



TTI Personal Talent Skills Inventory[®]

General Employment version

George Generic

Sample

ABC Company

2-19-2007



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.



EXTERNAL DESCRIPTION

Social—High Level of Development

Description

George puts high and equal emphasis on people and his relationships with them, as well as on practical tasks and activities. He tends to be socially adept, a good listener and communicator, and enjoys being around other people. He likes to be a part of the process of getting things done together with others, which indicates he is a good team player. He enjoys social interaction and generally relates to work or task goals from the practical and interpersonal perspectives. He also tends to underemphasize systems, which includes laws, rules and policies. He believes learning and knowledge are useful and beneficial. He tends to view laws and systems as flexible guidelines, versus being set in stone.

Strengths

George's greatest strengths are empathy and sensitivity to people and his concentrated focus on whatever tasks or activities need to get done. He is good at seeing the practical side of things, evaluating the pros and cons of each situation. If he enjoys a process or task, it is easy for him to learn it and to manage the details. He also excels at teamwork or any group effort.

Development Opportunities

George could benefit from making a conscious effort to develop better two-way communication with authority figures. He should ask authority figures to explain the reason for certain rules or systems, to better understand them. He should practice better balance between the value placed on others and activities compared to structure or systems.

Best Performance Climate

George will work best in a cooperative, teamwork atmosphere in which decisions are shared. He will enjoy a productive or service-oriented environment in which contributions are recognized, properly rewarded, and appreciated.



EXTERNAL DESCRIPTION

External Bias Description

George has a high level of preference for involvement with others on the personal level and a lower desire for involving himself with routine work detail or social convention. He tends to be gentle and softhearted, with a high level of empathy and sensitivity to others and their needs. His neutral balance in the systemic dimension reflects equilibrium between the positive and negative aspects of authority, structure, rules, and systems. This indicates that he will evaluate established policies, rules, ideas and plans objectively, accurately judging their effectiveness. He does not blindly adhere to established rules and policies but tends to view them in terms of how they impact people.

George treats each individual as unique and special and is always willing to help others. His excellent listening skills and natural harmony with others make him a responsive, helpful friend and team player. He has a kind disposition and wants to promote the welfare and happiness of others. Due to his acts of kindness and generosity, he is well liked by others. His negative view of the external, social/professional context may reflect impatience with practical tasks and work processes and the time it takes others or himself to get things done. He understands the need for organization, planning and structure but tends to be versatile and flexible, i.e. doesn't insist that things are done his way or the company way.



INTERNAL DESCRIPTION

Performer—High Level of Development

Description

George values and appreciates himself through his professional and personal roles. He has a strong emphasis on actually performing and fulfilling various role responsibilities. He pays less attention to his planning and where he is going in the future. He has internalized his roles in life regardless of outside influence or lack of influence. He bases his self-worth on role satisfaction. This is where he puts most of his energy.

Strengths

George's greatest talent is his strong identification with personal and professional roles. He is capable of performing well in multiple roles. He is confident in his ability to fulfill various responsibilities. He is fully present in what he is doing. If he is in the process of changing roles, he will focus on the shift in order to assure a smooth transition.

Development Opportunities

George is more concerned about what is happening in the present, than with organizing and planning a clear and definite future. He needs to ask himself questions about the future and to not stay solely focused on the present. A deeper understanding and appreciation of himself would also be of benefit. He needs to value himself for who he is, not just for his accomplishments.

Internal Bias Description

George has a positive self-identity in the self direction dimension. Since this vision of the future resides mainly in his mind, it is characterized by optimism that it will become a reality in time. The positively biased self-direction or "self-image" is the main thing that is definite about the worth of his own self. He tends to overemphasize it and "hope" that it will come to pass. There is little awareness of his deeper sense of self. There is also no clear sense of personal achievement from a job or other productive roles. The only thing that is clear to him is the "definiteness" of the mental self-concept he has adopted.



CRITICAL SUCCESS SKILLS

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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



Rev: 0.92-0.84

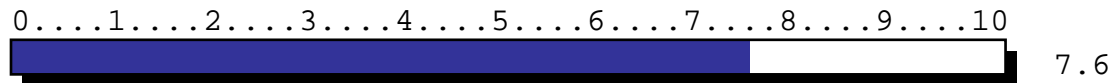
* 68% of the population falls within the shaded area.



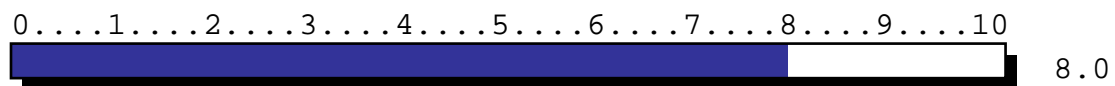
THE GENERAL EMPLOYMENT SKILLS SUMMARY

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.

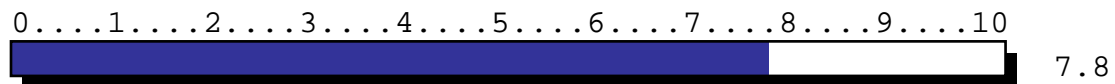
GETTING RESULTS



INTERPERSONAL SKILLS



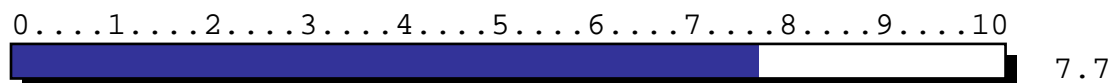
MAKING DECISIONS



SELF MANAGEMENT



WORK ETHIC

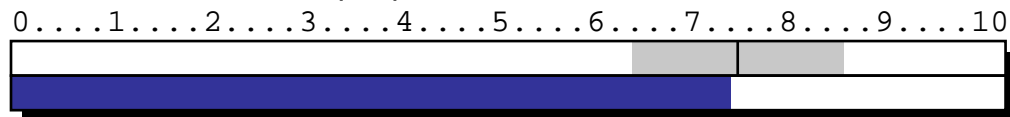




GETTING RESULTS

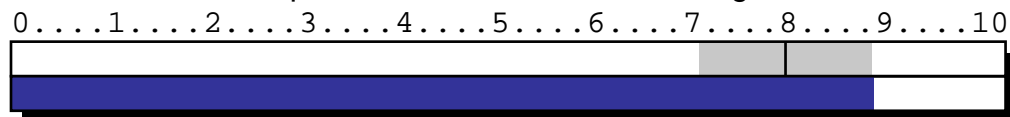
The ability to simply "get results" is essential to success. Scores in these capacities reveal George's ability to remain focused until the completion of a project or goal.

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



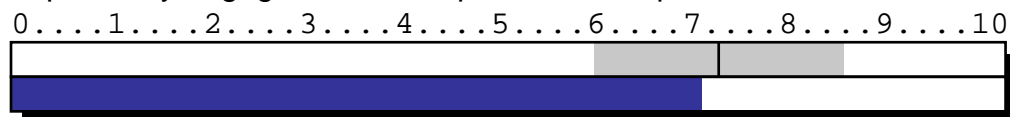
7.5 *
7.4

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



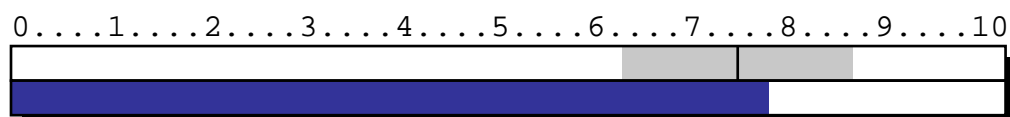
8.0 *
8.9

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



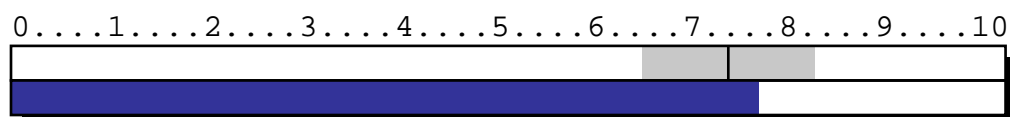
7.3 *
7.1

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



7.5 *
7.8

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



7.4 *
7.7

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



GETTING RESULTS

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

0 1 2 3 4 5 6 7 8 9 10



7.3 *

7.2

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



INTERPERSONAL SKILLS

This is a measure of George'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.

0 1 2 3 4 5 6 7 8 9 10



7.9 *
8.9

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

0 1 2 3 4 5 6 7 8 9 10



7.8 *
7.9

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

0 1 2 3 4 5 6 7 8 9 10



7.7 *
8.0

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

0 1 2 3 4 5 6 7 8 9 10



7.3 *
7.4

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



MAKING DECISIONS

The ability to make appropriate decisions is important in most jobs. These scores show George'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.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
7.4

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

0 1 2 3 4 5 6 7 8 9 10



7.6 *
7.5

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

0 1 2 3 4 5 6 7 8 9 10



8.0 *
7.6

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

0 1 2 3 4 5 6 7 8 9 10



7.0 *
7.6

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

0 1 2 3 4 5 6 7 8 9 10



8.3 *
8.7

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

0 1 2 3 4 5 6 7 8 9 10



7.6 *
8.0

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



SELF MANAGEMENT

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

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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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



WORK ETHIC

These scores reveal how hard George likes to work. It is also a measure of just how respectful George 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.

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

DIMENSIONAL BALANCE

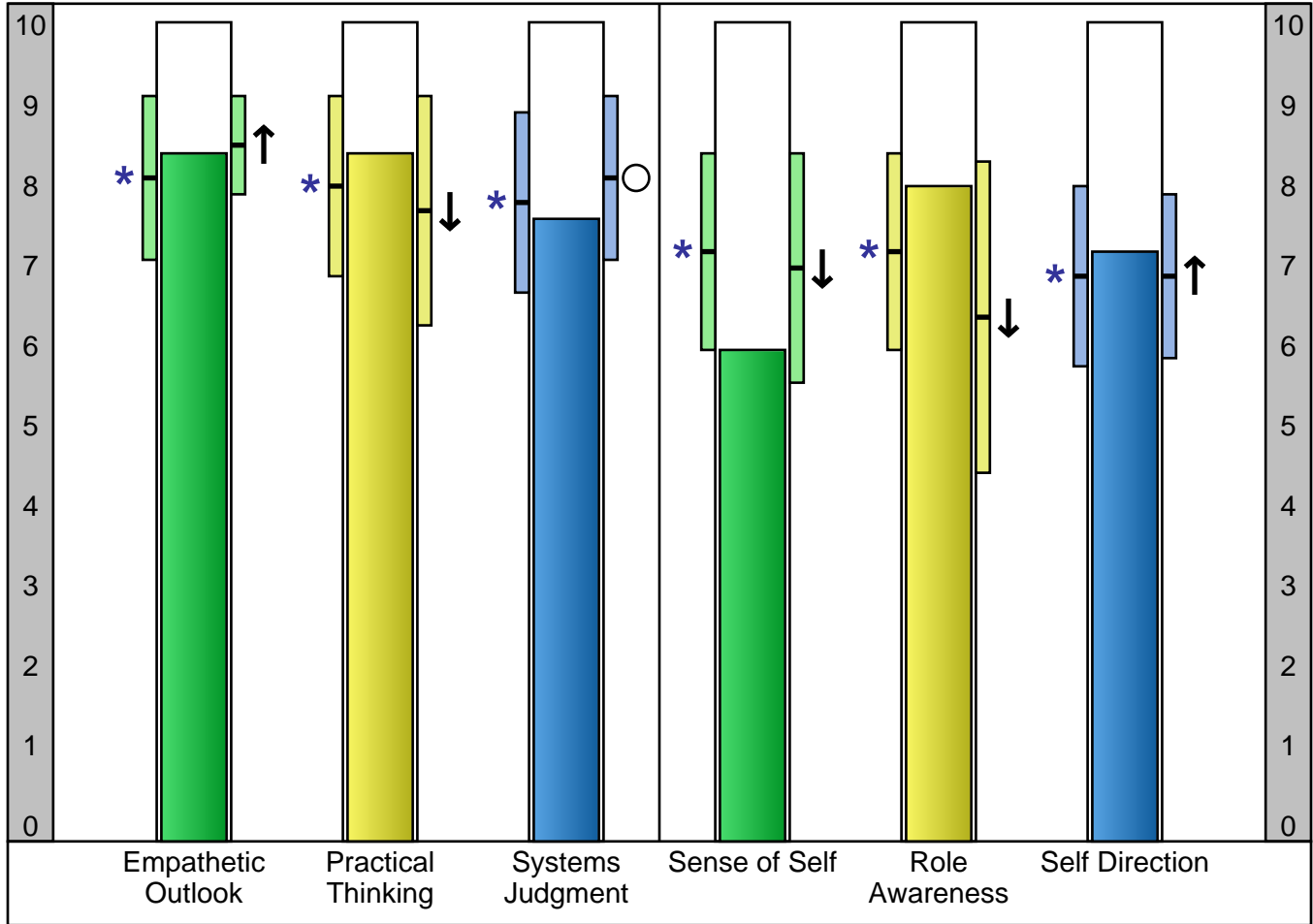
For consulting and coaching

2-19-2007

- * Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

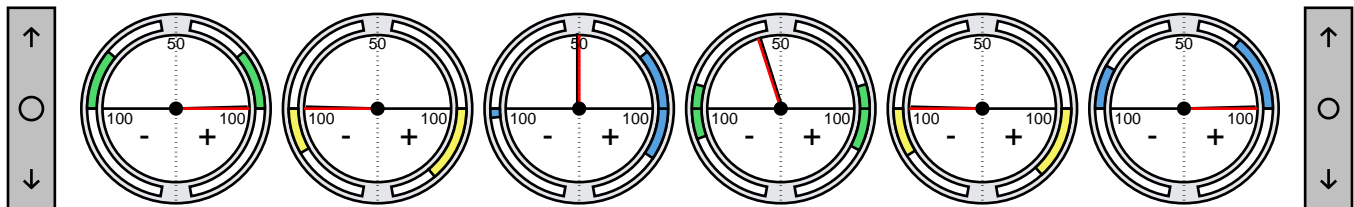
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.4 8.4 7.6 6.0 8.0 7.2

Bias ↑ ↓ ○ ↓ ↓ ↑





CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.6	8.2	Respect for Property	7.6	7.2	Taking Responsibility
9.4	7.9	Sensitivity to Others	7.5	7.6	Concrete Organization
9.4	8.1	Personal Relationships	7.5	7.6	Integrative Ability
9.0	7.9	Leading Others	7.5	7.4	Enjoyment of the Job
8.9	8.0	Attention to Detail	7.4	7.3	Conceptual Thinking
8.9	7.9	Attitude Toward Others	7.4	7.5	Accountability for Others
8.7	8.3	Theoretical Problem Solving	7.4	7.3	Surrendering Control
8.6	8.2	Realistic Goal Setting for Others	7.4	7.2	Persistence
8.6	8.1	Understanding Motivational Needs	7.4	7.8	Monitoring Others
8.6	8.0	Material Possessions	7.2	7.3	Results Orientation
8.5	7.7	Evaluating What is Said	7.2	7.5	Sense of Timing
8.4	7.6	Realistic Personal Goal Setting	7.2	6.9	Self Direction
8.4	8.1	Empathetic Outlook	7.1	7.3	Consistency and Reliability
8.4	8.0	Practical Thinking	7.1	7.3	Job Ethic
8.2	7.4	Developing Others	7.0	7.3	Project Scheduling
8.2	7.5	Quality Orientation	7.0	7.3	Sense of Mission
8.2	7.8	Relating to Others	7.0	8.1	Self Improvement
8.2	7.6	Status and Recognition	6.8	7.0	Balanced Decision Making
8.1	7.6	Long Range Planning	6.7	7.1	Internal Self Control
8.0	7.7	Realistic Expectations	6.6	7.4	Self Confidence
8.0	7.9	Correcting Others	6.1	7.4	Handling Rejection
8.0	7.6	Using Common Sense	6.0	7.3	Sense of Self
8.0	7.9	Emotional Control	5.9	6.7	Self Assessment
8.0	7.1	Role Awareness			
7.9	7.8	Freedom from Prejudices			
7.9	7.1	Gaining Commitment			
7.9	7.8	Persuading Others			
7.9	7.4	Self Management			
7.8	7.5	Problem Solving			
7.8	7.9	Conveying Role Value			
7.8	7.1	Role Confidence			
7.7	7.4	Project And Goal Focus			
7.7	7.1	Personal Drive			
7.7	7.0	Handling Stress			
7.7	7.9	Proactive Thinking			
7.7	7.7	Sense of Belonging			
7.6	8.0	Following Directions			
7.6	7.0	Intuitive Decision Making			
7.6	7.2	Personal Accountability			
7.6	7.7	Evaluating Others			
7.6	6.9	Meeting Standards			
7.6	8.0	Respect for Policies			
7.6	6.9	Initiative			
7.6	7.8	Systems Judgment			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
7.4	7.5	Accountability for Others	8.2	7.8	Relating to Others
8.9	8.0	Attention to Detail	7.6	8.0	Respect for Policies
8.9	7.9	Attitude Toward Others	9.6	8.2	Respect for Property
6.8	7.0	Balanced Decision Making	7.2	7.3	Results Orientation
7.4	7.3	Conceptual Thinking	8.0	7.1	Role Awareness
7.5	7.6	Concrete Organization	7.8	7.1	Role Confidence
7.1	7.3	Consistency and Reliability	5.9	6.7	Self Assessment
7.8	7.9	Conveying Role Value	6.6	7.4	Self Confidence
8.0	7.9	Correcting Others	7.2	6.9	Self Direction
8.2	7.4	Developing Others	7.0	8.1	Self Improvement
8.0	7.9	Emotional Control	7.9	7.4	Self Management
8.4	8.1	Empathetic Outlook	7.7	7.7	Sense of Belonging
7.5	7.4	Enjoyment of the Job	7.0	7.3	Sense of Mission
7.6	7.7	Evaluating Others	6.0	7.3	Sense of Self
8.5	7.7	Evaluating What is Said	7.2	7.5	Sense of Timing
7.6	8.0	Following Directions	9.4	7.9	Sensitivity to Others
7.9	7.8	Freedom from Prejudices	8.2	7.6	Status and Recognition
7.9	7.1	Gaining Commitment	7.4	7.3	Surrendering Control
6.1	7.4	Handling Rejection	7.6	7.8	Systems Judgment
7.7	7.0	Handling Stress	7.6	7.2	Taking Responsibility
7.6	6.9	Initiative	8.7	8.3	Theoretical Problem Solving
7.5	7.6	Integrative Ability	8.6	8.1	Understanding Motivational Needs
6.7	7.1	Internal Self Control	8.0	7.6	Using Common Sense
7.6	7.0	Intuitive Decision Making			
7.1	7.3	Job Ethic			
9.0	7.9	Leading Others			
8.1	7.6	Long Range Planning			
8.6	8.0	Material Possessions			
7.6	6.9	Meeting Standards			
7.4	7.8	Monitoring Others			
7.4	7.2	Persistence			
7.6	7.2	Personal Accountability			
7.7	7.1	Personal Drive			
9.4	8.1	Personal Relationships			
7.9	7.8	Persuading Others			
8.4	8.0	Practical Thinking			
7.7	7.9	Proactive Thinking			
7.8	7.5	Problem Solving			
7.7	7.4	Project And Goal Focus			
7.0	7.3	Project Scheduling			
8.2	7.5	Quality Orientation			
8.0	7.7	Realistic Expectations			
8.6	8.2	Realistic Goal Setting for Others			
8.4	7.6	Realistic Personal Goal Setting			