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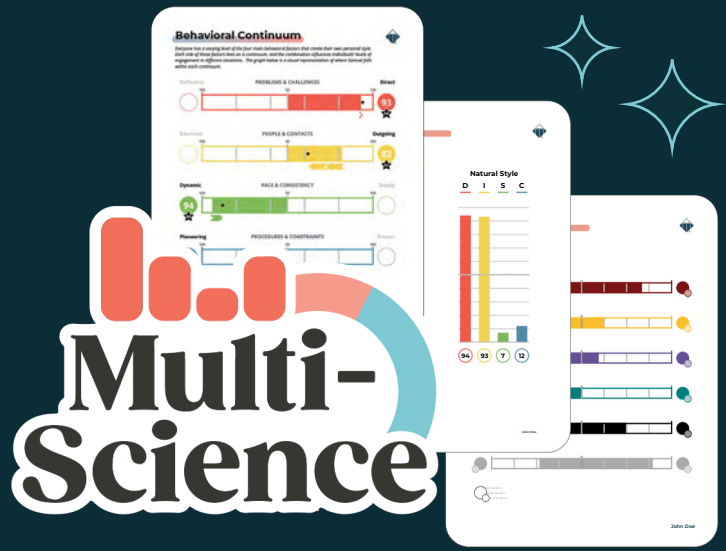
Your look at TTI's Talent Insights Assessment



This powerful combination report reveals how behavioral style and personal motivation work together to give a fuller picture of your 'why' and 'how'.

These sample pages just scratch the surface of all that's available in the Talent Insights assessment.

Contact LIG Coaching & Consulting for a complimentary Discovery Conversation to learn more or access the full report.

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Behavioral Characteristics Page

Behavioral Characteristics

This section explores John's behavioral style with each paragraph taking a different focus. The first paragraph provides a general behavioral description. The second paragraph explores John's approach to decision making and problem solving. The final paragraph explores John's approach to communication. Use this section to gain a general overview of John's natural leadership approach.

John embraces visions not always seen by others. John's creative mind allows him to see the "big picture." As a leader, John is committed to driving results and keeping the team focused on their objectives. As a leader, John views risk taking as essential to success, operating under the principle of "nothing ventured, nothing gained." He prefers an environment with variety and change. He is at his best when many projects are underway at once. John leads with a strong results-driven focus and a sense of urgency to complete tasks. He is deadline conscious and becomes irritated if deadlines are delayed or missed. Many people see him as a self-starter dedicated to achieving results. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. John seeks his own solutions to problems. In this way, his independent nature comes into play. He is a results-driven leader who believes in leveraging team strengths to achieve success.

John will work long hours until a tough problem is solved. After it is solved, John may become bored with any routine work that follows. He leads with an emphasis on speed in decision making, preferring a team that acts decisively. He embraces innovative solutions to long-standing problems, often looking for new approaches. He prefers authority equal to his responsibility. As a leader, John values decisiveness and prefers working with a team that can make quick decisions. He should realize that at times he needs to think a project through, beginning to end, before starting the project. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He is known for tackling difficult situations with persistence, driving them toward an outcome.

John tends to be intolerant of people who seem ambiguous or think too slowly. He challenges people who volunteer their opinions. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He may sometimes mask his feelings in friendly terms. If pressured, John's true feelings

John Doe

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This page displays your behavioral style in a narrative. Use it to increase self-awareness, improve communication, and navigate conflict.

This section focuses on general behavior, sharing traits from each of the four dimensions of DISC.

This section digs into your specific communication style.

You'll see a mini version of your Natural and Adapted DISC graphs, as a reminder, throughout the report.

Value to the Organization

This section explores the valuable traits John might bring to an organization, group or team. Use this section to help John better understand the inherent strengths in his leadership approach and how he might apply them.

- 1. Thinks big.
- 2. Self-starter.
- 3. Forward-looking and future-oriented.
- 4. Positive sense of humor.
- 5. Optimistic and enthusiastic.
- 6. Usually makes decisions with the bottom line in mind.
- 7. Will join organizations to represent the company.
- 8. Team player.

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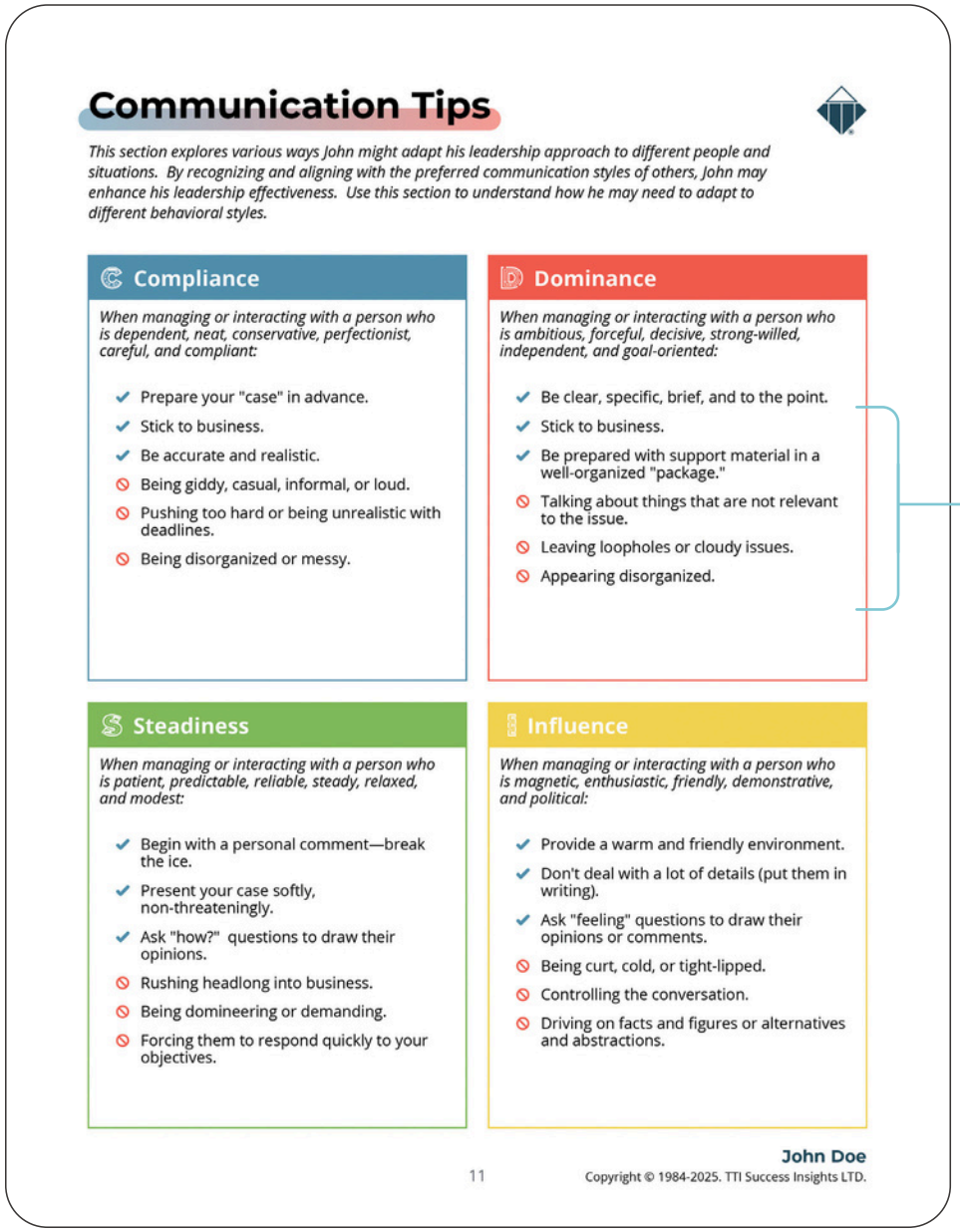
This page highlights the unique behavioral value you bring to the people in your life.

This insight can help you find a work environment where your talents and behavior are valued.

Communication Tips Page



Communication Tips

This section explores various ways John might adapt his leadership approach to different people and situations. By recognizing and aligning with the preferred communication styles of others, John may enhance his leadership effectiveness. Use this section to understand how he may need to adapt to different behavioral styles.

Compliance

When managing or interacting 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, or loud.
- ⊘ Pushing too hard or being unrealistic with deadlines.
- ⊘ Being disorganized or messy.

Dominance

When managing or interacting 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 managing or interacting 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 managing or interacting 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 or alternatives and abstractions.

John Doe

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This page serves as a cheat sheet, providing practical tips on how to communicate with different styles.

This section offers **dos** and **don'ts** to help enhance your communication skills.

Perceptions Page

Perceptions

See Yourself As Others See You

This section explores some potential perceptions and possible gaps in John's understanding of his natural leadership behaviors and how others might perceive it. Use this section to identify how John might need to adapt his approach with certain people and certain situations.

John usually sees himself as being:

- ✔ Pioneering
- ✔ Assertive
- ✔ Competitive
- ✔ Confident
- ✔ Positive
- ✔ Winner

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

- ✔ Demanding
- ✔ Nervy
- ✔ Egotistical
- ✔ Aggressive

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

- ✔ Abrasive
- ✔ Controlling
- ✔ Arbitrary
- ✔ Opinionated

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John Doe

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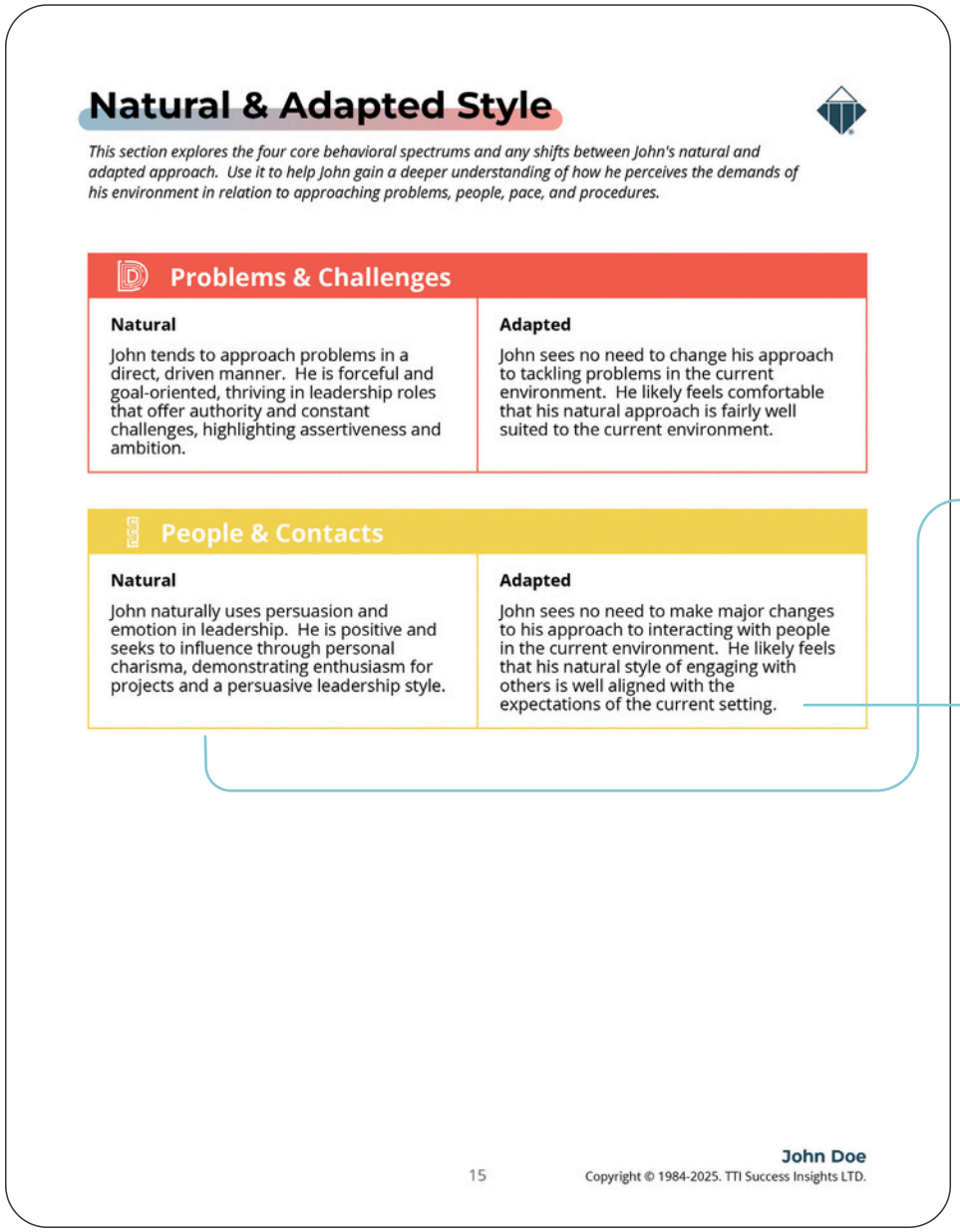
This page identifies the behavioral traits you exhibit based on your most observable DISC style. It can help you minimize the impact of negative perceptions, and recognize when you're under stress to better communicate your true intent.

This section shows how you usually view yourself.

This section shows how others view you under pressure, when your behavioral characteristics can become more exaggerated.

This section shows how others view you under extreme pressure.

Natural & Adapted Style Page



Natural & Adapted Style

This section explores the four core behavioral spectrums and any shifts between John's natural and adapted approach. Use it to help John gain a deeper understanding of how he perceives the demands of his environment in relation to approaching problems, people, pace, and procedures.

Problems & Challenges

Natural	Adapted
John tends to approach problems in a direct, driven manner. He is forceful and goal-oriented, thriving in leadership roles that offer authority and constant challenges, highlighting assertiveness and ambition.	John sees no need to change his approach to tackling problems in the current environment. He likely feels comfortable that his natural approach is fairly well suited to the current environment.

People & Contacts

Natural	Adapted
John naturally uses persuasion and emotion in leadership. He is positive and seeks to influence through personal charisma, demonstrating enthusiasm for projects and a persuasive leadership style.	John sees no need to make major changes to his approach to interacting with people in the current environment. He likely feels that his natural style of engaging with others is well aligned with the expectations of the current setting.

John Doe

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This page helps you evaluate whether your behavior at home matches your behavior at work. It shares descriptions of your Natural and Adapted styles for each dimension of DISC.

Natural — your behavior at home/with loved ones

Adapted — your behavior at work/in professional settings

If you change your behavior, it's important to understand why. Ask yourself whether these changes are helpful or if they lead to discomfort.

While making temporary adjustments can have positive effects, consistently altering your behavior over long periods can result in stress, disengagement, and decreased job satisfaction.

Natural & Adapted Style Page

Productivity Boosters

This section explores potential ways for John to enhance his productivity and effectiveness as a leader. It offers insights on strengths to leverage, limitations to mitigate, and perceptions to manage based on John's natural behavioral style. Use this section to help John identify and maximize his strengths while addressing any limitations or perceptions.

Empower Others

To challenge himself, John should focus on trusting team members by clearly delegating tasks and providing autonomy, which can promote confidence and help others grow in skill and responsibility.

Understanding his preferred approach:

1. He can be controlling and may resist delegating.
2. He often feels he can do things better himself.
3. He may struggle to trust others' abilities.

How he might increase his productivity:

1. Start delegating smaller tasks first to build trust and allow team members to gain confidence.
2. Avoid constant check-ins after delegating a task to demonstrate trust in others' capacity to handle tasks independently.
3. Praise team members for successful task completion to reinforce confidence in future delegations.

Be Decisive

As a potential strength, John should use his decisive action to clearly communicate next steps and set deadlines, ensuring momentum is maintained, which drives others' efficiency and ability to meet targets.

Understanding his preferred approach:

1. He thrives in fast-paced environments.
2. He prefers quick decisions and direct actions.
3. He often dislikes delays or over-analysis.

How he might increase his productivity:

1. Allow time for others to process decisions, ensuring involvement and avoiding a sense of being rushed.

John Doe

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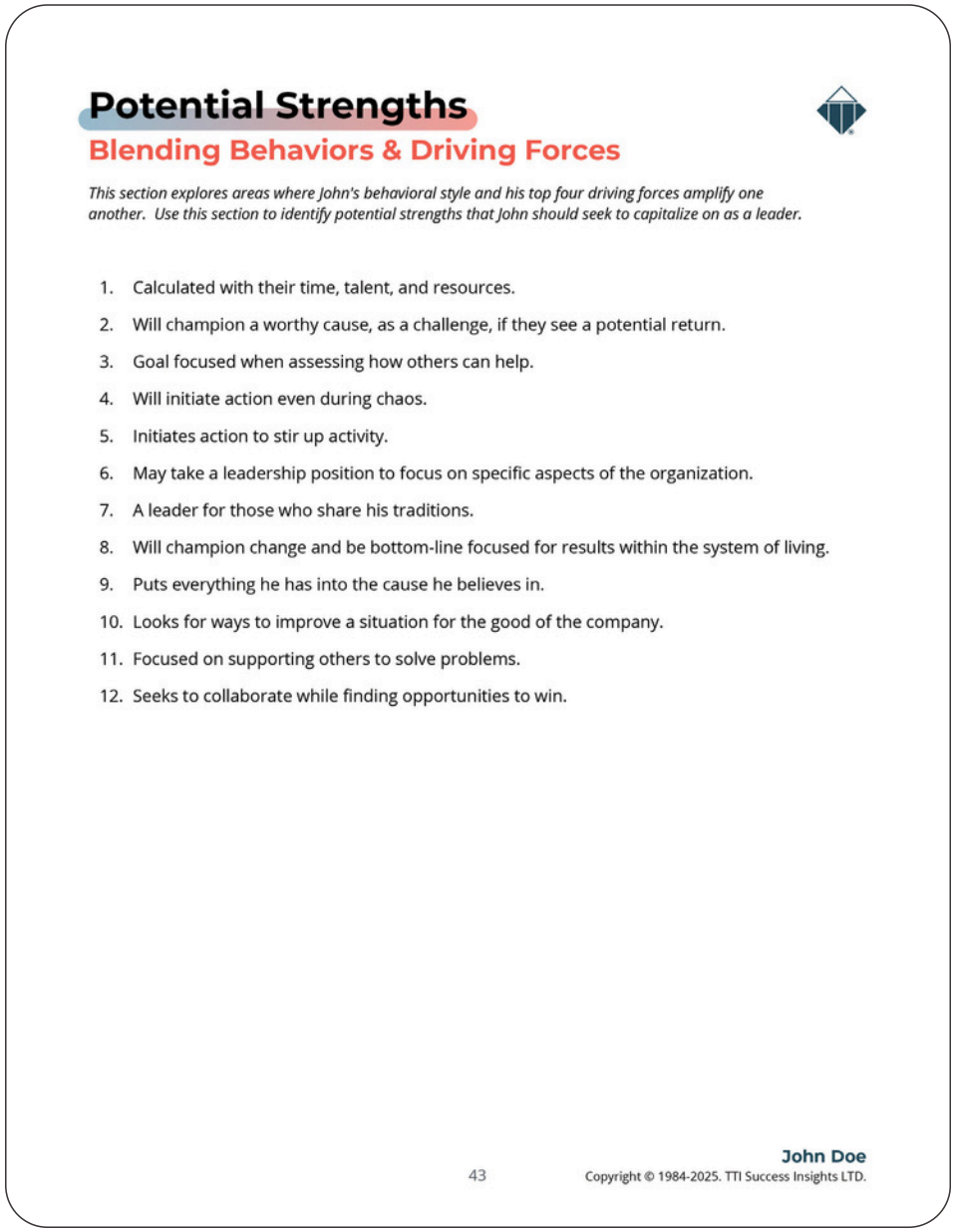
This page offers tips to enhance your productivity based on your behavioral style.

You'll receive notes on your preferred approach, as well as actionable steps to increase productivity.



Potential Strengths

Blending Behaviors & Driving Forces

This section explores areas where John's behavioral style and his top four driving forces amplify one another. Use this section to identify potential strengths that John should seek to capitalize on as a leader.

1. Calculated with their time, talent, and resources.
2. Will champion a worthy cause, as a challenge, if they see a potential return.
3. Goal focused when assessing how others can help.
4. Will initiate action even during chaos.
5. Initiates action to stir up activity.
6. May take a leadership position to focus on specific aspects of the organization.
7. A leader for those who share his traditions.
8. Will champion change and be bottom-line focused for results within the system of living.
9. Puts everything he has into the cause he believes in.
10. Looks for ways to improve a situation for the good of the company.
11. Focused on supporting others to solve problems.
12. Seeks to collaborate while finding opportunities to win.

John Doe
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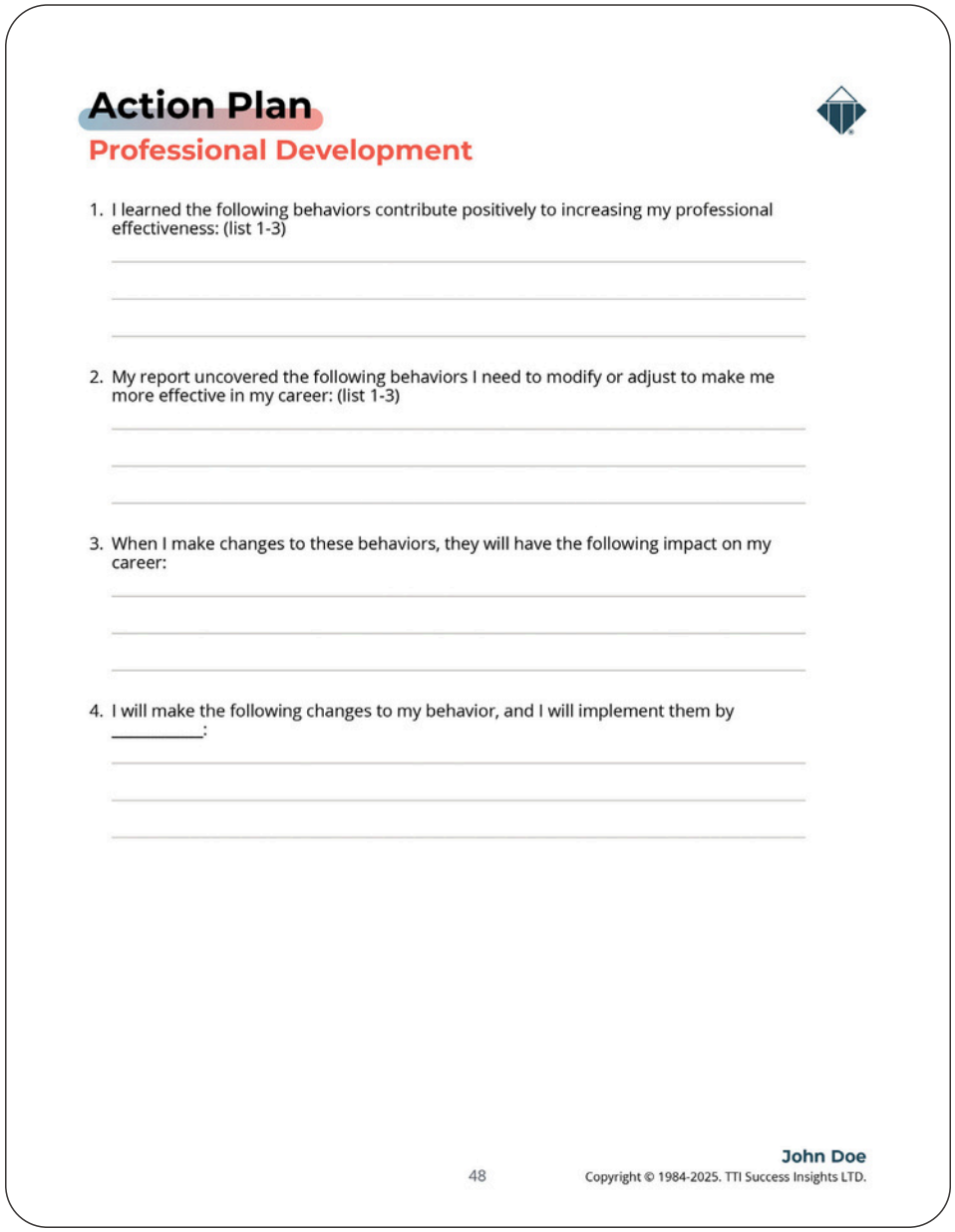
This page highlights your behavioral and motivational strengths.

Once you understand the strengths of how you do what you do (behavior) and why you do what you do (motivation), you can harness a powerful dynamic in your personal and professional life.



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 _____:

John Doe

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This is the place to gather your thoughts, identify changes you want to make, and think about the impact of those changes. It takes the report from merely helpful information to a practical guide that can impact your daily life.

Experience the Full Talent Insights Report.

Talent Insights® is a powerful assessment combining behavior and motivation to uncover the 'why' behind the 'how'.

Talent Insights helps:

- **Inspire engagement in the workplace based on unique motivation.**
- **Transform talent acquisition by finding the right fit, every time.**
- **Apply powerful insights with actionable next steps.**

Explore the Full Suite of Multi-Science Reports.

Talent Insights® is just one of the Multi-Science assessment combinations available through TTISI and LIG Coaching & Consulting.

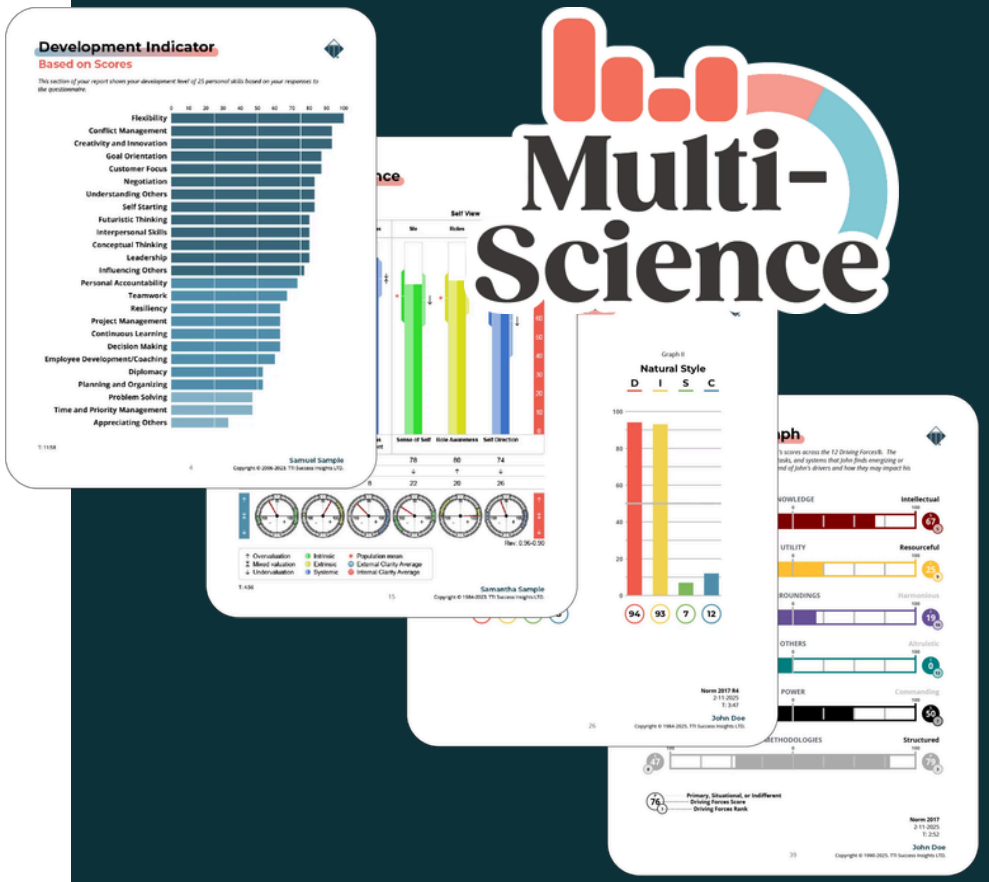
Available TriMetrix® assessments include:

- **TriMetrix® ACI (DISC + 12 Driving Forces® + ACI)**
- **TriMetrix® DNA (DISC + 12 Driving Forces® + DNA)**
- **TriMetrix® EQ (DISC + 12 Driving Forces® + EQ)**
- **TriMetrix® HD (DISC + 12 Driving Forces® + DNA + EQ)**

To explore which assessment or combination of sciences may best support your unique situation and goals, contact LIG Coaching & Consulting for a complimentary Discovery Conversation.

Take an assessment for yourself and access your full report.

Turn greater awareness into action!



Unlock the power of TTISI in your life & business.

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