



TTI  
SUCCESS  
INSIGHTS®

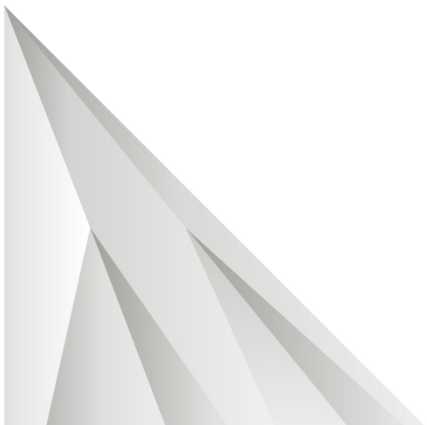
## **Talent Insights®** Comparison Report

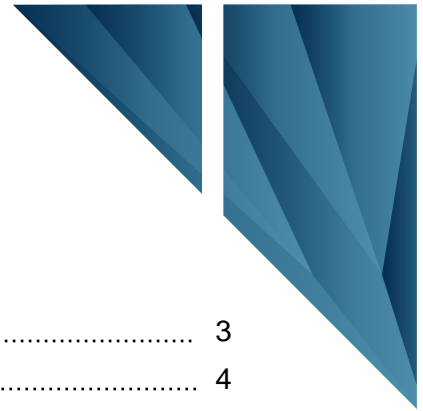
Jane Sample and Sam Sample  
4-29-2020

**Behavior Experts At Work**  
The Metiss Group



**The Metiss Group™**  
behavior experts at work





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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 to three distinct areas: behaviors, motivators 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.

### Motivators

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

### Integrating Behaviors and Motivators

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and motivators 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 Jane

- Be patient and persistent.
- Use the proper buzz words that are appropriate to his expertise.
- Respect his quiet demeanor.
- Read the body language--look for impatience or disapproval.
- Give pros and cons on ideas.
- Use expert testimonials.
- Show him a sincere demeanor by careful attention to his point of view.
- Come prepared with all requirements, objectives and support material in a well-organized "package."

## Ways to Communicate with Sam

- Provide ideas for implementing action.
- Use a motivating approach, when appropriate.
- Clarify any parameters in writing.
- Read the body language for approval or disapproval.
- Appeal to the benefits she will receive.
- Use a balanced, objective and emotional approach.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Leave time for relating, socializing.



## Checklist for Communicating *Continued*

*This section of the report is a list of things NOT to do while communicating with either Jane 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 Jane

- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Touch his body when talking to him.
- Come with a ready-made decision, or make it for him.
- Leave things open to interpretation.
- Leave loopholes or cloudy issues if you don't want to be zapped.
- Ramble on, or waste his time.
- Ask rhetorical questions, or useless ones.
- Speculate wildly, or offer guarantees and assurances where there is a risk in meeting them.

### Ways **NOT** to Communicate with Sam

- Legislate or muffle--don't overcontrol the conversation.
- Drive on to facts, figures, alternatives or abstractions.
- Be dictatorial.
- Be curt, cold or tight-lipped.
- Talk down to her.
- Ramble.
- Leave decisions hanging in the air.
- Let her overpower you with verbiage.



## Value to the Organization

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

### Jane's Value:

- Objective and realistic.
- Usually makes decisions with the bottom line in mind.
- Competitive.
- Excellent troubleshooter.
- Tough-minded.
- Creative in his approach to solving problems.
- Will join organizations to represent the company.
- Presents the facts without emotion.

### Sam's Value:

- Dedicated to her own ideas.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Creative problem solving.
- Team player.
- Big thinker.
- Negotiates conflicts.
- Verbalizes her feelings.
- Accomplishes goals through people.



# Behavioral Descriptors

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

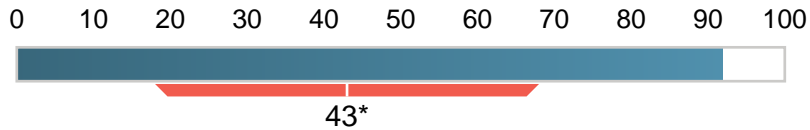


# Primary Behavioral Cluster

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.

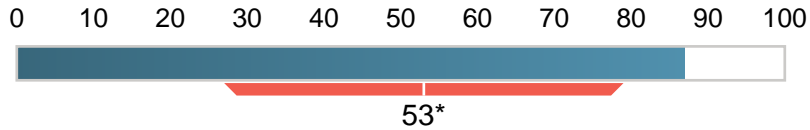
## Jane Sample:

**1. Urgency** - Take immediate action.



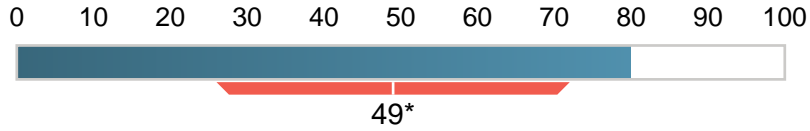
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**2. Analysis** - Compile, confirm and organize information.



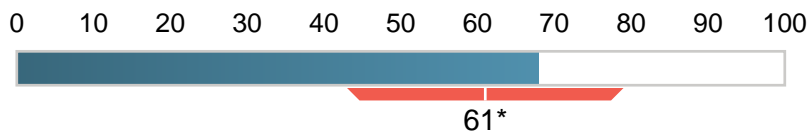
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**3. Competitive** - Want to win or gain an advantage.



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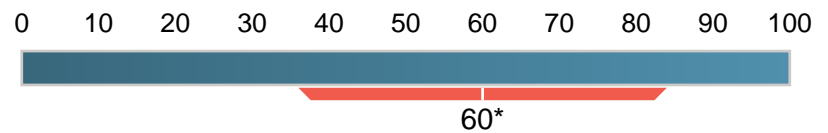
**4. Persistence** - Finish tasks despite challenges or resistance.



68

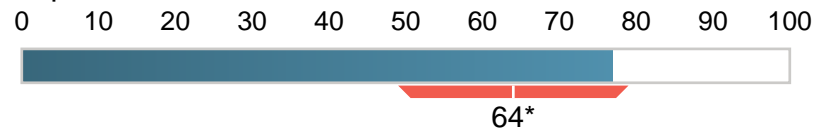
## Sam Sample:

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



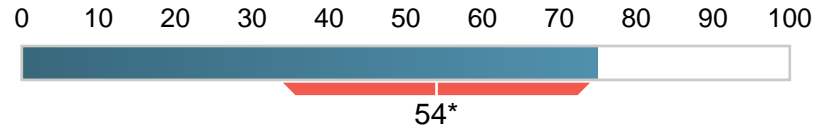
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**2. Customer-Oriented** - Identify and fulfill customer expectations.



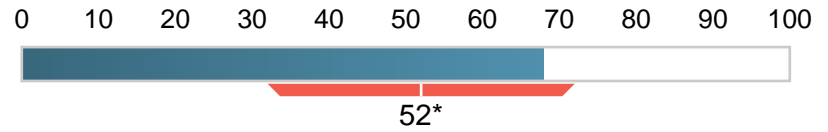
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**3. Versatile** - Adapt to various situations with ease.



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



68



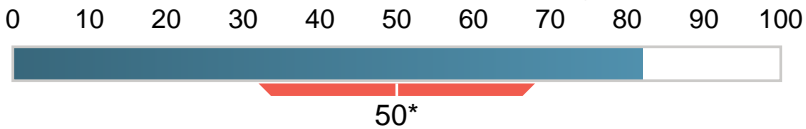


# Motivators Hierarchy

Your drive 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.

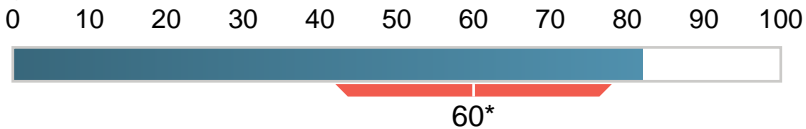
## Jane Sample:

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



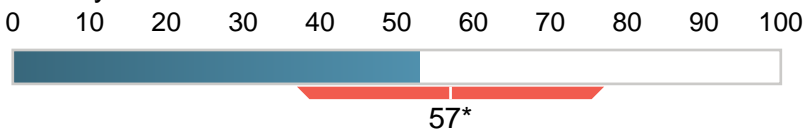
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**2. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



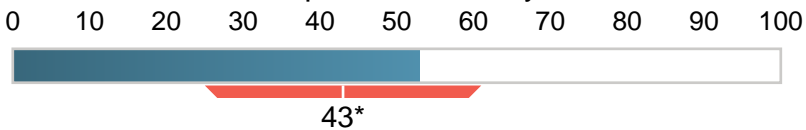
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**3. Individualistic/Political** - Rewards those who value personal recognition, freedom and control over their own destiny and others.



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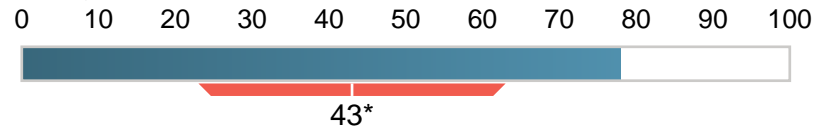
**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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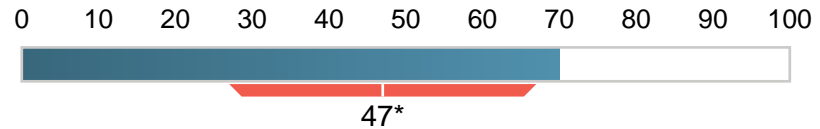
## Sam Sample:

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



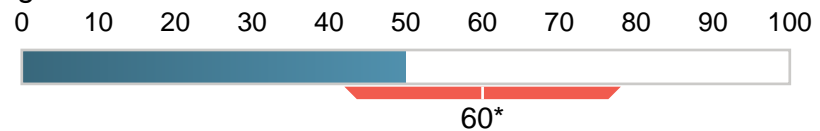
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**2. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



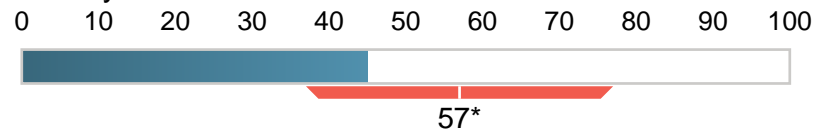
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**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



50

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



45



## Potential Behavioral and Motivational Strengths

*This section describes the potential areas of strength between Jane's and Sam's behavioral styles and top two motivators. 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.*

### Jane's Strengths

- Very creative in solving problems.
- Has an entrepreneurial mindset.
- Offers informed opinions on a variety of topics.
- Demonstrates a forward-looking approach to old questions.
- Asks questions others overlook in regards to the bottom-line.
- Tends to make accurate decisions based on facts and return on investment, rather than emotions.
- Will ask all of the questions and gather all the data to make every outcome the best it can be.
- Detailed and compliant about the research process.

### Sam's Strengths

- Sings the praises of peers and the contributions others make.
- Always willing to offer her time and perspective.
- Always looking to say or do the "right" thing.
- Willing to talk to "naysayers" about conforming to the system or structure.
- Accommodating and pleasing others is one of her natural talents.
- Strong supporter, therefore, always willing to help.
- Loyal to her cause.
- Acts as the eyes and ears for a leader.



# Potential Behavioral and Motivational Conflict

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

## Jane's Conflicts

- Tends to think bigger is always better.
- May make a quick decision that results in a bad investment and/or wasted time.
- The need to research everything and the corresponding need to do everything too soon and too fast.
- Impatient when gathering information.
- May come off as someone who believes process is the only way to increase the bottom-line.
- Will have a desire to take risks, but will be fearful of failure.
- May appear overly data- or theory-focused.
- Needs data for comfort and curiosity but may experience paralysis by analysis when finishing goals.

## Sam's Conflicts

- May overestimate the impact she can have on others.
- High trust and a desire to help could lead to being taken advantage of.
- Will be frustrated when new and exciting opportunities conflict with the system.
- May use inappropriate forums to express beliefs.
- May have difficulty correcting others as she wants to help but not offend.
- Struggles with delivering a tough message, even if it's to the person's benefit.
- Diverse situations can be highly stressful when trying to stay in line with her system of living.
- May struggle with change even when it complements her way of living.



# 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 Jane's and Sam's behavioral style and top two motivators. Use this section to identify specific duties and responsibilities each person enjoys.*

## Jane's Ideal Environment

- An innovative and futuristic-oriented environment.
- An environment where he can use his intuitive thinking skills.
- Evaluation based on results, not the process.
- New and challenging questions or projects.
- An environment where being prepared for meetings is rewarded.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- Documented and verifiable explanation of compensation and incentive structures.
- An environment where direct, bottom-line efforts are appreciated.
- Having economic, competitive and challenging incentives.

## Sam's Ideal Environment

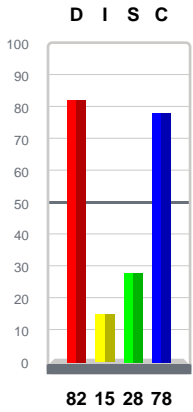
- Assignments with a high degree of people contacts.
- Freedom from control and detail.
- An environment in which she may deal with people on a personal, intimate basis.
- An environment where understanding and appreciating others is rewarded.
- Ability to give of time, talent and resources in order to help the organization.
- Ability to showcase altruistic achievements in order to get others involved.
- A forum to express the experience of following the system or process.
- Ability to celebrate the success of a project being completed within the ideal paradigm.
- Rewards for consistently following established systems and processes.



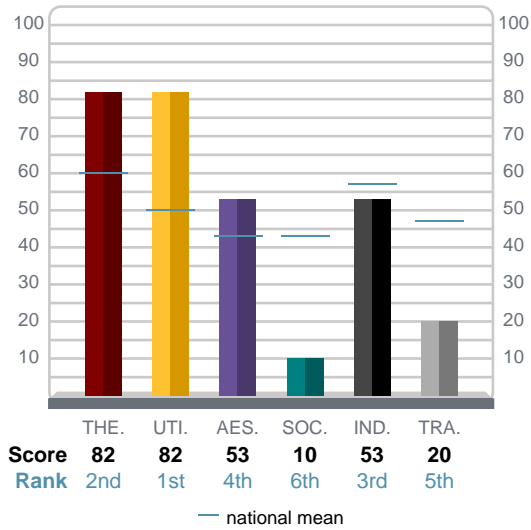
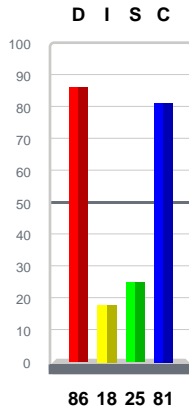
# Behaviors and Motivators Graphs

## Jane Sample:

Adapted Style

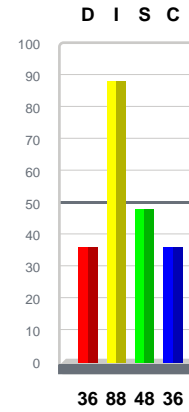


Natural Style

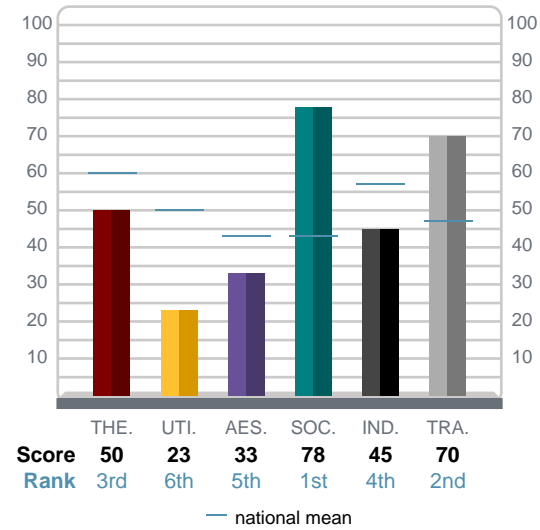
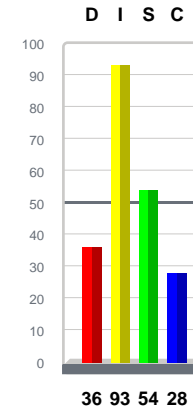


## Sam Sample:

Adapted Style



Natural Style

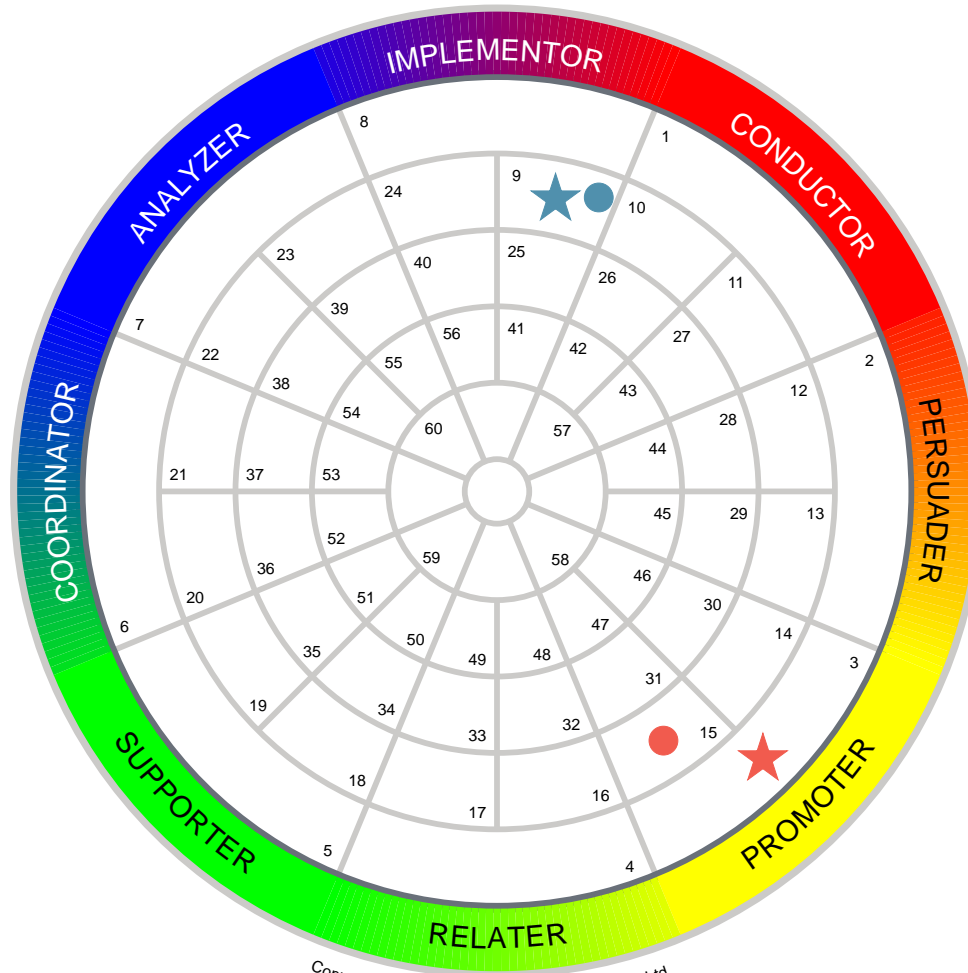




# The Success Insights® Wheel

■ Jane Sample

■ Sam Sample

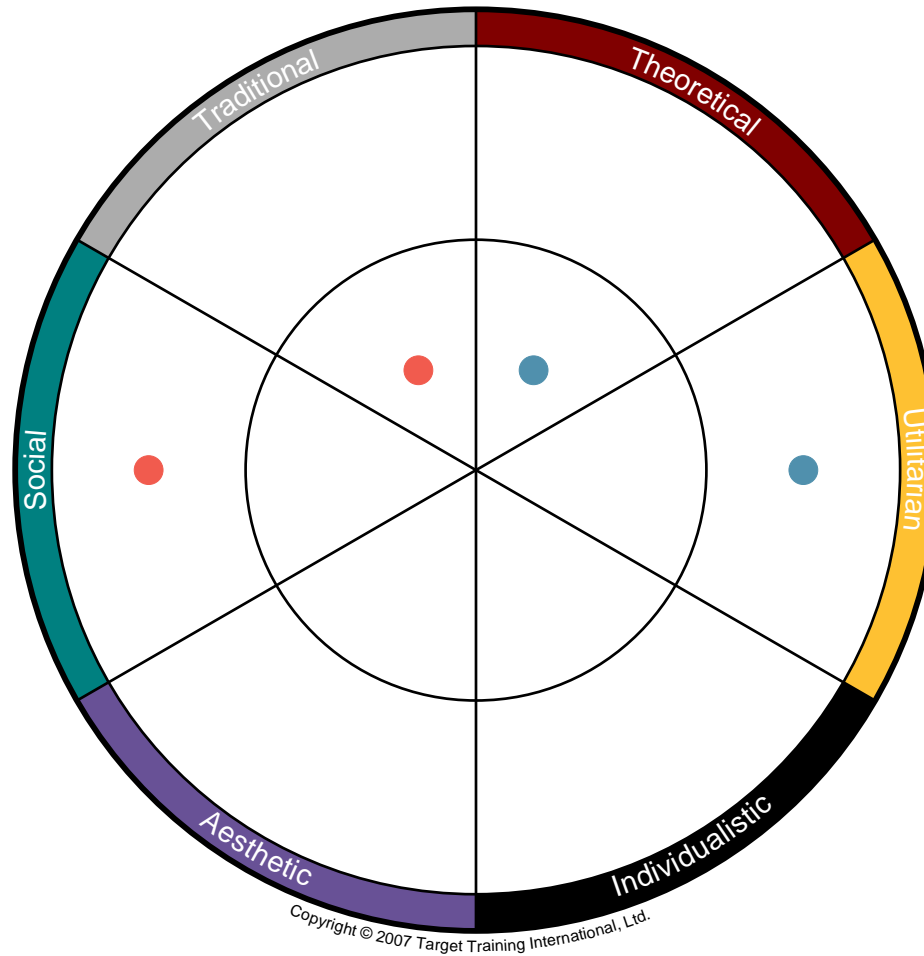




# Motivators Wheel™

■ Jane Sample

■ Sam Sample



Outside ring = #1 attitude    Inside ring = #2 attitude