



TTI
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INSIGHTS®

Talent Insights®

Talent Report

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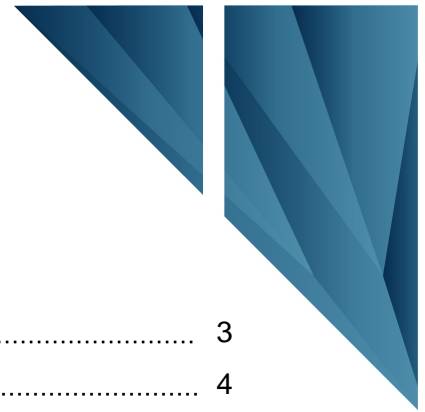


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Introduction Where Opportunity Meets Talent

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:

Motivators Hierarchy (6 Areas)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

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.

Motivators Feedback

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

Behavioral Feedback

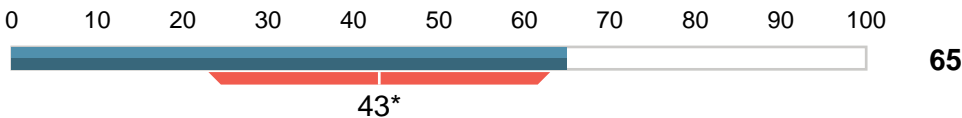
This section gives you insight into your top three behavioral traits to further identify your unique strengths.



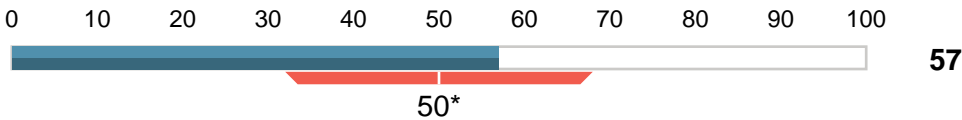
Motivators Hierarchy

Your motivation 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.

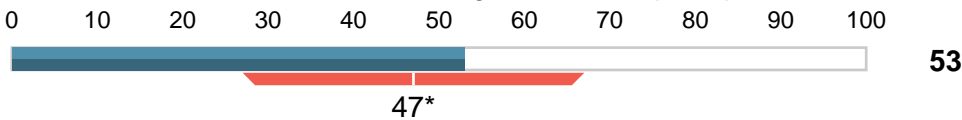
1. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



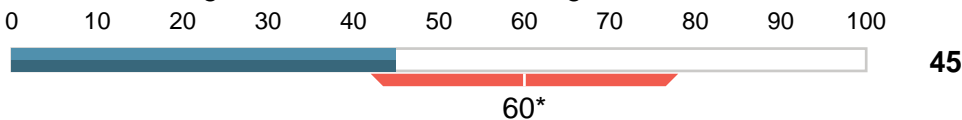
2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



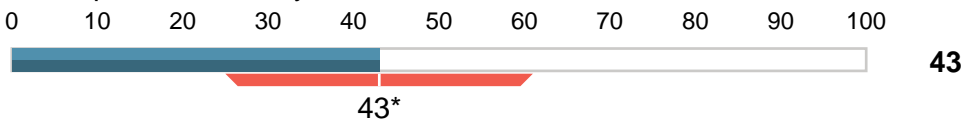
3. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



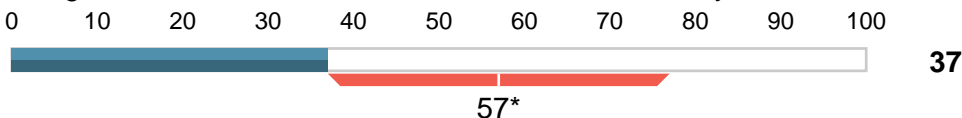
4. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



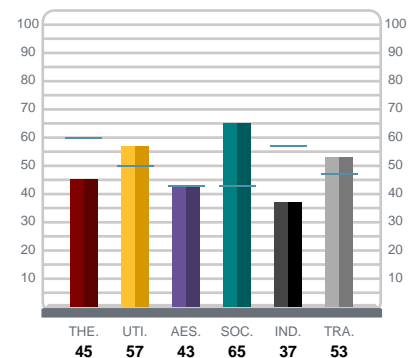
5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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

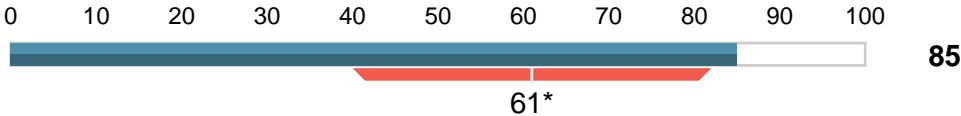




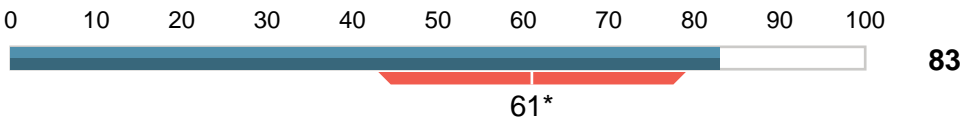
Behavioral Hierarchy

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.

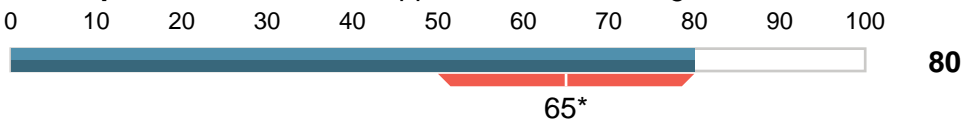
1. Consistent - Perform predictably in repetitive situations.



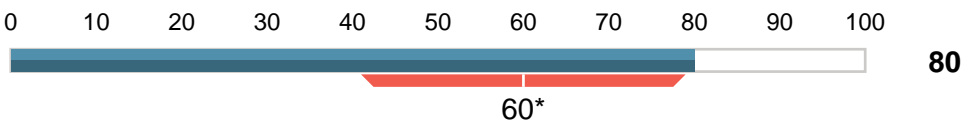
2. Persistence - Finish tasks despite challenges or resistance.



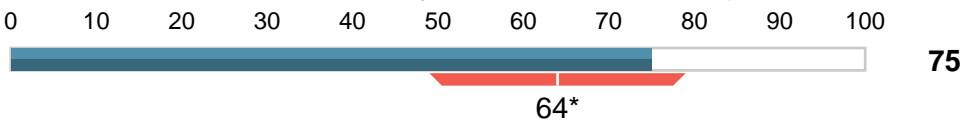
3. People-Oriented - Build rapport with a wide range of individuals.



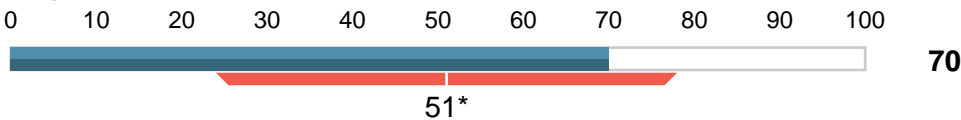
4. Following Policy - Adhere to rules, regulations, or existing methods.



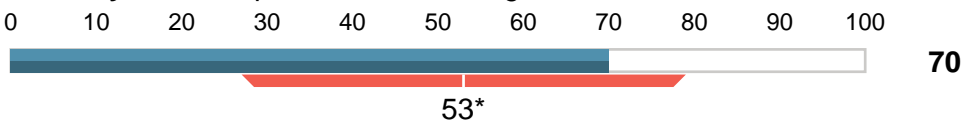
5. Customer-Oriented - Identify and fulfill customer expectations.



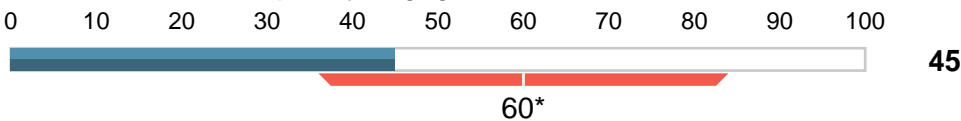
6. Organized Workplace - Establish and maintain specific order in daily activities.



7. Analysis - Compile, confirm and organize information.



8. Interaction - Frequently engage and communicate with others.

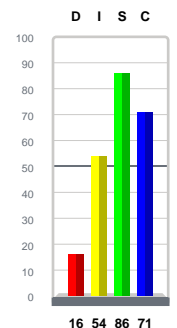
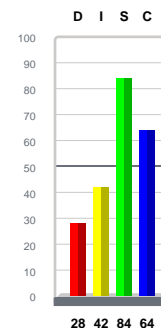


* 68% of the population falls within the shaded area.



Adapted Style

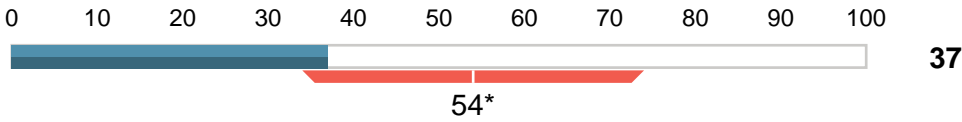
Natural Style



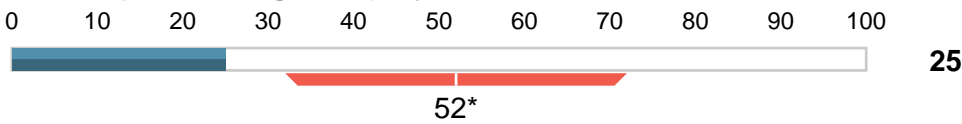


Behavioral Hierarchy

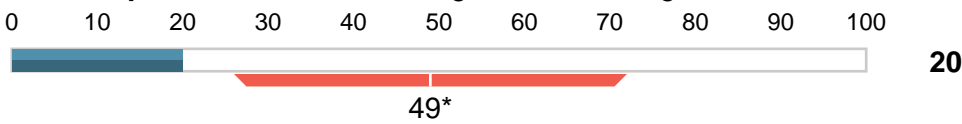
9. Versatile - Adapt to various situations with ease.



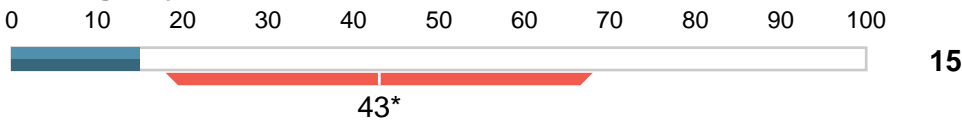
10. Frequent Change - Rapidly shift between tasks.



11. Competitive - Want to win or gain an advantage.



12. Urgency - Take immediate action.



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





Motivators Feedback

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

1. Social

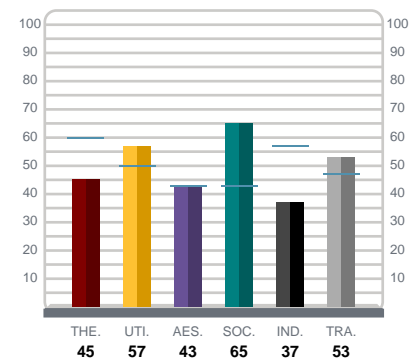
- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.

2. Utilitarian/Economic

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This motivator includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

3. Traditional/Regulatory

- You value traditions inherent in social structure, rules, regulations and principles.
- The highest interest for this motivator may be called "unity," "order," or "tradition." Individuals with high scores for this motivator seek a system for living. This system can be found in such things as conservatism or any authority that has defined rules, regulations and principles for living.





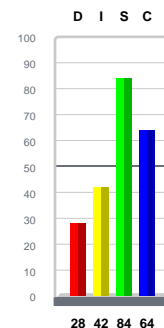
Behavioral Feedback

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:

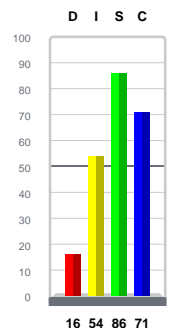
1. Consistent
 - You thrive in an environment where lasting and meaningful success requires sustained and consistent effort. You demonstrate the ability to be consistent and to maintain quality.
2. Persistence
 - You are focused on the task at hand and make sure it is complete despite challenges or resistance.
3. People-Oriented
 - You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time communicating with or understanding people.



Adapted Style



Natural Style



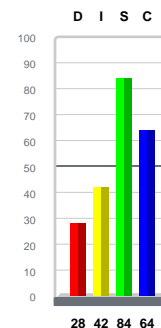


Behavioral Feedback

Jane is usually steady, easygoing and relaxed. She tends to build a close relationship with a relatively small group of associates. She sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. Relationships with others are warm, personal and lasting. Jane may have difficulty sharing her feelings if it may disturb the relationship. She dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion. She needs time for some study and analysis, particularly when doing new or challenging assignments. This allows her to adjust to the changing environment. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family.



Adapted Style



Natural Style

