



TTI
SUCCESS
INSIGHTS®

Team Building

Mickey Mouse

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Leadership Resources and Consulting

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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.

"All people exhibit all four behavioral factors in varying degrees of intensity."

–W.M. Marston

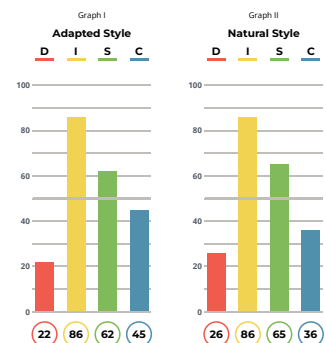
Basic Characteristics



Based on Mickey's responses, the report has generated general behavioral statements to provide information on his natural behavior. That is, if left on his own, HOW HE WOULD CHOOSE TO DO THE JOB. Use this information to gain a better understanding of Mickey's natural behavior.

Mickey is optimistic and usually has a positive sense of humor. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He likes quality social relationships. He often will become friends with his customers or clients. Mickey is most likely to be at his best in situations where important things, such as values, judgments, feelings and emotions are involved. He prides himself on his "intuition." His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He believes in getting results through other people. He prefers the "team approach." He likes to develop people and build organizations. Mickey tries to influence others through a personal relationship and many times will perform services to develop this relationship. He likes public recognition for his achievements. One of his motivating factors is recognition and praise.

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



Basic Characteristics

Continued



Mickey is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Mickey will attempt to put them at ease. He 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 his decisions and actions. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! Mickey is both a good talker and a good listener. He judges others by their verbal skills and warmth. It is important for Mickey to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences.

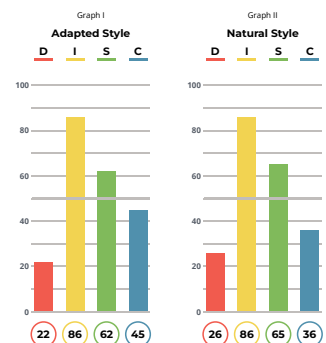


Work Characteristics



Mickey sees his present work environment requiring him to exhibit the behavior listed on this page. If the following statements DO NOT sound job related, explore the reasons why he is adapting this behavior.

- ✓ Participative decision making.
- ✓ Positive, outgoing, friendly behavior.
- ✓ Obtaining results through people.
- ✓ Optimistic, future-oriented outlook.
- ✓ Presenting a practical, proven approach to decision making.
- ✓ Undemanding of others' time and attention.
- ✓ Using restraint when confrontation occurs.
- ✓ Making tactful decisions.
- ✓ Contacting people using a variety of modes.
- ✓ Flexibility.
- ✓ Being cooperative and supportive.



Value To The Team



This section of the report identifies Mickey's value to the team. Discuss this list and identify those values most important to the team.

- ✓ Turns confrontation into positives.
- ✓ Positive sense of humor.
- ✓ Accomplishes goals through people.
- ✓ Respect for authority and organizational structure.
- ✓ Optimistic and enthusiastic.
- ✓ Creative problem solving.
- ✓ Team player.

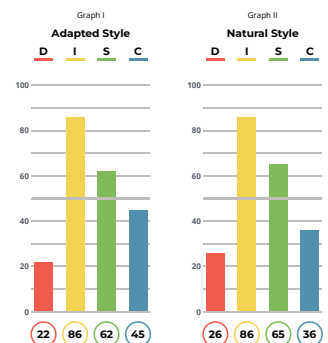


Value To The Organization



This section identifies the behavior Mickey brings to the organization. Use these statements to capitalize on Mickey's value to the team and organization.

- ✓ Team player.
- ✓ People-oriented.
- ✓ Accomplishes goals through people.
- ✓ Flexible.
- ✓ Creative problem solving.
- ✓ Respect for authority and organizational structure.
- ✓ Verbalizes his feelings.



Checklist For Communicating



Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Mickey. Read each statement and identify the 3 or 4 statements which are most important to him. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with Mickey most frequently.

Ways to Communicate

- ✓ Be sincere and use a tone of voice that shows sincerity.
- ✓ Provide ideas for implementing action.
- ✓ Talk about him, his goals and the opinions he finds stimulating.
- ✓ Support your communications with correct facts and data.
- ✓ Be prepared.
- ✓ Take your time and be persistent.
- ✓ Provide testimonials from people he sees as important.
- ✓ Use a scheduled timetable when implementing new action.
- ✓ Offer special, immediate and continuing incentives for his willingness to take risks.
- ✓ Leave time for relating, socializing.
- ✓ Provide a warm and friendly environment.
- ✓ Take time to be sure that he is in agreement and understands what you said.
- ✓ Read the body language for approval or disapproval.



Checklist For Communicating

Continued



This section of the report is a list of things NOT to do while communicating with Mickey. Review each statement with Mickey and identify those methods of communication that result in frustration or reduced performance. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Ways NOT to Communicate

- ❌ Legislate or muffle—don't overcontrol the conversation.
- ❌ Make promises you cannot deliver.
- ❌ Talk to him when you're extremely angry.
- ❌ Push too hard or be unrealistic with deadlines.
- ❌ Be curt, cold or tight-lipped.
- ❌ Leave decisions hanging in the air.
- ❌ Talk down to him.
- ❌ Drive on to facts, figures, alternatives or abstractions.
- ❌ Be haphazard.
- ❌ "Dream" with him or you'll lose time.
- ❌ Take credit for his ideas.
- ❌ Be dictatorial.



Communication Tips



This section provides suggestions for methods which will improve Mickey's communications with others. The tips include a brief description of typical people with whom he may interact. By adapting to the communication style desired by other people, Mickey will become more effective in his communications with them. He may have to practice some flexibility in varying his communication style with others who may be different from himself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

C Compliance

When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:

- ✓ Prepare your "case" in advance.
- ✓ Stick to business.
- ✓ Be accurate and realistic.
- ✗ Being giddy, casual, informal, loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganized or messy.

D Dominance

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:

- ✓ Be clear, specific, brief and to the point.
- ✓ Stick to business.
- ✓ Be prepared with support material in a well-organized "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganized.

S Steadiness

When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:

- ✓ Begin with a personal comment—break the ice.
- ✓ Present your case softly, non-threateningly.
- ✓ Ask "how?" questions to draw their opinions.
- ✗ Rushing headlong into business.
- ✗ Being domineering or demanding.
- ✗ Forcing them to respond quickly to your objectives.

I Influence

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:

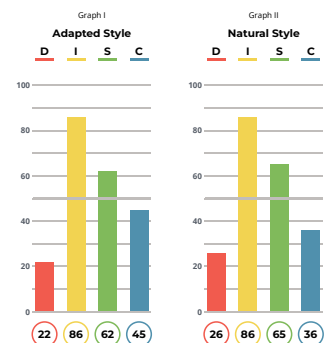
- ✓ Provide a warm and friendly environment.
- ✓ Don't deal with a lot of details (put them in writing).
- ✓ Ask "feeling" questions to draw their opinions or comments.
- ✗ Being curt, cold or tight-lipped.
- ✗ Controlling the conversation.
- ✗ Driving on facts and figures, alternatives, abstractions.



Team Effectiveness Factors

Mickey's behavioral work style may or may not be compatible with other team members. Each team member brings their own strengths and weaknesses. This section of the report allows his strengths and weaknesses to be analyzed. Read and share these statements with other team members. Remember, a strength can turn into a weakness if overextended.

- STRENGTH - Value people over things. POTENTIAL WEAKNESS - Have difficulty planning and controlling time if people are involved.
- STRENGTH - People-oriented. POTENTIAL WEAKNESS - Unrealistic in appraising people--tends to trust people indiscriminately.
- STRENGTH - Good communicator and good at meeting new people. POTENTIAL WEAKNESS - May oversell himself and turn others off.
- STRENGTH - Good interpersonal relationship skills. POTENTIAL WEAKNESS - May be too lenient and have trouble disciplining.



Perceptions



See Yourself As Others See You

A person's behavior and feelings may be quickly telegraphed to others. This section provides additional information on Mickey's self-perception and how, under certain conditions, others may perceive his behavior. Understanding this section will empower Mickey to project the image that will allow him to control the situation.



Mickey usually sees himself as being:

- ✓ Enthusiastic
- ✓ Inspiring
- ✓ Outgoing
- ✓ Persuasive
- ✓ Charming
- ✓ Optimistic



Under moderate pressure, tension, stress or fatigue, others may see him as being:

- ✓ Self-Promoting
- ✓ Overly Optimistic
- ✓ Glib
- ✓ Unrealistic



Under extreme pressure, stress or fatigue, others may see him as being:

- ✓ Overly Confident
- ✓ Poor Listener
- ✓ Talkative
- ✓ Self-Promoter

Descriptors



Based on Mickey's responses, the report has marked those words that describe his personal behavior. They describe how he solves problems and meets challenges, influences people, responds to the pace of the environment and how he responds to rules and procedures set by others.

| | | | |
|------------------|------------------|-------------------|-------------------|
| Driving | Inspiring | Relaxed | Cautious |
| Ambitious | Magnetic | Passive | Careful |
| Pioneering | Enthusiastic | Patient | Exacting |
| Strong-Willed | Persuasive | Possessive | Systematic |
| Determined | Convincing | Predictable | Accurate |
| Competitive | Poised | Consistent | Open-Minded |
| Decisive | Optimistic | Steady | Balanced Judgment |
| Venturesome | Trusting | Stable | Diplomatic |
| Dominance | Influence | Steadiness | Compliance |
| Calculating | Reflective | Mobile | Firm |
| Cooperative | Factual | Active | Independent |
| Hesitant | Calculating | Restless | Self-Willed |
| Cautious | Skeptical | Impatient | Obstinate |
| Agreeable | Logical | Pressure-Oriented | Unsystematic |
| Modest | Suspicious | Eager | Uninhibited |
| Peaceful | Matter-of-Fact | Flexible | Arbitrary |
| Unobtrusive | Incisive | Impulsive | Unbending |

Action Plan

Professional Development



1. I learned the following behaviors contribute positively to increasing my professional effectiveness: (list 1-3)

2. My report uncovered the following behaviors I need to modify or adjust to make me more effective in my career: (list 1-3)

3. When I make changes to these behaviors, they will have the following impact on my career:

4. I will make the following changes to my behavior, and I will implement them by _____:

Action Plan

Personal Development



1. When reviewing my report for personal development, I learned the following key behaviors contribute to reaching my goals and the quality of life I desire: (list 1-3)

2. The following behaviors were revealed, which show room for improvement to enhance the quality of my life: (list 1-3)

3. When I make changes to these behaviors, I will experience the following benefits in my quality of life:

4. I will make the following changes to my behavior, and I will implement them by _____:

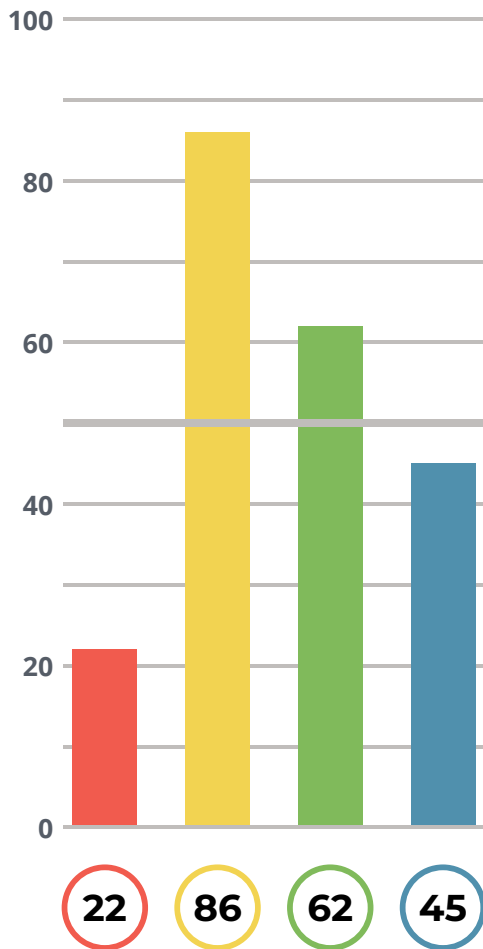
Style Insights® Graphs



Graph I

Adapted Style

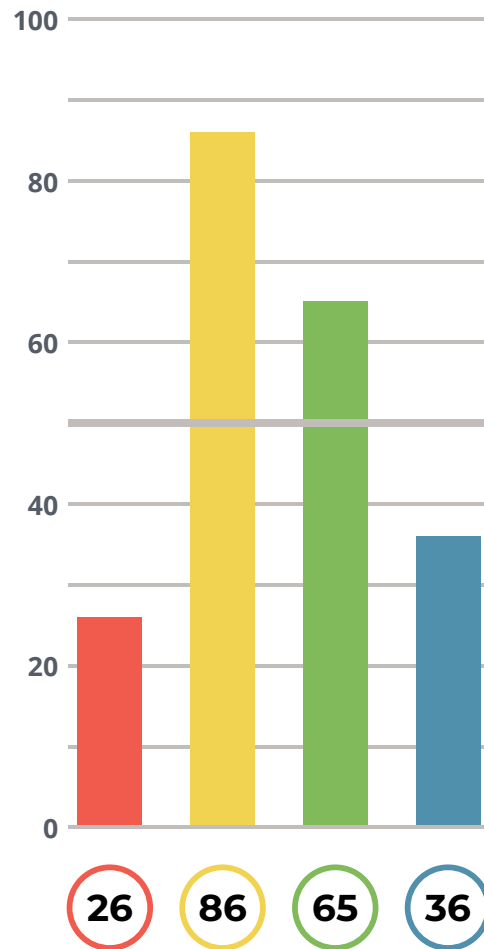
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Graph II

Natural Style

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



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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.

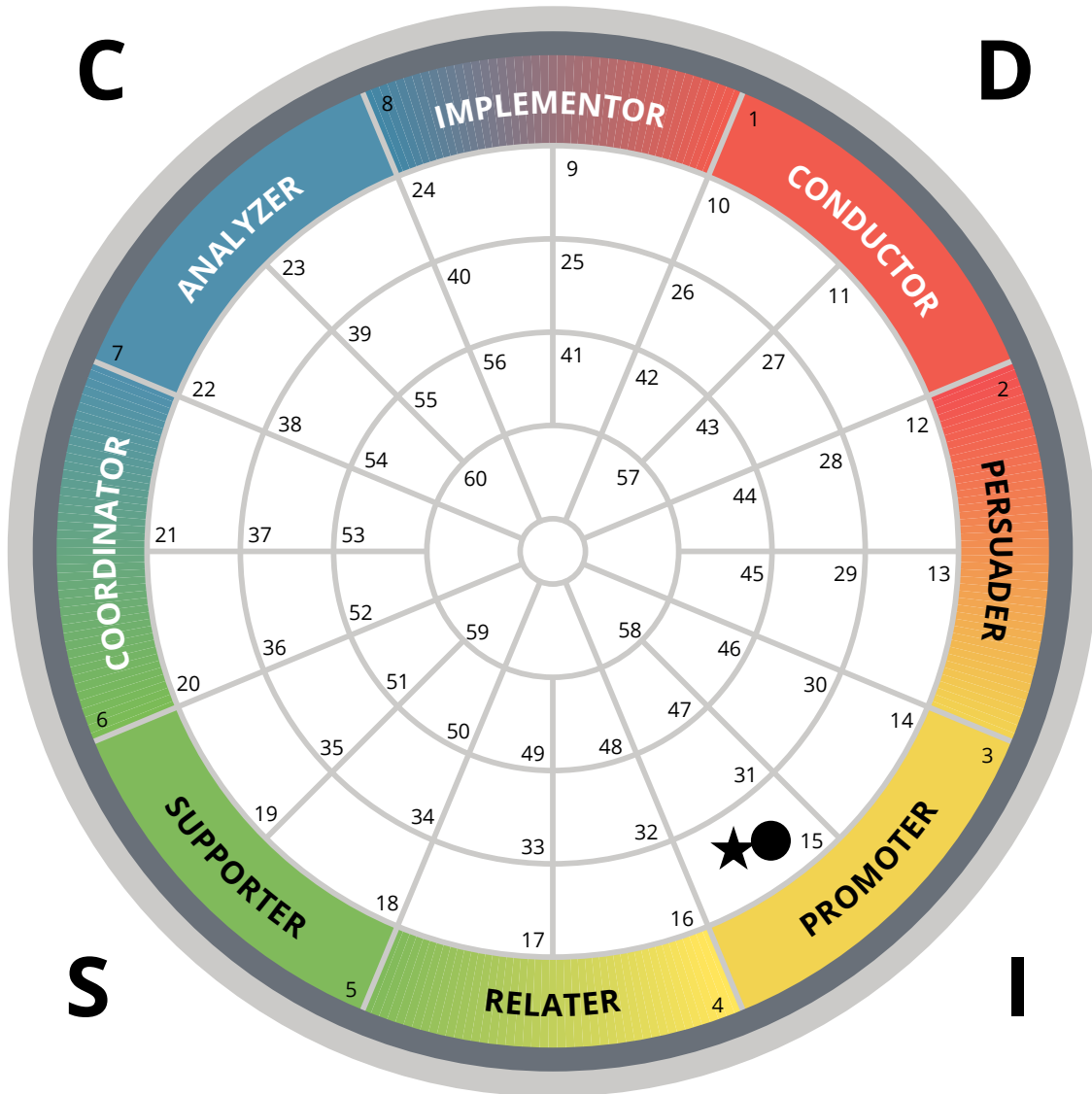
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.

The TTI Success Insights® Wheel



Mickey Mouse

12-29-2013



Adapted: ★ (15) RELATING PROMOTER
 Natural: ● (15) RELATING PROMOTER
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