

TTI
SUCCESS
INSIGHTS®

Talent Insights®

Talent Version

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INSIGHTS MDI®

1/5/2021

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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, behavioural 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-personalised portrait of your talent in two main sections:

Driving Forces Clusters (12 Areas)

This section identifies what drives you. In order to be successful and energised on the job, it is important that your driving forces are in alignment with the rewards of your role.

Behavioural Hierarchy (12 Areas)

This section ranks the traits that most closely describe your natural behaviour. When your job requires the use of your top behavioural traits, your potential for success increases, as do your levels of personal and professional satisfaction.

Driving Forces Feedback

This section expands on your Primary Driving Forces Cluster. You will feel energised and successful at work when your job supports and satisfies these driving forces.

Behavioural Feedback

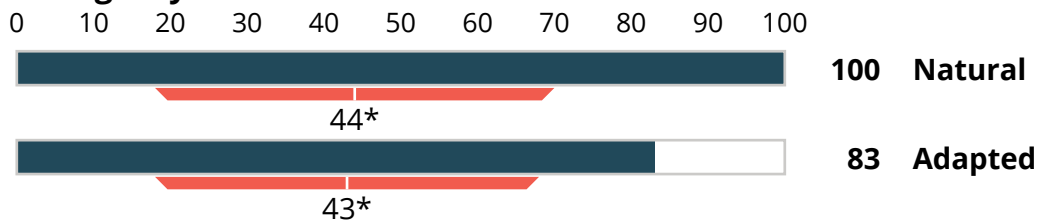
This section gives you insight into your top four behavioural traits to further identify your unique strengths.



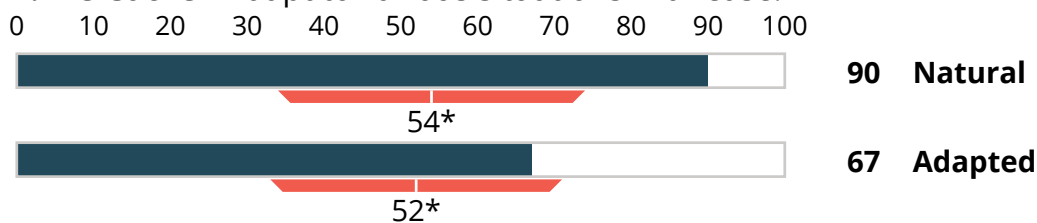
Behavioural Hierarchy

Your observable behaviour 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 behavioural traits from the strongest to the weakest.

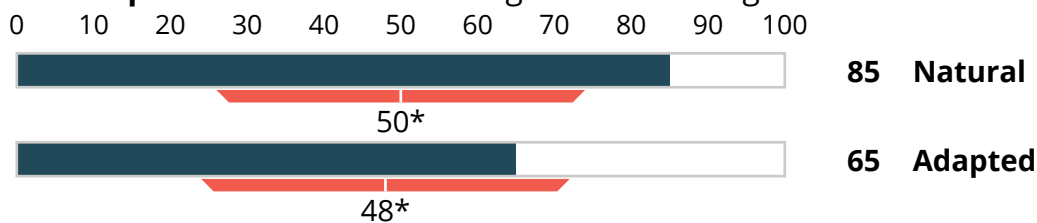
1. Urgency - Take immediate action.



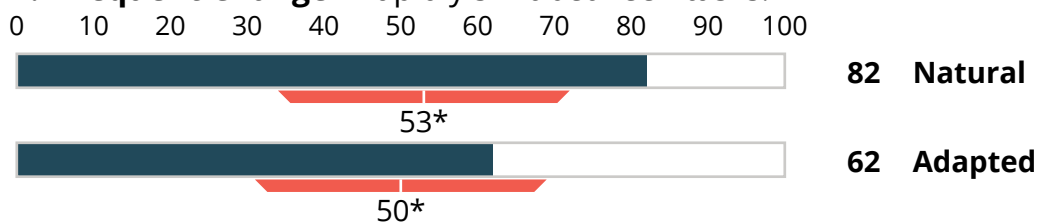
2. Versatile - Adapt to various situations with ease.



3. Competitive - Want to win or gain an advantage.



4. Frequent Change - Rapidly shift between tasks.



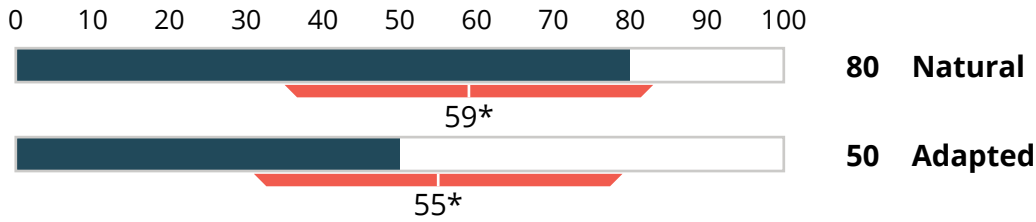
* 68% of the population falls within the shaded area.

Behavioural Hierarchy

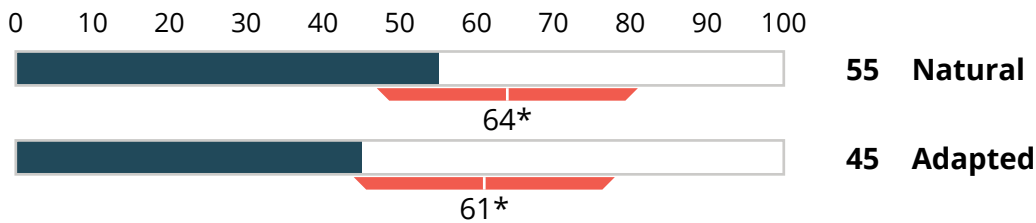
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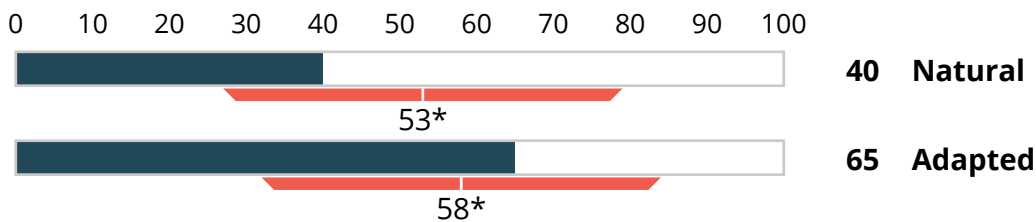
5. Interaction - Frequently engage and communicate with others.



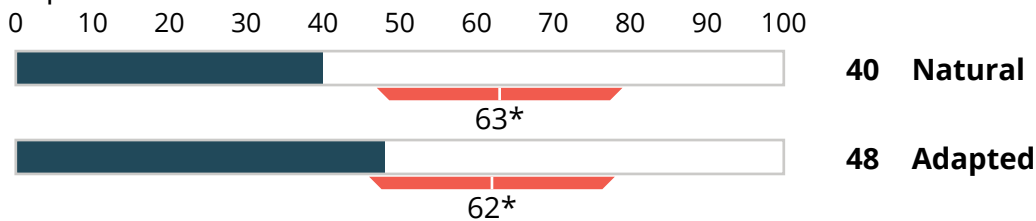
6. People-Oriented - Build rapport with a wide range of individuals.



7. Analysis - Compile, confirm and organise information.



8. Customer-Oriented - Identify and fulfil customer expectations.



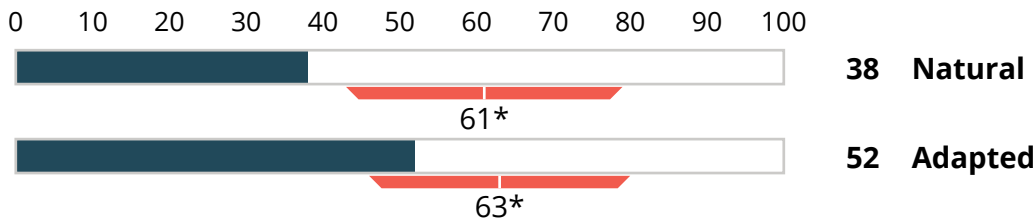
* 68% of the population falls within the shaded area.

Behavioural Hierarchy

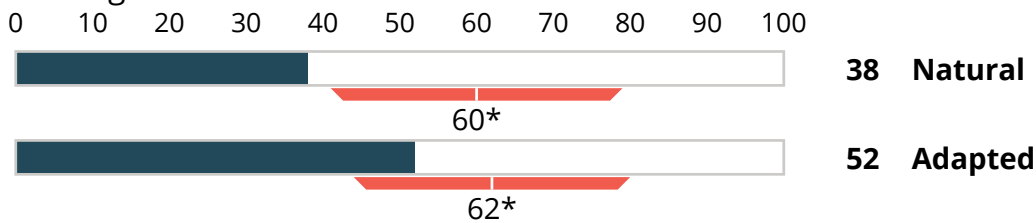
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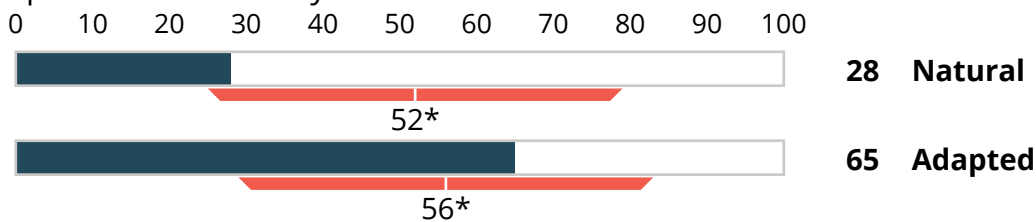
9. Persistence - Finish tasks despite challenges or resistance.



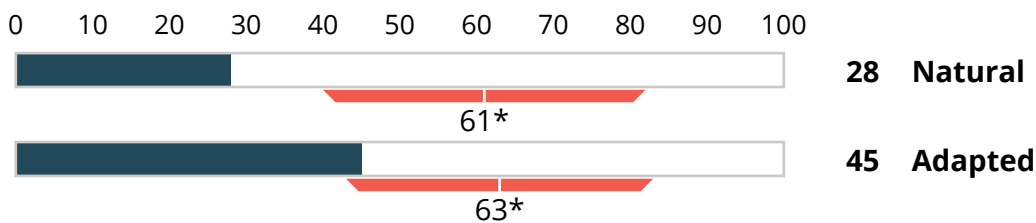
10. Following Policy - Adhere to rules, regulations, or existing methods.



11. Organised Workplace - Establish and maintain specific order in daily activities.



12. Consistent - Perform predictably in repetitive situations.



SIA: 68-58-18-64 (25) SIN: 82-75-07-45 (12)
* 68% of the population falls within the shaded area.

Behavioural Feedback



Your observable behaviour 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 behavioural traits:

1. Urgency

- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

2. Versatile

- You easily adapt to changes with a high level of optimism and a "can do" orientation.

3. Competitive

- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.



Behavioural Feedback



Mia wants to be seen as a winner and has an inherent dislike for losing or failing. She tends to work hard and long to be successful. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She may lose interest in a project once the challenge ceases. She may then be ready for another challenging project. She is deadline conscious and becomes irritated if deadlines are delayed or missed. Mia wants to be viewed as self-reliant and willing to pay the price for success. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She prefers an environment with variety and change. She is at her best when many projects are underway at once. She displays a high energy factor and is optimistic about the results she can achieve. The word "cannot" is not in her vocabulary.



Communication Tips



This section provides suggestions for methods which will improve Mia'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, Mia 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.

Compliance

When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:

- ✓ Prepare your "case" in advance.
- ✓ Stick to business.
- ✓ Be accurate and realistic.
- ✗ Being giddy, casual, informal, loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganised or messy.

Dominance

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:

- ✓ Be clear, specific, brief and to the point.
- ✓ Stick to business.
- ✓ Be prepared with support material in a well-organised "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganised.

Steadiness

When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:

- ✓ Begin with a personal comment—break the ice.
- ✓ Present your case softly, non-threateningly.
- ✓ Ask "how?" questions to draw their opinions.
- ✗ Rushing headlong into business.
- ✗ Being domineering or demanding.
- ✗ Forcing them to respond quickly to your objectives.

Influence

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:

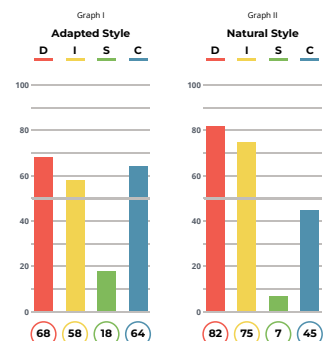
- ✓ Provide a warm and friendly environment.
- ✓ Do not deal with a lot of details (put them in writing).
- ✓ Ask "feeling" questions to draw their opinions or comments.
- ✗ Being curt, cold or tight-lipped.
- ✗ Controlling the conversation.
- ✗ Driving on facts and figures, alternatives, abstractions.

Value to the Organisation



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

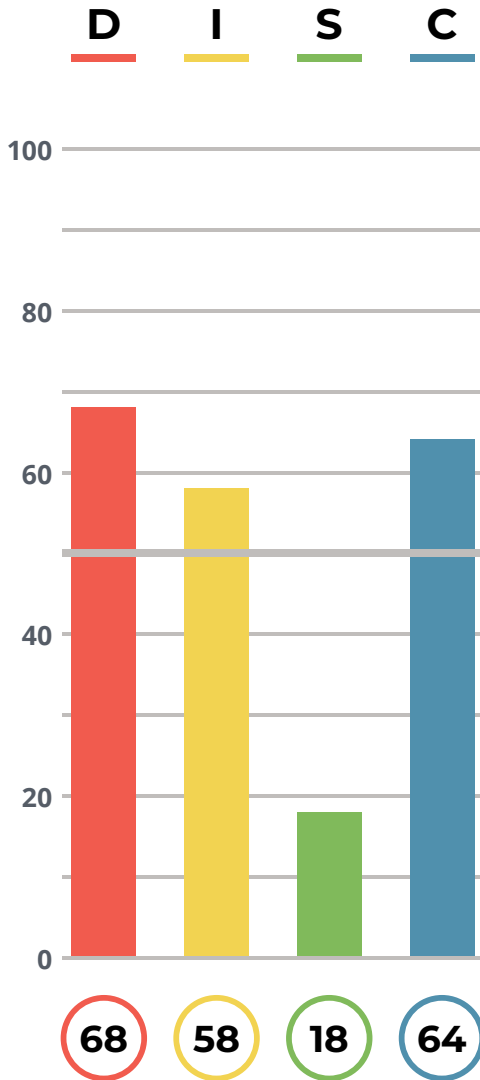
- ✓ Innovative.
- ✓ Sense of urgency.
- ✓ Thinks big.
- ✓ Challenge-oriented.
- ✓ Will join organisations to represent the company.
- ✓ Accomplishes goals through people.
- ✓ Spontaneity.
- ✓ Forward-looking and future-oriented.





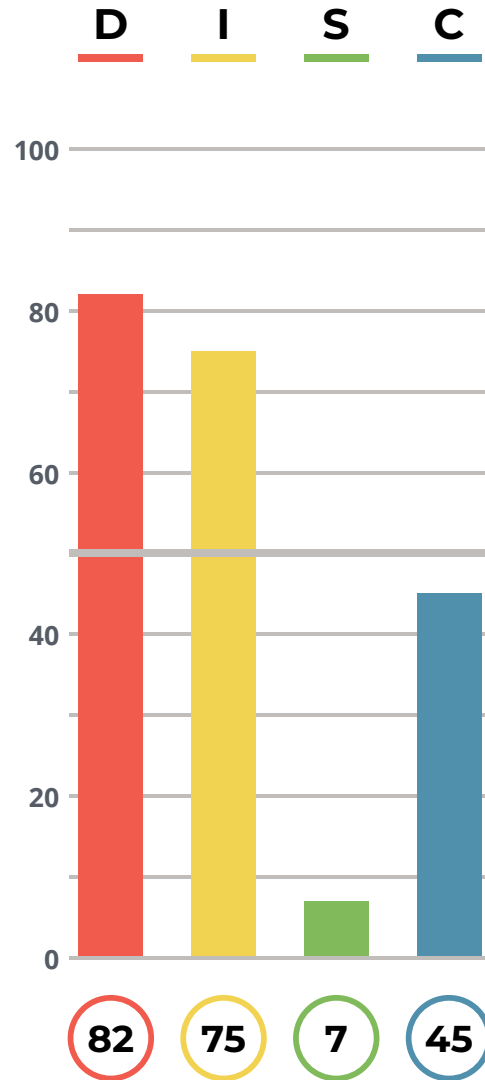
Graph I

Adapted Style



Graph II

Natural Style



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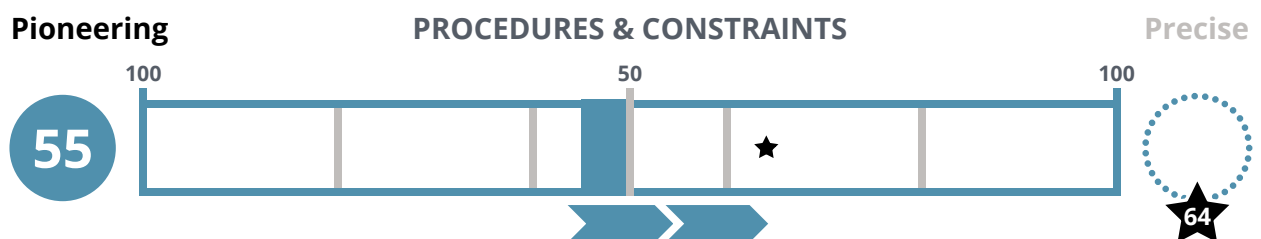
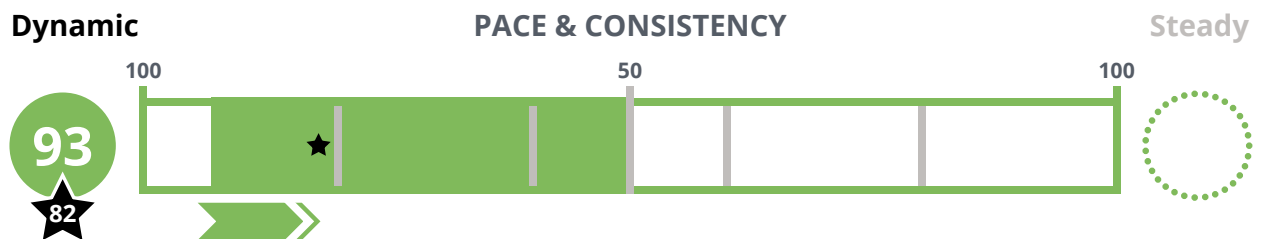
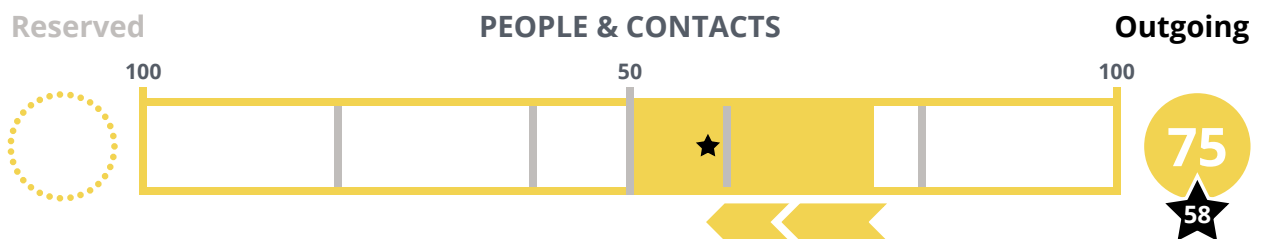
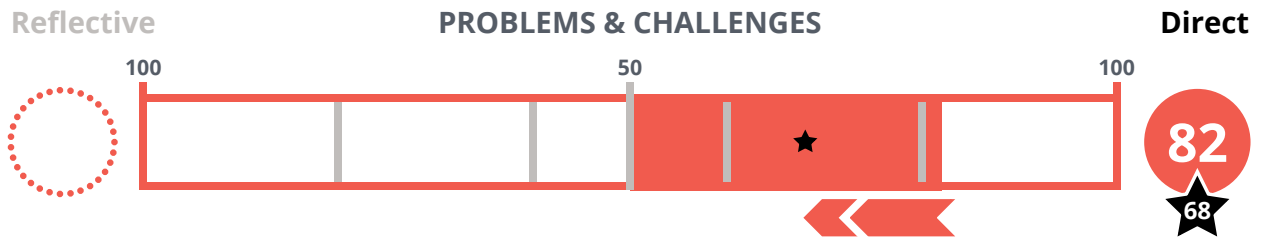
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Behavioural Continuum

Everyone has a varying level of the four main behavioural factors that create their own, personal style. Each side of those factors lives on a continuum, and the combination influences individuals' level of engagement in different situations. The graph below is a visual representation of where Mia falls within each continuum.



- ★ Adapted Position
- ◀ Adapted Movement

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The Success Insights® Wheel



The Success Insights® Wheel is a powerful tool popularised in Europe. In addition to the text you have received about your behavioural style, the Wheel adds a visual representation that allows you to:

- View your natural behavioural style (circle).
- View your adapted behavioural style (star).
- Note the degree you are adapting your behaviour.

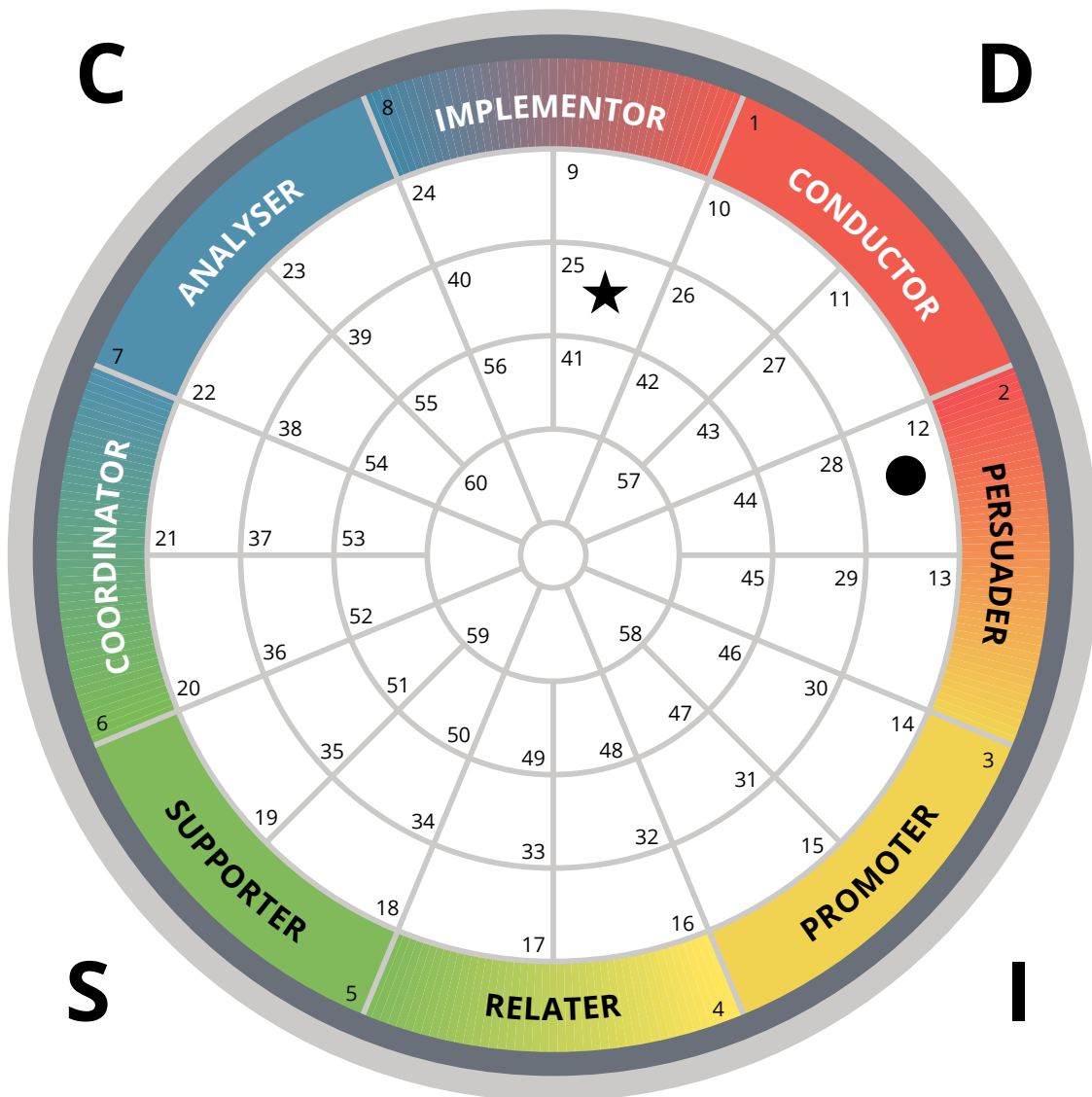
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behaviour. The further the two plotting points are from each other, the more you are adapting your behaviour.

If you are part of a group or team who also took the behavioural 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.

The Success Insights® Wheel



Mia Muster
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Adapted: ★ (25) CONDUCTING IMPLEMENTOR (FLEXIBLE)
 Natural: ● (12) CONDUCTING PERSUADER

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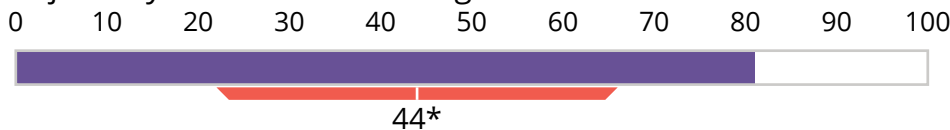
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Primary Driving Forces Cluster

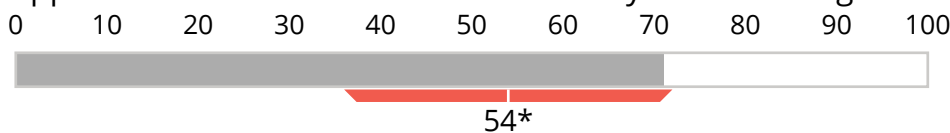
Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

1. Objective - People who are driven by the functionality and objectivity of their surroundings.



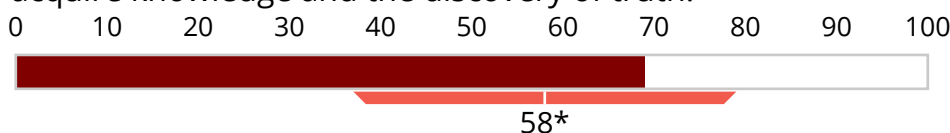
81

2. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



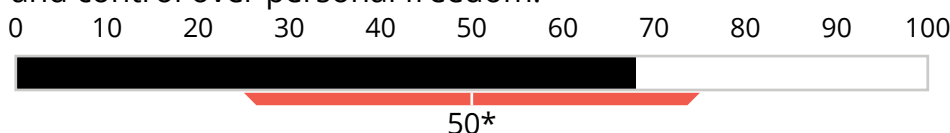
71

3. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



69

4. Commanding - People who are driven by status, recognition and control over personal freedom.



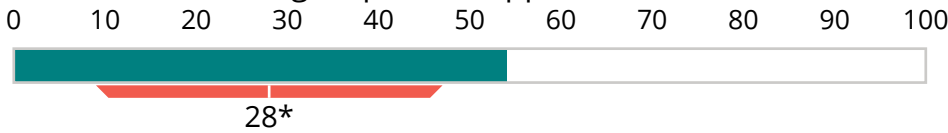
68

Situational Driving Forces Cluster



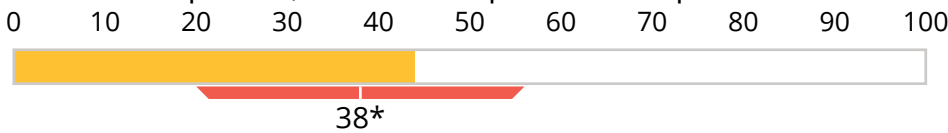
Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

5. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



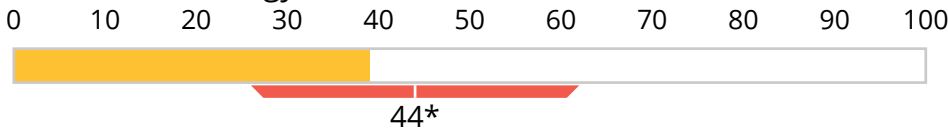
54

6. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



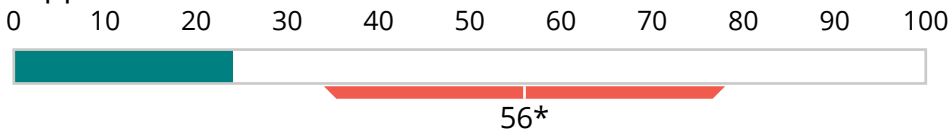
44

7. Resourceful - People who are driven by practical results, maximising both efficiency and returns for their investments of time, talent, energy and resources.



39

8. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



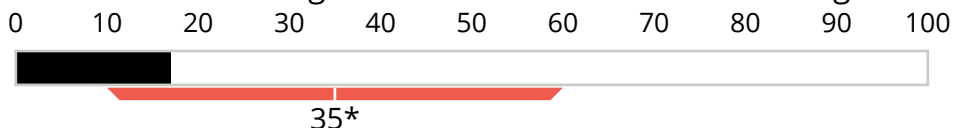
24

Indifferent Driving Forces Cluster

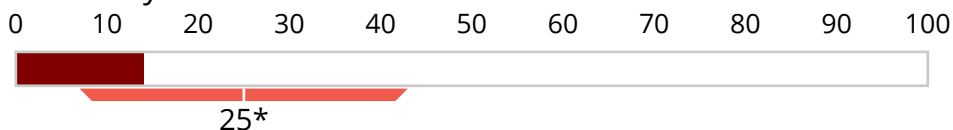


You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

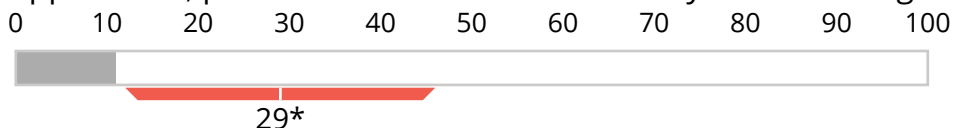
9. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



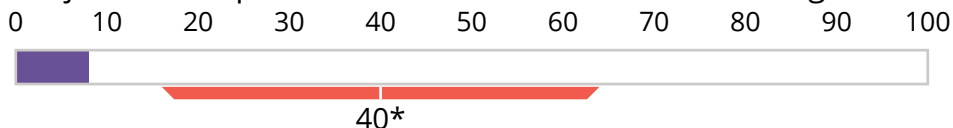
10. Instinctive - People who are driven by utilising past experiences, intuition and seeking specific knowledge when necessary.



11. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



12. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.





Driving Forces Feedback

Your motivation to succeed is, in part, determined by your underlying driving forces. You will feel energised and successful at work when your job supports and satisfies these driving forces. The following 4 factors make up your primary driving forces cluster.

1. Objective

- You are driven by the functionality and objectivity of their surroundings.

2. Receptive

- You are driven by new ideas, methods and opportunities that fall outside a defined system for living.

3. Intellectual

- You are driven by opportunities to learn, acquire knowledge and the discovery of truth.

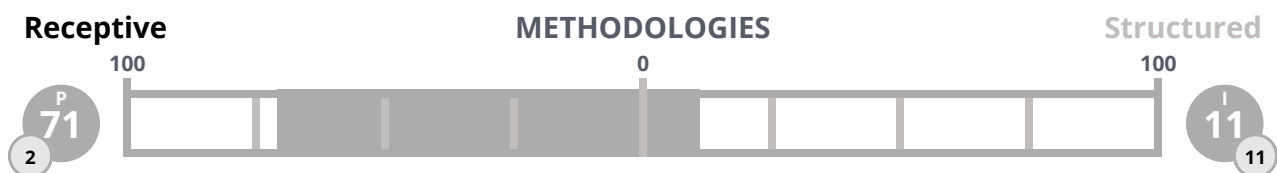
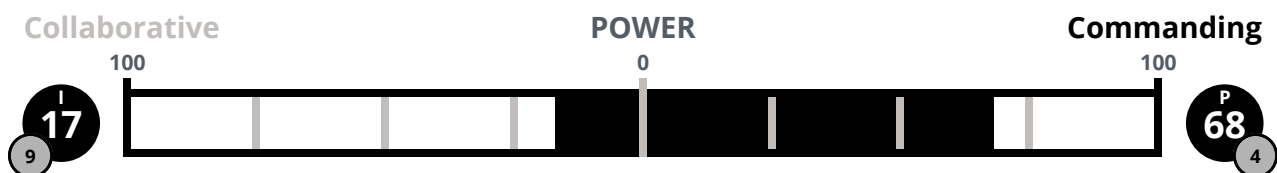
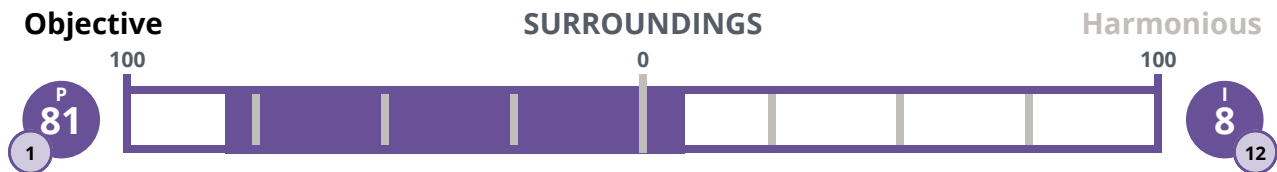
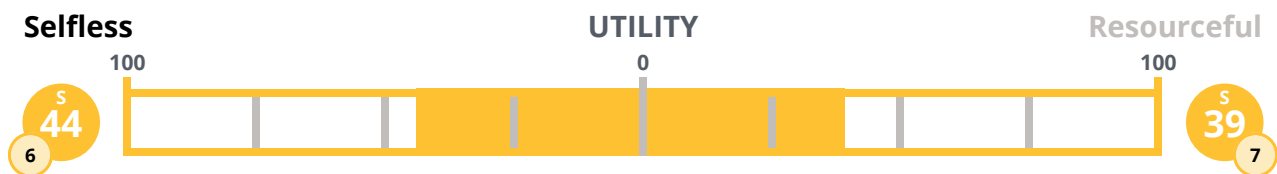
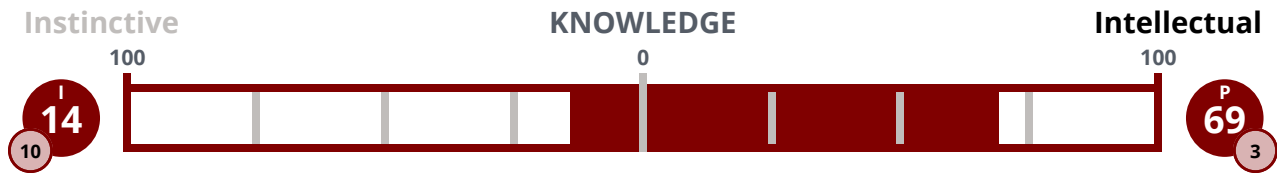
4. Commanding

- You are driven by status, recognition and control over personal freedom.

Motivational Continuum



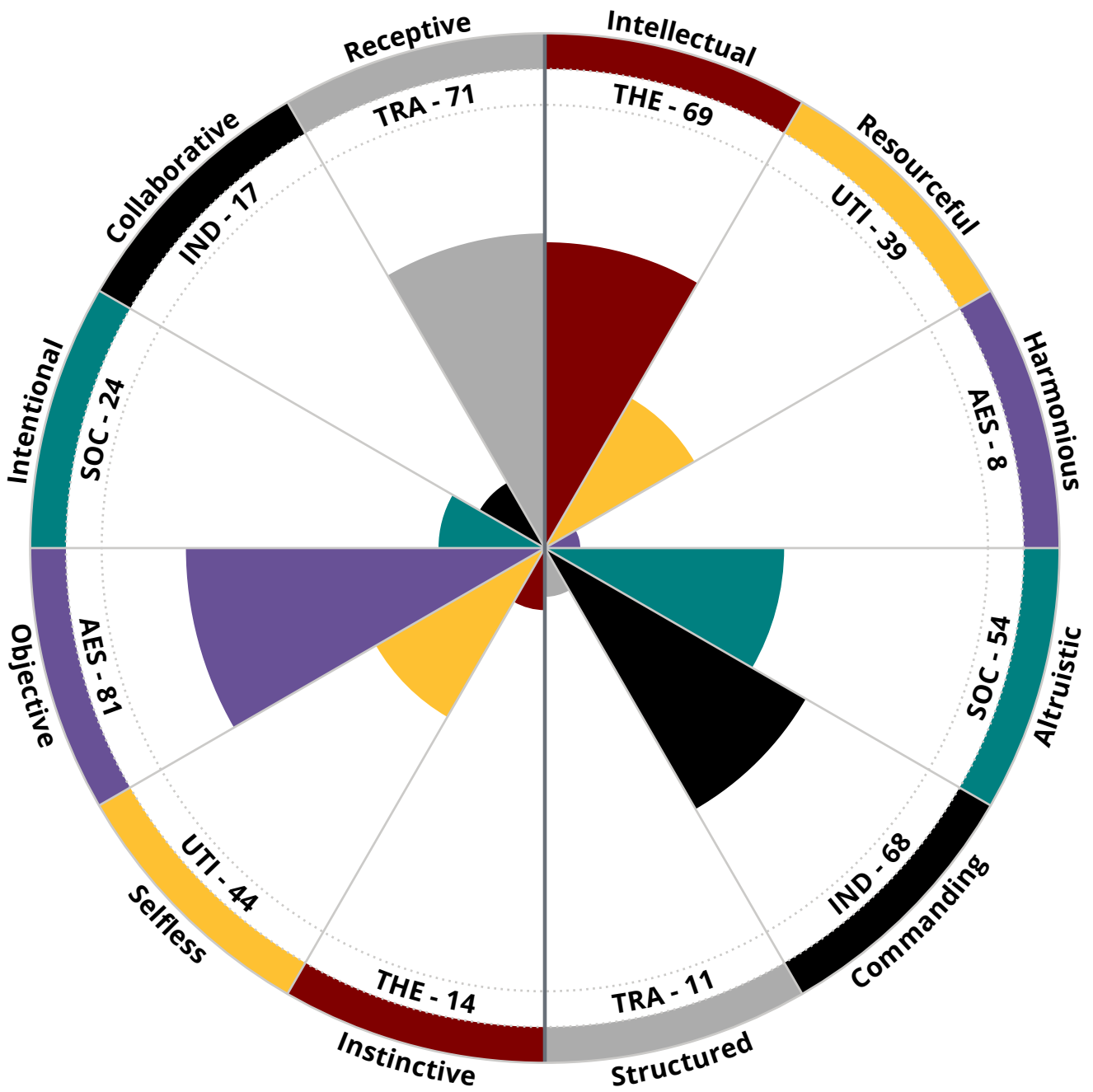
The 12 Driving Forces® Continuum is a visual representation of what motivates Mia and the level of intensity for each category. The letter "P" indicates an individual's primary cluster. These four factors are critical to Mia's motivation and engagement regardless of the situation.



P Primary, Situational, or Indifferent
76 Driving Forces Score
3 Driving Forces Rank

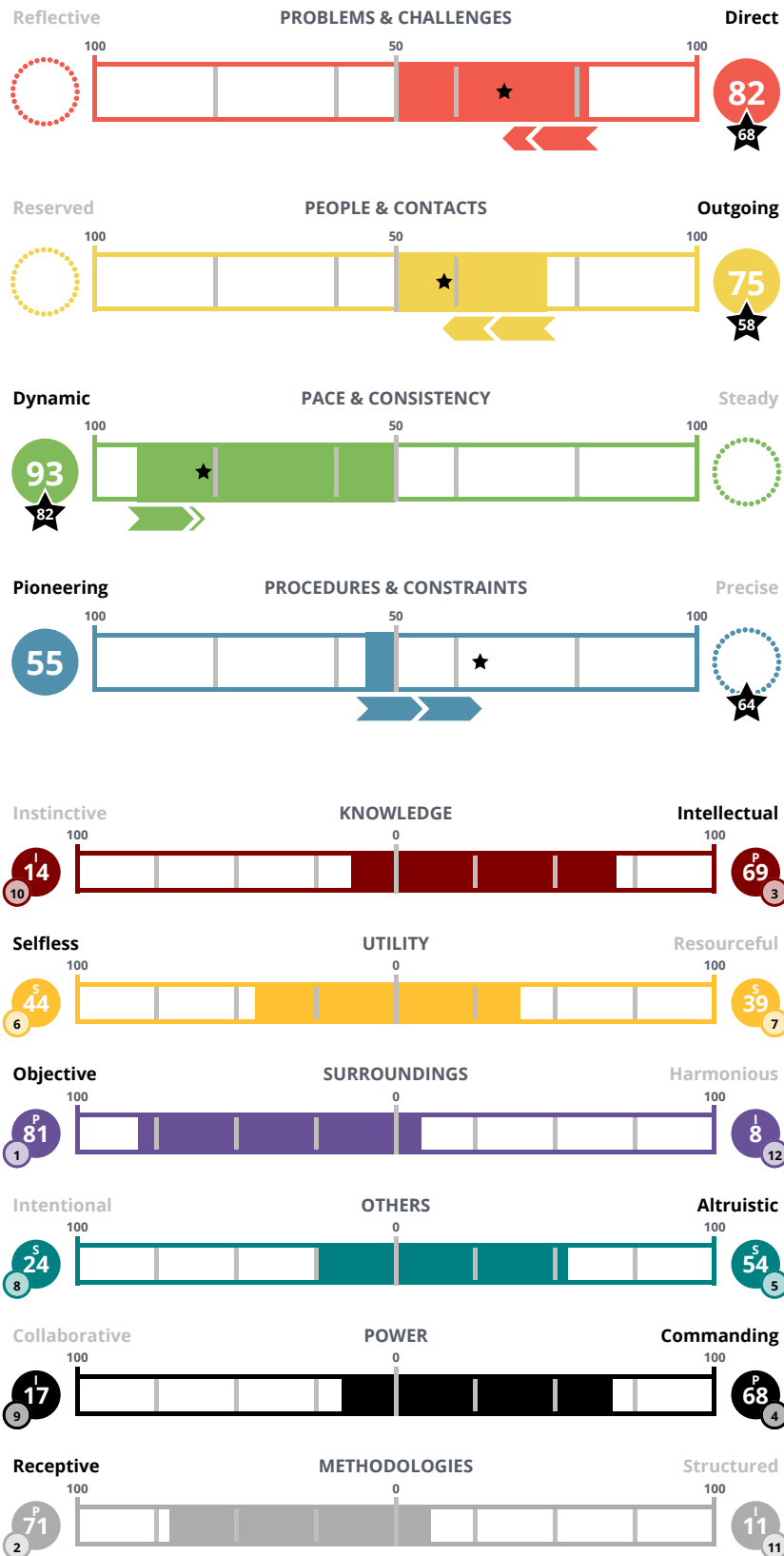
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Driving Forces Wheel



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DISC and Driving Forces Continuums



Behaviours & Driving Forces Graphs

