Sample Side-By-Side Talent Insights *(DISC and Motivators)*
Report and Sample Debriefing Agenda

Updated: July 2024

Potential Uses for the Side-by-Side Reports: On Boarding, Team Building, Conflict Management/Resolution, New Leader Assimilation, Family Members.

Objectives: The aims of this report and process are:

1. To develop trust, understanding, and the ability for two professionals working together to quickly learn to work together effectively and efficiently.
2. To gain a better understanding of each other's strengths and potential blind spots.
3. To use the results to derive more value from the insights gained from the assessments.

Additional Support Materials:

- Wake Up Eager Workforce Podcast Episode #99 - (**Step By Step Guide**) Creating Connection and Positive Relationships with Side-by-Side Reports (Audio and Transcript)
- Create a Team Talent Tracker, a **training session summary document** of the Team's DISC Style and Motivators with tips for collaboration, top strengths, and blind spots. Enter Team information and share it with the Team Leader or the entire Team.
- Use and share these **'Flash Cards'** for more understanding: DISC Styles Flash Card Top Motivators Flash Card
- Review the **sample Side by Side Report** for Leader Linda and New Hire Harry, starting on Page 3 of this document.
- **Keep The Car Analogy in Mind Around What Is and Is NOT Measured in The Side by Side Report:** This Report is ONLY measuring How You Drive (communication style) and What Puts Gas in Your Tank (motivators and interests). It does does NOT represent: Roads Traveled (background/business and individual experiences); Desired Next Destination (decisions you have made about what you want for your future); Garage – Where You are Parked (team and culture); What is Under the Hood (personal skills measured by the EQ or Acumen portion of TriMetrix.)

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Sample Review Agenda: Use this review agenda when a leader is facilitating the discussion between two people, and when two people will review together on their own. If needed, have two meetings, one to review and share the DISC/Communication Style insights, and the second to share the Motivators/Top Interests insights.

- **Share:** Objectives of the report and process. (See Objectives above.)
- **Icebreaker Exercise: Have each person share their answers**. Listen to matches to their #1 and #2 Motivators. *"The person who has influenced me the most in my life, is… and this is the difference their example made…"*
- **Check In:** How is the working relationship going? What is working? What could be going better? (Each person shares their view.)
- **Review Assessment Similarities and Differences:**
  - Page 5: Review Similarities and Differences on the) **DISC Wheel** "How I Like to Drive Around" (Communication Preferences Five Days a Week. and Motivators Graphs "what puts gas in my tank."
  - Page 13: Review Similarities and Differences on the) **Motivators Wheel** "What Puts Gas in My Tank" (What One is Most Interested in Doing Five Days a Week.
  - Use and share these **'Flash Cards'** for more understanding: DISC Styles Flash Card Top Motivators Flash Card
- **DISC Pages to Discuss and Share:**
  - Pages: 7, 9, 10, 11, 12
  - Activity: Each person takes turns sharing the top two to three items on each page that matters most right now. They will share what they selected and why it matters to them. Feel free to edit a statement to make it a better match.
- **Motivators Pages to Discuss and Share:**
  - Pages: 14, 15, 16, 17
  - Activity: Each person takes turns sharing the top two to three items on each page that matters most right now. They will share what they selected and why it matters to them. Feel free to edit a statement to make it a better match.
  -
- **Each Shares:** "*This is what I've found most useful in this discussion…"*
- Review any agreed upon actions going forward.

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Comparison Report

Leader Linda and New Hire Bob Highperformer

11-24-2023

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

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Table of Contents

Introduction - *Where Opportunity Meets Talent* 3
Behavioral Characteristics 4
The TTI Success Insights® Wheel 5
Behavioral Styles Descriptors 6
Primary Cluster - *Behavioral Styles Characteristics* 7
Behavioral Styles Hierarchy 8
Ways to Communicate 9
Ways Not to Communicate 10
Value to the Organization 11
Perceptions - *How Others May View Leader and New Hire Bob* 12
Motivators Wheel™ 13
Motivators Hierarchy 14
Potential Behavioral & Motivational - *Strengths* 15
Potential Behavioral & Motivational - *Conflict* 16
Ideal Environment 17
Behaviors & Motivators Graphs 18

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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 potential strengths 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

The information dives into the realm of individual behavioral styles, with the aim of highlighting both the similarities and distinctions between yourself and another individual. Proficiency in effective communication holds the potential to be a pivotal factor in determining success or failure in both one's professional and personal spheres. The foundation of effective communication is rooted in the deeper understanding of oneself and the potential outcomes of engaging with another individual.

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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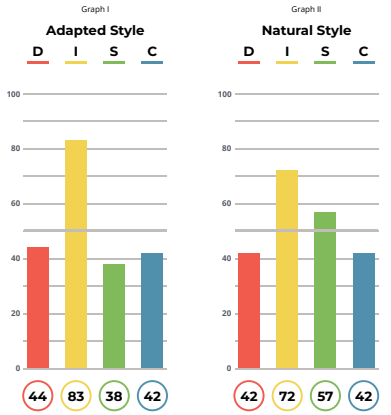
Behavioral Characteristics

The following report is designed to help Leader and New Hire Bob become more self-aware and aware of each other in order to raise their level of engagement. People tend to be more engaged when comfortable and connected to the activities and people they encounter. This page offers insight into HOW Leader and New Hire Bob prefer to do what they do.

Leader requires many good reasons, as well as the benefits involved, before agreeing to making changes. She likes to set her own pace. When others try to rush her, she feels threatened and may balk. At times she can be quite skeptical. Others may misinterpret this strength as a negative one, but she is only seeking the necessary data. When challenged, she becomes more objective. Leader sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She usually develops strong attachments to her work group and family. She is a team player but can also exhibit a desire for independence. Leader looks to people for support and inner-satisfaction as a way to reach her personal goals. She wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible.

Leader Linda

New Hire Bob can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He places his focus on people. To him, strangers are just friends he hasn't met! He may tend to agree to avoid confrontation. He can combine and balance enthusiasm and patience. New Hire Bob can be obliging and accommodating; that is, he likes to work with people and help them. He likes public recognition for his achievements. One of his motivating factors is recognition and praise. He likes quality social relationships. He often will become friends with his customers or clients. He is good at fostering enthusiasm in others. New Hire Bob can be seen as a person of good will. He is gregarious and sociable. He will be seen as a good mixer, both on or off the job.



New Hire Bob Highperformer

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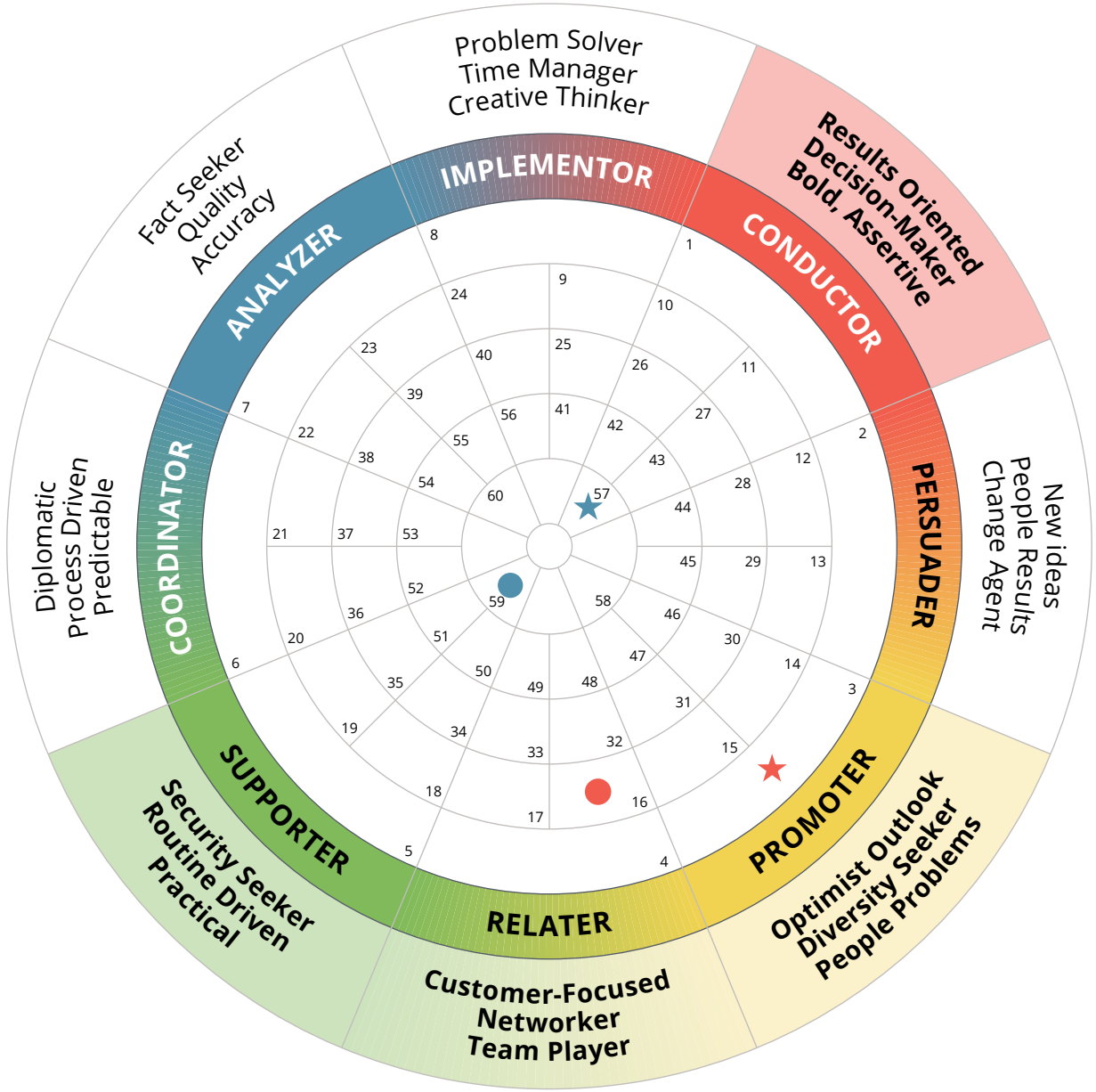
The TTI Success Insights® Wheel

Leader

New Hire Bob



● Natural

★ Adapted

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Behavioral Styles 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.

Dominance	Influence	Steadiness	Compliance
Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised N.H.	Consistent	Open-minded
L.L. Decisive	Optimistic	L.L. Steady	Balanced Judgment
Venturesome	Trusting	Stable N.H.	Diplomatic
Calculating N.H.	Reflective L.L.	Mobile	L.L. Firm N.H.
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

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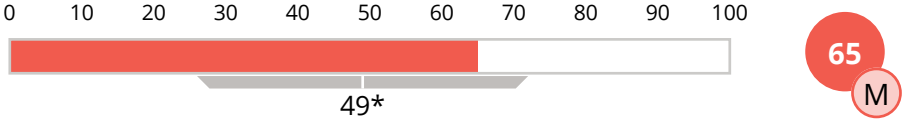
Primary Cluster

Behavioral Styles Characteristics

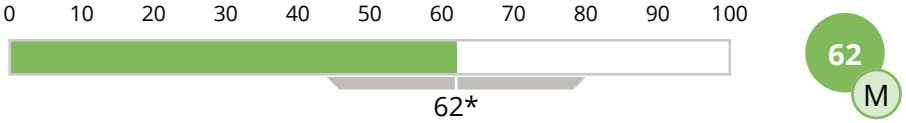
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

Leader Linda:

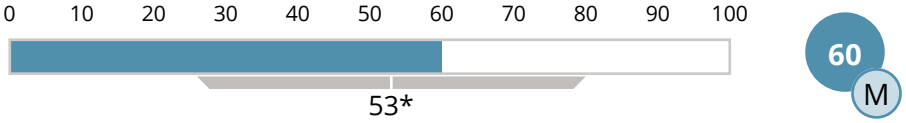
1. Competitive - Want to win or gain an advantage.



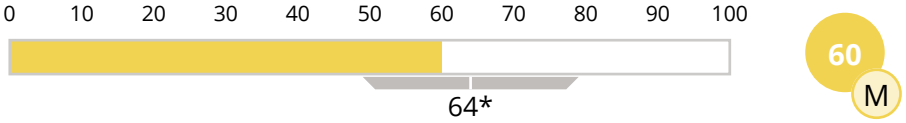
2. Persistence - Finish tasks despite challenges or resistance.



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

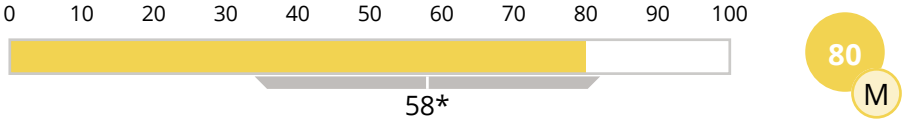


4. People-Oriented - Build rapport with a wide range of individuals.

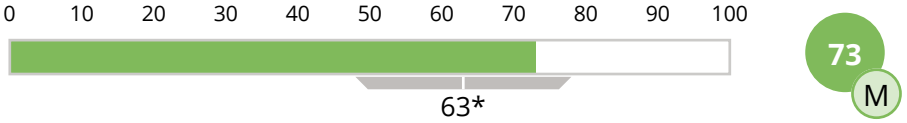


New Hire Bob Highperformer:

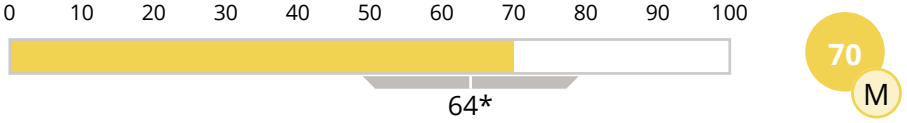
1. Interaction - Frequently engage and communicate with others.



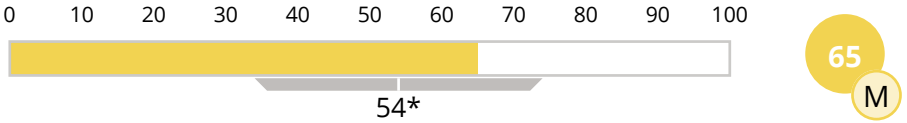
2. Customer-Oriented - Identify and fulfill customer expectations.



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



4. Versatile - Adapt to various situations with ease.



(EP) Extreme Passionate - Three standard deviations above the mean

(P) Passionate - Two standard deviations above the mean

(M) Mainstream - One standard deviation above or below the mean

(I) Indifferent - Two standard deviations below the mean

(EI) Extreme Indifferent - Three standard deviations below the mean

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Behavioral Styles Hierarchy

	Leader	New Hire Bob
D Dominance - How you respond to Problems and Challenges.		
1. Competitive - Want to win or gain an advantage.	65	50
2. Frequent Change - Rapidly shift between tasks.	55	60
3. Urgency - Take immediate action.	45	39
I Influence - How you influence People and Contacts.		
4. Interaction - Frequently engage and communicate with others.	50	80
5. People-Oriented - Build rapport with a wide range of individuals.	60	70
6. Versatile - Adapt to various situations with ease.	45	65
S Steadiness - How you respond to Pace and Change.		
7. Consistent - Perform predictably in repetitive situations.	60	55
8. Customer-Oriented - Identify and fulfill customer expectations.	57	73
9. Persistence - Finish tasks despite challenges or resistance.	62	53
C Compliance - How you respond to Procedures and Constraints.		
10. Analysis - Compile, confirm and organize information.	55	40
11. Following Policy - Adhere to rules, regulations, or existing methods.	60	52
12. Organized Workplace - Establish and maintain specific order in daily activities.	60	35

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Ways to Communicate

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 ideas that each person could consider when communicating with one another. 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.

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Ways Not to Communicate

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.

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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.

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Perceptions

How Others May View Leader and New Hire Bob

How might one's actions be perceived by others? Realizing other's perspectives can be an uncomfortable exercise, but a good step toward better communication. Below, outlines how Leader and New Hire Bob see themselves and how others might perceive them.

Leader Sees herself as...

- ✔ Considerate
- ✔ Good-natured
- ✔ Thoughtful
- ✔ Dependable

New Hire Bob Sees himself as...

- ✔ Enthusiastic
- ✔ Charming
- ✔ Outgoing
- ✔ Inspiring

Day-to-day, Others May See Leader as...

- ✔ Nondemonstrative
- ✔ Unconcerned
- ✔ Hesitant
- ✔ Inflexible

Day-to-day, Others May See New Hire Bob as...

- ✔ Self-Promoting
- ✔ Overly Optimistic
- ✔ Glib
- ✔ Unrealistic

In Extreme Situations, Others May See Leader as...

- ✔ Possessive
- ✔ Detached
- ✔ Stubborn
- ✔ Insensitive

In Extreme Situations, Others May See New Hire Bob as...

- ✔ Overly Confident
- ✔ Poor Listener
- ✔ Talkative
- ✔ Self-Promoter

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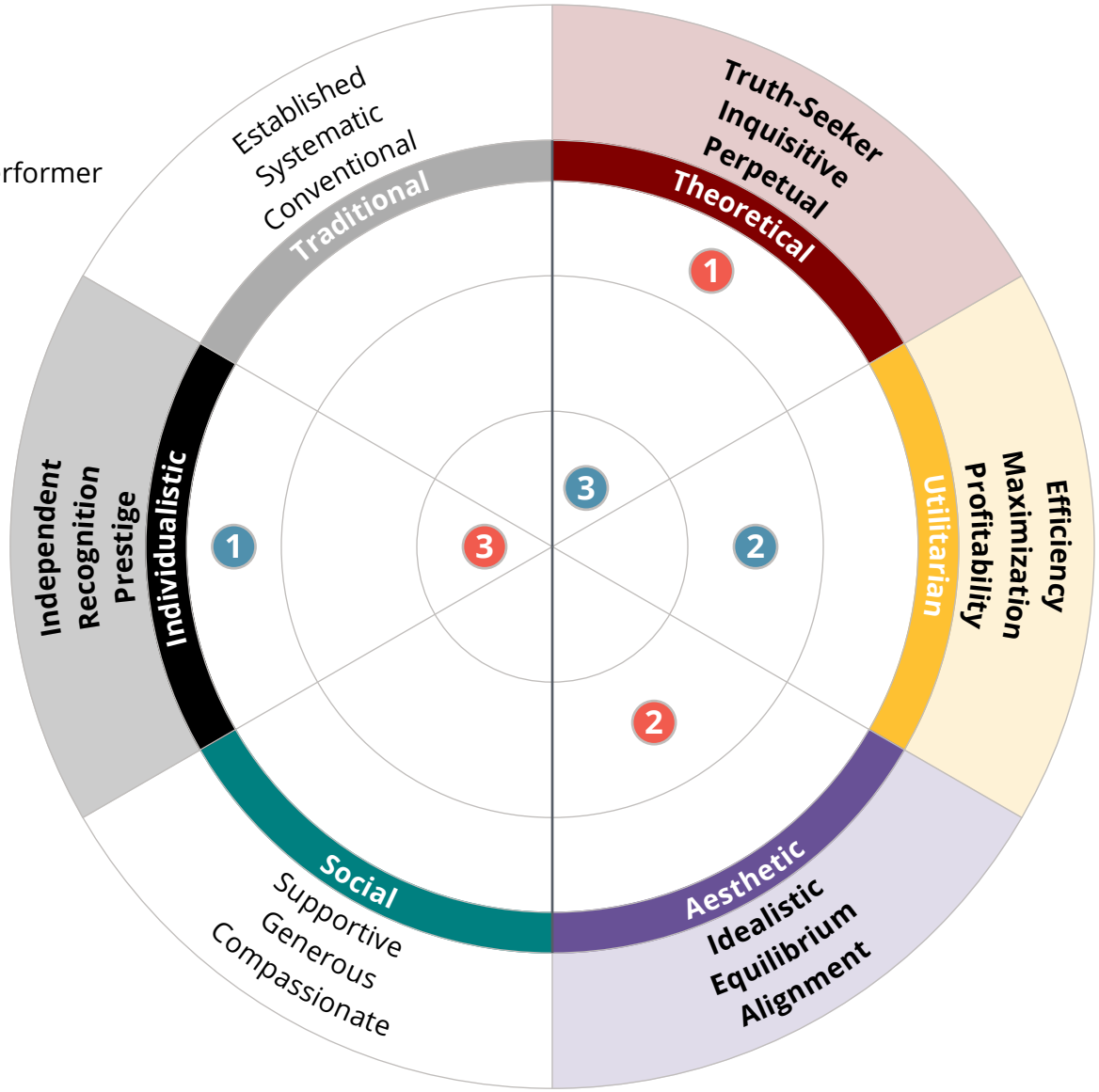
Motivators Wheel™

- Leader Linda
- New Hire Bob Highperformer



1 = #1 Motivator, 2 = #2 Motivator, 3 = #3 Motivator

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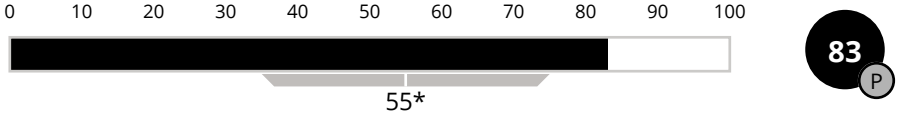
Motivators Hierarchy

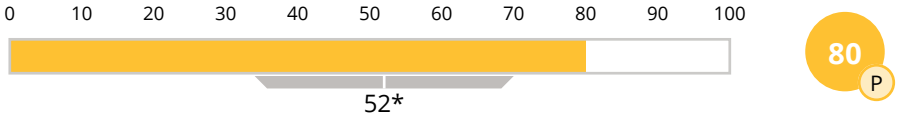
Your drive to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

Leader Linda:

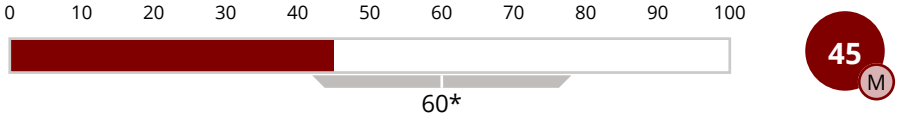
1. Individualistic/Political - Rewards those who value personal recognition, freedom and control over their own destiny and others.



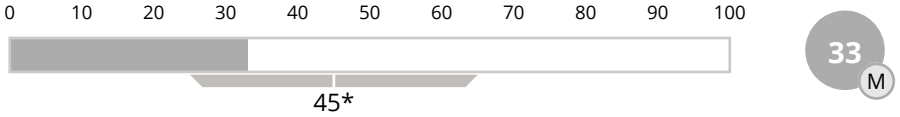
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



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



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



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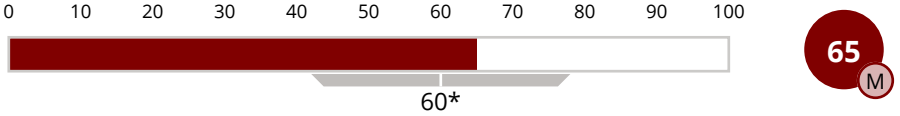
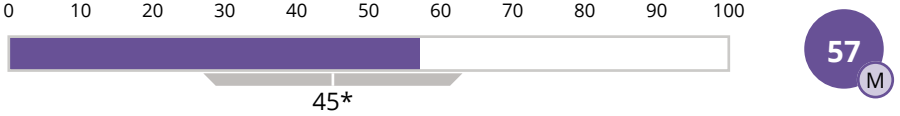


2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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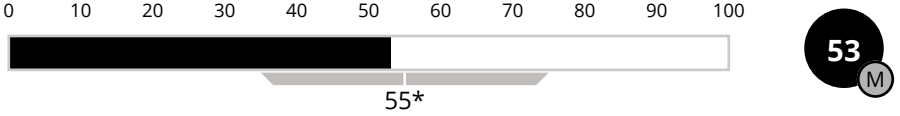

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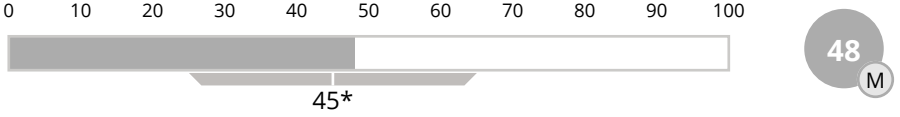

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Potential Behavioral & Motivational

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.

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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.

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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 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.

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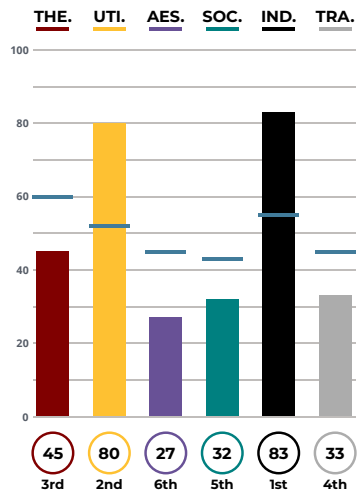
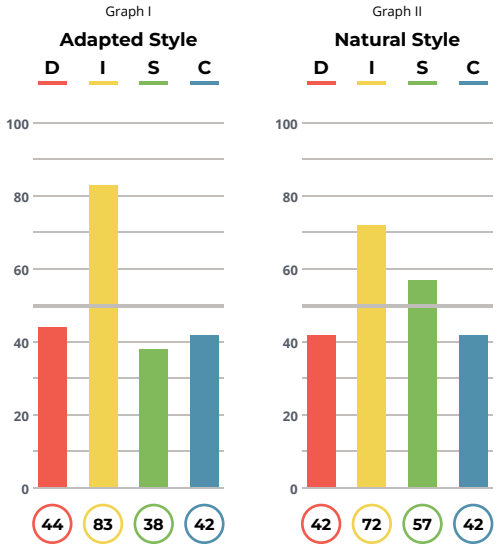
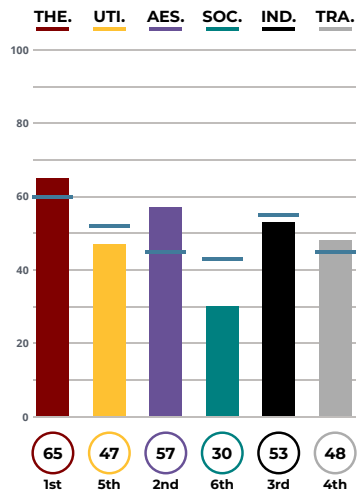
Behaviors & Motivators Graphs

Leader Linda:



New Hire Bob Highperformer:





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