

TTI SUCCESS INSIGHTS®

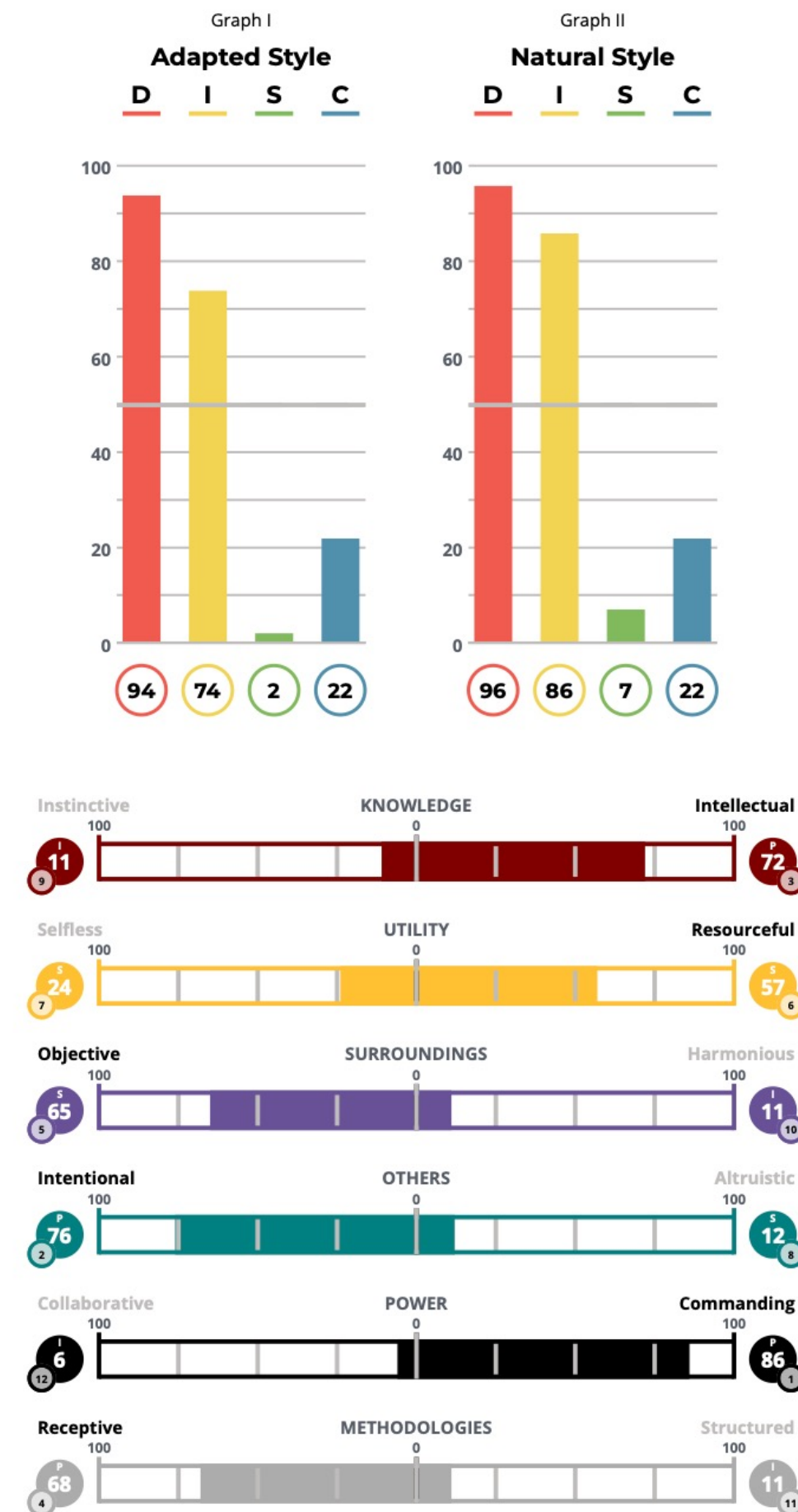
# CONVERGE

*On the Road*

## Go Deep Go Wide Using the Talent Insights Comparison Report

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# Melissa (CEO) and Liz (CMO)



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# Introduction

## Where Opportunity Meets Talent



The TTI Success Insights® Talent Insights Comparison Report was designed to increase the understanding of two individuals' talents. The report provides insight to three distinct areas: behaviors, driving forces and the integration of these. Understanding the strengths and weaknesses each person possesses will lead to personal and professional development and a higher level of satisfaction for each.

**The following is a comparative summary in the three main areas:**

### Behaviors

This section of the report is designed to help showcase the behavioral similarities and differences between yourself and another person. The ability to interact effectively with this person may be the difference between success and failure in your work and personal life. Effective communication starts with an accurate perception of self and the implications of interactions with another person.

### Driving Forces

This section of the report provides information on why you are driven to do what you do. Each person is driven by a unique set of drivers. Understanding what drives you, as well as another person, can lower the chance of conflict and improve productivity.

### Integrating Behaviors and Driving Forces

This section of the report will help blend the how and the why of interactions. Once you understand how behaviors and driving forces blend together, performance will be enhanced and you will experience an increase in satisfaction.





# Checklist for Communicating



*Most people are aware of and sensitive to the ways in which they prefer to be communicated to but may not understand the styles of others. Most find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides a list of things the other should DO when communicating with the other. Read each statement and highlight the 3 or 4 statements which are most important to each person.*

## Ways to Communicate with John

- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Ask "how?" questions to draw his opinions.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Read the body language for approval or disapproval.
- Provide ideas for implementing action.
- Move casually, informally.

## Ways to Communicate with Frank

- Understand his sporadic listening skills.
- Support the results, not the person, if you agree.
- Provide facts and figures about probability of success or effectiveness of options.
- Be clear, specific, brief and to the point.
- Be isolated from interruptions.
- Give strokes for his involvement.
- Put projects in writing with deadlines.
- Come prepared with all requirements, objectives and support material in a well-organized "package."





# Checklist for Communicating

## Continued

*This section of the report is a list of things NOT to do while communicating with either John and Frank. Review each statement and highlight those that cause frustration. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.*

### Ways NOT to Communicate with John

- Legislate or muffle—don't overcontrol the conversation.
- Offer assurance and guarantees you can't fulfill.
- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- "Dream" with him or you'll lose time.
- Be abrupt and rapid.
- Talk down to him.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.

### Ways NOT to Communicate with Frank

- Be redundant.
- Reinforce agreement with "I'm with you."
- Direct or order.
- Try to convince by "personal" means.
- Dictate to him.
- Forget or lose things, be disorganized or messy, confuse or distract his mind from business.
- Try to build personal relationships.
- Let him change the topic until you are finished.



# Value to the Organization



*This section of the report identifies the specific talents and behavior John and Frank each bring to the job. These statements showcase the value each person brings to the organization. This can be used to develop a system to capitalize on the particular value each person contributes.*

## John's Value:

- Accomplishes goals through people.
- Optimistic and enthusiastic.
- Creative problem solving.
- Works for a leader and a cause.
- Dependable team player.
- People-oriented.
- Patient and empathetic.
- Builds confidence in others.

## Frank's Value:

- Sense of urgency.
- Challenges the status quo.
- Creative in his approach to solving problems.
- Will join organizations to represent the company.
- Competitive.
- Few dull moments.
- Thinks big.
- Self-starter.





# Behavioral Descriptors



Based on John's and Frank's responses, the report has marked those words that describe each of their personal behavior styles. These words describe how each person solves problems and meets challenges, influences people, responds to the pace of the environment and how they respond to rules and procedures set by others.

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

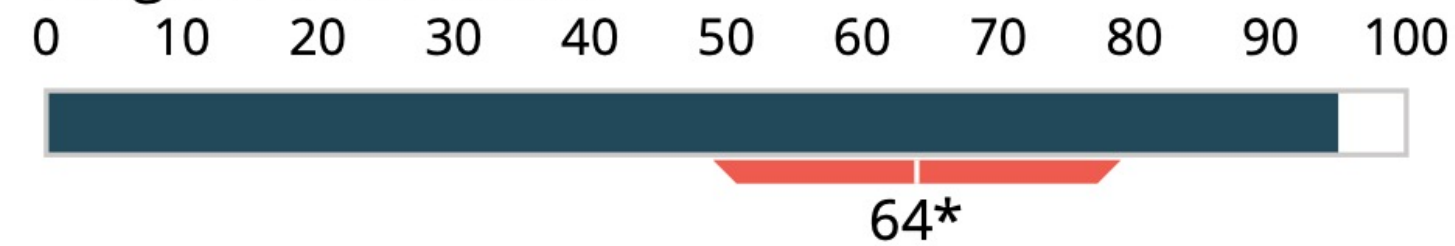




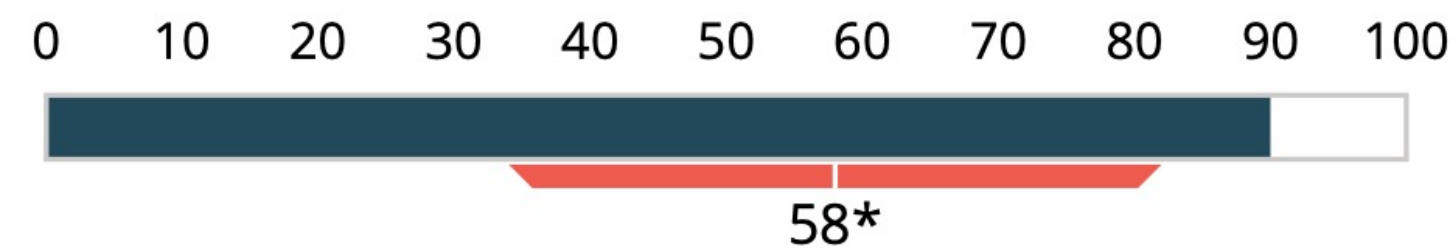
# Behavioral Primary Cluster

## John Smith:

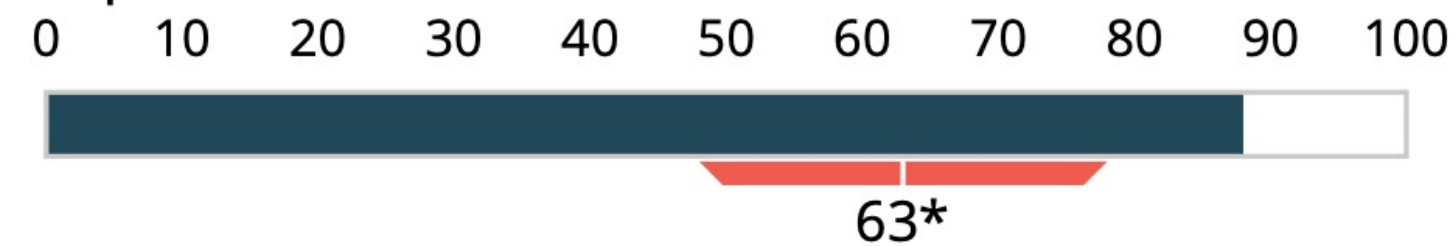
**1. People-Oriented** - Build rapport with a wide range of individuals.



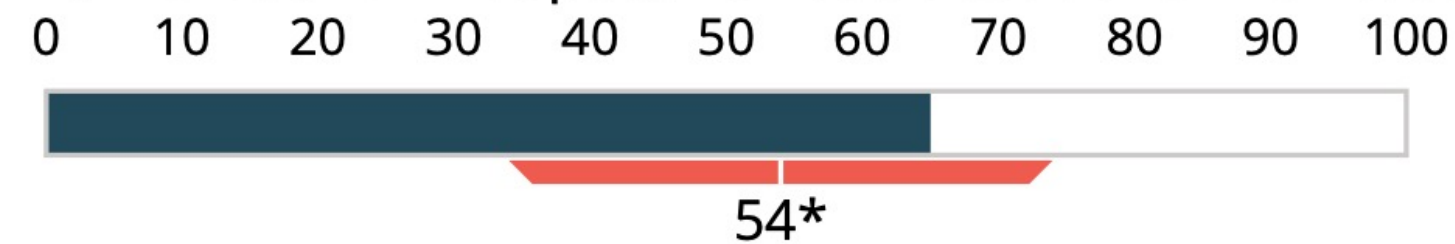
**2. Interaction** - Frequently engage and communicate with others.



**3. Customer-Oriented** - Identify and fulfill customer expectations.

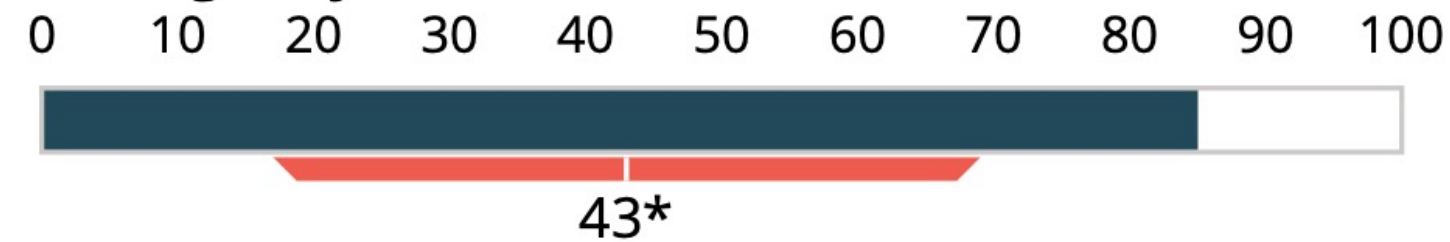


**4. Versatile** - Adapt to various situations with ease.

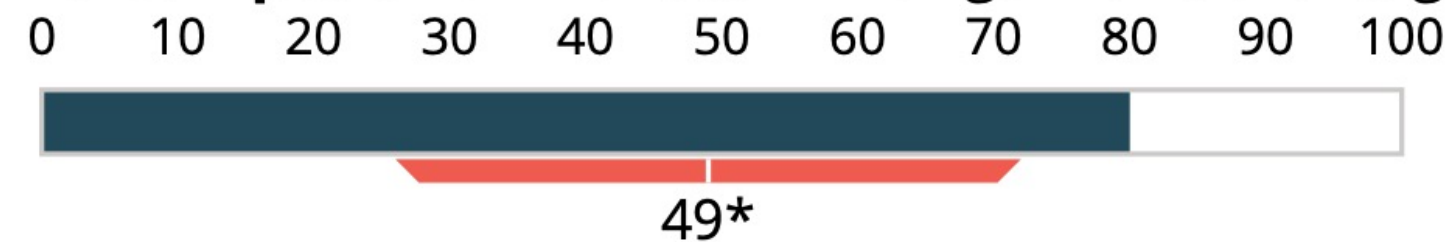


## Frank Jones:

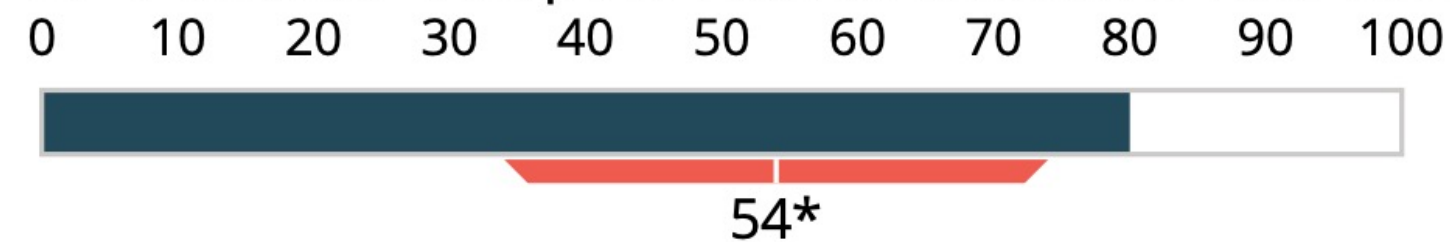
**1. Urgency** - Take immediate action.



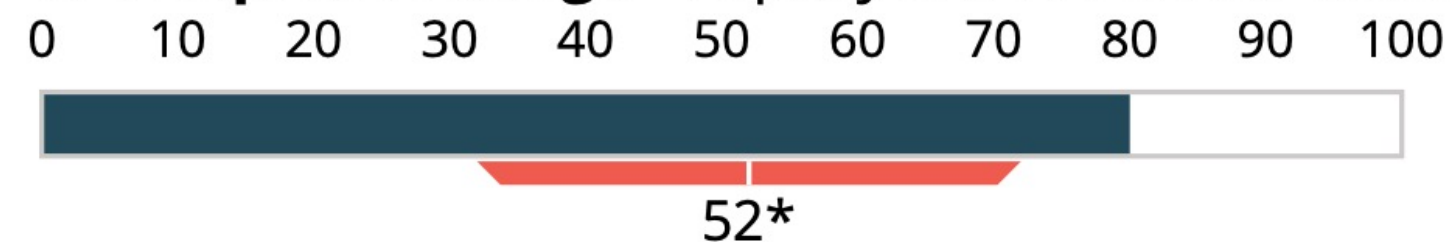
**2. Competitive** - Want to win or gain an advantage.



**3. Versatile** - Adapt to various situations with ease.



**4. Frequent Change** - Rapidly shift between tasks.



# Primary Driving Forces Cluster

## John Smith:

**1. 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

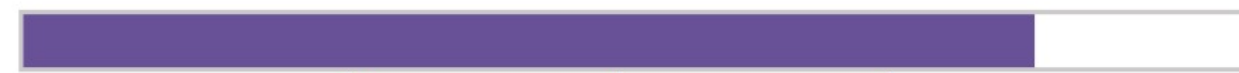


49\*

100

**2. 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\*

83

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

0 10 20 30 40 50 60 70 80 90 100



36\*

79

**4. 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



35\*

76

## Frank Jones:

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

0 10 20 30 40 50 60 70 80 90 100



36\*

72

**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\*

64

**3. 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



35\*

56

**4. 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\*

49





# Driving Forces Descriptors

John Smith

Frank Jones

Intentional	Harmonious
Opportunity Self Interests Personal Benefit	Subjective Balance The Experience
Objective	Intentional
Function Compartmentalization Detachment	Opportunity Self Interests Personal Benefit
Structured	Collaborative
Ideology Proven Methods Structure	Supporting Cooperation Sharing
Collaborative	Selfless
Supporting Cooperation Sharing	Accomplishment Willing Accommodating



# Potential Behavioral and Motivational Strengths

## John's Strengths

- Willing to offer time and perspective when he sees others focused on a common goal.
- Wants to be seen as a leader in maximizing the production of people.
- Will convey optimism for practical new ideas.
- Expresses and strives to compartmentalize team activities.
- Great at recruiting membership in organizations to which he belongs.
- Willing to talk to "naysayers" about conforming to the system or structure.
- Can be the spokesperson or play a supporting role for the team.
- Working for an optimistic leader.

## Frank's Strengths

- Seen as a leader in his hobbies and interests.
- Initiates action to create or enhance.
- Goal focused when assessing how others can help.
- Tough but fair when others are willing to work hard.
- Looks for ways to improve a situation for the good of the company.
- Bottom-line focused when working with others.
- Wants to accomplish the task now, as opposed to later.
- Has a "get it done" mindset.





# Potential Behavioral and Motivational Conflicts

## John's Conflicts

- High trust and a desire to succeed could lead to being taken advantage of.
- When utilizing skills of others, he may slow the progress by talking too much.
- Situational listener to other's perspective of the pieces of a process.
- May have difficulty focusing on tangible outcomes.
- May interpret his beliefs as flawless.
- May use inappropriate forums to express beliefs.
- Constructive criticism can be very beneficial if he can focus on the details.
- May be viewed as someone who over promises but works hard to deliver.

## Frank's Conflicts

- Will want balance and harmony immediately.
- Will only see his perspective in the here and now.
- May over focus on results and overlook others.
- May set standards too high that causes others to fall short.
- Tends to display his support by solving problems or challenges.
- Will work hard to live up to others' high standards rather than his own.
- Will override other variables for the sake of accomplishment.
- Tends to think big without thinking about the cost of the project.





# Ideal Environment

## John's Ideal Environment

- Ability to showcase desired achievements in order to get the right people involved.
- A forum to work with people as it relates to moving the organization forward.
- Working conditions that focus on the functionality as well as people-interactions.
- A forum to participate in meetings with others regardless of surroundings.
- A forum to express the experience of following the system or process.
- Ability to blend his optimistic and traditional approach to solving problems.
- A supportive environment filled with optimistic people.
- An environment to express ideas and work with similar people.

## Frank's Ideal Environment

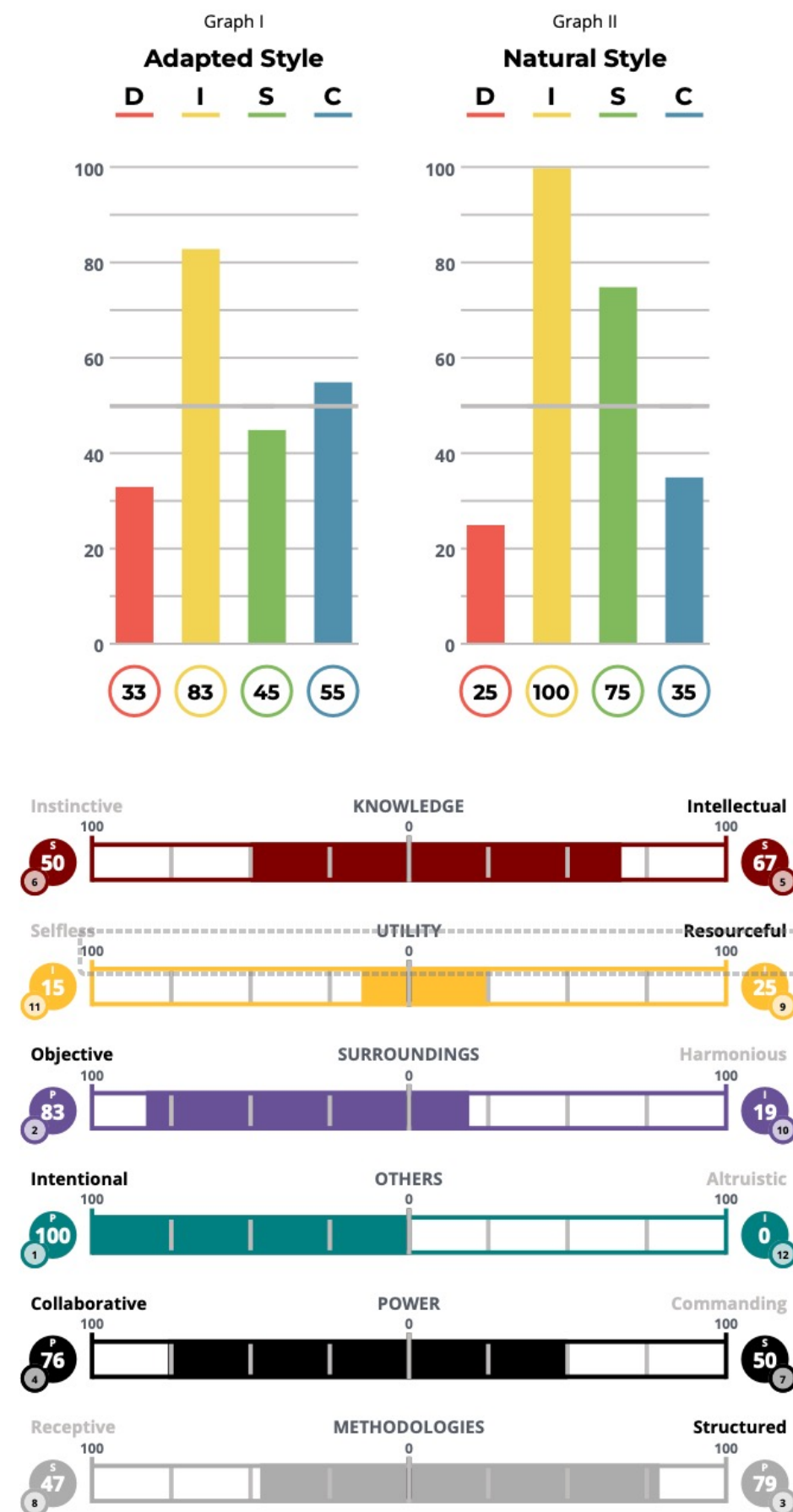
- Freedom to decorate their office area.
- An environment where tasks move forward and changes happen without disrupting the balance of the organization.
- A results-driven environment where people are respected for what they can provide.
- Ability to utilize their own strengths to achieve results.
- Opportunities to complete tasks and projects for the sake of getting things done.
- An environment where competition and winning can be done behind the scenes.
- Key performance is measured by accomplishments.
- An environment where completing tasks for the sake of completion are appreciated.



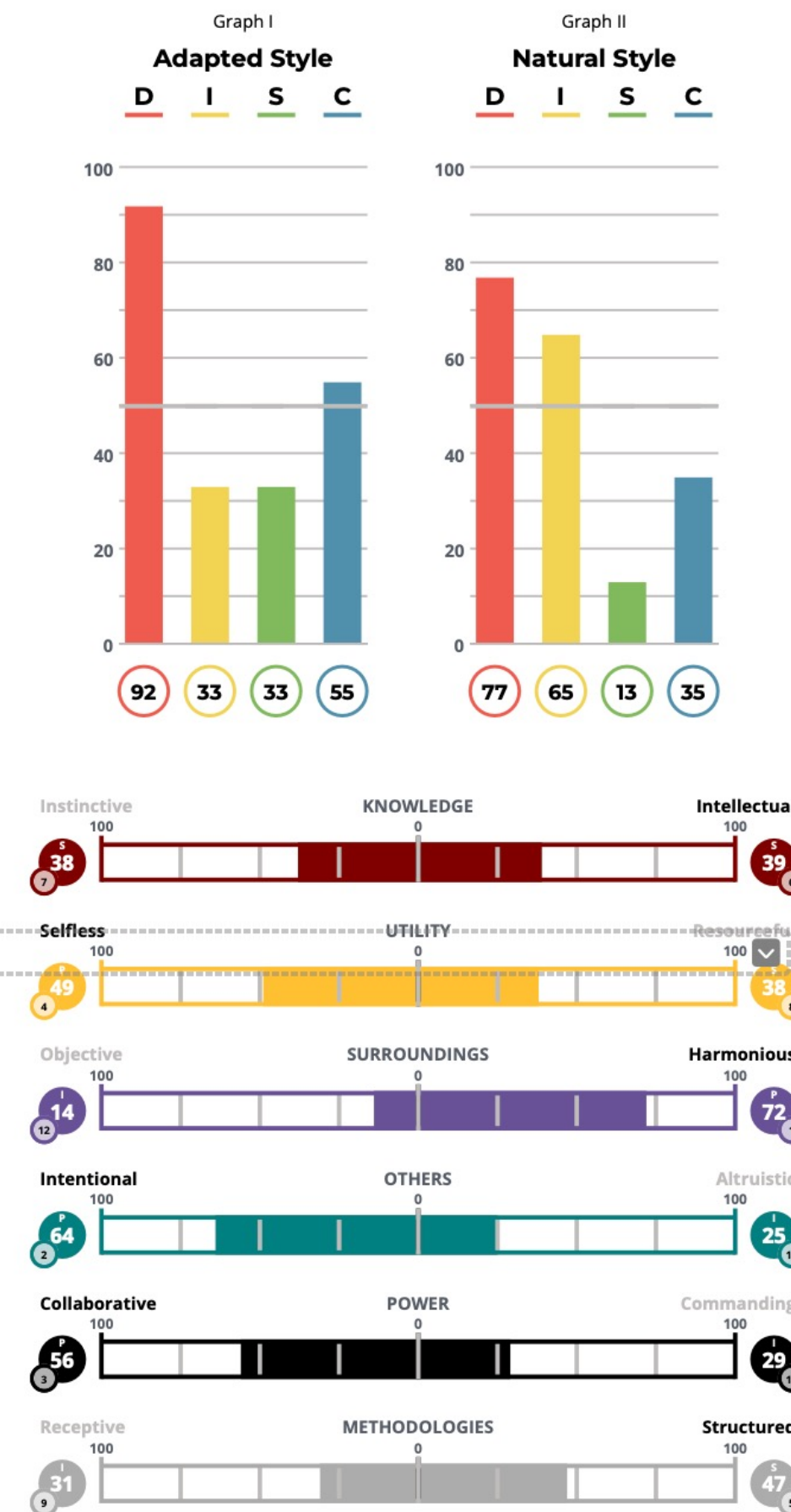


# DISC and Driving Forces Graphs

John Smith:



Frank Jones:

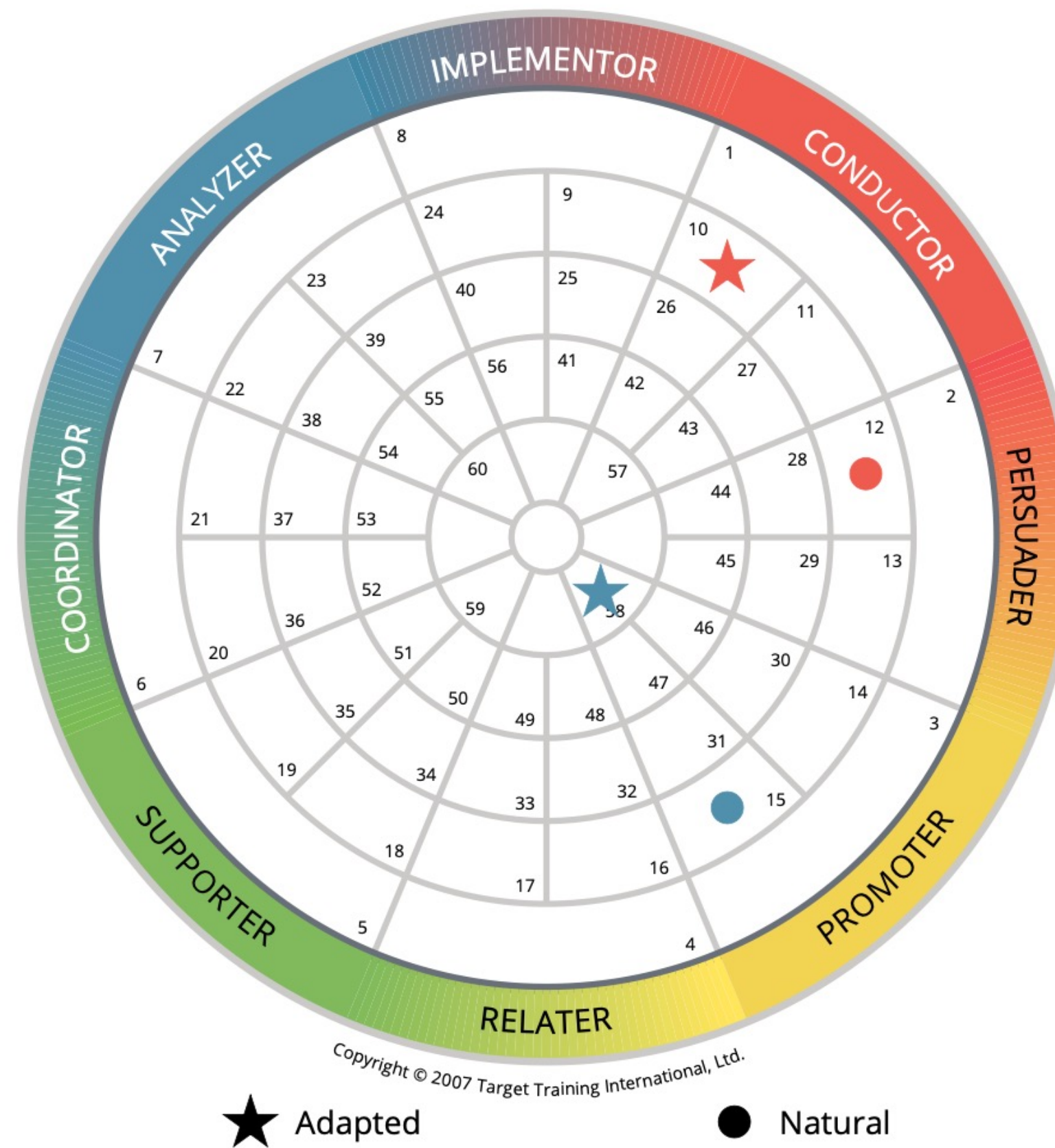


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# TTI Success Insights Wheel

■ John Smith

■ Frank Jones



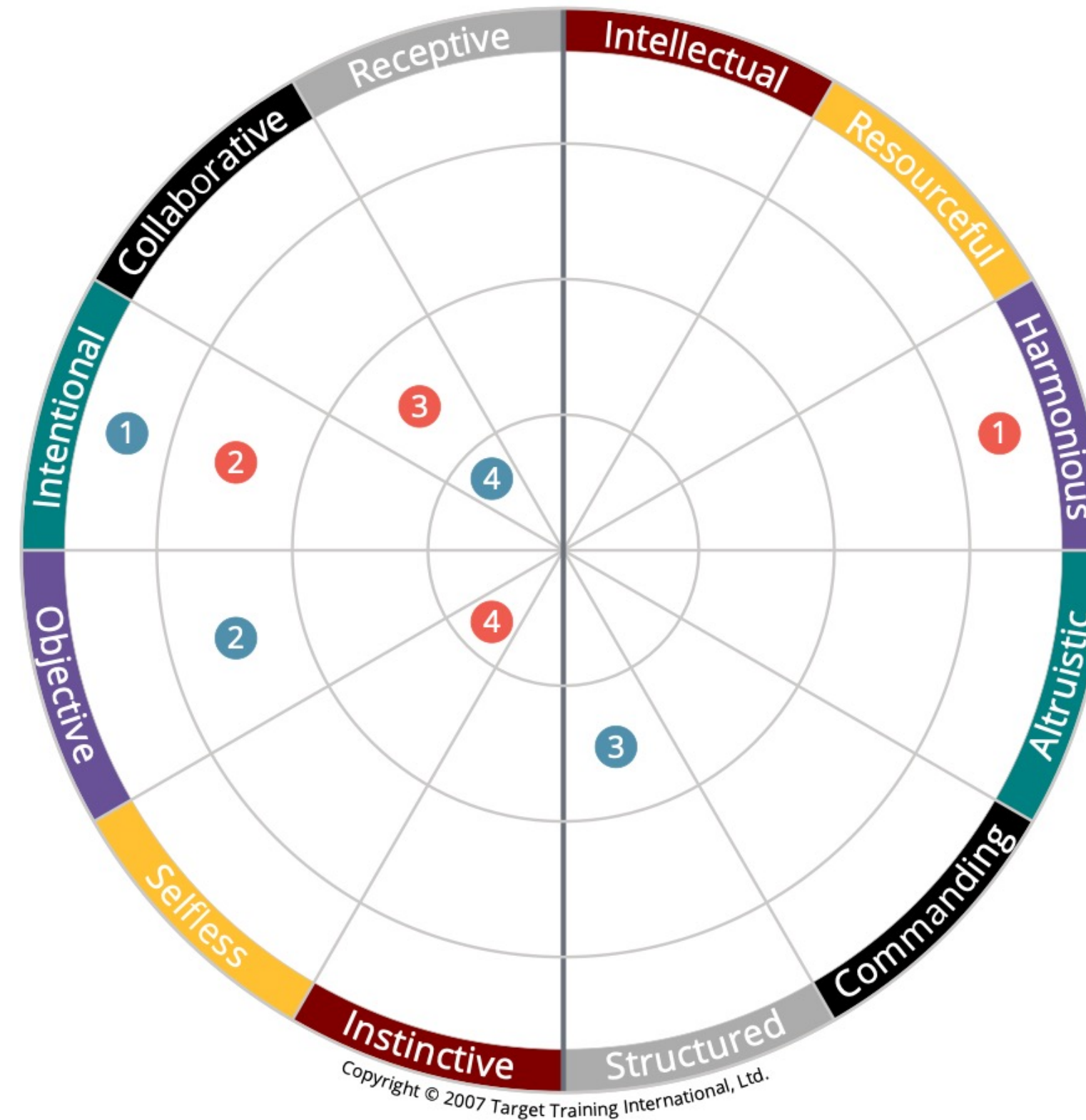
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# Primary Driving Forces Wheel

■ John Smith

■ Frank Jones

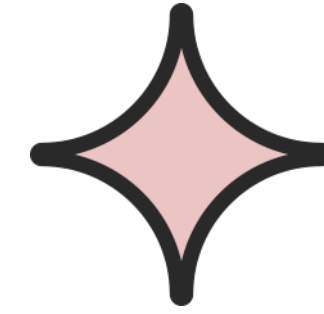


1 = 1st driving force, 2 = 2nd driving force, 3 = 3rd driving force, 4 = 4th driving force



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# Value/Benefits



- Impact on Relationship/Team
- Leader/Direct Reports
- Peer to Peer
- Husband/Wife/Partners
- Go Wide/Go Deep
- \$500/session- 60-75 mins

