



**TTI Talent Fit™**

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Programmer

1-10-2006





# INTRODUCTION

*Where Talent Meets Opportunity™*

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Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent behavioral style and unique values. Your Talent Insights Report can be compared with specific job requirements outlined in Job Insights Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

The following is a highly-personalized portrait of your talent in three sections:

## SECTION 1: PERSONAL INTERESTS, ATTITUDES AND VALUES (6 AREAS)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

## SECTION 2: BEHAVIORAL HIERARCHY (8 AREAS)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

## SECTION 3: TASK QUOTIENT (3 AREAS)

TQ™ defines the ideal mixture of task types (Routine, Troubleshooting and Project) that provide an individual the most intrinsic motivation, or personal satisfaction. William Daniels, in his book **Breakthrough Performance** defines 4 types of tasks that we perform:

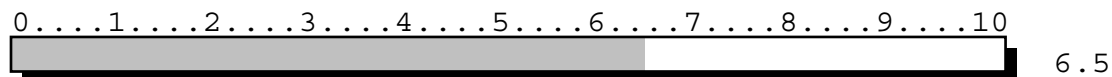
- A) **Routine Tasks** - highly predictable and have a low delay tolerance (must be accomplished immediately)
- B) **Troubleshooting Tasks** - highly unpredictable and have a low delay tolerance (must be accomplished immediately)
- C) **Project Tasks** - highly predictable and have a high delay tolerance (do not have to be accomplished immediately)
- D) **Negotiable Tasks** - low predictability and have a high delay tolerance (do not have to be accomplished immediately). Daniels states that these tasks when they are frequent should be considered as Troubleshooting Tasks, and when they are infrequent they should be considered Project Tasks.



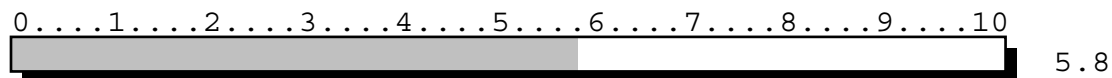
## PERSONAL INTERESTS, ATTITUDES AND VALUES

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. They are listed below from the highest to the lowest.

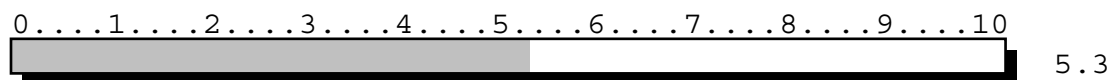
### 1. THEORETICAL



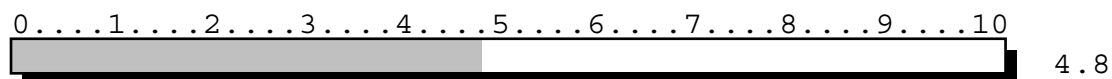
### 2. SOCIAL



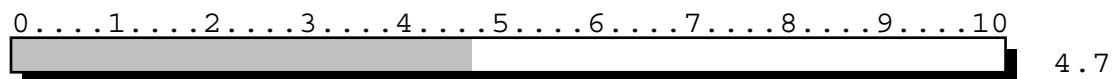
### 3. INDIVIDUALISTIC/POLITICAL



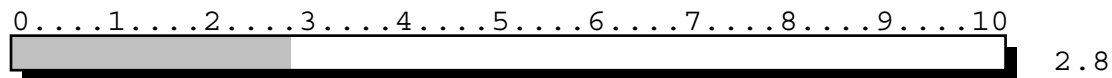
### 4. UTILITARIAN/ECONOMIC



### 5. AESTHETIC



### 6. TRADITIONAL/REGULATORY

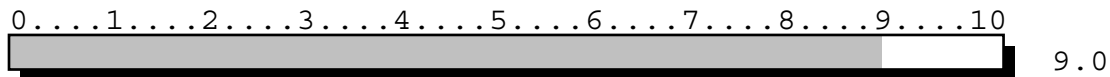




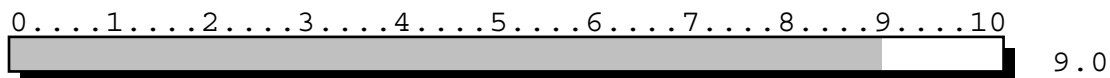
# BEHAVIORAL HIERARCHY

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

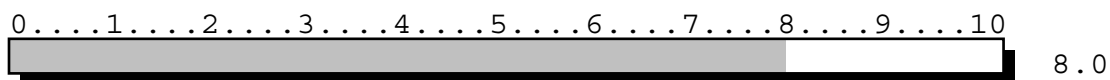
## 1. ORGANIZED WORKPLACE



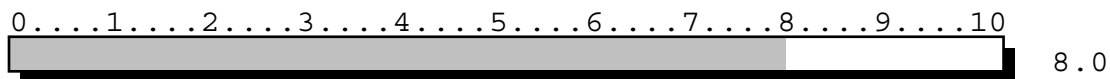
## 2. ANALYSIS OF DATA



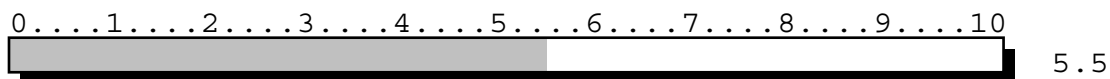
## 3. URGENCY



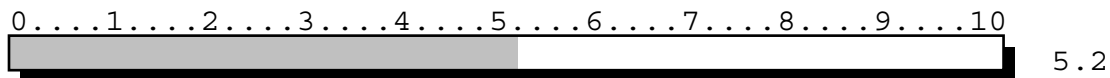
## 4. COMPETITIVENESS



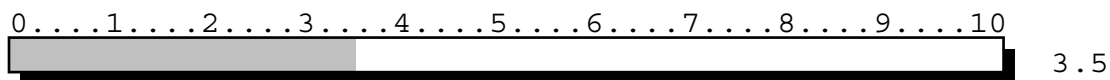
## 5. VERSATILITY



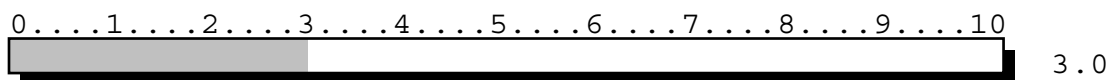
## 6. FREQUENT CHANGE



## 7. CUSTOMER ORIENTED



## 8. FREQUENT INTERACTION WITH OTHERS





## YOUR IDEAL/PREFERRED WORK DISTRIBUTION

This graph describes your ideal/preferred work distribution, if you could choose any work environment.

Your ideal/preferred work distribution would include:

- 21% routine tasks. This work is highly predictable and needs to be accomplished immediately
- 42% troubleshooting tasks. This work is highly unpredictable and needs to be accomplished immediately
- 37% project tasks. This work is highly predictable and does not have to be accomplished immediately

Your ideal/preferred Task Quotient = 21-42-37. This describes the ideal/preferred task mixture you need to maximize your motivation and job satisfaction.

