



TTI  
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# Talent Insights®

## Talent Report

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12.11.2018

#### Leadership Resources and Consulting

Podcast: Help for Leaders

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# Table of Contents



Introduction - <i>Where Opportunity Meets Talent</i> .....	3
Primary Driving Forces Cluster .....	4
Situational Driving Forces Cluster .....	5
Indifferent Driving Forces Cluster .....	6
Behavioral Hierarchy .....	7
Driving Forces Feedback .....	9
Driving Forces Feedback .....	10
Behavioral Feedback .....	11
Behavioral Feedback .....	12

# Introduction



## Where Opportunity Meets Talent

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TTI Talent Insights Talent Report can be compared with specific job requirements outlined in TTI Talent Insights Job Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

**The following is a highly-personalized portrait of your talent in two main sections:**

### Driving Forces Clusters (12 Areas)

This section identifies what drives you. In order to be successful and energized on the job, it is important that your driving forces are in alignment with the rewards of your role.

### Behavioral Hierarchy (12 Areas)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

### Driving Forces Feedback

This section expands on your Primary Driving Forces Cluster. You will feel energized and successful at work when your job supports and satisfies these driving forces.

### Behavioral Feedback

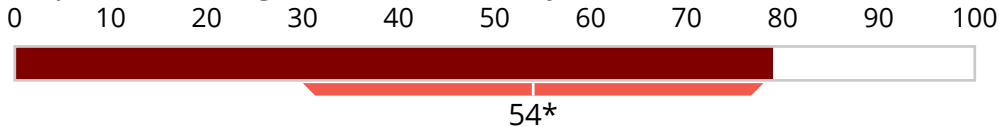
This section gives you insight into your top four behavioral traits to further identify your unique strengths.

# Primary Driving Forces Cluster

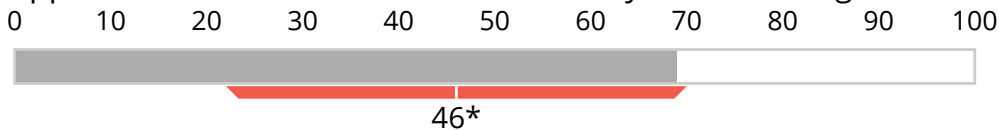


Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

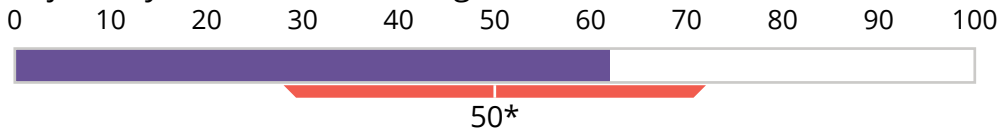
**1. Intellectual** - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



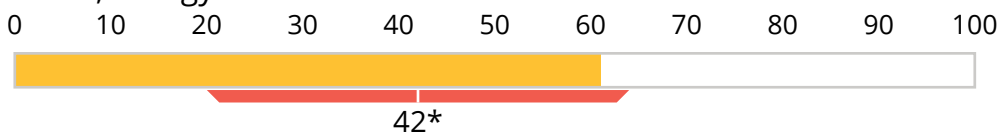
**2. Receptive** - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



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



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

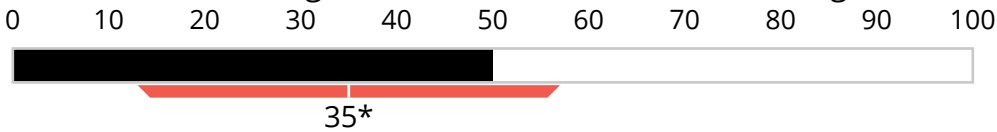


# Situational Driving Forces Cluster



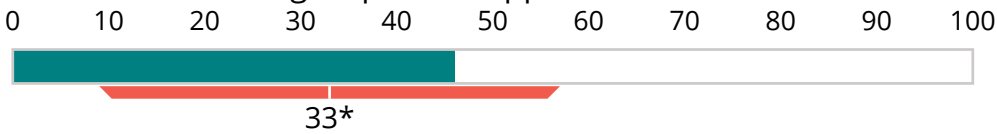
Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

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



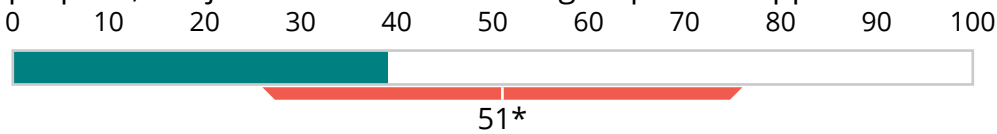
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**6. Altruistic** - People who are driven to assist others for the satisfaction of being helpful or supportive.



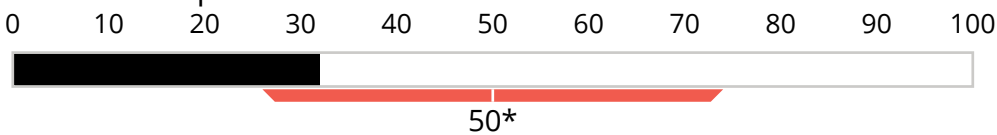
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**7. Intentional** - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



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



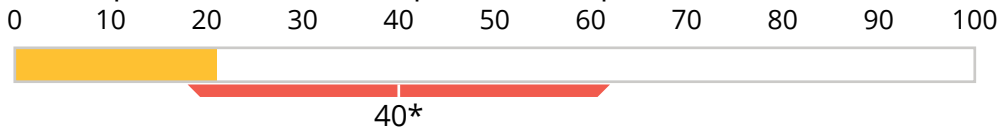
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# Indifferent Driving Forces Cluster

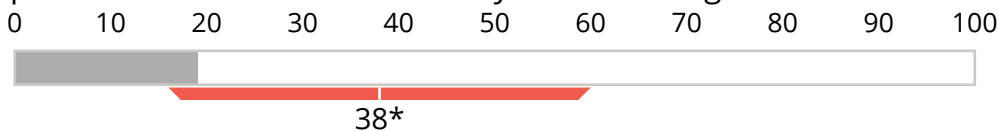


You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

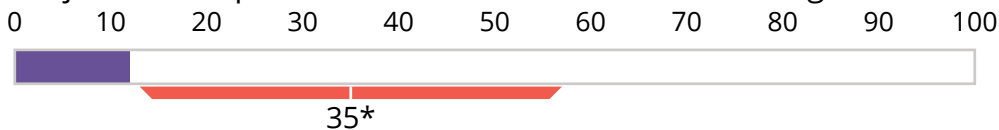
**9. Selfless** - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



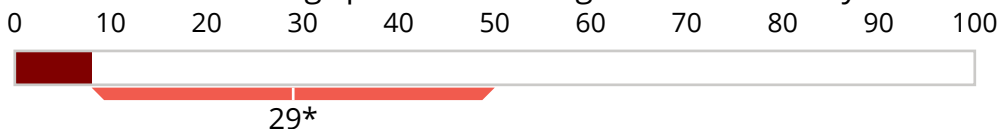
**10. Structured** - People who are driven by traditional approaches, proven methods and a defined system for living.



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



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

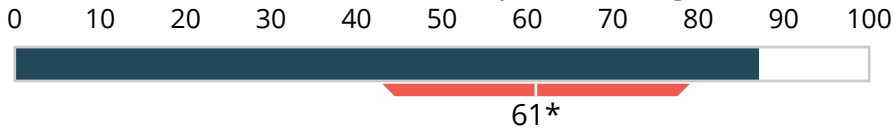


# Behavioral Hierarchy



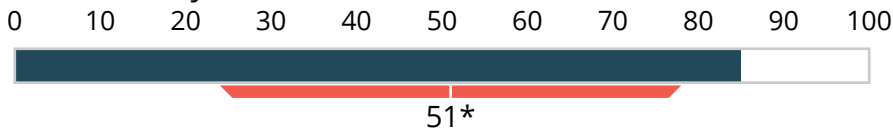
Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

## 1. Persistence - Finish tasks despite challenges or resistance.



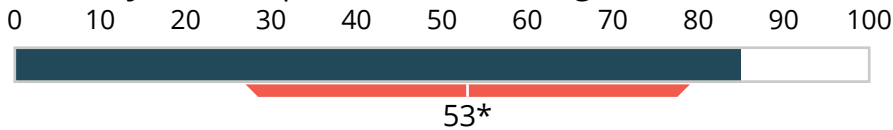
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## 2. Organized Workplace - Establish and maintain specific order in daily activities.



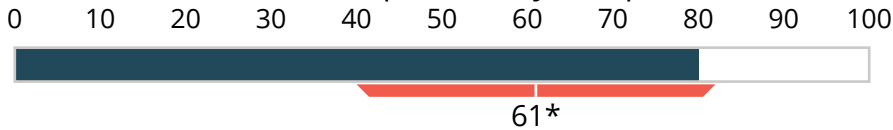
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## 3. Analysis - Compile, confirm and organize information.



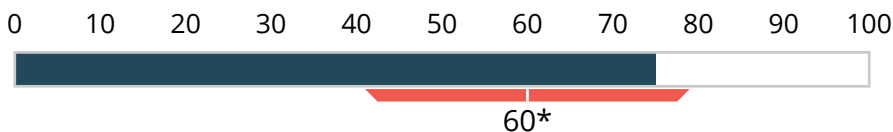
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## 4. Consistent - Perform predictably in repetitive situations.



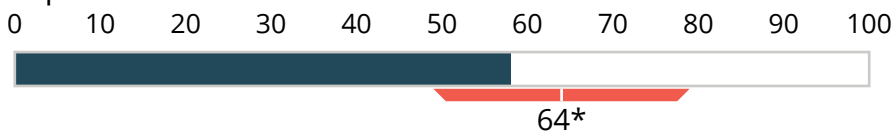
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## 5. Following Policy - Adhere to rules, regulations, or existing methods.



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## 6. Customer-Oriented - Identify and fulfill customer expectations.



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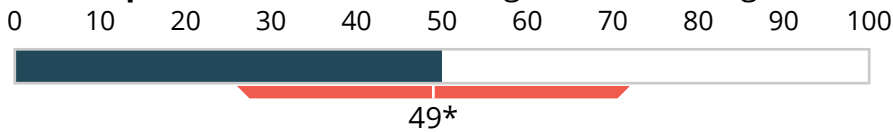


\* 68% of the population falls within the shaded area.

# Behavioral Hierarchy

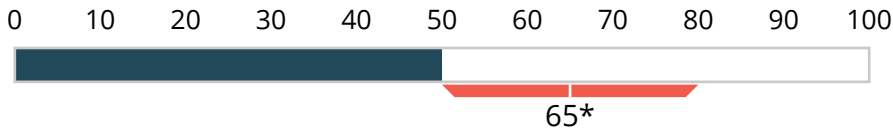


**7. Competitive** - Want to win or gain an advantage.



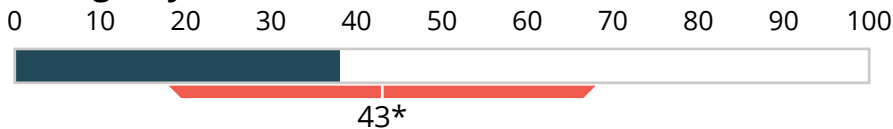
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**8. People-Oriented** - Build rapport with a wide range of individuals.



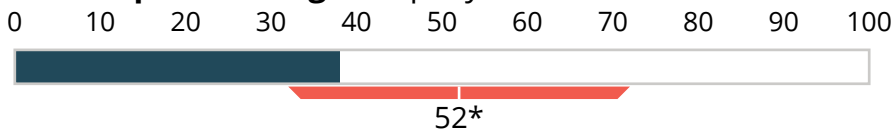
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**9. Urgency** - Take immediate action.



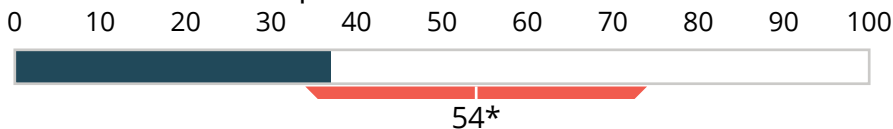
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**10. Frequent Change** - Rapidly shift between tasks.



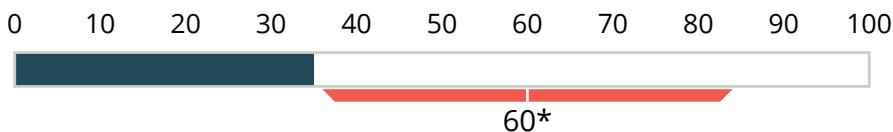
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**11. Versatile** - Adapt to various situations with ease.

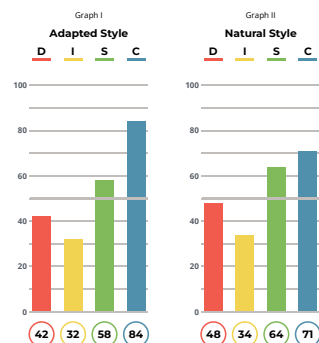


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**12. Interaction** - Frequently engage and communicate with others.



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



# Driving Forces Feedback



*Your motivation to succeed is, in part, determined by your underlying driving forces. You will feel energized and successful at work when your job supports and satisfies these driving forces. The following 4 factors make up your primary driving forces cluster.*

## 1. Intellectual

- You are driven by opportunities to learn, acquire knowledge and the discovery of truth.

## 2. Receptive

- You are driven by new ideas, methods and opportunities that fall outside a defined system for living.

## 3. Objective

- You are driven by the functionality and objectivity of their surroundings.

## 4. Resourceful

- You are driven by practical results, maximizing both efficiency and returns for your investments of time, talent, energy and resources.

# Driving Forces Feedback



Applicant will use knowledge as a benchmark for success. He will be energized in any position in which advancement is based on continuous learning. He won't get hung up on a specific approach and will keep momentum moving forward. He will not be afraid to explore new and different ways of interpreting his own belief system. Applicant tends to focus on the task at hand regardless of his surroundings. He is capable of functioning in an environment filled with chaos. He may use wealth as a way to measure his success. He will create opportunities for others if he sees a potential return in the future. In most situations Applicant may look for ways to create collaboration. He may focus on the greater good more than personal advancement. He may attempt to help an individual or group to overcome adversity. He can be patient and sensitive to others.

# Behavioral Feedback



Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:

## 1. Persistence

- You are focused on the task at hand and make sure it is complete despite challenges or resistance.

## 2. Organized Workplace

- Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.

## 3. Analysis

- You are able to analyze and challenge a large number of details, data, and facts prior to making decisions.



# Behavioral Feedback



Applicant resists change if he feels the change will lower the quality of his work. If change is inevitable, he may need reassurances that his standards will continue to be met. Rules and procedures provide security for his job performance. Applicant can devote all his energy to the job, and that offers security to his work situation. Because of high expectations of his own job performance, Applicant may sometimes feel that other workers cannot perform up to his standards. In conflict situations, Applicant usually remains calm and cool-headed. When things calm down, however, he may suffer some delayed reaction. Some people see him as being fussy and meticulous. He takes much pride in precise and accurate work, but others may not always understand his attention to details. He may have a low trust level of others. Becoming acquainted with him can be difficult since he tends to withhold his emotions. He may appear to be cool and distant. He prefers doing the job right the first time, rather than taking shortcuts that may lessen the quality of work. He sees it as the efficient way of task completion.

