



High Performance Leadership has the tools, knowledge, and certified expertise to help you attract, retain, and develop your most valuable asset - your people.

## **ASSESSMENT SUITE**

Assessment tools help us to understand you and your unique situation.

### **Job Benchmarking Tools**

TTI TriMetrix®

TTI Performance DNA™

TTI DNA™

TTI Fitt™

TTI Success Insights™

TTI Workplace Behaviors™

Energizing People Profile™

Job Insights™ and Talent Insights™

TTI Task Quotient™

### **Development Tools**

TTI Success Insights™ Executive Version

TTI Success Insights™ Management-Staff™ Version

TTI Success Insights™ Personal Interests, Attitudes and Values™

TTI Success Insights™ Work Environment

TTI Success Insights™ Interviewing Insights Version

TTI Success Insights™ Time P.L.U.S. Version

Discovery 360<sup>o</sup> Feedback™

Career Planning Insights™

Each assessment tool focuses on specific objectives.

## **JOB BENCHMARKING ASSESSMENT SERIES**

What talent does a job require for superior performance? Only the JOB has the answer, so let the job talk and listen carefully. TTI's Job benchmarking process make is easy to remove common biases often associated with the hiring process. Factual data based on job requirements provide a solid foundation for hiring, retention, and talent development success. High Performance Leadership is certified to provide you with insight and expertise to help determine the best solutions.

### **TTI TriMetrix®**

- Behaviors (How)
- Values (Why)
- Personal Skills (PTSI™) (What- Can you do it?)

### **TTI Performance DNA™**

- Behaviors (How)
- Values (Why)
- Personal Skills (PSSI™) (Position Analysis™ - Have you done it?)

### **TTI DNA™**

- Personal Skills (PSSI™) (Position Analysis™ - Have you done it?)

### **TTI Fitt™**

- Behaviors (How)
- Values (Why)
- Task Preference

### **TTI Insights™**

- Behaviors (How)
- Values (Why)
- (see list under Development)

### **Workplace Behaviors™**

- Behaviors (How)

### **Energizing People Profile™**

- Values (Why)

### **TTI Quotient™**

- Task Preference- 3 Types
  - Routine Tasks
  - Troubleshooting Tasks
  - Project Tasks

## **DEVELOPMENT ASSESSMENT SERIES**

### **TTI Success Insights™ Executive Version**

- Identify how executives tend to approach problems and challenges
- Target characteristics that move an executive from a "manager" to a "leader"
- Offer strategies for communicating openly, ethically, and directly to get the results your organization needs

### **TTI Success Insights™ Management-Staff™ Version**

Increase effectiveness and productivity among:

- Executives / Business Owners
- Managers / Employees / Professionals
- Sales Professionals

### **TTI Success Insights™ Personal Interests, Attitudes and Values™**

- Understand your own drives and intense commitments
- Recognize core attitudes of others and how they see the world
- Understand why you and others make certain decisions and why conflicts occur
- Motivate yourself and others on their own terms

### **TTI Workplace Motivators™**

- Reduce turnover
- Experience enormous cost savings
- Increase satisfaction of internal and external stakeholders

### **Job Insights™ and Talent Insights™**

- Use 14 separate factors to find the right fit
- Compare and match the job's required behaviors and rewards/culture to a candidate's ideal behaviors and motivators
- Implement tools to continue developing top talent that coordinates with other TTI Success Insights™ reports

### **Task Quotient™**

- Evaluate an employee's current job alignment
- Prescreen job candidates for best job fit
- Task Preference- 3 Types
  - Routine Tasks
  - Troubleshooting Tasks
  - Project Tasks

### **TTI Success Insights™ Work Environment**

- Analyze behavior demands for the position
- Evaluate employee's perception of the position
- Compare perceptions
- Compare an employee's natural and adapted style to the position

### **TTI Success Insights™ Interviewing Insights Version**

- Compare candidate to his report and MFS Work Environment report
- Effectively match candidate with the position

### **TTI Success Insights™ Time P.L.U.S. Version**

- Identify possible causes for time wasters
- Find solutions to time wasters
- Develop fresh approach to organizing and managing time

### **Discovery 360º Feedback™**

- Receive customized assessment of the areas you want to measure:
  1. Leadership
  2. Performance Management/Coaching
  3. Integrity/Initiative
  4. Communication
  5. Teamwork
  6. Empowerment
  7. Quality
  8. Customer Service
- Evaluate perceptions with seven selected feedback reports

### **Career Planning Insights™**

- Clarify job expectations
- Discover reasons for inner conflict and stress experienced in past or present jobs
- Analyze your perception of the “ideal job”
- Generate list of occupations and DOT numbers aligned with your natural style

### **Leadership Development Program™**

The Leadership Development Program is a tool created to initiate and maintain the relationships necessary to create leaders. With dedication from both the facilitator (mentor, coach, manager) and the protégé, the Leadership Development Program will guide the relationship through various steps to ensure it follows the right path that will benefit both participants and the organization.

Five Key qualities that have been researched and identified create the basis of each of the five modules in the program.

- Influencing others
- Personal accountability
- Goal achievement
- Interpersonal skills

The protégé and facilitator can determine the individual order in which these modules will be followed; organization specific information can be incorporated. Two guide books are included, one for the facilitator and one for the protégé. This program is highly effective when used with assessment reports and use of the web-based performance management system.

The Leadership Development Program provides the versatility to be used effectively in a variety of situations.

- Role advancement for the employee
- Employee investment (development) for the employee
- Succession planning

### **Managing Performance Priorities™**

Managing Performance Priorities is a web-based system assisting leaders and managers in building personal accountability, self management, and goal achievement. The online system stores the history of accomplishments eliminating manual reporting so focus is on coaching, not paperwork. It can be effectively utilized with the Leadership Development Program or as a stand-alone system.

How it works:

On a weekly basis, the team members (players) are able to manage their tasks and prioritize them accordingly. After submitting the game plan, the manager (coach) can respond by accepting or rejecting specific tasks or priorities and provide feedback. At the end of the week, the account is updated by the player, allowing for a constant view of the players progress through complete or incomplete tasks. The coach and player can then take action accordingly. At any time, reports can be printed for history of the player's progress.

A fan can be added (a person who has a vested interest in watching the actions and priorities) of a player or groups of players. A fan can review all game plans and generate reports. A fan cannot approve or request action items to be revised- they play a strategic role.

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### **CPI 260™**

The CPI 260 assessment-an essential tool in management and leadership development programs today-explores 18 characteristics essential for leadership and suggests next steps on the path to leadership excellence.

- Self-management
- Organizational capabilities
- Team building
- Problem solving
- Sustaining vision

CPI 260™ is a registered trademark of CPP, Inc.