



TTI
SUCCESS
INSIGHTS®

Excellence for Learning™

Student Version

Marisa May

11-6-2017

Leadership Resources and Consulting

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Introduction



Successful communication with others involves skills that are developed through practice and effort. It is a process that must include the active participation of each person involved.

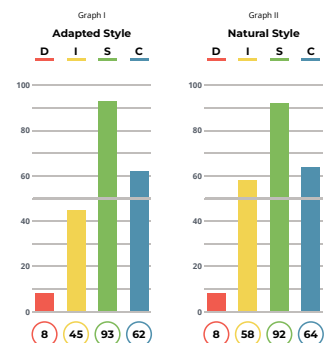
This program was developed to help each person achieve the following objectives:

- 1) To identify and understand your natural behavioral style
- 2) To understand and appreciate other styles
- 3) To improve your communication with others

The key areas identified in this report are:

- a. The kinds of activities you like and how you do them
- b. How you like to communicate
- c. Study tips

Identify those statements that are most important to you and WHY. REMEMBER: Effective communication requires a commitment from everyone concerned!

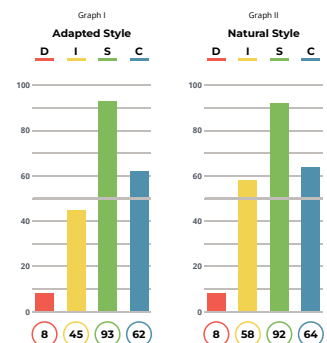


General Statements



Understanding yourself and others is the first step toward developing effective communication. Based on Marisa's responses, the report has selected statements to provide a basis for understanding her behavior. Read each statement and discuss it with other family members. Eliminate any statement which EVERYONE agrees does not apply.

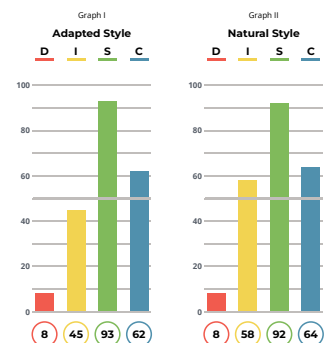
- ✓ At times I'm not as sure of myself as others are of me.
- ✓ I am very proud of my ability to maintain an even temperament, i.e., I don't get mad easily.
- ✓ I want to be seen as cooperative.
- ✓ I take pride in being steady and stable.
- ✓ I like to build my image as a loyal friend. I will do what is expected of me without complaining.
- ✓ Rather than tell you I won't do something I don't want to do, I sometimes fight you passively. That is, when you are gone I act like I forgot to do it. However, I didn't really forget, preferring to conceal my feelings and avoid conflict.
- ✓ I require a long time to show my anger.
- ✓ I like to think through and calculate the risks involved beforehand.
- ✓ I tend to develop strong attachments to things that are mine and become frustrated when other family members wear my clothes or use my things.
- ✓ I tend to give up easily when confronted by other family members.
- ✓ I would rather agree than fight about certain things.
- ✓ I like to be seen as cautious.



General Statements



- ✓ I like things the way they are and am not looking for ways to change them.
- ✓ I get frustrated when things are changing too fast.
- ✓ Consistency in my own actions and those of others is important to me.
- ✓ When pressured to do something quickly, I like for others to help me.
- ✓ Sometimes I give up easily and become frustrated later because I did not say what I felt.
- ✓ I can become frustrated when you want me to make a quick decision.
- ✓ You have to explain it to me only once. I get frustrated when others keep going over and over the same thing.
- ✓ Since I don't get mad easily or show my emotions easily, I am somewhat of a grudge holder.
- ✓ Sometimes I feel afraid when taking big risks.
- ✓ Sometimes I'm afraid when I think of the many unknowns in the future.
- ✓ I do not see myself as a leader and sometimes become frustrated when others want me to be one.
- ✓ I tend to be very modest when others ask me to talk about my accomplishments.

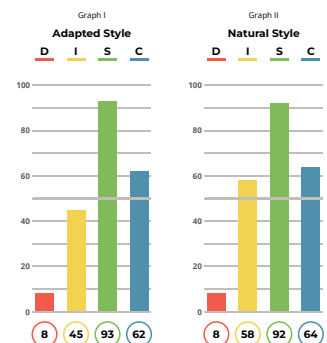


Checklist for Communicating



This section of the report provides methods for communicating with Marisa. Read and discuss each statement. Identify those statements which are most important to Marisa. Share these statements with other family members. Make a list and practice using them in your daily communication with Marisa.

- ✓ Show sincere interest in her as a person. Start conversations with personal comments.
- ✓ Be accurate and realistic with your comments.
- ✓ Give instructions in logical order.
- ✓ Keep the communication at the discussion level. Don't yell or scream.
- ✓ Ask "how" questions to discover her plan of action.
- ✓ Present your case softly, and non-threateningly, using a sincere tone of voice.
- ✓ Be careful you don't intimidate with your size, position, or tone of voice. When intimidated she will not feel free to share what you need to hear.
- ✓ Be sincere.
- ✓ Take your time and be persistent.
- ✓ Listen patiently and be responsive.
- ✓ Allow her time to think.

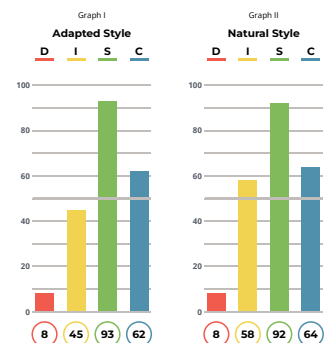


Don'ts on Communicating



This section of the report lists the things NOT to do when communicating with Marisa. Read each statement and identify those that result in frustration or ineffective communication. Share them with all family members so they can refrain from using these methods.

- ❌ Don't promise you will do something if you cannot fulfill the promise.
- ❌ Don't set goals for her. Assist her in setting her own goals--ownership of goals is very important.
- ❌ Don't keep making decisions for her. Remember, maturity comes from deciding more and more things for yourself.
- ❌ Don't manipulate or bully. Remember, she may agree to avoid confrontation.
- ❌ Don't make promises you cannot deliver or have no intention of delivering.
- ❌ Don't be abrupt or rapid. Remember her need for logic and sincerity.
- ❌ Don't speak when your thoughts are not organized.
- ❌ Don't force her to make a quick decision. She needs time to think it through.
- ❌ Don't always be formal. She communicates best in a warm, friendly environment.
- ❌ Don't be unrealistic with deadlines.

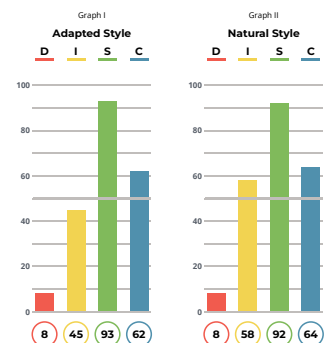


Study Tips



After reading your study tips, select two or three tips and incorporate the ideas into your studying habits.

- ✓ Study in groups of two or more.
- ✓ Think positively about new ways to learn.
- ✓ Plan a block of time for studying--take a break for 10 minutes every hour.
- ✓ Set goals that challenge your abilities.
- ✓ Study or review just before class starts.
- ✓ Study and review just before class starts.
- ✓ Meditate and think positive thoughts before taking an exam.
- ✓ Put words you have trouble spelling on your mirror.
- ✓ Probe yourself and others about ideas you are learning.
- ✓ Ask questions on things you are unsure about.
- ✓ Set goals that are realistic.
- ✓ Don't let others invade your study time.



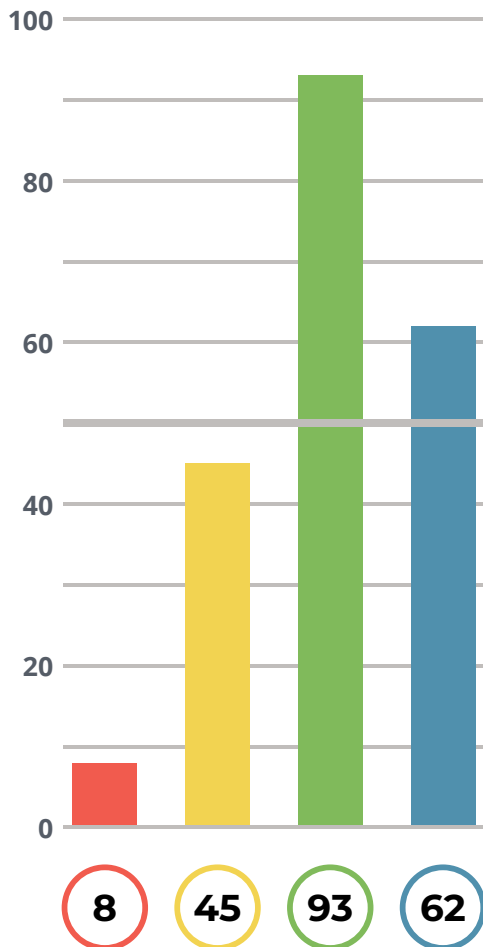
Style Insights® Graphs



Graph I

Adapted Style

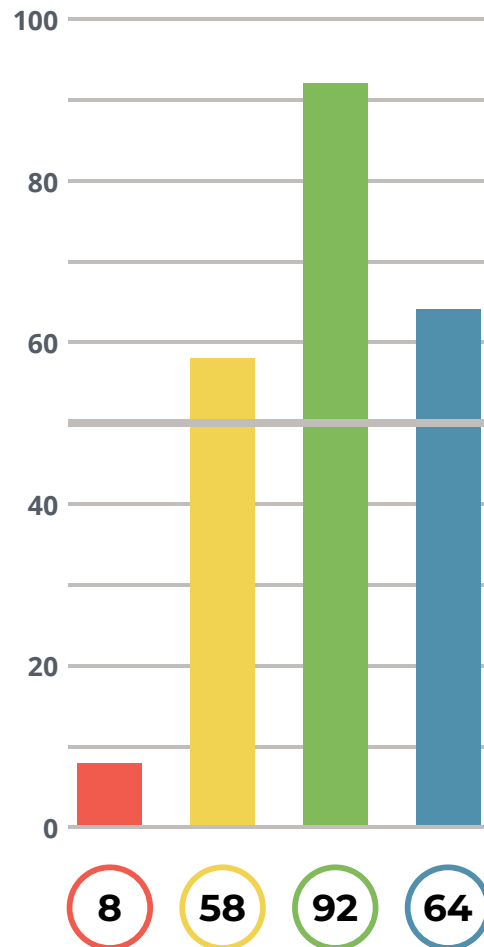
D **I** **S** **C**



Graph II

Natural Style

D **I** **S** **C**



The TTI Success Insights® Wheel



The TTI Success Insights® Wheel is a powerful tool first popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree to which you are adapting your behavior.

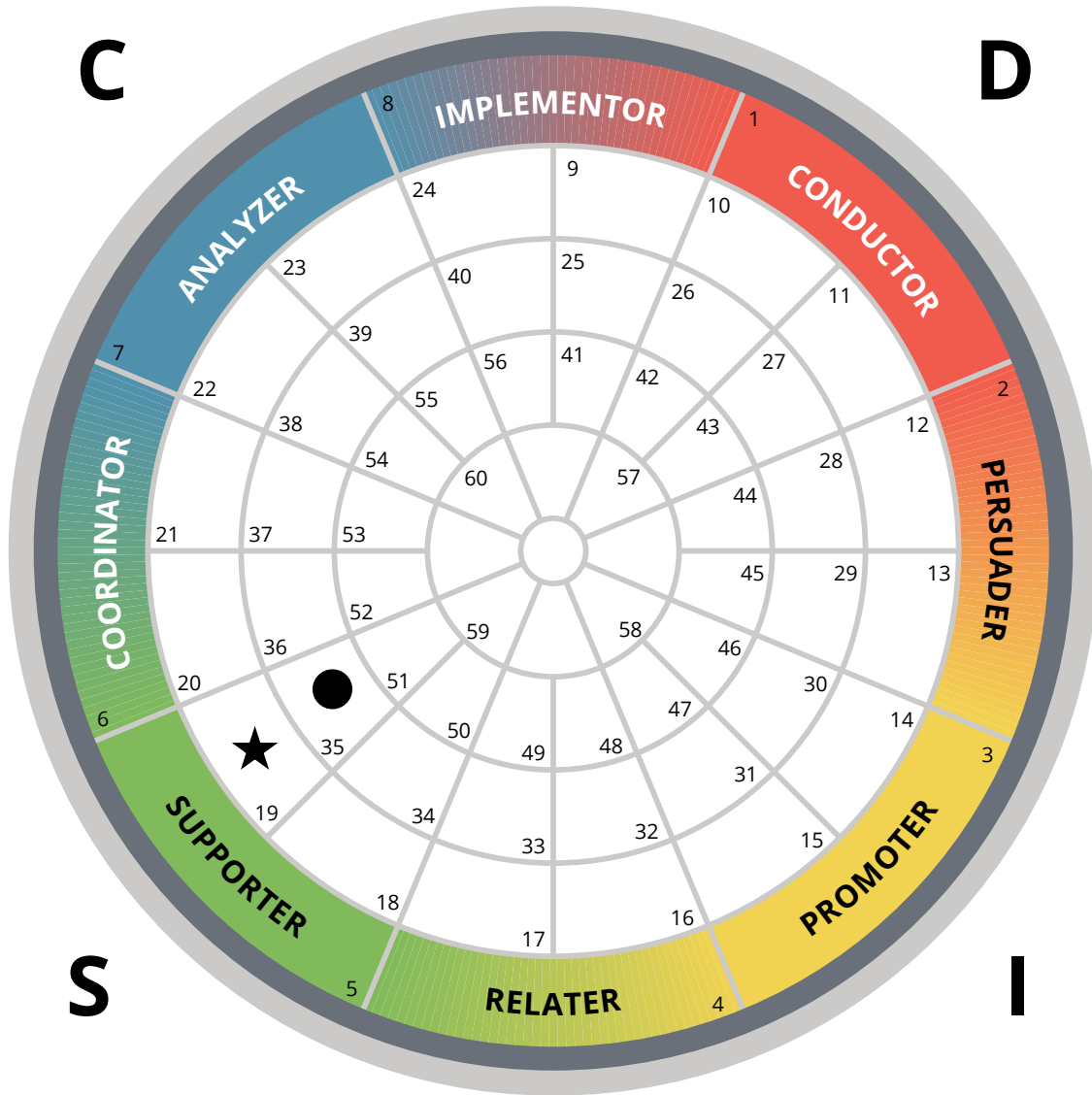
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding, and appreciation can be increased.

The TTI Success Insights® Wheel



Marisa May
11-6-2017



Adapted: ★ (19) COORDINATING SUPPORTER
 Natural: ● (35) COORDINATING SUPPORTER (FLEXIBLE)
 Norm 2017 R4

T: 6:37

Introduction



Today's workplace is in constant change. As a result, careers are changing to keep pace. The average person can expect to change careers 5 times during their working life. That does not take into account the average 2-4 job changes within each career. Given this reality, it becomes more important than ever to make informed career decisions. There is no better preparation for career changes than in-depth knowledge of your own talents and how you can maximize them to succeed.

The Job Indicator section of your report has been developed to assist you in matching your natural behavioral design "talents" to jobs. This section will guide you through jobs that best match your behavioral design based on the education level you selected at the beginning of the assessment process. The job list is prioritized with your best behavioral design match at the education level you selected at the top. This will assist you in making informed career choices based on what best suits your natural behavioral design.

Research suggests that over 50% of people at work hold jobs that do not suit them behaviorally and they are neither fully motivated nor satisfied with their contribution. The good news is the closer the behavioral demands of the job match your own natural behavior, the more satisfaction and personal reward you will find in your work.

It is difficult if not impossible to incorporate in this report all the information on the subject of job content and career planning. There are websites available that cover these topics and will give you additional insights into the jobs listed in this section. The websites are the O*NET Occupational Information Network: <http://online.onetcenter.org> and the US Dept. of Labor, Employment & Training Administration: www.doleta.gov/programs/onet.

Name : Marisa May

Education : High School



CODE	OCCUPATION
35-3011.00	Bartenders
53-3021.00	Bus Drivers, Transit and Intercity
39-9011.00	Child Care Workers
35-3021.00	Combined Food Preparation and Serving Workers, Including Fast Food
33-3012.00	Correctional Officers and Jailers
27-1012.00	Craft Artists
27-2031.00	Dancers
43-9021.00	Data Entry Keyers
41-9011.00	Demonstrators and Product Promoters
53-3031.00	Driver/Sales Workers
29-2041.00	Emergency Medical Technicians and Paramedics
11-9012.00	Farmers and Ranchers
39-9031.00	Fitness Trainers and Aerobics Instructors
33-3021.05	Immigration and Customs Inspectors
53-7051.00	Industrial Truck and Tractor Operators
43-9051.02	Mail Clerks, Except Mail Machine Operators and Postal Service
39-5092.00	Manicurists and Pedicurists
31-2022.00	Physical Therapist Aides
33-3051.01	Police Patrol Officers
41-9022.00	Real Estate Sales Agents
43-4171.00	Receptionists and Information Clerks
41-2031.00	Retail Salespersons
47-2181.00	Roofers
43-6014.00	Secretaries, Except Legal, Medical, and Executive
33-9032.00	Security Guards
43-2011.00	Switchboard Operators, Including Answering Service
49-9052.00	Telecommunications Line Installers and Repairers
53-3032.02	Tractor-Trailer Truck Drivers
53-3033.00	Truck Drivers, Light or Delivery Services
35-3031.00	Waiters and Waitresses

Name : Marisa May



Education : A.A. or B.A.

CODE	OCCUPATION
27-2011.00	Actors
25-3011.00	Adult Literacy, Remedial Education, and GED Teachers and Instructors
19-2021.00	Atmospheric and Space Scientists
39-5011.00	Barbers
19-1021.01	Biochemists
27-4012.00	Broadcast Technicians
49-3031.00	Bus and Truck Mechanics and Diesel Engine Specialists
27-1013.03	Cartoonists
19-4031.00	Chemical Technicians
21-1021.00	Child, Family, and School Social Workers
21-2011.00	Clergy
51-4081.01	Combination Machine Tool Setters and Set-Up Operators, Metal and Plastic
53-2012.00	Commercial Pilots
13-1072.00	Compensation, Benefits, and Job Analysis Specialists
43-9011.00	Computer Operators
13-1051.00	Cost Estimators
23-2091.00	Court Reporters
27-1012.00	Craft Artists
27-2031.00	Dancers
31-9091.00	Dental Assistants
29-2021.00	Dental Hygienists
29-1031.00	Dietitians and Nutritionists
51-2022.00	Electrical and Electronic Equipment Assemblers
49-2097.00	Electronic Home Entertainment Equipment Installers and Repairers
25-2021.00	Elementary School Teachers, Except Special Education
39-4011.00	Embalmers
29-2041.00	Emergency Medical Technicians and Paramedics
27-1027.02	Exhibit Designers
27-1013.00	Fine Artists, Painters, Sculptors, and Illustrators
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
39-9031.00	Fitness Trainers and Aerobics Instructors
27-1023.00	Floral Designers
27-1024.00	Graphic Designers
39-5012.00	Hairdressers, Hairstylists, and Cosmetologists
49-9021.01	Heating and Air Conditioning Mechanics
35-9031.00	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
13-1031.02	Insurance Adjusters, Examiners, and Investigators
27-1025.00	Interior Designers
27-3091.00	Interpreters and Translators
43-4111.00	Interviewers, Except Eligibility and Loan
25-4021.00	Librarians
29-2061.00	Licensed Practical and Licensed Vocational Nurses
53-4011.00	Locomotive Engineers
49-9042.00	Maintenance and Repair Workers, General
19-3021.00	Market Research Analysts

Name : Marisa May

Education : A.A. or B.A.



CODE	OCCUPATION
17-3013.00	Mechanical Drafters
17-3027.00	Mechanical Engineering Technicians
27-3099.99	Media and Communication Workers
29-2011.00	Medical and Clinical Laboratory Technologists
43-6013.00	Medical Secretaries
21-1023.00	Mental Health and Substance Abuse Social Workers
25-2022.00	Middle School Teachers, Except Special and Vocational Education
27-2042.00	Musicians and Singers
29-1122.00	Occupational Therapists
43-9199.99	Office and Administrative Support Workers, All Other
51-5023.02	Offset Lithographic Press Setters and Set-Up Operators
49-3053.00	Outdoor Power Equipment and Other Small Engine Mechanics
39-9099.99	Personal Care and Service Workers, All Other
13-1071.02	Personnel Recruiters
29-1123.00	Physical Therapists
47-2152.01	Pipe Fitters
33-3021.01	Police Detectives
33-3051.01	Police Patrol Officers
25-2011.00	Preschool Teachers, Except Special Education
49-2021.00	Radio Mechanics
41-9022.00	Real Estate Sales Agents
29-1125.00	Recreational Therapists
29-1111.00	Registered Nurses
41-2031.00	Retail Salespersons
25-3021.00	Self-Enrichment Education Teachers
21-1093.00	Social and Human Service Assistants
29-2055.00	Surgical Technologists
25-9041.00	Teacher Assistants
43-3071.00	Tellers
25-1194.00	Vocational Education Teachers Postsecondary
49-9064.00	Watch Repairers

Name : Marisa May

Education : B.A. Plus



CODE	OCCUPATION
27-2011.00	Actors
19-2021.00	Atmospheric and Space Scientists
19-1021.01	Biochemists
27-4012.00	Broadcast Technicians
25-1011.00	Business Teachers, Postsecondary
21-1021.00	Child, Family, and School Social Workers
29-1011.00	Chiropractors
21-2011.00	Clergy
19-3031.02	Clinical Psychologists
27-1012.00	Craft Artists
29-1021.00	Dentists, General
17-3029.99	Engineering Technicians, Except Drafters, All Other
17-2081.00	Environmental Engineers
29-1062.00	Family and General Practitioners
27-1013.00	Fine Artists, Painters, Sculptors, and Illustrators
49-1011.00	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
27-1024.00	Graphic Designers
25-1192.00	Home Economics Teachers, Postsecondary
17-2112.00	Industrial Engineers
19-3032.00	Industrial-Organizational Psychologists
27-3091.00	Interpreters and Translators
23-1011.00	Lawyers
17-3027.00	Mechanical Engineering Technicians
27-3099.99	Media and Communication Workers
19-1022.00	Microbiologists
27-2042.00	Musicians and Singers
29-9011.00	Occupational Health and Safety Specialists
43-9199.99	Office and Administrative Support Workers, All Other
29-1041.00	Optometrists
29-1051.00	Pharmacists
53-5021.03	Pilots, Ship
19-1013.01	Plant Scientists
29-1081.00	Podiatrists
19-3094.00	Political Scientists
29-1066.00	Psychiatrists
19-3039.99	Psychologists, All Other
41-9022.00	Real Estate Sales Agents
21-1015.00	Rehabilitation Counselors
29-1067.00	Surgeons
29-1131.00	Veterinarians