



TTI Personal Talent Skills Inventory®

Personal Skills 23 Version



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6-25-2010



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INTRODUCTION

Research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

An individual's talents and personal skills are a fundamental and integral part of who they are.

In this report we are measuring three dimensions of thought. They are:

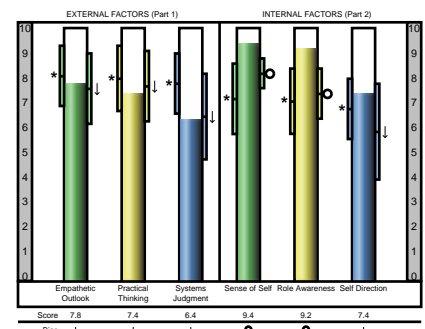
- Intrinsic - People
- Extrinsic - Tasks or things
- Systemic - Systems

This report analyzes talents; that is, a person's ability to do things. Is the report 100% true? Yes, no and maybe. As you review your report, please determine which items are job related. This will give you insight as to where to begin development.



This is how Gina sees the world around her. This view measures her clarity and understanding of people, tasks and systems. It could also be looked at in terms of feeling, doing and thinking from an external standpoint. The statements below are based primarily on the 3 dimensions on the left side of the dimensional balance page and are in a random order.

- Gina would benefit from asking the reason for certain rules or systems, to better understand them.
- She could benefit from making a conscious effort to develop better two-way communication with authority figures.
- She should practice better balance between the value placed on others and activities compared to structure or systems.
- She would benefit from gaining a clearer understanding of people and activities.
- Gina likes to be a part of the process of getting things done together with others.
- She performs best in positions with hands-on management.
- She needs an atmosphere that has a clear structure and a well-defined chain of command.
- She tends to view processes and systems as flexible guidelines for others.
- Gina will enjoy an environment in which contributions are recognized, properly rewarded, and appreciated.

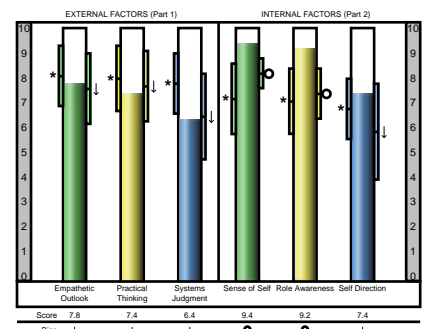




SELF VIEW

This is how Gina sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions on the right side of the dimensional balance page and are in a random order.

- Gina is confident in her abilities to perform and fulfill her roles and responsibilities.
- She sees the future as a process of discovery, rather than being clear-cut and definite.
- She uses her understanding of herself and her roles to overcome difficult situations.
- She is open to future possibilities and opportunities.
- Gina shows a strong and equally developed focus on who she is and her life roles.
- She is not strict about concepts or images that guide her forward and shape her future.
- She is more concerned about what is happening in the present than with planning a clear and definite future.
- She is flexible about her long term future which should help her to take advantage of the best opportunities.
- Gina does not have a strong appreciation for planning her future.

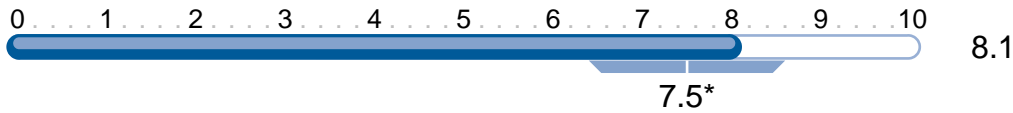




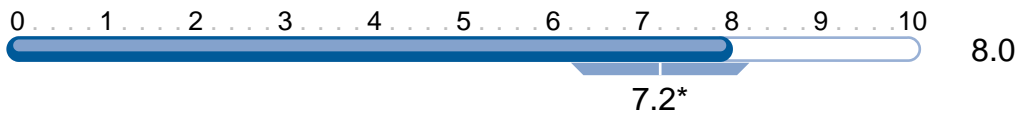
PERSONAL SKILLS HIERARCHY

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.

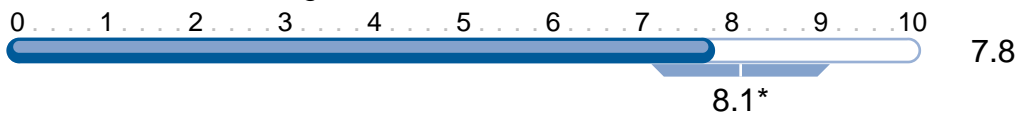
1. ACCOUNTABILITY FOR OTHERS - The ability to take responsibility for others' actions.



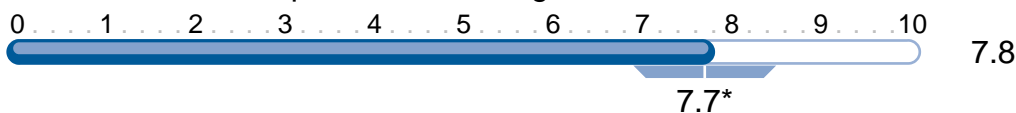
2. RESILIENCY - The ability to quickly recover from adversity.



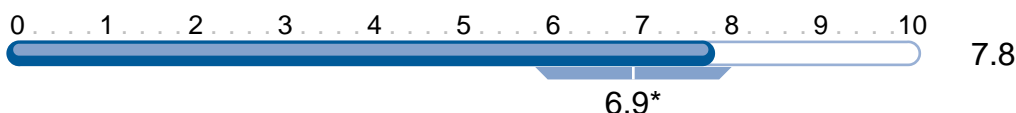
3. EMPATHETIC OUTLOOK - The capacity to perceive and understand the feelings and attitudes of others.



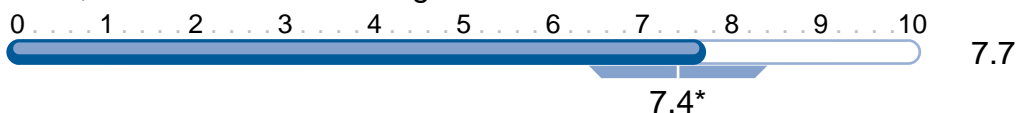
4. INFLUENCING OTHERS - The ability to personally affect others' actions, decisions, opinions or thinking.



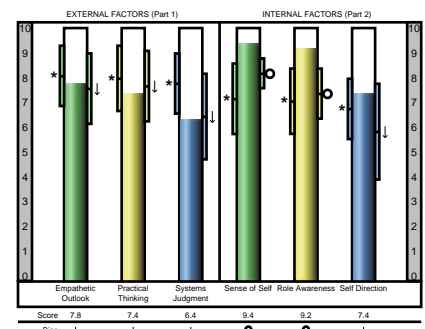
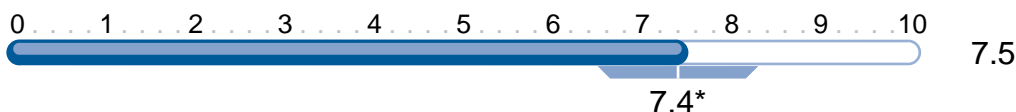
5. SELF STARTING - The ability to initiate and sustain momentum without external stimulation.



6. CONTINUOUS LEARNING - The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



7. SELF MANAGEMENT - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



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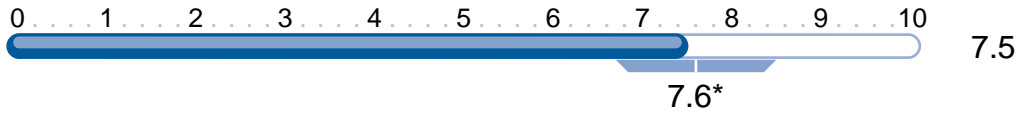
* 68% of the population falls within the shaded area.

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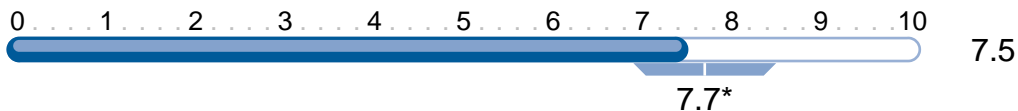


PERSONAL SKILLS HIERARCHY

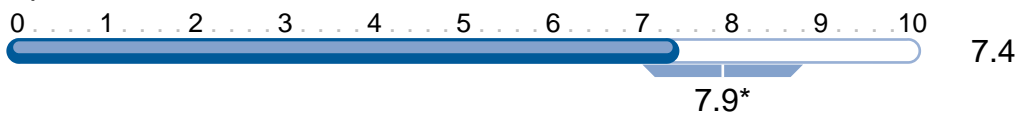
8. DIPLOMACY AND TACT - The ability to treat others fairly, regardless of personal biases or beliefs.



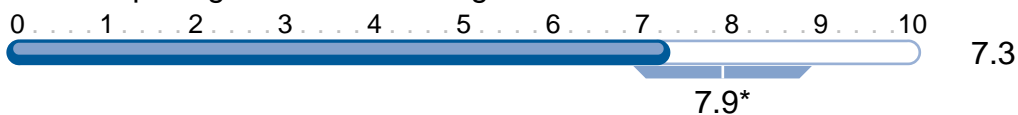
9. TEAMWORK - The ability to cooperate with others to meet objectives.



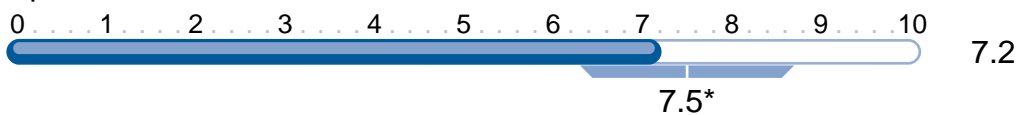
10. INTERPERSONAL SKILLS - The ability to interact with others in a positive manner.



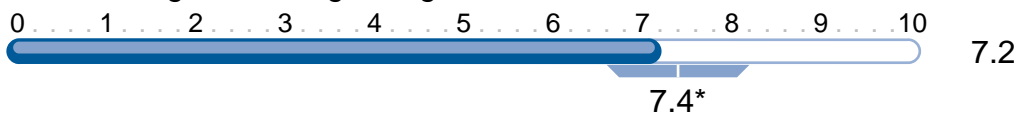
11. LEADING OTHERS - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



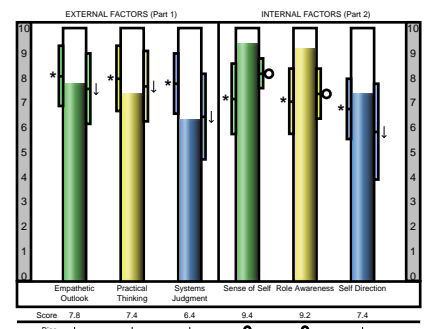
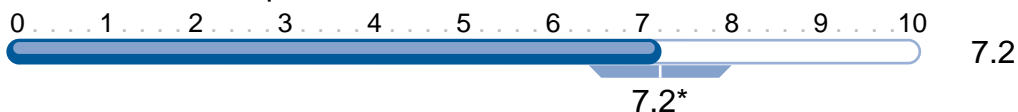
12. PROBLEM SOLVING - The ability to identify key components of a problem to formulate a solution or solutions.



13. DECISION MAKING - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



14. PERSONAL ACCOUNTABILITY - A measure of the capacity to be answerable for personal actions.

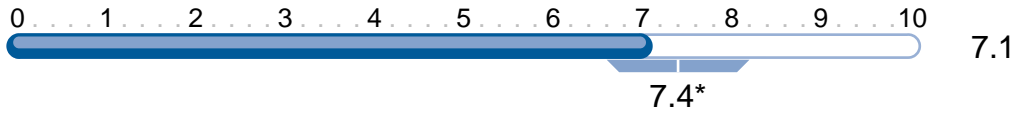


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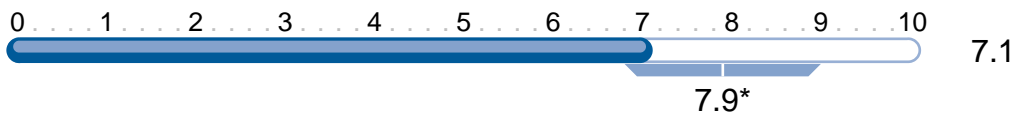


PERSONAL SKILLS HIERARCHY

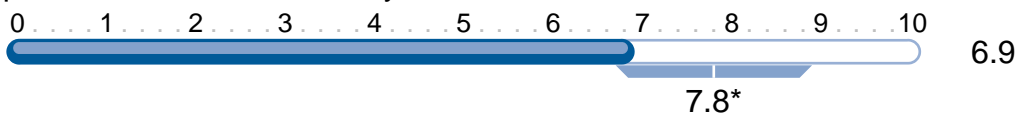
15. GOAL ACHIEVEMENT - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



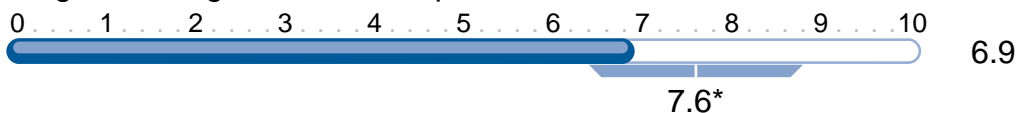
16. CUSTOMER FOCUS - A commitment to customer satisfaction.



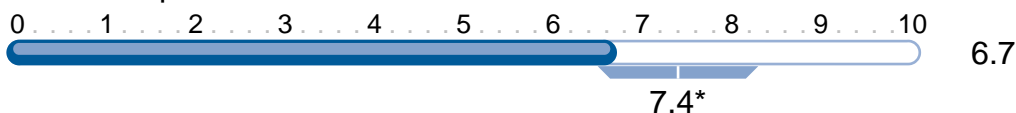
17. CONFLICT MANAGEMENT - The ability to resolve different points of view constructively.



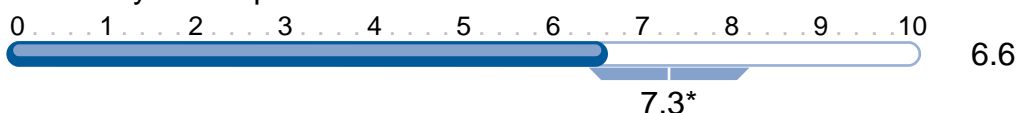
18. FLEXIBILITY - The ability to readily modify, respond to and integrate change with minimal personal resistance.



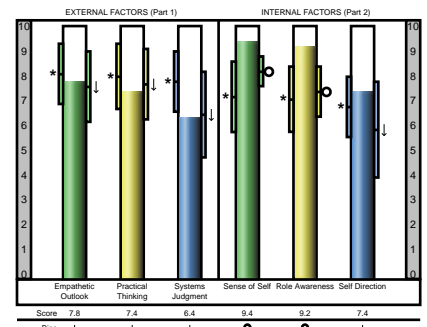
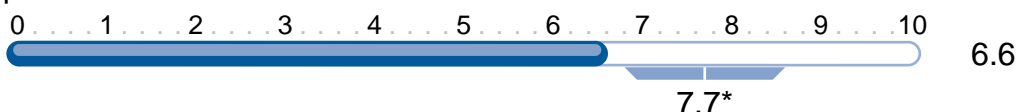
19. DEVELOPING OTHERS - The ability to contribute to the growth and development of others.



20. RESULTS ORIENTATION - The ability to identify actions necessary to complete tasks and obtain results.



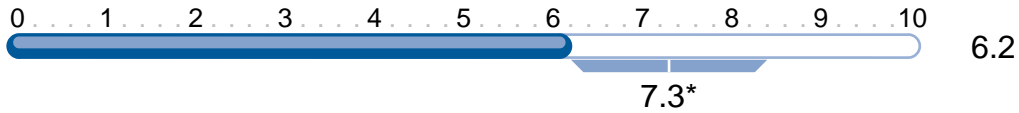
21. PLANNING AND ORGANIZATION - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



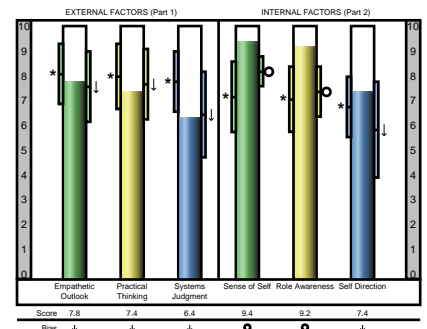
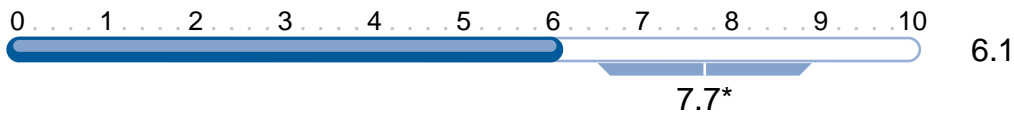
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22. CONCEPTUAL THINKING - The ability to analyze hypothetical situations or abstract concepts to compile insight.



23. OBJECTIVE LISTENING - The ability to listen to many points of view without bias.



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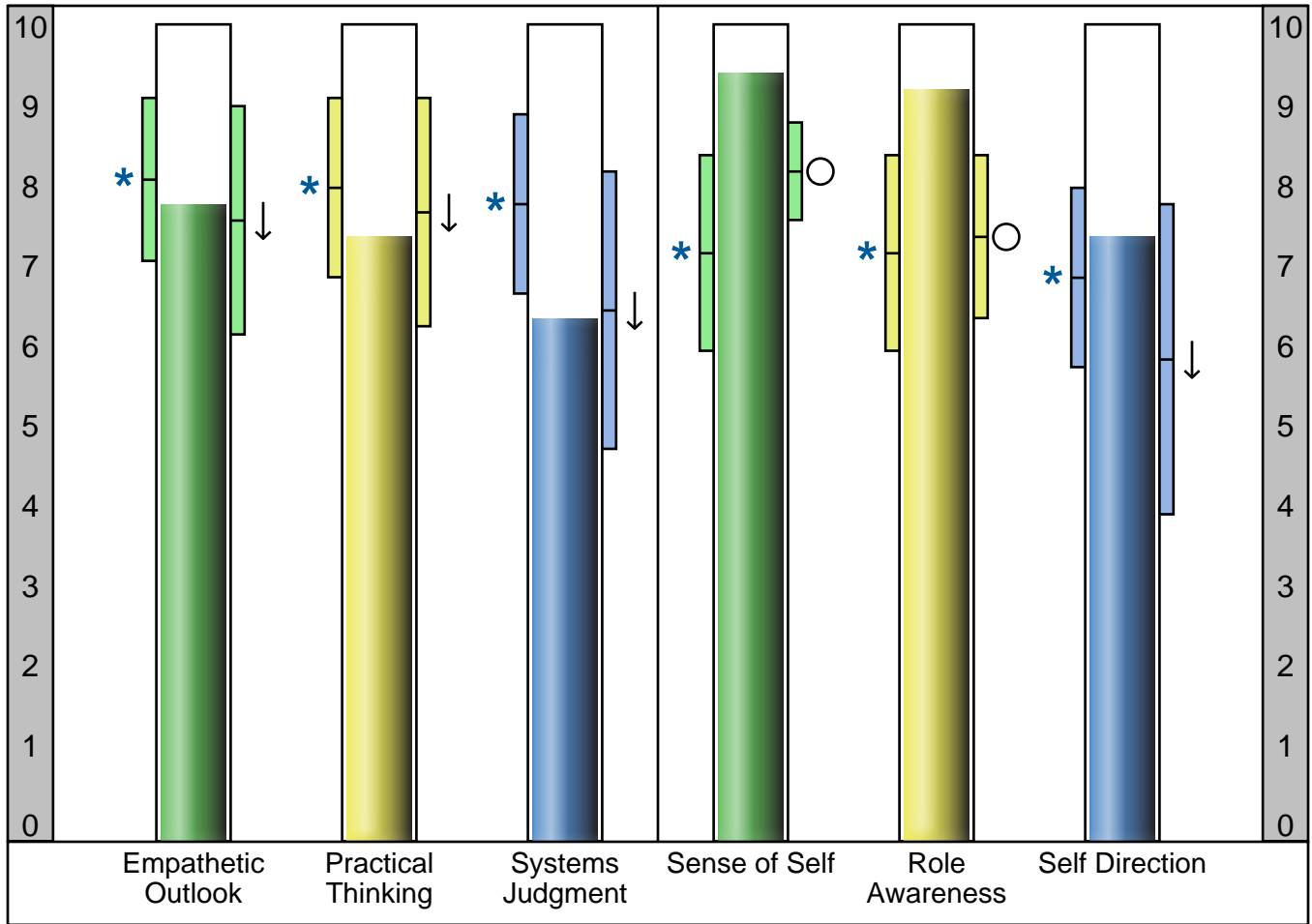
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* Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation

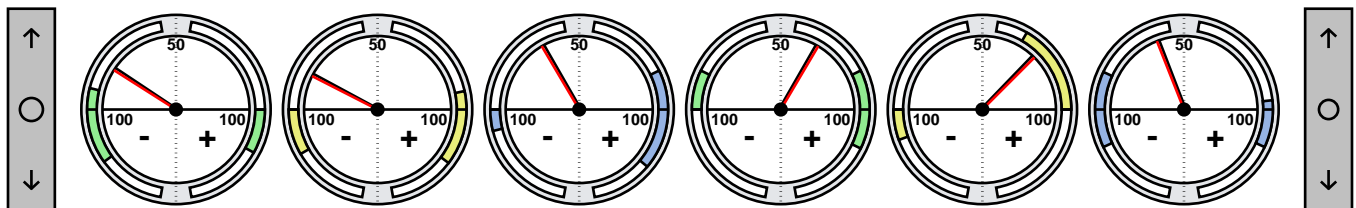
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 7.8 7.4 6.4 9.4 9.2 7.4

Bias ↓ ↓ ↓ ○ ○ ↓



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CATEGORY BREAKDOWN

For consulting and coaching

Accountability for Others

Conceptual Thinking

Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

Continuous Learning

- Self Improvement
- Personal Drive

Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

Decision Making

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

Developing Others

Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

Empathetic Outlook

Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

Leading Others

Personal Accountability

Objective Listening

- Evaluating What is Said

Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

Problem Solving

Resiliency

- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management

Self-Starting Ability

- Initiative

Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others



Score	Mean	Description	Score	Mean	Description
9.7	6.7	Self Assessment	6.9	7.1	Personal Drive
9.4	7.3	Sense of Self	6.8	7.7	Evaluating Others
9.4	8.1	Self Improvement	6.8	7.6	Integrative Ability
9.4	7.4	Enjoyment of the Job	6.7	7.4	Developing Others
9.2	7.1	Role Awareness	6.7	7.6	Long Range Planning
8.8	7.1	Internal Self Control	6.7	8.2	Respect for Property
8.7	7.1	Role Confidence	6.6	7.3	Results Orientation
8.6	7.8	Relating to Others	6.6	7.0	Handling Stress
8.3	7.6	Status and Recognition	6.4	7.3	Surrendering Control
8.2	7.4	Self Confidence	6.4	7.6	Using Common Sense
8.2	7.5	Quality Orientation	6.4	7.8	Systems Judgment
8.2	7.2	Persistence	6.3	8.3	Theoretical Problem Solving
8.1	7.5	Accountability for Others	6.2	7.3	Conceptual Thinking
8.1	7.9	Conveying Role Value	6.1	7.4	Project and Goal Focus
8.1	7.8	Persuading Others	6.1	7.9	Correcting Others
7.9	8.2	Realistic Goal Setting for Others	6.1	7.7	Evaluating What is Said
7.9	7.4	Handling Rejection	5.9	8.0	Following Directions
7.8	7.3	Consistency and Reliability	5.9	7.6	Concrete Organization
7.8	7.3	Job Ethic	5.9	7.7	Realistic Expectations
7.8	6.9	Initiative	5.9	8.0	Respect for Policies
7.8	7.5	Sense of Timing			
7.8	8.1	Empathetic Outlook			
7.8	7.7	Sense of Belonging			
7.6	7.1	Gaining Commitment			
7.6	8.1	Understanding Motivational Needs			
7.5	7.6	Realistic Personal Goal Setting			
7.5	7.3	Sense of Mission			
7.5	7.4	Self Management			
7.4	7.0	Balanced Decision Making			
7.4	6.9	Self Direction			
7.4	8.0	Practical Thinking			
7.3	7.9	Attitude Toward Others			
7.3	7.8	Freedom from Prejudices			
7.3	7.9	Leading Others			
7.3	7.9	Sensitivity to Others			
7.3	8.1	Personal Relationships			
7.2	7.0	Intuitive Decision Making			
7.2	7.2	Personal Accountability			
7.2	7.3	Project Scheduling			
7.2	7.5	Problem Solving			
7.2	6.9	Meeting Standards			
7.2	8.0	Material Possessions			
7.2	7.2	Taking Responsibility			
7.1	7.9	Proactive Thinking			
7.1	7.9	Emotional Control			
7.1	7.8	Monitoring Others			
7.0	8.0	Attention to Detail			



Score	Mean	Description	Score	Mean	Description
8.1	7.5	Accountability for Others	6.6	7.3	Results Orientation
7.0	8.0	Attention to Detail	9.2	7.1	Role Awareness
7.3	7.9	Attitude Toward Others	8.7	7.1	Role Confidence
7.4	7.0	Balanced Decision Making	9.7	6.7	Self Assessment
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7.9	7.4	Handling Rejection	7.6	8.1	Understanding Motivational Needs
6.6	7.0	Handling Stress	6.4	7.6	Using Common Sense
7.8	6.9	Initiative			
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8.8	7.1	Internal Self Control			
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7.2	6.9	Meeting Standards			
7.1	7.8	Monitoring Others			
8.2	7.2	Persistence			
7.2	7.2	Personal Accountability			
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7.3	8.1	Personal Relationships			
8.1	7.8	Persuading Others			
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7.2	7.5	Problem Solving			
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7.5	7.6	Realistic Personal Goal Setting			
8.6	7.8	Relating to Others			
5.9	8.0	Respect for Policies			
6.7	8.2	Respect for Property			