



# TTI Success Insights<sup>®</sup>

Interviewing Insights - General Version

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*"He who knows others is learned.  
He who knows himself is wise."  
-Lao Tse*

**Mike Smith**

4-7-2008



We Teach Contractors How to Run Profitable Businesses!

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## INTRODUCTION

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Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

This report analyzes behavioral style, that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements which are true or areas of behavior in which tendencies are shown.

This valuable information will enable you to thoroughly prepare and conduct the selection/interview process by providing you with a deeper understanding and knowledge of how the candidate can best fit the position you have to offer.



## GENERAL CHARACTERISTICS

*Based on Mike'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 Mike's natural behavior.*

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Mike prefers that things be orderly and he will approach work in a systematic manner.

Once Mike has started a project, he dislikes interruptions. To some people, Mike may appear to be analytical. He is good at work that requires attention to detail and accuracy.

Mike keeps his equipment in good working order and likes others who also use the equipment to share the same concern. He can overanalyze a problem which tends to slow down the decision-making process. He is a real stickler for quality and systems; to ensure quality. He is task-oriented; however, he can still maintain good working relationships with others as long as they share his concern for excellence. His motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to him. If forced to choose between producing quality work or quantities of work, quality will be the winner. While he may not be a perfectionist with all things, he has certain activities that will always be done with the same high standards in mind.

Mike is a critical and systematic thinker, and this strength may not be easily recognized by others. He follows company policy, if aware of it. He tends to postpone the decision-making process until he has all the facts. He likes to assemble facts and data



## GENERAL CHARACTERISTICS

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before making decisions. This allows him time to review the facts and think about the decision to be made. Mike can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. Because he knows that he can rely on the "tried and true," Mike places high value on tradition and traditional things. He gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations. He tends to make his decisions after deliberation and gives weight to all the pros and cons.

Mike is usually soft-spoken, but his demeanor may be deceptive to those who work with him. He may possess strong and unwavering convictions that are not always apparent to others. Whenever possible, Mike avoids face-to-face conflict. He prefers meetings that start and finish on time. He may get upset with people who do not adhere to rules and how things "should be done." Mike's logical, methodical way of gathering data is demonstrated by his ability to ask the right questions at the right time. Mike is intuitive and is able to ask good questions in order to get the critical, complete information he seeks. People may often see Mike as formal and reserved. He may be assessing the situation before "letting his guard down" and may do so only when he feels comfortable with the circumstances. He likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making. He



## GENERAL CHARACTERISTICS

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does not seek confrontation, but if he is confronted, he will present his case with enough supportive data that he will probably win.



## IDEAL ENVIRONMENT

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

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- Assignments that can be followed through to completion.
- Little conflict between people.
- Needs an opportunity to deal with people with whom a long-standing relationship has been established.
- Prefers technical work, specializing in one area.
- Close relationship with a small group of associates.
- An environment dictated by logic rather than emotion.
- A stable and predictable environment.
- Familiar work environment with a predictable pattern.
- Needs personal attention from his manager and compliments for each assignment well done.



## VALUE TO THE ORGANIZATION

*This section of the report identifies the specific talents and behavior Mike 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 and make him an integral part of the team.*

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- Service-oriented.
- Comprehensive in problem solving.
- People-oriented.
- Maintains standards.
- Objective--"The anchor of reality."
- Proficient and skilled in his technical specialty.
- Builds good relationships.
- Good listener.
- Always concerned about quality work.



## INTERVIEW QUESTIONS

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1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?

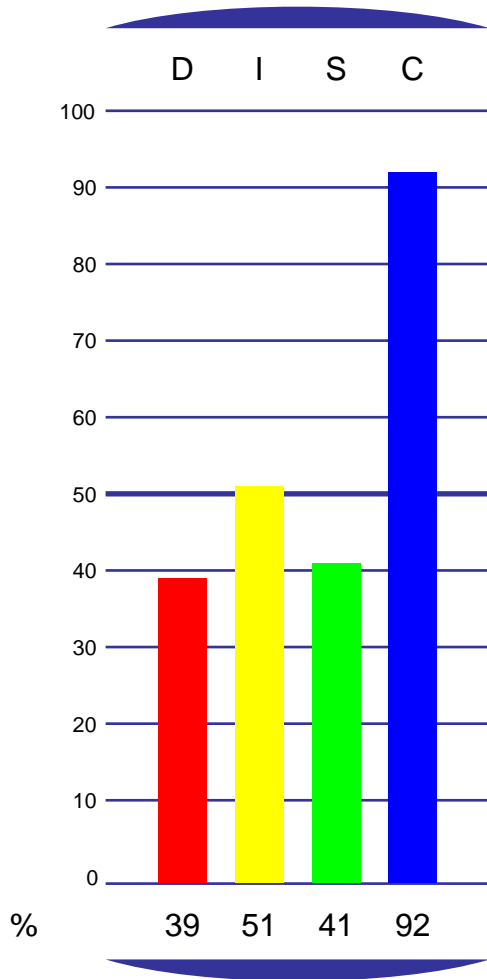


# STYLE INSIGHTS® GRAPHS

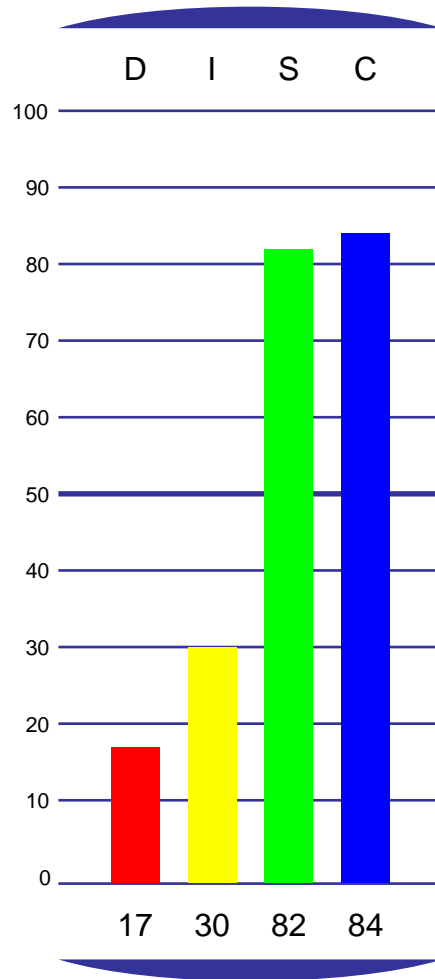
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4-7-2008

**MOST**  
Graph I  
Adapted Style



**LEAST**  
Graph II  
Natural Style



Norm 2003

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## THE SUCCESS INSIGHTS® WHEEL

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The 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.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

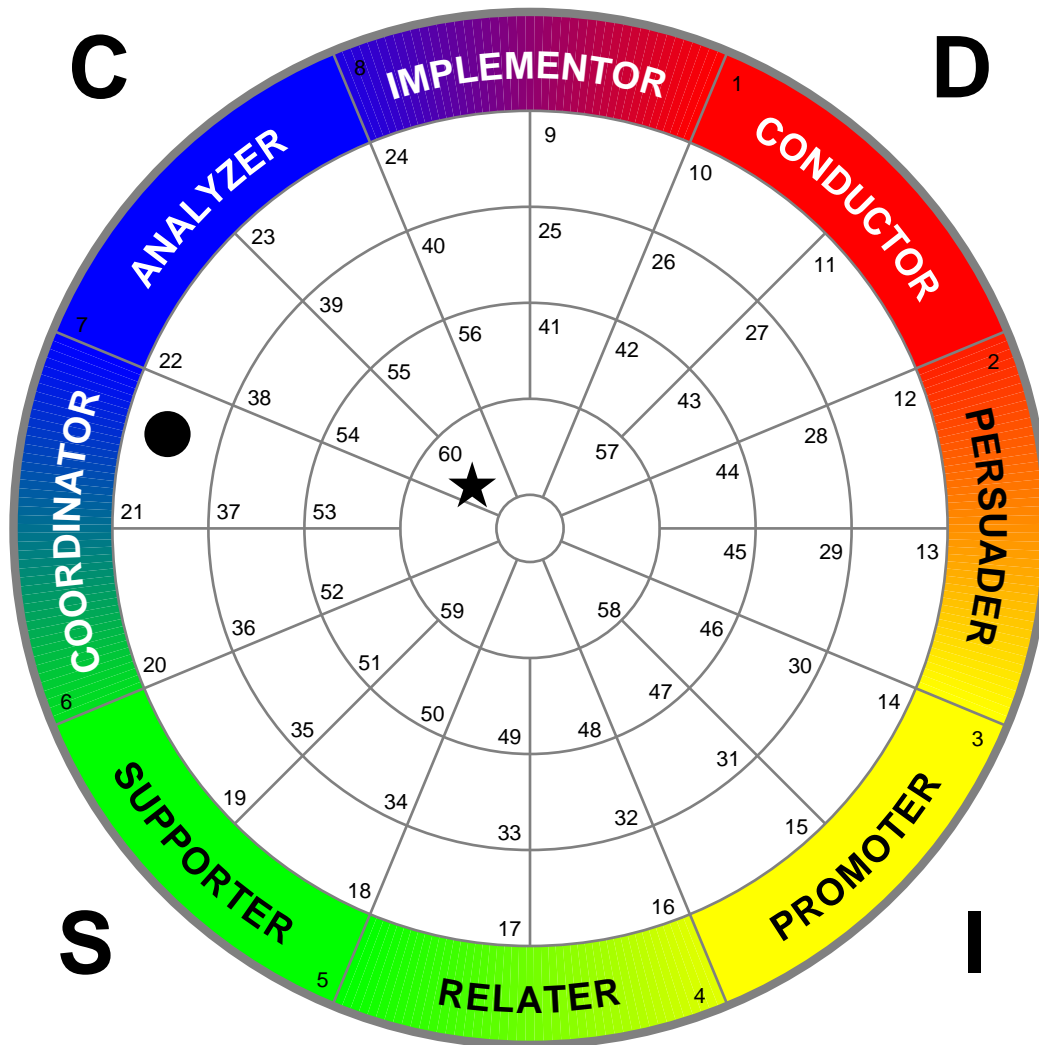
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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 SUCCESS INSIGHTS® WHEEL

Mike Smith  
4-7-2008



Adapted: ★ (60) PROMOTING ANALYZER (ACROSS)  
 Natural: ● (21) ANALYZING COORDINATOR  
 Norm 2003

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