



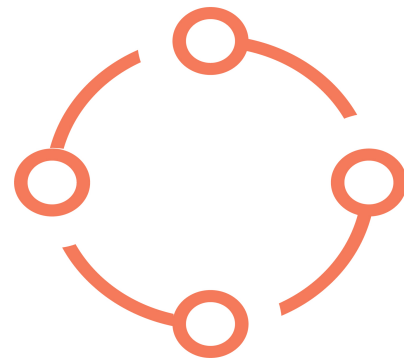
TTI
SUCCESS
INSIGHTS®

Interviewing Insights™

General

Alina Doe
Social Media
ABC Company
3-6-2019

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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

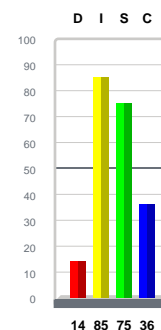
Based on Alina's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the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

Alina projects a self-assured and self-confident image. She likes to develop people and build organizations. She can be obliging and accommodating; that is, she likes to work with people and help them. She prefers working for a participative manager. She does her best work in this kind of environment. Alina believes in getting results through other people. She prefers the "team approach." She places her focus on people. To her, strangers are just friends she hasn't met! She is approachable, affectionate and understanding. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. Alina is gregarious and sociable. She will be seen as a good mixer both on or off the job. She likes public recognition for her achievements. One of her motivating factors is recognition and "strokes."

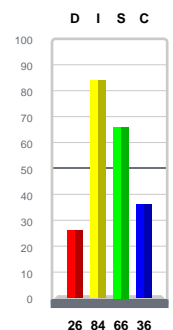
Alina likes to participate in decision making. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. She is good at solving problems that deal with people. Alina is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful. She prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She likes working for managers who make quick decisions.



Adapted Style



Natural Style



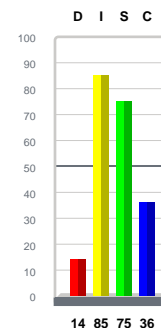


General Characteristics Continued

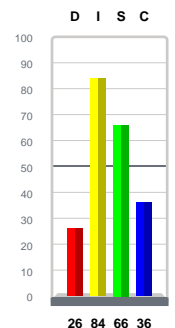
Alina is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Alina will attempt to put them at ease. She may use her time imprecisely because she likes to talk to people. She is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She 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 her decisions and actions. Alina usually uses many gestures when talking. She will optimistically interact with people in an assured, diplomatic and poised manner. She has the ability to sense what people want to hear. She then tends to tell people what she thinks they want to hear. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports.



Adapted Style



Natural Style





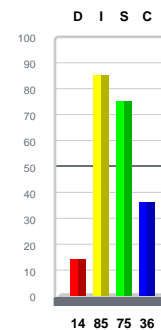
Ideal Environment

This section identifies the ideal work environment based on Alina'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 Alina enjoys and also those that create frustration.

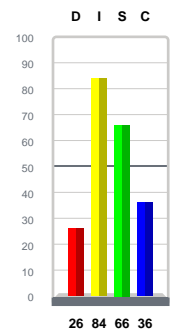
- Work place where people seldom get mad.
- Assignments with a high degree of people contacts.
- Practical work procedures.
- Freedom from control and detail.
- Assignments that can be completed one at a time.
- Democratic supervisor with whom she can associate.



Adapted Style



Natural Style





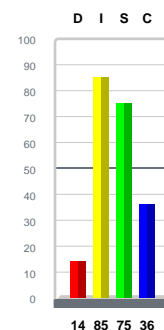
Value to the Organization

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

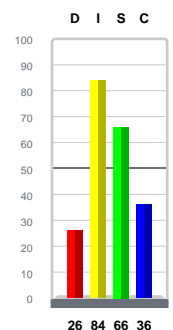
- Negotiates conflicts.
- People-oriented.
- Optimistic and enthusiastic.
- Creative problem solving.
- Builds confidence in others.
- Verbalizes her feelings.
- Team player.
- Respect for authority and organizational structure.



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?

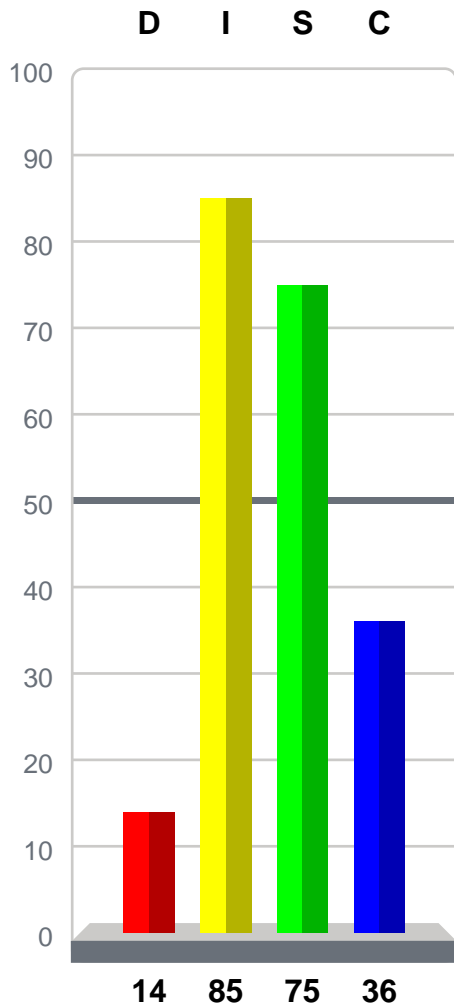


Style Insights® Graphs

3-6-2019

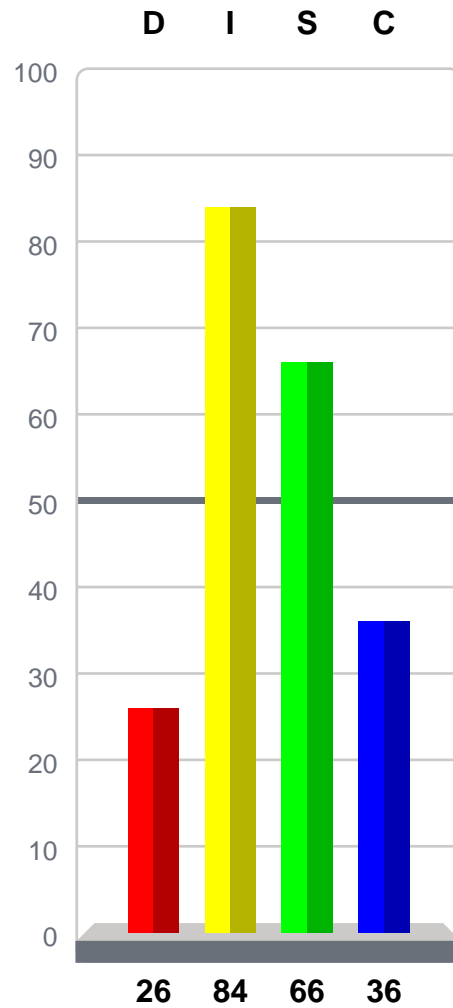
Adapted Style

Graph I



Natural Style

Graph II



Norm 2017 R4



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.

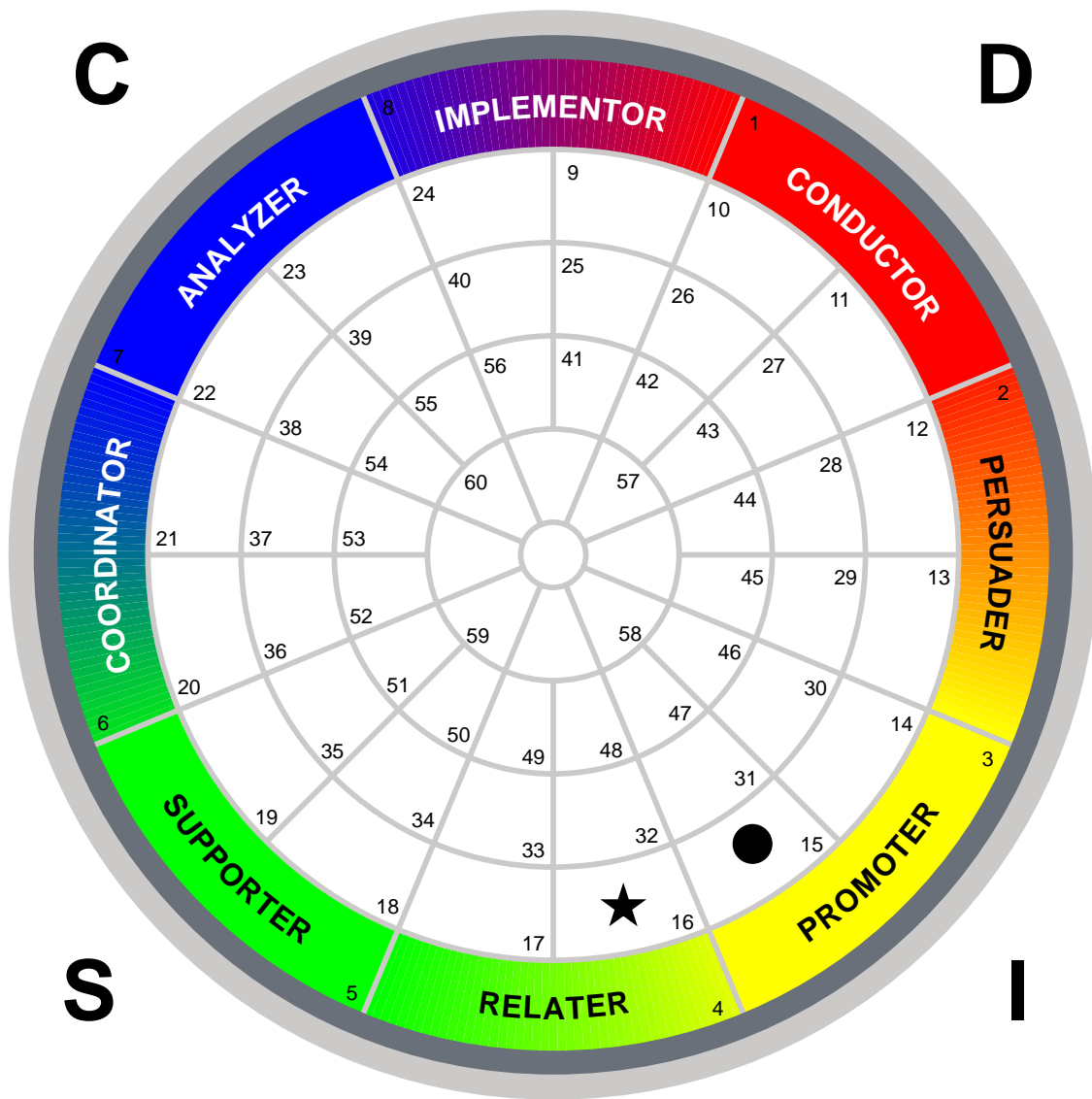
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

3-6-2019



Adapted: ★ (16) PROMOTING RELATER
 Natural: ● (15) RELATING PROMOTER

Norm 2017 R4

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