



TTI
SUCCESS
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Talent Insights®

Talent Report

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Podcast: Help for Leaders

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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:

Motivators Hierarchy (6 Areas)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

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.

Motivators Feedback

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

Behavioral Feedback

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

Motivators Hierarchy



Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest 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



77

50*

2. 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



77

57*

3. 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



50

60*

4. 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

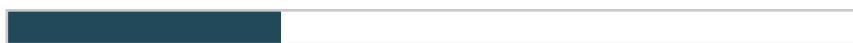


37

43*

5. 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



32

47*

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

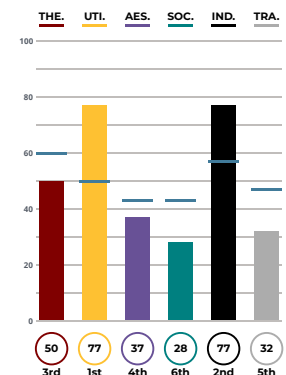
0 10 20 30 40 50 60 70 80 90 100



28

43*

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

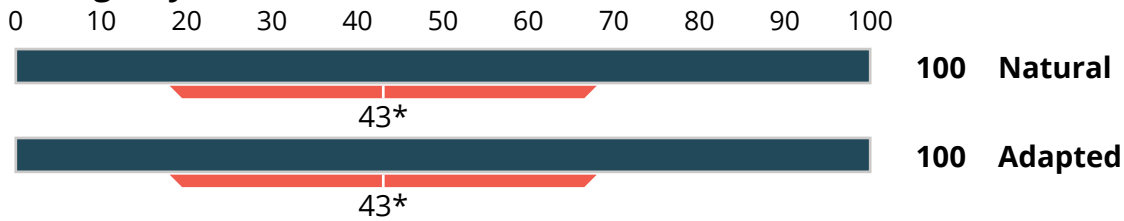


Behavioral Hierarchy

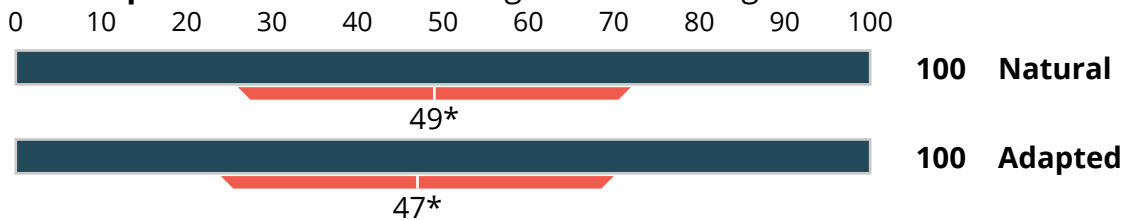


Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

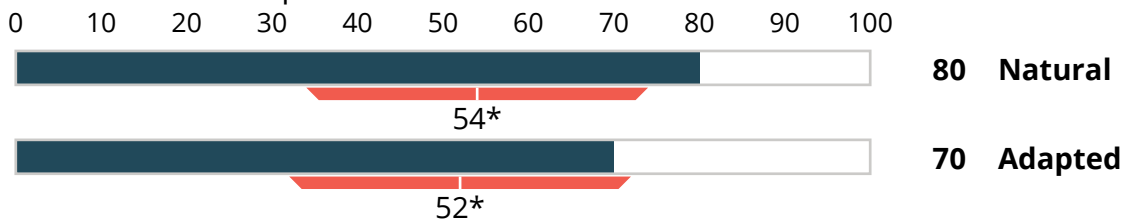
1. Urgency - Take immediate action.



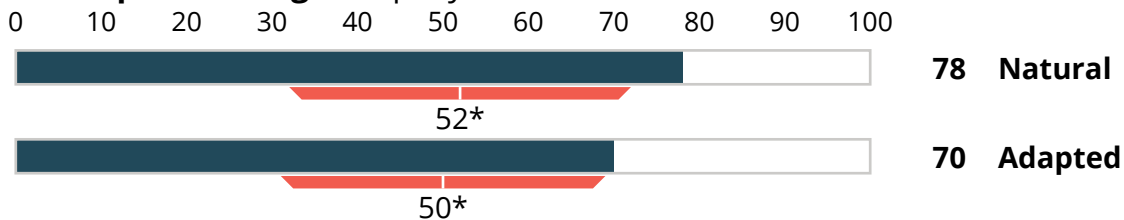
2. Competitive - Want to win or gain an advantage.



3. Versatile - Adapt to various situations with ease.



4. Frequent Change - Rapidly shift between tasks.



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

Behavioral Hierarchy

Continued



5. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100



60 Natural

60*



55 Adapted

55*

6. Analysis - Compile, confirm and organize information.

0 10 20 30 40 50 60 70 80 90 100



50 Natural

53*



55 Adapted

59*

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

0 10 20 30 40 50 60 70 80 90 100



40 Natural

65*



45 Adapted

62*

8. Persistence - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100



40 Natural

61*



48 Adapted

64*

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

Behavioral Hierarchy

Continued



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

0 10 20 30 40 50 60 70 80 90 100



38 Natural

60*



45 Adapted

63*

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

0 10 20 30 40 50 60 70 80 90 100



35 Natural

51*



38 Adapted

57*

11. Customer-Oriented - Identify and fulfill customer expectations.

0 10 20 30 40 50 60 70 80 90 100



33 Natural

64*



45 Adapted

62*

12. Consistent - Perform predictably in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100



32 Natural

61*



38 Adapted

64*

SIA: 88-55-12-55 (27) SIN: 94-56-08-45 (11)

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

Motivators Feedback



Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

1. Utilitarian/Economic

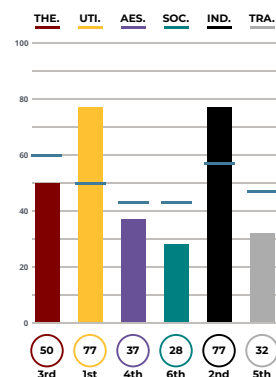
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves but for their present and future family. This motivator includes the practical affairs of the business world — the production, marketing and consumption of goods, the use of credit and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

2. Individualistic/Political

- You value personal recognition, freedom and control over your own destiny and others.
- The primary interest for this motivator is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power drive. Since competition and struggle play a large part in all areas of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain personalities in whom the desire for direct expression of this motive is uppermost; who wish, above all, for personal power, influence and renown.

3. Theoretical

- You value knowledge, continuing education and intellectual growth.
- The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.



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. Urgency

- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

2. Competitive

- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

3. Versatile

- You easily adapt to changes with a high level of optimism and a "can do" orientation.



Behavioral Feedback



Paul wants to be viewed as self-reliant and willing to pay the price for success. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He embraces visions not always seen by others. Paul's creative mind allows him to see the "big picture." Paul may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. He displays a high energy factor and is optimistic about the results he can achieve. The word "can't" is not in his vocabulary. He is extremely results-oriented, with a sense of urgency to complete projects quickly. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others.

