TTI SUCCESS INSIGHTS®

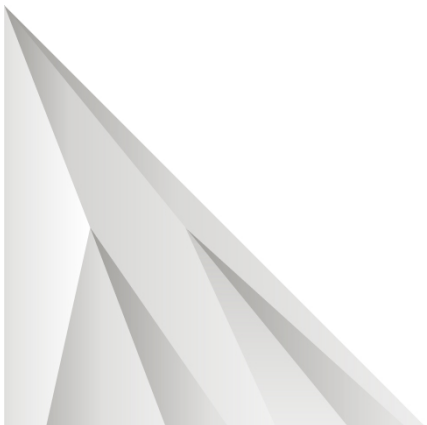## Talent Insights®
Comparison Report

John Sample and Sam Sample
CEO/General Manager
1-9-2019

Behavior Experts At Work
The Metiss Group

The Metiss Group™
behavior experts at work

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 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 John

- Be prepared with the facts and figures.

- Stick to business--let him decide if he wants to talk socially.

- Use expert testimonials.

- Provide details in writing.

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

- Listen to him.

- Show him a sincere demeanor by careful attention to his point of view.

- Read the body language--look for impatience or disapproval.

Ways to Communicate with Sam

- Use enough time to be stimulating, fun-loving, fast-moving.

- Define the problem in writing.

- Appeal to the benefits she will receive.

- Provide testimonials from people she sees as important.

- Provide a warm and friendly environment.

- Provide solutions--not opinions.

- Read the body language for approval or disapproval.

- Expect her to return to fight another day when she has received a "no" answer.

Checklist for Communicating Continued

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

- Use inappropriate buzz words.

- Come with a ready-made decision, or make it for him.

- Touch his body when talking to him.

- Ramble on, or waste his time.

- Be disorganized.

- Pretend to be an expert, if you are not.

- Let disagreement reflect on him personally.

- Leave things open to interpretation.

Ways **NOT** to Communicate with Sam

- Ramble.

- "Dream" with her or you'll lose time.

- Talk down to her.

- Let her overpower you with verbiage.

- Be curt, cold or tight-lipped.

- Give her your opinion unless asked.

- Leave decisions hanging in the air.

- Legislate or muffle--don't overcontrol the conversation.

Value to the Organization

This section of the report identifies the specific talents and behavior John and Sam 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:

- Presents the facts without emotion.

- Competitive.

- Forward-looking and future-oriented.

- Innovative.

- Will join organizations to represent the company.

- Usually makes decisions with the bottom line in mind.

- Tough-minded.

- Suspicious of people with shallow ideas.

Sam's Value:

- Negotiates conflicts.

- Verbalizes her feelings.

- Accomplishes goals through people.

- Optimistic and enthusiastic.

- Big thinker.

- Creative problem solving.

- Positive sense of humor.

- Bottom line-oriented.

Behavioral Descriptors

Based on John's and Sam'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
J.S. Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive **S.S.**	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-Minded
Decisive **S.S.**	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	**J.S.** Diplomatic
Dominance	**Influencing**	**J.S.** **Steadiness** **S.S.**	**Compliance**
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate **S.S.**
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	**J.S.** 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.
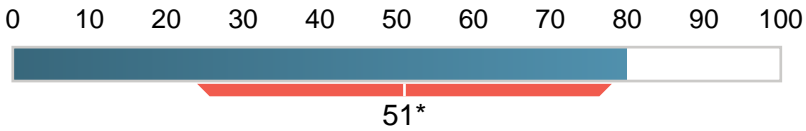
John Sample:
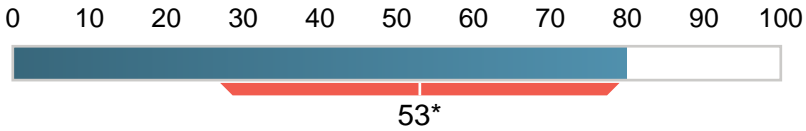
1. Competitive - Want to win or gain an advantage.

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100

49*
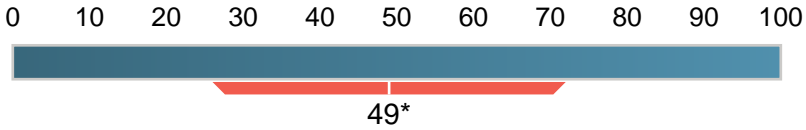
2. Organized Workplace - Establish and maintain specific order in daily activities.

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80

51*

3. Analysis - Compile, confirm and organize information.

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53*

4. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100

71

43*
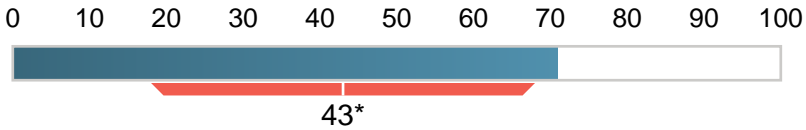
Sam Sample:

1. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100

80

60*

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

0 10 20 30 40 50 60 70 80 90 100

70

49*
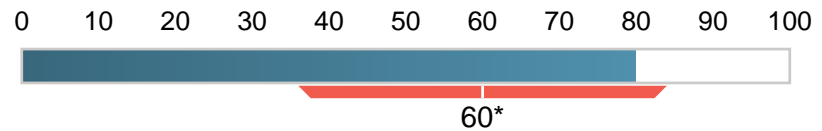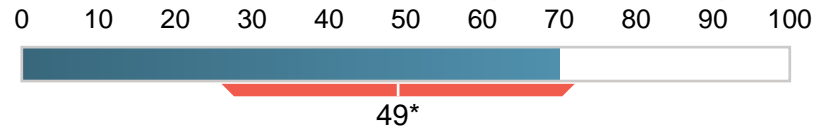
3. People-Oriented - Build rapport with a wide range of individuals.

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70

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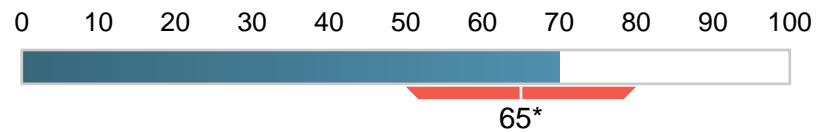
4. Frequent Change - Rapidly shift between tasks.

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70

52*
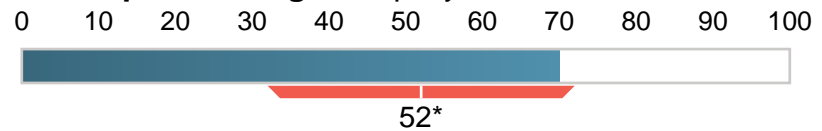
Primary Driving Forces Cluster

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.

John Sample:

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

51*
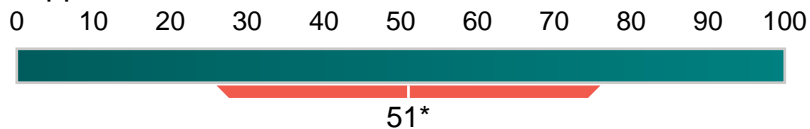
2. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

0 10 20 30 40 50 60 70 80 90 100

93

42*
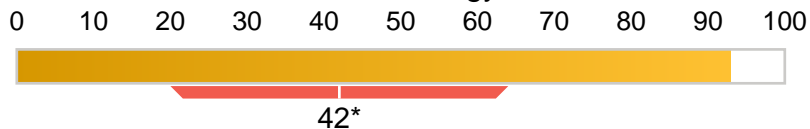
3. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.
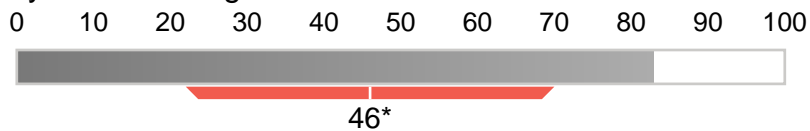
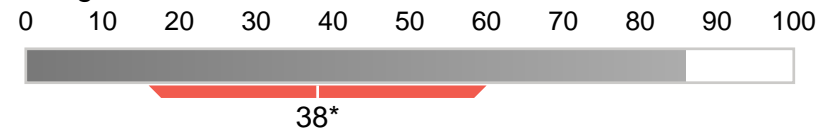0 10 20 30 40 50 60 70 80 90 100

83

46*

4. Commanding - People who are driven by status, recognition and control over personal freedom.
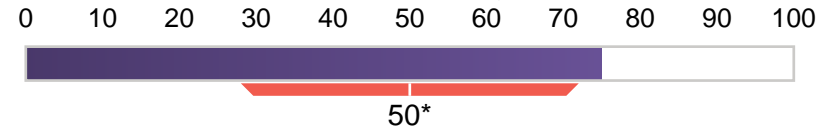
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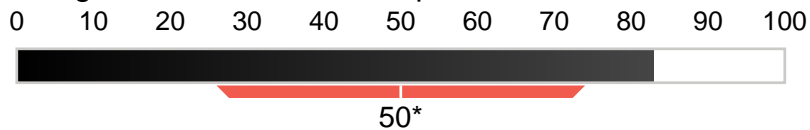
Sam Sample:

1. 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

86

38*

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

75

50*

3. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.
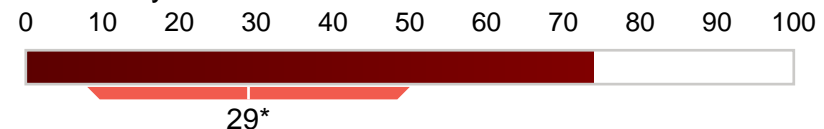
0 10 20 30 40 50 60 70 80 90 100

74

29*

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

0 10 20 30 40 50 60 70 80 90 100

64

50*
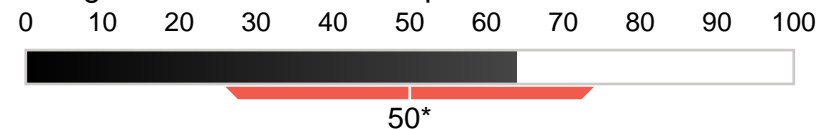
Driving Forces Descriptors

Based on John's and Sam'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.

John Sample	Sam Sample
Intentional	**Structured**
Opportunity	Ideology
Self Interests	Proven Methods
Personal Benefit	Structure
Resourceful	**Objective**
Return on Investment	Function
Practical Results	Compartmentalization
Efficiency	Detachment
Receptive	**Instinctive**
New Methods	Relevant Knowledge
Options	Intuition
Possibilities	Current Needs
Commanding	**Commanding**
Status	Status
Recognition	Recognition
Individuality	Individuality

Potential Behavioral and Motivational Strengths

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

- Will champion a worthy cause, as a challenge, if they see a potential return.

- Initiates the activity of developing others if they are putting forth a strong effort on their own.

- Has an entrepreneurial mindset.

- Wants to maximize time and resources now, as opposed to later.

- Assertively champions causes he is interested in.

- Good at directing others to challenge the status quo.

- Innovative with strategies for success.

- Willing to make high-risk decisions.

Sam's Strengths

- Tends to promote traditional ideas and beliefs of the organization.

- Expresses all that is great about a system of living.

- Will convey optimism for practical new ideas.

- Encourages others to separate personal issues and focus on productivity.

- Thinks outside of the box when gathering specific information.

- Enthusiastically starts a project even without needing all the details.

- Utilizes people to win and accomplish goals.

- Motivates others to be the best they can be.

Potential Behavioral and Motivational Conflict

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

- May try to utilize many people to obtain results.

- Needs immediate results when involving others.

- Tends to think bigger is always better.

- Will override other variables for the sake of an investment.

- Quick decisions may conflict with new opportunities.

- Standards may be unreachable with his desire to try new things.

- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.

- Can set personal standards too high.

Sam's Conflicts

- May be ineffective in sharing her system of living with others.

- May over look contradictions in her own way of living.

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

- Overly optimistic in her ability to compartmentalize any situation.

- May overlook vital details in her use of intuition.

- Will tend to elaborate on limited data.

- As a leader may over focus on self and her own needs.

- She may overestimate her authority.

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

John's Ideal Environment

- A forum to champion the needs and desires of others who are willing to work for common results.

- Ability to utilize own strengths to achieve results.

- An environment where direct, bottom-line efforts are appreciated.

- Key performance measured on results and efficiency rather than people and process.

- Forum to champion new ways in which to improve existing methods.

- An environment to challenge rules in which he doesn't agree.

- Management that appreciates and rewards powerful risk-taking.

- An environment where competition and winning is viewed as the ideal.

Sam's Ideal Environment

- Ability to blend her optimistic and traditional approach to solving problems.

- Ability to celebrate the success of a project being completed within the ideal paradigm.

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

- Ability to compartmentalize new ideas with a group of people.

- Flexibility to acquire necessary knowledge in a people-rich environment.

- A leadership team that is optimistic about learning new concepts as well as relying on intuition.

- An environment to express ideas to influence people.

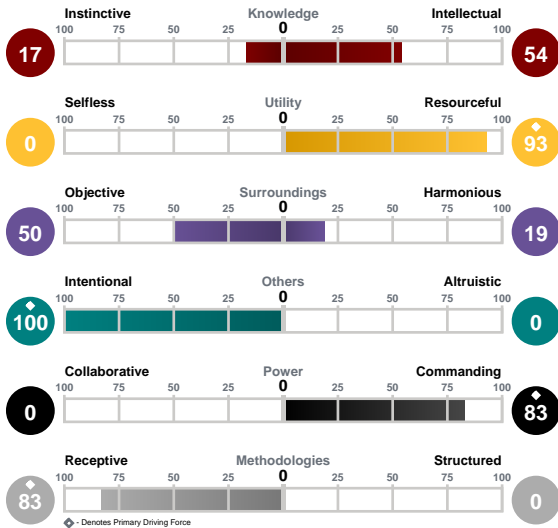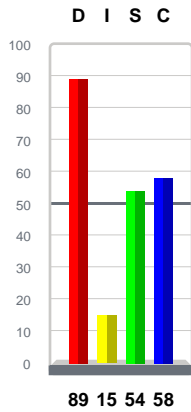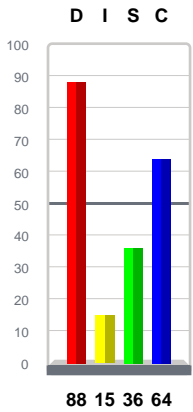- An environment where she can "lead the parade".
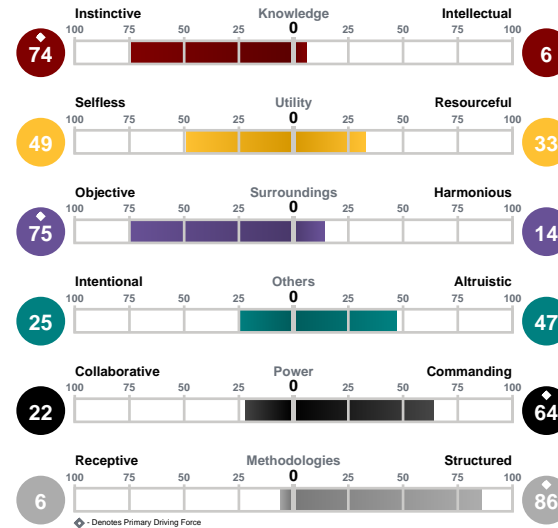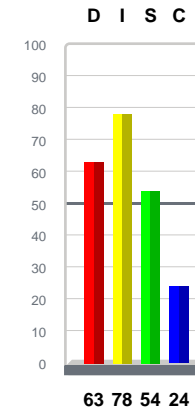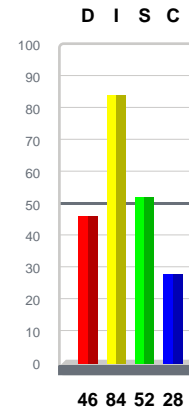
Behaviors and Driving Forces Graphs

John Sample:

Adapted Style

D I S C

88 15 36 64

Natural Style

D I S C

89 15 54 58

Instinctive	Knowledge	Intellectual
17	0	54

Selfless	Utility	Resourceful
0	0	93 ◆

Objective	Surroundings	Harmonious
50	0	19

Intentional	Others	Altruistic
100 ◆	0	0

Collaborative	Power	Commanding
0	0	83 ◆

Receptive	Methodologies	Structured
83 ◆	0	0

◆ - Denotes Primary Driving Force

Sam Sample:

Adapted Style

D I S C

46 84 52 28

Natural Style

D I S C

63 78 54 24

Instinctive	Knowledge	Intellectual
74 ◆	0	6

Selfless	Utility	Resourceful
49	0	33

Objective	Surroundings	Harmonious
75 ◆	0	14

Intentional	Others	Altruistic
25	0	47

Collaborative	Power	Commanding
22	0	64 ◆

Receptive	Methodologies	Structured
6	0	86 ◆

◆ - Denotes Primary Driving Force

The Success Insights® Wheel

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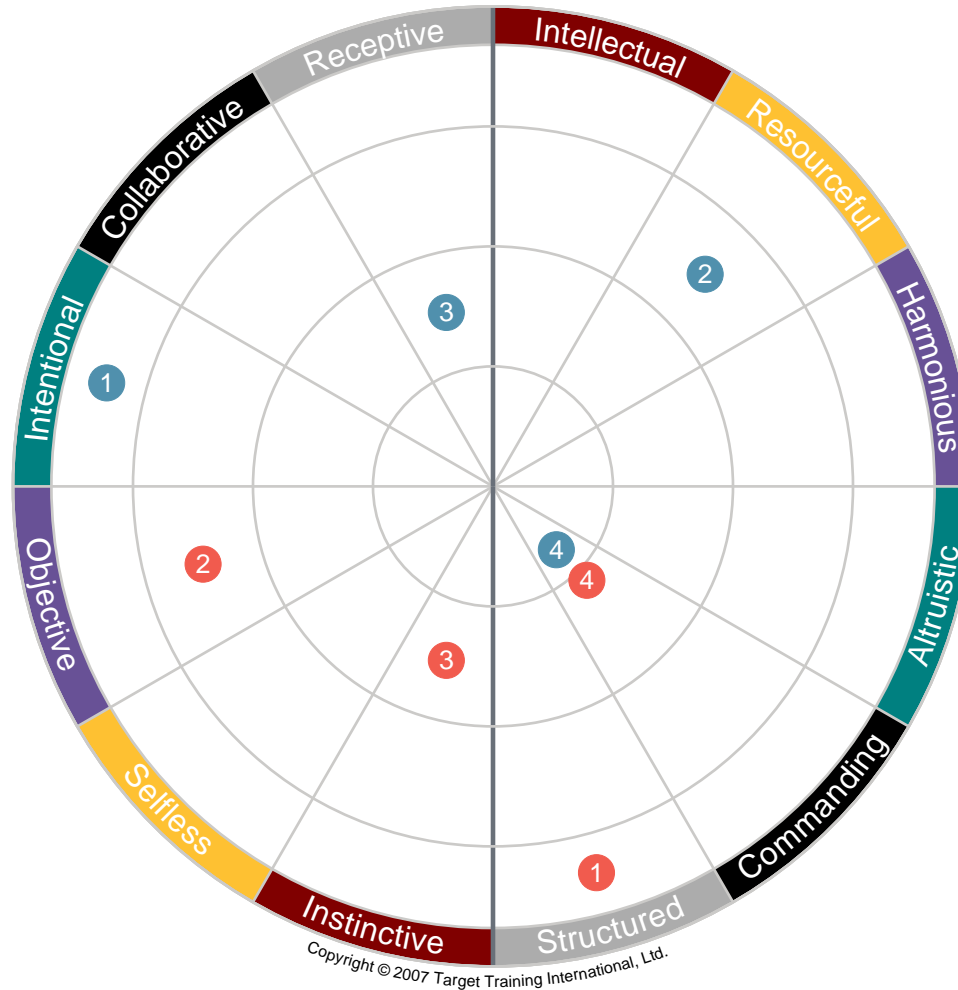
Primary Cluster Driving Forces Wheel

■ John Sample

■ Sam Sample

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

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