



TTI  
SUCCESS  
INSIGHTS®

# TTI Success Insights TeamBuilding

Comparison Report

## Jeff Example -and- Kay 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 Jeff

- Make an organized contribution to his efforts, present specifics and do what you say you can do.
- Take time to be sure that he is in agreement and understands what you said.
- Give him time to verify reliability of your actions; be accurate, realistic.
- Prepare your "case" in advance.
- Give him time to ask questions.
- Follow through, if you agree.
- Be sincere and use a tone of voice that shows sincerity.
- Give him time to verify reliability of your comments--be accurate and realistic.

## Ways to Communicate with Kay

- Offer special, immediate and continuing incentives for her willingness to take risks.
- Provide "yes" or "no" answers--not maybe.
- Ask for her opinions/ideas regarding people.
- Provide solutions--not opinions.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Appeal to the benefits she will receive.
- Use a balanced, objective and emotional approach.
- Provide testimonials from people she sees as important.



## Checklist for Communicating *Continued*

*This section of the report is a list of things NOT to do while communicating with either Jeff and Kay. 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 Jeff

- Use testimonies of unreliable sources; don't be haphazard.
- Leave things to chance or luck.
- Talk in a loud voice or use confrontation.
- Be haphazard.
- Use gimmicks or clever, quick manipulations.
- Overuse emotions.
- Make conflicting statements.
- Make statements about the quality of his work unless you can prove it.

### Ways **NOT** to Communicate with Kay

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



## Value to the Organization

*This section of the report identifies the specific talents and behavior Jeff and Kay 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.*

### Jeff's Value:

- Always concerned about quality work.
- Flexible.
- Objective--"The anchor of reality."
- Conscientious and steady.
- Proficient and skilled in his technical specialty.
- Maintains standards.
- Adaptable.
- Will gather data for decision making.

### Kay's Value:

- Creative problem solving.
- Pioneering.
- Self-reliant.
- Has the confidence to do the difficult assignments.
- Team player.
- Big thinker.
- Builds confidence in others.
- People-oriented.



# Behavioral Descriptors

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

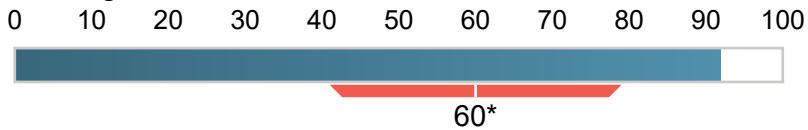


# Primary Behavioral Cluster

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.

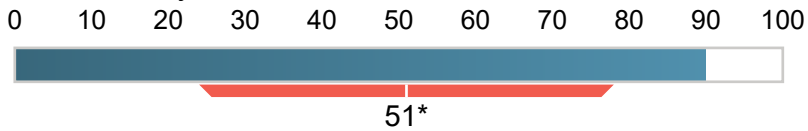
Jeff:

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



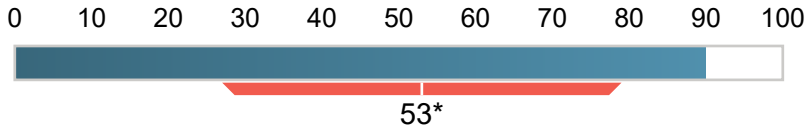
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**2. Organized Workplace** - Establish and maintain specific order in daily activities.



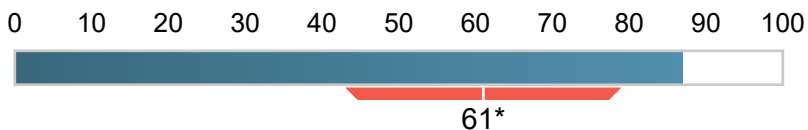
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**3. Analysis** - Compile, confirm and organize information.



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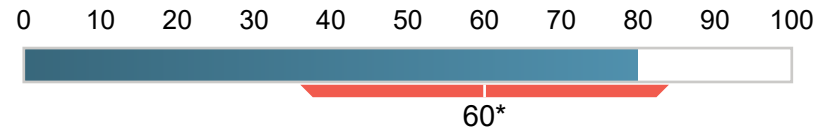
**4. Persistence** - Finish tasks despite challenges or resistance.



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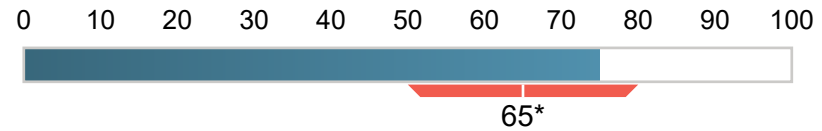
Kay:

**1. Interaction** - Frequently engage and communicate with others.



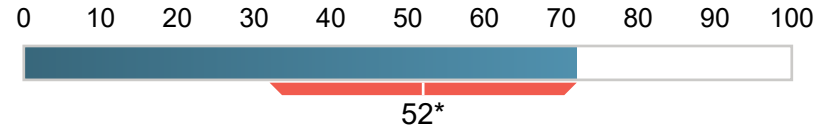
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**2. People-Oriented** - Build rapport with a wide range of individuals.



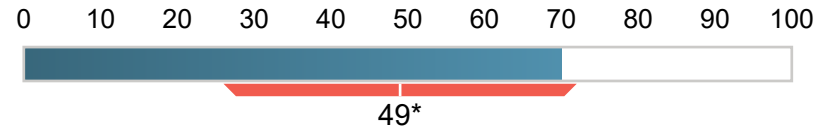
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**3. Frequent Change** - Rapidly shift between tasks.



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**4. Competitive** - Want to win or gain an advantage.



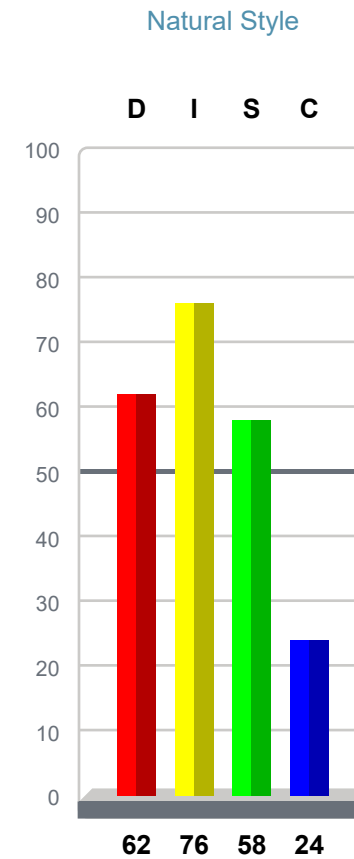
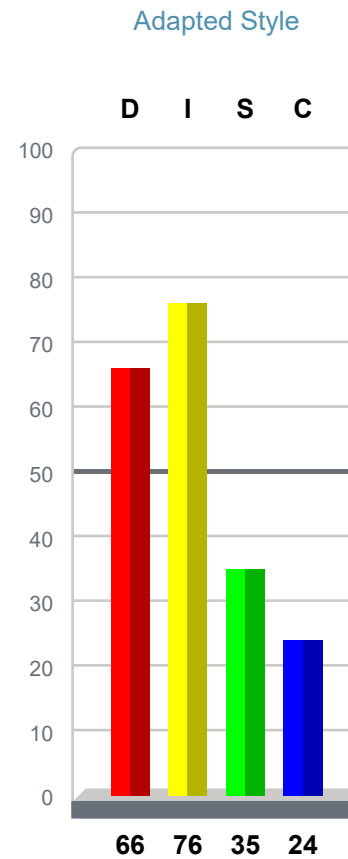
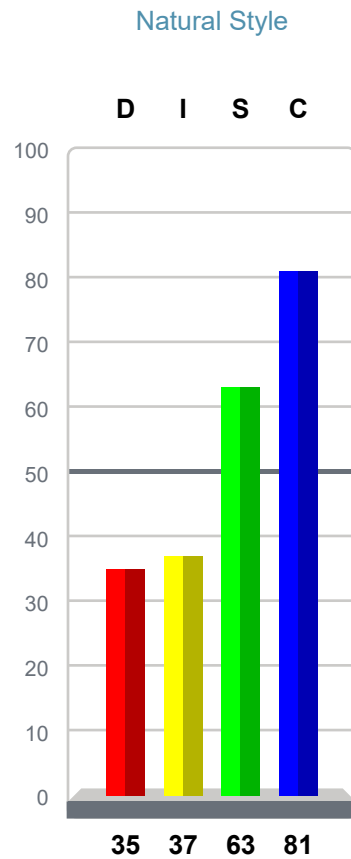
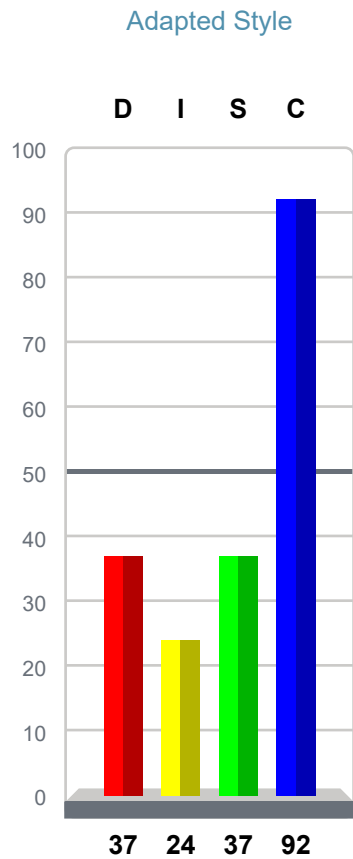
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# Behaviors Graphs

Jeff Example:

Key Sample:



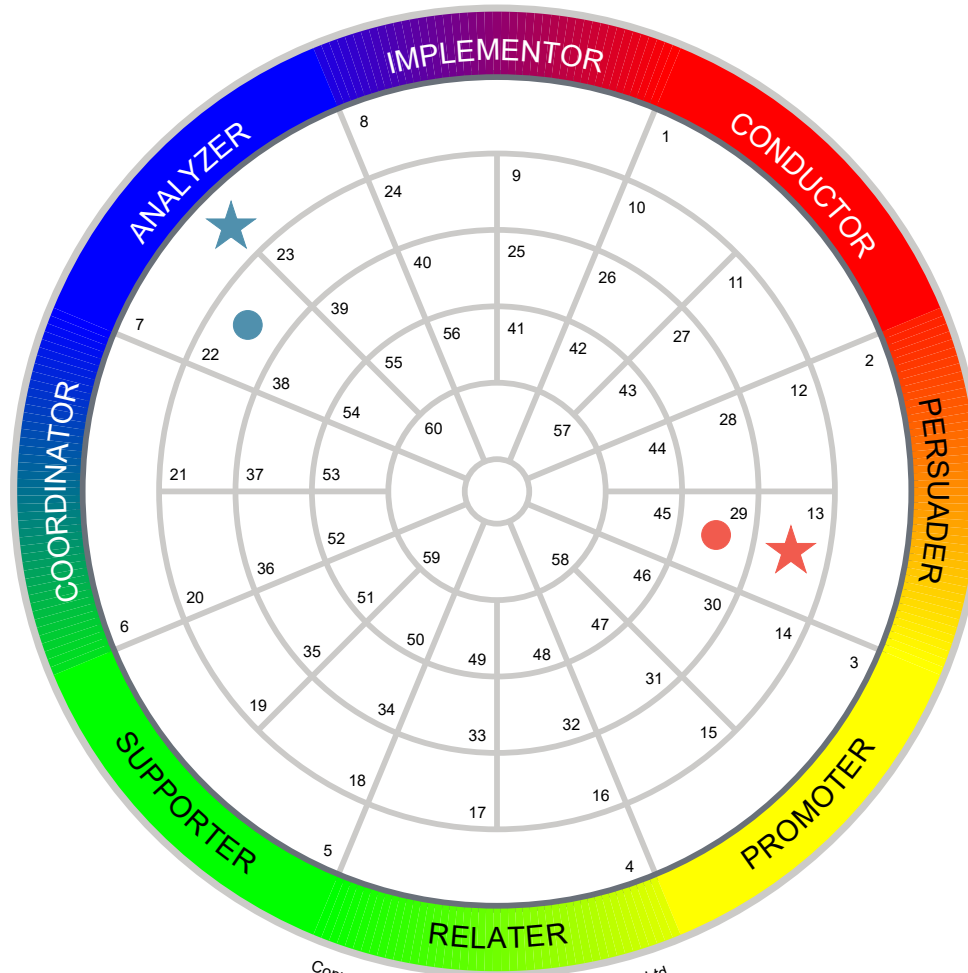




# The Success Insights® Wheel

■ Jeff Example

■ Kay Elizando



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★ Adapted

● Natural