



TTI Personal Talent Skills Inventory[®]

Healthcare version

*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

Paul Promotion

Sample
ABC Company
7-31-2007



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

Paul 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

Paul'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

Paul 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

Paul 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

Paul is someone who relates to the world primarily in terms of established system and order, (e.g., rules, the law). Most of his energies are focused on making things fit into the established system or organization. His somewhat negative view of the tasks dimension reveals that he takes a conscious distance from the practical work process and social convention. His neutral view of the people dimension reflects balanced objectivity toward other persons. He is not too trusting or too distant but strikes a realistic balance when valuing others without getting overly involved to ensure that he makes an objective and accurate decision.

Paul is good at seeing the big picture or the overall plan of things and how it impacts others much more clearly than he sees the step-by-step process it may take to get the results he wants. He has a talent for comparing facts and ideas and generally makes a fair judgment or reaches a well-founded conclusion concerning what action should be taken in any given situation based on available evidence and careful, critical evaluation. His people skills enable him to ask others the right leading questions, to inquire about things without insulting others, and to deliberately and carefully weigh the pros and cons before expressing his critical evaluation or decision. He tries to ensure that he has sufficient knowledge or experience to decide on the merits, controversy, point at issue, or conflicts before making a decision or forming an authoritative opinion.



INTERNAL DESCRIPTION

Self-Integrated—Moderate Level of Development

Description

Paul has the capacity to judge himself evenly in terms of all three-value perspectives: sense of self, role awareness, and direction. He has moderately developed self-appreciation in all three perspectives with balanced and equal proportion. He is well integrated and can move in and out of any one of the three self-perspectives with ease. He tends to be a thinker, with a balanced concept or image of himself and his future development. He believes that his own worth is based equally on his sense of self, producing and achieving in various roles, and growing as a person.

He is not stuck in any one perspective of self-appreciation. He is moderately skilled and talented in all three. He tends to be intuitive, active or rational - depending on what is called for in the current situation. He can relate to and deal effectively with himself in the emotional sense. He has a grasp of his actual and potential accomplishments, projects and activities. He has achieved a moderate level of self-understanding.

Strengths

Paul's primary strength is his well-integrated and versatile self-appreciation. He has the ability to see what perspective he needs to focus on, depending on the current situation. If he is going through a crisis, he can call upon his inner strength to cope. During the process of a role change, he tends to use his internal awareness to achieve the desired outcome. If he feels the need for clearer direction, he may focus on gaining the knowledge to clearly envision himself in the future. He applies his planning and systems skills for personal growth.

Development Opportunities

Paul could get into a certain "comfort zone" in which he feels relatively satisfied with himself and his accomplishments. This could restrict him from developing or applying more of his potential. He should continuously challenge his talents and creativity, or his performance could suffer. His greatest opportunity is to develop a deeper understanding and internalization of himself, his role and direction.



INTERNAL DESCRIPTION

Internal Bias Description

Paul has an active involvement in work or primary activities in society. This work involvement is associated with a lack of inner fulfillment and the lack of a definite self-direction or focus on future goals and the achievement of goals by means of a definite self-image. He does not envision much change in the future but rather concentrates on maintaining his active work in the present. He is involved and engaged in productive work and gets a sense of personal achievement from his role. He wants to maintain status quo and continue more or less as is.



CRITICAL SKILLS

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



7.0 *
7.2

EMPATHETIC OUTLOOK: The capacity to perceive and understand the individuality in others.

0 1 2 3 4 5 6 7 8 9 10



8.1 *
9.0

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 *
9.0

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

0 1 2 3 4 5 6 7 8 9 10



6.9 *
7.0

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



8.0 *
8.1

SENSE OF MISSION: A measure of a person's sense of purpose in his or her life.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
7.0

Rev: 0.94-0.88

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



THE HEALTHCARE 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.

EMOTIONAL CONFLICT AND DISTURBANCES

0 1 2 3 4 5 6 7 8 9 10



8.3

HEALTHCARE TEAM ORIENTATION

0 1 2 3 4 5 6 7 8 9 10



8.5

INDEPENDENT WORK ETHIC

0 1 2 3 4 5 6 7 8 9 10



7.5

MEETING STANDARDS

0 1 2 3 4 5 6 7 8 9 10



7.2

PATIENT CARE ORIENTATION

0 1 2 3 4 5 6 7 8 9 10



7.7

PATIENT RELATIONS

0 1 2 3 4 5 6 7 8 9 10



8.4



EMOTIONAL CONFLICT AND DISTURBANCES

This category reveals how Paul is likely to respond to conflicts and problems that arise from emotional situations.

EMOTIONAL CONTROL: The ability to appear to be rational and in-control when facing problems or crises.

0 1 2 3 4 5 6 7 8 9 10



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



INTEGRATIVE ABILITY: The capacity to see different components of a situation and tie them together to see the situation as a whole.

0 1 2 3 4 5 6 7 8 9 10



SENSE OF SELF: A measure of a person's awareness of "who" they are—the ability to discern one's own self-worth.

0 1 2 3 4 5 6 7 8 9 10



SENSITIVITY TO OTHERS: The capacity to understand and appreciate the value of other people with genuine concern for their needs, desires and feelings.

0 1 2 3 4 5 6 7 8 9 10



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



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HEALTHCARE TEAM ORIENTATION

A team atmosphere is critical in a healthcare setting. This is a measure of Paul's ability to engage in such an environment in order to deliver excellent care.

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 *
9.0

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 *
9.0

PERSONAL RELATIONSHIPS: The importance of having and maintaining personal relationships and not just being seen as part of the team.

0 1 2 3 4 5 6 7 8 9 10



8.1 *
9.5

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



7.1 *
7.3

SENSE OF BELONGING: A measure of how a person feels he or she fits into the surrounding world.

0 1 2 3 4 5 6 7 8 9 10



7.7 *
8.9

SENSE OF TIMING: The ability to do the correct thing at the correct time.

0 1 2 3 4 5 6 7 8 9 10



7.5 *
7.9

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HEALTHCARE TEAM ORIENTATION

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 *
8.0

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



INDEPENDENT WORK ETHIC

In order to be successful, Paul must manage himself. This area reveals Paul's capacities as they relate to his ability to supervise himself, even when supervisors are not present.

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



7.0 *
7.2

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



7.5 *
8.2

ROLE AWARENESS: The degree of a person's identity and awareness regarding his or her professional, social and personal roles.

0 1 2 3 4 5 6 7 8 9 10



7.1 *
7.6

SELF DIRECTION: Having a clear vision of one's future objectives and the self discipline and organization necessary to achieve them.

0 1 2 3 4 5 6 7 8 9 10



6.9 *
7.4

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



7.1 *
6.9

SENSE OF SELF: A measure of a person's awareness of "who" they are—the ability to discern one's own self-worth.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
7.8

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MEETING STANDARDS

When it comes to healthcare, certain agreed-upon standards must be met or exceeded. This is a measure of Paul's drive to follow or surpass those standards, no matter who sets them.

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

0 1 2 3 4 5 6 7 8 9 10



7.3 *
7.0

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



7.3 *
7.0

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

0 1 2 3 4 5 6 7 8 9 10



6.9 *
7.0

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



7.2 *
7.5

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



8.0 *
8.1

SENSE OF MISSION: A measure of a person's sense of purpose in his or her life.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
7.0

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PATIENT CARE ORIENTATION

This measures Paul's general abilities as they relate to overall, effective patient care.

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

0 1 2 3 4 5 6 7 8 9 10



8.0 *
8.2

PROACTIVE THINKING: The capacity to think ahead in order to realistically evaluate the consequences of current actions, processes and decisions.

0 1 2 3 4 5 6 7 8 9 10



7.9 *
8.7

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

0 1 2 3 4 5 6 7 8 9 10



7.4 *
6.7

QUALITY ORIENTATION: The capacity to maintain a focus on well-defined standards of excellence with regard to all aspects of responsibilities and tasks.

0 1 2 3 4 5 6 7 8 9 10



7.5 *
7.8

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

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PATIENT RELATIONS

Clear and effective communication skills involve both listening and speaking. These scores reflect Paul's ability to objectively understand patients and to subsequently deliver his message to them.

EMPATHETIC OUTLOOK: The capacity to perceive and understand the individuality in others.

0 1 2 3 4 5 6 7 8 9 10



EVALUATING WHAT IS SAID: The capacity to objectively listen, understand and accurately interpret what someone else is saying.

0 1 2 3 4 5 6 7 8 9 10



RELATING TO OTHERS: The capacity to understand and relate to others when communicating with them.

0 1 2 3 4 5 6 7 8 9 10



SENSE OF TIMING: The ability to do the correct thing at the correct time.

0 1 2 3 4 5 6 7 8 9 10



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DIMENSIONAL BALANCE

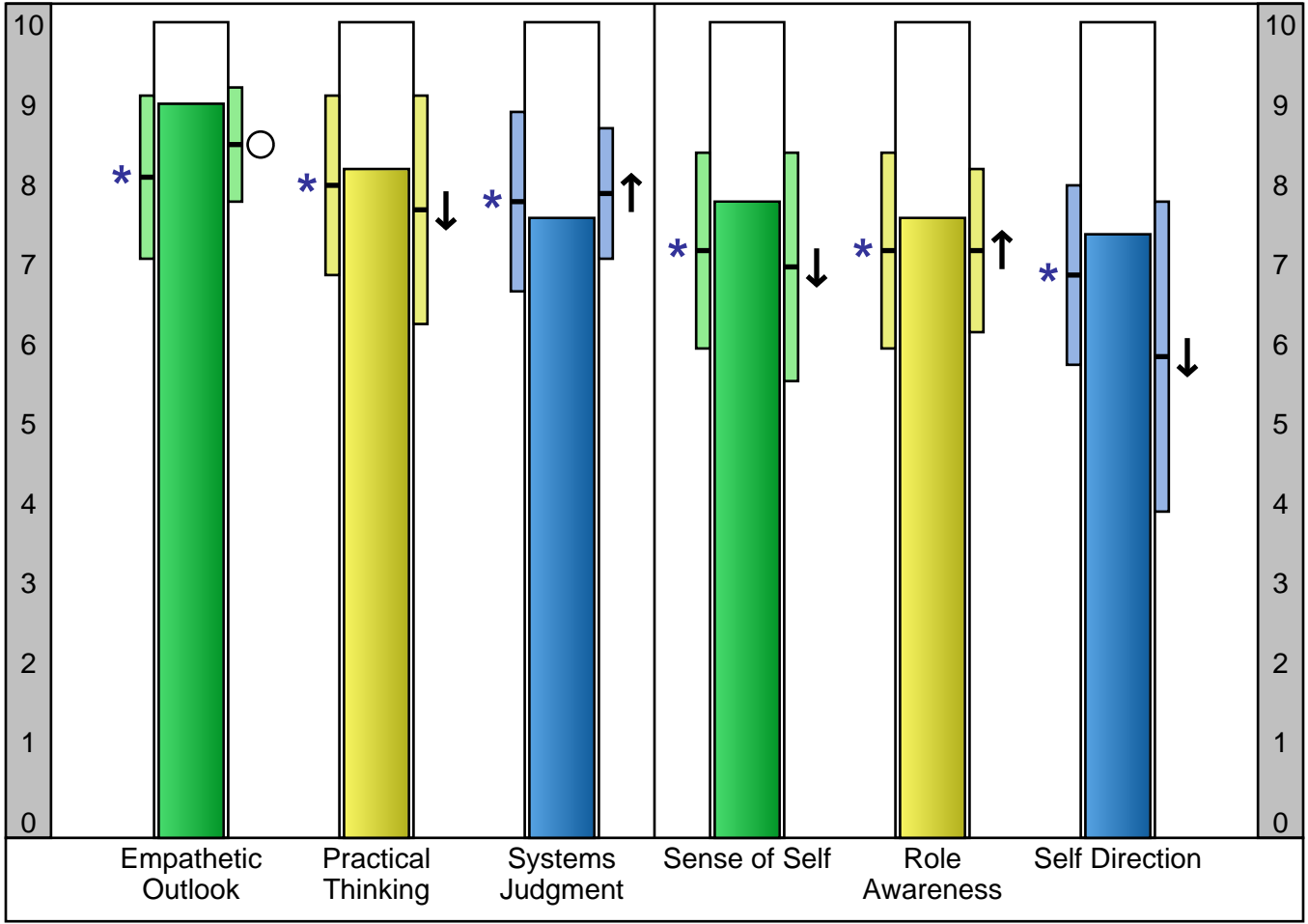
For consulting and coaching

7-31-2007

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

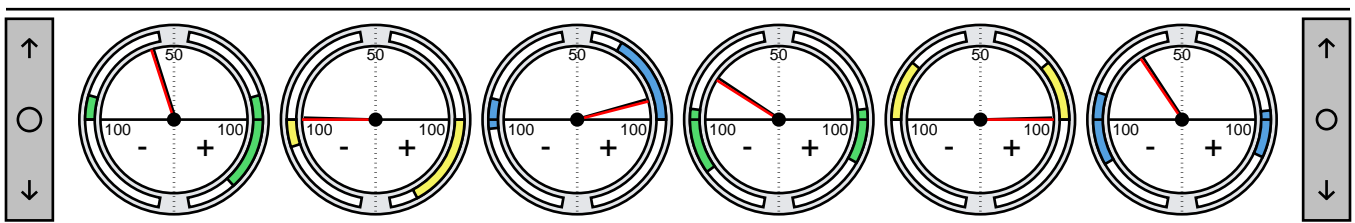
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 9.0 8.2 7.6 7.8 7.6 7.4

Bias ○ ↓ ↑ ↓ ↑ ↓





CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.5	8.1	Personal Relationships	7.6	7.8	Systems Judgment
9.1	7.6	Integrative Ability	7.6	7.1	Role Awareness
9.0	7.5	Accountability for Others	7.5	7.2	Personal Accountability
9.0	7.9	Attitude Toward Others	7.5	7.8	Persuading Others
9.0	7.8	Freedom from Prejudices	7.5	7.2	Taking Responsibility
9.0	7.9	Sensitivity to Others	7.4	7.6	Concrete Organization
9.0	8.1	Empathetic Outlook	7.4	6.9	Self Direction
8.9	7.7	Sense of Belonging	7.3	7.3	Project Scheduling
8.8	8.2	Realistic Goal Setting for Others	7.3	7.1	Internal Self Control
8.8	7.9	Conveying Role Value	7.2	7.3	Results Orientation
8.8	8.1	Self Improvement	7.2	7.0	Balanced Decision Making
8.7	7.0	Handling Stress	7.2	7.6	Realistic Personal Goal Setting
8.7	7.9	Proactive Thinking	7.1	7.6	Long Range Planning
8.7	7.2	Persistence	7.0	7.3	Consistency and Reliability
8.6	7.7	Evaluating Others	7.0	6.9	Meeting Standards
8.6	7.9	Leading Others	7.0	7.3	Job Ethic
8.5	8.1	Understanding Motivational Needs	7.0	6.9	Initiative
8.4	7.7	Realistic Expectations	7.0	7.3	Sense of Mission
8.4	7.8	Relating to Others	6.9	7.1	Personal Drive
8.3	7.0	Intuitive Decision Making	6.9	7.1	Role Confidence
8.3	7.9	Correcting Others	6.8	7.3	Conceptual Thinking
8.3	7.7	Evaluating What is Said	6.7	7.4	Project And Goal Focus
8.2	8.3	Theoretical Problem Solving	6.6	7.4	Handling Rejection
8.2	8.0	Attention to Detail			
8.2	7.5	Problem Solving			
8.2	8.0	Material Possessions			
8.2	8.0	Practical Thinking			
8.1	8.0	Following Directions			
8.1	8.0	Respect for Policies			
8.1	7.8	Monitoring Others			
8.1	7.4	Enjoyment of the Job			
8.0	7.3	Surrendering Control			
8.0	7.4	Developing Others			
8.0	7.1	Gaining Commitment			
7.9	7.9	Emotional Control			
7.9	7.5	Sense of Timing			
7.9	7.6	Status and Recognition			
7.8	6.7	Self Assessment			
7.8	7.5	Quality Orientation			
7.8	7.6	Using Common Sense			
7.8	7.3	Sense of Self			
7.7	8.2	Respect for Property			
7.7	7.4	Self Management			
7.6	7.4	Self Confidence			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.0	7.5	Accountability for Others	8.4	7.8	Relating to Others
8.2	8.0	Attention to Detail	8.1	8.0	Respect for Policies
9.0	7.9	Attitude Toward Others	7.7	8.2	Respect for Property
7.2	7.0	Balanced Decision Making	7.2	7.3	Results Orientation
6.8	7.3	Conceptual Thinking	7.6	7.1	Role Awareness
7.4	7.6	Concrete Organization	6.9	7.1	Role Confidence
7.0	7.3	Consistency and Reliability	7.8	6.7	Self Assessment
8.8	7.9	Conveying Role Value	7.6	7.4	Self Confidence
8.3	7.9	Correcting Others	7.4	6.9	Self Direction
8.0	7.4	Developing Others	8.8	8.1	Self Improvement
7.9	7.9	Emotional Control	7.7	7.4	Self Management
9.0	8.1	Empathetic Outlook	8.9	7.7	Sense of Belonging
8.1	7.4	Enjoyment of the Job	7.0	7.3	Sense of Mission
8.6	7.7	Evaluating Others	7.8	7.3	Sense of Self
8.3	7.7	Evaluating What is Said	7.9	7.5	Sense of Timing
8.1	8.0	Following Directions	9.0	7.9	Sensitivity to Others
9.0	7.8	Freedom from Prejudices	7.9	7.6	Status and Recognition
8.0	7.1	Gaining Commitment	8.0	7.3	Surrendering Control
6.6	7.4	Handling Rejection	7.6	7.8	Systems Judgment
8.7	7.0	Handling Stress	7.5	7.2	Taking Responsibility
7.0	6.9	Initiative	8.2	8.3	Theoretical Problem Solving
9.1	7.6	Integrative Ability	8.5	8.1	Understanding Motivational Needs
7.3	7.1	Internal Self Control	7.8	7.6	Using Common Sense
8.3	7.0	Intuitive Decision Making			
7.0	7.3	Job Ethic			
8.6	7.9	Leading Others			
7.1	7.6	Long Range Planning			
8.2	8.0	Material Possessions			
7.0	6.9	Meeting Standards			
8.1	7.8	Monitoring Others			
8.7	7.2	Persistence			
7.5	7.2	Personal Accountability			
6.9	7.1	Personal Drive			
9.5	8.1	Personal Relationships			
7.5	7.8	Persuading Others			
8.2	8.0	Practical Thinking			
8.7	7.9	Proactive Thinking			
8.2	7.5	Problem Solving			
6.7	7.4	Project And Goal Focus			
7.3	7.3	Project Scheduling			
7.8	7.5	Quality Orientation			
8.4	7.7	Realistic Expectations			
8.8	8.2	Realistic Goal Setting for Others			
7.2	7.6	Realistic Personal Goal Setting			