



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Comparison Report

Leader Linda and New Hire Bob Highperformer

11-24-2023

Creating a high commitment, low drama Wake Up Eager Workforce.

Priceless Professional Development

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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 the 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 Leader

1. Provide facts and figures about probability of success or effectiveness of options.
2. Watch carefully for possible areas of early disagreement or dissatisfaction.
3. Motivate and persuade by referring to objectives and results.
4. Be clear, specific, brief, and to the point.
5. Stick to business—let her decide if she wants to talk socially.
6. Start, however briefly, with a personal comment. Break the ice.
7. Present the facts logically; plan your presentation efficiently.
8. Ask specific (preferably "what?") questions.

Ways to Communicate with New Hire Bob

1. Clarify any parameters in writing.
2. Offer special, immediate, and continuing incentives for his willingness to take risks.
3. Appeal to the benefits he will receive.
4. Look for his oversights.
5. Talk about him, his goals and the opinions he finds stimulating.
6. Provide solutions—not opinions.
7. Read the body language for approval or disapproval.
8. Use a balanced, objective, and emotional approach.

Checklist for Communicating

Continued



This section of the report is a list of things NOT to do while communicating with either Leader and New Hire Bob. 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 Leader

1. Rush headlong into business or the agenda.
2. Patronize or demean her by using subtlety or incentive.
3. Come with a ready-made decision or make it for her.
4. Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
5. Offer assurance and guarantees you can't fulfill.
6. Be abrupt and rapid.
7. Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.
8. Ramble or waste her time.

Ways NOT to Communicate with New Hire Bob

1. Leave decisions hanging in the air.
2. Drive on to facts, figures, alternatives, or abstractions.
3. Let him overpower you with verbiage.
4. Legislate or muffle—don't overcontrol the conversation.
5. Be dictatorial.
6. Ramble.
7. Dream with him or you'll lose time.
8. Be curt, cold, or tight-lipped.

Value to the Organization



This section of the report identifies the specific talents and behavior Leader and New Hire Bob 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.

Leader's Value:

1. Innovative.
2. Competitive.
3. Good listener.
4. Always looking for logical solutions.
5. Creative in her approach to solving problems.
6. Will join organizations to represent the company.
7. Patient and empathetic.
8. People-oriented.

New Hire Bob's Value:

1. Optimistic and enthusiastic.
2. Self-reliant.
3. Bottom line-oriented.
4. Positive sense of humor.
5. Dedicated to his own ideas.
6. Team player.
7. Inner-directed rather than tradition-directed—brings fresh ideas to solving problems.
8. Builds confidence in others.

Behavioral Descriptors



Based on Leader's and New Hire Bob'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
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-minded
L.L. Decisive	Optimistic	L.L. Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influence	Steadiness	Compliance
Calculating	Reflective	Mobile	L.L. Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	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.

Leader Linda:

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

0 10 20 30 40 50 60 70 80 90 100



49*

65

2. Persistence - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100



62*

62

3. Organized Workplace - Establish and maintain specific order in daily activities.

0 10 20 30 40 50 60 70 80 90 100



53*

60

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

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64*

60

New Hire Bob Highperformer:

1. Interaction - Frequently engage and communicate with others.

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58*

80

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

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63*

73

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

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4. Versatile - Adapt to various situations with ease.

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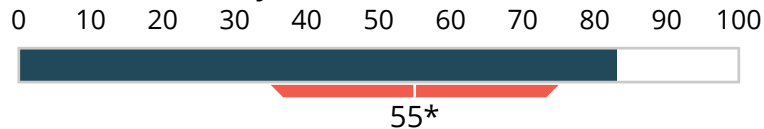
Motivators Hierarchy



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.

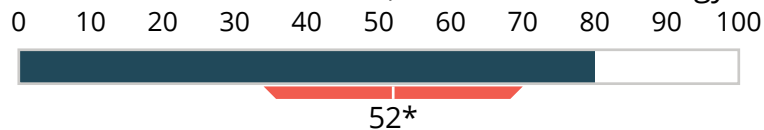
Leader Linda:

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



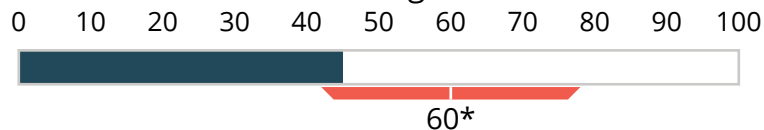
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2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



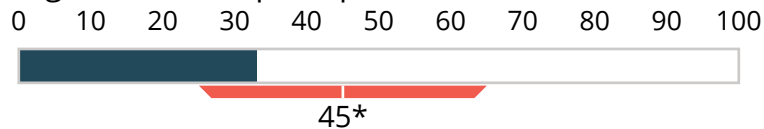
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3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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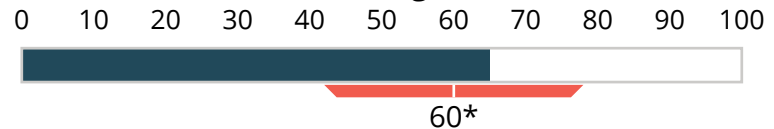
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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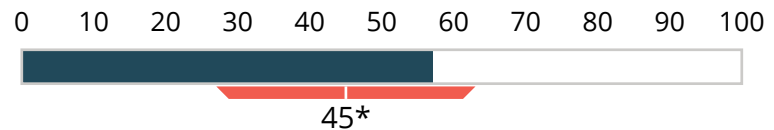
New Hire Bob Highperformer:

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



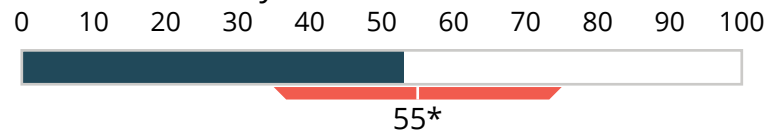
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2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



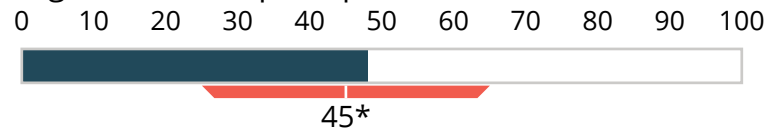
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3. Individualistic/Political - Rewards those who value personal recognition, freedom and control over their own destiny and others.



53

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



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Potential Behavioral & Motivational Strengths



This section describes the potential areas of strength between Leader's and New Hire Bob'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.

Leader's Strengths

1. A "winner" who is consistent but does not brag about accomplishments.
2. Wants to control her destiny, but does so in a soft way.
3. Wants to do her part to keep things efficient and consistent.
4. When stability is established, she can become entrepreneurial.
5. Not easily deterred by setbacks.
6. Willing to make high-risk decisions.
7. Has an entrepreneurial mindset.
8. Wants to maximize time and resources now, as opposed to later.

New Hire Bob's Strengths

1. Looks for the positive side of every situation.
2. Thinks outside of the box when gathering information.
3. Always willing to share his ideas on how to enhance the surroundings.
4. Motivates others to express themselves.
5. Great at retrieving information for decision makers he trusts.
6. Will keep sensitive information under lock and key.
7. A steady, consistent, and balanced member of the team.
8. Patient with and willing to listen to the feelings of others.

Potential Behavioral & Motivational

Conflict



This section describes the potential areas of conflict between Leader's and New Hire Bob'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.

Leader's Conflicts

1. Will hide emotions until others push her buttons or take advantage of her.
2. Has strong opinions but may not always share them.
3. May overlook opportunity for added efficiency out of fear of change.
4. May have difficulty breaking unwanted work-related habits for fear of wasting time.
5. May not realize the negative consequences of her quick decisions.
6. May always want to display her superiority through solving problems or challenges.
7. May make a quick decision that results in a bad investment and/or wasted time.
8. Tends to think bigger is always better.

New Hire Bob's Conflicts

1. Will tend to elaborate on limited data.
2. May overlook vital details in his pursuit of information.
3. Over emphasizes the experience compared to the results.
4. Overly optimistic in his ability to bring balance to any situation.
5. Struggles in adapting to new situations without preparation.
6. May not pursue knowledge if it jeopardizes his security.
7. Not willing to share opinions until comfortable about how others will receive them.
8. Difficulty dealing with diverse situations involving objective views.

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 Leader's and New Hire Bob's behavioral style and top two motivators. Use this section to identify specific duties and responsibilities each person enjoys.

Leader's Ideal Environment

1. Forum to express ideas and viewpoints.
2. Little conflict between people.
3. Nonroutine work with challenge and opportunity.
4. Rewards for being quicker, faster, and better.
5. Key performance measured on results and efficiency rather than people and processes.
6. The need for consistent, reliable, and stable contributions to the bottom-line.
7. Opportunity to assertively express her desire to control her own destiny and potentially that of others.
8. Continual opportunity to challenge and win.
9. Opportunity to be the silent leader behind the team.

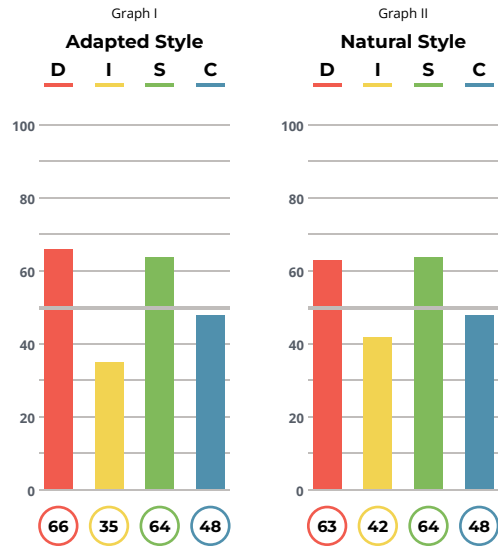
New Hire Bob's Ideal Environment

1. Freedom from control and detail.
2. A stable and predictable environment.
3. Little conflict between people.
4. A forum to be curious about the discovery of new information.
5. A leadership team that is optimistic toward learning new concepts or theories.
6. A credible manager that provides enough information.
7. Time for finishing things through to completion in a way that doesn't disrupt the balance of the organization.
8. Ability to complete projects and tasks alongside a stable and harmonious team.
9. The need to be liked and to feel a part of a harmonious team.

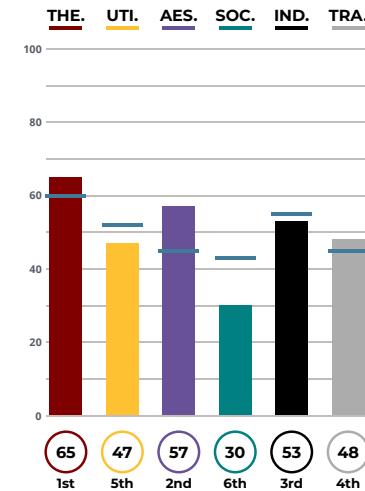
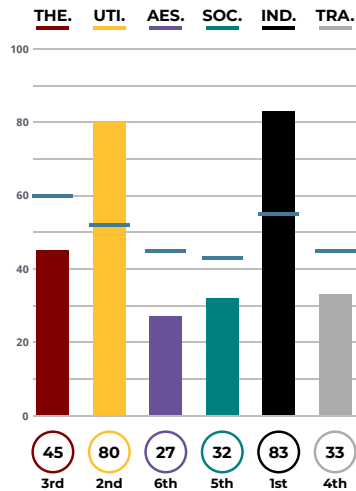
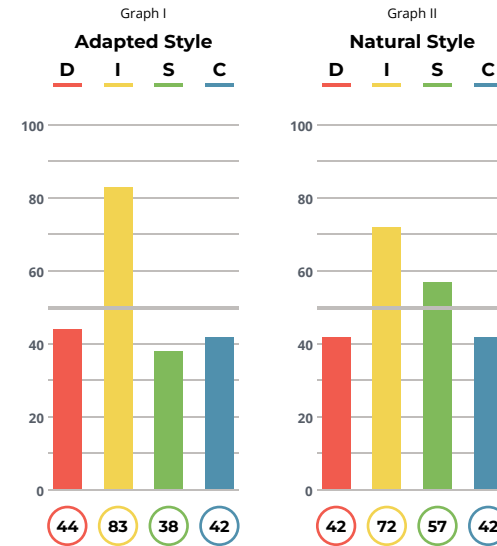
Behaviors & Motivators Graphs



Leader Linda:



New Hire Bob Highperformer:

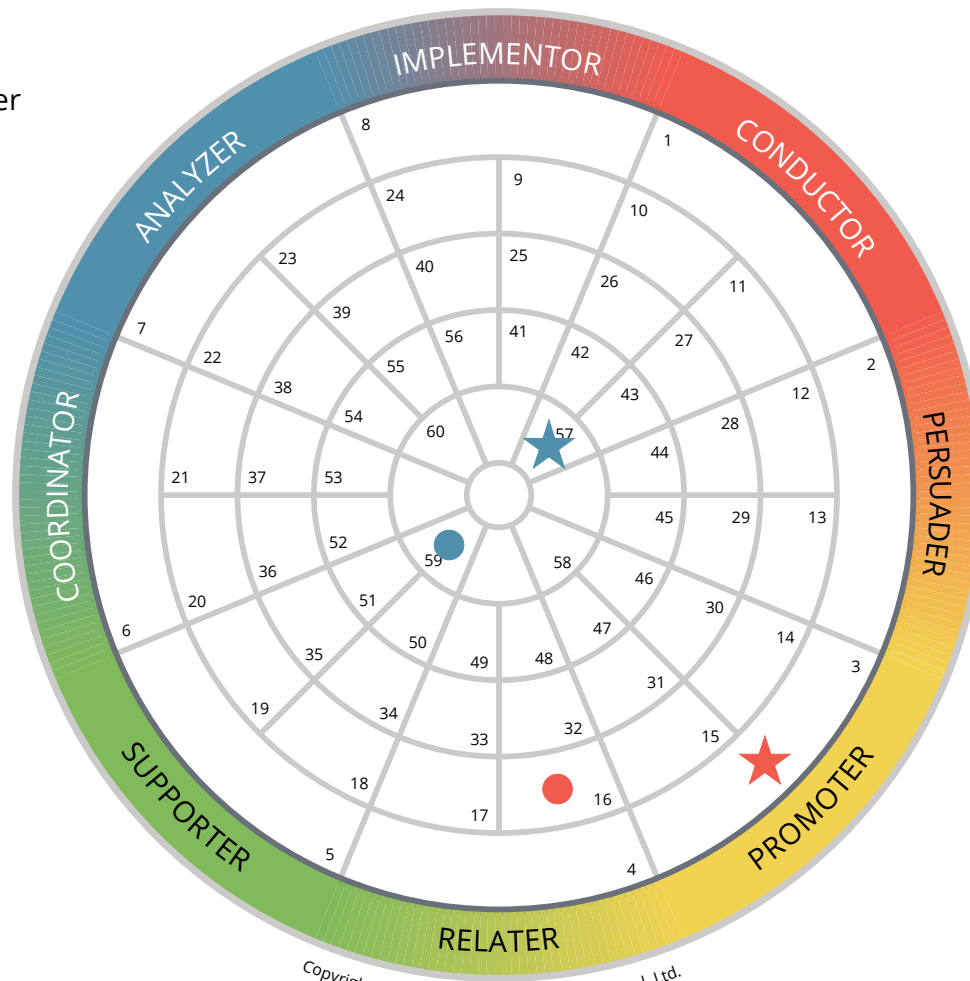


The TTI Success Insights® Wheel



■ Leader Linda

■ New Hire Bob Highperformer



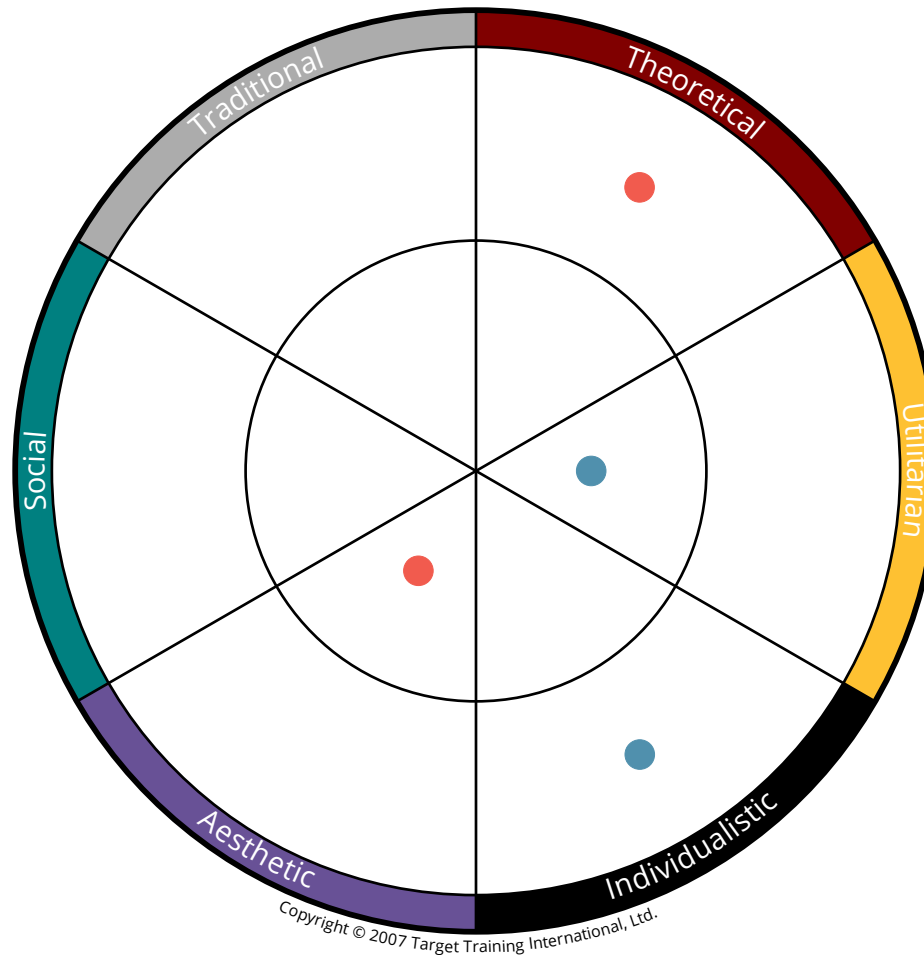
★ Adapted

● Natural

Motivators Wheel™



- Leader Linda
- New Hire Bob Highperformer



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