



TTI
SUCCESS
INSIGHTS®

Management-Staff

Geetansh Jain

Intern
covalience
2-18-2025

www.price-associates.com



Table of Contents



Introduction	3
Behavioral Characteristics	4
Value to the Organization	6
Checklist for Communicating	7
Checklist for Communicating - <i>Continued</i>	8
Communication Tips	9
Ideal Environment	10
Perceptions - <i>See Yourself as Others See You</i>	11
Descriptors	12
Natural & Adapted Style	13
Adapted Style	15
Keys to Motivating	16
Keys to Managing	17
Areas for Improvement	18
Action Plan	19
Behavioral Hierarchy	21
Style Insights® Graphs	23
The TTI Success Insights® Wheel	24

Introduction



Behavioral research suggests that the most effective people are those who understand their strengths and weaknesses, because they can best develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

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 and areas of behavior in which tendencies are shown. Feel free to delete any statement from the report that may not apply, but only after checking with friends or colleagues to see if they agree.

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

Behavioral Characteristics



Based on Geetansh'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 Geetansh's natural behavior.

Geetansh places his focus on people. To him, strangers are just friends he hasn't met! He is optimistic and usually has a positive sense of humor. He is approachable, affectionate, and understanding. He likes to develop people and build organizations. His goal is to have and make many friends. At work, he is good at maintaining friendly public relations. He is most likely to be at his best in situations where important things, such as values, judgments, feelings, and emotions are involved. He prides himself on his "intuition." He believes in getting results through other people. He prefers the "team approach." He tends to trust people and may be taken advantage of because of his willingness to trust. Geetansh projects a self-assured and self-confident image. He tries to influence others through a personal relationship and many times will perform services to develop this relationship.

Geetansh likes working for managers who make quick decisions. He may leap to a favorable conclusion without considering all the facts. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him, and to see him as receptive and helpful. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He is good at solving problems that deal with people.

Geetansh tends to mask some of his directness in friendly terms and is usually recognized as a friendly and trusting person. It is important for Geetansh to use his people skills to "facilitate" agreement between people. He tends to look at all the things the group has in common, rather than key in on the differences. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports. He will optimistically interact with people in an assured, diplomatic, and poised manner. Geetansh has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others, and focusing on the real impact of his decisions and actions. He is good at negotiating conflict between others. Geetansh feels that "if everyone would



Behavioral Characteristics

Continued



just talk it out, everything would be okay!" He usually uses many gestures when talking. He judges others by their verbal skills and warmth.

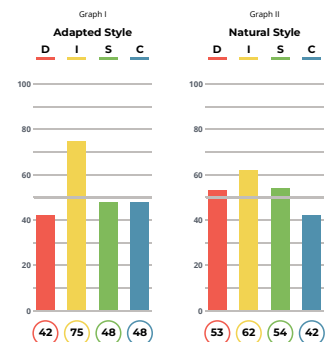


Value to the Organization



This section of the report identifies the specific talents and behavior Geetansh 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, making him an integral part of the team.

- ✓ 1. Bottom line-oriented.
- ✓ 2. Inner-directed rather than tradition-directed—brings fresh ideas to solving problems.
- ✓ 3. Has the confidence to do the difficult assignments.
- ✓ 4. Positive sense of humor.
- ✓ 5. Pioneering.
- ✓ 6. Self-reliant.
- ✓ 7. People-oriented.



Checklist for Communicating



Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Geetansh. Read each statement and identify the 3 or 4 statements which are most important to him. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with Geetansh most frequently.

Ways to Communicate

- ✓ 1. Leave time for relating and socializing.
- ✓ 2. Use a motivating approach, when appropriate.
- ✓ 3. Use enough time to be stimulating, fun-loving, and fast-moving.
- ✓ 4. Define the problem in writing.
- ✓ 5. Flatter his ego.
- ✓ 6. Talk about him, his goals and the opinions he finds stimulating.
- ✓ 7. Use a balanced, objective, and emotional approach.
- ✓ 8. Look for his oversights.
- ✓ 9. Provide ideas for implementing action.
- ✓ 10. Provide "yes" or "no" answers—not maybe.
- ✓ 11. Offer special, immediate, and continuing incentives for his willingness to take risks.



Checklist for Communicating

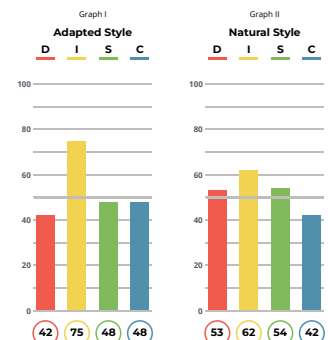
Continued



This section of the report is a list of things NOT to do while communicating with Geetansh. Review each statement with Geetansh and identify those methods of communication that result in frustration or reduced performance. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Ways NOT to Communicate

- ❌ 1. Let him overpower you with verbiage.
- ❌ 2. Talk down to him.
- ❌ 3. Be curt, cold, or tight-lipped.
- ❌ 4. Be paternalistic.
- ❌ 5. Give him your opinion unless asked.
- ❌ 6. Leave decisions hanging in the air.
- ❌ 7. Dream with him or you'll lose time.
- ❌ 8. Be dictatorial.
- ❌ 9. Ramble.
- ❌ 10. Drive on to facts, figures, alternatives, or abstractions.
- ❌ 11. Legislate or muffle—don't overcontrol the conversation.



Communication Tips



This section provides suggestions for methods which will improve Geetansh's communications with others. The tips include a brief description of typical people with whom he may interact. By adapting to the communication style desired by other people, Geetansh will become more effective in his communications with them. He may have to practice some flexibility in varying his communication style with others who may be different from himself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

Compliance

When communicating with a person who is dependent, neat, conservative, perfectionist, careful, and compliant:

- ✓ Prepare your "case" in advance.
- ✓ Stick to business.
- ✓ Be accurate and realistic.
- ✗ Being giddy, casual, informal, or loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganized or messy.

Dominance

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent, and goal-oriented:

- ✓ Be clear, specific, brief, and to the point.
- ✓ Stick to business.
- ✓ Be prepared with support material in a well-organized "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganized.

Steadiness

When communicating with a person who is patient, predictable, reliable, steady, relaxed, and modest:

- ✓ Begin with a personal comment—break the ice.
- ✓ Present your case softly, non-threateningly.
- ✓ Ask "how?" questions to draw their opinions.
- ✗ Rushing headlong into business.
- ✗ Being domineering or demanding.
- ✗ Forcing them to respond quickly to your objectives.

Influence

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative, and political:

- ✓ Provide a warm and friendly environment.
- ✓ Don't deal with a lot of details (put them in writing).
- ✓ Ask "feeling" questions to draw their opinions or comments.
- ✗ Being curt, cold, or tight-lipped.
- ✗ Controlling the conversation.
- ✗ Driving on facts and figures or alternatives and abstractions.

Ideal Environment



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

- ✓ 1. Democratic supervisor with whom he can associate.
- ✓ 2. Assignments with a high degree of people contacts.
- ✓ 3. Freedom from control and detail.
- ✓ 4. Work with a results-oriented team.
- ✓ 5. Forum for his ideas to be heard.
- ✓ 6. Needs difficult assignments.



Perceptions



See Yourself As Others See You

A person's behavior and feelings may be quickly telegraphed to others. This section provides additional information on Geetansh's self-perception and how, under certain conditions, others may perceive his behavior. Understanding this section will empower Geetansh to project the image that will allow him to control the situation.



Geetansh usually sees himself as being:

- ✓ Enthusiastic
- ✓ Outgoing
- ✓ Charming
- ✓ Inspiring
- ✓ Persuasive
- ✓ Optimistic



Under moderate pressure, tension, stress, or fatigue, others may see him as being:

- ✓ Self-Promoting
- ✓ Glib
- ✓ Overly Optimistic
- ✓ Unrealistic



Under extreme pressure, stress, or fatigue, others may see him as being:

- ✓ Overly Confident
- ✓ Talkative
- ✓ Poor Listener
- ✓ Self-Promoter

Descriptors



Based on Geetansh's responses, the report has marked those words that describe his personal behavior. They describe how he solves problems and meets challenges, influences people, responds to the pace of the environment, and how he responds to rules and procedures set by others.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influence	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

Natural & Adapted Style



Geetansh's natural style of dealing with problems, people, pace of events, and procedures may not always fit what the environment needs. This section will provide valuable information related to stress and the pressure to adapt to the environment.



Problems & Challenges

Natural

Geetansh is quite inquisitive and wants to be seen as an outwardly competitive person who is adventuresome by nature. He is results-oriented and likes to be innovative in his approach to problem solving. Geetansh is not necessarily confrontational by nature; but if a problem does exist, he will not turn down the opportunity for confrontation.

Adapted

Geetansh sees the need to be somewhat conservative in his approach to solving problems. He wants to accept challenges but will be calculated in his response.



People & Contacts

Natural

Geetansh is sociable and optimistic. He is able to use an emotional appeal to convince others of a certain direction. He likes to be on a team and may be the spokesman for the team. He will trust others and likes a positive environment in which to relate.

Adapted

Geetansh projects a positive and enthusiastic attitude toward influencing others. He sees the need to be trusting and wants to be trusted.

Natural & Adapted Style



Pace & Consistency

Natural

Geetansh is deliberate and steady. He is willing to change if the new direction is meaningful and consistent with the past. He will resist change for change's sake.

Adapted

Geetansh sees his natural activity style to be just what the environment needs. What you see is what you get for activity level and consistency. Sometimes he would like the world to slow down.



Procedures & Constraints

Natural

Geetansh is independent by nature and somewhat self-willed. He is open to new suggestions and can, at times, be seen as somewhat freewheeling. He is most comfortable in an environment where the constraints can be "loosened" for certain situations.

Adapted

Geetansh shows little discomfort when comparing his basic (natural) style to his response to the environment (adapted) style. The difference is not significant, and Geetansh sees little or no need to change his response to the environment.

Adapted Style



Geetansh sees his present work environment requiring him to exhibit the behavior listed on this page. If the following statements DO NOT sound job related, explore the reasons why he is adapting this behavior.

- ✓ 1. Maintaining an ever-changing, friendly work environment.
- ✓ 2. Positive, outgoing, and friendly behavior.
- ✓ 3. Presenting a practical, proven approach to decision making.
- ✓ 4. Making tactful decisions.
- ✓ 5. Contacting people using a variety of modes.
- ✓ 6. Flexibility.
- ✓ 7. Being a good "team player."
- ✓ 8. Preferring people involvement over task focus.
- ✓ 9. Being cordial and helpful when dealing with new clients or customers.
- ✓ 10. Participative decision making.
- ✓ 11. Optimistic, future-oriented outlook.
- ✓ 12. Being conservative, not competitive, in nature.



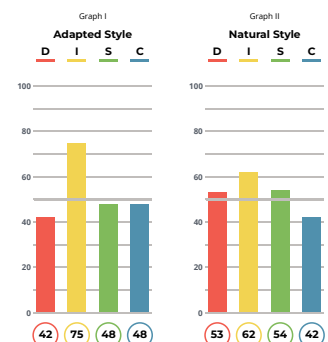
Keys to Motivating



This section of the report was produced by analyzing Geetansh's wants. People are motivated by the things they want; thus wants that are satisfied no longer motivate. Review each statement produced in this section with Geetansh and highlight those that are present "wants."

Geetansh wants:

- ✓ 1. A plan he understands.
- ✓ 2. Group activities outside of the job.
- ✓ 3. To be trusted.
- ✓ 4. Working conditions with freedom to move and to talk to people.
- ✓ 5. A manager who practices participative management.
- ✓ 6. Work assignments that provide opportunity for recognition.
- ✓ 7. Participation in meetings on future planning.
- ✓ 8. Public recognition of his ideas and results.
- ✓ 9. Freedom from control and detail.
- ✓ 10. Rewards to support his dreams.
- ✓ 11. A support system to do the detail work.



Keys to Managing



In this section are some needs which must be met in order for Geetansh to perform at an optimum level. Some needs can be met by himself, while management must provide for others. It is difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Review the list with Geetansh and identify 3 or 4 statements that are most important to him. This allows Geetansh to participate in forming his own personal management plan.

Geetansh needs:

- ✓ 1. To mask emotions when appropriate.
- ✓ 2. Objectivity when dealing with people because of his high trust level.
- ✓ 3. To maintain focus on results and not sacrifice productivity just to make everyone happy.
- ✓ 4. To focus conversations on work activities—less socializing.
- ✓ 5. Better organization of record keeping.
- ✓ 6. Recognition that limits and rules do exist for a reason.
- ✓ 7. More control of body language.
- ✓ 8. People to work and associate with.
- ✓ 9. Help on controlling time and setting priorities.
- ✓ 10. To handle routine paperwork only once.
- ✓ 11. Authority equal to responsibility.
- ✓ 12. Support in doing excessive detail work.
- ✓ 13. To be informed of things which affect him.



Areas for Improvement



In this area is a listing of possible limitations without regard to a specific job. Review with Geetansh and cross out those limitations that do not apply. Highlight 1 to 3 limitations that are hindering his performance and develop an action plan to eliminate or reduce this hindrance.

Geetansh has a tendency to:

- ✓ 1. Take information at face value without validation or substantial investigation.
- ✓ 2. Underinstruct and overdelegate—will rely on personality as opposed to a disciplined approach to follow-up.
- ✓ 3. Be optimistic regarding possible results of his projects or the potential of his people.
- ✓ 4. Overuse praise in motivating others.
- ✓ 5. Act impulsively—heart over mind, especially if his security is not perceived to be threatened.
- ✓ 6. Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- ✓ 7. Trust people indiscriminately if positively reinforced by those people.
- ✓ 8. Make decisions based on surface analysis.
- ✓ 9. Be overly enthusiastic about his own shortcomings (weaknesses) and the shortcomings of others.



Action Plan

Professional Development



1. I learned the following behaviors contribute positively to increasing my professional effectiveness: (list 1-3)

2. My report uncovered the following behaviors I need to modify or adjust to make me more effective in my career: (list 1-3)

3. When I make changes to these behaviors, they will have the following impact on my career:

4. I will make the following changes to my behavior, and I will implement them by _____:

Action Plan

Personal Development



1. When reviewing my report for personal development, I learned the following key behaviors contribute to reaching my goals and the quality of life I desire: (list 1-3)

2. The following behaviors were revealed, which show room for improvement to enhance the quality of my life: (list 1-3)

3. When I make changes to these behaviors, I will experience the following benefits in my quality of life:

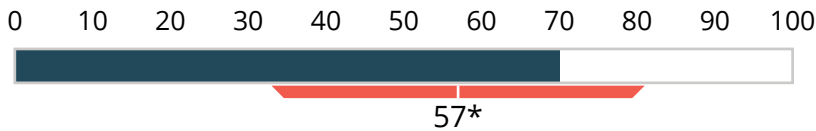
4. I will make the following changes to my behavior, and I will implement them by _____:



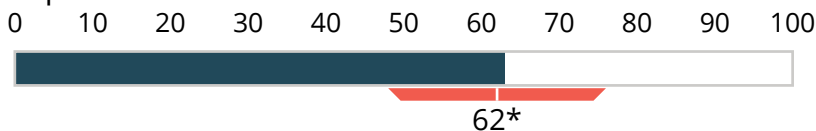
Behavioral Hierarchy

The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

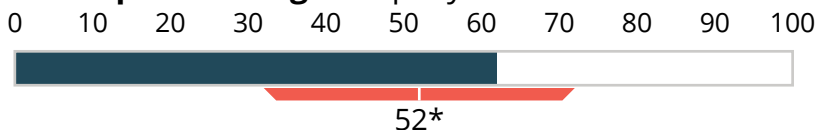
1. Interaction - Frequently engage and communicate with others.



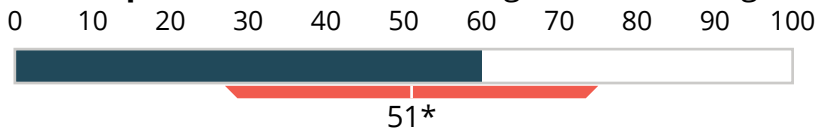
2. Customer-Oriented - Identify and fulfill customer expectations.



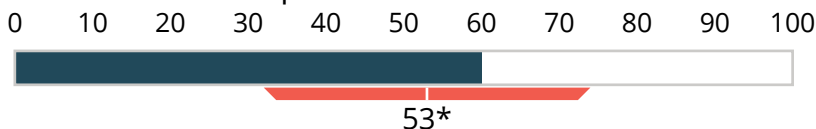
3. Frequent Change - Rapidly shift between tasks.



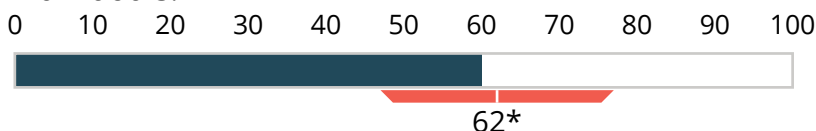
4. Competitive - Want to win or gain an advantage.



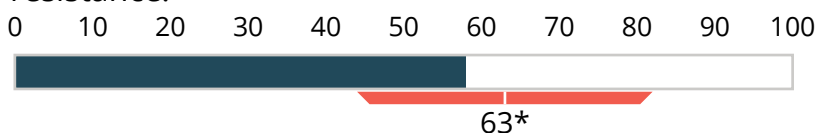
5. Versatile - Adapt to various situations with ease.



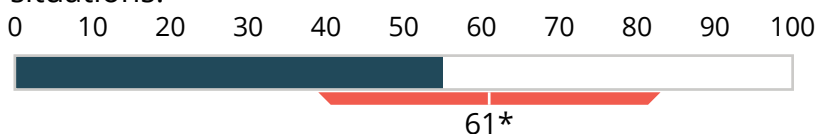
6. People-Oriented - Build rapport with a wide range of individuals.



7. Persistence - Finish tasks despite challenges or resistance.



8. Consistent - Perform predictably in repetitive situations.



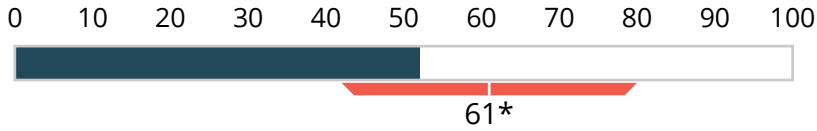
* 68% of the population falls within the shaded area.



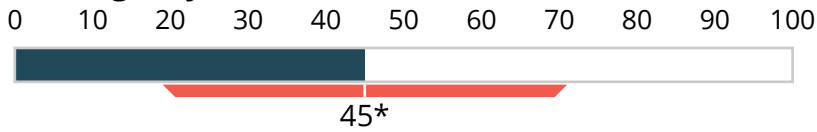
Behavioral Hierarchy



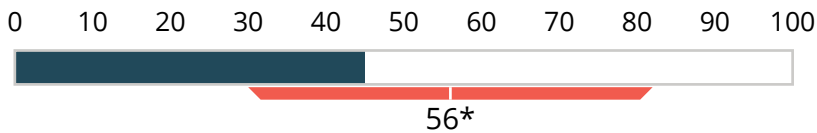
9. Following Policy - Adhere to rules, regulations, or existing methods.



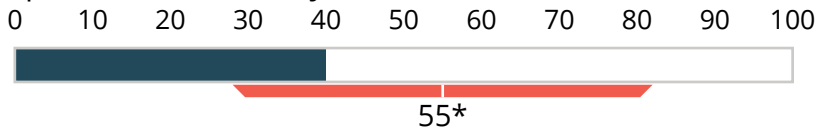
10. Urgency - Take immediate action.



11. Analysis - Compile, confirm and organize information.

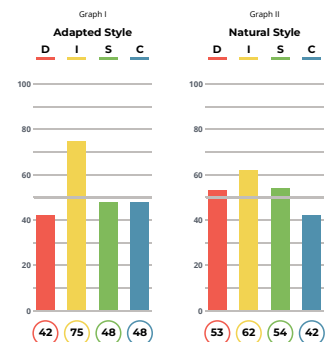


12. Organized Workplace - Establish and maintain specific order in daily activities.



SIA: 42-75-48-48 (03) SIN: 53-62-54-42 (32)

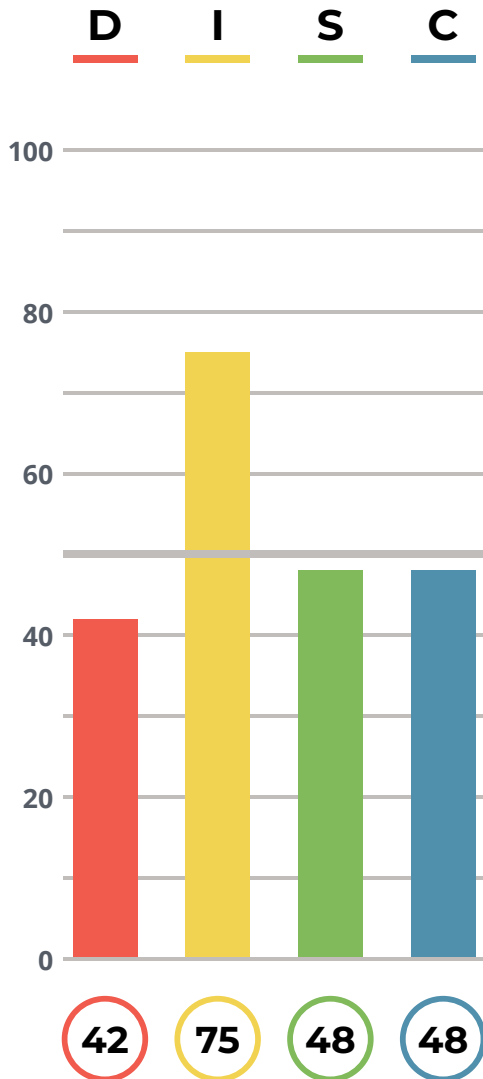
* 68% of the population falls within the shaded area.





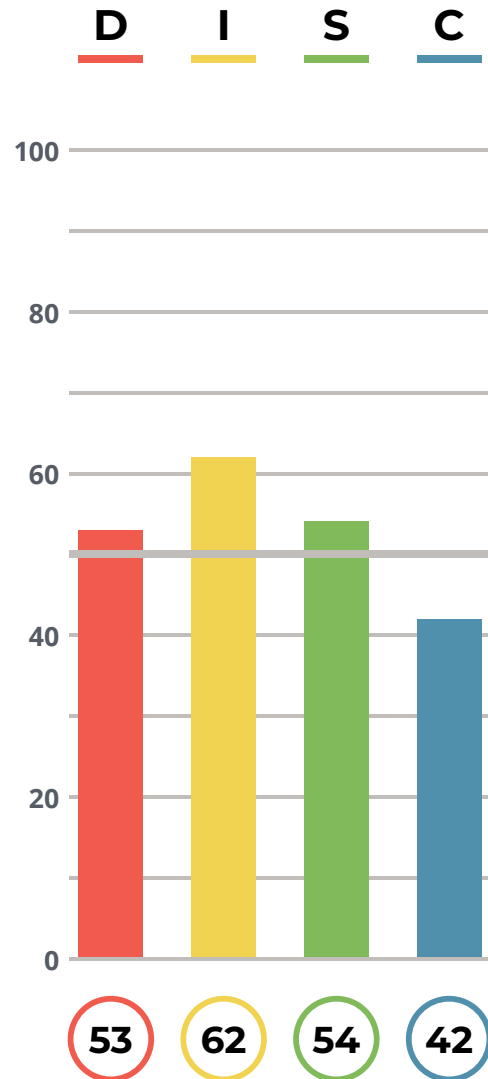
Graph I

Adapted Style



Graph II

Natural Style



The TTI Success Insights® Wheel



The TTI Success Insights® Wheel is a powerful tool first 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 to which you are adapting your behavior.

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.

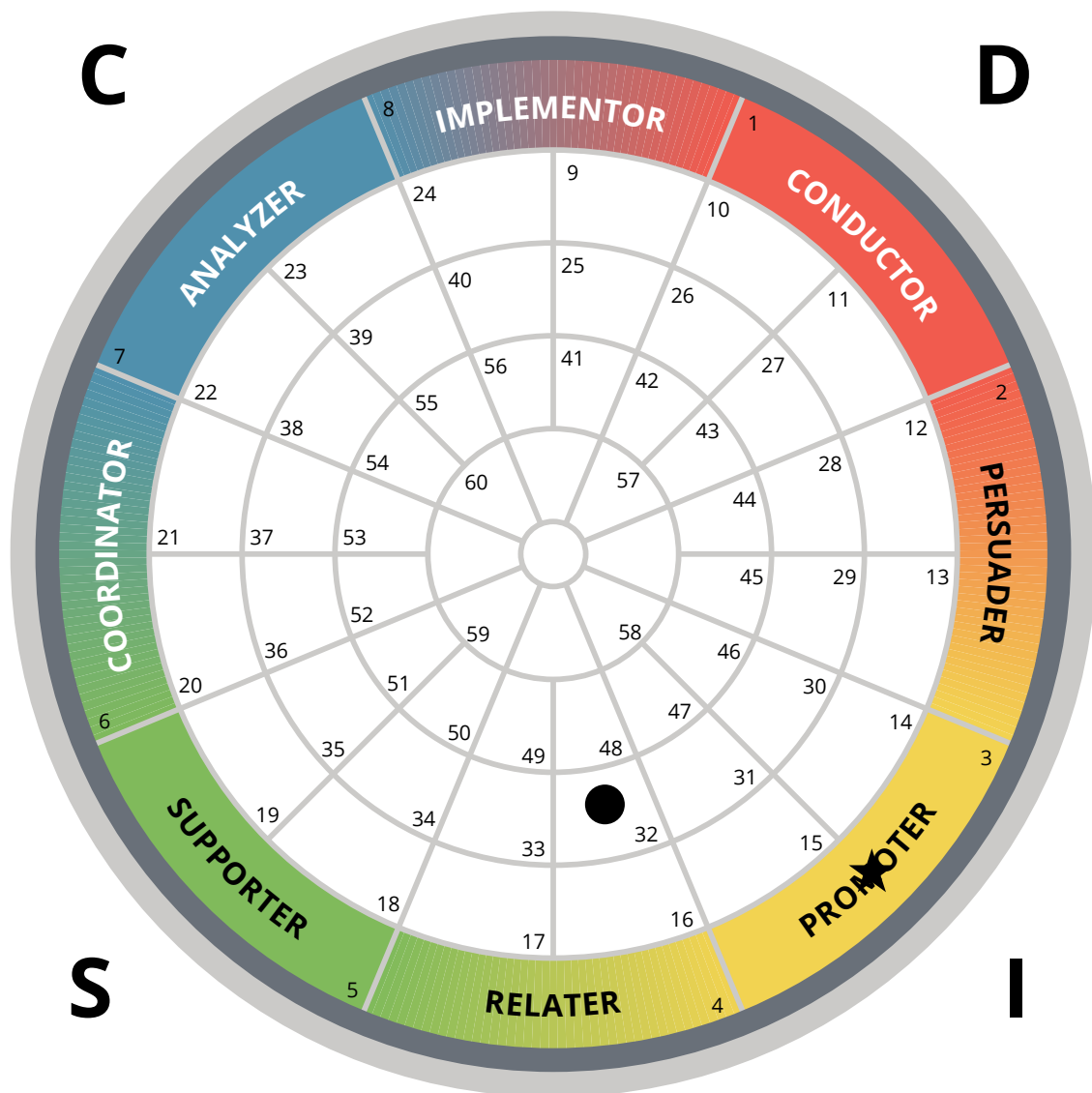
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding, and appreciation can be increased.

The TTI Success Insights® Wheel



Geetansh Jain

covalience
2-18-2025



Adapted: ★ (3) PROMOTER
Natural: ● (32) PROMOTING RELATER (FLEXIBLE)

IN English Norm 2021 R4

T: 5:31