

Insights to Success™



An Internet-based interactive assessment and action plan for success!

DEVELOPING EFFECTIVE EMPLOYEES

Today's highly effective employees are those who understand how to work with an ever-changing base of knowledge and information. They serve as catalysts in energizing the organization and achieving goals. To maximize their effectiveness, they must understand their own strengths, have a clearly defined plan to apply them and demonstrate commitment to follow through. How well they do this makes the difference between an organization's success and failure. However, the enormous effort needed to define and manage a talent inventory with personalized development plans often prevents organizations from moving forward. Now, TTI's *Insights to Success* interactive process gives organizations the capability to inventory employee talents and automatically create personalized development plans that capitalize on unique individual strengths. This process leads to commitment, accountability and renewed energy in achieving organizational goals.

OVERVIEW OF THE PROCESS

The *Insights to Success* interactive process initially guides the individual employee through the online completion of a proven behavioral assessment. Since it is based on the Internet, it is ultimately flexible and can be completed anywhere, anytime. Individuals will

be guided through the 3 main components of the process by online instructions. They can logout and log back in at any point until the process is complete. The entire online process can be finished in one sitting in as little as 20-30 minutes. Each step gives feedback and a sense of accomplishment. The results of the assessment will accurately identify the individuals' strengths and how they can be energized to surmount obstacles and achieve success in the workplace. Next, all of the information is summarized in a succinct action plan format, the *Blueprint for Success*, and presented for review, comments and signature. When complete, the *Blueprint for Success* can be discussed with management and/or team members to commit it to action in building individual and team success.

BLUEPRINT FOR SUCCESS™ COMPONENTS

Key Factors to Success

This section highlights the individual's unique behavioral design, decision making style, communication style, value to the organization and ideal work environment. It is designed to be shared with other team members and management in creating strong teams and effective working relationships.

Potential Roadblocks to Success

Here the individual will review potential behavioral roadblocks that have previously been identified by responses to the assessment. Possible causes and solutions to these roadblocks are presented to assist in avoiding future pitfalls while enhancing communication skills and work habits.

Contract with Yourself

The final summary of the *Blueprint for Success* is presented in an action plan format. When the individual signs and dates the *Blueprint for Success*, it will serve as a "personal contract" for achievement. This encourages commitment and accountability, and provides a yardstick for measuring progress.

BOTTOM LINE

If you want to *energize human potential* and increase the overall effectiveness of your organization or team, *Insights to Success* is the key! Now there is an efficient way to achieve valuable management insights and *generate genuine motivation* within your employees. Applying *Insights to Success* will result in renewed focus of the great human potential that empowers your organization to succeed!

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