



TTI  
SUCCESS  
INSIGHTS®

## Team Building

Ted Teambuilder  
Sample Corp  
6-30-2017



## 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 Ted'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 Ted's natural behavior.*

Ted is enthusiastic and usually slow to anger. He can combine and balance enthusiasm and patience. He may tend to agree to avoid confrontation. He tries to influence others through a personal relationship and many times will perform services to develop this relationship. Ted seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He can be seen as a person of good will. He likes quality social relationships. He often will become friends with his customers or clients. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. Ted, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He is approachable, affectionate and understanding.

Ted likes working for managers who make quick decisions. He likes to participate in decision making. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. Ted is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful. He prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. He is good at solving problems that deal with people.



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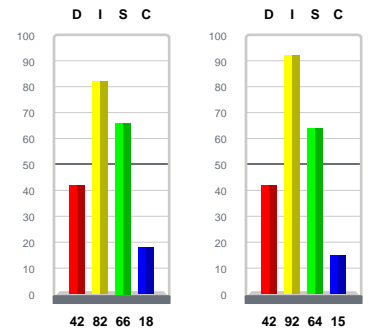
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Adapted Style

Natural Style





## Basic Characteristics *Continued*

Ted is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Ted will attempt to put them at ease. It is important for Ted to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He is both a good talker and a good listener. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. Ted has the ability to sense what people want to hear. He then tends to tell people what he thinks they want to hear. He tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. He is people-oriented and verbally fluent.



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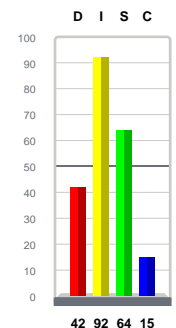
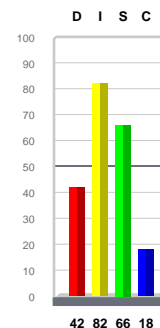
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Adapted Style

Natural Style





# Work Characteristics

Ted 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.

- Firm commitment to accomplishments.
- Making tactful decisions.
- Responding well to challenges: "You say I can't do it? Just watch me!"
- Flaunting independence.
- Being creative and unconventional in making a point.
- Participative decision making.
- Using a direct, forthright and honest approach in his communications.
- Acting independently and without precedent.
- Positive, outgoing, friendly behavior.
- Motivating people to take action by using persuasive skills.
- Willing to take risks when others may be hesitant.
- Optimistic, future-oriented outlook.
- Contacting people using a variety of modes.




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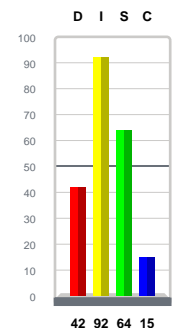
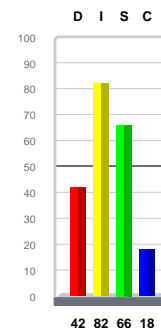
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Adapted Style

Natural Style









# 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 Ted. 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 Ted most frequently.*

## Ways to Communicate

- Provide ideas for implementing action.
- Read the body language for approval or disapproval.
- Use a balanced, objective and emotional approach.
- Provide a warm and friendly environment.
- Talk about him, his goals and the opinions he finds stimulating.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Define the problem in writing.
- Clarify any parameters in writing.
- Appeal to the benefits he will receive.
- Use a motivating approach, when appropriate.
- Look for his oversights.




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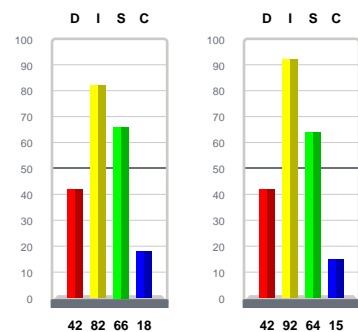
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Adapted Style      Natural Style







# Checklist for Communicating Continued

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

- Be curt, cold or tight-lipped.
- Drive on to facts, figures, alternatives or abstractions.
- "Dream" with him or you'll lose time.
- Ramble.
- Let him overpower you with verbiage.
- Be dictatorial.
- Legislate or muffle--don't overcontrol the conversation.
- Talk down to him.
- Leave decisions hanging in the air.

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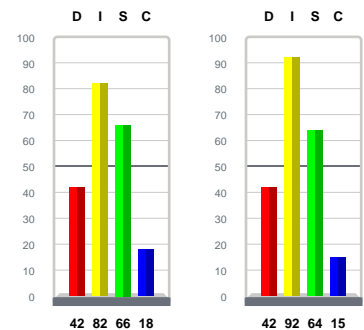
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Adapted Style

Natural Style





# Communication Tips

*This section provides suggestions on methods which will improve Ted'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, Ted 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.*

## **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.

### **Factors that will create tension or dissatisfaction:**

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganized or messy.

## **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."

### **Factors that will create tension or dissatisfaction:**

- Talking about things that are not relevant to the issue.
- Leaving loopholes or cloudy issues.
- Appearing disorganized.

## **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, nonthreateningly.
- Ask "how?" questions to draw their opinions.

### **Factors that will create tension or dissatisfaction:**

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

## **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.

### **Factors that will create tension or dissatisfaction:**

- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.



# Team Effectiveness Factors

*Ted'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 - People-oriented. POTENTIAL WEAKNESS - Unrealistic in appraising people--tends to trust people indiscriminately.
- STRENGTH - Good communicator and good at meeting new people. POTENTIAL WEAKNESS - May oversell himself and turn others off.
- STRENGTH - Value people over things. POTENTIAL WEAKNESS - Have difficulty planning and controlling time if people are involved.
- STRENGTH - Good interpersonal relationship skills. POTENTIAL WEAKNESS - May be too lenient and have trouble disciplining.




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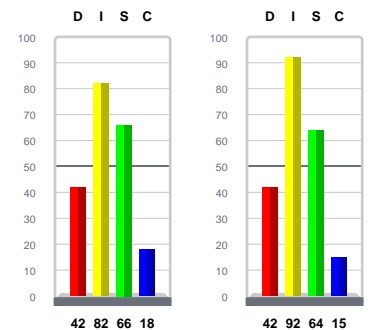
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Adapted Style      Natural Style





# 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 Ted's self-perception and how, under certain conditions, others may perceive his behavior. Understanding this section will empower Ted to project the image that will allow him to control the situation.

### Self-Perception

Ted usually sees himself as being:

- Enthusiastic
- Charming
- Persuasive
- Outgoing
- Inspiring
- Optimistic

### Others' Perception - Moderate

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

- Self-Promoting
- Overly Optimistic
- Glib
- Unrealistic

### Others' Perception - Extreme

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

- Overly Confident
- Poor Listener
- Talkative
- Self-Promoter




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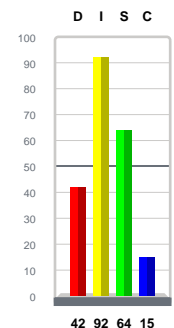
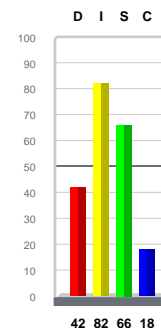
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Adapted Style

Natural Style





# Descriptors

Based on Ted'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.

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
<b>Dominance</b>	<b>Influencing</b>	<b>Steadiness</b>	<b>Compliance</b>
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)

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

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

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

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# 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)

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

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

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

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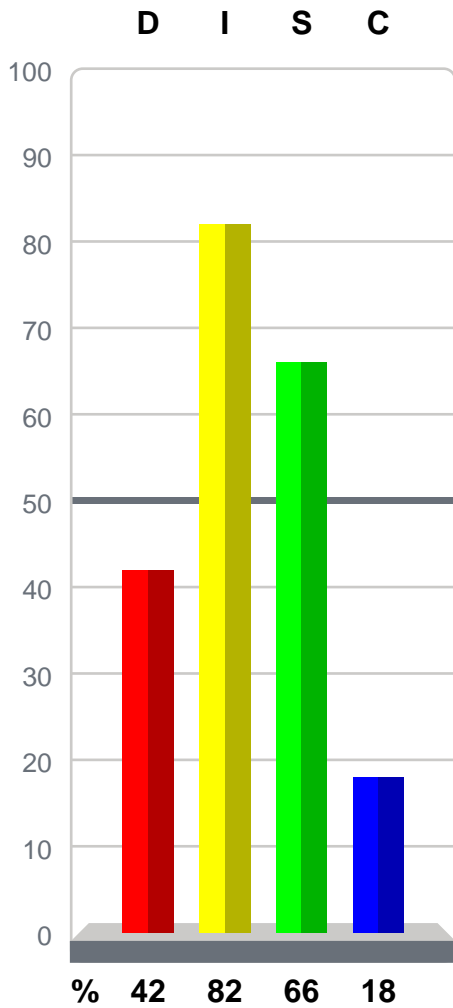


# Style Insights® Graphs

6-30-2017

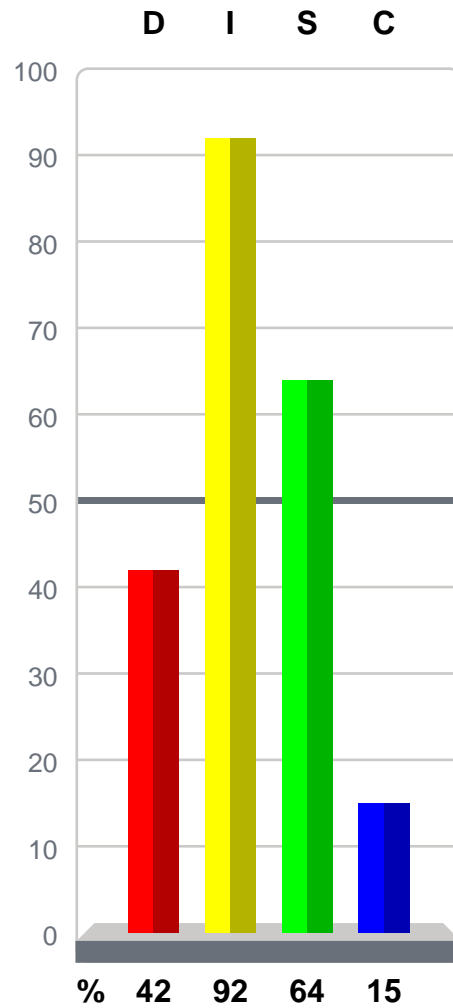
Adapted Style

Graph I



Natural Style

Graph II



Norm 2017 R4





## 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.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

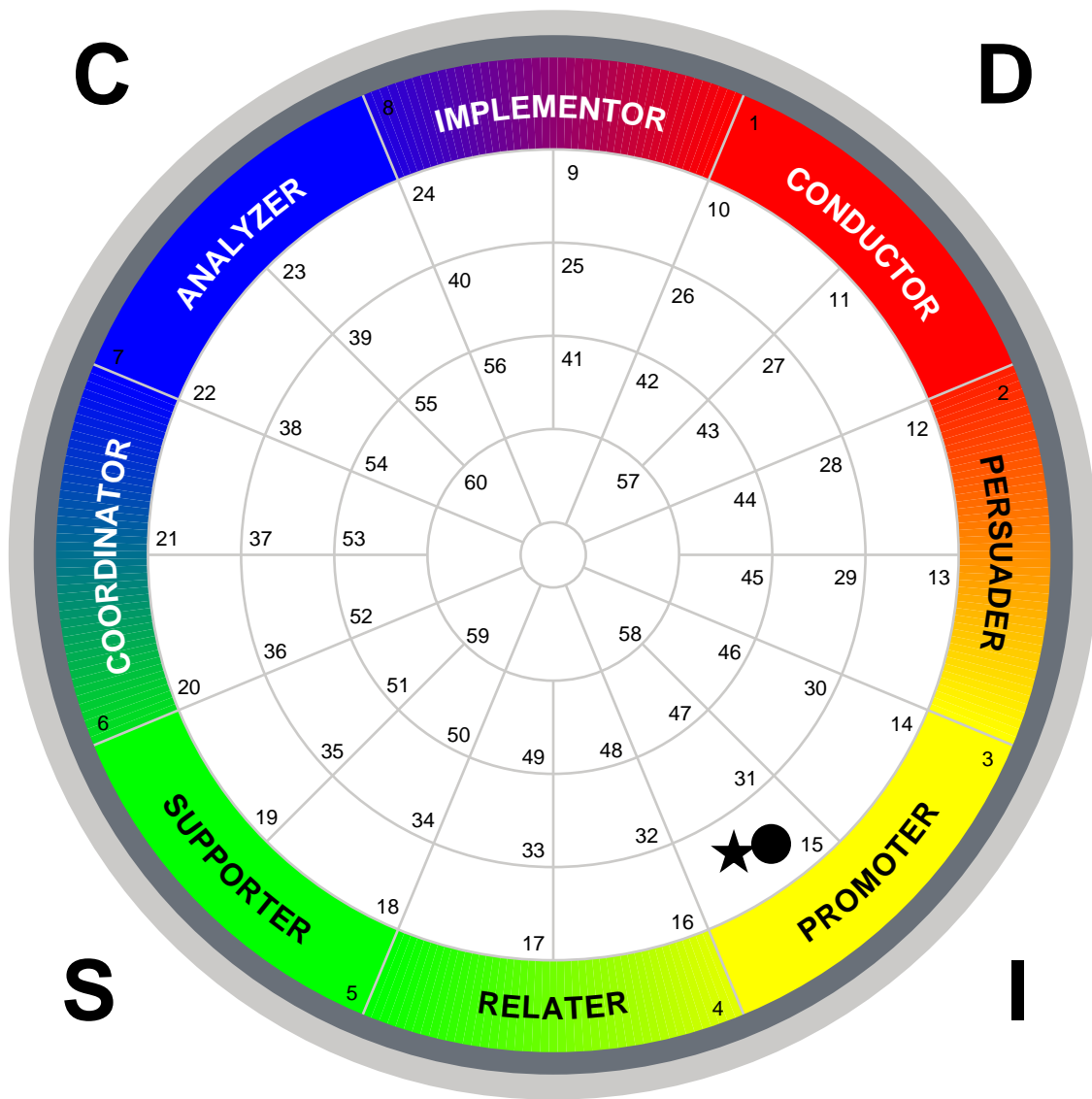
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



# The Success Insights® Wheel

6-30-2017



Adapted: ★ (15) RELATING PROMOTER  
 Natural: ● (15) RELATING PROMOTER

Norm 2017 R4