

Introduction to

The Success Discovery Process

Discovering and Using Your Talents

An investment of just 60 minutes of your time with this process will bring you unlimited results.

If I Knew Then...

Have you ever said or done something you wish you hadn't?

OR

Have you ever regretted the way you handled a situation?

- What situation in your life comes to mind?
- Who were the people involved?
- Was it a personal or professional situation?
- Looking back, how did you feel about the outcome?

The purpose of the Success Discovery Process is to help you minimize your regrets and maximize your success. An important element of the process is to help you acknowledge talents you know you have and discover talents you may not have known you had. In addition, this process will help you find new ways or words to use when talking about yourself to others. This process will also help you to relate more effectively with others. The better you understand yourself, the better you will be at getting what you want. In fact, what you don't know about yourself could keep you from getting what you want.

What you are about to experience is a process that will give you priceless insight into yourself. This insight will help you to know when and where to use your talents. Knowing this information will become one of your most valuable assets.

Throughout this process there will be many questions to ask yourself as well as memories that will come back to you. Take your time and do some soul searching. This is a time to reflect on what you are learning about yourself. How do you feel about what you are learning about yourself? Wouldn't you like to know more about the people in your life at work or at home? What can you lose? What can you gain?

General Characteristics

Please turn to the "General Characteristics" section of your report.

From paragraph 1, list three statements that describe talents you would like others to know about you.

1. _____
2. _____
3. _____

- How are you currently utilizing these talents?
- What decisions have you made that allowed you to use these talents?
- How are you using these talents when communicating with others?

From paragraph 2, list three statements that describe problem solving and decision-making talents you would like others to know about you.

1. _____
2. _____
3. _____

- How are you using these talents to achieve success?
- How are these talents helping or hurting you?
- How are you using these talents in your personal or professional life?

From paragraph 3, list three statements that describe communication talents you would like others to know about you.

1. _____
2. _____
3. _____

- How are you using these talents on a daily basis?
- Are you using these talents more in your personal or professional life?
- With whom would you like to share this information?

TTI Success Insights™ Collection

Management-Staff™ Version



LEVERAGING TALENT IN THE WORKPLACE

Talent is a combination of many factors, one of which is behavior. The TTI Success Insights™ Management-Staff Version is a report that not only defines unique behavior, but guides the respondent and his/her manager in leveraging it for success.

COMPUTERS HAVE MANUALS—WHY NOT PEOPLE?

The key to successful people management and personal growth is knowledge of what is unique about each person's talents. With the knowledge provided by the Management-Staff report, people can be effectively coached in maximizing their strengths to achieve the organization's goals. Apply the results of the Management-Staff report to create improved morale, increased productivity, personal development plans, and win-win situations for both staff and managers throughout the organization.

EASILY ACCESSIBLE ON THE INTERNET

The Management-Staff report is easily created through the completion of a 24-question, online instrument named TTI's Style Insights™. This highly validated instrument is available on the Internet for authorized respondents to access. The completed Style Insights™ produces a comprehensive, personalized report with information unique to the respondent's behavior in the following areas:

- General Characteristics
- Value to the Organization
- Checklist for Communicating
- Don'ts on Communicating
- Communications Tips (for use with others)
- Ideal Environment (behavioral fit)
- Perceptions (self and others)
- Descriptors
- Natural and Adapted Style (comparison)
- Adapted Style (details)
- Keys to Motivating
- Keys to Managing
- Areas for Improvement
- Action Plan
- Behavioral Hierarchy
- Style Insights™ Graphs
- Success Insights® Wheel

VALUABLE APPLICATIONS FOR TALENT MANAGEMENT

The Management-Staff report can become an extremely valuable contribution to talent management throughout an organization. Its insights and versatility make it ideals for multiple applications, such as:

New Employee Orientation. Pave the way to success for new employees, their managers and the entire organization by communicating and leveraging their strengths from the beginning.

Employee Development and Performance Plans. Identify important personal development priorities with existing employees to maximize their ongoing contributions and identifying their potential for advancement.

Retention Strategies for Key Employees. Set an effective strategy for retention of key employees through making an effort to recognize their unique strengths and build individual career plans with them. Often, this is the key to gaining commitment to your organization.

Coaching and Mentoring Top Talent. Produce a practical working plan for leading both employees and managers to more effective working relationships and improved results.

Conflict Resolution. Create an objective framework for addressing behavioral conflict in the organization to the benefit of everyone.

Improved Communications and Change Management. Facilitate company mergers and reorganizations through improved communications resulting from the knowledge of human behavior and its contribution to successful change.

WHAT IS YOUR COMPANY'S TALENT MANAGEMENT STRATEGY FOR SUCCESS?

Make the Management-Staff report part of your organization's strategy for laying the groundwork to meet today's growing business challenges!

Provided By:

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GENERAL CHARACTERISTICS

Joan is a critical and systematic thinker, and this strength may not be easily recognized by others. She takes pride in her competence or her ability to understand all the facts of a situation. She is good at concentrating on data while looking for the best method of solving the problem. She likes to assemble facts and data before making decisions. This allows her time to review the facts and think about the decision to be made. She can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront.

Joan enjoys analyzing the motives of others. This allows her to develop her intuitive skills. She can be outgoing at times. Basically introverted, she will engage in social conversation when the occasion warrants. She is intuitive and is able to ask good questions in order to get the critical, complete information she seeks. People who show up early or late for appointments may upset her, since her work plans are disrupted. Joan makes an agenda and prefers that others not change it. Joan likes to ask questions to clarify the communications. She gathers data in order to be certain she is correct in her work, communications or decision making. She prefers meetings that start and finish on time. She may get upset with people who do not adhere to rules and how things "should be done." She has a low trust level with strangers. This becomes apparent when she asks specific and perhaps blunt questions. Joan's work represents her true self and she will take issue when people attack the quality of her work.