



## Behavioural Intelligence

A multi-science report integrating Behaviours and EQ...

### WHAT IS BEHAVIOURAL INTELLIGENCE?

Behavioural Intelligence combines two sciences of performance, helping you to understand people in two key areas of performance:

- ◆ **HOW** we behave and communicate — using the world-famous DISC assessment
- ◆ **DO** we actively apply the principles of emotional intelligence — using the TTI EQ assessment

The Behavioural Intelligence reports provide feedback across two sections: Behaviours and Emotional Intelligence. With this unique and powerful blend, your emotional intelligence development activities will be well supported by research-based, validated and — most importantly — easy-to-apply assessments.

As our understanding of people and how they differ grows, so too must our assessment methodologies. When using a traditional single-dimensional assessment, we can miss (or have to assume) so much about what makes a person who they are. With a multi-science assessment, such as Behavioural Intelligence, we are able to make finer distinctions between individuals and understand how to help them be most productive.

### The Multi-Science Advantage

TTI Success Insights was the first company in the world to offer multi-science assessments. Because our tools are designed by the same team of researchers and delivered on the same platform, we are able to provide a seamless transition between tools. This not only means our tools are better quality and more user-friendly, but it's a key point of difference between us and companies that sell low-grade tests to anyone for the lowest price.

In Selection:	In Development:	In Management:
<p><b>More Predictive</b> - Research proves that, thanks to having more data points, our assessments are more accurate at predicting success.</p> <p><b>Better Job Fit</b> - With a deeper understanding, we can place the right people in the right jobs, the first time.</p> <p><b>Streamline Recruitment</b> - Cut down time spent in the recruitment process with people who don't fit your role. Identify red and green flags up front.</p>	<p><b>Greater Self-Awareness</b> - Multi-science assessments provide deeper awareness in more areas than traditional (single-science) assessment tools.</p> <p><b>Layered Approach</b> - Multi-science assessments allow you to build from one set of characteristics to the next.</p> <p><b>Targeted Development</b> - Multi-science assessments highlight strengths and limitations more clearly, meaning you can target the things that really matter.</p>	<p><b>Tailor Management Style</b> - A refined understanding of individuals means you can tailor your management approach to suit each team member.</p> <p><b>Build Deeper Rapport</b> - The greater the understanding of an individual, the easier it becomes to connect.</p> <p><b>Drive Engagement</b> - Engaging people is about looking at the full picture of talents, skills, values and behaviours that creates emotional commitment.</p>



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## Behavioural Intelligence: Assessment Snapshot

Name	Behavioural Intelligence
<b>Measures</b>	<b>4 Core Behaviours</b> <i>(Dominance, Influence, Steadiness, Compliance)</i> <b>5 Core Principles of Emotional Intelligence</b> <i>(Self-Awareness, Self-Regulation, Motivation, Empathy, Social Skills)</i>
<b>Pages</b> <i>(Coaching version)</i>	<b>35</b>
<b>Personal Questionnaire</b>	<b>Style Insights (Behaviours)</b> <i>(24 Items, Rank 4 Choices Per Item, Approx. 10 Minutes to Complete)</i> <b>TTI Emotional Intelligence Questionnaire</b> <i>(57 Likert-type Scale Items, Approx. 15 Minutes to Complete)</i>
<b>Job Questionnaire</b> <i>(To Produce a Job Benchmark)</i>	<b>N/A</b>

## Behavioural Intelligence: Report Versions

Recruitment/Selection	Coaching	Team/Comparison
N/A	Behavioural Intelligence	N/A

## Behavioural Intelligence: Common Applications

COMMON USES			
<b>Recruitment</b> Selection/Interviewing Job Benchmarking Induction	<b>Development</b> Leadership Development Communication Team Effectiveness Sales Development Customer Service Coaching/Mentoring Conflict Resolution	<b>Management</b> Change Management Employee Engagement Performance Management Strategic Planning Competency Modelling Workforce Transition Outplacement Succession Planning	<b>Personal</b> Personal Effectiveness Family Relationships Marriage Counselling Career Planning

