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:

Driving Forces Clusters (12 Areas)

This section identifies what drives you. In order to be successful and energized on the job, it is important that your driving forces are in alignment with the rewards of your role.

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.

Driving Forces Feedback

This section expands on your Primary Driving Forces Cluster. You will feel energized and successful at work when your job supports and satisfies these driving forces.

Behavioral Feedback

This section gives you insight into your top four behavioral traits to further identify your unique strengths.
Primary Driving Forces Cluster

Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

1. Objective - People who are driven by the functionality and objectivity of their surroundings.
   82

2. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.
   75

3. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.
   60

4. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.
   57

Norm 2017

Situational Driving Forces Cluster

Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

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

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

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

8. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.
Indifferent Driving Forces Cluster

You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

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

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

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

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

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 list below ranks your behavioral traits from the strongest to the weakest.

1. Interaction - Frequently engage and communicate with others.
   - 0 10 20 30 40 50 60 70 80 90 100
   - 60\(^*\)
   - 100 Natural
   - 100 Adapted

2. Customer-Oriented - Identify and fulfill customer expectations.
   - 0 10 20 30 40 50 60 70 80 90 100
   - 64\(^*\)
   - 77 Natural
   - 87 Adapted

3. People-Oriented - Build rapport with a wide range of individuals.
   - 0 10 20 30 40 50 60 70 80 90 100
   - 62\(^*\)
   - 75 Natural
   - 75 Adapted

4. Frequent Change - Rapidly shift between tasks.
   - 0 10 20 30 40 50 60 70 80 90 100
   - 52\(^*\)
   - 72 Natural
   - 68 Adapted

* 68% of the population falls within the shaded area.
Behavioral Hierarchy Continued

5. **Versatile** - Adapt to various situations with ease.
   
<table>
<thead>
<tr>
<th>Natural</th>
<th>Adapted</th>
</tr>
</thead>
<tbody>
<tr>
<td>70</td>
<td>70</td>
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6. **Competitive** - Want to win or gain an advantage.
   
<table>
<thead>
<tr>
<th>Natural</th>
<th>Adapted</th>
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<tbody>
<tr>
<td>50</td>
<td>30</td>
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7. **Consistent** - Perform predictably in repetitive situations.
   
<table>
<thead>
<tr>
<th>Natural</th>
<th>Adapted</th>
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<tbody>
<tr>
<td>42</td>
<td>48</td>
</tr>
</tbody>
</table>

8. **Following Policy** - Adhere to rules, regulations, or existing methods.
   
<table>
<thead>
<tr>
<th>Natural</th>
<th>Adapted</th>
</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>45</td>
</tr>
</tbody>
</table>

* 68% of the population falls within the shaded area.
9. Persistence - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100

- 37 Natural
- 61*
- 37 Adapted
- 64*

10. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100

- 35 Natural
- 43*
- 29 Adapted
- 43*

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

0 10 20 30 40 50 60 70 80 90 100

- 10 Natural
- 51*
- 10 Adapted
- 57*

12. Analysis - Compile, confirm and organize information.

0 10 20 30 40 50 60 70 80 90 100

- 10 Natural
- 53*
- 10 Adapted
- 59*

* 68% of the population falls within the shaded area.
Driving Forces Feedback

Your motivation to succeed is, in part, determined by your underlying driving forces. You will feel energized and successful at work when your job supports and satisfies these driving forces. The following 4 factors make up your primary driving forces cluster.

1. Objective
   - You are driven by the functionality and objectivity of their surroundings.

2. Altruistic
   - You are driven by the benefits you provide others.

3. Instinctive
   - You are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

4. Structured
   - You are driven by traditional approaches, proven methods and a defined system for living.
Driving Forces Feedback

Joel won't get distracted by the form and beauty in his environment. He isolates personal issues to focus on professional productivity. If he thinks it will harm the relationship, Joel will avoid confrontation. He is inclined to help other people in the organization, even if it's not in his best interest. Joel will view and use knowledge as a needed resource or a means to an end. He is comfortable in situations when he can rely on past experiences. He is true to his personal system for living. He tends to be very helpful when working with others who share the same interests. Joel will evaluate each situation to determine how much control to apply. He may seek to achieve leadership roles. He evaluates situations and may look for the potential return on investment. He may be open to building a framework to maximize his time and talent invested in a project.
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. Interaction
   - You prefer to interact with others rather than deal with tasks.

2. Customer-Oriented
   - You have a sincere interest in your customers. You demonstrate credibility, effective problem solving and the ability to maintain a positive attitude.

3. People-Oriented
   - You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time communicating with or understanding people.
Behavioral Feedback

Joel wants to be liked by everyone and to be recognized for his willingness to help others in time of need. He likes quality social relationships. He often will become friends with his customers or clients. He likes public recognition for his achievements. One of his motivating factors is recognition and “strokes.” He may tend to agree to avoid confrontation. Joel wants to be seen as his own person, but usually projects it in friendly terms. He likes to develop people and build organizations. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He is enthusiastic and usually slow to anger.