



TTI PERFORMANCE DNA™

Identify, Prioritize & Calibrate Performance Criteria



Today's Business Challenge

Most organizations can relate to today's challenge: To produce more with fewer people for customers who demand more for less. However, in order to overcome this challenge, an organization must be able to hire, discover and retain top talent. To do this, you need a system for analyzing the unique configuration of each individual that allows you to really understand performance issues and leverage your top talent to overcome today's challenge.

The TTI Performance DNA™ system reveals the how, why and what of individual performance. This is accomplished through an assessment of the BEHAVIORS people bring to the job, the MOTIVATORS that move people to do a job, and PERSONAL SKILLS mastery. As a job benchmarking tool, the same three areas are used to measure the requirements of the job, providing a complete system to compare talent to the position and create the best job fit. Together, TTI Performance DNA can identify, prioritize and calibrate performance criteria that will help you overcome today's challenge.

Behaviors: The How

Knowledge is the biggest modifier of behavior. With the behavioral results from a TTI Performance DNA assessment, individuals can learn to understand, appreciate and adapt their behavioral style. Based on the DISC theory, behavior is measured in four dimensions; dominance, influence, steadiness and compliance. The results will enhance the hiring process by revealing how an individual will perform and empower individuals to communicate effectively through behavioral coaching.

Motivators: The Why

As a window through which we view the world, values are the drivers of our behavior, or what motivates our actions. Motivators are measured in six areas: theoretical, utilitarian, aesthetic, social, individualistic and traditional. With the knowledge

of motivators, you can encourage employees in a way that satisfies their inner drive right from the start. The results will benefit both hiring and coaching initiatives by revealing why an individual acts the way they do, or what motivates their behavior.

Personal Skills: The What

Through TTI's Personal Soft Skills Inventory (PSSI), the TTI Performance DNA Talent Report describes what an individual "has done" in 23 research based capacities, or personal skills, that are directly related to the business environment. Through the self-evaluation assessment of an individual's own soft skills, this quantitative measurement tool analyzes each capacity on three levels: mastery, some mastery and no mastery. The assessment results define what skills an individual has exhibited in their whole life experience by ranking the individual on a 10-point scale that reveals their biggest strengths on the job. The top skills outlined in the report highlight individuals' well-developed capabilities and reveal the areas where they are most effective. When used as a benchmarking tool, this component helps ensure the inherent skills of each individual match the soft skills required by the job.

Applications in Your Business

TTI Performance DNA will enhance the human capital management efforts in a number of different ways, including:

- Job Benchmarking
- Talent Selection and Retention
- Employee Coaching and Development
- Performance Appraisals
- Succession Planning
- Organizational Development

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