



TTI SI FIVE SCIENCES

BEHAVIORS

Success in life, work and relationships stems from understanding and having a sense of self – of deeply comprehending who you are, what you do and how you do it.

The research-based, validated TTI Success Insights assessment we use at **Projectivity Solutions** measures Behaviors in five behavioral dimensions using the DISC theory. DISC measures Dominance, Influence, Steadiness and Compliance and was first developed by William Moulton Marston.

Our Behaviors/DISC assessment is key in helping people understand HOW they behave and their ability to interact effectively with others in work and life, as well as how they respond to the following challenges:

- Problems and challenges
- Influencing others
- Pace of environment
- Rules and procedures

MOTIVATORS

Whereas Behaviors illustrate the HOW of our actions and decision-making, Motivators explain the WHY behind your actions and passions.

Motivators, based on Eduard Spranger's theory of human motivation, are the windows through which an individual views the world. These intrinsic motivations explain the key driving forces about someone's on-the-job performance and why they act a certain way.

TTI Success Insights' assessments measuring Motivators examine the relative prominence of six basic interests (or Motivators; ways of valuing life) and include:

- Theoretical — The discovery of truth
- Utilitarian — Money and what is useful; ROI
- Aesthetic — Form and harmony
- Social — An inherent caring for people; helping others
- Individualistic — Personal power, influence and renown
- Traditional — A system for living

ACUMEN

Possessing a high level of acumen means someone has the ability to make good judgments and quick decisions due to their natural abilities and/or capacities.

A person's acumen — or keenness and depth of perception or discernment — is directly related to his or her level of performance. The stronger a person's acumen, the more aware that person is of their reality.

TTI Success Insights' assessments measuring Acumen examine the dimensional balance of six areas as they pertain to internal and external factors:

- Understanding others
- Practical thinking
- Systems judgment
- Sense of self
- Role awareness
- Self direction



TTI SI FIVE SCIENCES CONTINUED

COMPETENCIES

For many jobs, it's not always the technical skills that will catapult employees to success, but rather the personal skills, or "soft skills," that are often transferable to different jobs.

In the workplace, it's these intangible, indefinable soft skills, such as leadership, persuasion and playing well with others, that complement one's technical knowledge. These are the qualities that define us as people and are typically bottom line indicators of employee job performance.

TTI Success Insights' assessments measuring competencies examines the level of development of 23 unique personal skills, ranking them from the most well developed skill to the one requiring the greatest level of further development.

While not every job requires the development of all 23 competencies, TTI Success Insights examines the following personal skills:

- Analytical problem solving
- Conflict management
- Continuous learning
- Creativity/Innovation
- Customer service
- Decision making
- Diplomacy
- Empathy
- Employee development/Coaching
- Flexibility
- Futuristic thinking
- Goal orientation
- Interpersonal skills
- Leadership
- Management
- Negotiation
- Personal effectiveness
- Persuasion
- Planning and organizing
- Presenting
- Self-management
- Teamwork
- Written communication

EMOTIONAL INTELLIGENCE (EQ):

The ability to understand one's own and other people's emotions in the decision-making process is critical in facilitating high levels of collaboration and productivity and achieving superior performance in the workplace.

With rapidly changing conditions in the business world, individuals with high emotional intelligence (EQ) have greater mental health, exemplary job performance and strong leadership skill.

TTI Success Insights' assessments measuring EQ examine five key areas as they pertain to intrapersonal and interpersonal relations:

- Self awareness — Understanding one's moods, emotions and drives, as well as their effect on others
- Self regulation — Ability to control or redirect disruptive impulses and moods; also to think before acting
- Motivation — Passion to work for reasons beyond money or status; pursuit of goals with energy and persistence
- Empathy — Ability to understand the emotional makeup of other people
- Social skills — Proficiency in managing relationships and building networks

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