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UNITED KINGDOM

WORKBOOK

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30 Million Assessments Used Word-wide

One Assessment Used Every 7 Seconds

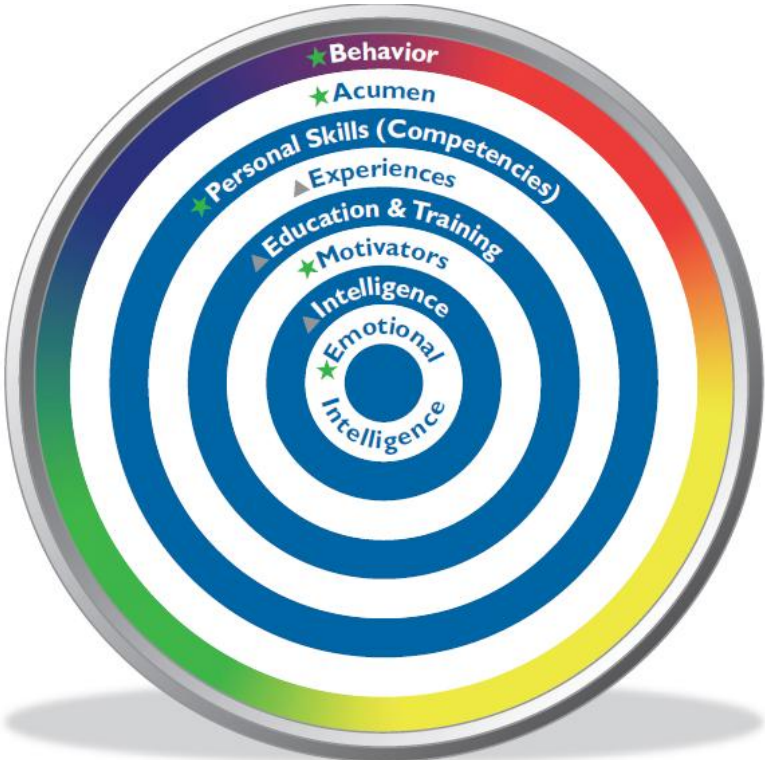
30 Year Heritage of Leading The Industry

First To Computerise the DISC Assessment



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SUPERIOR PERFORMANCE



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CONTEXT

1. The use of a behavioural model is to create win/win relationships,.
2. DISC is only the doorway to communication. - Style/How
3. The uniqueness of each person extends far beyond the DISC model. Therefore, behavioural models should NOT be referred to as “personality tests.”
4. There is no such thing as “Good” or “Bad” Behaviour when used in this context. In particular - every person has the potential to be a winner. We all win in different ways. One behavioural design is NOT a better leader than another.
5. Your behavioural design is the combination of the Highs and Lows of all four factors. (DISC) - TTI Success Insights DISC has over 50,000 different combinations.
6. Every person has the ability to adapt to any behavioural profile. Adapting does however require increased energy. How long a person can adapt is unique and different for each person. The DISC model identifies for you, your natural tendencies and gives you the knowledge to CONSCIOUSLY adapt as the situation requires.



KNOWLEDGE CHECK

Excited About

Unclear About



THE FOUR BEHAVIOURS

- Dominance (“D” Factor)

How you handle problems and challenges

- Influence (“I” Factor)

How you handle people and influence others

- Steadiness (“S” Factor)

How you handle change and pace yourself

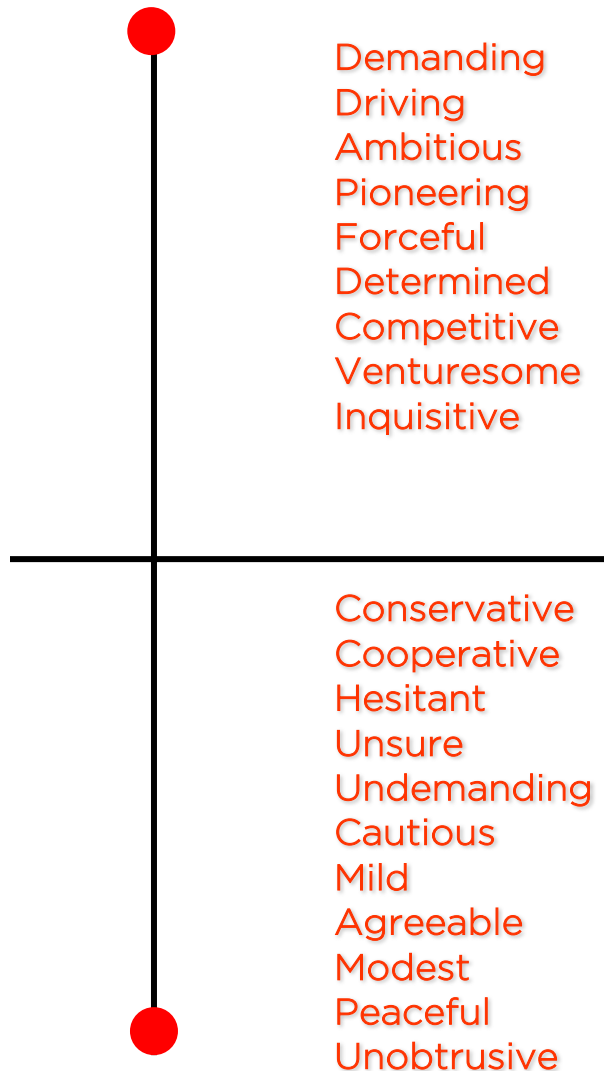
- Compliance (“C” Factor)

How you handle rules and procedures set by others

All people exhibit all four behavioural factors in varying degrees of intensity – W.M. Marston



DOMINANCE



Demanding
Driving
Ambitious
Pioneering
Forceful
Determined
Competitive
Venturesome
Inquisitive

Conservative
Cooperative
Hesitant
Unsure
Undemanding
Cautious
Mild
Agreeable
Modest
Peaceful
Unobtrusive

Dominance (“D” Factor)

How you handle problems and challenges

TASK



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ENVIRONMENTS



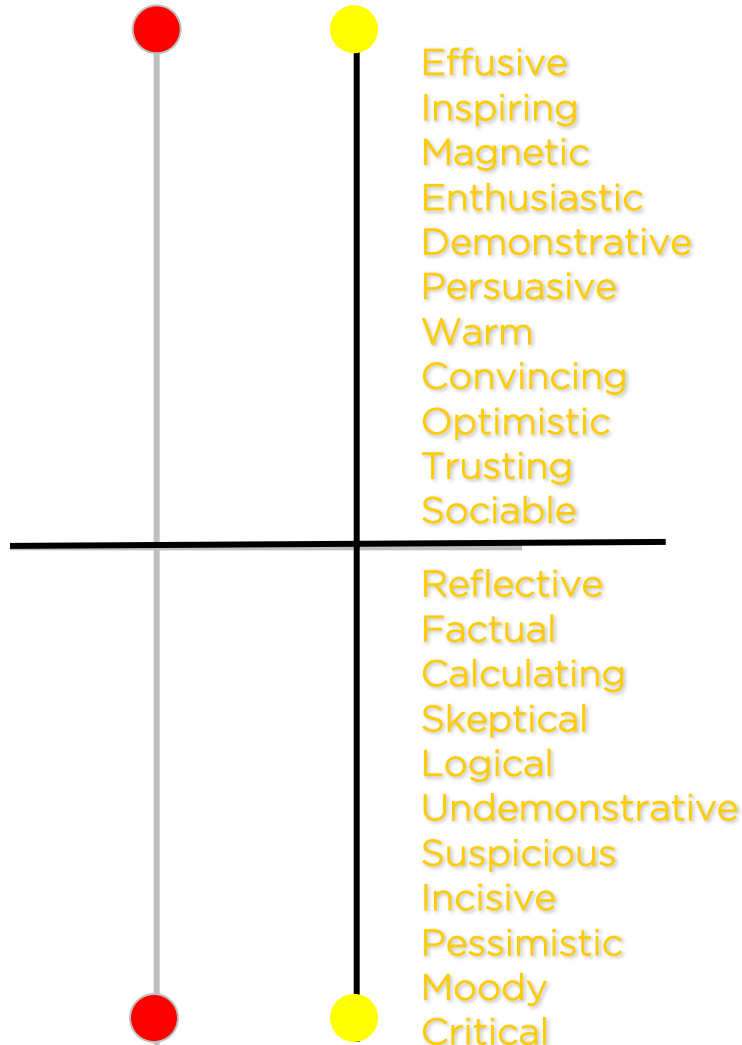
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FAMOUS PEOPLE



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INFLUENCE SCALE



Influence

(“I” Factor)

How you handle people and influence others

OPTIMISM



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ENVIRONMENTS



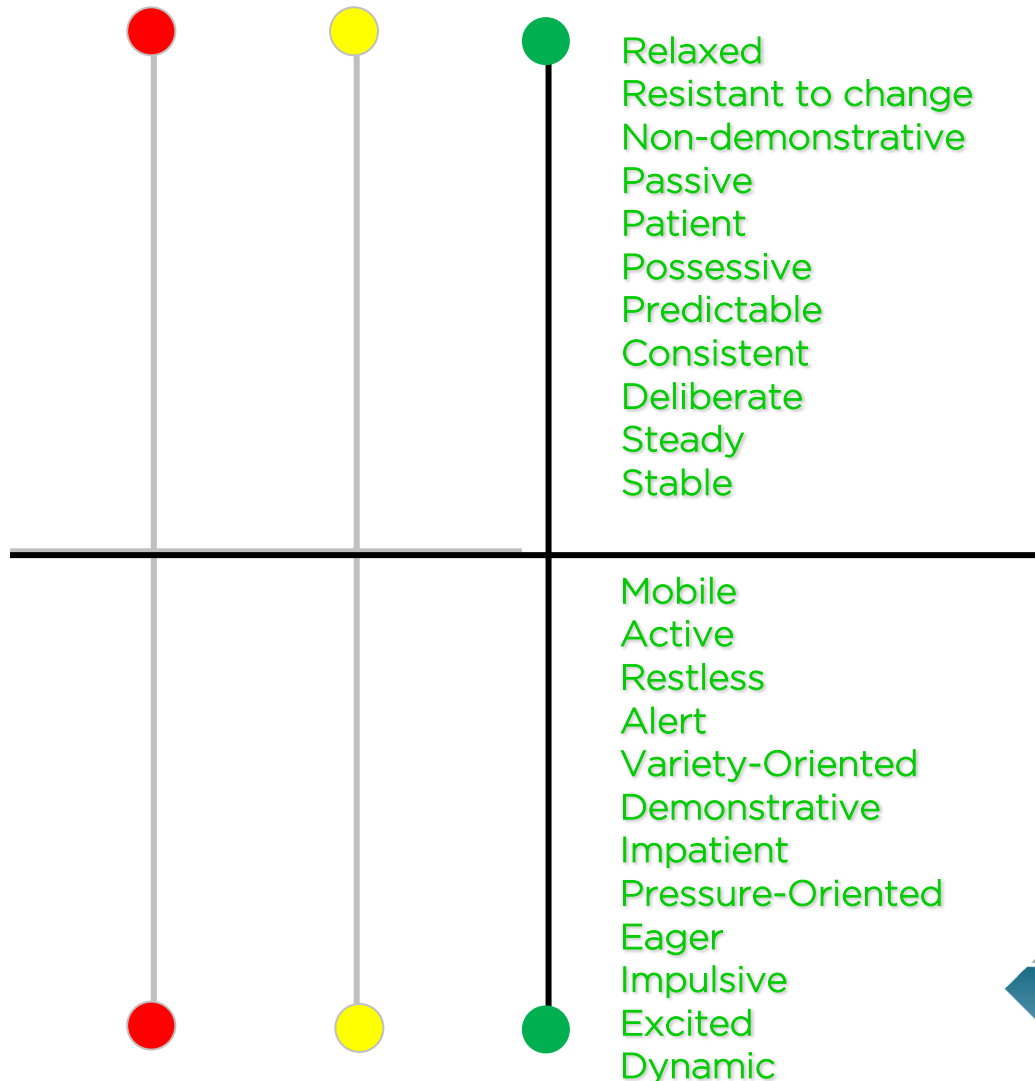
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STEADINESS SCALE



•Steadiness (“S” Factor)
How you handle change and
pace yourself

PACE



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ENVIRONMENTS



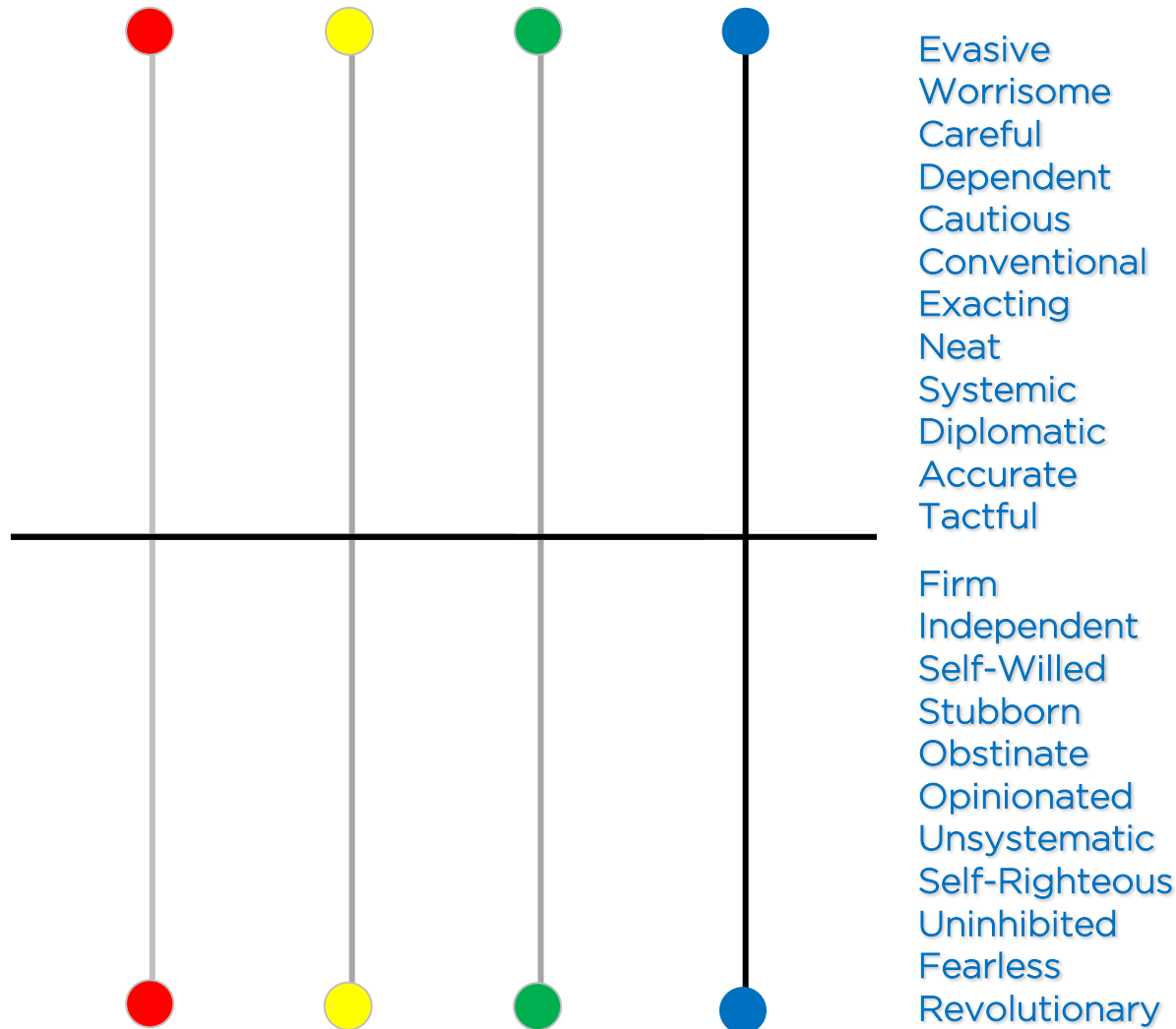
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COMPLIANCE SCALE



Compliance (“C” Factor)
How you handle rules and
procedures set by others

RULES

ENVIRONMENTS

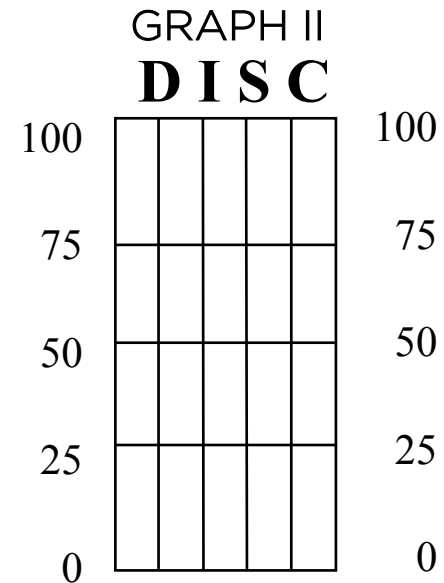
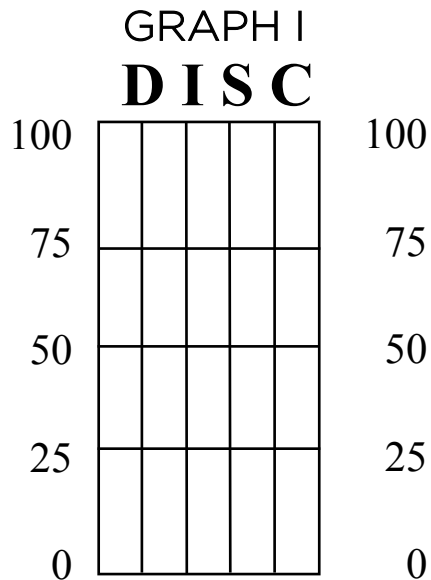


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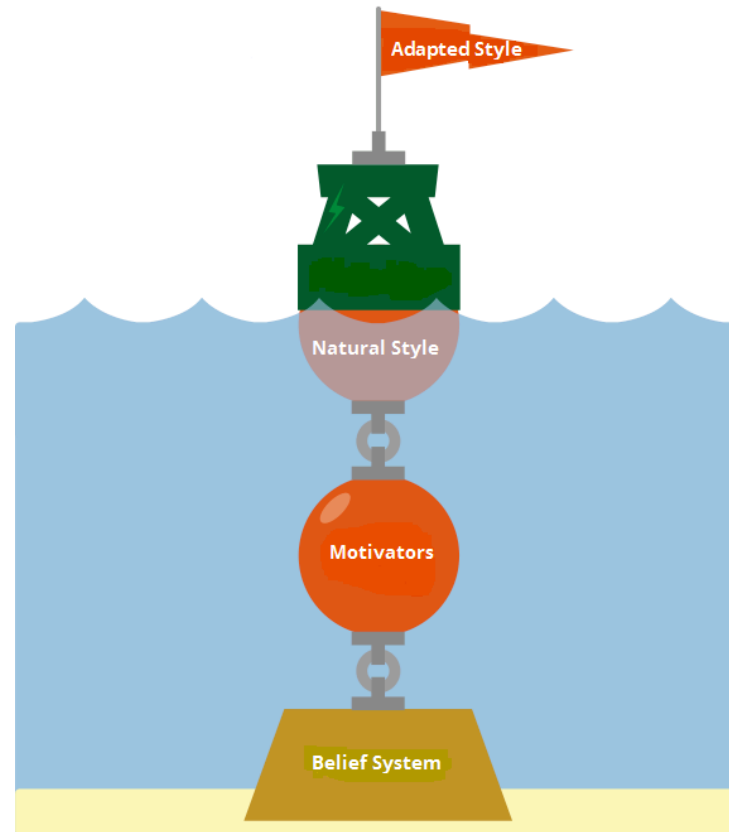
What Others Expect- Adapted Style

- Your Mask or Game Face
- Reaction to Present Circumstances
- Conscious Behavior
- Most Changeable
- “Battery Pack”
- Adapted Style measures most common pattern with which you adapt towards

Response To Pressure- Natural Style

- Your Gut Reaction
- Natural Style
- Reaction Based on Past Experiences
- Unconscious Behavior
- Least Changeable
- “Plugged In”
- What you are like when you can be you OR when you are under stress pressure or fatigue

CAN BEHAVIOUR CHANGE



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BEHAVIOURAL ENERGY



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RE-ENERGISING



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TEAM WHEEL OBSERVATIONS

Q+A NOTES



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