



TTI  
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# Talent Insights®

## Talent Report

**Samuel Sample**

VP of Samples

TTI

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# Introduction



## Where Opportunity Meets Talent

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TTI Talent Insights Talent Report can be compared with specific job requirements outlined in TTI Talent Insights Job Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

**The following is a highly-personalized portrait of your talent in two main sections:**

### Driving Forces Clusters (12 Areas)

This section identifies what drives you. In order to be successful and energized on the job, it is important that your driving forces are in alignment with the rewards of your role.

### Behavioral Hierarchy (12 Areas)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

### Driving Forces Feedback

This section expands on your Primary Driving Forces Cluster. You will feel energized and successful at work when your job supports and satisfies these driving forces.

### Behavioral Feedback

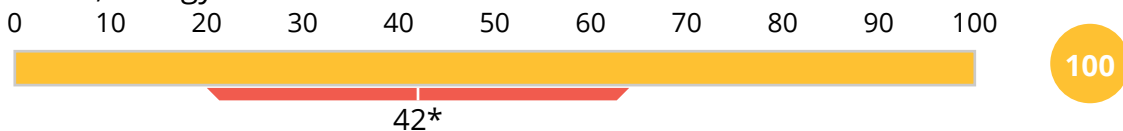
This section gives you insight into your top four behavioral traits to further identify your unique strengths.

# Primary Driving Forces Cluster

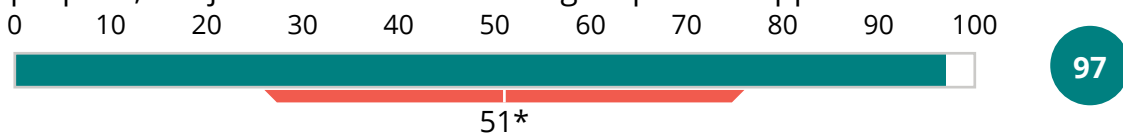


Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

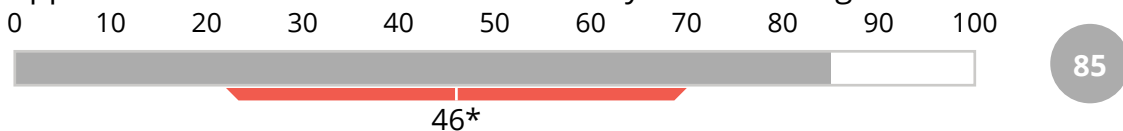
**1. Resourceful** - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



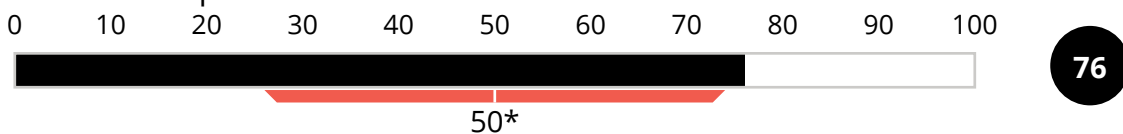
**2. Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



**3. Receptive** - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



**4. Commanding** - People who are driven by status, recognition and control over personal freedom.

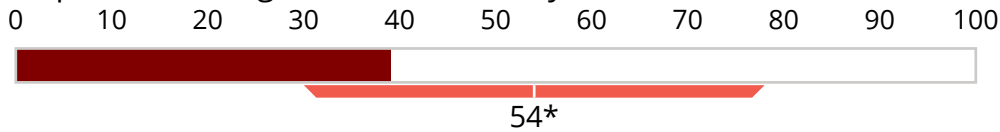


# Situational Driving Forces Cluster



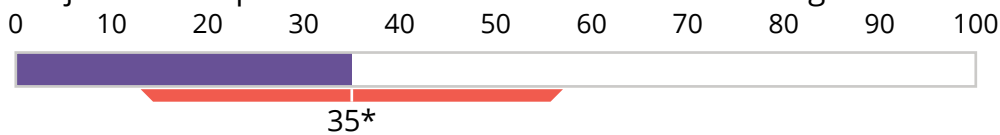
Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

**5. Intellectual** - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



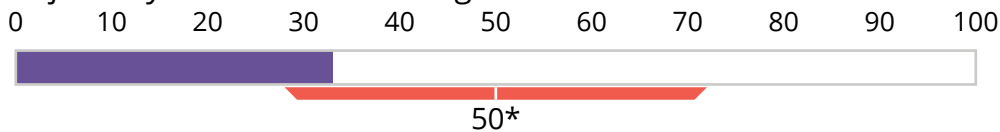
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**6. Harmonious** - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



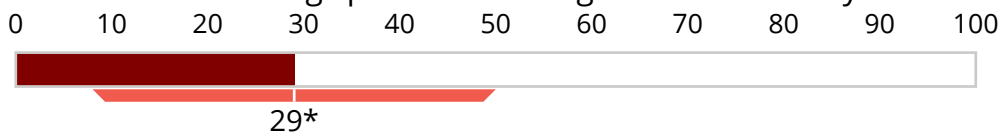
35

**7. Objective** - People who are driven by the functionality and objectivity of their surroundings.



33

**8. Instinctive** - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



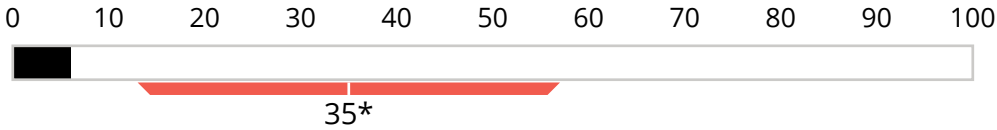
29

# Indifferent Driving Forces Cluster

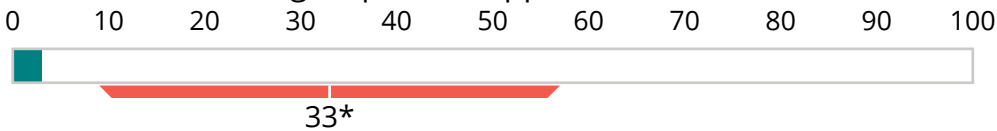


You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

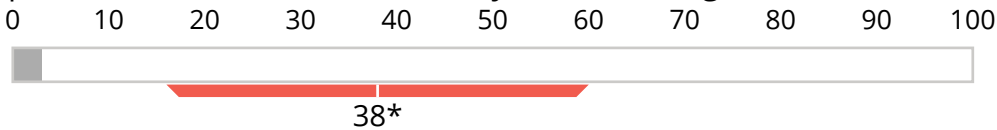
**9. Collaborative** - People who are driven by being in a supporting role and contributing with little need for individual recognition.



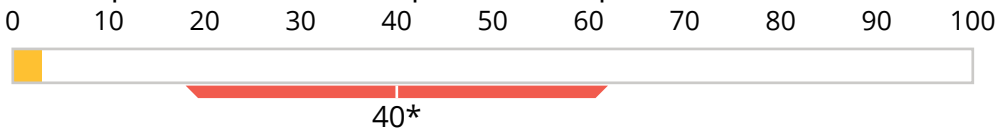
**10. Altruistic** - People who are driven to assist others for the satisfaction of being helpful or supportive.



**11. Structured** - People who are driven by traditional approaches, proven methods and a defined system for living.



**12. Selfless** - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



# Behavioral Hierarchy



Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

## 1. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100



100 Natural

43\*



100 Adapted

43\*

## 2. Versatile - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100



100 Natural

54\*



85 Adapted

52\*

## 3. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100



90 Natural

60\*



70 Adapted

55\*

## 4. Competitive - Want to win or gain an advantage.

0 10 20 30 40 50 60 70 80 90 100



90 Natural

49\*



100 Adapted

47\*

\* 68% of the population falls within the shaded area.

# Behavioral Hierarchy

## Continued



### 5. Frequent Change - Rapidly shift between tasks.

0 10 20 30 40 50 60 70 80 90 100



90 Natural

52\*



85 Adapted

50\*

### 6. People-Oriented - Build rapport with a wide range of individuals.

0 10 20 30 40 50 60 70 80 90 100



60 Natural

65\*



50 Adapted

62\*

### 7. Customer-Oriented - Identify and fulfill customer expectations.

0 10 20 30 40 50 60 70 80 90 100



43 Natural

64\*



37 Adapted

62\*

### 8. Persistence - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100



30 Natural

61\*



38 Adapted

64\*

\* 68% of the population falls within the shaded area.

# Behavioral Hierarchy

## Continued



### 9. Analysis - Compile, confirm and organize information.

0 10 20 30 40 50 60 70 80 90 100



25 Natural

53\*

40 Adapted

59\*

### 10. Following Policy - Adhere to rules, regulations, or existing methods.

0 10 20 30 40 50 60 70 80 90 100



25 Natural

60\*

30 Adapted

63\*

### 11. Organized Workplace - Establish and maintain specific order in daily activities.

0 10 20 30 40 50 60 70 80 90 100



22 Natural

51\*

28 Adapted

57\*

### 12. Consistent - Perform predictably in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100



20 Natural

61\*

28 Adapted

64\*

SIA: 93-62-15-32 (11) SIN: 92-82-06-38 (12)

\* 68% of the population falls within the shaded area.

# Driving Forces Feedback



*Your motivation to succeed is, in part, determined by your underlying driving forces. You will feel energized and successful at work when your job supports and satisfies these driving forces. The following 4 factors make up your primary driving forces cluster.*

## 1. Resourceful

- You are driven by practical results, maximizing both efficiency and returns for your investments of time, talent, energy and resources.

## 2. Intentional

- You are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

## 3. Receptive

- You are driven by new ideas, methods and opportunities that fall outside a defined system for living.

## 4. Commanding

- You are driven by status, recognition and control over personal freedom.

# Driving Forces Feedback



Samuel will focus on creating processes to ensure efficiency going forward. He is driven to maximize opportunities in order to create financial flexibility. He follows a philosophy of "it's not personal, it's just business." He will help develop an individual if he sees opportunities for future return. Samuel can be an out-of-the-box thinker. Given the choice, Samuel would choose to experience new opportunities. He can go to extremes to win or control the situation. He has the desire to create a winning strategy. In those areas where Samuel has a special interest he will be good at integrating past knowledge to solve current problems. If Samuel is truly interested in a specific subject, or if knowledge of specific subject matter is required for success, then he will take the initiative to learn about that subject in great depth. At times Samuel will look for opportunities to tie beauty and harmony into the experiences of others. He may look at the totality of a situation to ensure a rewarding interaction.

# Behavioral Feedback



*Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:*

## 1. Urgency

- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

## 2. Versatile

- You easily adapt to changes with a high level of optimism and a "can do" orientation.

## 3. Interaction

- You prefer to interact with others rather than deal with tasks.



# Behavioral Feedback



Samuel embraces visions not always seen by others. Samuel's creative mind allows him to see the "big picture." He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He prefers an environment with variety and change. He is at his best when many projects are underway at once. Samuel is extremely results-oriented, with a sense of urgency to complete projects quickly. He is deadline conscious and becomes irritated if deadlines are delayed or missed. Many people see him as a self-starter dedicated to achieving results. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others.

