



TTI
SUCCESS
INSIGHTS®

Interviewing Insights™

General

Josh Jones

Intern

ABC Company

4-1-2026

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Introduction



Behavioral research suggests that the most effective people are those who understand their strengths and weaknesses, because they can best develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no, and maybe. We are only measuring behavior. We only report statements which are true and areas of behavior in which tendencies are shown. Feel free to delete any statement from the report that may not apply, but only after checking with friends or colleagues to see if they agree.

Behavioral Characteristics



Based on Josh's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Josh's natural behavior.

Josh places his focus on people. To him, strangers are just friends he hasn't met! He wants to be seen as his own person, but usually projects it in friendly terms. He, an outgoing person, feels at home with strangers. He, as a manager, supervisor, or group leader, can use his people skills to build group involvement and increase participation from the group. Josh likes feedback from his manager on how he is doing. He likes public recognition for his achievements. One of his motivating factors is recognition and praise. He wants to be seen not only as a team player, but also as a leader of the team. He likes quality social relationships. He often will become friends with his customers or clients. Josh likes to get results through others. He is at his best when he has people working with him. He influences most people with his warmth.

Josh is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him, and to see him as receptive and helpful. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He likes working for managers who make quick decisions. He is good at solving problems that deal with people. Josh may leap to a favorable conclusion without considering all the facts. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He believes rules exist to serve rather than to be followed. He may be inconsistent in disciplining others.

Josh will often verbalize his need to be his own person. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! He is good at negotiating conflict between others. Josh feels that "if everyone would just talk it out, everything would be okay!" He usually uses many gestures when talking. Sometimes he can get caught short of the facts and figures needed to support his ideas. He has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others, and focusing on the real impact of his decisions and actions. He tends to influence people to his way of

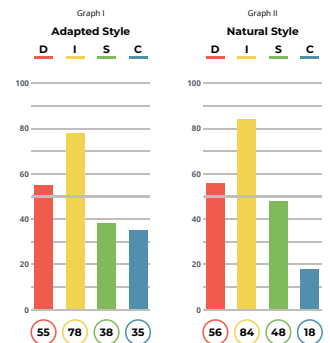


Behavioral Characteristics

Continued



thinking by using verbiage as compared with others who like to use reports. It is important for Josh to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences.

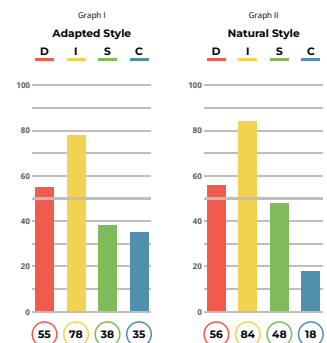


Ideal Environment



This section identifies the ideal work environment based on Josh's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Josh enjoys and also those that create frustration.

- ✓ 1. Freedom of movement.
- ✓ 2. Personable supervisor with whom he can associate.
- ✓ 3. Needs difficult assignments.
- ✓ 4. Freedom to try new approaches.
- ✓ 5. Position with a tolerant manager.
- ✓ 6. Freedom from control and detail.
- ✓ 7. Work tasks that change from time to time.
- ✓ 8. Assignments with a high degree of people contacts.
- ✓ 9. Work with a results-oriented team.

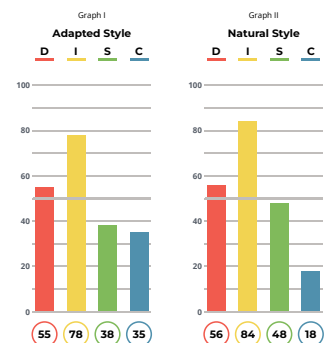


Value to the Organization



This section of the report identifies the specific talents and behavior Josh brings to the job. By looking at these statements, one can identify his role in the organization. The organization can then develop a system to capitalize on his particular value and make him an integral part of the team.

- ✓ 1. Positive sense of humor.
- ✓ 2. Accomplishes goals through people.
- ✓ 3. Builds confidence in others.
- ✓ 4. Inner-directed rather than tradition-directed—brings fresh ideas to solving problems.
- ✓ 5. Big thinker.
- ✓ 6. Motivates others towards goals.
- ✓ 7. Pioneering.



Interview Questions



1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?

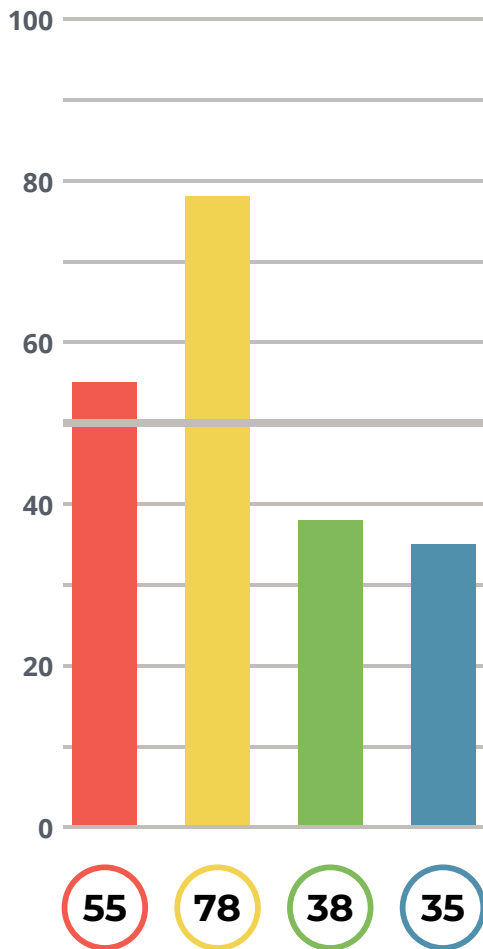
Style Insights® Graphs



Graph I

Adapted Style

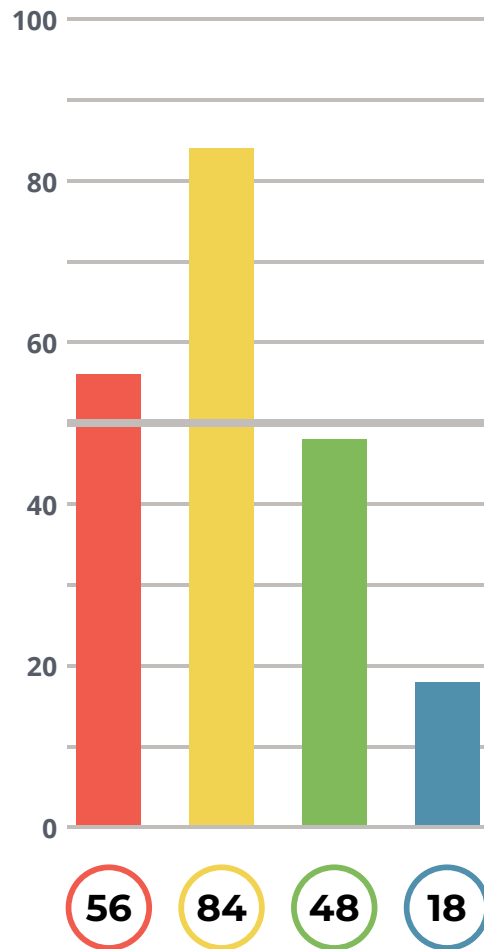
D **I** **S** **C**



Graph II

Natural Style

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



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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.

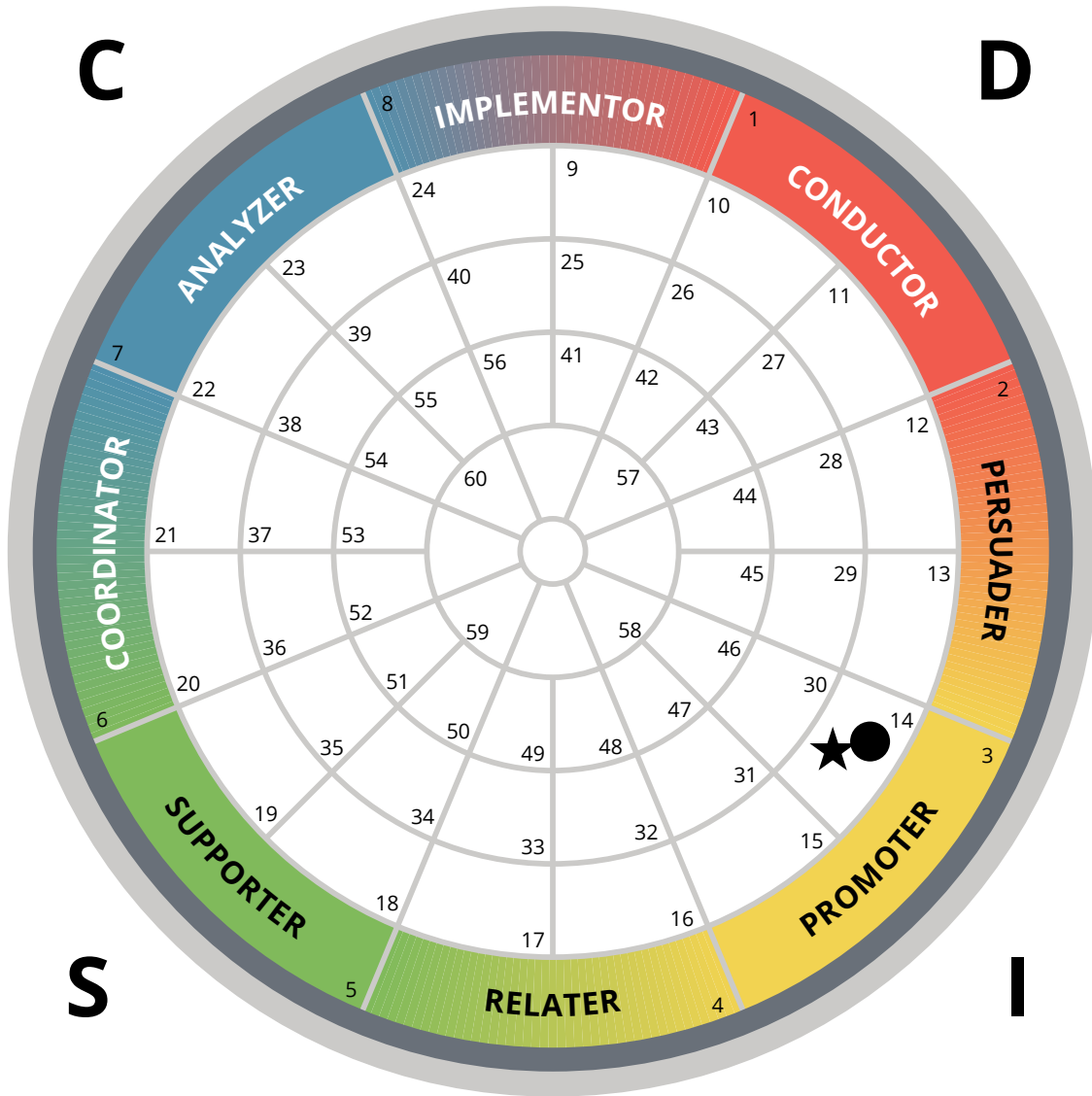
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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



Josh Jones
 ABC Company
 4-1-2026



Adapted: ★ (14) PERSUADING PROMOTER
 Natural: ● (14) PERSUADING PROMOTER
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