



TTI
SUCCESS
INSIGHTS®

Team Building

Ted Teambuilder
Sample Co.
5-17-2016



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Introduction

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

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

In this report we are measuring four dimensions of normal behavior. 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 analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

*"All people exhibit all four behavioral factors in varying degrees of intensity."
—W.M. Marston*



Basic Characteristics

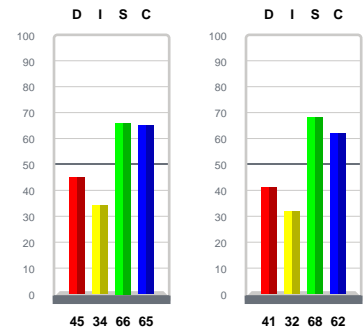
Based on Ted's responses, the report has generated general behavioral statements to provide information on his natural behavior. That is, if left on his own, HOW HE WOULD CHOOSE TO DO THE JOB. Use this information to gain a better understanding of Ted's natural behavior.

Ted can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. Ted has great abilities to concentrate on details. This concentration may be intense. He needs time for some study and analysis, particularly when doing new or challenging assignments. This allows him to adjust to the changing environment. At times he can be quite skeptical. Others may misinterpret this strength as a negative one, but he is only seeking needed data. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. Ted likes a consistent pace in his life, not too fast and not too slow. He likes to set his own pace. When others try to rush him, he feels threatened and may balk.

Ted may be reluctant to initiate new approaches to doing things. If he is shown the benefits, he will consider new procedures. He may want to think over major decisions before acting. He must be convinced that actions will produce the desired result. He tries to use balanced judgment. He is the person who brings stability to the entire team. He tends to make decisions based on past experiences. He prefers the "tried and true." When challenged he can become objective, searching hard for facts and figures. This may be his way of defending his decisions. He may tend to fight for his beliefs or those things he feels passionate about. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts."

Adapted Style

Natural Style





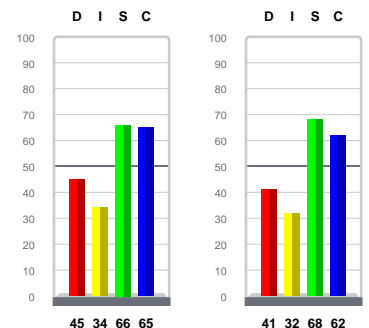
Basic Characteristics *Continued*

Ted remains aloof from active participation in unfamiliar groups. He will talk more, however, in a group of people he trusts and has known for a long time. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. Rarely does he display his emotions; that is, he projects a good poker face. Others may get the feeling that he is unfriendly, when in reality he is not. He likes having others initiate the conversation. He can then assess the situation and respond accordingly. Most people see him as being a considerate and modest person. He probably won't try to steal the spotlight from others. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. He is more motivated by logic than emotion. To him, logic represents tangible research.



Adapted Style

Natural Style





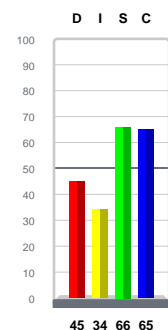
Work Characteristics

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

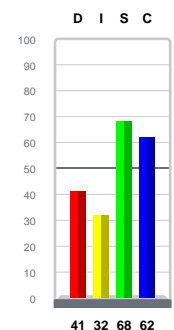
- Freedom from confrontation.
- Logical solutions.
- Diplomatic cooperation in team interaction.
- Gathering data in a logical, systematic way.
- Exhibiting patience and good listening skills.
- Limited or prepared changes in routine.
- Accomplishing tasks without many people contacts.
- Projecting a limited display of emotion.
- Adherence to established guidelines and procedures.
- Making decisions in an objective, unemotional manner.
- Being precise in the collection of data.
- Using a disciplined approach.
- Task focus over people focus.



Adapted Style



Natural Style





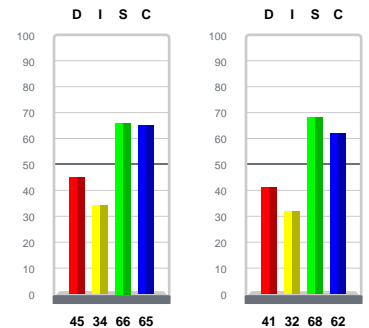
Value to the Team

This section of the report identifies Ted's value to the team. Discuss this list and identify those values most important to the team.

- Dependable team player.
- Presents the facts without emotion.
- Suspicious of people with shallow ideas.
- Works for a leader and a cause.
- Service-oriented.
- Objective and realistic.

Adapted Style

Natural Style





Checklist for Communicating

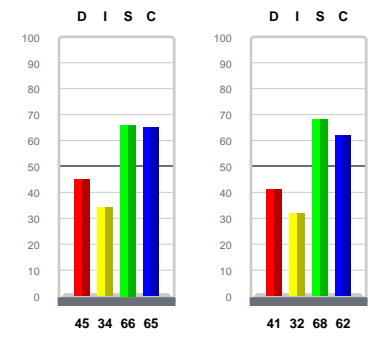
Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Ted. Read each 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 Ted most frequently.

Ways to Communicate

- Provide details in writing.
- Use an unemotional approach.
- Provide a friendly environment.
- Respect his quiet demeanor.
- Provide guarantees that his decision will minimize risks; give assurance that provides him with benefits.
- Keep at least three feet away from him.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Use the proper buzz words that are appropriate to his expertise.
- Look for hurt feelings or personal reasons if you disagree.
- Give pros and cons on ideas.
- Be patient and persistent.
- Patiently draw out personal goals and work with him to help him achieve those goals; listen and be responsive.
- Have the facts in logical order.



Adapted Style Natural Style





Communication Tips

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

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.

Factors that will create tension or dissatisfaction:

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganized or messy.

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-organized "package."

Factors that will create tension or dissatisfaction:

- Talking about things that are not relevant to the issue.
- Leaving loopholes or cloudy issues.
- Appearing disorganized.

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, nonthreateningly.
- Ask "how?" questions to draw their opinions.

Factors that will create tension or dissatisfaction:

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

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

- Provide a warm and friendly environment.
- Don't deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw their opinions or comments.

Factors that will create tension or dissatisfaction:

- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.

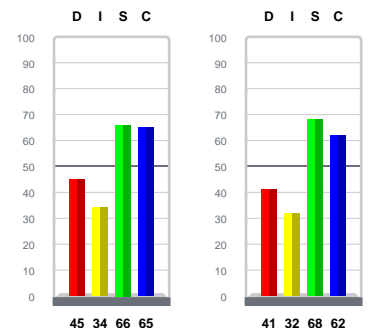


Team Effectiveness Factors

Ted's behavioral work style may or may not be compatible with other team members. Each team member brings their own strengths and weaknesses. This section of the report allows his strengths and weaknesses to be analyzed. Read and share these statements with other team members. Remember, a strength can turn into a weakness if overextended.

- STRENGTH - Task-oriented. POTENTIAL WEAKNESS - May bury himself in the task and fail to deal with people problems in a timely fashion.
- STRENGTH - Good listener. POTENTIAL WEAKNESS - May be possessive of information.
- STRENGTH - Loyal and patient. POTENTIAL WEAKNESS - May not project a sense of urgency.
- STRENGTH - Remains calm during conflict--a team player. POTENTIAL WEAKNESS - May give others a false sense of compliance because he fights passively.
- STRENGTH - Predictable and reliable. POTENTIAL WEAKNESS - May be inflexible and resist change.
- STRENGTH - Stable and persistent. POTENTIAL WEAKNESS - Be relaxed and contented with things the way they are.
- STRENGTH - Will work for a cause and a leader. POTENTIAL WEAKNESS - May procrastinate on decisions when in the leadership role.

Adapted Style Natural Style





Perceptions

See Yourself as Others See You

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

Self-Perception

Ted usually sees himself as being:

- Considerate
- Good-Natured
- Team player
- Thoughtful
- Dependable
- Good listener

Others' Perception - Moderate

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

- Nondemonstrative
- Unconcerned
- Hesitant
- Inflexible

Others' Perception - Extreme

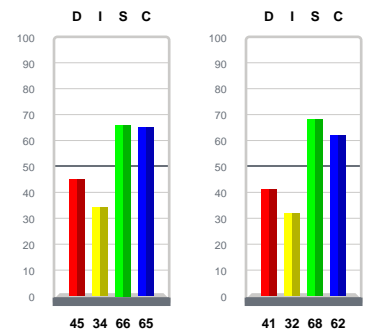
Under extreme pressure, stress or fatigue, others may see him as being:

- Possessive
- Detached
- Stubborn
- Insensitive



Adapted Style

Natural Style





Descriptors

Based on Ted's responses, the report has marked those words that describe his personal behavior. 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	Influencing	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending



Action Plan

Professional Development

1. I learned the following behaviors contribute positively to increasing my professional effectiveness: (list 1-3)

2. My report uncovered the following behaviors I need to modify or adjust to make me more effective in my career: (list 1-3)

3. When I make changes to these behaviors, they will have the following impact on my career:

4. I will make the following changes to my behavior, and I will implement them by _____:



Action Plan

Personal Development

1. When reviewing my report for personal development, I learned the following key behaviors contribute to reaching my goals and the quality of life I desire: (list 1-3)

2. The following behaviors were revealed, which show room for improvement to enhance the quality of my life: (list 1-3)

3. When I make changes to these behaviors, I will experience the following benefits in my quality of life:

4. I will make the following changes to my behavior, and I will implement them by _____:

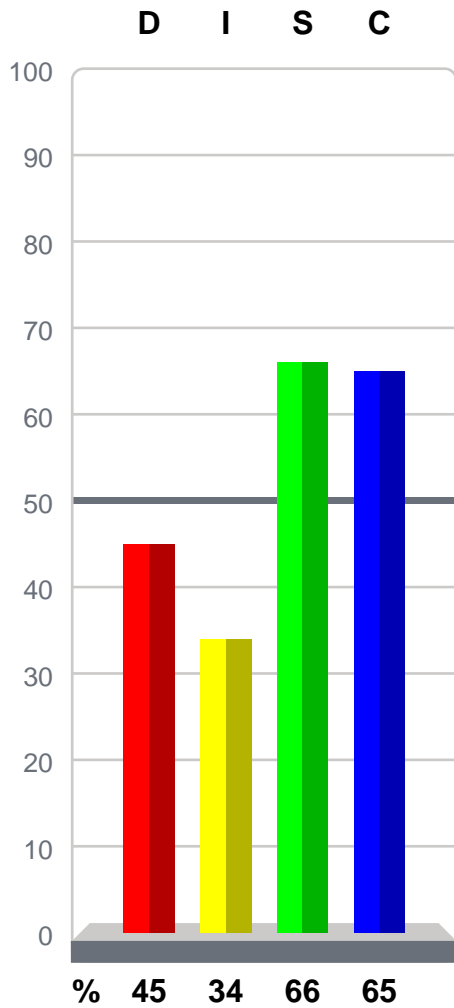


Style Insights® Graphs

5-17-2016

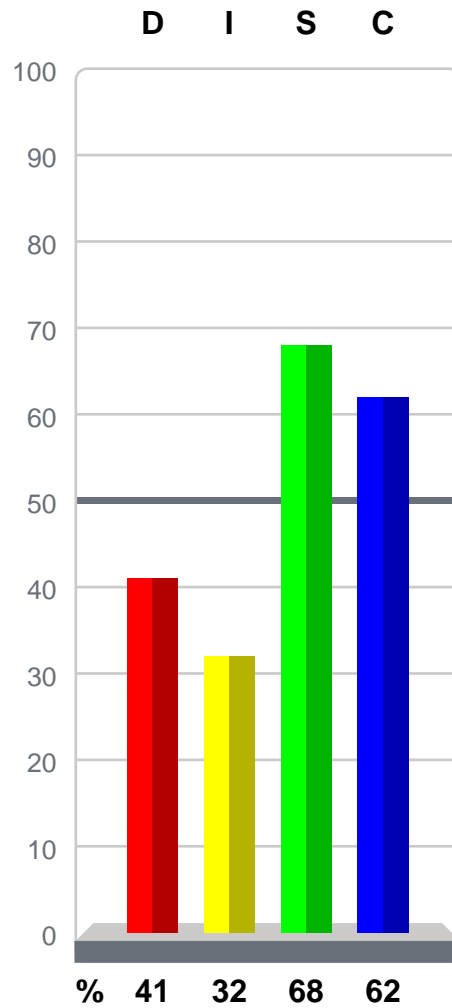
Adapted Style

Graph I



Natural Style

Graph II



Norm 2015 R4



The Success Insights® Wheel

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

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

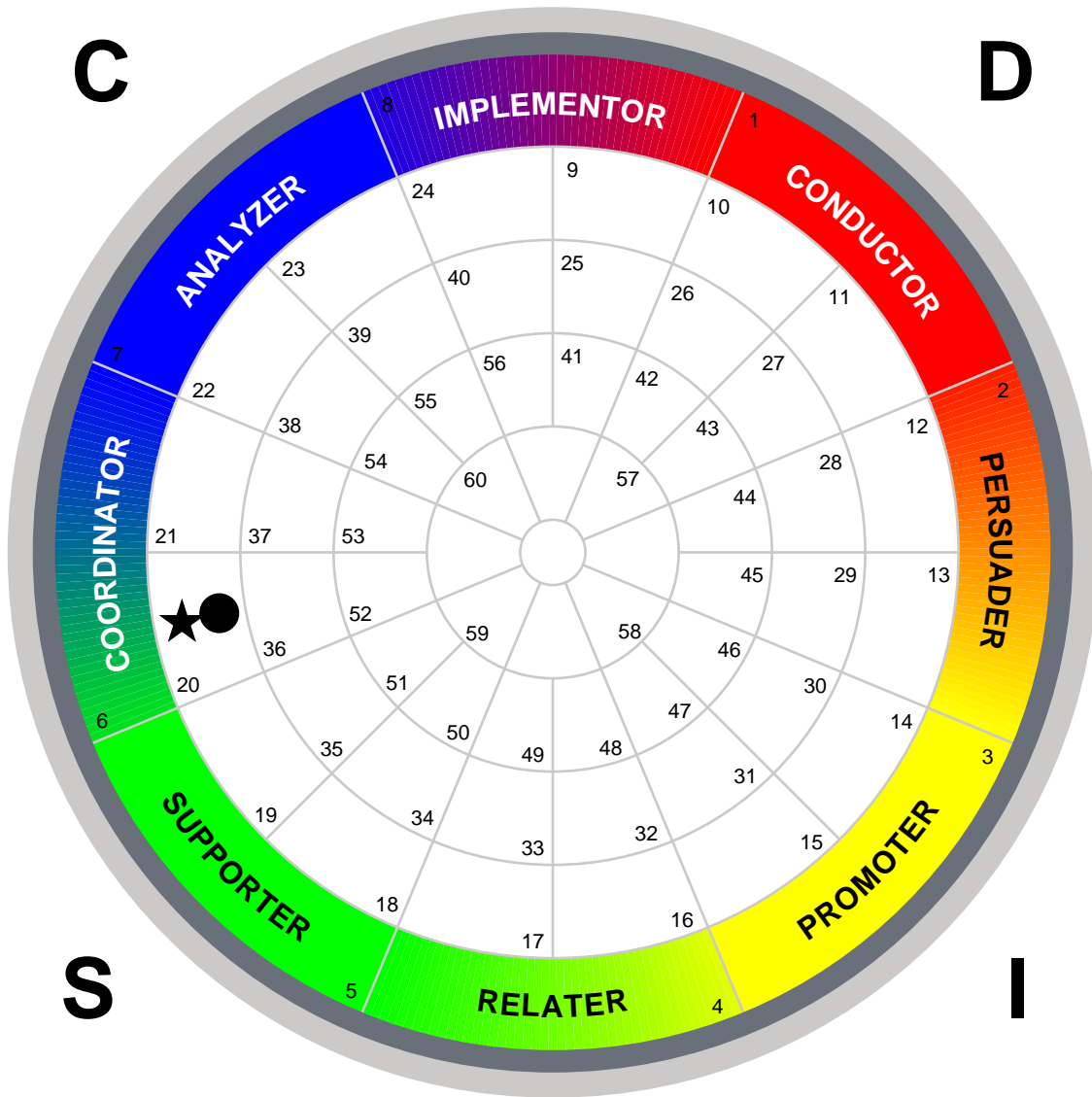
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral 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 Success Insights® Wheel

5-17-2016



Adapted: ★ (20) SUPPORTING COORDINATOR
 Natural: ● (20) SUPPORTING COORDINATOR

Norm 2015 R4