



**TTI Success Insights®**  
**INTERVIEWING INSIGHTS™**  
General Version



**Terri Thompson**  
**HR Manager**  
Company Inc.  
5-4-2010



Bringing Awareness  
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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.

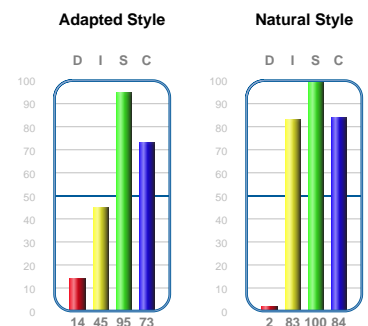
This report analyzes behavioral style, that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements which are true or areas of behavior in which tendencies are shown. This valuable information will enable you to thoroughly 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 Terri's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Terri's natural behavior.*

Terri likes to set her own pace. When others try to rush her, she feels threatened and may balk. When the time is right, Terri can stand up aggressively for what she believes. Once Terri has come to a decision, others may find it difficult to change her mind. If changes are inevitable, and she sees enough benefits, they will be made. At times, Terri would like to slow the world down and cut out some of the activities people want her involved in. While she is usually considered as people-oriented, she does have a technical side. She can be open, patient and tolerant of differences. Her natural quality of being nonjudgmental is a great strength. Because she is receptive and listens well, she excels in gathering information. She prefers to help and support others rather than compete against them. She likes harmony and cooperation. Most of the time she appears as cool, calm and controlled. When people are involved, she may not always be precise about the use of her time. She dislikes volunteering her opinion until she has collected sufficient information to warrant an opinion.

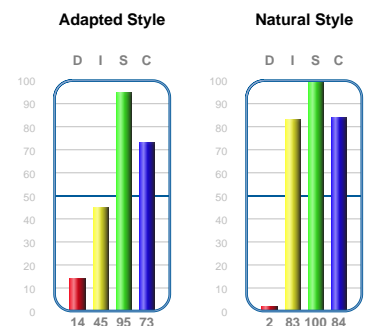
Terri finds making decisions easier when she knows that others she respects are doing the same thing; she then has a feeling of stability and "family." Once she has arrived at a decision, she can be tough-minded and unbending. She has made her decision after gathering much data, and she probably won't want to repeat the process. Occasionally she will underplay bad news, if telling it as it is will offend someone. She may fear it would disturb the relationship. She tries to use balanced judgment. She is the person who brings





stability to the entire team. Making plans and following those plans is important to her. She can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties. She may tend to fight for her beliefs or those things she feels passionate about. She prefers to plan her work and work her plan. Others may find it refreshing to have her on their team.

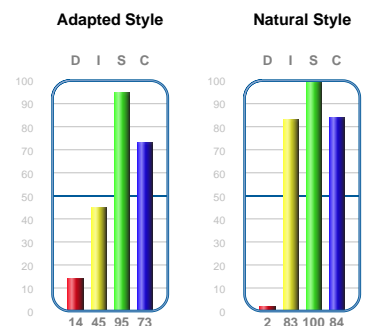
Terri likes a friendly, open style of communication. She is not easily triggered or explosive, but she may conceal some grievances because she doesn't always state her feelings. She does not enjoy confrontation for confrontation's sake. She feels she can win through patience and resolve. She is quick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





*This section identifies the ideal work environment based on Terri'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 Terri enjoys and also those that create frustration.*

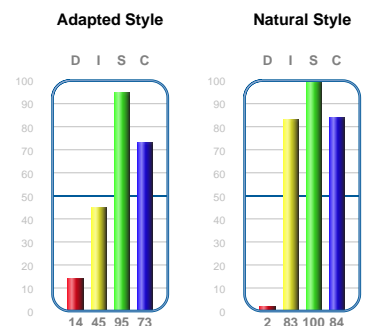
- Assignments that can be completed one at a time.
- Little conflict between people.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Needs personal attention from her manager and compliments for each assignment well done.
- An environment that allows time to change.
- A stable and predictable environment.
- Practical work procedures.
- Work place where people seldom get mad.
- An environment in which she may deal with people on a personal, intimate basis.





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

- Service-oriented.
- Flexible.
- Will gather data for decision making.
- Adaptable.
- Concerned about quality.
- Turns confrontation into positives.
- Patient and empathetic.
- People-oriented.
- Builds good relationships.





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?



### Terri Thompson

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#### MOST

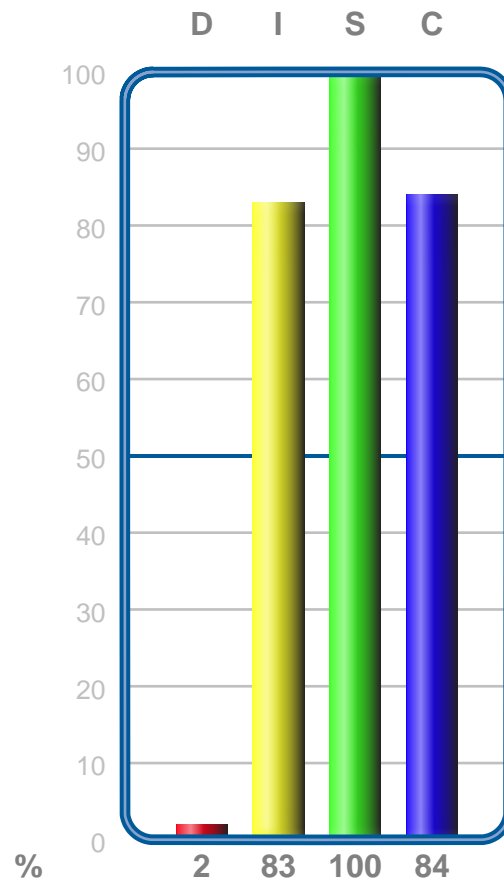
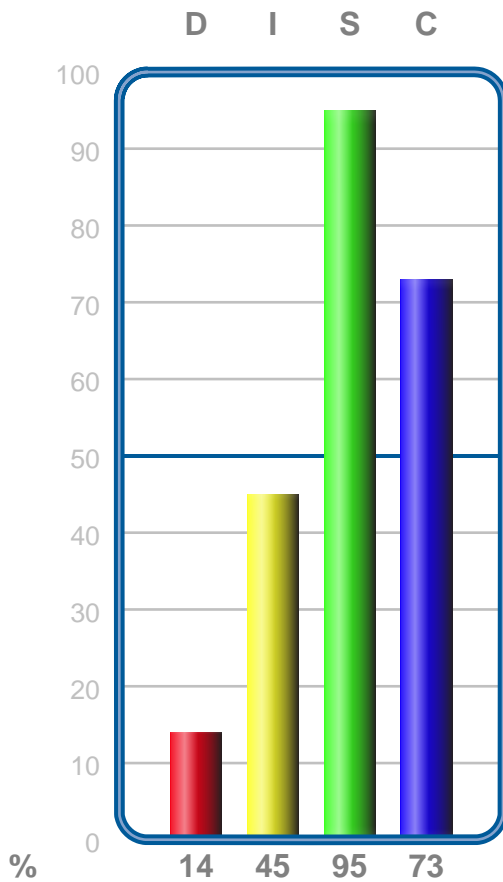
Graph I

Adapted Style

#### LEAST

Graph II

Natural Style



Norm 2009



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.

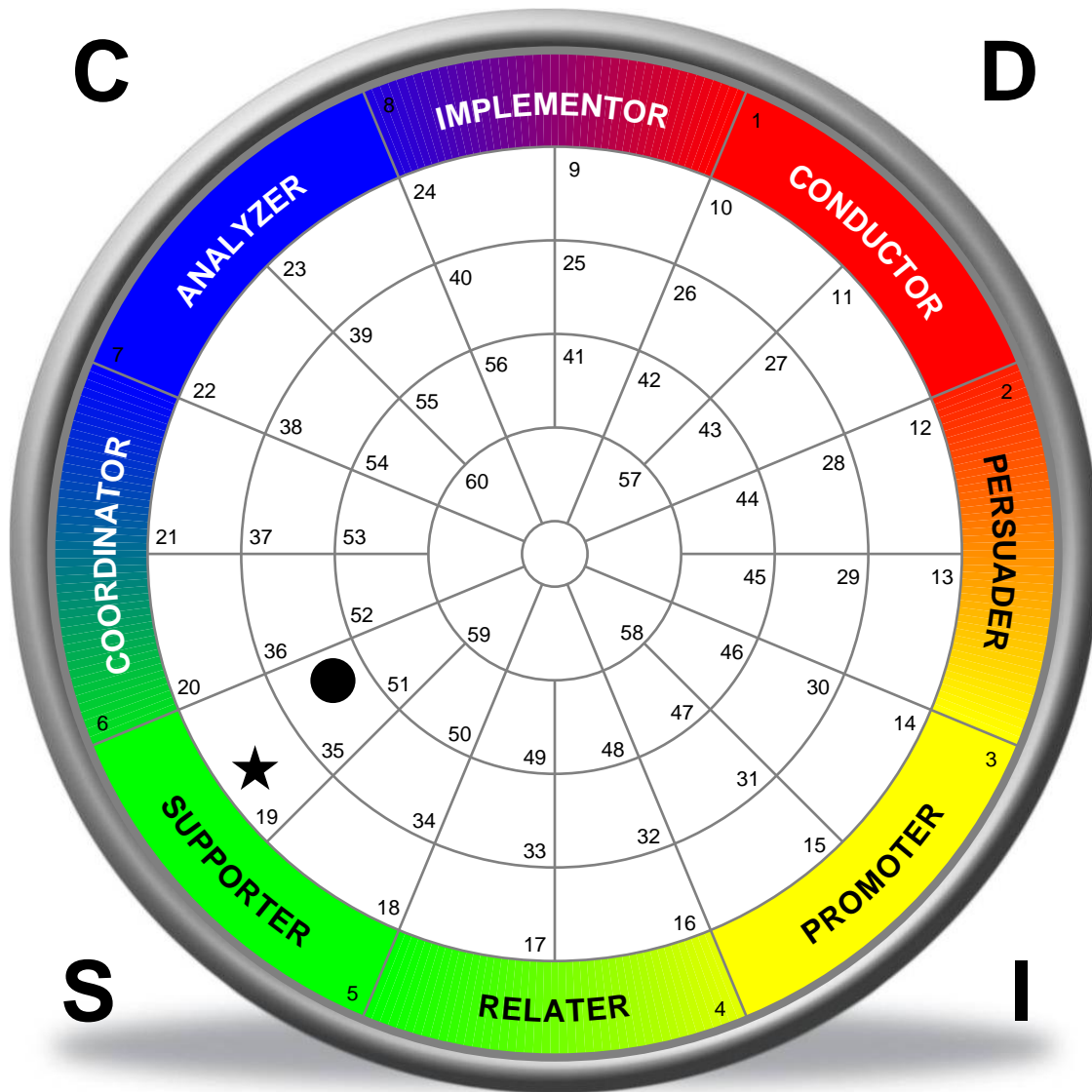
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



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Adapted: ★ (19) COORDINATING SUPPORTER

Natural: ● (35) COORDINATING SUPPORTER (FLEXIBLE)

Norm 2009

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