



Discover More Than DISC

Utilize Values to Uncover Another View of Individuals



Marston's DISC theory is successfully utilized by many coaches and consultants through the use of personal and professional assessments in the workplace. It uncovers the behaviors of an individual and provides information vital to a variety of business practices, from selection to development. Why stop there? By looking at a second view of the individual, you can maximize the power of DISC!

One of TTI's unique factors lies in our measurement of values, or motivators. Based on Spranger's theory and adapted by Bill Bonnstetter, TTI's Personal Interests, Attitudes and Values assessment measures an individual's motivation. What is it that makes a person get out of bed and come to work?

With a second view of individuals, you are not only able to uncover how a people behave, but also WHY people do the things they do. What drives their behaviors?

In a sales situation, for instance, you may have two sales people with similar DISC styles that indicates sales success. Still, you would not be able to see who will become a top sales performer in your company until you consider their motivation. Are they driven by knowledge, return on investment or perhaps individual growth? Adding a second view provides a clear understanding of an individual and why he or she takes action.

With a validated correlation between the two, utilizing both DISC and values assessments will reveal a much more in-depth view of your employees or applicants. Discover more than DISC with TTI's solutions. It's the smartest way to really understand that individual who has an impact on your organization.

A study by the National Association of Professional Employer Organizations found that

Nearly 12% of employees Quit because of **Personality Clashes with co-workers and supervisors.**

It may sound minimal, but it is a loss that **could have been avoided with TTI assessment tools.**



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Send a Reply Email Today to Connect with Your Expert in Research-Based Assessment Solutions!

Teams From Around the Wheel

Every Unique Style is Necessary for a High Performing Team



Your behavioral style is great, and so is everyone else's! That's right, each and every behavioral style has unique strengths vital to a successful team.

Since individuals can't possibly have the natural traits of every style, it is important to build a team around the wheel of behaviors to achieve the most dynamic group. High performing teams need the traits of every behavioral style, from the demanding "D" to the compliant "C". When each person's unique behavioral style is recognized and appreciated by the team members, you will see significant results. Efficient communication, less stress and accurate job assignments will be easier to accomplish.

The same concept is true of motivators. Everyone sees a situation, problem or decision through their own eyes, a different window through which we view the world. When a team can understand the motivations of one another, they can begin to understand the thought behind each individual idea. Once all ideas are appreciated, team decisions will come naturally.

With a team from around the wheel of behaviors and motivators, a company can utilize a more diverse thought process; one that will yield better results. Where does your team fit in the wheel? Reply today to learn how we can assess your team's behavioral style and motivations!

**Consider More Than Just One View of an Individual...
Implement Research-Based Solutions Today!**

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