



TTI
SUCCESS
INSIGHTS®

Executive

John Doe
ABC Company
9/3/2017

The DISC Agency



THE DISC AGENCY

Table of Contents



Introduction	3
Behavioural Characteristics	4
Value to the Organisation	6
Checklist for Communicating	7
Checklist for Communicating - <i>Continued</i>	8
Communication Tips	9
Perceptions - <i>See Yourself as Others See You</i>	10
Descriptors	11
Natural & Adapted Style	12
Adapted Style	14
Areas for Improvement	15
Action Plan	16
Behavioural Hierarchy	17
Style Insights® Graphs	19
The TTI Success Insights® Wheel	20

Introduction



Behavioural research suggests that the most effective people are those who understand their strengths and weaknesses, because they can best develop strategies to meet the demands of their environment.

A person's behaviour is a necessary and integral part of who they are. In other words, much of our behaviour comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behaviour.

In this report we are measuring four dimensions of normal behaviour. 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 analyses behavioural style; that is, a person's manner of doing things. Is the report 100% true? Yes, no, and maybe. We are only measuring behaviour. We only report statements which are true and areas of behaviour in which tendencies are shown. Feel free to delete any statement from the report that may not apply, but only after checking with friends or colleagues to see if they agree.

All people exhibit all four behavioural factors to varying degrees of intensity.

–W.M. Marston

Behavioural Characteristics



Based on John's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic, natural behaviour that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of John's natural behaviour.

John embraces visions not always seen by others. John's creative mind allows him to see the "big picture." He can be aggressive and direct, but still be considerate of people. Other people realise that directness is one of his great strengths. He is often considered daring, bold, and gutsy. He is a risk taker who likes to be seen as an individual. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had. John is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He is a self-starter who likes new projects and is most comfortable when involved in a wide scope of activities. He prefers an environment with variety and change. He is at his best when many projects are underway at once. He likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people he manages. John wants to be viewed as self-reliant and willing to pay the price for success. He wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful.

John should realise that at times he needs to think a project through, beginning to end, before starting the project. He prefers authority equal to his responsibility. Sometimes he becomes emotionally involved in the decision-making process. He has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. John is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. Many people see his decisions as high-risk decisions. However, after the decision is made, he tends to work hard for a successful outcome. He likes to make decisions quickly. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process.

John may sometimes mask his feelings in friendly terms. If pressured, John's true feelings may emerge. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. He may lack the patience to listen

Behavioural Characteristics

Continued



and communicate with slower acting people. John may lose interest in what others are saying if they ramble and fail to speak to the point. His active mind is already moving ahead. He should exhibit more patience and ask questions to make sure that others have understood what he has said. He challenges people who volunteer their opinions. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others!

Value to the Organisation



This section of the report identifies the specific talents and behaviour John brings to the job. By looking at these statements, one can identify his role in the organisation. The organisation can then develop a system to capitalise on his particular value, making him an integral part of the team.

- ✓ 1. Team player.
- ✓ 2. Will join organisations to represent the company.
- ✓ 3. Competitive.
- ✓ 4. Initiates activity.
- ✓ 5. Self-starter.
- ✓ 6. Optimistic and enthusiastic.
- ✓ 7. Thinks big.
- ✓ 8. Builds confidence in others.
- ✓ 9. Tenacious.

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 John. 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 John most frequently.

Ways to Communicate:

- ✓ 1. Plan interaction that supports his dreams and intentions.
- ✓ 2. Be clear, specific, brief, and to the point.
- ✓ 3. Stick to business—let him decide if he wants to talk socially.
- ✓ 4. Leave time for relating and socialising.
- ✓ 5. Ask specific (preferably "what?") questions.
- ✓ 6. Provide ideas for implementing action.
- ✓ 7. Deal with details in writing, have him commit to modes of action.
- ✓ 8. Provide facts and figures about probability of success or effectiveness of options.
- ✓ 9. Offer special, immediate, and continuing incentives for his willingness to take risks.
- ✓ 10. Read the body language for approval or disapproval.
- ✓ 11. Read the body language—look for impatience or disapproval.
- ✓ 12. Talk about him, his goals and the opinions he finds stimulating.

Checklist for Communicating

Continued



This section of the report is a list of things NOT to do while communicating with John. Review each statement with John 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:

1. Legislate or muffle—do not overcontrol the conversation.
2. Let disagreement reflect on him personally.
3. Be curt, cold, or tight-lipped.
4. Take credit for his ideas.
5. Ramble or waste his time.
6. Try to build personal relationships.
7. Forget or lose things, be disorganised or messy, confuse or distract his mind from business.
8. Waste time trying to be impersonal, judgmental, or too task-oriented.
9. Direct or order.
10. Be dictatorial.
11. Be redundant.

Communication Tips



This section provides suggestions on methods which will improve John's communications with others. The tips include a brief description of typical people in which he may interact. By adapting to the communication style desired by other people, John 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.

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, or loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganised or messy.

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-organised "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganised.

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.

Influence

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

- ✓ Provide a warm and friendly environment.
- ✓ Do not 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 or alternatives and abstractions.

Perceptions



See Yourself As Others See You

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



John usually sees himself as being:

- ✓ Pioneering
- ✓ Assertive
- ✓ Competitive
- ✓ Confident
- ✓ Positive
- ✓ Winner



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

- ✓ Demanding
- ✓ Nervy
- ✓ Egotistical
- ✓ Aggressive



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

- ✓ Abrasive
- ✓ Controlling
- ✓ Arbitrary
- ✓ Opinionated

Descriptors



Based on John's responses, the report has marked those words that describe his personal behaviour. 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	Sceptical	Impatient	Obstinate
Agreeable	Logical	Pressure-oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

Natural & Adapted Style



John's natural style of dealing with problems, people, pace of events, and procedures may not always fit what the environment needs. This section will provide valuable information related to stress and the pressure to adapt to the environment.

Problems & Challenges

Natural

John tends to deal with problems and challenges in a demanding, driving, and self-willed manner. He is individualistic in his approach and actively seeks goals. John will attack problems and likes a position with authority and work that will constantly challenge him to perform up to his ability.

Adapted

John sees no need to change his approach to solving problems or dealing with challenges in his present environment.

People & Contacts

Natural

John's natural style is to use persuasion and emotion to the extreme. He is positive and seeks to win by the virtues of his personality and verbal skills. He will convince you that what he is saying is not only right, but is exactly what is needed. He displays enthusiasm for almost any project.

Adapted

John projects a positive and enthusiastic attitude toward influencing others. He sees the need to be trusting and wants to be trusted.

Natural & Adapted Style



Pace & Consistency

Natural

John is comfortable in an environment that is constantly changing. He seeks a wide scope of tasks and duties. Even when the environment is frantic, he can still maintain a sense of equilibrium. He is capable of taking inconsistency to a new height and to initiate change at the drop of the hat.

Adapted

John sees his natural activity style to be just what the environment needs. What you see is what you get for activity level and consistency. Sometimes he would like the world to slow down.

Procedures & Constraints

Natural

John does not like constraints; at times he can be somewhat defiant and rebellious. He has a tendency to lack social tact and diplomacy when confronted with too many or unreasonable constraints. He seeks adventure and excitement and wants to be seen as his own person.

Adapted

John shows little discomfort when comparing his basic (natural) style to his response to the environment (adapted) style. The difference is not significant, and John sees little or no need to change his response to the environment.

Adapted Style



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

- ✓ 1. Dedicated to "going it alone" when necessary.
- ✓ 2. Flaunting independence.
- ✓ 3. Persistence in job completion.
- ✓ 4. Skilful use of vocabulary for persuasive situations.
- ✓ 5. Having the ability to see the "big picture" as well as the small pieces of the puzzle.
- ✓ 6. Responding well to challenges: "You say I cannot do it? Just watch me!"
- ✓ 7. Being independent and innovative.
- ✓ 8. Being creative and unconventional in making a point.
- ✓ 9. Using a direct, forthright, and honest approach in his communications.
- ✓ 10. Using a creative approach in decision making.
- ✓ 11. A competitive environment combined with a high degree of people skills.
- ✓ 12. A good support team to handle paperwork.
- ✓ 13. Quickly responding to crisis and change with a strong desire for immediate results.

Areas for Improvement



In this area is a listing of possible limitations without regard to a specific job. Review with John and cross out those limitations that do not apply. Highlight 1 to 3 limitations that are hindering his performance and develop an action plan to eliminate or reduce this hindrance.

John has a tendency to:

- ✓ 1. Dislike routine work or routine people—unless he sees the need to further his goals.
- ✓ 2. Have trouble delegating—cannot wait, so does it himself.
- ✓ 3. Be so concerned with the big picture that he forgets to see the details.
- ✓ 4. Be impulsive and seek change for change's sake. May change priorities daily.
- ✓ 5. Keep too many balls in the air; if his support is weak, he will have a tendency to drop some of those balls.
- ✓ 6. Be explosive by nature and lack the patience to negotiate.
- ✓ 7. Be a one-way communicator—does not listen to the total story before introducing his opinion.
- ✓ 8. Make "off the cuff" remarks that are often seen as personal prods.
- ✓ 9. Fail to complete what he starts because of adding more and more projects.

Action Plan



The following are examples of areas in which John may want to improve. Circle 1 to 3 areas and develop action plans to bring about the desired results. Look over the report for possible areas that need improvement.

- Communicating (Listening)
- Delegating
- Decision Making
- Disciplining
- Evaluating Performance
- Education
- Time Management
- Career Goals
- Personal Goals
- Motivating Others
- Developing People
- Family

Area: _____

- 1.
- 2.
- 3.

Area: _____

- 1.
- 2.
- 3.

Area: _____

- 1.
- 2.
- 3.

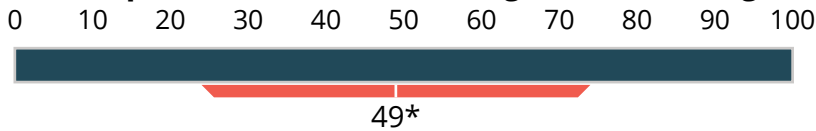
Date to Begin: _____ Date to Review: _____



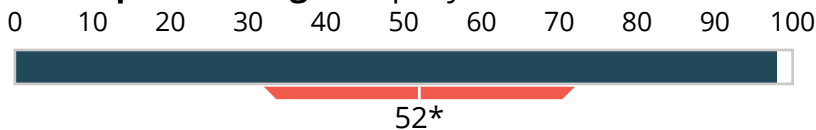
Behavioural Hierarchy

The Behavioural Hierarchy graph will display a ranking of your natural behavioural 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.

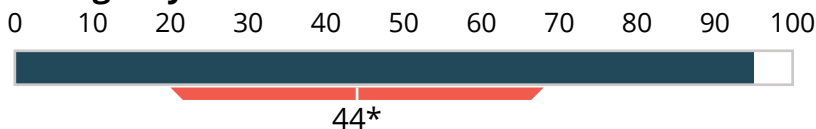
1. Competitive - Want to win or gain an advantage.



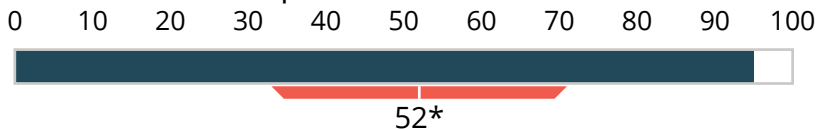
2. Frequent Change - Rapidly shift between tasks.



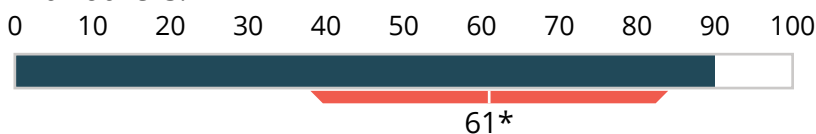
3. Urgency - Take immediate action.



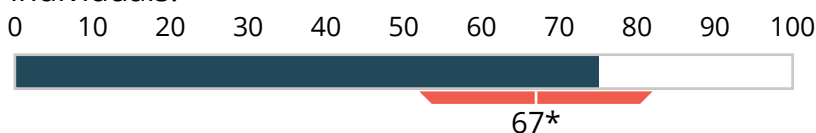
4. Versatile - Adapt to various situations with ease.



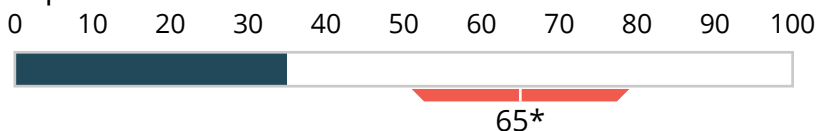
5. Interaction - Frequently engage and communicate with others.



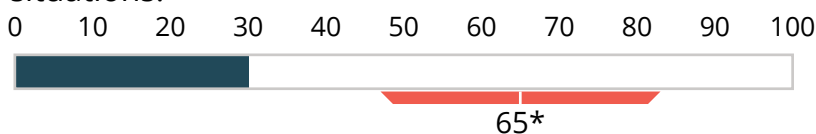
6. People-Oriented - Build rapport with a wide range of individuals.



7. Customer-Oriented - Identify and fulfil customer expectations.



8. Consistent - Perform predictably in repetitive situations.

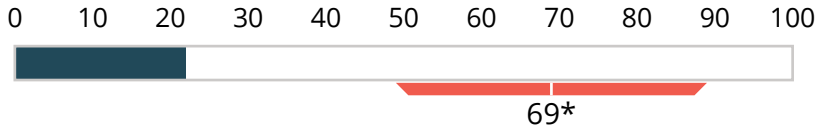


* 68% of the population falls within the shaded area.

Behavioural Hierarchy

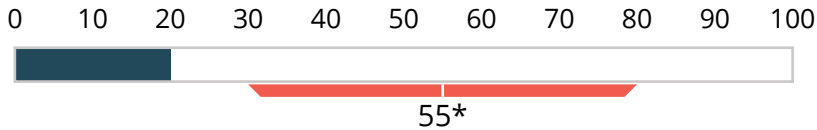


9. Following Policy - Adhere to rules, regulations, or existing methods.



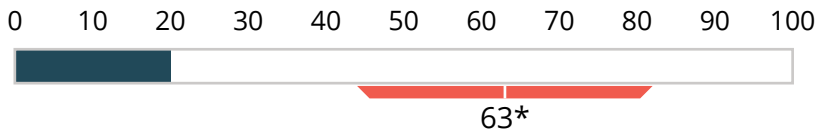
22

10. Analysis - Compile, confirm and organise information.



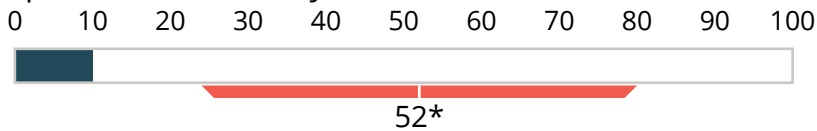
20

11. Persistence - Finish tasks despite challenges or resistance.



20

12. Organised Workplace - Establish and maintain specific order in daily activities.



10

SIA: 94-78-07-04 (11) SIN: 94-94-14-07 (02)

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

Style Insights® Graphs



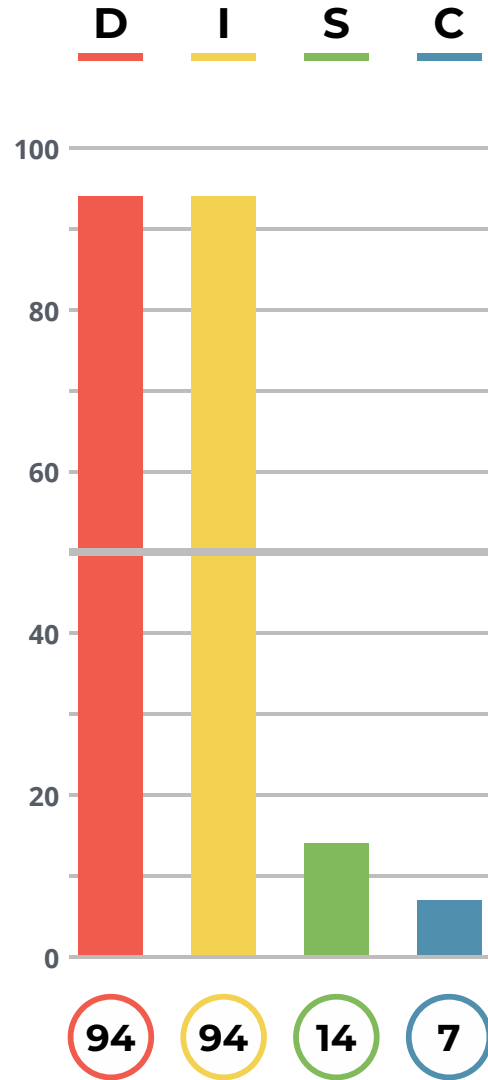
Graph I

Adapted Style



Graph II

Natural Style



AU/NZ Norm 2014 R4
9/3/2017
T: 5:39

John Doe

The TTI Success Insights® Wheel



The TTI Success Insights® Wheel is a powerful tool first popularised in Europe. In addition to the text you have received about your behavioural style, the Wheel adds a visual representation that allows you to:

- View your natural behavioural style (circle).
- View your adapted behavioural style (star).
- Note the degree to which you are adapting your behaviour.

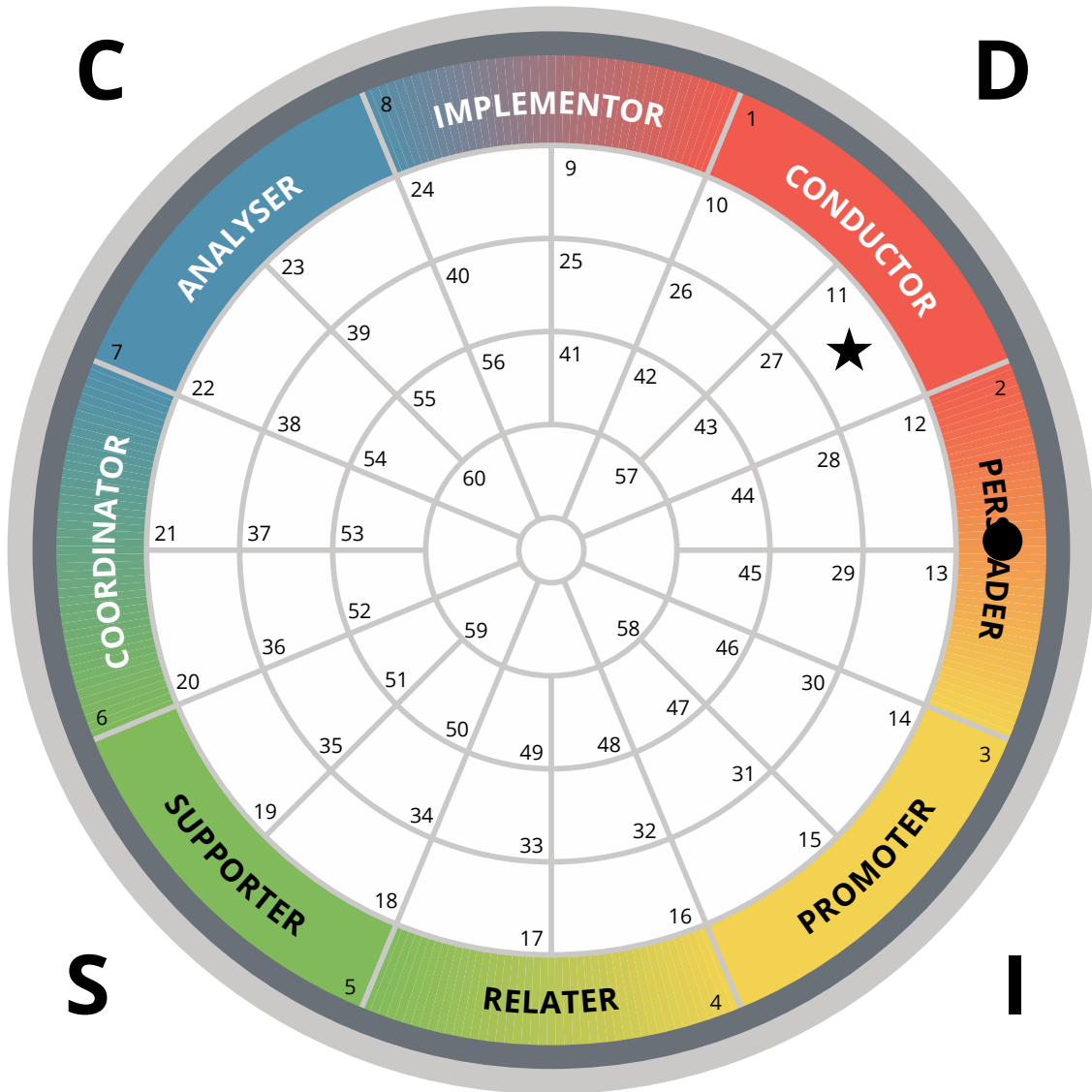
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behaviour. The further the two plotting points are from each other, the more you are adapting your behaviour.

If you are part of a group or team who also took the behavioural 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



John Doe
 ABC Company
 9/3/2017



Adapted: ★ (11) PERSUADING CONDUCTOR
 Natural: ● (2) PERSUADER

AU/NZ Norm 2014 R4

T: 5:39