



TTI Success Insights®
Work Environment™ Version

Sales
ABC Company
Steven Sample's perception
10-26-2009



"Be Daring, Be First, Be Different."

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INTRODUCTION

Every job that requires human effort has a work environment. That work environment can be best described in terms of behavior. Simply put, "If the job could talk, what behavioral characteristics would it ask for?" When you match the behavioral style of the person to the job, the person will be better able to perform the job requirements. If the behavior of the person does not match the job, there will be tension between the job and the person's natural behavior, which may affect longevity and work performance.

This report identifies how a person perceives a job. Most people tend to perform a job based on their perception of how the job should be done. By reading this report, you can identify and correct any erroneous perceptions of the job.



WORK ENVIRONMENT

Our changing work environments require the need to clearly focus on the behavioral job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use the report to clarify the behavioral demands of the job.

Steven's perception overview:

- Accuracy and adherence to high standards.
- Ability to concentrate on details.
- Analytical skills.
- Detail task that requires adherence to quality.
- Weighing pros and cons before making major decisions.
- Policy and procedures to follow.
- High standards and time to achieve.
- Detailed job description in writing.
- Tangible results although some task may be repetitive.
- Responsibility with authority limited to specific areas.
- Sensitivity to errors and mistakes.
- Time to complete task right the first time.
- Limited confrontation.
- Tangible task with some task being repetitive.
- Security and predictable work task.
- Strong adherence to safety rules.



WORK ENVIRONMENT

- Abstract thinking to discover more effective work methods.
- Willingness to adapt rather than confront.
- A plan for what is to be done with time allocated.
- Task to take precedence over people.
- Logical thinking.
- Advancement based on skills and knowledge.
- Data gathering before making decisions.
- Power and authority based on expertise and position.
- Limited contact with people.
- Working alone or with a small team.
- Responsibility with limited authority.



DOMINANCE - CHALLENGE

This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas. Analyze carefully.

Steven's perception:

1. Some rules and procedures to follow.
2. More emphasis on quality than on efficiency.
3. Adaptability.
4. Leadership by example.
5. Limited scope of activities.
6. Analysis of data before making a decision.
7. Patience.



INFLUENCE - CONTACTS

This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.

Steven's perception:

1. Working with things.
2. Sincere approach to helping others.
3. Consider facts and data in making decisions.
4. Time to react to change.
5. Logical approach without ignoring peoples needs.
6. Coaching and counseling.
7. Reflective approach to work activities.
8. Participatory management.



STEADINESS - CONSISTENCY

This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.

Steven's perception:

1. Patience.
2. Ability to listen.
3. Working within the system.
4. Task oriented concentration.
5. Follows through on task.
6. Limited change in work activities.
7. Team participation.
8. Security for self and others.
9. Job description in writing.
10. Consistent performance.
11. Sincere approach to working with people.
12. Friendly environment.



COMPLIANCE - CONSTRAINTS

This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

Steven's perception:

1. Rules and procedures.
2. Quality control.
3. Systematic approach to work.
4. Thinking before acting.
5. Analysis of facts and data.
6. Clarification of responsibility and authority.
7. Clean work station.
8. Disciplined use of time.
9. Balanced judgment.
10. Clarification of data.

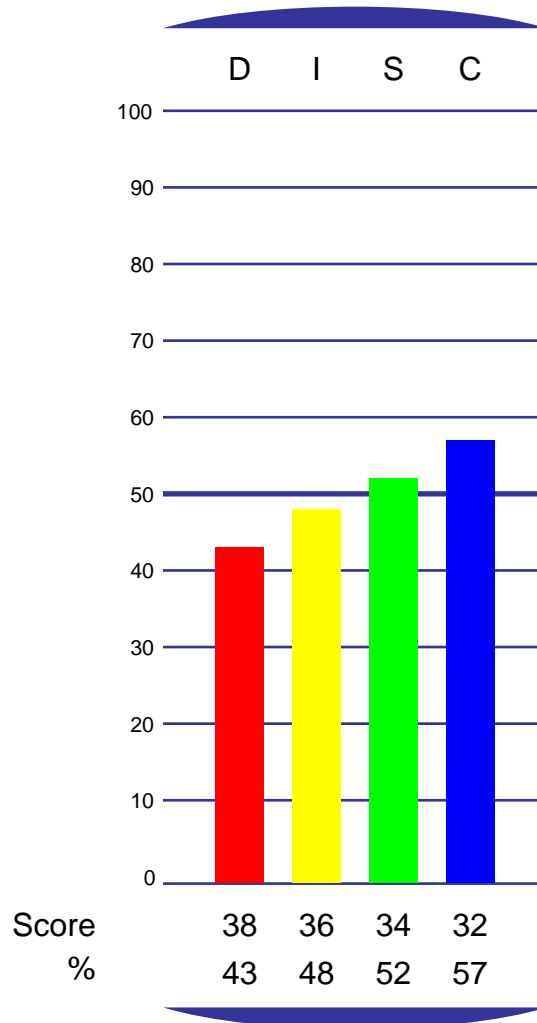


WORK ENVIRONMENT™

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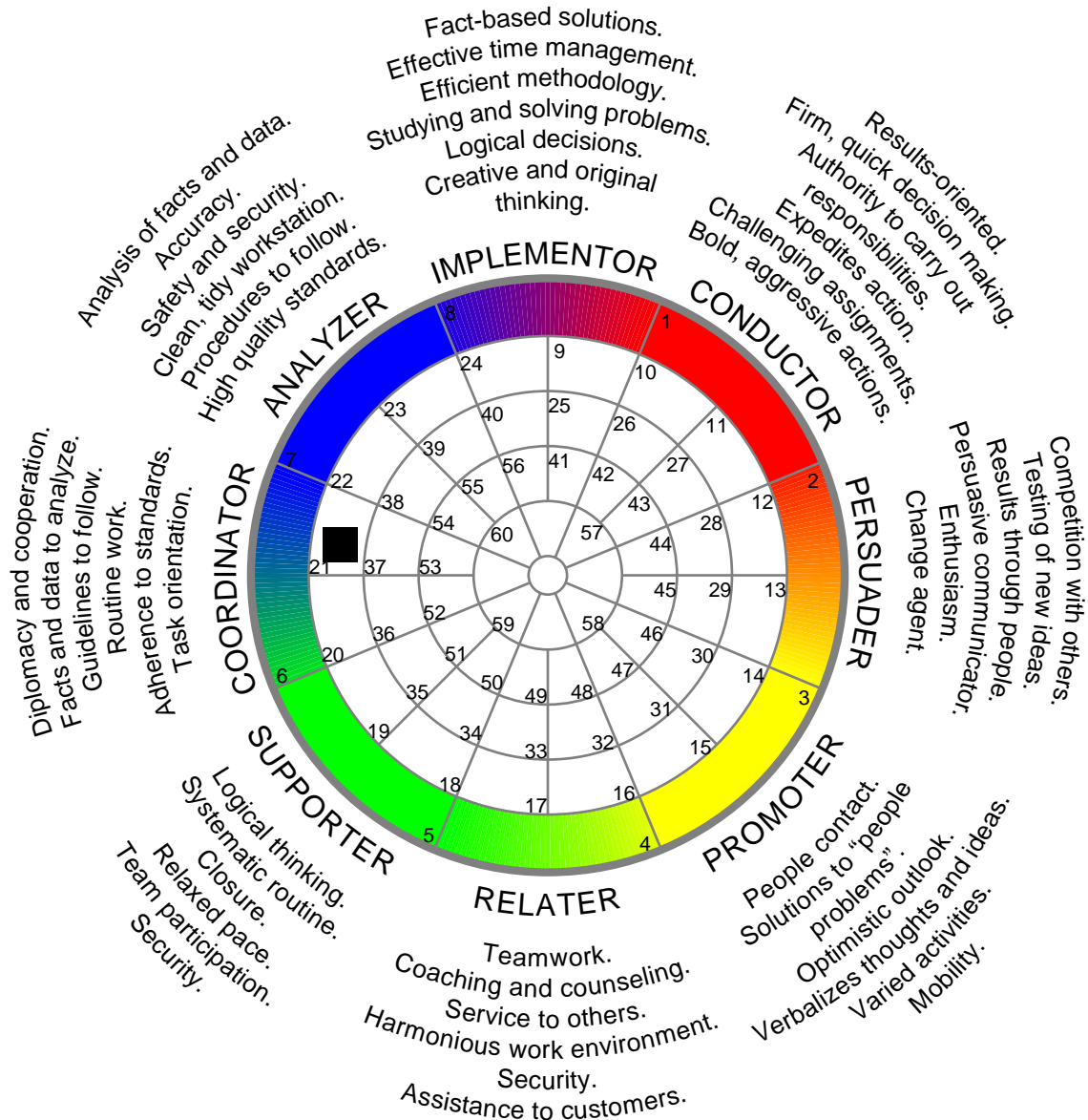


THE SUCCESS INSIGHTS® WHEEL

Steven Sample

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Work Environment: ■ (21) ANALYZING COORDINATOR

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