

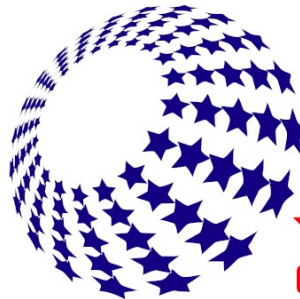


TTI Success Insights®

Workplace Behaviors™ Version



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4-19-2010



**YOUR
COMPANY**

"Bringing Awareness"
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Jobs today are forever changing and people have to adapt to these changes at a faster rate than ever before. The changes may be the job skills needed, the working environment, the technical skills needed or simply the way in which the job needs to be done. Jobs are also becoming more complex. One job description today may encompass the duties of three or four jobs ten years ago. Therefore people in the positions need to be able to perform a variety of functions that call for different ways of getting things done.

The TTI Success Insights Workplace Behaviors report is designed to give an overview of how the job needs to be done. This will allow an organization to determine the type of individual that would be most successful in a given position. Some jobs require the incumbent to be all things to all people. This can cause extreme stress for an individual. Often times, an organization can reevaluate the position in order to make it more realistic for one person to perform successfully. Doing so will lead to increased retention, productivity and job satisfaction.

As you read through this report, remember to think of the job, not the person!



Our changing work environments require the need to clearly focus on the different behavioral demands of the job. The Job Characteristics section of this report describes the behavioral demands of the position. The report breaks down the job into four behavioral groups for the ease of matching people to the job.

This job calls for an individual

- Who is able to calculate the use of power and authority.
- Who is able to respond to problems and challenges.
- With a drive to succeed.
- Who can work within given authority and parameters.
- Who can work through challenging assignments.
- Who is an independent thinker.
- Who can succeed in an environment with freedom from a lot of detail work.
- Who is flexible.
- With the ability to solve problems and meet challenges.
- Who can take an idea and move with it, but not beyond the scope of authority.
- Who is supportive of change.
- Who can participate in decision making.



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This job calls for an individual

- Who enjoys working with things.
- Who demonstrates a sincere approach to helping others.
- Who will consider facts and data in making decisions.
- Who takes time to react to change.
- With a logical approach to problem solving but who doesn't ignore the needs of people.
- Who will give coaching and counseling.
- Who has a reflective approach to work activities.
- Who enjoys participatory management.



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This job calls for an individual

- With patience.
- With the ability to listen.
- Who enjoys working within the system.
- Who has a task oriented concentration.
- Who follows through on tasks.
- Who desires limited change in work activities.
- Who enjoys team participation.
- Who desires security for self and others.
- Who works best with a job description in writing.
- Who exhibits consistent performance.
- Who demonstrates a sincere approach to working with people.
- Who desires a friendly environment.



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This job calls for an individual

- Who desires rules and procedures.
- Who works best under quality controls.
- Who desires a systematic approach to work.
- Who thinks before acting.
- Who analyzes facts and data.
- Who desires clarification of responsibilities and authority.
- Who works best with a clean work station.
- Who demonstrates a disciplined use of time.
- Who demonstrates balanced judgment.
- Who clarifies the use of data.



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 is requiring the incumbent to have 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 the incumbent's behavioral style, the organization may need to make modifications to the communication flow and activity levels of the position. Please review the incumbent's behavioral report for ideas that may help decrease the risk of behavioral job stress.



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.

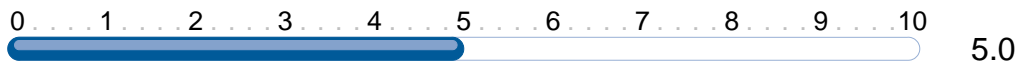
1. ORGANIZED WORKPLACE



2. ANALYSIS OF DATA



3. URGENCY



4. COMPETITIVENESS



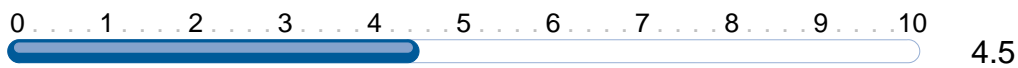
5. VERSATILITY



6. CUSTOMER ORIENTED



7. FREQUENT CHANGE



8. FREQUENT INTERACTION WITH OTHERS





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. ORGANIZED WORKPLACE

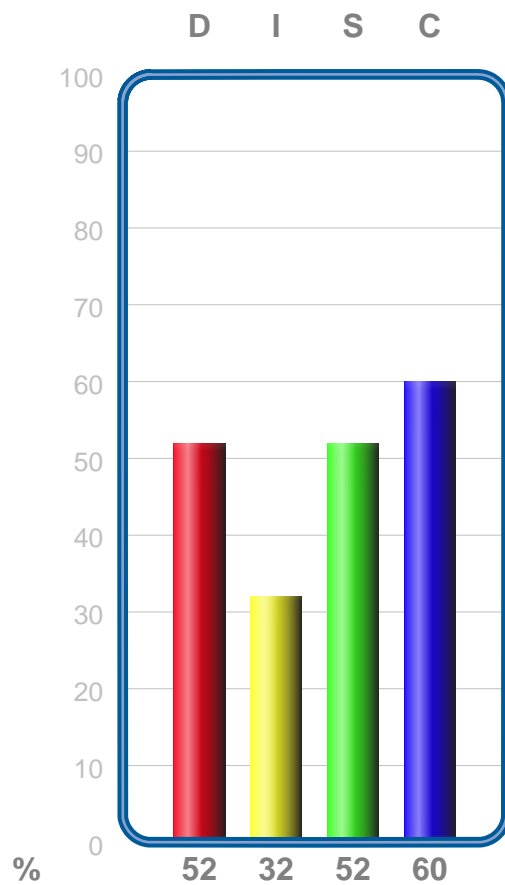
- How systematic are you? Tell me about how you organize activities, tasks and projects. Explain your system for keeping organized.
- How effective are you when you face repetitive tasks? Tell me about jobs you have had that required diligent record keeping and systematic planning. Describe the job. Describe your level of satisfaction with that job. What was your level of success.

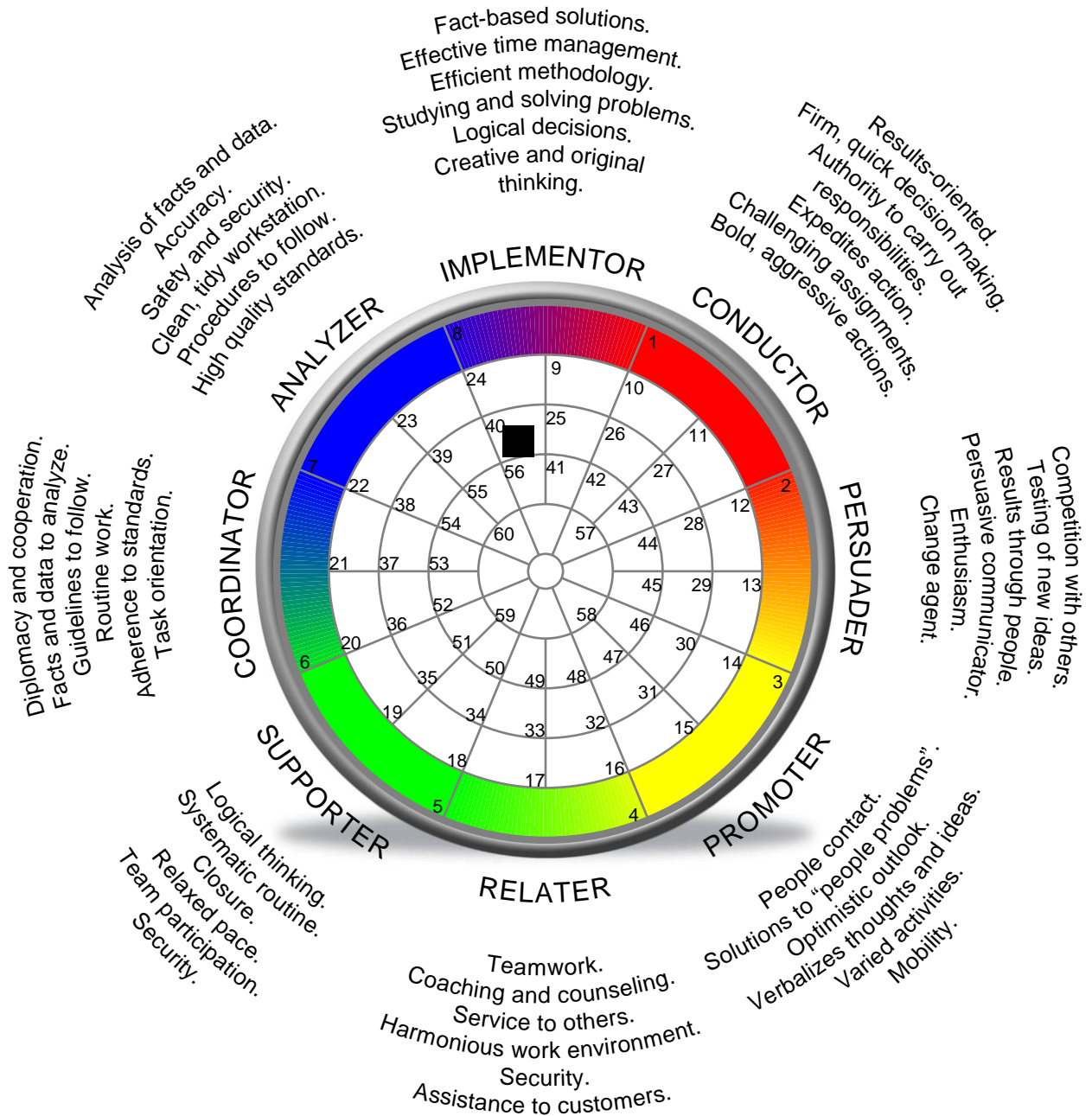
2. ANALYSIS OF DATA

- How do you organize details for use and recall? What system do you use? Would you ever consider yourself to be careless with details? Why do you say that?
- What is the longest time you have ever spent ensuring that the facts, details and components of a system were accurate? What was the system? Where was it? Describe it for me.

3. URGENCY

- 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 it work out?





Workplace Behaviors: ■ (40) ANALYZING IMPLEMENTOR (FLEXIBLE)

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