



TTI
SUCCESS
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Talent Insights®

Talent Report

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6-21-2013

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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, 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:

Motivators Hierarchy (6 Areas)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

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.

Motivators Feedback

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

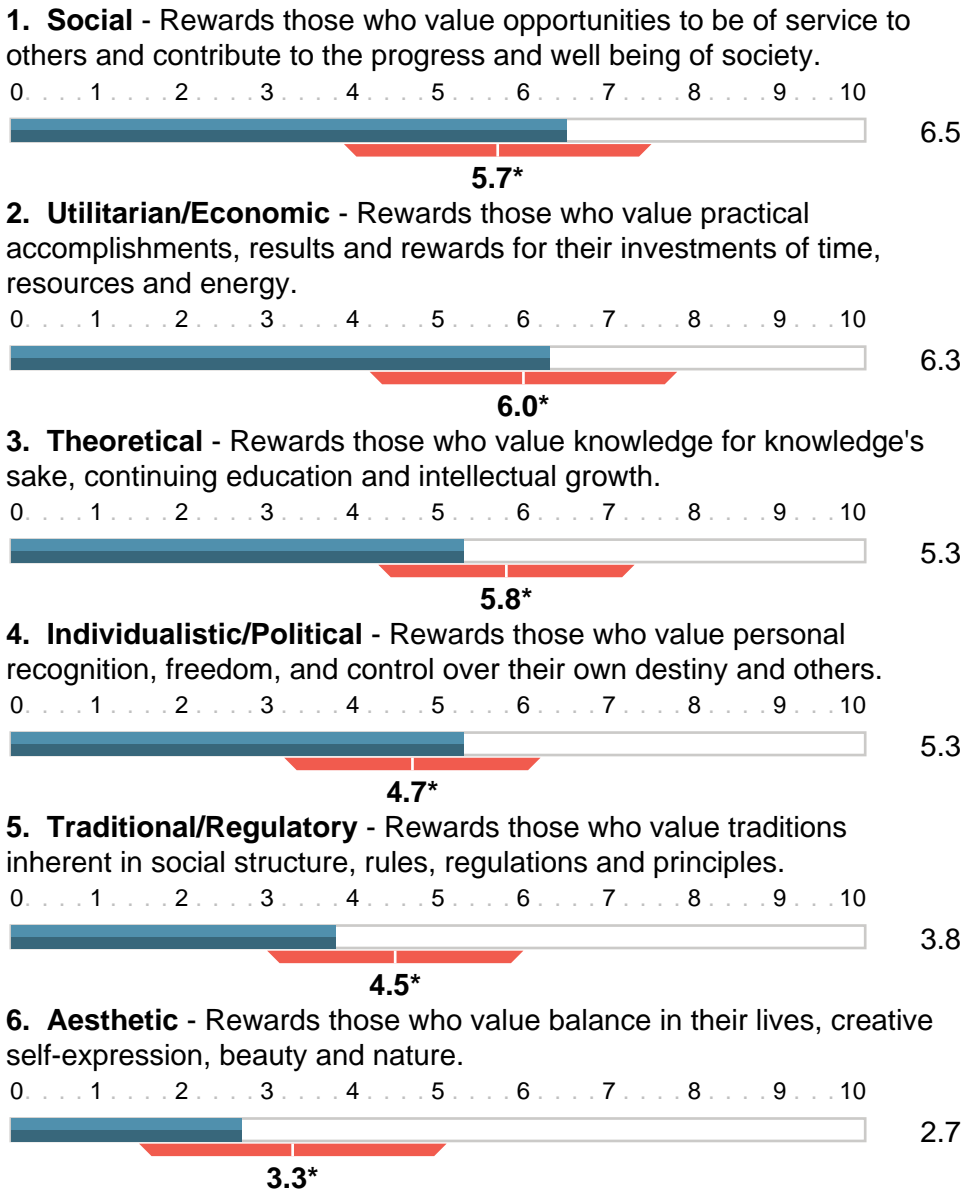
Behavioral Feedback

This section gives you insight into your top three behavioral traits to further identify your unique strengths.

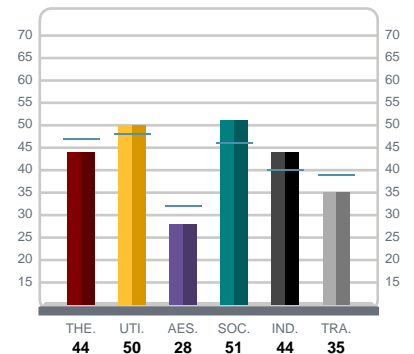


Motivators Hierarchy

Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.



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

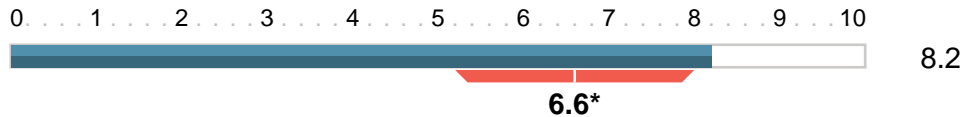




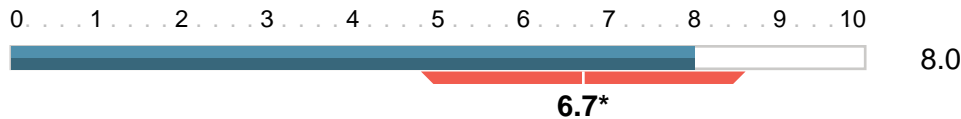
Behavioral Hierarchy

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.

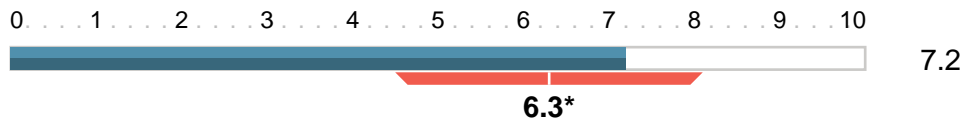
1. Customer Relations - A desire to convey your sincere interest in them.



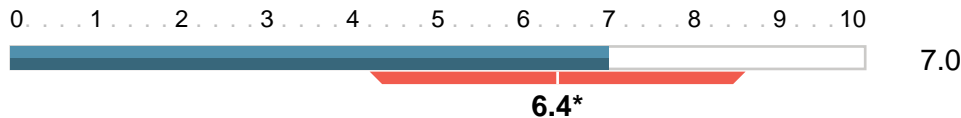
2. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.



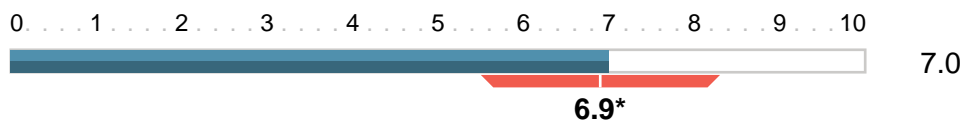
3. Consistency - The ability to do the job the same way.



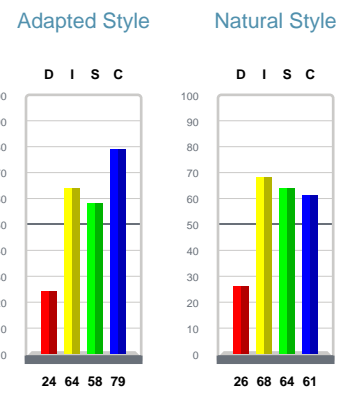
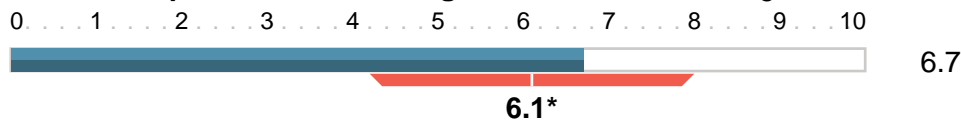
4. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



5. People Oriented - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



6. Follow Up and Follow Through - A need to be thorough.

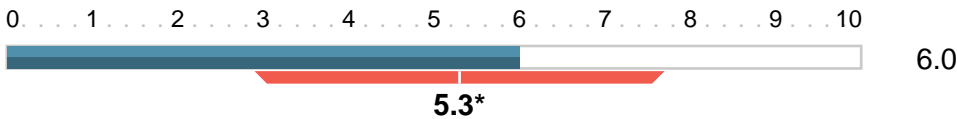


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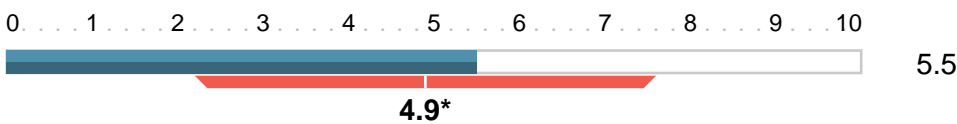


Behavioral Hierarchy

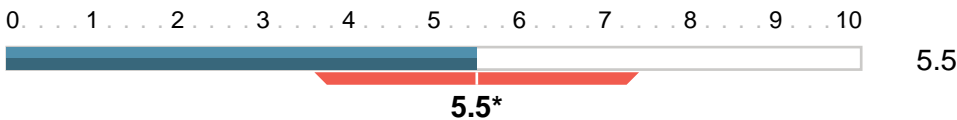
7. Analysis of Data - Information is maintained accurately for repeated examination as required.



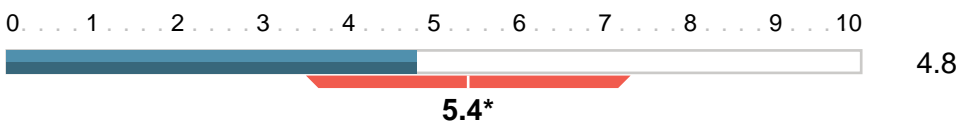
8. Organized Workplace - Systems and procedures followed for success.



9. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



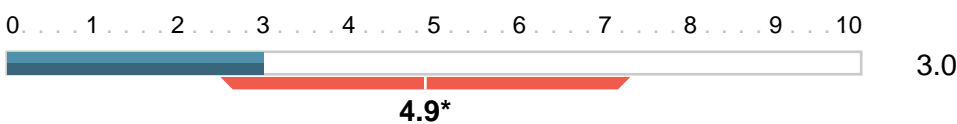
10. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



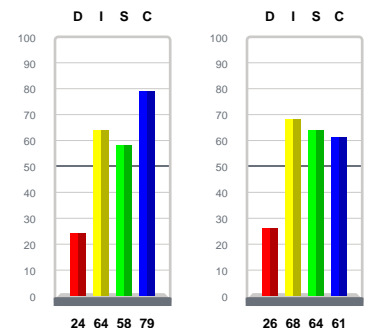
11. Urgency - Decisiveness, quick response and fast action.



12. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



Adapted Style Natural Style



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



Motivators Feedback

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

1. Social

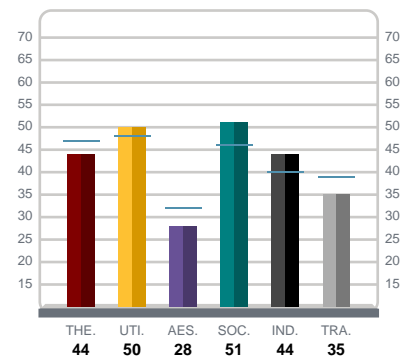
- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.

2. Utilitarian/Economic

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This motivator includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

3. Theoretical

- You value knowledge, continuing education and intellectual growth.
- The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.





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. Customer Relations

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

2. Following Policy

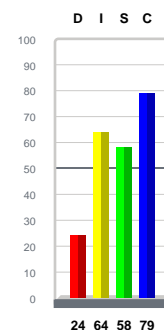
- You excel when it comes to compliance with a policy, or in the absence of policy, complying with the way it has been done in the past. You are a critical thinker who maintains high standards and accuracy.

3. Consistency

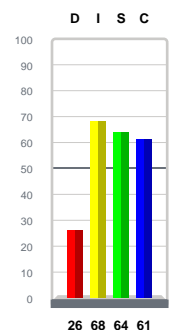
- You thrive in an environment where lasting and meaningful success requires sustained and consistent effort. You demonstrate the ability to be consistent and to maintain quality.



Adapted Style



Natural Style



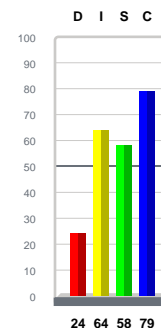


Behavioral Feedback

Jay can combine and balance enthusiasm and patience. He likes feedback from his manager on how he is doing. He is approachable, affectionate and understanding. He wants to know what others think of him. He wants and tries to please. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He places his focus on people. To him, strangers are just friends he hasn't met! He likes to develop people and build organizations. He can be sensitive to criticism of his work and take it as a personal affront. He may equate work criticism as someone's personal displeasure with him.



Adapted Style



Natural Style

