



TTI
SUCCESS
INSIGHTS®

Talent Insights® Comparison Report

Shawn Simon and Suzie Price

Side By Side
4-6-2019

Helping Leaders Create an Energetic, Committed & Drama-Free Workforce

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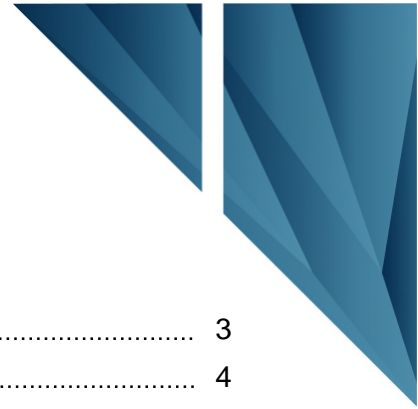


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Introduction Where Opportunity Meets Talent

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 Shawn

- Provide "yes" or "no" answers--not maybe.
- Use a motivating approach, when appropriate.
- Stick to business--let him decide if he wants to talk socially.
- Ask specific (preferably "what?") questions.
- Appeal to the benefits he will receive.
- Support and maintain an environment where he can be efficient.
- Clarify any parameters in writing.
- Provide facts and figures about probability of success, or effectiveness of options.

Ways to Communicate with Suzie

- Use a motivating approach, when appropriate.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Provide "yes" or "no" answers--not maybe.
- Expect her to return to fight another day when she has received a "no" answer.
- Plan interaction that supports her dreams and intentions.
- Read the body language for approval or disapproval.
- Ask for her opinions/ideas regarding people.
- Understand her defiant nature.



Checklist for Communicating *Continued*

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

- Let disagreement reflect on him personally.
- Let him overpower you with verbiage.
- Be redundant.
- Come with a ready-made decision, or make it for him.
- Take credit for his accomplishments.
- Direct or order.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Muffle or overcontrol.

Ways **NOT** to Communicate with Suzie

- Be curt, cold or tight-lipped.
- Hesitate when confronted.
- Legislate or muffle--don't overcontrol the conversation.
- Ramble.
- Be dictatorial.
- Leave decisions hanging in the air.
- Talk down to her.
- Be paternalistic.



Value to the Organization

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

Shawn's Value:

- Forward-looking and future-oriented.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Self-starter.
- Tenacious.
- Has the confidence to do the difficult assignments.
- Accomplishes goals through people.
- Creative in his approach to solving problems.
- Challenge-oriented.

Suzie's Value:

- Accomplishes goals through people.
- Negotiates conflicts.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Verbalizes her feelings.
- Builds confidence in others.
- Pioneering.
- Team player.
- Big thinker.



Behavioral Descriptors

Based on Shawn's and Suzie'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 S.P.	Passive	Careful
Pioneering S.P.	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
S.S. Determined	Convincing	Predictable	Accurate
Competitive	Poised S.S.	S.S. Consistent	Open-Minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influencing	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active S.P.	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 S.S.
Unobtrusive	Incisive	Impulsive	Unbending S.P.

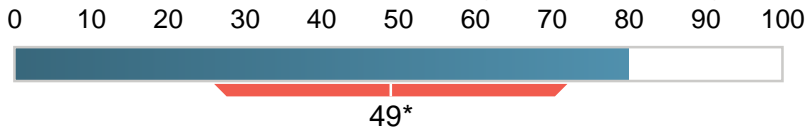


Primary Behavioral Cluster

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.

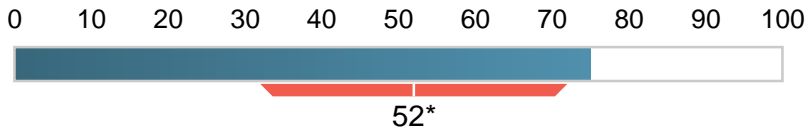
Shawn Simon:

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



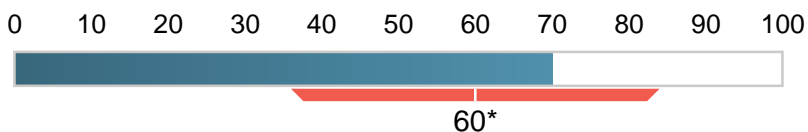
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2. Frequent Change - Rapidly shift between tasks.



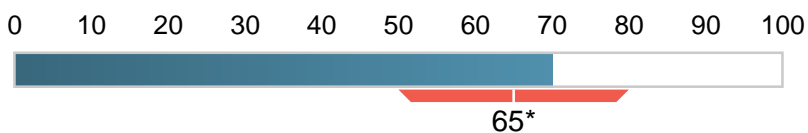
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3. Interaction - Frequently engage and communicate with others.



70

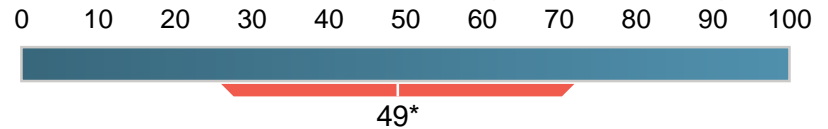
4. People-Oriented - Build rapport with a wide range of individuals.



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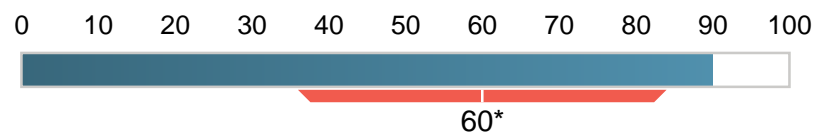
Suzie Price:

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



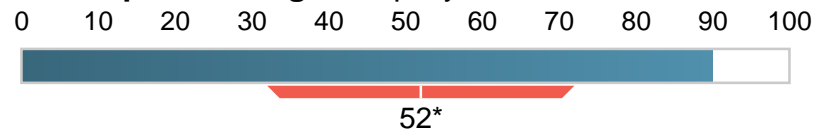
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2. Interaction - Frequently engage and communicate with others.



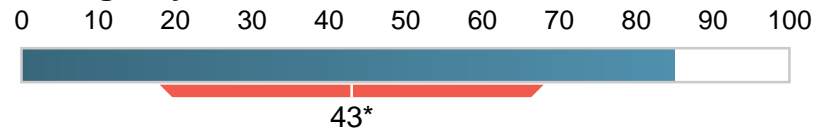
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3. Frequent Change - Rapidly shift between tasks.



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4. Urgency - Take immediate action.



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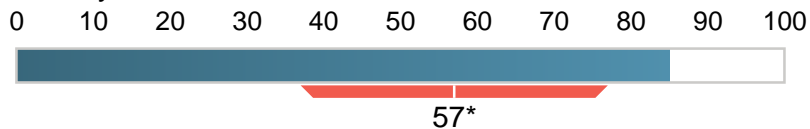


Motivators Hierarchy

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.

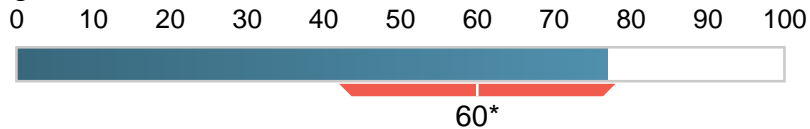
Shawn Simon:

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



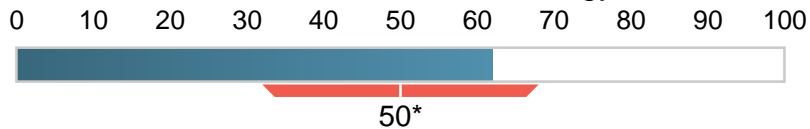
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2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



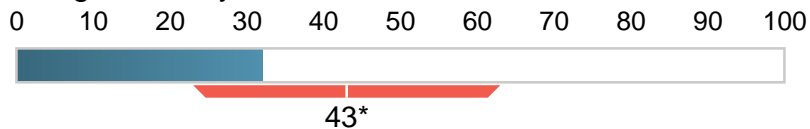
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3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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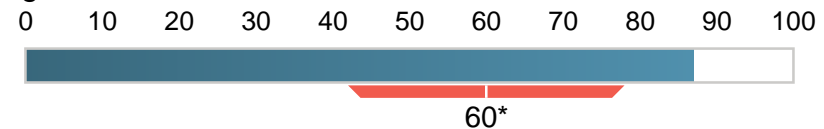
4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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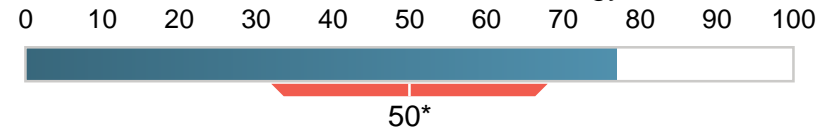
Suzie Price:

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



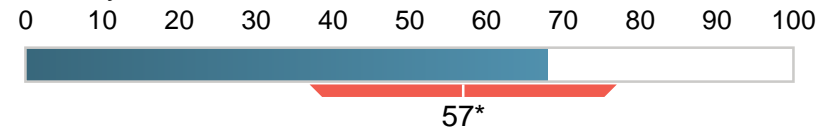
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2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



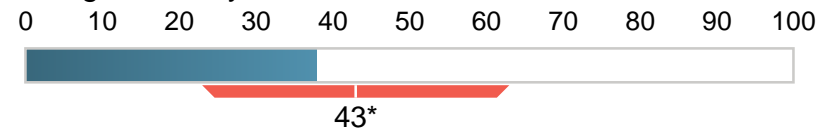
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3. Individualistic/Political - Rewards those who value personal recognition, freedom and control over their own destiny and others.



68

4. 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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Potential Behavioral and Motivational Strengths

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

Shawn's Strengths

- Bottom-line focused when leading others.
- Not easily deterred by setbacks.
- Offers informed opinions on a variety of topics.
- Will be decisive and make fact-based decisions.
- Positively promotes the image of the organization.
- Motivates others to be the best they can be.
- Volunteers his knowledge on many subjects.
- Willing to share knowledge to benefit the team or organization.

Suzie's Strengths

- Volunteers her knowledge on many subjects.
- Looks for the positive side of every situation.
- Optimistic in process improvement.
- Sees the positive in all resources and will want to use resources accordingly.
- Will be decisive and make fact-based decisions.
- Offers informed opinions on a variety of topics.
- Tends to be futuristic.
- Has an entrepreneurial mindset.



Potential Behavioral and Motivational Conflict

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

Shawn's Conflicts

- Can set personal standards too high.
- May not realize the negative consequences of his quick decisions.
- The need to research everything and the corresponding need to do everything too soon and too fast.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- May only interact with those he feels complement his goals.
- He may overestimate his authority.
- May present facts and figures with too much emotion.
- May be too trusting of people as resources.

Suzie's Conflicts

- May present facts and figures with too much emotion.
- Will tend to elaborate on limited data.
- Struggles with balancing efficiency and interaction with others.
- May overlook details when weighing results.
- An urgency to get things done may conflict with a desire to know all there is to know about a given subject.
- The need to research everything and the corresponding need to do everything too soon and too fast.
- Can be a workaholic.
- Tends to think bigger is always better.



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

Shawn's Ideal Environment

- Nonroutine work with challenge and opportunity.
- Assignments with a high degree of people contacts.
- Democratic supervisor with whom he can associate.
- The ability to be direct and pointed with the discovery of information needed to solve problems.
- Active problems that require researched-based solutions.
- A forum to be curious about the discovery of new information.
- A forum to celebrate successes as an individual.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.
- An environment where competition and winning is viewed as the ideal.

Suzie's Ideal Environment

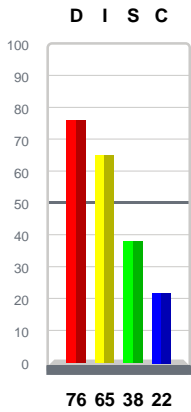
- Assignments with a high degree of people contacts.
- Democratic supervisor with whom she can associate.
- Nonroutine work with challenge and opportunity.
- Active problems that require researched-based solutions.
- Flexibility to attend tradeshow and seminars in order to gain information and share with others.
- Appreciation for a logical approach to problem solving.
- An environment where direct, bottom-line efforts are appreciated.
- Having economic, competitive and challenging incentives.
- Rewards based-on challenging the status quo resulting in a return to the organization.



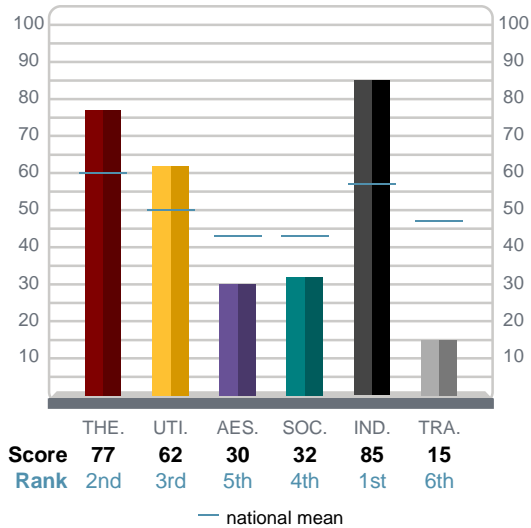
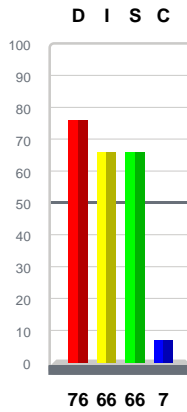
Behaviors and Motivators Graphs

Shawn Simon:

Adapted Style

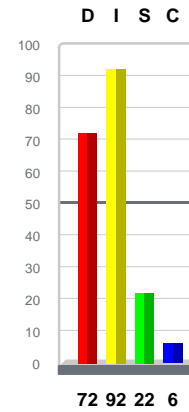


Natural Style

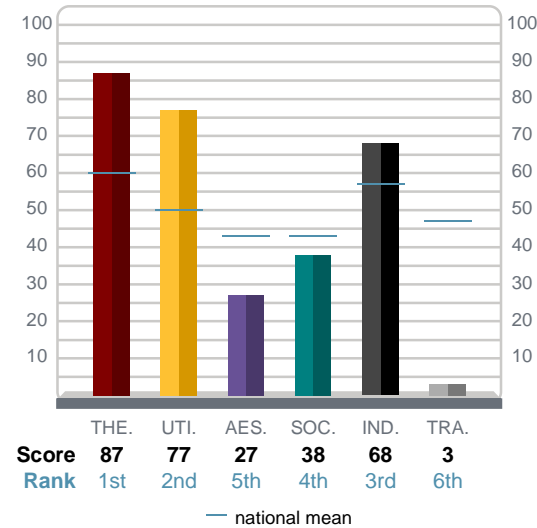
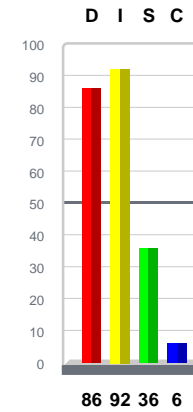


Suzie Price:

Adapted Style



Natural Style

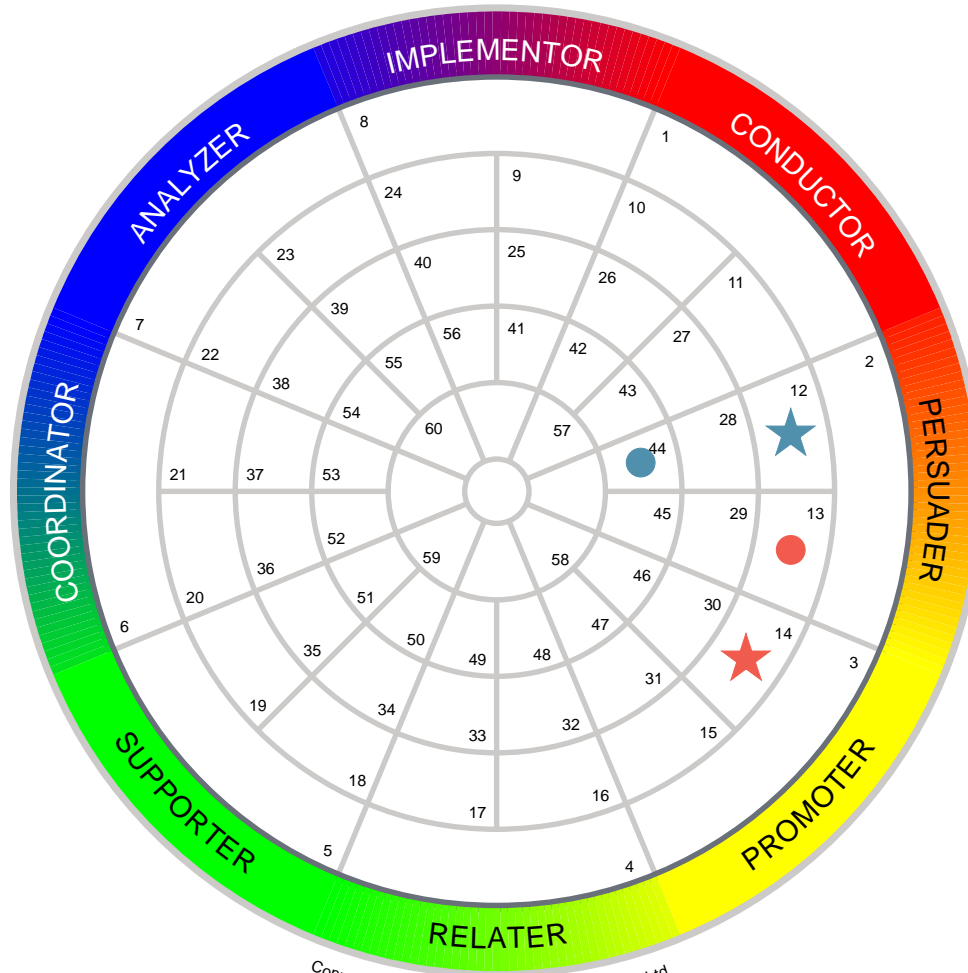




The Success Insights® Wheel

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■ Suzie Price



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★ Adapted

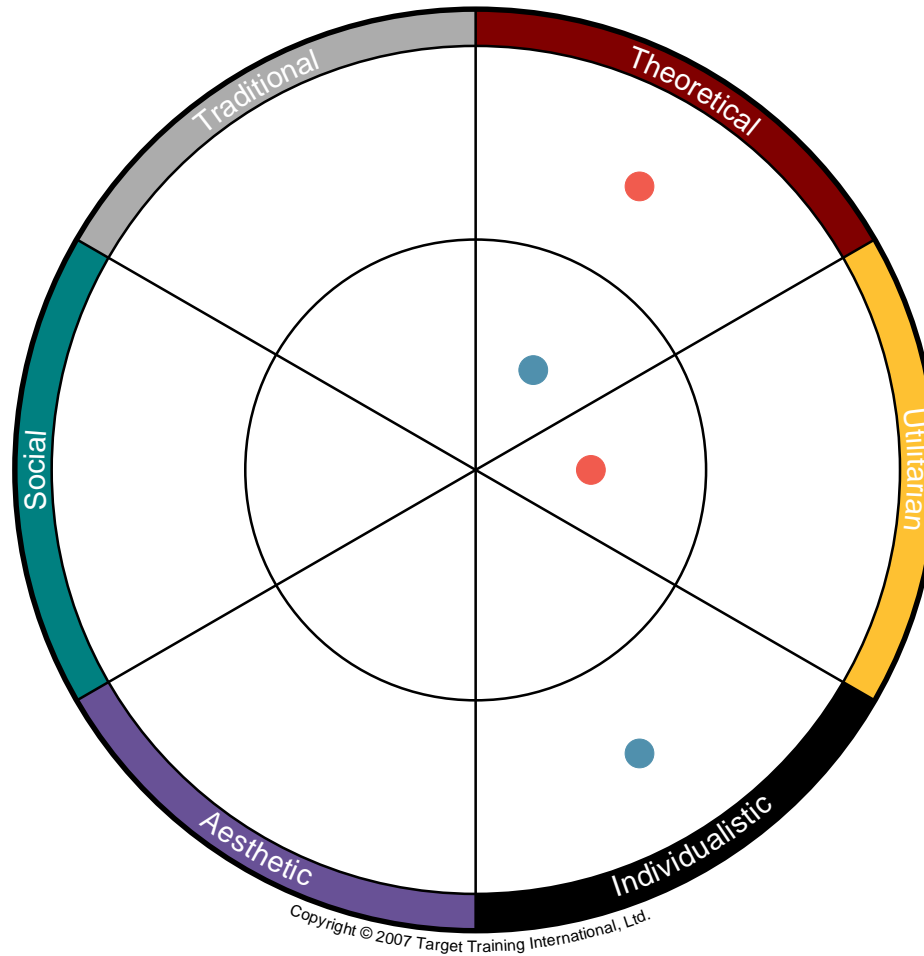
● Natural



Motivators Wheel™

■ Shawn Simon

■ Suzie Price



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