

Excel Group Performance Profiles

Solutions for Effective Performance



**Interviewing Insights®
DISC Profile - GENERAL**

Solutions for Effective Performance



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TTI SUCCESS INSIGHTS®
INTERVIEWING INSIGHTS™
General Version

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

Paul Potential
Administration Assistant
ABC Company
7-9-2007



INTRODUCTION

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 Paul'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 Paul's natural behavior.

Paul is driven toward goals completion and wants to be in a position to set policy that will allow him to meet those goals. He is comfortable in an environment that may be characterized by high pressure and is variety-oriented. He prefers being a team player, and wants each player to contribute along with him. He is a creative person and uses this creativity to solve problems. Paul may not trust others to do his projects, especially if they have displayed an inability to perform to his standards. At times, he may be reluctant to delegate certain tasks. He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He wants to be seen as an individual who is totally keyed to results. He wants to get things done in a manner that is consistent with his perception of the "right way" of doing things. He is often frustrated when working with others who do not share the same sense of urgency. Paul likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He tends to have a "short fuse" and can display anger or displeasure when he feels that people are taking advantage of him.

Paul is logical, incisive and critical in his problem-solving activities. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. He can be direct in his approach to discovering the facts and



GENERAL CHARACTERISTICS

data. He maintains his focus on results. He likes the freedom to explore and the authority to re-examine and retest his findings. Paul is a good problem solver and troubleshooter, always seeking new ways to solve old problems. He likes the new and the unusual. He prefers to discover his own solutions to problems. He finds it easy to share his opinions on solving work-related problems. He sometimes requires assistance in bringing major projects to completion. He may have so many projects underway that he needs help from others.

Paul could improve his communication with others by being more flexible and showing a sincere interest in what they are saying. He tends to be intolerant of people who seem ambiguous or think too slowly. When appropriate, he could be more effective by showing warmth, cooperation and more tact at the appropriate time. He has a tendency to tell and not sell. He may display a lack of empathy for others who cannot achieve his standards. Paul likes people who communicate with him in a clear, precise and brief conversation. He may lack the patience to listen and communicate with slower acting people. His creative and active mind may hinder his ability to communicate to others effectively. He may present the information in a form that cannot be easily understood by some people. He doesn't seek out conflict; however, he will confront those who stand between him and success.



IDEAL ENVIRONMENT

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

- An innovative and futuristic-oriented environment.
- Forum to express ideas and viewpoints.
- Nonroutine work with challenge and opportunity.
- An environment where he can use his intuitive thinking skills.
- An environment dictated by logic rather than emotion.
- Evaluation based on results, not the process.
- Close relationship with a small group of associates.



VALUE TO THE ORGANIZATION

This section of the report identifies the specific talents and behavior Paul 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.

- Places high value on time.
- Innovative.
- Will join organizations to represent the company.
- Competitive.
- Forward-looking and future-oriented.
- Tenacious.
- Initiates activity.
- Proficient and skilled in his technical specialty.
- Usually makes decisions with the bottom line in mind.



INTERVIEW QUESTIONS

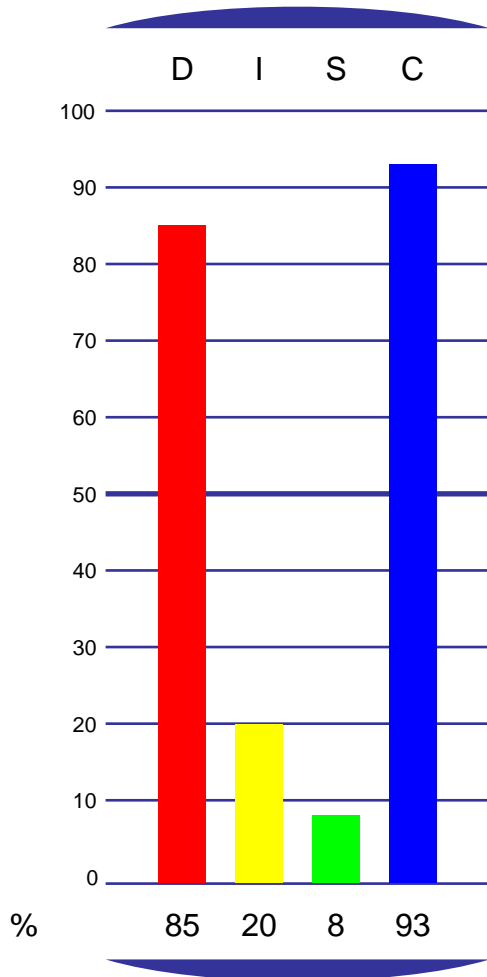
1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?



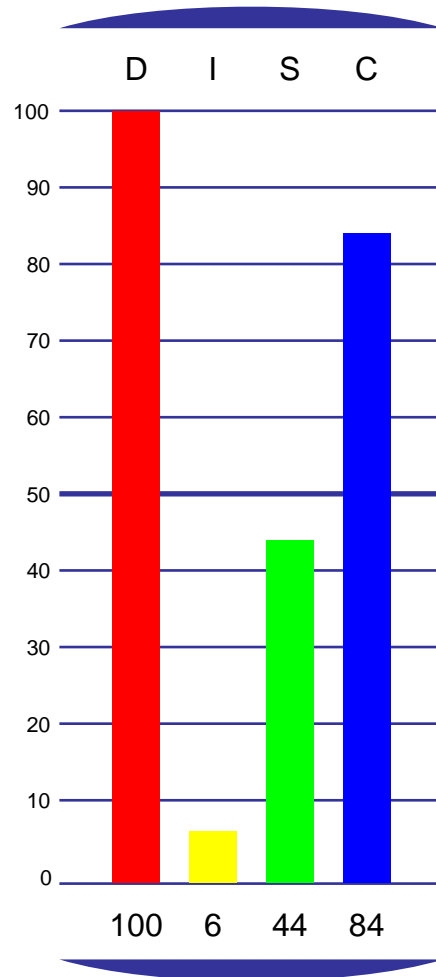
STYLE INSIGHTS® GRAPHS

ABC Company
7-9-2007

MOST
Graph I
Adapted Style



LEAST
Graph II
Natural Style



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.

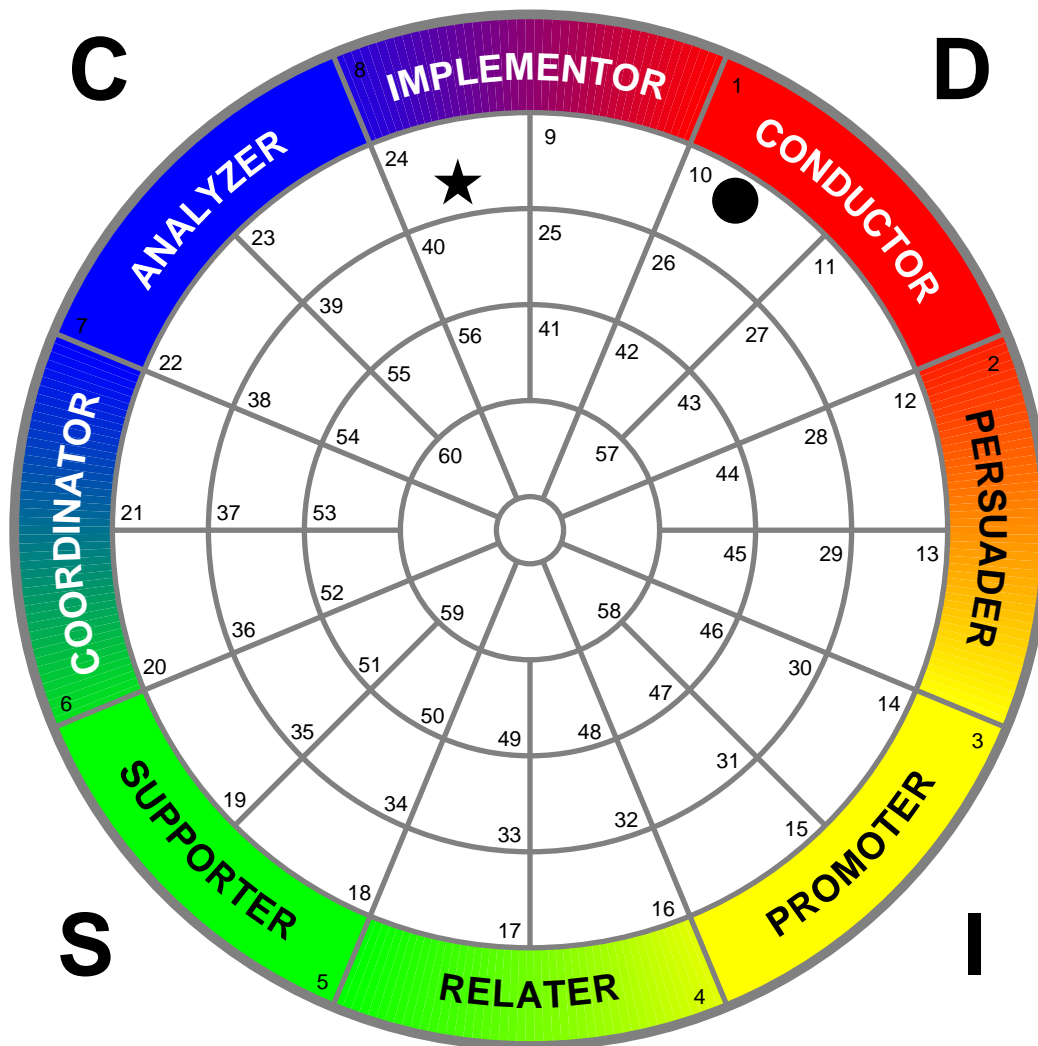
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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

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Adapted: ★ (24) ANALYZING IMPLEMENTOR
Natural: ● (10) IMPLEMENTING CONDUCTOR
Norm 2003