



**TTI Success Insights®**  
Workplace Behaviors™ Version



**Salesman Sanders**  
**Sales**  
11-15-2011



Bringing Awareness  
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Jobs today are forever changing and people have to adapt to these changes at a faster rate than ever before. The changes may be the job skills needed, the working environment, the technical skills needed or simply the way in which the job needs to be done. Jobs are also becoming more complex. One job description today may encompass the duties of three or four jobs ten years ago. Therefore people in the positions need to be able to perform a variety of functions that call for different ways of getting things done.

The TTI Success Insights Workplace Behaviors report is designed to give an overview of how the job needs to be done. This will allow an organization to determine the type of individual that would be most successful in a given position. Some jobs require the incumbent to be all things to all people. This can cause extreme stress for an individual. Often times, an organization can reevaluate the position in order to make it more realistic for one person to perform successfully. Doing so will lead to increased retention, productivity and job satisfaction.

As you read through this report, remember to think of the job, not the person!



*Our changing work environments require the need to clearly focus on the different behavioral demands of the job. The Job Characteristics section of this report describes the behavioral demands of the position. The report breaks down the job into four behavioral groups for the ease of matching people to the job.*

This job calls for an individual

- Who is able to calculate the use of power and authority.
- Who is able to respond to problems and challenges.
- With a drive to succeed.
- Who can work within given authority and parameters.
- Who can work through challenging assignments.
- Who is an independent thinker.
- Who can succeed in an environment with freedom from a lot of detail work.
- Who is flexible.
- With the ability to solve problems and meet challenges.
- Who can take an idea and move with it, but not beyond the scope of authority.
- Who is supportive of change.
- Who can participate in decision making.



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This job calls for an individual

- Who enjoys social interactions.
- With a high trust level.
- With an optimistic outlook.
- With good verbal skills.
- With the ability to get people emotionally involved.
- Who desires to work with people.
- Who has openness to new ideas.
- With the ability to move from one activity to another quickly.
- Who desires participatory management.
- Who desires an environment with flexible use of time.
- With an outgoing personality.
- Who demonstrates a creative approach to problem solving.
- Who can develop democratic relationships with others.
- Who enjoys working with people more than working with things.
- Who desires a team approach.
- With the ability to initiate contact with others.
- With the ability to get things done through people.



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This job calls for an individual

- Who works best when juggling several balls at the same time.
- Who desires openness in communication.
- Who demonstrates alertness and sensitivity to problems.
- Who has the ability to work on more than one project.
- Who is flexible.
- Who can adapt to change.
- Who works best with a support system to help with detail.
- Who works best with questioning procedures in place.



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This job calls for an individual

- Who desires rules and procedures.
- Who works best under quality controls.
- Who desires a systematic approach to work.
- Who thinks before acting.
- Who analyzes facts and data.
- Who desires clarification of responsibilities and authority.
- Who works best with a clean work station.
- Who demonstrates a disciplined use of time.
- Who demonstrates balanced judgment.
- Who clarifies the use of data.



## CONFLICTING JOB REQUIREMENTS

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

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



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

## 1. FREQUENT INTERACTION WITH OTHERS



## 2. URGENCY



## 3. VERSATILITY



## 4. COMPETITIVENESS



## 5. CUSTOMER ORIENTED



## 6. FREQUENT CHANGE



## 7. ORGANIZED WORKPLACE



## 8. ANALYSIS OF DATA







*Read the following suggested interview questions as they relate to the most desired behavioral traits to perform the job. Modify the questions to be more job-specific and assure that all candidates are asked the same questions.*

## 1. FREQUENT INTERACTION WITH OTHERS

- How do you handle frequent interruptions by other people? How about your response to people who ask you question after question?
- Are you more comfortable with details or people with the big picture or with bits of data?

## 2. URGENCY

- When faced with a deadline, how do you respond?
- How important is it to you to have all the facts before proceeding? Give me an example of a time when you didn't have all the facts and you proceeded anyway. How did you feel? How did it work out?

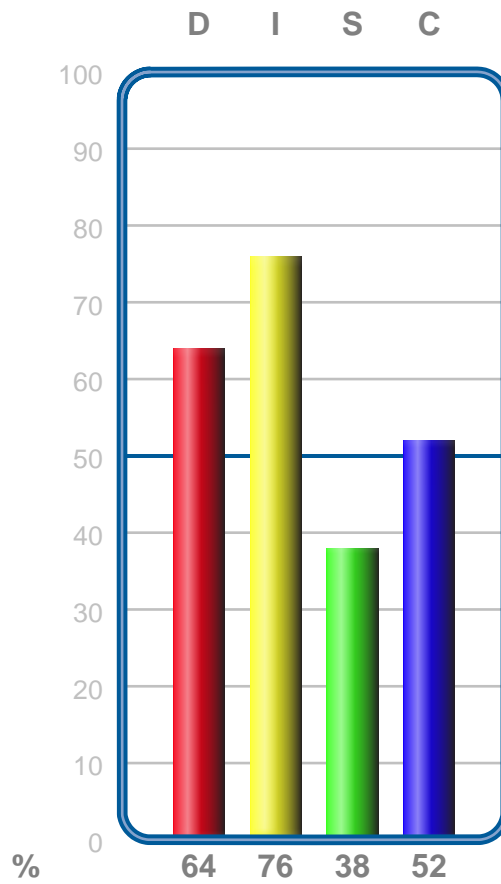
## 3. VERSATILITY

- Are you patient or impatient? Give me an example of how you handle slower-moving people. Would you consider yourself to be opinionated? Strong-willed? Explain.
- How important is it for you to be systematic? Describe a system you have set up, used and been successful with in any previous job you have had.



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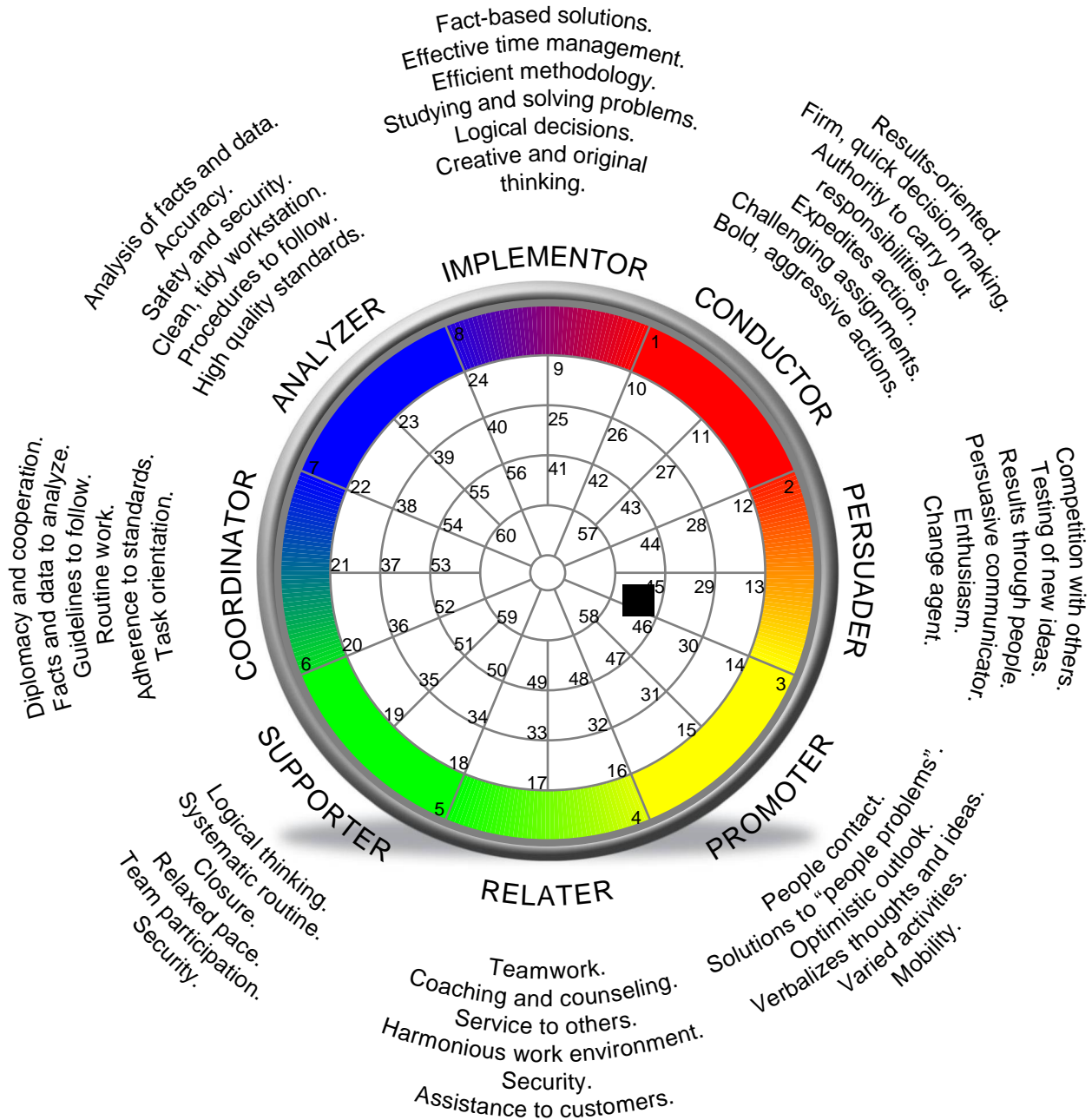


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Workplace Behaviors: ■ (45) PROMOTING PERSUADER (ACROSS)

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