



**TTI Success Insights®**

Workplace Behaviors™ Version



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Jobs today are forever changing and people have to adapt to these changes at a faster rate than ever before. The changes may be the job skills needed, the working environment, the technical skills needed or simply the way in which the job needs to be done. Jobs are also becoming more complex. One job description today may encompass the duties of three or four jobs ten years ago. Therefore people in the positions need to be able to perform a variety of functions that call for different ways of getting things done.

The TTI Success Insights Workplace Behaviors report is designed to give an overview of how the job needs to be done. This will allow an organization to determine the type of individual that would be most successful in a given position. Some jobs require the incumbent to be all things to all people. This can cause extreme stress for an individual. Often times, an organization can reevaluate the position in order to make it more realistic for one person to perform successfully. Doing so will lead to increased retention, productivity and job satisfaction.

As you read through this report, remember to think of the job, not the person!



*Our changing work environments require the need to clearly focus on the different behavioral demands of the job. The Job Characteristics section of this report describes the behavioral demands of the position. The report breaks down the job into four behavioral groups for the ease of matching people to the job.*

This job calls for an individual

- To have and exhibit complete authority to carry out responsibilities.
- To be able to immediately respond to problems or crisis situations.
- To have a demanding attitude of self and others.
- Who thrives on challenging assignments.
- With creative and original thinking abilities.
- Who performs best with freedom from routine and details.
- Who performs best with the freedom to act independently.
- With a high sense of urgency and uses this as a catalyst for obtaining results.
- Who desires an appropriate title in order to acknowledge status and prestige.
- Who excels in accepting and initiating change.
- Who is decisive and firm in decision making.
- Who is a self-starter who enjoys all phases of competition.
- Who is able to be successful in an environment where the leader needs to be direct and to the point.
- Who has strong leadership and directive skills.
- Who has a strong future orientation and abstract thinking ability.



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This job calls for an individual

- Who desires many social interactions.
- With a very high trust level.
- With an optimistic outlook towards all activities.
- Who can skillfully use vocabulary to generate enthusiasm.
- Who has highly persuasive communication abilities.
- Who desires a high level of contact with people.
- Who exhibits an enthusiastic acceptance of new ideas.
- With the ability to move from one activity to another quickly.
- Who desires a flexible use of time.
- With an outgoing personality.
- Who demonstrates new and innovative ways of solving problems.
- Who can develop democratic relationship with others.
- Who enjoys working with people more than working with things.
- Who wants to work in a team environment.
- Who has the ability to project self-confidence.
- Who gets things done through people.
- Who will succeed in an environment with freedom from detail and control.



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This job calls for an individual

- With patience.
- With the ability to listen.
- Who enjoys working within the system.
- Who has a task oriented concentration.
- Who follows through on tasks.
- Who desires limited change in work activities.
- Who enjoys team participation.
- Who desires security for self and others.
- Who works best with a job description in writing.
- Who exhibits consistent performance.
- Who demonstrates a sincere approach to working with people.
- Who desires a friendly environment.



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This job calls for an individual

- With awareness and sensitivity to rules and procedures.
- Who desires practical work.
- Who demonstrates persistence in getting the job completed.
- Who desires freedom from direct control and supervision.
- Who can express new ideas.
- Who desires limited independence to question procedures.
- Who has the ability to test new ideas and procedures.
- Who takes calculated risks.
- Who questions the status quo.



*The TTI Success Insights Workplace Behaviors assessment is designed to analyze the job by letting the job talk. This section describes the potential conflicts or concerns for people in this position. In some cases an organization may choose to re-evaluate the position or its key accountabilities.*

This position is requiring the incumbent to have a behavioral style with the potential for me-me conflicts. This is quite common in positions and normal for individuals to possess such behavioral styles. Based on the incumbent's behavioral style, the organization may need to make modifications to the communication flow and activity levels of the position. Please review the incumbent's behavioral report for ideas that may help decrease the risk of behavioral job stress.



This section is designed to give a visual understanding of the behavioral traits demanded of the position. The graphs below are in descending order from the highest rated behavioral traits required by the job to the lowest. This means the higher the score the more important that behavioral trait is to stress reduction and superior job performance.

## 1. COMPETITIVENESS



## 2. FREQUENT INTERACTION WITH OTHERS



## 3. CUSTOMER ORIENTED



## 4. FREQUENT CHANGE



## 5. URGENCY



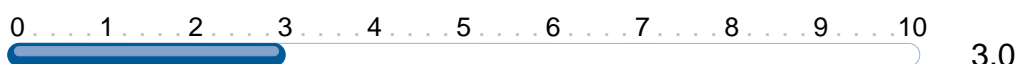
## 6. VERSATILITY



## 7. ORGANIZED WORKPLACE



## 8. ANALYSIS OF DATA





*Read the following suggested interview questions as they relate to the most desired behavioral traits to perform the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.*

## 1. COMPETITIVENESS

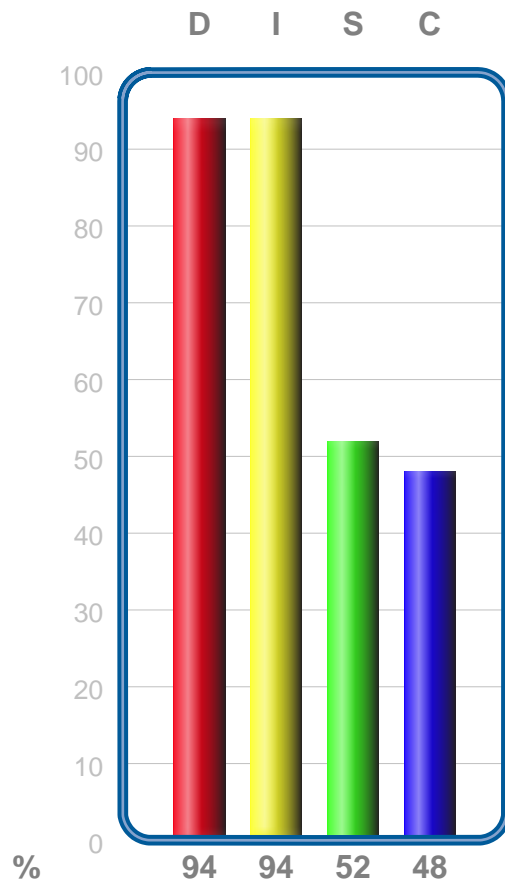
- How demanding are you of yourself and others? Do you think you are sometimes too demanding? Give me an example of a job situation where being demanding helped achieve the goal. Did it lead to other problems? Would others ever describe you as aggressive? Pushy? Why?
- How important is winning to you? How do you define winning? Give me an example of a situation where you felt you were going to lose. How did it feel? How did you handle it?

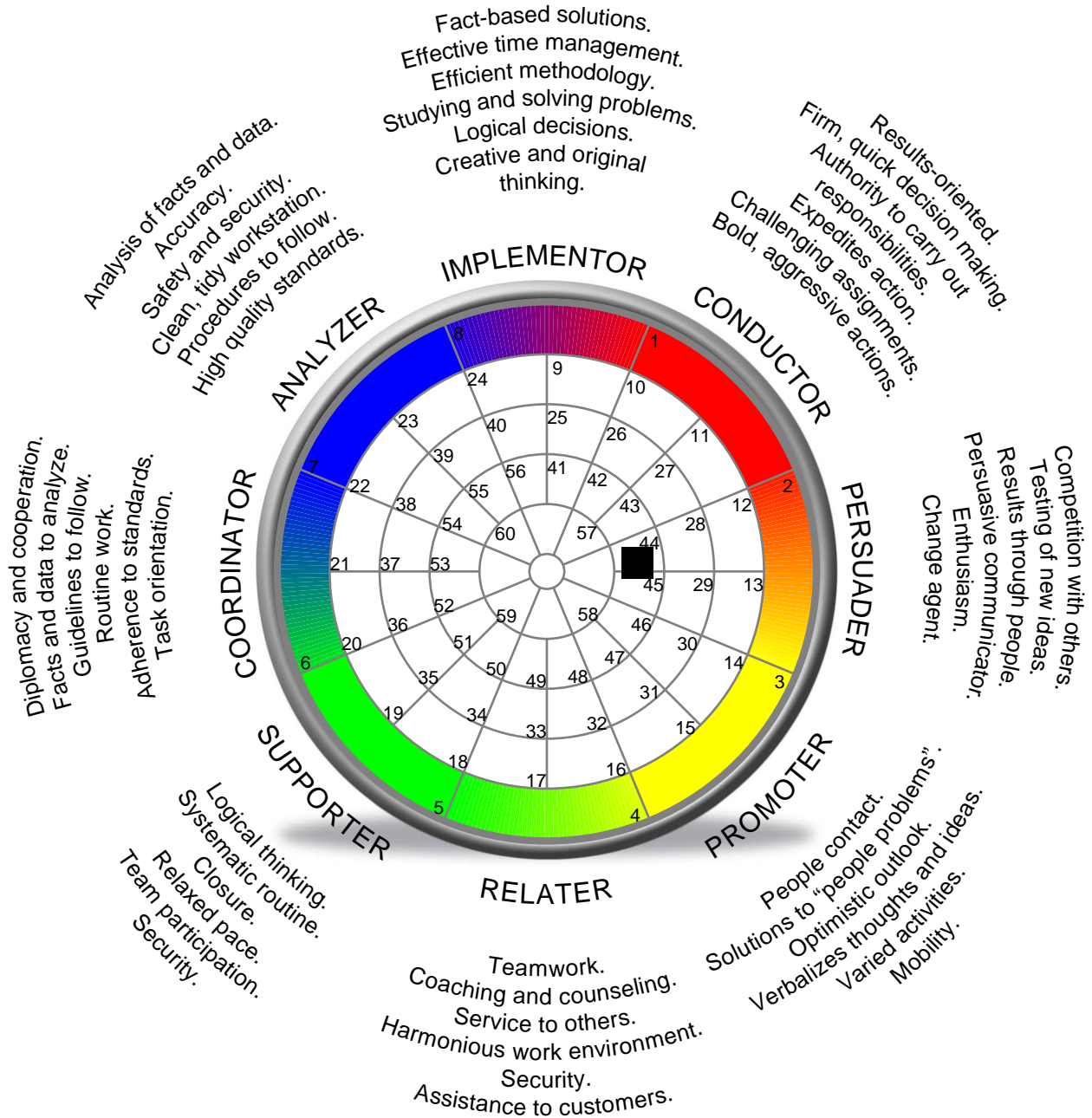
## 2. FREQUENT INTERACTION WITH OTHERS

- How do you handle frequent interruptions by other people? How about your response to people who ask you question after question?
- Are you more comfortable with details or people with the big picture or with bits of data?

## 3. CUSTOMER ORIENTED

- How important is it for people to like you? Which is more important, being trusted or liked? Why do you say that?
- Do you stop and listen to others or express your opinions quickly? Give me examples and situations where both of these situations occurred. What was the outcome?





Workplace Behaviors: ■ (44) CONDUCTING PERSUADER (ACROSS)