



TTI  
SUCCESS  
INSIGHTS®

# Talent Insights®

## Talent Version

**JOY Zhang**

TTI CHINA

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# Introduction

## Where Opportunity Meets Talent

The Success Insights® Talent Insights Version was designed to increase the understanding of an individual's talents. The report provides insight to three distinct areas: behaviors, motivators and the integration of these. Understanding strengths and weaknesses in these areas will lead to personal and professional development and a higher level of satisfaction.

The following is an in-depth look at your personal talents:

### Behaviors

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.

### Motivators

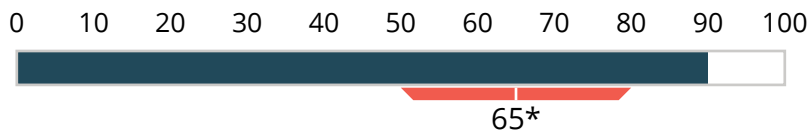
This section of the report provides information on the why of your actions, which with application and coaching, can tremendously impact your valuing of life. Once you know the motivations that drive your actions, you will immediately be able to understand the causes of conflict.



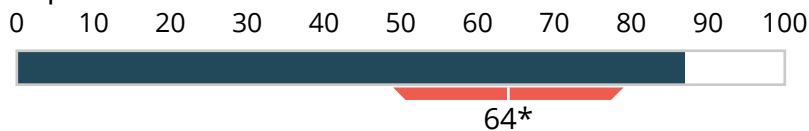
# Behavioral Hierarchy

Your observable behavior 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 behavioral traits from the strongest to the weakest.

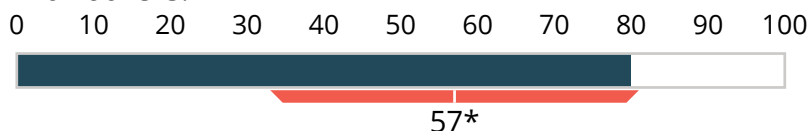
**1. People-Oriented** - Build rapport with a wide range of individuals.



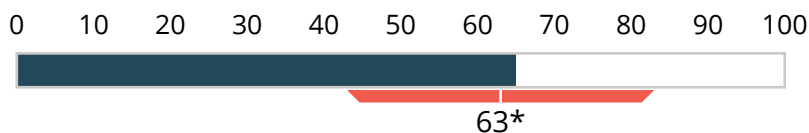
**2. Customer-Oriented** - Identify and fulfill customer expectations.



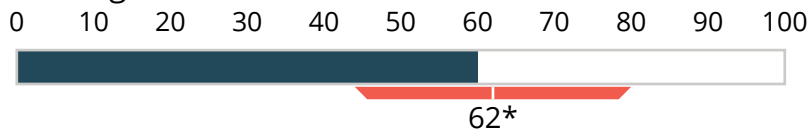
**3. Interaction** - Frequently engage and communicate with others.



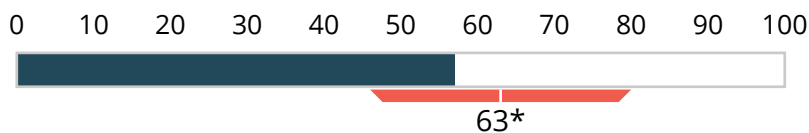
**4. Consistent** - Perform predictably in repetitive situations.



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



**6. Persistence** - Finish tasks despite challenges or resistance.



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



# Behavioral Hierarchy

7. **Versatile** - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100



52\*

55

8. **Frequent Change** - Rapidly shift between tasks.

0 10 20 30 40 50 60 70 80 90 100



50\*

48

9. **Analysis** - Compile, confirm and organize information.

0 10 20 30 40 50 60 70 80 90 100



55\*

35

10. **Organized Workplace** - Establish and maintain specific order in daily activities.

0 10 20 30 40 50 60 70 80 90 100



54\*

30

11. **Competitive** - Want to win or gain an advantage.

0 10 20 30 40 50 60 70 80 90 100



47\*

20

12. **Urgency** - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100



41\*

18



SIA: 28-74-66-48 (16) SIN: 18-78-80-36 (17)  
\* 68% of the population falls within the shaded area.

# Behavioral Feedback



Your observable behavior 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 behavioral traits:

## 1. People-Oriented

- You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time communicating with or understanding people.

## 2. Customer-Oriented

- You have a sincere interest in your customers. You demonstrate credibility, effective problem solving and the ability to maintain a positive attitude.

## 3. Interaction

- You prefer to interact with others rather than deal with tasks.



# Behavioral Feedback



JOY is eager to please others. She wants others to be satisfied and she may go out of her way to accommodate others, sometimes even to her own discomfort. When challenged, she becomes more objective. She may not project a sense of urgency like some people with different behavioral styles. She likes to set her own pace. When others try to rush her, she feels threatened and may balk. At times, JOY would like to slow the world down and cut out some of the activities people want her involved in. JOY's flexibility will allow her to fit into almost any environment. She is family-oriented. She may go to great lengths to ensure the "happiness" of her personal or work family. She doesn't resist change as much as she resists being changed. She needs to be an active participant in situations that will impact her work.



# Communication Tips



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



# Value to the Organization



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

- ✓ Works for a leader and a cause.
- ✓ Adaptable.
- ✓ Respect for authority and organizational structure.
- ✓ Dependable team player.
- ✓ Builds good relationships.
- ✓ Patient and empathetic.
- ✓ Flexible.
- ✓ Service-oriented.
- ✓ People-oriented.





# Ideal Environment

*This section identifies the ideal work environment based on JOY's basic style and top two motivators. 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 JOY enjoys and also those that create frustration.*

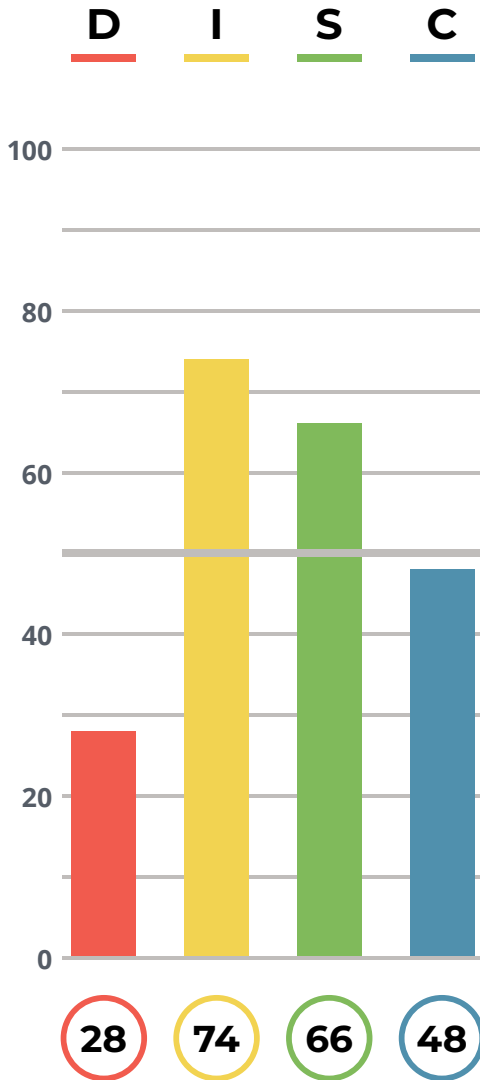
- A stable and predictable environment.
- Democratic supervisor with whom she can associate.
- Freedom from control and detail.
- A leadership team that is optimistic toward learning new concepts or theories.
- Flexibility to explore a variety of outlets for learning in a people-rich environment.
- A credible manager that provides enough information.
- Time to allow verification of return on investment, prior to making a change.
- Rewards for a methodical and persistent drive for results.
- Where protection of the organization's bottom-line is rewarded and valued.

# Style Insights® Graphs



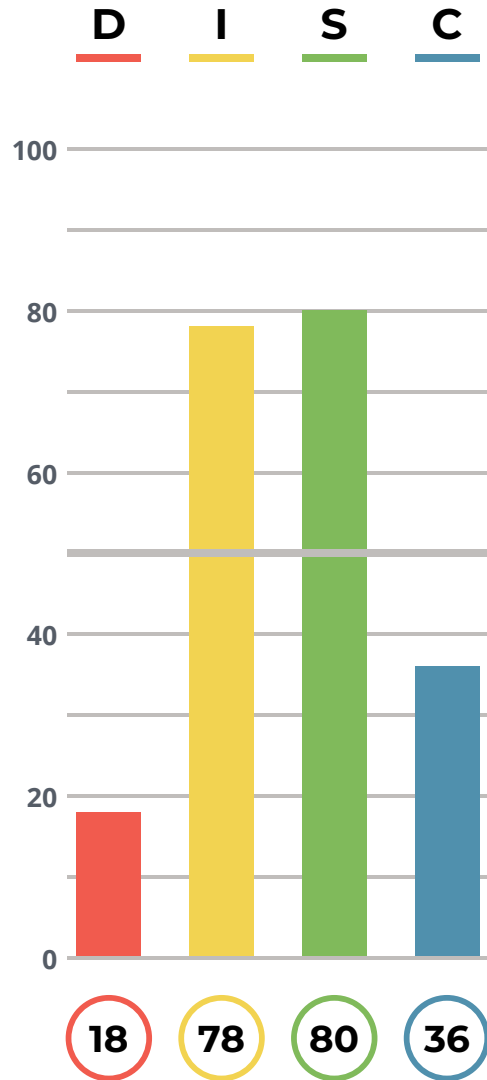
Graph I

## Adapted Style



Graph II

## Natural Style



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# The TTI Success Insights® Wheel



The TTI 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.

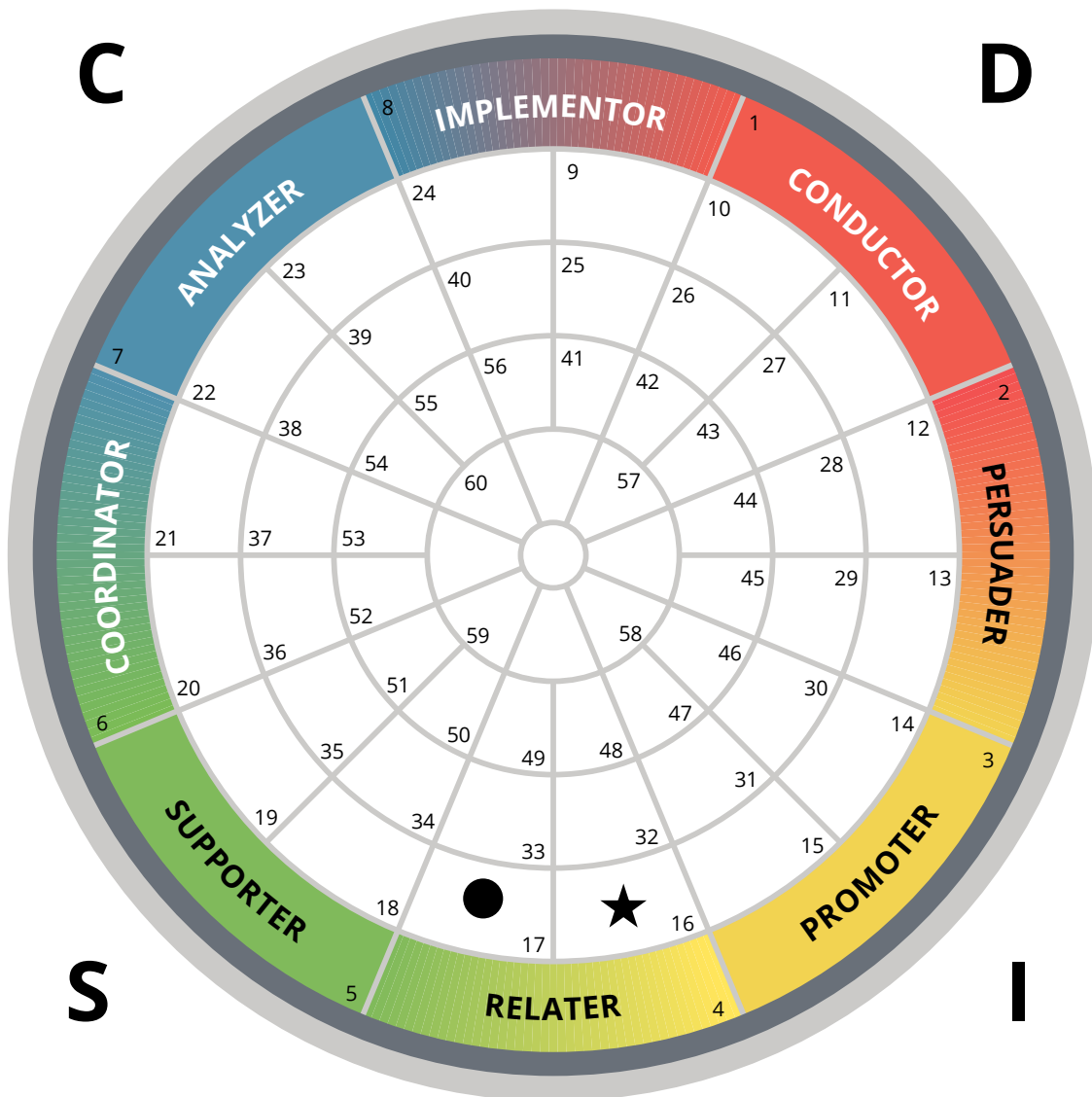
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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 TTI Success Insights® Wheel



**JOY Zhang**  
TTI CHINA  
8-31-2021



Adapted: ★ (16) PROMOTING RELATER  
Natural: ● (17) SUPPORTING RELATER

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# Personal Motivation & Engagement



Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

**1. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

0 10 20 30 40 50 60 70 80 90 100



83

63\*

**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

0 10 20 30 40 50 60 70 80 90 100



77

60\*

**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

0 10 20 30 40 50 60 70 80 90 100



52

55\*

**4. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

0 10 20 30 40 50 60 70 80 90 100



33

43\*

**5. Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

0 10 20 30 40 50 60 70 80 90 100



30

48\*

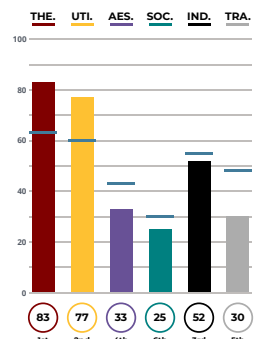
**6. Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

0 10 20 30 40 50 60 70 80 90 100



25

30\*



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

# Personal Motivation & Engagement Feedback



Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

## 1. Theoretical

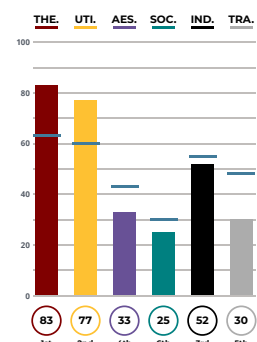
- You value knowledge, continuing education and intellectual growth.
- The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.

## 2. Utilitarian/Economic

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves but for their present and future family. This motivator includes the practical affairs of the business world — the production, marketing and consumption of goods, the use of credit and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

## 3. Individualistic/Political

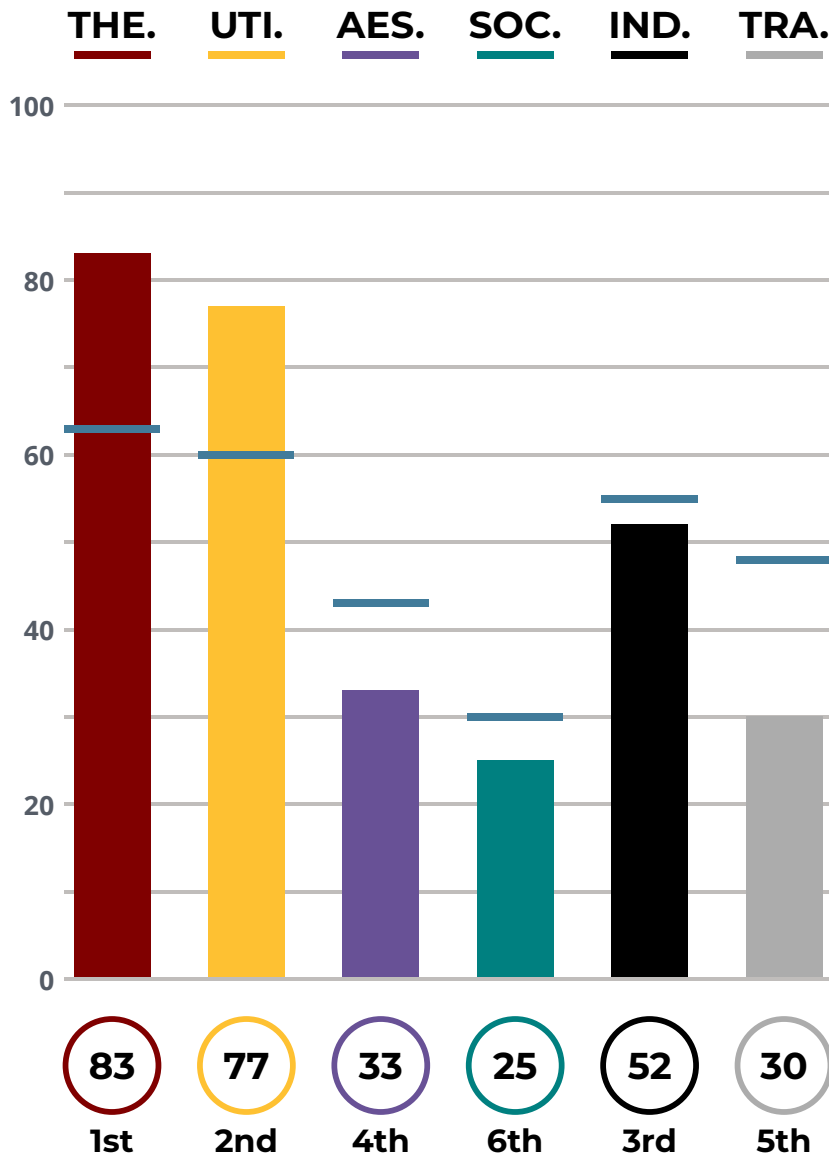
- You value personal recognition, freedom and control over your own destiny and others.
- The primary interest for this motivator is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power drive. Since competition and struggle play a large part in all areas of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain personalities in whom the desire for direct expression of this motive is uppermost; who wish, above all, for personal power, influence and renown.



# Motivation Insights® Graph



The Motivators Graph is a visual representation of what motivates JOY and the level of intensity for each category. These categories include: Theoretical, Utilitarian, Aesthetic, Social, Individualistic and Traditional.



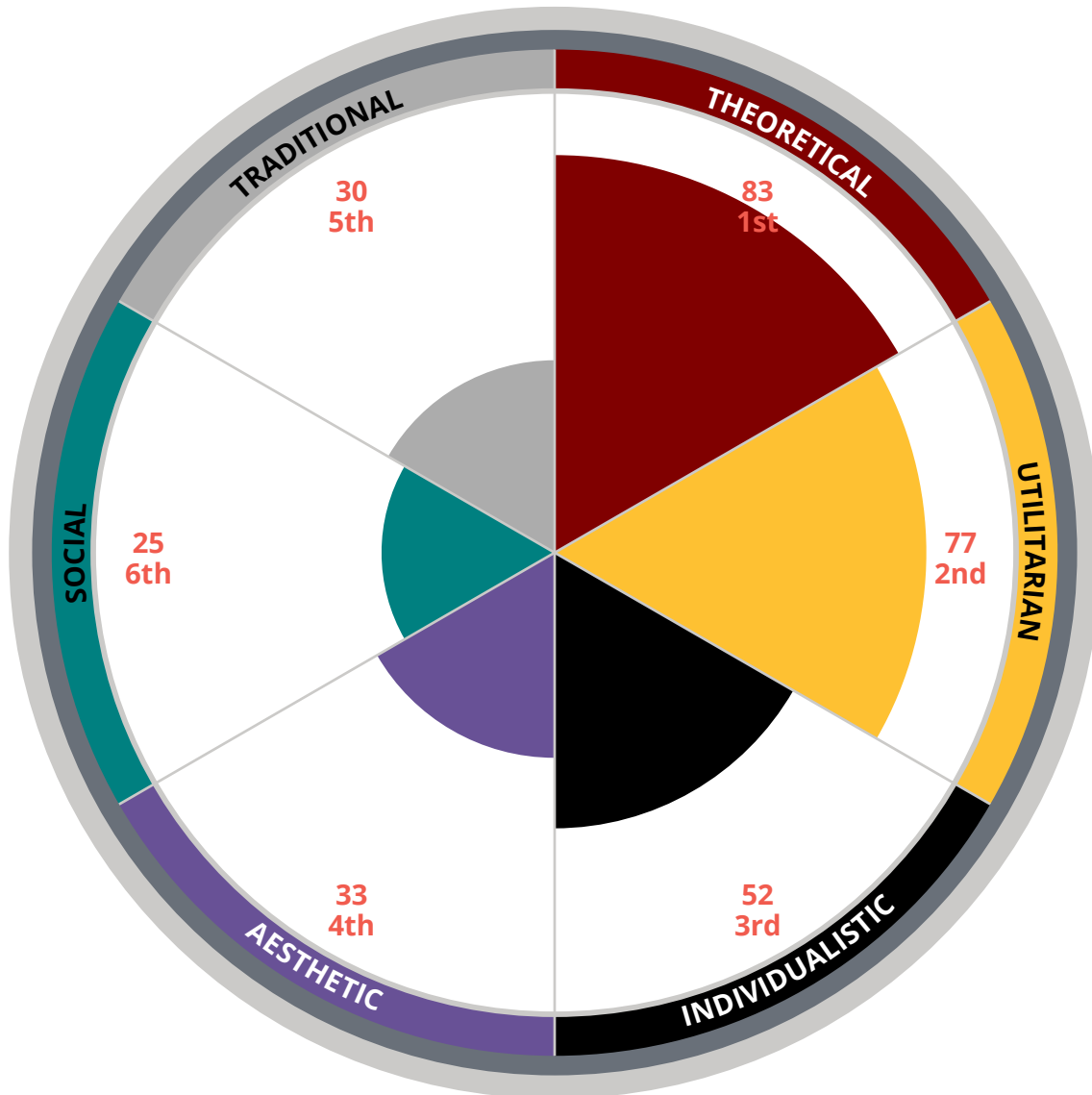
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# Motivators Wheel™



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