



Success Insights CEE is dedicated to helping organizations meet the challenges of today's marketplace by means of management tools. Our online assessments can help you consciously develop your business, your communication, attain greater knowledge of yourself as well as others, recognize and manage team and individual talent and increase performance as a result. Reports are generated from our validated online tools by an expert system. Nowadays these tools are available in 27 languages in 75 countries, including the region of Central and Eastern Europe as well. Business professionals have proven our assessments can make a positive difference in an individual's personal and professional life throughout the world.

Personal Assessments:



TTI TriMetrix

In today's marketplace it is crucial to have an effective way to assess, develop and retain top talent. Based on a unique 37-factor analysis, TTI TriMetrix reveals a person's talent in three areas that describe the how, why and what of individual performance. This is accomplished through an unbiased assessment of Behaviors Motivators and Personal Skills required by the job. TTI TriMetrix has been developed for a multitude of business applications, including job benchmarking, talent selection and retention, employee coaching and development, performance appraisals, succession planning and organizational development.

Coaching Report

The TTI TriMetrix® Coaching Report was designed to increase the understanding of an individual's talents. The report provides insight to three distinct areas: behaviours, motivators and attributes. Understanding strengths and weaknesses in each of the three areas will lead to personal and professional development and a higher level of satisfaction.

Talent Report

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values



Behavioral styles (DISC)

Executive

Interacting effectively with a variety of people marks the difference between success and failure. The TTI Success Insights Executive report gives executives a greater knowledge of themselves and others, leading to enhanced performance. The report identifies how executives tend to approach problems and challenges and it provides a summary of their management style.

Management – Staff

Talent is a combination of many factors, one of which is behavior. The TTI Success Insights® Management-Staff is a report that not only defines unique behavior, but guides the employee and manager in leveraging behavior for success. With this capability, this versatile management tool can be used to hire the right person, get employees off to a fast start, reenergize current employees, improve communication and build sound employee-manager relationships.

Interviewing Insights

Finding the right talent for specific jobs is essential to business success. The Interviewing Insights report is designed to assist companies quickly and successfully prepare for the interview process. It will target talent early in the hiring process and pave the way for second-level interviews and/or more in-depth assessments of specific capabilities.

Sales

The TTI Success Insights Sales report is geared towards the sales professional. It summarises the crucial differences between sales force and other groups of employees and provides information on an individual's style of selling. It shows that talent is a crucial part of a reliable selection method and it shows how to maximize the sales team's effectiveness.

Customer Service

The ability to interact effectively with customers may be the critical difference between success or failure in our work life. Effective customer service begins with an accurate perception of our own work behavioral style. This report was designed to quantify information on how you see your own behavior in the workplace. That information may then be used for you to learn how others perceive your behavior. This knowledge will assist you in formulating strategies in meeting customer needs.

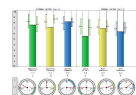
Time Plus

Effective use of time starts with an accurate perception of ourselves. This report was designed to quantify information on how you see yourself. The report translates that information into how others may see you to assist in formulating strategies to better manage your time.



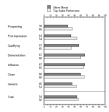
Motivation

What is it that motivates you to take action? What is the source of your desire to become involved in certain activities—or to avoid them? Why do you behave in the manner you do? The answers lie deep within your unique set of personal interests, attitudes and values. These powerful motivating forces largely affect why you behave, and identifying them is important to understanding what makes you effective, satisfied and personally successful and what kind of organizational culture makes you more productive in the long run. The report will make you understand your motivators and the causes of conflict in your life.



Personal Talent Skills Inventory

Today, business success is measured in talent. The lack of job performance and employee turnover result in missed business opportunities and increased costs. The Personal Talent Skills Inventory (PTSI) assesses an individual's cognitive structure, focusing on three dimensions of thought: systematic, extrinsic, intrinsic. The report can be applied for employee selection, employee and leadership development and coaching. Targeted PTSI reports identify key talents required in a number of positions.



Sales Skills Index

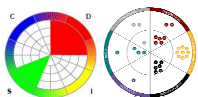
Your sales personnel greatly influences your business success. Can they sell? Do they understand the sales process? Are they treating each sales situation the way top salespeople do? The Sales Skills Index report will answer all those questions. Understanding the results of the report and providing feedback ensure that your sales personnel will handle each sales opportunity consciously and they will become more efficient.

EQ Emotional Quotient

EQ is a measure of your ability to sense, understand, and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity.

TQ Task Quotient

This report will provide insight to the environment you live and work in, and how it motivates or demotivates you, based on the types of tasks you do. TQ® defines the ideal mixture of task types (Routine, Troubleshooting and Project) that provide an individual the most intrinsic motivation, or personal satisfaction. Is available in Job, Talent, Job/Talent Comparison, and in Coaching report.



Team Assessments:

The expertise system of SI offers you and your company the opportunity to prepare team reports. It contains the team's strengths and areas for development and it highlights the causes of potential conflicts. It can be excellently used as a management and an HR tool as well.

Organizational Assessments:



Job Benchmarking

TTI's job benchmarking process benchmarks the requirements of a specific job/culture/position/family, not the people in the job. To do this, and to get objective results (promoting business success) we let the job talk. Knowing the success criteria of a position, the job benchmark determines the system of requirements by means of an online job assessment supported by the expertise system of TTI Value Added Associates. The report contains a data bank of questions for the selection procedure and development proposals based on the criteria of business success. The results of the report can be compared to the individual talent map and they can be utilized in the preparation of selection, development and talent management plans.

Job Report

If the job could talk, it would clearly define the knowledge, hard skills, people skills, behavior and culture needed for superior performance. Your unbiased input regarding the specific requirements of the job in question has been applied to the TTI TriMetrix Job benchmarking process. The result is an evaluative report that analyzes a total of 37 separate areas.

Job-Talent Comparison Report

This report compares a specific job benchmark to the results of one to five personal Talent reports (in site of competences and behavior).

Culture Survey 1. JEPP: Job Energizing People Profile

Every position within an organization has a unique culture which may or may not be similar to the overall organizational culture. The TTI Success Insights Job Energizing People Profile is designed to provide an overview of both the motivators for the job and the organizational culture. This will allow an organization to determine the type of individual that would be most successful in a given position. When incumbents share these motivations, job satisfaction, performance and retention increase dramatically.

Culture Survey 2.

"If the job could talk, what behavioral characteristics would it ask for?" When you match the behavioral style of the person to the job, the person will be better able to perform the job requirements. By reading this report, you can identify and correct any erroneous perceptions of the job.



OD Assessments

Managers must continually be in touch with customer demands, how to adjust services/products to meet customer expectations, how well employees are achieving organizational goals and where the organization needs realignment in order to succeed. ODsurveys Plus provides an efficient alternative to the labor-intensive survey process. The report can be customized to suit your needs, to measure what you need to know. You choose the survey titles, content, respondent instructions, categories, questions, rating scales and comment areas.

1. Organizational Development Surveys

Successful organizations see the critical factor in addressing the needs of both employees and customers. Organizational surveys are a vital diagnostic tool to determine where the organization can improve, and the areas of necessary management/HR interventions to achieve higher employee and customer satisfaction.

2. 360 Surveys

Personal effectiveness within each key position is crucial to the ongoing success of the organization. 360 surveys allow respondents to provide valuable feedback regarding the effectiveness of another individual's performance. The results of 360 surveys are then used to enhance and develop the individual. The job criteria established by the Job Benchmark provide evaluation criteria for behavior based on the 360 surveys as well.

3. T.E.A.M.S. Surveys

When an organization is dedicated to helping the members of a team improve their performance and quality of life, the organization experiences the results. A T.E.A.M.S. survey can discover the effective and ineffective practices of the group, allowing for necessary adjustments and coaching.