



TTI
SUCCESS
INSIGHTS®

Talent Insights®
Talent Version

Vivian Sample
ABC
1-5-2015



Introduction Where Opportunity Meets Talent®

The Success Insights® Talent Insights Version was designed to increase the understanding of an individual's talents. The report provides insight to three distinct areas: behaviors, motivators and the integration of these. Understanding strengths and weaknesses in these areas will lead to personal and professional development and a higher level of satisfaction.

The following is an in-depth look at your personal talents:

Behaviors

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.

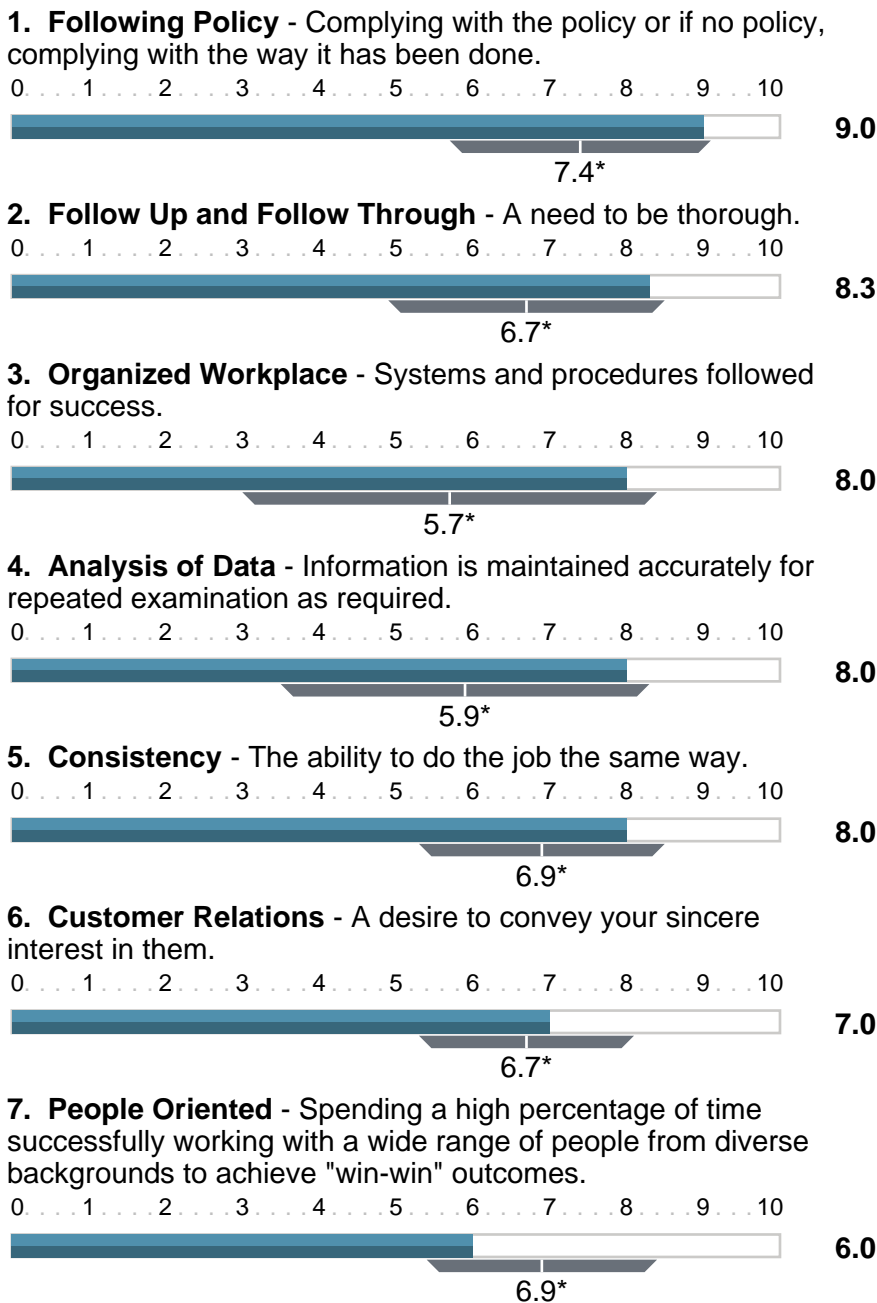
Motivators

This section of the report provides information on the why of your actions, which with application and coaching, can tremendously impact your valuing of life. Once you know the motivations that drive your actions, you will immediately be able to understand the causes of conflict.



Behavioral Hierarchy

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

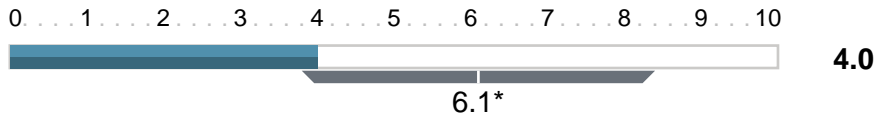


* 68% of the population falls within the shaded area.

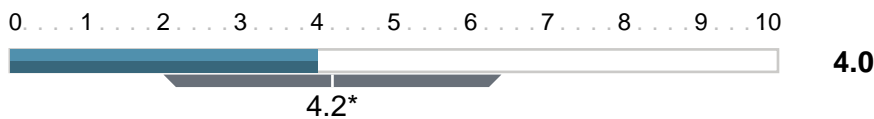


Behavioral Hierarchy

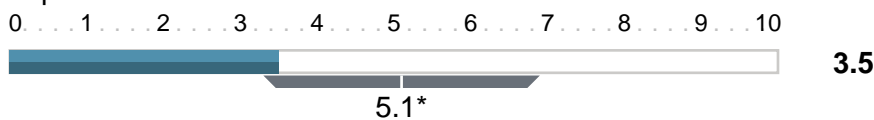
8. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



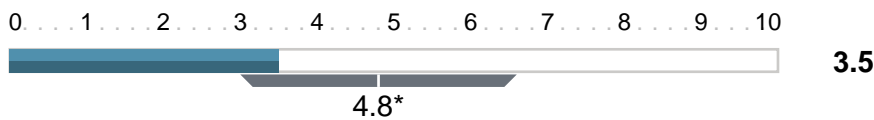
9. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



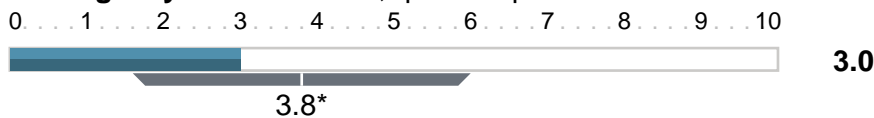
10. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



11. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.

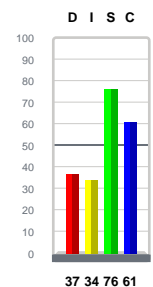
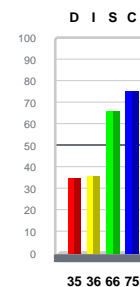


12. Urgency - Decisiveness, quick response and fast action.



Adapted Style

Natural Style



SIA: 35-36-66-75 (21) SIN: 37-34-76-61 (20)

* 68% of the population falls within the shaded area.



Behavioral Feedback

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:

1. Following Policy

- You excel when it comes to compliance with a policy, or in the absence of policy, complying with the way it has been done in the past. You are a critical thinker who maintains high standards and accuracy.

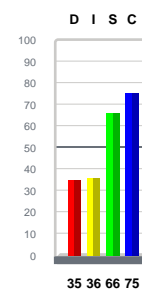
2. Follow Up and Follow Through

- You have a desire to be thorough. You prefer an environment where follow-up and follow-through build trust, relationships and loyalty.

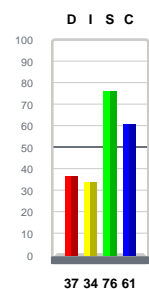
3. Organized Workplace

- Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.

Adapted Style



Natural Style

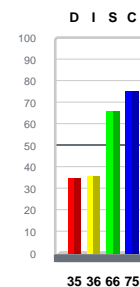




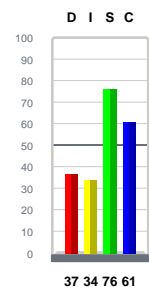
Behavioral Feedback

Vivian likes to develop a routine in both her personal and professional life and will function best when this routine is maintained. Once Vivian has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. She may not project a sense of urgency like some people with different behavioral styles. She tends to be incisive and analytical. Vivian wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. She dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion. When the time is right, Vivian can stand up aggressively for what she believes. She can be motivated through teamwork. She likes to know she is a valued team member.

Adapted Style



Natural Style





Communication Tips

This section provides suggestions on methods which will improve Vivian's communications with others. The tips include a brief description of typical people with whom she may interact. By adapting to the communication style desired by other people, Vivian will become more effective in her communications with them. She may have to practice some flexibility in varying her communication style with others who may be different from herself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:

- Prepare your "case" in advance.
- Stick to business.
- Be accurate and realistic.

Factors that will create tension or dissatisfaction:

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganized or messy.

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:

- Be clear, specific, brief and to the point.
- Stick to business.
- Be prepared with support material in a well-organized "package."

Factors that will create tension or dissatisfaction:

- Talking about things that are not relevant to the issue.
- Leaving loopholes or cloudy issues.
- Appearing disorganized.

When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:

- Begin with a personal comment--break the ice.
- Present your case softly, nonthreateningly.
- Ask "how?" questions to draw their opinions.

Factors that will create tension or dissatisfaction:

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:

- Provide a warm and friendly environment.
- Don't deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw their opinions or comments.

Factors that will create tension or dissatisfaction:

- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.

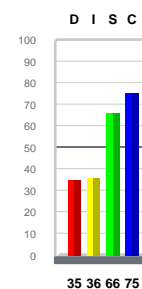


Value to the Organization

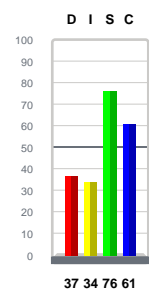
This section of the report identifies the specific talents and behavior Vivian brings to the job. By looking at these statements, one can identify her role in the organization. The organization can then develop a system to capitalize on her particular value and make her an integral part of the team.

- Patient and empathetic.
- Service-oriented.
- Consistent and steady.
- Suspicious of people with shallow ideas.
- Always looking for the logical solutions.
- Works for a leader and a cause.
- Good listener.
- People-oriented.
- Objective and realistic.

Adapted Style



Natural Style





Ideal Environment

This section identifies the ideal work environment based on Vivian's basic style and top two motivators. 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 Vivian enjoys and also those that create frustration.

- Needs personal attention from her manager and compliments for each assignment well done.
- An environment where she can use her intuitive thinking skills.
- An environment dictated by logic rather than emotion.
- Information to support the reasons for change.
- Information and time to make decisions.
- An environment where being prepared for meetings is rewarded.
- The ability to achieve goals in a logical and practical manner.
- Documented and verifiable explanation of compensation and incentive structures.
- The need for consistent, reliable and stable contributions to the bottom-line.

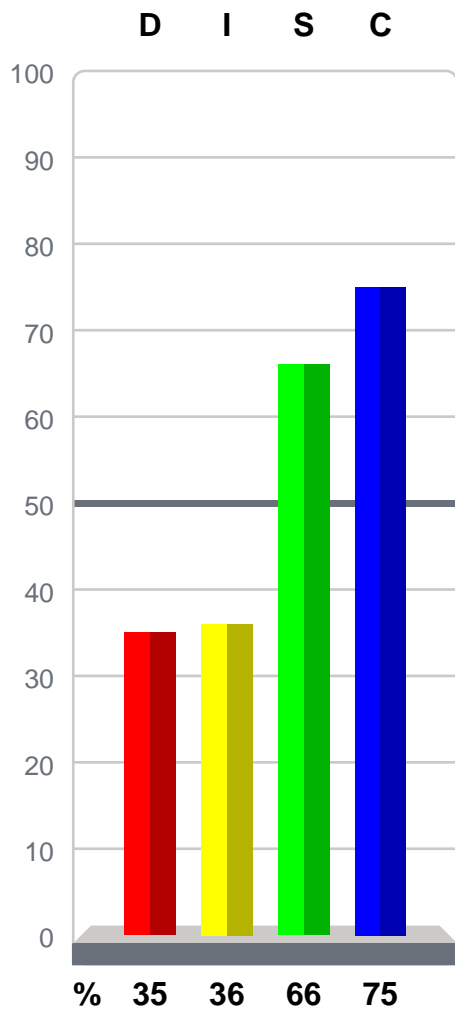


Style Insights® Graphs

1-5-2015

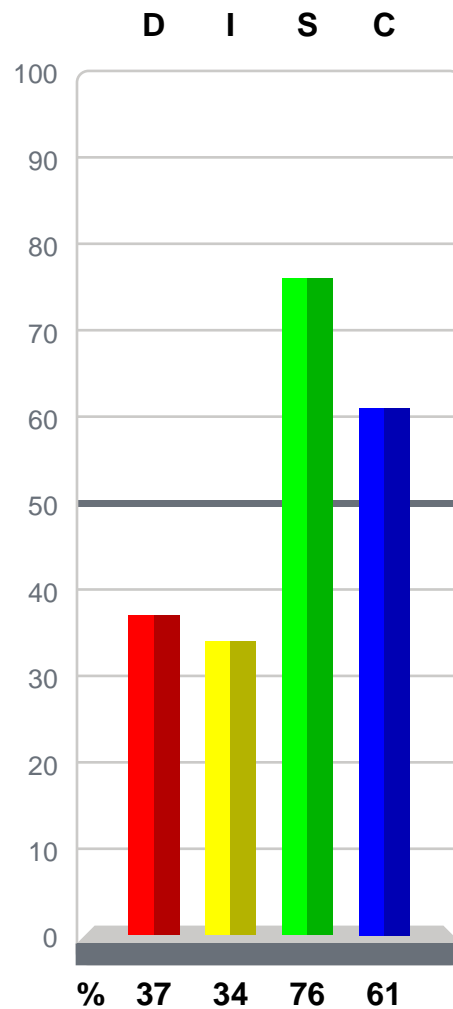
Adapted Style

Graph I



Natural Style

Graph II



Chinese Norm 2014 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.

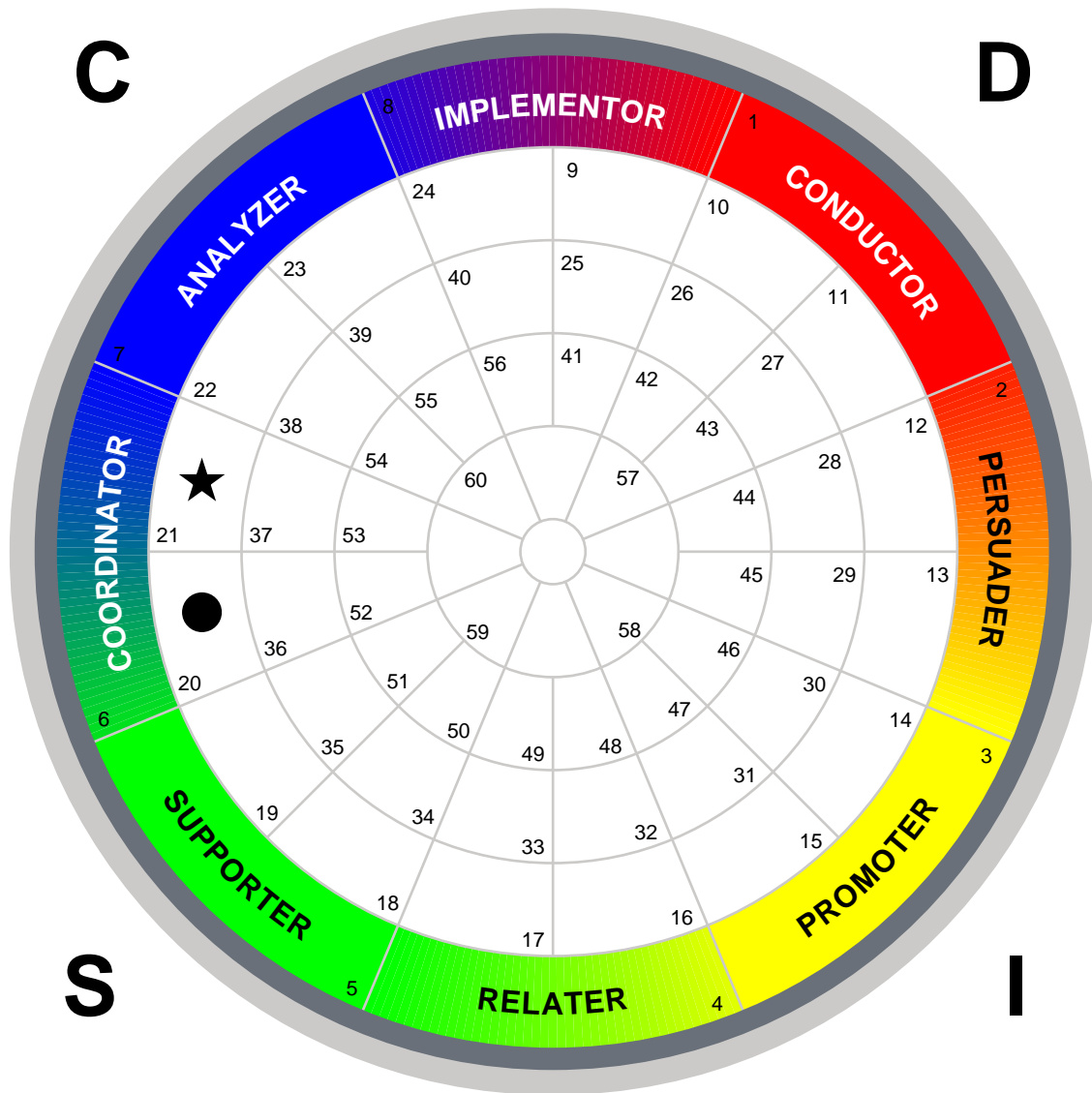
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

1-5-2015



Adapted: ★ (21) ANALYZING COORDINATOR
Natural: ● (20) SUPPORTING COORDINATOR

Chinese Norm 2014 R4

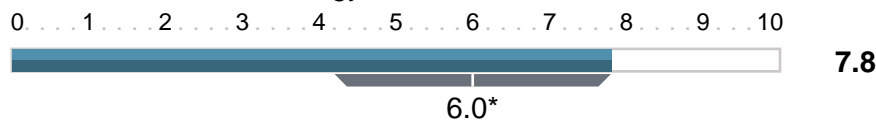
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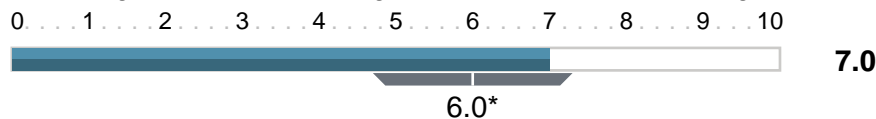
Personal Motivation & Engagement

Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

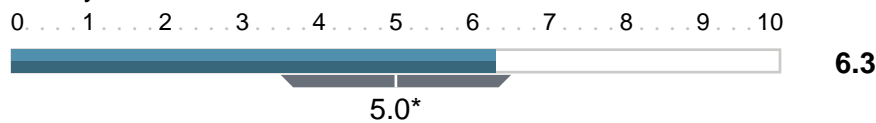
1. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



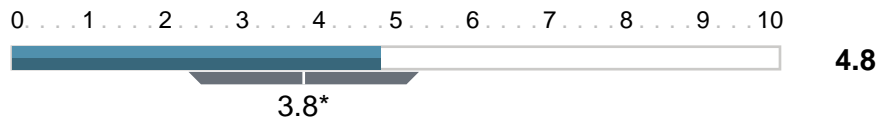
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



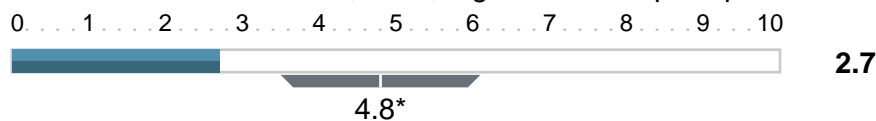
3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



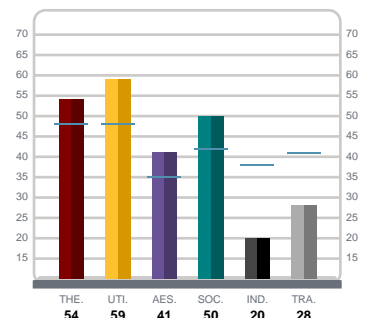
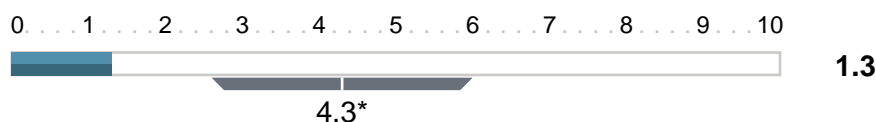
4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



5. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



6. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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* 68% of the population falls within the shaded area.



Personal Motivation & Engagement Feedback

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

1. Utilitarian/Economic

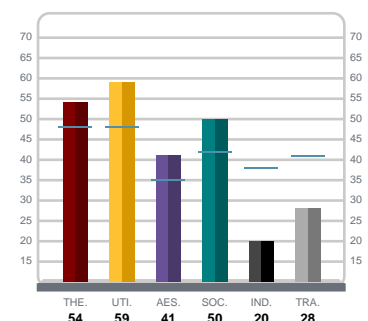
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This motivator includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

2. Theoretical

- You value knowledge, continuing education and intellectual growth.
- The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.

3. Social

- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.





Motivation Insights® Graph

1-5-2015

