



TTI  
SUCCESS  
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## **Talent Insights®** Job/Talent Comparison Report

# Comparison of Top 5 Candidates

Account Manager  
5-21-2013

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## Introduction Where Opportunity Meets Talent®

This report compares a specific job benchmark to the results of one to five talent reports. Use the following guidelines to effectively interpret the results.

### Interpretation Guidelines

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top three motivators and the top three behaviors. The answers to these questions will maximize the use of this report:

### Rewards/Culture

- How will a person feel if they have to spend eight hours a day in a culture that does not reward their passion?
- How will a person feel if he/she has negative feelings about the built-in rewards and culture of the job?

### Behavioral Traits

- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

### Additional Consideration

- How are other people in the same job performing based on the results of their TTI Talent Insights® Talent Report?



## Introduction

This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH PERSONAL REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.



# Introduction

## Rewards/Culture Hierarchy (6 Areas)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation, and compares the personal results in each of these areas. It clarifies "why" and "in what kind of environment" this job will produce success.

## Behavioral Hierarchy (12 Areas)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual personal report(s).

## Rewards/Culture Feedback

This section expands on the fact that every job in every organization has its own culture. The culture of any job is clearly defined by how it rewards superior performance.

## Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

Note: The information provided above offers you a better understanding of the job requirements for superior performance based on the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.

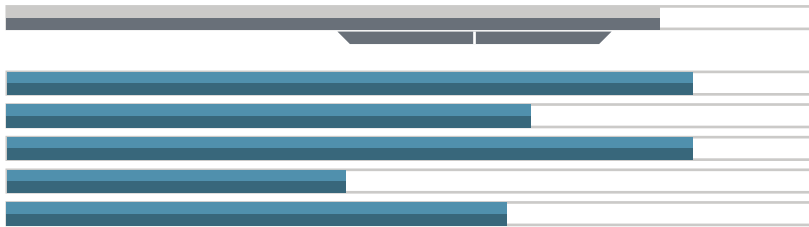


# Job Rewards/Culture Hierarchy

These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.

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

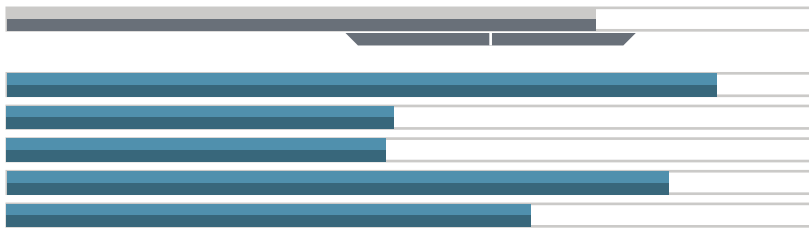
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- 8.1 Job
- 5.8 \*
- 8.5 Mark Sample
- 6.5 Debbie Sample
- 8.5 Juliane Sample
- 4.2 Gregg Sample
- 6.2 Jenny Sample

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

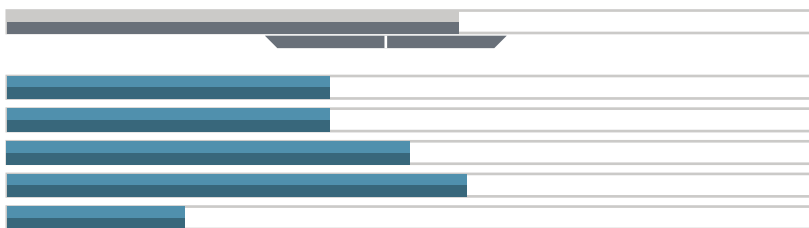
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- 7.3 Job
- 6.0 \*
- 8.8 Mark Sample
- 4.8 Debbie Sample
- 4.7 Juliane Sample
- 8.2 Gregg Sample
- 6.5 Jenny Sample

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



- 5.6 Job
- 4.7 \*
- 4.0 Mark Sample
- 4.0 Debbie Sample
- 5.0 Juliane Sample
- 5.7 Gregg Sample
- 2.2 Jenny Sample

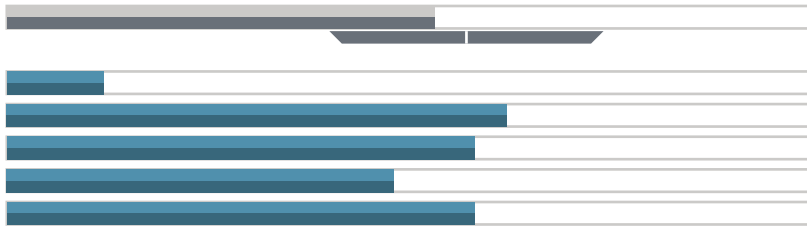
\* 68% of the population falls within the shaded area.



# Job Rewards/Culture Hierarchy

**4. 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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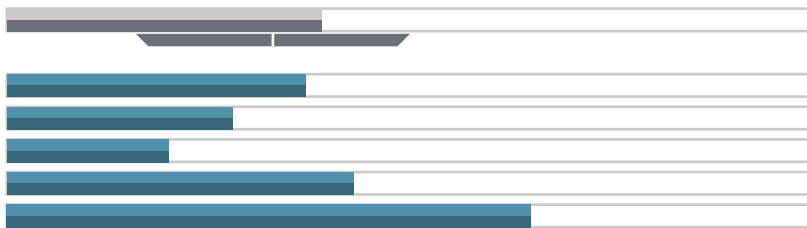
**5.3 Job**

**5.7 \***

- 1.2 Mark Sample
- 6.2 Debbie Sample
- 5.8 Juliane Sample
- 4.8 Gregg Sample
- 5.8 Jenny Sample

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



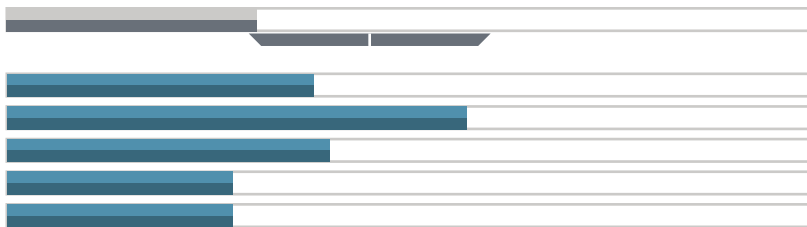
**3.9 Job**

**3.3 \***

- 3.7 Mark Sample
- 2.8 Debbie Sample
- 2.0 Juliane Sample
- 4.3 Gregg Sample
- 6.5 Jenny Sample

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

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**3.1 Job**

**4.5 \***

- 3.8 Mark Sample
- 5.7 Debbie Sample
- 4.0 Juliane Sample
- 2.8 Gregg Sample
- 2.8 Jenny Sample

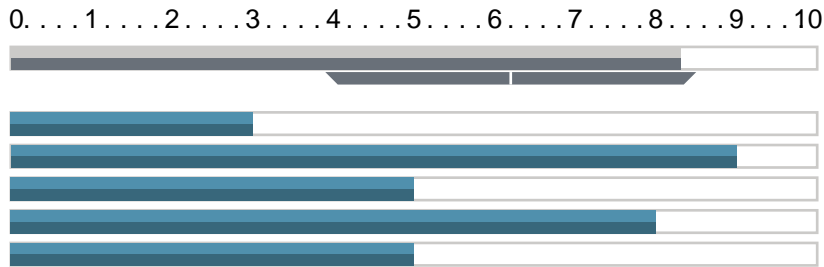
\* 68% of the population falls within the shaded area.



# Behavioral Hierarchy

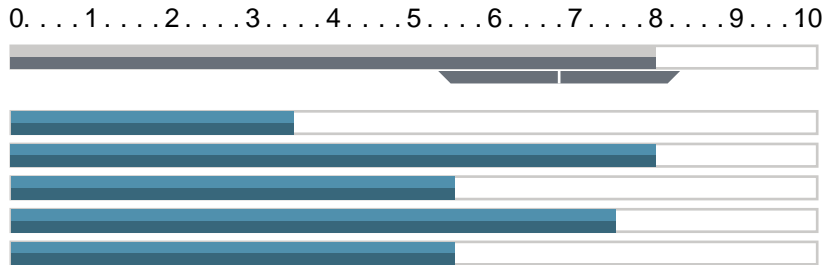
This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

**1. Frequent Interaction with Others** - The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



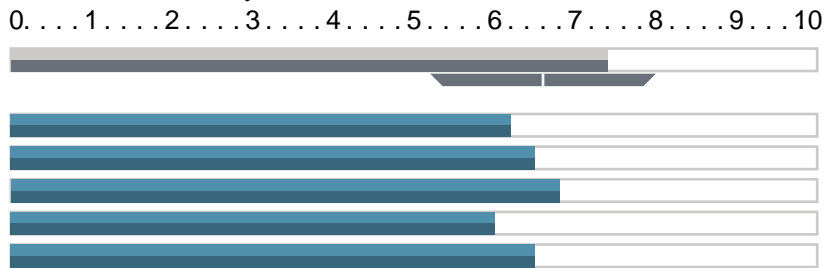
<b>8.3</b>	<b>Job</b>
<b>6.2</b>	*
3.0	Mark Sample
9.0	Debbie Sample
5.0	Juliane Sample
8.0	Gregg Sample
5.0	Jenny Sample

**2. People Oriented** - The job demands a positive and constructive view of working with others. There will be a high percentage of time spent in listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



<b>8.0</b>	<b>Job</b>
<b>6.8</b>	*
3.5	Mark Sample
8.0	Debbie Sample
5.5	Juliane Sample
7.5	Gregg Sample
5.5	Jenny Sample

**3. Customer Relations** - The job demands a desire to convey your sincere interest in your internal and/or external customers.



<b>7.4</b>	<b>Job</b>
<b>6.6</b>	*
6.2	Mark Sample
6.5	Debbie Sample
6.8	Juliane Sample
6.0	Gregg Sample
6.5	Jenny Sample

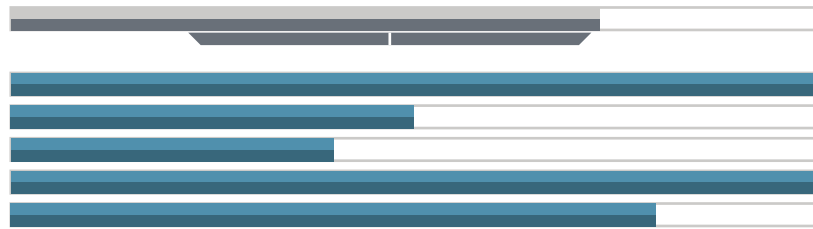
\* 68% of the population falls within the shaded area.



# Behavioral Hierarchy

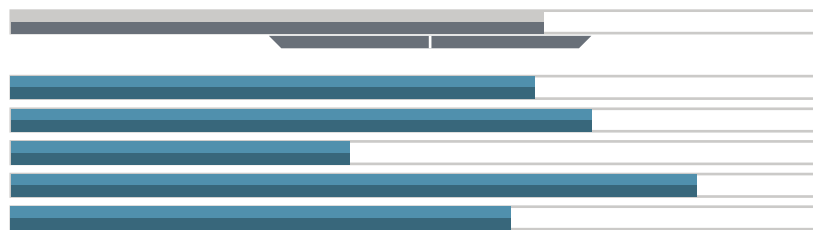
**4. Competitiveness** - The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.

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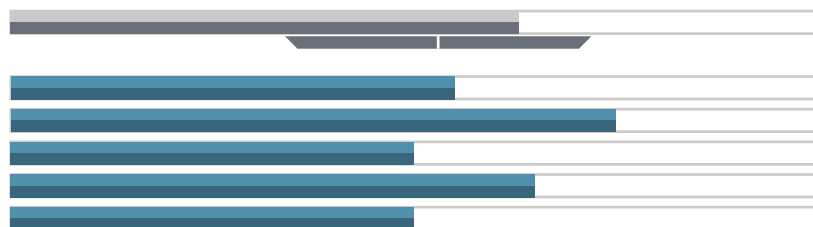
**5. Frequent Change** - The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished and easily move on to new tasks with little or no notice.

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**6. Versatility** - The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.

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

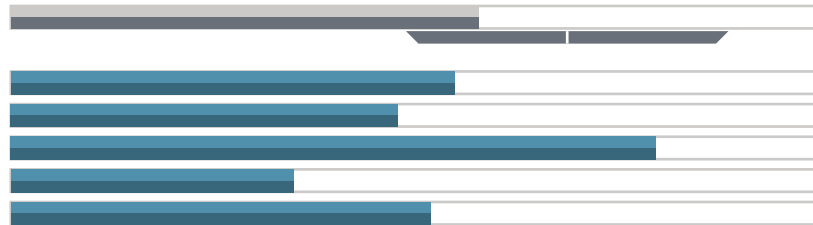




# Behavioral Hierarchy

**7. Following Policy** - The job calls for complying with the policy or if no policy, complying with the way it has been done in the past.

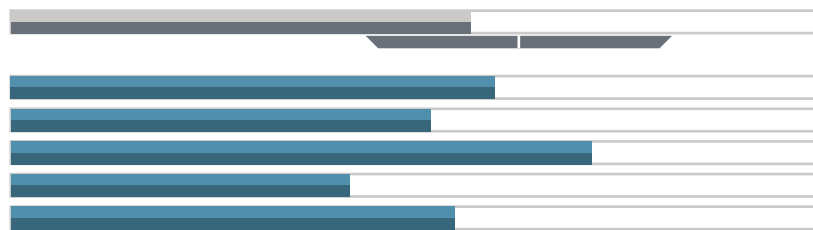
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- 5.8 Job**
- 6.9 \***
- 5.5 Mark Sample
- 4.8 Debbie Sample
- 8.0 Juliane Sample
- 3.5 Gregg Sample
- 5.2 Jenny Sample

**8. Follow Up and Follow Through** - The job requires a need to be thorough and complete tasks that have been started.

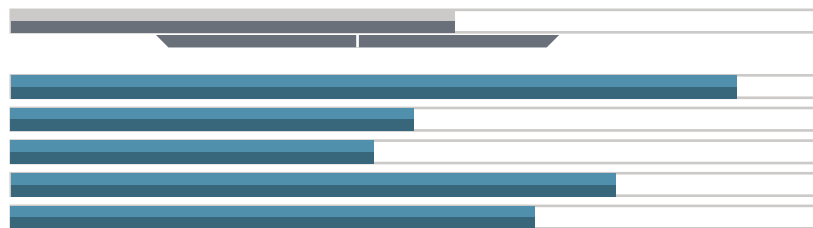
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- 5.7 Job**
- 6.3 \***
- 6.0 Mark Sample
- 5.2 Debbie Sample
- 7.2 Juliane Sample
- 4.2 Gregg Sample
- 5.5 Jenny Sample

**9. Urgency** - The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



- 5.5 Job**
- 4.3 \***
- 9.0 Mark Sample
- 5.0 Debbie Sample
- 4.5 Juliane Sample
- 7.5 Gregg Sample
- 6.5 Jenny Sample

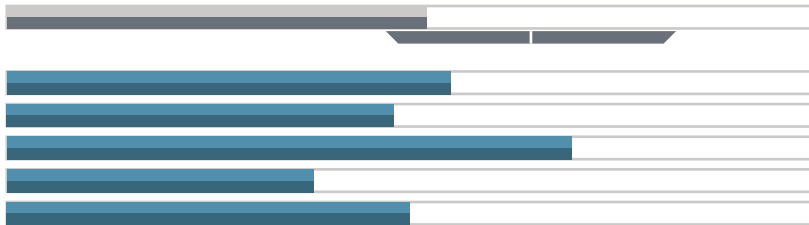
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# Behavioral Hierarchy

**10. Consistency** - The job requires the ability to do the job the same way on a repeated basis.

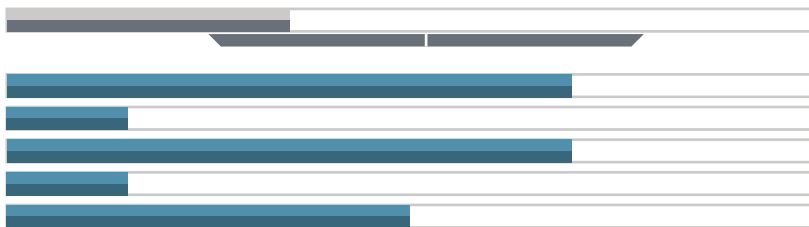
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- 5.2 Job
- 6.5 \*
- 5.5 Mark Sample
- 4.8 Debbie Sample
- 7.0 Juliane Sample
- 3.8 Gregg Sample
- 5.0 Jenny Sample

**11. Organized Workplace** - The job's success depends on systems and procedures, its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.

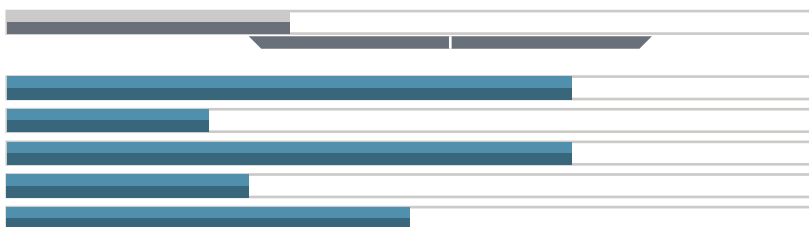
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- 3.5 Job
- 5.2 \*
- 7.0 Mark Sample
- 1.5 Debbie Sample
- 7.0 Juliane Sample
- 1.5 Gregg Sample
- 5.0 Jenny Sample

**12. Analysis of Data** - The job deals with a large number of details. It requires that details, data and facts are analyzed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



- 3.5 Job
- 5.5 \*
- 7.0 Mark Sample
- 2.5 Debbie Sample
- 7.0 Juliane Sample
- 3.0 Gregg Sample
- 5.0 Jenny Sample

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



# Job Rewards/Culture Feedback

*This section provides you with a better understanding of the culture of this job. The culture of any job is clearly defined by how it rewards superior performance. Feedback is provided on the three most highly ranked attributes. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.*

1. Theoretical
  - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
2. Utilitarian/Economic
  - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
3. Individualistic/Political
  - Rewards those who value personal recognition, freedom and control over their own destiny and others.



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# Behavioral Feedback

*This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the three most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.*

1. Frequent Interaction with Others

- The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

2. People Oriented

- The job demands a positive and constructive view of working with others. There will be a high percentage of time spent in listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

3. Customer Relations

- The job demands a desire to convey your sincere interest in your internal and/or external customers.



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