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SUCCESS  
INSIGHTS®

# Talent Insights® - Job (Driving Forces)

Questionnaire



# Talent Insights® - Job (Driving Forces)

Workplace Behaviors  
Response Instructions

This section will assess the behavior that is needed for successful completion of a particular job. This system allows the individual to focus on the behavioral demands of the job itself, NOT the behavior of the person performing the job. Consequently, when responding to the instrument, the focus must be an objective view of the job. If the JOB could talk, this is the way it would rate the statements.

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.



# Talent Insights® - Job (Driving Forces)

## Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

### 1. Changes in priorities are

Extensive

Very Limited

### 2. The need for high quality controls is

Extensive

Very Limited

### 3. Initiating new objectives is

Extensive

Very Limited

### 4. The necessity for networking is

Extensive

Very Limited

### 5. Concentrating on one task at a time is

Extensive

Very Limited

### 6. The necessity for detailed organizing is

Extensive

Very Limited



# Talent Insights® - Job (Driving Forces)

## Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**7. The need for a sense of urgency is**

Extensive

Very Limited

**8. Repetitive tasks are**

Extensive

Very Limited

**9. The need for generating enthusiasm is**

Extensive

Very Limited

**10. Challenging assignments are**

Extensive

Very Limited

**11. The need to exhibit steadiness is**

Extensive

Very Limited

**12. The extent to which unpopular decisions need to be made is**

Extensive

Very Limited



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## Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

### 13. Initiating action with strangers is

Extensive

Very Limited

### 14. Expediting action is

Extensive

Very Limited

### 15. The necessity for long-term stability is

Extensive

Very Limited

### 16. Analysis of data and facts before acting is

Extensive

Very Limited

### 17. Time to think is

Extensive

Very Limited

### 18. Working with established and stable procedures is

Extensive

Very Limited



# Talent Insights® - Job (Driving Forces)

## Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

### 19. Concentration on details is

Extensive

Very Limited

### 20. The freedom to innovate is

Extensive

Very Limited

### 21. The necessity for a clean and organized work station is

Extensive

Very Limited

### 22. The necessity for negotiating is

Extensive

Very Limited

### 23. Initiating change is

Extensive

Very Limited

### 24. The necessity for decision-making is

Extensive

Very Limited



# Talent Insights® - Job (Driving Forces)

## Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**25. Fluctuating priorities are**

Extensive

Very Limited

**26. The amount of face-to-face communication is**

Extensive

Very Limited

**27. The amount of change in responsibilities is**

Extensive

Very Limited

**28. The frequency of presentations is**

Extensive

Very Limited

**29. The frequency of new assignments is**

Extensive

Very Limited

**30. The necessity for following procedures to perfection is**

Extensive

Very Limited



# Talent Insights® - Job (Driving Forces)

## Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**31. The necessity for persuasive communications is**

Extensive

Very Limited

**32. The need for work to be completed right the first time is**

Extensive

Very Limited

**33. Being a part of an established team is**

Extensive

Very Limited

**34. Establishing steady work habits is**

Extensive

Very Limited

**35. The necessity for influencing others is**

Extensive

Very Limited

**36. The necessity for using caution is**

Extensive

Very Limited



# Talent Insights® - Job (Driving Forces)

## Workplace Behaviors

For each statement, indicate your response on the scale provided by selecting a number between 1 and 6.

**37. Achieving results in the face of adversity is**

Extensive

Very Limited

**38. The need to verbalize thoughts and ideas is**

Extensive

Very Limited

**39. Results based on overcoming obstacles is**

Extensive

Very Limited

**40. The need for optimism is**

Extensive

Very Limited



# Talent Insights® - Job (Driving Forces)

## 12 Driving Forces Job Response Instructions

Job satisfaction and performance are two predictable outcomes when a job rewards individuals for pursuing what they value most.

This questionnaire identifies and prioritizes the key factors that contribute to personal fulfillment in a job.

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.



# Talent Insights® - Job (Driving Forces)

## 12 Driving Forces Job

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

**1. Success in this position requires a natural ability to play a supporting role.**

Accurately describes

Does not describe

**2. Success in this role requires a focus on helping others.**

Accurately describes

Does not describe

**3. This job rewards new ways to accomplish routine tasks.**

Accurately describes

Does not describe

**4. This job has the expectation to take control of situations.**

Accurately describes

Does not describe

**5. Success in this position requires creative optimization of resources.**

Accurately describes

Does not describe

**6. This job rewards the sacrifice of personal gain to create opportunities for others.**

Accurately describes

Does not describe



# Talent Insights® - Job (Driving Forces)

## 12 Driving Forces Job

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

**7. Success in this job requires the ability to compartmentalize the pieces, to get to the desired function.**

Accurately describes

Does not describe

**8. This job rewards creating, interpreting and adopting aspects of systems as needed.**

Accurately describes

Does not describe

**9. This role values people who can embrace current objectives regardless of future return.**

Accurately describes

Does not describe

**10. This job rewards working behind the scenes.**

Accurately describes

Does not describe

**11. This job rewards maintaining fair conditions and opportunities for everyone.**

Accurately describes

Does not describe

**12. This job rewards maintaining the traditions and/or status quo.**

Accurately describes

Does not describe



# Talent Insights® - Job (Driving Forces)

## 12 Driving Forces Job

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

**13. This job values people and process more than the end result.**

Accurately describes






Does not describe

**14. This job requires prioritizing daily activities over creating opportunities for others.**

Accurately describes






Does not describe

**15. Success in this position requires continuous learning.**

Accurately describes






Does not describe

**16. Strategic dialog is critical for success in this role.**

Accurately describes






Does not describe

**17. Success in this position is primarily based on the satisfaction of others.**

Accurately describes






Does not describe

**18. This job requires ongoing study and learning just to keep current.**

Accurately describes






Does not describe



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## 12 Driving Forces Job

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

**19. Challenging the status quo to keep momentum moving will lead to success in this job.**

Accurately describes






Does not describe

**20. Recognizing and helping people in need is critical to the success of this position.**

Accurately describes






Does not describe

**21. Creating rapport and unity with others is critical for success in this role.**

Accurately describes






Does not describe

**22. This job requires a focus on improving productivity and efficiency.**

Accurately describes






Does not describe

**23. This job rewards preserving or enhancing harmony in the organization.**

Accurately describes






Does not describe

**24. In-depth learning is critical to the success of this position.**

Accurately describes






Does not describe



# Talent Insights® - Job (Driving Forces)

## 12 Driving Forces Job

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

**25. This job rewards the use of power, status and/or prestige.**

Accurately describes






Does not describe

**26. This role may require starting a project before gathering all the necessary information.**

Accurately describes






Does not describe

**27. Success in this role requires setting aside the feelings of others to drive business.**

Accurately describes






Does not describe

**28. This job requires adherence to established approaches and/or procedures.**

Accurately describes






Does not describe

**29. Teamwork is a primary factor for success in this role.**

Accurately describes






Does not describe

**30. This job requires a focus on getting things done with less emphasis on time and resources.**

Accurately describes






Does not describe



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## 12 Driving Forces Job

Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

**31. Success in this role requires a focus on creating a positive customer experience.**

Accurately describes

Does not describe

**32. This job requires research and comprehension of data.**

Accurately describes

Does not describe

**33. This job involves out-of-the-box thinking.**

Accurately describes

Does not describe

**34. Intuition and applied knowledge is critical to the success in this position.**

Accurately describes

Does not describe

**35. This job rewards contributing to the bottom line of the organization.**

Accurately describes

Does not describe

**36. Success in this position relies on experience and instincts.**

Accurately describes

Does not describe



# Talent Insights® - Job (Driving Forces)

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Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

**37. This job provides an opportunity to receive bonuses, commission or pay based on performance.**

Accurately describes






Does not describe

**38. This job rewards focusing on the situation as a whole, to ensure harmony.**

Accurately describes






Does not describe

**39. This job requires on the fly learning.**

Accurately describes






Does not describe

**40. This job rewards focusing on the task at hand regardless of surroundings.**

Accurately describes






Does not describe

**41. Utilizing the benefits people provide is critical for success in this role.**

Accurately describes






Does not describe

**42. Going to the extremes to win may be necessary in this role.**

Accurately describes






Does not describe



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Let the job talk to you. Read each statement as it relates to the job. Mark the number from 1-6 to indicate how well the statement describes the job.

**43. Success in this role requires people to be valued primarily for what they contribute.**

Accurately describes






Does not describe

**44. This job requires the ability to thrive in a fast-paced, chaotic environment.**

Accurately describes






Does not describe

**45. This job requires maintaining established systems to ensure consistency throughout the organization.**

Accurately describes






Does not describe

**46. Collaboration is critical to the success of this position.**

Accurately describes






Does not describe

**47. Focusing on what is tangible and functional leads to success in this position.**

Accurately describes






Does not describe

**48. Success in this job requires the ability to apply and follow systems in the business environment.**

Accurately describes






Does not describe