



TTI Insights™
Talent Report



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3-31-2010



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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 behavioral style and unique values. Your TTI Insights Talent Report can be compared with specific job requirements outlined in TTI 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 sections:

SECTION 1: PERSONAL INTERESTS, ATTITUDES AND VALUES (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.

SECTION 2: BEHAVIORAL HIERARCHY (8 AREAS)

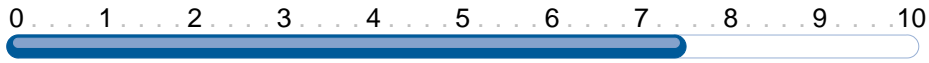
This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.



PERSONAL INTERESTS, ATTITUDES AND VALUES

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. They are listed below from the highest to the lowest.

1. INDIVIDUALISTIC/POLITICAL



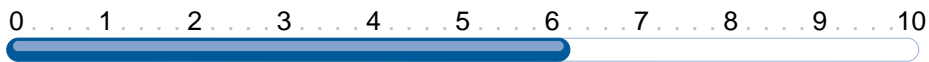
7.5

2. THEORETICAL



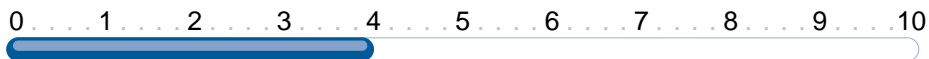
7.2

3. UTILITARIAN/ECONOMIC



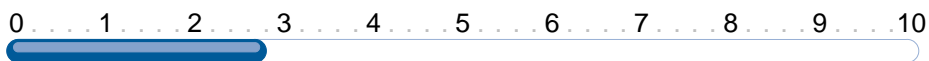
6.2

4. SOCIAL



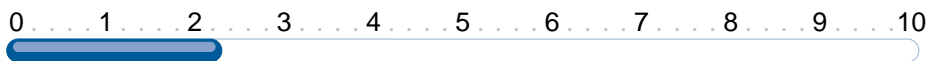
4.0

5. AESTHETIC

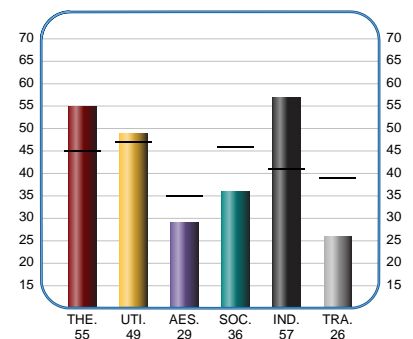


2.8

6. TRADITIONAL/REGULATORY



2.3





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



2. COMPETITIVENESS



3. ORGANIZED WORKPLACE



4. ANALYSIS OF DATA



5. FREQUENT CHANGE



6. VERSATILITY



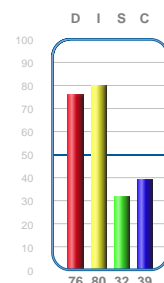
7. FREQUENT INTERACTION WITH OTHERS



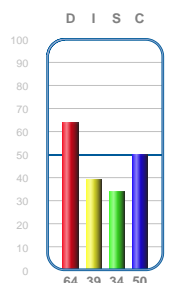
8. CUSTOMER ORIENTED



Adapted Style



Natural Style





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. INDIVIDUALISTIC/POLITICAL

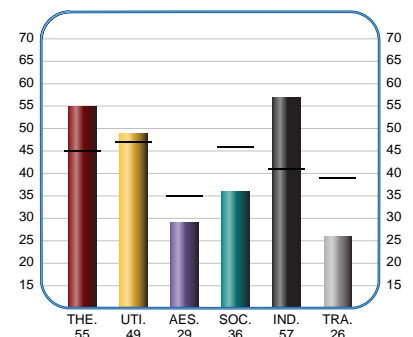
- You value personal recognition, freedom and control over your own destiny and others.
- The primary interest for this value is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power value. Since competition and struggle play a large part in all areas of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain personalities in whom the desire for direct expression of this motive is uppermost; who wish, above all, for personal power, influence and renown.

2. THEORETICAL

- You value knowledge, continuing education and intellectual growth.
- The primary drive with this value is the discovery of TRUTH. In pursuit of this value, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.

3. 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 value 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 American business person. A person with a high score is likely to have a high need to surpass others in wealth.





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

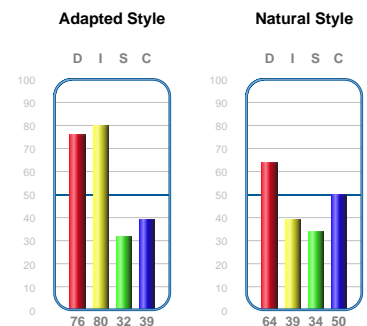
- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

2. COMPETITIVENESS

- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

3. ORGANIZED WORKPLACE

- Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.





Chris is a creative person and uses this creativity to solve problems. He prefers being a team player, and wants each player to contribute along with him. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He may not trust others to do his projects, especially if they have displayed an inability to perform to his standards. At times, he may be reluctant to delegate certain tasks. Chris has high ego strengths and may be viewed by some as egotistical. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. His sensitivity to errors and mistakes sometimes tempers his aggressiveness. He may be accused of being "work compulsive" because of these tendencies. He can be blunt and critical of people who do not meet his standards.

