



TTI
SUCCESS
INSIGHTS®

Interviewing Insights™ General

Robert Sample
Learning & Development
Sample Co.
5-24-2013

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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

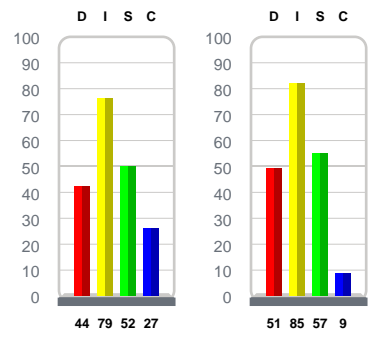
Based on Robert's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the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

Robert 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 is optimistic and usually has a positive sense of humor. He is good at creating enthusiasm in others. He likes feedback from his manager on how he is doing. Robert prefers working for a participative manager. He does his best work in this kind of environment. He is approachable, affectionate and understanding. He influences most people with his warmth. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. Robert wants to be seen not only as a team player, but also as a leader of the team. He likes to get results through others. He is at his best when he has people working with him.

Robert is good at solving problems that deal with people. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He may leap to a favorable conclusion without considering all the facts. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He likes working for managers who make quick decisions.



Adapted Style Natural Style



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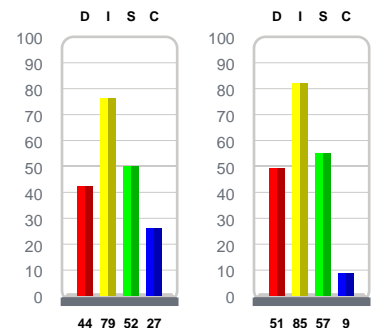


General Characteristics Continued

Robert is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Robert will attempt to put them at ease. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is both a good talker and a good listener. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! It is important for Robert to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He is people-oriented and verbally fluent. Communication can extend from friendly to argumentative discourse. He will optimistically interact with people in an assured, diplomatic and poised manner.



Adapted Style Natural Style



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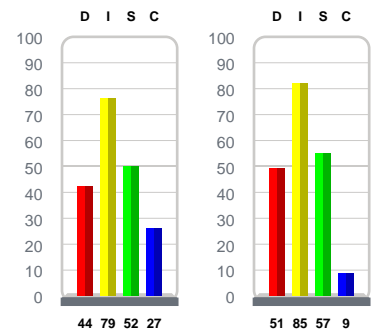
Ideal Environment

This section identifies the ideal work environment based on Robert'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 Robert enjoys and also those that create frustration.

- Freedom from control and detail.
- Assignments with a high degree of people contacts.
- Democratic supervisor with whom he can associate.
- Forum for his ideas to be heard.
- Work with a results-oriented team.
- Needs difficult assignments.



Adapted Style Natural Style





Value to the Organization

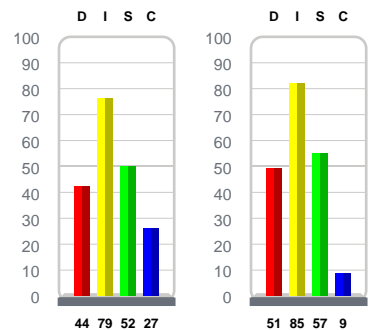
This section of the report identifies the specific talents and behavior Robert brings to the job. By looking at these statements, one can identify his role in the organization. The organization can then develop a system to capitalize on his particular value and make him an integral part of the team.

- Creative problem solving.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Optimistic and enthusiastic.
- People-oriented.
- Bottom line-oriented.
- Dedicated to his own ideas.
- Pioneering.
- Negotiates conflicts.
- Self-reliant.



Adapted Style

Natural Style





Interview Questions

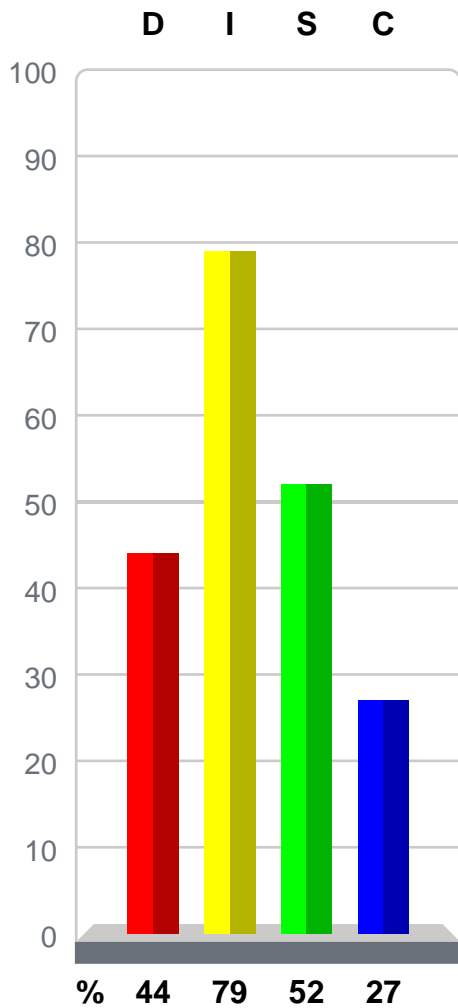
1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?



Style Insights® Graphs

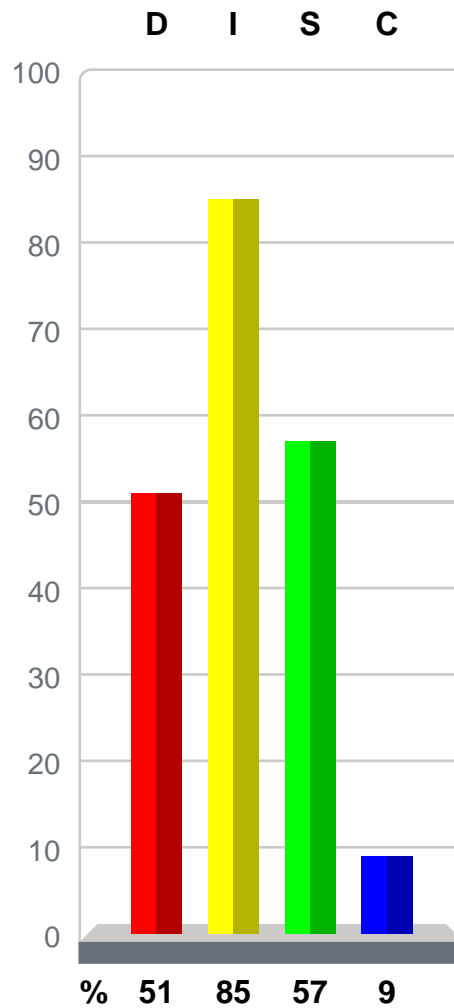
Adapted Style

Graph I



Natural Style

Graph II



Norm 2011 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:

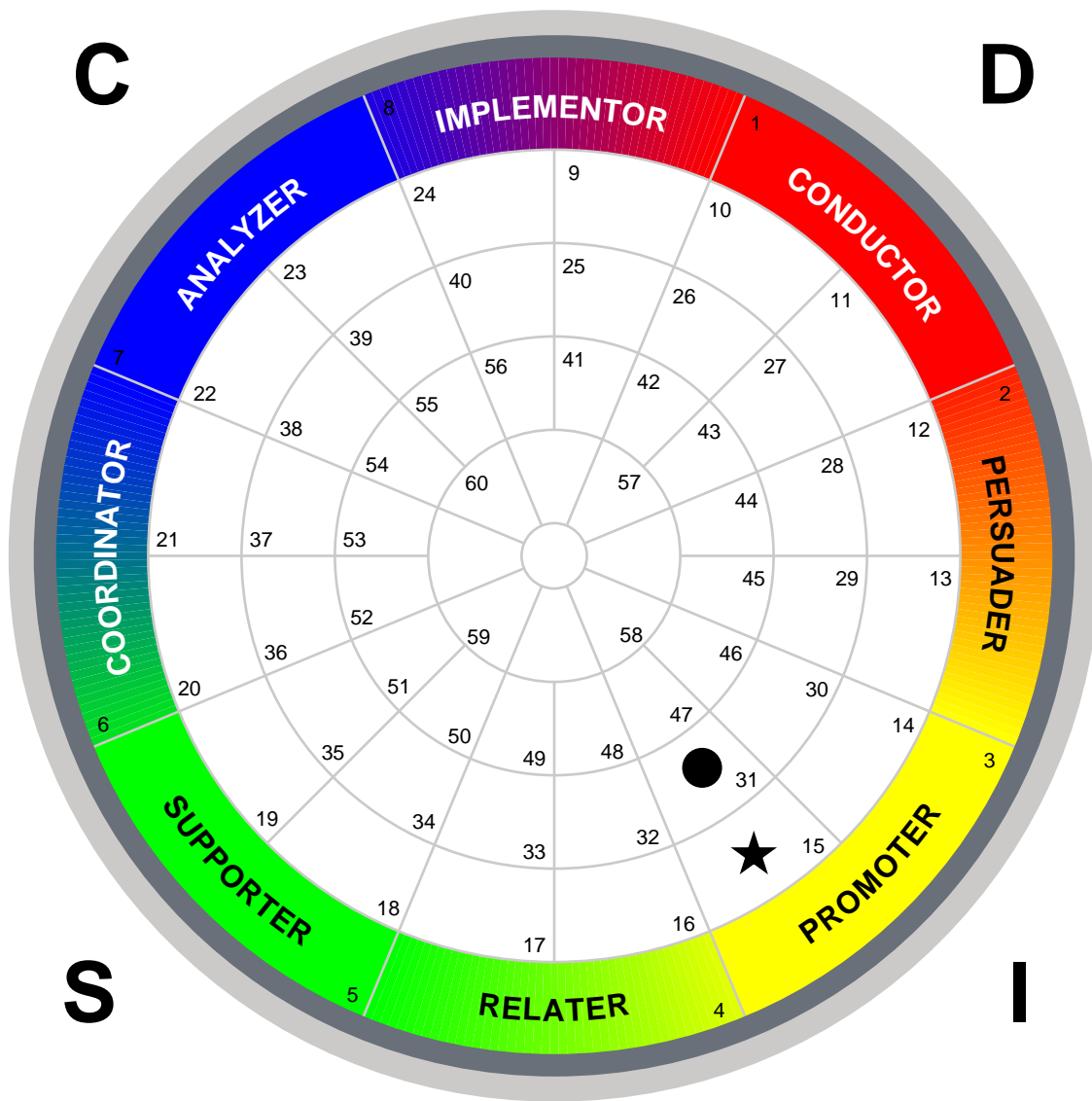
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

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: ★ (15) RELATING PROMOTER
 Natural: ● (31) RELATING PROMOTER (FLEXIBLE)

Norm 2011 R4