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# Talent Insights®

Talent Report

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SAMPLE





## Introduction Where Opportunity Meets Talent

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TTI Talent Insights Talent Report can be compared with specific job requirements outlined in TTI Talent Insights Job Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

**The following is a highly-personalized portrait of your talent in two main sections:**

### Driving Forces Clusters (12 Areas)

This section identifies what drives you. In order to be successful and energized on the job, it is important that your driving forces are in alignment with the rewards of your role.

### Behavioral Hierarchy (12 Areas)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

### Driving Forces Feedback

This section expands on your Primary Driving Forces Cluster. You will feel energized and successful at work when your job supports and satisfies these driving forces.

### Behavioral Feedback

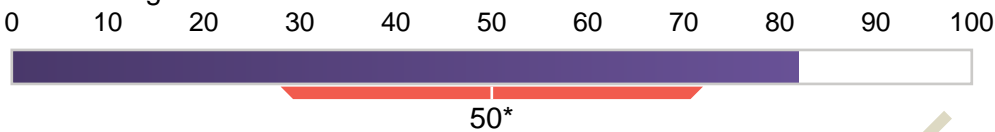
This section gives you insight into your top four behavioral traits to further identify your unique strengths.



## Primary Driving Forces Cluster

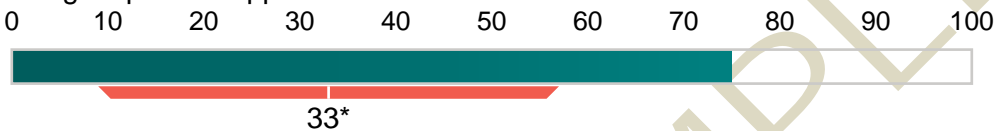
Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

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



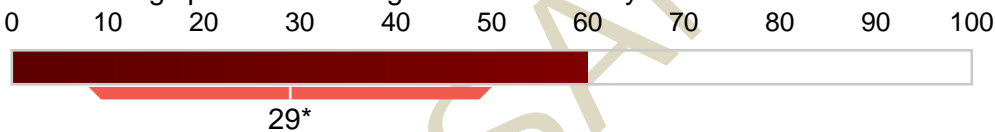
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**2. Altruistic** - People who are driven to assist others for the satisfaction of being helpful or supportive.



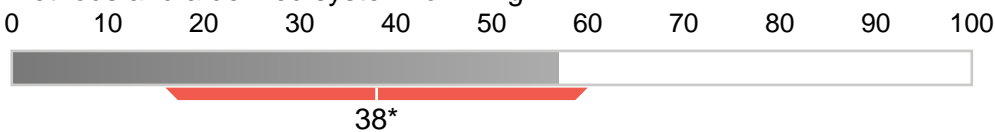
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**3. Instinctive** - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



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



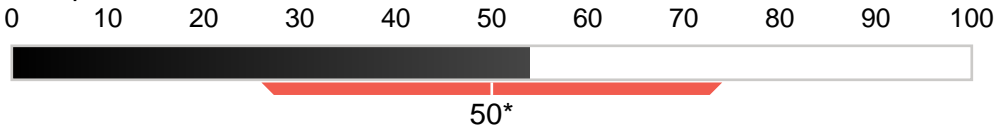
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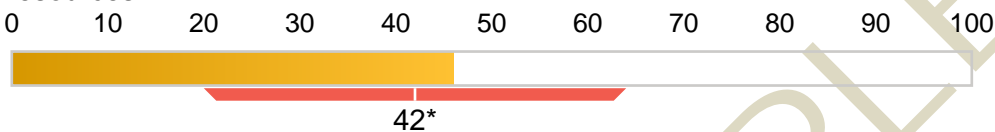
## Situational Driving Forces Cluster

Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

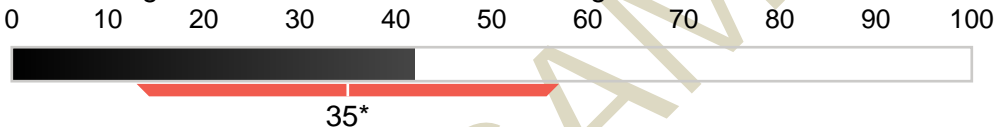
**5. Commanding** - People who are driven by status, recognition and control over personal freedom.



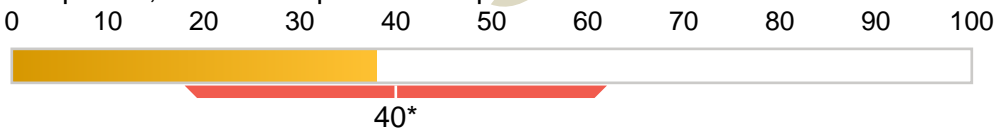
**6. Resourceful** - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



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



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

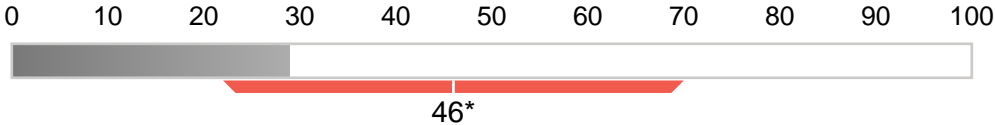




## Indifferent Driving Forces Cluster

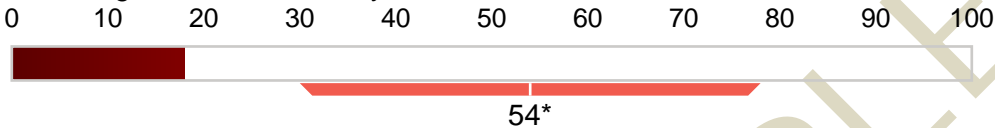
*You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.*

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



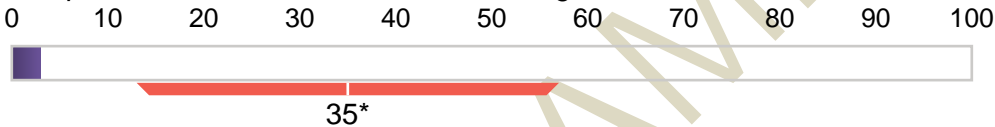
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**10. Intellectual** - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



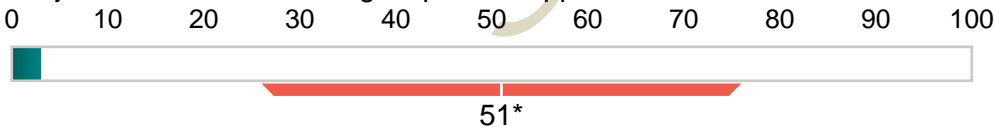
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**11. Harmonious** - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



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



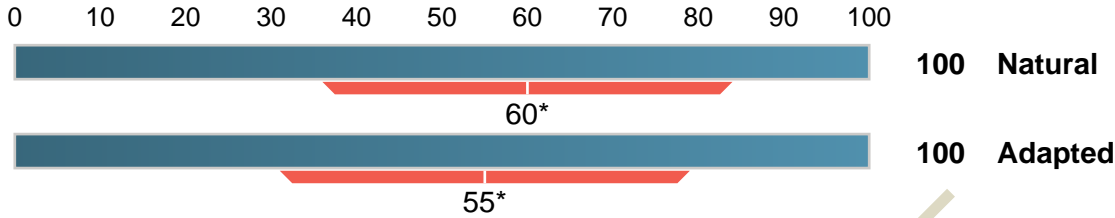
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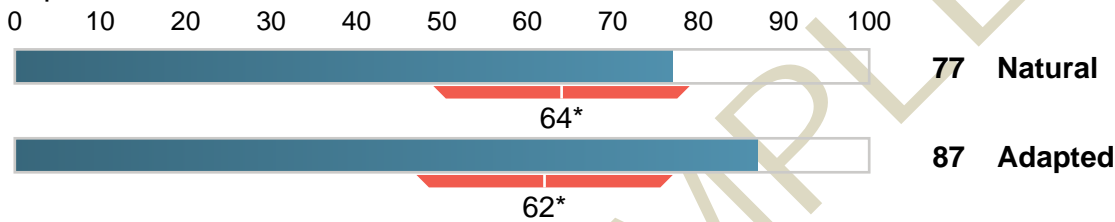
# Behavioral Hierarchy

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

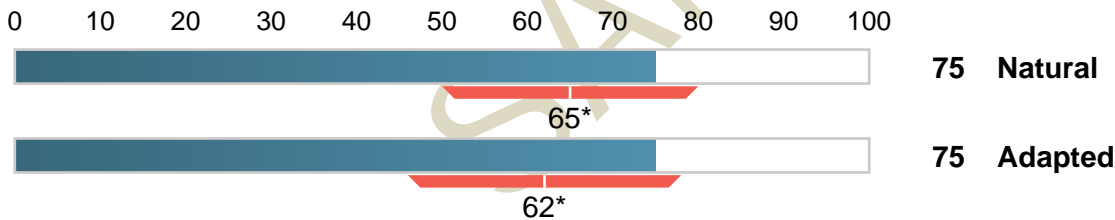
## 1. Interaction - Frequently engage and communicate with others.



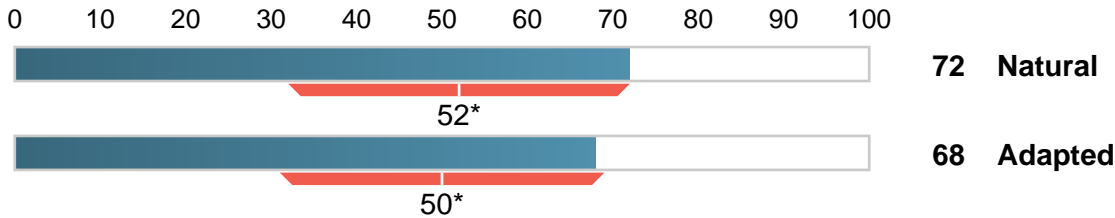
## 2. Customer-Oriented - Identify and fulfill customer expectations.



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



## 4. Frequent Change - Rapidly shift between tasks.

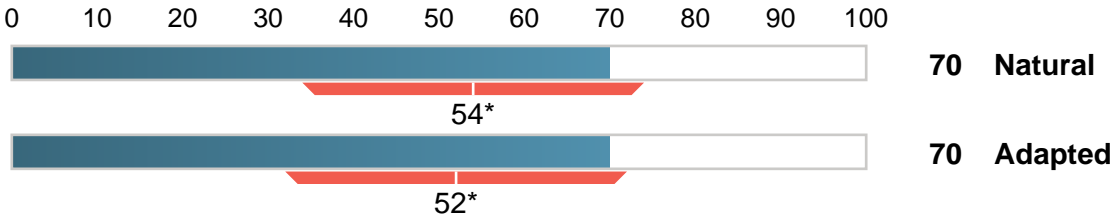


\* 68% of the population falls within the shaded area.

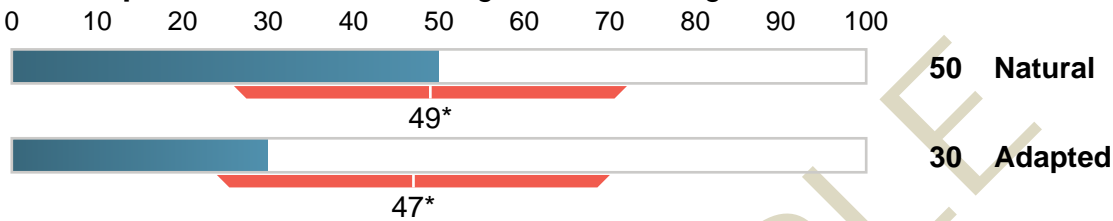


## Behavioral Hierarchy Continued

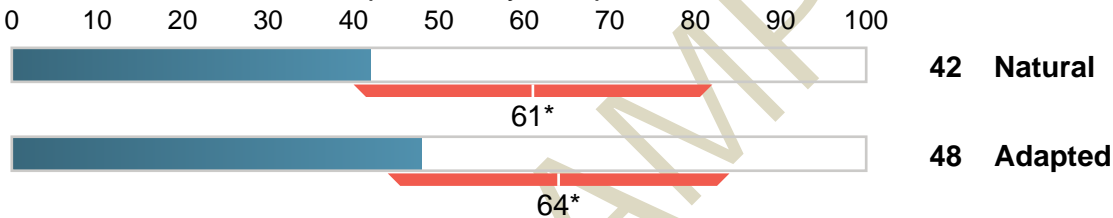
### 5. Versatile - Adapt to various situations with ease.



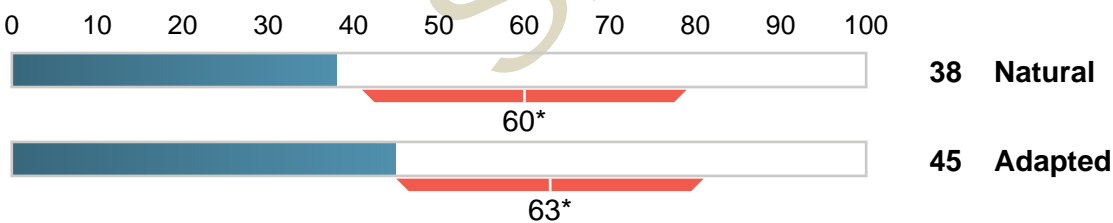
### 6. Competitive - Want to win or gain an advantage.



### 7. Consistent - Perform predictably in repetitive situations.



### 8. Following Policy - Adhere to rules, regulations, or existing methods.

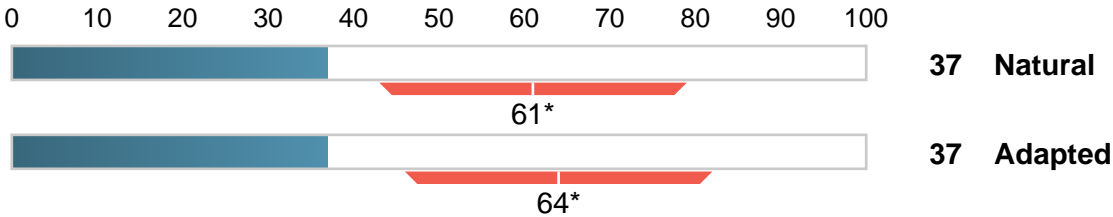


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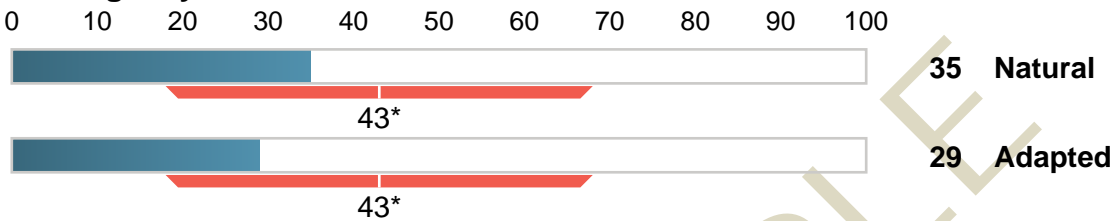


## Behavioral Hierarchy Continued

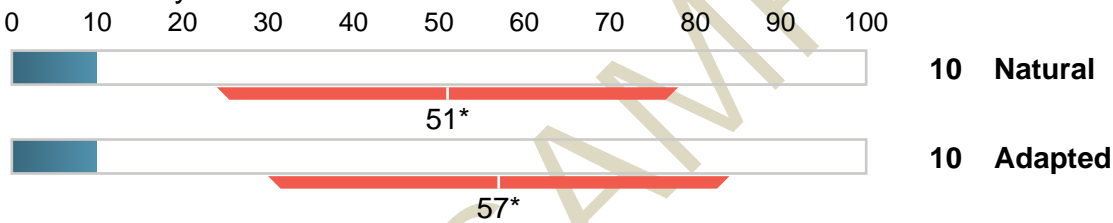
### 9. Persistence - Finish tasks despite challenges or resistance.



### 10. Urgency - Take immediate action.



### 11. Organized Workplace - Establish and maintain specific order in daily activities.



### 12. Analysis - Compile, confirm and organize information.

