



TTI
SUCCESS
INSIGHTS®

Interviewing Insights™

General

John Doe
Maintenance Tech
ABC Company
8-13-2014

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Introduction

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can 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 from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



General Characteristics

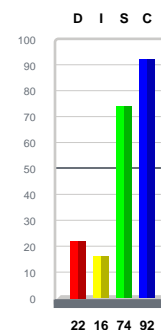
Based on John's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the general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

John may have a low trust level of others. He prefers that things be orderly and he will approach work in a systematic manner. Following procedures is his way of ensuring quality and orderly work. John can be depended upon to follow set procedures of work activity. He is alert and sensitive to his errors and mistakes. He constantly seeks to avoid errors in his work. Becoming acquainted with him can be difficult since he tends to withhold his emotions. He may appear to be cool and distant. Rules and procedures provide security for his job performance. John can devote all his energy to the job, and that offers security to his work situation. He is good at work that requires attention to detail and accuracy. He is task-oriented; however, he can still maintain good working relationships with others as long as they share his concern for excellence. John wants to know the company rules so he can follow them, and he may become upset when others continually break the rules. He tends to be precise about his use of time and can become frustrated when others interrupt him when in the middle of a task.

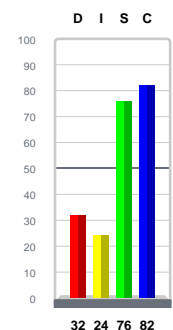
John takes pride in his competence or his ability to understand all the facts of a situation. He is good at concentrating on data while looking for the best method of solving the problem. He sees himself as factual, and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem he will look for a method, a formula, a procedure or a system to solve it. He, capable of making daily decisions routinely, usually becomes cautious about the bigger decisions; he wants to be absolutely certain his decision is correct. He tends to base decisions on the quality of work--not on efficiency. John places an emphasis on the cognitive process and logic when making decisions. He gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations. Because he knows that he can rely on the "tried and true," John places high value on tradition and traditional things. He feels tension when forced to make major decisions quickly.



Adapted Style



Natural Style



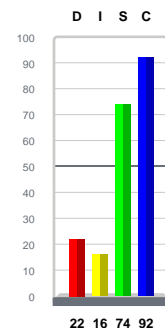


General Characteristics Continued

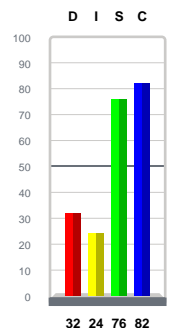
John is usually slow to anger, but when "enough is enough" he may tend to explode. People will then have no doubt about his feelings. He likes to know what is expected of him in a working relationship, and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He is patient and persistent in his approach to achieving goals. He responds to challenges in a cooperative manner and wants the "team" to win without the need of a perceived "shining star." When John is deeply involved in thinking through a project, he may appear to be cool and distant. Because John wants to be certain he is performing his work assignments correctly, he enjoys working for a manager who explains what is expected of him. He does not seek confrontation, but if he is confronted, he will present his case with enough supportive data that he will probably win. He is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. He can be outgoing at times. Basically introverted, he will engage in social conversation when the occasion warrants.



Adapted Style



Natural Style



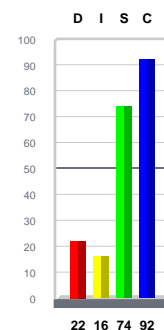


Ideal Environment

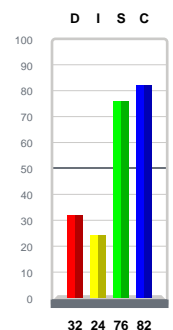
This section identifies the ideal work environment based on John's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments.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

- An environment where he can use his intuitive thinking skills.
- An environment dictated by logic rather than emotion.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Close relationship with a small group of associates.
- Familiar work environment with a predictable pattern.
- A stable and predictable environment.
- Little conflict between people.
- An environment that allows time to change.

Adapted Style



Natural Style





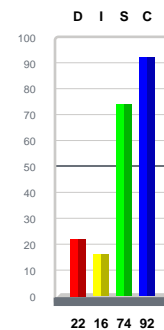
Value to the Organization

This section of the report identifies the specific talents and behavior John 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.

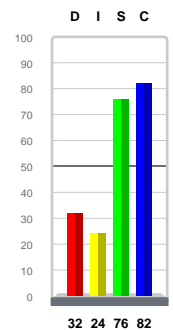
- Conscientious and steady.
- Patient and empathetic.
- Defines, clarifies, gets information, criticizes and tests.
- Service-oriented.
- Works for a leader and a cause.
- Good at reconciling factions--is calming and adds stability.
- Proficient and skilled in his technical specialty.



Adapted Style



Natural Style





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?

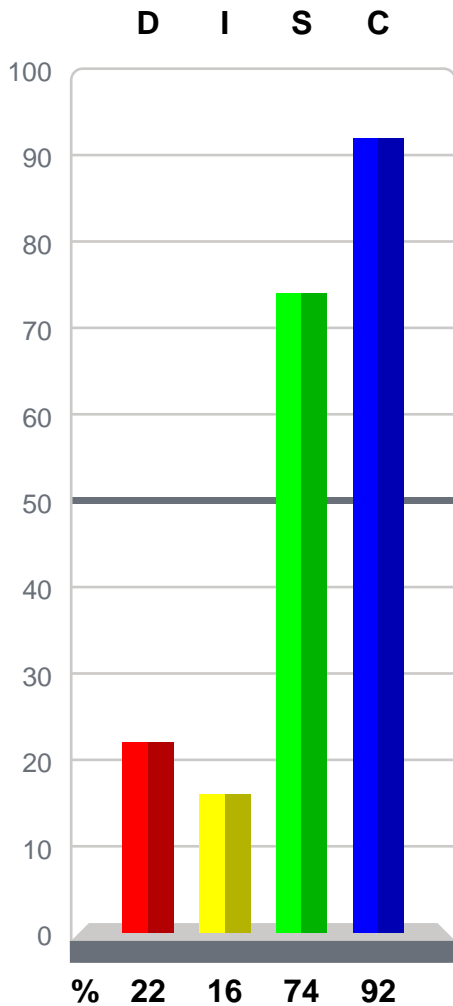


Style Insights® Graphs

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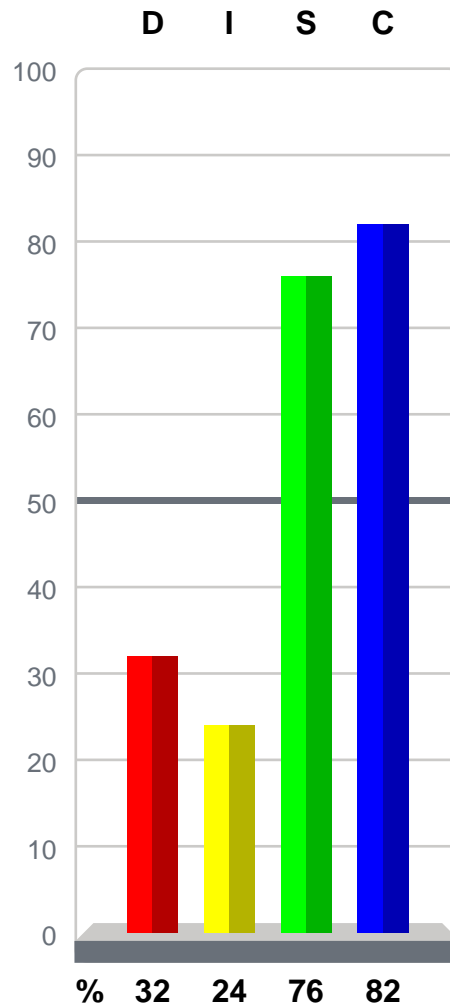
Adapted Style

Graph I



Natural Style

Graph II



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The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool 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 you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

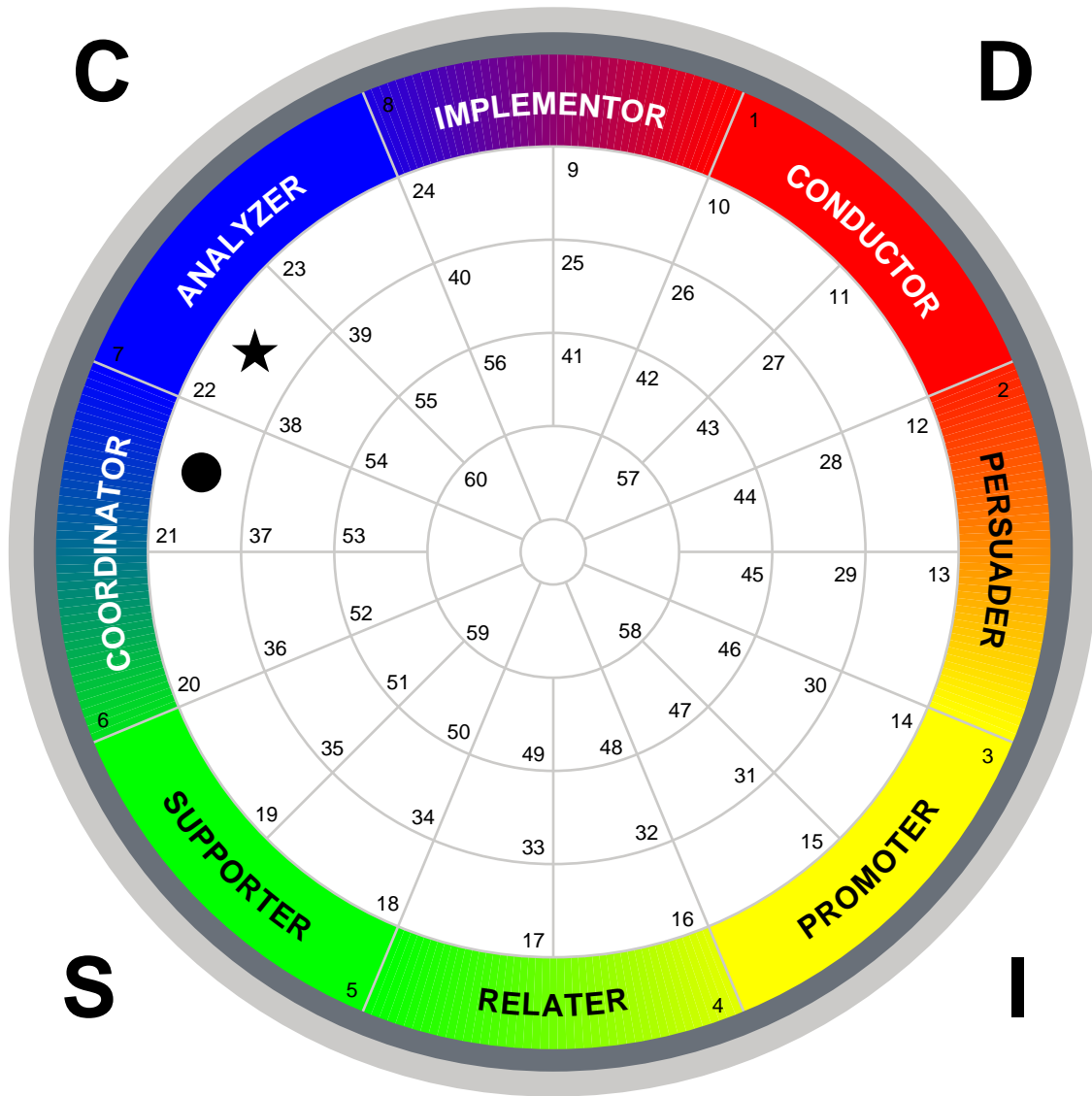
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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 Success Insights® Wheel

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Adapted: ★ (22) COORDINATING ANALYZER
Natural: ● (21) ANALYZING COORDINATOR

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