



TTI
SUCCESS
INSIGHTS®

Talent Insights®

Talent Version

Max Muster
INSIGHTS MDI®
21/6/2017

INSIGHTS MDI International® Deutschland GmbH
Klettgaustraße 21
D-79761 Waldshut-Tiengen
Tel. +49 (0) 7741 - 96 94 0
info@insights.de • www.insights.de

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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, behavioural 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-personalised 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 energised on the job, it is important that your driving forces are in alignment with the rewards of your role.

Behavioural Hierarchy (12 Areas)

This section ranks the traits that most closely describe your natural behaviour. When your job requires the use of your top behavioural 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 energised and successful at work when your job supports and satisfies these driving forces.

Behavioural Feedback

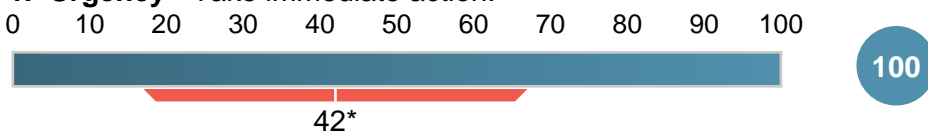
This section gives you insight into your top four behavioural traits to further identify your unique strengths.



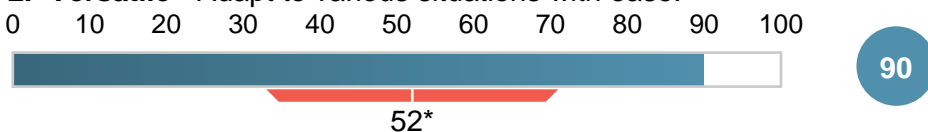
Behavioural Hierarchy

Your observable behaviour 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 behavioural traits from the strongest to the weakest.

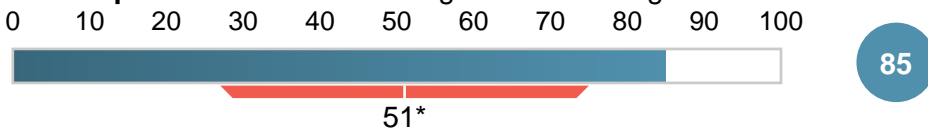
1. Urgency - Take immediate action.



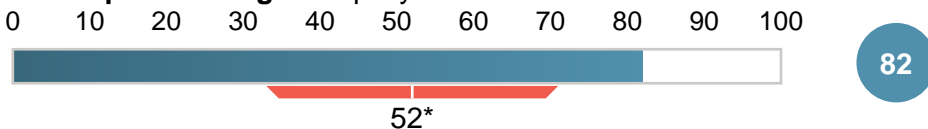
2. Versatile - Adapt to various situations with ease.



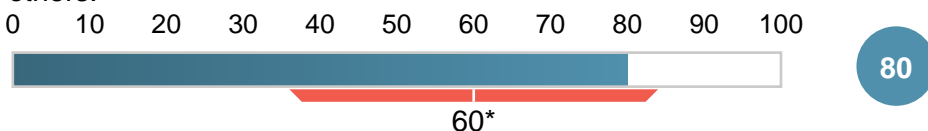
3. Competitive - Want to win or gain an advantage.



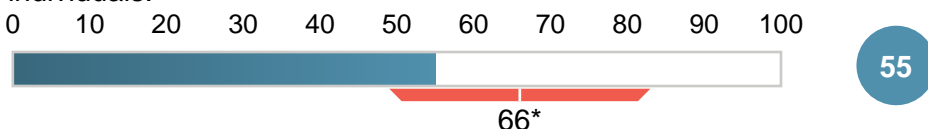
4. Frequent Change - Rapidly shift between tasks.



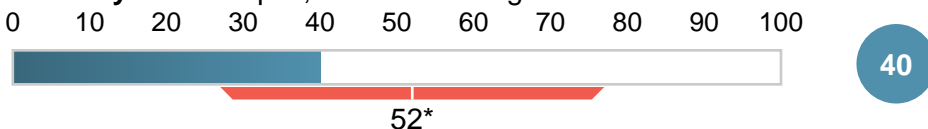
5. Interaction - Frequently engage and communicate with others.



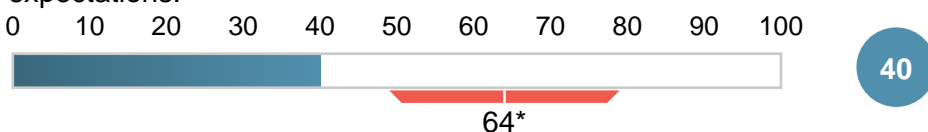
6. People-Oriented - Build rapport with a wide range of individuals.



7. Analysis - Compile, confirm and organise information.



8. Customer-Oriented - Identify and fulfil customer expectations.

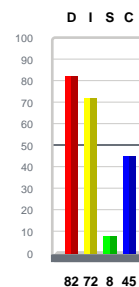
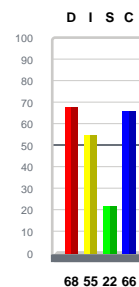


* 68% of the population falls within the shaded area.



Adapted Style

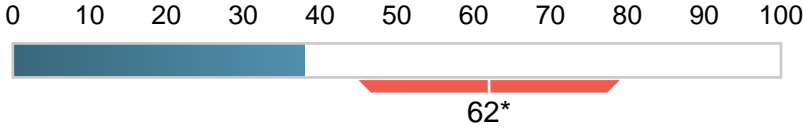
Natural Style





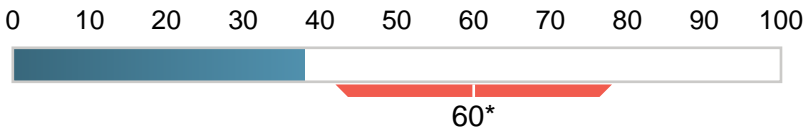
Behavioural Hierarchy

9. **Persistence** - Finish tasks despite challenges or resistance.



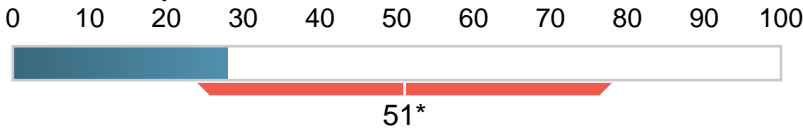
38

10. **Following Policy** - Adhere to rules, regulations, or existing methods.



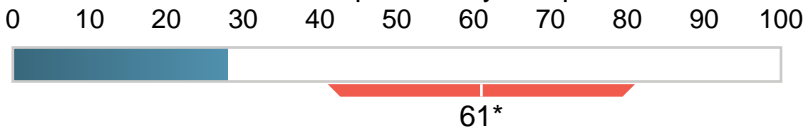
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11. **Organised Workplace** - Establish and maintain specific order in daily activities.



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12. **Consistent** - Perform predictably in repetitive situations.

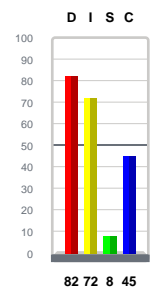
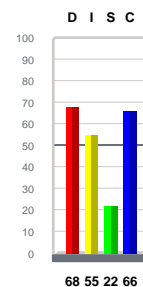


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Adapted Style

Natural Style



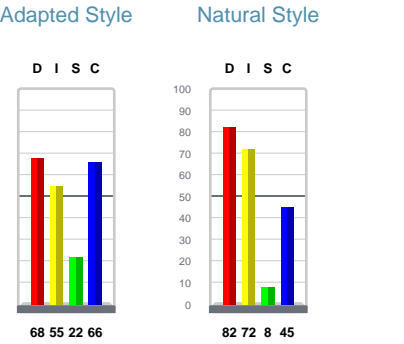
SIA: 68-55-22-66 (25) SIN: 82-72-08-45 (12)
* 68% of the population falls within the shaded area.



Behavioural Feedback

Your observable behaviour 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 behavioural traits:

1. Urgency
 - You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.
2. Versatile
 - You easily adapt to changes with a high level of optimism and a "can do" orientation.
3. Competitive
 - Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

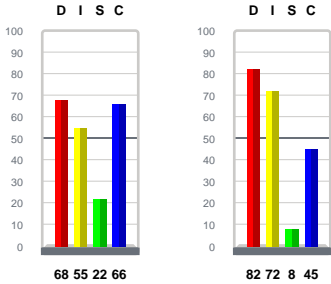




Behavioural Feedback

Max displays a high energy factor and is optimistic about the results he can achieve. The word "cannot" is not in his vocabulary. He is a goal-oriented individual who believes in harnessing people to help him achieve his goals. He needs people with other strengths on his team. He prefers an environment with variety and change. He is at his best when many projects are underway at once. He has high ego strengths and may be viewed by some as egotistical. Max is extremely results-oriented, with a sense of urgency to complete projects quickly. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. Many people see him as a self-starter dedicated to achieving results. He wants to be viewed as self-reliant and willing to pay the price for success.

Adapted Style Natural Style





Communication Tips

This section provides suggestions on methods which will improve Max'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, Max 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 disorganised 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-organised "package."

Factors that will create tension or dissatisfaction:

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

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.
- Do not 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.



Value to the Organisation

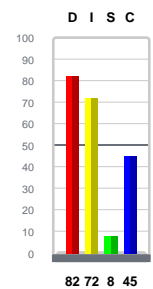
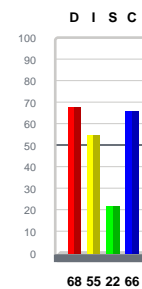
This section of the report identifies the specific talents and behaviour Max brings to the job. By looking at these statements, one can identify his role in the organisation. The organisation can then develop a system to capitalise on his particular value and make him an integral part of the team.

- Spontaneity.
- Change agent--looks for faster and better ways.
- Good mixer.
- Competitive.
- Sense of urgency.
- Tenacious.
- Initiates activity.
- Forward-looking and future-oriented.



Adapted Style

Natural Style



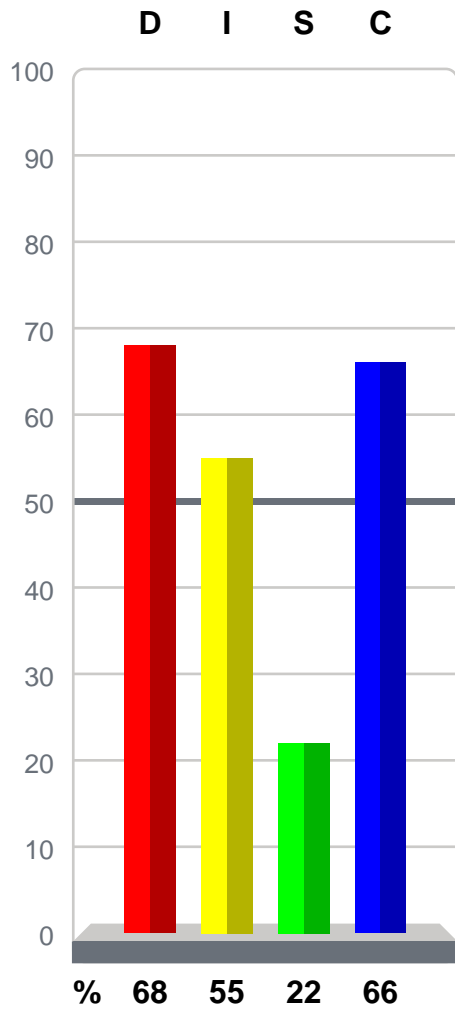


Style Insights® Graphs

21/6/2017

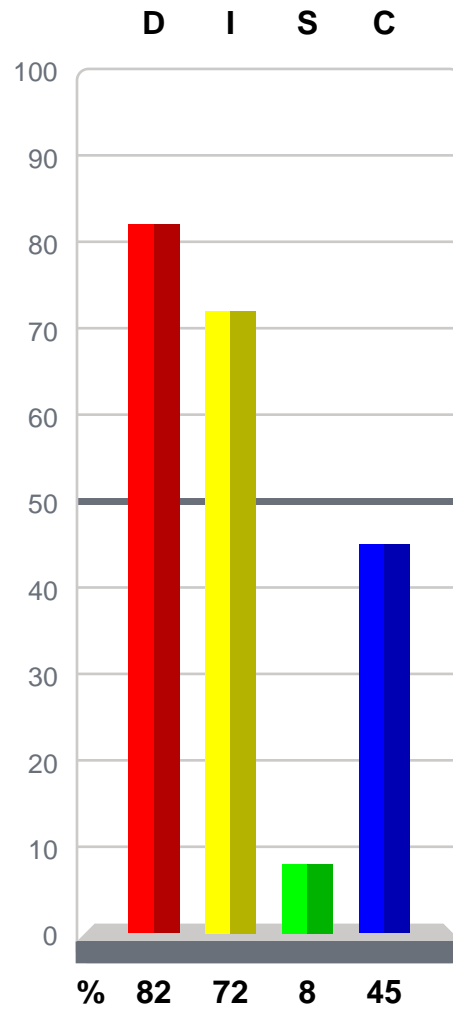
Adapted Style

Graph I



Natural Style

Graph II



German Norm 2017 R4

T: 0:58



The Success Insights® Wheel

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

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

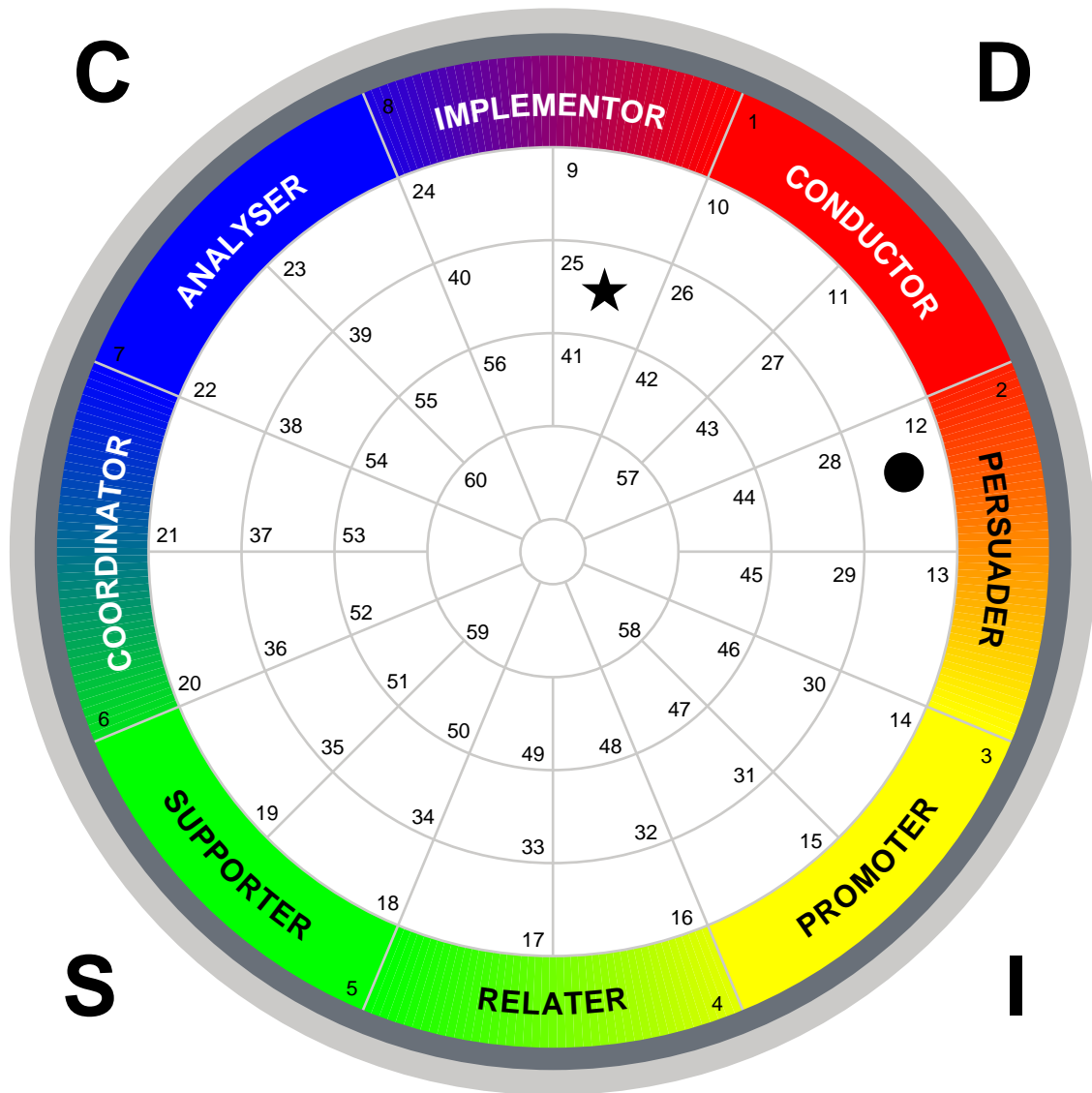
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behaviour. The further the two plotting points are from each other, the more you are adapting your behaviour.

If you are part of a group or team who also took the behavioural 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

21/6/2017



Adapted: ★ (25) CONDUCTING IMPLEMENTOR (FLEXIBLE)
Natural: ● (12) CONDUCTING PERSUADER

German Norm 2017 R4

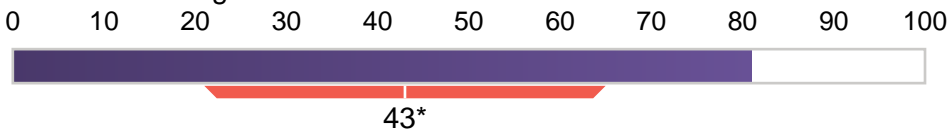
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Primary Driving Forces Cluster

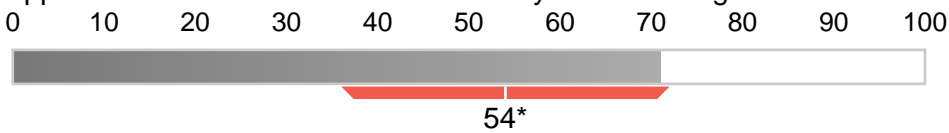
Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver 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.



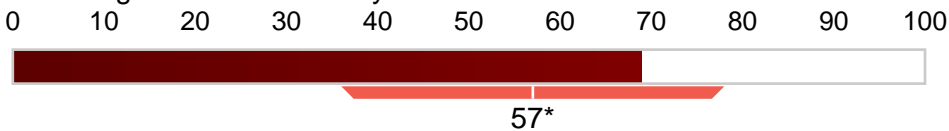
81

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



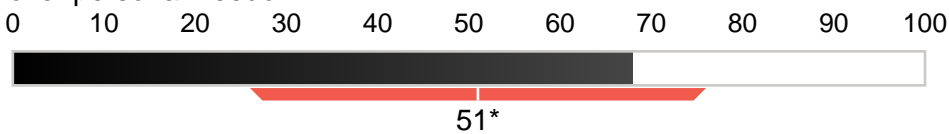
71

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



69

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



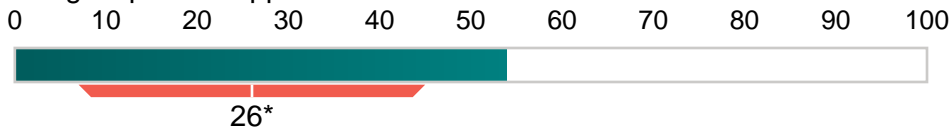
68



Situational Driving Forces Cluster

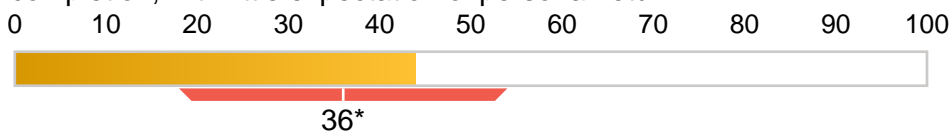
Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

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



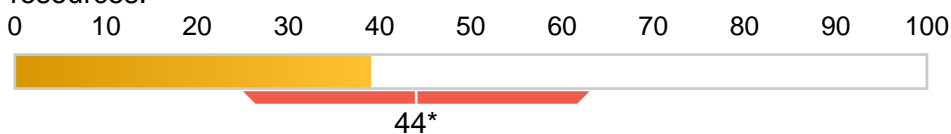
54

6. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



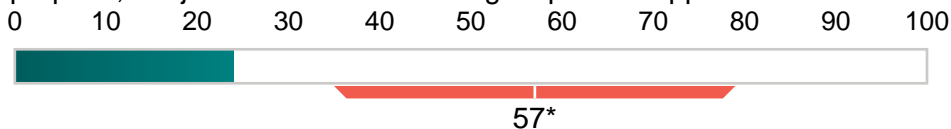
44

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



39

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



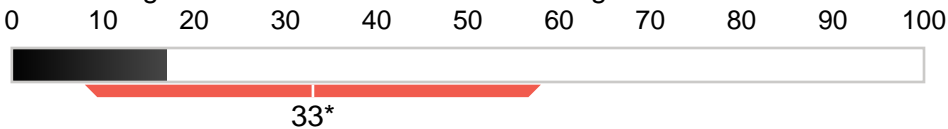
24



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



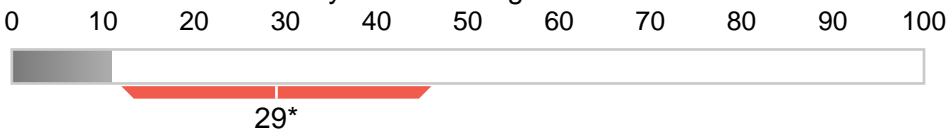
17

10. Instinctive - People who are driven by utilising past experiences, intuition and seeking specific knowledge when necessary.



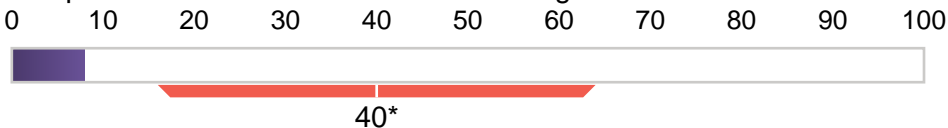
14

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



11

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



8



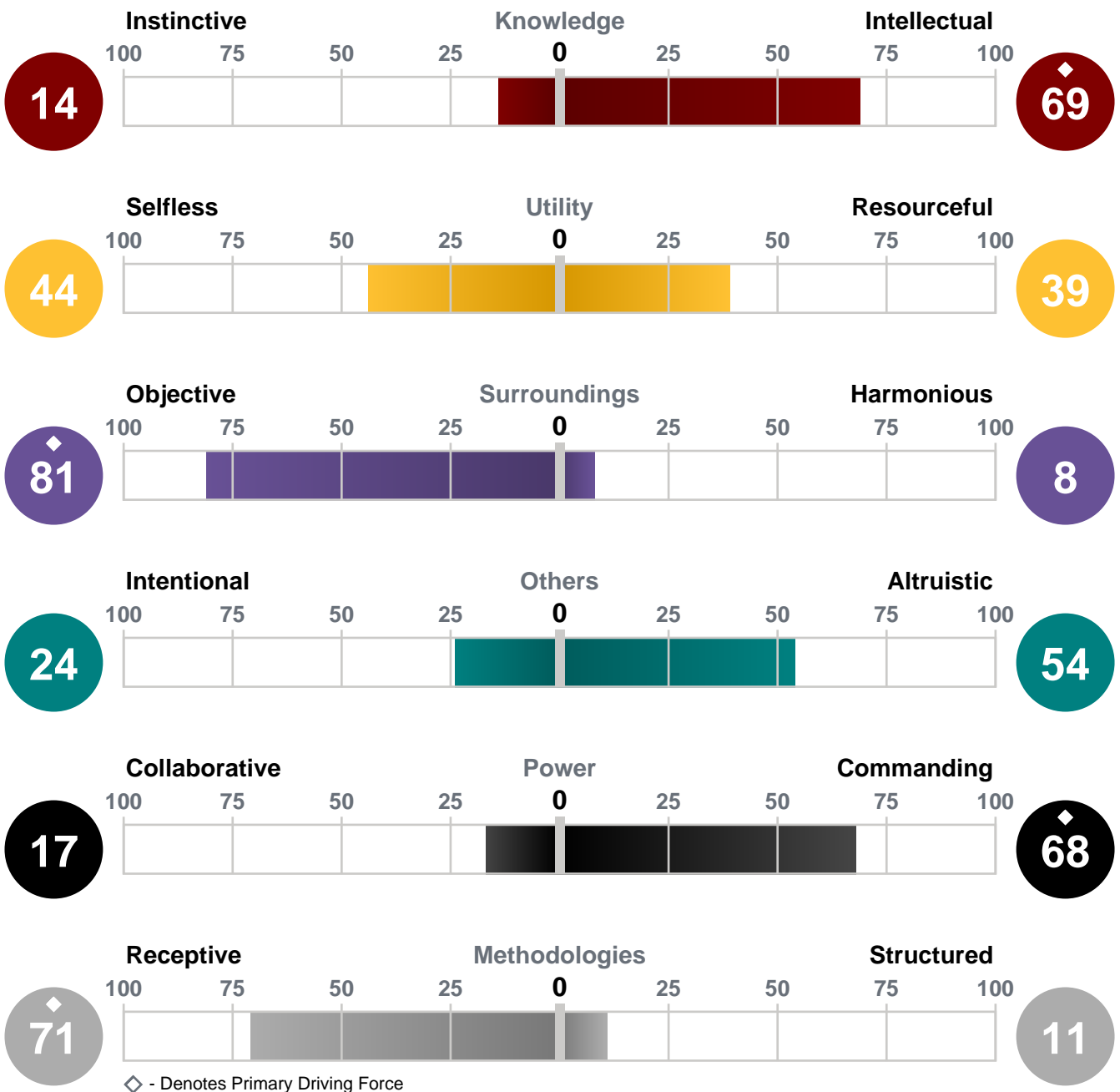
Driving Forces Feedback

Your motivation to succeed is, in part, determined by your underlying driving forces. You will feel energised 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. Receptive
 - You are driven by new ideas, methods and opportunities that fall outside a defined system for living.
3. Intellectual
 - You are driven by opportunities to learn, acquire knowledge and the discovery of truth.
4. Commanding
 - You are driven by status, recognition and control over personal freedom.



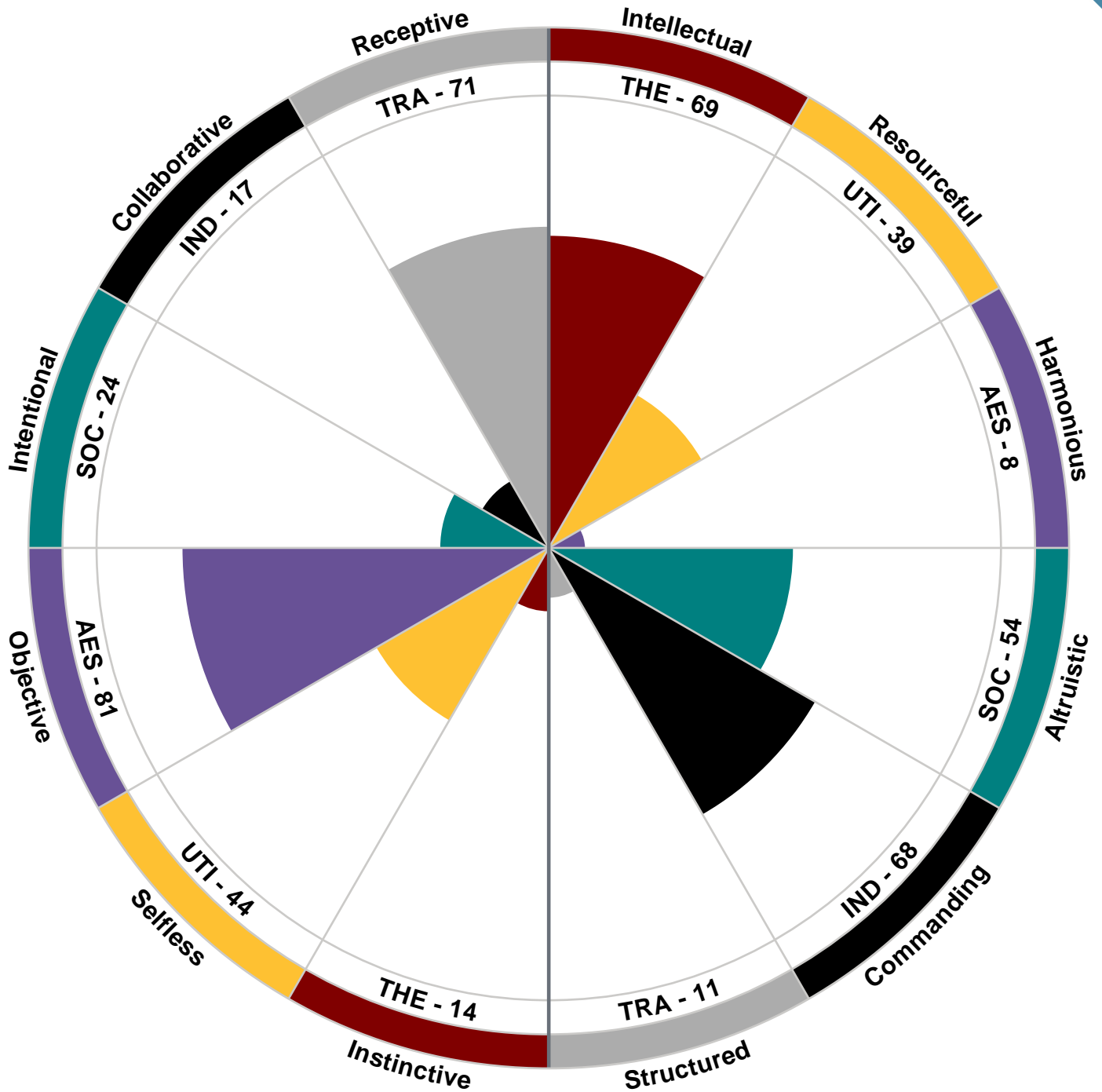
Driving Forces Graph



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Driving Forces Wheel



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