



TTI SUCCESS INSIGHTS™

Work Environment™ Version

Outside Sales
Stewart & Stewart, Inc.
Mike Stewart's perception
2-26-2007

You can only improve those things that you measure.

Stewart & Stewart, Inc.-- Consulting and Training
P. O. Box 88718
Atlanta, GA 30356-8718
770-512-0022/770-671-0023
Barbara@MikeStewartSeminars.com



INTRODUCTION

Every job that requires human effort has a work environment. That work environment can be best described in terms of behavior. Simply put, "If the job could talk, what behavioral characteristics would it ask for?" When you match the behavioral style of the person to the job, the person will be better able to perform the job requirements. If the behavior of the person does not match the job, there will be tension between the job and the person's natural behavior, which may affect longevity and work performance.

This report identifies how a person perceives a job. Most people tend to perform a job based on their perception of how the job should be done. By reading this report, you can identify and correct any erroneous perceptions of the job.



WORK ENVIRONMENT

Our changing work environments require the need to clearly focus on the behavioral job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use the report to clarify the behavioral demands of the job.

Mike's perception overview:

- Ability to move quickly from one activity to another.
- Results through people-persuasion rather than directing.
- Verbal skills to influence or motivate people.
- Dissatisfaction with status-quo.
- Generating enthusiasm in others.
- Reacting quickly to change.
- Vision for the future.
- Achieving results and meeting deadlines.
- Authority and responsibility to meet challenges.
- Working on several projects simultaneously.
- Many people contacts.
- Actively seeking communications and relationships with a variety of people.
- Selling rather than telling.
- Negotiating people conflicts or solving people problems.
- Optimistic outlook toward all activities, including many social interactions.
- Persuasive verbal skills.
- Self-confidence.



DOMINANCE - CHALLENGE

This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas. Analyze carefully.

Mike's perception:

1. Authority to carry out responsibilities.
2. Quick response to problems or crisis situations.
3. Demanding attitude of self and others.
4. Direct answers from others.
5. Challenging assignments.
6. Creative and original thinking.
7. Freedom from routine and details.
8. Some independence in decision making.
9. Sense of urgency in getting things done.
10. Appropriate title to acknowledge status and prestige.
11. Accepting and initiating change.
12. Decisive and firm in decision making.
13. Self-starter who enjoys competition.
14. Direct answers and statements to the point.
15. Leadership and directive skills.
16. Future orientation and abstract thinking ability.



INFLUENCE - CONTACTS

This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.

Mike's perception:

1. Social interactions.
2. High trust level.
3. Optimistic outlook.
4. Verbal skills.
5. Getting people emotionally involved.
6. Working with people.
7. Openness to new ideas.
8. Ability to move from one activity to another quickly.
9. Participatory management.
10. A flexible use of time.
11. Outgoing personality.
12. Creative approach to problem solving.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team approach.
16. Initiating contact with others.
17. Getting things done through people.



STEADINESS - CONSISTENCY

This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.

Mike's perception:

1. Sense of urgency.
2. Shared information and open communication.
3. Quick response to crisis and change.
4. Mobile work environment.
5. Ability to act without precedent.
6. Opportunity to explore change.
7. Support team to handle some of the detail work.
8. Self-starter.
9. Quick decisions.
10. Alertness to problems and challenges.
11. Awareness of deadlines.
12. Facts and data provided by others.
13. Freedom to respond.
14. Variety of work activities.



COMPLIANCE - CONSTRAINTS

This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

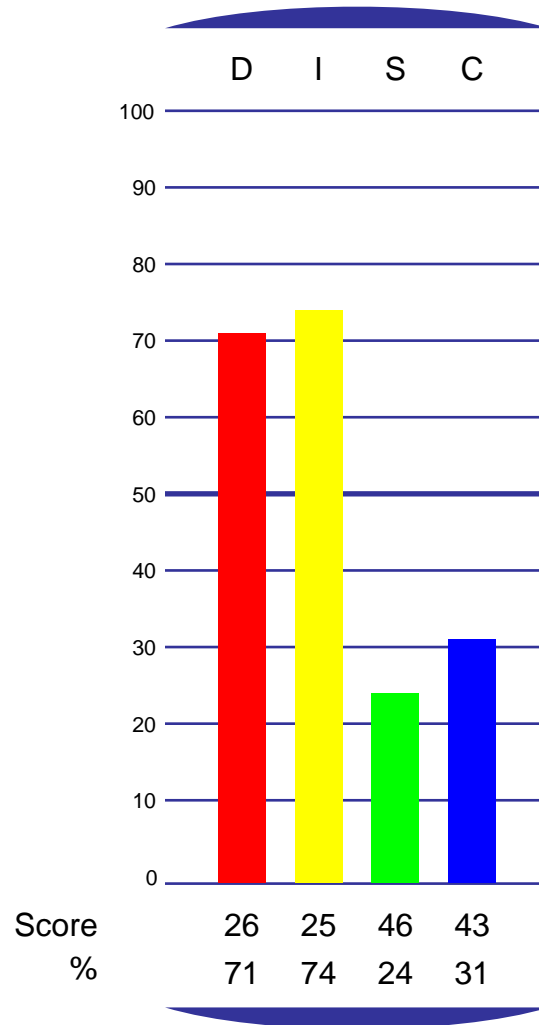
Mike's perception:

1. Testing of rules and procedures.
2. Practical work solutions.
3. Persistent approach to winning.
4. Opportunity to test new ideas.
5. Challenging work.
6. Responsibility equal to authority.
7. Limited routine work.
8. Risk taking.
9. Independence to question procedures.
10. Challenging the status quo.
11. Individualism.



WORK ENVIRONMENT™

Outside Sales
Stewart & Stewart, Inc.
2-26-2007





THE SUCCESS INSIGHTS® WHEEL

Mike Stewart

Stewart & Stewart, Inc.
Outside Sales
2-26-2007

