



TTI
SUCCESS
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TTI Success Insights®

Behavioral Styles Comparison Report

Sam Sample and Sally Sample

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Introduction



Where Opportunity Meets Talent

The TTI Success Insights® Comparison Report has been designed with the aim of enhancing the comprehension of the talents possessed by two individuals. This report will dive into the behavioral styles of each individual, shedding light on their strengths and potential limitations. This new found awareness serves as a catalyst for personal and professional growth, ultimately resulting in a heightened level of satisfaction for both individuals.

Behaviors

The information dives into the realm of individual behavioral styles, with the aim of highlighting both the similarities and distinctions between yourself and another individual. Proficiency in effective communication holds the potential to be a pivotal factor in determining success or failure in both one's professional and personal spheres. The foundation of effective communication is rooted in the deeper understanding of oneself and the potential outcomes of engaging with another individual.

DISC Behavioral Styles Four Factor Model

What DISC Measures:

D-DOMINANCE - How you respond to **problems** and **challenges**.

I-INFLUENCE - How you influence **people** and **contacts**.

S-STEADINESS - How you respond to **pace** and **consistency**.

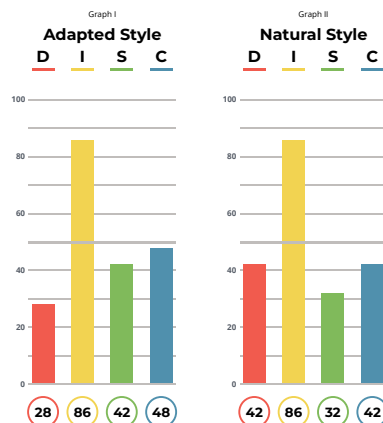
C-COMPLIANCE - How you respond to **procedures** and **constraints**.

Behavioral Styles Characteristics



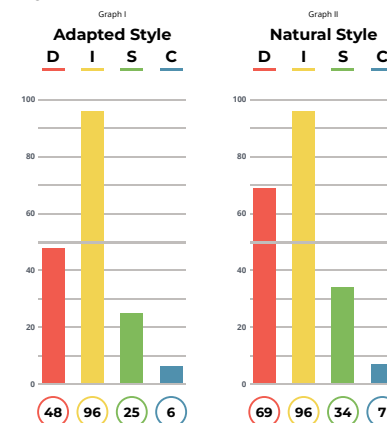
The following report is designed to help Sam and Sally become more self-aware and aware of each other's behavioral traits in order to raise levels of engagement. People tend to be more engaged when comfortable and connected to the activities and people they encounter. This page offers insight into HOW Sam and Sally prefer to do what they do.

Sam seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She can be seen as a person of good will. She, as a manager, supervisor, or group leader, can use her people skills to build group involvement and increase participation from the group. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. Sam may be careless with details. She places her focus on people. To her, strangers are just friends she hasn't met! She likes feedback from her manager on how she is doing. She likes quality social relationships. She often will become friends with her customers or clients. Sam likes to develop people and build organizations. She, an outgoing person, feels at home with strangers.



Sam

Sally wants to be seen not only as a team player, but also as a leader of the team. She prefers working for a participative manager. She does her best work in this kind of environment. She projects a self-assured and self-confident image. She may be careless with details. Sally, as a manager, supervisor, or group leader, can use her people skills to build group involvement and increase participation from the group. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. She is optimistic about her ability to do any job. She is driven by status and power. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She is gregarious and sociable. She will be seen as a good mixer, both on or off the job.



Sally

The TTI Success Insights® Wheel

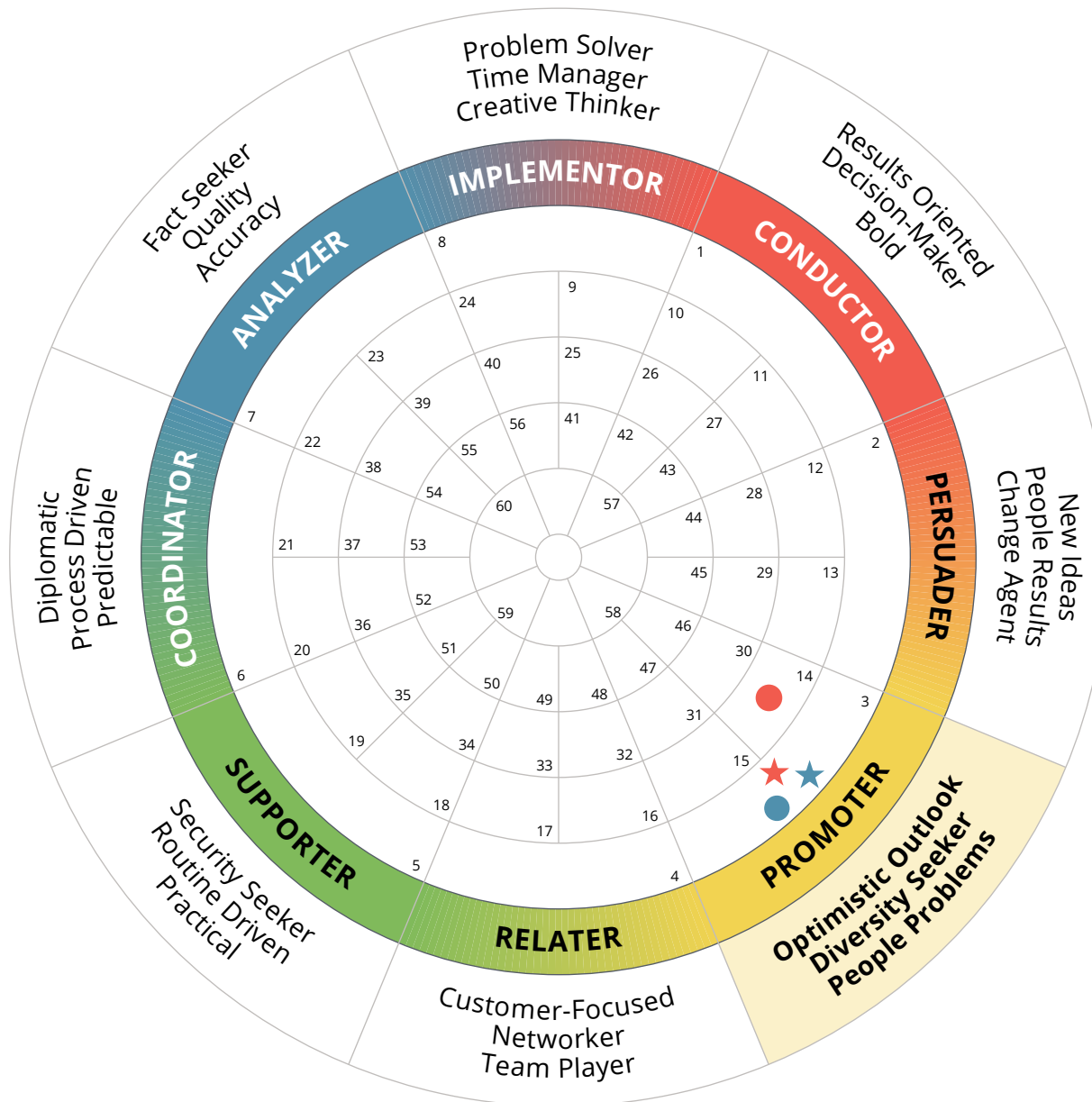


■ Sam

■ Sally

● Natural

★ Adapted



Behavioral Styles Descriptors



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

Primary Cluster

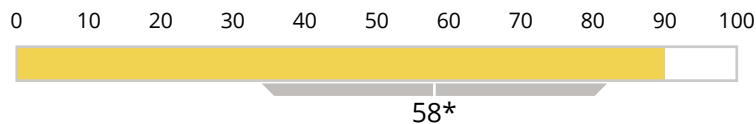
Behavioral Styles Characteristics



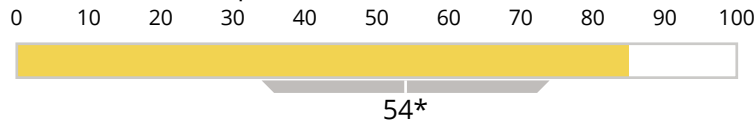
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

Sam

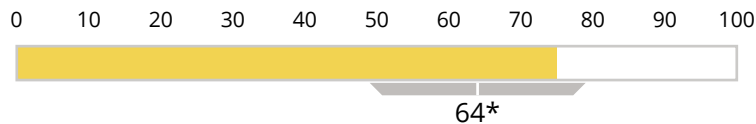
1. Interaction - Frequently engage and communicate with others.



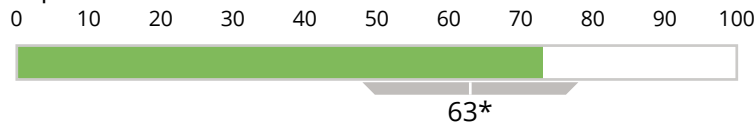
2. Versatile - Adapt to various situations with ease.



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



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

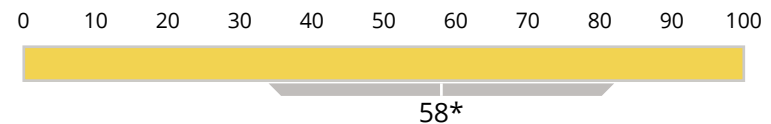


- (EP) Extreme Passionate - Three standard deviations above the mean
- (P) Passionate - Two standard deviations above the mean
- (M) Mainstream - One standard deviation above or below the mean

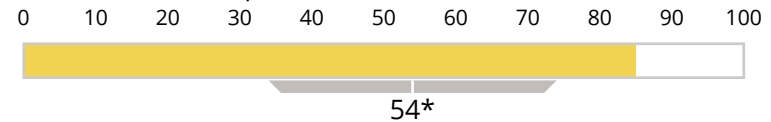
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Sally

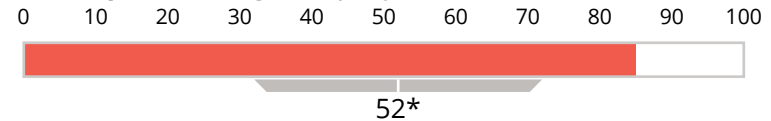
1. Interaction - Frequently engage and communicate with others.



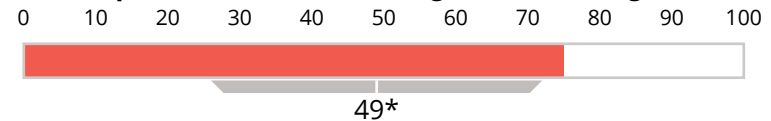
2. Versatile - Adapt to various situations with ease.



3. Frequent Change - Rapidly shift between tasks.



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



- (I) Indifferent - Two standard deviations below the mean
- (EI) Extreme Indifferent - Three standard deviations below the mean

Behavioral Styles Hierarchy



The Behavioral Styles Hierarchy table compares the behavioral tendencies of the two individuals. The "Diff" column highlights the score differences between the two. Pay attention where differences exceed 10 points as this difference could indicate potential areas for conflict.

	Mean	Sam	Sally	Diff.
D Dominance - How you respond to Problems and Challenges.				
1. Competitive - Want to win or gain an advantage.	49	50	75	25
2. Frequent Change - Rapidly shift between tasks.	52	68	85	17
3. Urgency - Take immediate action.	43	50	71	21
I Influence - How you influence People and Contacts.				
4. Interaction - Frequently engage and communicate with others.	58	90	100	10
5. People-Oriented - Build rapport with a wide range of individuals.	64	75	65	10
6. Versatile - Adapt to various situations with ease.	54	85	85	0
S Steadiness - How you respond to Pace and Consistency.				
7. Consistent - Perform predictably in repetitive situations.	62	45	25	20
8. Customer-Oriented - Identify and fulfill customer expectations.	63	73	57	16
9. Persistence - Finish tasks despite challenges or resistance.	62	43	32	11
C Compliance - How you respond to Procedures and Constraints.				
10. Analysis - Compile, confirm and organize information.	54	30	10	20
11. Following Policy - Adhere to rules, regulations, or existing methods.	61	45	30	15
12. Organized Workplace - Establish and maintain specific order in daily activities.	53	30	10	20

Ways to Communicate



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 ideas that each person could consider when communicating with one another. Read each statement and highlight the 3 or 4 statements which are most important to each person.

Sam

1. Talk about her, her goals and the opinions she finds stimulating.
2. Provide testimonials from people she sees as important.
3. Provide a warm and friendly environment.
4. Provide systems to follow.
5. Leave time for relating and socializing.
6. Deal with details in writing, have her commit to modes of action.
7. Be open, honest, and informal.
8. Provide ideas for implementing action.

Sally

1. Define the problem in writing.
2. Provide a warm and friendly environment.
3. Confront when in disagreement.
4. Use a motivating approach, when appropriate.
5. Read the body language for approval or disapproval.
6. Look for her oversights.
7. Provide "yes" or "no" answers—not maybe.
8. Expect her to return to fight another day when she has received a "no" answer.

Ways Not to Communicate



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

Sam

1. Be curt, cold, or tight-lipped.
2. Waste time trying to be impersonal, judgmental, or too task-oriented.
3. Drive on to facts, figures, alternatives, or abstractions.
4. Forget to follow-up.
5. Dream with her or you'll lose time.
6. Legislate or muffle—don't overcontrol the conversation.
7. Be dictatorial.
8. Talk down to her.

Sally

1. Dream with her or you'll lose time.
2. Legislate or muffle—don't overcontrol the conversation.
3. Hesitate when confronted.
4. Be dictatorial.
5. Talk down to her.
6. Be paternalistic.
7. Be curt, cold, or tight-lipped.
8. Let her overpower you with verbiage.

Value to the Organization



This section of the report identifies the specific talents and behavior Sam and Sally 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.

Sam's Value

1. Motivates others towards goals.
2. Negotiates conflicts.
3. Positive sense of humor.
4. Creative problem solving.
5. Deadline conscious.
6. People-oriented.
7. Builds confidence in others.
8. Ability to change gears fast and often.

Sally's Value

1. Builds confidence in others.
2. Dedicated to her own ideas.
3. Motivates others towards goals.
4. Team player.
5. Has the confidence to do the difficult assignments.
6. Can support or oppose strongly.
7. Verbalizes her feelings.
8. Negotiates conflicts.

Perceptions



How Others May View Sam and Sally

How might one's actions be perceived by others? Realizing other's perspectives can be an uncomfortable exercise, but a good step toward better communication. Below, outlines how Sam and Sally see themselves and how others might perceive them.

Sam usually sees herself as being:

- ✓ Enthusiastic
- ✓ Outgoing
- ✓ Charming
- ✓ Inspiring



Sally usually sees herself as being:

- ✓ Enthusiastic
- ✓ Outgoing
- ✓ Charming
- ✓ Inspiring

Under moderate pressure, tension, stress, or fatigue, others may see her as being:

- ✓ Self-Promoting
- ✓ Glib
- ✓ Overly Optimistic
- ✓ Unrealistic



Under moderate pressure, tension, stress, or fatigue, others may see her as being:

- ✓ Self-Promoting
- ✓ Glib
- ✓ Overly Optimistic
- ✓ Unrealistic

Under extreme pressure, stress, or fatigue, others may see her as being:

- ✓ Overly Confident
- ✓ Talkative
- ✓ Poor Listener
- ✓ Self-Promoter



Under extreme pressure, stress, or fatigue, others may see her as being:

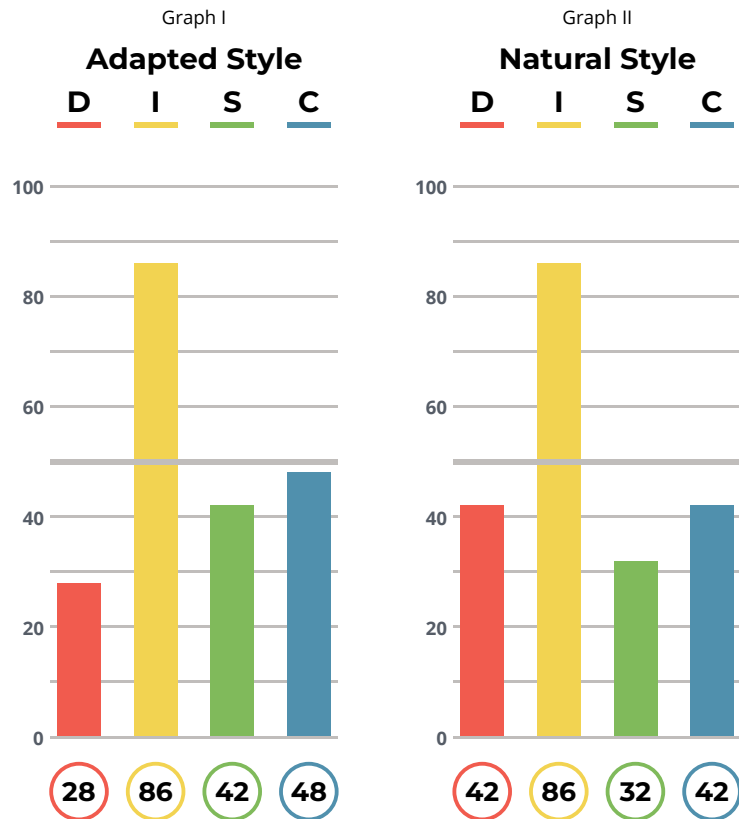
- ✓ Overly Confident
- ✓ Talkative
- ✓ Poor Listener
- ✓ Self-Promoter

Behavioral Styles Graphs



When comparing two individuals' DISC graphs, it's essential to highlight the unique strengths, communication styles, and potential areas of synergy or conflict between them. Identify each person's primary and secondary traits, i.e. one might have strong Dominance tendencies, while the other person may lean toward the Steadiness tendencies. Highlight how these differences may bring stability and reliability to their relationship even though they are in contrast to one another. Discuss how these strengths may manifest in their communication styles.

Sam



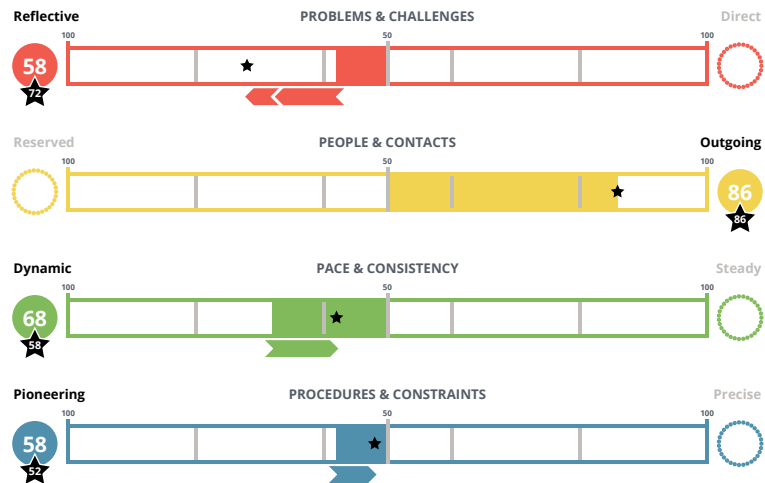
Sally



Behavioral Styles Graphs



Sam



Sally

