



TTI Success Insights®
Team Building Version



Sean Sixth Man
Team Member
9-11-2012





INTRODUCTION

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.

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 from areas of behavior 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.

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

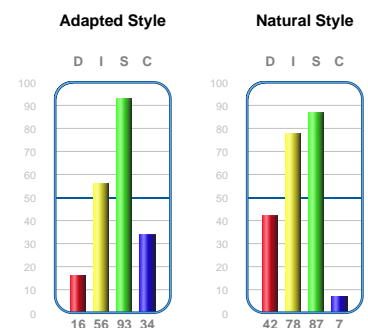


BASIC CHARACTERISTICS

Based on Sean's responses, the report has generated general behavioral statements to provide information on his natural behavior. That is, if left on his own, HOW HE WOULD CHOOSE TO DO THE JOB. Use this information to gain a better understanding of Sean's natural behavior.

Sean looks to people for support and inner-satisfaction as a way to reach his personal goals. He doesn't resist change as much as he resists being changed. He needs to be an active participant in situations that will impact his work. He is eager to please others. He wants others to be satisfied and he may go out of his way to accommodate others, sometimes even to his own discomfort. He requires many good reasons, as well as the benefits involved, before agreeing to making changes. Sean can be spontaneous and casual in familiar circumstances. The familiar atmosphere allows spontaneity when he is in his comfort zone. Once Sean has come to a decision, others may find it difficult to change his mind. If changes are inevitable, and he sees enough benefits, they will be made. He is family-oriented. He may go to great lengths to ensure the "happiness" of his personal or work family. He wants to be seen as a responsible person, and will avoid behavior that could be seen by others as irresponsible. Sean can be open, patient and tolerant of differences. His natural quality of being nonjudgmental is a great strength. Because he is receptive and listens well, he excels in gathering information. Relationships with others are warm, personal and lasting.

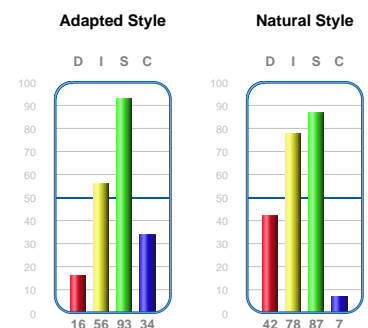
Sean prefers to plan his work and work his plan. Others may find it refreshing to have him on their team. He often thinks over major decisions before acting. He is good at analyzing situations that can be felt, touched, seen, heard, personally observed or experienced. His motto is, "facts are facts." He is persistent and persevering in his approach to achieving goals. Once he has arrived at a decision, he can be tough-minded and unbending. He has made his decision after gathering much data, and he probably won't want to repeat the





process. He finds making decisions easier when he knows that others he respects are doing the same thing; he then has a feeling of stability and "family." He can be sensitive to the feelings of others and is able to display real empathy for those who are experiencing difficulties.

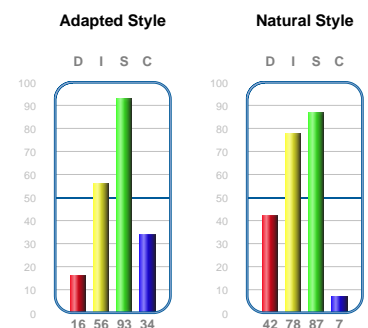
Sean usually is considerate, compassionate and accepting of others; however, on some occasions can become stubborn. Stubbornness surfaces when his ideals and beliefs are confronted. He likes to know what is expected of him in a working relationship and have the duties and responsibilities of others who will be involved explained. Communication is accomplished best by well-defined avenues. He is quick to pick up on group dynamics and skilled in fitting in with a group. He brings both speaking and listening skills to the group. He will be open with those he trusts; however, reaching the required trust level may take time. Sean likes a friendly, open style of communication.





Sean sees his present work environment requiring him to exhibit the behavior listed on this page. If the following statements DO NOT sound job related, explore the reasons why he is adapting this behavior.

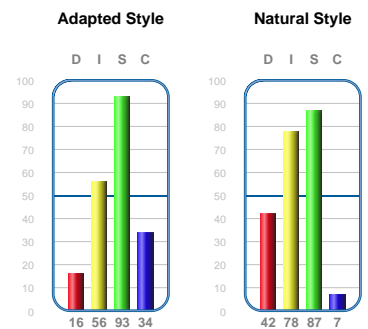
- Consistency of task performance.
- Freedom from confrontation.
- Being cooperative and supportive.
- Limited or prepared changes in routine.
- Being a good "team player."
- Undemanding of others' time and attention.
- Being conservative, not competitive, in nature.
- Exhibiting patience and good listening skills.
- Being cordial and helpful when dealing with new clients or customers.
- Adherence to established guidelines and procedures.
- Logical solutions.





This section of the report identifies Sean's value to the team. Discuss this list and identify those values most important to the team.

- People-oriented.
- Service-oriented.
- Self-reliant.
- Big thinker.
- Dependable team player.
- Builds good relationships.

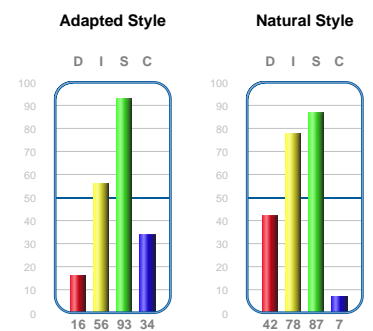




VALUE TO THE ORGANIZATION

This section identifies the behavior Sean brings to the organization. Use these statements to capitalize on Sean's value to the team and organization.

- Service-oriented.
- Turns confrontation into positives.
- Builds good relationships.
- Works for a leader and a cause.
- Dependable team player.
- Flexible.
- Respect for authority and organizational structure.
- Adaptable.

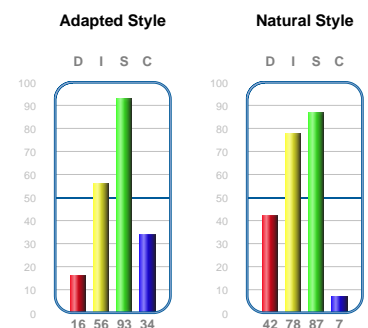




Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Sean. Read each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

Do:

- Look for his oversights.
- Define clearly (preferably in writing) individual contributions.
- Show sincere interest in him as a person. Find areas of common involvement and be candid and open.
- Provide solutions--not opinions.
- Provide personal assurances, clear, specific solutions with maximum guarantees.
- Ask "how?" questions to draw his opinions.
- Start, however briefly, with a personal comment. Break the ice.
- Provide "yes" or "no" answers--not maybe.
- Define the problem in writing.
- Use a balanced, objective and emotional approach.
- Appeal to the benefits he will receive.
- Use a motivating approach, when appropriate.
- Provide a friendly environment.



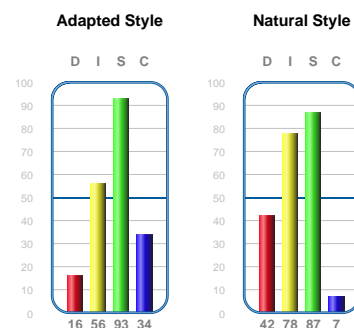


DON'TS ON COMMUNICATING

This section of the report is a list of things NOT to do while communicating with Sean. Review each statement with Sean and identify those methods of communication that result in frustration or reduced performance. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Don't:

- Offer assurance and guarantees you can't fulfill.
- Force him to respond quickly to your objectives. Don't say "Here's how I see it."
- Patronize or demean him by using subtlety or incentive.
- Be abrupt and rapid.
- Keep deciding for him, or he'll lose initiative. Don't leave him without backup support.
- Be domineering or demanding; don't threaten with position power.
- Muffle or overcontrol.
- Let him overpower you with verbiage.
- Ramble.





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

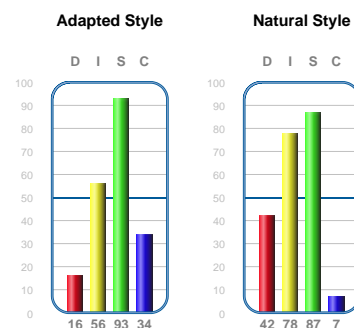
<p>When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:</p> <ul style="list-style-type: none"> ● Prepare your "case" in advance. ● Stick to business. ● Be accurate and realistic. <p>Factors that will create tension or dissatisfaction:</p> <ul style="list-style-type: 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.



TEAM EFFECTIVENESS FACTORS

Sean's behavioral work style may or may not be compatible with other team members. Each team member brings their own strengths and weaknesses. This section of the report allows his strengths and weaknesses to be analyzed. Read and share these statements with other team members. Remember, a strength can turn into a weakness if overextended.

- STRENGTH - Stable and persistent. POTENTIAL WEAKNESS - Be relaxed and contented with things the way they are.
- STRENGTH - Good listener. POTENTIAL WEAKNESS - May be possessive of information.
- STRENGTH - Will work for a cause and a leader. POTENTIAL WEAKNESS - May procrastinate on decisions when in the leadership role.
- STRENGTH - Predictable and reliable. POTENTIAL WEAKNESS - May be inflexible and resist change.
- STRENGTH - Task-oriented. POTENTIAL WEAKNESS - May bury himself in the task and fail to deal with people problems in a timely fashion.





A person's behavior and feelings may be quickly telegraphed to others. This section provides additional information on Sean's self-perception and how, under certain conditions, others may perceive his behavior. Understanding this section will empower Sean to project the image that will allow him to control the situation.

"See Yourself As Others See You"

SELF-PERCEPTION

Sean usually sees himself as being:

Considerate
Good-Natured
Team player

Thoughtful
Dependable
Good listener

OTHERS' PERCEPTION

Under moderate pressure, tension, stress or fatigue, others may see him as being:

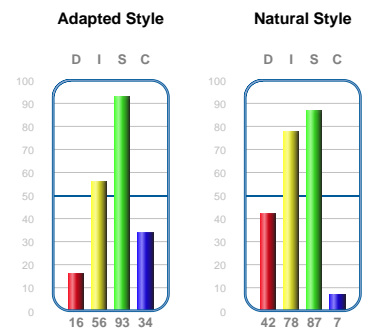
Nondemonstrative
Unconcerned

Hesitant
Inflexible

And, under extreme pressure, stress or fatigue, others may see him as being:

Possessive
Detached

Stubborn
Insensitive





Based on Sean's responses, the report has marked those words that describe his personal behavior. They describe how he solves problems and meets challenges, influences people, responds to the pace of the environment and how he 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 Inquisitive Responsible	Effusive Inspiring Magnetic Political Enthusiastic Demonstrative Persuasive Warm Convincing Polished Poised Optimistic Trusting Sociable	Phlegmatic Relaxed Resistant to Change Nondemonstrative Passive Patient Possessive Predictable Consistent Deliberate Steady Stable	Evasive Worrisome Careful Dependent Cautious Conventional Exacting Neat Systematic Diplomatic Accurate Tactful Open-Minded Balanced Judgment
Conservative			
Calculating			
Cooperative Hesitant Low-Keyed Unsure Undemanding Cautious Mild Agreeable Modest Peaceful Unobtrusive	Reflective Factual Calculating Skeptical Logical Undemonstrative Suspicious Matter-of-Fact Incisive Pessimistic Moody Critical	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



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MOST

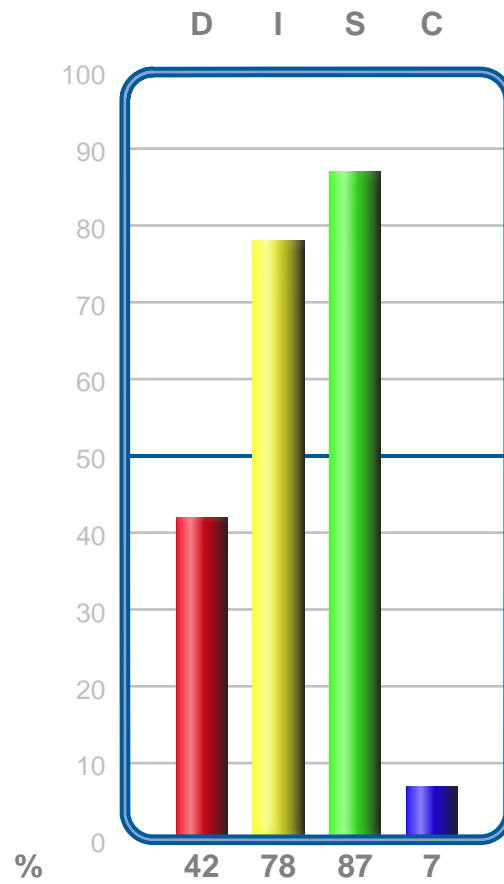
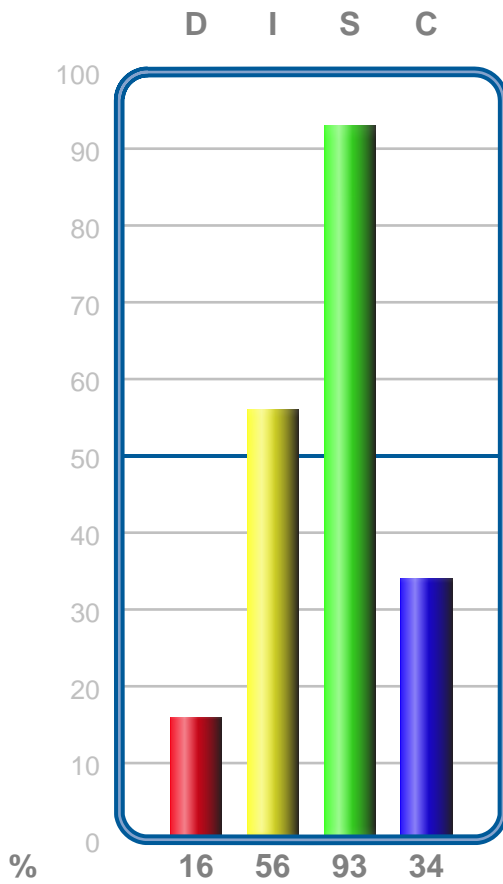
Graph I

Adapted Style

LEAST

Graph II

Natural Style



Norm 2012 R4



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.

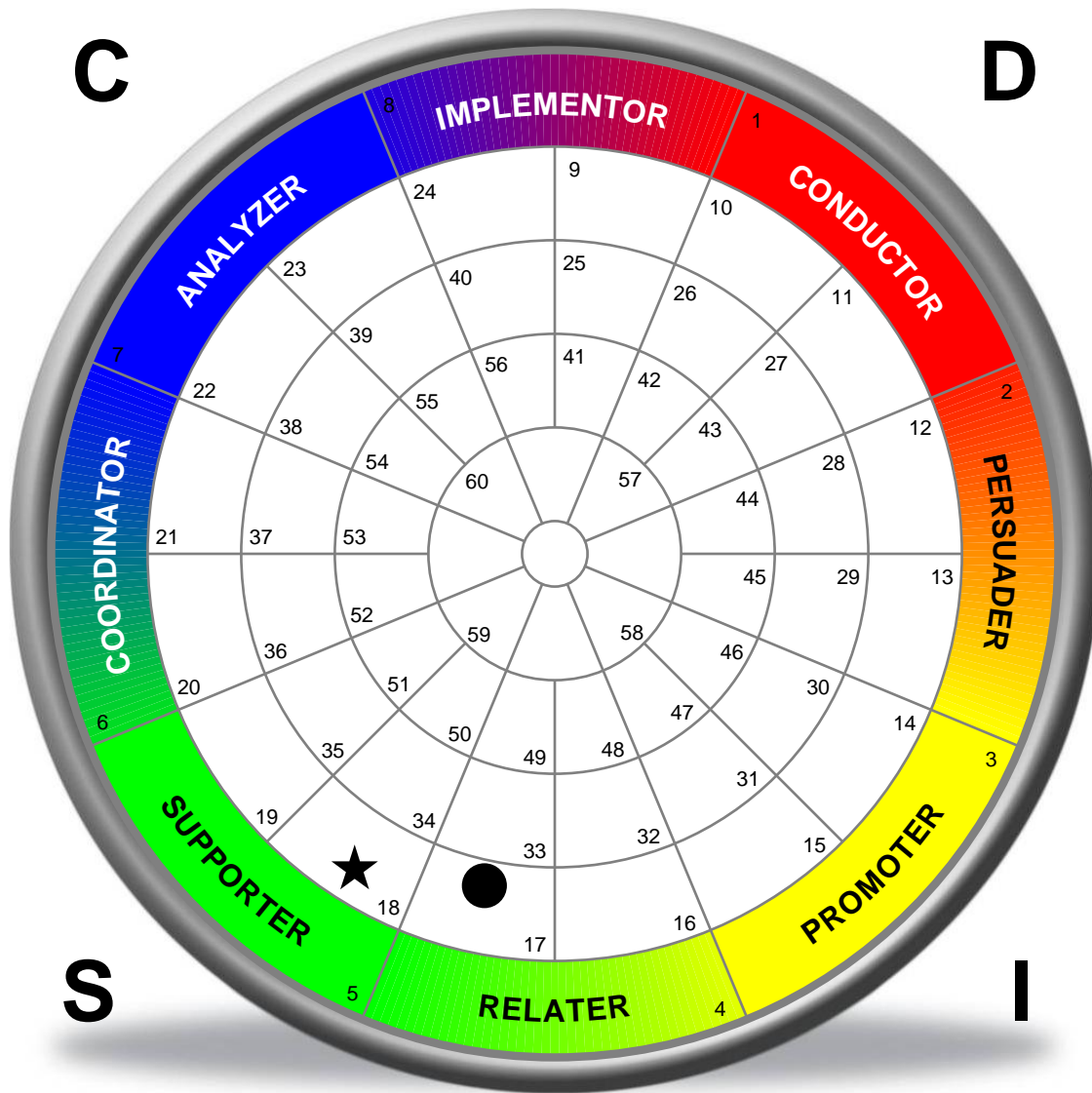
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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: ★ (18) RELATING SUPPORTER
 Natural: ● (17) SUPPORTING RELATER

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