



TTI Success Insights®

Behavioral Styles Comparison Report

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Introduction



Where Opportunity Meets Talent

The TTI Success Insights® Comparison Report has been designed with the aim of enhancing the comprehension of the talents possessed by two individuals. This report will dive into the behavioral styles of each individual, shedding light on their strengths and potential limitations. This new found awareness serves as a catalyst for personal and professional growth, ultimately resulting in a heightened level of satisfaction for both individuals.

Behaviors

The information dives into the realm of individual behavioral styles, with the aim of highlighting both the similarities and distinctions between yourself and another individual. Proficiency in effective communication holds the potential to be a pivotal factor in determining success or failure in both one's professional and personal spheres. The foundation of effective communication is rooted in the deeper understanding of oneself and the potential outcomes of engaging with another individual.

DISC Behavioral Styles Four Factor Model

What DISC Measures:

D-DOMINANCE - How you respond to **problems** and **challenges**.

I-INFLUENCE - How you influence **people** and **contacts**.

S-STEADINESS - How you respond to **pace** and **consistency**.

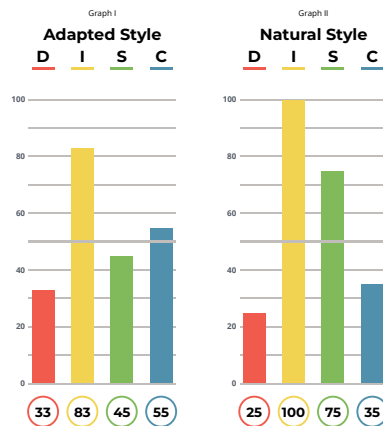
C-COMPLIANCE - How you respond to **procedures** and **constraints**.

Behavioral Styles Characteristics



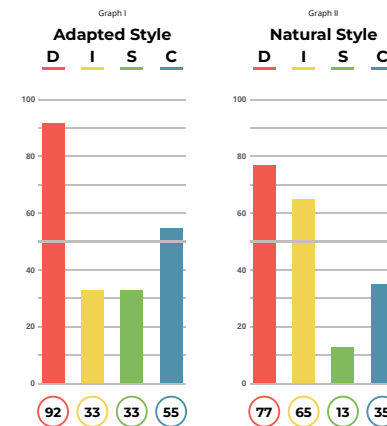
The following report is designed to help John and Frank become more self-aware and aware of each other's behavioral traits in order to raise levels of engagement. People tend to be more engaged when comfortable and connected to the activities and people they encounter. This page offers insight into HOW John and Frank prefer to do what they do.

John, as a manager, supervisor, or group leader, can use his people skills to build group involvement and increase participation from the group. He likes feedback from his manager on how he is doing. He likes quality social relationships. He often will become friends with his customers or clients. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. John is enthusiastic and usually slow to anger. He likes to develop people and build organizations. He can combine and balance enthusiasm and patience. He is usually filled with good intentions, but often lacks the time to fulfill them. John is gregarious and sociable. He will be seen as a good mixer, both on or off the job. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations.



John

Frank is extremely results-oriented, feeling a sense of urgency to complete projects quickly. He is a self-starter who likes new projects and is most comfortable when involved in a wide scope of activities. He has high ego strengths and may be viewed by some as egotistical. He displays a high energy factor and is optimistic about the results he can achieve. The word "cannot" is not in his vocabulary. Frank likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He seeks his own solutions to problems. In this way, his independent nature comes into play. Many people see him as a self-starter dedicated to achieving results. Frank is often considered daring, bold, and gutsy. He is a risk taker who likes to be seen as an individual. He is often frustrated when working with others who do not share the same sense of urgency.

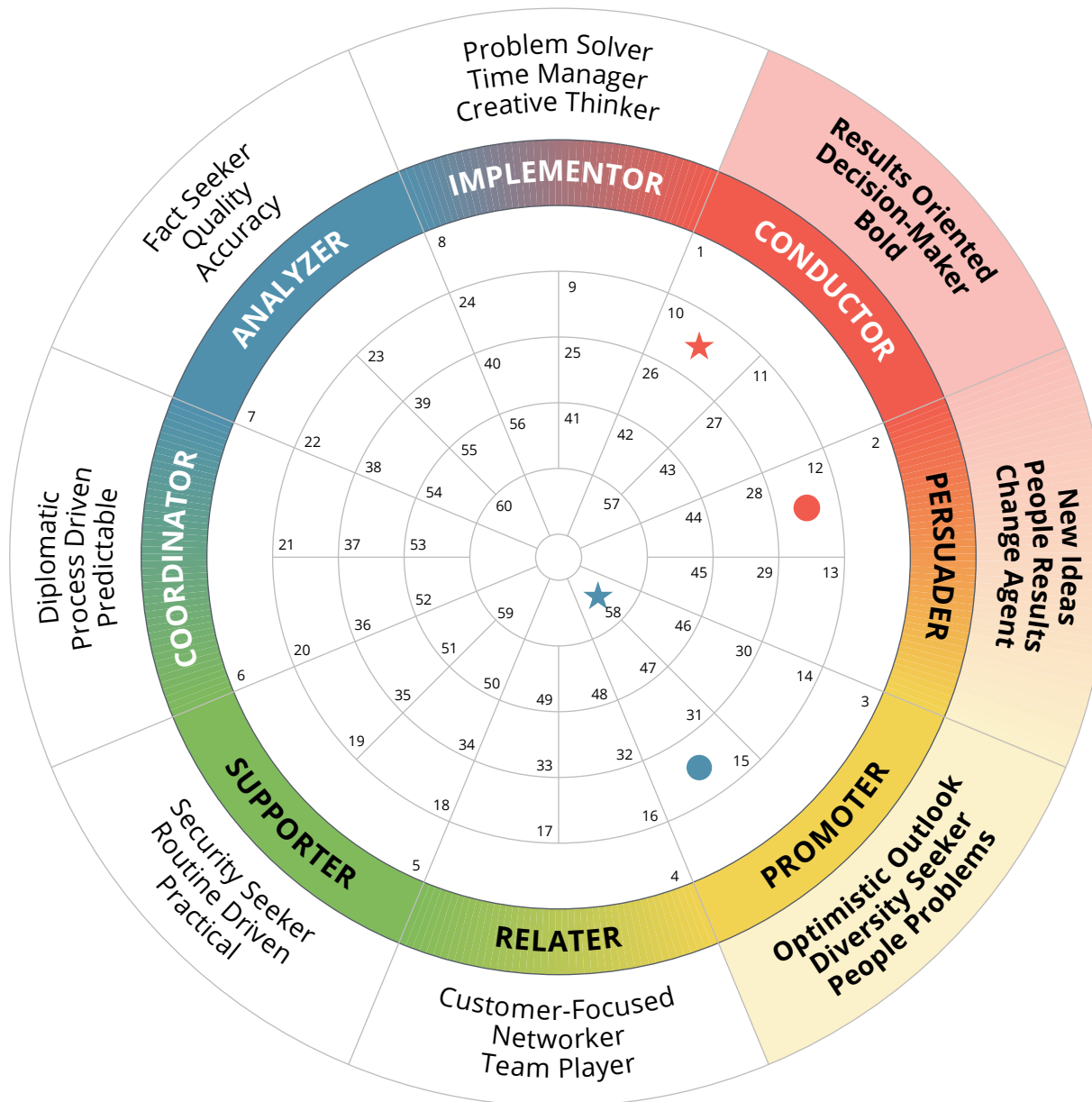


Frank

The TTI Success Insights® Wheel



■ John
■ Frank



Behavioral Styles 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.

Driving Ambitious Pioneering Strong-Willed Determined Competitive Decisive Venturesome	J.S. Inspiring Magnetic Enthusiastic Persuasive Convincing Poised Optimistic Trusting	Relaxed Passive Patient Possessive Predictable Consistent Steady Stable	Cautious Careful Exacting Systematic Accurate Open-minded Balanced Judgment Diplomatic
Dominance	Influence	Steadiness	Compliance
Calculating Cooperative Hesitant Cautious Agreeable Modest Peaceful Unobtrusive	Reflective Factual Calculating Skeptical Logical Suspicious Matter-of-Fact Incisive	Mobile Active Restless Impatient Pressure-oriented Eager Flexible Impulsive	Firm Independent Self-willed Obstinate Unsystematic Uninhibited Arbitrary Unbending

Primary Cluster

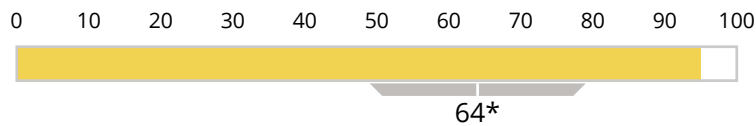
Behavioral Styles Characteristics



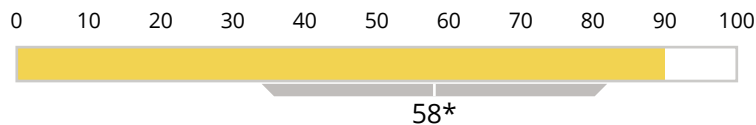
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

John

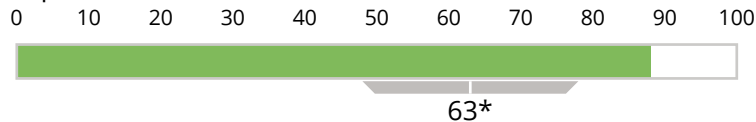
1. People-Oriented - Build rapport with a wide range of individuals.



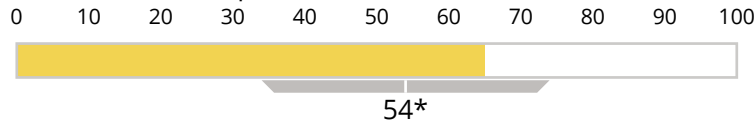
2. Interaction - Frequently engage and communicate with others.



3. Customer-Oriented - Identify and fulfill customer expectations.



4. Versatile - Adapt to various situations with ease.



95
EP

90
P

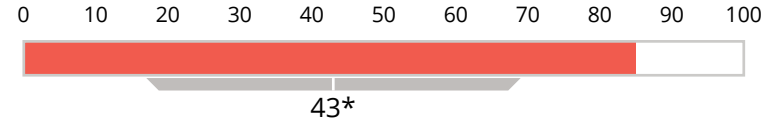
88
P

65
M

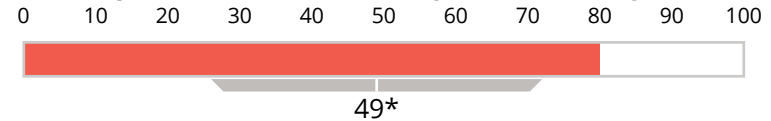
- (EP) Extreme Passionate - Three standard deviations above the mean
- (P) Passionate - Two standard deviations above the mean
- (M) Mainstream - One standard deviation above or below the mean

Frank

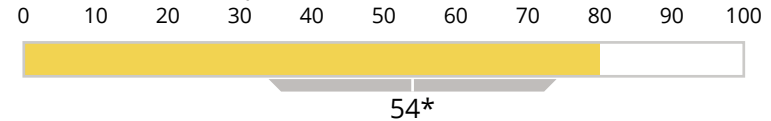
1. Urgency - Take immediate action.



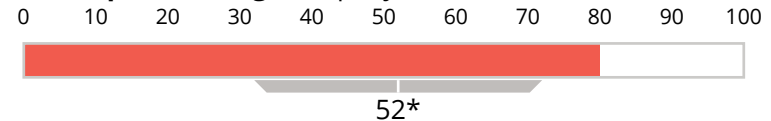
2. Competitive - Want to win or gain an advantage.



3. Versatile - Adapt to various situations with ease.



4. Frequent Change - Rapidly shift between tasks.



85
P

80
P

80
P

80
P

- (I) Indifferent - Two standard deviations below the mean
- (EI) Extreme Indifferent - Three standard deviations below the mean

Behavioral Styles Hierarchy



The Behavioral Styles Hierarchy table compares the behavioral tendencies of the two individuals. The "Diff" column highlights the score differences between the two. Pay attention where differences exceed 10 points as this difference could indicate potential areas for conflict.

	Mean	John	Frank	Diff.
D Dominance - How you respond to Problems and Challenges.				
1. Competitive - Want to win or gain an advantage.	49	30	80	50
2. Frequent Change - Rapidly shift between tasks.	52	58	80	22
3. Urgency - Take immediate action.	43	25	85	60
I Influence - How you influence People and Contacts.				
4. Interaction - Frequently engage and communicate with others.	58	90	70	20
5. People-Oriented - Build rapport with a wide range of individuals.	64	95	60	35
6. Versatile - Adapt to various situations with ease.	54	65	80	15
S Steadiness - How you respond to Pace and Consistency.				
7. Consistent - Perform predictably in repetitive situations.	62	65	40	25
8. Customer-Oriented - Identify and fulfill customer expectations.	63	88	52	36
9. Persistence - Finish tasks despite challenges or resistance.	62	50	40	10
C Compliance - How you respond to Procedures and Constraints.				
10. Analysis - Compile, confirm and organize information.	54	25	40	15
11. Following Policy - Adhere to rules, regulations, or existing methods.	61	65	40	25
12. Organized Workplace - Establish and maintain specific order in daily activities.	53	25	35	10

Ways to Communicate



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 ideas that each person could consider when communicating with one another. Read each statement and highlight the 3 or 4 statements which are most important to each person.

John

1. Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
2. Provide personal assurances and clear, specific solutions with maximum guarantees.
3. Ask "how?" questions to draw his opinions.
4. Watch carefully for possible areas of early disagreement or dissatisfaction.
5. Offer special, immediate, and continuing incentives for his willingness to take risks.
6. Read the body language for approval or disapproval.
7. Provide ideas for implementing action.
8. Move casually.

Frank

1. Understand his sporadic listening skills.
2. Support the results, not the person, if you agree.
3. Provide facts and figures about probability of success or effectiveness of options.
4. Be clear, specific, brief, and to the point.
5. Be isolated from interruptions.
6. Give strokes for his involvement.
7. Put projects in writing with deadlines.
8. Come prepared with all requirements, objectives, and support material in a well-organized "package."

Ways Not to Communicate



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.

John

1. Legislate or muffle—don't overcontrol the conversation.
2. Offer assurance and guarantees you can't fulfill.
3. Leave decisions hanging in the air.
4. Be curt, cold, or tight-lipped.
5. Dream with him or you'll lose time.
6. Be abrupt and rapid.
7. Talk down to him.
8. Keep deciding for him, less he'll lose initiative. Don't leave him without backup support.

Frank

1. Be redundant.
2. Reinforce agreement with "I'm with you."
3. Direct or order.
4. Try to convince by "personal" means.
5. Dictate to him.
6. Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
7. Try to build personal relationships.
8. Let him change the topic until you are finished.

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

1. Accomplishes goals through people.
2. Optimistic and enthusiastic.
3. Creative problem solving.
4. Works for a leader and a cause.
5. Dependable team player.
6. People-oriented.
7. Patient and empathetic.
8. Builds confidence in others.

Frank's Value

1. Sense of urgency.
2. Challenges the status quo.
3. Creative in his approach to solving problems.
4. Will join organizations to represent the company.
5. Competitive.
6. Few dull moments.
7. Thinks big.
8. Self-starter.

Perceptions



How Others May View John and Frank

How might one's actions be perceived by others? Realizing other's perspectives can be an uncomfortable exercise, but a good step toward better communication. Below, outlines how John and Frank see themselves and how others might perceive them.

John usually sees himself as being:

- ✓ Enthusiastic
- ✓ Outgoing
- ✓ Charming
- ✓ Inspiring



Frank usually sees himself as being:

- ✓ Pioneering
- ✓ Assertive
- ✓ Competitive
- ✓ Confident

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

- ✓ Self-Promoting
- ✓ Glib
- ✓ Overly Optimistic
- ✓ Unrealistic



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

- ✓ Demanding
- ✓ Nervy
- ✓ Egotistical
- ✓ Aggressive

Under extreme pressure, stress, or fatigue, others may see him as being:

- ✓ Overly Confident
- ✓ Talkative
- ✓ Poor Listener
- ✓ Self-Promoter



Under extreme pressure, stress, or fatigue, others may see him as being:

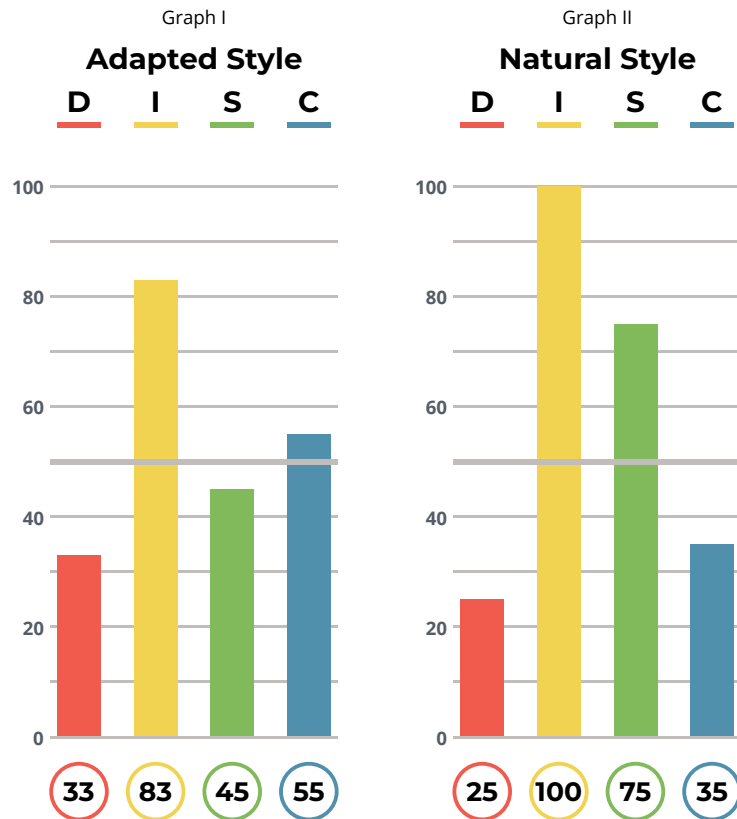
- ✓ Abrasive
- ✓ Controlling
- ✓ Arbitrary
- ✓ Opinionated

Behavioral Styles Graphs



When comparing two individuals' DISC graphs, it's essential to highlight the unique strengths, communication styles, and potential areas of synergy or conflict between them. Identify each person's primary and secondary traits, i.e. one might have strong Dominance tendencies, while the other person may lean toward the Steadiness tendencies. Highlight how these differences may bring stability and reliability to their relationship even though they are in contrast to one another. Discuss how these strengths may manifest in their communication styles.

John



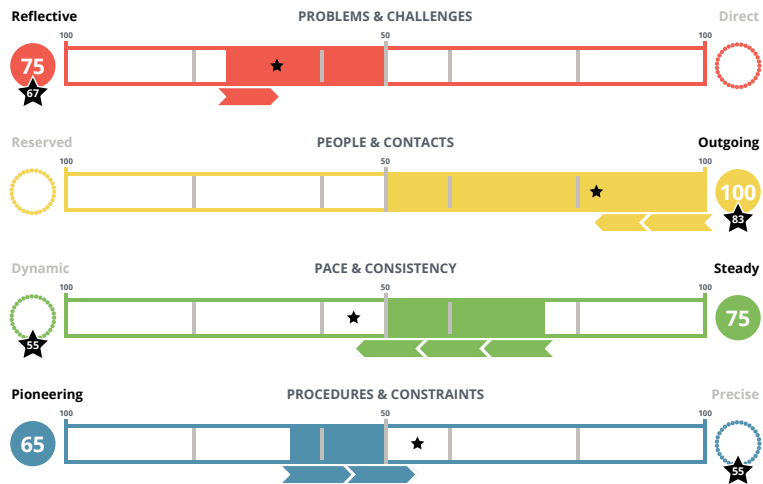
Frank



Behavioral Styles Graphs



John



Frank

