



TTI  
SUCCESS  
INSIGHTS®

# Interviewing Insights™

## General

**Jane Doe**

Assistant Manager

ABC Company

07.14.2021

**Leadership Resources and Consulting**

Podcast: Help for Leaders

800-746-1656

info@disc-report.com



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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.

# Behavioral Characteristics



*Based on Jane'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 Jane's natural behavior.*

Jane is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. Relationships with others are warm, personal and lasting. She may have difficulty sharing her feelings if it may disturb the relationship. She may not project a sense of urgency like some people with different behavioral styles. Jane can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She can be motivated through teamwork. She likes to know she is a valued team member. She is often seen as practical and objective. Once Jane has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. When the time is right, Jane can stand up aggressively for what she believes. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals.

Jane may tend to fight for her beliefs or those things she feels passionate about. She is persistent and persevering in her approach to achieving goals. She tries to use balanced judgment. She is the person who brings stability to the entire team. She prefers to take time to analyze situations that can be felt, touched, seen, heard, personally observed or experienced. Jane finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." Occasionally she will underplay bad news if telling it as it is will offend someone. She may fear it would disturb the relationship. She may want to think over major decisions before acting. She must be convinced that actions will produce the desired result. Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process.



# Behavioral Characteristics

## Continued



Jane does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when her ideals and beliefs are confronted. She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group. Jane will be open with those she trusts; however, reaching the required trust level may take time. She likes a friendly, open style of communication. She likes to know what is expected of her in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues.



# Ideal Environment



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

- ✓ Jobs for which standards and methods are established.
- ✓ Little conflict between people.
- ✓ Workplace where people seldom get mad.
- ✓ An environment that allows time to change.
- ✓ Practical work procedures.
- ✓ Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- ✓ Needs personal attention from her manager and compliments for each assignment well done.
- ✓ An environment in which she may deal with people on a personal, intimate basis.
- ✓ A stable and predictable environment.



# Value to the Organization



*This section of the report identifies the specific talents and behavior Jane 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.*

- ✓ Will gather data for decision making.
- ✓ Service-oriented.
- ✓ Turns confrontation into positives.
- ✓ Builds good relationships.
- ✓ Respect for authority and organizational structure.
- ✓ Adaptable.
- ✓ Good at reconciling factions—is calming and adds stability.
- ✓ Concerned about quality.
- ✓ Works for a leader and a cause.



# 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?



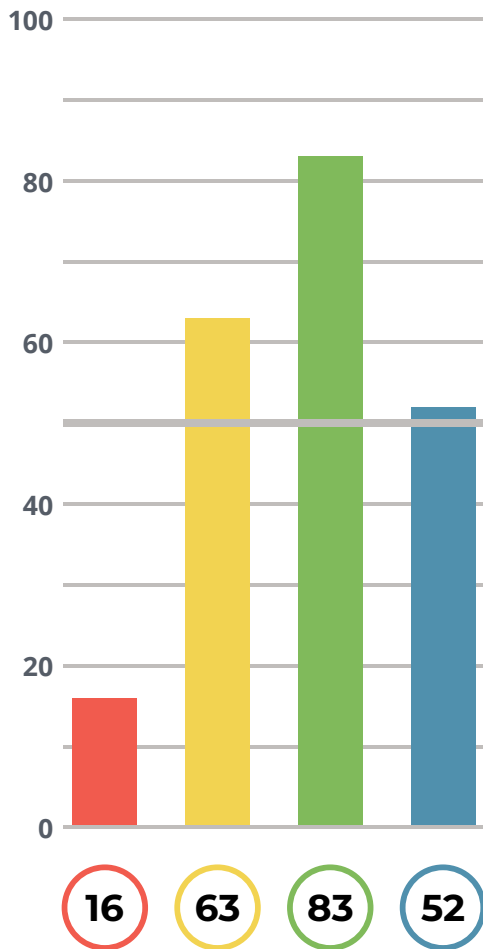
# Style Insights® Graphs



Graph I

## Adapted Style

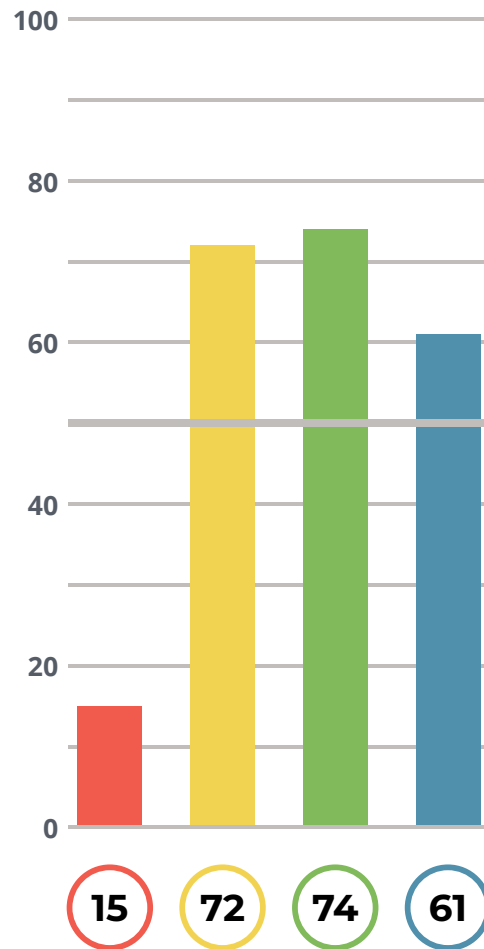
**D** **I** **S** **C**



Graph II

## Natural Style

**D** **I** **S** **C**



# The TTI Success Insights® Wheel



The TTI 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.

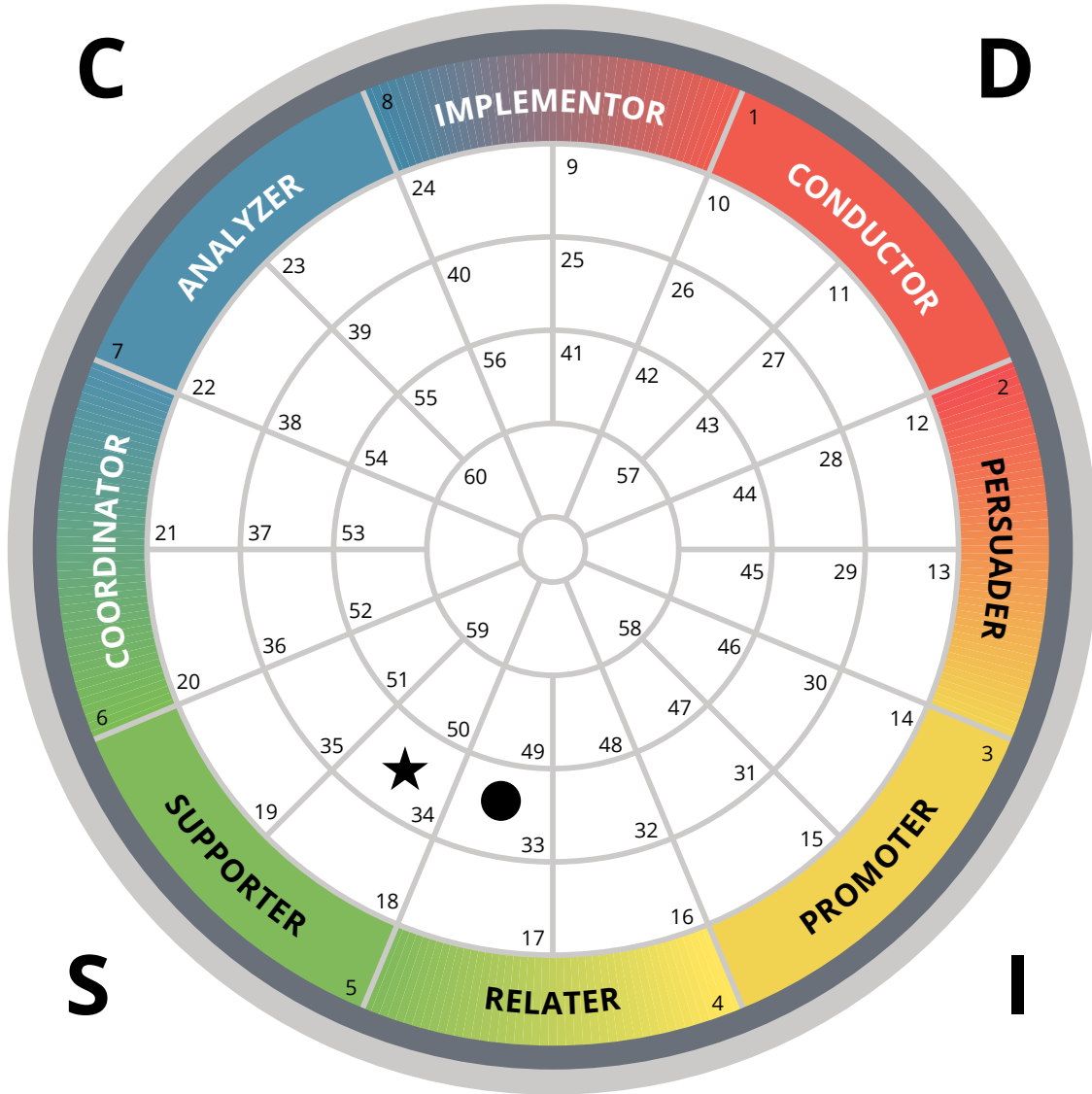
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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 TTI Success Insights® Wheel



**Jane Doe**  
 ABC Company  
 7-14-2021



Adapted: ★ (34) RELATING SUPPORTER (FLEXIBLE)  
 Natural: ● (33) SUPPORTING RELATER (FLEXIBLE)  
 Norm 2021 R4

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