



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Multiple Respondent Job Report

Events Manager Benchmark

Events Manager

ABC Company

2-11-2026

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Introduction



If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TTI Talent Insights® Job benchmarking process. The result is an evaluative report that analyzes a total of 18 separate areas. Additional feedback and suggested interview questions that pertain to each area complete this report.

Rewards/Culture Hierarchy (6 Areas)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation. It clarifies "why" and "in what kind of environment" this job will produce success.

Behavioral Hierarchy (12 Areas)

This section explores the behavioral traits demanded of the job. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

The results of this section are ranked on a scale, reflecting the unique levels of applicability and importance to the job. These rankings illustrate what is essential for this job to deliver superior performance and maximum value to your organization.

Rewards/Culture Feedback

This section expands on the fact that every job in every organization has its own culture. The culture of any job is clearly defined by how it rewards superior performance.

Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

Rewards/Culture Interview Questions

This section contains suggested interview questions that pertain specifically to the rewards/culture of the job.

Behavioral Interview Questions

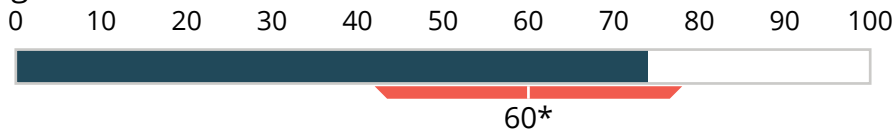
This section contains suggested interview questions that pertain specifically to the behavioral traits required by the job.



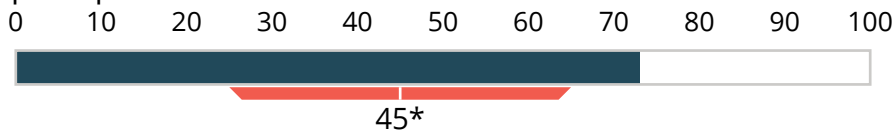
Job Rewards/Culture Hierarchy

This section identifies the rewards/culture system of a specific job. Matching a person's passion to a job that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the job to the lowest.

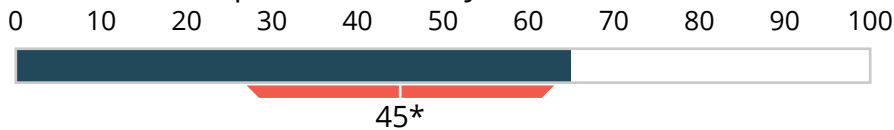
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



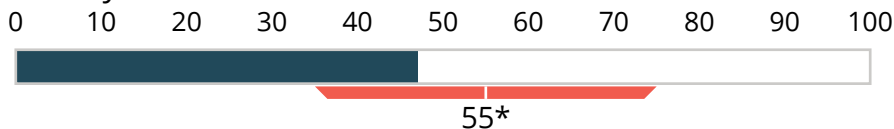
2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



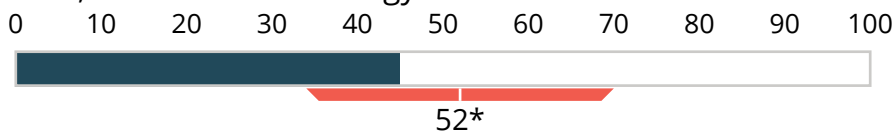
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



5. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

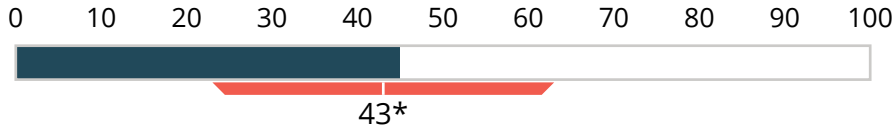


* 68% of the population falls within the shaded area.

Job Rewards/Culture Hierarchy



6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



* 68% of the population falls within the shaded area.

Organizational Rewards/Culture Hierarchy



This section identifies the rewards/culture system of a specific organization. Matching a person's passion to an organization that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the organization to the lowest.

1. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

0 10 20 30 40 50 60 70 80 90 100



86

2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

0 10 20 30 40 50 60 70 80 90 100



74

3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

0 10 20 30 40 50 60 70 80 90 100



62

4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

0 10 20 30 40 50 60 70 80 90 100



48

5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

0 10 20 30 40 50 60 70 80 90 100



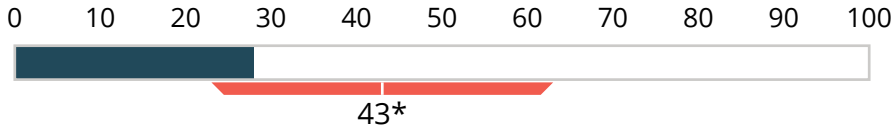
46

* 68% of the population falls within the shaded area.

Organizational Rewards/Culture Hierarchy



6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



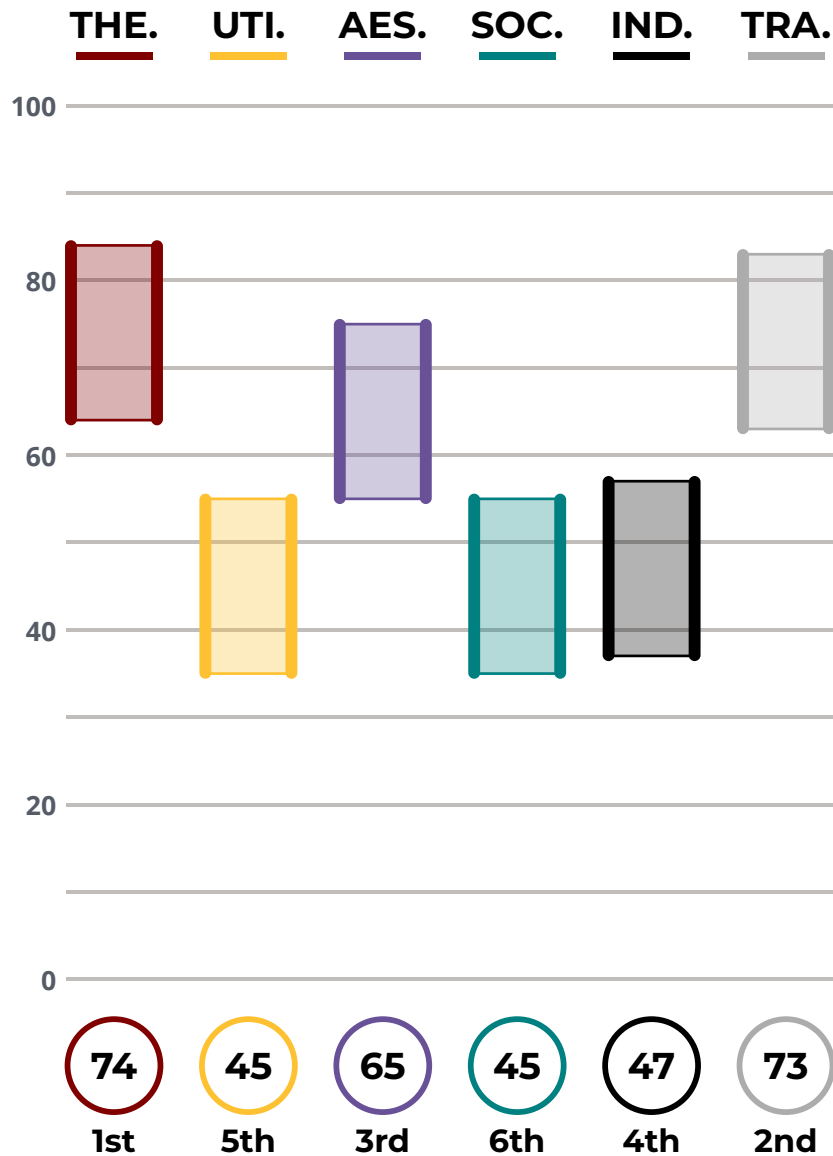
* 68% of the population falls within the shaded area.


Motivation Insights® Graph



The following graph represents the score range of each Motivator for the identified position. The ranges are denoted by the highlighted areas.

ABC Company
2-11-2026



 Job Range (20 point range)

Conflicting Job Requirements



The TTI Success Insights Workplace Behaviors assessment is designed to analyze the job by letting the job talk. This section describes the potential conflicts or concerns for people in this position. In some cases an organization may choose to re-evaluate the position or its key accountabilities.

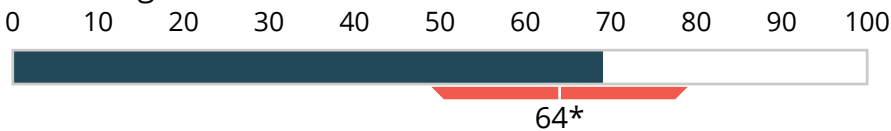
This position requires a behavioral style with the potential for me-me conflicts. This is quite common in positions and normal for individuals to possess such behavioral styles. Based on this behavioral style, the organization may need to make modifications to the communication flow and activity levels of the position.

Behavioral Hierarchy

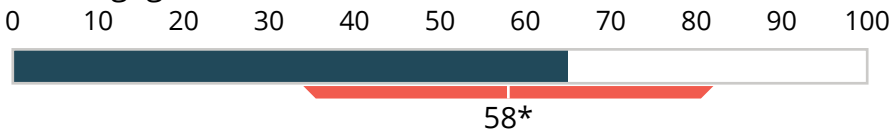


This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to stress reduction and superior job performance.

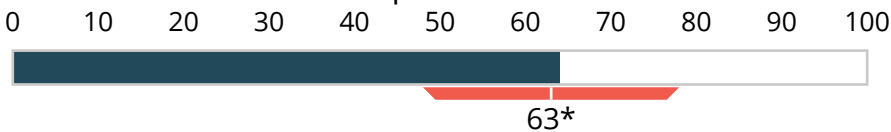
1. People-Oriented - The job requires building rapport with a wide range of individuals.



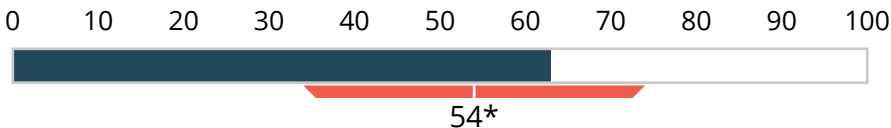
2. Interaction - The job requires frequent communication and engagement with others.



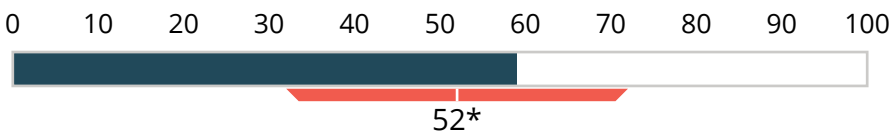
3. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



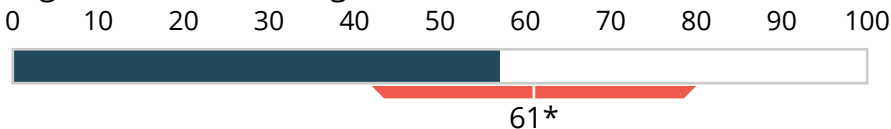
4. Versatile - The job requires adapting to various situations with ease.



5. Frequent Change - The job requires rapid shifts between tasks.



6. Following Policy - The job requires adhering to rules, regulations, or existing methods.

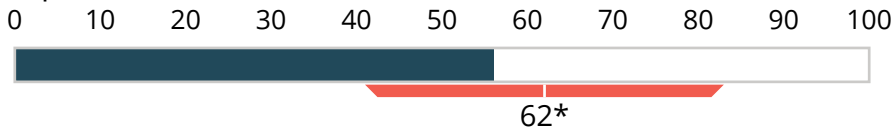


* 68% of the population falls within the shaded area.

Behavioral Hierarchy

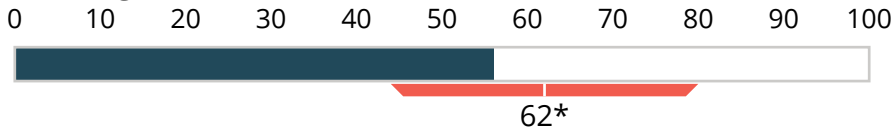


7. Consistent - The job requires predictable performance in repetitive situations.



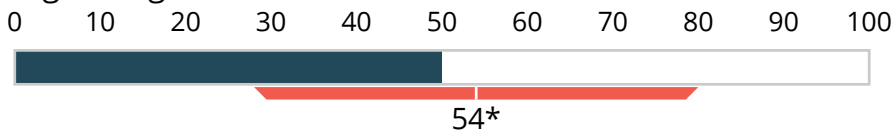
56

8. Persistence - The job requires finishing tasks despite challenges or resistance.



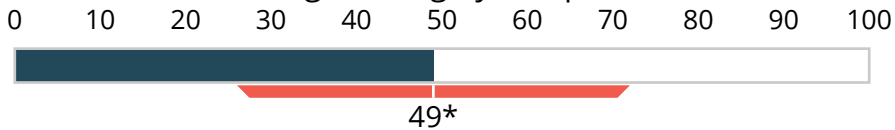
56

9. Analysis - The job requires compiling, confirming, and organizing information.



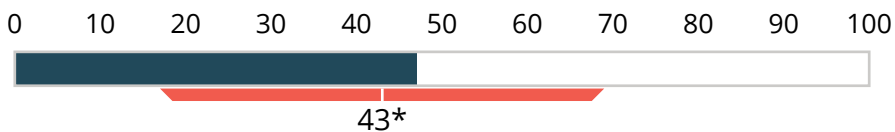
50

10. Competitive - The job requires assertiveness and a "will to win" when dealing with highly competitive situations.



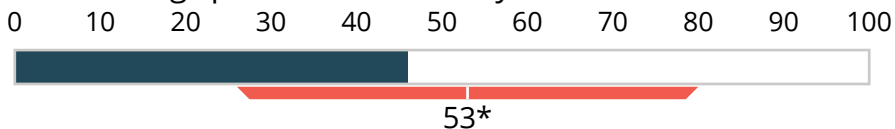
49

11. Urgency - The job requires decisiveness, quick response, and fast action.



47

12. Organized Workplace - The job requires establishing and maintaining specific order in daily activities.



46

WB: 45-76-46-60 (58)

* 68% of the population falls within the shaded area.

Workplace Behaviors®

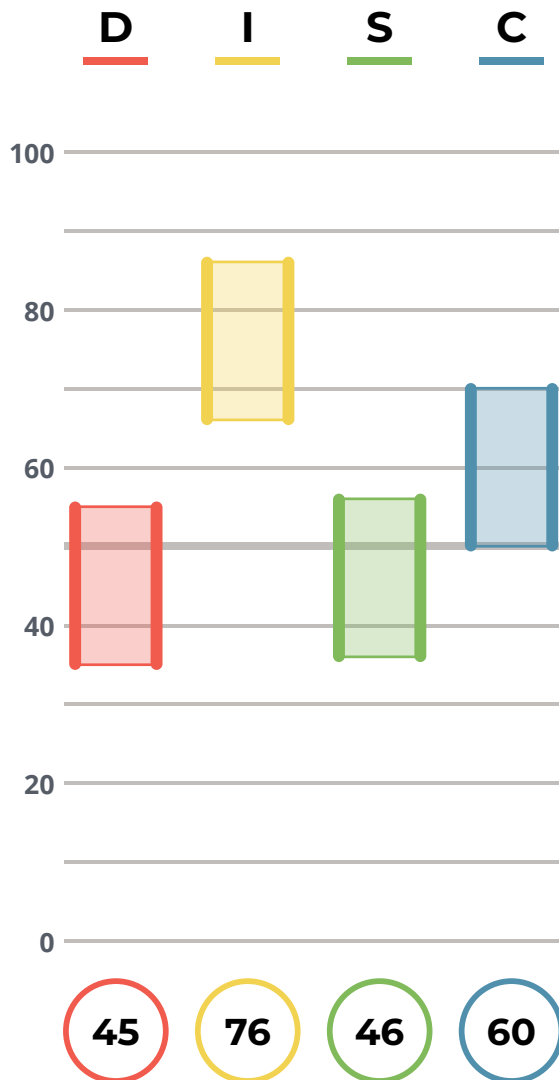



The following graph represents the score range of each behavioral factor for the identified position. The ranges are denoted by the highlighted areas.

Events Manager Benchmark

ABC Company

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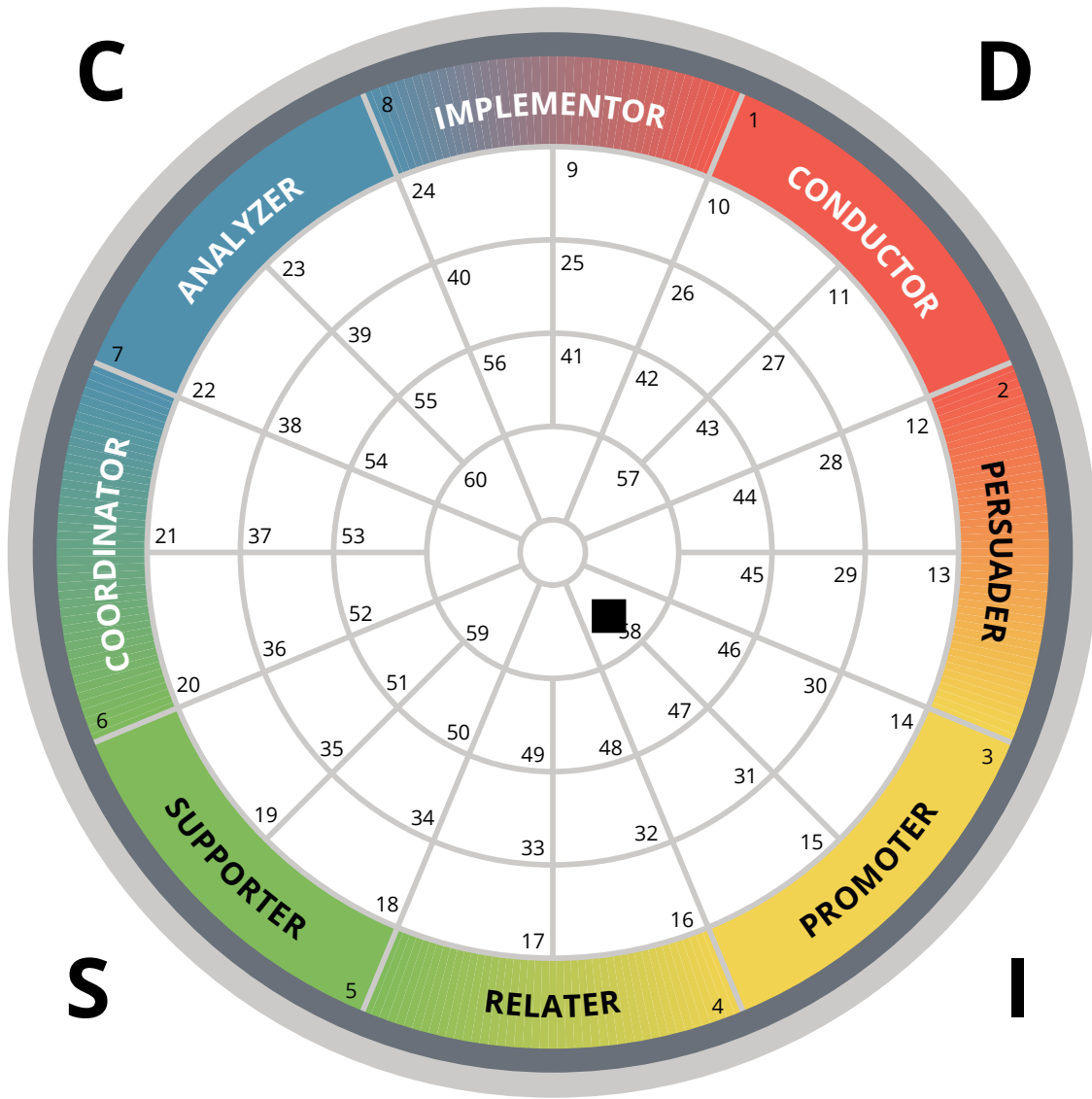


 Job Range (20 point range)

The TTI Success Insights® Wheel



2-11-2026



Workplace Behaviors: ■ (58) ANALYZING PROMOTER (ACROSS)

Job Rewards/Culture Feedback



This section provides a brief description of the top three Job Rewards for this position. These rewards are listed in hierarchical order, with the most important listed at the top.

1. Theoretical

- Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

2. Traditional/Regulatory

- Rewards those who value traditions inherent in social structure, rules, regulations and principles.

3. Aesthetic

- Rewards those who value balance in their lives, creative self-expression, beauty and nature.

Behavioral Feedback



This section provides a brief description of the top three Behaviors required for this position. These are the behaviors that will need to be demonstrated most often for superior performance.

1. People-Oriented

- The job requires building rapport with a wide range of individuals.

2. Interaction

- The job requires frequent communication and engagement with others.

3. Customer-Oriented

- The job requires identification and fulfillment of customer expectations.

Job Rewards/Culture Questions



Read the following suggested interview questions as they relate to the rewards/culture environment of the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.

1. Theoretical: Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

1. Which is more important, action or knowledge?
2. Would you consider yourself to be an expert in something? What is it? How did you go about gaining the knowledge?
3. Tell me what you especially like or enjoy about learning things. What topics or subjects do you enjoy?
4. How comfortable are you in taking the time, energy and effort required to master a subject or topic you currently know very little about? How about one in which you have very little interest?

2. Traditional/Regulatory: Rewards those who value traditions inherent in social structure, rules, regulations and principles.

1. Is there an absolute right and absolute wrong? How do you decide what is right and what is wrong?
2. Tell me about "rules." Give me an example of a rule that you follow relative to managing or leading others. Where did you learn that rule? How flexible is it?
3. Have there been situations in your work experience when you were absolutely convinced that your rules or standards were superior to your employers? If so, why were they better? Were you able to convince your employees that yours were better?
4. Do you sometimes feel that things would be easier and better if there were fewer rules and procedures? Please elaborate.

3. Aesthetic: Rewards those who value balance in their lives, creative self-expression, beauty and nature.

1. How would you rank the importance of creativity and self-expression in your work? How do you personally express your unique creative side?
2. Within your work environment, what single event, problem and/or unexpected situation has the potential to throw you off balance more than anything else?
3. Describe how you would feel if you were to discover that an organization you worked for was misusing the earth's natural resources. How would you show your feelings?
4. Describe your strategy for achieving and maintaining a comfortable level of balance and harmony in your life. What would you say you are most sensitive to in your work environment and/or in general?

Behavioral Questions



Read the following suggested interview questions as they relate to the most desired behavioral traits to perform the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.

- 1. People-Oriented:** The job requires building rapport with a wide range of individuals.
 1. How important is it for people to like you? Which is more important, being trusted or liked? Why do you say that?
 2. Do you stop and listen to others or express your opinions quickly? Give me examples where both of these situations occurred. What were the outcomes?

- 2. Interaction:** The job requires frequent communication and engagement with others.
 1. How do you handle frequent interruptions by other people? How about your response to people who ask you question after question?
 2. Are you more comfortable with details, people with the big picture, or people with bits of data?

- 3. Customer-Oriented:** The job requires identification and fulfillment of customer expectations.
 1. Give an example of how you built loyalty and trust with a client in the past.
 2. Describe how you take responsibility for an issue a client is having. Tell me about a time when you turned a disgruntled customer into a satisfied one.

Job Rewards/Culture Composite



	Rewards/Culture	C	R1	R2	R3	R4	R5
1	Theoretical	74	64	100	68	80	56
2	Traditional/Regulatory	73	68	76	80	72	68
3	Aesthetic	65	72	68	60	60	64
4	Individualistic/Political	47	56	48	48	28	56
5	Utilitarian/Economic	45	44	64	48	44	24
6	Social	45	52	56	36	44	36

Organizational Rewards/Culture Composite



	Rewards/Culture	C	R1	R2	R3	R4	R5
1	Traditional/Regulatory	86	70	100	90	90	80
2	Utilitarian/Economic	74	50	100	80	70	70
3	Theoretical	62	50	90	70	50	50
4	Individualistic/Political	48	60	40	50	40	50
5	Aesthetic	46	50	60	20	50	50
6	Social	28	40	30	30	20	20

Behaviors Composite



	Behaviors	C	R1	R2	R3	R4	R5
1	People-Oriented	69	70	75	70	70	60
2	Interaction	65	80	55	80	50	60
3	Customer-Oriented	64	70	60	53	68	70
4	Versatile	63	75	63	75	47	57
5	Frequent Change	59	62	58	72	48	55
6	Following Policy	57	52	58	45	68	60
7	Consistent	56	50	55	38	72	65
8	Persistence	56	47	53	45	73	60
9	Analysis	50	40	55	40	65	50
10	Competitive	49	40	50	75	40	40
11	Urgency	47	43	47	74	32	37
12	Organized Workplace	46	35	55	35	60	45

Respondent Key



R1: JAY SAMPLE
R2: SUSAN SMILEY
R3: BLISS GREEN
R4: LORI APPLE
R5: SAM SMITH

Job Summary

Events Manager



The following page is a summary of the behaviors and motivators of the position.

