



**SUCCESS INSIGHTS®**  
INTERVIEWING INSIGHTS™  
General Version

**Andrew Sample**  
XYZ  
7/9/2010



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Behavioural 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 analyses behavioural style, that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behaviour. We only report statements which are true or areas of behaviour 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.



Based on Andrew's responses, the report has selected general statements to provide a broad understanding of his work style. These statements identify the basic natural behaviour 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 Andrew's natural behaviour.

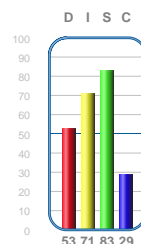
Andrew may be overly sensitive to criticism of his work. If you do comment on his work you had better be right, since he may not take criticism lightly. Following procedures is his way of ensuring quality and orderly work. Andrew can be depended upon to follow set procedures of work activity. Once Andrew has started a project, he dislikes interruptions. Some people see him as being fussy and meticulous. He takes much pride in precise and accurate work, but others may not always understand his attention to details. His motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to him. If forced to choose between producing quality work or quantities of work, quality will be the winner. He does not appreciate a dirty or messy work station, since he equates dirt and disorganisation with lower quality work. He is task-oriented; however, he can still maintain good working relationships with others as long as they share his concern for excellence. He has a need to achieve in an environment in which the quality is controlled. He can become frustrated when put in a situation that is nothing more than a rambling discussion. To some people, Andrew may appear to be analytical. The new and the unusual attract him, if they also represent high quality.

Andrew places an emphasis on the cognitive process and logic when making decisions. He gets frustrated when well-established rules are not observed by others. He prefers to have everyone adhere to the same rules and regulations. He sees himself as factual, and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem he will look for a method, a formula, a procedure or a system to solve it. He tends to

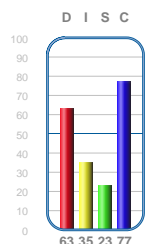
NOTES

Horizontal lines for taking notes.

Adapted Style



Natural Style







This section identifies the ideal work environment based on Andrew'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 behaviour and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Andrew enjoys and also those that create frustration.

- Close relationship with a small group of associates.
- New products and new ideas to work on.
- Freedom from restrictive rules and regulations.
- Support team with sense of urgency.
- Work for a manager who makes quick decisions.
- An environment where he can use his intuitive thinking skills.
- An environment dictated by logic rather than emotion.

NOTES

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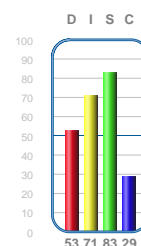


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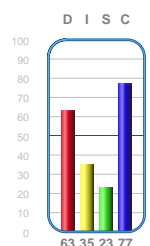


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Adapted Style



Natural Style





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

- Objective--"The anchor of reality."
- Comprehensive in problem solving.
- Accurate and intuitive.
- Proficient and skilled in his technical speciality.
- Sense of urgency.
- Few dull moments.
- Ability to handle many activities.

**NOTES**

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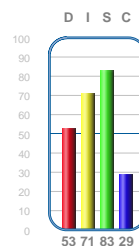


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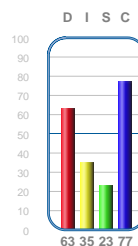


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**Adapted Style**



**Natural Style**



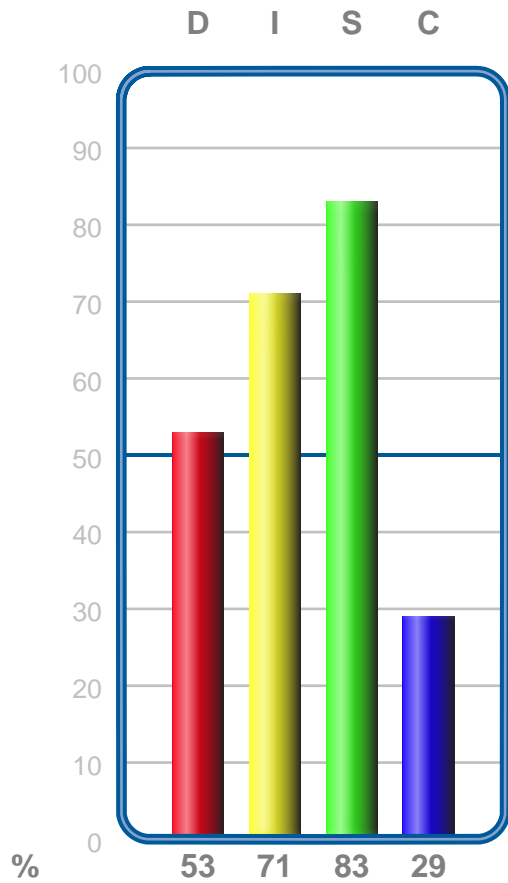


1. Describe your career goals:
2. How do you plan to achieve these goals?
3. What factor do you feel may hinder your success?
4. What do you expect from your manager?
5. How do you determine your priorities?
6. What are your most significant accomplishments?
7. How do you deal with people you do not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

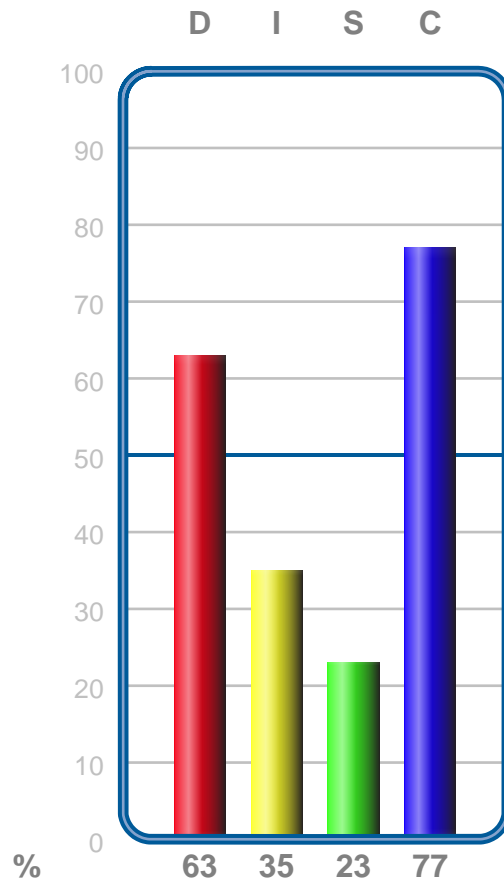
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**MOST**  
Graph I  
**Adapted Style**



**LEAST**  
Graph II  
**Natural Style**



Norm 2009





The Success Insights® Wheel is a powerful tool popularised in Europe. In addition to the text you have received about your behavioural style, the Wheel adds a visual representation that allows you to:

- View your natural behavioural style (circle).
- View your adapted behavioural style (star).
- Note the degree you are adapting your behaviour.
- If you filled out the Work Environment Analysis, view the relationship of your behaviour 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 behaviour. The further the two plotting points are from each other, the more you are adapting your behaviour.

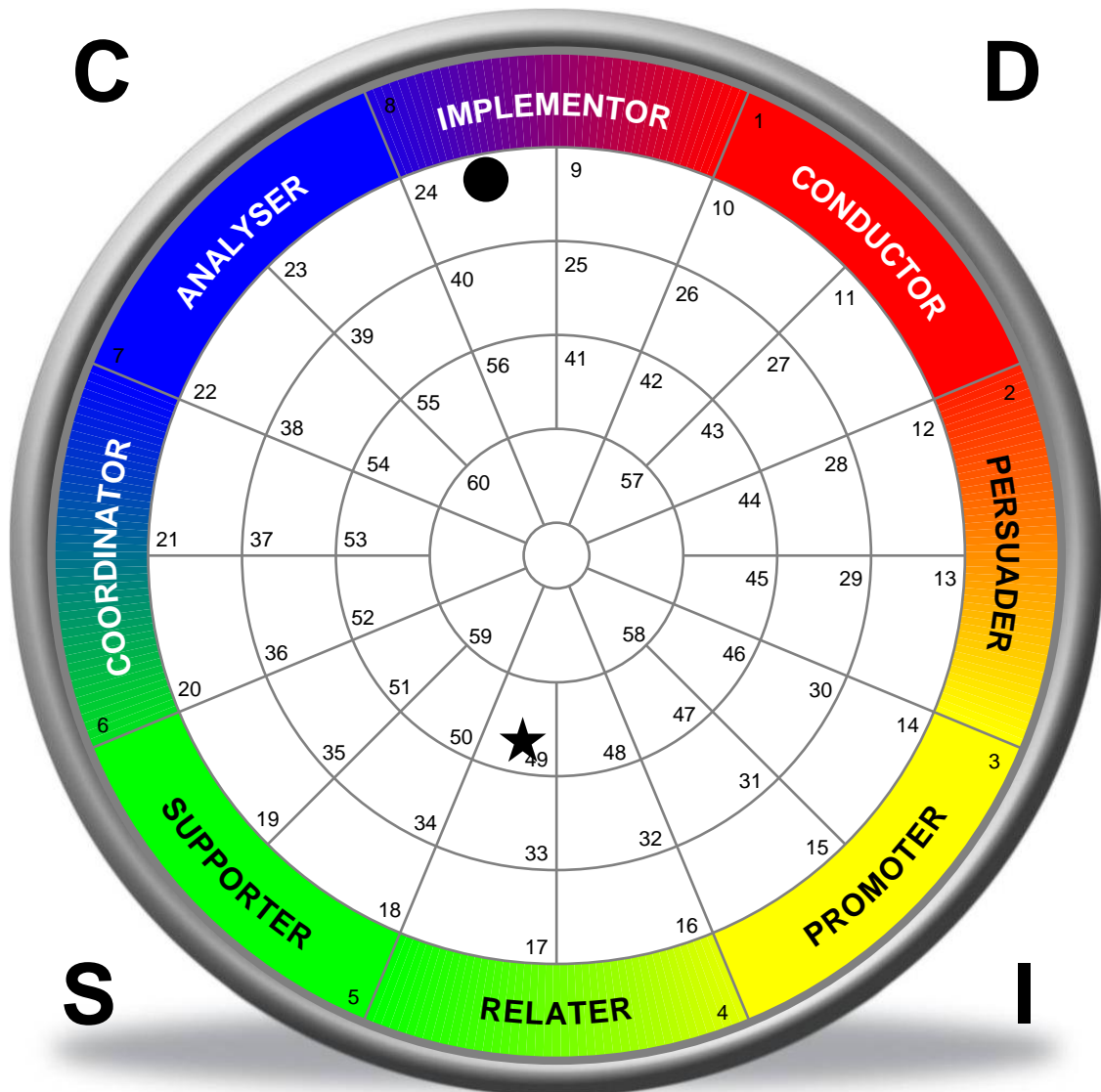
If you are part of a group or team who also took the behavioural assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



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Adapted: ★ (49) SUPPORTING RELATER (ACROSS)

Natural: ● (24) ANALYSING IMPLEMENTOR

Norm 2009