



**TTI SUCCESS INSIGHTS™**  
INTERVIEWING INSIGHTS™  
General Version

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

**Jane Doe**  
2-17-2005

Another Quality Program From:

hireMAX  
P.O. Box 136087  
Fort Worth, TX 76136  
Toll Free: 1-888-251-7606  
E-Mail: [info@hiremax.com](mailto:info@hiremax.com) Web: [www.hiremax.com](http://www.hiremax.com)



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

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Jane can be aggressive and direct, but still be considerate of people. Other people realize that directness is one of her great strengths. She is driven toward goals completion and wants to be in a position to set policy that will allow her to meet those goals. She is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She embraces visions not always seen by others. Jane's creative mind allows her to see the "big picture." Jane enjoys authority, independence and the freedom that goes with her aggressive approach to problem solving. Most people see her as a high risk-taker. Her view is, "nothing ventured, nothing gained." She prefers an environment with variety and change. She is at her best when many projects are underway at once. She likes to be forceful and direct when dealing with others. Her desire for results is readily apparent to the people with whom she works. Jane has high ego strengths and may be viewed by some as egotistical. She wants to be seen as an individual who is totally keyed to results. She wants to get things done in a manner that is consistent with her perception of the "right way" of doing things.

Jane finds it easy to share her opinions on solving work-related problems. Sometimes



## GENERAL CHARACTERISTICS

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she becomes emotionally involved in the decision-making process. She prefers authority equal to her responsibility. She is decisive and prefers to work for a decisive manager. She can experience stress if her manager does not possess similar traits. When faced with a tough decision, she will try to sell you on her ideas. She should realize that at times she needs to think a project through, beginning to end, before starting the project. She has the unique ability of tackling tough problems and following them through to a satisfactory conclusion. She will work long hours until a tough problem is solved. After it is solved, Jane may become bored with any routine work that follows.

Jane should exhibit more patience and ask questions to make sure that others have understood what she has said. She tends to be intolerant of people who seem ambiguous or think too slowly. She may lose interest in what others are saying if they ramble or don't speak to the point. Her active mind is already moving ahead. Her creative and active mind may hinder her ability to communicate to others effectively. She may present the information in a form that cannot be easily understood by some people. Jane challenges people who volunteer their opinions. She may lack the patience to listen and communicate with slower acting people. She may sometimes mask her feelings in friendly terms. If pressured, Jane's true feelings may emerge. She tends to influence people by being direct, friendly and results-oriented.



## IDEAL ENVIRONMENT

*This section identifies the ideal work environment based on Jane'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 Jane enjoys and also those that create frustration.*

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- Evaluation based on results, not the process.
- Freedom from controls, supervision and details.
- Forum to express ideas and viewpoints.
- Nonroutine work with challenge and opportunity.
- Activities, and more activities.
- Freedom from long, detailed reports.
- Support team with sense of urgency.



## VALUE TO THE ORGANIZATION

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

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- Initiates activity.
- Few dull moments.
- Thinks big.
- Usually makes decisions with the bottom line in mind.
- Creative in her approach to solving problems.
- Good mixer.
- Challenges the status quo.
- Ability to change gears fast and often.



## 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?

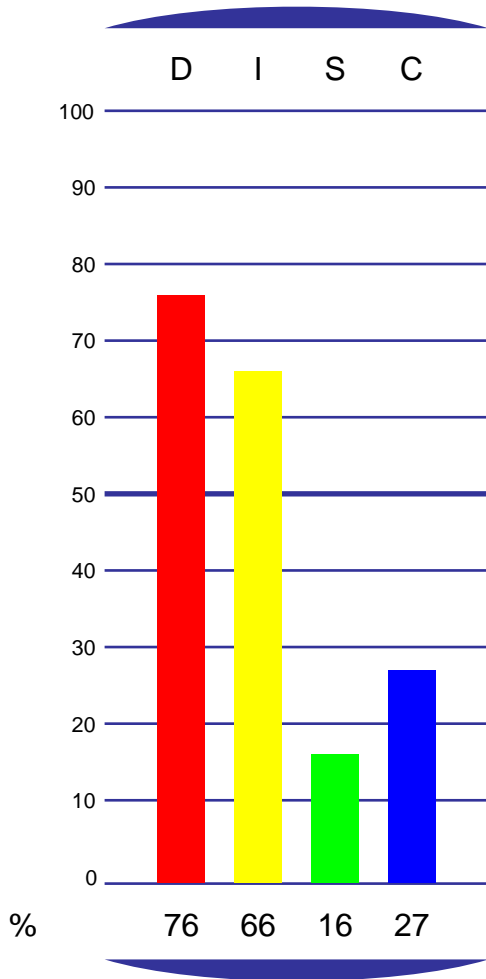


# STYLE INSIGHTS™ GRAPHS

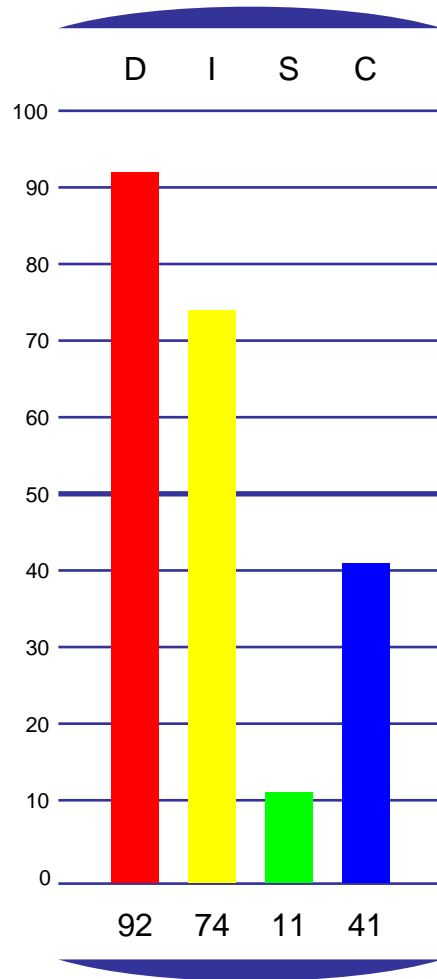
**Jane Doe**

2-17-2005

**MOST**  
Graph I  
Adapted Style



**LEAST**  
Graph II  
Natural Style



Norm 2003

hireMAX

Toll Free: 1-888-251-7606

E-Mail: [info@hiremax.com](mailto:info@hiremax.com) Web: [www.hiremax.com](http://www.hiremax.com)

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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.

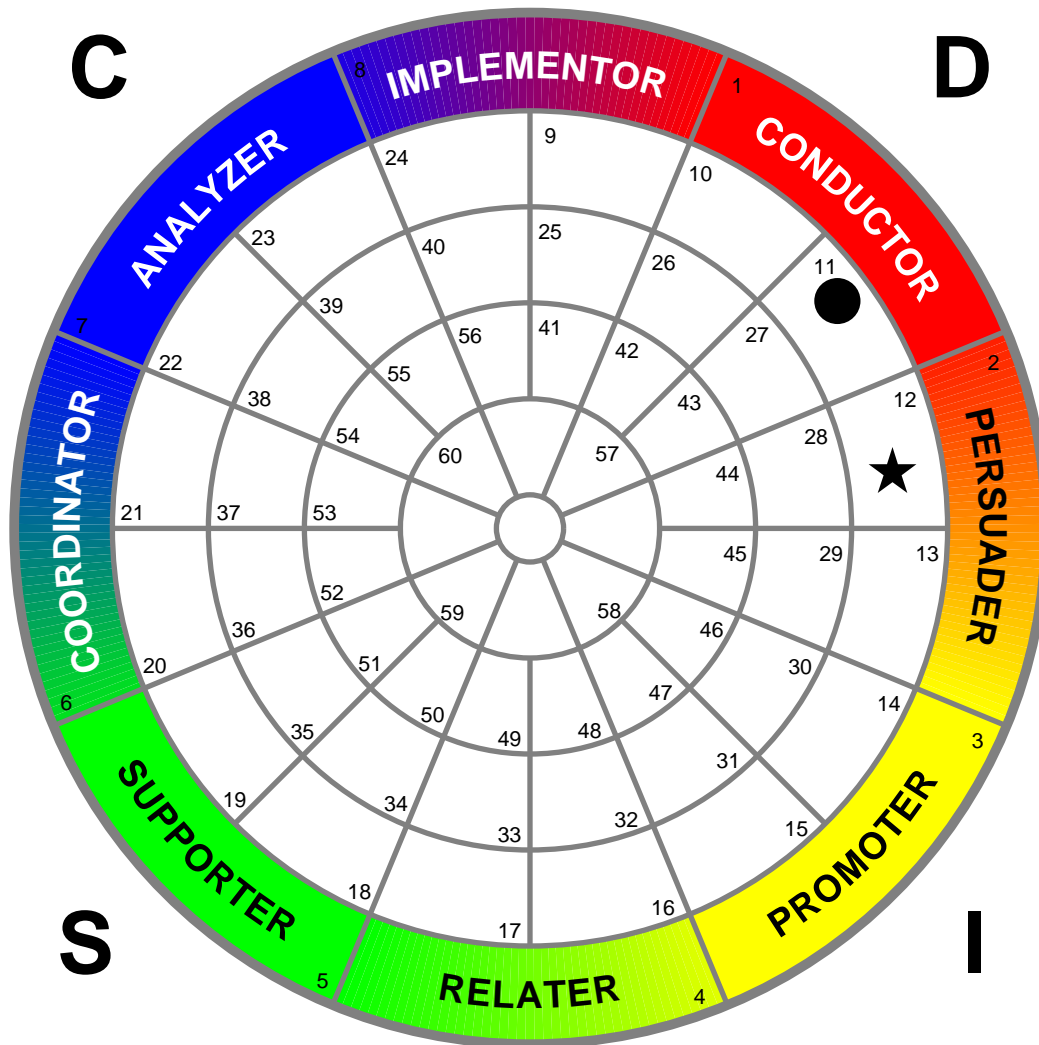
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

Jane Doe  
2-17-2005



Adapted: ★ (12) CONDUCTING PERSUADER  
 Natural: ● (11) PERSUADING CONDUCTOR

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hireMAX  
 Toll Free: 1-888-251-7606  
 E-Mail: info@hiremax.com Web: www.hiremax.com

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