



TTI
SUCCESS
INSIGHTS®

Interviewing Insights™

General

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XYZ Company
8-24-2020

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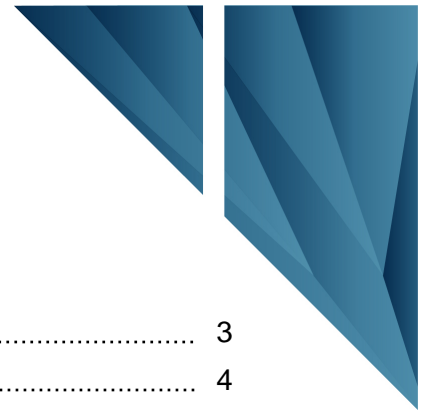


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Introduction

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.

General Characteristics

Based on Bob's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify **HOW HE WOULD CHOOSE TO DO THE JOB**. Use the general characteristics to gain a better understanding of Bob's natural behavior.

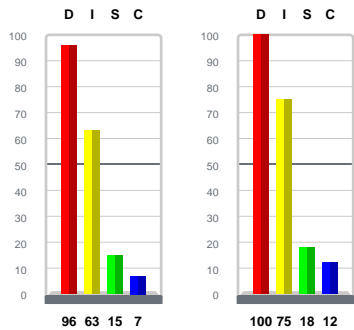
Bob is the type of individual who, under pressure, has a tremendous sense of urgency and need to get things done. He enjoys authority, independence and the freedom that goes with his aggressive approach to problem solving. He seeks his own solutions to problems. In this way, his independent nature comes into play. Many people see him as a self-starter dedicated to achieving results. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He is extremely results-oriented, with a sense of urgency to complete projects quickly. He is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. Under pressure, Bob has a tendency to actively seek opportunities which test and develop his abilities to accomplish results. Bob wants to be viewed as self-reliant and willing to pay the price for success. He displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary.

Bob should realize that at times he needs to think a project through, beginning to end, before starting the project. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. He is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. He likes to make decisions quickly. Bob has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Sometimes he becomes emotionally involved in the decision-making process. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He prefers authority equal to his responsibility.



Adapted Style

Natural Style



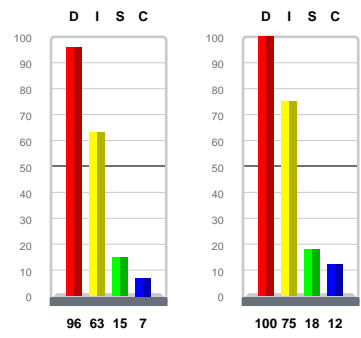


General Characteristics Continued

Bob likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He challenges people who volunteer their opinions. Bob may lose interest in what others are saying if they ramble or don't speak to the point. His active mind is already moving ahead. He tends to influence people by being direct, friendly and results-oriented. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He tends to be intolerant of people who seem ambiguous or think too slowly.

Adapted Style

Natural Style





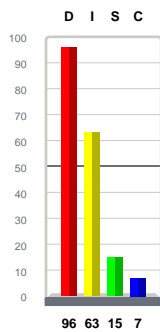
Ideal Environment

This section identifies the ideal work environment based on Bob's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Bob enjoys and also those that create frustration.

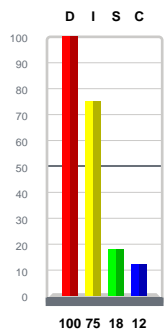
- Work with a results-oriented team.
- Position with a tolerant manager.
- Evaluation based on results, not the process.
- Freedom from controls, supervision and details.
- Needs difficult assignments.
- An innovative and futuristic-oriented environment.
- Nonroutine work with challenge and opportunity.



Adapted Style



Natural Style





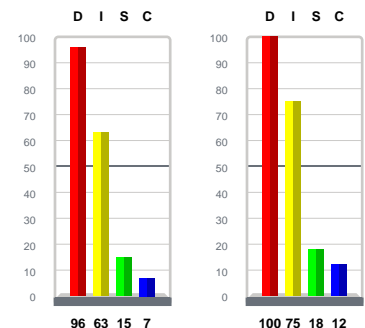
Value to the Organization

This section of the report identifies the specific talents and behavior Bob brings to the job. By looking at these statements, one can identify his role in the organization. The organization can then develop a system to capitalize on his particular value and make him an integral part of the team.

- Forward-looking and future-oriented.
- Initiates activity.
- Challenge-oriented.
- Self-reliant.
- Change agent--looks for faster and better ways.
- Challenges the status quo.
- Has the confidence to do the difficult assignments.

Adapted Style

Natural Style





Interview Questions

1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?

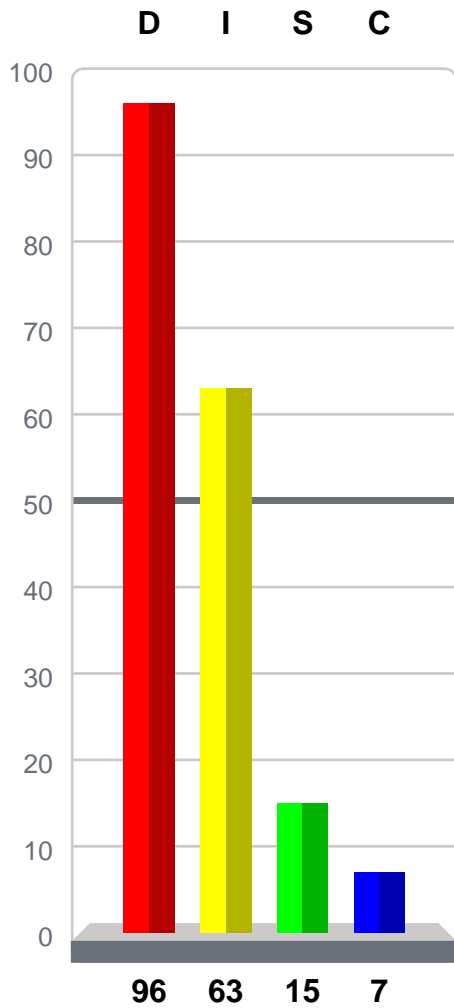


Style Insights® Graphs

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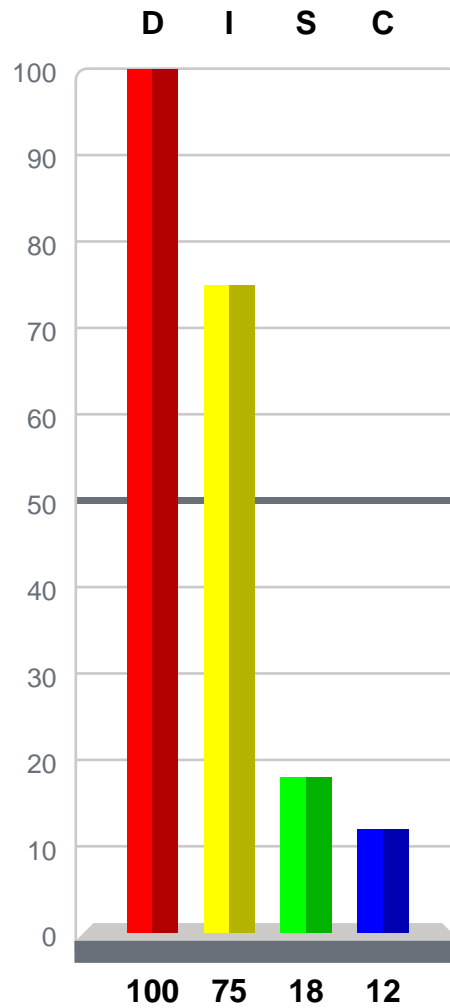
Adapted Style

Graph I



Natural Style

Graph II



Norm 2017 R4



The Success Insights® Wheel

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.

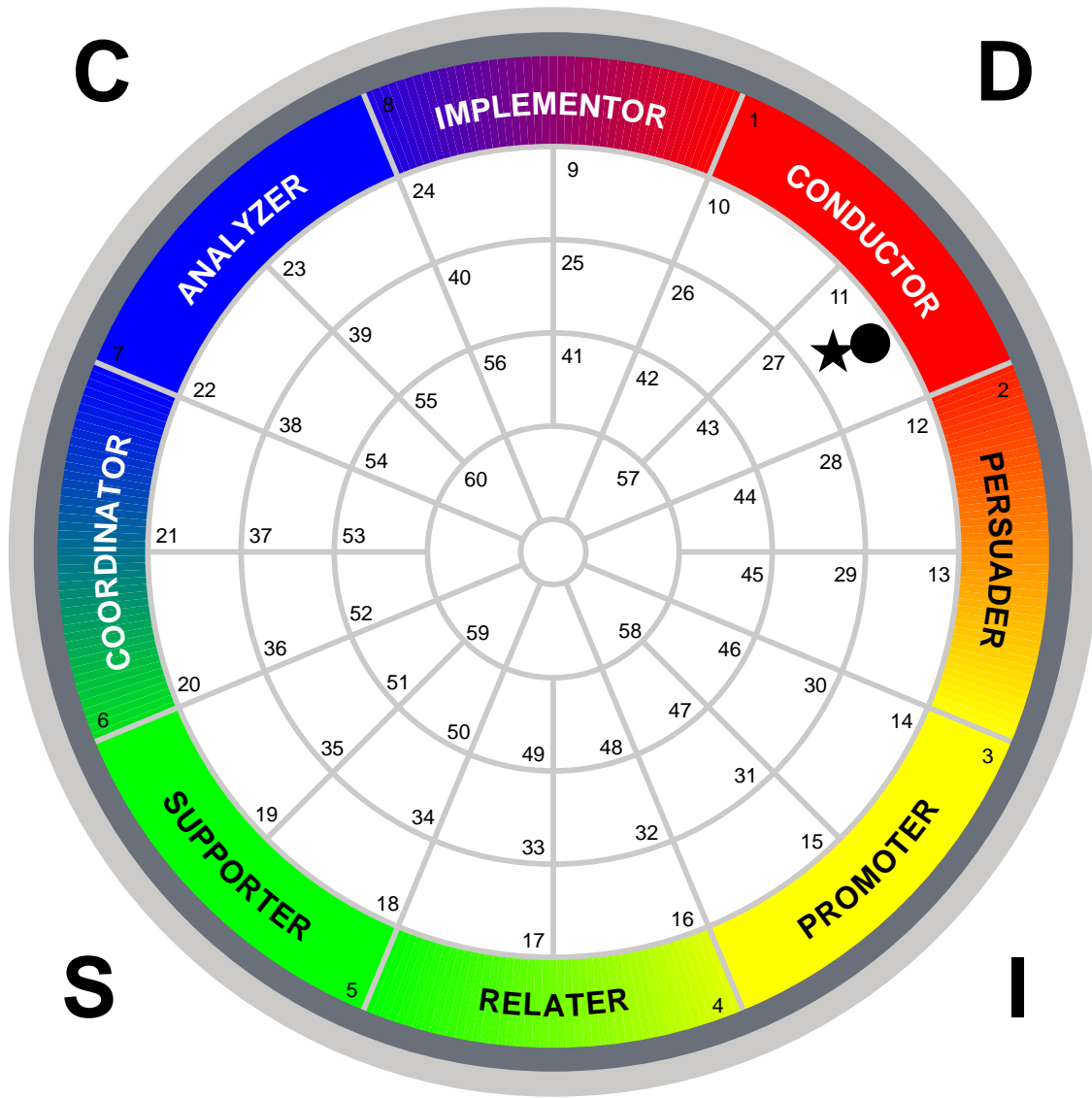
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



The Success Insights® Wheel

8-24-2020



Adapted: ★ (11) PERSUADING CONDUCTOR
 Natural: ● (11) PERSUADING CONDUCTOR

Norm 2017 R4