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Talent Insights®

Job/Talent Comparison Report

Sample Benchmark Comparison

VP of Samples

TTI

10-11-2023

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Table of Contents

Introduction - *Where Opportunity Meets Talent* 3
Primary Driving Forces Cluster 6
Situational Driving Forces Cluster 7
Indifferent Driving Forces Cluster 8
Behavioral Hierarchy 9
Driving Forces Feedback 12
Behavioral Feedback 13

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Introduction

Where Opportunity Meets Talent

This report compares a specific job benchmark to the results of one to five talent reports. Use the following guidelines to effectively interpret the results.

Interpretation Guidelines

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top three motivators and the top three behaviors. The answers to these questions will maximize the use of this report:

Driving Forces Hierarchy

- How will a person feel if they have to spend eight hours a day in an activity that does not reward their passion?
- How will a person feel if he/she is misaligned with the rewards of the job?

Behavioral Traits

- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

Additional Consideration

- How are other people in the same job performing based on the results of their TTI Talent Insights® Talent Report?

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Introduction

Continued

This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH PERSONAL REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.

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Introduction

Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

Behavioral Hierarchy (12 Areas)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual personal report(s).

Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

Note: The information provided above offers you a better understanding of the job requirements for superior performance based on the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.

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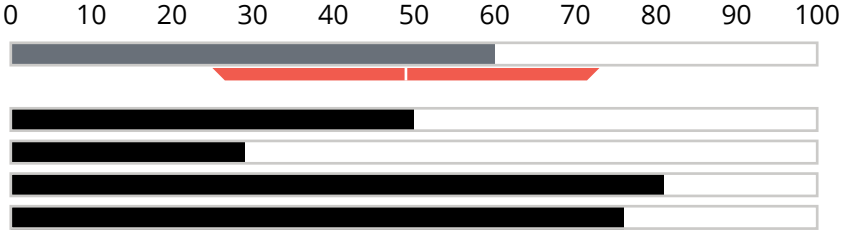
Primary Driving Forces Cluster

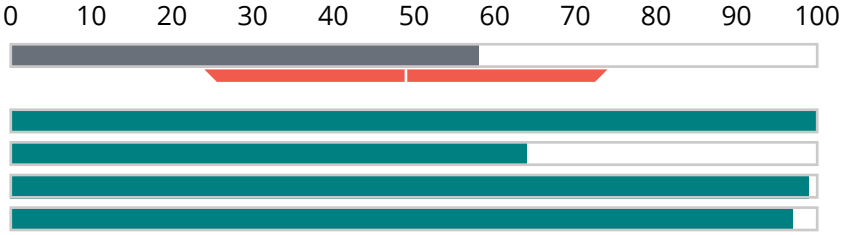
These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from the highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

1. Commanding - People who are driven by status, recognition, and control over personal freedom.



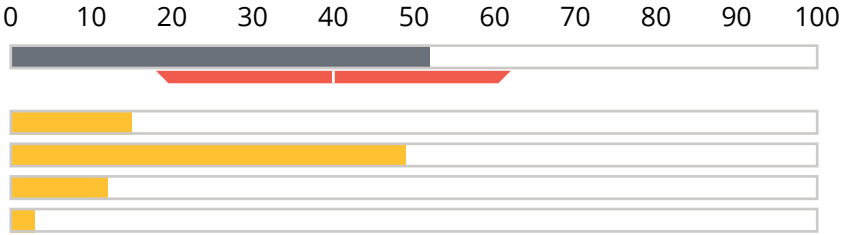
60	**Job**
49	*****
50	John Smith
29	Frank Jones
81	Amanda Doe
76	Sue Anderson

2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



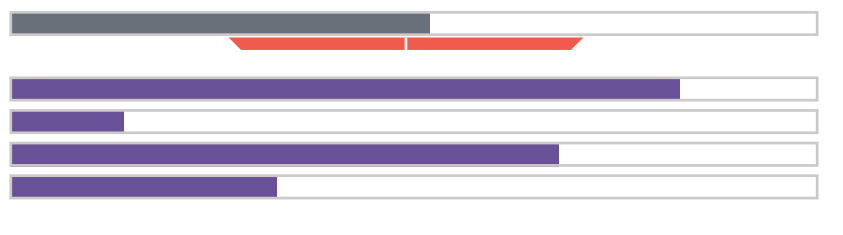
58	**Job**
49	*****
100	John Smith
64	Frank Jones
99	Amanda Doe
97	Sue Anderson

3. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



52	**Job**
40	*****
15	John Smith
49	Frank Jones
12	Amanda Doe
0	Sue Anderson

4. Objective - People who are driven by the functionality and objectivity of their surroundings.



52	**Job**
49	*****
83	John Smith
14	Frank Jones
68	Amanda Doe
33	Sue Anderson

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

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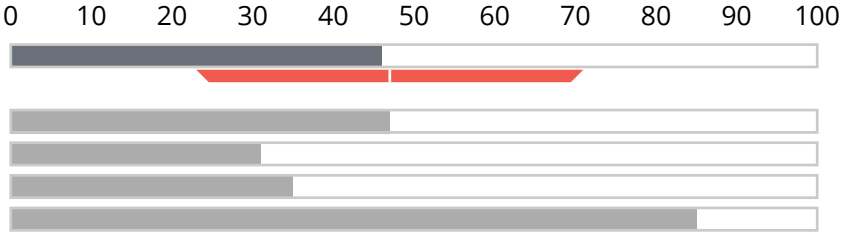
Situational Driving Forces Cluster

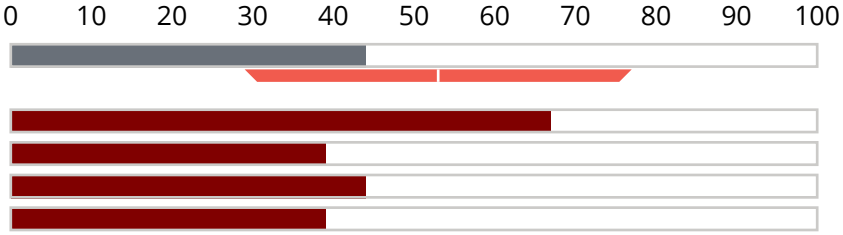
These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from the highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

5. Receptive - People who are driven by new ideas, methods, and opportunities that fall outside a defined system for living.



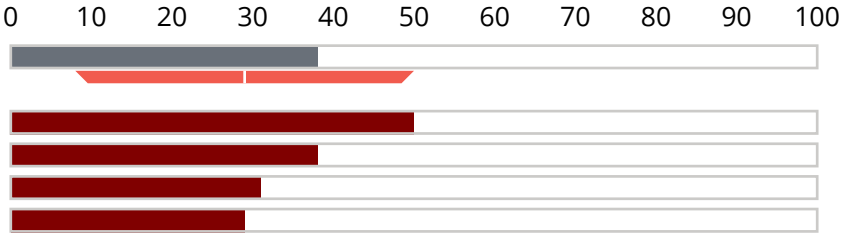
46	**Job**
47	*****
47	John Smith
31	Frank Jones
35	Amanda Doe
85	Sue Anderson

6. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



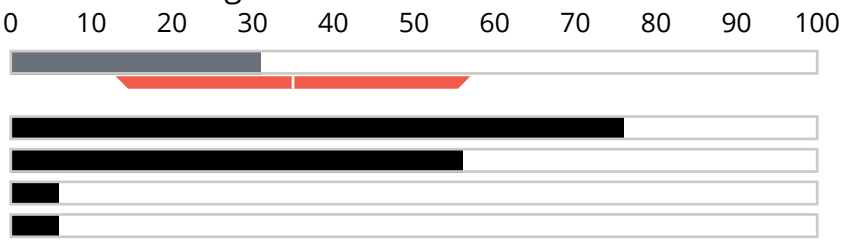
44	**Job**
53	*****
67	John Smith
39	Frank Jones
44	Amanda Doe
39	Sue Anderson

7. Instinctive - People who are driven by utilizing past experiences and their intuition and are seeking specific knowledge when necessary.



38	**Job**
29	*****
50	John Smith
38	Frank Jones
31	Amanda Doe
29	Sue Anderson

8. Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.



31	**Job**
35	*****
76	John Smith
56	Frank Jones
6	Amanda Doe
6	Sue Anderson

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

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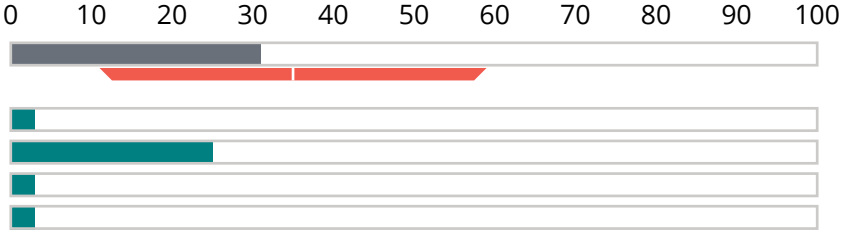
Indifferent Driving Forces Cluster

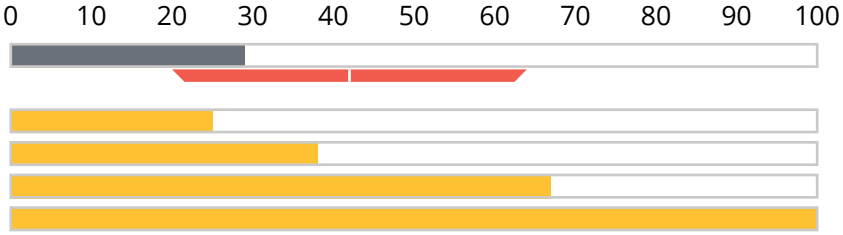
These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from the highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

9. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



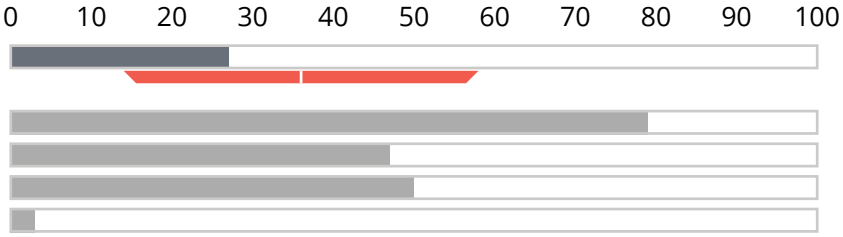
31	**Job**
35	*****
0	John Smith
25	Frank Jones
0	Amanda Doe
0	Sue Anderson

10. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.



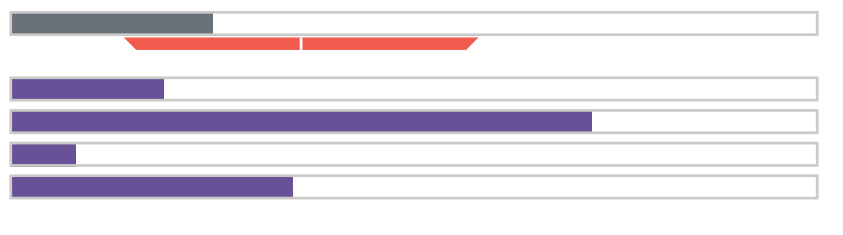
29	**Job**
42	*****
25	John Smith
38	Frank Jones
67	Amanda Doe
100	Sue Anderson

11. Structured - People who are driven by traditional approaches, proven methods, and a defined system for living.



27	**Job**
36	*****
79	John Smith
47	Frank Jones
50	Amanda Doe
0	Sue Anderson

12. Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.



25	**Job**
36	*****
19	John Smith
72	Frank Jones
8	Amanda Doe
35	Sue Anderson

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

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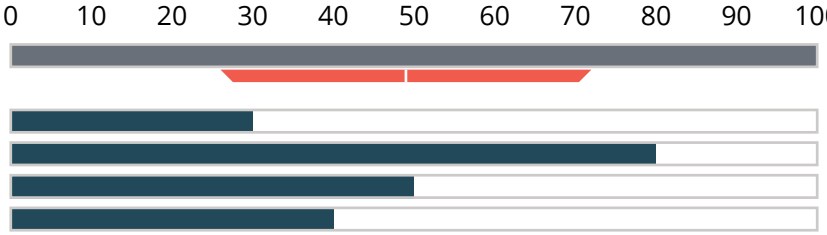
Behavioral Hierarchy

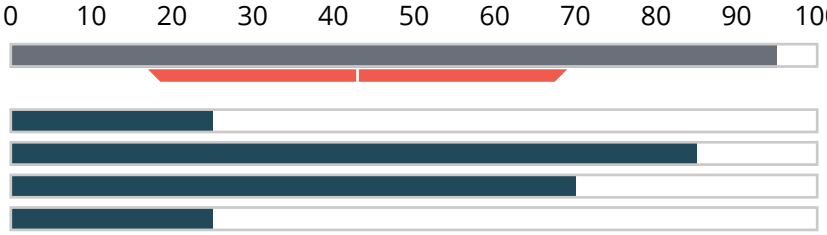
This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

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



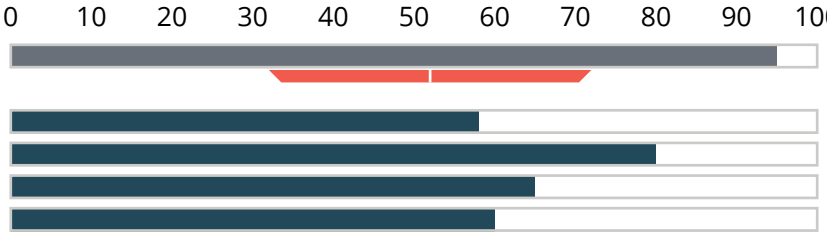
100	**Job**
49	*****
30	John Smith
80	Frank Jones
50	Amanda Doe
40	Sue Anderson

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



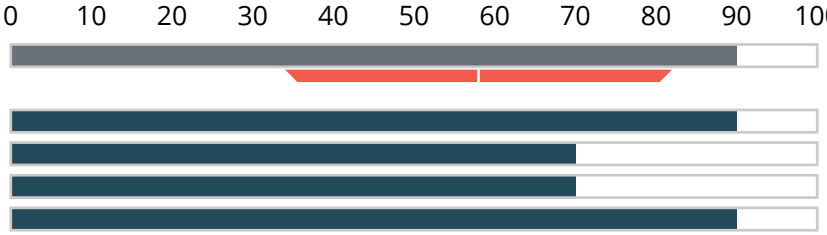
95	**Job**
43	*****
25	John Smith
85	Frank Jones
70	Amanda Doe
25	Sue Anderson

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



95	**Job**
52	*****
58	John Smith
80	Frank Jones
65	Amanda Doe
60	Sue Anderson

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



90	**Job**
58	*****
90	John Smith
70	Frank Jones
70	Amanda Doe
90	Sue Anderson

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

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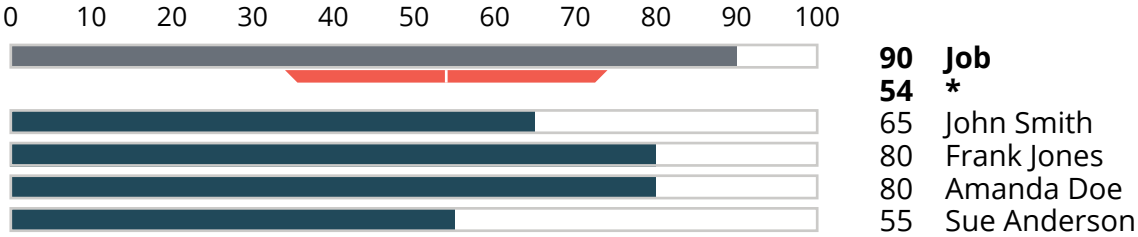
Behavioral Hierarchy

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

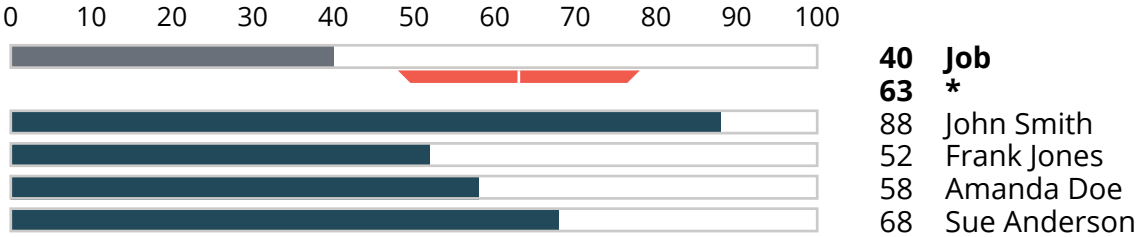


90	**Job**
54	*****
65	John Smith
80	Frank Jones
80	Amanda Doe
55	Sue Anderson

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

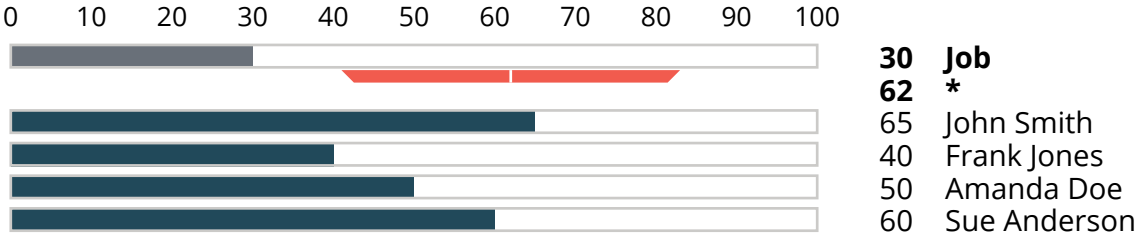
75	**Job**
64	*****
95	John Smith
60	Frank Jones
60	Amanda Doe
100	Sue Anderson

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



40	**Job**
63	*****
88	John Smith
52	Frank Jones
58	Amanda Doe
68	Sue Anderson

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



30	**Job**
62	*****
65	John Smith
40	Frank Jones
50	Amanda Doe
60	Sue Anderson

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

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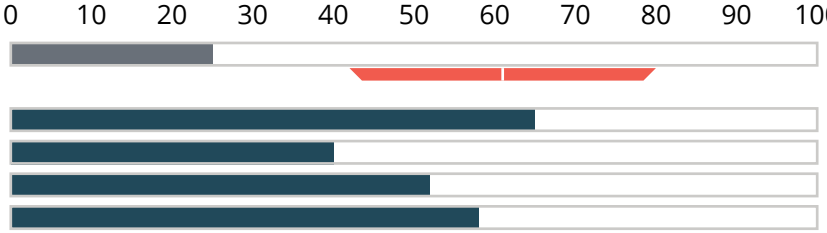
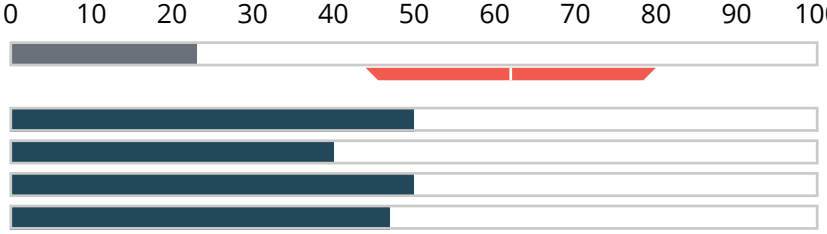
Behavioral Hierarchy

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



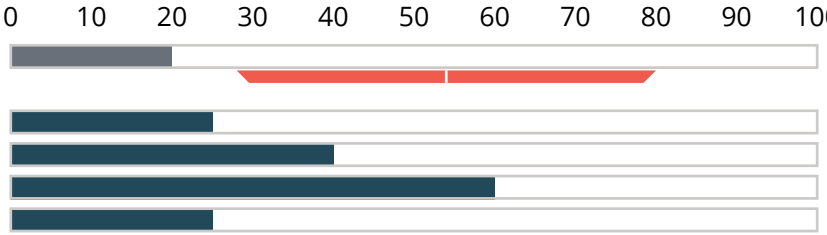
25	**Job**
61	*****
65	John Smith
40	Frank Jones
52	Amanda Doe
58	Sue Anderson

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



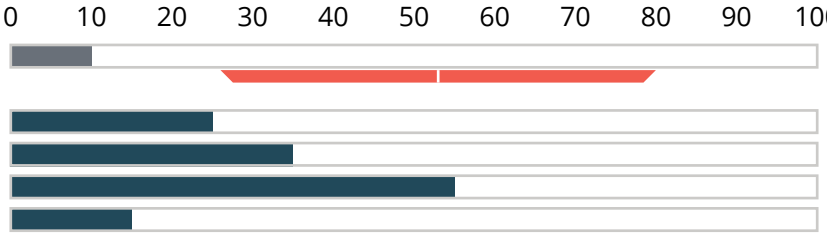
23	**Job**
62	*****
50	John Smith
40	Frank Jones
50	Amanda Doe
47	Sue Anderson

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



20	**Job**
54	*****
25	John Smith
40	Frank Jones
60	Amanda Doe
25	Sue Anderson

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



10	**Job**
53	*****
25	John Smith
35	Frank Jones
55	Amanda Doe
15	Sue Anderson

WB: 94-86-18-10 (12)
* 68% of the population falls within the shaded area.

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Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

1. **Commanding**
    - This position is driven by status, recognition, and control over personal freedom.
2. **Intentional**
    - This position is driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
3. **Selfless**
    - This position is driven by completing tasks for the greater good, with little expectation of personal return.
4. **Objective**
    - This position is driven by the functionality and objectivity of your surroundings.

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Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the four most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. **Competitive**
    - The job requires assertiveness and a "will to win" when dealing with highly competitive situations.
2. **Urgency**
    - The job requires decisiveness, quick response, and fast action.
3. **Frequent Change**
    - The job requires rapid shifts between tasks.
4. **Interaction**
    - The job requires frequent communication and engagement with others.

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