



TTI  
SUCCESS  
INSIGHTS®

## **Talent Insights®** Comparison Report

Steve Smith and Alice Smith  
12-22-2015



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## Introduction Where Opportunity Meets Talent®

The TTI Success Insights® Talent Insights Report was designed to increase the understanding of two individuals' talents. The report provides insight to three distinct areas: behaviors, driving forces and the integration of these. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

**The following is a comparative summary in the three main areas:**

### 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.

### Driving Forces

This section of the report provides information on why you are driven to do what you do. Each person is driven by a unique set of drivers. Understanding what drives you, as well as another person, can lower the chance of conflict and improve productivity.

### Integrating Behaviors and Driving Forces

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and driving forces blend together, performance will be enhanced and you will experience an increase in satisfaction.



# 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 Steve

- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Provide a friendly environment.
- Look for hurt feelings or personal reasons if you disagree.
- Define clearly (preferably in writing) individual contributions.
- Support your communications with correct facts and data.

## Ways to Communicate with Alice

- Clarify any parameters in writing.
- Use a balanced, objective and emotional approach.
- Plan interaction that supports her dreams and intentions.
- Leave time for relating, socializing.
- Be brief--be bright--be gone.
- Appeal to the benefits she will receive.
- Confront when in disagreement.
- Talk about her, her goals and the opinions she finds stimulating.



## Checklist for Communicating Continued

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

- Give your presentation in random order.
- Talk in a loud voice or use confrontation.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Make promises you cannot deliver.
- Rush him in the decision-making process.
- Push too hard, or be unrealistic with deadlines.
- Manipulate or push him into agreeing because he probably won't fight back.
- Be abrupt and rapid.

### Ways **NOT** to Communicate with Alice

- Be dictatorial.
- Hesitate when confronted.
- Ramble.
- Give her your opinion unless asked.
- Leave decisions hanging in the air.
- Legislate or muffle--don't overcontrol the conversation.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Let her overpower you with verbiage.



## Value to the Organization

*This section of the report identifies the specific talents and behavior Steve and Alice 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.*

### Steve's Value:

- Flexible.
- Builds good relationships.
- Service-oriented.
- Patient and empathetic.
- Will gather data for decision making.
- Dependable team player.
- Adaptable.
- People-oriented.

### Alice's Value:

- Motivates others towards goals.
- Accomplishes goals through people.
- Builds confidence in others.
- Team player.
- Negotiates conflicts.
- Bottom line-oriented.
- Dedicated to her own ideas.
- Positive sense of humor.



# Behavioral Descriptors

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

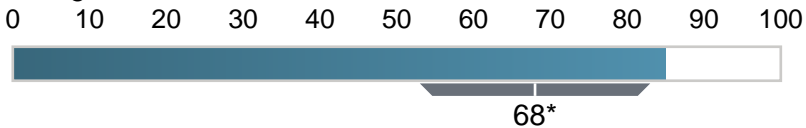


# Primary Behavioral Cluster

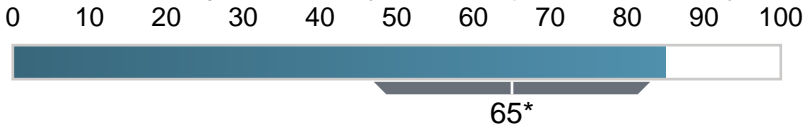
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

## Steve Smith:

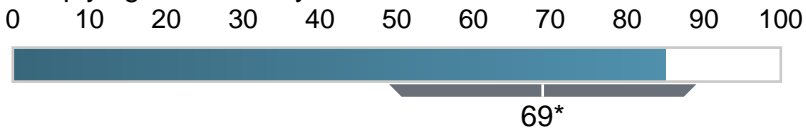
**1. People Oriented** - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



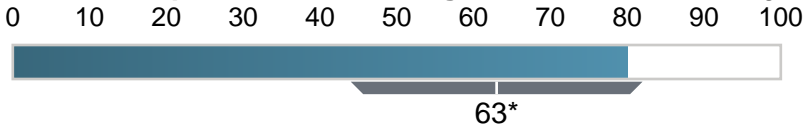
**2. Consistency** - The ability to do the job the same way.



**3. Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.

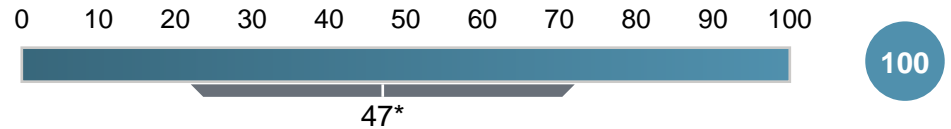


**4. Follow Up and Follow Through** - A need to be thorough.

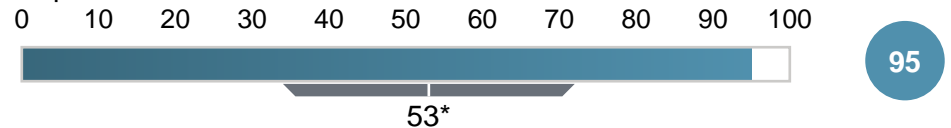


## Alice Smith:

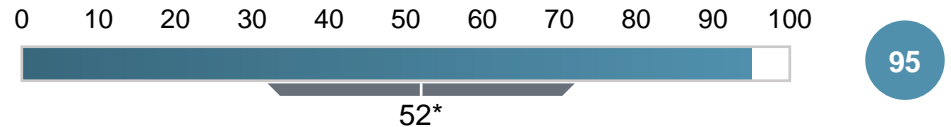
**1. Competitiveness** - Tenacity, boldness, assertiveness and a "will to win" in all situations.



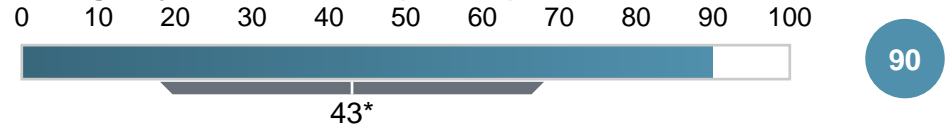
**2. Versatility** - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



**3. 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.



**4. Urgency** - Decisiveness, quick response and fast action.



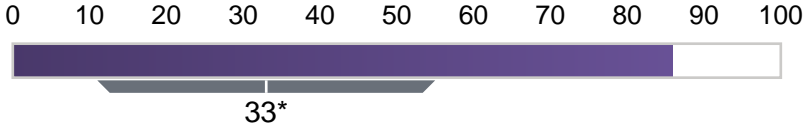


# Primary Driving Forces Cluster

The top driving forces create a cluster of drivers that move you to action. Each person should identify one or two drivers they relate to most. Discuss how each of your other primary drivers support or complement these driving forces.

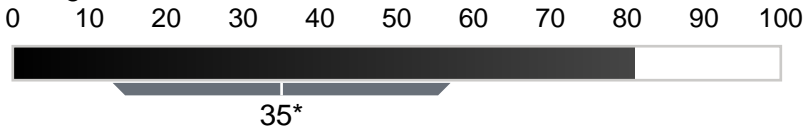
## Steve Smith:

**1. Harmonious** - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



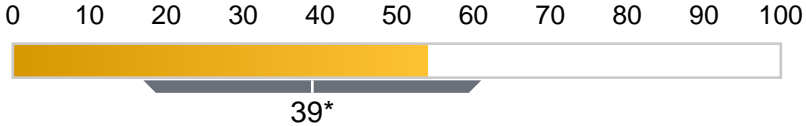
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**2. Collaborative** - People who are driven by being in a supporting role and contributing with little need for individual recognition.



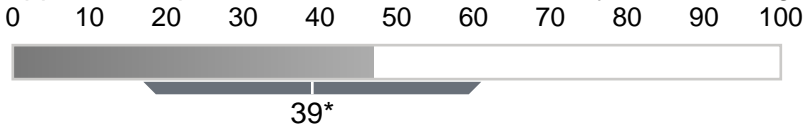
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**3. Selfless** - People who are driven by completing tasks for the greater good, with little expectation of personal return.



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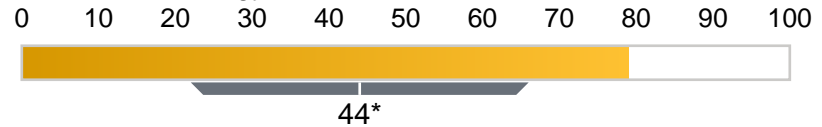
**4. Structured** - People who are driven by traditional approaches, proven methods and a defined system for living.



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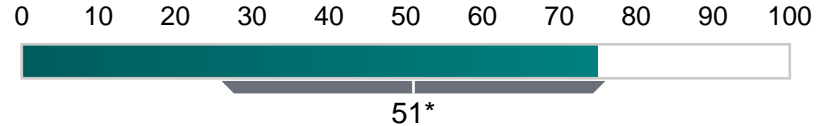
## Alice Smith:

**1. Resourceful** - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



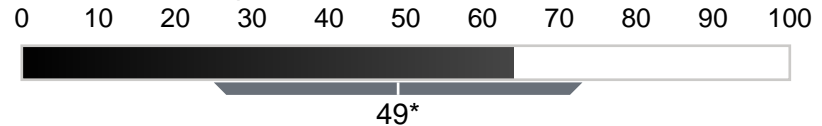
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**2. Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



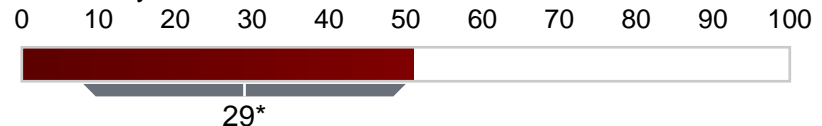
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**3. Commanding** - People who are driven by status, recognition and control over personal freedom.



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**4. Instinctive** - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



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# Driving Forces Descriptors

Based on Steve's and Alice's responses, the report has listed the words that describe each of their primary driving forces. These words describe why each person does what they do and serve as a filter or driver of daily activities. Highlight the descriptors that are most relevant to each person and discuss the effects on your interactions.

## Steve Smith

## Alice Smith

<b>Harmonious</b>	<b>Resourceful</b>
Subjective Balance The Experience	Return on Investment Practical Results Efficiency
<b>Collaborative</b>	<b>Intentional</b>
Supporting Cooperation Sharing	Opportunity Personal Interests Benefit
<b>Selfless</b>	<b>Commanding</b>
Giving Accommodating Others Accomplishment	Status Recognition Individuality
<b>Structured</b>	<b>Instinctive</b>
Ideology Proven Methods Structure	Relevant Knowledge Intuition Current Needs



# Potential Behavioral and Motivational Strengths

*This section describes the potential areas of strength between Steve's and Alice's behavioral styles and top four driving forces. These statements showcase the strengths each person brings to the organization. This can be used to develop a system to capitalize on these particular strengths. Identify three or four that enhance their satisfaction on the job.*

## Steve's Strengths

- Methodical and reliable when searching for need-to-know information.
- Good listener when being presented with relevant facts and figures.
- Willing to be the support system behind the cause when others are working hard.
- Strong supporter and willing to help when working toward a common goal.
- Delivers his knowledge and wisdom objectively.
- Great at retrieving information for decision makers he trusts.
- Wants to control his destiny, but does so in a soft way.
- Leads by example and in a quiet and methodical way.

## Alice's Strengths

- Accommodating and influential in creating effective outcomes.
- Optimistic about process improvement related to people.
- Willing to share knowledge to benefit the team or organization.
- Will bring high energy and enthusiasm to the researching process.
- Thinks outside of the box when gathering specific information.
- Enthusiastically starts a project even without needing all the details.
- Tends to promote new ideas in the organization.
- Good at recruiting membership in organizations she enjoys.



# Potential Behavioral and Motivational Conflict

*This section describes the potential areas of conflict between Steve's and Alice's behavioral style and top four driving forces. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.*

## Steve's Conflicts

- Will have difficulty in establishing priorities in learning new matters.
- May withhold sharing of past experience to meet his security needs.
- When mistakes are made he may not place blame on others but focus on how to complete the task at hand.
- Can take a long time in addressing sensitive issues that could drive business.
- Resents change without logical facts and reasoning behind the change.
- Struggles in adapting to new situations without preparation.
- Has strong opinions but may not always share them.
- May let other's criticism of his work continually frustrate him.

## Alice's Conflicts

- Overestimates what others can accomplish.
- Struggles with balancing efficiency and interaction with others.
- May be too trusting of people as resources.
- Ability to learn is diminished due to her lack of focus on one thing.
- May overlook vital details in her use of intuition.
- Will tend to elaborate on limited data.
- May be ineffective when sharing the details of new methods with others.
- May think her optimistic view of new ideas is flawless.



# Ideal Environment

*People are more engaged and productive when their work environment matches the statements described in this section. This section identifies the ideal work environment based on Steve's and Alice's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities each person enjoys.*

## Steve's Ideal Environment

- Specific information to support the reasons for change.
- Time to make decisions based on clear-cut information.
- An environment where understanding and appreciating the unique abilities of others is rewarded.
- Work on a team that is viewed as a resource to achieve results.
- Time to make decisions based on all available information.
- Realistic deadlines that are based on the appropriate amount of information gathering.
- A forum for leveraging loyalty and long-term relationships for the advancement of his position.
- Desires to be seen as the gatekeeper of information and sensitive materials.

## Alice's Ideal Environment

- Optimism about group-oriented accomplishments is encouraged.
- People-oriented activities are rewarded higher than task-oriented activities.
- Continuous learning in a team atmosphere where people share openly.
- A forum to be curious about the discovery of new information.
- A forum to collect information when needed.
- A leadership team that is optimistic about learning new concepts as well as relying on intuition.
- An environment that rewards the communication of changes in the system.
- A forum to express the experience of improving the current system or process.

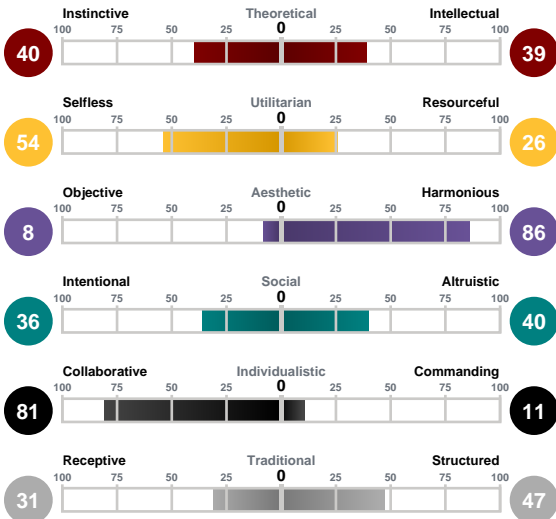
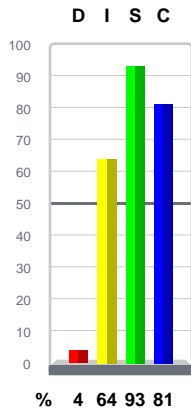
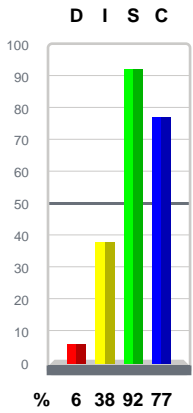


# Behaviors and Driving Forces Graphs

Steve Smith:

Adapted Style

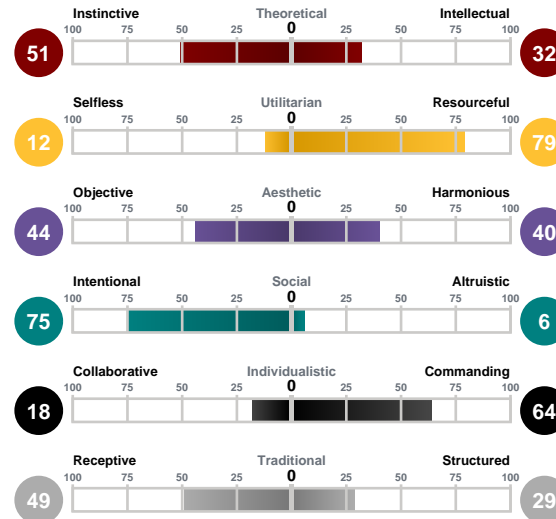
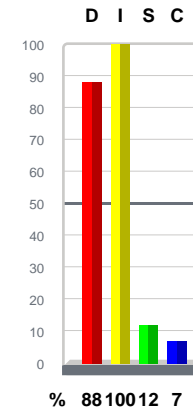
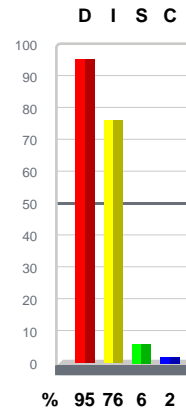
Natural Style



Alice Smith:

Adapted Style

Natural Style

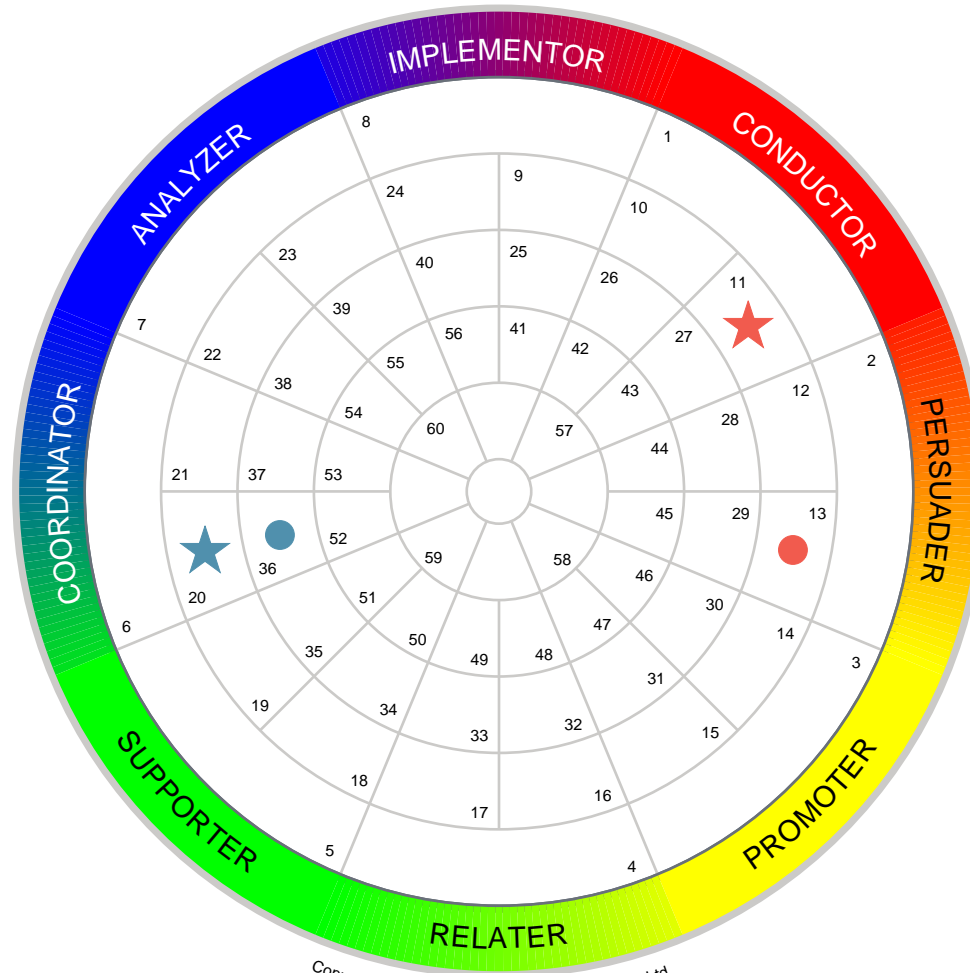




# The Success Insights® Wheel

■ Steve Smith

■ Alice Smith



★ Adapted

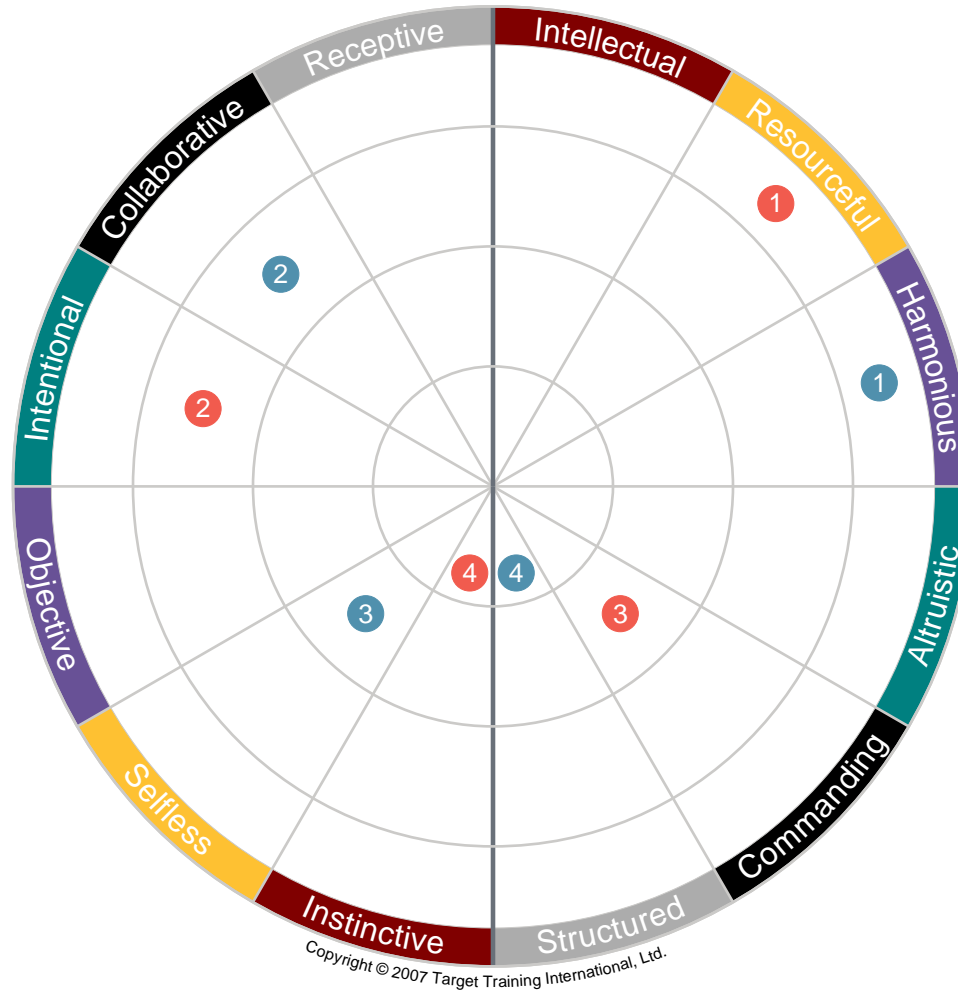
● Natural



# Primary Cluster Driving Forces Wheel

■ Steve Smith

■ Alice Smith



1 = 1st driving force, 2 = 2nd driving force, 3 = 3rd driving force, 4 = 4th driving force