



TTI Personal Talent Skills Inventory®

General Employment Version



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5-5-2010



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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:

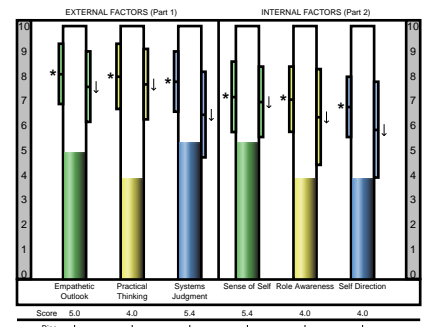
- Intrinsic - People
- Extrinsic - Tasks or things
- Systemic - Systems

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 Sally 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.

- Sally will enjoy an environment in which contributions are recognized, properly rewarded, and appreciated.
- She prefers an environment where responsibilities and decisions are shared.
- She would benefit from understanding the importance of interpersonal relationships.
- She works best in an atmosphere that has a clear structure and a well-defined chain of command.
- Sally performs best in positions with hands-on management.
- She has an opportunity for growth by gaining a better understanding of current activities, roles and responsibilities.
- She needs to listen to others carefully, not only for the content of what they are saying, but how they feel and how the information can be applied in a practical sense.
- She works best in an atmosphere of dedicated co-workers who are going in the same direction or working toward the same goals.
- Sally prefers an atmosphere where there is an open exchange of ideas and where feedback is readily available.

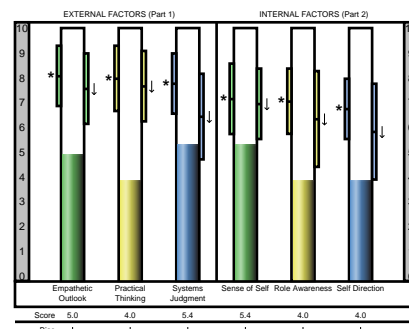




SELF VIEW

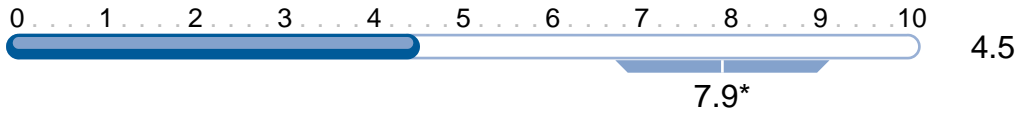
This is how Sally sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions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

- Sally should continuously challenge her abilities or her performance could suffer and may already be suffering.
- She believes that her own worth is based equally on her sense of self, producing and achieving in various roles, and growing as a person.
- She would benefit from achieving a higher level of self-understanding.
- She should be positive and realistic about current and future expectations.
- Sally has the ability to judge herself evenly in terms of her self-value, life roles, and direction.
- She could get into a "comfort zone" which could restrict her from developing or applying more of her potential.
- She could benefit from developing an understanding of herself, her role and direction.
- She is not stuck in any one aspect of self-appreciation.
- Sally hasn't fully developed her sense of self, role awareness, and self-direction.

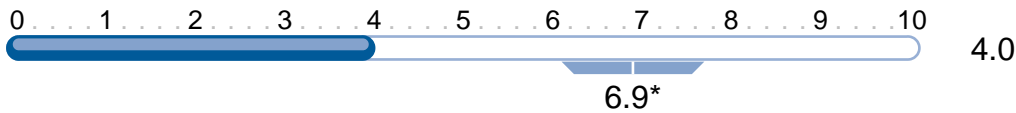




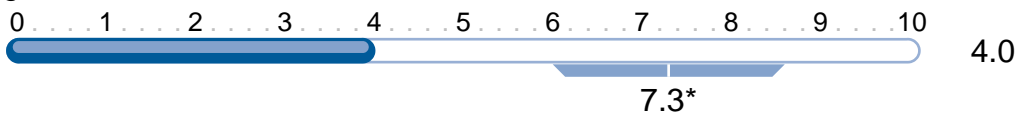
ATTITUDE TOWARD OTHERS: The general capacity one has for relating with other people.



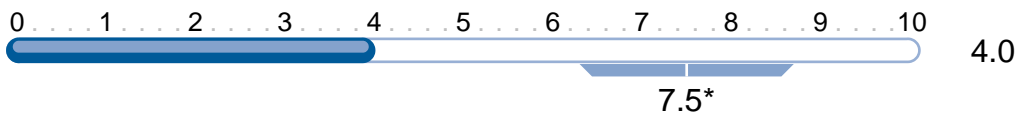
MEETING STANDARDS: The ability to perform work according to precise specifications.



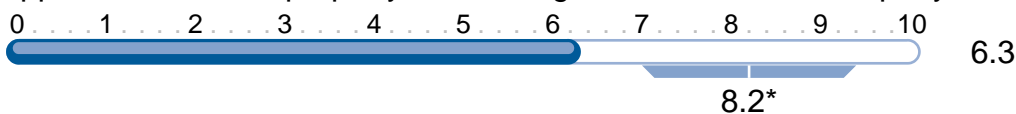
JOB ETHIC: The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.



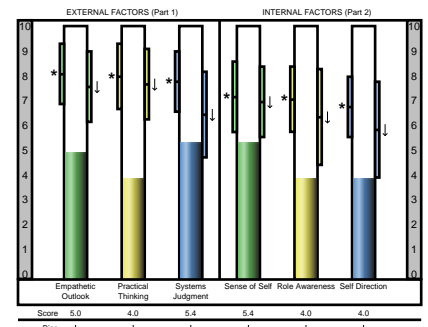
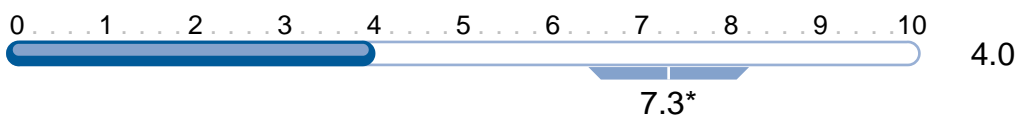
PROBLEM SOLVING: The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



RESPECT FOR PROPERTY: A measure of the level of respect and appreciation for the property that belongs to others or the company.



RESULTS ORIENTATION: The capacity to clearly and objectively understand and implement all variables necessary to obtain defined or desired results.



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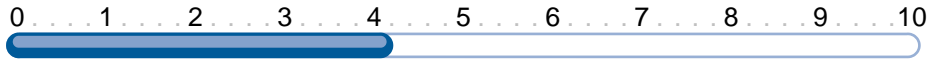
* 68% of the population falls within the shaded area.



THE GENERAL EMPLOYMENT SKILLS SUMMARY

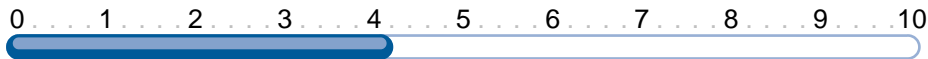
This summary is a brief overview of the pages that follow. These scores provide a window into the respondent's abilities. This window will open even further as you progress through this report.

GETTING RESULTS



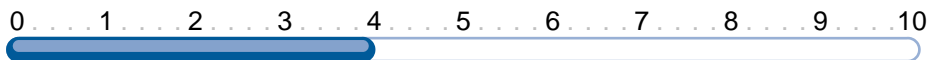
4.2

INTERPERSONAL SKILLS



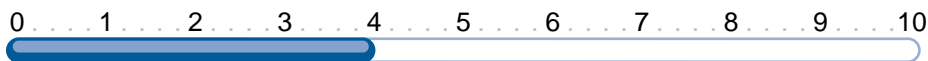
4.2

MAKING DECISIONS



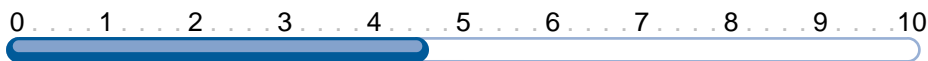
4.0

SELF MANAGEMENT

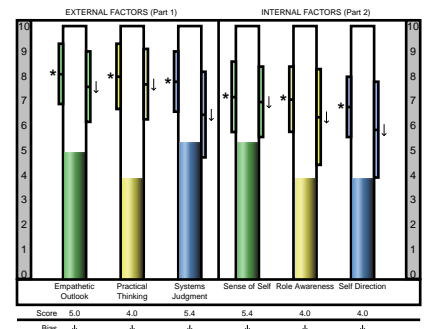


4.0

WORK ETHIC



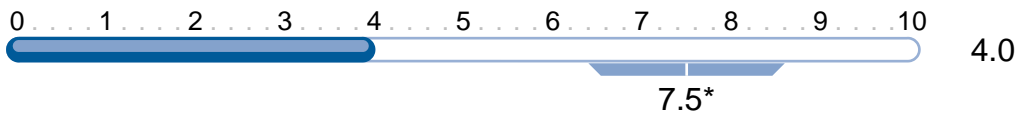
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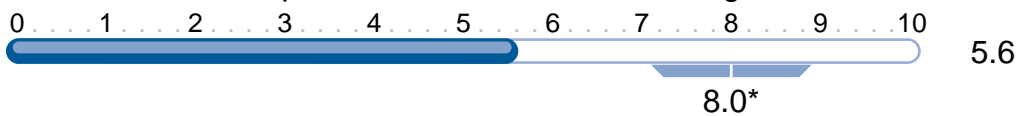


The ability to simply "get results" is essential to success. Scores in these capacities reveal Sally's ability to remain focused until the completion of a project or goal.

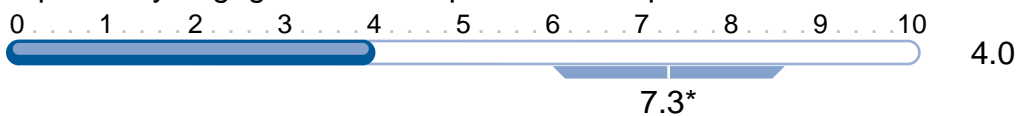
ACCOUNTABILITY FOR OTHERS: A willingness to take responsibility for the actions of other people.



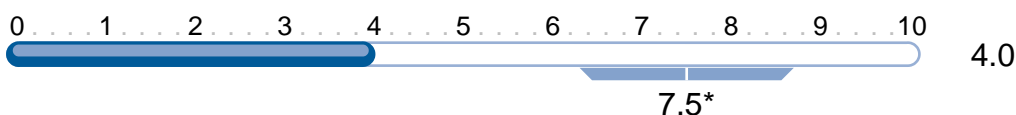
ATTENTION TO DETAIL: The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



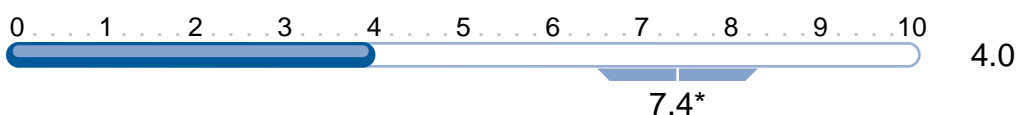
CONSISTENCY AND RELIABILITY: The capacity to regularly and dependably engage in and complete tasks or processes.



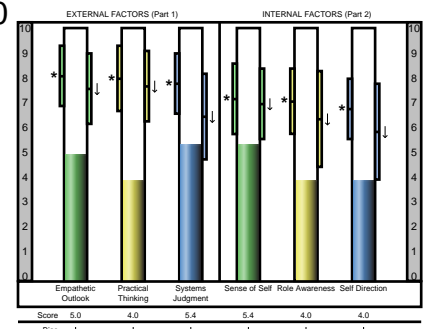
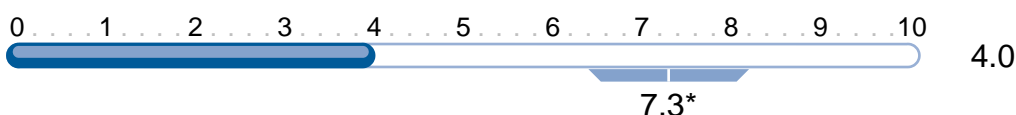
PROBLEM SOLVING: The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



PROJECT AND GOAL FOCUS: The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.



RESULTS ORIENTATION: The capacity to clearly and objectively understand and implement all variables necessary to obtain defined or desired results.

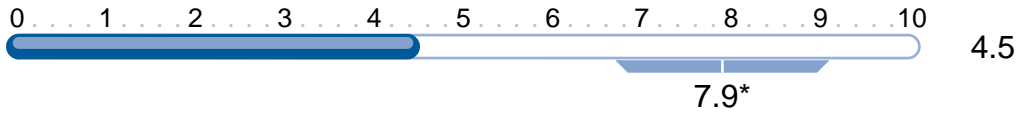


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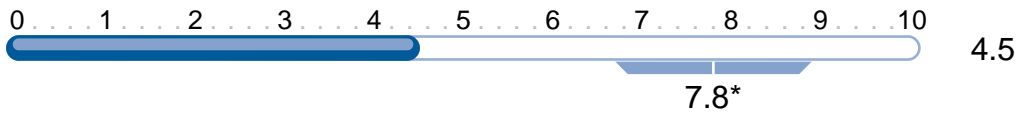


This is a measure of Sally's ability to interact effectively with other people in a positive and productive way.

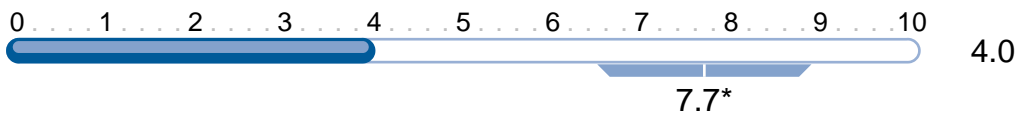
ATTITUDE TOWARD OTHERS: The general capacity one has for relating with other people.



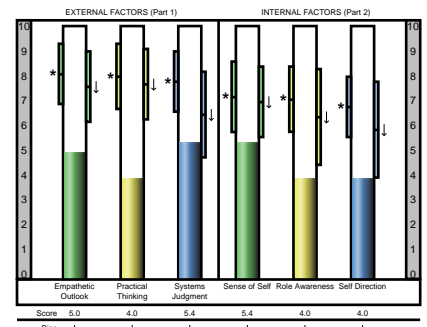
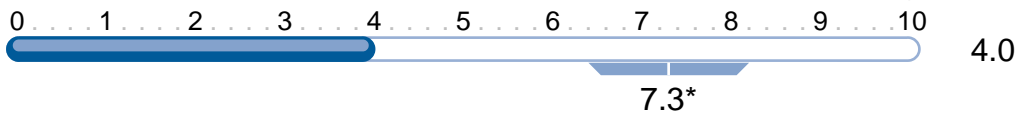
FREEDOM FROM PREJUDICES: The ability to maintain objectivity when relating to other people.



REALISTIC EXPECTATIONS: The ability to set realistic timeframes and well-defined standards of quality performance and production for others to follow.



SURRENDERING CONTROL: The capacity of a person to voluntarily surrender control and accept the authority of another person or group.

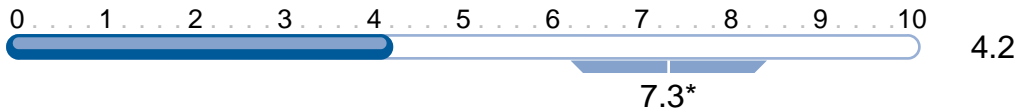


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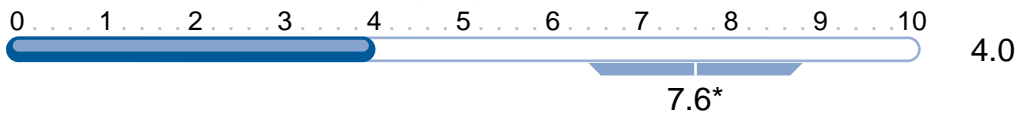


The ability to make appropriate decisions is important in most jobs. These scores show Sally's abilities as they relate to effective decision-making.

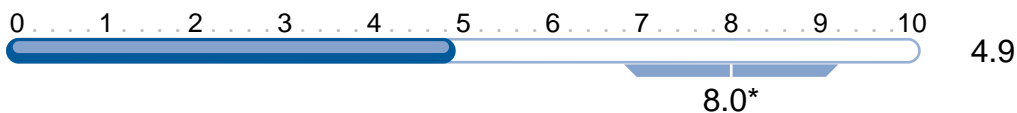
CONCEPTUAL THINKING: The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



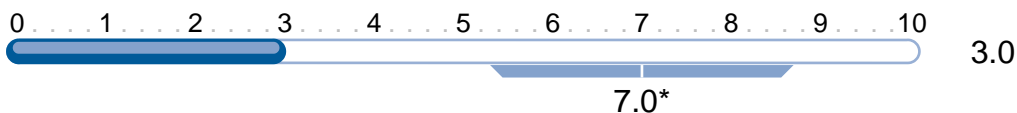
CONCRETE ORGANIZATION: The capacity to understand essential factors of a situation and bring together all necessary resources.



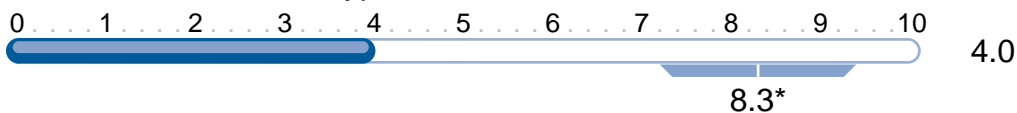
FOLLOWING DIRECTIONS: The capacity to hear, understand and follow instructions.



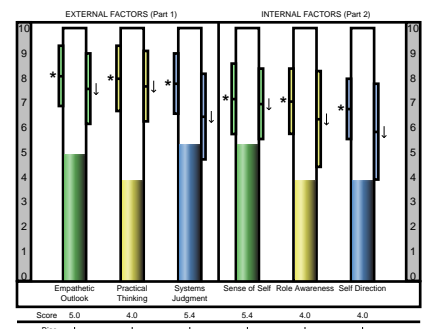
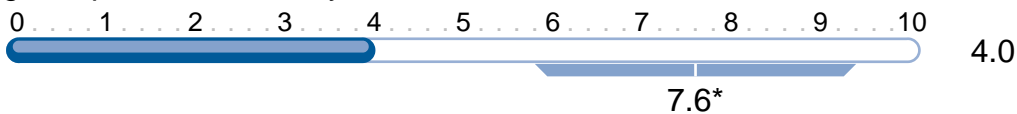
INTUITIVE DECISION MAKING: The capacity to make decisions by looking at the most essential elements and without all the facts or data.



THEORETICAL PROBLEM SOLVING: The ability to solve problems in a virtual, abstract or hypothetical sense.



USING COMMON SENSE: The capacity to be resourceful and apply good, practical, ordinary sense in whatever situations arise.

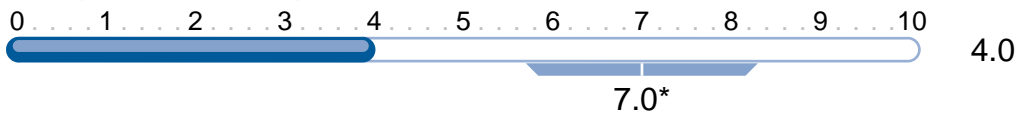


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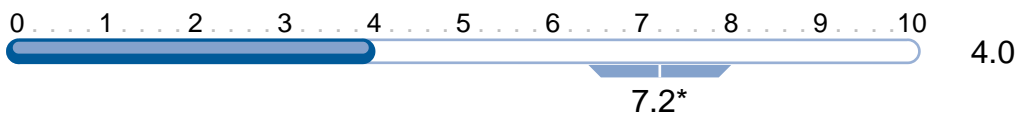


In order to be successful, Sally must manage herself. This area reveals Sally's ability to manage time, tasks, activities and projects. It also reveals her ability to deliver results.

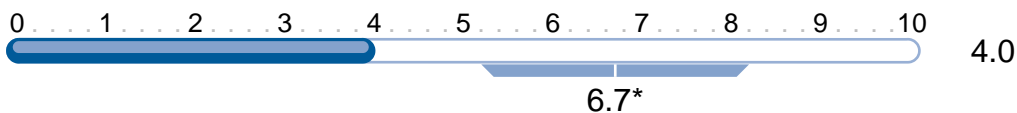
HANDLING STRESS: The ability to maintain composure and internal strength when coping with external and internal pressures.



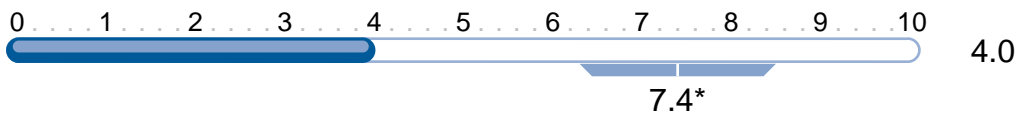
PERSONAL ACCOUNTABILITY: The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.



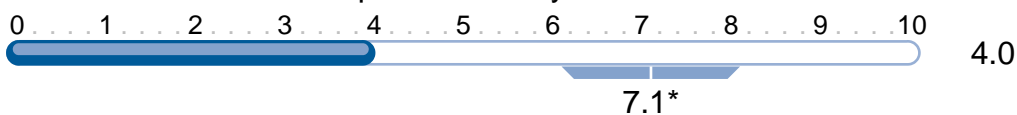
SELF ASSESSMENT: The capacity to objectively understand and evaluate one's self.



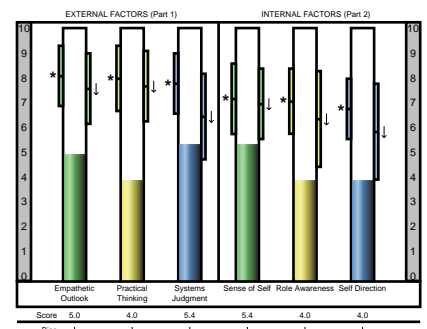
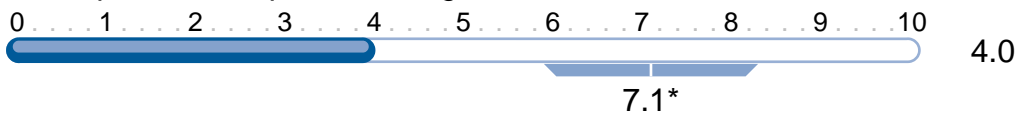
SELF CONFIDENCE: A measure of a person's assured self-reliance in his or her abilities.



INTERNAL SELF CONTROL: The ability to remain in conscious command of one's internal emotions when confronted with difficult circumstances and to respond rationally.



PERSONAL DRIVE: A gauge of personal motivation to achieve, accomplish or complete tasks, goals or missions.

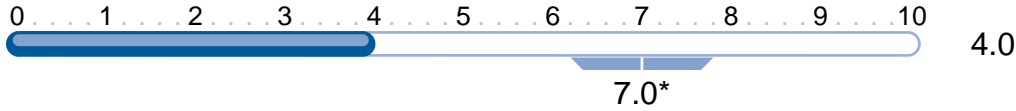


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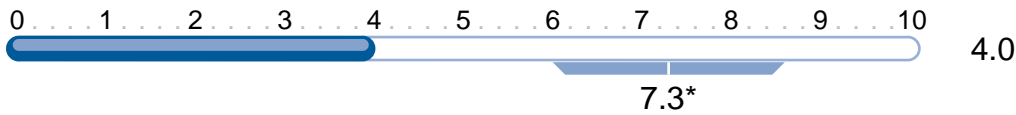


These scores reveal how hard Sally likes to work. It is also a measure of just how respectful Sally is of company property and policies.

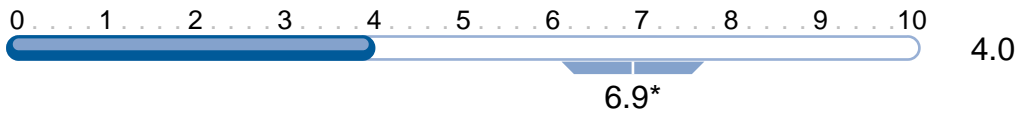
BALANCED DECISION MAKING: The ability to make consistently sound and timely decisions in one's personal and professional life.



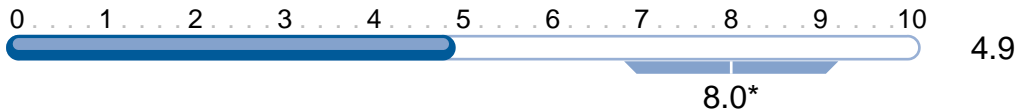
JOB ETHIC: The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.



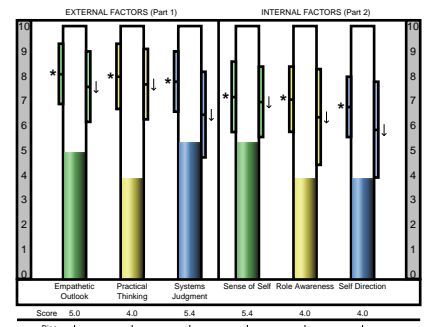
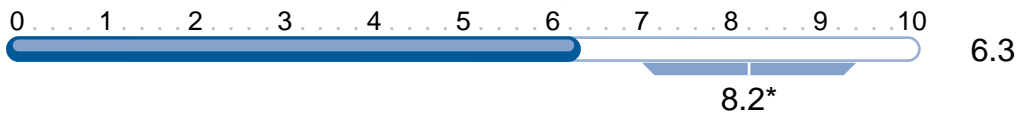
MEETING STANDARDS: The ability to perform work according to precise specifications.



RESPECT FOR POLICIES: The ability to understand, appreciate and have high regard for the rules, policies and procedures of the company.



RESPECT FOR PROPERTY: A measure of the level of respect and appreciation for the property that belongs to others or the company.



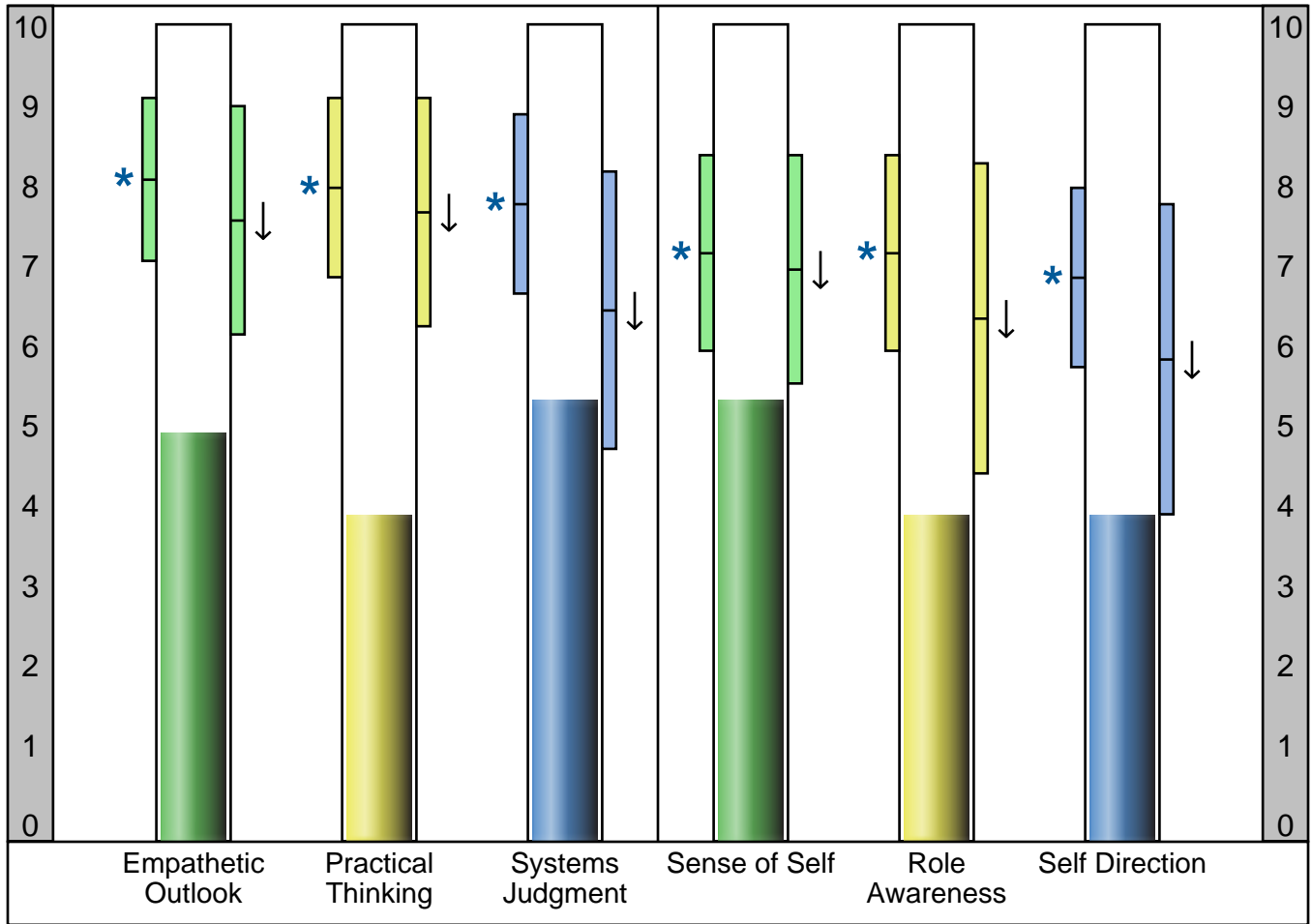
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* Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation

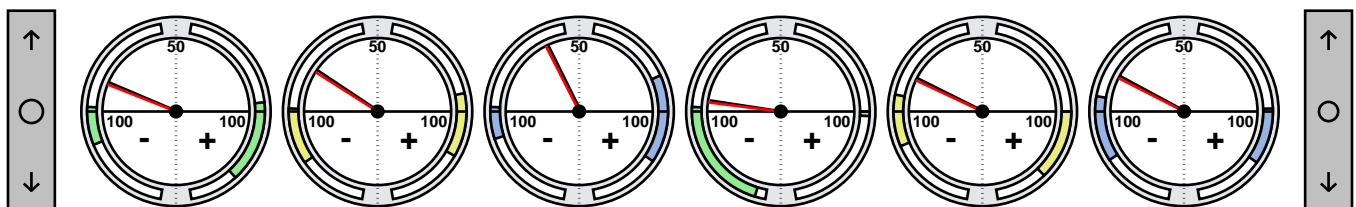
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 5.0 4.0 5.4 5.4 4.0 4.0

Bias ↓ ↓ ↓ ↓ ↓ ↓



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Score	Mean	Description	Score	Mean	Description
6.8	8.0	Material Possessions	4.0	7.9	Proactive Thinking
6.4	8.1	Self Improvement	4.0	7.5	Accountability for Others
6.3	8.2	Respect for Property	4.0	6.7	Self Assessment
5.6	8.0	Attention to Detail	4.0	7.1	Personal Drive
5.4	7.3	Sense of Self	4.0	7.1	Gaining Commitment
5.4	7.8	Systems Judgment	4.0	7.6	Realistic Personal Goal Setting
5.2	7.8	Relating to Others	4.0	7.1	Internal Self Control
5.1	8.2	Realistic Goal Setting for Others	4.0	6.9	Initiative
5.0	8.1	Empathetic Outlook	4.0	7.4	Enjoyment of the Job
4.9	8.0	Following Directions	4.0	7.3	Consistency and Reliability
4.9	7.5	Quality Orientation	4.0	7.3	Job Ethic
4.9	8.0	Respect for Policies	4.0	7.5	Sense of Timing
4.5	7.9	Attitude Toward Others	4.0	7.3	Sense of Mission
4.5	7.8	Freedom from Prejudices	4.0	7.7	Sense of Belonging
4.5	7.9	Sensitivity to Others	4.0	7.4	Self Management
4.5	8.1	Personal Relationships	4.0	7.6	Using Common Sense
4.3	7.2	Persistence	4.0	7.0	Handling Stress
4.2	7.3	Conceptual Thinking	4.0	7.6	Integrative Ability
4.2	7.9	Correcting Others	4.0	7.5	Problem Solving
4.2	7.7	Evaluating What is Said	4.0	7.0	Intuitive Decision Making
4.1	7.9	Emotional Control			
4.0	7.4	Developing Others			
4.0	8.3	Theoretical Problem Solving			
4.0	7.3	Surrendering Control			
4.0	7.4	Handling Rejection			
4.0	7.8	Persuading Others			
4.0	7.8	Monitoring Others			
4.0	7.9	Leading Others			
4.0	8.1	Understanding Motivational Needs			
4.0	7.1	Role Confidence			
4.0	7.2	Personal Accountability			
4.0	7.3	Results Orientation			
4.0	6.9	Meeting Standards			
4.0	7.2	Taking Responsibility			
4.0	7.6	Concrete Organization			
4.0	7.7	Realistic Expectations			
4.0	7.6	Long Range Planning			
4.0	7.0	Balanced Decision Making			
4.0	7.9	Conveying Role Value			
4.0	6.9	Self Direction			
4.0	8.0	Practical Thinking			
4.0	7.7	Evaluating Others			
4.0	7.6	Status and Recognition			
4.0	7.1	Role Awareness			
4.0	7.4	Project and Goal Focus			
4.0	7.4	Self Confidence			
4.0	7.3	Project Scheduling			



Score	Mean	Description	Score	Mean	Description
4.0	7.5	Accountability for Others	4.0	7.3	Results Orientation
5.6	8.0	Attention to Detail	4.0	7.1	Role Awareness
4.5	7.9	Attitude Toward Others	4.0	7.1	Role Confidence
4.0	7.0	Balanced Decision Making	4.0	6.7	Self Assessment
4.2	7.3	Conceptual Thinking	4.0	7.4	Self Confidence
4.0	7.6	Concrete Organization	4.0	6.9	Self Direction
4.0	7.3	Consistency and Reliability	6.4	8.1	Self Improvement
4.0	7.9	Conveying Role Value	4.0	7.4	Self Management
4.2	7.9	Correcting Others	4.0	7.7	Sense of Belonging
4.0	7.4	Developing Others	4.0	7.3	Sense of Mission
4.1	7.9	Emotional Control	5.4	7.3	Sense of Self
5.0	8.1	Empathetic Outlook	4.0	7.5	Sense of Timing
4.0	7.4	Enjoyment of the Job	4.5	7.9	Sensitivity to Others
4.0	7.7	Evaluating Others	4.0	7.6	Status and Recognition
4.2	7.7	Evaluating What is Said	4.0	7.3	Surrendering Control
4.9	8.0	Following Directions	5.4	7.8	Systems Judgment
4.5	7.8	Freedom from Prejudices	4.0	7.2	Taking Responsibility
4.0	7.1	Gaining Commitment	4.0	8.3	Theoretical Problem Solving
4.0	7.4	Handling Rejection	4.0	8.1	Understanding Motivational Needs
4.0	7.0	Handling Stress	4.0	7.6	Using Common Sense
4.0	6.9	Initiative			
4.0	7.6	Integrative Ability			
4.0	7.1	Internal Self Control			
4.0	7.0	Intuitive Decision Making			
4.0	7.3	Job Ethic			
4.0	7.9	Leading Others			
4.0	7.6	Long Range Planning			
6.8	8.0	Material Possessions			
4.0	6.9	Meeting Standards			
4.0	7.8	Monitoring Others			
4.3	7.2	Persistence			
4.0	7.2	Personal Accountability			
4.0	7.1	Personal Drive			
4.5	8.1	Personal Relationships			
4.0	7.8	Persuading Others			
4.0	8.0	Practical Thinking			
4.0	7.9	Proactive Thinking			
4.0	7.5	Problem Solving			
4.0	7.4	Project and Goal Focus			
4.0	7.3	Project Scheduling			
4.9	7.5	Quality Orientation			
4.0	7.7	Realistic Expectations			
5.1	8.2	Realistic Goal Setting for Others			
4.0	7.6	Realistic Personal Goal Setting			
5.2	7.8	Relating to Others			
4.9	8.0	Respect for Policies			
6.3	8.2	Respect for Property			