



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Job Report

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Test Job

Acme

9-19-2018

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Introduction

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TTI Talent Insights® Job benchmarking process. The result is an evaluative report that analyzes a total of 24 separate areas. Additional feedback and suggested interview questions that pertain to each area complete this report.

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 explores the behavioral traits demanded of the job. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

The results of this section are ranked on a scale, reflecting the unique levels of applicability and importance to the job. These rankings illustrate what is essential for this job to deliver superior performance and maximum value to your organization.

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.

Driving Forces Interview Questions

This section contains suggested interview questions that pertain specifically to the rewards of the job.

Behavioral Interview Questions

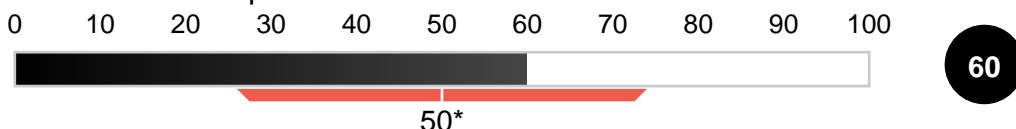
This section contains suggested interview questions that pertain specifically to the behavioral traits required by the job.



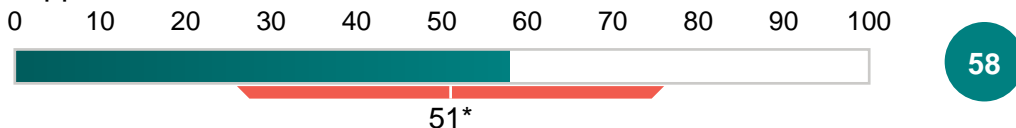
Primary Driving Forces Cluster

This section is designed to give a visual understanding of the primary driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

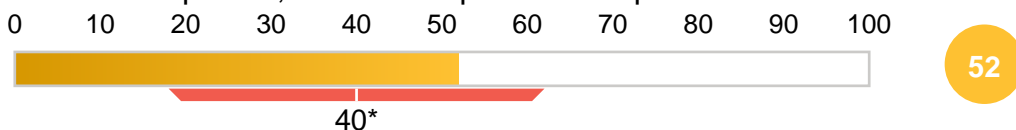
1. Commanding - People who are driven by status, recognition and control over personal freedom.



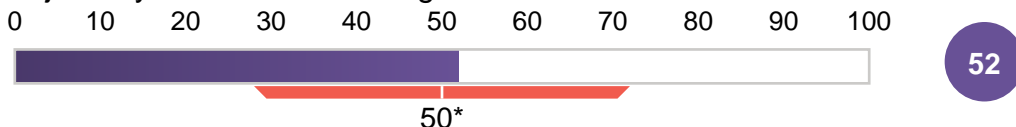
2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



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



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



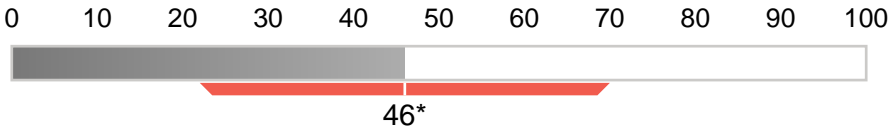
Series of horizontal lines for notes or answers.



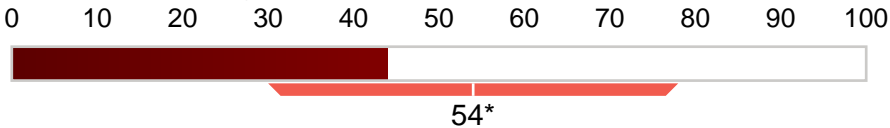
Situational Driving Forces Cluster

This section is designed to give a visual understanding of the situational driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

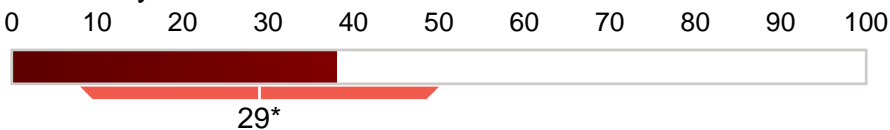
5. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



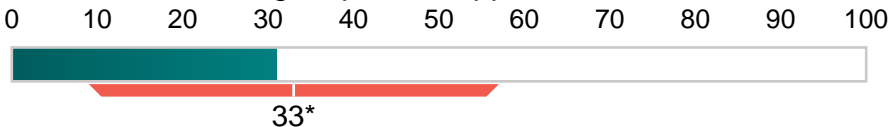
6. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



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



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

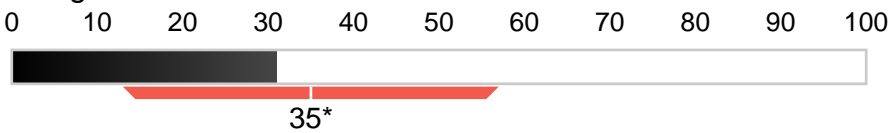




Indifferent Driving Forces Cluster

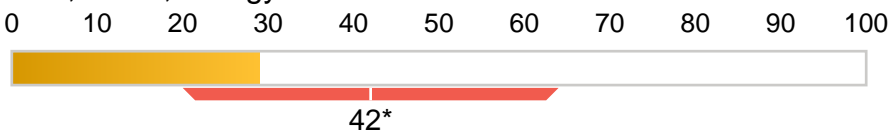
This section is designed to give a visual understanding of the driving forces that are indifferent to the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

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



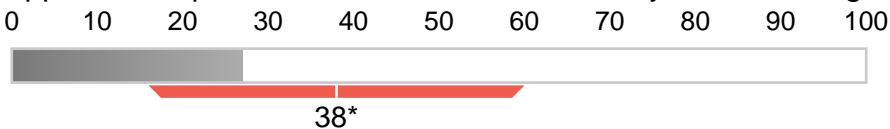
31

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



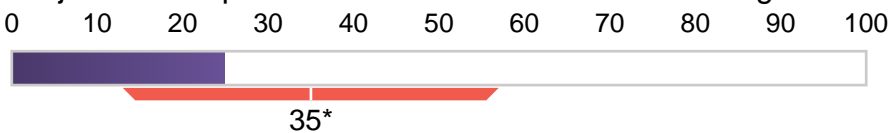
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11. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



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

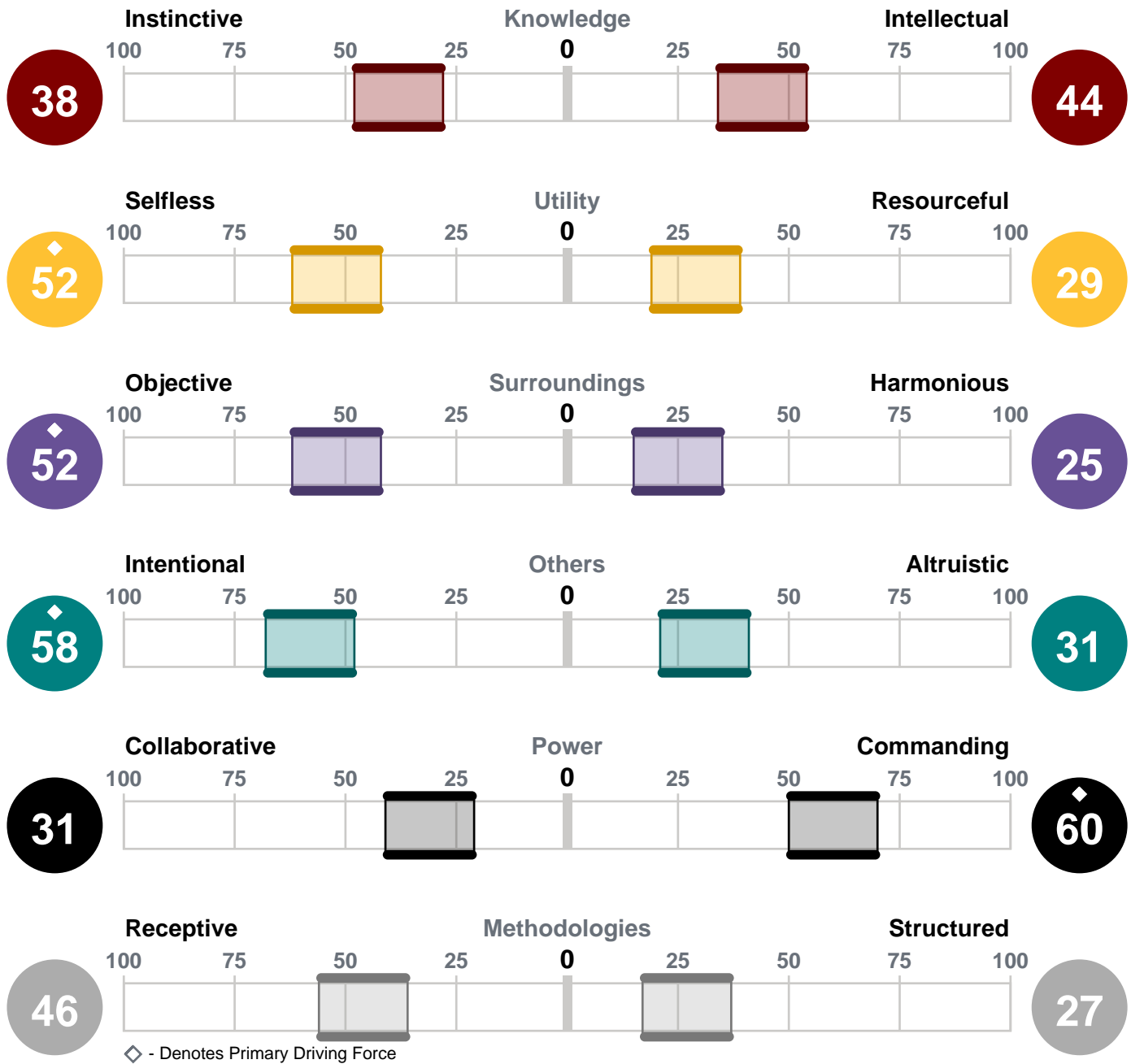


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Driving Forces Graph

The following graph is designed as a visual of the 12 Driving Forces ranges of the position. The highlighted areas denote the position-related scores for each of the drivers.



Job Range



Conflicting Job Requirements

The TTI Success Insights Workplace Behaviors assessment is designed to analyze the job by letting the job talk. This section describes the potential conflicts or concerns for people in this position. In some cases an organization may choose to re-evaluate the position or its key accountabilities.

This position requires a behavioral style with the potential for me-me conflicts. This is quite common in positions and normal for individuals to possess such behavioral styles. Based on this behavioral style, the organization may need to make modifications to the communication flow and activity levels of the position.

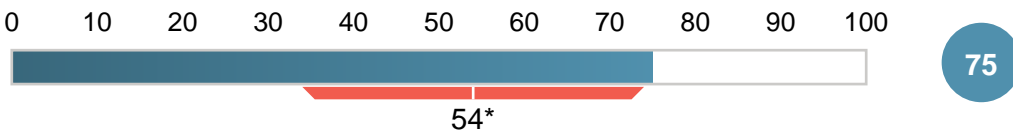




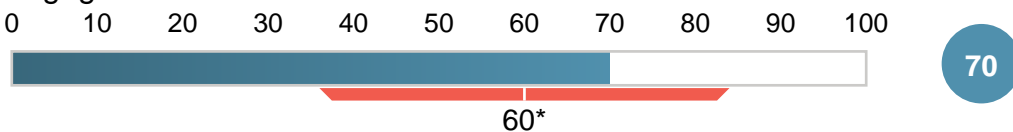
Behavioral Hierarchy

This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to stress reduction and superior job performance.

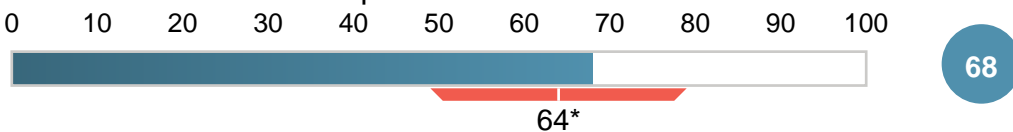
1. Versatile - The job requires adapting to various situations with ease.



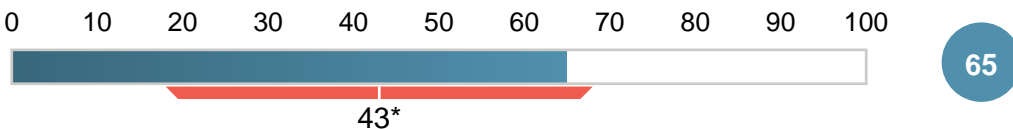
2. Interaction - The job requires frequent communication and engagement with others.



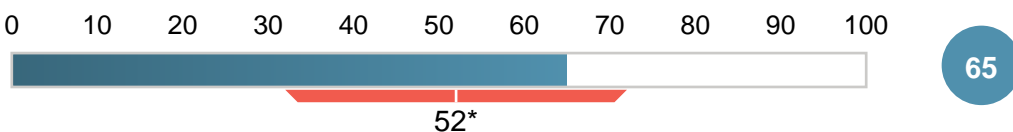
3. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



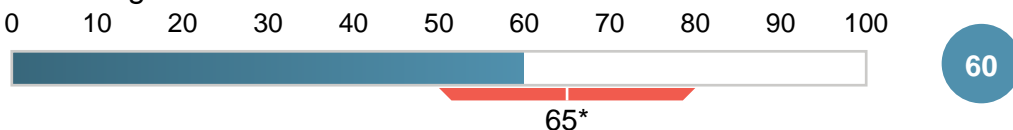
4. Urgency - The job requires decisiveness, quick response, and fast action.



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



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

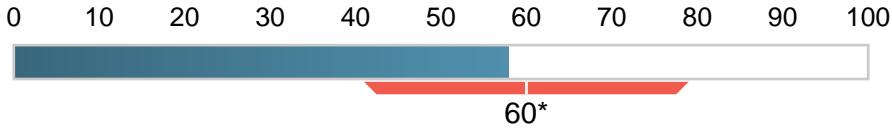


* 68% of the population falls within the shaded area.



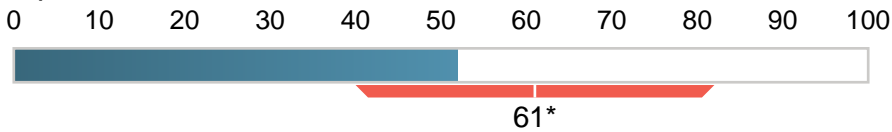
Behavioral Hierarchy

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



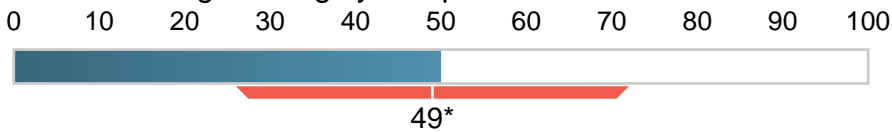
58

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



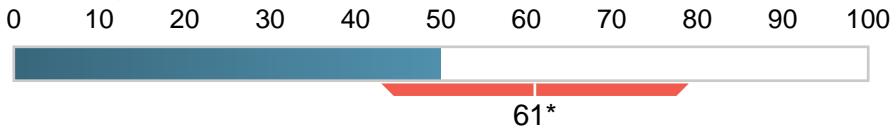
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9. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



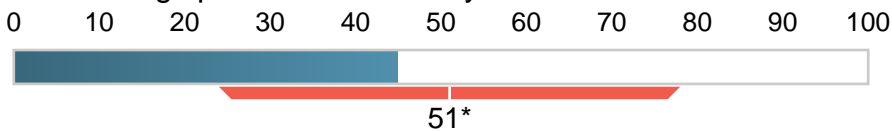
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10. Persistence - The job requires finishing tasks despite challenges or resistance.



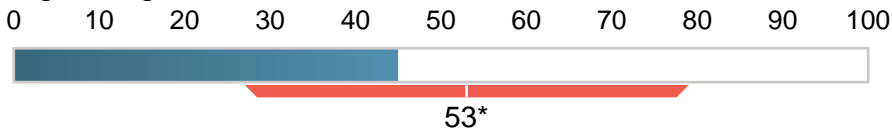
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11. Organized Workplace - The job requires establishing and maintaining specific order in daily activities.



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



45

WB: 44-69-30-56 (58)

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



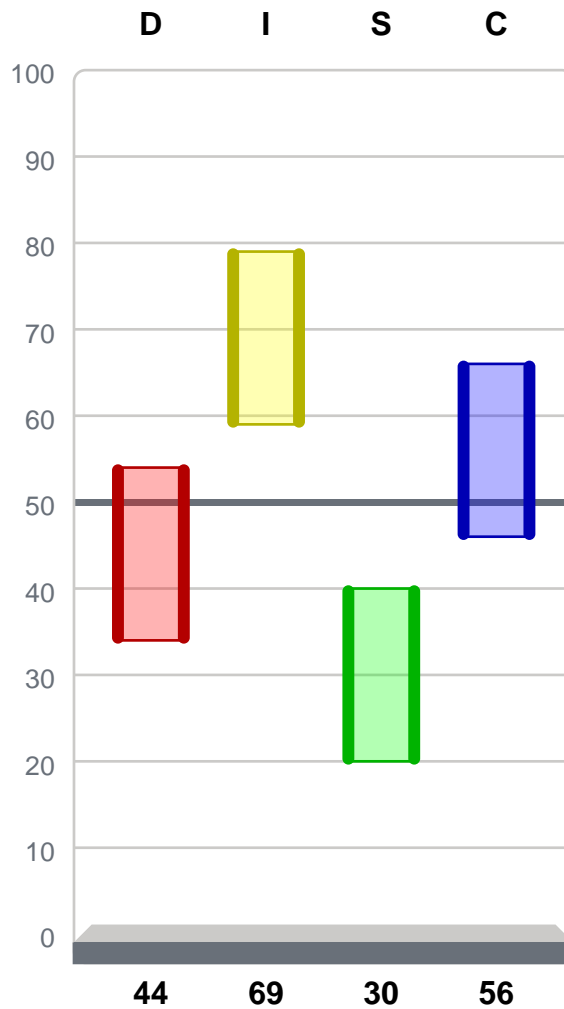
Workplace Behaviors

The following graph is designed as a visual of the behavior ranges of the position. The highlighted areas denote the position-related scores for each of the behavioral factors.

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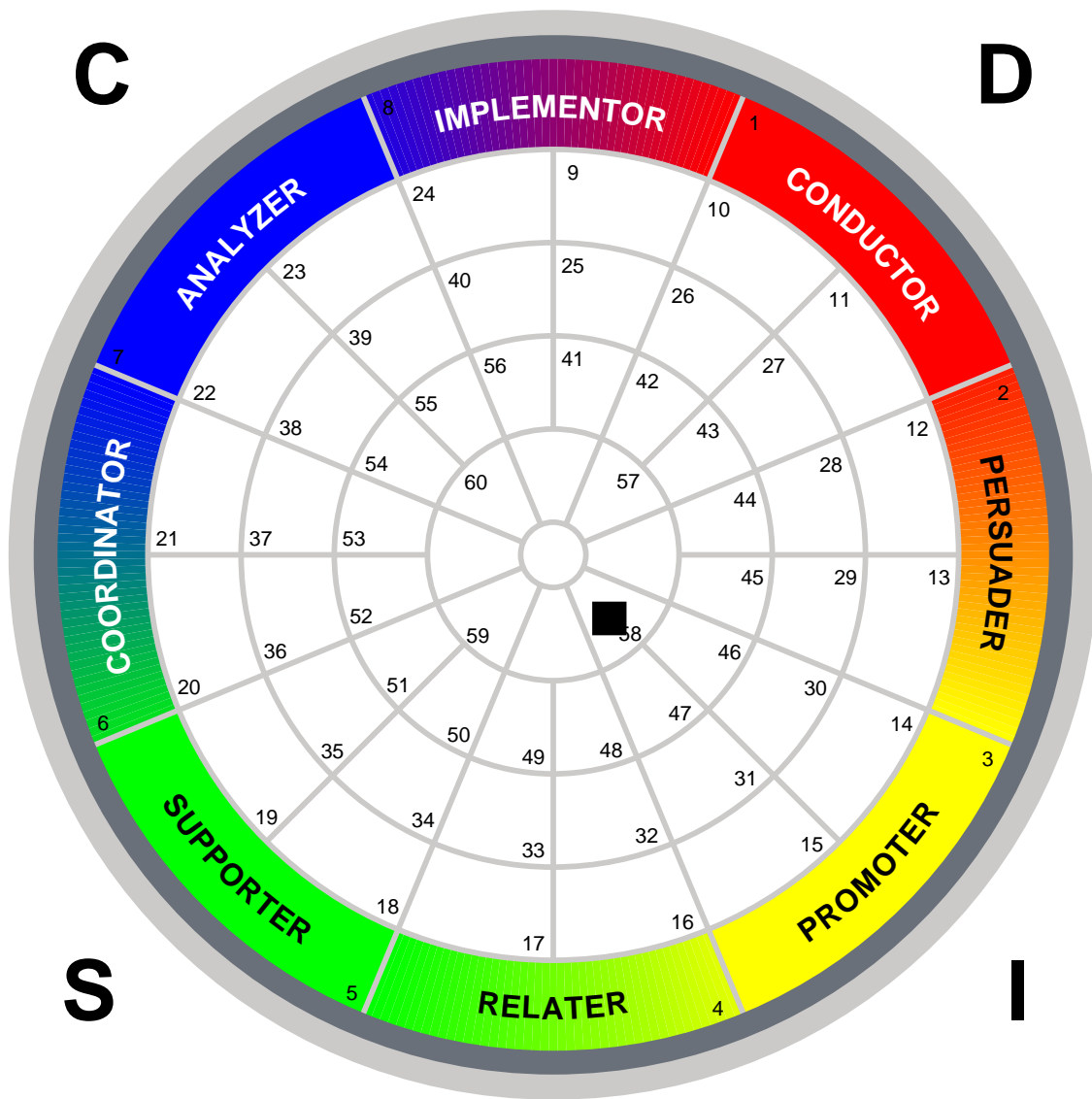


Job Range



The Success Insights® Wheel

9-19-2018



Workplace Behaviors: ■ (58) ANALYZING PROMOTER (ACROSS)



Driving Forces Feedback

This section provides a brief description of the top four Driving Forces that are required for this position. These are the Driving Forces that will need to be demonstrated most often for superior performance.

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 their surroundings.



Behavioral Feedback

This section provides a brief description of the top four Behaviors required for this position. These are the behaviors that will need to be demonstrated most often for superior performance.

1. Versatile
 - The job requires adapting to various situations with ease.
2. Interaction
 - The job requires frequent communication and engagement with others.
3. Customer-Oriented
 - The job requires identification and fulfillment of customer expectations.
4. Urgency
 - The job requires decisiveness, quick response, and fast action.





Driving Forces Questions

Read the following suggested interview questions as they relate to the rewards/culture environment of the job. Modify the questions to be more job-specific and ensure all candidates are asked the same questions.

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

- What role does being in control of a situation play in your job satisfaction? How important is it for you to control your work environment?
- How important is advancing your position? Would you be interested in a job that gave you the opportunity to create your own path for advancement?
- Are you more comfortable as a team leader or a team member? Why?
- Give an example of a time when you were able to move a group of people to action. What were the keys to your success?

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

- Is there such a thing as too much customer service? Why?
- Under what circumstances would you help an employee develop or advance?
- Tell me how you would handle an account or client who had continuous issues with your product, yet showed no promise of future business.
- How do you feel about the phrase: "It's not personal, it's just business."?

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

- What do you consider to be more important, completing a task or maximizing the resources involved in the process? Give an example when you did this.
- How much do you focus on finances? Where would you like to be, in 5 years? 10 years? Why?
- What role does earning a significant income play in your job choices?
- Do you take on a task based on the return on investment or for the sake of getting it done? Why?



Driving Forces Questions

4. Objective: People who are driven by the functionality and objectivity of their surroundings.
- How would you rank the importance of functionality and the opportunity to be objective? How do you utilize your unique objective side?
 - Within your work environment, what single event, problem and/or unexpected situation has the potential to throw off your balance more than anything else?
 - Describe how you would feel if you were to discover an organization you worked for was focused on the customer experience and did not understand the effects on tangible outcomes. How would you express your concerns?
 - Describe an experience where you worked in a chaotic environment. What was the impact on your performance?





Behavioral Questions

Read the following suggested interview questions as they relate to the most desired behavioral traits to perform the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.

1. Versatile: The job requires adapting to various situations with ease.
 - Are you patient or impatient? Give me an example of how you handle slower-moving people. Would you consider yourself to be opinionated? Strong-willed? Explain.
 - How important is it for you to be systematic? Describe a system you have set up, used and been successful with in any previous job you have had.

2. Interaction: The job requires frequent communication and engagement with others.
 - How do you handle frequent interruptions by other people? How about your response to people who ask you question after question?
 - Are you more comfortable with details or people with the big picture or with bits of data?

3. Customer-Oriented: The job requires identification and fulfillment of customer expectations.
 - Give an example of how you build loyalty and trust with a client.
 - Describe how you take responsibility for an issue the client is having. Tell me about a time when you turned a disgruntled customer into a satisfied one.

4. Urgency: The job requires decisiveness, quick response, and fast action.
 - When faced with a deadline, how do you respond?
 - How important is it to you to have all the facts before proceeding? Give me an example of a time when you didn't have all the facts and you proceeded anyway. How did you feel? How did the it work out?



Job Summary Test Job

The following page describes a summary of the behaviors and driving forces of the position.

