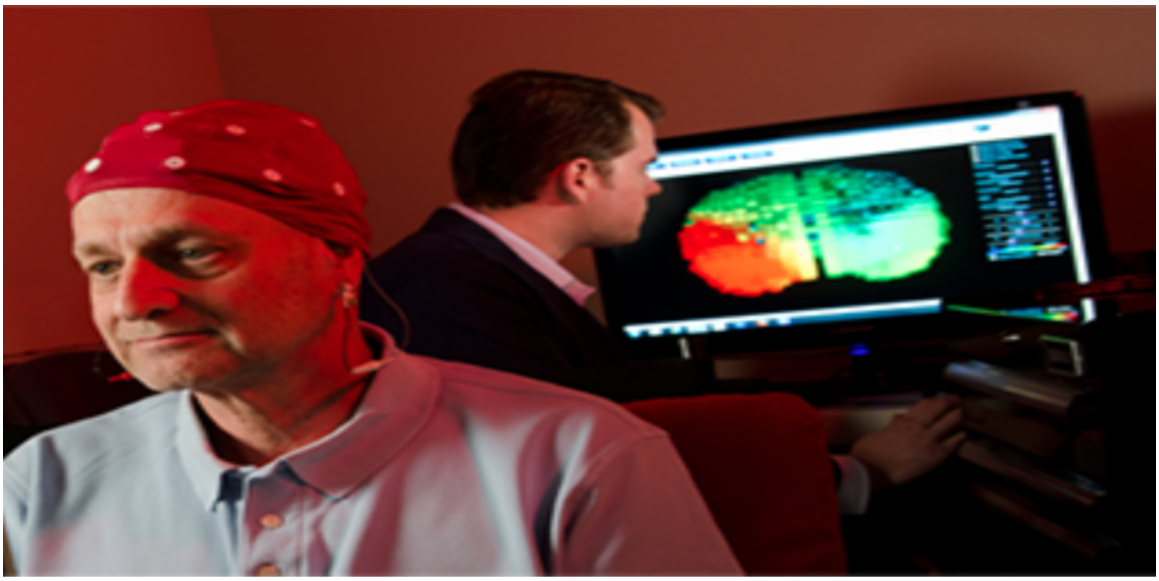
Behaviors TECHNICAL REPORT

Introduction

Target Training International, Ltd. was founded in 1984 by Bill J. Bonnstetter and his son, Dave Bonnstetter. With world-wide distribution through Target Training International Success Insights, TTI SI is a leader in the assessment industry. As a result of ongoing research including neurophenomenology (the pragmatic study of cognition), TTI SI continues to enhance, develop and validate assessment-based solutions that drive results.

These extensive research endeavors go beyond the HOW and WHAT of performance and expose for our users the WHY behind our decision-making.



Content

Executive Summary

The following pages will provide detailed psychometric information on TTI SI's Style Insights® assessment. The report contains a brief theoretical underpinning of the assessment, as well as reliability, validity, related EEG brain imaging neurophenomenological studies, excerpts from predictability reports as well as internal and external adverse impact studies. While Target Training International, LTD, (TTI) owns all intellectual property, including this assessment, Success Insights (TTI SI) is responsibility for world-wide dissemination.

Because TTI SI is a global company, reliability analysis for those countries that have sufficient number of reports generated to justify statistical analysis has been included. At present this list is composed of Brazilian-Portuguese, Chinese-Simplified, Dutch, English-Australian, English-Canada, English-South Africa, English UK, English US, French, German, Hungarian, Italian, Polish, Portuguese, Russian, Spanish-Americas, Spanish-Spain, Swedish, and Turkish. (See Appendix A for more Detail.)

Our goal at TTI SI is to be a leader in the assessment field. To accomplish this goal, we strive to constantly sample our data by looking for altered demographic trends, even minor fluctuations in reliability and or validity, promoting internal and external predictability studies, and searching for new and innovative approaches for product improvement.

> **In 1910, Scottish writer and poet Andrew Lang said, "He uses statistics as a drunken man uses lampposts—for support rather than illumination."**

While many businesses use data to support their decisions, TTI SI is committed to use our findings to drive our actions. We hope you find this report as valuable as it is for us internally.

Part 1 – Theoretical Underpinnings

History

Built on the Shoulders of Giants

The DISC language is based on observable behavior. Throughout history, people have observed basic behavioral characteristics, and in recent years, these observable characteristics have been validated by scientists and researchers, including companies such as Target Training International Success Insights. Assessments have been developed to assist people in maximizing their personal potential and the potential of human resources throughout an organization. The lineage of the DISC language, although not then called DISC, can be traced back thousands of years, to such philosophers as Empedocles, Hippocrates, and Galen.

EMPEDOCLES 444 B.C. Empedocles created a model of the universe composed of four roots or elements. He stated that these four elements could be combined in an infinite number of ways, just as an artist can create numerous pigments with only four different colors. (This statement is an important concept, as we develop an understanding of how TTI SI DISC creates numerous combinations and not just four, eight or 16 stereotyped templates.

HIPPOCRATES 400 B.C. Hippocrates was an observer of people. He noticed the effect of the climate and the terrain on the individual. Defining four types of climates, he categorized behavior and appearance for each climate, even suggesting which people would conquer others in battle, based on the environmental conditions in which they were raised. Hippocrates believed the climate and terrain affected behavior and appearance. We now see this concept of interaction between an individual and environment as it relates to jobs. TTI SI continues to research how our behaviors can enhance or be in conflict with our job. The role of job matching is a crucial component of our assessments and will be addressed in more detail within the predictability section of this report.

GALEN 130 A.D. - 200 A.D. Galen, of Rome, spoke of four body fluids and their effect on behavior and temperament. They were blood, yellow bile, black bile and phlegm. He also stated that our bodies act upon and are acted upon by warm, cold, dry and moist. While we no longer adhere to these descriptors, TTI SI's neurophenomenological studies take into consideration the hormonal effects from dopamine, serotonin, oxytocin, cortisol and other neurotransmitters.

Carl G. JUNG 1921. Jung's Psychological Types, published in 1921, are primarily oriented by the four psychological functions: thinking, feeling, sensation and intuition. These four are further divided into two divisions that Jung called "libido" or "energy." These two divisions are "extroverted" and "introverted." Jung believed the extroverted and introverted types were categories over and above the other four functions.

Connection to William Moulton Marston

WILLIAM MOULTON MARSTON 1893-1947. The next and to date the most direct thought-evolutionary step in the creation of DISC was provided by Dr. William Moulton Marston. Born in Cliftondale, Massachusetts, in 1893, Dr. Marston was educated at Harvard University. He received three degrees from that institution, an A.B. in 1915, and LL.B in 1918 and a Ph.D. in 1921.

Most of Dr. Marston's adult life was spent as a teacher and consulting psychologist, including lecturing at The American University, Tufts, Columbia and New York University. A prolific writer, Dr. Marston was a contributor to the American Journal of Psychology, the Encyclopedia Britannica, and the Encyclopedia of Psychology all while authoring and/or coauthoring five books.

Marston's most well-known professional contribution was his success in lie detection. His work was done at Harvard University, and in 1938 his book, The Lie Detector, was published. Lie detectors, including Dr. Marston's, have been used by law enforcement and crime detection officials in various countries for many years. Here are some facts that you may find interesting:

- Marston is acknowledged by most as the inventor of the lie detector.
- He invented (1915) the systolic blood pressure test for deception (first published in 1917).
- He interviewed 4200 criminals in Texas penitentiaries and found only three of them who believed themselves to be dishonest.
- A committee of prominent psychologists gave Marston's deception test a 97 percent reliability rating.
- Marston stated that when the lie detector has convinced a criminal (consciously or subconsciously) that he can no longer lie, it becomes easy to break down that criminal's habits of lying and build up, instead, mental habits of telling the truth.
- Marston stated the ultimate use of the lie detector was not for crime detection but for crime elimination by changing criminals into honest individuals.
- Marston worked on the Carl Jung Reaction Time Test and proved it was not reliable for determining deception. This proves that Marston was well aware of Carl Jung's work that is the foundation of the Myers-Briggs test. So the question remains, why Marston never mentioned Carl Jung's work in his book Emotions of Normal People?
- Marston said, "Only the truth can bring about a real emotional adjustment."
- The lie detector test offers a new tool to consulting psychologists in making personality adjustments.
- Marston wrote articles on how to apply the lie detector test to marital, social and personality adjustments.

Marston was ahead of the times, and his book Emotions of Normal People was most likely written for professional psychologists, as his other writings are easy to read and understand. But to help users of our behavioral assessment, TTI SI has republished the complete Emotions of Normal People book and included an updated prologue and epilogue.

Every day TTI SI Value Added Associates are touching the lives of people in a way that was only a dream for Marston in 1915.

Marston continued his career as a consulting psychologist; but using the pen name of Charles Moulton, he spent most of his time during the last five years of his life as the originator, writer and producer of "Wonder Woman". First published in book form, this endeavor turned out to be a most successful and enduring comic strip. After having been stricken with polio in 1944, Dr. Marston was partially paralyzed until his death at age 53 in 1947.

Emotions of Normal People, published in 1928, described the theory used by TTI SI today. Marston viewed people as behaving along two axes with their actions tending to be active or passive depending upon the individual's perception of the environment as either antagonistic or favorable.

Dr. Marston believed that people tend to learn a self-concept, which is basically in accord with one of the four factors. It is possible, therefore, using Marston's theory, to apply the powers of scientific observation to behavior and to be objective and descriptive rather than subjective and judgmental.

Marston did not invent the DISC behavioral measurement system, nor did he foresee the potential applications of his work. Since publishing his research findings and observations, behavioral research has modified his ideas considerably. To the modern scientist, much of Marston's work may seem stilted and antiquated. Yet, the importance of his contribution in dividing human behavior into four distinct categories and using measurements of the strength of these responses as a means to predict human behavior remains undiminished.

By placing these axes at right angles, four quadrants were formed with each circumscribing a behavioral pattern.

1. **Dominance (D) –** Produces activity in an antagonistic environment.
2. **Influence (I)** – Produces activity in a favorable environment.
3. **Steadiness (S)** – Produces passivity in a favorable environment.
4. **Compliance (C)** – Produces passivity in an antagonistic environment.

Despite the contributions made to the field of behavioral research since Marston, the modern categories of DISC (Dominance, Influence, Steadiness and Compliance) owe much to his research. Thus it is helpful in understanding the working of the DISC system to keep Marston's categories and their original meaning in mind. The premise of the modern day DISC system is that all people demonstrate some behavior in each dimension. The four dimensions used as

the basis for the Style Insights instrument (and its various report forms and applications) fall into the following categories:

DOMINANCE – CHALLENGE
How you approach and respond to problems and challenges and exercise power.

INFLUENCE – CONTACTS
How you interact with and attempt to influence others to your point of view.

STEADINESS – CONSISTENCY
How you respond to change, variation and pace of your environment.

COMPLIANCE – CONSTRAINTS
How you respond to rules and procedures set by others and to authority.

The DISC measurement system analyzes all of these factors and reveals one's strengths and weaknesses, one's actual behavior, and tendencies toward certain behavior. Behavioral research suggests that the most effective people are those who understand themselves and others. The more one understands his or her personal strengths and weaknesses coupled with the ability to identify and understand the strengths and weaknesses of others, the better one will be able to develop strategies to meet the demands of the environment. The result will be success on the job, at home or within the community.

WALTER CLARKE 1950s. Walter Clarke was the first person to build a psychological assessment based on the Marston theory. His instrument is called the "Activity Vector Analysis." Some of Clarke's original associates subsequently left his company, further refining the format as they created their own "adjective check-list forms."

Since the 50's a number of individuals and companies have contributed to the DISC behavioral model, but none have addressed the underlying neurological bases of decision-making process as has TTI SI.

DISC and the Future at TTI SI based on Neurological Research

Before we address the future at TTI SI, let's take a closer look at the present applications of Marston's work. As you may recall, Marston's lie detector data was found lacking because it was determined to only be 97% accurate. A similar problem has plagued these self-reported behavioral assessments that have emerged from his work. Armed with the latest brain imaging tools, can we find evidence that these ipsative responses are in fact traceable to real brain activities? This was the question asked by TTI SI's Center for Applied Cognitive Research.

Armed with cutting edge neurological brain mapping tools, TTI SI is turning the soft science of personal assessment into a hard science. In May of 2012, TTI applied for a patent to cover this new innovative approach to self-report validation. In June of 2015, TTI received it's fourth patent in the past 17 years. And in July of 2016, a second patent addressing this brain mapping approach to validation was issued.

TTI is using electroencephalography (EEG) to validate what people say, otherwise known as their self-reported ipsative response, which is born out in corresponding brain waves seen in EEGs of the mind, taken during assessments. TTI has coined the term Validating Ipsative Decision-making using Electroencephalography (VIDE) to refer to this groundbreaking research science. This unique approach exposes, both qualitative and quantitative asymmetry of brain activity, thus exposing the underlying motivational system of decision-making.

The VIDE process uses asymmetric wave analysis resulting from a stimuli to validate the underlying mental decisions behind these self-reported responses at the very moment of decision-making, thus exposing the true thoughts behind responses and documenting potential abnormalities between their pre-assessments and actual brain activity. This process provides evidence that an evoked, emotionally-laden response results in corresponding brain activity and documents both the intensity of human emotional response as well as the directionality of the response.

Why Study Behaviors?

UNDERSTANDING SELF AND OTHERS. The science of self may be the most important lessons we can learn because without this knowledge, we have little control or understanding of our actions. Social interaction has always been key to success and in some cases even survival, but with increased technology comes the need to better communicate. All of this is predicated on an understanding of self.

GAINING COMMITMENT AND COOPERATION. People tend to trust and work well with those people who seem like themselves. The most effective way to gain the commitment and cooperation of others is to "get into their world" and "blend" with their behavioral style: observe a person's body language, "how" they act and interact with others. Notice clues in their work or living area. By applying the DISC language, you will immediately be able to adapt to their style.

BUILDING EFFECTIVE TEAMS. People tend to be too hard on each other, continually judging behavior; therefore, team development tends to be slowed or halted due to people problems. An awareness of behavioral differences has an immediate impact on communication, conflict resolution and motivation for the team. Investment always precedes return. Investment in training the team on the DISC language gets an immediate return in team development. According to specialists in team development, most teams never make it to high performance without training in a behavioral model and commitment to using it from the top management down.

RESOLVING AND PREVENTING CONFLICT. Understanding style similarities and differences will be the first step in resolving and preventing conflict. By meeting the person's behavioral needs, you will be able to diffuse many problems before they even happen. People prefer to be managed a certain way. Some like structure and some don't. Some like to work with people and some prefer to work alone. "Shot in the dark" management does not work in the 21st century. The DISC language, combined with TTI Success Insights Reports, will teach you more about a person in 10 minutes than you can learn in a year without DISC.

GAINING ENDORSEMENT. Other words for endorsement are "credibility" or "influence". Every interaction you have with a person either increases or decreases your endorsement. Have you ever met a person who won't stop talking and relates his whole life story to you? When you see that person coming, do you dread the interaction? If so, it is because their behavior has caused them to lose endorsement with you. Conversely, a person who you can't wait to see daily has gained your endorsement and, therefore, is deserving of your time. The DISC language allows you to "stack the deck" in your favor. By knowing a person's behavioral style, you can adapt to their style and gain endorsement.

Part 2 – Empirical Findings

In 1983-84 TTI acquired a DISC-based instrument under a license agreement. Since that time TTI has invested substantial amounts of attention, energy, and resources into the continued statistical validation of the instrument and the reports. Changes have been made to the newer versions of the instrument to keep pace with current terms and descriptors in use, and to up-date those terms and descriptors that were useful decades ago, but are less valid in the 21st century.

Reliability

Cronbach Alpha Analysis for Internal Consistency

The reliability of a test is indicated by the reliability coefficient. It is denoted by the letter "r," and is expressed as a number ranging between 0 and 1.00, with r = 0 indicating no reliability, and r = 1.00 indicating perfect reliability. Do not expect to find a test with perfect reliability. Generally, you will see the reliability of a test as a decimal, for example, r = .70 or r = .83. The larger the reliability coefficient, the more repeatable or reliable the test scores. Table 1 serves as a general guideline for interpreting test reliability. Please keep in mind that reliability is only one of several assessment factors to be considered when judging usability. Do not accept or reject an assessment solely on the reliability coefficient.

Table 1.
General Reliability Coefficient Guidelines

Reliability Coefficient value Interpretation	Reliability Coefficient value Interpretation
.90 and higher	Excellent
.80 - .89	Good
.70 - .79	Adequate
.60 - 6.9	May have questionable applicability
.50 – 5.9	Poor Reliability
Less than .5	Unacceptable Reliability

External Behavior Reliability Study

An independent, outside evaluation is periodically preformed on all TTI SI assessment. At the time of this publication, a random selection of males and females were collected from January 2013 to June 2015. Scale reliabilities were calculated using Cronbach's Alpha for the following languages; Brazilian-Portuguese, Chinese-Simplified, Dutch, English-Australian, English-Canada, English-South Africa, English UK, English US, French, German, Hungarian, Italian, Polish, Portuguese, Russian, Spanish-Americas, Spanish-Spain, Swedish, and Turkish. Table 2 below shows the Cronbach's Alpha for the United States. (A complete external reliability report, for all of these countries, is available in Appendix A.) These findings document the Style Insights 2016 as an instrument with solid scale construction and reliability. This revalidation is based on the new method of responding to the questionnaire by ranking 1, 2, 3, 4 rather than choosing "most" or "least".

Table 2
Cronbach's Alpha for Style Insights' Scales for Total Sample and by Gender Groups

For English US Participants (1/2013) - (6/2015); n = 425,962; nm = 212,981; nf = 212,981			
Cronbach's Alpha			
	Total	**Males**	**Females**
Dominance	0.89	0.89	0.89
Influencing	0.86	0.86	0.86
Steadiness	0.86	0.85	0.86
Compliance	0.85	0.85	0.85

Test-retest reliability is obtained by administering the same test twice over a period of time to a group of individuals. The scores from Time 1 and Time 2 can then be correlated in order to evaluate the test for stability over time.

The first test-retest study cited in this report took place in 2014[1] and involved 86 participants with an average of 38 days between the two assessments. Table 3 shows that all behavioral sub-scores fall within the Excellent to Good levels. Our pilot study also shows a slight increase in variability between natural and adapted styles. In other words, their natural style is more stable than their adapted, but even this slight difference is not a scientifically significant difference.

***Table 3**
Test-Retest Reliability Scores for TTI Behaviors

Natural Behavioral Style	**Reliability**
D	0.87
I	0.91
S	0.86
C	0.88

Adapted Behavioral Style	**Reliability**
D	0.86
I	0.91
S	0.84
C	0.84

*Data based on an n of 86 with an average of 38 days between the two assessments.

The second test-retest study[2] of behaviors was collected from January 1, 2010 through April 15, 2016. To create this matched pair analysis, the initial database of over 500,000 behavioral assessments was reduced by matching names, gender and email addresses to identify individuals who had taken the assessment twice during a time span of from 2 to 13 months. The cutoff of 13 months was established to remove at least some major life changes that occur to all of us over time and impact our personal attributes. Table 3 describes the findings from the matched pair analysis of 7,742 individuals from the USA server who all took the behavioral assessment twice within the designated time frame.

Table 4
United States Behavioral Reliability Coefficient Findings

Adapted D	0.78
Adapted I	0.81
Adapted S	0.78
Adapted C	0.80
Natural D	0.79
Natural I	0.81
Natural S	0.75
Natural C	0.79

Matched pair analysis of 7,742 individuals, using USA Server

Parallel forms reliability

Parallel forms reliability is obtained by administering different versions of an assessment tool (both versions must contain items that probe the same construct, skill, knowledge base, etc.) to the same group of individuals. The scores from the two versions can then be correlated in order to evaluate the consistency of results across alternate versions.

Table 5 compares, an earlier TTI version of the behavioral assessment, based on the self-selection of items MOST descriptive and LEAST (ML) are compared to our present RANK ORDERING of all four choices (R4).

Data was analyzed using match sets of ML and R4 cases from our January, 2011 through August 2016 database. Both questionnaires were the same. Only the scoring differed. Respondents were drawn from our regular paying distributor accounts and excluded any complementary reports. Matching required agreement of first and last name as well as email address. A total of 7,061 matches were found, with males representing 55.3% (N=3,905) and females making up 44.7% (N=3,156).

Table 5
Correlations between
Most-Least (ML) Vs. Rank Ordering (R4) Assessments*

	Male	Female	Total
Adapted D_R4 Vs. ML	.727	.746	.740
Adapted I_R4 Vs. ML	.747	.756	.753
Adapted S_R4 Vs. ML	.705	.724	.720
Adapted C_R4 Vs. ML	.748	.713	.734
Natural D_R4 Vs. ML	.720	.755	.742
Natural I_R4 Vs. ML	.743	.723	.738
Natural S_R4 Vs. ML	.644	.635	.648
Natural C_R4 Vs. ML	.729	.764	.746
N =	**3,905**	**3,156**	**7,061**

*All correlations were significant at the 0.01 level (2-tailed)

Validity

Validity refers to how well a test measures what it is purported to assess. While reliability is crucial, it alone is not sufficient. For a test to be reliable, it also needs to be valid. For example, if your bathroom scale is off by 5 lbs, it reads your weight every day with an excess of 5 lbs. The scale is reliable because it consistently reports the same weight every day, but it is not valid because it adds 5 lbs to your true weight. It is not a valid measure of your weight.

Types of validity

Validity helps answer the question, "Does the instrument measure what it is supposed to measure?" It also asks a deeper quality-related question: "How well does the instrument make these measures?" These questions are obviously more difficult to answer and may leave room for subjectivity. With regard to any questions of validity, the critical issue is the relationship between performance on the instrument and other observable facts about the behavior being studied. When someone says, "The test wasn't fair," the comment is usually directed to the test's validity, not reliability. A more accurate way to state the same expression is, "The test wasn't valid." There are several forms of validity. Content validity examines the instrument's content to determine if it covers the behavioral topic being measured. Simple examination of items in an assessment by subject matter experts helps form the bases for content validity, also referred to as face validity.

Face Validity verifies that the measure appears to be assessing the intended construct being examined. Stakeholders are generally used to assess face validity. Although this is not a very "scientific" type of validity, it can be an important component in enlisting stakeholder support. If the stakeholders do not believe the measure is an accurate report of findings, they may not have buy in during application.

A subset of face validity addresses perceived accuracy of the assessment report delivered to the client. During debrief sessions, participants are consistently asked to provide a percent agreement regarding the accuracy of their report. Both the mean and mode response have been found to be 95%. Meaning that stakeholders find their report, on average, to be 95% accurate.

As part of concurrent validity study, 152 participants were asked to respond with their level of TTI SI behavioral report accuracy. Of that number, 82 (54%) provided feedback. Table 6 shows a mean agreement of 93%, with males offering a slightly higher agreement than females. While this study is a pilot and requires a much larger n to draw any conclusions, Table 7 does suggest that primary C behavioral styles will have a slightly lower level of agreement with the report results. In addition, it is important to note that this pilot was run on a set of TTI SI Value Added Associates. By virtue of their ties to TTI SI, one would expect their perceptions to be more positive. Our follow up study will attempt to remove such biases.

Table 6
Percent Agreement with the TTI SI Report, for Total and by Gender

	Female	**Male**	**Total**
Mean	92.6	93.54	93.02
Median	95	95	95
Std. Deviation	5.856	5.399	5.639
Range	30	25	30
Minimum	70	75	70
Maximum	100	100	100

N = 45 female, 37 male, for a total of 82

Table 7
Percent Agreement with the TTI SI Report by Primary Behavior

Primary Behavior	D	I	S	C
Mean	93.25	93.04	94.00	91.56
Median	95.00	94.00	95.00	90.00
Std. Deviation	7.752	4.908	3.891	5.480
Range	30	20	13	18
Minimum	70	80	85	80
Maximum	100	100	98	98
N for each Primary Behavior style	20	45	8	9

Concurrent validity is the degree to which the scores on an assessment are related to the scores on another, already established, assessment. This form of validity is assessed using a comparison study as well as predictive research to uncover the magnitude of correlation between an assessment and some real world event, such as job performance.

An example of such a study is the *TTI Success Insights® DISC Vs Thomas Personal Profile Analysis (PPA): A Validation Comparison Study*.[3] One hundred and fifty-two new TTI SI Associates were asked to take both the TTI Success Insights behavioral assessment and the Thomas PPA, a similar DISC assessment. Each of the 8 scales was compared and correlations were run. As can be seen in Table 8, the two assessments were found to align with correlations ranging from a high of .832 and a low of .655 and an average across all 8 scales of .754. Gender comparisons, shown in Table 9, were found to have similar correlations with no statistical difference found. It is the conclusion of this report that the TTI Success Insights DISC and the Thomas International Personal Profile Analysis (PPA) are measuring similar factors.

Table 8
TTI Success Insights DISC compares to Thomas International's Personal Profile Analysis (PPA)

DISC	ADAPTED BEHAVIORAL STYLE	NATURAL BEHAVIORAL STYLE
Dominance	.825	.826
Influencing	.692	.801
Steadiness	.796	.708
Compliance	.661	.694

N=152 (All correlations are significant at the 0.01 level, 2-tailed)

Table 9
TTI Success Insights DISC compares to Thomas International's Personal Profile Analysis (PPA), by Gender

DISC	ADAPTED BEHAVIORAL STYLE		NATURAL BEHAVIORAL STYLE	
	Male	**Female**	**Male**	**Female**
Dominance	.854	.800	.829	.822
Influencing	.643	.733	.795	.808
Steadiness	.844	.761	.656	.746
Compliance	.672	.653	.653	.726

Male = 70 and Female = 82 (All correlations are significant at the 0.01 level, 2-tailed)

While Tables 8 and 9 provide an overview of the correlations, it is important to note that even though the quantitative data demonstrates concurrent validity, this correlation does not depict the tremendous difference found in the reports generated, as described in Tables 10 & 11.

Table 10
Factors Separating TTI SI DISC from Thomas PPA

Key Factor	TTI SI DISC	Thomas PPA
Rank Ordering vs. Most-Least	The 24 sets of terms require rank ordering of all four from the one that is "most like me" to the one that is "least like me", with the second and third terms also arranged as a continuum.	Participants have to choose two out of four words. One word is chosen as 'most like me' and another as 'least like me'. The other two words are not used in the analysis.
Natural and Adapted verse a single graph	Output of the DISC assessment includes an adapted and natural graphic profile.	While PPA offers three graphs, but: "The primary output of the DISC assessment is a graph which portrays the relative values of the DISC behavioral characteristics."
Report Structure	Each TTI SI behavioral report is unique for that individual.	Each report is generated from a set of "standard statements."

Table 11
Report Structure Comparison

The reports received by a participant are key to the value gleaned from the assessment. Table 6 shows the sections provided by each assessment report.

TTI SI DISC	Thomas PPA Profile
Total Pages in report = 23 Introduction General Characteristics Value to the Organization Checklist for Communicating Ineffective Communication Communication Tips Ideal Work Environment Perceptions of self and how others see you Descriptors Natural and Adapted Style for: Problems – Challenges People – Contacts Pace – Consistency Procedures – Constraints Adapted Style at Work Keys to Motivating Areas for Improvement Action Plan Behavioral Hierarchy Adapted and Natural Graphs The Success Insights Wheel comparing Adapted and Natural Styles	Total Pages in report = 4 Self Image – Graph III Self Motivation Job Emphasis Descriptive Words Work Mask – Graph I Behaviour Under Pressure Graph II General Comments

Predictability Studies

Predictive validity refers to the extent to which an assessment scale predicts performance in a context application. The articles described below represent a sampling of publications that have employed TTI SI Behavioral assessment in a correlational analysis.

Determining personal talents and behavioral styles of applicants to surgical training: part I.[4]

Part I of this study has a primary focus on the behavioral assessment. Traditional methodologies for identifying compatibility between residents and programs are fraught with errors that can prove to be disruptive, costly, and can result in personal and professional setbacks for applicant residents. The hypothesis was that behaviors, motivators, in conjunction with other criteria would be helpful in selecting surgical residents who could be easily integrated into our program and its culture. Applications were screened by the

program director and selection committee according to departmental standards. Those applicants who were offered the opportunity for interview were asked to complete an on-line survey that assessed behavioral style, intrinsic motivators, and dimensional balance. Of the 535 applications received, interviews were offered to 112, and 77 interviews were conducted. Of this group, 75 online TriMetrix® (TTI) assessments were completed (which includes DISC data).

> "We found this tool to be particularly helpful in the identification of candidates who appear to be a good match for our surgical training program. In addition, it has provided guidelines for providing effective individual feedback and motivation for the many talented and diverse residents in our program. The process was most valuable in (1) reassuring that the selections we made in the ranking list did not have traits that were incompatible with our program, (2) identifying candidates that were a good fit, (3) providing some assurance that there were no personal characteristics that would conflict with our expectations, and (4) identifying individuals who would need additional coaching and direction compared with those who could be counted on to be individual and self-directed learners. Additionally, information was gleaned that offers insight into how to improve communication, motivation, and the provision of constructive criticism."

Determining personal talents and behavioral styles of applicants to surgical training: A new look at an old problem. Part II.[5]

While Part II of this report includes reference to the behavioral data, the primary focus is on motivators, soft skills and acumen. The ability to identify unique behavioral, motivational and personal talents that applicants bring to the surgical training program that were not identifiable from the traditional application and interview process has allowed major universities to determine applicants who were a good match for the structure and culture of their program. They have employed a mathematical model of axiological science to assist in the identification of desirable applicants to our surgical training program in addition to the standard criteria normally used to rank our candidates for their program.
Conclusions: The results of the assessment are only a part of the decision-making process, but it has proven to be a potentially useful adjunct to the methodology they have traditionally used. It has provided insight into the behavioral characteristics of the applicants and what motivates them to excel and commit to the process of developing the cognitive and psychomotor skills necessary for competent surgical practitioners.

Freshmen Engineering Student Personal Attribute Workshop Findings: A Retention Issue.[6]

Table 12 from this study compares the behaviors and values of all 478 Fall 2007 freshmen engineering students in a major mid-west university against their first semester GPA. The report found that both High I and Low C scores are extremely strong indicators of pending grade doom.

Table 12

Dominate Behaviors for different GPA Rankings

End of term cumulative GPA*	High D	High I	High S	High C
4.0	14 %	7%	18%	29%
3.5 – 3.99	15 %	8 %	14 %	26 %
3.0–3.49	14 %	5 %	17 %	24 %
2.5 – 2.99	18 %	8 %	21 %	16 %
2.0 – 2.49	15 %	6 %	17 %	23 %
> 2.0	10 %	17 %	12 %	18 %
Zero GPA	22%	11%	11%	19%
Engineering	14%	9%	16%	22%
	Low D	**Low I**	**Low S**	**Low C**
4.0	18 %	4 %	4 %	7 %
3.5 – 3.99	11 %	17 %	4 %	5 %
3.0 – 3.49	8 %	19 %	6 %	7 %
2.5 – 2.99	9 %	14 %	4 %	9 %
2.0 – 2.49	3 %	17 %	9 %	11 %
> 2.0	14 %	14 %	6 %	8 %
Zero GPA	11%	5%	8%	14%
All Engineering Students	10%	16%	6%	8%

N = 478 freshman engineering students

Groundbreaking Research[7]

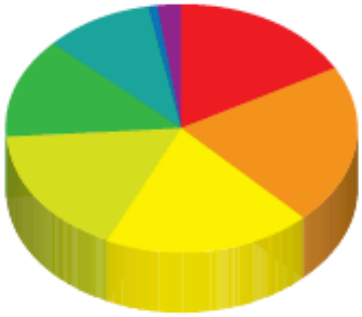
Top sales leaders were identified in both the USA and Germany and then were assessed using both the TTI SI Style Insights Behavioral and Motivation Assessments. The USA sample was composed of 178 participants and 492 completed both surveys in Germany. This pilot descriptive study suggests that behavioral style may be less important than motivators when identifying top preforming sales personal. No trends or significant groupings of behavioral styles were apparent in the behavioral data, while a Utilitarian attitude was prevalent in both samples. Table 13 graphically compares the behavioral and attitudinal data for both counties.

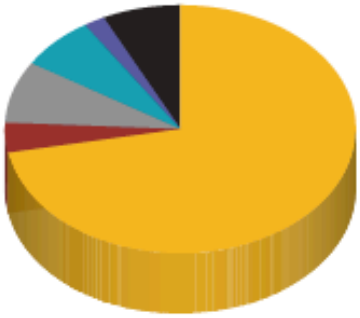
Table 13

TOP SALES LEADERS: USA VS. GERMANY

STUDY 1: Top Sales Leaders, USA

N=178





Behavior – Top Sales Leaders: USA

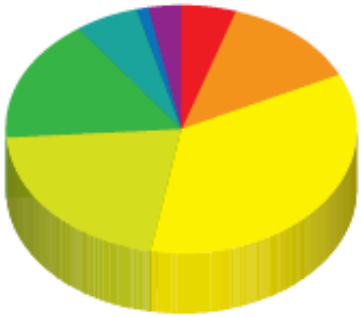
- Conductor 17%
- Supporter 13%
- Persuader 21%
- Coordinator 10%
- Promoter 19%
- Analyzer 1%
- Relater 17%
- Implementor 2%

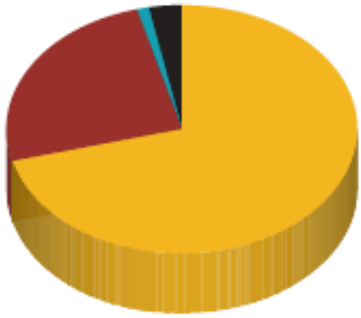
Attitudes – Top Sales Leaders: USA

- Utilitarian 72%
- Social 7%
- Theoretical 4%
- Aesthetic 2%
- Traditional 8%
- Individualistic 7%

STUDY 2: Top Sales Leaders, Germany

N=492





Behavior – Top Sales Leaders: Germany

- Conductor 5%
- Supporter 16%
- Persuader 13%
- Coordinator 6%
- Promoter 35%
- Analyzer 1%
- Relater 21%
- Implementor 3%

Attitudes – Top Sales Leaders: Germany

- Utilitarian 71%
- Social 1%
- Theoretical 25%
- Aesthetic 0%
- Traditional 0%
- Individualistic 3%

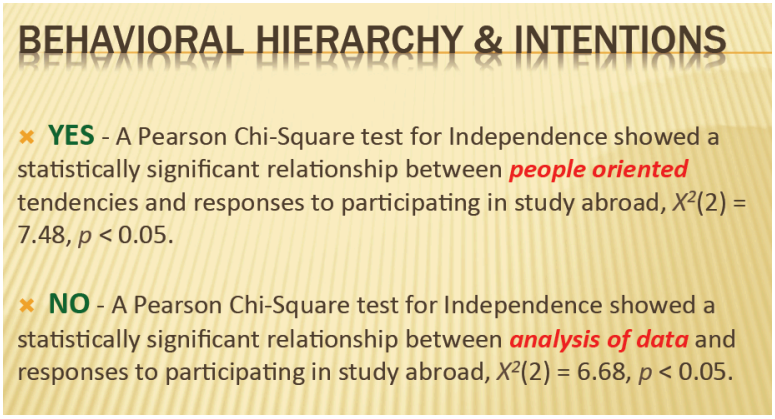
Environmental impacts on GPA for accelerated schools: A values and behavioral approach.[8]

This research explores the impact of students' ability to adjust to school environment at a residential accelerated upper-level high school for math and science. 211 students in their junior and senior years were given the DISC (Dominance, Influence, Steadiness, Compliance) behavioral instrument and tracked over a two-year period. Dissimilarity between the adapted and natural behavioral styles would indicate more stress related to the environment. The individual difference scores for the four DISC components were added to create a new variable, Total D. The study used multiple regression analysis to assess the impact of Total D scores on the outgoing GPA of the student. Results indicate that the greater the Total D score, the lower the outgoing GPA. Further analysis showed via t-tests that students with an outgoing GPA of 3.60 or higher were most affected by this Total D score. This research illustrates that the DISC can be used with relatively young subjects to determine how well they are adjusting to the environment. Findings can also be used to help improve retention at the institution and better predict those who may be most at risk for attrition.

Study Abroad: Impact of Personality Characteristics.[9]

There is an ever-increasing emphasis by business schools to integrate study abroad journeys into their curriculums. Faculty-led study abroad programs have grown in both frequency and duration. This research has shown that study abroad programs do show measurable gains in a student's intellectual development. However, while the number of students participating in study abroad programs is increasing, the majority of the student population will not take advantage of these opportunities. The purpose of this research was to build upon previous research and to determine some of the personality behavioral factors that influence, both positively and negatively, a student's participation decision. 175 students were given the DISC assessment and were surveyed regarding their study abroad intentions. Table 14 presents an overview of findings.

Table 14



n = 175 students participants

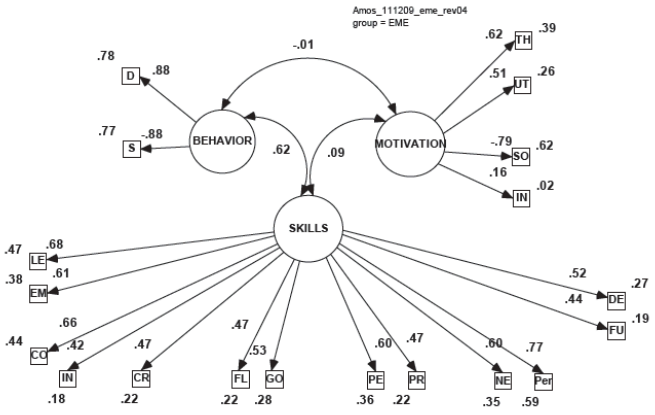
Creating, Educating and Assessing a New Class of Entrepreneurial Minded Engineers[10]

During early 2011, a data set from twelve participating engineering colleges was created at the request of faculty, using TriMetrix DNA. This data set represents a collection of first-semester freshmen across these twelve schools with a total of 1,412 observations. Understanding a person's natural way of operating in each of these areas gives a reliable indication of how they will tend to behave on the job—in this case, the job of being an engineering student. The study suggests that many times there is a misfit with the "job" of being a college student. Entrepreneurs and entrepreneurially minded engineering students, identified by both behaviors, motivators and soft skills, tend to conflict with the culture found in typical public engineering schools. This research with the private engineering schools suggests that they are doing a better job of maintaining entrepreneurs and entrepreneurially minded students than public institutions. By understanding a person's behavioral style, faculty advisors can help students adapt their learning styles, better understand how to interact with other behavioral patterns, and therefore, navigate the challenging world of engineering education leading to improvement in retention and performance.

Mapping the Behaviors, Motives and Professional Competencies of Entrepreneurially Minded Engineers in Theory and Practice: An Empirical Investigation.[11]

The Kern Foundation, as part of their educational outreach, created a collaboration of hundreds of engineering faculty, thus educating undergraduate engineers with an entrepreneurial mindset so they can create personal, economic, and societal value through a lifetime of meaningful work. The Project became known as KEEN. The KEEN schools provided the student participants for the 1,717 undergraduate freshmen engineering students, and 287 undergraduate senior engineering students with Performance DNA reports, which included: 1 – Behavioral style (DISC), 2 Motives, and 3 – Personal and professional competencies. From this data a Structural Equation Modeling (SEM) Factor Analysis was run. This model included empirical research that validated the TTI Performance DNA as a tool to differentiate EMEs from engineers in practice.

Table 15
EME Structural Equation Model



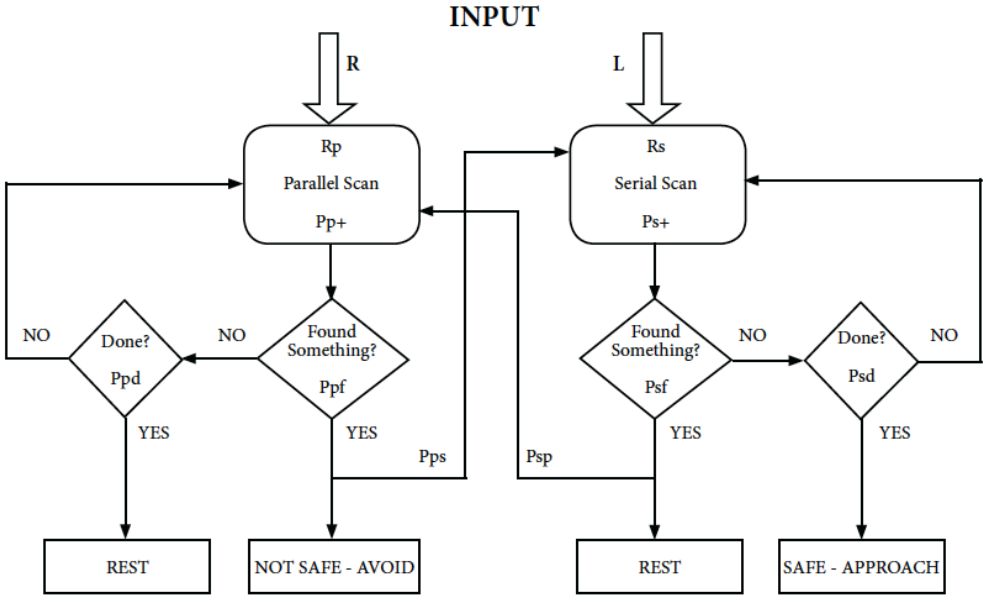
Modeling is drawn from and n of 2004 students

Neurophenomenological validation: describing how TTI SI is exposing decision-making pathways by using brain Imaging

The process of self reported forced-rankings by an individual, as a description of behaviors and beliefs, is a standard approach for many assessments. While these self-perception tools are commonly used and in many cases possess abundant statistical validation, including internal validity, correlation data and means comparisons, until now no process has linked these specific types of self-reports to actual brain activity. The new process uses asymmetric wave analysis resulting from a stimuli to validate the underlying mental decisions behind these self reported responses at the very moment of decision-making, thus exposing the true thoughts behind their responses and documenting potential abnormalities between their pre-assessments and their actual brain activity.

In 2014, Collura, T. F., Zalaquett, C., Bonnstetter, R. J., & Chatters, S. published **Toward an operational model of decision-making, emotional regulation, and mental health impact.**[12] Based on individual traits, predispositions, and responses to stimuli, they began to identify emotional and behavioral pathways and mental processing patterns. This article presents a brain-path activation model to help understand individual differences in decision-making and psychopathology. This paper describes the process used to identify decision-making pathways in the brain and lays the groundwork for describing the over extension of high C and high D behaviors, by drawing connections to chronic anxiety and risk taking. Table 16 shows the model and how these pathways can describe both decision-making and, ultimately, our behavioral reactions.

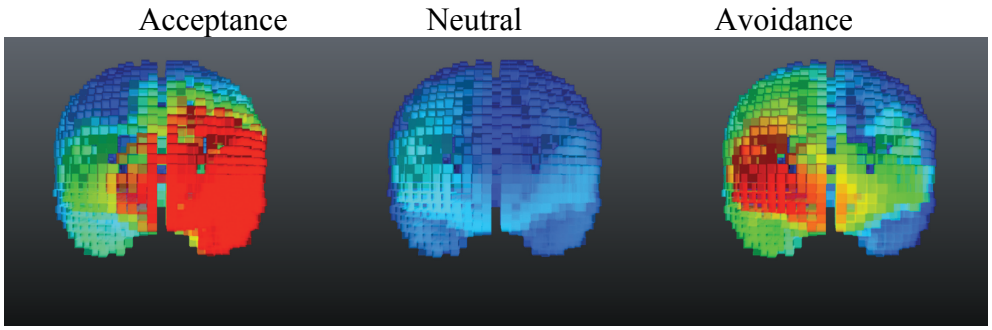
Table 16
Operational Model with Probabilities inserted in Each Decision Point



When using brain activation data, this model allows one to interpret individual thoughts, feelings, and actions, as well as response to presented stimuli, in terms of approach versus avoidance, associated with whether the left or right frontal lobes are activated at any given time. Then, this model can be applied to compare individuals' self-report perceptions of personal attributes to their precognitive response to associated stimuli words, presented while generating ETA imaging data, using the patented process of Validating Ipsative Decision-making with Electroencephalography (VIDE; U.S. Patent No.9,060,702; 2015)[13], as described by Bonnstetter, Hebets, and Wigton (2015)[14].

An example of this process as it relates to TTI behavioral assessments can be found in "Words that Don't Work: A Pilot Study Examining Verbal Barriers"[15]. This paper provides an overview of the brain imaging methodology and an example of how gamma asymmetry can be used to expose averse emotional reactions to words that don't work for primary DISC styles. Table 17 depicts the emotional response summary of S-Loreta imaging.

Table 17
Summary of S-Loreta Imaging Frontal Lobe Gamma Responses



The brain images pictured above are of a person's brain facing you. The red indicates an emotional response to the stimulus presented.

Adverse Impact[16]

Every three years, TTI SI runs an internal audit to verify that we comply with government standards regarding unwanted discrimination against protected groups. The Equal Employment Opportunity Commission (EEOC) advocates the "80 percent" rule to assess when a particular employment practice has an unlawful adverse impact on any protected group of employees, ie male/female, veteran status, disability status and ethnicity. Some standard is necessary because all employment criteria will exclude some applicants or employees. Essentially, the EEOC has determined that if the selection rate of a particular employment practice for a protected category is less than 80 percent of the selection rate for the relevant comparison group, that employment practice has an adverse or harmful impact. While the administrative 80 percent rule has not been incorporated into statute, the EEOC and the courts look to the rule as a guide in determining adverse impact challenges. In addition to the EEOC, the Office of Federal Contract Compliance Programs (OFCCP) enforces regulations within companies that have secured government contracts.

The application of this EEOC regulation requires clarification, because TTI SI assessments are not tests. By that we mean that they do not have right or wrong answers. While on the surface some of the assessments appear to have ten as the best "score", this is not the case. Each factor of measurement can be a strength on either end of the scale (a zero all the way to a ten) depending on the context or situational requirements imposed on the measured factor.

In order to illustrate TTI's compliance with this standard, we look at the mean of the measured factors for the general population as well as male/female, veteran status, disability status and ethnicity. The most recent adverse impact report for behaviors, motivators, Hartman/acumen and competencies may be obtained by contacting TTI SI directly. The report contains an analysis of impact broken down by gender, race, disability, and veteran status. The report demonstrates that the TTI assessments do not have more than a 20 percent difference in how protected groups score versus the general population. Published updates are provided on assessments every three years. Table 18 provides a sample gender adverse analysis from 2014.

Table 18
Sample Behavioral data for Gender Impact

Behavioral/DISC Findings as of July 2014

Random Sample N=69,280

Measurement	Mean	Standard Deviation
Dominance	50.64	23.51
Influence	60.21	24.08
Steadiness	49.92	25.98
Compliance	50.11	22.41

Males N= 43,169

Measurement	Mean	Standard Deviation	Difference from Random Sample
Dominance	53.97	22.90	3.33
Influence	58.03	24.00	-2.18
Steadiness	46.26	25.56	-3.66
Compliance	50.82	21.80	0.71

Females N=26,111

Measurement	Mean	Standard Deviation	Difference from Random Sample	Difference from Non-Protected Group*
Dominance	45.15	23.47	-5.49	-8.82
Influence	63.80	23.78	3.59	5.77
Steadiness	55.98	25.53	6.06	9.72
Compliance	48.95	23.34	-1.16	-1.87

About Target Training International, Ltd.

TTI was founded in 1984 as Target Training International, Ltd. by the late Bill J. Bonnstetter and his son, Dave Bonnstetter. Putting data-driven research of human behavior and motivators into practice in the realms of hiring and development, TTI not only develops thought leadership, but uses that knowledge to create practical business tools for job benchmarking, hiring and development. Innovative thinking coupled with verifiable data enabled TTI to hold four patents from the U.S. Patent Office and one in Canada, which cemented its place as an assessment industry forerunner. A fifth international patent that validates its assessments using brain research is pending.

TTI is constantly conducting innovative research into mindsets, behaviors, emotional intelligence, skills and relationships. This research has resulted in a suite of assessment solutions applicable at work and in life. TTI's growing body of research and intellectual property influences business, education, relationships and the economy, setting the bar for industries across the spectrum. Its research is exclusively provided to its Family of Companies, TTI Performance Systems and TTI Success Insights, which manage and direct a network of 7,000 distributors in 90 countries and 40 languages.

References

1. Bonnstetter, R. J., Gosselin, D. (2014) **TTI SI Behavioral Assessment Test-Retest Pilot Study.** A TTI SI white paper, Scottsdale, AZ.

2. Bonnstetter, R. J., Bonnstetter, D. (2016). **TTI SI Behavioral Assessment Test-Retest Reliability Analysis**. A white paper, Scottsdale, AZ.

3. Bonnstetter, R., Bonnstetter, D. Adam W. & Rick B. (2016). **TTI Success Insights® DISC Vs Thomas Personal Profile Analysis (PPA): A Validation Comparison Study.** A white paper from TTI SI, Scottsdale, AZ.

4. Bell RM, Fann SA, Morrison JE, Lisk JR. (2011). **Determining personal talents and behavioral styles of applicants to surgical training: part I. Journal of Surgical Education.** 2011; 68:534-541.

5. Bell RM, Fann SA, Morrison JE, Lisk JR. (2011). **Determining personal talents and behavioral styles of applicants to surgical training: A new look at an old problem.** Journal of Surgical Education. 2012; 69:23-29.

6. Bonnstetter, R. J. & Bonnstetter, B. J. (2008) **Freshmen Engineering Student Personal Attribute Workshop Findings: A Retention Issue**. Submitted by request to The University of Nebraska-Lincoln College of Engineering, Lincoln, Nebraska.

7. Bonnstetter, B. J. (2014) **Groundbreaking Research**. A White paper published by TTI SI. Scottsdale, AZ.

8. Deviney, D., Mills, L. H., & Gerlich, R. (2010). Environmental impacts on GPA for **accelerated schools: A values and behavioral approach.** Journal Of Instructional Pedagogies, 31-15.

9. Deviney, D. (April, 2016). **Study Abroad: Impact of Personality Characteristics.** Society of Business, Industry and Economics, Destin, Florida.

10. Pistrui, D., Bonnstetter, R. J., Bonnstetter, B. J., Fry, C. (2011). **Creating, Educating and Assessing a New Class of Entrepreneurial Minded Engineers.** The Journal of Engineering Entrepreneurship. Volume 2, Number 2, Special Issue.

11. Pistrui D., Layer, J.K., Dietrich, S.L. (2013) **Mapping the Behaviors, Motives and Professional Competencies of Entrepreneurially Minded Engineers in Theory and Practice: An Empirical Investigation**. The Journal of Engineering Entrepreneurship. Volume 4, Number 1.

12. Collura, T. F., Zalaquett, C. P., Bonnstetter, R. J., & Chatters, S. J. (2014). **Toward an operational model of decision-making, emotional regulation, and mental health impact.** Advances in Mind-Body Medicine, 28(4), 18–33.

13. Bonnstetter, B. J., Bonnstetter, R. J., Hebets, D., & Collura, T. F. (2015). **U.S. Patent No. 9,060,702**. Washington, DC: U.S. Patent and Trademark Office.

14. Bonnstetter, R. J., Hebets, D., & Wigton, N. L. (2015). **Frontal gamma asymmetry in response to soft skills stimuli: A pilot study**. NeuroRegulation, 2(2), 70–85. doi:10.15540/nr.2.2.70

15. Bonnstetter, R. (2016). **Words that Don't Work**. A white paper published by TTI SI, Scottsdale, AZ.

16. Bonnstetter, B., Bonnstetter, D., Bonnstetter, R. (2014) **ADVERSE IMPACT: 2014 Study Results.** TTI SI, Scottsdale, AZ.

Appendix A

Style Insights External Reliability Study

EDUCATION & HUMAN SCIENCES
...dedicated to strengthening individuals, families, schools, and communities.

University of Nebraska Lincoln

June 27, 2015

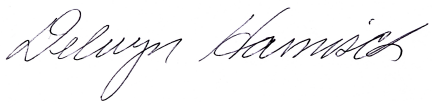
Style Insights
June 2015 Reliability Study

TTI Success Insights' June 2015 Style Insights assessment reliability study was conducted for the following languages:

> ***Brazilian-Portuguese, Chinese-Simplified, Dutch, English-Australian, English-Canada, English-South Africa, English UK, English US, French, German, Hungarian, Italian, Polish, Portuguese, Russian, Spanish-Americas, Spanish-Spain, Swedish, and Turkish***

The respondent data comes from TTISI's Internet Delivery Service (IDS), which is mostly comprised of a general business population for each of the languages. A random selection of males and females were collected from January 2013 to June 2015. To ensure the highest accuracy for each language, the IDS system allows selection of respondents with IP addresses from the native country for that language. Scale reliabilities were calculated using Cronbach's Alpha. Cronbach Alpha is considered one of the most appropriate statistical tests for reliability given the ranking of responses used to construct the scales. The scales are labeled as Dominance, Influencing, Steadiness, and Compliance. Based on these findings of this study, one may conclude that the Style Insights assessment is confirmed as a consistent and reliable measure of the scale constructs.

Submitted by



Delwyn L. Harnisch, Ph.D.
College of Education and Human Sciences
Director of Assessment, Leadership and Learning Community
125 Home Economics, Lincoln, NE 68588 USA
TEL: (402) 472 – 9413 EMAIL: harnisch@unl.edu

Style Insights

June 2015 Reliability Study

Language Matrix Overview

	Cronbach Alpha			
	Dominance	Influencing	Steadiness	Compliance
Brazilian-Portuguese	0.88	0.89	0.84	0.86
Chinese-Simplified	0.87	0.84	0.85	0.83
Dutch	0.89	0.88	0.84	0.87
English-Australian	0.90	0.86	0.87	0.85
English-Canada	0.89	0.86	0.85	0.84
English-South Africa	0.87	0.84	0.84	0.83
English UK	0.89	0.85	0.85	0.85
English US	0.89	0.86	0.86	0.85
French	0.87	0.83	0.81	0.83
German	0.91	0.85	0.87	0.86
Hungarian	0.90	0.85	0.83	0.86
Italian	0.91	0.84	0.82	0.87
Polish	0.89	0.84	0.82	0.87
Portuguese	0.88	0.82	0.80	0.83
Russian	0.90	0.85	0.80	0.84
Spanish-Americas	0.86	0.84	0.80	0.81
Spanish-Spain	0.87	0.85	0.81	0.85
Swedish	0.89	0.84	0.84	0.85
Turkish	0.85	0.82	0.83	0.80

Style Insights - Reliability Summary

For Brazilian-Portuguese Participants (10/2014) - (6/2015); n = 7,082; n_m = 3,541; n_f = 3,541

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.88	0.89	0.87
Influencing	0.89	0.89	0.90
Steadiness	0.84	0.84	0.84
Compliance	0.86	0.85	0.86

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	-0.103	1.000					
Adapt.S	-0.800	-0.210	1.000				
Adapt.C	-0.192	-0.817	0.136	1.000			
Nat.D	0.933	-0.036	-0.803	-0.192	1.000		
Nat.I	-0.056	0.940	-0.191	-0.817	-0.055	1.000	
Nat.S	-0.791	-0.202	0.932	0.183	-0.816	-0.236	1.000
Nat.C	-0.230	-0.807	0.228	0.940	-0.282	-0.820	0.229

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	17.67	9.23	0.11	18.52	9.44	0.16	16.82	8.93	0.15
Adapt.I	18.86	9.65	0.11	17.56	9.13	0.15	20.15	9.97	0.17
Adapt.S	17.69	8.24	0.10	17.24	8.15	0.14	18.14	8.31	0.14
Adapt.C	17.79	8.54	0.10	18.69	8.26	0.14	16.88	8.72	0.15
Nat.D	18.82	9.22	0.11	17.96	9.15	0.15	19.69	9.21	0.15
Nat.I	16.89	9.21	0.11	18.20	9.11	0.15	15.58	9.13	0.15
Nat.S	17.12	7.79	0.09	17.43	7.76	0.13	16.81	7.80	0.13
Nat.C	19.17	8.38	0.10	18.41	8.00	0.13	19.93	8.67	0.15

Style Insights - Reliability Summary

For Chinese-Simplified Participants (1/2013) - (6/2015); n = 7,626; n_m = 3,813; n_f = 3,813

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.87	0.87	0.88
Influencing	0.84	0.82	0.86
Steadiness	0.85	0.84	0.85
Compliance	0.83	0.79	0.85

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.094	1.000					
Adapt.S	-0.799	-0.362	1.000				
Adapt.C	-0.325	-0.779	0.173	1.000			
Nat.D	0.943	0.121	-0.783	-0.309	1.000		
Nat.I	0.046	0.932	-0.269	-0.756	0.012	1.000	
Nat.S	-0.807	-0.340	0.948	0.215	-0.801	-0.288	1.000
Nat.C	-0.398	-0.752	0.290	0.924	-0.438	-0.738	0.279

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	14.21	8.66	0.10	14.94	8.62	0.14	13.48	8.65	0.14
Adapt.I	18.85	8.49	0.10	18.06	7.86	0.13	19.64	9.00	0.15
Adapt.S	20.72	8.62	0.10	19.54	8.37	0.14	21.90	8.70	0.14
Adapt.C	18.22	7.94	0.09	19.46	7.46	0.12	16.99	8.20	0.13
Nat.D	23.41	9.25	0.11	22.63	9.00	0.15	24.19	9.42	0.15
Nat.I	16.25	7.67	0.09	17.13	7.24	0.12	15.37	7.99	0.13
Nat.S	14.32	7.49	0.09	15.38	7.45	0.12	13.27	7.38	0.12
Nat.C	18.02	7.63	0.09	16.86	6.79	0.11	19.18	8.22	0.13

Style Insights - Reliability Summary

For Dutch Participants (1/2013) - (6/2015); n = 10,622; n_m = 5,311; n_f = 5,311

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.89	0.89	0.89
Influencing	0.88	0.88	0.88
Steadiness	0.84	0.84	0.84
Compliance	0.87	0.88	0.87

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.086	1.000					
Adapt.S	-0.807	-0.383	1.000				
Adapt.C	-0.435	-0.801	0.356	1.000			
Nat.D	0.938	0.176	-0.800	-0.469	1.000		
Nat.I	0.145	0.941	-0.379	-0.807	0.169	1.000	
Nat.S	-0.791	-0.386	0.936	0.402	-0.805	-0.427	1.000
Nat.C	-0.490	-0.782	0.455	0.947	-0.567	-0.799	0.454

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	17.34	9.72	0.09	18.58	9.98	0.14	16.09	9.28	0.13
Adapt.I	19.03	9.39	0.09	17.93	9.36	0.13	20.13	9.29	0.13
Adapt.S	19.77	8.31	0.08	19.20	8.29	0.11	20.33	8.29	0.11
Adapt.C	15.87	8.79	0.09	16.29	9.01	0.12	15.44	8.54	0.12
Nat.D	18.69	9.69	0.09	17.46	9.47	0.13	19.93	9.76	0.13
Nat.I	16.06	8.90	0.09	17.12	9.13	0.13	15.00	8.54	0.12
Nat.S	16.06	7.40	0.07	16.52	7.48	0.10	15.60	7.30	0.10
Nat.C	21.19	9.25	0.09	20.90	9.31	0.13	21.47	9.17	0.13

Style Insights - Reliability Summary

For English-Australian Participants (1/2013) - (6/2015); n = 11,364; n_m = 5,682; n_f = 5,682

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.90	0.89	0.89
Influencing	0.86	0.85	0.86
Steadiness	0.87	0.86	0.87
Compliance	0.85	0.85	0.85

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.079	1.000					
Adapt.S	-0.824	-0.349	1.000				
Adapt.C	-0.349	-0.798	0.246	1.000			
Nat.D	0.946	0.158	-0.830	-0.365	1.000		
Nat.I	0.088	0.936	-0.303	-0.788	0.101	1.000	
Nat.S	-0.821	-0.360	0.944	0.315	-0.836	-0.362	1.000
Nat.C	-0.426	-0.787	0.381	0.932	-0.490	-0.780	0.392

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	16.75	9.51	0.09	18.39	9.62	0.13	15.11	9.11	0.12
Adapt.I	19.39	8.92	0.08	18.13	8.55	0.11	20.65	9.10	0.12
Adapt.S	18.43	8.92	0.08	16.95	8.60	0.11	19.91	8.98	0.12
Adapt.C	17.43	8.23	0.08	18.53	8.24	0.11	16.33	8.08	0.11
Nat.D	20.16	9.91	0.09	18.40	9.55	0.13	21.92	9.94	0.13
Nat.I	15.73	8.27	0.08	17.08	8.22	0.11	14.37	8.09	0.11
Nat.S	16.45	8.08	0.08	17.63	8.06	0.11	15.26	7.92	0.11
Nat.C	19.67	8.14	0.08	18.89	7.89	0.10	20.45	8.31	0.11

Style Insights - Reliability Summary

For English-Canada Participants (1/2013) - (6/2015); n = 24,850; n_m = 12,425; n_f = 12,425

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.89	0.88	0.88
Influencing	0.86	0.85	0.86
Steadiness	0.85	0.85	0.85
Compliance	0.84	0.84	0.85

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.054	1.000					
Adapt.S	-0.804	-0.339	1.000				
Adapt.C	-0.330	-0.787	0.212	1.000			
Nat.D	0.943	0.134	-0.809	-0.348	1.000		
Nat.I	0.064	0.935	-0.298	-0.771	0.078	1.000	
Nat.S	-0.801	-0.342	0.939	0.277	-0.819	-0.348	1.000
Nat.C	-0.413	-0.776	0.356	0.929	-0.478	-0.769	0.360

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	16.74	9.12	0.06	18.47	9.21	0.08	15.01	8.70	0.08
Adapt.I	19.45	8.81	0.06	18.52	8.57	0.08	20.38	8.94	0.08
Adapt.S	18.24	8.60	0.05	16.68	8.37	0.08	19.80	8.55	0.08
Adapt.C	17.56	8.12	0.05	18.33	8.15	0.07	16.80	8.02	0.07
Nat.D	20.31	9.57	0.06	18.38	9.20	0.08	22.24	9.54	0.09
Nat.I	15.63	8.14	0.05	16.64	8.18	0.07	14.63	7.98	0.07
Nat.S	16.49	7.78	0.05	17.86	7.85	0.07	15.12	7.45	0.07
Nat.C	19.57	8.03	0.05	19.13	7.82	0.07	20.00	8.23	0.07

Style Insights - Reliability Summary

For English-South Africa Participants (1/2013) - (5/2015); n = 932; n_m = 466; n_f = 466

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.87	0.86	0.87
Influencing	0.84	0.82	0.85
Steadiness	0.84	0.81	0.86
Compliance	0.83	0.82	0.84

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.058	1.000					
Adapt.S	-0.805	-0.311	1.000				
Adapt.C	-0.380	-0.774	0.220	1.000			
Nat.D	0.944	0.110	-0.801	-0.373	1.000		
Nat.I	0.104	0.927	-0.311	-0.751	0.097	1.000	
Nat.S	-0.782	-0.327	0.929	0.282	-0.805	-0.381	1.000
Nat.C	-0.410	-0.771	0.316	0.933	-0.444	-0.776	0.323

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	20.23	8.94	0.29	21.08	8.88	0.41	19.38	8.92	0.41
Adapt.I	18.55	8.05	0.26	18.04	7.61	0.35	19.05	8.45	0.39
Adapt.S	14.89	7.97	0.26	14.45	7.63	0.35	15.33	8.28	0.38
Adapt.C	18.34	7.88	0.26	18.43	7.79	0.36	18.24	7.97	0.37
Nat.D	17.04	8.59	0.28	16.10	8.25	0.38	17.98	8.82	0.41
Nat.I	16.43	7.83	0.26	17.05	7.63	0.35	15.81	7.97	0.37
Nat.S	19.37	7.49	0.25	19.88	7.20	0.33	18.87	7.74	0.36
Nat.C	19.16	7.47	0.24	18.97	7.29	0.34	19.35	7.65	0.35

Style Insights - Reliability Summary

For English UK Participants (1/2013) - (6/2015); n = 15,964; n_m = 7,982; n_f = 7,982

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.89	0.89	0.89
Influencing	0.85	0.84	0.86
Steadiness	0.85	0.85	0.86
Compliance	0.85	0.84	0.85

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.038	1.000					
Adapt.S	-0.812	-0.310	1.000				
Adapt.C	-0.353	-0.785	0.232	1.000			
Nat.D	0.944	0.129	-0.819	-0.379	1.000		
Nat.I	0.063	0.935	-0.280	-0.776	0.089	1.000	
Nat.S	-0.810	-0.303	0.940	0.285	-0.828	-0.321	1.000
Nat.C	-0.411	-0.773	0.349	0.934	-0.485	-0.771	0.342

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	17.61	9.45	0.07	18.75	9.51	0.11	16.47	9.25	0.10
Adapt.I	20.06	8.72	0.07	18.70	8.31	0.09	21.42	8.90	0.10
Adapt.S	17.24	8.47	0.07	16.37	8.28	0.09	18.10	8.56	0.10
Adapt.C	17.09	8.21	0.06	18.18	8.21	0.09	16.01	8.07	0.09
Nat.D	19.16	9.71	0.08	17.99	9.44	0.11	20.33	9.84	0.11
Nat.I	15.18	7.92	0.06	16.49	7.87	0.09	13.87	7.75	0.09
Nat.S	17.51	7.80	0.06	18.27	7.81	0.09	16.75	7.72	0.09
Nat.C	20.15	8.14	0.06	19.25	7.91	0.09	21.05	8.28	0.09

Style Insights - Reliability Summary

For English US Participants (1/2013) - (6/2015); n = 425,962; n_m = 212,981; n_f = 212,981

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.89	0.89	0.89
Influencing	0.86	0.86	0.86
Steadiness	0.86	0.85	0.86
Compliance	0.85	0.85	0.85

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.046	1.000					
Adapt.S	-0.813	-0.337	1.000				
Adapt.C	-0.346	-0.788	0.248	1.000			
Nat.D	0.943	0.131	-0.821	-0.363	1.000		
Nat.I	0.081	0.935	-0.315	-0.781	0.098	1.000	
Nat.S	-0.810	-0.335	0.941	0.304	-0.828	-0.361	1.000
Nat.C	-0.415	-0.776	0.376	0.930	-0.482	-0.776	0.372

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	17.92	9.46	0.01	19.59	9.54	0.02	16.25	9.09	0.02
Adapt.I	20.02	8.90	0.01	19.02	8.63	0.02	21.02	9.06	0.02
Adapt.S	17.12	8.68	0.01	15.68	8.36	0.02	18.55	8.77	0.02
Adapt.C	16.95	8.14	0.01	17.71	8.22	0.02	16.19	7.99	0.02
Nat.D	19.26	9.65	0.01	17.48	9.24	0.02	21.04	9.72	0.02
Nat.I	15.18	8.15	0.01	16.21	8.21	0.02	14.16	7.96	0.02
Nat.S	17.46	7.95	0.01	18.74	7.93	0.02	16.18	7.75	0.02
Nat.C	20.09	8.02	0.01	19.57	7.83	0.02	20.62	8.17	0.02

Style Insights - Reliability Summary

For French Participants (1/2013) - (6/2015); n = 23,930; n_m = 11,965; n_f = 11,965

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.87	0.87	0.88
Influencing	0.83	0.82	0.84
Steadiness	0.81	0.80	0.81
Compliance	0.83	0.83	0.84

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	-0.029	1.000					
Adapt.S	-0.761	-0.267	1.000				
Adapt.C	-0.352	-0.757	0.179	1.000			
Nat.D	0.935	0.067	-0.761	-0.382	1.000		
Nat.I	0.021	0.933	-0.287	-0.724	0.051	1.000	
Nat.S	-0.743	-0.281	0.930	0.239	-0.775	-0.339	1.000
Nat.C	-0.431	-0.726	0.314	0.930	-0.506	-0.720	0.316

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	17.33	8.74	0.06	18.09	8.75	0.08	16.57	8.66	0.08
Adapt.I	19.58	8.34	0.05	18.34	7.98	0.07	20.83	8.49	0.08
Adapt.S	16.42	7.43	0.05	15.84	7.31	0.07	16.99	7.52	0.07
Adapt.C	18.67	8.05	0.05	19.73	7.94	0.07	17.61	8.02	0.07
Nat.D	19.42	9.02	0.06	18.53	8.69	0.08	20.31	9.26	0.08
Nat.I	15.88	7.50	0.05	16.99	7.46	0.07	14.77	7.38	0.07
Nat.S	18.00	7.09	0.05	18.52	7.11	0.06	17.47	7.04	0.06
Nat.C	18.70	7.72	0.05	17.95	7.41	0.07	19.45	7.95	0.07

Style Insights - Reliability Summary

For German Participants (1/2013) - (6/2015); n = 34,068; n_m = 17,034; n_f = 17,034

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.91	0.91	0.91
Influencing	0.85	0.84	0.85
Steadiness	0.87	0.87	0.88
Compliance	0.86	0.86	0.86

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	-0.031	1.000					
Adapt.S	-0.842	-0.216	1.000				
Adapt.C	-0.324	-0.754	0.190	1.000			
Nat.D	0.941	0.040	-0.830	-0.333	1.000		
Nat.I	-0.007	0.929	-0.169	-0.766	-0.007	1.000	
Nat.S	-0.825	-0.231	0.944	0.246	-0.828	-0.230	1.000
Nat.C	-0.385	-0.742	0.311	0.928	-0.454	-0.755	0.316

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	18.24	10.69	0.06	20.51	10.75	0.08	15.97	10.13	0.08
Adapt.I	17.67	8.39	0.05	16.46	8.06	0.06	18.88	8.55	0.07
Adapt.S	20.57	9.29	0.05	19.09	9.03	0.07	22.05	9.32	0.07
Adapt.C	15.51	8.03	0.04	15.94	8.15	0.06	15.09	7.88	0.06
Nat.D	17.69	10.16	0.06	15.32	9.57	0.07	20.05	10.18	0.08
Nat.I	16.87	8.11	0.04	18.21	8.15	0.06	15.52	7.84	0.06
Nat.S	15.50	7.64	0.04	16.63	7.63	0.06	14.37	7.47	0.06
Nat.C	21.94	8.31	0.05	21.83	8.24	0.06	22.05	8.39	0.06

Style Insights - Reliability Summary

For Hungarian Participants (1/2013) - (6/2015); n = 1,342; n_m = 671; n_f = 671

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.90	0.90	0.91
Influencing	0.85	0.83	0.85
Steadiness	0.83	0.82	0.83
Compliance	0.86	0.85	0.87

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.078	1.000					
Adapt.S	-0.825	-0.284	1.000				
Adapt.C	-0.445	-0.797	0.293	1.000			
Nat.D	0.942	0.135	-0.833	-0.429	1.000		
Nat.I	0.072	0.921	-0.226	-0.765	0.046	1.000	
Nat.S	-0.804	-0.269	0.938	0.312	-0.827	-0.255	1.000
Nat.C	-0.515	-0.764	0.412	0.940	-0.542	-0.743	0.377

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	16.37	9.81	0.27	17.52	9.85	0.38	15.23	9.64	0.37
Adapt.I	19.59	8.55	0.23	18.05	8.03	0.31	21.12	8.77	0.34
Adapt.S	17.30	7.92	0.22	16.24	7.64	0.29	18.36	8.06	0.31
Adapt.C	18.74	8.86	0.24	20.19	8.67	0.33	17.29	8.81	0.34
Nat.D	20.63	10.39	0.28	19.41	9.91	0.38	21.85	10.73	0.41
Nat.I	15.90	7.84	0.21	17.34	7.85	0.30	14.45	7.55	0.29
Nat.S	16.90	7.31	0.20	17.92	7.40	0.29	15.88	7.08	0.27
Nat.C	18.58	8.69	0.24	17.33	8.15	0.31	19.82	9.04	0.35

Style Insights - Reliability Summary

For Italian Participants (1/2013) - (6/2015); n = 964; n_m = 482; n_f = 482

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.91	0.91	0.91
Influencing	0.84	0.83	0.85
Steadiness	0.82	0.82	0.82
Compliance	0.87	0.86	0.88

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	-0.068	1.000					
Adapt.S	-0.800	-0.185	1.000				
Adapt.C	-0.394	-0.755	0.240	1.000			
Nat.D	0.942	0.040	-0.793	-0.441	1.000		
Nat.I	-0.019	0.932	-0.187	-0.744	0.023	1.000	
Nat.S	-0.783	-0.156	0.934	0.249	-0.800	-0.197	1.000
Nat.C	-0.449	-0.717	0.333	0.945	-0.537	-0.723	0.297

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	17.79	10.19	0.33	19.11	10.30	0.47	16.48	9.91	0.45
Adapt.I	21.43	8.74	0.28	20.54	8.50	0.39	22.31	8.90	0.41
Adapt.S	17.29	7.67	0.25	16.67	7.69	0.35	17.91	7.61	0.35
Adapt.C	15.49	8.78	0.28	15.68	8.74	0.40	15.30	8.82	0.40
Nat.D	18.55	10.26	0.33	17.12	9.97	0.45	19.97	10.35	0.47
Nat.I	14.18	7.59	0.24	14.92	7.38	0.34	13.44	7.73	0.35
Nat.S	18.10	7.06	0.23	18.61	7.06	0.32	17.59	7.02	0.32
Nat.C	21.18	8.90	0.29	21.34	8.75	0.40	21.01	9.05	0.41

Style Insights - Reliability Summary

For Polish Participants (1/2013) - (6/2015); n = 590; n_m = 295; n_f = 295

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.89	0.89	0.89
Influencing	0.84	0.83	0.85
Steadiness	0.82	0.82	0.83
Compliance	0.87	0.86	0.88

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.114	1.000					
Adapt.S	-0.815	-0.306	1.000				
Adapt.C	-0.505	-0.772	0.308	1.000			
Nat.D	0.944	0.166	-0.816	-0.488	1.000		
Nat.I	0.192	0.933	-0.314	-0.791	0.170	1.000	
Nat.S	-0.797	-0.310	0.932	0.352	-0.811	-0.354	1.000
Nat.C	-0.496	-0.781	0.370	0.944	-0.521	-0.811	0.347

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	21.53	9.83	0.40	21.92	10.11	0.59	21.14	9.54	0.56
Adapt.I	17.63	8.01	0.33	16.67	7.44	0.43	18.60	8.45	0.49
Adapt.S	15.96	7.76	0.32	15.91	7.60	0.44	16.01	7.93	0.46
Adapt.C	16.88	8.75	0.36	17.50	8.63	0.50	16.25	8.85	0.52
Nat.D	15.39	8.84	0.36	14.91	8.54	0.50	15.88	9.12	0.53
Nat.I	18.20	8.01	0.33	19.29	7.82	0.46	17.11	8.07	0.47
Nat.S	18.41	7.00	0.29	18.43	7.05	0.41	18.39	6.96	0.41
Nat.C	19.99	8.68	0.36	19.36	8.35	0.49	20.63	8.96	0.52

Style Insights - Reliability Summary

For Portuguese Participants (1/2014) - (6/2015); n = 2,354; n_m = 1,177; n_f = 1,177

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.88	0.89	0.88
Influencing	0.82	0.81	0.82
Steadiness	0.80	0.81	0.80
Compliance	0.83	0.82	0.83

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	-0.059	1.000					
Adapt.S	-0.803	-0.128	1.000				
Adapt.C	-0.344	-0.761	0.118	1.000			
Nat.D	0.934	-0.012	-0.776	-0.338	1.000		
Nat.I	0.006	0.930	-0.153	-0.745	-0.017	1.000	
Nat.S	-0.777	-0.157	0.927	0.183	-0.784	-0.217	1.000
Nat.C	-0.374	-0.750	0.217	0.934	-0.418	-0.762	0.226

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	18.82	9.19	0.19	19.00	9.19	0.27	18.65	9.19	0.27
Adapt.I	17.66	7.67	0.16	16.64	7.41	0.22	18.69	7.79	0.23
Adapt.S	17.64	7.40	0.15	17.22	7.47	0.22	18.06	7.31	0.21
Adapt.C	17.87	8.12	0.17	19.15	8.14	0.24	16.60	7.90	0.23
Nat.D	18.57	8.50	0.18	18.16	8.40	0.24	18.99	8.59	0.25
Nat.I	17.73	7.49	0.15	18.97	7.38	0.22	16.49	7.40	0.22
Nat.S	17.23	6.54	0.13	17.55	6.66	0.19	16.91	6.40	0.19
Nat.C	18.47	7.78	0.16	17.32	7.59	0.22	19.62	7.79	0.23

Style Insights - Reliability Summary

For Russian Participants (1/2013) - (6/2015); n = 6,442; n_m = 3,221; n_f = 3,221

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.90	0.90	0.91
Influencing	0.85	0.84	0.85
Steadiness	0.80	0.79	0.81
Compliance	0.84	0.83	0.85

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	-0.005	1.000					
Adapt.S	-0.802	-0.290	1.000				
Adapt.C	-0.477	-0.754	0.373	1.000			
Nat.D	0.940	0.022	-0.806	-0.430	1.000		
Nat.I	0.035	0.933	-0.281	-0.741	-0.011	1.000	
Nat.S	-0.792	-0.277	0.939	0.402	-0.818	-0.307	1.000
Nat.C	-0.471	-0.745	0.421	0.942	-0.474	-0.746	0.405

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	18.78	10.04	0.13	20.16	9.99	0.18	17.40	9.90	0.17
Adapt.I	17.79	8.65	0.11	16.11	8.18	0.14	19.47	8.78	0.15
Adapt.S	14.86	7.37	0.09	14.19	7.10	0.13	15.52	7.57	0.13
Adapt.C	20.57	8.57	0.11	21.54	8.40	0.15	19.61	8.63	0.15
Nat.D	17.30	10.00	0.12	15.60	9.42	0.17	18.99	10.28	0.18
Nat.I	17.99	8.32	0.10	19.80	8.17	0.14	16.18	8.07	0.14
Nat.S	20.09	7.53	0.09	20.94	7.40	0.13	19.24	7.57	0.13
Nat.C	16.62	7.90	0.10	15.66	7.47	0.13	17.59	8.20	0.14

Style Insights - Reliability Summary

For Spanish-Americas Participants (7/2013) - (6/2015); n = 18,822; n_m = 9,411; n_f = 9,411

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.86	0.86	0.86
Influencing	0.84	0.83	0.84
Steadiness	0.80	0.79	0.81
Compliance	0.81	0.81	0.82

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	-0.152	1.000					
Adapt.S	-0.779	-0.130	1.000				
Adapt.C	-0.238	-0.757	0.073	1.000			
Nat.D	0.941	-0.094	-0.778	-0.232	1.000		
Nat.I	-0.097	0.927	-0.137	-0.737	-0.108	1.000	
Nat.S	-0.764	-0.143	0.925	0.141	-0.784	-0.198	1.000
Nat.C	-0.306	-0.729	0.205	0.923	-0.347	-0.738	0.207

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	18.58	8.63	0.06	19.24	8.62	0.09	17.92	8.58	0.09
Adapt.I	18.75	7.97	0.06	18.07	7.71	0.08	19.43	8.16	0.08
Adapt.S	16.02	7.21	0.05	15.43	6.97	0.07	16.60	7.39	0.08
Adapt.C	18.65	7.56	0.06	19.26	7.40	0.08	18.04	7.67	0.08
Nat.D	18.91	8.51	0.06	18.11	8.41	0.09	19.71	8.54	0.09
Nat.I	16.06	7.47	0.05	16.88	7.48	0.08	15.24	7.38	0.08
Nat.S	18.23	6.69	0.05	18.71	6.60	0.07	17.75	6.75	0.07
Nat.C	18.80	7.09	0.05	18.30	6.81	0.07	19.29	7.32	0.08

Style Insights - Reliability Summary

For Spanish-Spain Participants (1/2013) - (6/2015); n = 5,842; n_m = 2,921; n_f = 2,921

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.87	0.87	0.87
Influencing	0.85	0.85	0.85
Steadiness	0.81	0.81	0.82
Compliance	0.85	0.84	0.85

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	-0.042	1.000					
Adapt.S	-0.775	-0.239	1.000				
Adapt.C	-0.371	-0.776	0.227	1.000			
Nat.D	0.939	0.014	-0.770	-0.367	1.000		
Nat.I	0.065	0.931	-0.296	-0.772	0.057	1.000	
Nat.S	-0.758	-0.238	0.927	0.270	-0.776	-0.344	1.000
Nat.C	-0.422	-0.746	0.328	0.939	-0.464	-0.771	0.319

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	19.27	9.21	0.12	19.30	9.20	0.17	19.23	9.22	0.17
Adapt.I	18.73	8.79	0.12	17.86	8.69	0.16	19.59	8.80	0.16
Adapt.S	16.16	7.30	0.10	16.03	7.23	0.13	16.29	7.36	0.14
Adapt.C	17.85	8.58	0.11	18.81	8.54	0.16	16.89	8.52	0.16
Nat.D	17.60	8.95	0.12	17.46	8.86	0.16	17.74	9.03	0.17
Nat.I	16.67	8.38	0.11	17.59	8.52	0.16	15.74	8.14	0.15
Nat.S	18.98	7.17	0.09	19.10	7.16	0.13	18.86	7.17	0.13
Nat.C	18.75	8.33	0.11	17.85	8.11	0.15	19.65	8.46	0.16

Style Insights - Reliability Summary

For Swedish Participants (7/2013) - (6/2015); n = 10,388; n_m = 5,194; n_f = 5,194

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.89	0.89	0.89
Influencing	0.84	0.84	0.85
Steadiness	0.84	0.83	0.84
Compliance	0.85	0.85	0.86

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.039	1.000					
Adapt.S	-0.792	-0.312	1.000				
Adapt.C	-0.369	-0.772	0.215	1.000			
Nat.D	0.940	0.143	-0.795	-0.407	1.000		
Nat.I	0.087	0.935	-0.302	-0.769	0.124	1.000	
Nat.S	-0.776	-0.306	0.933	0.257	-0.799	-0.337	1.000
Nat.C	-0.447	-0.747	0.343	0.933	-0.527	-0.759	0.322

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	17.58	9.08	0.09	18.10	9.27	0.13	17.05	8.85	0.12
Adapt.I	20.69	8.47	0.08	19.79	8.21	0.11	21.58	8.63	0.12
Adapt.S	17.76	8.08	0.08	17.30	7.98	0.11	18.22	8.14	0.11
Adapt.C	15.98	8.16	0.08	16.80	8.20	0.11	15.15	8.03	0.11
Nat.D	18.83	9.04	0.09	18.18	9.02	0.13	19.48	9.01	0.13
Nat.I	14.56	7.43	0.07	15.39	7.39	0.10	13.72	7.38	0.10
Nat.S	17.16	7.12	0.07	17.62	7.18	0.10	16.70	7.02	0.10
Nat.C	21.46	8.11	0.08	20.82	7.95	0.11	22.10	8.22	0.11

Style Insights - Reliability Summary

For Turkish Participants (1/2013) - (6/2015); n = 4,066; n_m = 2,033; n_f = 2,033

Measures of reliability were computed for all four scales from TTI Style Insights survey. Cronbach's alpha was used as a measure of the internal consistency of the scales and is based on the average correlation among the items on a scale. Reliability tends to increase with longer scales and heterogeneous (mixed) groups. Cronbach's alpha is expressed as a correlation coefficient, ranging in value from 0 to +1. An estimate of 0.70 or higher is desired for judging a scale to be reliable. This study analyzed the reliability of the scale scores measured in the TTI Style Insights questionnaire. Cronbach's coefficient alpha was calculated for examining internal consistency of each scale for the total sample and by gender groups.

Table 1. Cronbach Alpha for Style Insights' Scales for Total Sample and by Gender Groups

	Cronbach Alpha		
Scale	Total	Males	Females
Dominance	0.85	0.86	0.85
Influencing	0.82	0.82	0.83
Steadiness	0.83	0.83	0.83
Compliance	0.80	0.80	0.80

Table 2. Correlations among Style Insights' Scales for Total Sample

	Scale Correlations						
Scale	Adapt.D	Adapt.I	Adapt.S	Adapt.C	Nat.D	Nat.I	Nat.S
Adapt.I	0.042	1.000					
Adapt.S	-0.772	-0.319	1.000				
Adapt.C	-0.388	-0.750	0.194	1.000			
Nat.D	0.935	0.082	-0.765	-0.365	1.000		
Nat.I	0.105	0.922	-0.333	-0.725	0.082	1.000	
Nat.S	-0.761	-0.321	0.936	0.247	-0.784	-0.383	1.000
Nat.C	-0.393	-0.710	0.234	0.925	-0.422	-0.724	0.240

Table 3. Raw Score Descriptive Statistics on Style Insights' Scales for Total Sample and by Gender Groups

	Total			Males			Females		
Scale	Mean	STD	StErr	Mean	STD	StErr	Mean	STD	StErr
Adapt.D	18.76	8.41	0.13	18.88	8.56	0.19	18.64	8.26	0.18
Adapt.I	19.50	7.73	0.12	18.73	7.62	0.17	20.26	7.77	0.17
Adapt.S	14.71	7.48	0.12	14.65	7.55	0.17	14.77	7.41	0.16
Adapt.C	19.03	7.61	0.12	19.73	7.62	0.17	18.33	7.54	0.17
Nat.D	17.88	8.10	0.13	17.67	8.20	0.18	18.10	7.99	0.18
Nat.I	16.88	7.07	0.11	17.48	7.14	0.16	16.28	6.95	0.15
Nat.S	19.85	7.44	0.12	19.90	7.57	0.17	19.80	7.32	0.16
Nat.C	17.38	6.75	0.11	16.95	6.71	0.15	17.82	6.76	0.15