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Talent Insights®

Job Report

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9/4/2013

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Introduction

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behaviour and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TTI Talent Insights® Job benchmarking process. The result is an evaluative report that analyses a total of 18 separate areas. Additional feedback and suggested interview questions that pertain to each area complete this report.

Rewards/Culture Hierarchy (6 Areas)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation. It clarifies "why" and "in what kind of environment" this job will produce success.

Behavioural Hierarchy (12 Areas)

This section explores the behavioural traits demanded of the job. The higher the ranking, the more important the behavioural trait will be to the job for stress reduction and superior performance.

The results of this section are ranked on a scale, reflecting the unique levels of applicability and importance to the job. These rankings illustrate what is essential for this job to deliver superior performance and maximum value to your organisation.

Rewards/Culture Feedback

This section expands on the fact that every job in every organisation has its own culture. The culture of any job is clearly defined by how it rewards superior performance.

Behavioural Feedback

This section clarifies the nature of the behavioural traits demanded by the job.

Rewards/Culture Interview Questions

This section contains suggested interview questions that pertain specifically to the rewards/culture of the job.

Behavioural Interview Questions

This section contains suggested interview questions that pertain specifically to the behavioural traits required by the job.

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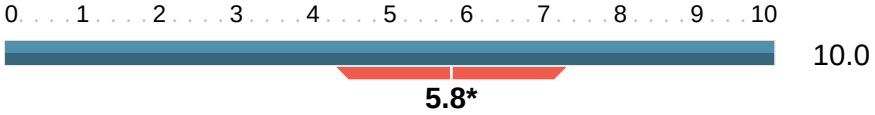
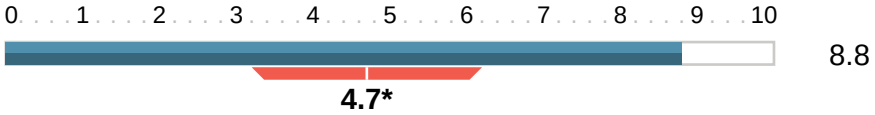
Job Rewards/Culture Hierarchy

This section identifies the rewards/culture system of a specific job. Matching a person's passion to a job that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the job to the lowest.

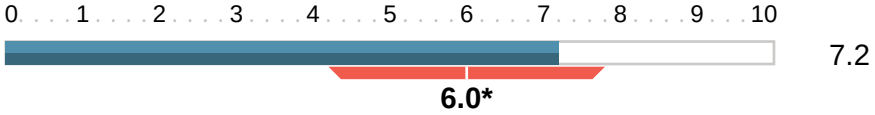
1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



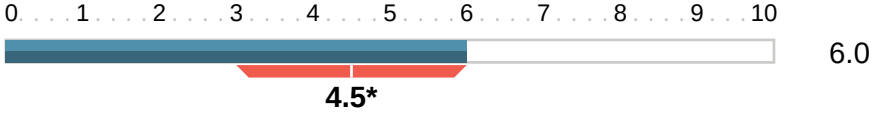
2. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



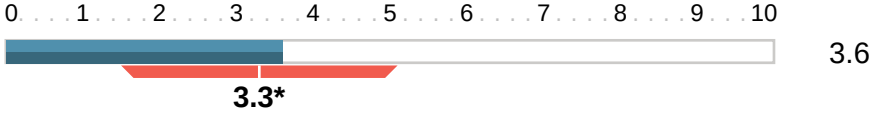
3. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



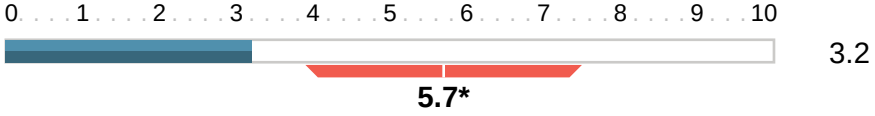
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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Organisational Rewards/Culture Hierarchy

This section identifies the rewards/culture system of a specific organisation. Matching a person's passion to an organisation that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the organisation to the lowest.

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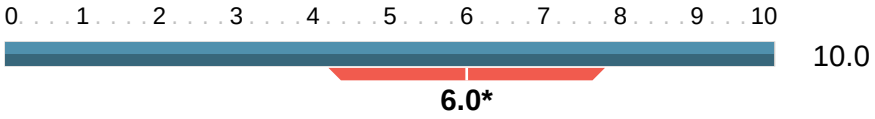
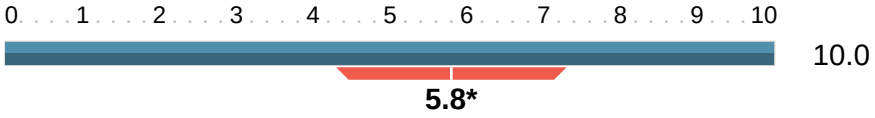
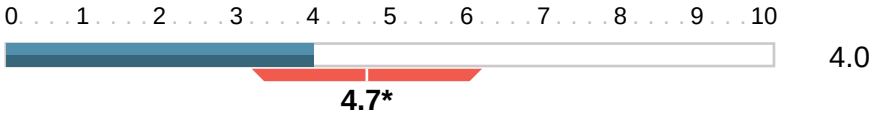


2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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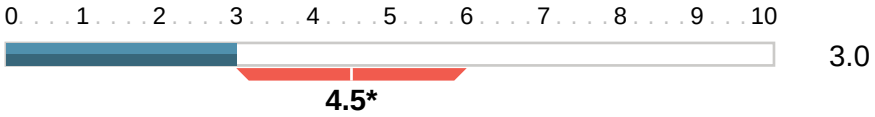
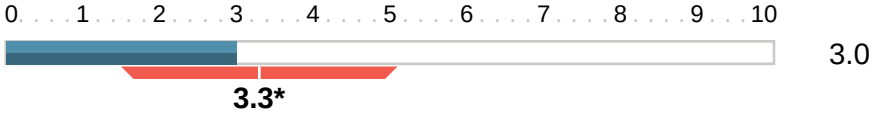


5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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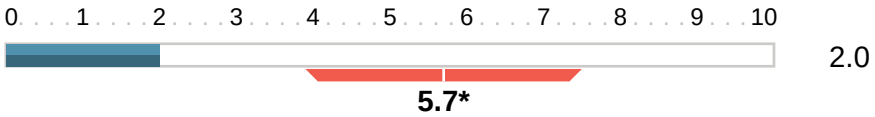

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Conflicting Job Requirements

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

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

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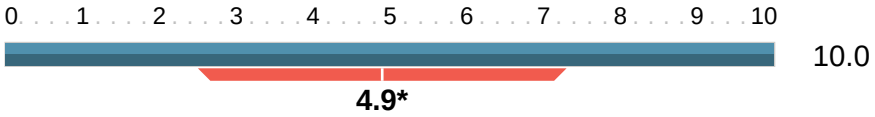
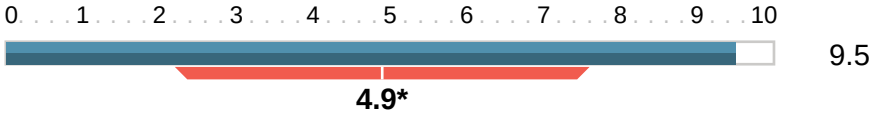
Behavioural Hierarchy

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

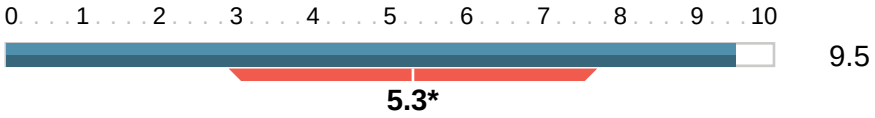
1. Competitiveness - The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.



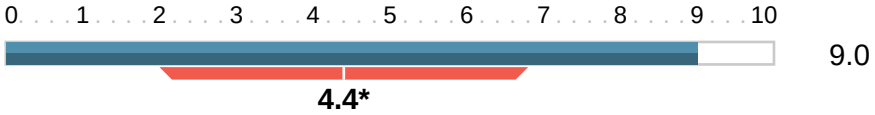
2. Organised Workplace - The job's success depends on systems and procedures, its successful performance is tied to careful organisation of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.



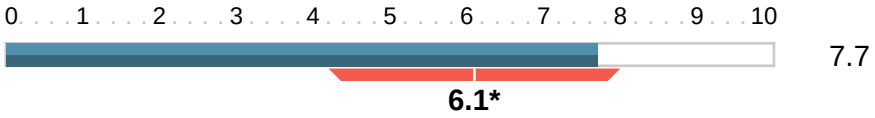
3. Analysis of Data - The job deals with a large number of details. It requires that details, data and facts are analysed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.



4. Urgency - The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.



5. Follow Up and Follow Through - The job requires a need to be thorough and complete tasks that have been started.



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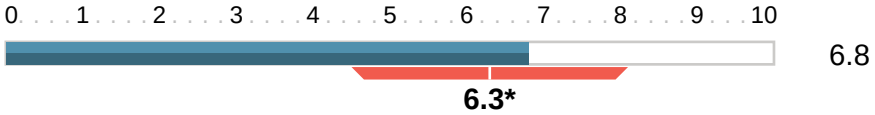
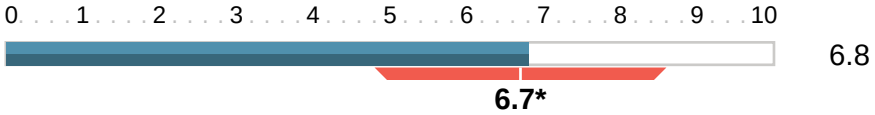
Behavioural Hierarchy

6. Consistency - The job requires the ability to do the job the same way on a repeated basis.



6.8

7. Following Policy - The job calls for complying with the policy or if no policy, complying with the way it has been done in the past.



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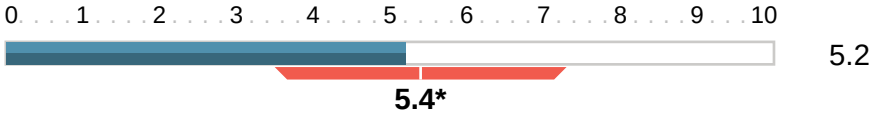
8. Frequent Change - The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished and easily move on to new tasks with little or no notice.



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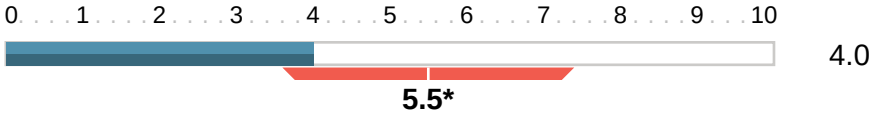
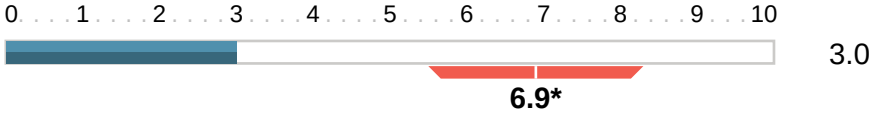
9. Versatility - The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.



4.0

10. People Oriented - The job demands a positive and constructive view of working with others. There will be a high percentage of time spent in listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



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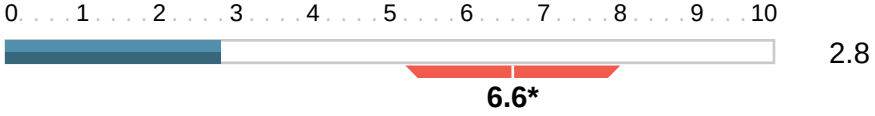
11. Customer Relations - The job demands a desire to convey your sincere interest in your internal and/or external customers.



2.8

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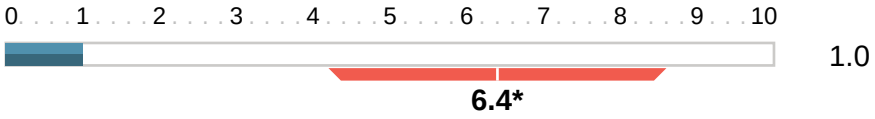
Behavioural Hierarchy

12. Frequent Interaction with Others - The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



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Workplace Behaviours

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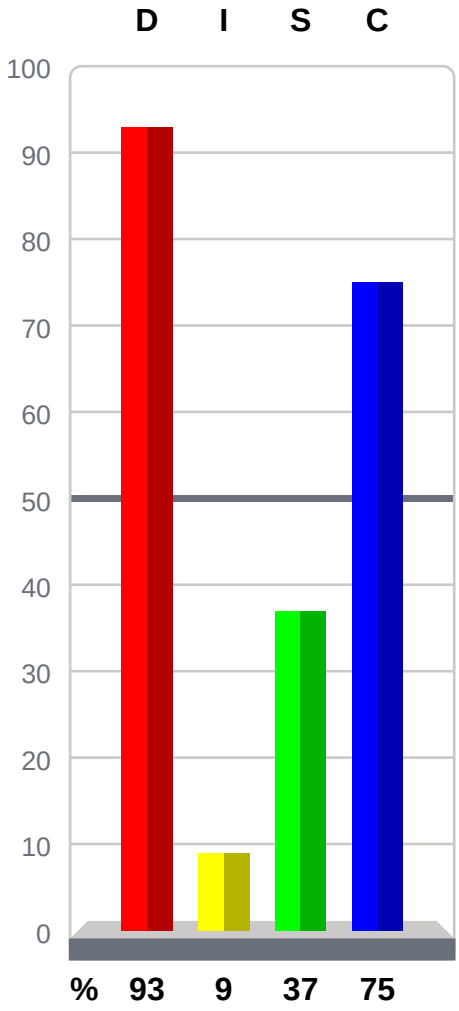

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Job Rewards/Culture Feedback

This section provides a brief description of the top three Job Rewards for this position. These rewards are listed in hierarchical order, with the most important listed at the top.

1. Theoretical
   - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

2. Individualistic/Political
   - Rewards those who value personal recognition, freedom and control over their own destiny and others.

3. Utilitarian/Economic
   - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

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Behavioural Feedback

This section provides a brief description of the top three Behaviours required for this position. These are the behaviours that will need to be demonstrated most often for superior performance.

1. Competitiveness
   - The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.

2. Organised Workplace
   - The job's success depends on systems and procedures, its successful performance is tied to careful organisation of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.

3. Analysis of Data
   - The job deals with a large number of details. It requires that details, data and facts are analysed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.

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Job Rewards/Culture Questions

Read the following suggested interview questions as they relate to the rewards/culture environment of the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.

1. Theoretical: Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
   - Which is more important, action or knowledge?
   - Would you consider yourself to be an expert in something? What is it? How did you go about gaining the knowledge?
   - Tell me what you especially like or enjoy about learning things. What topics or subjects do you enjoy?
   - How comfortable are you in taking the time, energy and effort required to master a subject or topic you currently know very little about? How about one in which you have very little interest?

2. Individualistic/Political: Rewards those who value personal recognition, freedom, and control over their own destiny and others.
   - What role does being in control of a situation play in your job satisfaction? How important is it for you to control your own destiny?
   - How important is independence to you? Power? Influencing others? What would be your level of satisfaction with a job if you had none of these?
   - How good are you in taking directions from others? How much do you like doing so?
   - How do you go about influencing others to act? Give me a concrete, real-world example of a time when you were able to move a group of people to action and exactly how you did it.

3. Utilitarian/Economic: Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
   - How important is earning a lot of money to you? What do you consider to be a "lot of money"?
   - Where would you like to be, financially, in 5 years? 10 years? Why?
   - What role does earning a significant income play in your job choices? In staying in a job?
   - Would you consider yourself to be a bottom line, practical thinker or are you more theoretical or philosophical? Why do you say that?

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Behavioural Questions

Read the following suggested interview questions as they relate to the most desired behavioural 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: The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.
   - 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. Organised Workplace: The job's success depends on systems and procedures, its successful performance is tied to careful organisation of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.
   - How systematic are you? Tell me about how you organise activities, tasks and projects. Explain your system for keeping organised.
   - How effective are you when you face repetitive tasks? Tell me about jobs you have had that required diligent record keeping and systematic planning. Describe the job. Describe your level of satisfaction with that job. What was your level of success.

3. Analysis of Data: The job deals with a large number of details. It requires that details, data and facts are analysed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.
   - How do you organise details for use and recall? What system do you use? Would you ever consider yourself to be careless with details? Why do you say that?
   - What is the longest time you have ever spent ensuring that the facts, details and components of a system were accurate? What was the system? Where was it? Describe it for me.

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