



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Job Report

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VP of Samples

TTI

08.19.2021

Leadership Resources and Consulting

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 24 separate areas. Additional feedback and suggested interview questions that pertain to each area complete this report.

Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

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.

Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

Driving Forces Interview Questions

This section contains suggested interview questions that pertain specifically to the rewards of the job.

Behavioral Interview Questions

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

Primary Driving Forces Cluster



This section is designed to give a visual understanding of the primary driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

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

0 10 20 30 40 50 60 70 80 90 100



49*

60

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

0 10 20 30 40 50 60 70 80 90 100



49*

58

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

0 10 20 30 40 50 60 70 80 90 100



40*

52

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

0 10 20 30 40 50 60 70 80 90 100



49*

52

Situational Driving Forces Cluster



This section is designed to give a visual understanding of the situational driving forces rewarded by the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

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

0 10 20 30 40 50 60 70 80 90 100



46

47*

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

0 10 20 30 40 50 60 70 80 90 100



44

53*

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

0 10 20 30 40 50 60 70 80 90 100



38

29*

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

0 10 20 30 40 50 60 70 80 90 100



31

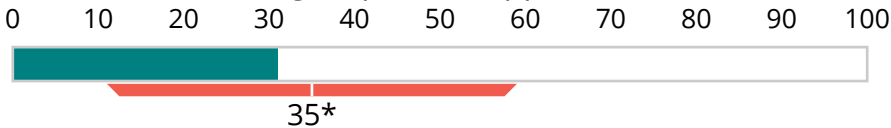
35*

Indifferent Driving Forces Cluster

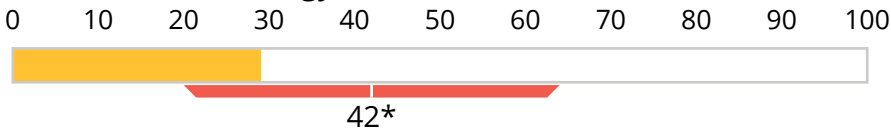


This section is designed to give a visual understanding of the driving forces that are indifferent to the position. The graphs below are in descending order from the highest rated driving forces rewarded by the job to the lowest. To create engagement and superior job performance it is important to align the individual's driving forces with the rewards of the job.

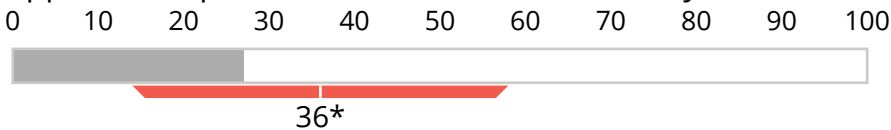
9. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



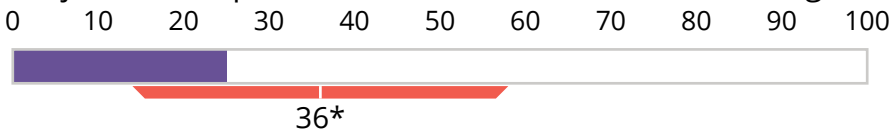
10. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



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



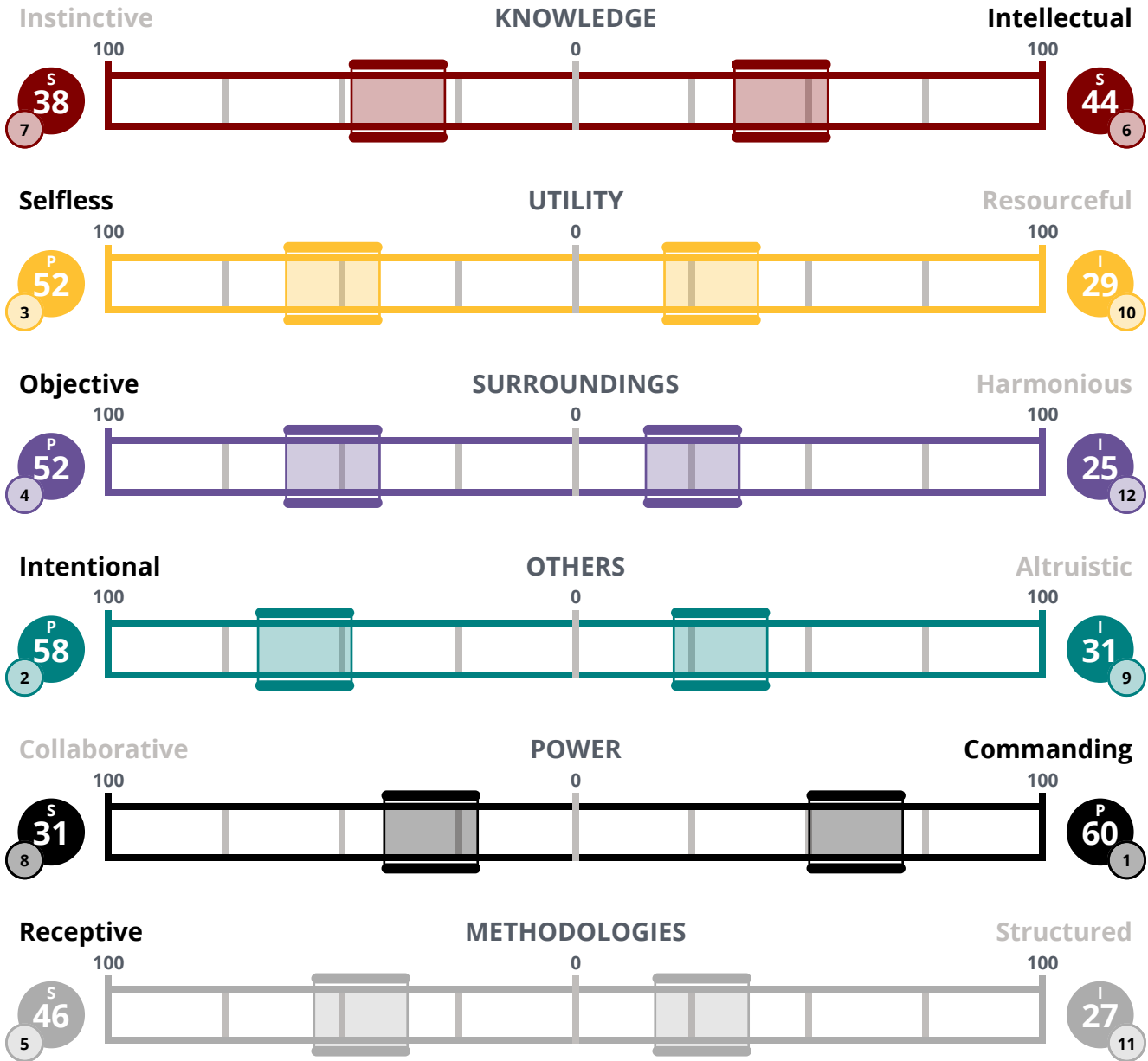
12. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



Driving Forces Graph



The following graph represents the score range of each Driving Force for the identified position. The ranges are denoted by the highlighted areas.



P Primary, Situational, or Indifferent
76 Driving Forces Score
3 Driving Forces Rank

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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.

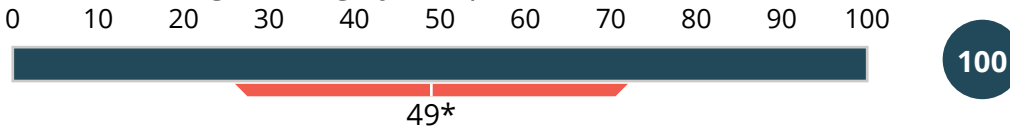
Congratulations! Based on the information analyzed, this position does not have immediate potential for internal behavioral conflicts. Please be aware that any variance from how the position was described in the assessment responses could lead to me-me conflicts or behavioral stress.

Behavioral Hierarchy

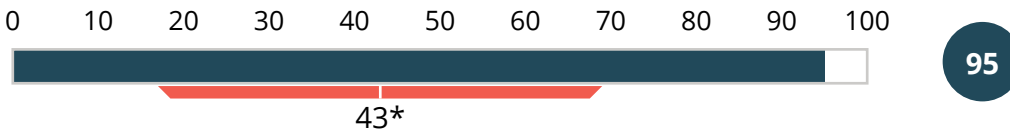


This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to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

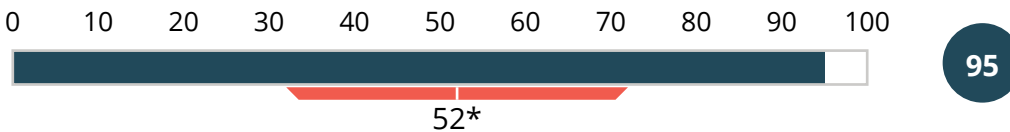
1. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



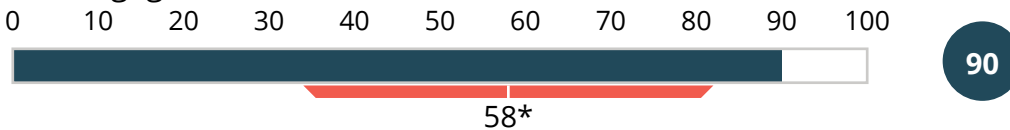
2. Urgency - The job requires decisiveness, quick response, and fast action.



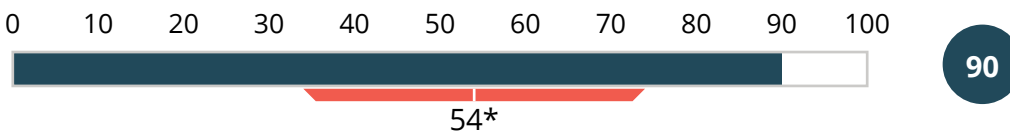
3. Frequent Change - The job requires rapid shifts between tasks.



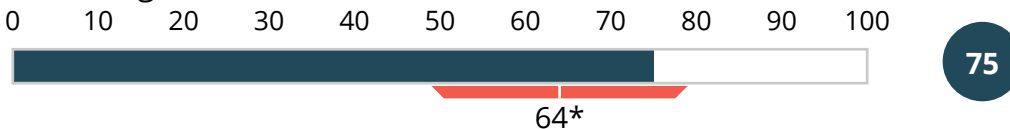
4. Interaction - The job requires frequent communication and engagement with others.



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



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

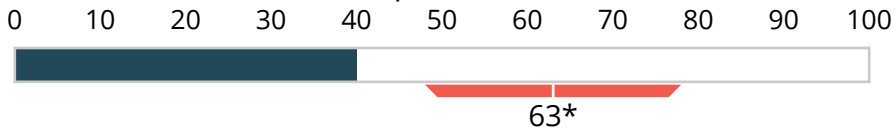


* 68% of the population falls within the shaded area.

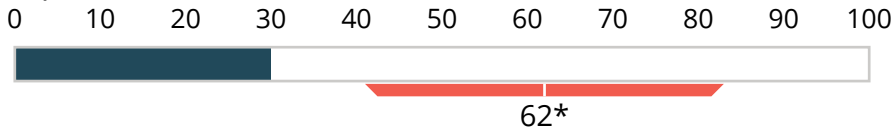
Behavioral Hierarchy



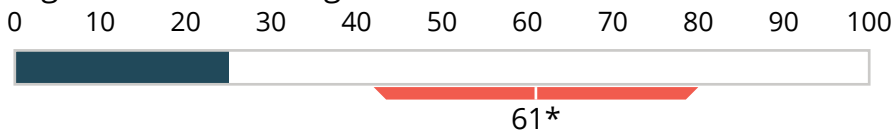
7. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



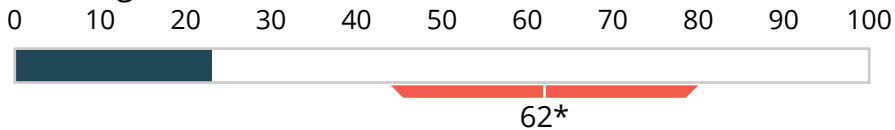
8. Consistent - The job requires predictable performance in repetitive situations.



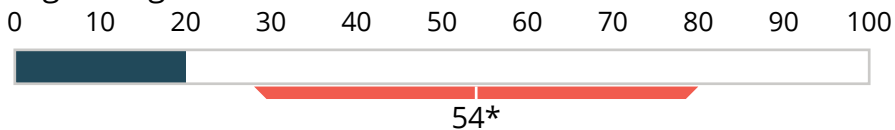
9. Following Policy - The job requires adhering to rules, regulations or existing methods.



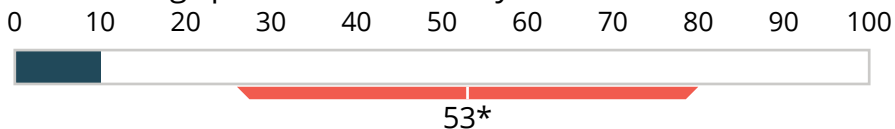
10. Persistence - The job requires finishing tasks despite challenges or resistance.



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



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



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

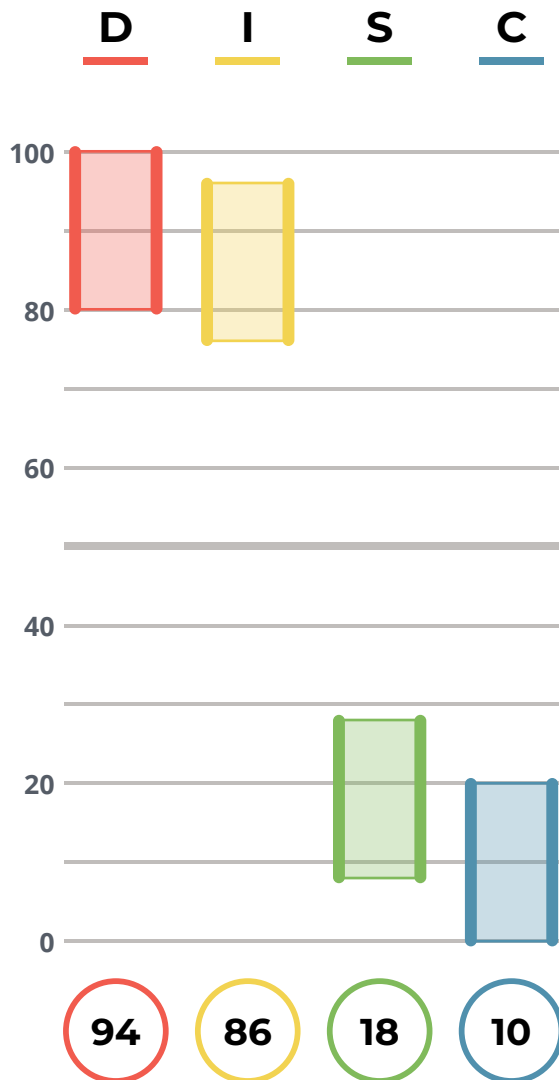
Workplace Behaviors®



The following graph represents the score range of each behavioral factor for the identified position. The ranges are denoted by the highlighted areas.

Samuel Sample

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Job Range (20 point range)

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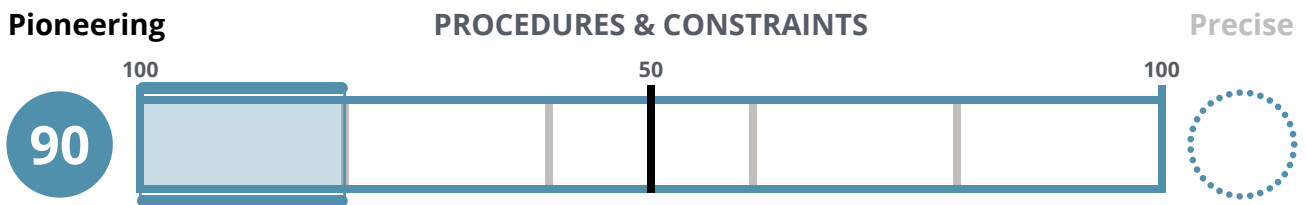
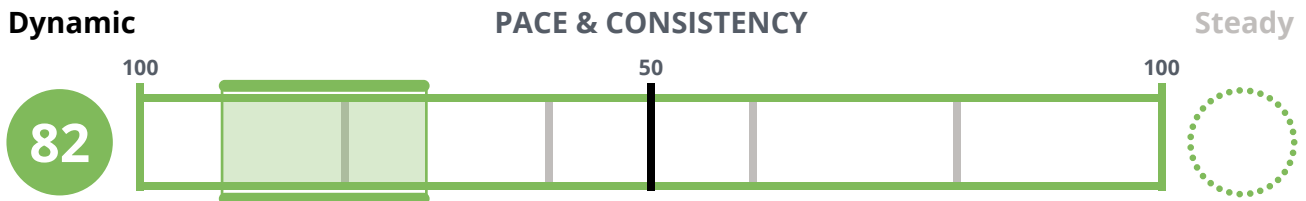
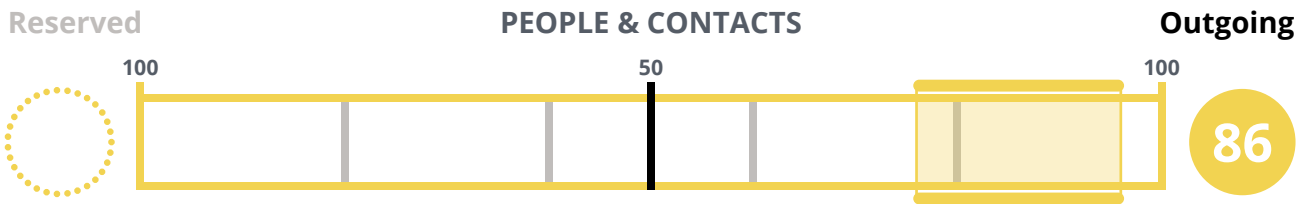
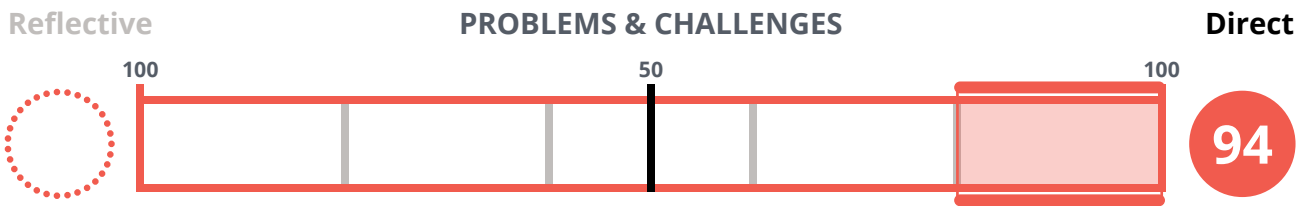
Behavioral Continuum



Everyone has a varying level of the four main behavioral factors that create their own, personal style. Each side of those factors lives on a continuum, and the combination influences individuals' level of engagement in different situations. The graph below is a visual representation of where Samuel falls within each continuum.

Samuel Sample

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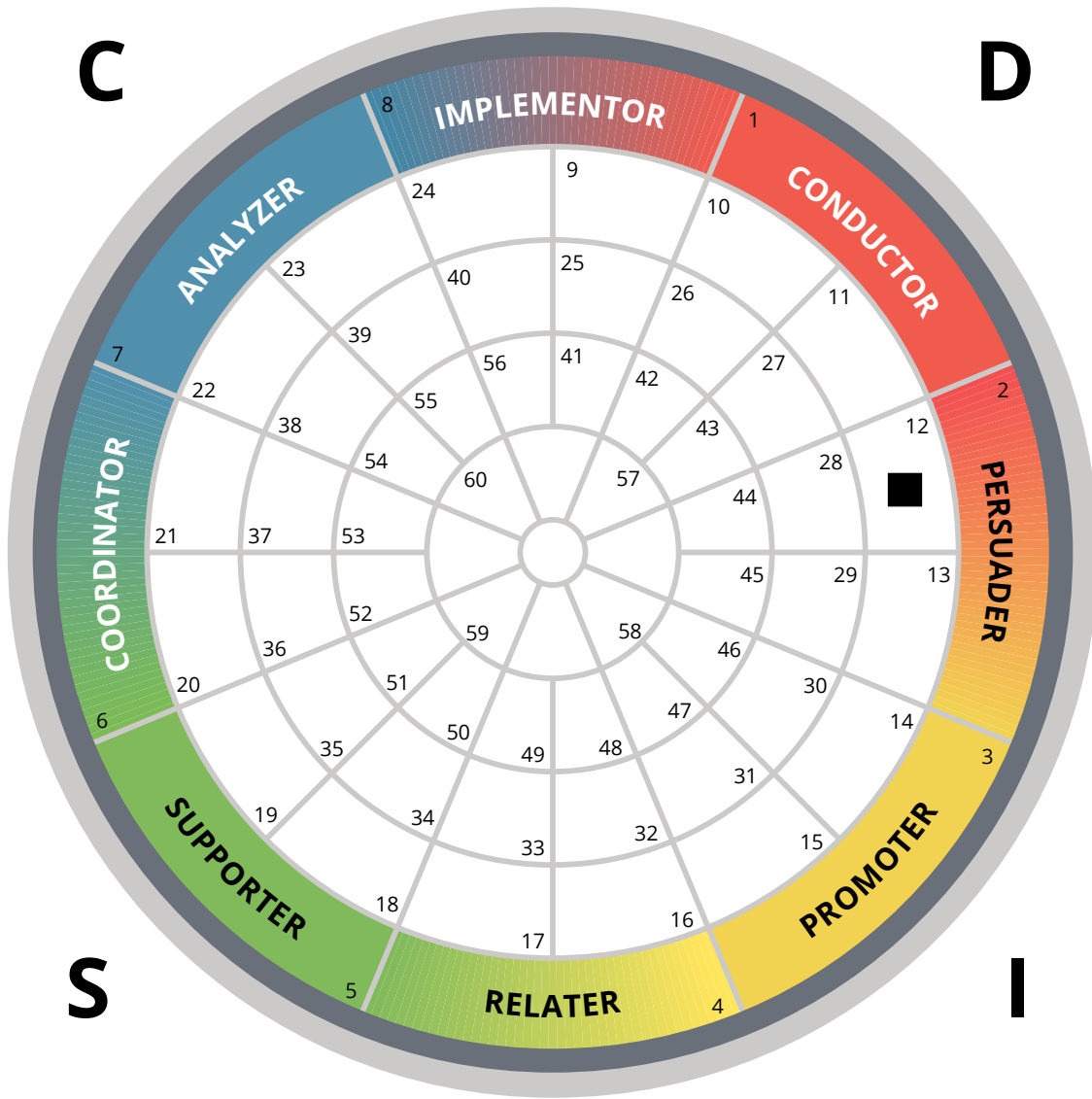
Job Range (20 point range)

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The Success Insights® Wheel



8-19-2021



Workplace Behaviors: ■ (12) CONDUCTING PERSUADER

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Driving Forces Feedback



This section provides a brief description of the top four Driving Forces that are required for this position. These are the Driving Forces that will need to be demonstrated most often for superior performance.

1. Commanding
 - This position is driven by status, recognition and control over personal freedom.
2. Intentional
 - This position is driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
3. Selfless
 - This position is driven by completing tasks for the greater good, with little expectation of personal return.
4. Objective
 - This position is driven by the functionality and objectivity of their surroundings.

Behaviors Feedback



This section provides a brief description of the top four 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. Urgency
 - The job requires decisiveness, quick response, and fast action.
3. Frequent Change
 - The job requires rapid shifts between tasks.
4. Interaction
 - The job requires frequent communication and engagement with others.

Driving Forces 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 ensure all candidates are asked the same questions.

1. Commanding: People who are driven by status, recognition and control over personal freedom.
 - What role does being in control of a situation play in your job satisfaction? How important is it for you to control your work environment?
 - How important is advancing your position? Would you be interested in a job that gave you the opportunity to create your own path for advancement?
 - Are you more comfortable as a team leader or a team member? Why?
 - Give an example of a time when you were able to move a group of people to action. What were the keys to your success?
2. Intentional: People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
 - Is there such a thing as too much customer service? Why?
 - Under what circumstances would you help an employee develop or advance?
 - Tell me how you would handle an account or client who had continuous issues with your product, yet showed no promise of future business.
 - How do you feel about the phrase: "It's not personal, it's just business."?
3. Selfless: People who are driven by completing tasks for the sake of completion, with little expectation of personal return.
 - What do you consider to be more important, completing a task or maximizing the resources involved in the process? Give an example when you did this.
 - How much do you focus on finances? Where would you like to be in 5 years? 10 years? Why?
 - What role does earning a significant income play in your job choices?
 - Do you take on a task based on the return on investment or for the sake of getting it done? Why?

Driving Forces Questions



4. Objective: People who are driven by the functionality and objectivity of their surroundings.
 - How would you rank the importance of functionality and the opportunity to be objective? How do you utilize your unique objective side?
 - Within your work environment, what single event, problem and/or unexpected situation has the potential to throw off your balance more than anything else?
 - Describe how you would feel if you were to discover an organization you worked for was focused on the customer experience and did not understand the effects on tangible outcomes. How would you express your concerns?
 - Describe an experience where you worked in a chaotic environment. What was the impact on your performance?

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. **Urgency:** The job requires decisiveness, quick response, and fast action.
 - When faced with a deadline, how do you respond?
 - How important is it to you to have all the facts before proceeding? Give me an example of a time when you didn't have all the facts and you proceeded anyway. How did you feel? How did it work out?
3. **Frequent Change:** The job requires rapid shifts between tasks.
 - When you are forced to change priorities or direction, how do you respond?
 - When things keep coming at you and nothing seems to get completed, how do you feel? When this happens, how do you handle the situation?
4. **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?

Job Summary

VP of Samples



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

