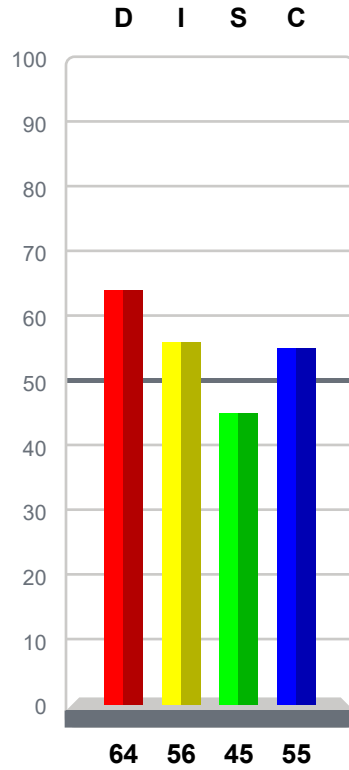
Bruce Example:

Cliff Sample:

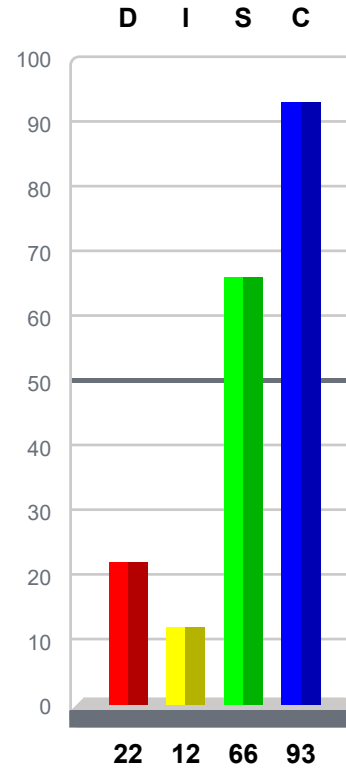
Adapted Style



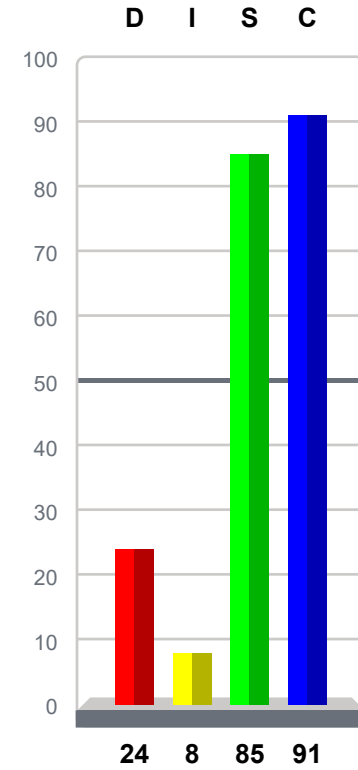
Natural Style



Adapted Style



Natural Style

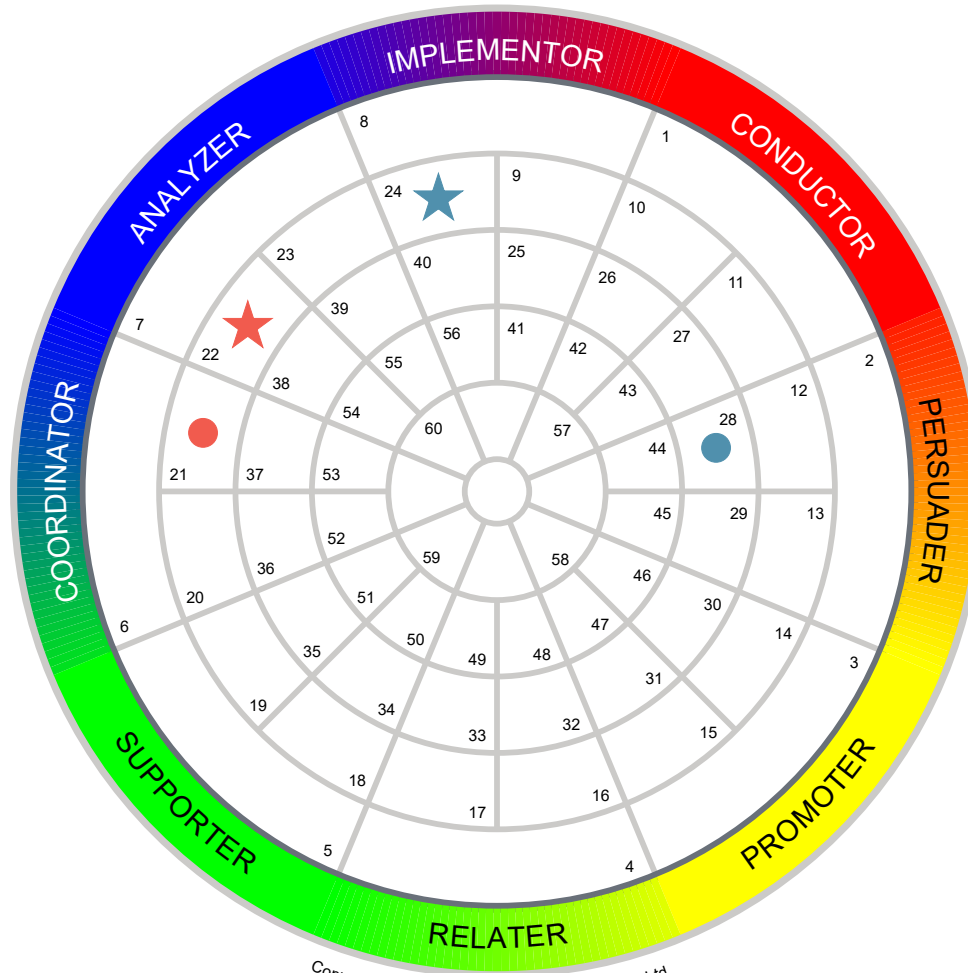




The Success Insights® Wheel

■ Bruce

■ Cliff Jenkins



★ Adapted

● Natural