



TTI
SUCCESS
INSIGHTS®

Workplace Behaviours®

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VP of Samples

TTI

05.26.2021

Table of Contents



Introduction	3
Job Characteristics - <i>Dominance—Problems—Challenges</i>	4
Conflicting Job Requirements	8
Behavioural Hierarchy	9
Interview Questions	11
Workplace Behaviours®	12
The Success Insights® Wheel	13

Introduction



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 Behaviours report is designed to give an overview of how the job needs to be done. This will allow an organisation 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 organisation 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!

Job Characteristics Dominance—Problems—Challenges



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

This job calls for an individual

- To have and exhibit complete authority to carry out responsibilities.
- To be able to immediately respond to problems or crisis situations.
- To have a demanding attitude of self and others.
- Who thrives on challenging assignments.
- With creative and original thinking abilities.
- Who performs best with freedom from routine and details.
- Who performs best with the freedom to act independently.
- With a high sense of urgency and uses this as a catalyst for obtaining results.
- Who desires an appropriate title in order to acknowledge status and prestige.
- Who excels in accepting and initiating change.
- Who is decisive and firm in decision making.
- Who is a self-starter who enjoys all phases of competition.
- Who is able to be successful in an environment where the leader needs to be direct and to the point.
- Who has strong leadership and directive skills.
- Who has a strong future orientation and abstract thinking ability.

Job Characteristics Influence—People—Contact



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This job calls for an individual

- Who desires many social interactions.
- With a very high trust level.
- With an optimistic outlook towards all activities.
- Who can skilfully use vocabulary to generate enthusiasm.
- Who has highly persuasive communication abilities.
- Who desires a high level of contact with people.
- Who exhibits an enthusiastic acceptance of new ideas.
- With the ability to move from one activity to another quickly.
- Who desires a flexible use of time.
- With an outgoing personality.
- Who demonstrates new and innovative ways of solving problems.
- Who can develop democratic relationship with others.
- Who enjoys working with people more than working with things.
- Who wants to work in a team environment.
- Who has the ability to project self-confidence.
- Who gets things done through people.
- Who will succeed in an environment with freedom from detail and control.

Job Characteristics Steadiness—Pace—Consistency



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This job calls for an individual

- With a sense of urgency.
- Who shares information and desires open communication.
- Who can respond quickly to crisis and change.
- Who desires a mobile work environment.
- Who has the ability to act without precedent.
- Who desires the opportunity to explore change.
- Who works best with a support team to handle some of the detail work.
- Who is a self-starter.
- Who makes quick decisions.
- Who demonstrates alertness to problems and challenges.
- Who is aware of deadlines.
- Who works best when facts and data are provided by others.
- Who desires the freedom to respond.
- Who desires a variety of work activities.

Job Characteristics Compliance—Procedures—Constraints



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

This job calls for an individual

- Who desires few rules and procedures to follow.
- With an individualistic approach.
- Who demonstrates a persistent approach to winning.
- Who analyses results with a bottom line focus.
- Who desires challenging work.
- Who desires power and authority.
- Who works best with very little routine work.
- Who has a track record for being a pioneering risk taker.
- Who is decisive.
- Who will criticise the status quo.
- Who demonstrates original thinking.
- Who will try the impossible.

Conflicting Job Requirements



The TTI Success Insights Workplace Behaviours assessment is designed to analyse the job by letting the job talk. This section describes the potential conflicts or concerns for people in this position. In some cases an organisation may choose to re-evaluate the position or its key accountabilities.

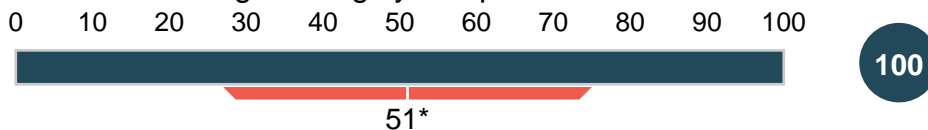
Congratulations! Based on the information analysed, this position does not have immediate potential for internal behavioural conflicts. Please be aware that any variance from how the position was described in the assessment responses could lead to me-me conflicts or behavioural stress.



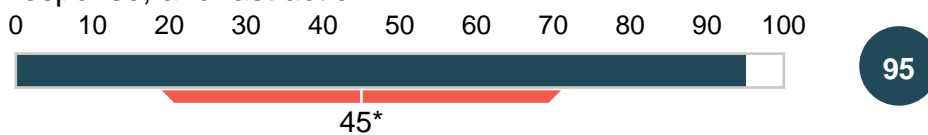
Behavioural Hierarchy

This section is designed to give a visual understanding of the behavioural traits demanded of the position. The graphs below are in descending order from the highest rated behavioural traits required by the job to the lowest. This means the higher the score the more important that behavioural trait is to stress reduction and superior job performance.

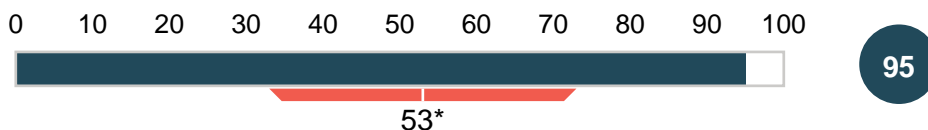
1. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



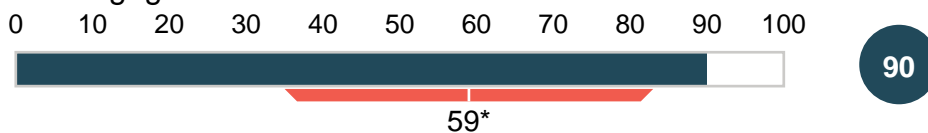
2. Urgency - The job requires decisiveness, quick response, and fast action.



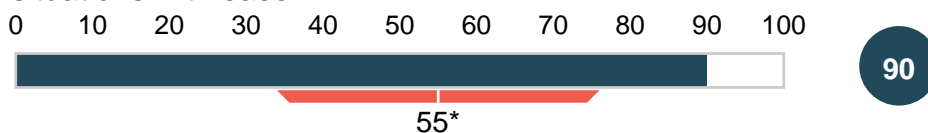
3. Frequent Change - The job requires rapid shifts between tasks.



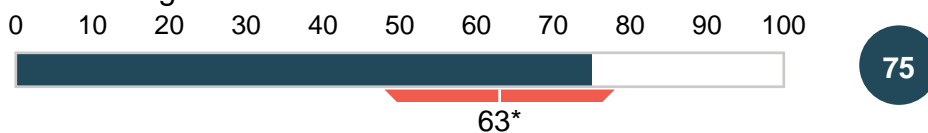
4. Interaction - The job requires frequent communication and engagement with others.



5. Versatile - The job requires adapting to various situations with ease.



6. People-Oriented - The job requires building rapport with a wide range of individuals.



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



Behavioural Hierarchy

7. Customer-Oriented - The job requires identification and fulfilment of customer expectations.

0 10 20 30 40 50 60 70 80 90 100



40

62*

8. Consistent - The job requires predictable performance in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100



30

60*

9. Following Policy - The job requires adhering to rules, regulations or existing methods.

0 10 20 30 40 50 60 70 80 90 100



25

60*

10. Persistence - The job requires finishing tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100



23

61*

11. Analysis - The job requires compiling, confirming, and organizing information.

0 10 20 30 40 50 60 70 80 90 100



20

54*

12. Organised Workplace - The job requires establishing and maintaining specific order in daily activities.

0 10 20 30 40 50 60 70 80 90 100



10

52*

WB: 94-86-18-10 (12)

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

Interview Questions



Read the following suggested interview questions as they relate to the most desired behavioural traits to perform the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.

1. Competitive

- How demanding are you of yourself and others? Do you think you are sometimes too demanding? Give me an example of a job situation where being demanding helped achieve the goal. Did it lead to other problems? Would others ever describe you as aggressive? Pushy? Why?
- How important is winning to you? How do you define winning? Give me an example of a situation where you felt you were going to lose. How did it feel? How did you handle it?

2. 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 did not have all the facts and you proceeded anyway. How did you feel? How did it work out?

3. Frequent Change

- When you are forced to change priorities or direction, how do you respond?
- When things keep coming at you and nothing seems to get completed, how do you feel? When this happens, how do you handle the situation?

Workplace Behaviours®

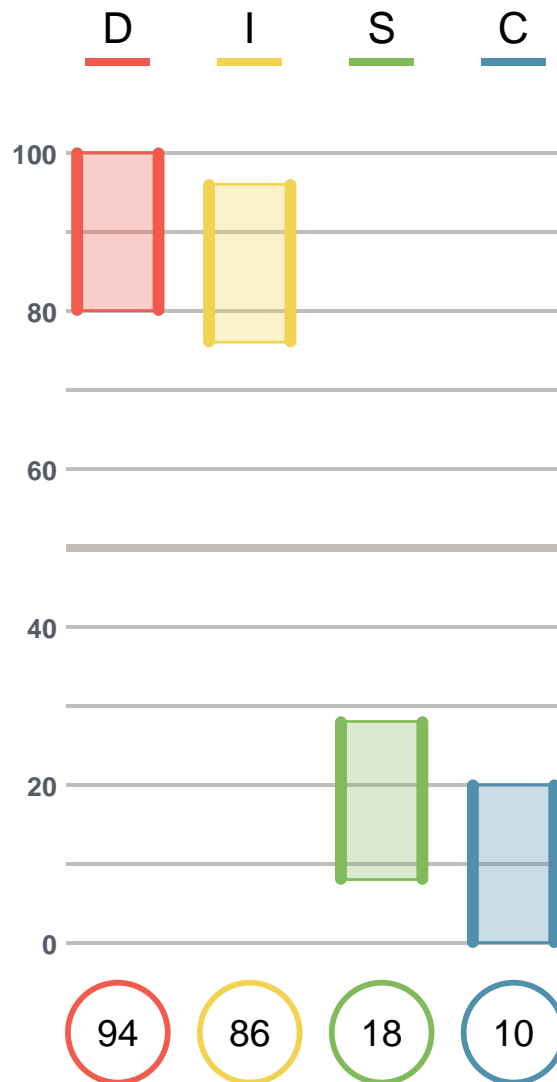



The following graph represents the score range of each behavioural factor for the identified position. The ranges are denoted by the highlighted areas.

Samuel Sample

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26/5/2021



 Job Range (20 point range)

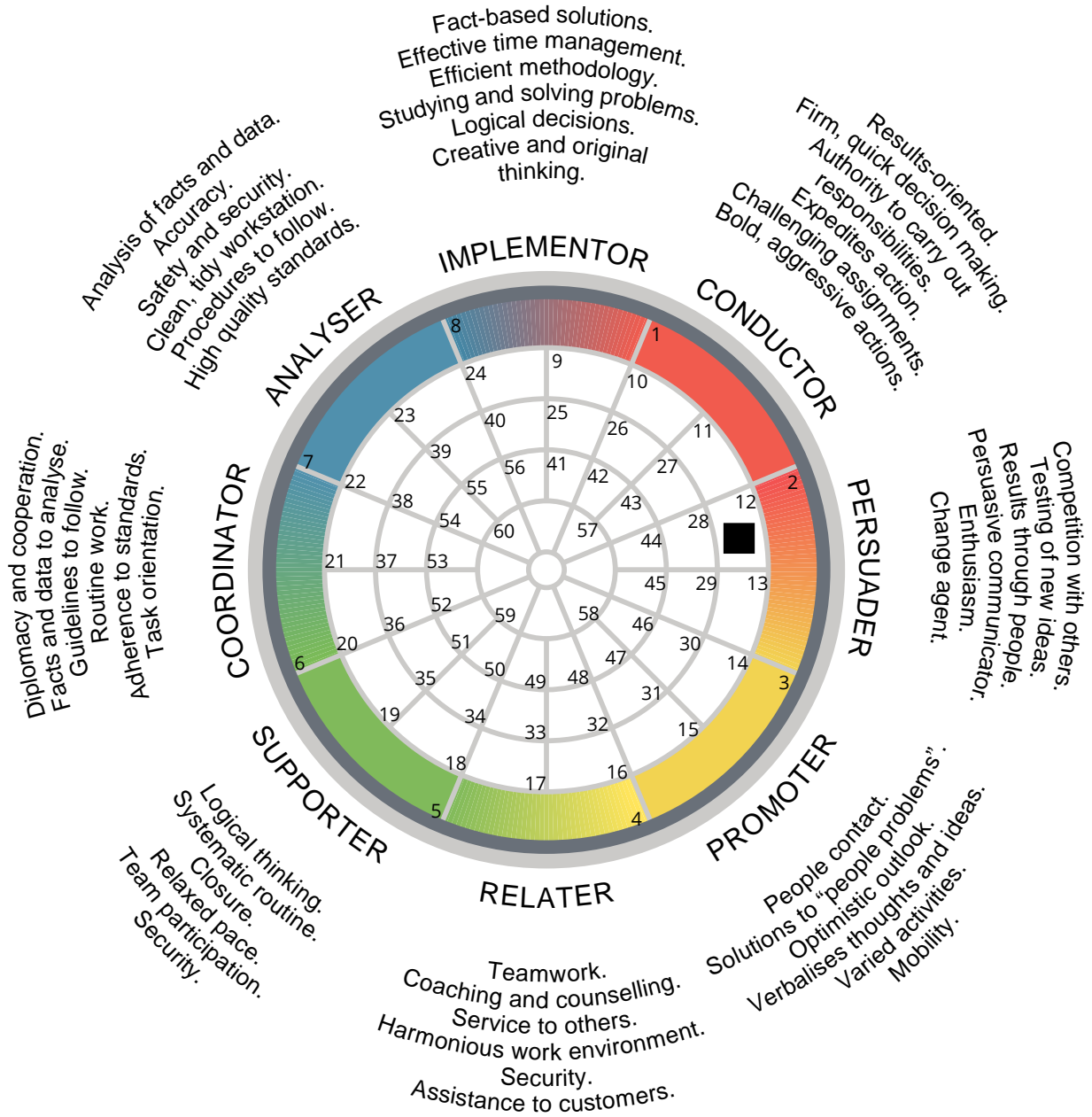
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VP of Samples

The Success Insights® Wheel



26/5/2021



Workplace Behaviours: ■ (12) CONDUCTING PERSUADER