

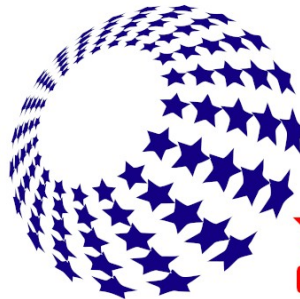


**TTI Success Insights®**

INTERVIEWING INSIGHTS™ - General Version



**Sara Sample**  
**Manager**  
Company Inc.  
4-19-2010



**YOUR  
COMPANY**

"Bringing Awareness"  
ABC Co. Ltd.  
789 Street  
Springfield, USA  
800-555-5555



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.

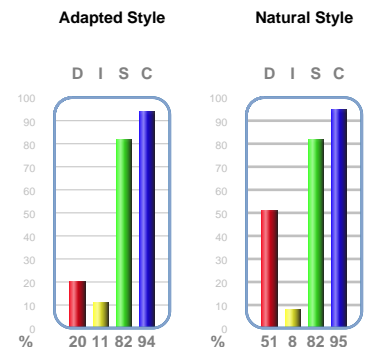
This report analyzes behavioral style, that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements which are true or areas of behavior in which tendencies are shown. This valuable information will enable you to thoroughly prepare and conduct the selection/interview process by providing you with a deeper understanding and knowledge of how the candidate can best fit the position you have to offer.



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

Sara has a need to achieve in an environment in which the quality is controlled. She can become frustrated when put in a situation that is nothing more than a rambling discussion. She doesn't appreciate a dirty or messy work station, since she equates dirt and disorganization with lower quality work. She is a seemingly inexhaustible investigator of facts, and will pursue all possible avenues for a solution to a problem. At times Sara can be seen as a perfectionist. Sara may have a low trust level of others. She can be sensitive about any comments regarding the quality of her work. She strives forward constantly to improvement in everything she does. She likes to work behind the scene and be seen as someone who is organized and has her life in order. She keeps her equipment in good working order and likes others who also use the equipment to share the same concern. Precision and accuracy are important to her. She tends to be precise about her use of time and can become frustrated when others interrupt her when in the middle of a task.

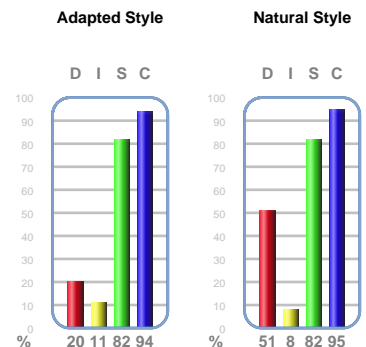
Sara can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. She is the type of person who will accept challenges, and accept them seriously. She is skilled at observing and collecting data on different subjects. If she has a real passion for a given subject, she will read and listen to all the available information on the subject. She has an acute awareness of social, economic and political implications of her decisions. Sara gets





frustrated when well-established rules are not observed by others. She prefers to have everyone adhere to the same rules and regulations. She takes pride in her competence or her ability to understand all the facts of a situation. She is good at concentrating on data while looking for the best method of solving the problem. She prefers to study and analyze a problem before responding. She wants to feel that her response is the correct one. She is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. Her motto is, "facts are facts."

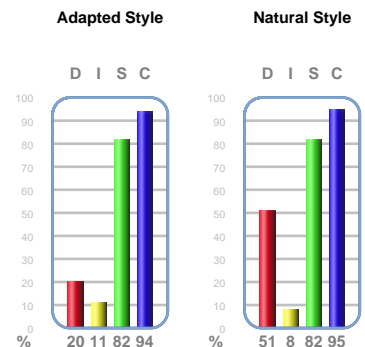
Sara prefers meetings that start and finish on time. She may get upset with people who do not adhere to rules and how things "should be done." She has a low trust level with strangers. This becomes apparent when she asks specific and perhaps blunt questions. She is intuitive and is able to ask good questions in order to get the critical, complete information she seeks. When Sara is deeply involved in thinking through a project, she may appear to be cool and distant. Because Sara wants to be certain she is performing her work assignments correctly, she enjoys working for a manager who explains what is expected of her. She likes to know what is expected of her in a working relationship, and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. She can be outgoing at times. Basically introverted, she will engage in social conversation when the occasion warrants. People may often see Sara as formal and reserved. She may be assessing the situation before "letting her guard down" and may do so only when she feels comfortable with the circumstances.





*This section identifies the ideal work environment based on Sara'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 Sara enjoys and also those that create frustration.*

- Data to analyze.
- Assignments that can be followed through to completion.
- Projects that produce tangible results.
- Prefers technical work, specializing in one area.
- Environment where she can be a part of the team, but removed from office politics.
- An environment where she can use her intuitive thinking skills.
- An environment dictated by logic rather than emotion.
- Close relationship with a small group of associates.
- Private office or work area.

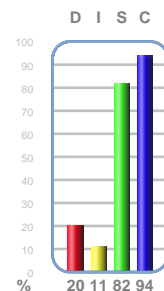




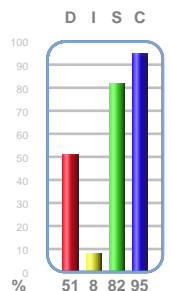
*This section of the report identifies the specific talents and behavior Sara brings to the job. By looking at these statements, one can identify her role in the organization. The organization can then develop a system to capitalize on her particular value and make her an integral part of the team.*

- Accurate and intuitive.
- Comprehensive in problem solving.
- Suspicious of people with shallow ideas.
- Excellent troubleshooter.
- Defines, clarifies, gets information, criticizes and tests.
- Proficient and skilled in her technical specialty.
- Presents the facts without emotion.

Adapted Style



Natural Style

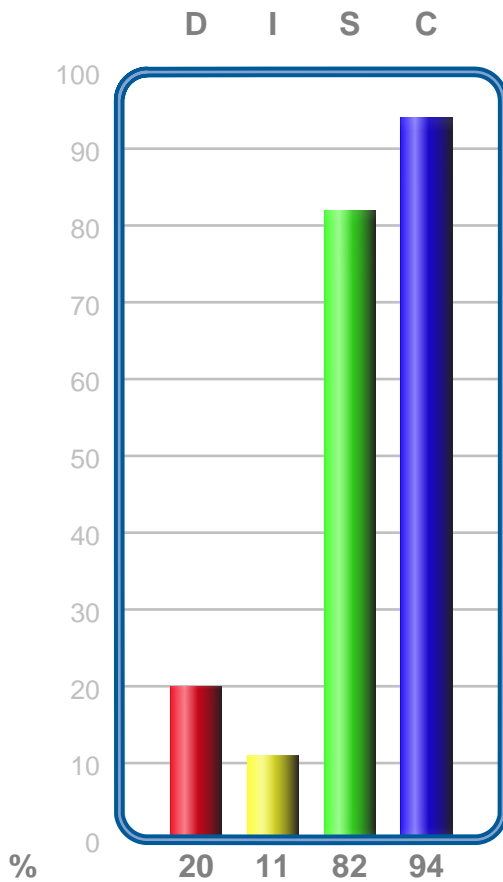




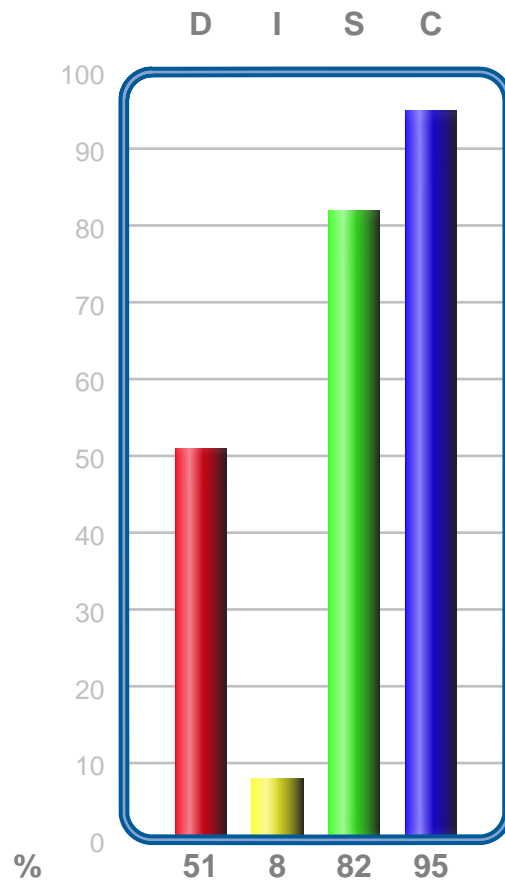
1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?



**MOST**  
Graph I  
**Adapted Style**



**LEAST**  
Graph II  
**Natural Style**



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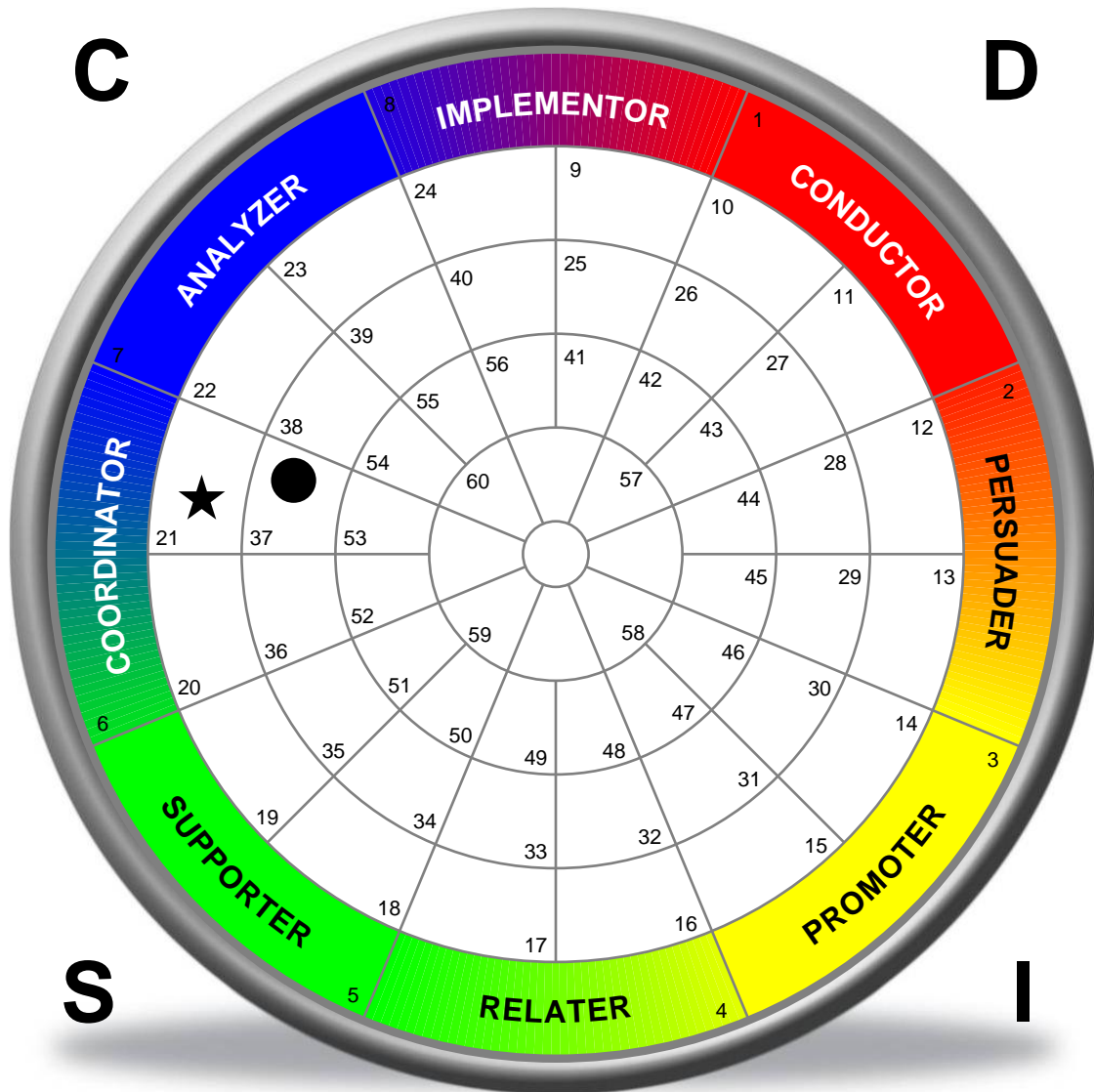


The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

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.



Adapted: ★ (21) ANALYZING COORDINATOR  
 Natural: ● (37) ANALYZING COORDINATOR (FLEXIBLE)

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