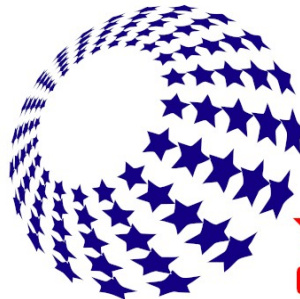




TTI Success Insights®
Team Building Version



Sara Sample
Company Inc
4-2-2010



**YOUR
COMPANY**

Communicate
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123 St.
Scottsdale, AZ
800-555-5555



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.

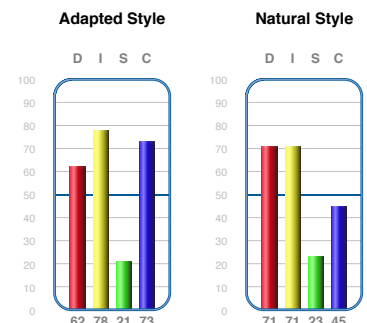
*"All people exhibit all four behavioral factors in varying degrees of intensity."
–W.M. Marston*



Based on Sara's responses, the report has generated general behavioral statements to provide information on her natural behavior. That is, if left on her own, HOW SHE WOULD CHOOSE TO DO THE JOB. Use this information to gain a better understanding of Sara's natural behavior.

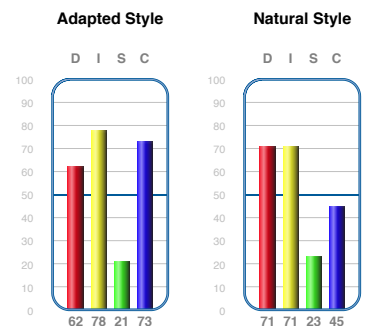
Sara wants to be viewed as self-reliant and willing to pay the price for success. She may be so self-confident that others see her as arrogant. This confidence may be something others wish they had. She has high ego strengths and may be viewed by some as egotistical. She seeks her own solutions to problems. In this way, her independent nature comes into play. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She is extremely results-oriented, with a sense of urgency to complete projects quickly. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She is goal-oriented and driven by results. She is the team member who will try to keep the others on task. Sara may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. She displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary.

Sara has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Sometimes she becomes emotionally involved in the decision-making process. Sara likes to make decisions quickly. She should realize that at times she needs to think a project through, beginning to end, before starting the project. She prefers authority equal to her responsibility.





Sara challenges people who volunteer their opinions. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. She may sometimes mask her feelings in friendly terms. If pressured, Sara's true feelings may emerge. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. Sara should exhibit more patience and ask questions to make sure that others have understood what she has said. She may lack the patience to listen and communicate with slower acting people. She may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead.

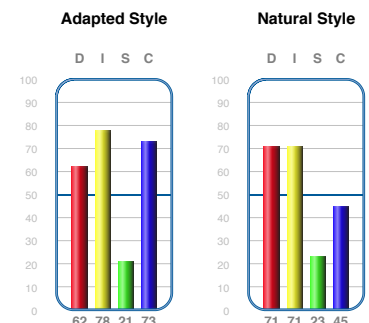


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Sara sees her present work environment requiring her to exhibit the behavior listed on this page. If the following statements DO NOT sound job related, explore the reasons why she is adapting this behavior.

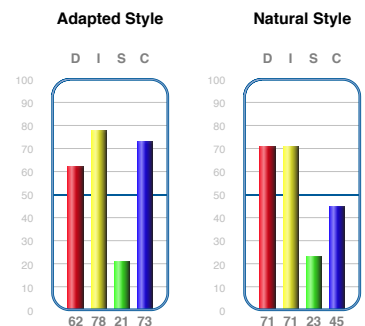
- Positive, outgoing, friendly behavior.
- Working without close supervision.
- Meeting deadlines.
- Participative decision making.
- Possessing a strong sense of urgency toward results.
- Maintaining an ever-changing, friendly, work environment.
- Moving quickly from one activity to another.
- Handling a variety of activities.
- Exhibiting an active and creative sense of humor.
- Making tactful decisions.
- Contacting people using a variety of modes.





This section of the report identifies Sara's value to the team. Discuss this list and identify those values most important to the team.

- Change agent--looks for faster and better ways.
- Creative in her approach to solving problems.
- Self-starter.
- Innovative.
- Usually makes decisions with the bottom line in mind.
- Challenge-oriented.
- Optimistic and enthusiastic.

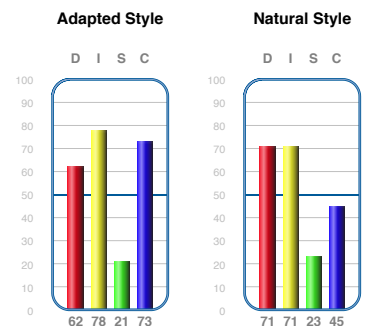




VALUE TO THE ORGANIZATION

This section identifies the behavior Sara brings to the organization. Use these statements to capitalize on Sara's value to the team and organization.

- Good mixer.
- Negotiates conflicts.
- Creative problem solving.
- People-oriented.
- Builds confidence in others.
- Accomplishes goals through people.
- Few dull moments.



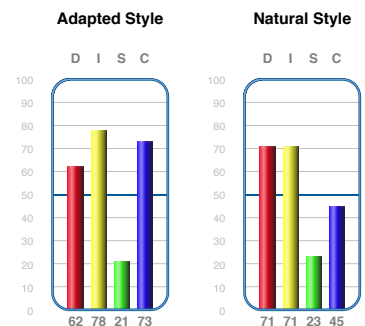
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Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Sara. Read each statement and identify the 3 or 4 statements which are most important to her. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with Sara most frequently.

Do:

- Offer special, immediate and continuing incentives for her willingness to take risks.
- Talk about her, her goals and the opinions she finds stimulating.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide testimonials from people she sees as important.
- Ask specific (preferably "what?") questions.
- Provide facts and figures about probability of success, or effectiveness of options.
- Support and maintain an environment where she can be efficient.
- Read the body language for approval or disapproval.
- Present the facts logically; plan your presentation efficiently.
- Motivate and persuade by referring to objectives and results.
- Stick to business--let her decide if she wants to talk socially.



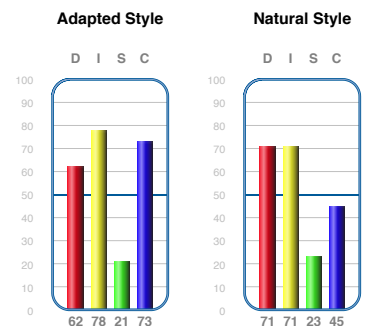


DON'TS ON COMMUNICATING

This section of the report is a list of things NOT to do while communicating with Sara. Review each statement with Sara and identify those methods of communication that result in frustration or reduced performance. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Don't:

- Be dictatorial.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Talk down to her.
- Leave decisions hanging in the air.
- Direct or order.
- Try to build personal relationships.
- Be curt, cold or tight-lipped.
- Be redundant.
- Ask rhetorical questions, or useless ones.
- Reinforce agreement with "I'm with you."
- Take credit for her ideas.



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This section provides suggestions on methods which will improve Sara's communications with others. The tips include a brief description of typical people with whom she may interact. By adapting to the communication style desired by other people, Sara will become more effective in her communications with them. She may have to practice some flexibility in varying her communication style with others who may be different from herself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

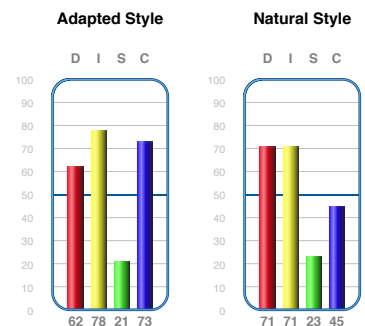
<p>When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:</p> <ul style="list-style-type: none">● Prepare your "case" in advance.● Stick to business.● Be accurate and realistic. <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none">● Being giddy, casual, informal, loud.● Pushing too hard or being unrealistic with deadlines.● Being disorganized or messy.	<p>When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:</p> <ul style="list-style-type: none">● Be clear, specific, brief and to the point.● Stick to business.● Be prepared with support material in a well-organized "package." <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none">● Talking about things that are not relevant to the issue.● Leaving loopholes or cloudy issues.● Appearing disorganized.
<p>When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:</p> <ul style="list-style-type: none">● Begin with a personal comment--break the ice.● Present your case softly, nonthreateningly.● Ask "how?" questions to draw their opinions. <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none">● Rushing headlong into business.● Being domineering or demanding.● Forcing them to respond quickly to your objectives.	<p>When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:</p> <ul style="list-style-type: none">● Provide a warm and friendly environment.● Don't deal with a lot of details (put them in writing).● Ask "feeling" questions to draw their opinions or comments. <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none">● Being curt, cold or tight-lipped.● Controlling the conversation.● Driving on facts and figures, alternatives, abstractions.



TEAM EFFECTIVENESS FACTORS

Sara's behavioral work style may or may not be compatible with other team members. Each team member brings their own strengths and weaknesses. This section of the report allows her strengths and weaknesses to be analyzed. Read and share these statements with other team members. Remember, a strength can turn into a weakness if overextended.

- STRENGTH - Strong ego. POTENTIAL WEAKNESS - Possibility of offending others if "overdone."
- STRENGTH - Believes in getting results through people. POTENTIAL WEAKNESS - None.
- STRENGTH - Sets high standard for self and others. POTENTIAL WEAKNESS - Standards may be so high they are impossible to achieve.
- STRENGTH - Seeks challenges and problems to solve. POTENTIAL WEAKNESS - Takes on too many and may forget priorities.
- STRENGTH - Straightforward communicator. POTENTIAL WEAKNESS - May make remarks that are untimely or untactful.
- STRENGTH - Seeks responsibility. POTENTIAL WEAKNESS - Overuses position of power and authority.
- STRENGTH - Result- and goal-oriented. POTENTIAL WEAKNESS - May overstep authority to achieve goals.
- STRENGTH - Sense of urgency to get things completed. POTENTIAL WEAKNESS - Push and pull rather than lead and motivate.





A person's behavior and feelings may be quickly telegraphed to others. This section provides additional information on Sara's self-perception and how, under certain conditions, others may perceive her behavior. Understanding this section will empower Sara to project the image that will allow her to control the situation.

"See Yourself As Others See You"

SELF-PERCEPTION

Sara usually sees herself as being:

Pioneering
Competitive
Positive

Assertive
Confident
Winner

OTHERS' PERCEPTION

Under moderate pressure, tension, stress or fatigue, others may see her as being:

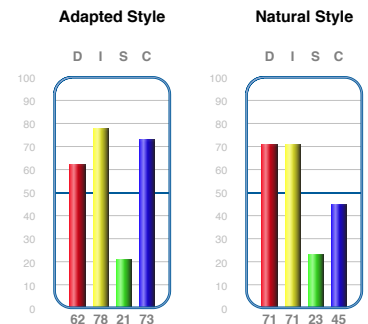
Demanding
Egotistical

Nervy
Aggressive

And, under extreme pressure, stress or fatigue, others may see her as being:

Abrasive
Arbitrary

Controlling
Opinionated



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Based on Sara's responses, the report has marked those words that describe her personal behavior. They describe how she solves problems and meets challenges, influences people, responds to the pace of the environment and how she responds to rules and procedures set by others.

Dominance	Influencing	Steadiness	Compliance
Demanding	Effusive	Phlegmatic	Evasive
Egocentric	Inspiring	Relaxed	Worrisome
Driving	Magnetic	Resistant to Change	Careful
Ambitious	Political	Nondemonstrative	Dependent
Pioneering	Enthusiastic	Passive	Cautious
Strong-Willed	Demonstrative	Patient	Conventional
Forceful	Persuasive	Possessive	Exacting
Determined	Warm	Predictable	Neat
Aggressive	Convincing	Consistent	Systematic
Competitive	Polished	Deliberate	Diplomatic
Decisive	Poised	Steady	Accurate
Venturesome	Optimistic	Stable	Tactful
Inquisitive	Trusting	Mobile	Open-Minded
Responsible	Sociable	Active	Balanced Judgment
Conservative	Reflective	Restless	Firm
Calculating	Factual	Alert	Independent
Cooperative	Calculating	Variety-Oriented	Self-Willed
Hesitant	Skeptical	Demonstrative	Stubborn
Low-Keyed	Logical	Impatient	Obstinate
Unsure	Undermonstrative	Pressure-Oriented	Opinionated
Undemanding	Suspicious	Eager	Unsystematic
Cautious	Matter-of-Fact	Flexible	Self-Righteous
Mild	Incisive	Impulsive	Uninhibited
Agreeable	Pessimistic	Impetuous	Arbitrary
Modest	Moody	Hypertense	Unbending
Peaceful	Critical		Careless with Details
Unobtrusive			



The following are examples of areas in which Sara may want to improve. Circle 1 to 3 areas and develop an action plan(s) to bring about the desired results. Look over the report for possible areas that need improvement.

- Communicating (Listening)
- Team Goals
- Setting Priorities
- Understanding Team Members
- Time Management
- Career Goals
- Personal Goals
- Skill Development

Area: _____

- 1.
- 2.
- 3.

Area: _____

- 1.
- 2.
- 3.

Area: _____

- 1.
- 2.
- 3.

Date to Begin: _____ Date to Review: _____



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4-2-2010

MOST

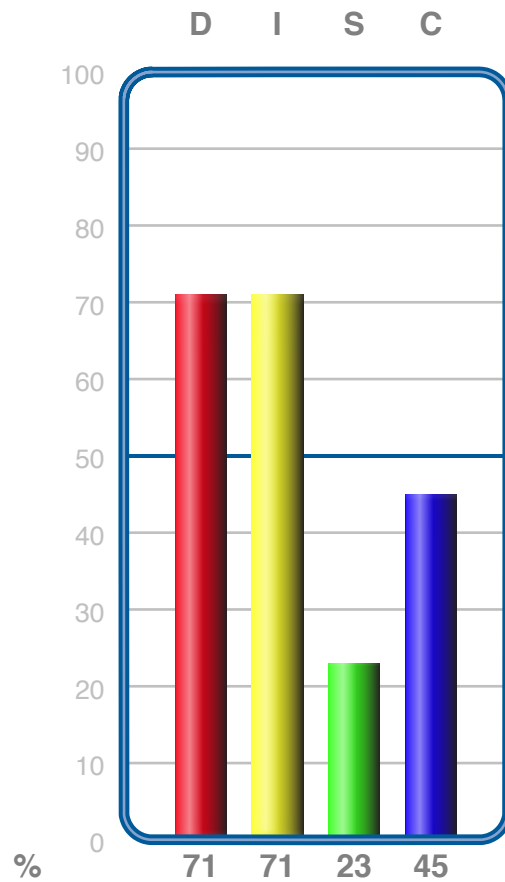
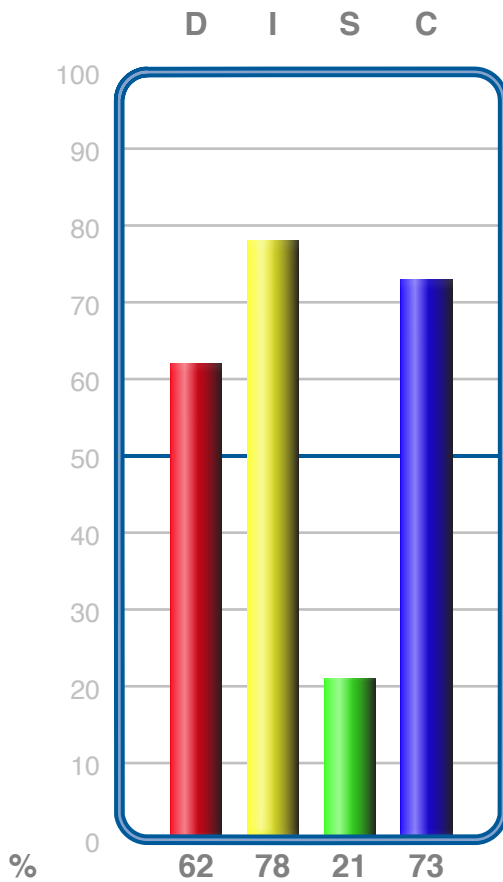
Graph I

Adapted Style

LEAST

Graph II

Natural Style



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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.

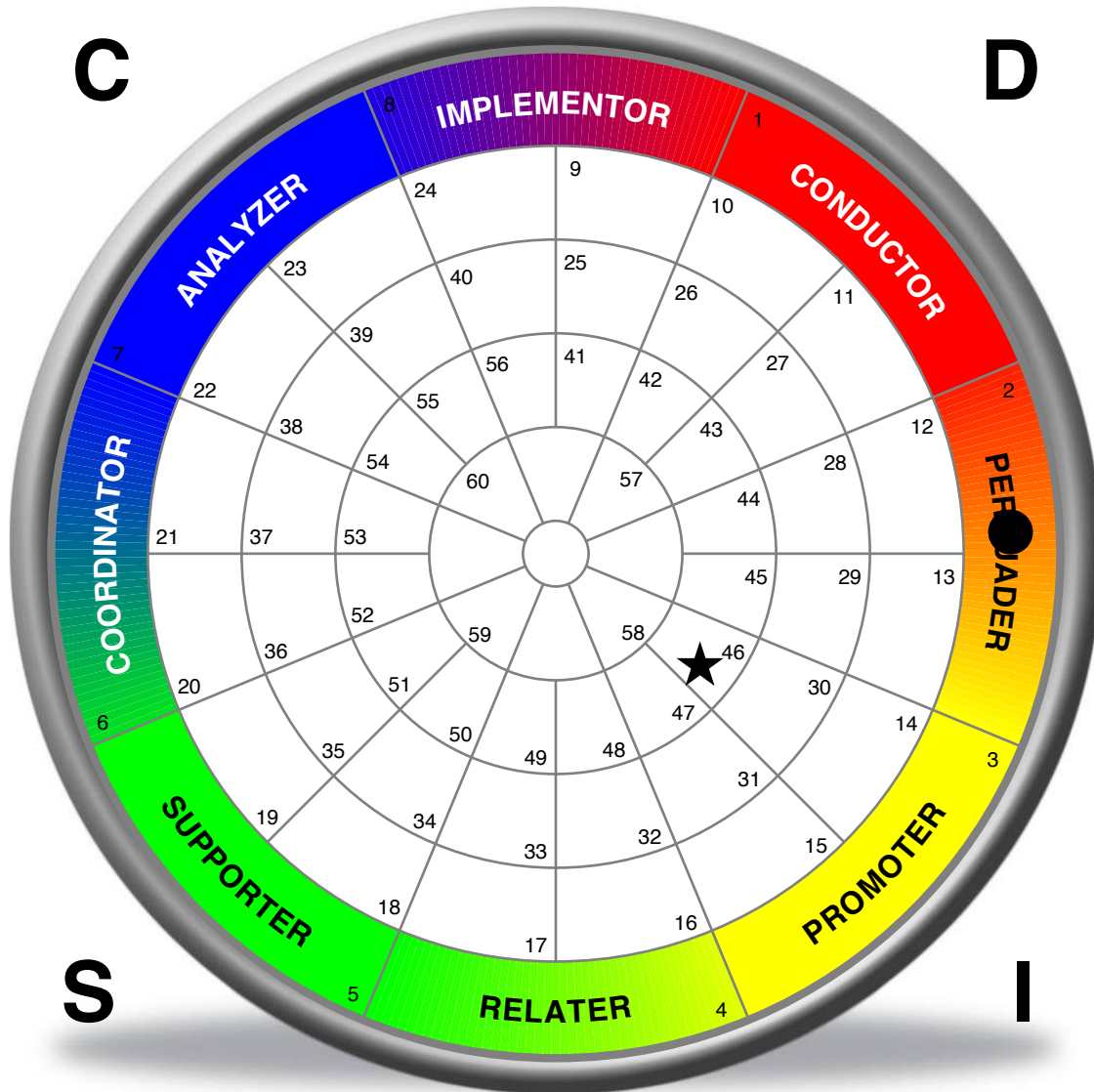
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able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



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Adapted: ★ (46) PERSUADING PROMOTER (ACROSS)

Natural: ● (2) PERSUADER

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