

DISC/Behaviors

DISC is the universal language of observable human behavior and emotions. Every day we live in a wonderful laboratory where we can observe people and learn how to communicate more effectively. Scientific research has proven that people, in terms of "how they act" universally, have similar characteristics. By learning these characteristics, we can increase communication, therefore, increasing our understanding of each other.

DISC is the "HOW" of your actions. Research has consistently shown that behavioral characteristics can be grouped together into four quadrants, or styles. People with similar styles tend to exhibit specific types of behavior common to that style. This is not acting. A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). The DISC model merely analyzes behavioral style; that is, a person's manner of doing things.

TTI's Success Insights Collection™ contains a variety of assessments that are molded around the DISC model. The various assessments allow us to concentrate on everything from enhancing work performance to building family relationships.

If a picture is worth a thousand words, then a demonstration is worth a thousand pictures.

Values/Motivators

Your Values are the "WHY" behind your behavior and actions.

What is it that motivates you to take action? What is the source of your desire to become involved in certain activities—or to avoid them? Why do you behave in the manner you do? The answers lie deep within your unique set of personal interests, attitudes and values. These powerful motivating forces within you, largely affect how you behave and how others perceive you. Identifying them is important to understanding what makes you effective, satisfied and personally successful.

Once you are aware of the dominant attitudes contributing passion and purpose to your life, you will be able to clarify what drives your actions, as well as what causes conflict. For example, if you are currently questioning whether you are in the right career, knowing your attitudes will help you decide. In addition, applying an understanding of attitudes to your relationships with others will deepen your appreciation of them and clarify the "why" of your interactions.

Personal Talent Skills Inventory™ (PTSI)

Today, business success is measured in TALENT – the RIGHT talent for the job! Lack of job performance and related employee turnover result in missed business opportunities and increased costs. Eventually this lowers the value of a company's stock. It makes business sense that managers are now seeking better ways to accurately assess, develop and retain top talent. Now there is a proven assessment that will assist you in developing market expertise - the TTI Personal Talent Skills Inventory (PTSI)!

Unique to the PTSI is its ability to assess an individual's cognitive structure (i.e., how their mind perceives themselves and the world around them). Unlike any other instrument, the PTSI has a direct relationship with mathematics, and this is the secret behind its ability to accurately measure the core dimensions of how we think. The result is an accurate ranking of personal TALENT SKILLS describing individual potential for workplace performance. Unlike many other instruments intended for a clinical setting but adapted to a business one, the PTSI was designed, exclusively for use in a business environment. Its overall intent, format and output are specifically tailored to meet the needs of business managers and executives today. When combined with an assessment of BEHAVIORAL TRAITS and VALUES, the PTSI presents a complete picture of individual talent.

The PTSI can contribute successfully to a number of business processes requiring effective talent management, including:

- Employee Selection
- Employee Development
- Coaching and Mentoring
- Performance Appraisals

Talent is the priority in today's organizations. The keys to utilizing this asset to its fullest potential lie in understanding it and finding effective methods to measure it. The TTI Personal Talent Skills Inventory provides management with a powerful new business tool to move ahead in the race for top talent!

TriMetrix®

Businesses everywhere are seeking better ways to secure the talent necessary to their success. Jobs and the specific talents of the people who fill them are the unique building blocks of a company's success. But what talents does a "job" require for excellent performance? Only the JOB has the answer, so let the "job talk" and listen carefully. The revolutionary TriMetrix System enables businesses to benchmark jobs and assess the talents they require for maximum performance. The process can be applied and reapplied to any job, anytime in a constantly changing business environment.

The TriMetrix System begins with a list of "key accountabilities" of each targeted job. Key accountabilities are the critical goals and key business successes the job is accountable for producing. When defined, they serve as a reference point in producing the TriMetrix Job Report.

The TriMetrix Job Report is a job benchmark. It provides a template for specific talent selection for the successful performance of that job. Based on a unique 37-factor analysis, the TriMetrix Job Report lists the job's requirements into three separate talent categories: rewards/culture, behavioral traits and job attributes.

Interviewers agree that the interview process is minimally effective at best. What is needed is an unbiased assessment that reveals people's VALUES that motivate them to do a job, the BEHAVIORS they will bring to the job, and whether they have the specific talents - or ATTRIBUTES - needed for the job.

The TriMetrix System's Personal Talent Report provides a summary of a person's talent to match the identical areas outlined in the TriMetrix Job Report. Within the framework of a company's overall selection and development processes, this report reveals the WHY (values), HOW (behaviors) and WHAT (attributes) an individual can contribute to a job.

The right TALENT in the right JOB spells success! The TriMetrix System enables companies to replace common biases often involved in the selection process with factual data based on JOB REQUIREMENTS.

ODsurveys Plus®

We offers a powerful Internet-based surveying system to enable you to easily deliver.

- 360's
- Organizational Surveys
- Employee Satisfaction Surveys
- Customer Satisfaction Surveys
- Market Surveys
- T.E.A.M.S. Surveys

Sales Strategy Index (SSI)

Your business is in the hands of your sales personnel. Can they sell? Do they understand the sales process? Are they treating each sales situation the way top salespeople do?

The IDS Sales Strategy Index will answer all those questions and more! The IDS Sales Strategy Index helps to ensure that your sales personnel will handle each sales opportunity correctly. Especially designed for outside sales.

Coaching and managing can be tailored to the different needs of each salesperson after your sales force has completed the Sales strategy Index training. It can be used for both pre- and post- measurement, complementing all other sales material.

The IDS Sales Strategy Index presents 54 different "real life" sales situations. Each situation has four alternative ways to be handled. Respondents are given the opportunity to rank the four alternatives from "best" to "worst." By comparing their response with those of proven top sales professionals, a report is generated showing strengths, weaknesses and how well they understood sales strategy in seven categories.

IACET Certification Turn Key Programs

In March of 2006, TTI was authorized to provide continuing education units (CEUs) for attendees of either a "Dynamic Communication" or "Your Attitude Is Showing" seminar.

The "Dynamic Communication" seminar incorporates sophisticated computerized behavioral communication assessments and TTI's Success Insights® Wheel. The Dynamic Communication seminar stresses application in visual terms everyone can understand and apply.

People often lack the words to articulate why they do the things they do, or why they feel the way they feel. The "Your Attitude is Showing" seminar raises the awareness of their attitudes and values and empowers them to live a more satisfying life-style. This, combined with the "Dynamic Communication" seminar, provides a pathway to achieving great improvements in communication.