



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Comparison Report

Comparison

4-2-2021

Bottom Line - We Love Small Business™

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Introduction



Where Opportunity Meets Talent

The TTI Success Insights® Talent Insights Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight to three distinct areas: behaviors, motivators and the integration of these. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

The following is a comparative summary in the three main areas:

Behaviors

This section of the report is designed to help showcase the behavioral similarities and differences between yourself and another person. The ability to interact effectively with this person may be the difference between success and failure in your work and personal life. Effective communication starts with an accurate perception of self and the implications of interactions with another person.

Motivators

This section of the report provides information on why you are motivated to do what you do. Each person is motivated by a unique set of motivators. Understanding what motivates you, as well as another person, can lower the chance of conflict and improve productivity.

Integrating Behaviors and Motivators

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and motivators blend together, performance will be enhanced and you will experience an increase in satisfaction.

Checklist for Communicating



Most people are aware of and sensitive to the ways in which they prefer to be communicated to but may not understand the styles of others. Most find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides a list of things the other should DO when communicating with the other. Read each statement and highlight the 3 or 4 statements which are most important to each person.

Ways to Communicate with Michael

- Provide solutions—not opinions.
- Define the problem in writing.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Provide "yes" or "no" answers—not maybe.
- Use a motivating approach, when appropriate.
- Look for her oversights.
- Provide a warm and friendly environment.
- Leave time for relating, socializing.

Ways to Communicate with Angela

- Start, however briefly, with a personal comment. Break the ice.
- Move casually, informally.
- Take your time and be persistent.
- Ask "how?" questions to draw her opinions.
- Take time to be sure that she is in agreement and understands what you said.
- Show sincere interest in her as a person. Find areas of common involvement and be candid and open.
- Use a scheduled timetable when implementing new action.
- Support your communications with correct facts and data.

Checklist for Communicating

Continued



This section of the report is a list of things NOT to do while communicating with either Michael and Angela. Review each statement and highlight those that cause frustration. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Ways NOT to Communicate with Michael

- Drive on to facts, figures, alternatives or abstractions.
- Leave decisions hanging in the air.
- Let her overpower you with verbiage.
- Ramble.
- Be curt, cold or tight-lipped.
- Talk down to her.
- Legislate or muffle—don't overcontrol the conversation.
- "Dream" with her or you'll lose time.

Ways NOT to Communicate with Angela

- Give your presentation in random order.
- Make promises you cannot deliver.
- Push too hard or be unrealistic with deadlines.
- Keep deciding for her, or she'll lose initiative. Don't leave her without backup support.
- Patronize or demean her by using subtlety or incentive.
- Be domineering or demanding; don't threaten with a position of power.
- Talk to her when you're extremely angry.
- Be haphazard.

Value to the Organization



This section of the report identifies the specific talents and behavior Michael and Angela each bring to the job. These statements showcase the value each person brings to the organization. This can be used to develop a system to capitalize on the particular value each person contributes.

Michael's Value:

- Team player.
- Positive sense of humor.
- Big thinker.
- People-oriented.
- Optimistic and enthusiastic.
- Negotiates conflicts.
- Verbalizes her feelings.
- Inner-directed rather than tradition-directed—brings fresh ideas for solving problems.

Angela's Value:

- Service-oriented.
- Flexible.
- Works for a leader and a cause.
- Respect for authority and organizational structure.
- People-oriented.
- Patient and empathetic.
- Dependable team player.
- Builds good relationships.

Behavioral Descriptors



Based on Michael's and Angela's responses, the report has marked those words that describe each of their personal behavior styles. These words describe how each person solves problems and meets challenges, influences people, responds to the pace of the environment and how they respond to rules and procedures set by others.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	M.J. Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-Minded
Decisive	Optimistic	M.J. Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influence	Steadiness	Compliance
M.J. Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	M.J. Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

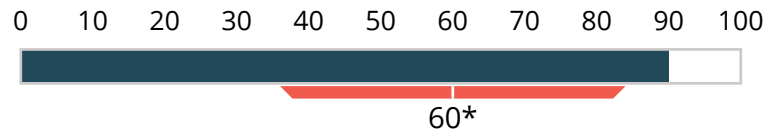
Primary Behavioral Cluster



The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

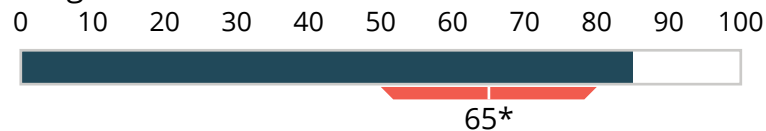
Michael Johnson:

1. Interaction - Frequently engage and communicate with others.



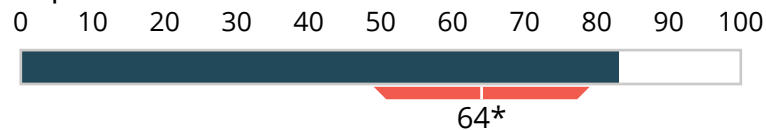
90

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



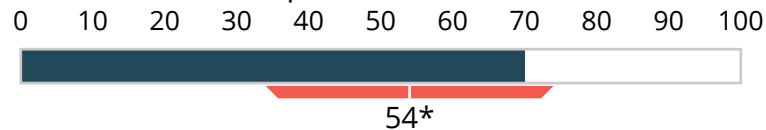
85

3. Customer-Oriented - Identify and fulfill customer expectations.



83

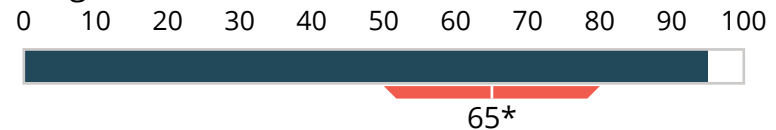
4. Versatile - Adapt to various situations with ease.



70

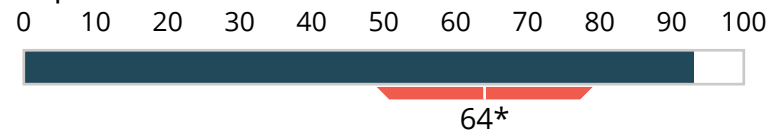
Angela Johnson:

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



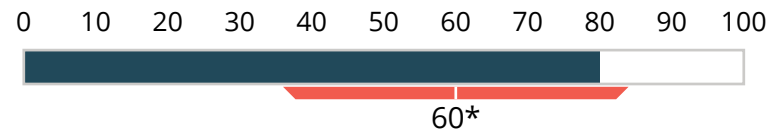
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2. Customer-Oriented - Identify and fulfill customer expectations.



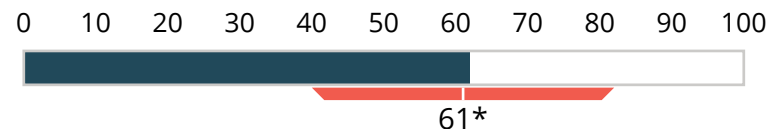
93

3. Interaction - Frequently engage and communicate with others.



80

4. Consistent - Perform predictably in repetitive situations.



62

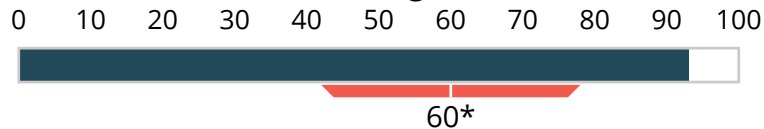
Motivators Hierarchy



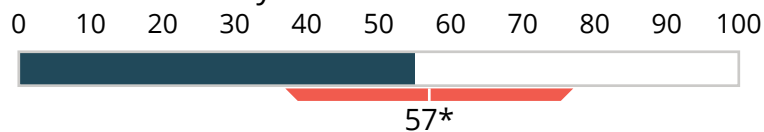
Your drive to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

Michael Johnson:

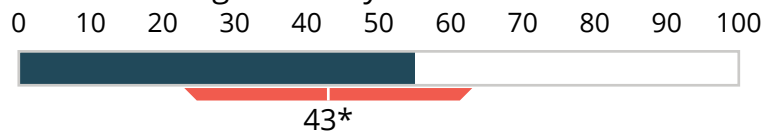
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



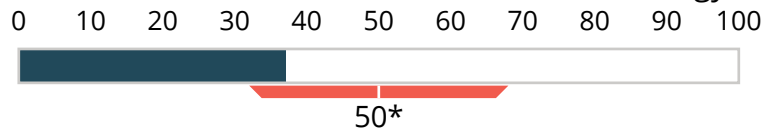
2. Individualistic/Political - Rewards those who value personal recognition, freedom and control over their own destiny and others.



3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

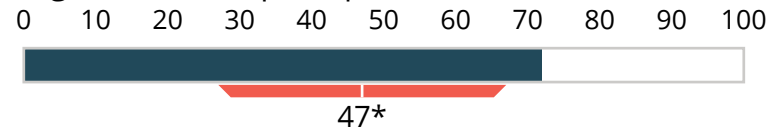


4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

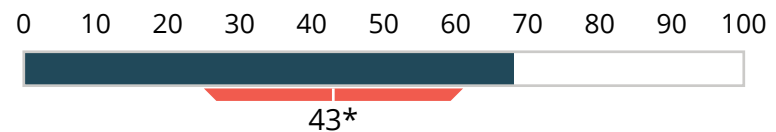


Angela Johnson:

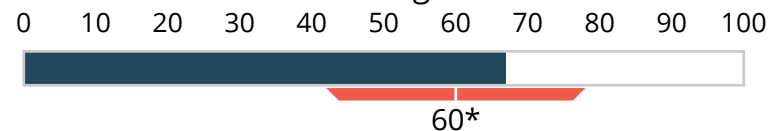
1. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



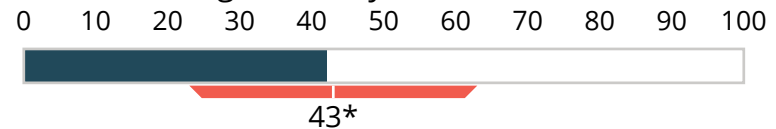
2. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



4. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



Potential Behavioral & Motivational

Strengths



This section describes the potential areas of strength between Michael's and Angela's behavioral styles and top two motivators. These statements showcase the strengths each person brings to the organization. This can be used to develop a system to capitalize on these particular strengths. Identify three or four that enhance their satisfaction on the job.

Michael's Strengths

- Will bring high energy and enthusiasm to the researching process.
- Thinks outside of the box when gathering information.
- Willing to be the spokesperson for the team.
- Utilizes people to win and accomplish goals.
- Great at retrieving information for decision makers she trusts.
- Will keep sensitive information under lock and key.
- A "winner" who is consistent but does not brag about accomplishments.
- Will take a firm stance when her position or status is questioned.

Angela's Strengths

- Loyal to her cause.
- Acts as the eyes and ears for a leader.
- Supports a leader and a cause that brings beauty or creativity.
- Accommodating team member that brings balance to the organization.
- The "megaphone" to spreading a message.
- Great at recruiting membership in organizations to which she belongs.
- Motivates others to express themselves.
- Expresses and strives for a balanced team.

Potential Behavioral & Motivational

Conflict



This section describes the potential areas of conflict between Michael's and Angela's behavioral style and top two motivators. Identify two to three potential conflicts that need to be minimized in order to enhance on-the-job performance.

Michael's Conflicts

- Ability to learn is diminished due to her lack of focus on one thing.
- May overlook vital details in her pursuit of information.
- May struggle with hearing and applying constructive criticism.
- As a leader may over focus on self and her own needs.
- Struggles in adapting to new situations without preparation.
- May not pursue knowledge if it jeopardizes her security.
- Will hide emotions until others push her buttons or take advantage of her.
- A fear of change prevents her from advancing.

Angela's Conflicts

- Diverse situations can be highly stressful when trying to stay in line with her system of living.
- May struggle with change even when it complements her way of living.
- Has difficulty in establishing priorities regarding her feelings.
- If environment is shaken, she struggles to speak up to realign it.
- Has difficulty hearing what others are saying if it contradicts her beliefs.
- May interpret her beliefs as flawless.
- Overly optimistic in her ability to bring balance to any situation.
- Has difficulty looking at situations objectively.

Ideal Environment



People are more engaged and productive when their work environment matches the statements described in this section. This section identifies the ideal work environment based on Michael's and Angela's behavioral style and top two motivators. Use this section to identify specific duties and responsibilities each person enjoys.

Michael's Ideal Environment

- Freedom from control and detail.
- Democratic supervisor with whom she can associate.
- Assignments with a high degree of people contacts.
- Information and time to make decisions.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- Time necessary to gather enough information in order to move forward.
- Recognition and rewards for consistency, steadiness and being methodical.
- Desires to be seen as the gatekeeper of information and sensitive materials.
- An environment where she can "lead the parade".

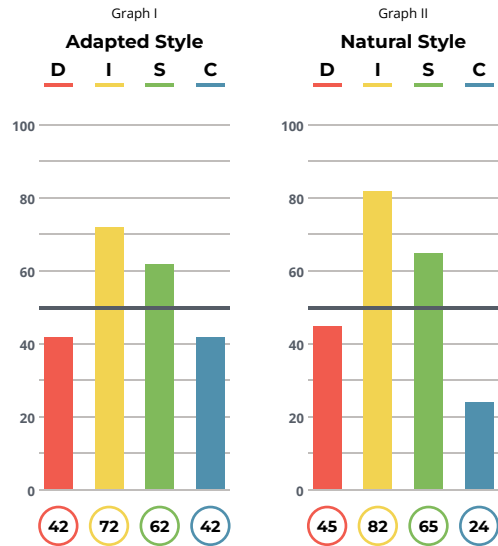
Angela's Ideal Environment

- An environment in which she may deal with people on a personal, intimate basis.
- Assignments with a high degree of people contacts.
- Democratic supervisor with whom she can associate.
- The need to be liked and to feel a part of a harmonious team.
- Working conditions that allow for creativity and people-interaction.
- An environment that supports time-tested, proven processes for completing tasks.
- A forum to express the experience of following the system or process.
- Ability to blend her creative and traditional problem solving skills within established parameters.
- A leader that understands the need to talk through the system in order to have buy-in.

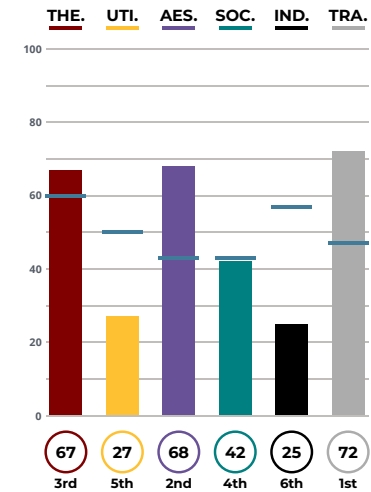
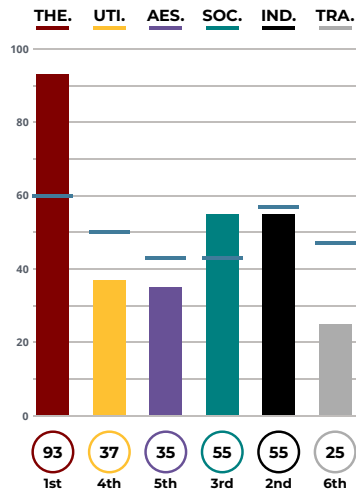
Behaviors & Motivators Graphs



Michael Johnson:



Angela Johnson:

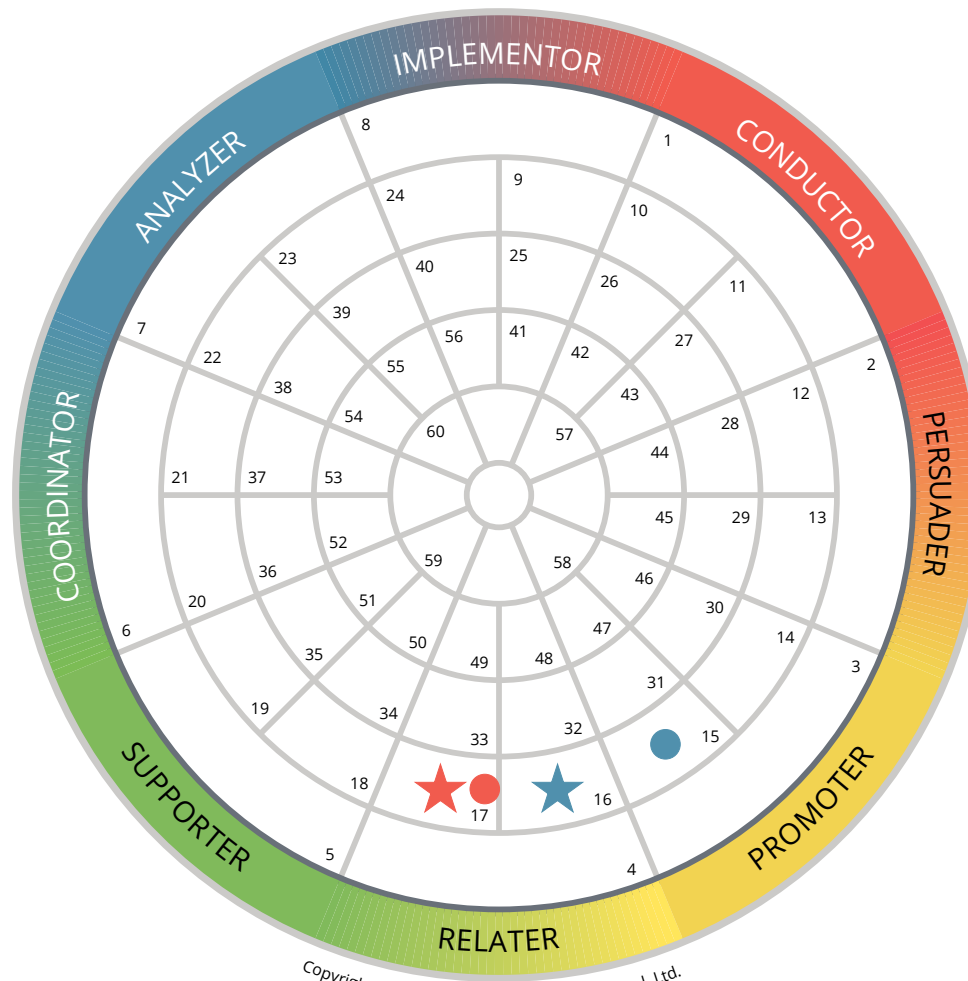


The Success Insights® Wheel



■ Michael Johnson

■ Angela Johnson



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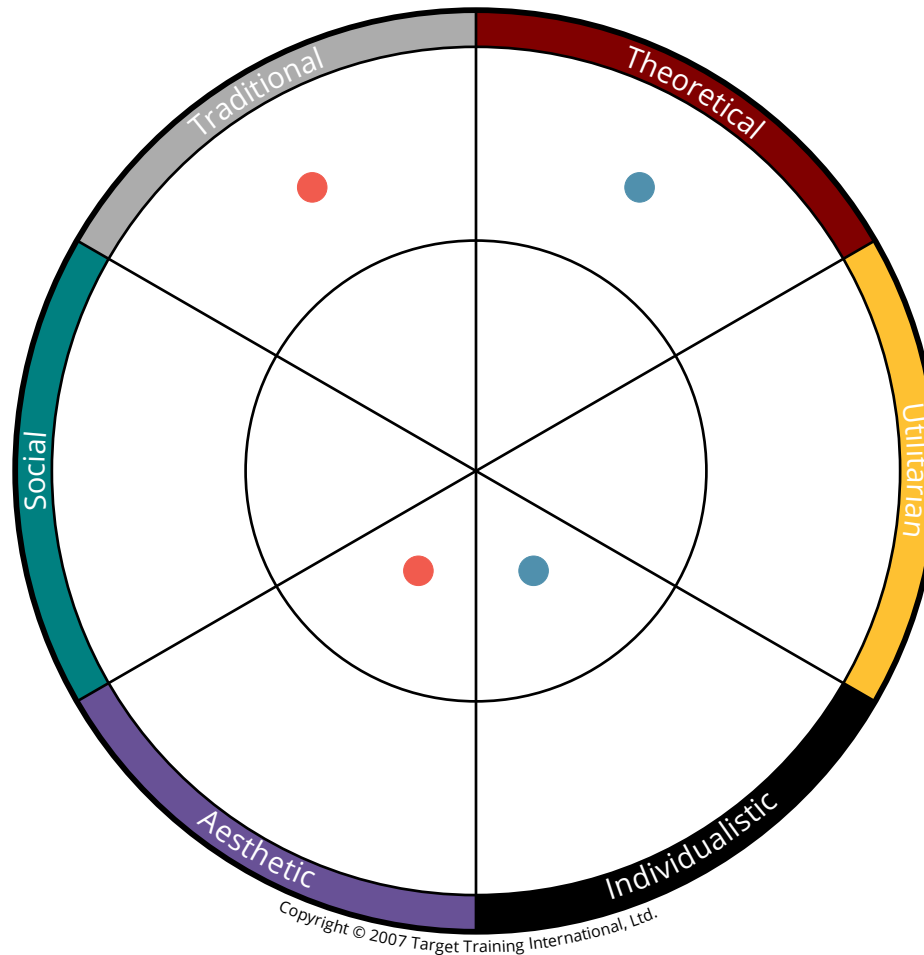
★ Adapted

● Natural

Motivators Wheel™



- Michael Johnson
- Angela Johnson



Outside ring = #1 attitude Inside ring = #2 attitude