



TTI
SUCCESS
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Behavioral Comparison Report

Jason Sample -and- Erin 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 Jason

- Provide testimonials from people he sees as important.
- Plan interaction that supports his dreams and intentions.
- Read the body language for approval or disapproval.
- Clarify any parameters in writing.
- Provide ideas for implementing action.
- Use a motivating approach, when appropriate.
- Look for his oversights.
- Ask for his opinions/ideas regarding people.

Ways to Communicate with Erin

- Provide a warm and friendly environment.
- Clarify any parameters in writing.
- Be brief--be bright--be gone.
- Provide testimonials from people she sees as important.
- Provide "yes" or "no" answers--not maybe.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Speak at a rapid pace.
- Provide solutions--not opinions.



Checklist for Communicating *Continued*

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

- Hesitate when confronted.
- Be paternalistic.
- Drive on to facts, figures, alternatives or abstractions.
- Ramble.
- Talk down to him.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Be curt, cold or tight-lipped.
- Be dictatorial.

Ways **NOT** to Communicate with Erin

- Drive on to facts, figures, alternatives or abstractions.
- Let her overpower you with verbiage.
- Talk down to her.
- Give her your opinion unless asked.
- Hesitate when confronted.
- "Dream" with her or you'll lose time.
- Ramble.
- Be curt, cold or tight-lipped.



Value to the Organization

This section of the report identifies the specific talents and behavior Jason and Erin 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.

Jason's Value:

- Has the confidence to do the difficult assignments.
- Pioneering.
- Builds confidence in others.
- Positive sense of humor.
- Motivates others towards goals.
- Dedicated to his own ideas.
- Optimistic and enthusiastic.
- Bottom line-oriented.

Erin's Value:

- Negotiates conflicts.
- Dedicated to her own ideas.
- Builds confidence in others.
- Pioneering.
- Team player.
- Motivates others towards goals.
- Optimistic and enthusiastic.
- Big thinker.



Behavioral Descriptors

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

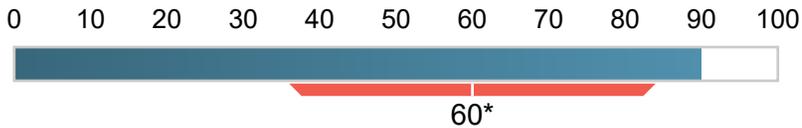


Primary Behavioral Cluster

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.

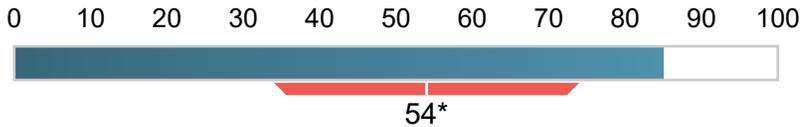
Jason Sample:

1. Interaction - Frequently engage and communicate with others.



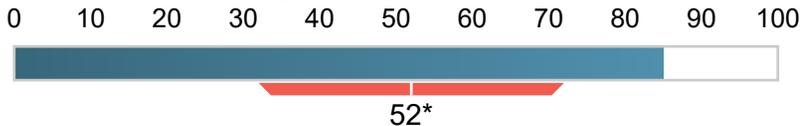
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2. Versatile - Adapt to various situations with ease.



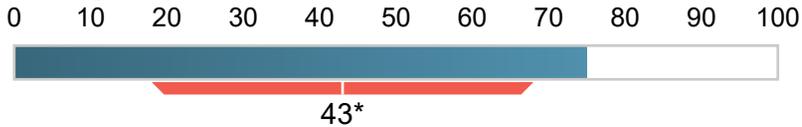
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3. Frequent Change - Rapidly shift between tasks.



85

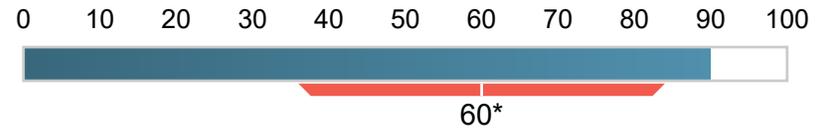
4. Urgency - Take immediate action.



75

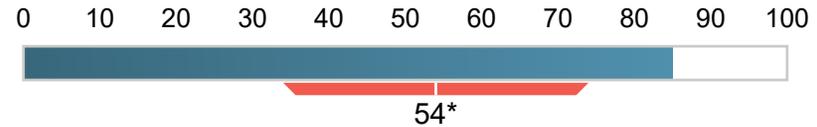
Erin Example:

1. Interaction - Frequently engage and communicate with others.



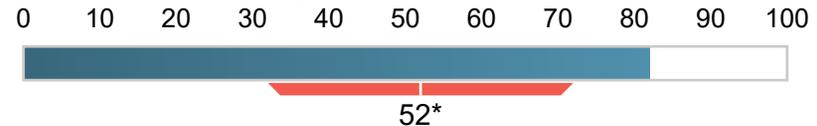
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2. Versatile - Adapt to various situations with ease.



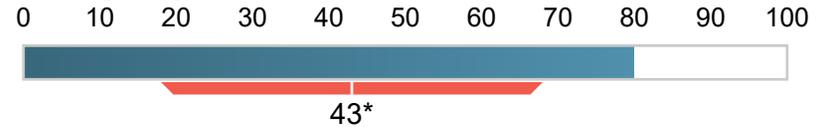
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3. Frequent Change - Rapidly shift between tasks.



82

4. Urgency - Take immediate action.



80

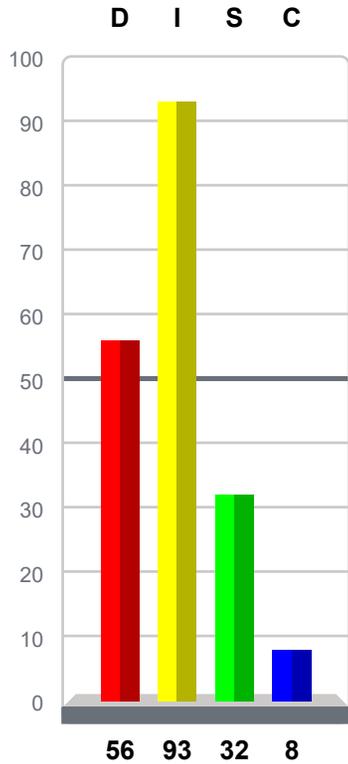


Behaviors Graphs

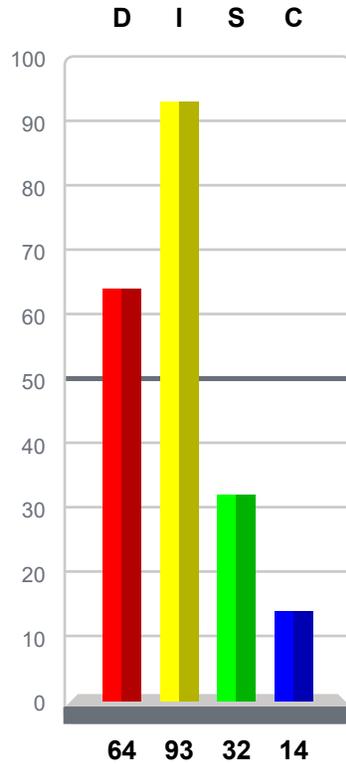
Jason Sample:

Erin Example:

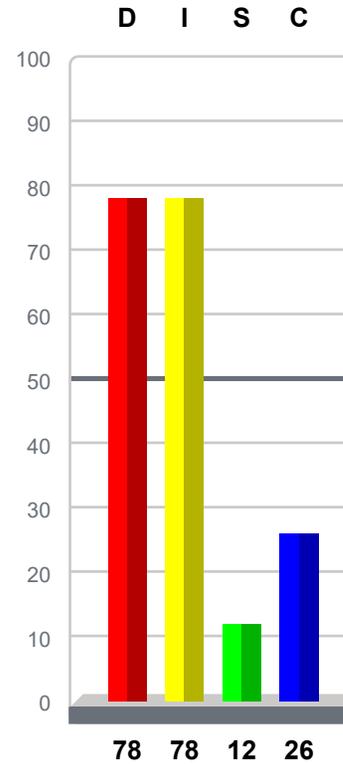
Adapted Style



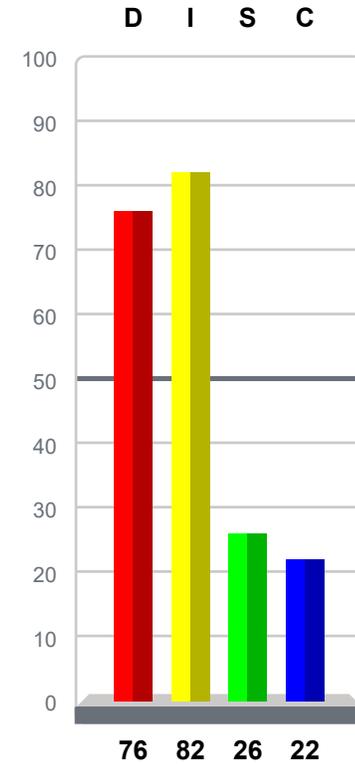
Natural Style



Adapted Style



Natural Style

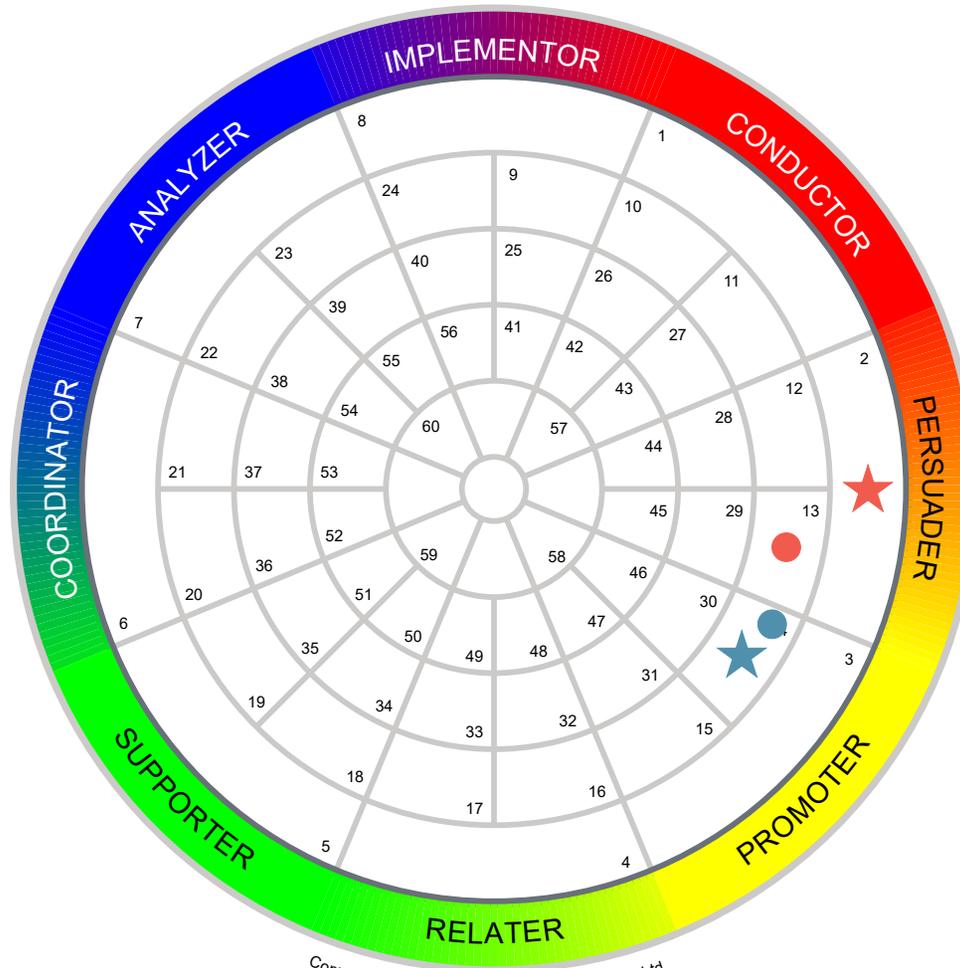




The Success Insights® Wheel

■ Jason Sample

■ Erin Example



★ Adapted

● Natural