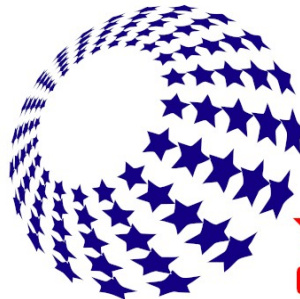




**TTI Success Insights<sup>®</sup>**  
**INTERVIEWING INSIGHTS<sup>™</sup>**  
General Version



**Sara Sample**  
Company Inc  
4-2-2010



**YOUR  
COMPANY**

Communicate  
Company Inc  
123 St.  
Scottsdale, AZ  
800-555-5555



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.

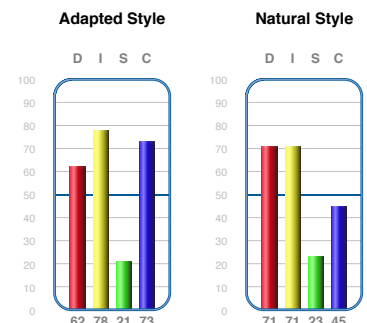
This report analyzes behavioral style, that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements which are true or areas of behavior in which tendencies are shown. This valuable information will enable you to thoroughly 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 Sara'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 Sara's natural behavior.*

Sara likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. She is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. She is a goal-oriented individual who believes in harnessing people to help her achieve her goals. She needs people with other strengths on her team. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. Many people see her as a self-starter dedicated to achieving results. She is often frustrated when working with others who do not share the same sense of urgency. She can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She may be so self-confident that others see her as arrogant. This confidence may be something others wish they had. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She wants to be viewed as self-reliant and willing to pay the price for success.

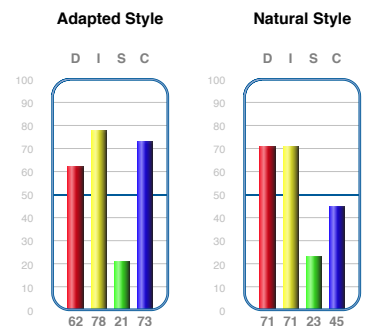
Sara has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. She finds it easy to share her opinions on solving work-related problems. Sara likes to make





decisions quickly. She will work long hours until a tough problem is solved. After it is solved, Sara may become bored with any routine work that follows. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome. When faced with a tough decision, she will try to sell you on her ideas.

Sara tends to be intolerant of people who seem ambiguous or think too slowly. She may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. Sara may sometimes mask her feelings in friendly terms. If pressured, Sara's true feelings may emerge. She likes people who give her options as compared to their opinions. The options may help her make decisions, and she values her own opinion over that of others! She challenges people who volunteer their opinions. She may lack the patience to listen and communicate with slower acting people.

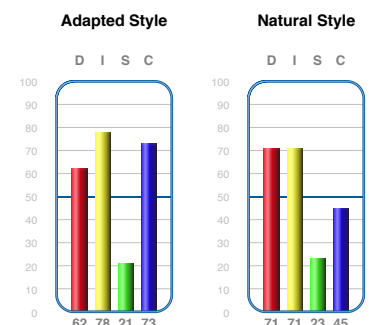


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*This section identifies the ideal work environment based on Sara's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Sara enjoys and also those that create frustration.*

- An innovative and futuristic-oriented environment.
- Forum to express ideas and viewpoints.
- Evaluation based on results, not the process.
- Work tasks that change from time to time.
- Democratic supervisor with whom she can associate.
- Freedom from controls, supervision and details.
- Nonroutine work with challenge and opportunity.
- Tasks involving motivated groups and establishing a network of contacts.



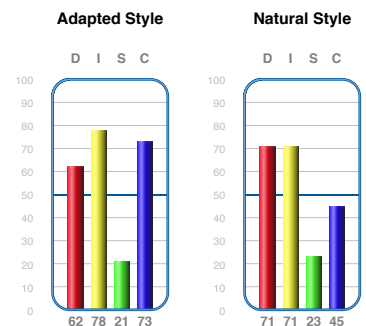
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## VALUE TO THE ORGANIZATION

*This section of the report identifies the specific talents and behavior Sara 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.*

- Builds confidence in others.
- Verbalizes her feelings.
- Creative in her approach to solving problems.
- Innovative.
- Competitive.
- Optimistic and enthusiastic.
- Negotiates conflicts.
- Initiates activity.
- Thinks big.





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?



**Sara Sample**

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**MOST**

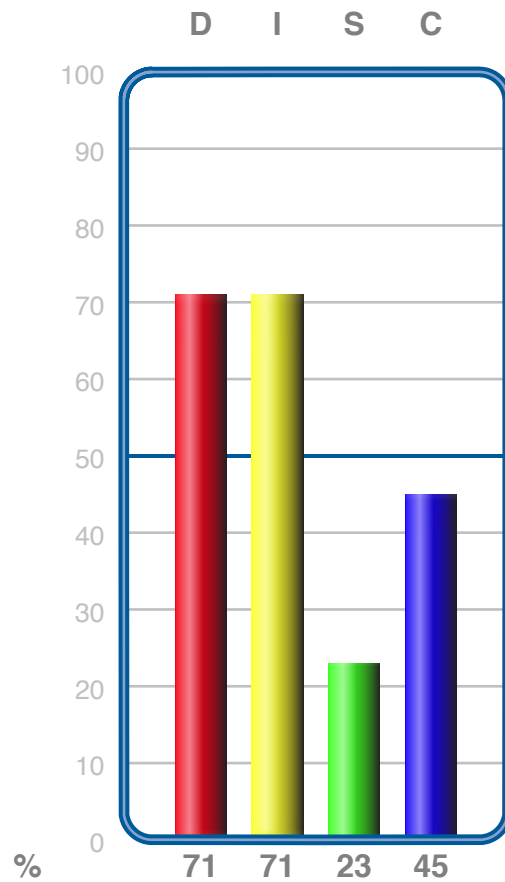
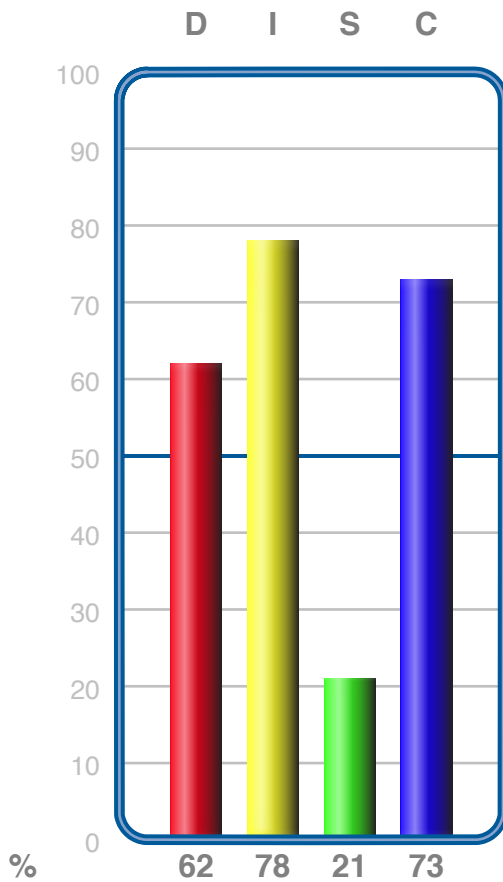
Graph I

**Adapted Style**

**LEAST**

Graph II

**Natural Style**



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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:

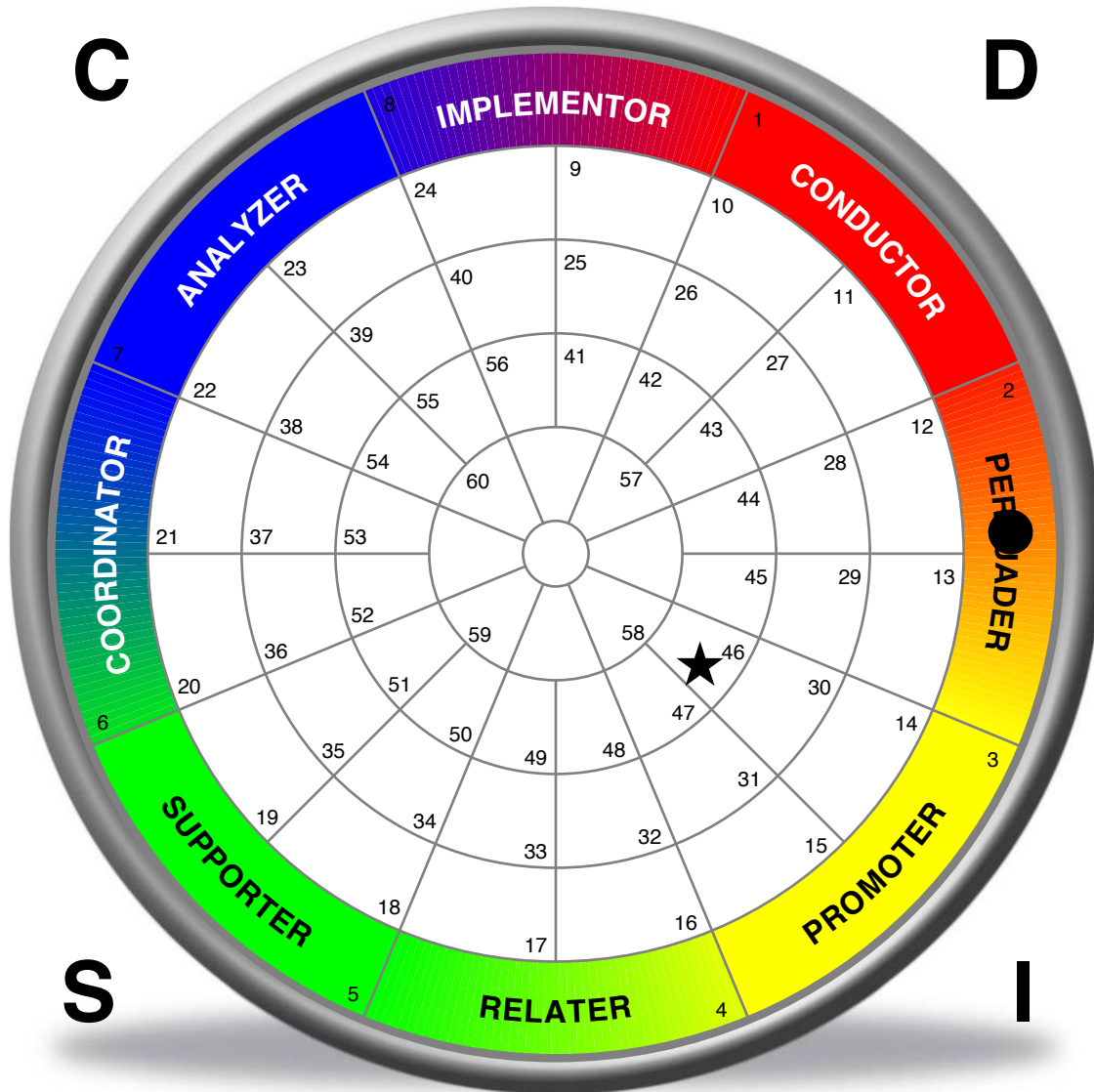
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

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: ★ (46) PERSUADING PROMOTER (ACROSS)

Natural: ● (2) PERSUADER

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