



TTI Relationship Insights™

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

Courtney Glover

6-5-2008



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 will generally not act impulsively. As a result, others around you may perceive a slowness of thought or action. This results not from slow thinking, but from complete analysis of the situation before acting. You prefer not to seek quick personal relationships, but rather build relationships slowly. Once your relationships are formed, they tend to be lasting. You may appear to others as hesitant rather than decisive, although you become decisive once all the facts are gathered and evaluated. You will not make a decision unless certain that analysis is complete. Your response indicates a strong need to be precise. This projects into the social environment by the need to have a place for everything and everything in its place.

You are generally critical (internally) of the activities of self and others. This nature is seldom seen at first because you internalize the criticism. You take a problem-solving approach to most new situations. You usually show a stronger orientation toward ideas and concepts than toward feelings. You prefer study and analysis to immediate action. Sometimes a strength becomes a weakness if overextended. Your inherent perfectionism may be a tension point for others. You feel that if someone else executes an activity it may not be done "the right way." When in decision-making roles, you will usually want to collect many facts and opinions before making a decision.



GENERAL STATEMENTS

Because you may not call attention to your own accomplishments, you may benefit from others giving recognition to you occasionally. Constant recognition may make you feel uncomfortable. When asked about your opinions, you may not share your ideas or opinions openly with those asking. You remain rather self-contained in social situations. Some may perceive you as aloof, but it's really caution. In new interpersonal situations, you may appear hesitant in relationships with others, and not easily risking or extending trust. This relates to your rather self-contained and cautious manner. You value quality relationships over quantity relationships. While others may boast of hundreds of acquaintances, you will find security in deep relationships with a smaller number of people.



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:

- Freedom from pressure to perform or to act quickly without precedent.
- More time in the day for both work and play.
- Security and safety procedures around the house: fire safety, smoke detectors, electronic security systems, etc.
- Others to "catch up" to your speed of doing things.
- Others to behave with the same sense of urgency.
- Freedom from boredom and routine.
- Others to work and play as hard as you do.
- Detailed information about major decisions with complete instructions.
- Time to adjust to change.
- Many activities, so there is never a dull moment.
- A variety of activities.
- Recognition for your concern for quality relationships.



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.

- Make certain small details are taken care of before starting things.
- "The anchor of reality" in highly emotional situations.
- Being a good citizen.
- Cause action--make sure things get done.
- Initiate new activities.
- Set standards for others to live up to.
- Results-oriented. Keep on target.
- Maintain high standards for yourself and others.
- Self-starter--won't wait until told to do something.
- Tenacious--show perseverance--stick to it until it's done.
- Bring things back to earth when too much dreaming is going on.
- Challenge-oriented.



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 results, not the person, if you agree.
- Use a thoughtful approach.
- Motivate and persuade by referring to objectives and RESULTS.
- If you agree, follow through with your end of the agreement.
- If you disagree, organize your thoughts before confronting your partner.
- Present ideas logically--be efficient.
- Approach in an honest, sincere manner.
- Ask specific questions--preferably "WHAT" questions.
- Be on time.
- Be ready at the exact time.
- Prepare for demanding questions, and perhaps objections.



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 threaten, cajole, coax or whine.
- Don't try to persuade or convince by "personal" means.
- Don't fail to follow through with the commitment.
- Don't be disorganized, messy or forget things.
- Don't drop your end of the plans or activities.
- Don't be messy or haphazard.
- Don't talk down.
- Don't say it unless you mean it.
- Don't let it reflect on the other person if you disagree.
- Don't be vague, or leave cloudy issues.
- Don't leave things to chance or luck.
- Don't be disorganized.



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 are quiet and reticent, preferring not to verbalize feelings.
- You pass the buck to others.
- You become defensive when threatened.
- You get bogged down in details or perfectionistic routines in getting things done.
- You rely on others to make certain high-risk decisions pertaining to the relationship, rather than leading or helping in the decision process.
- You mentally "collect" the errors and mistakes of others to save up and defend your position.



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: _____

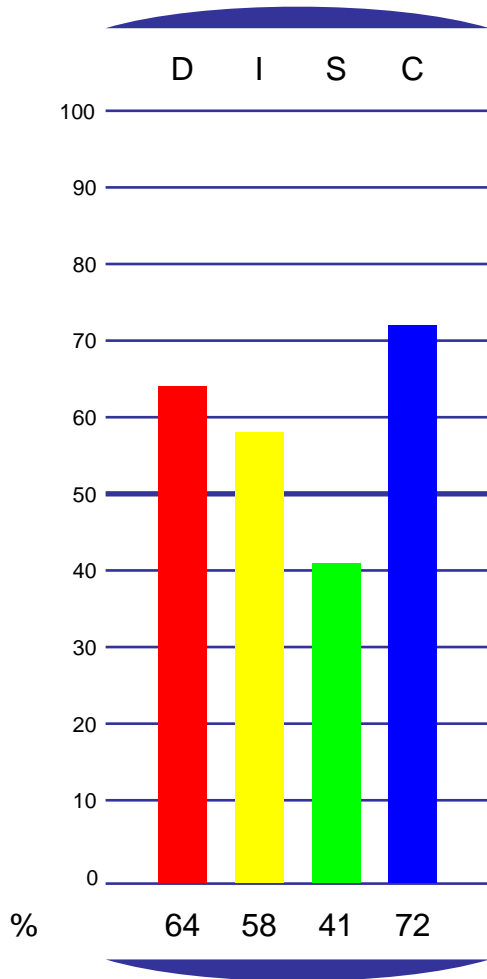


STYLE INSIGHTS® GRAPHS

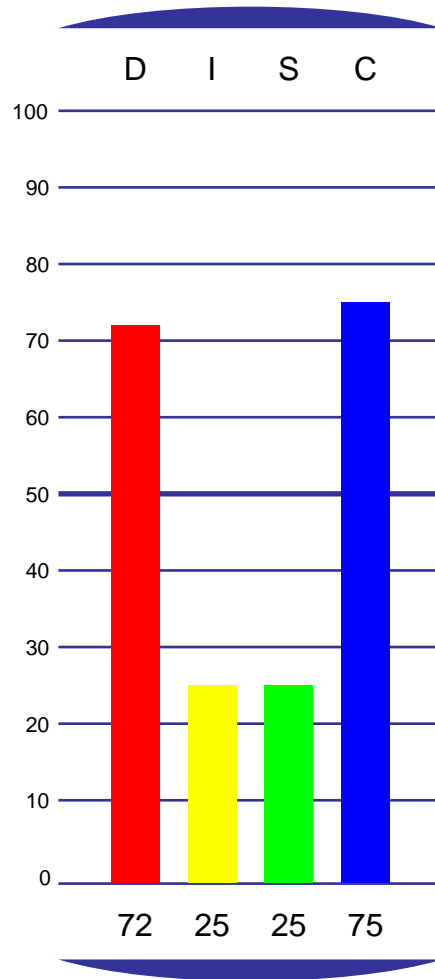
Courtney Glover

6-5-2008

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.

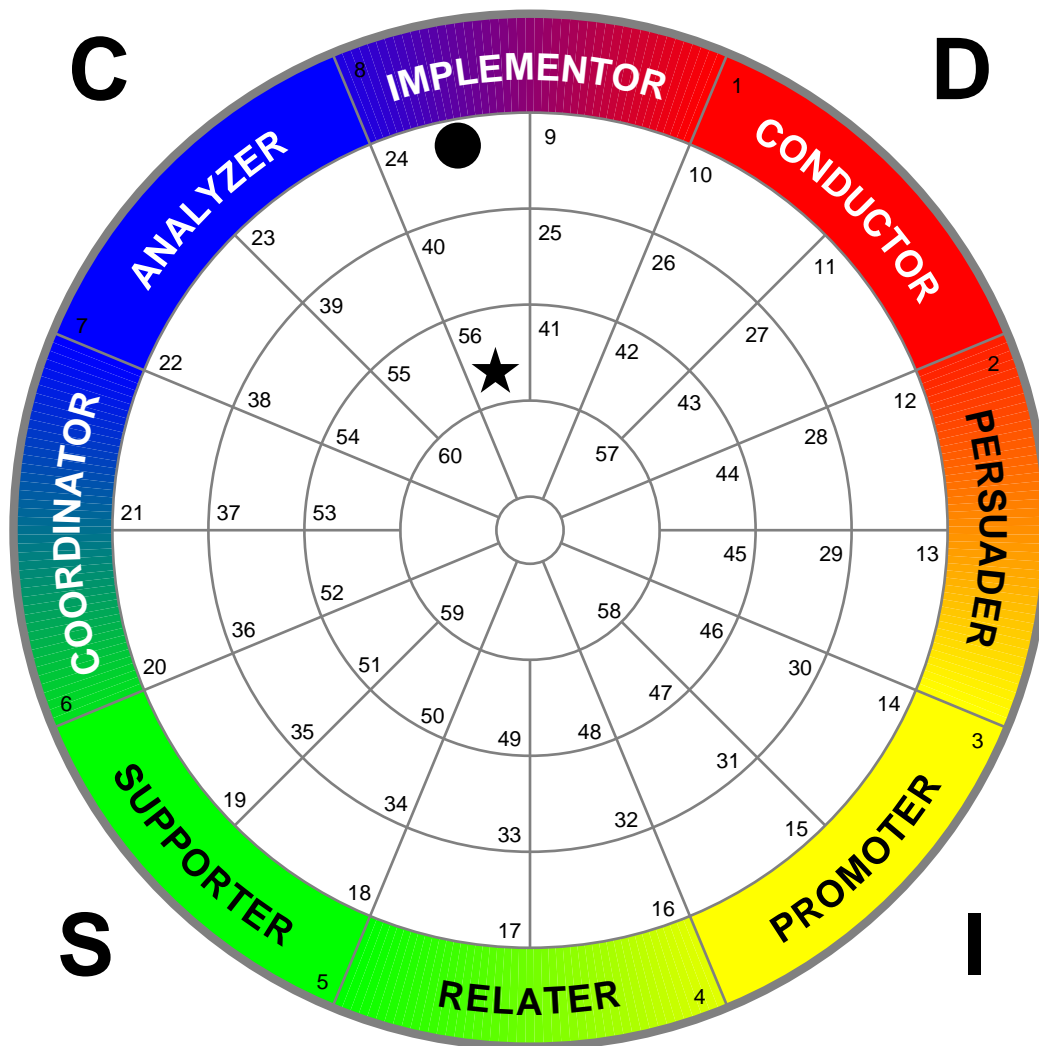
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able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



THE SUCCESS INSIGHTS® WHEEL

Courtney Glover

6-5-2008



Adapted: ★ (56) ANALYZING IMPLEMENTOR (ACROSS)

Natural: ● (24) ANALYZING IMPLEMENTOR

Norm 2003