TTI SUCCESS INSIGHTS®

Your look at TTI's DISC Assessment

This assessment is popular for a reason—TTI's DISC Report reveals your behavioral style, offers insight into communication, and shows how your behavior adapts from your personal life to your professional life.

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

Access a full report **here**.

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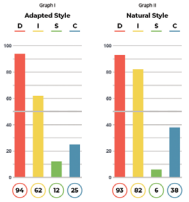
A Look at TTI's DISC Assessment:
Behavioral Characteristics Page

Behavioral Characteristics

Based on Samuel's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Samuel's natural behavior.

Samuel embraces visions not always seen by others. Samuel's creative mind allows him to see the "big picture." He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He prefers an environment with variety and change. He is at his best when many projects are underway at once. Samuel is extremely results-oriented, feeling a sense of urgency to complete projects quickly. 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. Samuel seeks his own solutions to problems. In this way, his independent nature comes into play. He is a goal-oriented individual who believes in harnessing people to achieve goals. He needs people with other strengths on his team.

Samuel will work long hours until a tough problem is solved. After it is solved, Samuel may become bored with any routine work that follows. He likes to make decisions quickly. He is a good problem solver and troubleshooter, always seeking new ways to solve old problems. He prefers authority equal to his responsibility. Samuel is decisive and prefers to work for a decisive manager. He can experience stress if his manager does not possess similar traits. 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 has the unique ability of tackling tough problems and following them through to a satisfactory conclusion.



Samuel Sample

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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.

A Look at TTI's DISC Assessment: Natural & Adapted Style Page

Natural & Adapted Style

Samuel's natural style of dealing with problems, people, pace of events, and procedures may not always fit what the environment needs. This section will provide valuable information related to stress and the pressure to adapt to the environment.

Problems & Challenges

Natural	Adapted
Samuel tends to deal with problems and challenges in a demanding, driving, and self-willed manner. He is individualistic in his approach and actively seeks goals. Samuel will attack problems and likes a position with authority and work that will constantly challenge him to perform up to his ability.	Samuel sees no need to change his approach to solving problems or dealing with challenges in his present environment.

People & Contacts

Natural	Adapted
Samuel is enthusiastic about his ability to influence others. He prefers an environment in which he has the opportunity to deal with different types of individuals. Samuel is trusting and also wants to be trusted.	Samuel feels the environment calls for him to be sociable and optimistic. He will trust others and wants a positive environment in which to relate.

Samuel Sample

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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.

Constantly adapting your behavior over long periods can result in stress, disengagement, and decreased job satisfaction.

Value to the Organization

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

1. Thinks big.
2. Self-starter.
3. Forward-looking and future-oriented.
4. Ability to change gears fast and often.
5. Accomplishes goals through people.
6. Usually makes decisions with the bottom line in mind.
7. Will join organizations to represent the company.
8. Sense of urgency.

Samuel Sample

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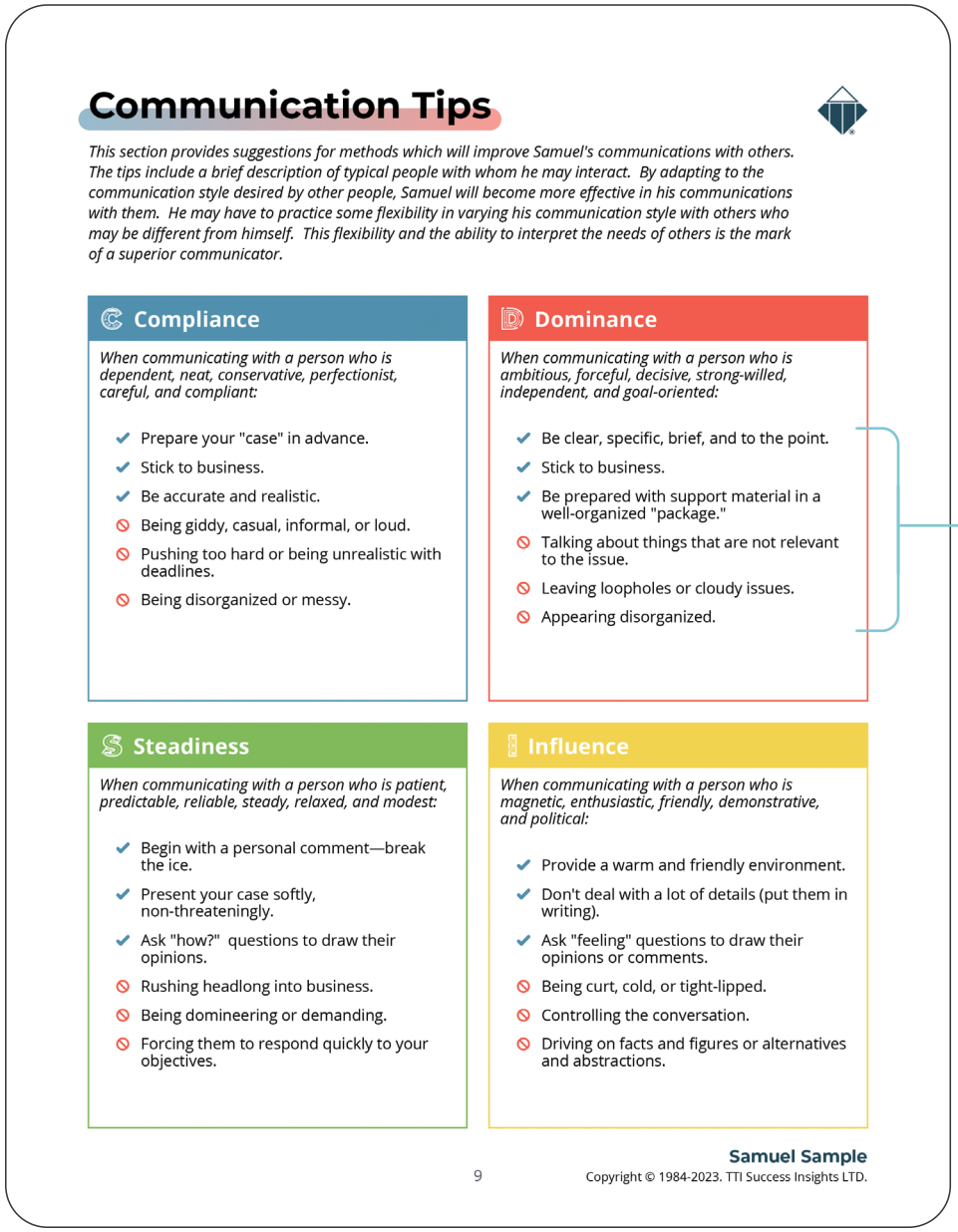
This page highlights the unique behavioral value you bring to the people in your life.

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

A Look at TTI's DISC Assessment: Communication Tips Page



Communication Tips

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

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, or 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 or alternatives and abstractions.

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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.

A Look at TTI's DISC Assessment: Perceptions Page

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

Samuel 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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Samuel Sample

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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.

TTI SUCCESS INSIGHTS®

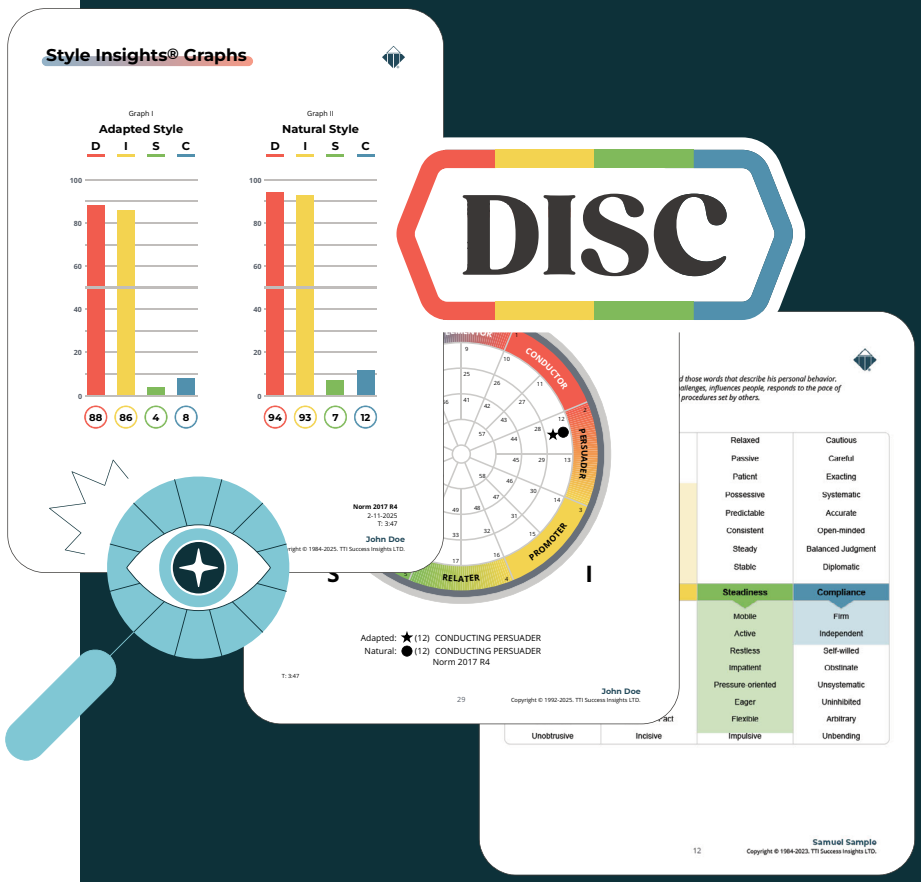
Experience the Full DISC Report.

TTI's DISC assessment measures **how you do what you do** through four behavioral factors: Dominance, Influence, Steadiness, and Compliance.

It explores observable behavior and reveals how you will perform, including how you prefer to communicate, what you will bring to a team, your ideal environment, and possible limitations you might face.

DISC helps:

- **Minimize conflict**
- **Increase productivity and engagement**
- **Maximize strengths**



Take an assessment for yourself and access your full report.

Get ready to reveal your potential!
Contact TTI here.

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