TTI SUCCESS INSIGHTS®

TTI Success Insights®

Behavioral Comparison Report

John Smith and Frank Jones

5-4-2021

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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 into each person's behavioral style. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

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.

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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 John

- Plan interaction that supports his dreams and intentions.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Ask for his opinions/ideas regarding people.
- Support the results, not the person, if you agree.
- Support and maintain an environment where he can be efficient.
- Present the facts logically; plan your presentation efficiently.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Read the body language—look for impatience or disapproval.

Ways to Communicate with Frank

- Keep conversation at discussion level.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Be sincere and use a tone of voice that shows sincerity.
- Provide solid, tangible, practical evidence.
- Present your case softly, non-threateningly, with a sincere tone of voice.
- Use a scheduled timetable when implementing new action.
- Take time to be sure that he is in agreement and understands what you said.

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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 John and Frank. 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 John

- Ramble on, or waste his time.
- Be dictatorial.
- Come with a ready-made decision or make it for him.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Let disagreement reflect on him personally.
- Talk down to him.
- Direct or order.
- Take credit for his ideas.

Ways NOT to Communicate with Frank

- Overuse gestures.
- Rush headlong into business or the agenda.
- Be vague; don't offer opinions and probabilities.
- Overuse emotions.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Make promises you cannot deliver.
- Be domineering or demanding; don't threaten with a position of power.
- Force him to respond quickly to your objectives. Don't say, "Here's how I see it."

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Value to the Organization

This section of the report identifies the specific talents and behavior John and Frank 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.

John's Value:

- Thinks big.
- Self-starter.
- Forward-looking and future-oriented.
- Positive sense of humor.
- Optimistic and enthusiastic.
- Usually makes decisions with the bottom line in mind.
- Will join organizations to represent the company.
- Team player.

Frank's Value:

- Will gather data for decision making.
- Good at reconciling factions—is calming and adds stability.
- Builds good relationships.
- Consistent and steady.
- Patient and empathetic.
- Concerned about quality.
- Service-oriented.
- Dependable team player.

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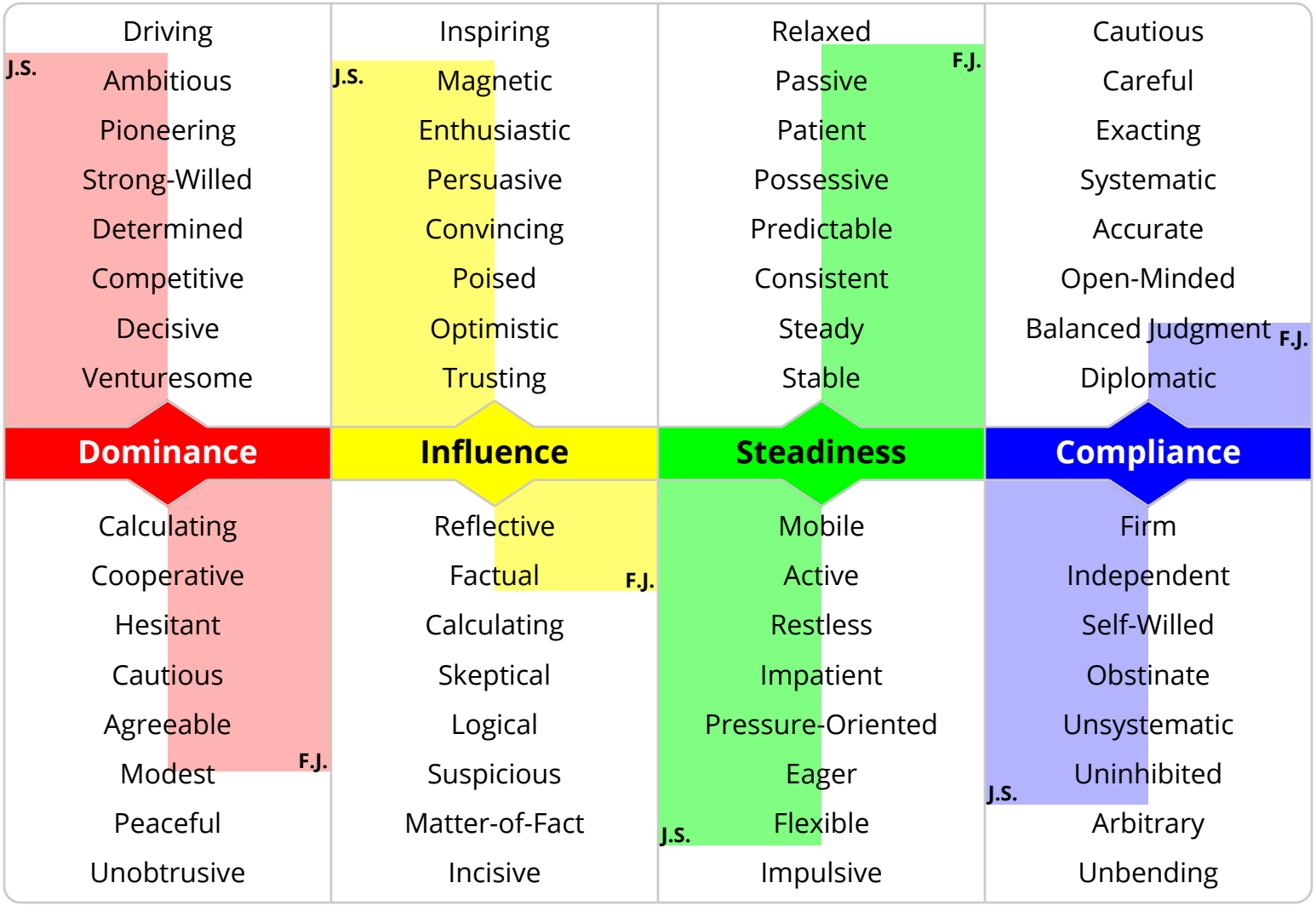
Behavioral Descriptors

Based on John's and Frank'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.



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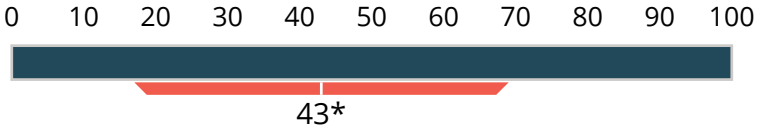
Primary Behavioral Cluster

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.

John Smith:

1. Urgency - Take immediate action.



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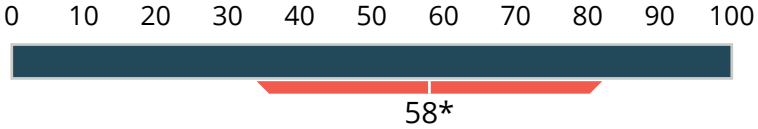
2. Interaction - Frequently engage and communicate with others.



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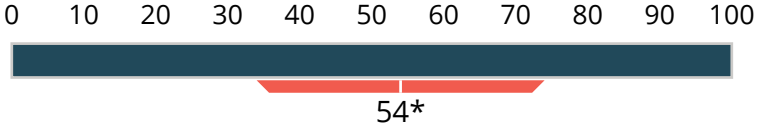
3. Versatile - Adapt to various situations with ease.



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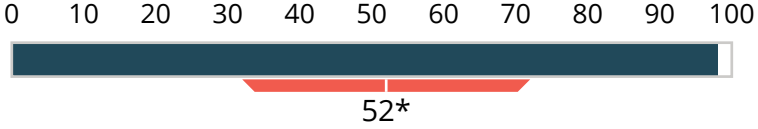
4. Frequent Change - Rapidly shift between tasks.



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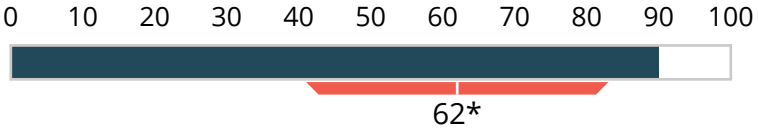
Frank Jones:

1. Consistent - Perform predictably in repetitive situations.



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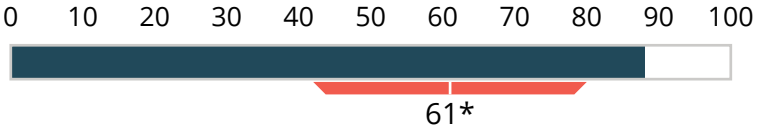
2. Following Policy - Adhere to rules, regulations, or existing methods.



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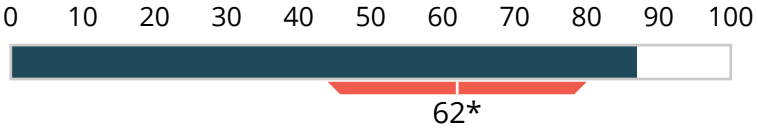
3. Persistence - Finish tasks despite challenges or resistance.



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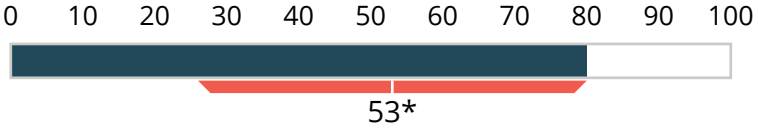
4. Organized Workplace - Establish and maintain specific order in daily activities.



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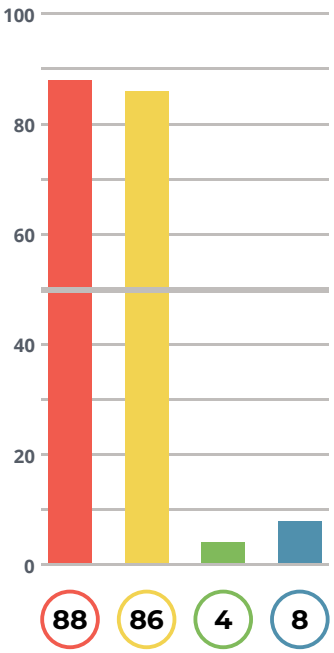
Behaviors Graphs

John Smith:

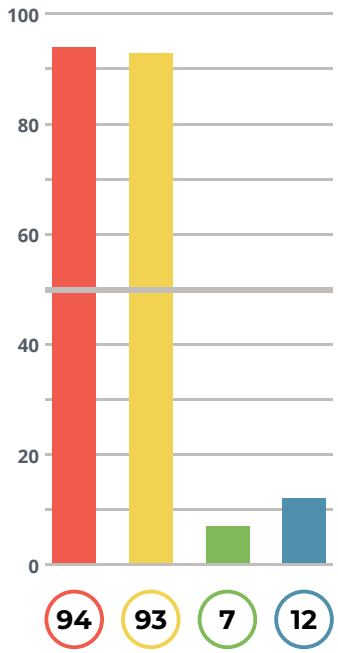
Graph I

Adapted Style



Graph II

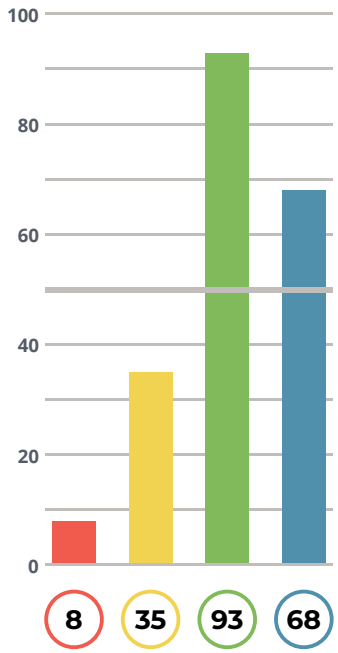
Natural Style



Frank Jones:

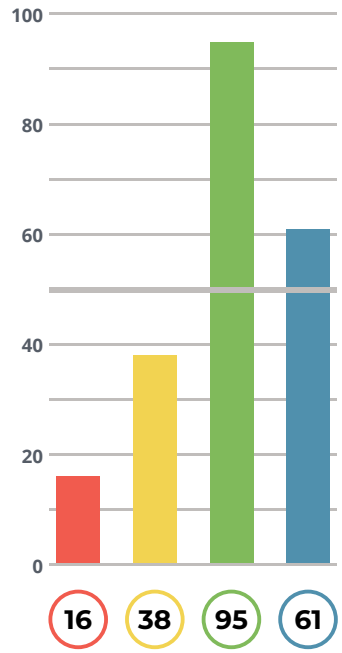
Graph I

Adapted Style



Graph II

Natural Style



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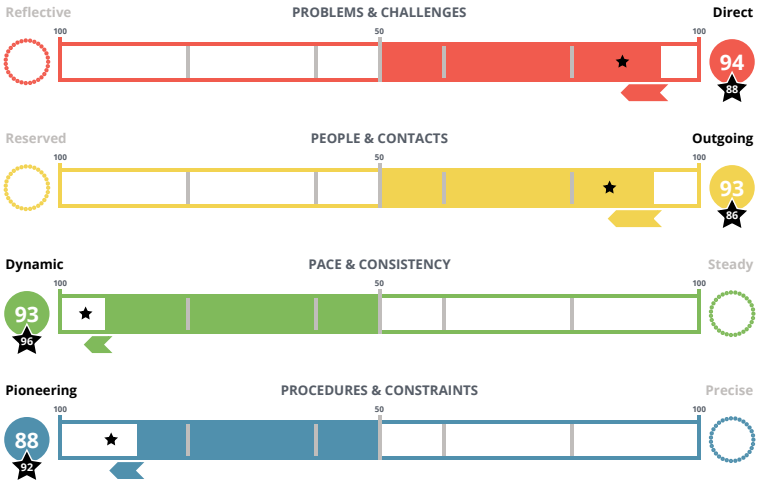
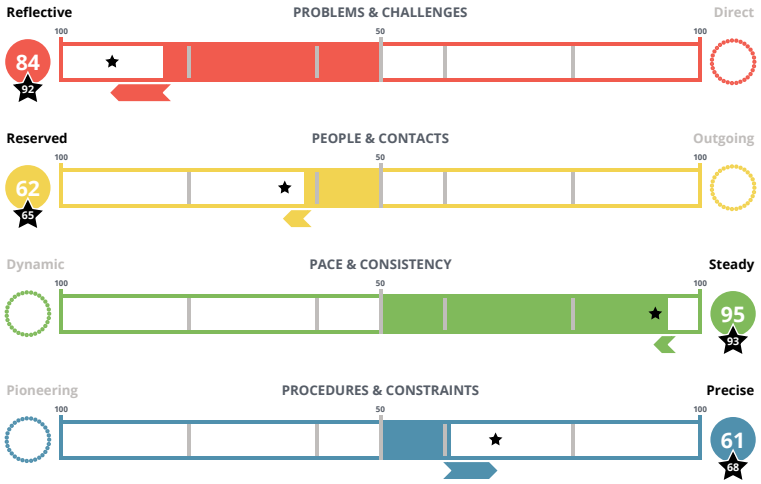
Behaviors Graphs

John Smith:



Frank Jones:



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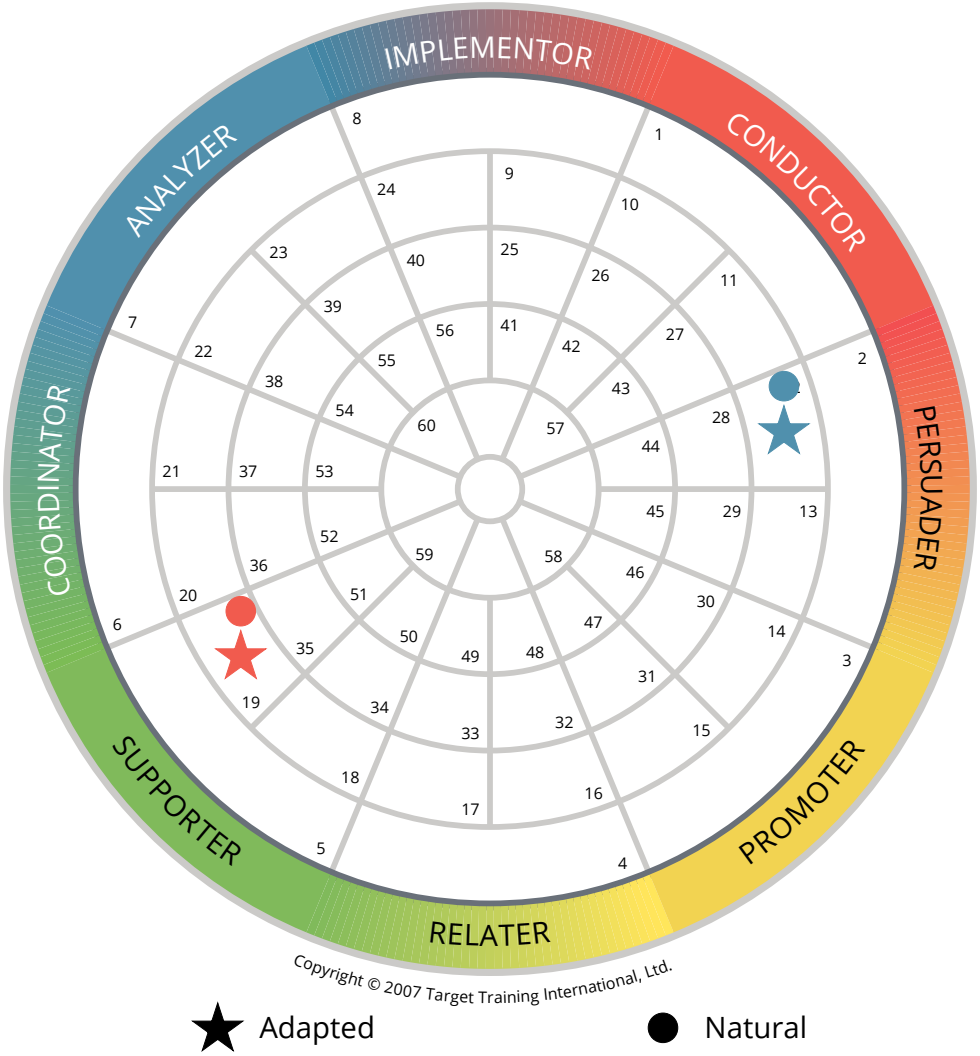
The Success Insights® Wheel

John Smith

Frank Jones



★ Adapted ● Natural

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