



TTI Success Insights®

INTERVIEWING INSIGHTS™ - General Version



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4-13-2010



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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.

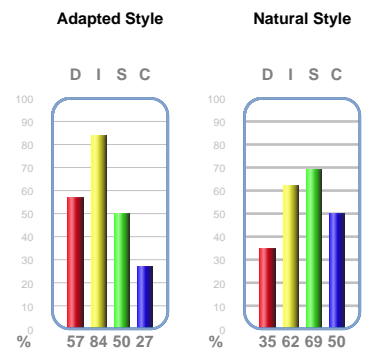
This report analyzes behavioral style, that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements which are true or areas of behavior in which tendencies are shown. This valuable information will enable you to thoroughly prepare and conduct the selection/interview process by providing you with a deeper understanding and knowledge of how the candidate can best fit the position you have to offer.



Based on Ian's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior 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 Ian's natural behavior.

Ian wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. He likes harmony and cooperation. Most of the time he appears as cool, calm and controlled. He sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. Loyalty and being a team player are usually his goals. He is a good, steady, dependable team member. Outwardly, he may appear to be totally accepting of others. He may, however, have deep convictions that are not apparent to others. He may not project a sense of urgency like some people with different behavioral styles. He can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information. 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, Ian would like to slow the world down and cut out some of the activities people want him involved in. He likes to set his own pace. When others try to rush him, he feels threatened and may balk.

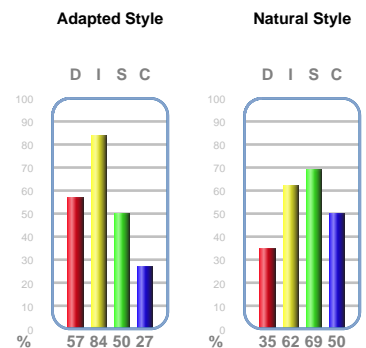
Ian finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." Making plans and following those plans is important to him. He is persistent and persevering in his approach to achieving goals. Once he has arrived at a decision, he can be tough-minded and





unbending. He has made his decision after gathering much data, and he probably won't want to repeat the process. Ian prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He may tend to fight for his beliefs or those things he feels passionate about. He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

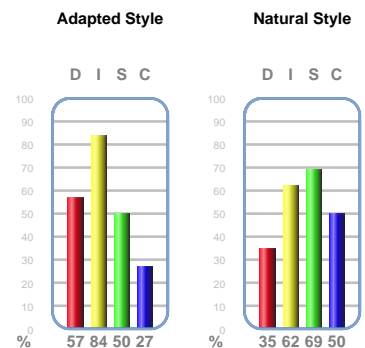
Ian is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He likes a friendly, open style of communication. He usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He does not enjoy confrontation for confrontation's sake. He feels he can win through patience and resolve. Ian is not easily triggered or explosive, but he may conceal some grievances because he doesn't always state his feelings. 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. He will be open with those he trusts; however, reaching the required trust level may take time.





This section identifies the ideal work environment based on Ian's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Ian enjoys and also those that create frustration.

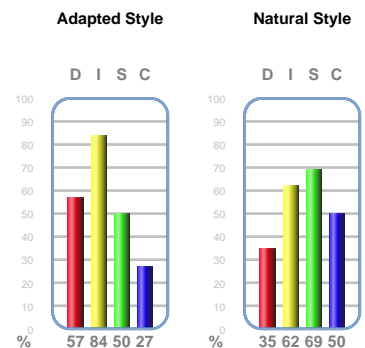
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Practical work procedures.
- An environment in which he may deal with people on a personal, intimate basis.
- A stable and predictable environment.
- Assignments that can be completed one at a time.
- Work place where people seldom get mad.
- An environment that allows time to change.





This section of the report identifies the specific talents and behavior Ian brings to the job. By looking at these statements, one can identify his role in the organization. The organization can then develop a system to capitalize on his particular value and make him an integral part of the team.

- People-oriented.
- Patient and empathetic.
- Builds good relationships.
- Turns confrontation into positives.
- Works for a leader and a cause.
- Concerned about quality.
- Will gather data for decision making.

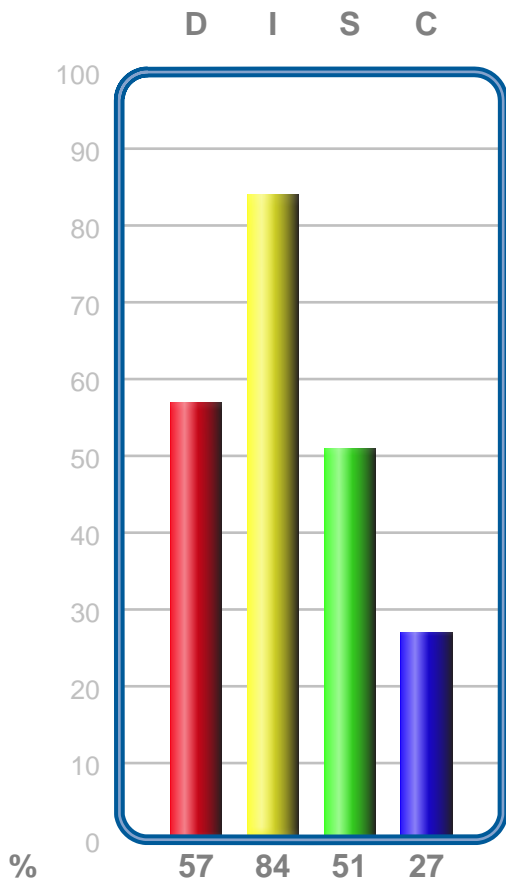




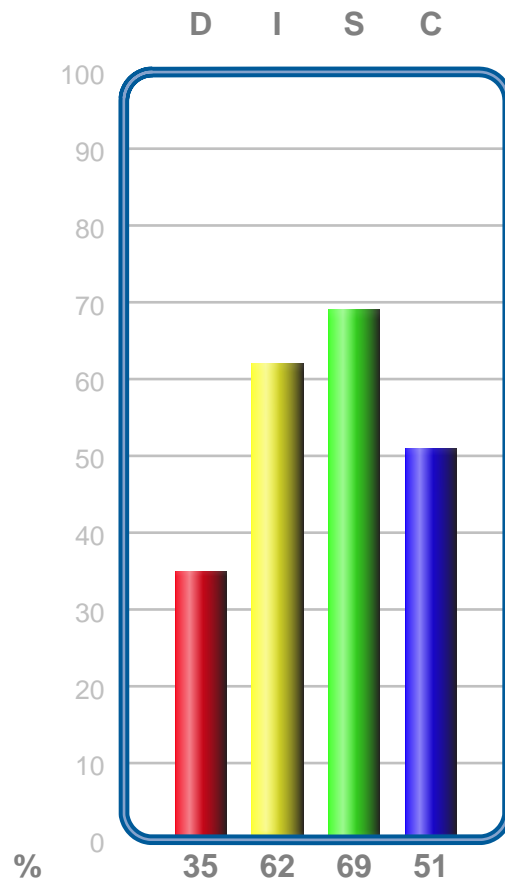
1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?



MOST
Graph I
Adapted Style



LEAST
Graph II
Natural Style



Norm 2003

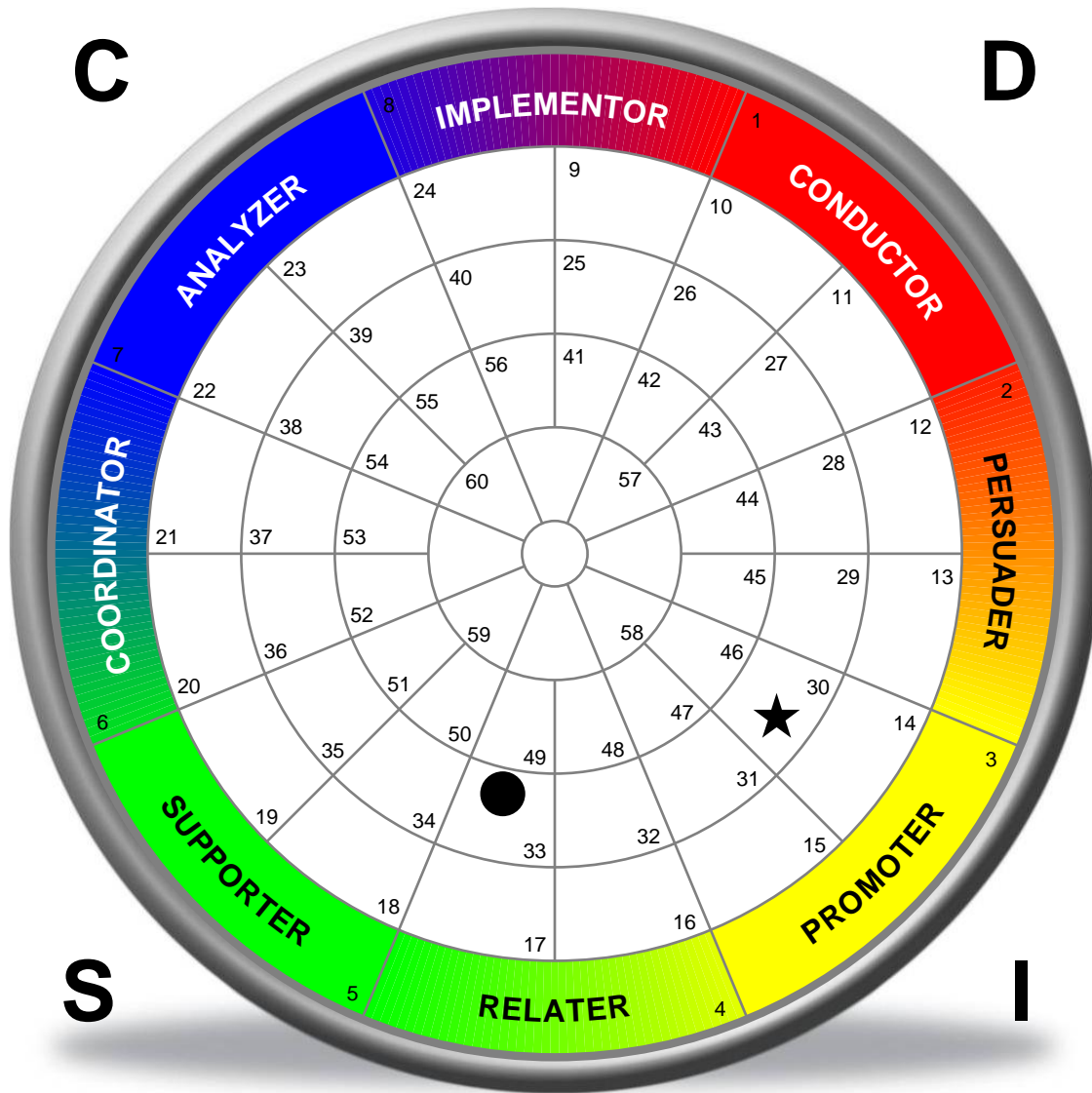


The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- 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.



Adapted: ★ (30) PERSUADING PROMOTER (FLEXIBLE)

Natural: ● (33) SUPPORTING RELATER (FLEXIBLE)

Norm 2003

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