



TTI
SUCCESS
INSIGHTS®

Talent Insights® Comparison Report

Stan Lee and Sally Sample
6-18-2020

Reynolds Consulting

Helping your emotions work for you not against you.

713 249 3846

philr@reynoldsconsulting.org



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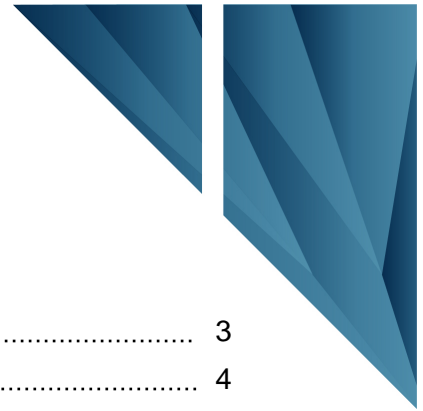


Table of Contents

Introduction - <i>Where Opportunity Meets Talent</i>	3
Checklist for Communicating	4
Checklist for Communicating - <i>Continued</i>	5
Value to the Organization	6
Behavioral Descriptors	7
Primary Behavioral Cluster	8
Primary Driving Forces Cluster	9
Driving Forces Descriptors	10
Potential Behavioral and Motivational Strengths	11
Potential Behavioral and Motivational Conflict	12
Ideal Environment	13
Behaviors and Driving Forces Graphs	14
The Success Insights® Wheel	15
Primary Cluster Driving Forces Wheel	16



Introduction Where Opportunity Meets Talent

The TTI Success Insights® Talent Insights Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight to three distinct areas: behaviors, driving forces and the integration of these. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

The following is a comparative summary in the three main areas:

Behaviors

This section of the report is designed to help showcase the behavioral similarities and differences between yourself and another person. The ability to interact effectively with this person may be the difference between success and failure in your work and personal life. Effective communication starts with an accurate perception of self and the implications of interactions with another person.

Driving Forces

This section of the report provides information on why you are driven to do what you do. Each person is driven by a unique set of drivers. Understanding what drives you, as well as another person, can lower the chance of conflict and improve productivity.

Integrating Behaviors and Driving Forces

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and driving forces blend together, performance will be enhanced and you will experience an increase in satisfaction.



Checklist for Communicating

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 things the other should DO when communicating with the other. Read each statement and highlight the 3 or 4 statements which are most important to each person.

Ways to Communicate with Stan

- Motivate and persuade by referring to objectives and results.
- Provide time for fun and relaxing.
- Be isolated from interruptions.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Put projects in writing, with deadlines.
- Be clear, specific, brief and to the point.
- Ask specific (preferably "what?") questions.
- Support the results, not the person, if you agree.

Ways to Communicate with Sally

- Be patient and persistent.
- Come prepared with all requirements, objectives and support material in a well-organized "package."
- Be clear, specific, brief and to the point.
- Be prepared with the facts and figures.
- Give pros and cons on ideas.
- Stick to business--let her decide if she wants to talk socially.
- Provide details in writing.
- Keep at least three feet away from her.



Checklist for Communicating *Continued*

This section of the report is a list of things NOT to do while communicating with either Stan and Sally. Review each statement and highlight those that cause frustration. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Ways **NOT** to Communicate with Stan

- Ramble on, or waste his time.
- Direct or order.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Try to convince by "personal" means.
- Let him change the topic until you are finished.
- Let disagreement reflect on him personally.
- Reinforce agreement with "I'm with you."
- Dictate to him.

Ways **NOT** to Communicate with Sally

- Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- Let disagreement reflect on her personally.
- Make statements you cannot prove.
- Direct or order.
- Come with a ready-made decision, or make it for her.
- Use inappropriate buzz words.
- Pretend to be an expert, if you are not.
- Be superficial.



Value to the Organization

This section of the report identifies the specific talents and behavior Stan and Sally 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.

Stan's Value:

- Thinks big.
- Spontaneity.
- Sense of urgency.
- Usually makes decisions with the bottom line in mind.
- Self-starter.
- Challenges the status quo.
- Ability to handle many activities.
- Forward-looking and future-oriented.

Sally's Value:

- Presents the facts without emotion.
- Always looking for logical solutions.
- Tough-minded.
- Self-starter.
- Challenge-oriented.
- Objective and realistic.
- Forward-looking and future-oriented.
- Tenacious.



Behavioral Descriptors

Based on Stan's and Sally'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	Inspiring	Relaxed	Cautious
s.L. Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed s.s.	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-Minded
Decisive	s.L. Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influencing	Steadiness	Compliance s.s.
Calculating	Reflective	Mobile	s.L. Firm
Cooperative	Factual s.s.	Active s.s.	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	s.L. Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

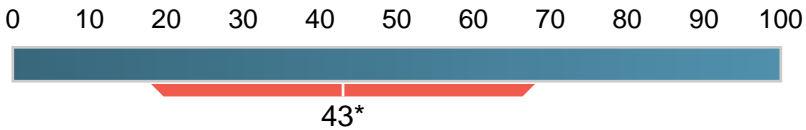


Primary Behavioral Cluster

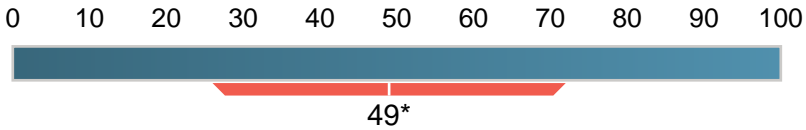
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

Stan Lee:

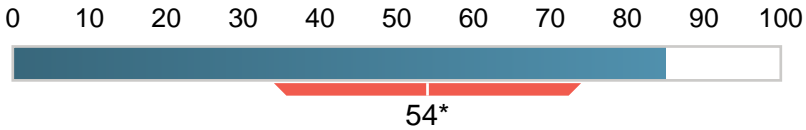
1. **Urgency** - Take immediate action.



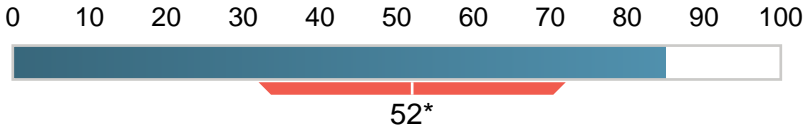
2. **Competitive** - Want to win or gain an advantage.



3. **Versatile** - Adapt to various situations with ease.

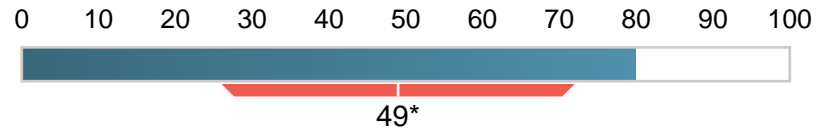


4. **Frequent Change** - Rapidly shift between tasks.

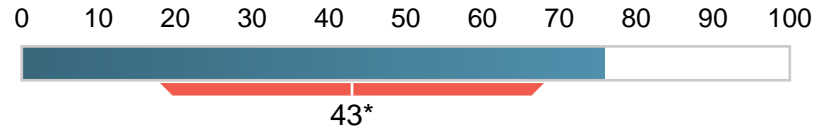


Sally Sample:

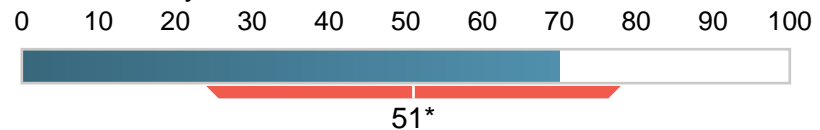
1. **Competitive** - Want to win or gain an advantage.



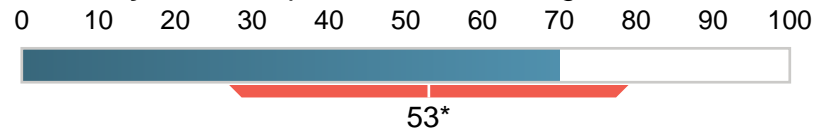
2. **Urgency** - Take immediate action.



3. **Organized Workplace** - Establish and maintain specific order in daily activities.



4. **Analysis** - Compile, confirm and organize information.



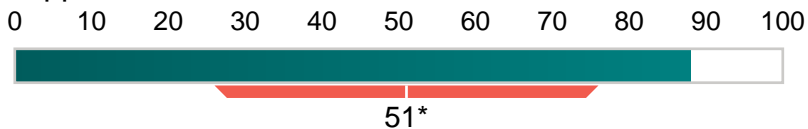


Primary Driving Forces Cluster

The top driving forces create a cluster of drivers that move you to action. Each person should identify one or two drivers they relate to most. Discuss how each of your other primary drivers support or complement these driving forces.

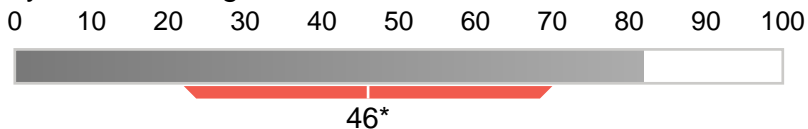
Stan Lee:

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



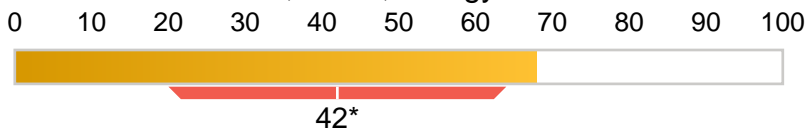
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2. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



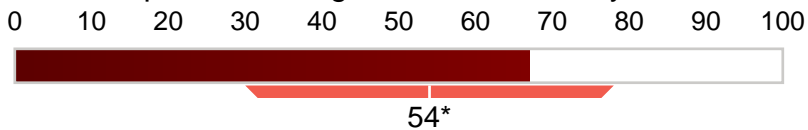
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3. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



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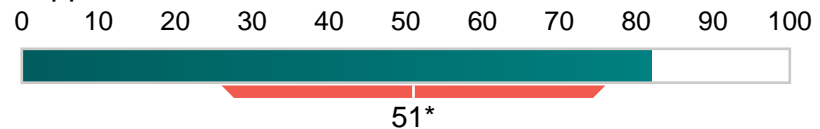
4. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



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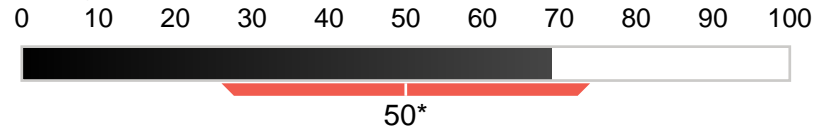
Sally Sample:

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



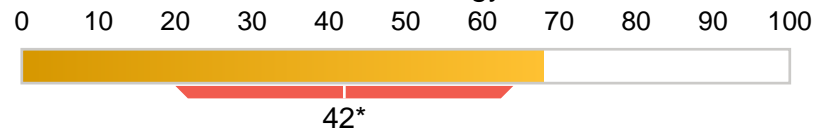
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2. Commanding - People who are driven by status, recognition and control over personal freedom.



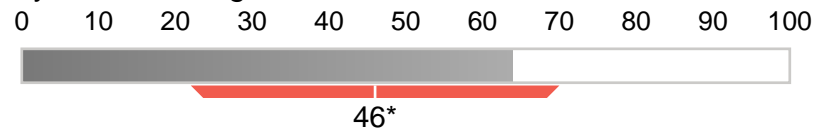
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3. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



68

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



64



Driving Forces Descriptors

Based on Stan's and Sally's responses, the report has listed the words that describe each of their primary driving forces. These words describe why each person does what they do and serve as a filter or driver of daily activities. Highlight the descriptors that are most relevant to each person and discuss the effects on your interactions.

Stan Lee

Sally Sample

Intentional	Intentional
Opportunity Self Interests Personal Benefit	Opportunity Self Interests Personal Benefit
Receptive	Commanding
New Methods Options Possibilities	Status Recognition Individuality
Resourceful	Resourceful
Return on Investment Practical Results Efficiency	Return on Investment Practical Results Efficiency
Intellectual	Receptive
Knowledge Discovery Identifying Truth	New Methods Options Possibilities



Potential Behavioral and Motivational Strengths

This section describes the potential areas of strength between Stan's and Sally's behavioral styles and top four driving forces. These statements showcase the strengths each person brings to the organization. This can be used to develop a system to capitalize on these particular strengths. Identify three or four that enhance their satisfaction on the job.

Stan's Strengths

- Looks for a better approach to utilize others.
- Will champion a worthy cause, as a challenge, if they see a potential return.
- Will champion change and focus on out of the box results
- Lives by an open system and will do anything to enhance it.
- Very resourceful in solving problems.
- Wants to maximize time and resources now, as opposed to later.
- Demonstrates a forward-looking approach to old questions.
- Thrives on the challenge of solving problems.

Sally's Strengths

- Will champion a worthy cause, as a challenge, if they see a potential return.
- Initiates the activity of developing others if they are putting forth a strong effort on their own.
- Innovative with strategies for success.
- Not easily deterred by setbacks.
- Tends to be futuristic.
- Makes decisions based on saving time, resources and improving efficiency.
- Will champion change and focus on out of the box results
- Lives by an open system and will do anything to enhance it.



Potential Behavioral and Motivational Conflict

This section describes the potential areas of conflict between Stan's and Sally's behavioral style and top four driving forces. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.

Stan's Conflicts

- Can sometimes lack diplomacy when asking for assistance.
- May try to utilize many people to obtain results.
- A desire for better results may be prohibited by his need for something new.
- Willing to listen to outside viewpoints to build a creative solution.
- May offend others with too much discussion of results.
- Will override other variables for the sake of an investment.
- Impatient when gathering information.
- A focus on quick results may hinder quality of information.

Sally's Conflicts

- May try to utilize many people to obtain results.
- Needs immediate results when involving others.
- Has to be big player if not the leader and may miss out on beneficial role-playing opportunities.
- May not realize the negative consequences of her quick decisions.
- May make a quick decision that results in a bad investment and/or wasted time.
- May take high risk for high reward too often.
- A desire for better results may be prohibited by her need for something new.
- Willing to listen to outside viewpoints to build a creative solution.



Ideal Environment

People are more engaged and productive when their work environment matches the statements described in this section. This section identifies the ideal work environment based on Stan's and Sally's behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities each person enjoys.

Stan's Ideal Environment

- A forum to champion the needs and desires of others who are willing to work for common results.
- A results-driven environment where people are respected for what they can provide.
- Opportunity to alter existing systems to make them bigger, better and faster.
- An environment to challenge rules in which he doesn't agree.
- Key performance measured on results and efficiency rather than people and process.
- Rewards based-on challenging the status quo resulting in a return to the organization including personal gain.
- New and challenging theoretical-based questions or projects.
- Ability to be an independent thinker.

Sally's Ideal Environment

- Ability to utilize own strengths to achieve results.
- A forum to champion the needs and desires of others who are willing to work for common results.
- Management that appreciates and rewards powerful risk-taking.
- Opportunity to assertively express her desire to control her own destiny and potentially that of others.
- Having economic, competitive and challenging incentives.
- Key performance measured on results and efficiency rather than people and process.
- Opportunity to alter existing systems to make them bigger, better and faster.
- An environment to challenge rules in which she doesn't agree.

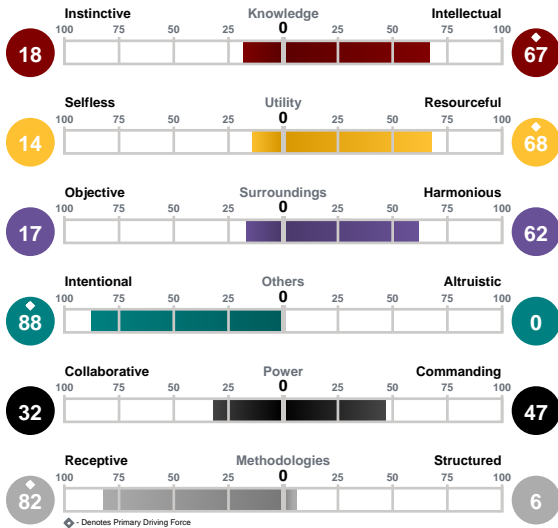
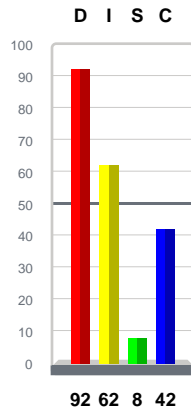
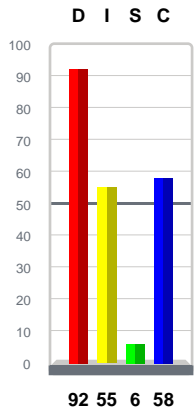


Behaviors and Driving Forces Graphs

Stan Lee:

Adapted Style

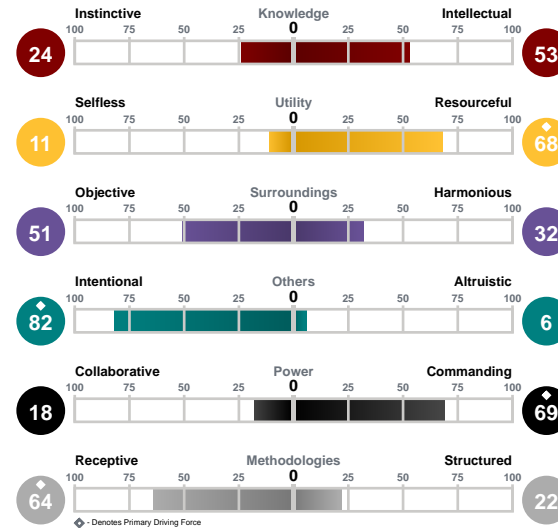
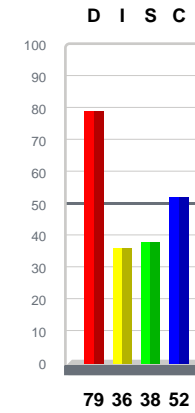
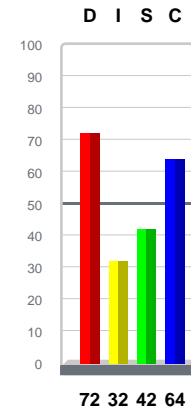
Natural Style



Sally Sample:

Adapted Style

Natural Style

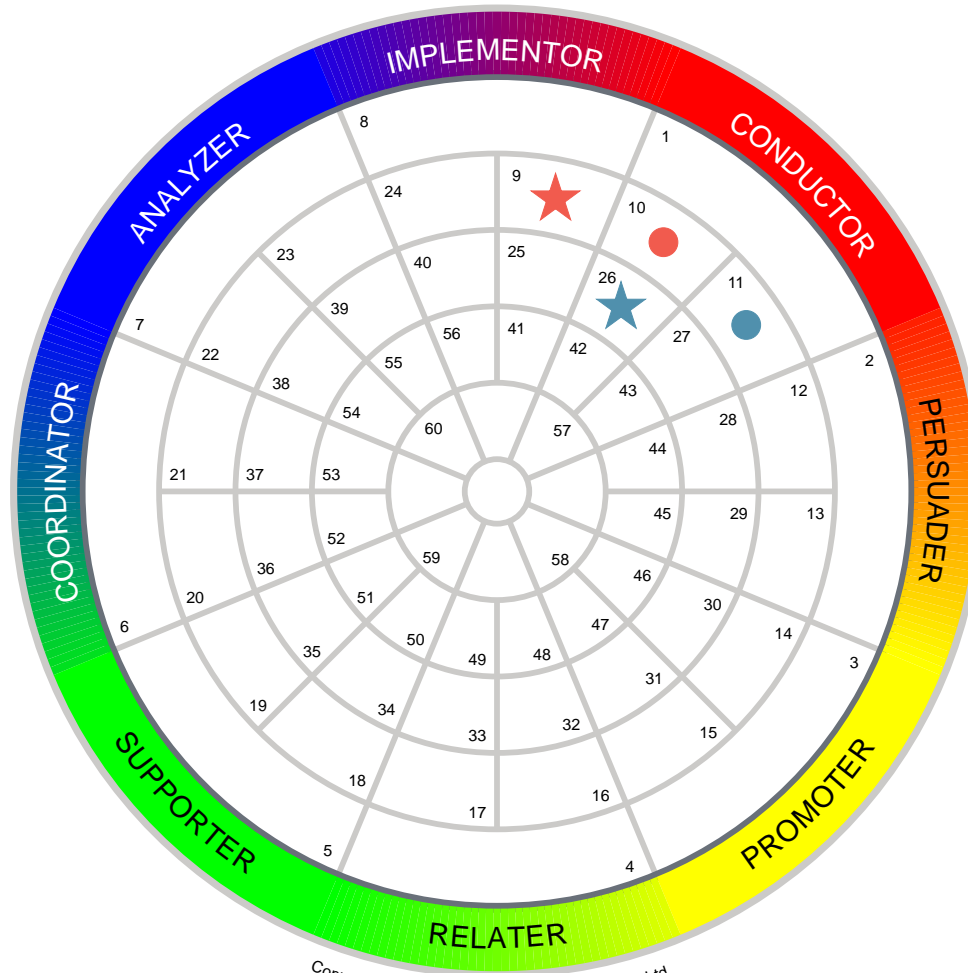




The Success Insights® Wheel

■ Stan Lee

■ Sally Sample



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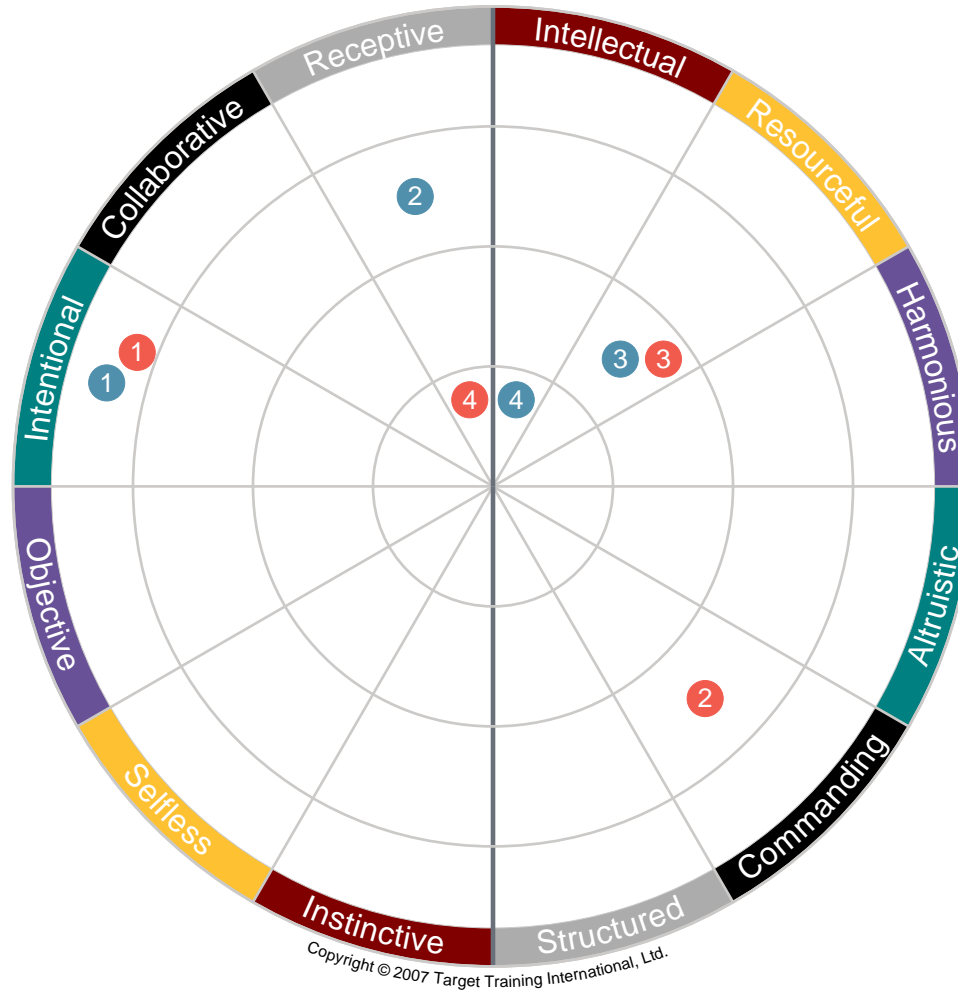
★ Adapted

● Natural



Primary Cluster Driving Forces Wheel

- Stan Lee
- Sally Sample



1 = 1st driving force, 2 = 2nd driving force, 3 = 3rd driving force, 4 = 4th driving force