



TTI Talent Insights

Talent Report



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3-26-2013

FEELING GOOD is Now an Option
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Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TTI Talent Insights Talent Report can be compared with specific job requirements outlined in TTI Talent Insights Job Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

The following is a highly-personalized portrait of your talent in three main sections:

MOTIVATORS (6 AREAS)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

BEHAVIORAL HIERARCHY (12 AREAS)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

MOTIVATORS FEEDBACK

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

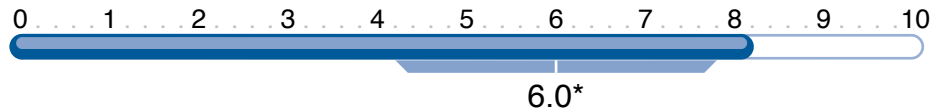
BEHAVIORAL FEEDBACK

This section gives you insight into your top three behavioral traits to further identify your unique strengths.

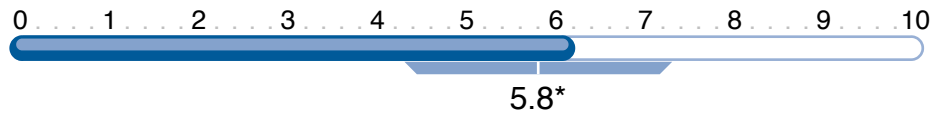


Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

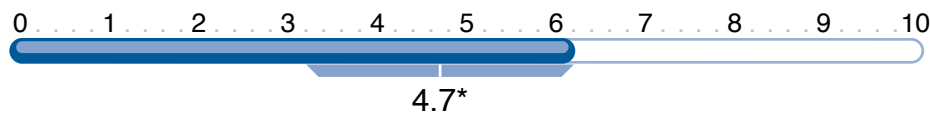
1. UTILITARIAN/ECONOMIC - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



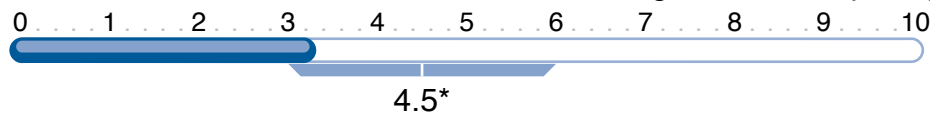
2. THEORETICAL - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



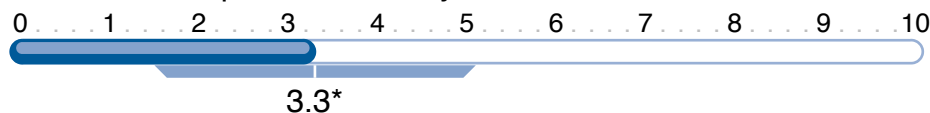
3. INDIVIDUALISTIC/POLITICAL - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



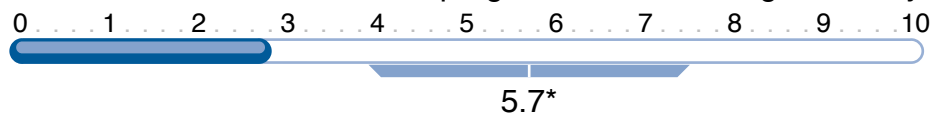
4. TRADITIONAL/REGULATORY - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



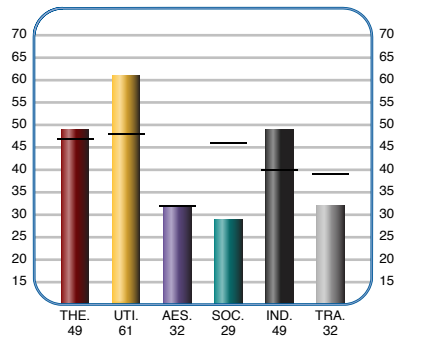
5. AESTHETIC - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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



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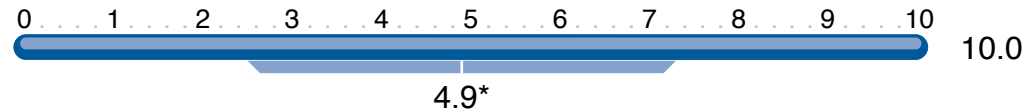


PME: 49-61-32-29-49-32 (THE.-UTI.-AES.-SOC.-IND.-TRA.)
* 68% of the population falls within the shaded area.

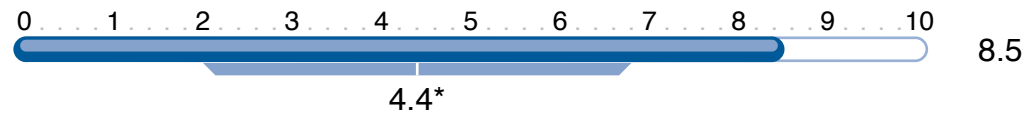


Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

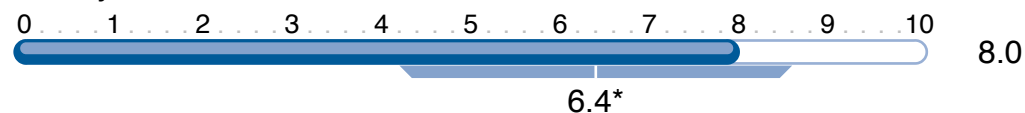
1. COMPETITIVENESS - Tenacity, boldness, assertiveness and a "will to win" in all situations.



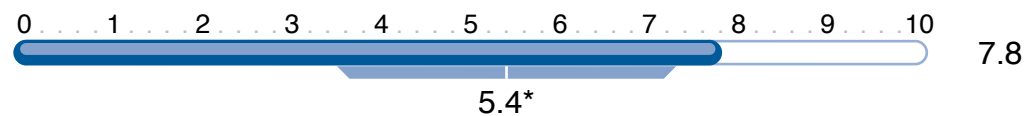
2. URGENCY - Decisiveness, quick response and fast action.



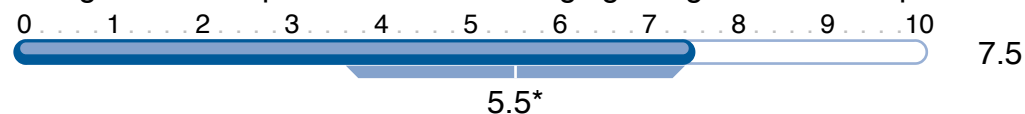
3. FREQUENT INTERACTION WITH OTHERS - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



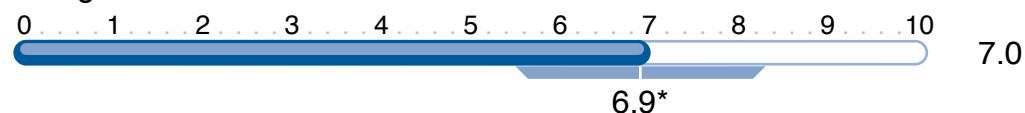
4. FREQUENT CHANGE - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



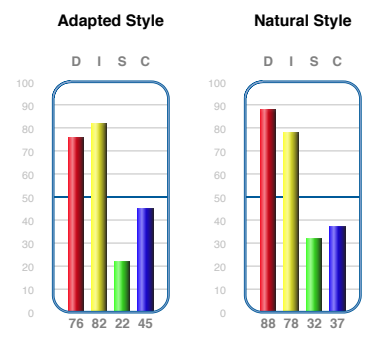
5. VERSATILITY - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



6. PEOPLE ORIENTED - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

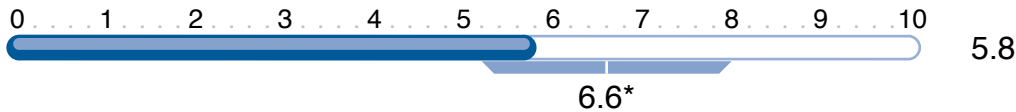


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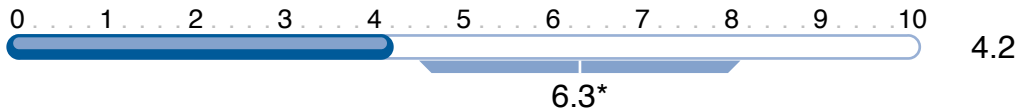
7. CUSTOMER RELATIONS - A desire to convey your sincere interest in them.



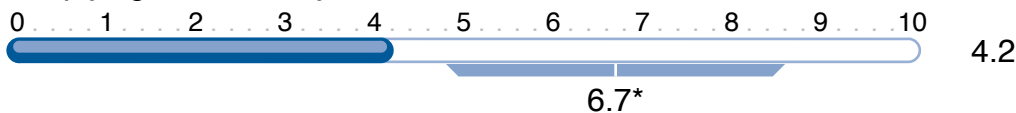
8. FOLLOW UP AND FOLLOW THROUGH - A need to be thorough.



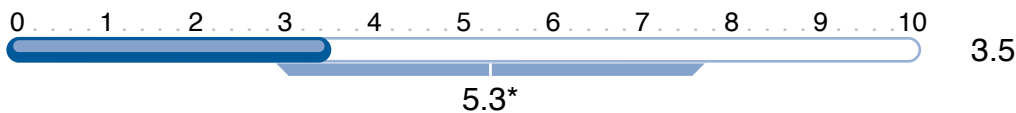
9. CONSISTENCY - The ability to do the job the same way.



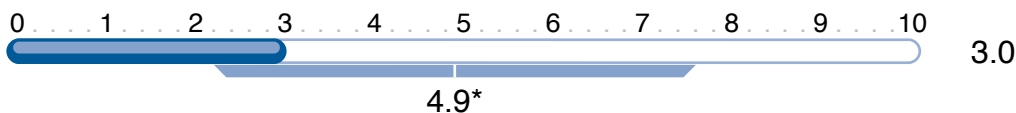
10. FOLLOWING POLICY - Complying with the policy or if no policy, complying with the way it has been done.



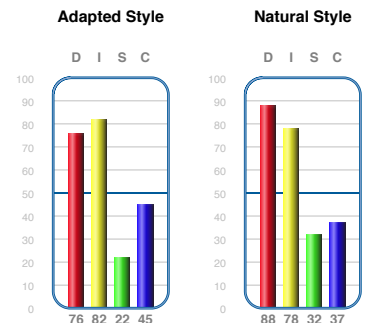
11. ANALYSIS OF DATA - Information is maintained accurately for repeated examination as required.



12. ORGANIZED WORKPLACE - Systems and procedures followed for success.



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SIA: 76-82-22-45 (13) SIN: 88-78-32-37 (12)
 * 68% of the population falls within the shaded area.



MOTIVATORS 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:

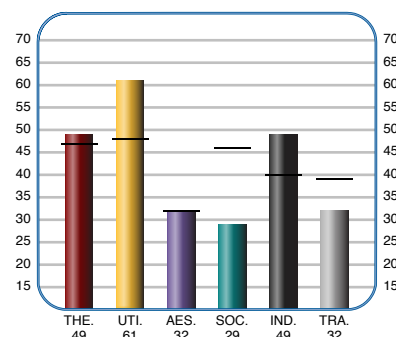
1. UTILITARIAN/ECONOMIC

- 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.

2. 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.

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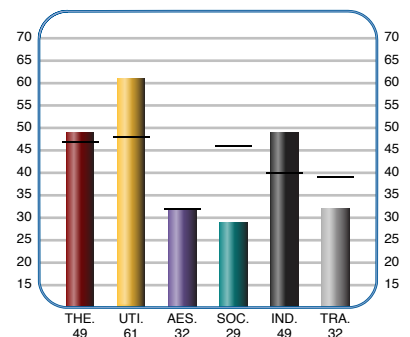




3. INDIVIDUALISTIC/POLITICAL

- 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.

NOTES





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. COMPETITIVENESS

- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

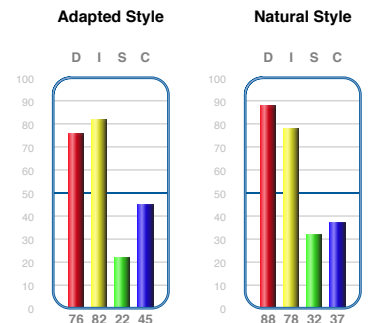
2. URGENCY

- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

3. FREQUENT INTERACTION WITH OTHERS

- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

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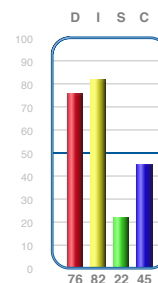




Jane can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She embraces visions not always seen by others. Jane's creative mind allows her to see the "big picture." Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." Jane prefers an environment with variety and change. She is at her best when many projects are underway at once. 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. She has high ego strengths and may be viewed by some as egotistical. She is often frustrated when working with others who do not share the same sense of urgency.

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Adapted Style



Natural Style

