



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Job Report

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11-15-2013

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Podcast: Help for Leaders

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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 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

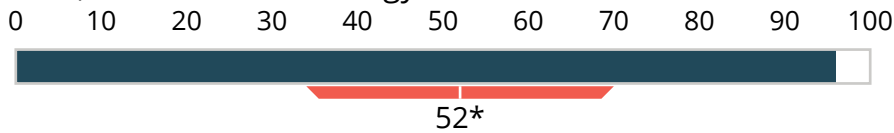
This section contains suggested interview questions that pertain specifically to the behavioral traits required by the job.



Job Rewards/Culture Hierarchy

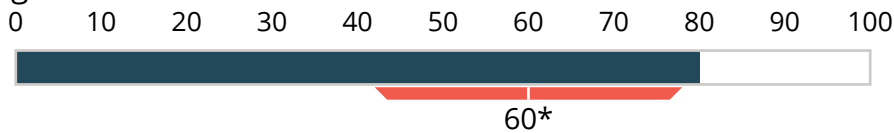
This section identifies the rewards/culture system of a specific job. Matching a person's passion to a job that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the job to the lowest.

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



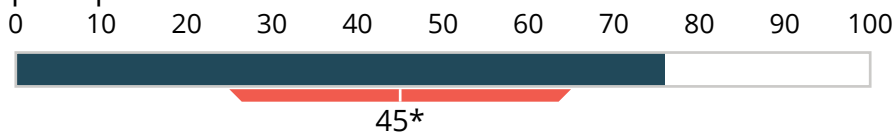
96

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



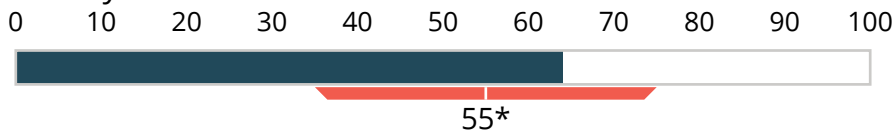
80

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



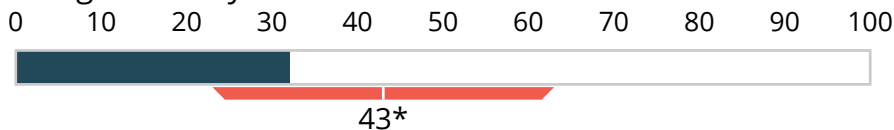
76

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



64

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



32

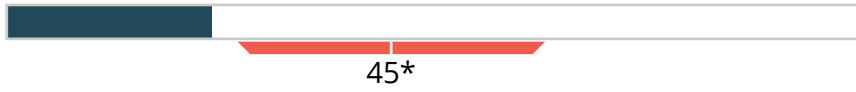
* 68% of the population falls within the shaded area.

Job Rewards/Culture Hierarchy



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

0 10 20 30 40 50 60 70 80 90 100



24

* 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.

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

0 10 20 30 40 50 60 70 80 90 100



52*

100

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

0 10 20 30 40 50 60 70 80 90 100



60*

100

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

0 10 20 30 40 50 60 70 80 90 100



55*

100

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

0 10 20 30 40 50 60 70 80 90 100



45*

90

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

0 10 20 30 40 50 60 70 80 90 100



45*

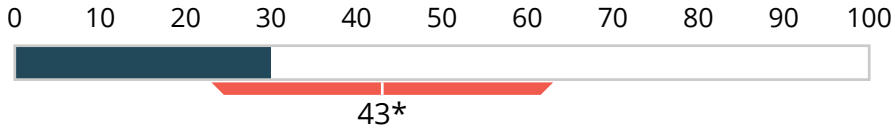
40

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

Organizational Rewards/Culture Hierarchy



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



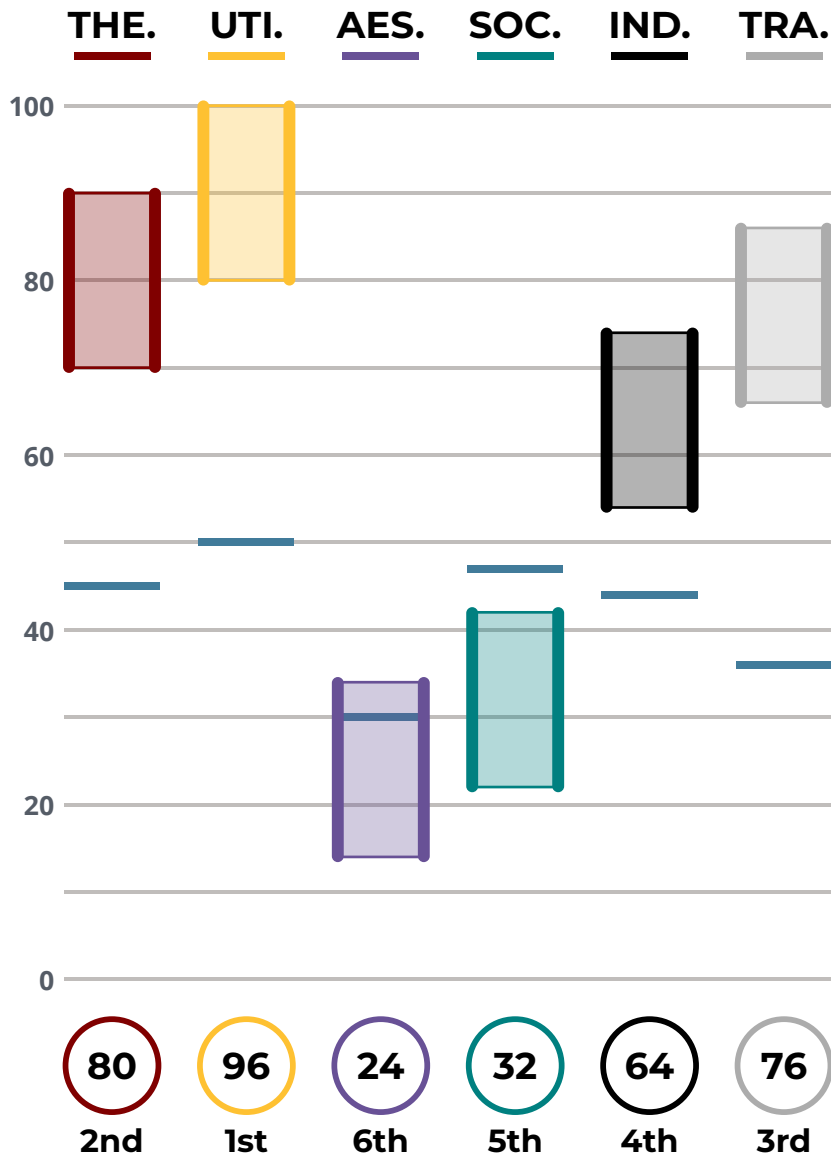
* 68% of the population falls within the shaded area.


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.

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 Job Range (20 point range)

T: 38:06

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.

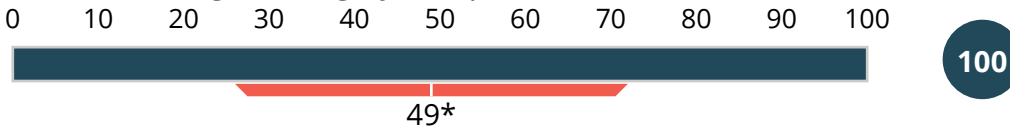
Congratulations! Based on the information analyzed, this position does not have immediate potential for internal behavioral conflicts. Please be aware that any variance from how the position was described in the assessment responses could lead to me-me conflicts or behavioral stress.

Behavioral Hierarchy

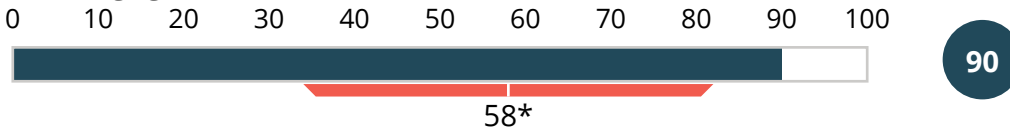


This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to stress reduction and superior job performance.

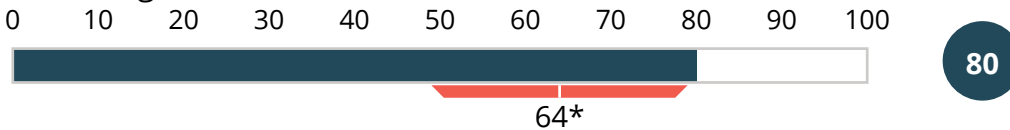
1. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



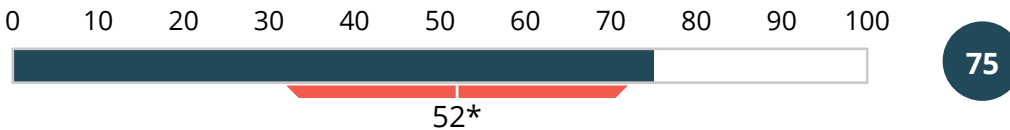
2. Interaction - The job requires frequent communication and engagement with others.



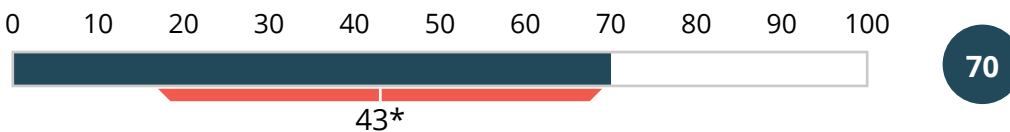
3. People-Oriented - The job requires building rapport with a wide range of individuals.



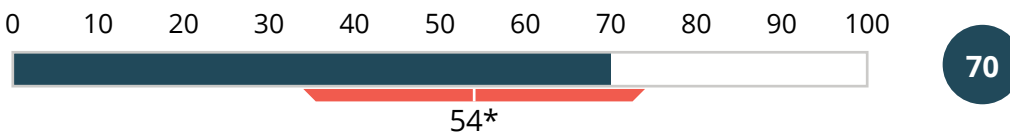
4. Frequent Change - The job requires rapid shifts between tasks.



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



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

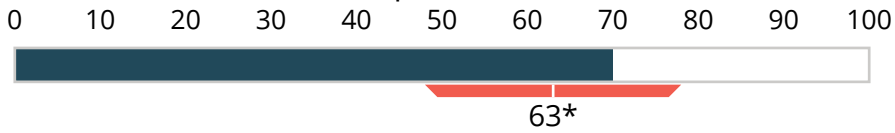


* 68% of the population falls within the shaded area.

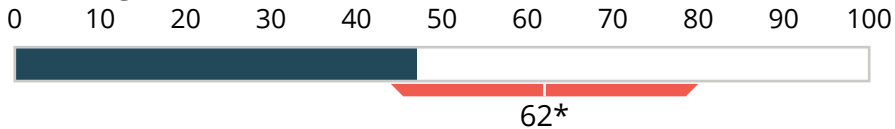
Behavioral Hierarchy



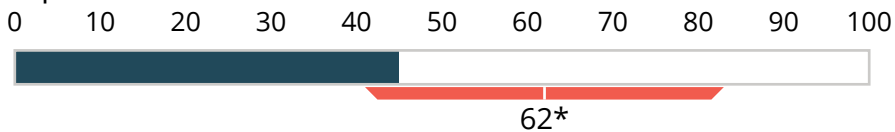
7. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



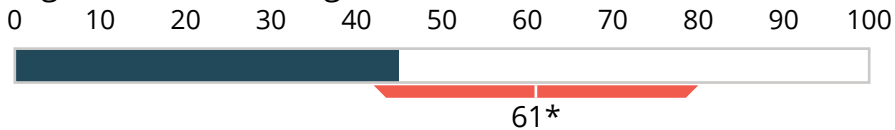
8. Persistence - The job requires finishing tasks despite challenges or resistance.



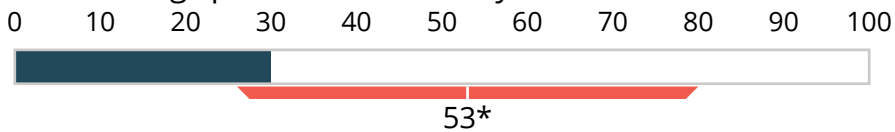
9. Consistent - The job requires predictable performance in repetitive situations.



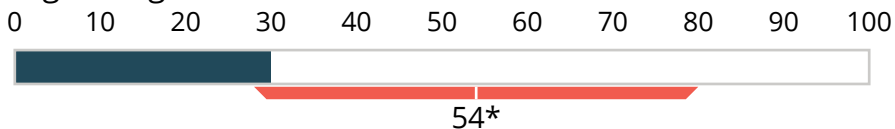
10. Following Policy - The job requires adhering to rules, regulations or existing methods.



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



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



WB: 81-82-43-44 (13)

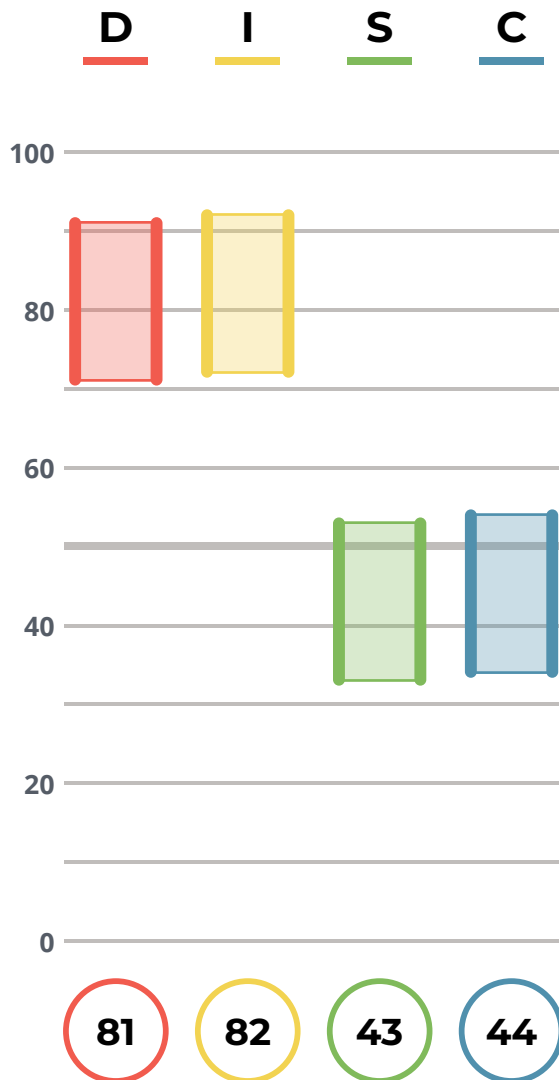
* 68% of the population falls within the shaded area.


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.

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11-15-2013



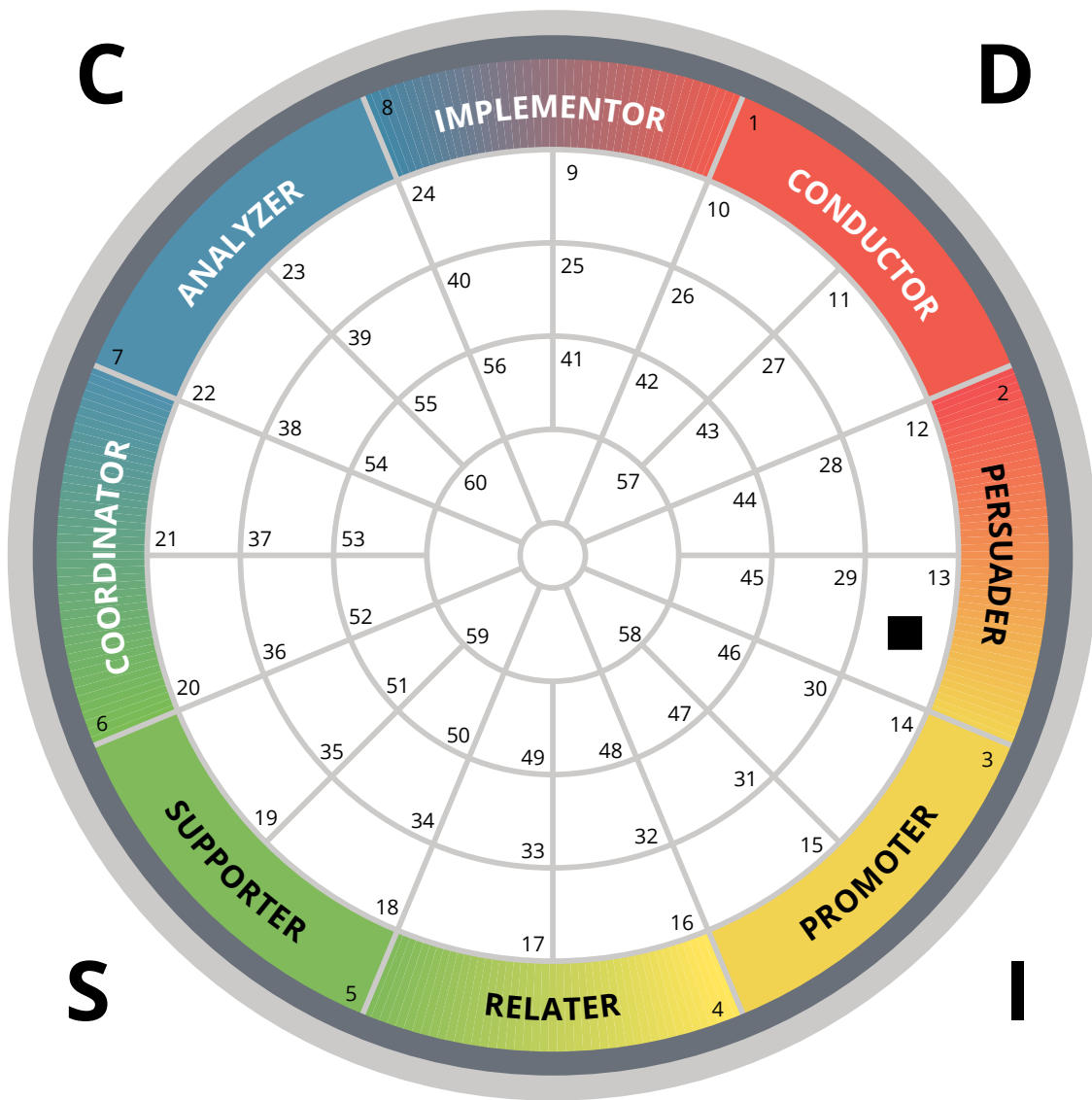
 Job Range (20 point range)

T: 16:06

The TTI Success Insights® Wheel



11-15-2013



Workplace Behaviors: ■ (13) PROMOTING PERSUADER

T: 16:06

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. Utilitarian/Economic

- Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

2. Theoretical

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

3. Traditional/Regulatory

- Rewards those who value traditions inherent in social structure, rules, regulations and principles.

Behaviors 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. **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?

2. **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?

3. **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.

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 Summary

President

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

