



TTI Fit™

Increasing Employee Satisfaction & Retention with the Best Job Fit

Find Success with the Best Job Fit

Talent management is a key component in the long-term success of any company, and it starts with the best job fit. Whether you are working with a new hire or current employee, creating the ideal job and talent match is an important factor in satisfaction and retention.

TTI Fit was designed to help you find the best job fit by combining three valid assessments that have proven their effectiveness in the marketplace. The assessment reveals the behaviors people bring to the job, the values that motivate people to do a job and the task preference of each individual. **As a job benchmarking tool, it also measures job requirements, providing a complete system for job and talent comparison.**

Behaviors: The How

Knowledge is the biggest modifier of behavior. With the behavioral results from a TTI Fit assessment, individuals can learn to understand, appreciate and adapt their behavior 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.

Values: The Why

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

TTI Task Quotient: The Task Preference

As individuals, people have different preferences in many aspects, including the way they want to work. Fortunately, all of our jobs and daily activities can be broken down into a combination of three task types. The TTI Task Quotient assessment quickly determines which types the individual prefers and establishes a task preference blend. This blend is determined by a percentage for each of the three task types:

- **Routine** - Highly predictable tasks that must be accomplished immediately.
- **Troubleshooting** - Highly unpredictable tasks that must be accomplished immediately.
- **Project** - Highly predictable tasks that do not need to be accomplished immediately.

The Task Quotient results will give direction in creating the preferred environment for the highest level of individual satisfaction, enthusiasm and performance.

Applications in Your Business

TTI Fit is a proven solution for finding and creating satisfaction on the job in many business applications, including:

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

Provided By: