TTI SUCCESS INSIGHTS®

Talent Insights®

Comparison Report

Suzie Price and Shawn Smith

8-10-2023

Helping Leaders Build an Energetic, Committed and Drama-Free Workforce
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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.

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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 Suzie

- Understand her sporadic listening skills.
- Use her jargon.
- Give strokes for her involvement.
- Read the body language for approval or disapproval.
- Deal with details in writing, have her commit to modes of action.
- Be isolated from interruptions.
- Be specific and leave nothing to chance.
- Use enough time to be stimulating, fun-loving, and fast-moving.

Ways to Communicate with Shawn

- Use expert testimonials.
- Listen to him.
- Provide details in writing.
- Respect his quiet demeanor.
- Keep at least three feet away from him.
- Clearly define (preferably in writing) individual contributions.
- Provide a friendly environment.
- Be prepared with the facts and figures.

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Checklist for Communicating

Continued

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

- Talk down to her.
- Be dictatorial.
- Leave decisions hanging in the air.
- Be put off by her "cockiness."
- Legislate or muffle—don't overcontrol the conversation.
- Dream with her or you'll lose time.
- Be curt, cold, or tight-lipped.
- Use a paternalistic approach.

Ways NOT to Communicate with Shawn

- Leave things open to interpretation.
- Use inappropriate buzz words.
- Pretend to be an expert if you are not.
- Manipulate or push him into agreeing because he probably won't fight back.
- Debate about facts and figures.
- Be disorganized.
- Make statements you cannot prove.
- Stick coldly or harshly to business; on the other hand, don't lose sight of goals by being too personal.

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Value to the Organization

This section of the report identifies the specific talents and behavior Suzie and Shawn 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.

Suzie's Value:

- Motivates others towards goals.
- People-oriented.
- Creative problem solving.
- Accomplishes goals through people.
- Team player.
- Verbalizes her feelings.
- Optimistic and enthusiastic.
- Positive sense of humor.

Shawn's Value:

- Service-oriented.
- People-oriented.
- Suspicious of people with shallow ideas.
- Good at reconciling factions—is calming and adds stability.
- Always looking for logical solutions.
- Objective and realistic.
- Good listener.
- Patient and empathetic.

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Behavioral Descriptors

Based on Suzie's and Shawn'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	Inspiring	Relaxed	Cautious
Ambitious	S.P. Magnetic	Passive	Careful
S.P. Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive S.S.	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-minded
Decisive	Optimistic	Steady	Balanced Judgment S.S.
Venturesome S.S.	Trusting	Stable	Diplomatic
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-oriented	Unsystematic
Modest	Suspicious S.S.	Eager	S.P. Uninhibited
Peaceful	Matter-of-Fact	S.P. Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

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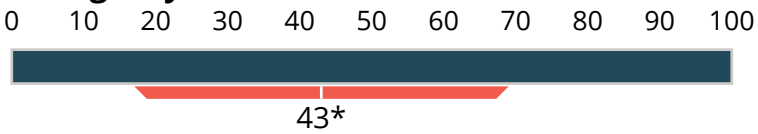
Primary Behavioral Cluster

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.

Suzie Price:

1. Urgency - Take immediate action.



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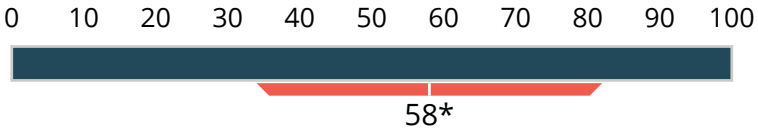
2. Interaction - Frequently engage and communicate with others.



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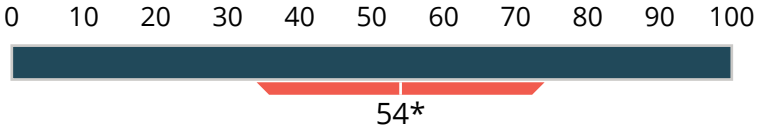
3. Versatile - Adapt to various situations with ease.



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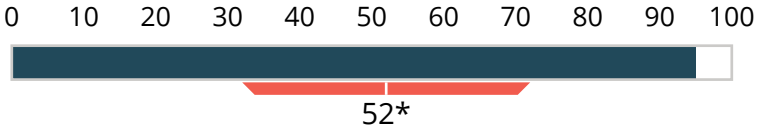
4. Frequent Change - Rapidly shift between tasks.



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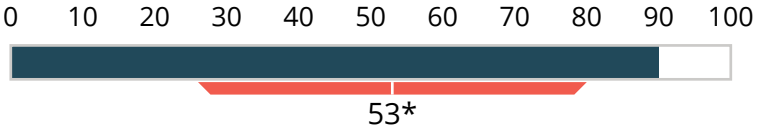
Shawn Smith:

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



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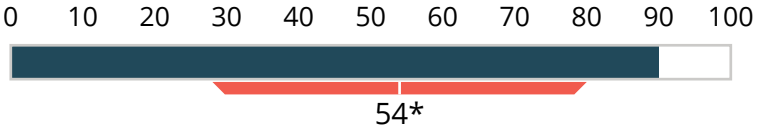
2. Analysis - Compile, confirm and organize information.



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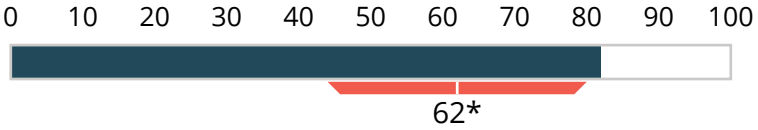
3. Persistence - Finish tasks despite challenges or resistance.



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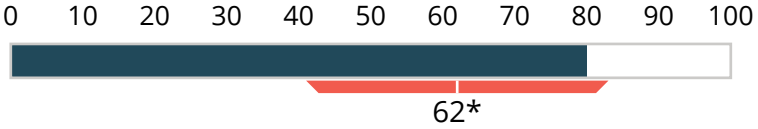
4. Consistent - Perform predictably in repetitive situations.



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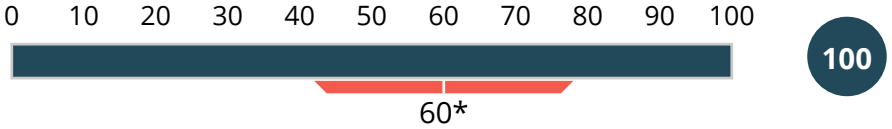
Motivators Hierarchy

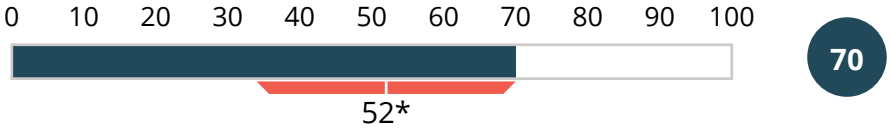
Your drive to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

Suzie Price:

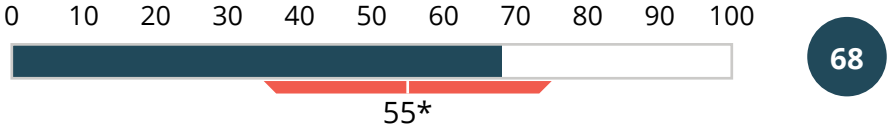
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



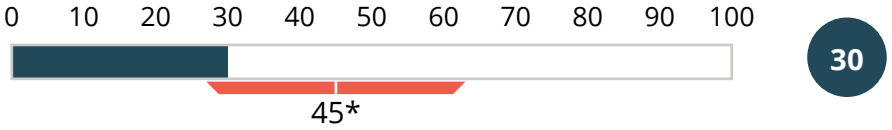
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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

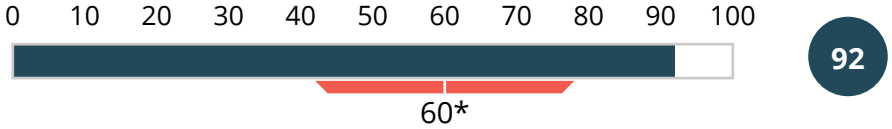


4. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



Shawn Smith:

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



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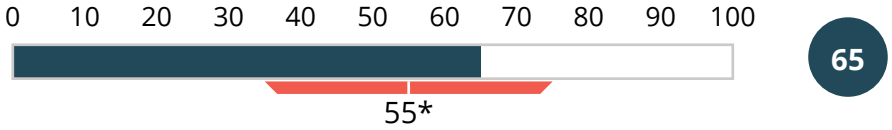
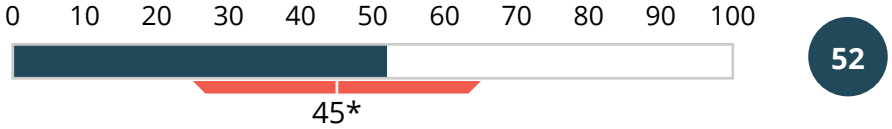
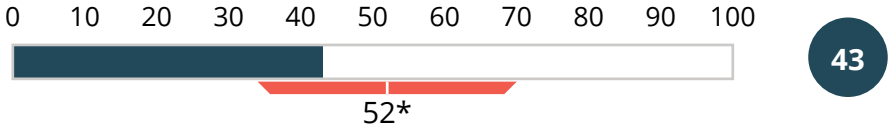


3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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



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Potential Behavioral & Motivational

Strengths

This section describes the potential areas of strength between Suzie's and Shawn'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.

Suzie's Strengths

- Will bring high energy and enthusiasm to the researching process.
- Looks for the positive side of every situation.
- Brings enthusiasm to practical situations.
- Tends to be futuristic and entrepreneurial in attaining results.
- Thrives on the challenge of solving problems.
- Will be decisive and make fact-based decisions.
- Very creative in solving problems.
- Tends to be futuristic.

Shawn's Strengths

- A methodical and reliable researcher.
- Will keep sensitive information under lock and key.
- Wants to control his destiny, but does so in a soft way.
- The ideal right hand to a goal-driven leader.
- Defines and clarifies procedures clearly by having and providing the necessary information.
- His desire to learn more allows processes to become more effective.
- Likes to do it right the first time and wants recognition for this.
- Holds others to high standards.

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Potential Behavioral & Motivational

Conflict

This section describes the potential areas of conflict between Suzie's and Shawn'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.

Suzie's Conflicts

- Ability to learn is diminished due to her lack of focus on one thing.
- Will tend to elaborate on limited data.
- May not recognize increased risk associated with bigger rewards.
- Efficiency is diminished with small talk.
- A focus on quick results may hinder quality of information.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- May offend others with too much discussion of results.
- Can be a workaholic.

Shawn's Conflicts

- Will have difficulty in establishing priorities in learning new matters.
- May not pursue knowledge if it jeopardizes his security.
- Has strong opinions but may not always share them.
- Listens to others but wants to act to his own interest.
- May be seen as a procrastinator due to his desire for all information and fear of making a mistake.
- Never enough facts to prove a new theory.
- Can confuse his desire for authority or power with his want for enforcing rules.
- May set unreachable standards for himself and others.

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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 Suzie's and Shawn's behavioral style and top two motivators. Use this section to identify specific duties and responsibilities each person enjoys.

Suzie's Ideal Environment

- Tasks involving motivated groups and establishing a network of contacts.
- Nonroutine work with challenge and opportunity.
- Work tasks that change from time to time.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- New and challenging questions or projects.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- Optimism about expected results is not frowned upon.
- Having economic, competitive, and challenging incentives.
- The experience is seen as a part of the desired return on investment.

Shawn's Ideal Environment

- Assignments that can be followed through to completion.
- Needs personal attention from his manager and compliments for each assignment well done.
- An environment where he can use his intuitive thinking skills.
- A logical approach to problem solving and information-based solutions.
- Appreciation for the process of gathering data in order to avoid mistakes.
- An environment where being prepared for meetings is rewarded.
- A forum for leveraging loyalty and long-term relationships for the betterment of the organization.
- Recognition and rewards for consistency, steadiness, and being methodical.
- An environment that demands high standards with the opportunity to enforce such standards.

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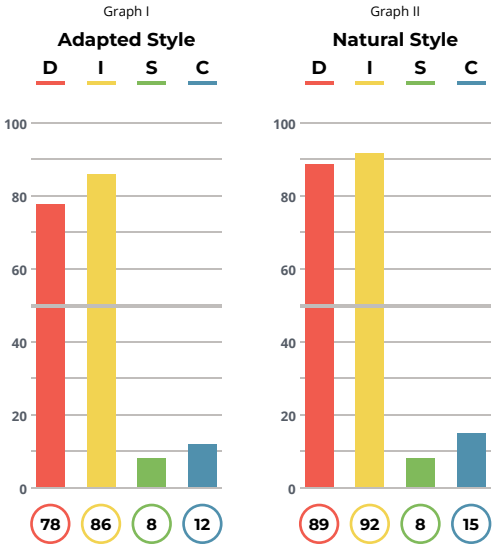
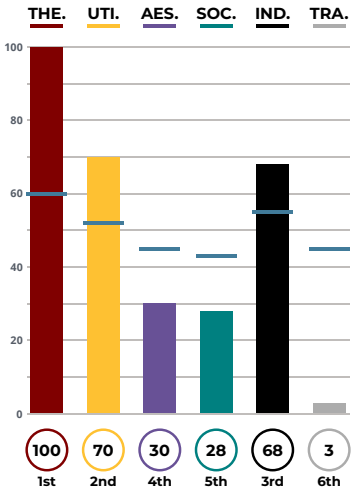
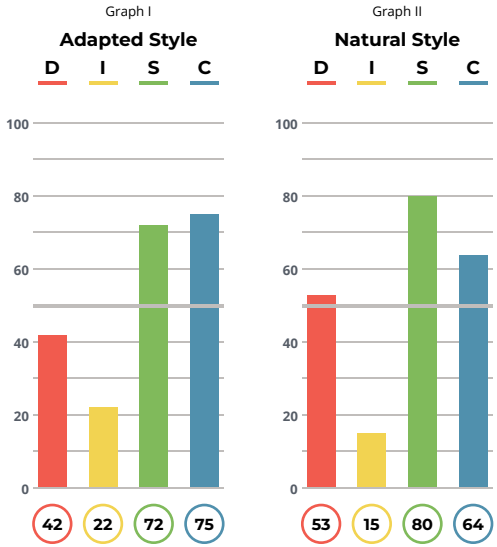
Behaviors & Motivators Graphs

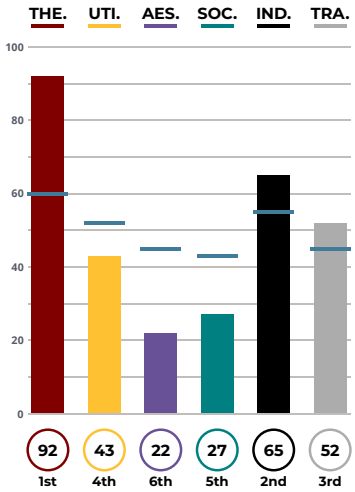
Suzie Price:





Shawn Smith:





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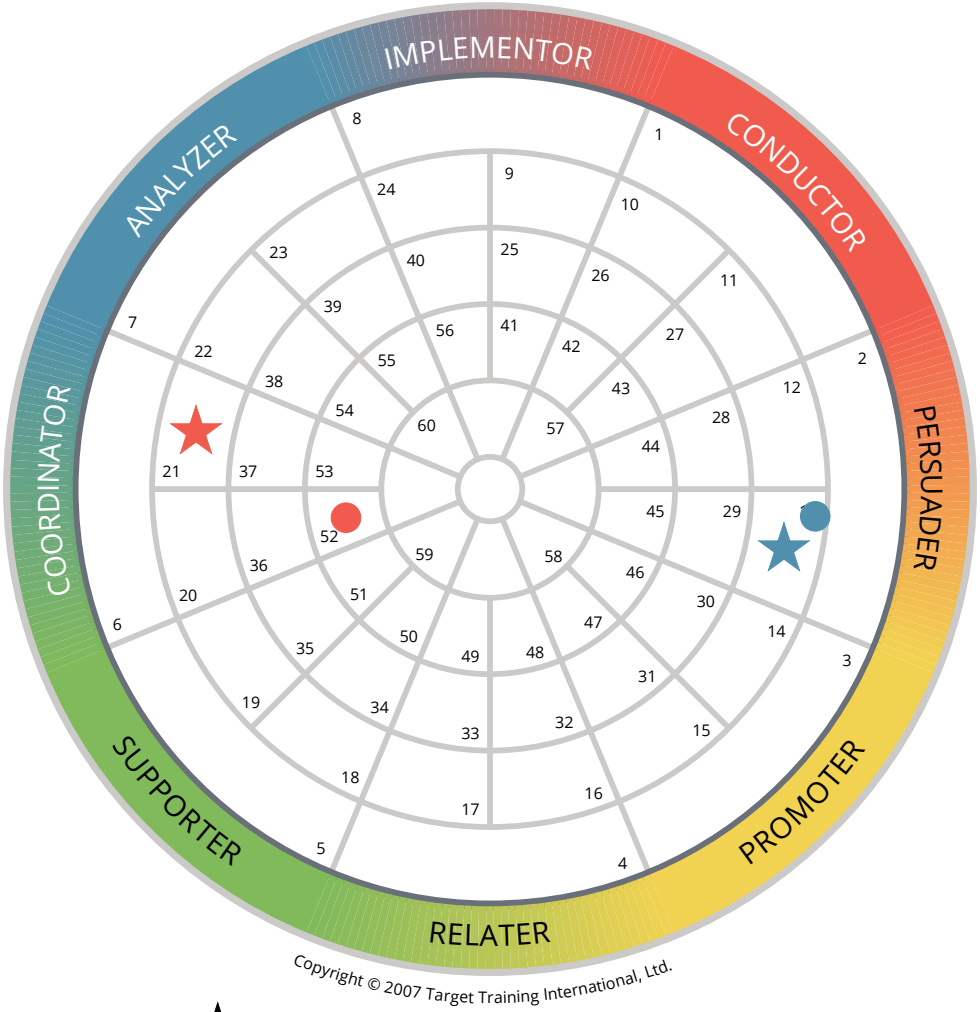
The TTI Success Insights® Wheel

Suzie Price

Shawn Smith



★ Adapted ● Natural

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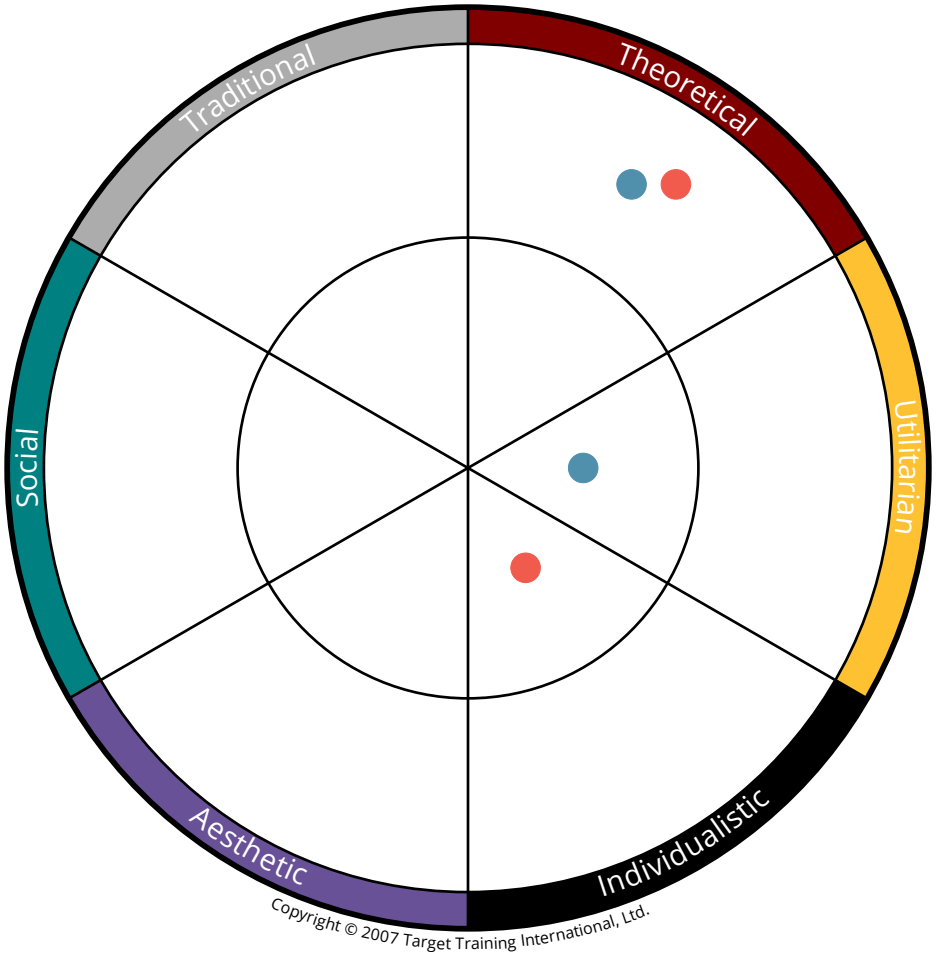
Motivators Wheel™

Suzie Price

Shawn Smith



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

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