



TTI
SUCCESS
INSIGHTS®

Interviewing Insights™

General

Jenn Doe



Introduction

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- how you respond to problems and challenges.
- how you influence others to your point of view.
- how you respond to the pace of the environment.
- how you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



General Characteristics

Based on Molly's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Molly's natural behavior.

Jenn places her focus on people. To her, strangers are just friends she hasn't met! She is optimistic and usually has a positive sense of humor. She is approachable, affectionate and understanding. She likes to develop people and build organizations. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." She can combine and balance enthusiasm and patience. She believes in getting results through other people. She prefers the "team approach." Jenn tends to trust people and may be taken advantage of because of her high trust level. She projects a self-assured and self-confident image.

Jenn is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful. She likes working for managers who make quick decisions. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She likes to participate in decision making. She is good at solving problems that deal with people.



General Characteristics Continued

Jenn is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Jenn will attempt to put them at ease. She tends to mask some of her directness in friendly terms and is usually recognized as a friendly and trusting person. She judges others by their verbal skills and warmth. She is good at negotiating conflict between others. Jenn feels that "if everyone would just talk it out, everything would be okay!" It is important for Jenn to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. She is people-oriented and verbally fluent. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She is both a good talker and a good listener.



Ideal Environment

This section identifies the ideal work environment based on Jenn's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Jenn enjoys and also those that create frustration.

- Practical work procedures.
- Work place where people seldom get mad.
- Assignments that can be completed one at a time.
- Assignments with a high degree of people contacts.
- Freedom from control and detail.
- Democratic supervisor with whom she can associate.



Value to the Organization

This section of the report identifies the specific talents and behavior Jenn brings to the job. By looking at these statements, one can identify her role in the organization. The organization can then develop a system to capitalize on her particular value and make her an integral part of the team.

- Verbalizes her feelings.
- Respect for authority and organizational structure.
- Accomplishes goals through people.
- Team player.
- Builds confidence in others.
- Turns confrontation into positives.
- Positive sense of humor.



Interview Questions

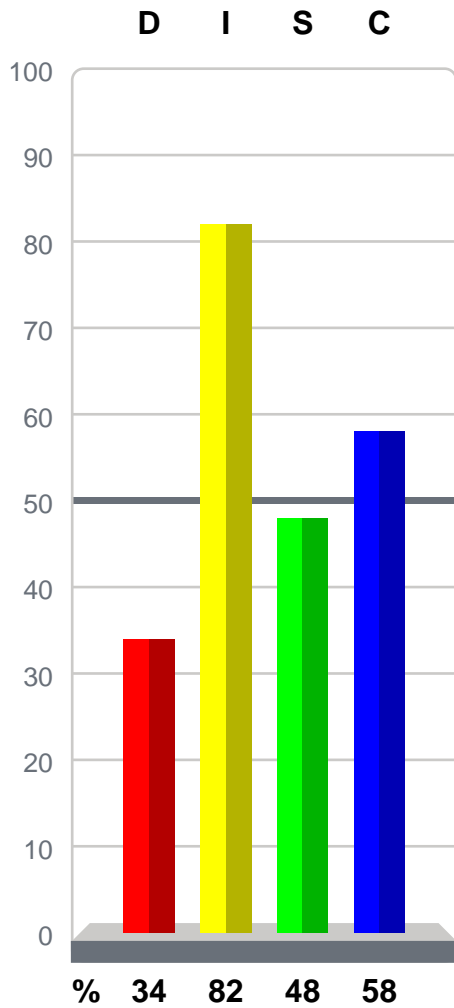
1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?



Style Insights® Graphs

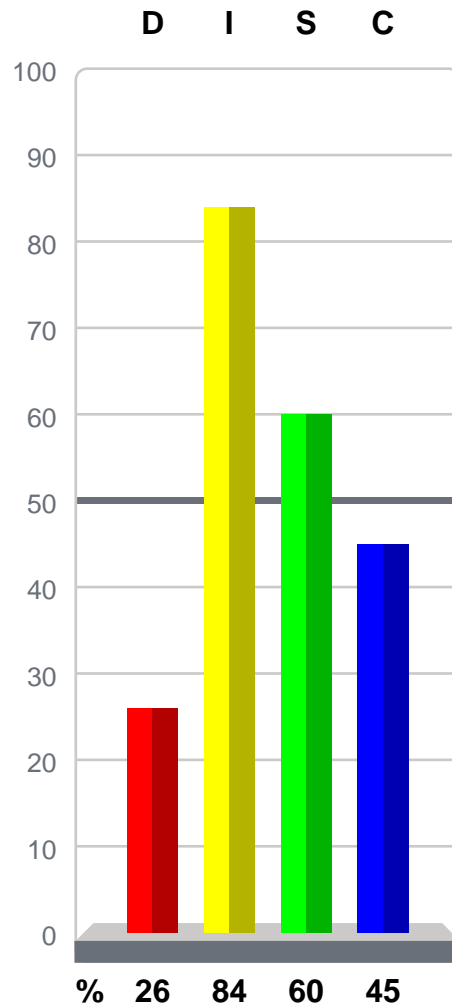
Adapted Style

Graph I



Natural Style

Graph II



Norm 2017 R4



The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

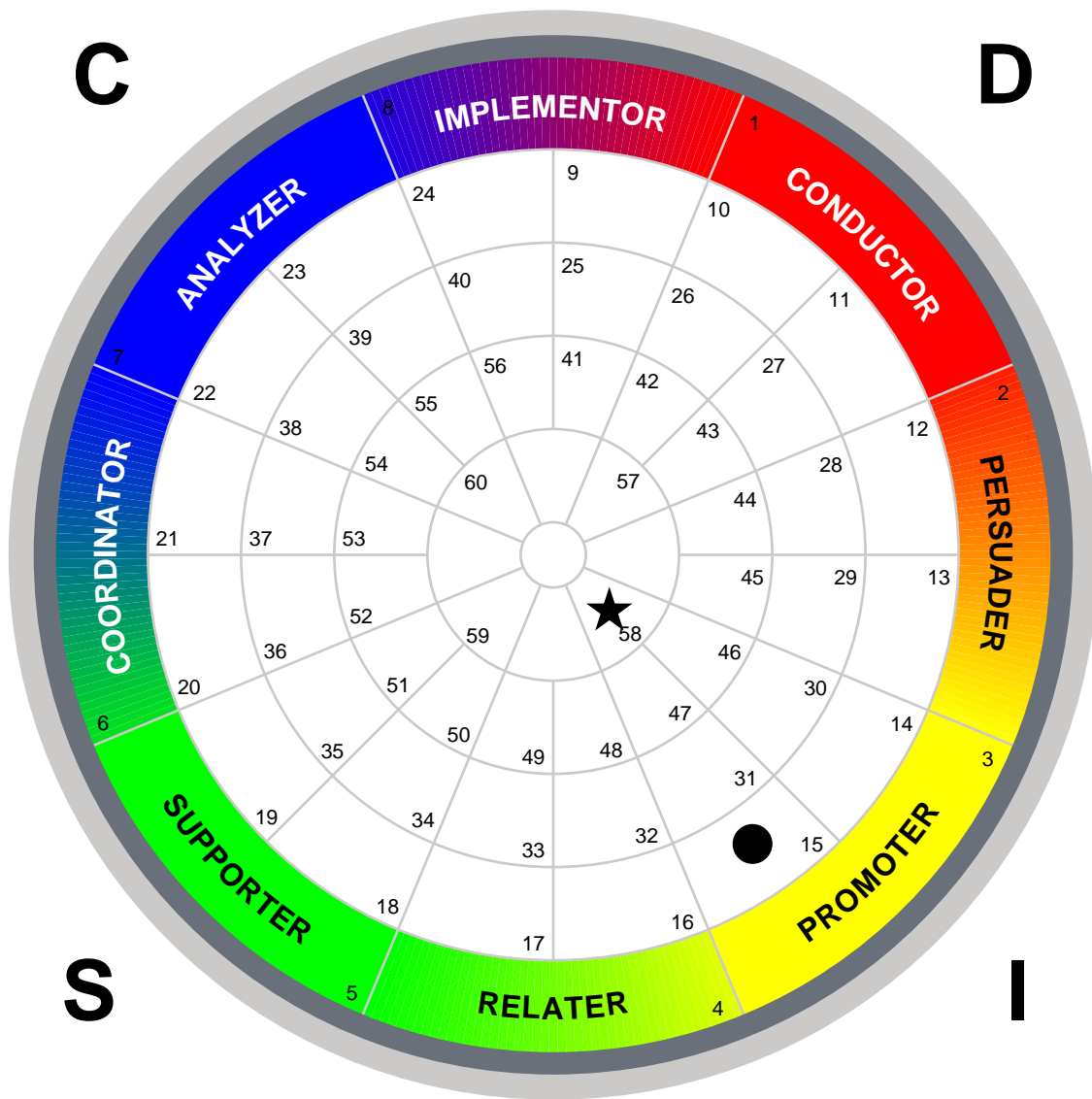
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



The Success Insights® Wheel



Adapted: ★ (58) ANALYZING PROMOTER (ACROSS)

Natural: ● (15) RELATING PROMOTER

Norm 2017 R4