



TTI
SUCCESS
INSIGHTS®

TTI Talent Insights®

QUESTIONNAIRE

TTI Talent Insights®

Response Instructions

Every individual has a unique set of talents. When an individual's natural talents are matched to a job's required talents, success and personal satisfaction are the results. This is the goal of the Talent Insights® Report.

The Talent Insights® Report is designed to identify the talents you naturally bring to a job. You will be asked to record your responses in two sections:

Section 1: Style Insights® (10 minutes to complete)

Section 2: Motivation Insights® (10 minutes to complete)

Please follow the instructions contained in each section. Your responses will produce a comprehensive report that will reveal your unique set of talents.

Style Insights®

Response Instructions

Rank the phrase MOST like you as number 1. Continue ranking until the phrase LEAST like you is ranked number 4. When all four phrases are in the correct order please move to the next set of phrases. Repeat the process until complete. While responding, keep your focus on the descriptions that apply to your behavior. Be ruthlessly honest with yourself! Go with your “gut” instinct—do not over-analyze! You should take no more than 15 minutes to respond to the assessment and it must be completed in one uninterrupted sitting.

Rank the items in each list. Number them from 1 to 4, with 1 as the MOST like you. Continue to rank until you have ordered all the phrases from MOST (1) to LEAST (4). Repeat the process until complete.

- | | |
|---|--|
| <p>1.</p> <p><input type="checkbox"/> Enthusiastic</p> <p><input type="checkbox"/> Contented, satisfied</p> <p><input type="checkbox"/> Positive, confident</p> <p><input type="checkbox"/> Peaceful, tranquil</p> | <p>2.</p> <p><input type="checkbox"/> Careful, calculating</p> <p><input type="checkbox"/> Bold, daring</p> <p><input type="checkbox"/> Supportive</p> <p><input type="checkbox"/> Charming, delightful</p> |
| <p>3.</p> <p><input type="checkbox"/> Expressive</p> <p><input type="checkbox"/> Daring, risk-taker</p> <p><input type="checkbox"/> Diplomatic, tactful</p> <p><input type="checkbox"/> Satisfied, content</p> | <p>4.</p> <p><input type="checkbox"/> Respectful, shows respect</p> <p><input type="checkbox"/> Pioneering, exploring, enterprising</p> <p><input type="checkbox"/> Optimistic</p> <p><input type="checkbox"/> Accommodating, willing to please, ready to help</p> |
| <p>5.</p> <p><input type="checkbox"/> Willing, agreeable</p> <p><input type="checkbox"/> Eager, impatient</p> <p><input type="checkbox"/> Methodical</p> <p><input type="checkbox"/> High-spirited, lively, enthusiastic</p> | <p>6.</p> <p><input type="checkbox"/> Logical</p> <p><input type="checkbox"/> Obedient, will do as told, dutiful</p> <p><input type="checkbox"/> Unconquerable, determined</p> <p><input type="checkbox"/> Playful, frisky, full of fun</p> |
| <p>7.</p> <p><input type="checkbox"/> Adventurous, willing to take chances</p> <p><input type="checkbox"/> Analytical</p> <p><input type="checkbox"/> Cordial, warm, friendly</p> <p><input type="checkbox"/> Moderate, avoids extremes</p> | <p>8.</p> <p><input type="checkbox"/> Good mixer, likes being with others</p> <p><input type="checkbox"/> Structured</p> <p><input type="checkbox"/> Vigorous, energetic</p> <p><input type="checkbox"/> Lenient, tolerant of others' actions</p> |
| <p>9.</p> <p><input type="checkbox"/> Competitive, seeking to win</p> <p><input type="checkbox"/> Considerate, caring, thoughtful</p> <p><input type="checkbox"/> Outgoing, fun-loving, socially striving</p> <p><input type="checkbox"/> Harmonious, agreeable</p> | <p>10.</p> <p><input type="checkbox"/> Aggressive, challenger, takes action</p> <p><input type="checkbox"/> Life of the party, outgoing, entertaining</p> <p><input type="checkbox"/> Easy mark, easily taken advantage of</p> <p><input type="checkbox"/> Fearful, afraid</p> |
| <p>11.</p> <p><input type="checkbox"/> Stimulating</p> <p><input type="checkbox"/> Sympathetic, compassionate, understanding</p> <p><input type="checkbox"/> Tolerant</p> <p><input type="checkbox"/> Aggressive</p> | <p>12.</p> <p><input type="checkbox"/> Talkative, chatty</p> <p><input type="checkbox"/> Controlled, restrained</p> <p><input type="checkbox"/> Conventional, doing it the usual way, customary</p> <p><input type="checkbox"/> Decisive, certain, firm in making a decision</p> |

Rank the items in each list. Number them from 1 to 4, with 1 as the MOST like you. Continue to rank until you have ordered all the phrases from MOST (1) to LEAST (4). Repeat the process until complete.

- | | |
|---|---|
| <p>13.</p> <p><input type="checkbox"/> Well-disciplined, self-controlled</p> <p><input type="checkbox"/> Generous, willing to share</p> <p><input type="checkbox"/> Animated, uses gestures for expression</p> <p><input type="checkbox"/> Persistent, unrelenting, refuses to quit</p> | <p>14.</p> <p><input type="checkbox"/> Sociable, enjoys the company of others</p> <p><input type="checkbox"/> Patient, steady, deliberate</p> <p><input type="checkbox"/> Self-reliant, independent</p> <p><input type="checkbox"/> Soft-spoken, mild, reserved</p> |
| <p>15.</p> <p><input type="checkbox"/> Gentle, kindly</p> <p><input type="checkbox"/> Persuasive, convincing</p> <p><input type="checkbox"/> Humble, reserved, modest</p> <p><input type="checkbox"/> Magnetic, attracts others</p> | <p>16.</p> <p><input type="checkbox"/> Captivating</p> <p><input type="checkbox"/> Kind, willing to give or help</p> <p><input type="checkbox"/> Resigned, gives in</p> <p><input type="checkbox"/> Force of character, powerful</p> |
| <p>17.</p> <p><input type="checkbox"/> Companionable, easy to be with</p> <p><input type="checkbox"/> Easygoing</p> <p><input type="checkbox"/> Outspoken, speaks freely and boldly</p> <p><input type="checkbox"/> Restrained, reserved, controlled</p> | <p>18.</p> <p><input type="checkbox"/> Factual</p> <p><input type="checkbox"/> Obliging, helpful</p> <p><input type="checkbox"/> Willpower, strong-willed</p> <p><input type="checkbox"/> Cheerful, joyful</p> |
| <p>19.</p> <p><input type="checkbox"/> Attractive, charming, attracts others</p> <p><input type="checkbox"/> Systematic</p> <p><input type="checkbox"/> Stubborn, unyielding</p> <p><input type="checkbox"/> Pleasing</p> | <p>20.</p> <p><input type="checkbox"/> Restless, unable to rest or relax</p> <p><input type="checkbox"/> Neighborly, friendly</p> <p><input type="checkbox"/> Popular, liked by many or most people</p> <p><input type="checkbox"/> Orderly, neat</p> |
| <p>21.</p> <p><input type="checkbox"/> Challenging, assertive</p> <p><input type="checkbox"/> Critical thinker</p> <p><input type="checkbox"/> Casual, laid-back</p> <p><input type="checkbox"/> Light-hearted, carefree</p> | <p>22.</p> <p><input type="checkbox"/> Brave, unafraid, courageous</p> <p><input type="checkbox"/> Inspiring, motivating</p> <p><input type="checkbox"/> Avoid confrontation</p> <p><input type="checkbox"/> Quiet, composed</p> |
| <p>23.</p> <p><input type="checkbox"/> Cautious, wary, careful</p> <p><input type="checkbox"/> Determined, decided, unwavering, stand firm</p> <p><input type="checkbox"/> Convincing, assuring</p> <p><input type="checkbox"/> Good-natured, pleasant</p> | <p>24.</p> <p><input type="checkbox"/> Jovial, joking</p> <p><input type="checkbox"/> Organized</p> <p><input type="checkbox"/> Nervy, gutsy, brazen</p> <p><input type="checkbox"/> Even-tempered, calm, not easily excited</p> |

Motivation Insights®

In the following survey you will see 12 groups of statements, each with six items for you to consider. In each group, rank the six items as follows; the statement you most identify with is 1, the statement you least identify with is 6. **While responding, keep your focus on:**

- What you use to guide your life decisions
- Things that are important to you
- Things that motivate you

It is essential you complete this survey in one uninterrupted sitting. It should take no more than 15 minutes to complete.

For each category, rank the 6 items by indicating your choices as follows: your first choice is 1, your second choice is 2, etc. Continue ranking until your last choice is number 6. When all six items have been ranked, move on to the next one. Please complete the survey in no more than 15 minutes and in one uninterrupted sitting.

1. Knowledge & Theory
 Achieve & Advance
 Structure & Traditions
 Harmony & Unity
 Financial Return & Rewards
 Sympathetic & Generous

2. Being a leader
 Protecting my beliefs
 Appreciating beauty or nature
 Maximizing my time
 Serving others
 Expanding my knowledge

3. Volunteer work
 Studying new concepts
 Coaching and organizing others
 Investing/Spending money
 Experiencing a performance
 Daily routines

4. Recognition
 Continuing education
 Traditional values
 Assisting others
 Increasing my personal assets
 Tranquil situations

For each category, rank the 6 items by indicating your choices as follows: your first choice is 1, your second choice is 2, etc. Continue ranking until your last choice is number 6. When all six items have been ranked, move on to the next one. Please complete the survey in no more than 15 minutes and in one uninterrupted sitting.

- 5.** Enjoying the experience
 Researching new ideas
 Growing a business
 Leading others
 Applying my principles
 Promoting humanitarian efforts
- 6.** Establishing structure and customs
 Helping groups in need
 Leadership roles
 Generating resources for the future
 Additional education
 Beautify my surroundings
- 7.** Creating harmony and balance
 Achieving position of recognition
 Making a charitable contribution
 Maximizing resources
 Gaining knowledge
 Working within a structured framework
- 8.** Help for the homeless
 Creating a winning strategy
 Life long learning
 Harmony in all areas of life
 Improving productivity
 Living by principles

For each category, rank the 6 items by indicating your choices as follows: your first choice is 1, your second choice is 2, etc. Continue ranking until your last choice is number 6. When all six items have been ranked, move on to the next one. Please complete the survey in no more than 15 minutes and in one uninterrupted sitting.

- 9.** Humanitarian leader
 Distinguished leader
 Enterprising leader
 Harmonious leader
 Intellectual leader
 Principled leader
- 10.** Helping the sick and disadvantaged
 Building a business
 Building and following traditions
 Creating an attractive environment
 Developing educational resources
 Building a winning team
- 11.** Helping others
 Advancing my position in life
 Financial flexibility
 Expanding my understanding
 Imaginative expression
 Sharing my beliefs
- 12.** Proving new concepts
 Experiencing the environment
 Giving back to society
 Return on my investment
 Directing a group
 Traditional activities