CBK Advising

TTI SUCCESS INSIGHTS®

Blueprint for Success®

SELF-DEBRIEFING GUIDE

"We're in the business of helping people identify their true talent."

–Bill J. Bonnstetter

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GUIDE OVERVIEW

The following guide is intended to help you THINK about the results your behavioral report provides. The guide will also challenge you to APPLY the discoveries you make. Work through how you communicate and consider how your style affects you, others and your job.

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Behaviors Introduction

Read the Introduction to your Behaviors Section.

Please keep in mind BEHAVIORS (DISC) are how a person prefers to give and receive information. **It does NOT tell us how intelligent a person is, their background, experience, etc.** With an understanding of behaviors, we can make informed assumptions about how a person will behaviorally respond to different situations.

Remember there are no good or bad behavioral styles. We all behave differently for different reasons. There are situations when certain behaviors are more effective and situations when certain behaviors are more of a hindrance. **Regardless, our behavioral style should never be used as an excuse for our actions.**

The three objectives of Behaviors are:

1. Identify and appreciate your own behavioral style.

2. Identify and appreciate the behavioral style of others.

3. Learn to adapt your behaviors to create superior performance.

SECTION CONTENT

Characteristics

- Value to the Organization
- Checklist for Communicating
- Don’ts on Communicating
- Communication Tips
- Perceptions
- Descriptors
- Natural & Adapted Style
- Adapted Style
- Areas for Improvement
- Behavioral Hierarchy, Style Insights® Graphs, Success Insights® Wheel

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GENERAL CHARACTERISTICS

Please read the "General Characteristics" section of your report.

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

1. _____

2. _____

3. _____

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

1. _____

2. _____

3. _____

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

1. _____

2. _____

3. _____

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Overall are you using these talents to achieve success?

Are you using these talents more in your personal or professional life?

With whom would you like to share this information?
Example: Improved relationships, promotion, mentor

Person: _____ Benefits: _____

Person: _____ Benefits: _____

Person: _____ Benefits: _____

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YOUR VALUE TO THE ORGANIZATION

Please read the "Value to the Organization" section of your report.

Read and list/highlight 3 statements that describe your talents from this section.

1. _____

2. _____

3. _____

Who in your current environment is aware of your talents?

_____

_____

What talents would be better utilized in your professional life as opposed to your personal life?

_____

_____

What talents would be better utilized in your personal life as opposed to your professional life?

_____

_____

Is your current job using your talents?

_____

_____

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CHECKLIST FOR COMMUNICATING

Please read the "Checklist for Communicating" section of your report.

List/highlight 3 statements that describe the best ways to communicate with you.

1. _____

2. _____

3. _____

Identify and list some of the people with whom you would like to share this information.

1. _____

2. _____

3. _____

4. _____

5. _____

What are the benefits you will receive by sharing this information?

_____

_____

_____

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DON'TS ON COMMUNICATING

Please read the "Don'ts on Communicating" section of your report.

List/highlight 3 statements that describe communication problems that prevent effective communication with you.

1. _____

2. _____

3. _____

Identify and list some of the people with whom you would like to share this information.

1. _____

2. _____

3. _____

4. _____

5. _____

What are the benefits you will receive by sharing this information?

_____

_____

_____

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COMMUNICATION TIPS

Please read the "Communication Tips" section of your report.

For each description, list 3 people you know. Then list the things you will DO and NOT DO when communicating with each person.

Referring to the TOP RIGHT BOX, identify and list some of the people in your life who can be described as ambitious, forceful, decisive, strong-willed, independent and goal-oriented.

1. _____

2. _____

3. _____

Communication Dos:

_____

Communication Don'ts:

_____

Referring to the BOTTOM RIGHT BOX, identify and list some of the people in your life who can be described as magnetic, enthusiastic, friendly, demonstrative and political.

1. _____

2. _____

3. _____

Communication Dos:

_____

Communication Don'ts:

_____

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Referring to the BOTTOM LEFT BOX, identify and list some of the people in your life who can be described as patient, predictable, reliable, steady, relaxed and modest.

1. _____

2. _____

3. _____

Communication Dos:

Communication Don'ts:

Referring the TOP LEFT BOX, identify and list some of the people in your life who can be described as dependent, neat, conservative, perfectionist, careful and compliant.

1. _____

2. _____

3. _____

Communication Dos:

Communication Don'ts:

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PERCEPTIONS

Please read the "Perceptions" section of your report.

Look at the words used to describe you in "others' perception:"

Which perception do you already know?

Which perception(s) surprise you?

Most people cannot identify with "under extreme pressure". Do you agree or disagree?

Write down 3 friends/colleagues you trust to give you an honest opinion and get their perspective on how you may be perceived.

1. _____

2. _____

3. _____

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DESCRIPTORS

Please read the "Descriptors" section of your report.

Look at the highlighted words:

Do you feel this accurately describes your personal behavioral style?

Do you feel this accurately describes your professional behavioral style?

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NATURAL & ADAPTED STYLE

Please read the "Natural and Adapted Style" section of your report.

Is your adapted style different from your natural style? If yes, why? Compare each of your D I S C scores:

What situations in your life may be causing you to adapt your style? Are they job related?

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AREAS FOR IMPROVEMENT

Please read the "Areas For Improvement" section of your report.

List 2 areas for improvement that may be keeping you from getting what you want. Under each limitation, list actions you intend to take to minimize these areas.

Some of these areas of improvement/limitations may already be known to you. If so, feel free to list ways you have overcome them.

Identify 2 or 3 job-related areas and the benefits you will receive once you have improved.

Area: _____ Benefit: _____

Area: _____ Benefit: _____

Area: _____ Benefit: _____

List some people who can help you to improve these areas? How can they help?

1. _____

2. _____

3. _____

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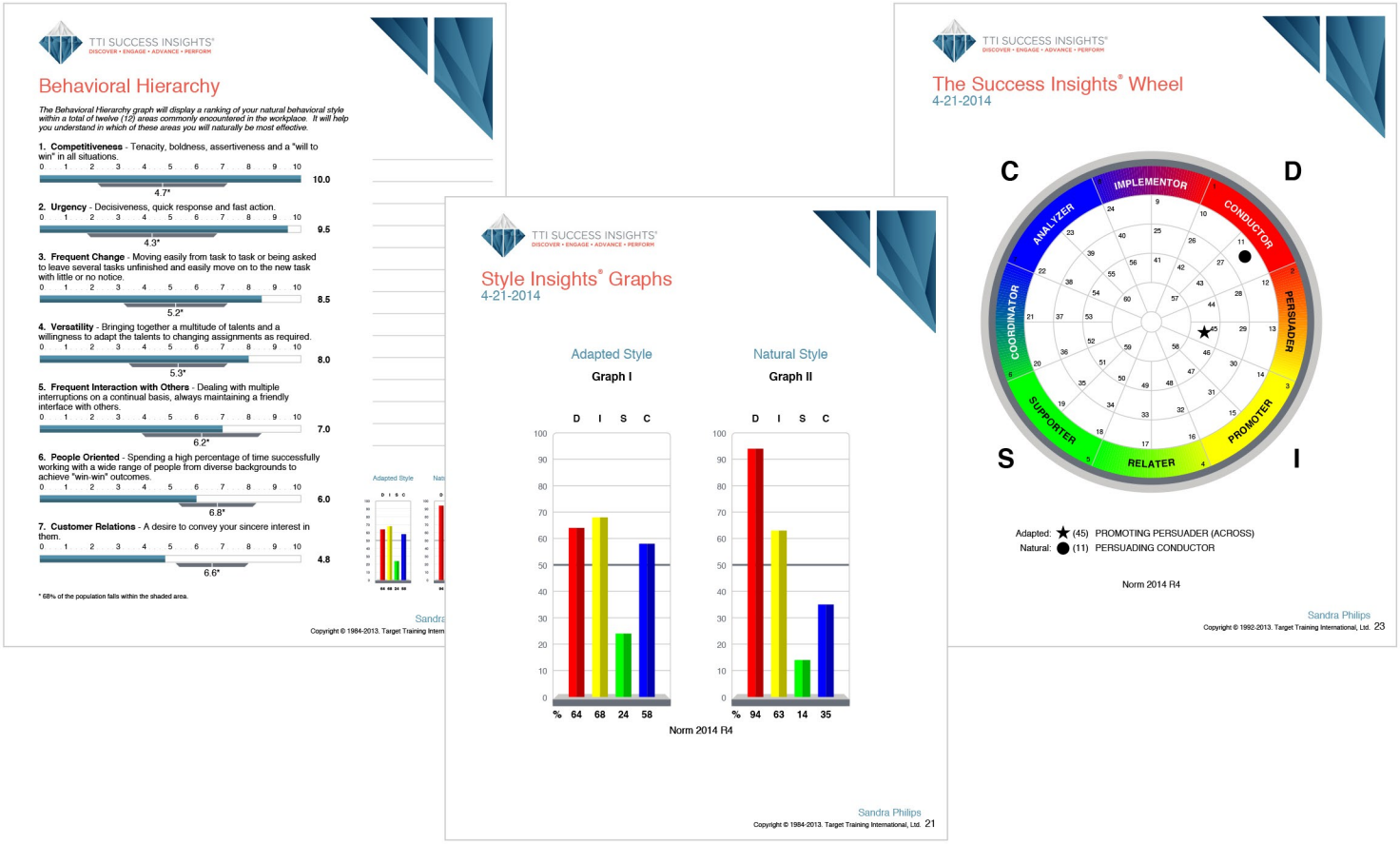
BEHAVIORAL HIERARCHY, STYLE INSIGHTS GRAPHS, & SUCCESS INSIGHTS WHEEL

The pages titled Behavioral Hierarchy, Style Insights Graphs, and Success Insights Wheel are just a few more ways to view your behavioral results. Understanding these sections are not vital to understanding your own behaviors. However, if you are involved in job selection, training, group projects, or simply want to learn more, please refer to the TTI Value Added Associate who gave you your report and guide.