



TTI
SUCCESS
INSIGHTS®

Workplace Behaviors®

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8-27-2020

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Advancing People in Business™

Table of Contents



Introduction	3
Job Characteristics - <i>Dominance—Problems—Challenges</i>	4
Conflicting Job Requirements	8
Behavioral Hierarchy	9
Behavioral Questions	11
Workplace Behaviors®	12
The TTI Success Insights® Wheel	13

Introduction



Jobs today are forever changing and people have to adapt to these changes at a faster rate than ever before. The changes may be the job skills needed, the working environment, the technical skills needed or simply the way in which the job needs to be done. Jobs are also becoming more complex. One job description today may encompass the duties of three or four jobs ten years ago. Therefore people in the positions need to be able to perform a variety of functions that call for different ways of getting things done.

The TTI Success Insights Workplace Behaviors report is designed to give an overview of how the job needs to be done. This will allow an organization to determine the type of individual that would be most successful in a given position. Some jobs require the incumbent to be all things to all people. This can cause extreme stress for an individual. Often times, an organization can reevaluate the position in order to make it more realistic for one person to perform successfully. Doing so will lead to increased retention, productivity and job satisfaction.

As you read through this report, remember to think of the job, not the person!



Job Characteristics

Dominance—Problems—Challenges

Our changing work environments require the need to clearly focus on the different behavioral demands of the job. The Job Characteristics section of this report describes the behavioral demands of the position. The report breaks down the job into four behavioral groups for the ease of matching people to the job.

This job calls for an individual

- To have and exhibit the authority to carry out responsibilities.
- To be able to respond quickly to problems or crisis situations.
- To have a demanding attitude of self and others.
- Who thrives on challenging assignments.
- With creative and original thinking abilities.
- Who performs well with freedom from routine and details.
- Who desires some independence in decision making.
- Who has a sense of urgency for getting things done.
- Who desires an appropriate title to acknowledge status and prestige.
- Who is good at accepting and initiating change.
- Who is decisive and firm in decision making.
- Who is a self-starter who enjoys competition.
- Who has good leadership and directive skills.
- Who has future orientation and an abstract thinking ability.



Job Characteristics

Influence—People—Contact

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This job calls for an individual

- Who desires many social interactions.
- With a very high trust level.
- With an optimistic outlook towards all activities.
- Who can skillfully use vocabulary to generate enthusiasm.
- Who has highly persuasive communication abilities.
- Who desires a high level of contact with people.
- Who exhibits an enthusiastic acceptance of new ideas.
- With the ability to move from one activity to another quickly.
- Who desires a flexible use of time.
- With an outgoing personality.
- Who demonstrates new and innovative ways of solving problems.
- Who can develop democratic relationship with others.
- Who enjoys working with people more than working with things.
- Who wants to work in a team environment.
- Who has the ability to project self-confidence.
- Who gets things done through people.
- Who will succeed in an environment with freedom from detail and control.

Job Characteristics

Steadiness—Pace—Consistency



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This job calls for an individual

- Who works best when juggling several balls at the same time.
- Who desires openness in communication.
- Who demonstrates alertness and sensitivity to problems.
- Who has the ability to work on more than one project.
- Who is flexible.
- Who can adapt to change.
- Who works best with a support system to help with detail.
- Who works best with questioning procedures in place.



Job Characteristics

Compliance—Procedures—Constraints

Our changing work environments require the need to clearly focus on the different behavioral demands of the job. The Job Characteristics section of this report describes the behavioral demands of the position. The report breaks down the job into four behavioral groups for the ease of matching people to the job.

This job calls for an individual

- Who has the ability to test rules and procedures.
- Who desires practical work solutions.
- With a persistent approach to winning.
- Who desires an opportunity to test new ideas.
- Who works best with challenging work assignments.
- Who desires responsibility equal to authority.
- Who performs best with limited routine work.
- Who will takes risks.
- Who will question procedures.
- Who is comfortable challenging the status quo.
- Who demonstrates individualism.

Conflicting Job Requirements



The TTI Success Insights Workplace Behaviors assessment is designed to analyze the job by letting the job talk. This section describes the potential conflicts or concerns for people in this position. In some cases an organization may choose to re-evaluate the position or its key accountabilities.

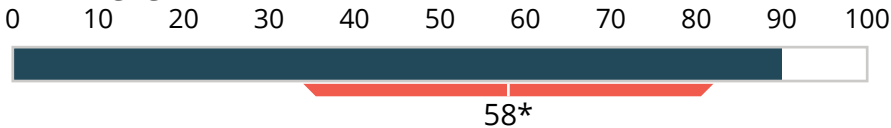
Congratulations! Based on the information analyzed, this position does not have immediate potential for internal behavioral conflicts. Please be aware that any variance from how the position was described in the assessment responses could lead to me-me conflicts or behavioral stress.

Behavioral Hierarchy

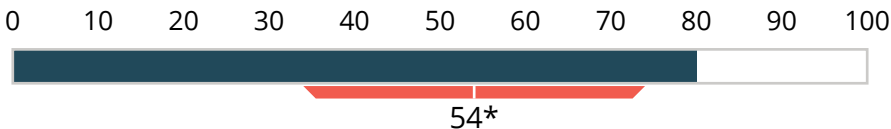


This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to stress reduction and superior job performance.

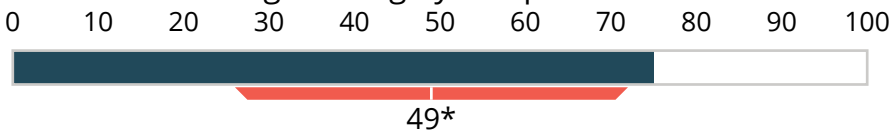
1. Interaction - The job requires frequent communication and engagement with others.



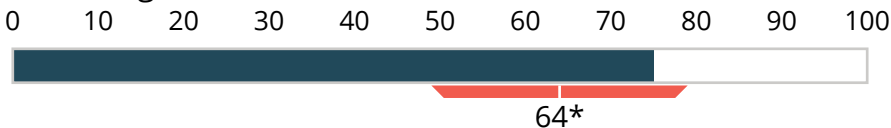
2. Versatile - The job requires adapting to various situations with ease.



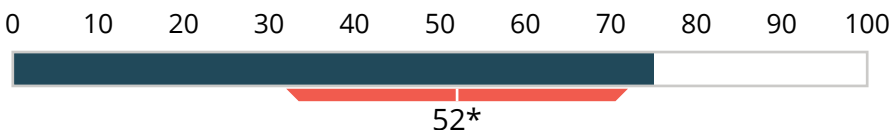
3. Competitive - The job requires assertiveness and a "will to win" when dealing with highly competitive situations.



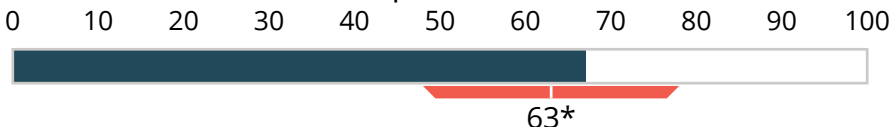
4. People-Oriented - The job requires building rapport with a wide range of individuals.



5. Frequent Change - The job requires rapid shifts between tasks.



6. Customer-Oriented - The job requires identification and fulfillment of customer expectations.

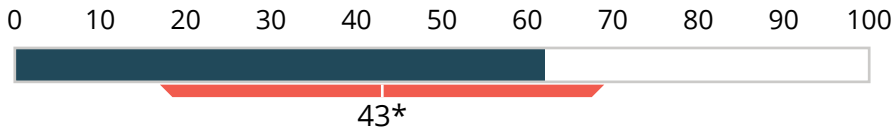


* 68% of the population falls within the shaded area.

Behavioral Hierarchy

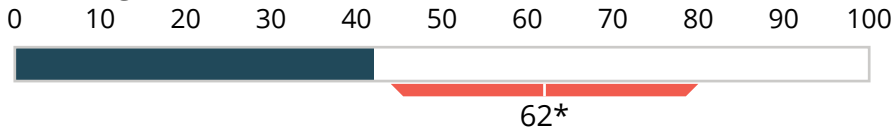


7. Urgency - The job requires decisiveness, quick response, and fast action.



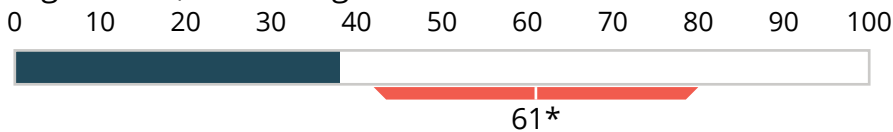
62

8. Persistence - The job requires finishing tasks despite challenges or resistance.



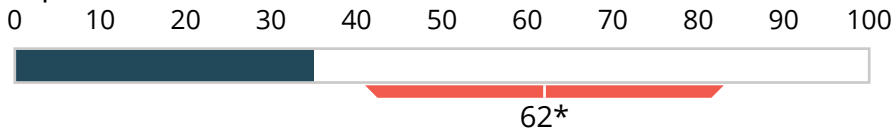
42

9. Following Policy - The job requires adhering to rules, regulations, or existing methods.



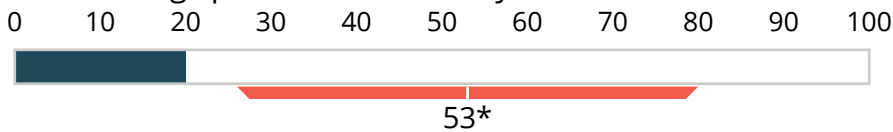
38

10. Consistent - The job requires predictable performance in repetitive situations.



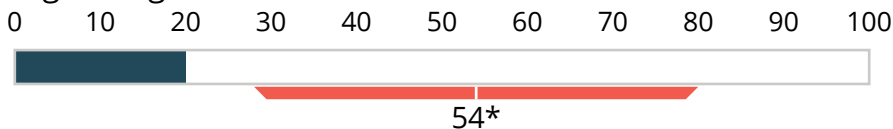
35

11. Organized Workplace - The job requires establishing and maintaining specific order in daily activities.



20

12. Analysis - The job requires compiling, confirming, and organizing information.



20

WB: 69-87-44-27 (14)

* 68% of the population falls within the shaded area.

Behavioral Questions



Read the following suggested interview questions as they relate to the most desired behavioral traits to perform the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.

1. **Interaction:** The job requires frequent communication and engagement with others.
 1. How do you handle frequent interruptions by other people? How about your response to people who ask you question after question?
 2. Are you more comfortable with details, people with the big picture, or people with bits of data?

2. **Versatile:** The job requires adapting to various situations with ease.
 1. Are you patient or impatient? Give me an example of how you handle slower-moving people. Would you consider yourself to be opinionated or strong-willed? Explain.
 2. How important is it for you to be systematic? Describe a system you have set up, used, and been successful with in any previous job you have had.

3. **Competitive:** The job requires assertiveness and a "will to win" when dealing with highly competitive situations.
 1. How demanding are you of yourself and others? Do you think you are sometimes too demanding? Give me an example of a job situation where being demanding helped achieve the goal. Did it lead to other problems? Would others ever describe you as aggressive or pushy? If so, why?
 2. How important is winning to you? How do you define winning? Give me an example of a situation where you felt you were going to lose. How did it feel? How did you handle it?

Workplace Behaviors®

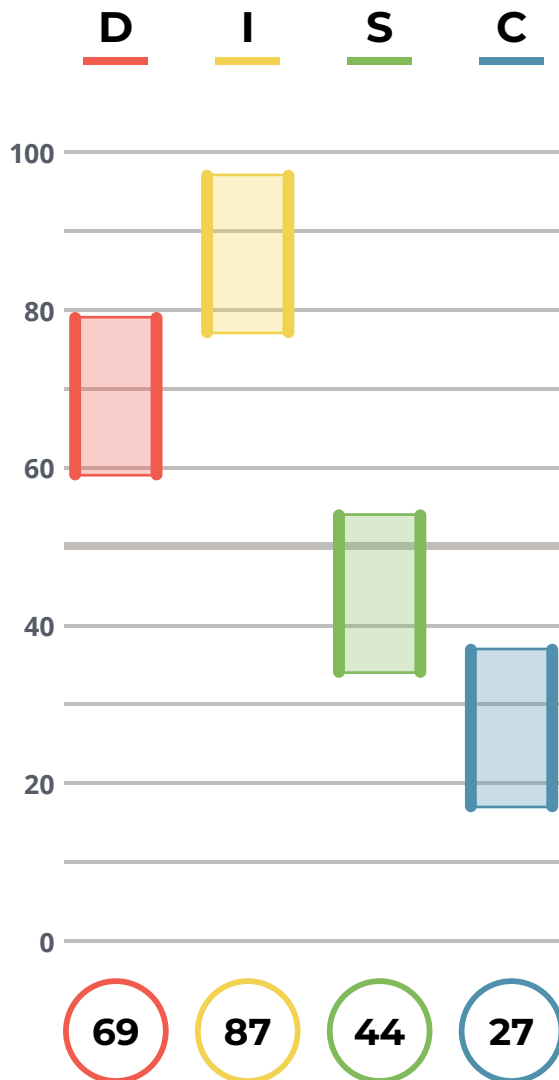


The following graph represents the score range of each behavioral factor for the identified position. The ranges are denoted by the highlighted areas.

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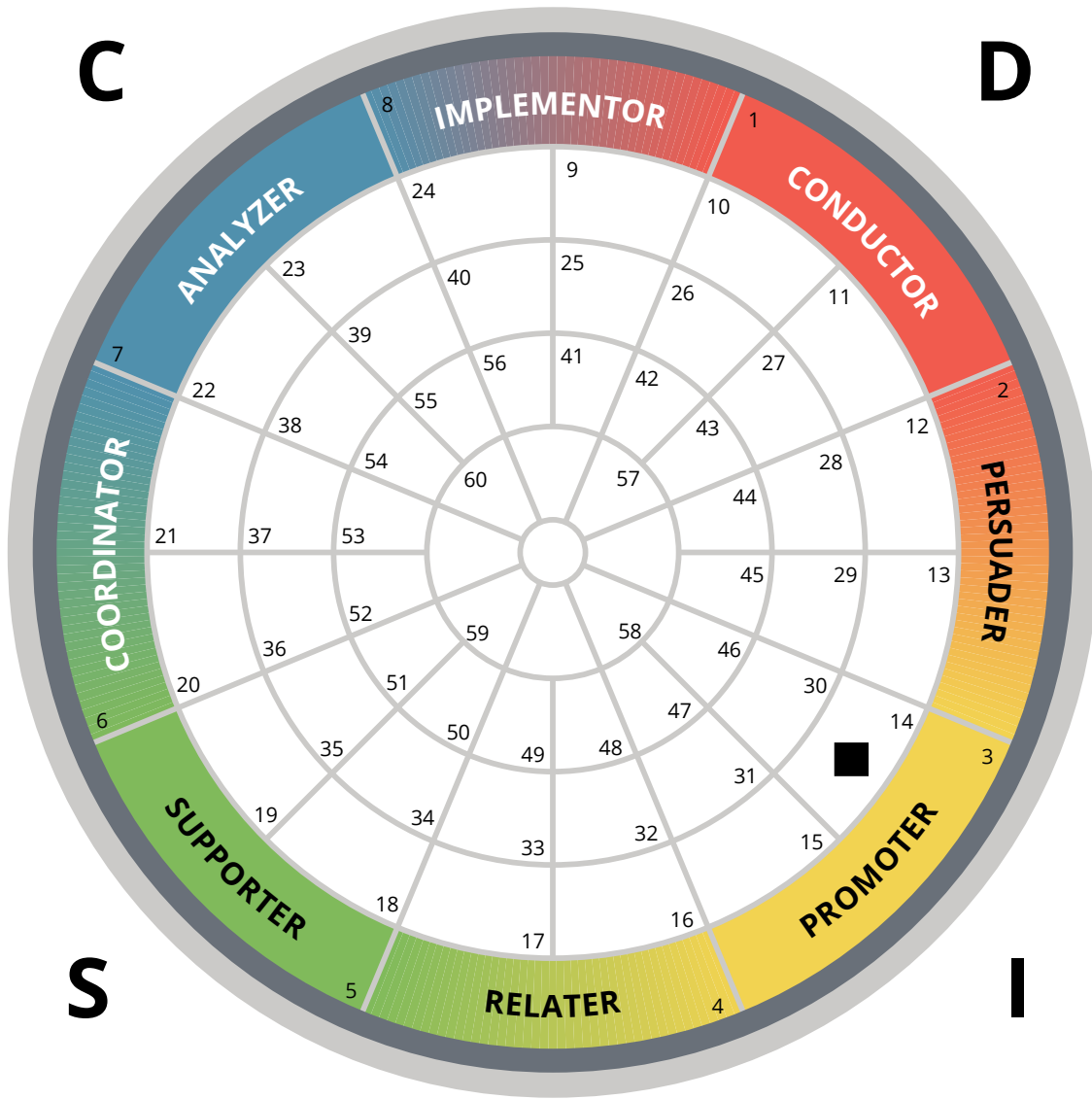
Job Range (20 point range)

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The TTI Success Insights® Wheel



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Workplace Behaviors: ■ (14) PERSUADING PROMOTER

T: 3:38

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