



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Talent Report

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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.

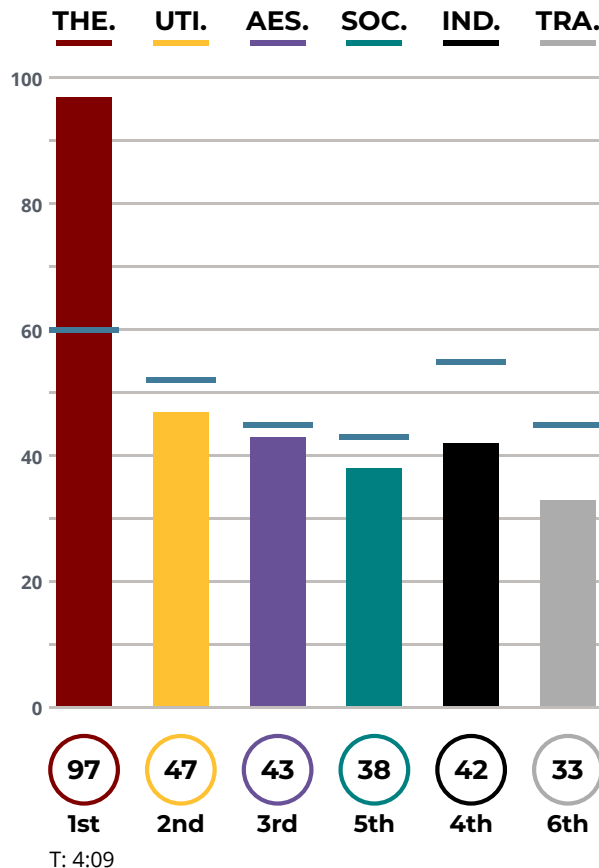
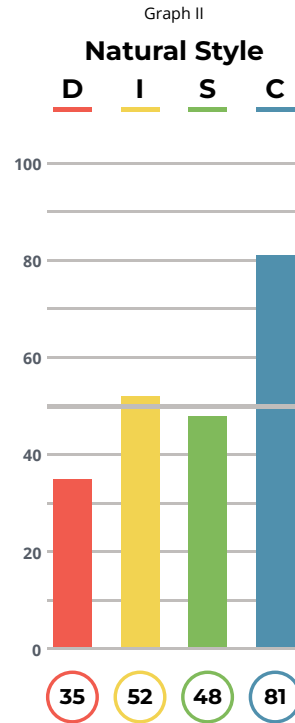
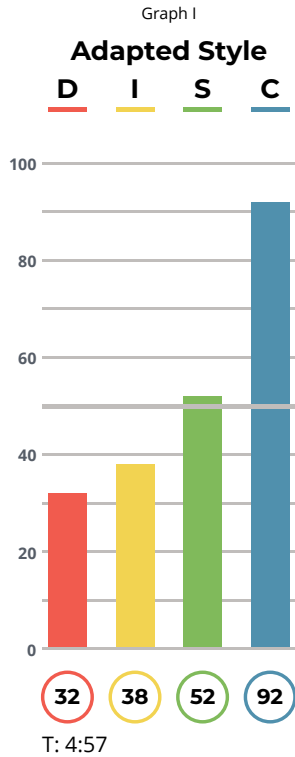
Motivators Feedback

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.

Behaviors & Motivators Graphs



Motivators Hierarchy



Your drive 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. 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



97

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

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

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

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

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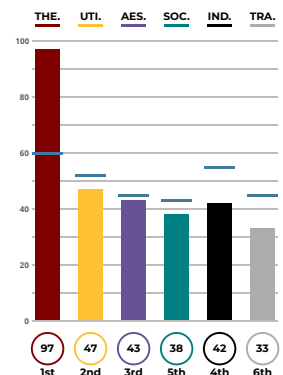
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6. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

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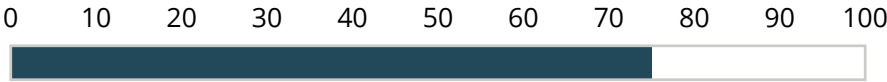


Behavioral Hierarchy



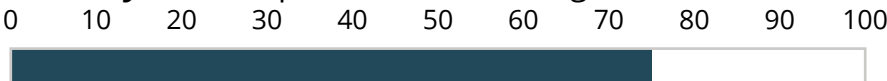
The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

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



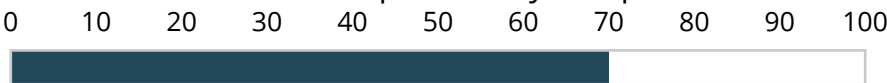
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2. Analysis - Compile, confirm and organize information.



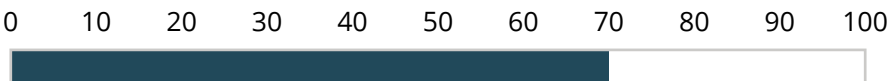
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3. Consistent - Perform predictably in repetitive situations.



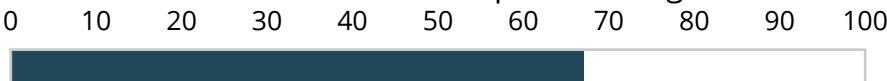
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4. Following Policy - Adhere to rules, regulations, or existing methods.



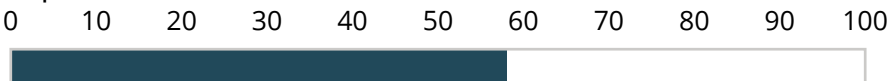
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5. Persistence - Finish tasks despite challenges or resistance.



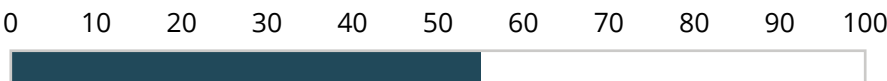
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6. Customer-Oriented - Identify and fulfill customer expectations.



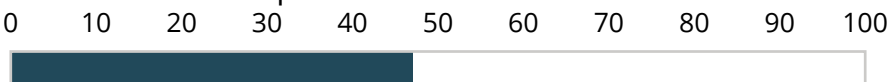
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7. People-Oriented - Build rapport with a wide range of individuals.



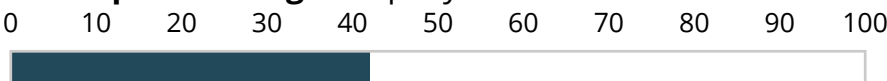
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8. Versatile - Adapt to various situations with ease.

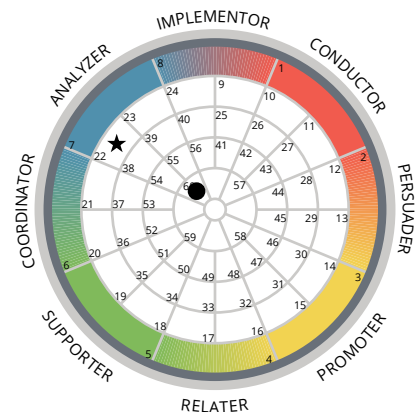


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9. Frequent Change - Rapidly shift between tasks.



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Behavioral Hierarchy



10. Urgency - Take immediate action.

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11. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100



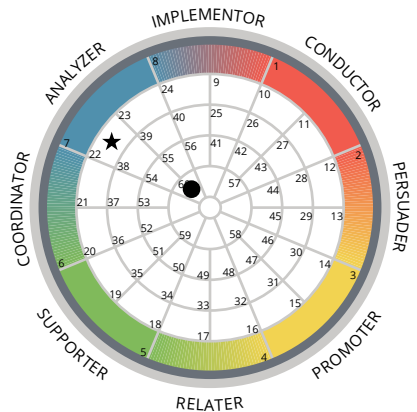
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12. Competitive - Want to win or gain an advantage.

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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. Theoretical

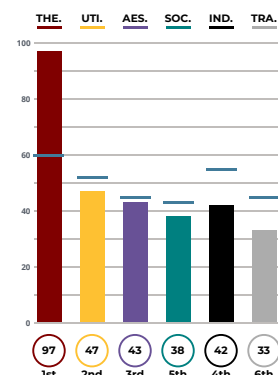
- You value knowledge, continuing education and intellectual growth.
- The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to 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.

2. 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.

3. Aesthetic

- You value balance in your life, creative self-expression, beauty and nature and protection of our natural resources.
- A higher Aesthetic score indicates a relative interest in "form and harmony." Each experience is judged from the standpoint of grace, symmetry or fitness. Life may be regarded as a procession of events, and each is enjoyed for its own sake. A high score here does not necessarily mean that the incumbent has talents in creative artistry. It indicates a primary interest in the artistic episodes of life.



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. Organized Workplace

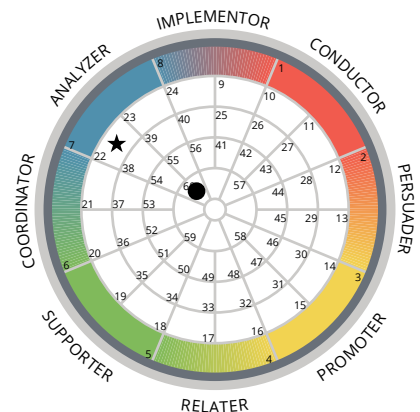
- Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.

2. Analysis

- You are able to analyze and challenge a large number of details, data, and facts prior to making decisions.

3. Consistent

- You thrive in an environment where lasting and meaningful success requires sustained and consistent effort. You demonstrate the ability to be consistent and to maintain quality.



Behavioral Feedback



Jane prefers that things be orderly, and she will approach work in a systematic manner. She is adaptable. She may be overly sensitive to criticism of her work. If you do comment on her work, you had better be right, since she may not take criticism lightly. She can be a real "stickler" for quality systems and orderly procedures. Jane is alert and sensitive to her errors and mistakes. She constantly seeks to avoid errors in her work. Rules and procedures provide security for her job performance. Jane can devote all her energy to the job, which offers security to her work situation. She can be characterized by her attention to quality and detail. People can depend on her work to be accurate and complete. She likes to work behind the scene and be seen as someone who is organized and has her life in order.

