



TTI
SUCCESS
INSIGHTS®

Family Relationships

Adult Version

Sam Sample

1-5-2021

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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.

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 from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

"All people exhibit all four behavioral factors in varying degrees of intensity."

—W.M. Marston

General Statements



Understanding yourself and others is the first step toward developing effective communication. Based on Sam's responses, the report has selected statements to provide a basis for understanding his behavior. Read each statement and discuss it with other family members. Eliminate any statement which EVERYONE agrees does not apply.

- You may require developing skills to challenge your spouse and other family members instead of just acquiescing and agreeing with them.
- You tend to avoid conflict and dissension in dealing with other family members.
- You have difficulty saying "NO", especially if it will lead to confrontation.
- You are good at hearing not only what people say, but what they feel.
- You generally control your emotions and project a modest demeanor.
- You place a high value on the quality of family life.
- You can be influenced by those who speak in a soft and sincere tone.
- To improve as a parent you must maintain your casual, friendly style but work on setting and achieving family goals.
- As a parent you must realize that tension and conflict are unavoidable and that you can produce the desired results if you plan and manage the conflict.
- Family, friends and relatives see you as a very stable, predictable and amiable parent.
- Outwardly you project the image of totally accepting other family members' feelings, but inwardly you may not share any of those feelings if they are critical in nature.
- You would rather solve conflict in the family than be an active participant in the conflict.
- You are often looked upon for advice because of your ability to analyze the problem and also provide support.
- Others feel comfortable around you because there is little fear of your rejecting people who are honest and sincere.
- In social situations you commonly let other people express themselves first and establish the nature of the conversation before volunteering any information.
- You sometimes pretend to agree with other family members although you have no real intention of ultimately consenting to their wants.
- As a parent you need to be a little less sensitive to what other family members are thinking.

General Statements



- You should practice being more direct and open and sharing your thoughts and ideas with other family members.
- Cleaning the house sometimes is not nearly as important to you as members of the family having fun and enjoying life.
- Your listening skills often put other family members totally at ease.
- You can be very influential with other family members because of your listening and questioning skills.
- At times you tend to agree just to keep peace in the family and you may fail to share your own emotions or reservations about a particular project or decision.
- Dependent upon the style of other family members, you may require being more direct to get some of your points across.
- You are a grudge holder because you don't share your emotions at the time you are in disagreement with other family members.
- As a parent you have a need to talk and act only after you have collected sufficient facts to warrant a discussion.
- You are slow to change your way of doing things and may be put under pressure by family members who like change and want to do the "IN" things.

Checklist for Communicating



This section of the report provides methods for communicating with Sam. Read and discuss each statement. Identify those statements which are most important to Sam. Share these statements with other family members. Make a list and practice using them in your daily communication with Sam.

- Define clearly individual contributions.
- Look for hurt feelings, personal reasons, if you disagree.
- Provide personal assurances, clear, specific solutions to problems.
- Give him time to be thorough, when appropriate.
- Support his principles; use a thoughtful approach. Listen to the pros and cons to any suggestion you make.
- Make an organized presentation of your position, if you disagree.
- Talk casually, informally.
- Present your case softly, non-threateningly with a sincere tone of voice.
- Approach him in a straightforward, direct way.
- Draw up a scheduled approach to implementing action with a step-by-step timetable; assure him that there won't be surprises.
- Provide solid, tangible, practical evidence.
- Prepare your "case" in advance.

Don'ts on Communicating



This section of the report lists the things NOT to do when communicating with Sam. Read each statement and identify those that result in frustration or ineffective communication. Share them with all family members so they can refrain from using these methods.

- Don't be disorganized or messy.
- Don't manipulate or bully him into agreeing, because he probably won't fight back.
- Don't leave things to chance or luck.
- Don't offer assurance and guarantees you can't fulfill.
- Don't be vague about what's expected of either of you; don't fail to follow through.
- Don't threaten, cajole, wheedle, coax, or whimper.
- Don't patronize or demean him by using subtlety or incentive.
- Don't keep deciding for him, or he'll lose initiative; don't leave him without backup support.
- Don't dilly-dally.
- Don't make statements about the quality of his work unless you can prove it.
- Don't be giddy, casual, informal, or loud.
- Don't force him to respond quickly to problems; don't say "Here's how I see it."
- Don't say "trust me" - prove it.

Descriptors



Based on Sam'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

Action Plan



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:

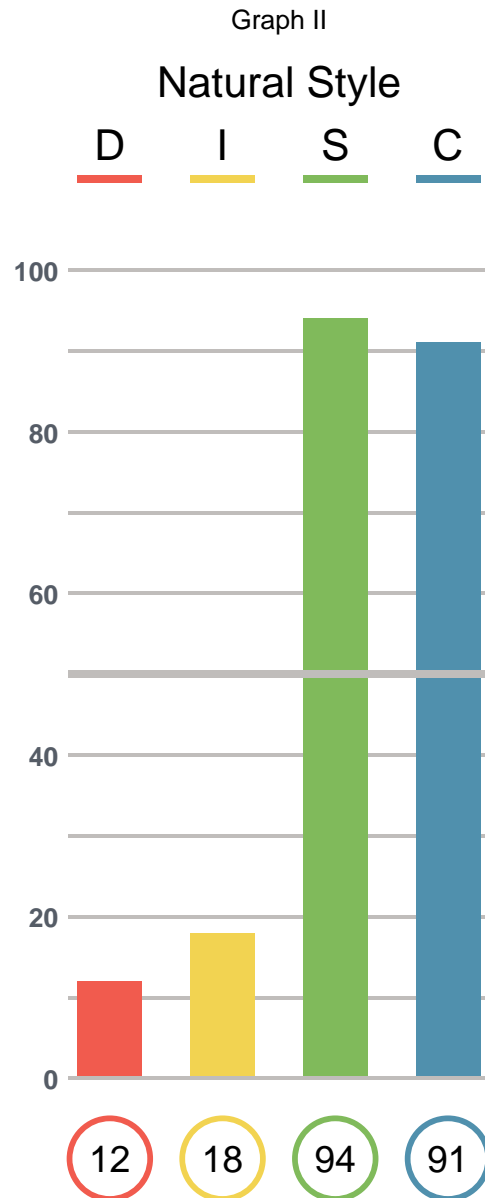
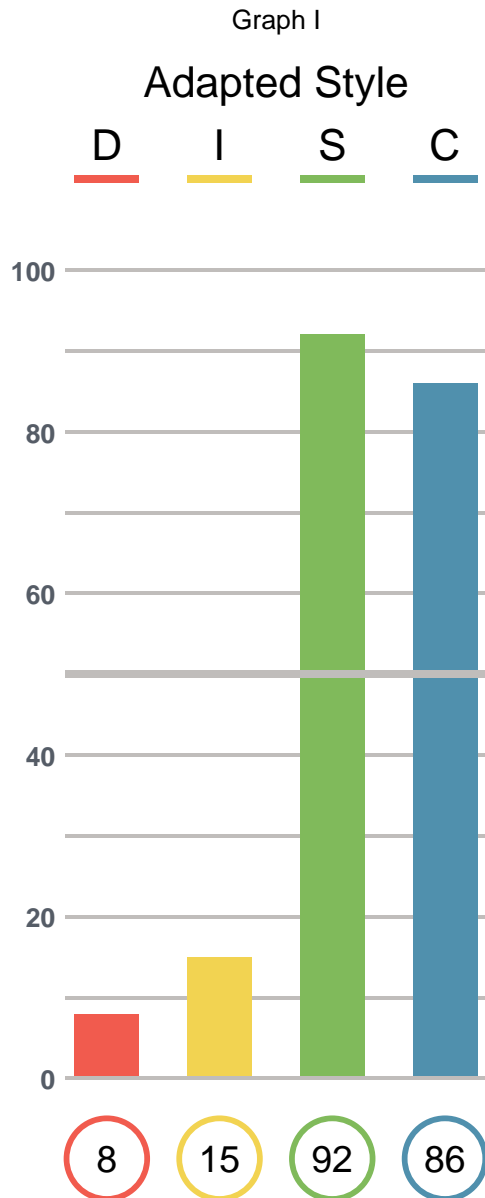
- 1.
- 2.
- 3.

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: _____



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1-5-2021
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Sam Sample

The TTI Success Insights® Wheel



The TTI 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.

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.

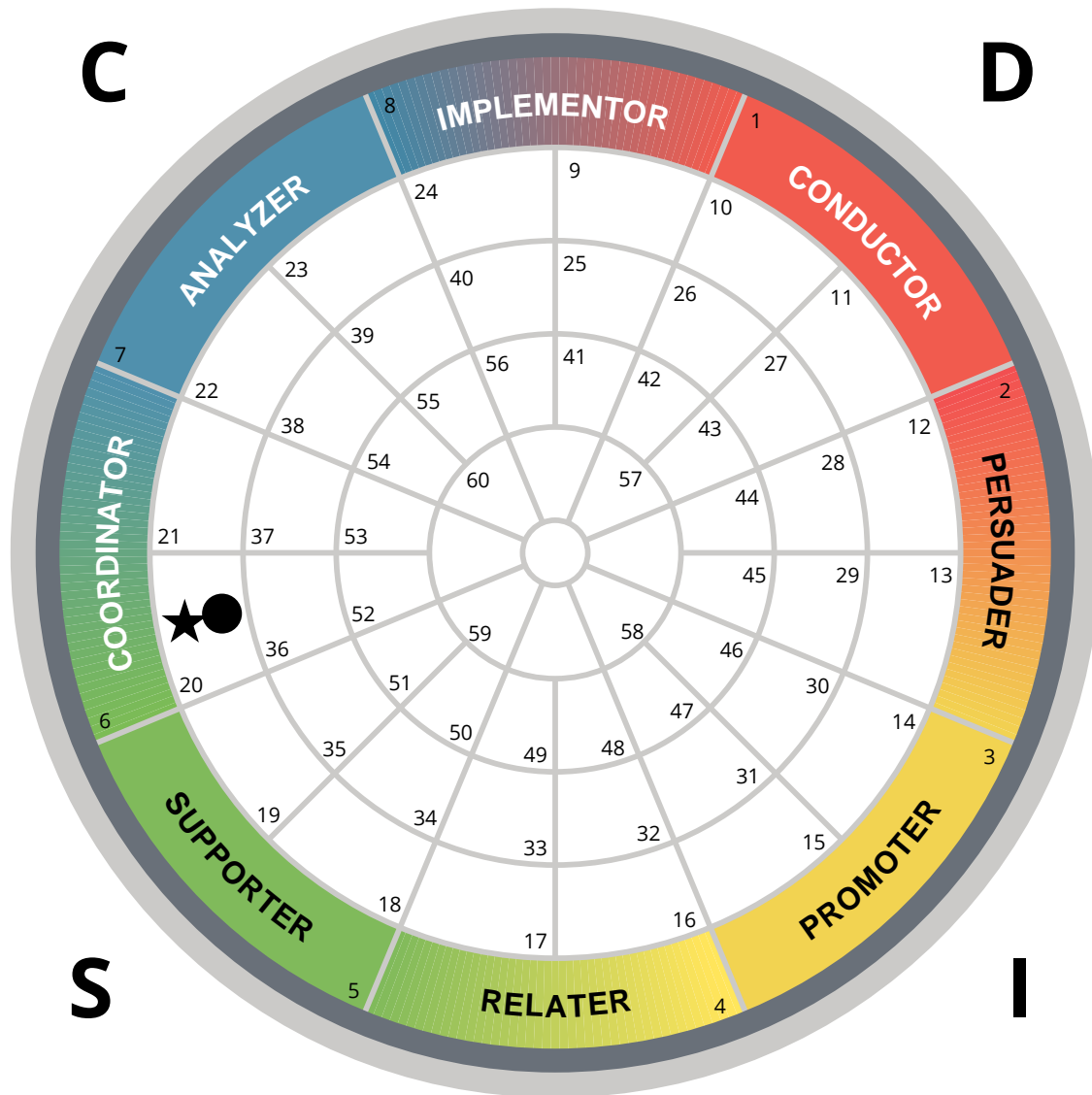
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able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

The TTI Success Insights® Wheel



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1-5-2021



Adapted: ★ (20) SUPPORTING COORDINATOR
 Natural: ● (20) SUPPORTING COORDINATOR
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