



TTI
SUCCESS
INSIGHTS®

Interviewing Insights™

General

Samantha Sample

President

TXC

03.10.2021



DATA DOME INC.

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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.

Behavioral Characteristics



Based on Samantha's responses, the report has selected general statements to provide a broad understanding of zir work style. These statements identify the basic natural behavior that ze brings to the job. That is, if left on zir own, these statements identify HOW ZE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Samantha's natural behavior.

Samantha is a goal-oriented individual who believes in harnessing people to achieve goals. Ze needs people with other strengths on zir team. Most people see zir as a high risk-taker. Zir view is, "nothing ventured, nothing gained." Ze has high ego strengths and may be viewed by some as egotistical. Ze is an aggressive individual who wins through hard work and persistence; that is, ze will come up with a good idea and follow through. Samantha may lose interest in a project once the challenge ceases. Ze may then be ready for another challenging project. Ze embraces visions not always seen by others. Samantha's creative mind allows zir to see the "big picture." Ze likes to be forceful and direct when dealing with others. Zir desire for results is readily apparent to the people with whom ze works. Ze is forward-looking, aggressive and competitive. Zir vision for results is one of zir positive strengths. Samantha appreciates others who are team players and will reward those who are loyal. Ze may be so self-confident that others see zir as arrogant. This confidence may be something others wish they had.

Samantha is decisive and prefers to work for a decisive manager. Ze can experience stress if zir manager does not possess similar traits. Many people see zir decisions as high-risk decisions. However, after the decision is made, ze tends to work hard for a successful outcome. When faced with a tough decision, ze will try to sell you on zir ideas. Ze finds it easy to share zir opinions on solving work-related problems. Logic and people who have the facts and data to support this logic influence zir. Ze admires the patience required to gather facts and data. Ze is a good problem solver and troubleshooter, always seeking new ways to solve old problems. Ze has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. Sometimes ze may be so opinionated about a particular problem that ze has difficulty letting others participate in the process.



Behavioral Characteristics

Continued



Samantha challenges people who volunteer their opinions. Ze is influenced by people who communicate with a logical presentation of the facts, impressed by the apparent efficiency involved. Ze tends to influence people by being direct, friendly and results-oriented. Ze has the ability to ask the right questions and destroy a shallow idea. Some people may feel these questions are a personal attack upon their integrity; however, this is just zir way of getting the appropriate facts. Samantha likes people who give zir options as compared to their opinions. The options may help zir make decisions, and ze values zir own opinion over that of others! Ze may sometimes mask zir feelings in friendly terms. If pressured, Samantha's true feelings may emerge. Ze likes people who present their case effectively. When they do, ze can then make a quicker assessment or decision. Ze may lose interest in what others are saying if they ramble or don't speak to the point. Zir active mind is already moving ahead.



Ideal Environment



This section identifies the ideal work environment based on Samantha'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 Samantha enjoys and also those that create frustration.

- ✓ Evaluation based on results, not the process.
- ✓ Nonroutine work with challenge and opportunity.
- ✓ Little conflict between people.
- ✓ An environment in which she may deal with people on a personal, intimate basis.
- ✓ Forum to express ideas and viewpoints.
- ✓ An innovative and futuristic-oriented environment.
- ✓ Freedom from controls, supervision and details.



Value to the Organization



This section of the report identifies the specific talents and behavior Samantha brings to the job. By looking at these statements, one can identify zir role in the organization. The organization can then develop a system to capitalize on zir particular value and make zir an integral part of the team.

- ✓ Forward-looking and future-oriented.
- ✓ Creative in zir approach to solving problems.
- ✓ Tenacious.
- ✓ Self-starter.
- ✓ Will join organizations to represent the company.
- ✓ People-oriented.
- ✓ Patient and empathetic.
- ✓ Builds good relationships.
- ✓ Thinks big.



Interview Questions



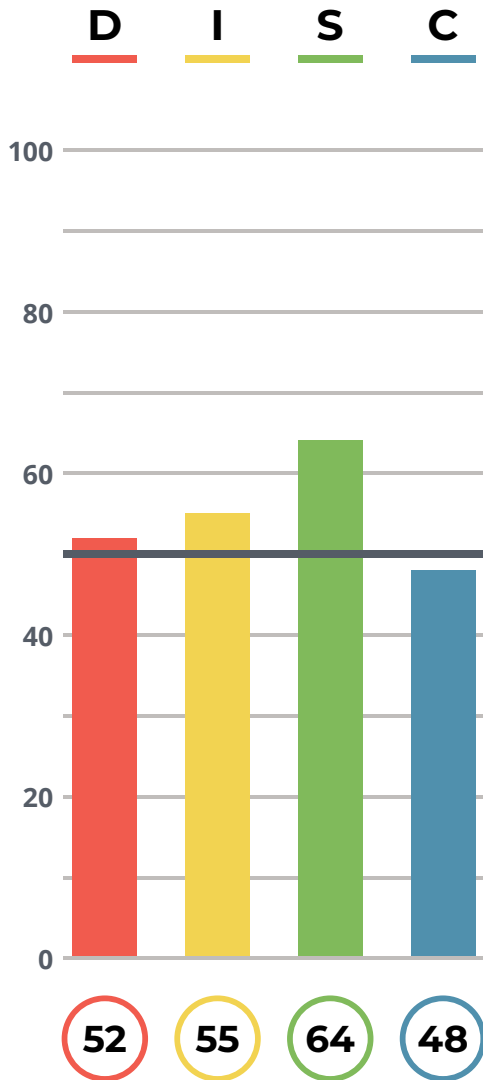
1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?

Style Insights® Graphs



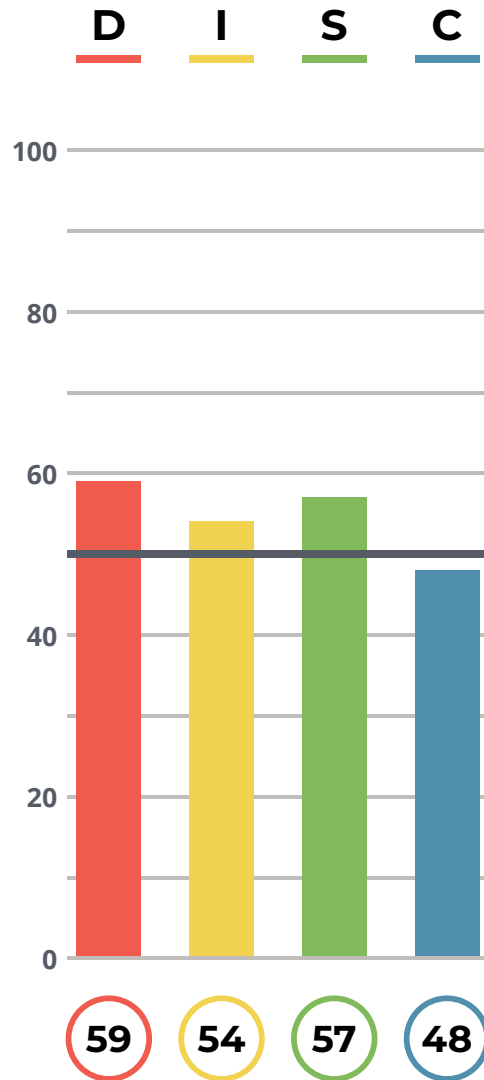
Graph I

Adapted Style



Graph II

Natural Style



The Success Insights® Wheel



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.

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.

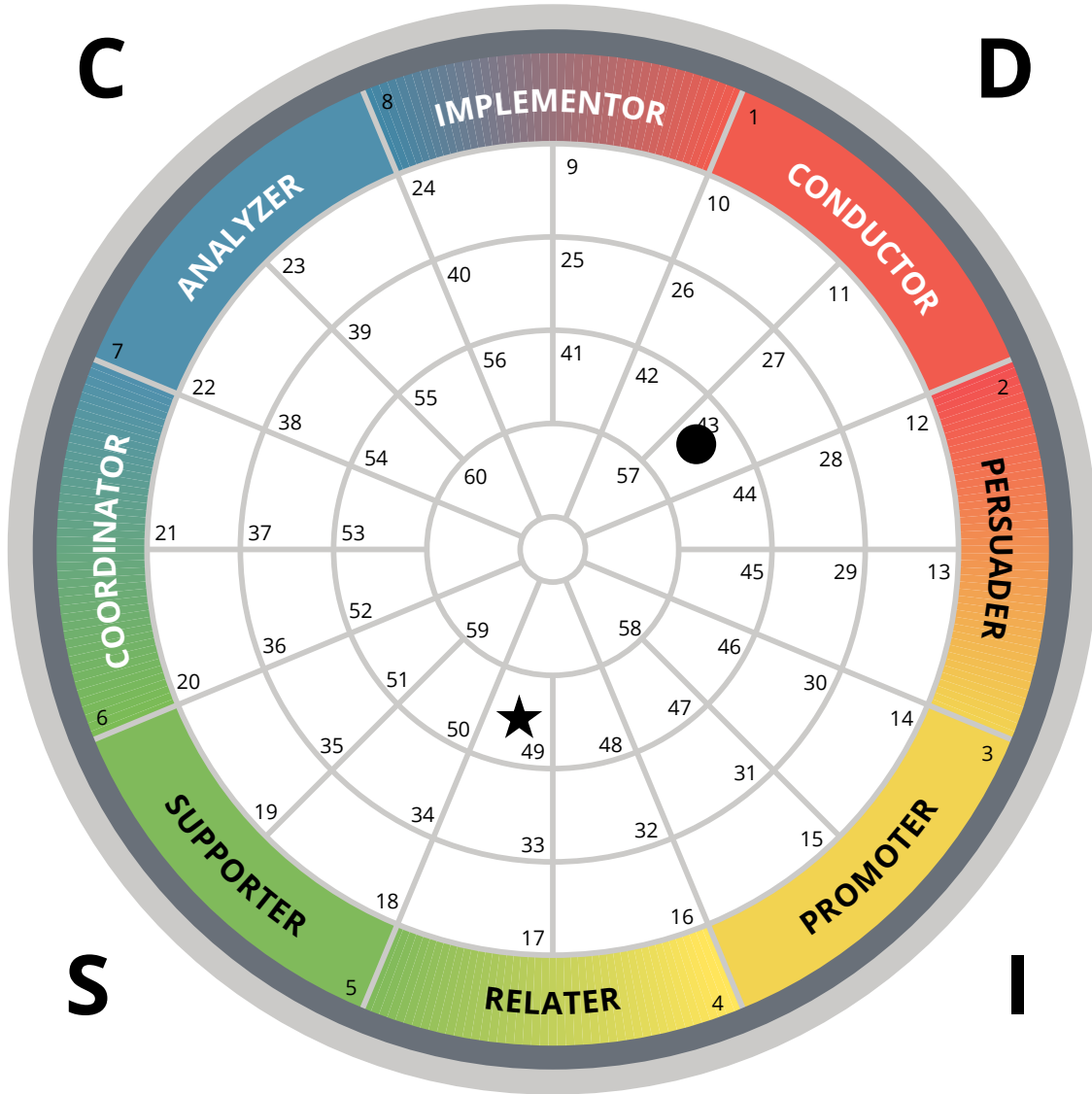
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.

The Success Insights® Wheel



Samantha Sample

TXC
3-10-2021



Adapted: ★ (49) SUPPORTING RELATER (ACROSS)
 Natural: ● (43) PERSUADING CONDUCTOR (ACROSS)
 Norm 2017 R4

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