

TTI ATLANTA Advisor

"Hiring the right people the first time is the biggest challenge organizations face today!"

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Assessment Report

Because of our past relationship you are receiving our monthly newsletter...at no cost to you! If this is your first issue, then welcome! We appreciate the opportunity to share best practices in leadership, management, personal and professional growth, recruiting, retention, and other areas critical to your success. Again, thanks for your readership.

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Why Opposites Don't Attract

By Cyndi Grave, TTI Success Insights



Add Empowering TTI Assessment Tools in the Selection Process for Future Success

Have you ever heard the phrase opposites attract? It's wrong. It makes sense to us, but it's still wrong. The data on relationships are completely convincing - people who are like one another tend to be attracted to one another.

Interviewing Questions Using DISC And Motivators

DISC is the "Language of Observable Behavior" and tells us "HOW" and what behaviors a person will exhibit in their work environment and their Motivators tell us "WHY" they want to do the job and what drives them to take action. Using just two of TTI Atlanta's sciences greatly improves your chances of making a successful hire.



Start by defining the kind of person you're looking for to fill the position. Using an internal unbiased created "Job Benchmark" of the position is your best option, but at the very least you need to sketch out the ideal behavior, motivator traits and qualifications of the person you feel would be the best fit for the job. Make sure you ask questions that target the major characteristics of all four of the primary DISC Behaviors and the six Motivators. Observe their body language, tone of voice, pace of speech and the

The problem with this "opposites attract" mentality is that leaders are naturally attracted to hiring people who are like them. And, if they only hire people like them, they will end up eventually with a team of people who have all of their leader's strengths - and all of the leader's weaknesses.

What's the danger in that? If a leader makes a mistake, the other people like the leader on the team are less likely to catch it. In fact, they're likely to not even notice it was a mistake. Unless all of the team members have the same job description and duties, we have a team that is more into themselves, making the possibility for a disengaged employee, a decrease in productivity, lack of job satisfaction and a higher rate of turnover.

The best way for leaders to solve this problem is to benchmark their jobs and determine the specific profile to be successful in the job and then hire against that profile. This unbiased, objective job matching approach reduces the chance a leader may hire against their own personality profile.

If very early on in the selection process they find themselves "totally in love with" a candidate, chances are the candidate is similar in style to the hiring manager. They may work out fine, or they may be adding to their weaknesses in a way that they don't expect.

Hiring managers need to add empowering assessment tools to the selection process for future success. Visit our web site at www.ttiatlanta.com and browse thru our family of highly validated assessments and training videos. t

Quote of the Month

"Life is 10 percent what happens to you and 90 percent how you react to it."

~ Charles R. Swindall

NOW AVAILABLE!

way they answer questions.

1) Can you tell me about your goals for the future? What steps have you taken to achieve them?

2) What are your strengths when working with others?

3) Are there types of people you don't get along with? Can you give me an example of a situation when you've worked with a difficult person? What did you do to resolve your differences?

4) When working on a team, what role do you feel most comfortable with? Why? What was your most recent team experience like?

5) How would you describe your relationship with coworkers in your previous job?

6) If you were in a situation where you needed to gain consensus, how would you influence other people to adopt your perspective?

7) How comfortable are you with meeting tight deadlines? What steps do you typically take to make sure you meet deadlines?

8) Have you ever been independently in charge of a project? What steps did you take to make sure you could complete it successfully on your own?

9) Provide an example of when you've risen to meet a challenge when the odds were against you?

10) How do you handle stress or pressure?

11) How do you define success?

12) How do you respond to situations where feeling you haven't been given clear guidelines or don't have enough information to finish a project?

13) What's your communication style like? What way do you prefer to communicate with others?

14) What is your greatest strength? Where does it come in most handy?

15) What is your greatest weakness? What do you do to overcome it?

Make sure that the questions you ultimately choose are used consistently for each candidate interviewed or you could find yourself in violation of EEOC hiring practices.

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Powerful Body Language Tips For Success



[DISC Training on TTI Atlanta Website](#)

Whether you are just beginning to learn the DISC language or are a seasoned veteran, this 7 module DISC training video will provide information that will increase your knowledge of DISC, improve your communication skills, increase your ability to read the graphs, how to recognize and explain the three major conflicts ME-ME / ME-YOU / ME-JOB and how to effectively use the knowledge to improve relationships at work that will lead to a more engaged and productive employee.

At the end of the 7 Modules you will:

1. Know the history of the DISC language.
2. Know the benefits of applying a behavioral model.
3. Understand your own behavioral design.
4. Recognize, understand and appreciate others' behavioral designs.
5. "People read" and interpret the High and Low side all four DISC factors.

Get Started Now!!

[CLICK HERE](#)

WHY YOUR COMPANY SHOULD USE ASSESSMENTS

The "Cost of a Bad Hire" is estimated to be 5 times the person's salary. Using TTI assessment reports can increase your chance of "Hiring Right the First Time"

It is true that body language makes up for at least half of our communication with others. Bearing that in mind it is important to take control of the message you are sending with nonverbal cues. In order to be an effective leader manager owner or entrepreneur it is important that you send the right message to others at the right times. Here are some messages you're sending through your movements and actions.



Slumped Shoulders

When you slump your shoulders over you appear to be less confident and have low self-esteem. Even if you do not feel this way it is the perception of others that this is the way you view yourself. Watch yourself to make sure you aren't slumping whether it be a bad habit or you are just tired one day.

Crossed Arms

Crossed arms is often times the universal sign for someone who feels frustrated, closed off, and unengaged in their environment. This may seem like a comfortable position to you, but it is important to not cross your arms during conversations with others. You will seem less open to their thoughts and ideas, even if you do feel ready to listen and receive their words.

Overly Tilted Head

An overly tilted head to one side or the other conveys sympathy or empathy with a situation. If you are in need to communicate that you are truly sorry that someone is frustrated, upset, or sad about something, then leaning your head to the side will communicate that you are sympathizing with them.

Fidgeting Feet

You really cannot help the way certain situations or conversations make you feel, but if you control your body language so that it communicates something different than what you are feeling, your communication will be more successful. While talking with others, please don't forget about your feet. If you are standing, be sure to stand still and not shift around so much. When you are shifting back and forth, moving your position often, it will convey that you are not interested in having the conversation. While sitting, try not to constantly tap your feet. This becomes too distracting and again may communicate a lack of interest.

Smiling Face

It can be so hard to remember to smile when talking with someone. Even if you are not unhappy, lacking a smile on your face will convey that you are not interested in someone. Smiling can certainly soften others, approach to you, and make them more receptive to what you have to say. Allowing your face to stay relaxed will not communicate the pleasantness that a smile will.

Keep these nonverbal gestures in mind the next time you have a conversation with others in your office. Especially if you are having a conversation that is crucial, being sure your actions communicate what you are trying to express is important.

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from 50/50 up to 93%.

Let us prove it by assessing your next candidate absolutely "**FREE**".



ABOUT US

TTI ATLANTA has worked with Fortune 1000 companies and clients from the transportation industry, wealth management, law firms, advertising, education, franchises, real-estate services, banking, media, insurance, construction, hospitality, staffing services, property management, casinos, utilities, graphics, churches, credit corps, auto dealers, medical, and human resources.

Established in 1985 TTI ATLANTA has provided highly validated assessment reports and over 30 years of business expertise helping organizations nationwide select, hire, develop and retain their company's most important asset - PEOPLE.

[Learn More about TTI ATLANTA](#)

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Behaviors For Success

Busy professionals with a strong desire to achieve sometimes fall into slumps which can destroy creative drive. Do your best to avoid these slumps by accepting that you cannot do everything. Delegate responsibilities to others qualified to perform the task. They should share your goals for success.

- **Be a lifetime learner.** Don't assume you've learned all you need to know. Have a plan for personal growth and work on challenging goals in all areas of your life.
 - **Be proactive.** Solve problems before they occur. Carefully plan procedures to prevent problems and proper handling in the event they do happen.
 - **Communicate your goals** and let others know how they can help you achieve them. Listen carefully to information they provide you.
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