



TTI
SUCCESS
INSIGHTS®

Management-Staff

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Founder/Principal

First Domino LLC

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www.price-associates.com



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Introduction



Behavioral research suggests that the most effective people are those who understand their strengths and weaknesses, because they can best develop strategies to meet the demands of their environment.

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). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

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 and areas of behavior in which tendencies are shown. Feel free to delete any statement from the report that may not apply, but only after checking with friends or colleagues to see if they agree.

All people exhibit all four behavioral factors to varying degrees of intensity.

—W.M. Marston

Behavioral Characteristics

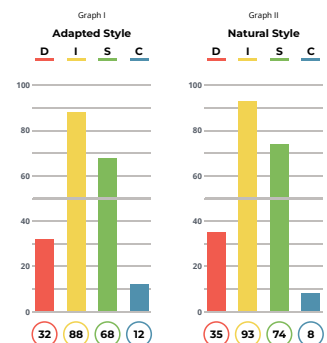


Based on Jason's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the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

Jason, as a manager, supervisor, or group leader, can use his people skills to build group involvement and increase participation from the group. He is approachable, affectionate, and understanding. He can be seen as a person of good will. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. Jason wants to be seen as his own person, but usually projects it in friendly terms. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He is gregarious and sociable. He will be seen as a good mixer, both on or off the job. He likes feedback from his manager on how he is doing. Jason tends to trust people and may be taken advantage of because of his willingness to trust. He can be obliging and accommodating; that is, he likes to work with people and help them.

Jason likes working for managers who make quick decisions. Because of his trust and willing acceptance of people, he may misjudge the abilities of others. 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 prefers not disciplining people. He may sidestep direct disciplinary action because he wants to maintain the friendly relationship. Jason likes to participate in decision making. He is good at solving problems that deal with people. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him, and to see him as receptive and helpful.

Jason usually uses many gestures when talking. He is people-oriented and verbally fluent. He will optimistically interact with people in an assured, diplomatic, and poised manner. He is good at negotiating conflict between others. Jason feels that "if everyone would just talk it out, everything would be okay!" Jason may use his time imprecisely because he likes to talk to people. He is both a good talker and a good listener. He is comfortable with most people and can be quite informal and relaxed with them. Even when

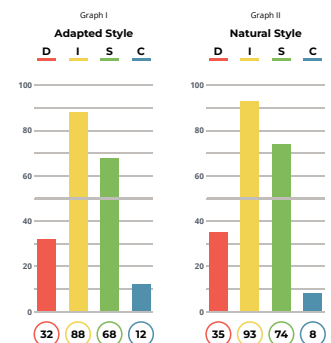


Behavioral Characteristics

Continued



dealing with strangers, Jason will attempt to put them at ease. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does!

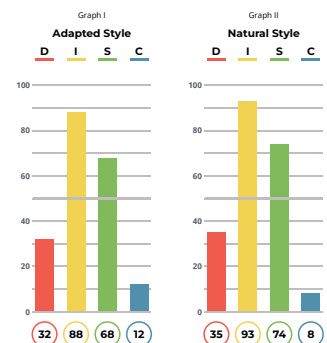


Value to the Organization



This section of the report identifies the specific talents and behavior Jason 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, making him an integral part of the team.

- ✓ 1. Optimistic and enthusiastic.
- ✓ 2. Self-reliant.
- ✓ 3. Dedicated to his own ideas.
- ✓ 4. People-oriented.
- ✓ 5. Inner-directed rather than tradition-directed—brings fresh ideas to solving problems.
- ✓ 6. Positive sense of humor.
- ✓ 7. Accomplishes goals through people.
- ✓ 8. Creative problem solving.



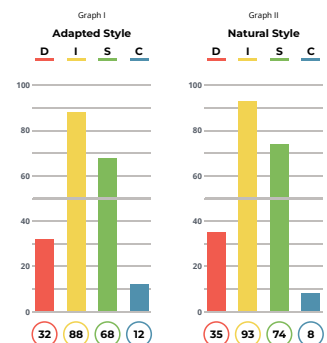
Checklist for Communicating



Most people are aware of and sensitive to the ways with which they prefer to be communicated. Many people find this section to be extremely accurate and important for enhanced interpersonal communication. This page provides other people with a list of things to DO when communicating with Jason. Read each statement and identify the 3 or 4 statements which are most important to him. We recommend highlighting the most important "DO's" and provide a listing to those who communicate with Jason most frequently.

Ways to Communicate

- ✓ 1. Leave time for relating and socializing.
- ✓ 2. Read the body language for approval or disapproval.
- ✓ 3. Define the problem in writing.
- ✓ 4. Look for his oversights.
- ✓ 5. Clarify any parameters in writing.
- ✓ 6. Provide testimonials from people he sees as important.
- ✓ 7. Talk about him, his goals and the opinions he finds stimulating.
- ✓ 8. Use a balanced, objective, and emotional approach.
- ✓ 9. Provide solutions—not opinions.
- ✓ 10. Provide "yes" or "no" answers—not maybe.
- ✓ 11. Provide ideas for implementing action.



Checklist for Communicating

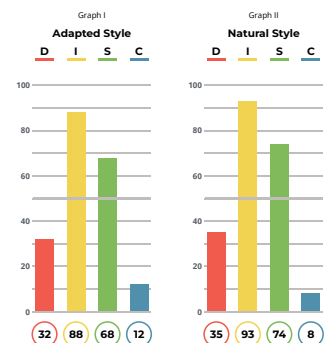
Continued



This section of the report is a list of things NOT to do while communicating with Jason. Review each statement with Jason and identify those methods of communication that result in frustration or reduced performance. By sharing this information, both parties can negotiate a communication system that is mutually agreeable.

Ways NOT to Communicate

- ❌ 1. Be dictatorial.
- ❌ 2. Leave decisions hanging in the air.
- ❌ 3. Ramble.
- ❌ 4. Drive on to facts, figures, alternatives, or abstractions.
- ❌ 5. Let him overpower you with verbiage.
- ❌ 6. Dream with him or you'll lose time.
- ❌ 7. Be curt, cold, or tight-lipped.
- ❌ 8. Talk down to him.
- ❌ 9. Legislate or muffle—don't overcontrol the conversation.



Communication Tips



This section provides suggestions for methods which will improve Jason's communications with others. The tips include a brief description of typical people with whom he may interact. By adapting to the communication style desired by other people, Jason will become more effective in his communications with them. He may have to practice some flexibility in varying his communication style with others who may be different from himself. This flexibility and the ability to interpret the needs of others is the mark of a superior communicator.

Compliance

When communicating with a person who is dependent, neat, conservative, perfectionist, careful, and compliant:

- ✓ Prepare your "case" in advance.
- ✓ Stick to business.
- ✓ Be accurate and realistic.
- ✗ Being giddy, casual, informal, or loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganized or messy.

Dominance

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent, and goal-oriented:

- ✓ Be clear, specific, brief, and to the point.
- ✓ Stick to business.
- ✓ Be prepared with support material in a well-organized "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganized.

Steadiness

When communicating with a person who is patient, predictable, reliable, steady, relaxed, and modest:

- ✓ Begin with a personal comment—break the ice.
- ✓ Present your case softly, non-threateningly.
- ✓ Ask "how?" questions to draw their opinions.
- ✗ Rushing headlong into business.
- ✗ Being domineering or demanding.
- ✗ Forcing them to respond quickly to your objectives.

Influence

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative, and political:

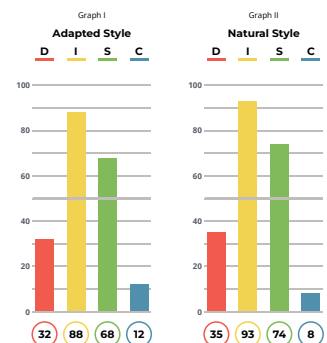
- ✓ Provide a warm and friendly environment.
- ✓ Don't deal with a lot of details (put them in writing).
- ✓ Ask "feeling" questions to draw their opinions or comments.
- ✗ Being curt, cold, or tight-lipped.
- ✗ Controlling the conversation.
- ✗ Driving on facts and figures or alternatives and abstractions.

Ideal Environment



This section identifies the ideal work environment based on Jason'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 Jason enjoys and also those that create frustration.

- ✓ 1. Freedom from control and detail.
- ✓ 2. Work with a results-oriented team.
- ✓ 3. Forum for his ideas to be heard.
- ✓ 4. Personable supervisor with whom he can associate.
- ✓ 5. Assignments with a high degree of people contacts.



Perceptions



See Yourself As Others See You

A person's behavior and feelings may be quickly telegraphed to others. This section provides additional information on Jason's self-perception and how, under certain conditions, others may perceive his behavior. Understanding this section will empower Jason to project the image that will allow him to control the situation.



Jason usually sees himself as being:

- ✓ Enthusiastic
- ✓ Inspiring
- ✓ Outgoing
- ✓ Persuasive
- ✓ Charming
- ✓ Optimistic



Under moderate pressure, tension, stress, or fatigue, others may see him as being:

- ✓ Self-Promoting
- ✓ Overly Optimistic
- ✓ Glib
- ✓ Unrealistic



Under extreme pressure, stress, or fatigue, others may see him as being:

- ✓ Overly Confident
- ✓ Poor Listener
- ✓ Talkative
- ✓ Self-Promoter

Descriptors



Based on Jason's responses, the report has marked those words that describe his personal behavior. They describe how he solves problems and meets challenges, influences people, responds to the pace of the environment, and how he responds to rules and procedures set by others.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influence	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

Natural & Adapted Style



Jason's natural style of dealing with problems, people, pace of events, and procedures may not always fit what the environment needs. This section will provide valuable information related to stress and the pressure to adapt to the environment.



Problems & Challenges

Natural

Jason is somewhat conservative in his approach to solving problems. He will accept challenges by being quite calculating in his response to the problem or challenge. Jason will be quite cooperative by nature and attempt to avoid confrontation, as he wants to be seen as a person who is "easy" to work with.

Adapted

Jason sees no need to change his approach to solving problems or dealing with challenges in his present environment.



People & Contacts

Natural

Jason's natural style is to use persuasion and emotion to the extreme. He is positive and seeks to win by the virtues of his personality and verbal skills. He will convince you that what he is saying is not only right, but is exactly what is needed. He displays enthusiasm for almost any project.

Adapted

Jason sees no need to change his approach to influencing others to his way of thinking. He sees his natural style to be what the environment is calling for.

Natural & Adapted Style



Pace & Consistency

Natural

Jason is comfortable in an environment in which there is a relaxed demeanor or one in which patience is looked at as a virtue. He prefers to complete one task before starting the next and prefers an environment that is predictable.

Adapted

Jason sees his natural activity style to be just what the environment needs. What you see is what you get for activity level and consistency.



Procedures & Constraints

Natural

Jason does not like constraints; at times he can be somewhat defiant and rebellious. He has a tendency to lack social tact and diplomacy when confronted with too many or unreasonable constraints. He seeks adventure and excitement and wants to be seen as his own person.

Adapted

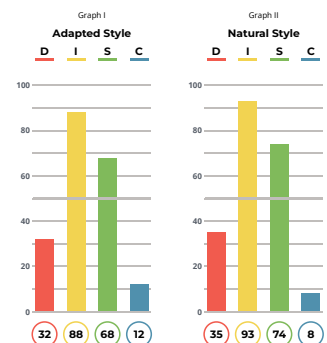
Jason shows little discomfort when comparing his basic (natural) style to his response to the environment (adapted) style. The difference is not significant, and Jason sees little or no need to change his response to the environment.

Adapted Style



Jason sees his present work environment requiring him to exhibit the behavior listed on this page. If the following statements DO NOT sound job related, explore the reasons why he is adapting this behavior.

- ✓ 1. Flexibility.
- ✓ 2. Acting independently and without precedent.
- ✓ 3. Obtaining results through people.
- ✓ 4. Being creative and unconventional in making a point.
- ✓ 5. Willing to take risks when others may be hesitant.
- ✓ 6. Optimistic, future-oriented outlook.
- ✓ 7. Making tactful decisions.
- ✓ 8. Being independent and innovative.
- ✓ 9. Positive, outgoing, and friendly behavior.
- ✓ 10. Participative decision making.
- ✓ 11. Contacting people using a variety of modes.
- ✓ 12. Using a direct, forthright, and honest approach in his communications.



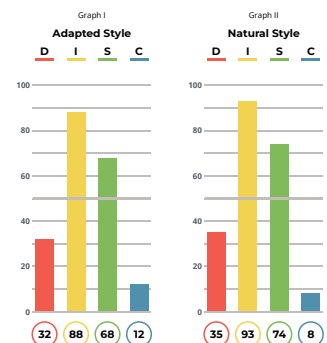
Keys to Motivating



This section of the report was produced by analyzing Jason's wants. People are motivated by the things they want; thus wants that are satisfied no longer motivate. Review each statement produced in this section with Jason and highlight those that are present "wants."

Jason wants:

- ✓ 1. A forum to ventilate his emotions.
- ✓ 2. No close supervision.
- ✓ 3. A friendly work environment.
- ✓ 4. Freedom to talk and participate on the team.
- ✓ 5. Exposure to those who appreciate his results.
- ✓ 6. Rewards to support his dreams.
- ✓ 7. A manager who practices participative management.
- ✓ 8. To be trusted.
- ✓ 9. Freedom from many rules and regulations.
- ✓ 10. Freedom from control and detail.
- ✓ 11. A support system to do the detail work.



Keys to Managing



In this section are some needs which must be met in order for Jason to perform at an optimum level. Some needs can be met by himself, while management must provide for others. It is difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Review the list with Jason and identify 3 or 4 statements that are most important to him. This allows Jason to participate in forming his own personal management plan.

Jason needs:

- ✓ 1. A tolerant boss.
- ✓ 2. Bottom-line measurement.
- ✓ 3. Participatory management.
- ✓ 4. More control of body language.
- ✓ 5. Documentation of expected results.
- ✓ 6. Recognition that limits and rules do exist for a reason.
- ✓ 7. Help on controlling time and setting priorities.
- ✓ 8. To mask emotions when appropriate.
- ✓ 9. To handle routine paperwork only once.
- ✓ 10. A rational approach to decision making—analyze the facts.
- ✓ 11. Objectivity when dealing with people because of his high trust level.
- ✓ 12. Support in doing excessive detail work.



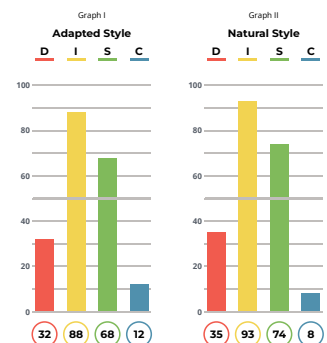
Areas for Improvement



In this area is a listing of possible limitations without regard to a specific job. Review with Jason and cross out those limitations that do not apply. Highlight 1 to 3 limitations that are hindering his performance and develop an action plan to eliminate or reduce this hindrance.

Jason has a tendency to:

- ✓ 1. Underinstruct and overdelegate—will rely on personality as opposed to a disciplined approach to follow-up.
- ✓ 2. Be inattentive to detail unless that detail is important to him or if detail work is of a short duration.
- ✓ 3. Be optimistic regarding possible results of his projects or the potential of his people.
- ✓ 4. Be unrealistic in appraising people—especially if the person is a "friend."
- ✓ 5. Be too verbal in expressing criticism.
- ✓ 6. Be inattentive to details—only attentive to results and not the means.
- ✓ 7. Trust people indiscriminately if positively reinforced by those people.
- ✓ 8. Make decisions based on surface analysis.



Action Plan

Professional Development



1. I learned the following behaviors contribute positively to increasing my professional effectiveness: (list 1-3)

2. My report uncovered the following behaviors I need to modify or adjust to make me more effective in my career: (list 1-3)

3. When I make changes to these behaviors, they will have the following impact on my career:

4. I will make the following changes to my behavior, and I will implement them by _____:

Action Plan

Personal Development



1. When reviewing my report for personal development, I learned the following key behaviors contribute to reaching my goals and the quality of life I desire: (list 1-3)

2. The following behaviors were revealed, which show room for improvement to enhance the quality of my life: (list 1-3)

3. When I make changes to these behaviors, I will experience the following benefits in my quality of life:

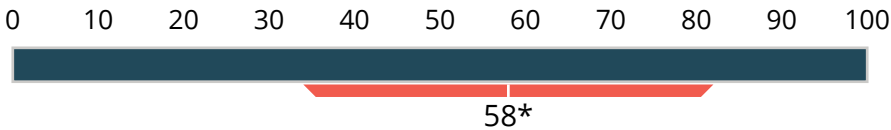
4. I will make the following changes to my behavior, and I will implement them by _____:

Behavioral Hierarchy

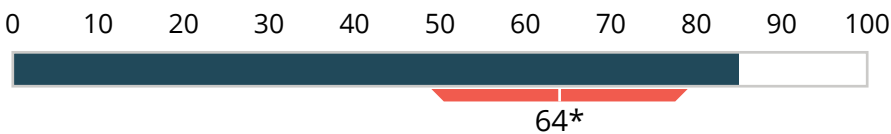


The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

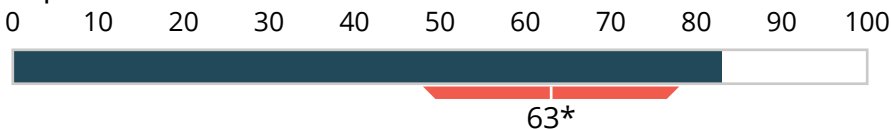
1. Interaction - Frequently engage and communicate with others.



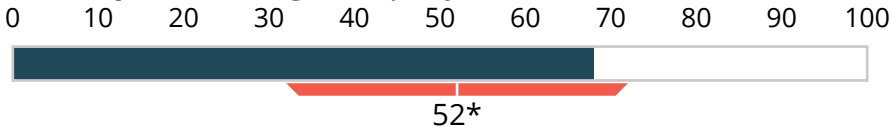
2. People-Oriented - Build rapport with a wide range of individuals.



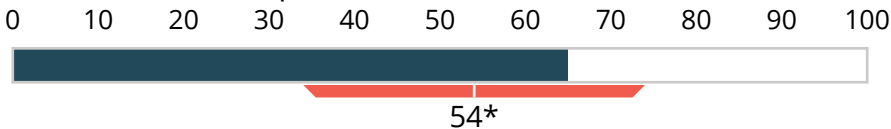
3. Customer-Oriented - Identify and fulfill customer expectations.



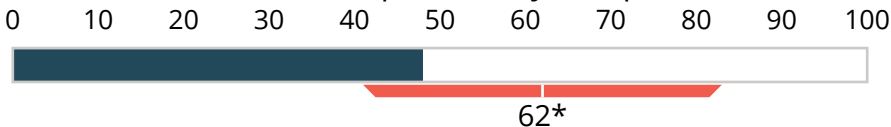
4. Frequent Change - Rapidly shift between tasks.



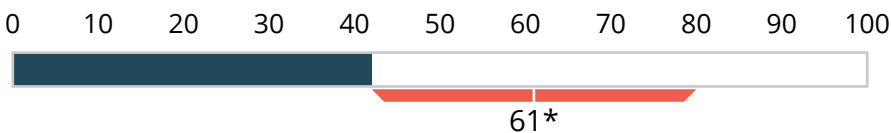
5. Versatile - Adapt to various situations with ease.



6. Consistent - Perform predictably in repetitive situations.



7. Following Policy - Adhere to rules, regulations, or existing methods.

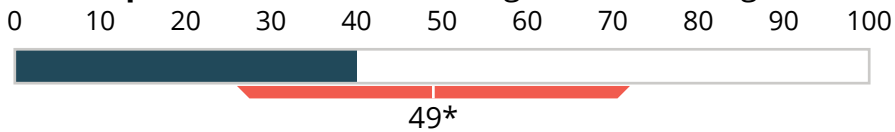


* 68% of the population falls within the shaded area.

Behavioral Hierarchy

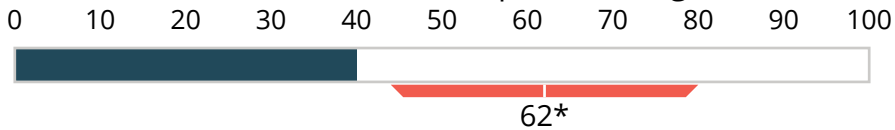


8. Competitive - Want to win or gain an advantage.



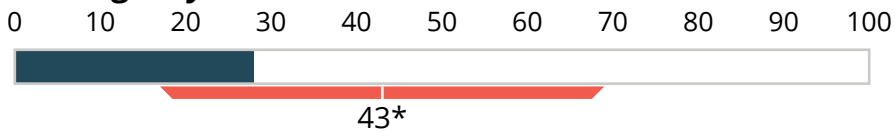
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9. Persistence - Finish tasks despite challenges or resistance.



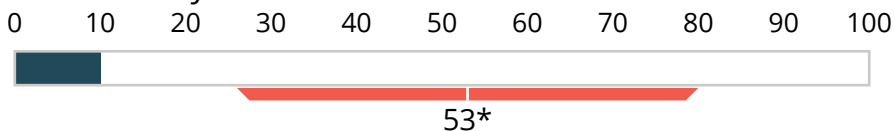
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10. Urgency - Take immediate action.



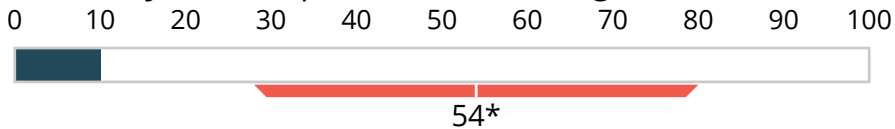
28

11. Organized Workplace - Establish and maintain specific order in daily activities.



10

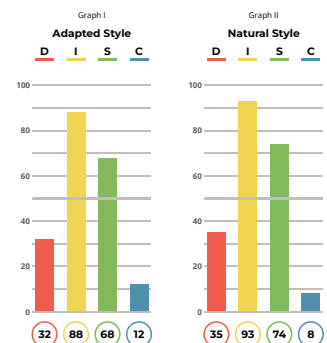
12. Analysis - Compile, confirm and organize information.



10

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* 68% of the population falls within the shaded area.



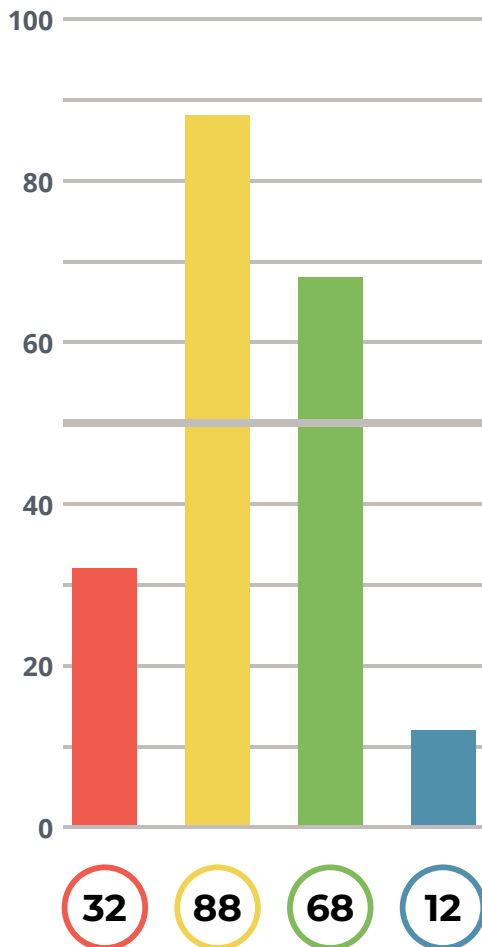
Style Insights® Graphs



Graph I

Adapted Style

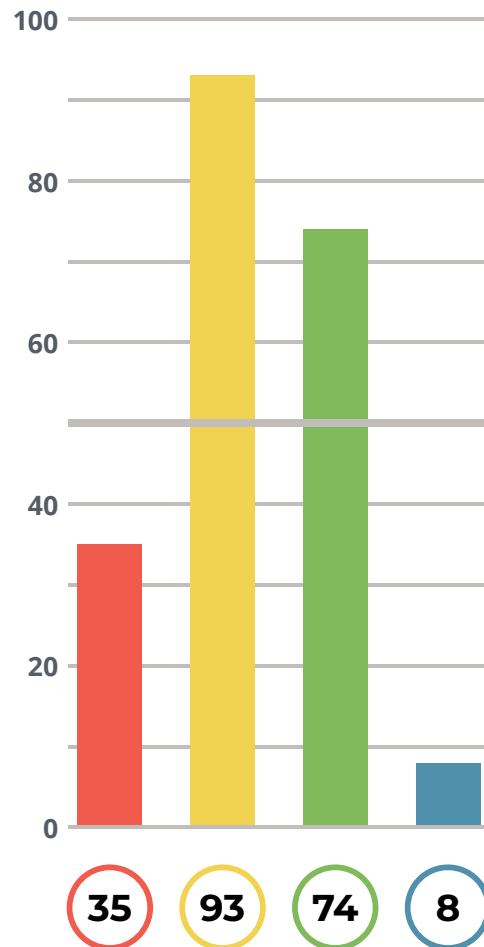
D **I** **S** **C**



Graph II

Natural Style

D **I** **S** **C**



Norm 2021 R4
8-8-2025
T: 6:00

Jason Kehrer

The TTI Success Insights® Wheel



The TTI Success Insights® Wheel is a powerful tool first 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 to which you are adapting your behavior.

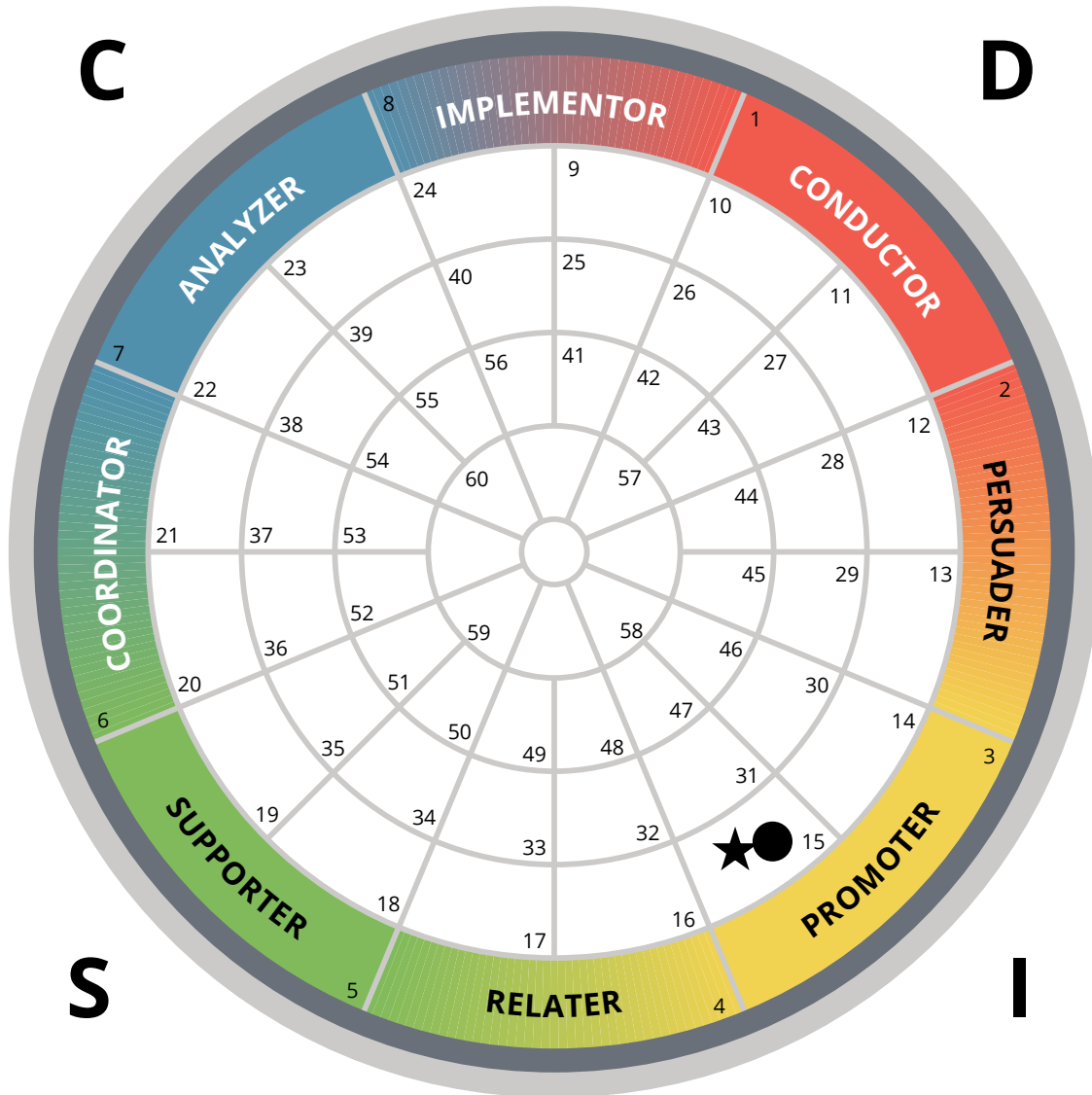
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

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.

The TTI Success Insights® Wheel



Jason Kehr
First Domino LLC
8-8-2025



Adapted: ★ (15) RELATING PROMOTER
Natural: ● (15) RELATING PROMOTER
Norm 2021 R4

T: 6:00