



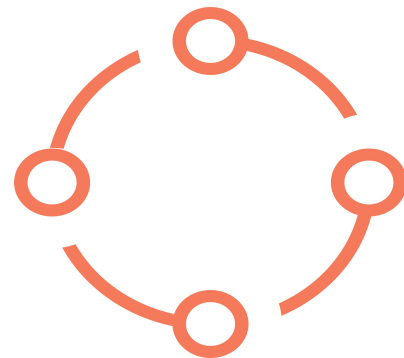
TTI  
SUCCESS  
INSIGHTS®

## **Talent Insights®** Multiple Respondent Job Report

# District Manager Revised

District Manager  
9-17-2015

**Leadership Resources and Consulting**  
800-746-1656  
[info@disc-report.com](mailto:info@disc-report.com)





## 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

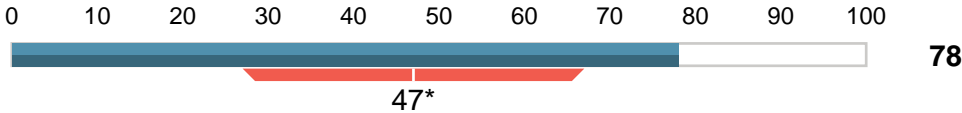
This section contains suggested interview questions that pertain specifically to the behavioral traits required by the job.



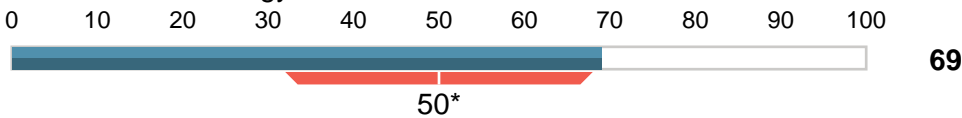
# Job Rewards/Culture Hierarchy

*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.*

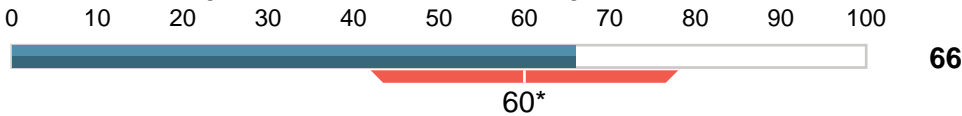
**1. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



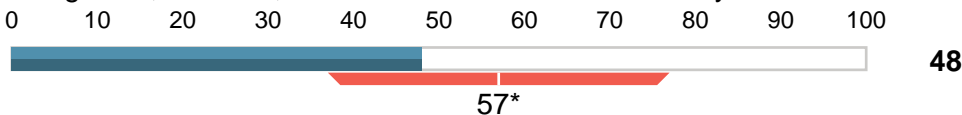
**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



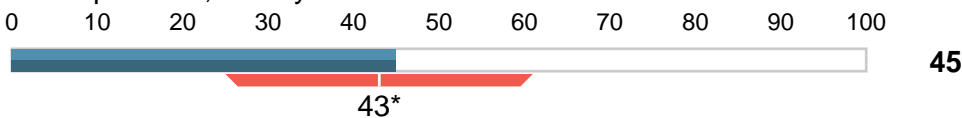
**3. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



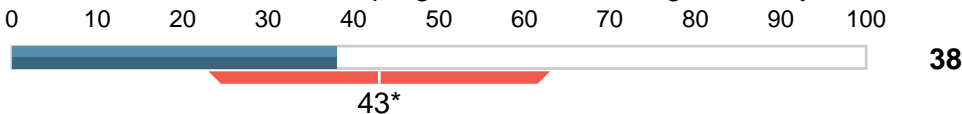
**4. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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

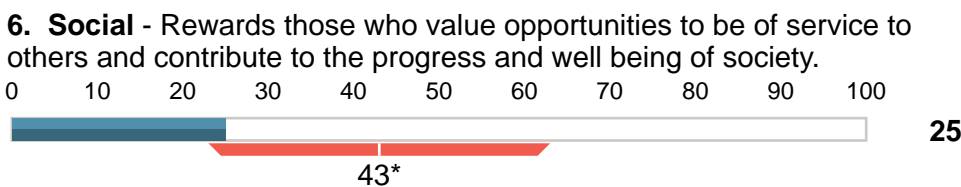
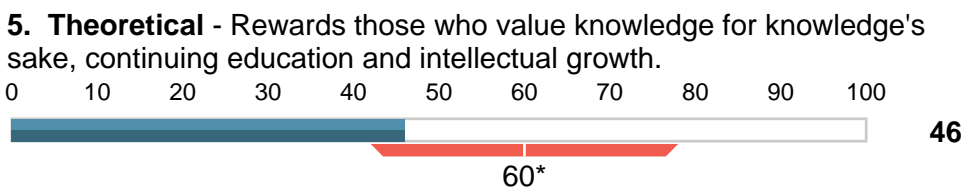
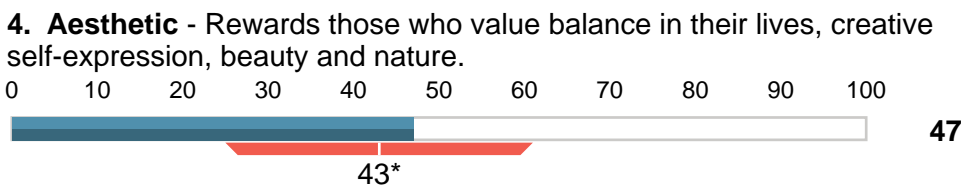
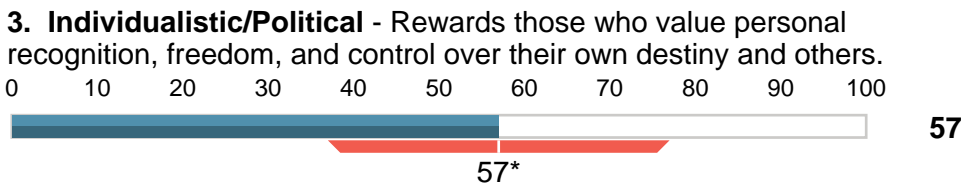
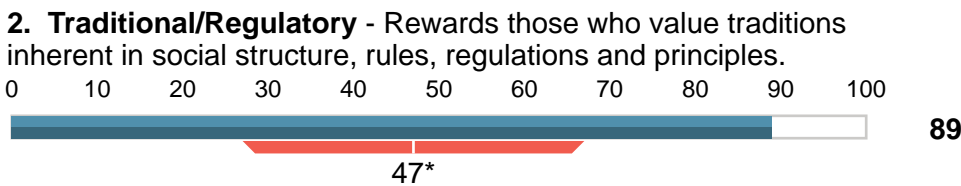
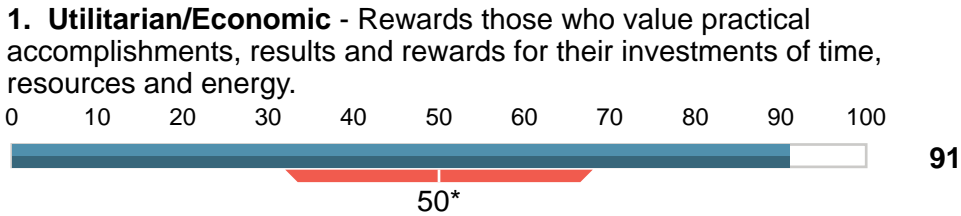


\* 68% of the population falls within the shaded area.



# 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.



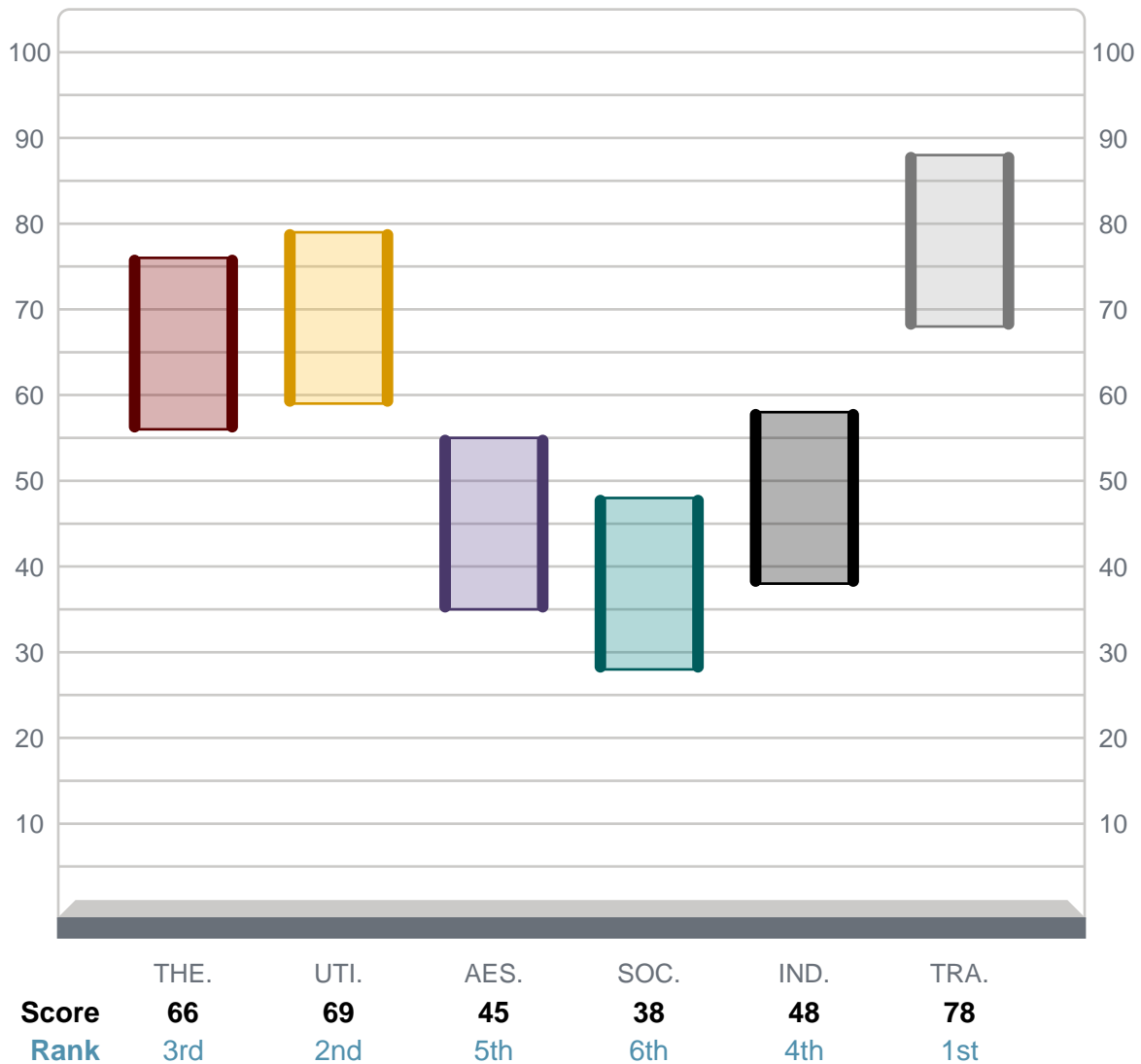
\* 68% of the population falls within the shaded area.



# 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.

District Manager  
9-17-2015



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.*

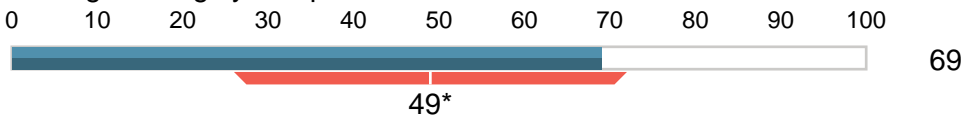
This position requires a behavioral style with the potential for me-me conflicts. This is quite common in positions and normal for individuals to possess such behavioral styles. Based on this behavioral style, the organization may need to make modifications to the communication flow and activity levels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



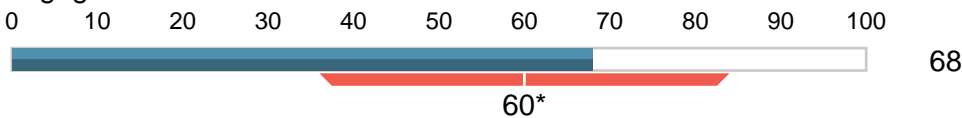
# Behavioral Hierarchy

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.

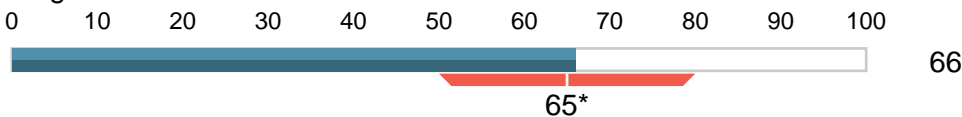
**1. Competitive** - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



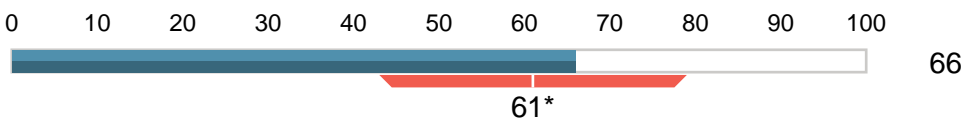
**2. Interaction** - The job requires frequent communication and engagement with others.



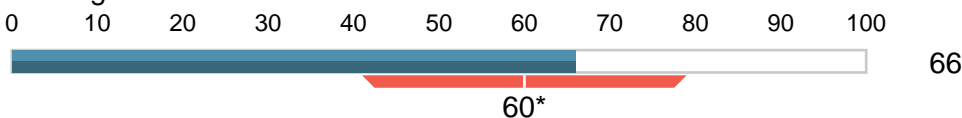
**3. People-Oriented** - The job requires building rapport with a wide range of individuals.



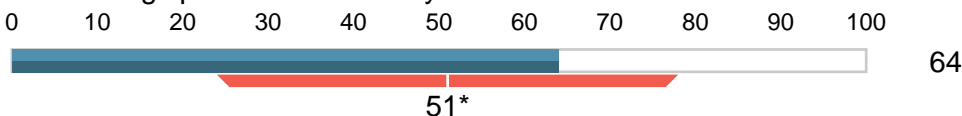
**4. Persistence** - The job requires finishing tasks despite challenges or resistance.



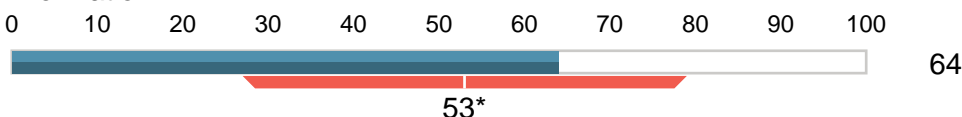
**5. Following Policy** - The job requires adhering to rules, regulations or existing methods.



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



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

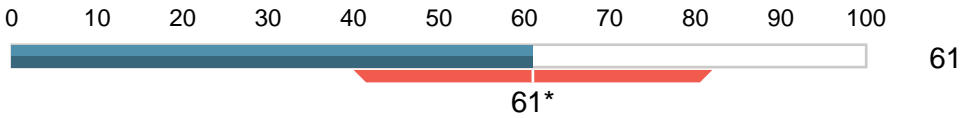


\* 68% of the population falls within the shaded area.

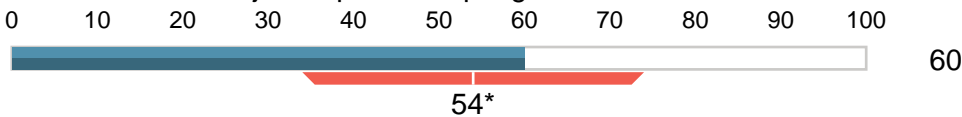


# Behavioral Hierarchy

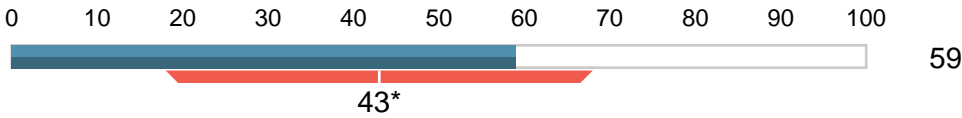
**8. Consistent** - The job requires predictable performance in repetitive situations.



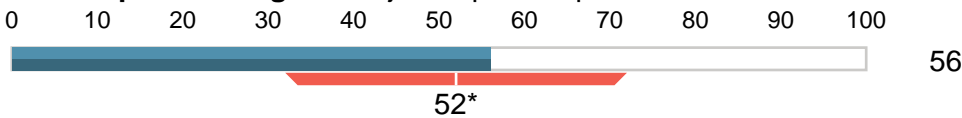
**9. Versatile** - The job requires adapting to various situations with ease.



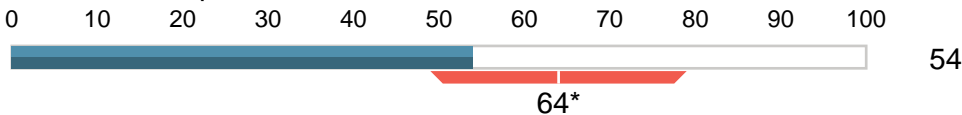
**10. Urgency** - The job requires decisiveness, quick response, and fast action.



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



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



WB: 64-64-49-75 (56)

\* 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.

## District Manager Revised

District Manager  
9-17-2015

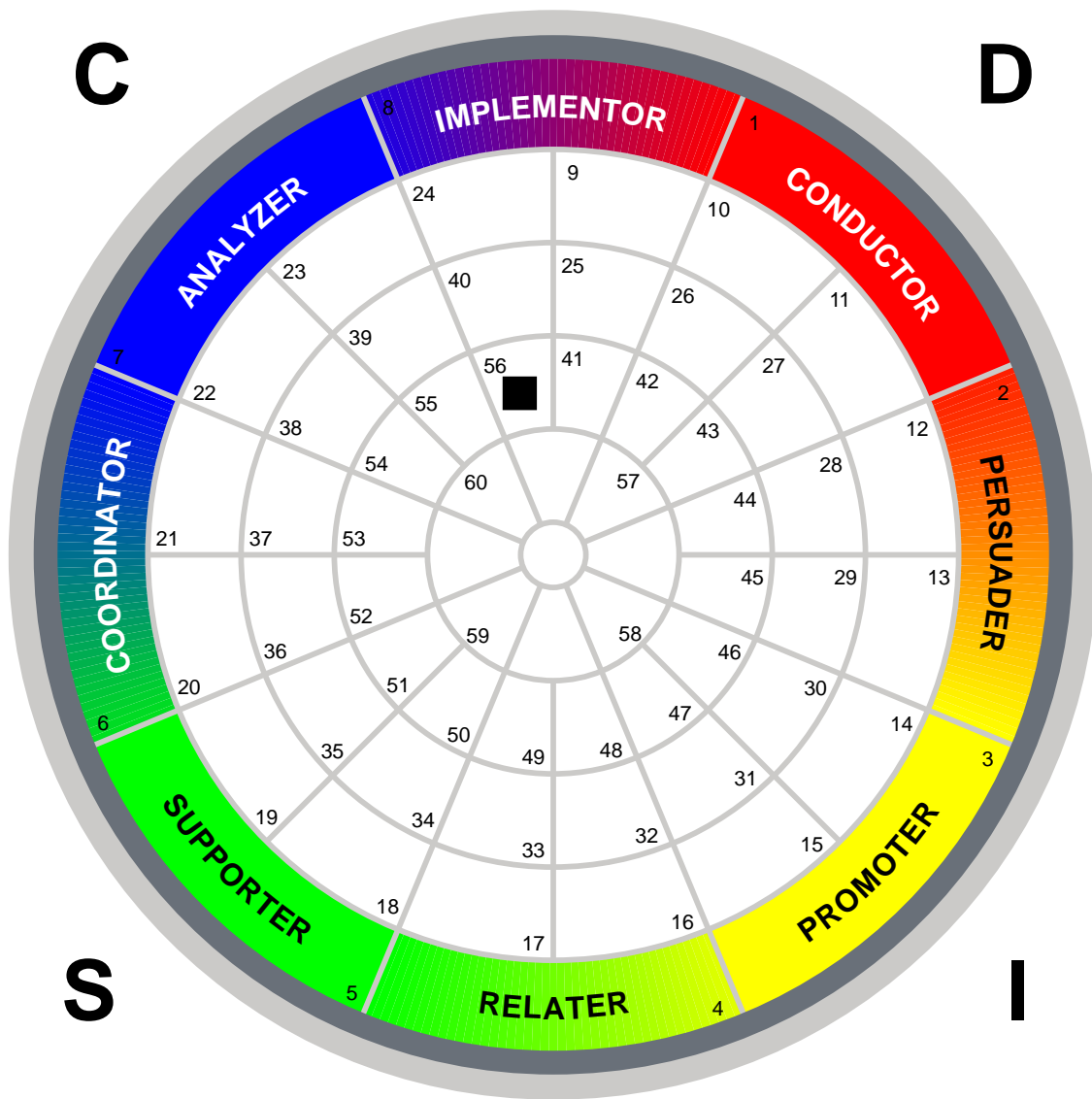


Job Range (20 point range)



# The Success Insights® Wheel

9-17-2015



Workplace Behaviors: ■ (56) ANALYZING IMPLEMENTOR (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. Traditional/Regulatory
  - Rewards those who value traditions inherent in social structure, rules, regulations and principles.
2. Utilitarian/Economic
  - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
3. Theoretical
  - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



# 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. Competitive
  - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.
2. Interaction
  - The job requires frequent communication and engagement with others.
3. People-Oriented
  - The job requires building rapport with a wide range of individuals.



## 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. Traditional/Regulatory: Rewards those who value traditions inherent in social structure, rules, regulations and principles.
  - Is there an absolute right and absolute wrong? How do you decide what is right and what is wrong?
  - 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?
  - 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?
  - Do you sometimes feel that things would be easier and better if there were fewer rules and procedures? Please elaborate.
  
2. Utilitarian/Economic: Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
  - How important is earning a lot of money to you? What do you consider to be a "lot of money"?
  - 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? In staying in a job?
  - Would you consider yourself to be a bottom line, practical thinker or are you more theoretical or philosophical? Why do you say that?
  
3. Theoretical: Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
  - 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 things. 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?



# 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. **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?
2. **Interaction:** The job requires frequent communication and engagement with others.
  - How do you handle frequent interruptions by other people? How about your response to people who ask you question after question?
  - Are you more comfortable with details or people with the big picture or with bits of data?
3. **People-Oriented:** The job requires building rapport with a wide range of individuals.
  - How important is it for people to like you? Which is more important, being trusted or liked? Why do you say that?
  - Do you stop and listen to others or express your opinions quickly? Give me examples and situations where both of these situations occurred. What was the outcome?



## Job Rewards/Culture Composite

	REWARDS/CULTURE	C	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10
1	Traditional/Regulatory	78	72	96	56	76	72	80	84	92	96	60
2	Utilitarian/Economic	69	64	80	68	64	72	44	80	76	84	60
3	Theoretical	66	52	84	76	48	32	44	80	76	96	72
4	Individualistic/Political	48	56	48	36	56	36	24	36	56	68	68
5	Aesthetic	45	32	52	44	60	20	32	48	68	56	36
6	Social	38	32	60	28	32	24	20	60	56	36	36



# Organizational Rewards/Culture Composite

	REWARDS/CULTURE	C	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10
1	Utilitarian/Economic	91	90	100	100	100	80	90	100	100	80	70
2	Traditional/Regulatory	89	80	100	100	100	80	60	90	100	90	90
3	Individualistic/Political	57	50	60	40	70	60	40	40	80	70	60
4	Aesthetic	47	30	50	100	40	20	40	60	50	40	40
5	Theoretical	46	20	60	20	70	20	40	70	50	20	90
6	Social	25	20	40	20	30	20	20	20	40	20	20





# Behaviors Composite

	BEHAVIORS	C	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10
1	Competitive	69	50	50	50	80	50	70	80	80	80	100
2	Interaction	68	70	90	80	80	40	50	50	90	80	50
3	People-Oriented	66	70	80	70	75	50	60	55	80	75	50
4	Persistence	66	67	60	57	50	83	77	73	60	63	70
5	Following Policy	66	72	65	65	50	88	75	68	58	60	62
6	Organized Workplace	64	55	55	55	35	85	75	80	55	60	80
7	Analysis	64	60	55	60	40	85	70	75	55	65	75
8	Consistent	61	65	62	60	48	78	65	62	55	58	60
9	Versatile	60	55	70	75	65	40	45	50	70	65	60
10	Urgency	59	40	50	65	65	40	50	65	65	65	85
11	Frequent Change	56	52	55	58	70	38	50	52	62	60	58
12	Customer-Oriented	54	72	60	58	68	55	52	40	52	48	35



## Respondent Key

R1: RYAN NELSON  
R2: CANDACE KROL  
R3: MARIE IACONO  
R4: JESSICA BAKER  
R5: DAN FABRICANT  
R6: STEPHANIE ANTHIMIDES  
R7: ANTONIO GRADFORD  
R8: SETH SMITH  
R9: NATHANIEL CLARK  
R10: LINDSEY CURRY



# Job Summary

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

