



TTI  
SUCCESS  
INSIGHTS®

# Interviewing Insights™

General

Tracy Example

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## Introduction

**Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.**

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

**In this report we are measuring four dimensions of normal behavior. They are:**

- how you respond to problems and challenges.
- how you influence others to your point of view.
- how you respond to the pace of the environment.
- how you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



# General Characteristics

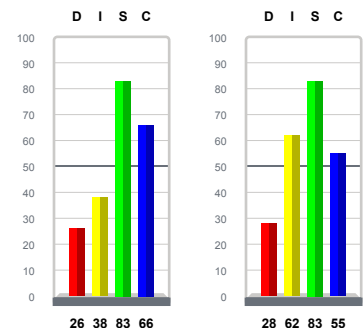
*Based on Tracy's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the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

Tracy sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She likes to set her own pace. When others try to rush her, she feels threatened and may balk. She needs time for some study and analysis, particularly when doing new or challenging assignments. This allows her to adjust to the changing environment. Patience, control and deliberateness characterize her usual behavior. Tracy doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. She looks to people for support and inner-satisfaction as a way to reach her personal goals. She may have difficulty sharing her feelings if it may disturb the relationship. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. Tracy tends to build a close relationship with a relatively small group of associates. Tracy's flexibility will allow her to fit into almost any environment.

Tracy may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. She may tend to fight for her beliefs or those things she feels passionate about. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. Tracy finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts." She tries to use balanced judgment. She is the person who brings stability to the entire team. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.



Adapted Style      Natural Style



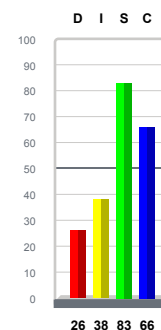


## General Characteristics Continued

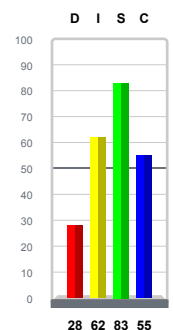
Tracy usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She likes a friendly, open style of communication. Tracy does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She will be open with those she trusts; however, reaching the required trust level may take time. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group.



Adapted Style



Natural Style



### Tracy Example

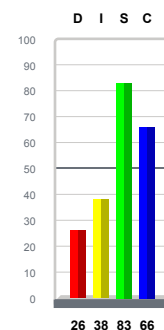


## Ideal Environment

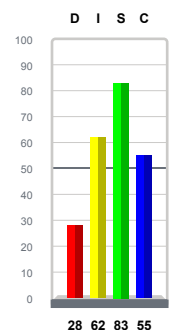
*This section identifies the ideal work environment based on Tracy's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments.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

- A stable and predictable environment.
- Practical work procedures.
- Needs personal attention from her manager and compliments for each assignment well done.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Jobs for which standards and methods are established.
- An environment that allows time to change.
- An environment in which she may deal with people on a personal, intimate basis.

Adapted Style



Natural Style





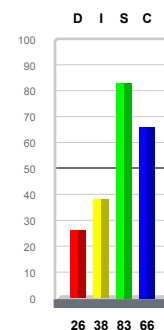
## Value to the Organization

*This section of the report identifies the specific talents and behavior Tracy brings to the job. By looking at these statements, one can identify her role in the organization. The organization can then develop a system to capitalize on her particular value and make her an integral part of the team.*

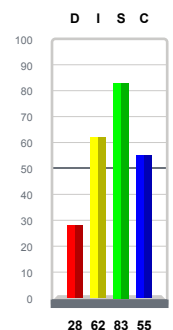
- Works for a leader and a cause.
- Patient and empathetic.
- Flexible.
- People-oriented.
- Service-oriented.
- Builds good relationships.
- Will gather data for decision making.
- Adaptable.



Adapted Style



Natural Style





# Interview Questions

1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?

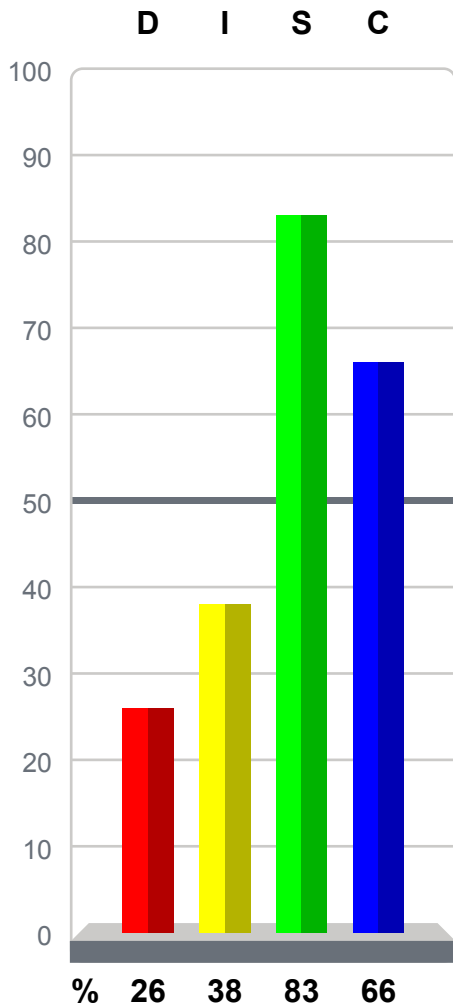


# Style Insights® Graphs

7-29-2013

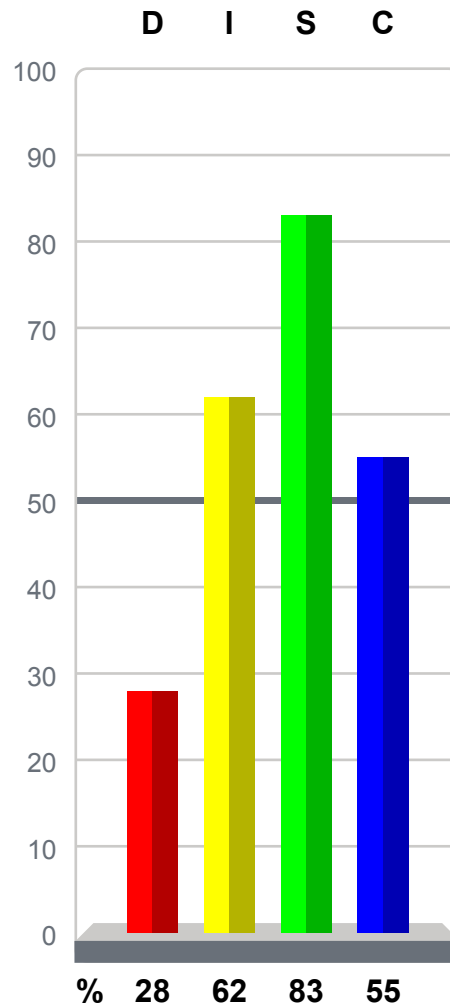
Adapted Style

Graph I



Natural Style

Graph II



Norm 2012 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.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

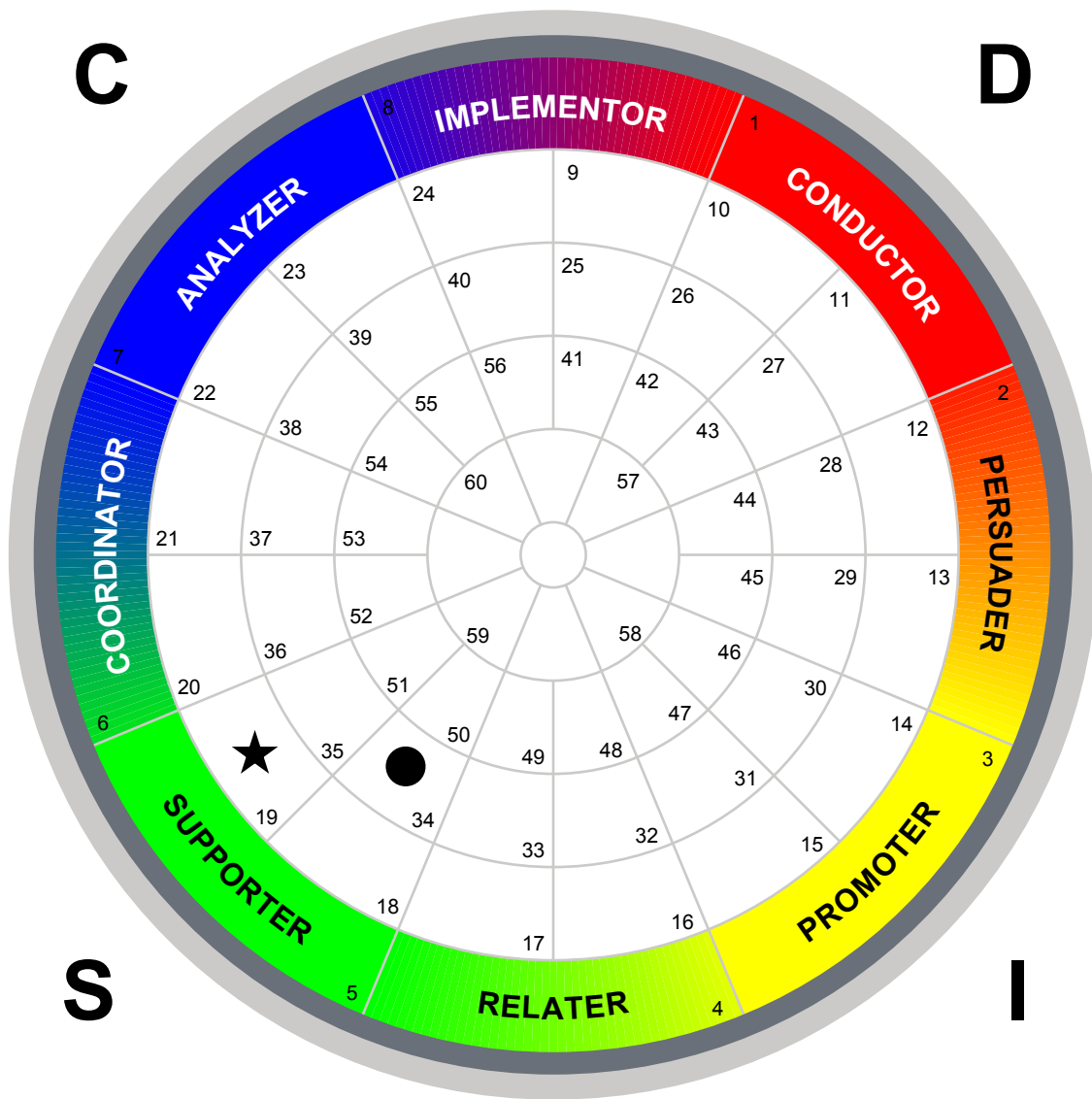
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

7-29-2013



Adapted: ★ (19) COORDINATING SUPPORTER  
 Natural: ● (34) RELATING SUPPORTER (FLEXIBLE)

Norm 2012 R4