



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Comparison Report

Rachel Harris and Charles Smith

8-18-2026

Leadership Resources and Consulting

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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 into three distinct areas: behaviors, driving forces, and their integration. Understanding the potential strengths 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

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.

Driving Forces

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

Integrating Behaviors and Driving Forces

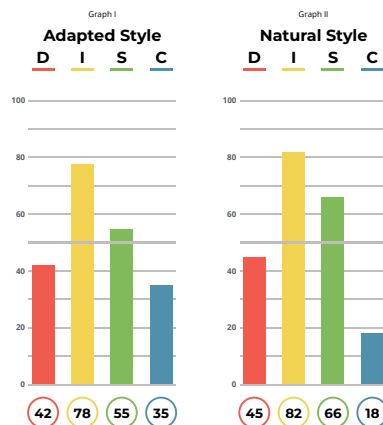
This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and driving forces blend together, performance will be enhanced and you will experience an increase in satisfaction.

Behavioral Characteristics



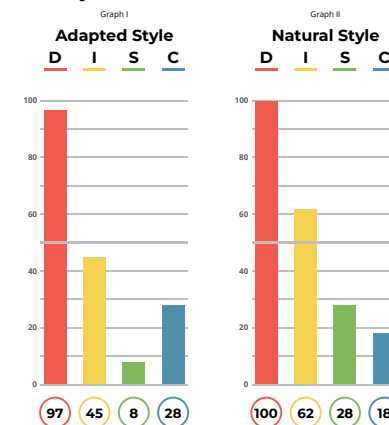
The following report is designed to help Rachel and Charles become more self-aware and aware of each other in order to raise their level of engagement. People tend to be more engaged when comfortable and connected to the activities and people they encounter. This page offers insight into HOW Rachel and Charles prefer to do what they do.

Rachel wants to be seen as her own person, but usually projects it in friendly terms. She likes quality social relationships. She often will become friends with her customers or clients. She believes in getting results through other people. She prefers the "team approach." She likes to develop people and build organizations. Rachel places her focus on people. To her, strangers are just friends she hasn't met! She is optimistic and usually has a positive sense of humor. She is good at fostering enthusiasm in others. She projects a self-assured and self-confident image. Rachel tends to trust people and may be taken advantage of because of her willingness to trust. She is enthusiastic and usually slow to anger.



Rachel

Charles is often considered daring, bold, and gutsy. He is a risk taker who likes to be seen as an individual. Nothing bores Charles more than the status quo; things becoming routine and people always agreeing or pretending to agree frustrates him. He wants to be seen as an individual who is totally keyed to results. He wants to get things done in a manner that is consistent with his perception of the "right way" of doing things. He embraces visions not always seen by others. Charles' creative mind allows him to see the "big picture." Many people see him as a self-starter dedicated to achieving results. He tends to have a "short fuse" and can display anger or displeasure when he feels that people are taking advantage of him. He is extremely results-oriented, feeling a sense of urgency to complete projects quickly. He displays a high energy factor and is optimistic about the results he can achieve. The word "cannot" is not in his vocabulary. Charles wants to be viewed as self-reliant and willing to pay the price for success. He is comfortable in an environment that may be characterized by high pressure and is variety-oriented.

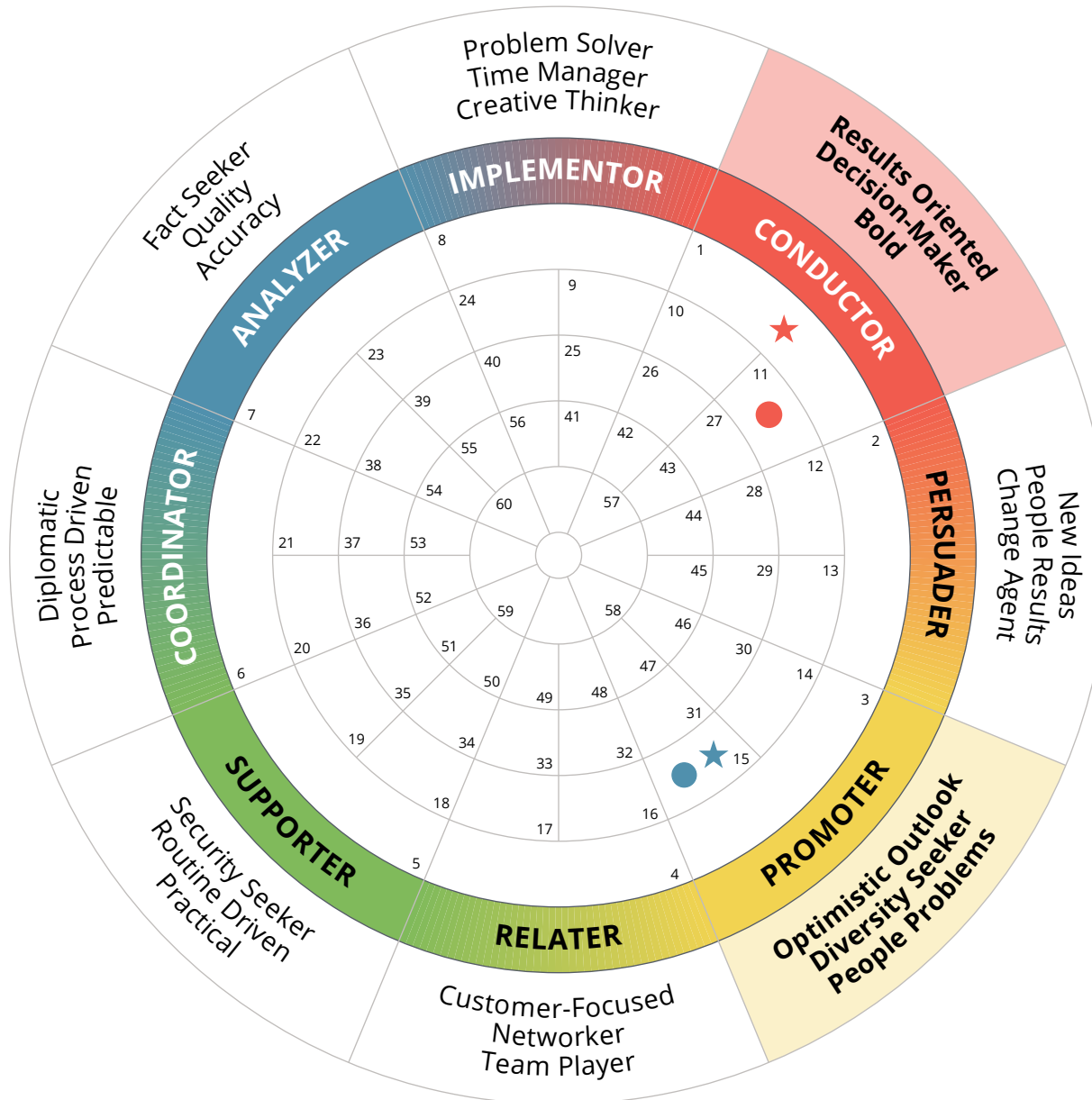


Charles

The TTI Success Insights® Wheel



■ Rachel
■ Charles



Behavioral Styles Descriptors



Based on Rachel's and Charles' 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.

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

Primary Cluster

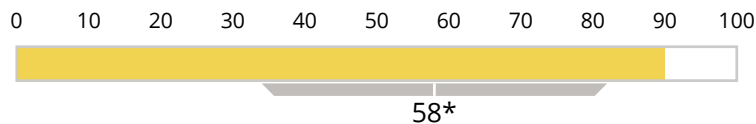
Behavioral Styles Characteristics



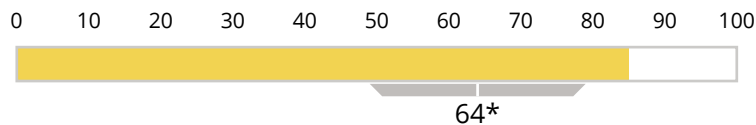
The Behavioral Cluster displays a ranking of each individual's four primary factors. These factors are the top four out of a total of 12 commonly encountered workplace behaviors. It will help you understand how each of you will be most effective.

Rachel

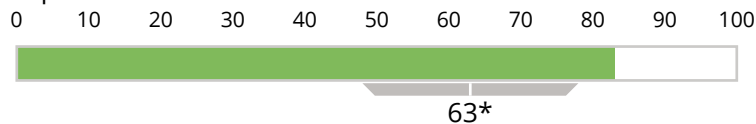
1. Interaction - Frequently engage and communicate with others.



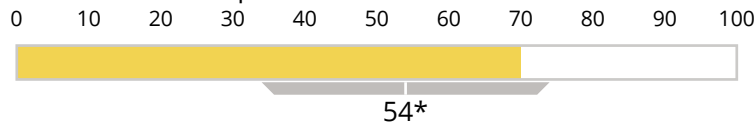
2. People-Oriented - Build rapport with a wide range of individuals.



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



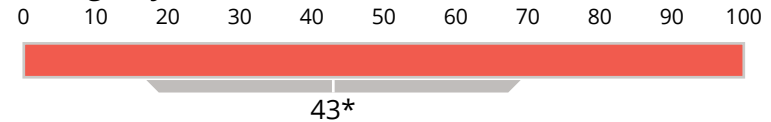
4. Versatile - Adapt to various situations with ease.



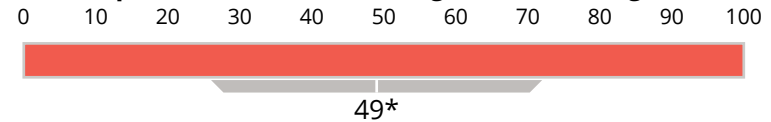
- (EP) Extreme Passionate - Three standard deviations above the mean
- (P) Passionate - Two standard deviations above the mean
- (M) Mainstream - One standard deviation above or below the mean

Charles

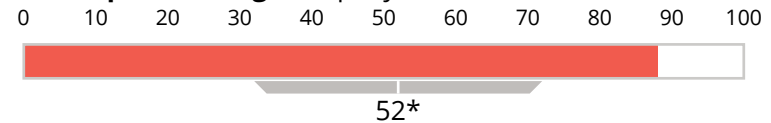
1. Urgency - Take immediate action.



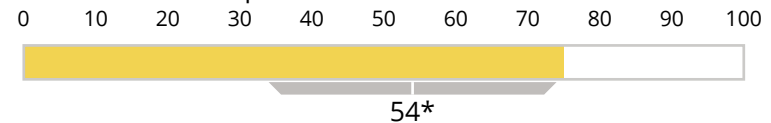
2. Competitive - Want to win or gain an advantage.



3. Frequent Change - Rapidly shift between tasks.



4. Versatile - Adapt to various situations with ease.



- (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	Rachel	Charles	Diff.
D Dominance - How you respond to Problems and Challenges.				
1. Competitive - Want to win or gain an advantage.	49	50	100	50
2. Frequent Change - Rapidly shift between tasks.	52	68	88	20
3. Urgency - Take immediate action.	43	36	100	64
I Influence - How you influence People and Contacts.				
4. Interaction - Frequently engage and communicate with others.	58	90	70	20
5. People-Oriented - Build rapport with a wide range of individuals.	64	85	55	30
6. Versatile - Adapt to various situations with ease.	54	70	75	5
S Steadiness - How you respond to Pace and Consistency.				
7. Consistent - Perform predictably in repetitive situations.	62	45	22	23
8. Customer-Oriented - Identify and fulfill customer expectations.	63	83	40	43
9. Persistence - Finish tasks despite challenges or resistance.	62	43	35	8
C Compliance - How you respond to Procedures and Constraints.				
10. Analysis - Compile, confirm and organize information.	54	15	30	15
11. Following Policy - Adhere to rules, regulations, or existing methods.	61	40	28	12
12. Organized Workplace - Establish and maintain specific order in daily activities.	53	15	25	10

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.

Rachel

1. Define the problem in writing.
2. Provide testimonials from people she sees as important.
3. Use a motivating approach, when appropriate.
4. Provide solutions—not opinions.
5. Provide ideas for implementing action.
6. Provide "yes" or "no" answers—not maybe.
7. Appeal to the benefits she will receive.
8. Read the body language for approval or disapproval.

Charles

1. Support the results, not the person, if you agree.
2. Provide "yes" or "no" answers—not maybe.
3. Be brief—be bright—be gone.
4. Motivate and persuade by referring to objectives and results.
5. Stick to business—let him decide if he wants to talk socially.
6. Use a motivating approach, when appropriate.
7. Look for his oversights.
8. Support and maintain an environment where he can be efficient.

Ways Not to Communicate



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

Rachel

1. Be curt, cold, or tight-lipped.
2. Be dictatorial.
3. Leave decisions hanging in the air.
4. Dream with her or you'll lose time.
5. Talk down to her.
6. Drive on to facts, figures, alternatives, or abstractions.
7. Legislate or muffle—don't overcontrol the conversation.
8. Ramble.

Charles

1. Ask rhetorical questions or useless ones.
2. Try to build personal relationships.
3. Let disagreement reflect on him personally.
4. Muffle or overcontrol.
5. Take credit for his accomplishments.
6. Ramble or waste his time.
7. Direct or order.
8. Forget or lose things, be disorganized or messy, confuse or distract his mind from business.

Value to the Organization



This section of the report identifies the specific talents and behavior Rachel and Charles 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.

Rachel's Value

1. Self-reliant.
2. Creative problem solving.
3. Big thinker.
4. Positive sense of humor.
5. People-oriented.
6. Inner-directed rather than tradition-directed—brings fresh ideas to solving problems.
7. Dedicated to her own ideas.
8. Optimistic and enthusiastic.

Charles' Value

1. Accomplishes goals through people.
2. Challenges the status quo.
3. Competitive.
4. Innovative.
5. Pioneering.
6. Will join organizations to represent the company.
7. Self-reliant.
8. Dedicated to his own ideas.

Perceptions



How Others May View Rachel and Charles

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 Rachel and Charles see themselves and how others might perceive them.

Rachel usually sees herself as being:

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



Charles usually sees himself as being:

- ✓ Pioneering
- ✓ Assertive
- ✓ Competitive
- ✓ Confident

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 him as being:

- ✓ Demanding
- ✓ Nervy
- ✓ Egotistical
- ✓ Aggressive

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 him as being:

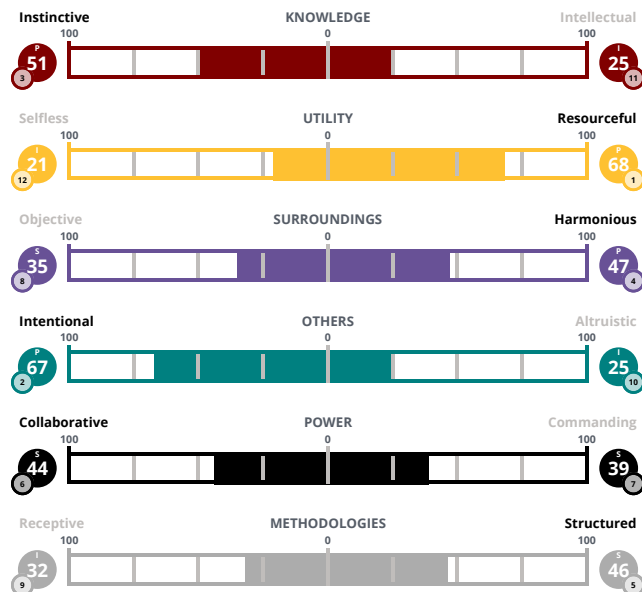
- ✓ Abrasive
- ✓ Controlling
- ✓ Arbitrary
- ✓ Opinionated

Driving Characteristics



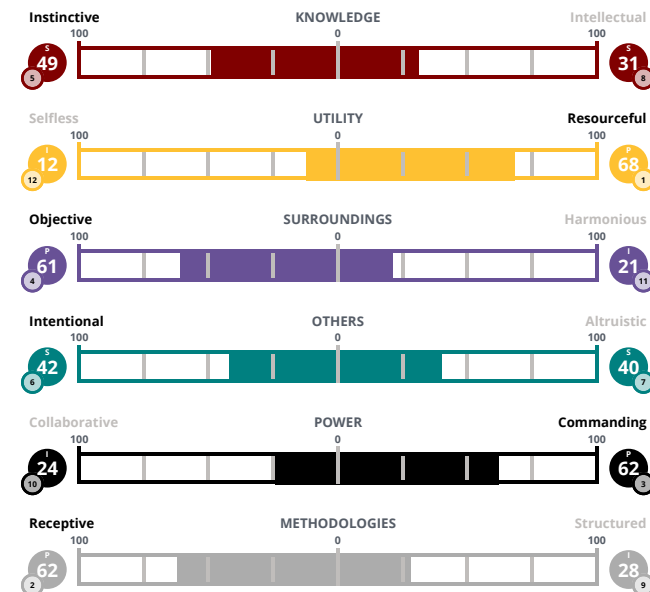
Based on Rachel's and Charles' responses, the report has generated statements to provide a broad understanding of WHY THEY DO WHAT THEY DO. These statements identify the motivation that each person brings to the job. However, they could have a potential Me-You conflict when two driving forces seem to conflict with each other. Use the driving characteristics to gain a better understanding of each other's driving forces.

Rachel is energized by building a framework that maximizes her time and talent invested in a project. She is motivated by increasing productivity and efficiency. She has a strong desire to build resources for the future. She will tend to follow others if it will enhance her goals. Rachel tends to believe hard work and persistence is within everyone's reach. She may question the amount of time individuals spend helping other people. She doesn't require a full explanation of details. She may prefer a summary to a full-length version. Rachel will evaluate situations and objects based on artistic beauty and unique qualities. She notices and appreciates the beauty and appeal of her surroundings. She sees value in following and implementing certain systems. In most situations Rachel may look for ways to create collaboration.



Rachel

Charles will focus on creating processes to ensure efficiency going forward. He is driven to be very diligent and resourceful. He has a strong desire to build resources for the future. He will not be afraid to explore new and different ways of interpreting his personal belief system. Charles seeks new ways to accomplish routine tasks. He tends to seek new methods and ways to expand his future opportunities. He will strive to maintain individuality in group settings. He tends to work long and hard to advance his position. Charles tends to have an objective view of the task at hand. He tends to focus on the task at hand regardless of his surroundings. When Charles has a special interest he will be good at integrating past experience with new knowledge. He may attempt to assist an individual or group to overcome adversity.

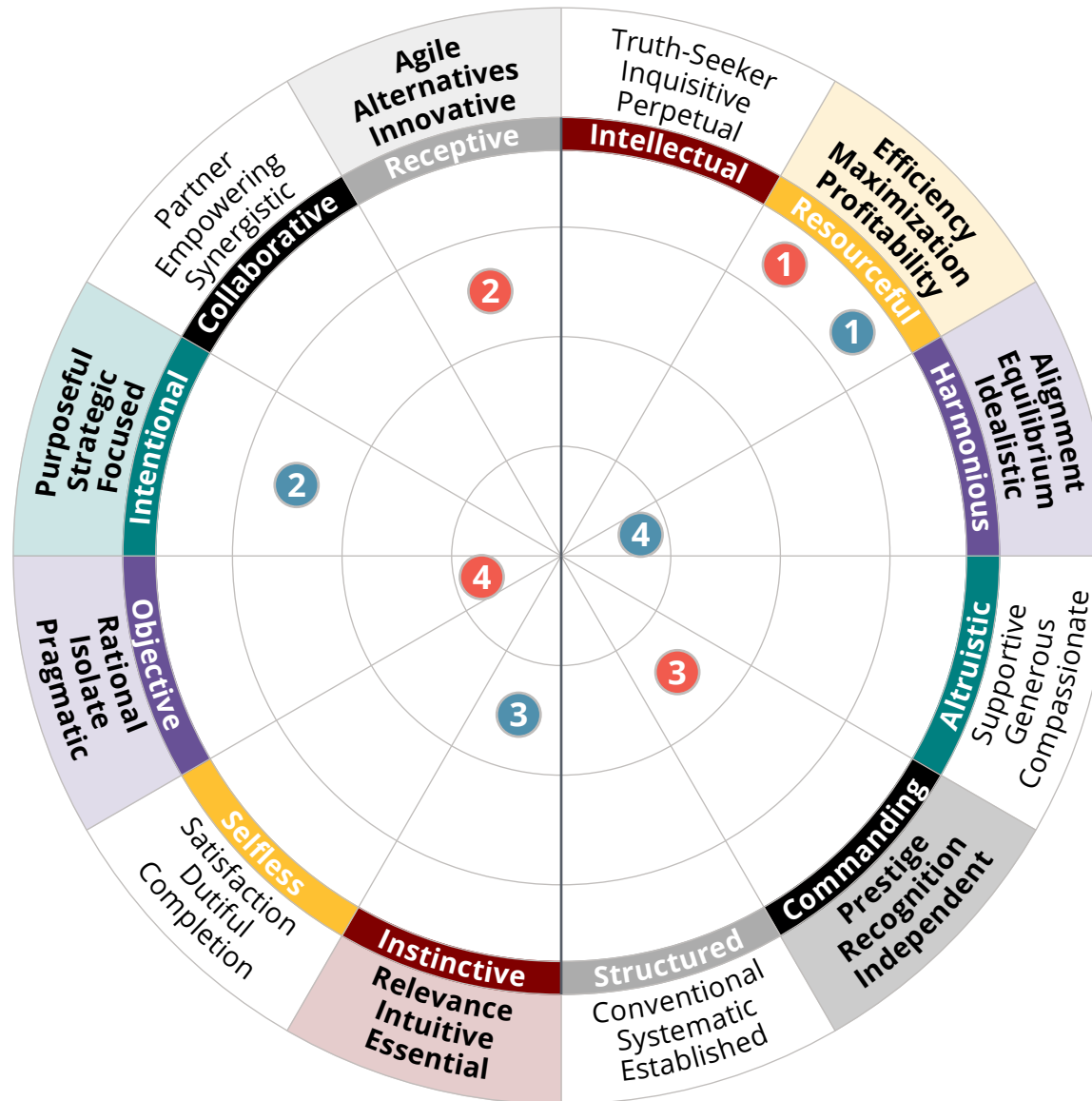


Charles

Primary Cluster Driving Forces Wheel



- Rachel
- Charles



1 = 1st Driving Force, 2 = 2nd Driving Force, 3 = 3rd Driving Force, 4 = 4th Driving Force

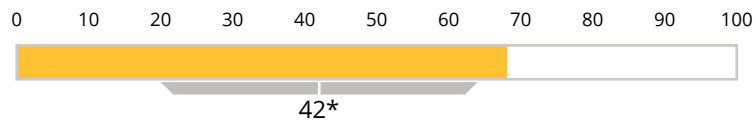
Primary Driving Forces Cluster



The top driving forces create a cluster of drivers that move you to action. Each person should identify one or two drivers they relate to most. Discuss how each of your other primary drivers support or complement these driving forces. Discuss how similar or different your drivers are and how you might leverage one another's strengths to create a more collaborative relationship.

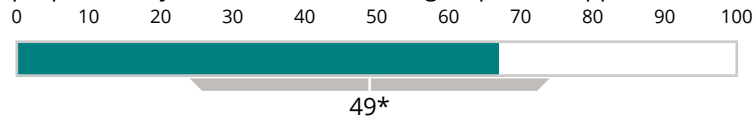
Rachel

1. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.



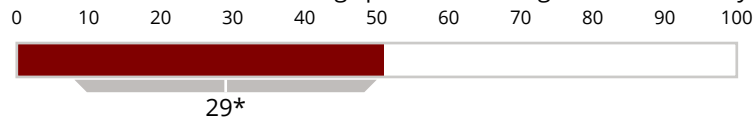
68
P

2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



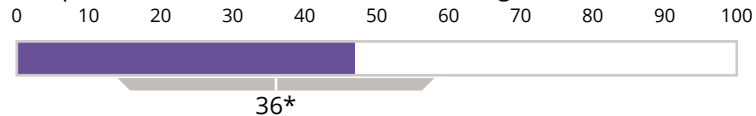
67
M

3. Instinctive - People who are driven by utilizing past experiences and their intuition and are seeking specific knowledge when necessary.



51
P

4. Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.



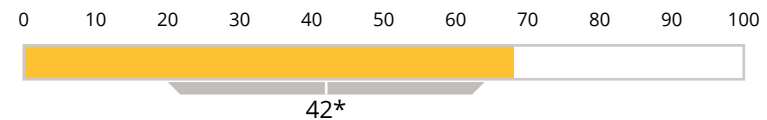
47
M

- (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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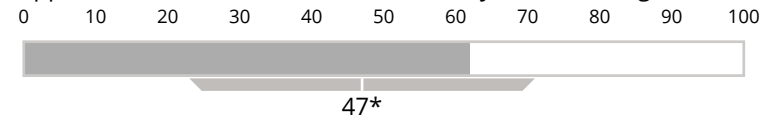
Charles

1. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.



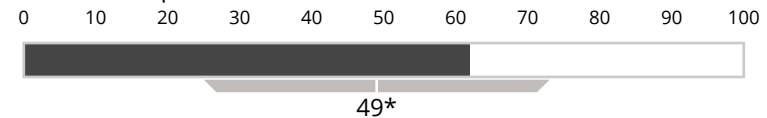
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P

2. Receptive - People who are driven by new ideas, methods, and opportunities that fall outside a defined system for living.



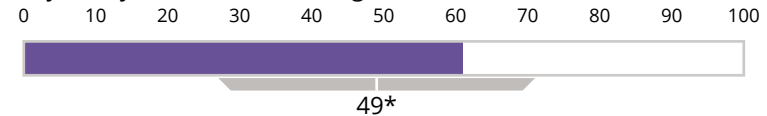
62
M

3. Commanding - People who are driven by status, recognition, and control over personal freedom.



62
M

4. Objective - People who are driven by the functionality and objectivity of their surroundings.



61
M

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

Driving Forces Hierarchy



The Driving Forces Hierarchy table compares the drivers 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	Rachel	Charles	Diff.
 Knowledge				
1. Instinctive - People who are driven by utilizing past experiences and their intuition and are seeking specific knowledge when necessary.	29	51	49	2
2. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.	53	25	31	6
 Utility				
3. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.	40	21	12	9
4. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy, and resources.	42	68	68	0
 Surroundings				
5. Objective - People who are driven by the functionality and objectivity of their surroundings.	49	35	61	26
6. Harmonious - People who are driven by experience, subjective viewpoints, and balance in their surroundings.	36	47	21	26

Driving Forces Hierarchy

Continued



	Mean	Rachel	Charles	Diff.
 Others				
7. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.	49	67	42	25
8. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.	35	25	40	15
 Power				
9. Collaborative - People who are driven by being in a supporting role and contributing, with little need for individual recognition.	35	44	24	20
10. Commanding - People who are driven by status, recognition, and control over personal freedom.	49	39	62	23
 Methodologies				
11. Receptive - People who are driven by new ideas, methods, and opportunities that fall outside a defined system for living.	47	32	62	30
12. Structured - People who are driven by traditional approaches, proven methods, and a defined system for living.	36	46	28	18

Potential Strengths



The following section will give you a general understanding of the strengths of Rachel's and Charles' top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of a strength can be perceived as a weakness to others.

Rachel's Strengths

1. Rachel may configure resources to maximize output.
2. She might focus on the return on investment.
3. She sometimes focuses on achieving measurable and practical results.
4. She may help others when others are willing to work hard.
5. Rachel may seek to develop or help others when she can see future opportunities.
6. She could be comfortable starting a project before gathering all information.
7. She can see value in and enjoys the experience of her surroundings.

Charles' Strengths

1. Charles sometimes focuses on achieving measurable and practical results.
2. He may configure resources to maximize output.
3. He might focus on the return on investment.
4. He might be open to new ideas, methods, and opportunities.
5. Charles may adopt aspects of systems if he sees a benefit.
6. He may value status and public recognition.
7. He might compartmentalize and focus only on the situation.

Potential Limitations



The following section will give you a general understanding of the limitations of Rachel's and Charles' top four Driving Forces, otherwise known as the Primary Driving Forces Cluster.

Rachel's Limitations

1. Rachel tends to view people and resources as tools to achieve an outcome.
2. She may view material possessions and money as a scorecard.
3. She may only be willing to give if there is an opportunity for a return.
4. She may create scenarios that benefit herself more than others.
5. Rachel may expect something in return each time she helps or serves others.
6. She can rely too much on past experience and intuition.
7. If Rachel identifies an imbalance or distraction in one area, it may affect other or all aspects of life.

Charles' Limitations

1. Charles may only be willing to give if there is an opportunity for a return.
2. He tends to view people and resources as tools to achieve an outcome.
3. He may view material possessions and money as a scorecard.
4. He seeks change for the sake of change.
5. Charles resists overly structured ways of thinking and approaches.
6. He may not consider people when seeking personal advancement.
7. He may overemphasize the function with disregard for appearance.

Potential Energizers



The following section will give you a general understanding of the energizers of Rachel's and Charles' top four Driving Forces, otherwise known as the Primary Driving Forces Cluster. Remember, an overextension of an energizer can be perceived as a stressor to others.

Rachel's Energizers

1. Rachel tries to eliminate waste.
2. She strives to obtain practical results.
3. She is energized by efficiency.
4. She is energized by purposeful people.
5. Rachel likes to develop internal advocates.
6. She decides based on intuition.
7. She appreciates beauty and harmony.

Charles' Energizers

1. Charles is energized by efficiency.
2. He tries to eliminate waste.
3. He strives to obtain practical results.
4. He is energized by thinking out-of-the-box.
5. Charles likes to question unnecessary protocols.
6. He is energized by the pursuit of advancement opportunities.
7. He likes to provide tangible outcomes.

Potential Stressors



The following section will give you a general understanding of the stressors of Rachel's and Charles' top four Driving Forces, otherwise known as the Primary Driving Forces Cluster.

Rachel's Stressors

1. Rachel does not like when resources are used inefficiently.
2. She gets frustrated when processes are redundant.
3. She will not waste time.
4. She does not act without personal benefit.
5. Rachel does not like to make emotion-based decisions.
6. Conducting extensive research makes Rachel stressed.
7. She does not enjoy lackluster surroundings.

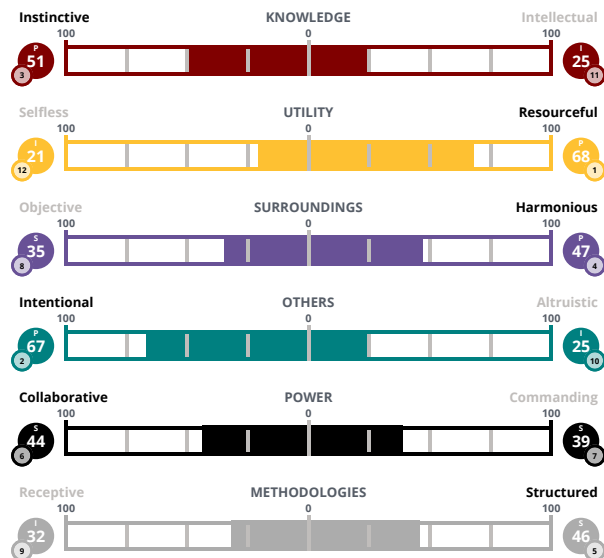
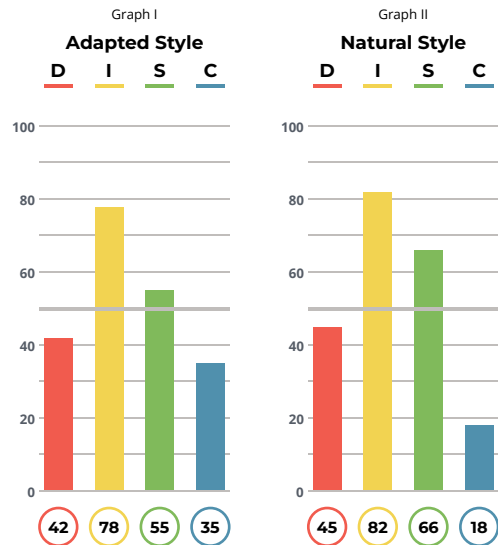
Charles' Stressors

1. Charles will not waste time.
2. He does not like when resources are used inefficiently.
3. He gets frustrated when processes are redundant.
4. He is frustrated by repetitive acts.
5. Charles is stressed when he must support the status quo.
6. He gets stressed when he lacks authority.
7. He gets frustrated when appearance is prioritized over function.

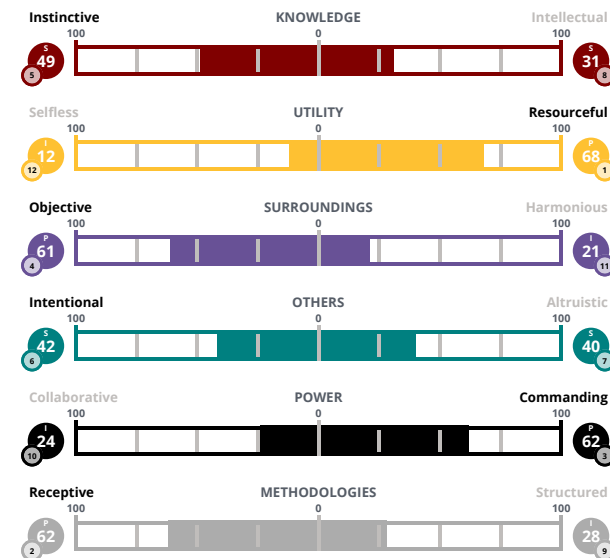
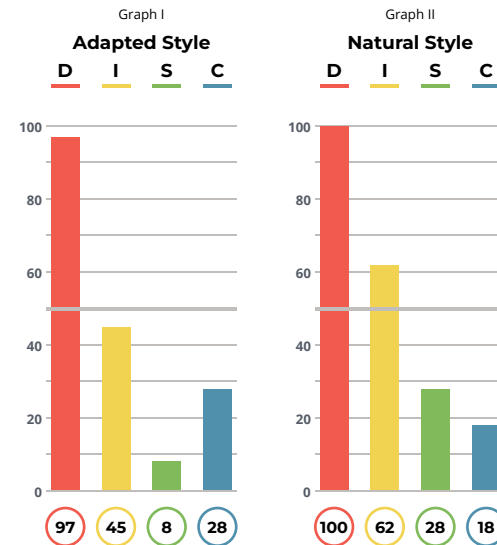
DISC and Driving Forces Graphs



Rachel



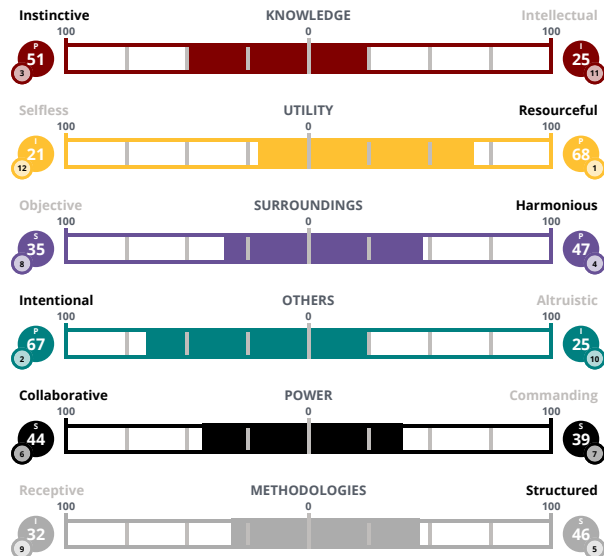
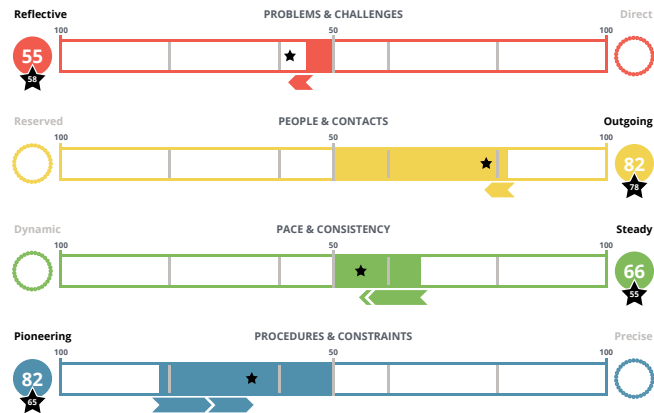
Charles



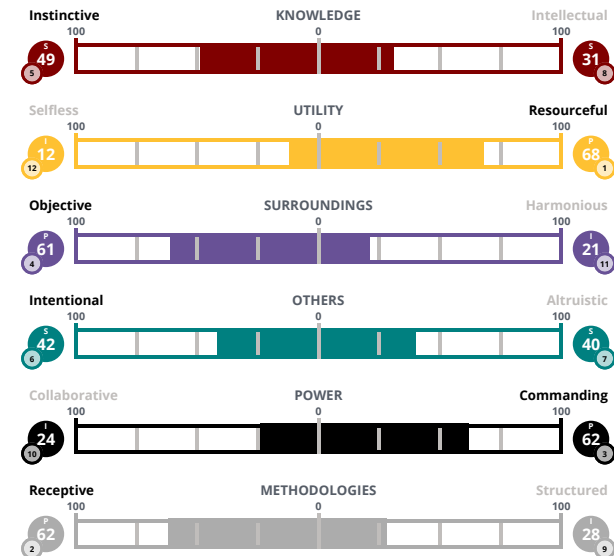
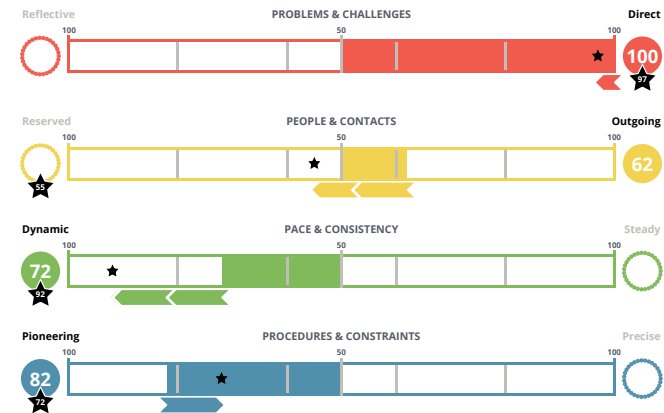
DISC and Driving Forces Continuums



Rachel



Charles



Potential Behavioral & Motivational Strengths



This section describes the potential areas of strength between Rachel's and Charles' behavioral styles and top four driving forces. 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.

Rachel's Strengths

1. Promotes efficiency and results.
2. Resourceful and influential in creating effective results.
3. Demonstrates optimism when helping others if they are contributing to the organization.
4. Sings the praises of peers when they contribute to the bottom-line.
5. Will bring high energy and intuition to the researching process.
6. Thinks outside of the box when gathering specific information.
7. Expresses and strives for a balanced team.
8. Always willing to share her ideas on how to enhance the surroundings.

Charles' Strengths

1. Can be resourceful in influencing others to get results.
2. Makes decisions based on saving time, resources, and improving efficiency.
3. Good at directing others to challenge the status quo.
4. A leader to those who question traditions.
5. Seeks the challenge and opportunity to win.
6. A strong influencer.
7. Will initiate action even during chaos.
8. May take a leadership position to focus on specific aspects of the organization.

Potential Behavioral & Motivational Conflict



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

Rachel's Conflicts

1. Struggles balancing financial advice with actual results.
2. Overestimates what others will contribute.
3. Does not always listen to those she is working with.
4. May overestimate the impact she can have on driving results.
5. Desire to learn is diminished due to her lack of focus on specific ideas.
6. May overlook vital details in her use of intuition.
7. Has difficulty looking at situations objectively.
8. Over emphasizes the experience compared to the results.

Charles' Conflicts

1. May tend to flaunt success and use money as a scorecard.
2. May take high risk to entail a high reward too often.
3. Standards may be unreachable with his desire to try new things.
4. By challenging the status quo he may miss the desired results.
5. May always want to display his superiority through solving problems or challenges.
6. Takes on too much, too soon, and too fast to maintain control.
7. May over focus on productivity over appearance.
8. Enjoyment of working through chaos does not always translate to winning.

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 Rachel's and Charles' behavioral style and top four driving forces. Use this section to identify specific duties and responsibilities each person enjoys.

Rachel's Ideal Environment

1. A manager that brings people and excitement into the act of doing business.
2. Optimism about expected results is not frowned upon.
3. The ability to develop and interact with individuals that may lead to future opportunities.
4. A forum to work with people as it relates to moving the organization forward.
5. A forum to collect information when needed.
6. Flexibility to acquire necessary knowledge in a people-rich environment.
7. A forum to participate in meetings with others in an inviting meeting space.
8. The need to be liked and to feel a part of a harmonious team.

Charles' Ideal Environment

1. Rewards for being quicker, faster, and better.
2. Rewards based-on challenging the status quo resulting in a return to the organization including personal gain.
3. A forum to champion new ways in which to improve existing methods.
4. The ability to achieve results by challenging the status quo.
5. Continual opportunity to challenge and win.
6. Ability to be self-starting and forward looking as it relates to challenging the status quo.
7. Fast-paced chaotic based situations.
8. The ability to compartmentalize when facing challenges and in achieving results.