



TTI Relationship Insights™

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

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INTRODUCTION

Our ability to interact effectively with people may be the difference between success or failure. Effective interaction starts with an accurate perception of ourselves. Over the years you have built your self-perception on information received from others. This report was designed to quantify information on how you see yourself. How you use this information will be directly related to your success in significantly improving your personal relationships.

This report identifies key areas for improving interpersonal relationships. Star those statements which are most important to you and if possible share why you feel they are important with someone. Remember, effective communication requires commitment.

*"All people exhibit all four behavioral factors in varying degrees of intensity."
—W.M. Marston*



GENERAL STATEMENTS

Based on your responses, the report has selected general statements to provide you with a broad understanding of your behavioral style. The statements identify the natural sensual behavior you bring to an interpersonal relationship. After reading the information, eliminate or modify any statement that you feel is not totally true.

Because of your lenient and complacent nature, others with fewer scruples may take advantage of you. You could, perhaps, benefit from greater assertiveness. You show self-control in most things you do; you are not an extremist. Others may see you as stable, mature and steadfast. You have a tendency to be somewhat possessive of favorite people or things. You may demonstrate possessiveness in a variety of ways, all showing a need to feel secure. You prefer a warm, friendly environment free of conflict and hostility. In that environment, you prefer reassurance of your involvement and self-worth.

You excel at concentrating on specific activities which must be completed. You will not complain much and you do not like to make waves and cause hostility. When confronted with a problem, you will try to solve it by working closely with others. You like to know what others have done in the past to solve a similar problem. Being comfortable in doing something familiar, you may create a "rut" of doing the same routine repeatedly. You should try some new methods in doing routine activities, or have others help you. You lean toward being traditional, rather than innovative or creative. You need the understanding and support of others when making high-risk decisions.

You are somewhat reserved in meeting new people. As a result, you could benefit from more assertive people doing the appropriate introductions to new people. In your



GENERAL STATEMENTS

group, you may support the group leader rather than vie for a leadership position yourself.

As a result, the group leader will usually appreciate the support you bring. You have a communications style which many people are comfortable with almost immediately. You are sincere, a good listener, not pushy and overall a comfortable person to be near. In communicating with others, you may support the mainstream ideas rather than new trailblazing activities. You may prefer the stable and traditional activities.



CURRENT WANTS

This section of the report was produced by analyzing your wants. People are motivated and influenced by the things that they want. Wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants" for you. Periodically review this section to identify new wants and delete satisfied wants.

You may want:

- Straight talk and straight dealing.
- Security and safety procedures around the house: fire safety, smoke detectors, electronic security systems, etc.
- Things done "right" the first time.
- Detailed information about major decisions with complete instructions.
- Respect among peers and friends for your quiet manner.
- Time to adjust to change.
- Freedom from pressure to perform or to act quickly without precedent.
- Time away occasionally--you value your privacy.
- Better planning for change in the future.
- Limited socializing, especially with new people.
- Recognition for your concern for quality relationships.



RELATIONSHIP STRENGTHS

This section identifies specific talents and behavior that you bring to a personal relationship. Socially, we need people who have different strengths to offer. Use this information to share your thoughts, ideas and feelings about your relationship strengths.

- An excellent listener to the concerns and ideas of others.
- Bring things back to earth when too much dreaming is going on.
- Sincere in what you say and do.
- Dependable partner.
- Are diplomatic with everyone.
- Good at reconciling.
- Work hard for everyone's satisfaction.
- Make certain small details are taken care of before starting things.
- Loyal team player.
- Maintain high standards for yourself and others.



KEYS TO COMMUNICATION

This section of the report describes how you like others to communicate with you. As with the entire report, most of these items listed will be extremely accurate for you. Identify 3 or 4 key items and encourage others to practice using these items in their everyday communication with you.

- Ask "How" questions to draw out opinions.
- Work to achieve mutual satisfaction.
- Take your time and proceed slowly.
- Support principles.
- Use a thoughtful approach.
- Find areas of common interest and involvement.
- Minimize risks by providing assurances for participation.
- Provide personal support and assurance.
- Start with a personal comment to "break the ice."
- Present ideas softly, nonthreateningly.
- Patiently draw out personal interests.
- Move casually, informally.



BARRIERS TO COMMUNICATION

This section of the report describes what NOT to do when relating with you. As with the entire report, most of these items listed will be extremely accurate for you. Identify 3 or 4 key items and encourage others to ELIMINATE using them in their everyday communication with you. And, if others have a report, you are encouraged to share this page of information with each other, as well as sharing information from the entire report.

- Don't force a response quickly.
- Don't threaten, cajole, coax or whine.
- Don't leave with a feeling of no support.
- Don't be domineering or demanding.
- Don't fail to follow through with the commitment.
- Don't patronize or demean.
- Don't stick coldly or harshly to plans.
- Don't rush the facts or hurry the decision-making process.
- Don't push too hard.
- Don't be rude, abrupt or rushed in your conversation.
- Don't be unrealistic with deadlines and quick expectations.
- Don't leave things to chance or luck.



HINDERING FACTORS

The list below is an analysis of possible hindering factors with regard to relationships. Not all of the limitations may apply, so cross out those limitations. Circle or highlight 1 to 3 limitations that may be hindering social interaction, and develop an action plan to reduce the effects of those limitations.

- You hold a grudge if feeling slighted, or unappreciated.
- You show indecision often regarding ideas or activities.
- You wait for directions before acting.
- You lack vision and a strong imagination because of a concrete and reflective nature.
- You take criticism personally.
- You become passive-aggressive if you don't like what's happening (passive resistance), rather than being assertive and confronting the issues.
- You resist new and innovative activities.



ACTION PLAN

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

The Communication skills I need to develop are:

- 1.
- 2.
- 3.
- 4.

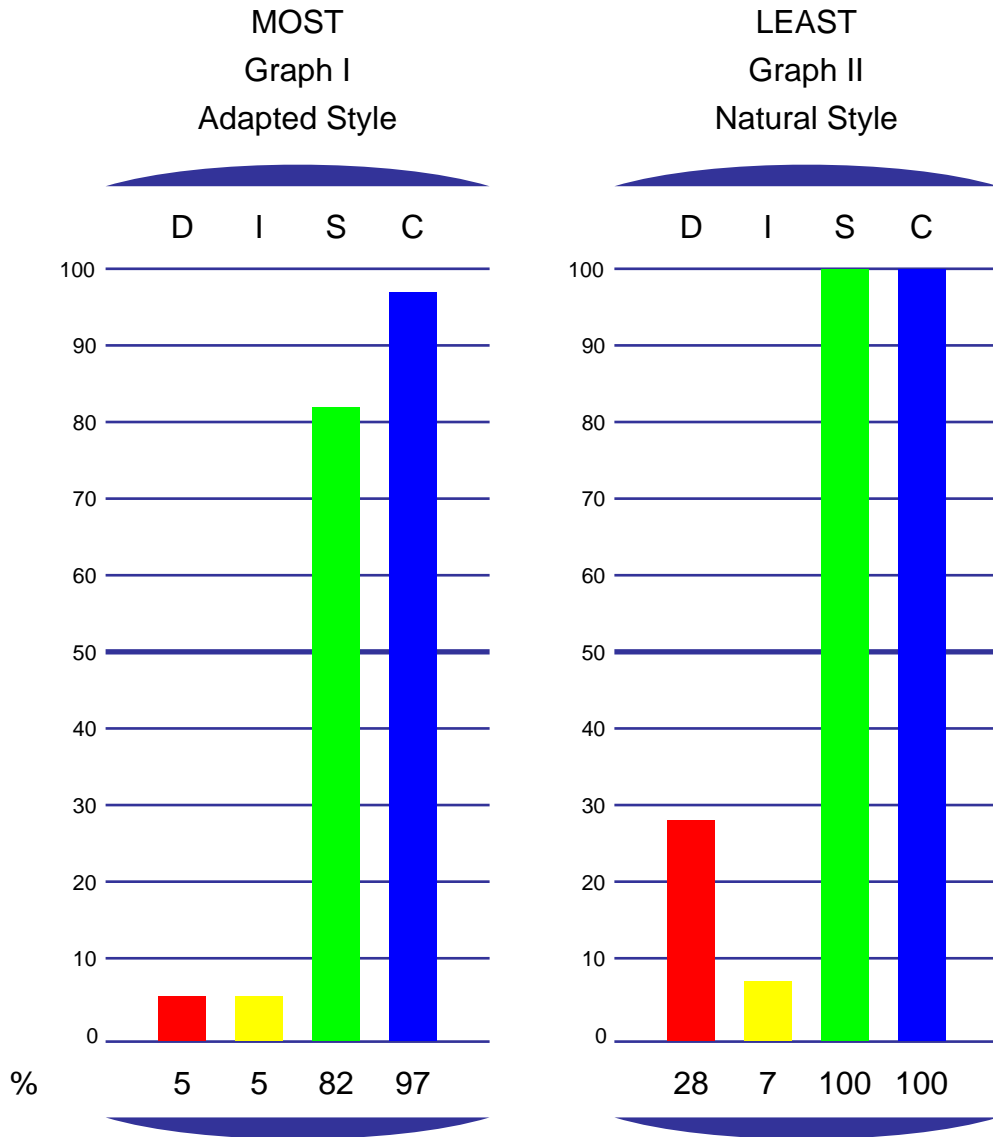
I agree to practice the listed communication techniques and develop communication skills in the areas indicated.

Signed: _____ Date: _____



STYLE INSIGHTS® GRAPHS

7-9-2007



Norm 2003



THE SUCCESS INSIGHTS® WHEEL

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.

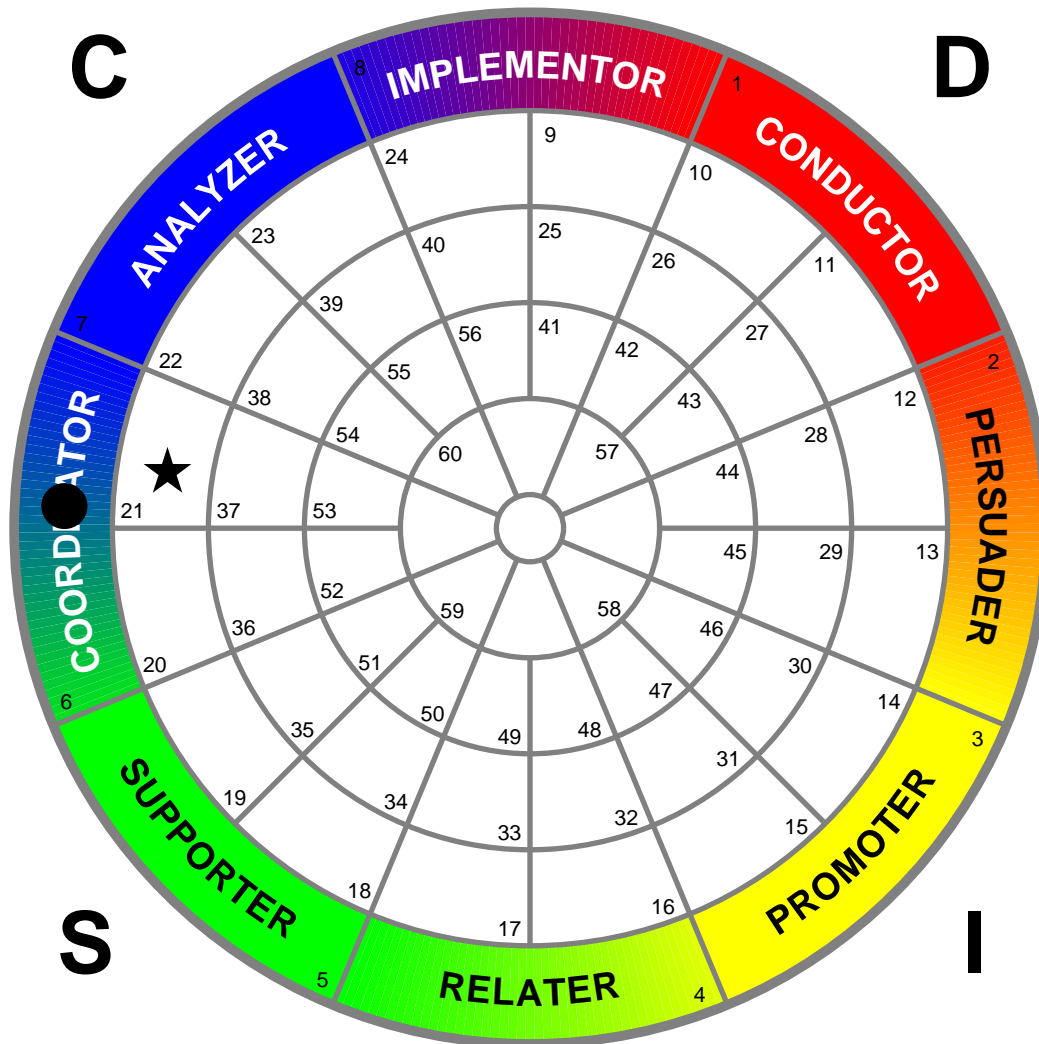
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

7-9-2007



Adapted: ★ (21) ANALYZING COORDINATOR
Natural: ● (6) COORDINATOR
Norm 2003