



TTI
SUCCESS
INSIGHTS®

Team Building

Teresa Teammate

ABC Company

03.31.2021

Maximizing Individual and Corporate Potential

Data Dome, Inc.

PO Box 304, Fairport, NY 14450

www.datadome.com

404-814-0739

service@datadome.com



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.

"All people exhibit all four behavioral factors in varying degrees of intensity."

–W.M. Marston

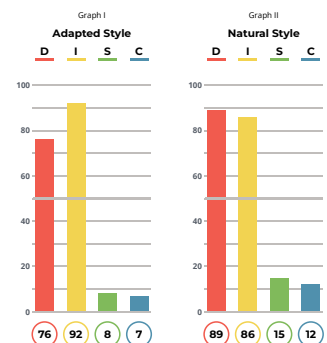
Basic Characteristics



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

Teresa seeks her own solutions to problems. In this way, her independent nature comes into play. She prefers an environment with variety and change. She is at her best when many projects are underway at once. She needs to learn to relax and pace herself. She may expend too much energy trying to control herself and others. She is often frustrated when working with others who do not share the same sense of urgency. Teresa embraces visions not always seen by others. Teresa's creative mind allows her to see the "big picture." She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. Many people see her as a self-starter dedicated to achieving results. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She wants to be viewed as self-reliant and willing to pay the price for success.

Teresa should realize that at times she needs to think a project through, beginning to end, before starting the project. Sometimes she may be so opinionated about a particular problem that she has difficulty letting others participate in the process. She is a good problem solver and troubleshooter, always seeking new ways to solve old problems. When faced with a tough decision, she will try to sell you on her ideas. Teresa is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. She finds it easy to share her opinions on solving work-related problems. Many people see her decisions as high-risk decisions. However, after the decision is made, she tends to work hard for a successful outcome.



Basic Characteristics

Continued



Teresa challenges people who volunteer their opinions. She may lack the patience to listen and communicate with slower acting people. She tends to influence people by being direct, friendly and results-oriented. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. Teresa should exhibit more patience and ask questions to make sure that others have understood what she has said. She may sometimes mask her feelings in friendly terms. If pressured, Teresa's true feelings may emerge. She likes people who present their case effectively. When they do, she can then make a quicker assessment or decision.

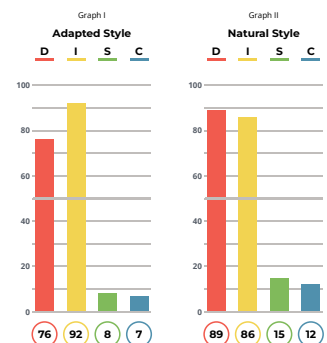


Work Characteristics



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

- ✓ Flexibility.
- ✓ Using a direct, forthright and honest approach in her communications.
- ✓ Responding well to challenges: "You say I can't do it? Just watch me!"
- ✓ Acting independently and without precedent.
- ✓ Dedicated to "going it alone" when necessary.
- ✓ Being creative and unconventional in making a point.
- ✓ Optimistic, future-oriented outlook.
- ✓ Positive, outgoing, friendly behavior.
- ✓ Maintaining an ever-changing, friendly, work environment.
- ✓ Contacting people using a variety of modes.
- ✓ Using a creative approach in decision making.
- ✓ Firm commitment to accomplishments.
- ✓ Preferring people involvement over task focus.



Value To The Team



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

- ✓ Change agent—looks for faster and better ways.
- ✓ Innovative.
- ✓ Challenges the status quo.
- ✓ Self-starter.
- ✓ Creative in her approach to solving problems.
- ✓ Challenge-oriented.



Value To The Organization



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

- ✓ Negotiates conflicts.
- ✓ Accomplishes goals through people.
- ✓ Builds confidence in others.
- ✓ Dedicated to her own ideas.
- ✓ Positive sense of humor.
- ✓ Big thinker.
- ✓ Motivates others towards goals.



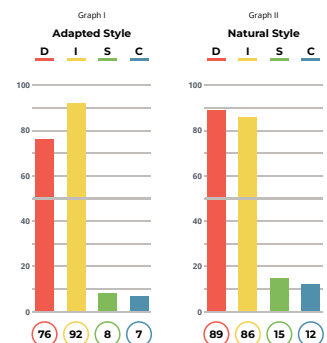
Checklist For Communicating



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 Teresa. 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 Teresa most frequently.

Ways to Communicate

- ✓ Speak at a rapid pace.
- ✓ Be brief—be bright—be gone.
- ✓ Provide solutions—not opinions.
- ✓ Appeal to the benefits she will receive.
- ✓ Provide "yes" or "no" answers—not maybe.
- ✓ Stick to business—let her decide if she wants to talk socially.
- ✓ Look for her oversights.
- ✓ Support and maintain an environment where she can be efficient.
- ✓ Motivate and persuade by referring to objectives and results.
- ✓ Understand her defiant nature.
- ✓ Define the problem in writing.
- ✓ Use a motivating approach, when appropriate.
- ✓ Clarify any parameters in writing.



Checklist For Communicating

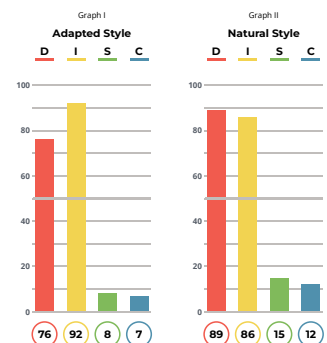
Continued



This section of the report is a list of things NOT to do while communicating with Teresa. Review each statement with Teresa 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.

Ways NOT to Communicate

- ⊘ Try to convince by "personal" means.
- ⊘ Forget or lose things, be disorganized or messy, confuse or distract her mind from business.
- ⊘ Direct or order.
- ⊘ Ramble on, or waste her time.
- ⊘ Be redundant.
- ⊘ Hesitate when confronted.
- ⊘ Reinforce agreement with "I'm with you."
- ⊘ Ask rhetorical questions or useless ones.
- ⊘ Take credit for her accomplishments.
- ⊘ Let her overpower you with verbiage.
- ⊘ Let disagreement reflect on her personally.
- ⊘ Come with a ready-made decision or make it for her.



Communication Tips



This section provides suggestions for methods which will improve Teresa'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, Teresa 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 disorganized 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-organized "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganized.

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.
- ✓ Don't 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.

Team Effectiveness Factors



Teresa'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 her 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 - Believes in getting results through people. POTENTIAL WEAKNESS - None.
- STRENGTH - Seeks responsibility. POTENTIAL WEAKNESS - Overuses position of power and authority.
- STRENGTH - Sets high standard for self and others. POTENTIAL WEAKNESS - Standards may be so high they are impossible to achieve.
- STRENGTH - Strong ego. POTENTIAL WEAKNESS - Possibility of offending others if "overdone."
- STRENGTH - Seeks challenges and problems to solve. POTENTIAL WEAKNESS - Takes on too many and may forget priorities.
- STRENGTH - Straightforward communicator. POTENTIAL WEAKNESS - May make remarks that are untimely or untactful.
- STRENGTH - Result- and goal-oriented. POTENTIAL WEAKNESS - May overstep authority to achieve goals.
- STRENGTH - Sense of urgency to get things completed. POTENTIAL WEAKNESS - Push and pull rather than lead and motivate.



Perceptions



See Yourself As Others See You

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



Teresa usually sees herself as being:

- ✓ Pioneering
- ✓ Assertive
- ✓ Competitive
- ✓ Confident
- ✓ Positive
- ✓ Winner



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

- ✓ Demanding
- ✓ Nervy
- ✓ Egotistical
- ✓ Aggressive



Under extreme pressure, stress or fatigue, others may see her as being:

- ✓ Abrasive
- ✓ Controlling
- ✓ Arbitrary
- ✓ Opinionated

Descriptors



Based on Teresa'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.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-Minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influence	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

Action Plan

Professional Development



1. I learned the following behaviors contribute positively to increasing my professional effectiveness: (list 1-3)

2. My report uncovered the following behaviors I need to modify or adjust to make me more effective in my career: (list 1-3)

3. When I make changes to these behaviors, they will have the following impact on my career:

4. I will make the following changes to my behavior, and I will implement them by _____:

Action Plan

Personal Development



1. When reviewing my report for personal development, I learned the following key behaviors contribute to reaching my goals and the quality of life I desire: (list 1-3)

2. The following behaviors were revealed, which show room for improvement to enhance the quality of my life: (list 1-3)

3. When I make changes to these behaviors, I will experience the following benefits in my quality of life:

4. I will make the following changes to my behavior, and I will implement them by _____:

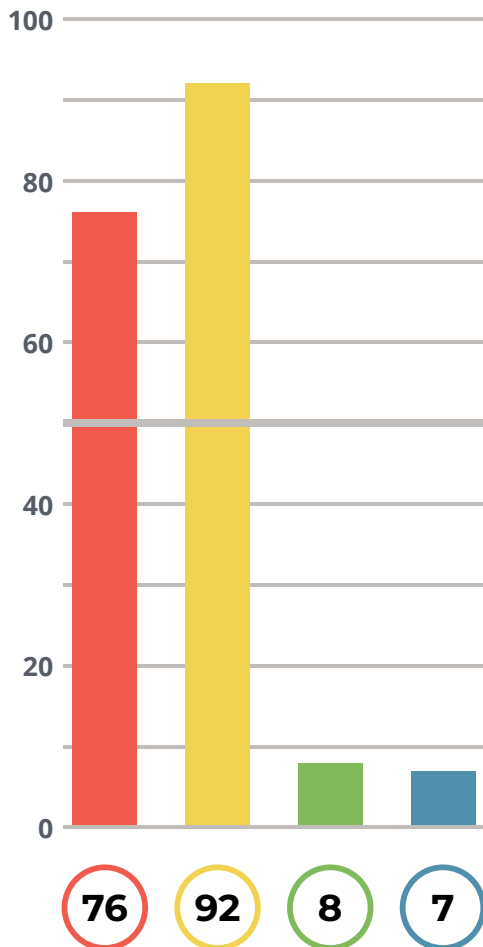
Style Insights® Graphs



Graph I

Adapted Style

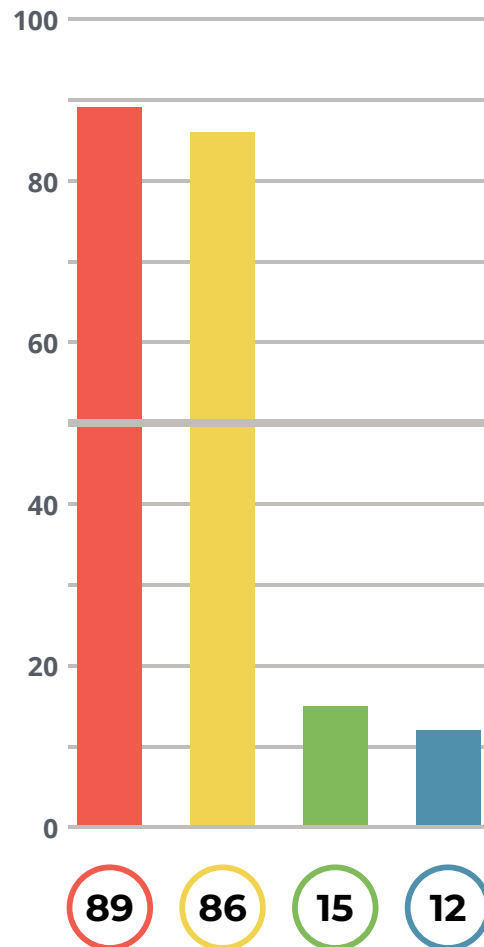
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Graph II

Natural Style

D **I** **S** **C**



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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.

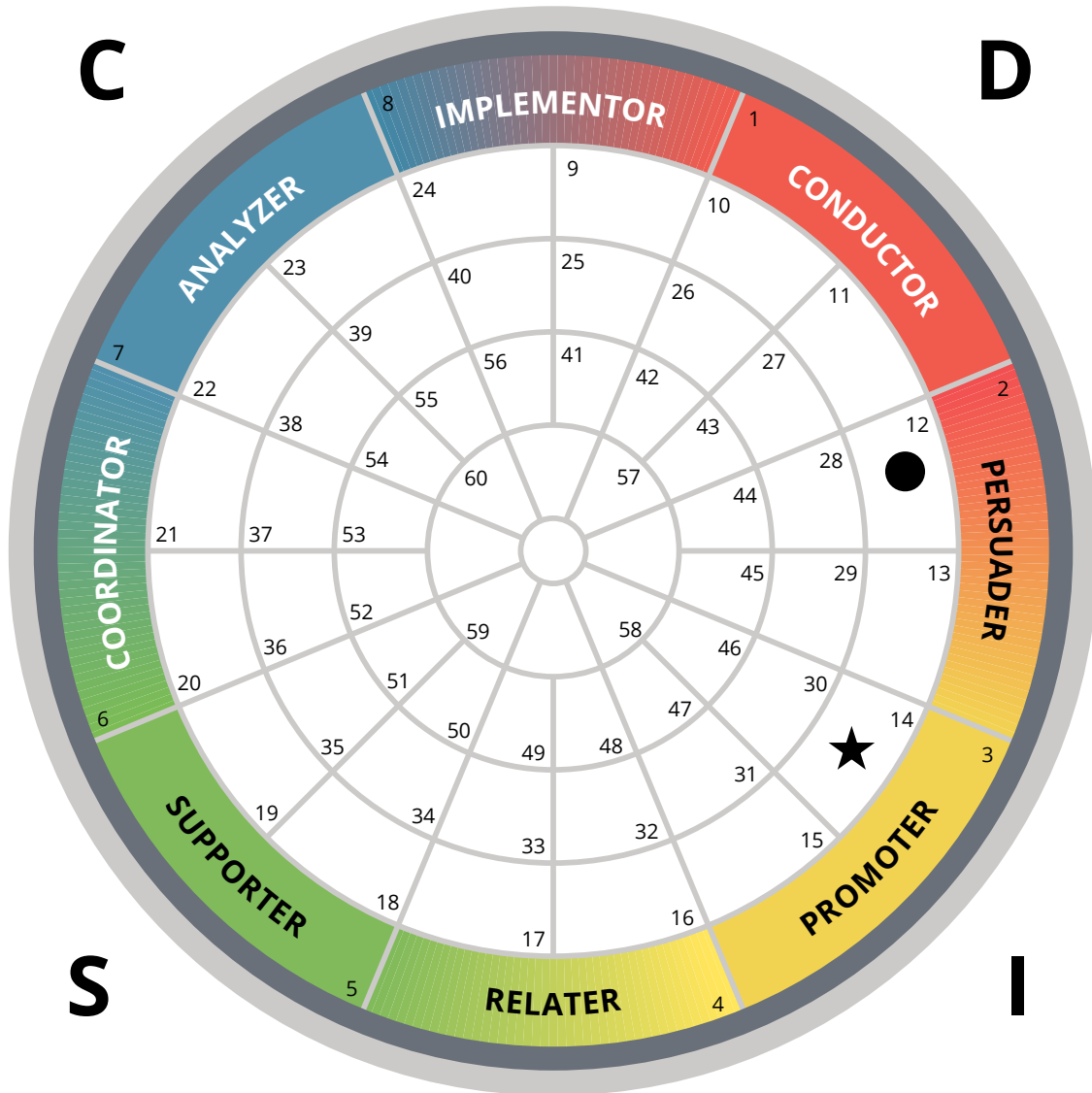
The Success Insights® Wheel



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Adapted: ★ (14) PERSUADING PROMOTER
 Natural: ● (12) CONDUCTING PERSUADER
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 service@datadome.com