



TTI  
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## Talent Insights®

Job Report

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11-27-2018

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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 24 separate areas. Additional feedback and suggested interview questions that pertain to each area complete this report.

### Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

### 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.

### Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

### Behavioral Feedback

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

### Driving Forces Interview Questions

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

### Behavioral Interview Questions

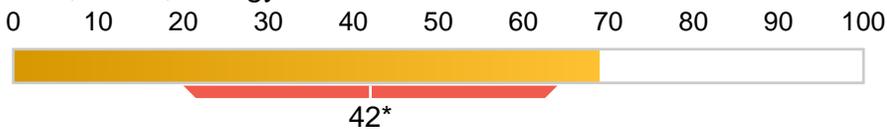
This section contains suggested interview questions that pertain specifically to the behavioral traits required by the job.



# Primary Driving Forces Cluster

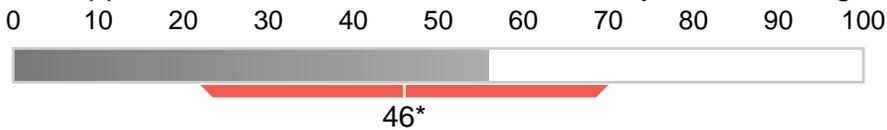
*This section is designed to give a visual understanding of the primary driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.*

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



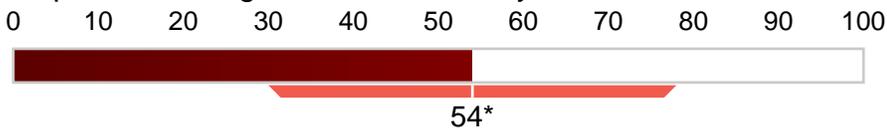
69

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



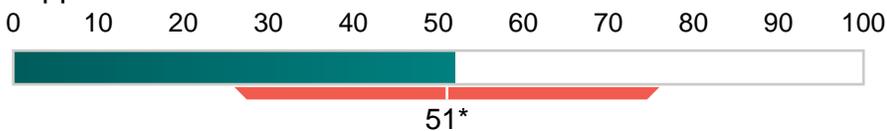
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**3. Intellectual** - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



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



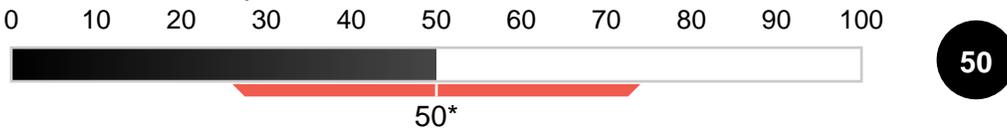
52



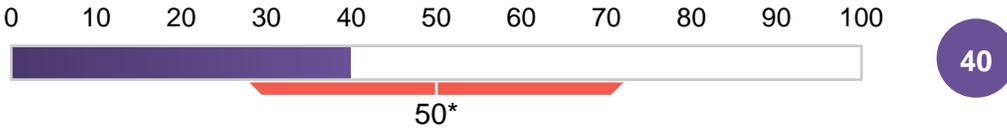
# Situational Driving Forces Cluster

This section is designed to give a visual understanding of the situational driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

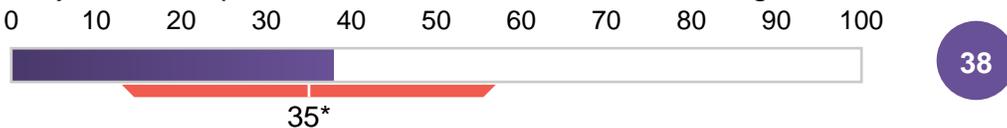
**5. Commanding** - People who are driven by status, recognition and control over personal freedom.



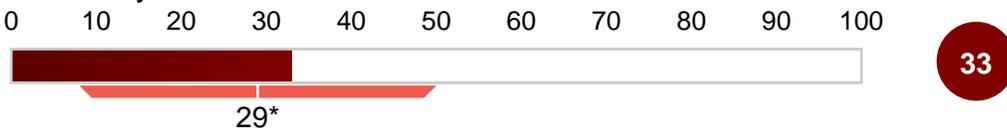
**6. Objective** - People who are driven by the functionality and objectivity of their surroundings.



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



**8. Instinctive** - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

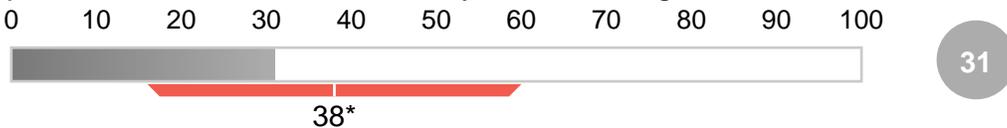




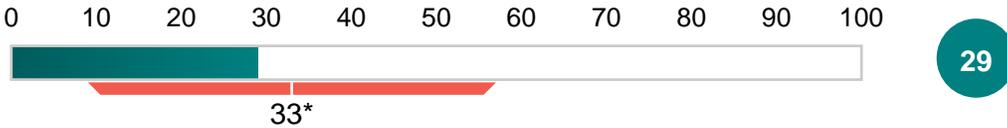
# Indifferent Driving Forces Cluster

*This section is designed to give a visual understanding of the driving forces that are indifferent to the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.*

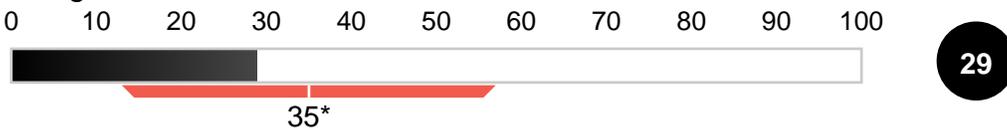
**9. Structured** - People who are driven by traditional approaches, proven methods and a defined system for living.



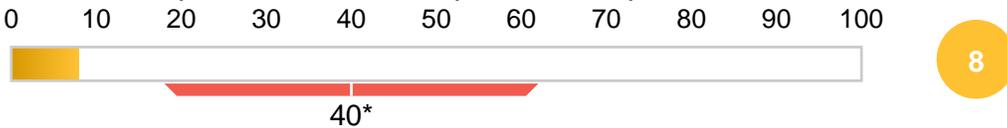
**10. Altruistic** - People who are driven to assist others for the satisfaction of being helpful or supportive.



**11. Collaborative** - People who are driven by being in a supporting role and contributing with little need for individual recognition.



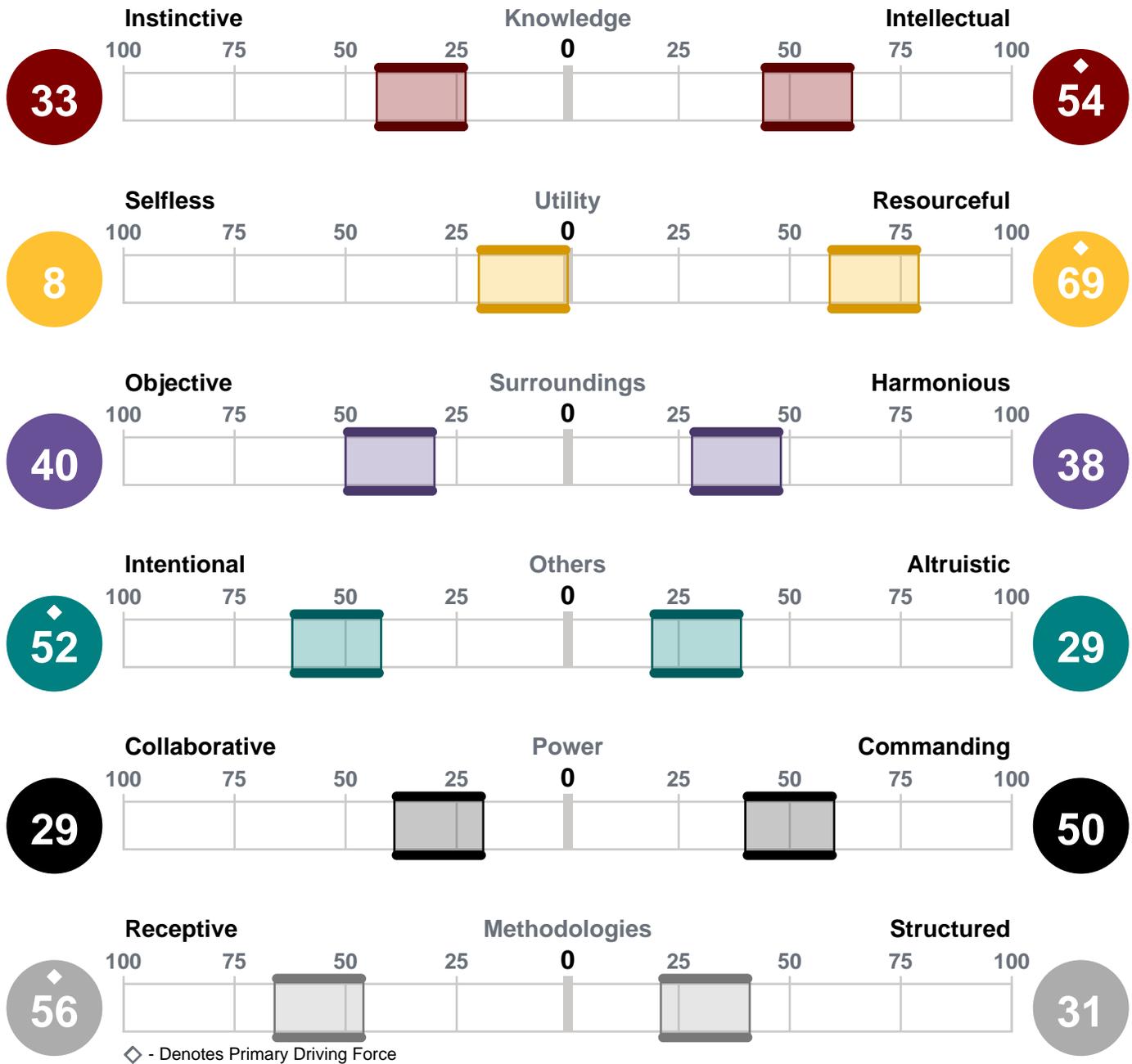
**12. Selfless** - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.





# Driving Forces Graph

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



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.*

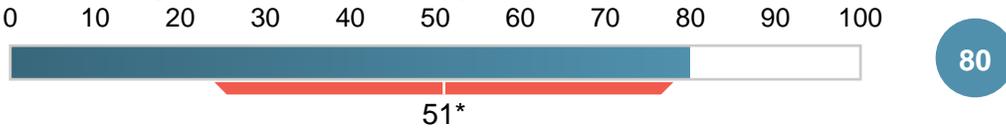
This position requires a behavioral style with the potential for me-me conflicts. This is quite common in positions and normal for individuals to possess such behavioral styles. Based on this behavioral style, the organization may need to make modifications to the communication flow and activity levels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



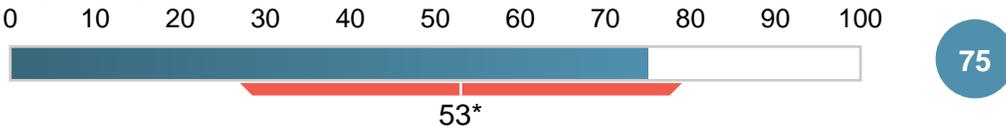
# Behavioral Hierarchy

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.

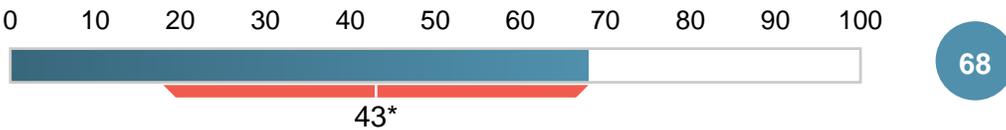
**1. Organized Workplace** - The job requires establishing and maintaining specific order in daily activities.



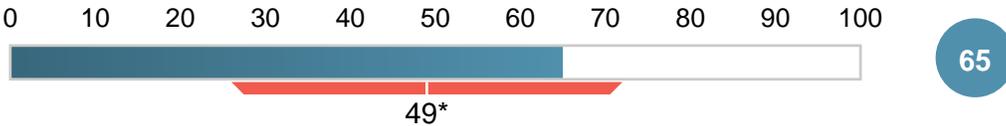
**2. Analysis** - The job requires compiling, confirming, and organizing information.



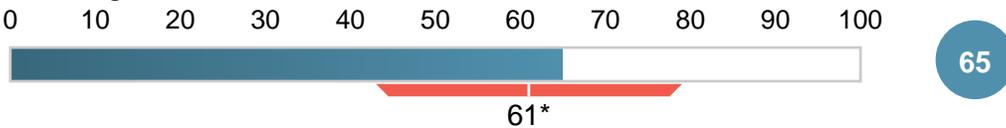
**3. Urgency** - The job requires decisiveness, quick response, and fast action.



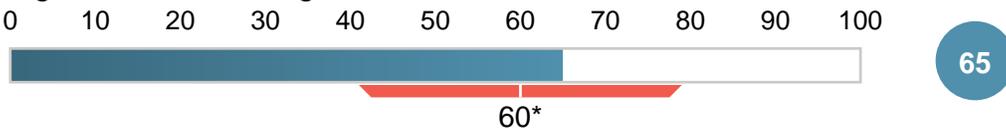
**4. Competitive** - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



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



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

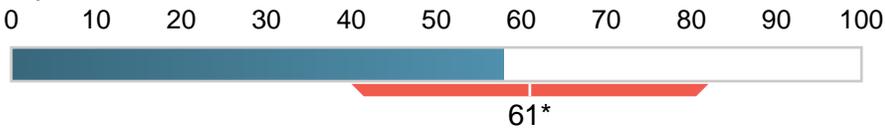


\* 68% of the population falls within the shaded area.

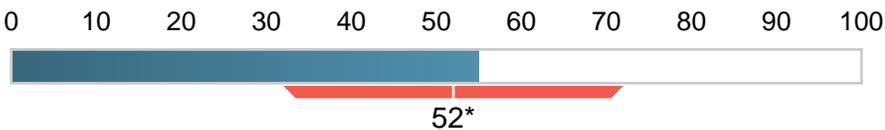


# Behavioral Hierarchy

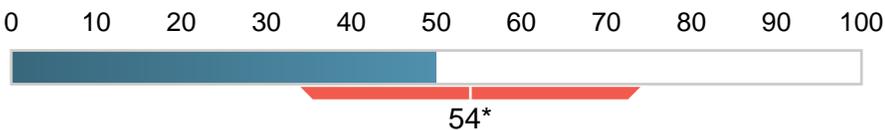
**7. Consistent** - The job requires predictable performance in repetitive situations.



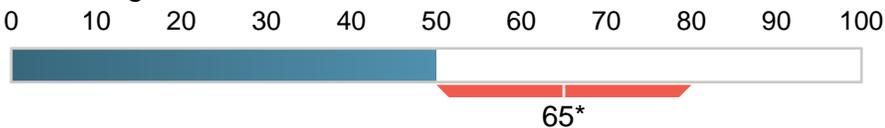
**8. Frequent Change** - The job requires rapid shifts between tasks.



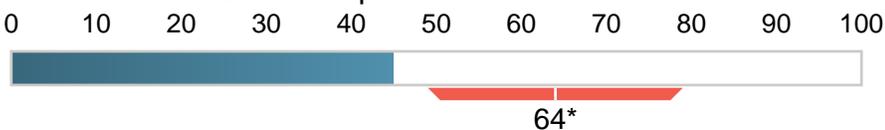
**9. Versatile** - The job requires adapting to various situations with ease.



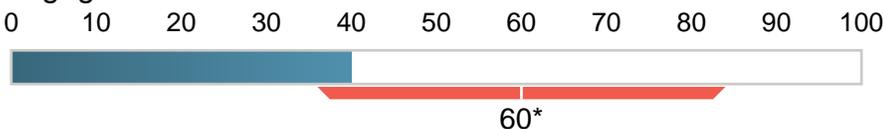
**10. People-Oriented** - The job requires building rapport with a wide range of individuals.



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



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



WB: 69-44-38-73 (24)

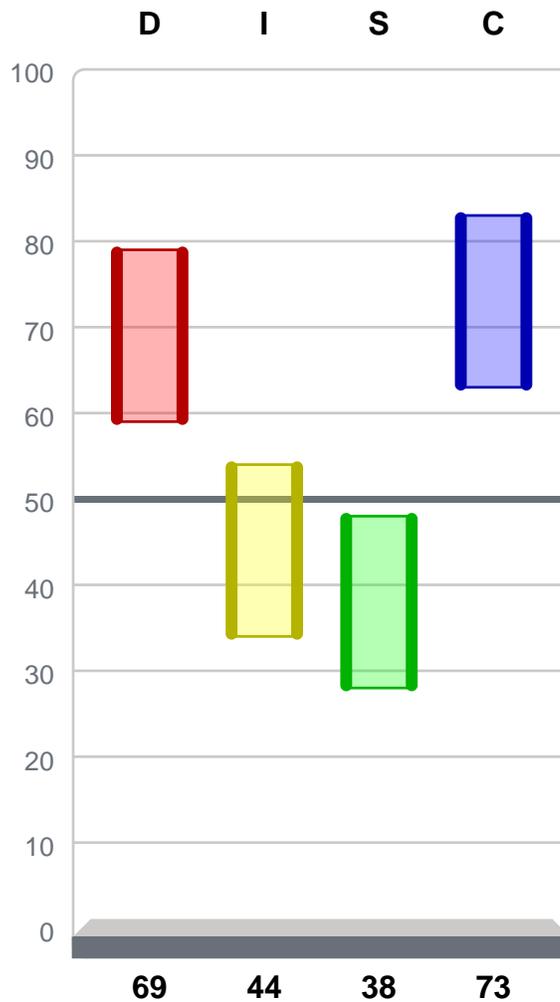
\* 68% of the population falls within the shaded area.



# 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.

**Jane Doe**  
ABC Company  
11-27-2018

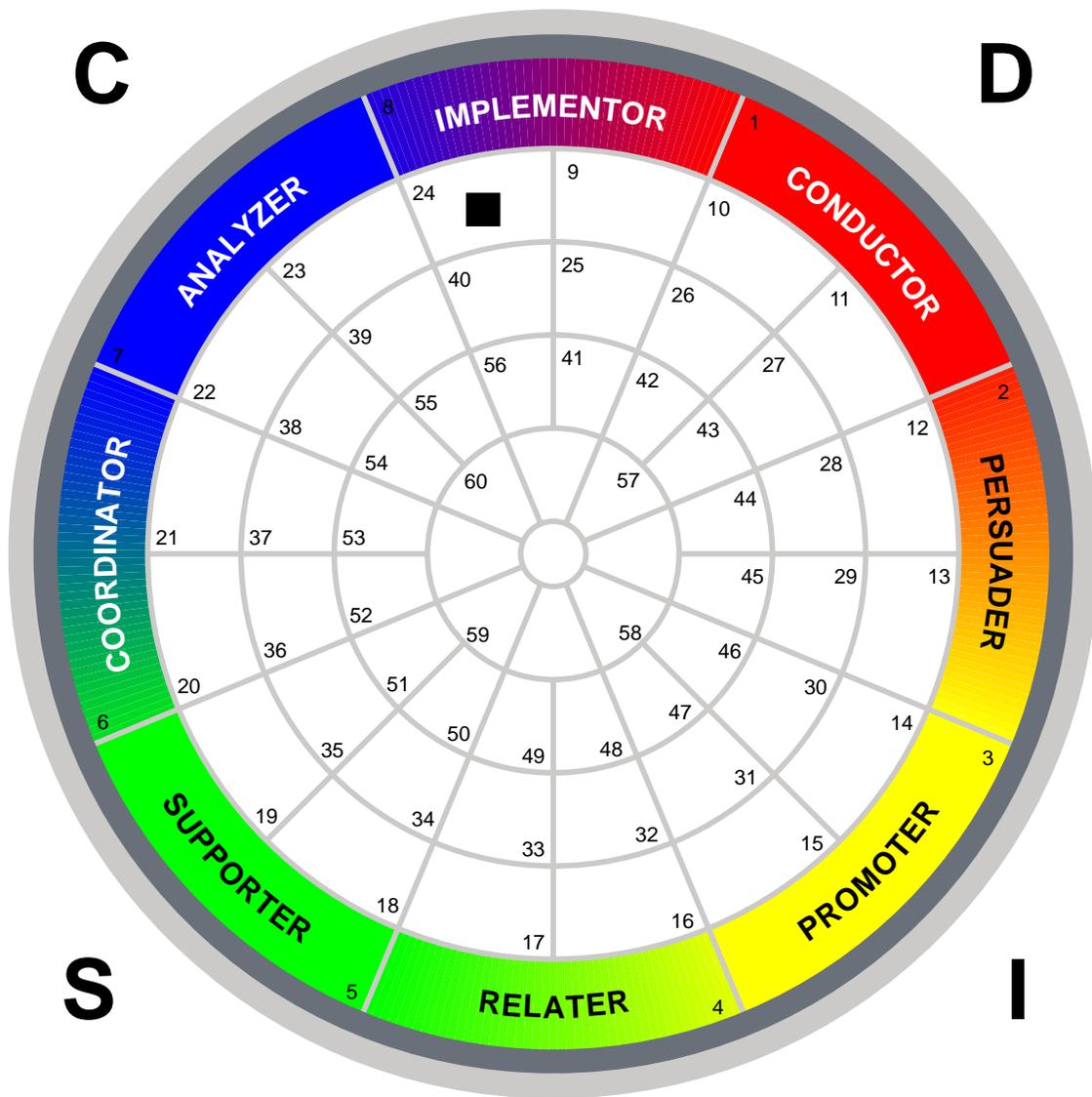


Job Range (20 point range)



# The Success Insights® Wheel

11-27-2018



Workplace Behaviors: ■ (24) ANALYZING IMPLEMENTOR



# Driving Forces Feedback

*This section provides a brief description of the top four Driving Forces that are required for this position. These are the Driving Forces that will need to be demonstrated most often for superior performance.*

1. Resourceful
  - This position is driven by practical results, maximizing both efficiency and returns for your investments of time, talent, energy and resources.
2. Receptive
  - This position is driven by new ideas, methods and opportunities that fall outside a defined system for living.
3. Intellectual
  - This position is driven by opportunities to learn, acquire knowledge and the discovery of truth.
4. Intentional
  - This position is driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



# Behavioral Feedback

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

1. Organized Workplace
  - The job requires establishing and maintaining specific order in daily activities.
2. Analysis
  - The job requires compiling, confirming, and organizing information.
3. Urgency
  - The job requires decisiveness, quick response, and fast action.
4. Competitive
  - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



# Driving Forces 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 ensure all candidates are asked the same questions.*

1. Resourceful: People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.
  - How important is efficiency and maximizing resources to you? Give an example when you increased efficiency or maximized resources.
  - How much do you focus on finances? Where would you like to be, financially in 5 years? 10 years? Why?
  - What role does earning a significant income play in your job choices?
  - Do you take on a task based on the return on investment or for the sake of getting it done? Why?
2. Receptive: People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.
  - Do you see the world as black and white or gray? Give an example when this was the case.
  - What limitations could result from having consistent systems and proven methods in your work environment? Why?
  - How can an organization benefit from looking for new ways to accomplish routine tasks?
  - Do you sometimes feel that things would be easier and better if there were fewer rules and procedures? Please elaborate.
3. Intellectual: People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.
  - Which is more important, action or knowledge?
  - Would you consider yourself to be an expert in something? What is it? How did you go about gaining the knowledge?
  - Tell me what you especially like or enjoy about learning. What topics or subjects do you enjoy?
  - 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?
4. Intentional: People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
  - Is there such a thing as too much customer service? Why?
  - Under what circumstances would you help an employee develop or advance?
  - Tell me how you would handle an account or client who had continuous issues with your product, yet showed no promise of future business.
  - How do you feel about the phrase: "It's not personal, it's just business."?



# 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. **Organized Workplace:** The job requires establishing and maintaining specific order in daily activities.
  - How systematic are you? Tell me about how you organize activities, tasks and projects. Explain your system for keeping organized.
  - How effective are you when you face repetitive tasks? Tell me about jobs you have had that required diligent record keeping and systematic planning. Describe the job. Describe your level of satisfaction with that job. What was your level of success.
2. **Analysis:** The job requires compiling, confirming, and organizing information.
  - How do you organize details for use and recall? What system do you use? Would you ever consider yourself to be careless with details? Why do you say that?
  - What is the longest time you have ever spent ensuring that the facts, details and components of a system were accurate? What was the system? Where was it? Describe it for me.
3. **Urgency:** The job requires decisiveness, quick response, and fast action.
  - When faced with a deadline, how do you respond?
  - How important is it to you to have all the facts before proceeding? Give me an example of a time when you didn't have all the facts and you proceeded anyway. How did you feel? How did the it work out?
4. **Competitive:** The job requires assertiveness and a "will to win" in dealing with highly competitive situations.
  - How demanding are you of yourself and others? Do you think you are sometimes too demanding? Give me an example of a job situation where being demanding helped achieve the goal. Did it lead to other problems? Would others ever describe you as aggressive? Pushy? Why?
  - How important is winning to you? How do you define winning? Give me an example of a situation where you felt you were going to lose. How did it feel? How did you handle it?



# Job Summary Operations Manager

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

