



**TTI Success Insights®**  
**INTERVIEWING INSIGHTS™**  
General Version

**Charlie Hall**  
3-25-2008



**Cool Springs Insights**

Strong Team. Strong Bottom Line.  
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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.

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 which are true or areas of behavior in which tendencies are shown. This valuable information will enable you to thoroughly prepare and conduct the selection/interview process by providing you with a deeper understanding and knowledge of how the candidate can best fit the position you have to offer.



## GENERAL CHARACTERISTICS

*Based on Charlie's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Charlie's natural behavior.*

Charlie wants to be seen not only as a team player, but also as a leader of the team. He, an outgoing person, feels at home with strangers. He prefers working for a participative manager. He does his best work in this kind of environment. He is good at creating enthusiasm in others. Charlie is optimistic and usually has a positive sense of humor. He has a strong ego and usually projects this ego in friendly terms. He is driven by status and power. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. Charlie wants to be seen as his own person, but usually projects it in friendly terms. He likes to develop people and build organizations.

Charlie usually makes decisions after gathering some facts and supporting data. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. He can make decisions even though some of the facts to support the decision may be missing. He likes to be involved in the decision-making process. Charlie believes rules exist to serve rather than to be followed by him. He likes working for managers who make quick decisions. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He may be inconsistent in disciplining others.

Charlie will optimistically interact with people in an assured, diplomatic and poised manner. He judges others by their verbal skills and warmth. He will know many people. He has a tendency to be a



## GENERAL CHARACTERISTICS

name dropper. He may do this without thinking, trying to establish rapport with people he may not know well. He may have a tendency to oversell certain styles. Charlie will often verbalize his need to be his own person. He is good at negotiating conflict between others. Charlie feels that "if everyone would just talk it out, everything would be okay!" He is comfortable with most people and can be quite informal and relaxed with them. Even when dealing with strangers, Charlie will attempt to put them at ease. Some see him as too talkative and emotional.



## IDEAL ENVIRONMENT

*This section identifies the ideal work environment based on Charlie's basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. People with flexibility use intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Charlie enjoys and also those that create frustration.*

- Assignments with a high degree of people contacts.
- Forum to express ideas and viewpoints.
- Democratic supervisor with whom he can associate.
- Tasks involving motivated groups and establishing a network of contacts.
- Evaluation based on results, not the process.
- Freedom of movement.
- Work tasks that change from time to time.
- An innovative and futuristic-oriented environment.



## VALUE TO THE ORGANIZATION

*This section of the report identifies the specific talents and behavior Charlie brings to the job. By looking at these statements, one can identify his role in the organization. The organization can then develop a system to capitalize on his particular value and make him an integral part of the team.*

- Self-starter.
- Competitive.
- Change agent--looks for faster and better ways.
- Challenge-oriented.
- Challenges the status quo.
- Will join organizations to represent the company.
- People-oriented.



## INTERVIEW QUESTIONS

1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you don't like?



Charlie Hall

3-25-2008

**MOST**

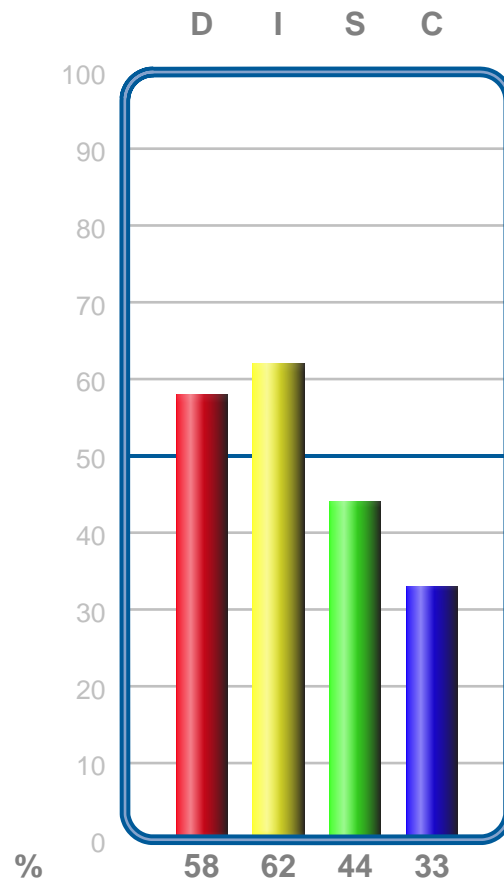
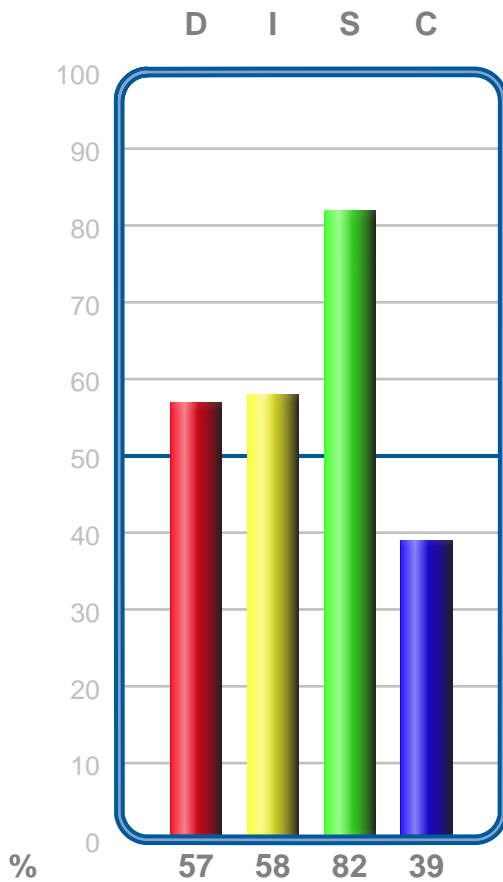
Graph I

**Adapted Style**

**LEAST**

Graph II

**Natural Style**



Norm 2003



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.

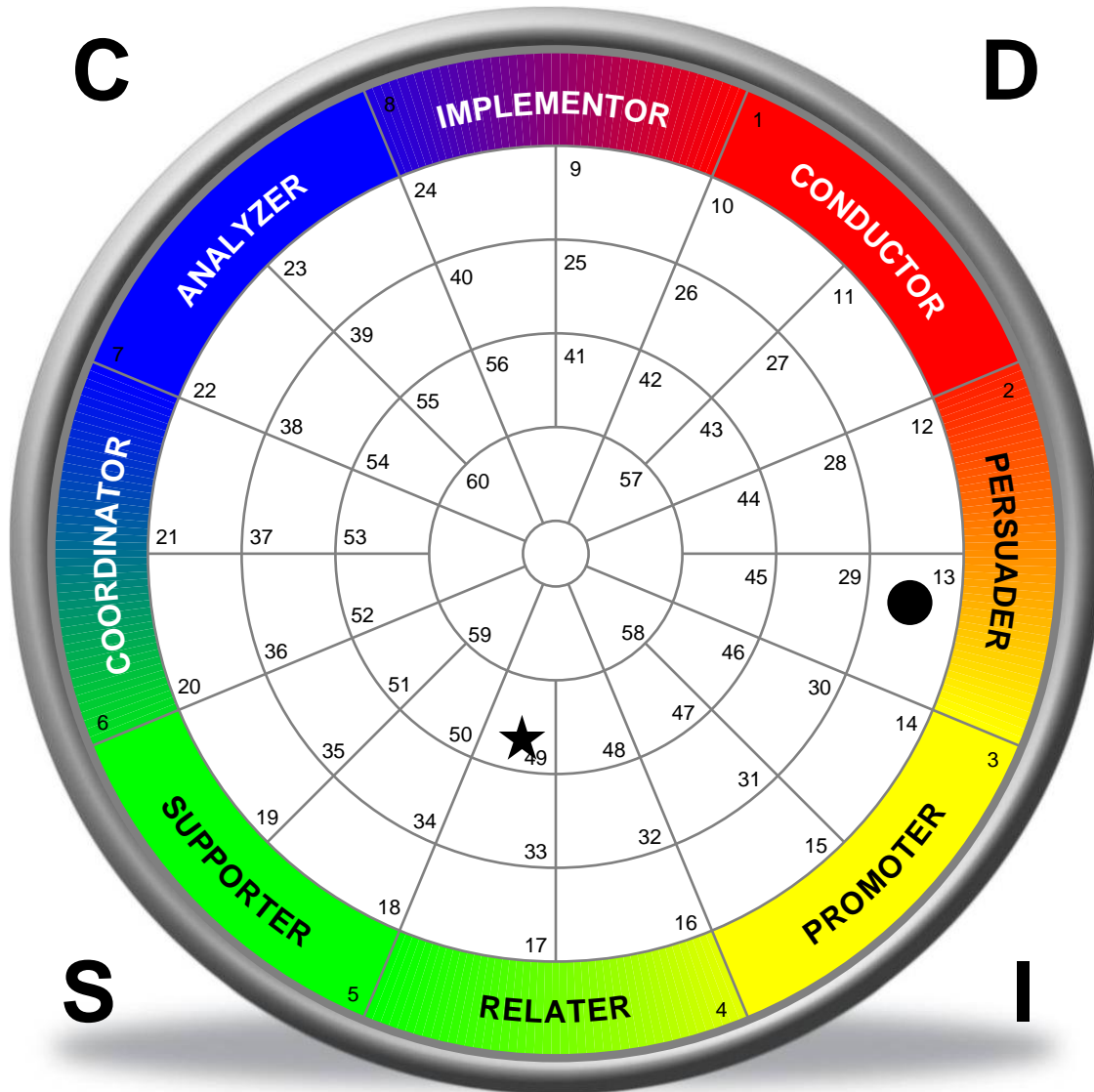
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.



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Adapted: ★ (49) SUPPORTING RELATER (ACROSS)

Natural: ● (13) PROMOTING PERSUADER

Norm 2003

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