



TTI Relationship Insights

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

Jeff Doe

3-15-2004



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.

You may demonstrate positive possessiveness by developing strong attachments; however, you will not be overly involved as some others tend to do. You show self-control in most things you do; you are not an extremist. Others may see you as stable, mature and steadfast. Socially, you tend to be a "homebody" preferring your house and yard to faraway places with strange sounding names. This may cause stress if others want to see the world. You tend to dislike sudden or abrupt changes. You prefer things the way they are. Your motto might be: "If it's not broken, don't fix it."

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. You operate well with others and coordinate your efforts with rhythm and ease. You symbolize sensibility, serenity and steadiness--not sauciness or sarcasm. If you are involved in a variety of tedious activities, you will probably demonstrate a great amount of patience. You will be steady and systematic until you are finished. You need time to adjust to new ideas and activities. You must think things over before becoming committed and acting on new ideas.

You have a trait of hiding or concealing your true feelings, especially if negative, so as not to cause hostility. On occasion, you become a "grudge-holder." You tend to be a good



GENERAL STATEMENTS

listener. Others may seek you out to share a thought or concern because of your empathic listening style. Others will notice that you are a sincere person about what you say and do. This trait, along with the excellent listening skills, creates an individual whom most people find pleasant to be with and a calming type of person. In your 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.



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:

- Opportunity for privacy and to be alone occasionally.
- Status quo.
- Tried, established ways of doing things.
- Activities which you can start and finish.
- Protection or insulation from aggression or confrontation.
- An environment free from conflict or hostility.
- Time to react to new ideas and sudden change.
- A predictable environment with few surprises that are not "planned."
- Recognition for your loyalty.
- No sudden or abrupt changes in the situation.



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.

- Set standards for others to live up to.
- Dependable partner.
- Make certain small details are taken care of before starting things.
- Loyal team player.
- Sincere in what you say and do.
- Very patient with others.
- Supportive of others.
- Good at reconciling.
- Being a good citizen.
- Bring things back to earth when too much dreaming is going on.
- "The anchor of reality" in highly emotional situations.



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.

- Take your time and proceed slowly.
- Support principles.
- Ask "How" questions to draw out opinions.
- Move casually, informally.
- Work to achieve mutual satisfaction.
- Listen sincerely.
- Be responsive toward ideas and commitments.
- Prepare your "case" in advance--do your homework.
- Approach in an honest, sincere manner.
- Patiently draw out personal interests.
- Find areas of common interest and involvement.



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 be vague or offer strong opinions.
- Don't be unrealistic with deadlines and quick expectations.
- Don't patronize or demean.
- Don't be rude, abrupt or rushed in your conversation.
- Don't be vague about what's expected.
- Don't threaten.
- Don't keep deciding; give time to make decisions.
- Don't leave things to chance or luck.
- Don't be messy or haphazard.
- Don't threaten, cajole, coax or whine.
- Don't manipulate or bully into agreement.
- Don't force a response quickly.



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 evaluate all activities as number one priority, resulting in inefficiency in getting things done.
- You wait for directions before acting.
- You take criticism personally.
- You show indecision often regarding ideas or activities.
- You become passive-aggressive if you don't like what's happening (passive resistance), rather than being assertive and confronting the issues.
- You lack vision and a strong imagination because of a concrete and reflective nature.
- You resist change to new ideas or activities; support the status quo.
- You continue to do things the way they have always been done without trying new approaches.



ACTION PLAN

Name: Jeff Doe

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: _____

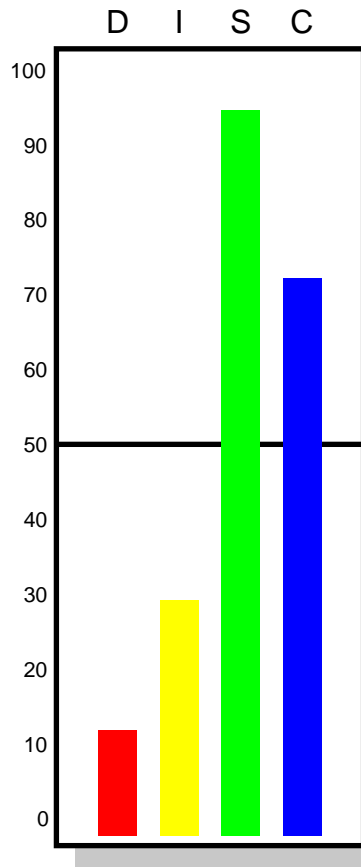


STYLE ANALYSIS™ GRAPHS

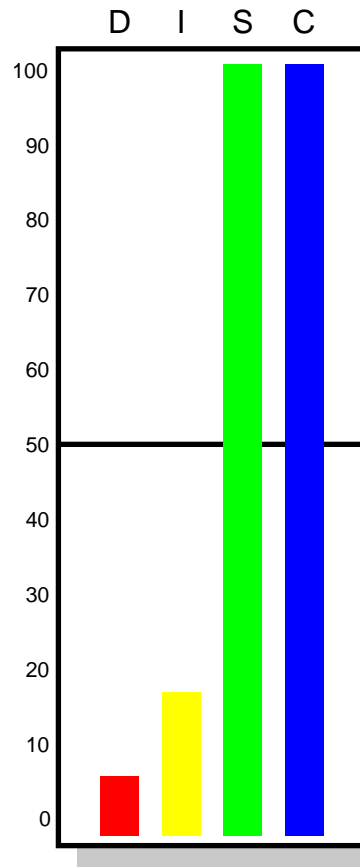
Jeff Doe

3-15-2004

MOST
Graph I
Adapted Style



LEAST
Graph II
Natural Style



Score
%

1	3	13	6
13	30	94	72

16	8	0	0
7	18	100	100



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.

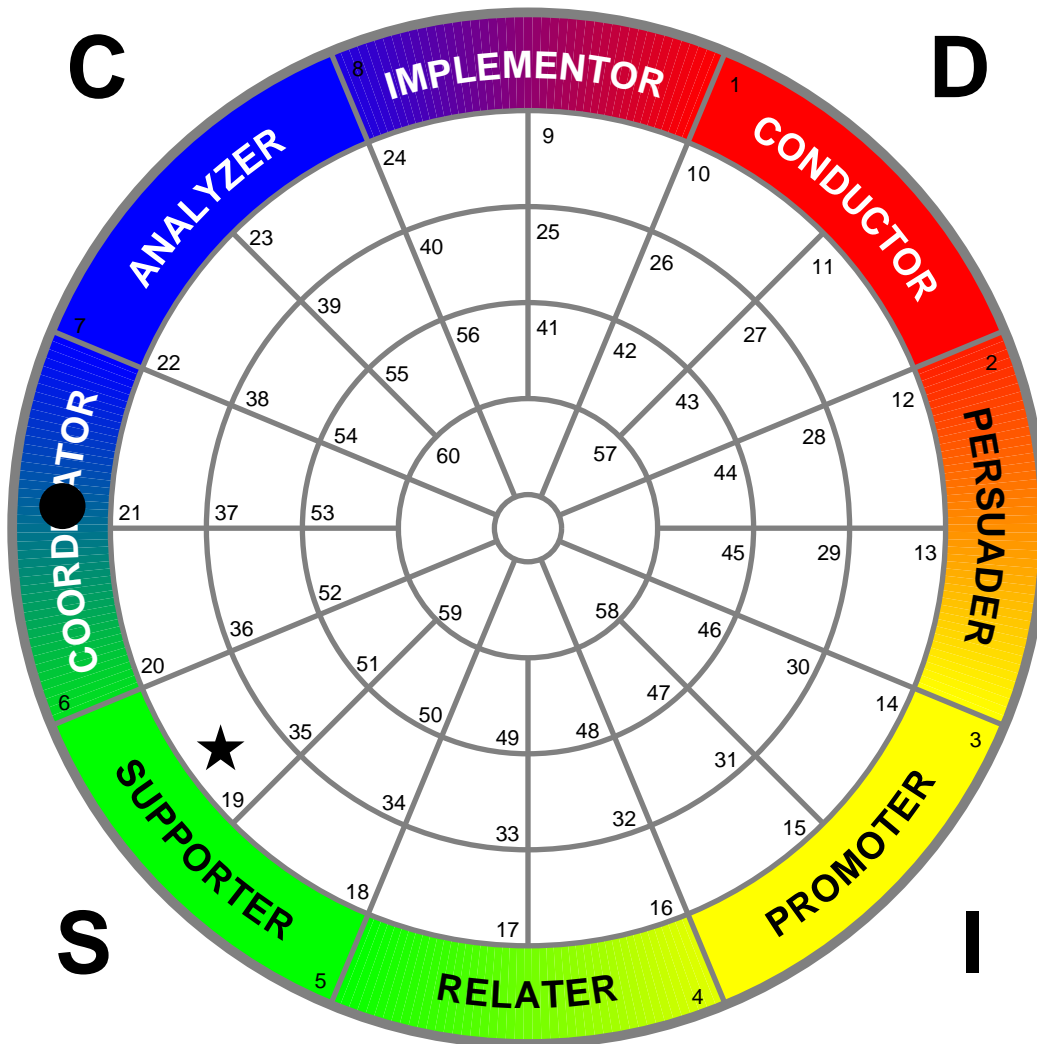
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

Jeff Doe
3-15-2004



Adapted: ★ (19) COORDINATING SUPPORTER
Natural: ● (6) COORDINATOR

Norm 2003