TTI SUCCESS INSIGHTS®

Talent Insights®

Comparison Report

John Smith and Frank Jones

10-11-2023

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Introduction

Where Opportunity Meets Talent

The TTI Success Insights® Talent Insights Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight into three distinct areas: behaviors, driving forces, and their integration. 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 the 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 John

1. Show sincere interest in him as a person. Find areas of common involvement and be candid and open.

2. Provide personal assurances and clear, specific solutions with maximum guarantees.

3. Ask "how?" questions to draw his opinions.

4. Watch carefully for possible areas of early disagreement or dissatisfaction.

5. Offer special, immediate, and continuing incentives for his willingness to take risks.

6. Read the body language for approval or disapproval.

7. Provide ideas for implementing action.

8. Move casually.

Ways to Communicate with Frank

1. Understand his sporadic listening skills.

2. Support the results, not the person, if you agree.

3. Provide facts and figures about probability of success or effectiveness of options.

4. Be clear, specific, brief, and to the point.

5. Be isolated from interruptions.

6. Give strokes for his involvement.

7. Put projects in writing with deadlines.

8. Come prepared with all requirements, objectives, and support material in a well-organized "package."

Checklist for Communicating
Continued

This section of the report is a list of things NOT to do while communicating with either John and Frank. 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 <u>NOT</u> to Communicate with John

1. Legislate or muffle—don't overcontrol the conversation.

2. Offer assurance and guarantees you can't fulfill.

3. Leave decisions hanging in the air.

4. Be curt, cold, or tight-lipped.

5. Dream with him or you'll lose time.

6. Be abrupt and rapid.

7. Talk down to him.

8. Keep deciding for him, less he'll lose initiative. Don't leave him without backup support.

Ways <u>NOT</u> to Communicate with Frank

1. Be redundant.

2. Reinforce agreement with "I'm with you."

3. Direct or order.

4. Try to convince by "personal" means.

5. Dictate to him.

6. Forget or lose things, be disorganized or messy, confuse or distract his mind from business.

7. Try to build personal relationships.

8. Let him change the topic until you are finished.

Value to the Organization

This section of the report identifies the specific talents and behavior John and Frank 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.

John's Value:

1. Accomplishes goals through people.

2. Optimistic and enthusiastic.

3. Creative problem solving.

4. Works for a leader and a cause.

5. Dependable team player.

6. People-oriented.

7. Patient and empathetic.

8. Builds confidence in others.

Frank's Value:

1. Sense of urgency.

2. Challenges the status quo.

3. Creative in his approach to solving problems.

4. Will join organizations to represent the company.

5. Competitive.

6. Few dull moments.

7. Thinks big.

8. Self-starter.

Behavioral Descriptors

Based on John's and Frank'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.

Dominance	Influence	Steadiness	Compliance
Driving	**J.S.** Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
F.J. Determined	Convincing	**J.S.** Predictable	Accurate
Competitive	Poised	Consistent	Open-minded
Decisive	**F.J.** Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic

| **Dominance** | **Influence** | **Steadiness** | **Compliance** |

| Dominance	Influence	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	**J.S.** Self-willed **F.J.**
J.S. Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-oriented	Unsystematic
Modest	Suspicious	Eager **F.J.**	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.
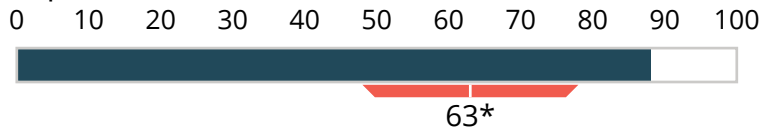
John Smith:

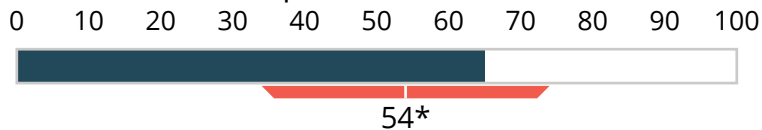**1. People-Oriented** - Build rapport with a wide range of individuals.

0 10 20 30 40 50 60 70 80 90 100

95

64*
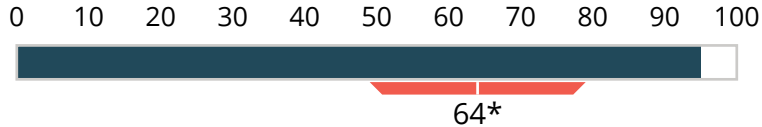
2. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100

90

58*
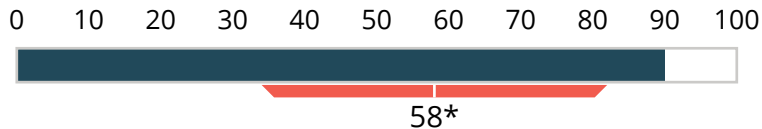
3. Customer-Oriented - Identify and fulfill customer expectations.

0 10 20 30 40 50 60 70 80 90 100

88

63*

4. Versatile - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100

65

54*

Frank Jones:

1. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100

85

43*
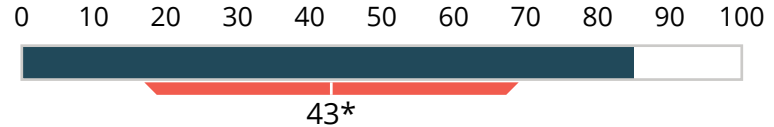
2. Competitive - Want to win or gain an advantage.

0 10 20 30 40 50 60 70 80 90 100

80

49*

3. Versatile - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100

80

54*
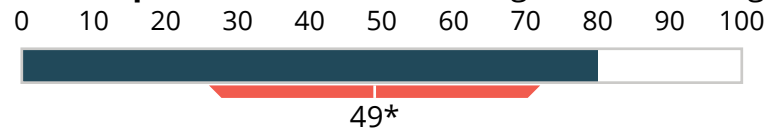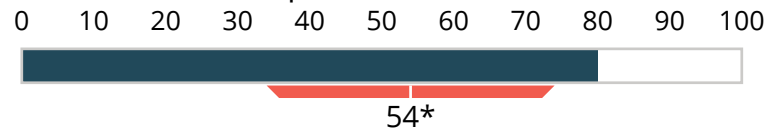
4. Frequent Change - Rapidly shift between tasks.

0 10 20 30 40 50 60 70 80 90 100

80

52*
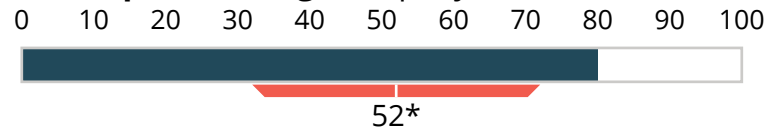
Primary Driving Forces Cluster

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. Discuss how similar or different your drivers are and how you might leverage one another's strengths to create a more collaborative relationship.
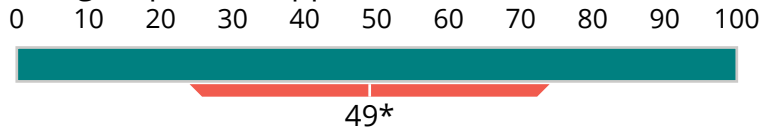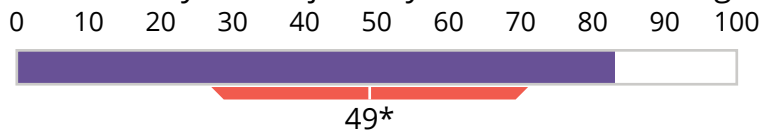
John Smith:

1. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
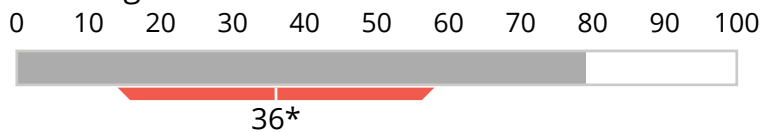
0 10 20 30 40 50 60 70 80 90 100

100

49*

2. Objective - People who are driven by the functionality and objectivity of their surroundings.
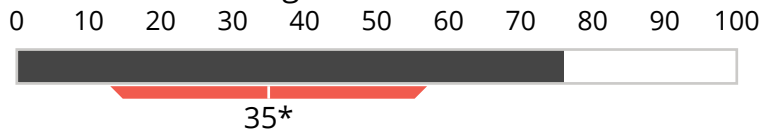
0 10 20 30 40 50 60 70 80 90 100

83

49*

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

0 10 20 30 40 50 60 70 80 90 100

79

36*

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

0 10 20 30 40 50 60 70 80 90 100

76

35*

Frank Jones:

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

0 10 20 30 40 50 60 70 80 90 100

72

36*

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

0 10 20 30 40 50 60 70 80 90 100

64

49*

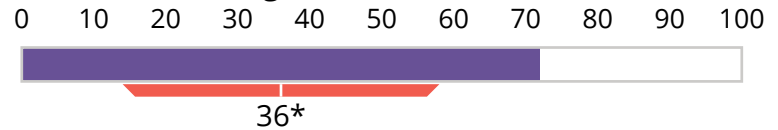**3. Collaborative** - People who are driven by being in a supporting role and contributing, with little need for individual recognition.

0 10 20 30 40 50 60 70 80 90 100

56

35*

4. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

0 10 20 30 40 50 60 70 80 90 100

49

40*
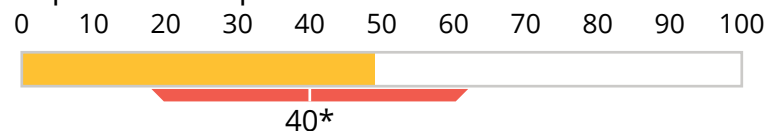
Driving Forces Descriptors

Based on John's and Frank'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 motivation of daily activities. Highlight the descriptors that are most relevant to each person and discuss the effects on your interactions.

John Smith

	Frank Jones

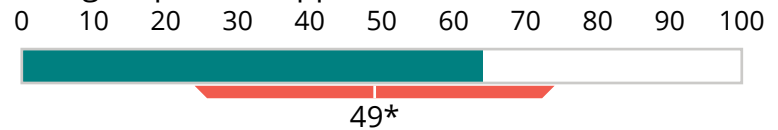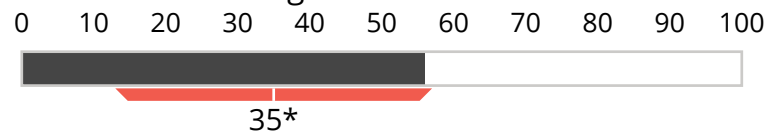| John Smith	Frank Jones
Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.	**Harmonious** - People who are driven by experience, subjective viewpoints, and balance in their surroundings.
Opportunity Self Interests Personal Benefit	Subjective Balance The Experience
Objective - People who are driven by the functionality and objectivity of their surroundings.	**Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
Function Compartmentalization Detachment	Opportunity Self Interests Personal Benefit
Structured - People who are driven by traditional approaches, proven methods, and a defined system for living.	**Collaborative** - People who are driven by being in a supporting role and contributing, with little need for individual recognition.
Ideology Proven Methods Structure	Supporting Cooperation Sharing
Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.	**Selfless** - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.
Supporting Cooperation Sharing	Accomplishment Willing Accommodating

Potential Behavioral & Motivational
Strengths

This section describes the potential areas of strength between John's and Frank'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.

John's Strengths

1. Willing to offer time and perspective when he sees others focused on a common goal.

2. Wants to be seen as a leader in maximizing the production of people.

3. Will convey optimism for practical, new ideas.

4. Expresses and strives to compartmentalize team activities.

5. Great at recruiting membership in organizations to which he belongs.

6. Willing to talk to "naysayers" about conforming to the system or structure.

7. Can be the spokesperson or play a supporting role for the team.

8. Working for an optimistic leader.

Frank's Strengths

1. Seen as a leader in his hobbies and interests.

2. Initiates action to create or enhance.

3. Goal focused when assessing how others can help.

4. Tough but fair when others are willing to work hard.

5. Looks for ways to improve a situation for the good of the company.

6. Bottom-line focused when working with others.

7. Wants to accomplish the task now, as opposed to later.

8. Has a completion oriented mindset.

Potential Behavioral & Motivational
Conflict

This section describes the potential areas of conflict between John's and Frank'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.

John's Conflicts

1. High trust and a desire to succeed could lead to being taken advantage of.

2. When utilizing skills of others, he may slow the progress by inquiring too much.

3. Situational listener to other's perspective of the pieces of a process.

4. May have difficulty focusing on tangible outcomes.

5. May interpret his beliefs as flawless.

6. May use inappropriate forums to express beliefs.

7. Constructive criticism can be very beneficial if he can focus on the details.

8. May be viewed as someone who over promises but works hard to deliver.

Frank's Conflicts

1. Will want balance and harmony immediately.

2. Will only see his perspective in the here and now.

3. May over focus on results and overlook others.

4. May set standards too high that causes others to fall short.

5. Tends to display his support by solving problems or challenges.

6. Will work hard to live up to others' high standards rather than his own.

7. Will override other variables for the sake of accomplishment.

8. Tends to think big without thinking about the cost of the project.

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 John's and Frank's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities each person enjoys.

John's Ideal Environment

1. The ability to showcase desired achievements in order to get the right people involved.

2. A forum to work with people as it relates to moving the organization forward.

3. Working conditions that focus on the functionality as well as people-interactions.

4. A forum to participate in meetings with others regardless of surroundings.

5. A forum to express the experience of following the system or process.

6. Ability to blend his optimistic and traditional approach to solving problems.

7. A supportive environment filled with optimistic people.

8. An environment to express ideas and work with similar people.

Frank's Ideal Environment

1. Freedom to decorate their office area.

2. An environment where tasks move forward and changes happen without disrupting the balance of the organization.

3. A results-driven environment where people are respected for what they can provide.

4. The ability to utilize their own strengths to achieve results.

5. Opportunities to complete tasks and projects for the sake of getting things done.

6. An environment where competition and winning can be done behind the scenes.

7. Key performance is measured by accomplishments.

8. An environment where completing tasks for the sake of completion are appreciated.

DISC and Driving Forces Graphs

John Smith:

Graph I
Adapted Style
D I S C

Graph II
Natural Style
D I S C

| 33 | 83 | 45 | 55 |

| 25 | 100 | 75 | 35 |

Instinctive   **KNOWLEDGE**   Intellectual
50 (S/6)   **67** (S/5)

Selfless   **UTILITY**   Resourceful
15 (I/11)   **25** (I/9)

Objective   **SURROUNDINGS**   Harmonious
83 (P/2)   **19** (I/10)

Intentional   **OTHERS**   Altruistic
100 (P/1)   **0** (I/12)

Collaborative   **POWER**   Commanding
76 (P/4)   **50** (S/7)

Receptive   **METHODOLOGIES**   Structured
47 (S/8)   **79** (P/3)

Frank Jones:

Graph I
Adapted Style
D I S C

Graph II
Natural Style
D I S C

| 92 | 33 | 33 | 55 |

| 77 | 65 | 13 | 35 |

Instinctive   **KNOWLEDGE**   Intellectual
38 (S/7)   **39** (S/6)

Selfless   **UTILITY**   Resourceful
49 (P/4)   **38** (S/8)

Objective   **SURROUNDINGS**   Harmonious
14 (I/12)   **72** (I/1)

Intentional   **OTHERS**   Altruistic
64 (P/2)   **25** (I/11)

Collaborative   **POWER**   Commanding
56 (P/3)   **29** (I/10)

Receptive   **METHODOLOGIES**   Structured
31 (S/9)   **47** (S/5)

DISC and Driving Forces Continuums

John Smith:

Reflective   PROBLEMS & CHALLENGES   **Direct**
75 — 67 ★ — ○

Reserved   PEOPLE & CONTACTS   **Outgoing**
○ — ★ — 100 / 83

Dynamic   PACE & CONSISTENCY   **Steady**
55 ★ — 75

Pioneering   PROCEDURES & CONSTRAINTS   **Precise**
65 — ★ — ○ / 55

Instinctive   KNOWLEDGE   **Intellectual**
50 (S/6) — 67 (5)

Selfless   UTILITY   **Resourceful**
15 (I/11) — 25 (9)

Objective   SURROUNDINGS   **Harmonious**
83 (P/2) — 19 (10)

Intentional   OTHERS   **Altruistic**
100 (P/1) — 0 (12)

Collaborative   POWER   **Commanding**
76 (P/4) — 50 (7)

Receptive   METHODOLOGIES   **Structured**
47 (S/8) — 79 (P/3)

Frank Jones:

Reflective   PROBLEMS & CHALLENGES   **Direct**
○ — ★ — 77 / 92

Reserved   PEOPLE & CONTACTS   **Outgoing**
○ / 67 — ★ — 65

Dynamic   PACE & CONSISTENCY   **Steady**
87 / 67 — ★ — ○

Pioneering   PROCEDURES & CONSTRAINTS   **Precise**
65 — ★ — ○ / 55

Instinctive   KNOWLEDGE   **Intellectual**
38 (S/7) — 39 (6)

Selfless   UTILITY   **Resourceful**
49 (P/4) — 38 (S/8)

Objective   SURROUNDINGS   **Harmonious**
14 (P/12) — 72 (I/1)

Intentional   OTHERS   **Altruistic**
64 (P/2) — 25 (I/11)

Collaborative   POWER   **Commanding**
56 (P/3) — 29 (I/10)

Receptive   METHODOLOGIES   **Structured**
31 (S/9) — 47 (5)

The TTI Success Insights® Wheel

John Smith
Frank Jones

IMPLEMENTOR

CONDUCTOR

ANALYZER

PERSUADER

COORDINATOR

PROMOTER

SUPPORTER

RELATER
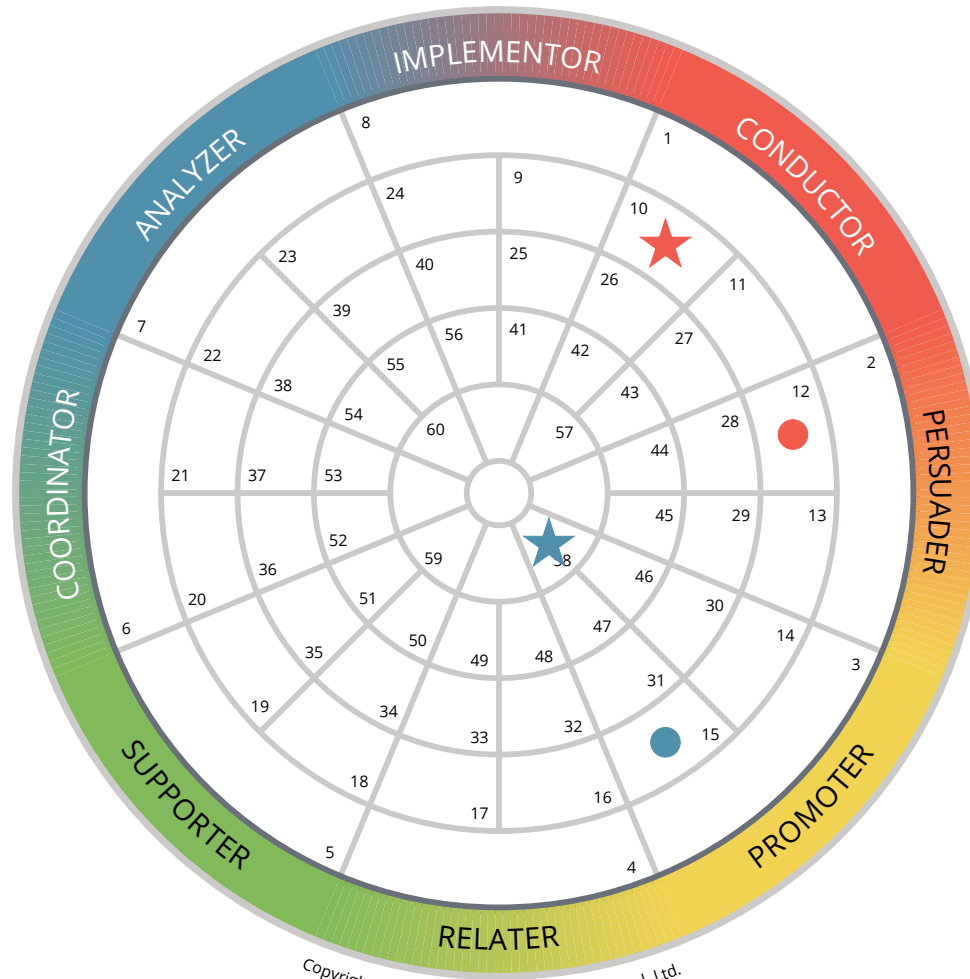
Copyright © 2007 Target Training International, Ltd.

★ Adapted   ● Natural
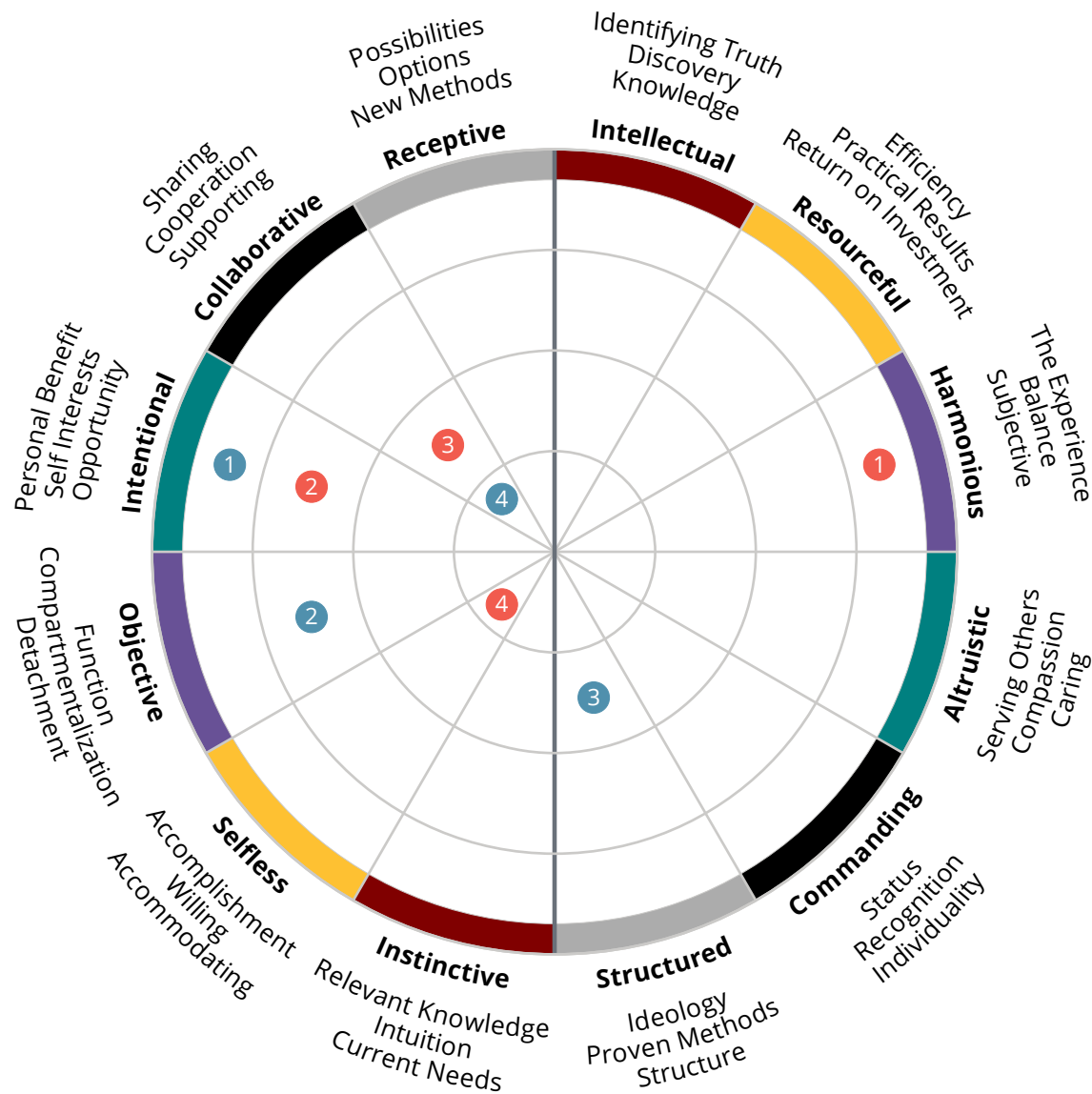
Primary Cluster Driving Forces Wheel

- John Smith
- Frank Jones

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