



TTI Success Insights[®]
Behavioral Intelligence™ Version



**Sample From:
Effectiveness, Inc
Phone: 888-669-3923**





INTRODUCTION

Where Opportunity Meets Talent®

Ester Emotional

The Behavioral Intelligence™ report was designed to increase the understanding of an individual's talents. The report provides insight to two distinct areas: behaviors and emotional intelligence. Understanding strengths and weaknesses in both of these areas will lead to personal and professional development and a higher level of satisfaction.

The following is an in-depth look at your personal talents in the two main sections:

BEHAVIORS

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.

EMOTIONAL INTELLIGENCE (EQ)

This section of the report provides information on your emotional intelligence, which with application and coaching, can impact the way you respond to emotionally charged situations. In turn you will increase your performance and decision making.

Is the report 100% true? Yes, no and maybe. We are only measuring behaviors and emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



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.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- how you respond to problems and challenges.
- how you influence others to your point of view.
- how you respond to the pace of the environment.
- how you respond to rules and procedures set by others.

*"All people exhibit all four behavioral factors in varying degrees of intensity."
—W.M. Marston*



GENERAL CHARACTERISTICS

Based on Ester'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 Ester's natural behavior.

Ester is a team player but can also exhibit a desire for independence. Outwardly, she may appear to be totally accepting of others. She may, however, have deep convictions that are not apparent to others. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. Once Ester 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. Ester likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. She can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when she is in her comfort zone. She likes to set her own pace. When others try to rush her, she feels threatened and may balk. She usually develops strong attachments for her work group and family. Ester doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work. When challenged, she becomes more objective.

Ester prefers to plan her work and work her plan. Others may find it refreshing to have her on their team. 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. When challenged she can become objective, searching hard for facts and figures. This may be her way of defending her decisions. She is persistent and persevering in her approach to

Form area with horizontal lines for notes, including a thick blue header line and a thick blue footer line.



CHECKLIST FOR COMMUNICATING

Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Ester. Read each statement and identify the 3 or 4 statements which are most important to her. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with Ester most frequently.

Do:

NOTES

- Define clearly (preferably in writing) individual contributions.
- Respect her quiet demeanor.
- Use expert testimonials.
- Provide details in writing.
- Listen to her.
- Watch carefully for possible areas of early disagreement or dissatisfaction.
- Present your case softly, nonthreateningly with a sincere tone of voice.
- Be prepared with the facts and figures.
- Have the facts in logical order.
- Be patient and persistent.
- Start, however briefly, with a personal comment. Break the ice.
- Provide a friendly environment.
- Keep at least three feet away from her.



This section provides suggestions on methods which will improve Ester's communications with others. The tips include a brief description of typical people with whom she may interact. By adapting to the communication style desired by other people, Ester will become more effective in her communications with them. She may have to practice some flexibility in varying her communication style with others who may be different from herself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

<p>When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:</p> <ul style="list-style-type: none">● Prepare your "case" in advance.● Stick to business.● Be accurate and realistic. <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none">● Being giddy, casual, informal, loud.● Pushing too hard or being unrealistic with deadlines.● Being disorganized or messy.	<p>When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:</p> <ul style="list-style-type: none">● Be clear, specific, brief and to the point.● Stick to business.● Be prepared with support material in a well-organized "package." <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none">● Talking about things that are not relevant to the issue.● Leaving loopholes or cloudy issues.● Appearing disorganized.
<p>When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:</p> <ul style="list-style-type: none">● Begin with a personal comment--break the ice.● Present your case softly, nonthreateningly.● Ask "how?" questions to draw their opinions. <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none">● Rushing headlong into business.● Being domineering or demanding.● Forcing them to respond quickly to your objectives.	<p>When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:</p> <ul style="list-style-type: none">● Provide a warm and friendly environment.● Don't deal with a lot of details (put them in writing).● Ask "feeling" questions to draw their opinions or comments. <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: none">● Being curt, cold or tight-lipped.● Controlling the conversation.● Driving on facts and figures, alternatives, abstractions.



DESCRIPTORS

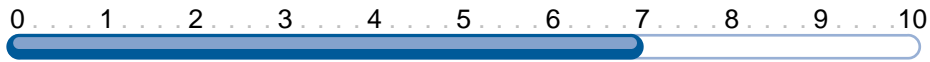
Based on Ester's responses, the report has marked those words that describe her personal behavior. They describe how she solves problems and meets challenges, influences people, responds to the pace of the environment and how she responds to rules and procedures set by others.

Dominance	Influencing	Steadiness	Compliance
Demanding Egocentric Driving Ambitious Pioneering Strong-Willed Forceful Determined Aggressive Competitive Decisive Venturesome	Effusive Inspiring Magnetic Political Enthusiastic Demonstrative Persuasive Warm Convincing Polished Poised Optimistic	Phlegmatic Relaxed Resistant to Change Nondemonstrative Passive Patient	Evasive Worrisome Careful Dependent Cautious Conventional Exacting Neat
Inquisitive Responsible	Trusting Sociable	Possessive Predictable Consistent Deliberate Steady Stable	Systematic Diplomatic Accurate Tactful
Conservative Calculating Cooperative Hesitant Low-Keyed Unsure Undemanding Cautious Mild Agreeable Modest Peaceful Unobtrusive	Reflective Factual Calculating Skeptical Logical Undemonstrative	Mobile Active Restless Alert Variety-Oriented Demonstrative Impatient Pressure-Oriented Eager Flexible Impulsive Impetuous Hypertense	Firm Independent Self-Willed Stubborn Obstinate Opinionated Unsystematic Self-Righteous Uninhibited Arbitrary Unbending Careless with Details
	Suspicious Matter-of-Fact Incisive Pessimistic Moody Critical		



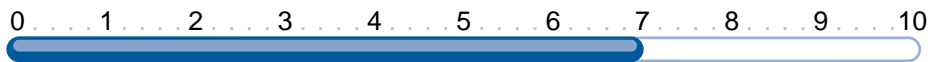
The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of eight (8) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

1. ORGANIZED WORKPLACE



7.0

2. ANALYSIS OF DATA



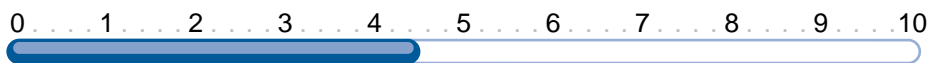
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3. COMPETITIVENESS



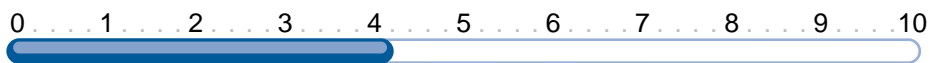
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4. CUSTOMER ORIENTED



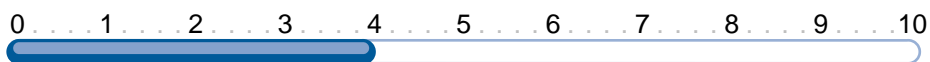
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5. FREQUENT CHANGE



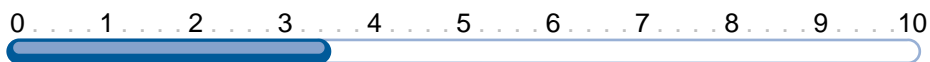
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6. URGENCY



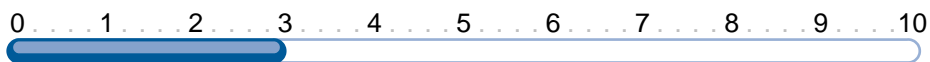
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7. VERSATILITY



3.5

8. FREQUENT INTERACTION WITH OTHERS



3.0



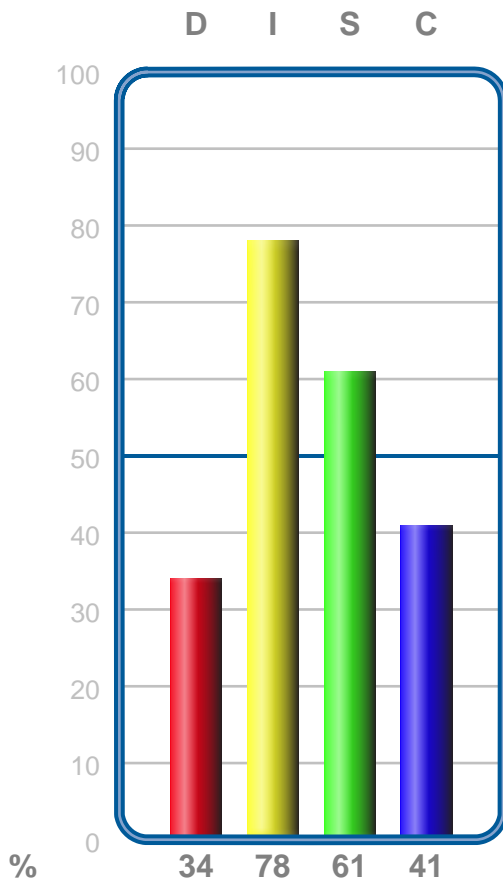
Ester Emotional

2-4-2011

MOST

Graph I

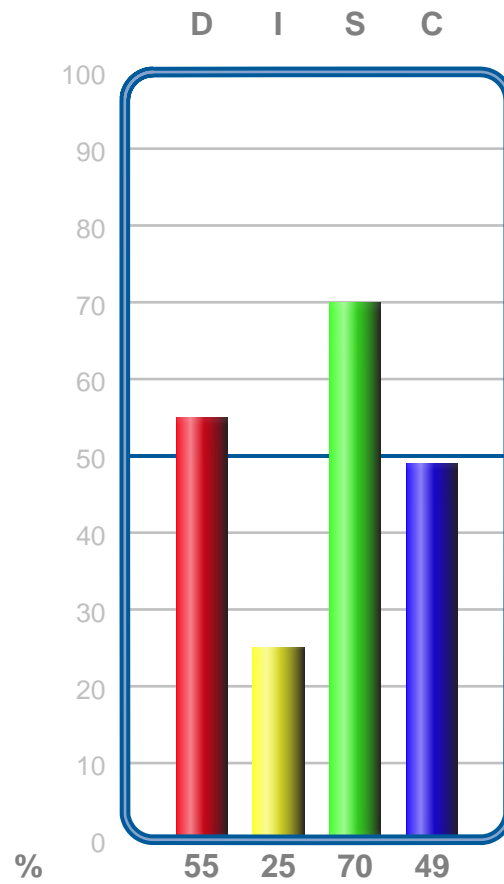
Adapted Style



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.

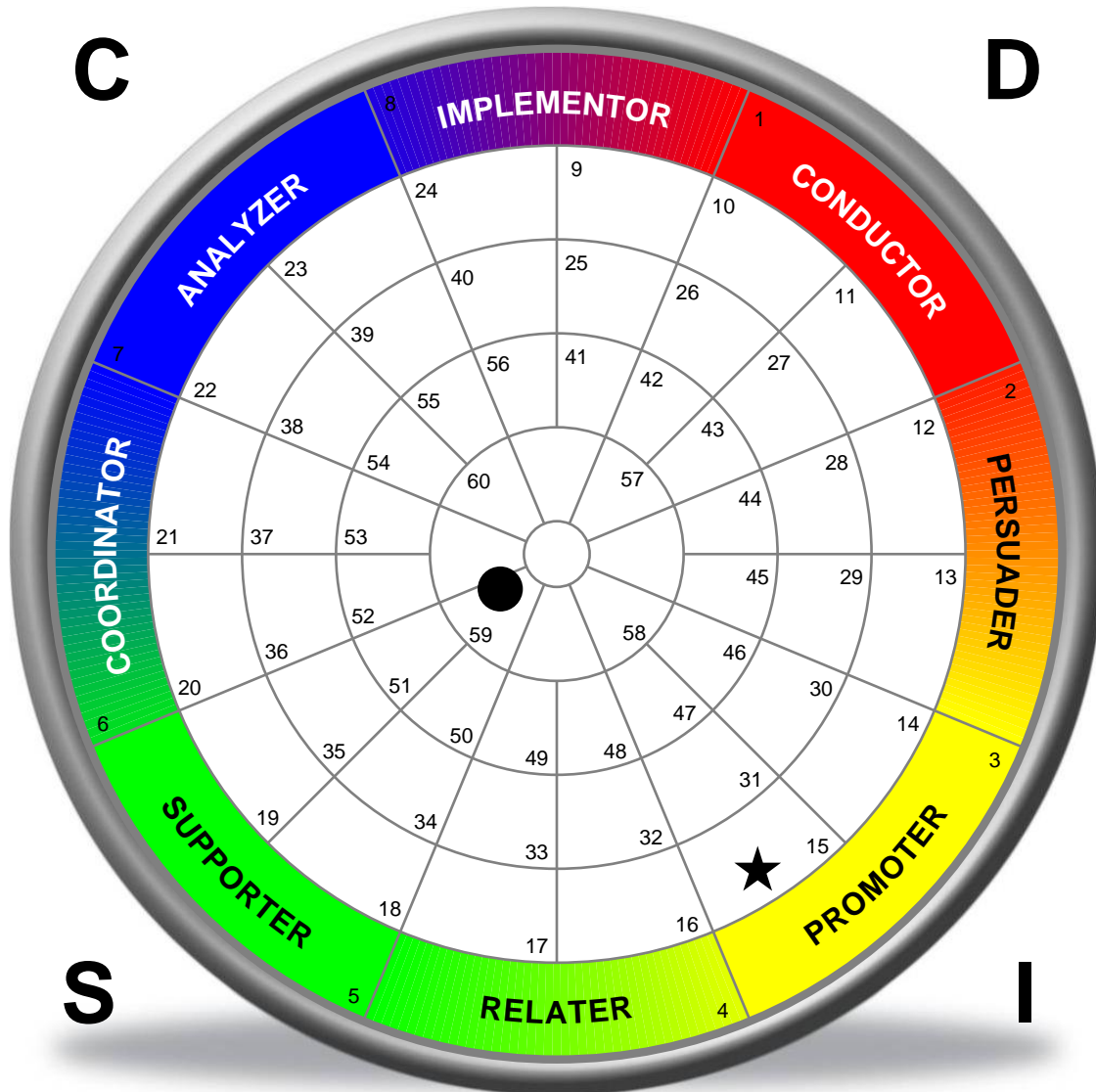
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



Ester Emotional

2-4-2011



Adapted: ★ (15) RELATING PROMOTER
 Natural: ● (59) CONDUCTING SUPPORTER (ACROSS)

Norm 2009

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The Emotional Quotient™ report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Intrapersonal and Interpersonal emotional intelligence.

Research shows that successful leaders and superior performers have well developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's (EQ) emotional intelligence may be a better predictor of success performance than intelligence (IQ).

This report measures five dimensions of emotional intelligence:

Intrapersonal emotional intelligence refers to what goes on inside of you as you experience day-to-day events.

- **Self-Awareness** is the ability to recognize and understand your moods, emotions and drives, as well as their effect on others.
- **Self Regulation** is your ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment to think before acting.

Interpersonal emotional intelligence refers to what goes on between you and others.

- **Motivation** is a passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.
- **Empathy** is your ability to understand the emotional makeup of other people.
- **Social Skills** is a proficiency in managing relationships and building networks.



A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.

You scored a 5.8.

You tend to have a pessimistic approach, likely thinking thoughts along the lines of "I failed again."

What you can do:

- Set specific goals with dates for achievement.
- Clarify why these goals are important to you.
- Define what motivates you.
- Work with a trusted advisor or peer to create detailed action items to reach your overall goals.
- Set aside time to work on your goals each day, even if it is just five minutes at a time.
- List your goals and post them where you can see them.
- Spend time visualizing the achievement of your goals.
- With friends and family, celebrate accomplishments that bring you closer to your goals.
- Read stories or quotes to inspire you.
- Question the status quo and make suggestions for improvement.

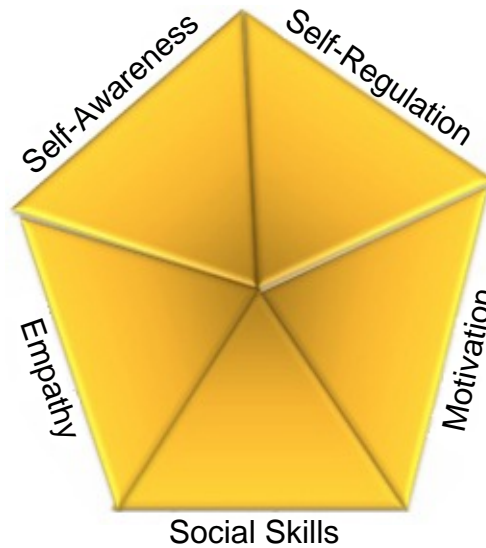
NOTES



INTRAPERSONAL INTELLIGENCE

The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.

The ability to understand the emotional makeup of other people.



The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.

A proficiency in managing relationships and building networks.

INTERPERSONAL INTELLIGENCE