



TTI Personal Talent Skills Inventory[®]

Sales version

Stanley Seller

Sample

ABC Company

8-6-2007



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

Integrated—High Level of Development

Description

Stanley judges situations in a balanced, objective way in terms of all three basic perspectives: people, situations, and systems. When he takes action, he can move in and out of any one of the three value perspectives with ease. The integrated pattern indicates that he is not stuck in any one dimension. He can relate to and deal with other people well and maintains healthy, fulfilling relationships naturally. He also has good practical skills and can relate well to tangible things, processes and events. He understands how to deal effectively with ideas, knowledge, and systems. This integrated pattern indicates the world is wide open for him and suggests that he is able to take advantage of any and all opportunities.

Strengths

Stanley is versatile and stable and adapts well to different types of people and changing situations. It is easy for him to see what he needs to emphasize or focus on, depending on the nature of the situation he is in. If an interpersonal focus is called for, he has the ability to turn on his people skills and relate well to others. If an external or task focus is needed, he has the ability to become an action-oriented achiever who focuses on the work at hand to get things done. If he determines that the situation calls for a systematic focus, he has the ability to turn his attention to learning and gaining more knowledge about the situation. This suggests his greatest talents are flexibility, objectivity and versatility.

Development Opportunities

Stanley's greatest opportunity for growth is centered in maintaining strong identification with current activities, roles and responsibilities. He enjoys getting involved in new activities; but, if the activities become routine or "easy" for him and he doesn't feel challenged, he may not want to stay involved.



EXTERNAL DESCRIPTION

Best Performance Climate

Stanley will learn, work or perform best in an atmosphere where there is an open exchange of ideas and where feedback is readily available. He also prefers an environment where responsibilities and decisions are shared, and his input and creativity is appreciated and challenged on a regular basis.

External Bias Description

Stanley is able to live life on a lighter note due to his disdain for or depreciation of professional norms and social conventions, even to the extent of enjoying a good practical joke. He accepts others as they are and accepts the established system and order as well. This neutral balance with regard to authority and to other people makes it easier for someone like him to laugh at life, not taking anything too seriously. Since he does not over- or under-value people and relationships or systems and rules, he generally exerts less effort and energy in dealing with both; thus he experiences less tension or anxiety. He tends to take a distance from practical/professional details and, with practice, could become much more adaptive with extrinsic detail.

Stanley accurately evaluates others' strengths and weaknesses and tends to have realistic expectations of them. He has the capacity to maintain open and sincere relationships and has no fear of losing himself in others. He understands the need for laws, policies, rules and order and has achieved a neutral and objective attitude toward authority. He appreciates the need for structure, planning and organization and demonstrates genuine willingness to cooperate and work within systemic guidelines. He tends to enforce his own authority in a balanced manner and is an objective judge of new ideas, plans, policy changes and theories. He tends to maintain an open mind and enjoys asking for feedback and learning new things. However, he may lack a clear, objective understanding of the work process, as well as practical, social and professional norms and conventions.



INTERNAL DESCRIPTION

Self-Authentic—High Level of Development

Description

Stanley places great emphasis on "who" he is, as a unique individual. He appreciates himself for who he is much more than for his accomplishments or the plans he may have for the future. His deep comfort with himself results in a strong sense of self. He has a great deal of confidence in himself and the inner strength necessary to weather the storms of life. He is well aware of his strengths and feels relatively satisfied with himself. He enjoys doing anything that uses his talents and gives him a strong feeling of personal fulfillment. He puts less emphasis on what he can achieve in his work and social roles and in his direction into the future.

Strengths

Stanley has a good understanding of who he is, and his inner sense of self-worth is strong. His greatest strength is the ability to rely on himself and to be resilient in the face of adversity. Others can count on him.

Development Opportunities

Due to the fact that Stanley is already happy with whom he is as a person, he puts less emphasis on his roles and goals and sense of direction for the future. He may be experiencing some kind of "disconnect" with his roles. He is also less certain about what direction to take or what goals to set for the future. He needs to answer the questions, "Where do I want to go, and who do I want to become?"

Internal Bias Description

Stanley 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 SALES SUCCESS SKILLS

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 *
8.1

ENJOYMENT OF THE JOB: A measure of a person's attitude toward their current job or career.

0 1 2 3 4 5 6 7 8 9 10



7.4 *
8.1

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 *
7.1

HANDLING REJECTION: The capacity to exhibit persistence and strong will in the face of objections.

0 1 2 3 4 5 6 7 8 9 10



7.4 *
7.0

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 *
7.6

SELF-STARTING ABILITY: A measure of a person's ability to initiate tasks in order to fulfill responsibilities and commitments.

0 1 2 3 4 5 6 7 8 9 10



6.9 *
7.0

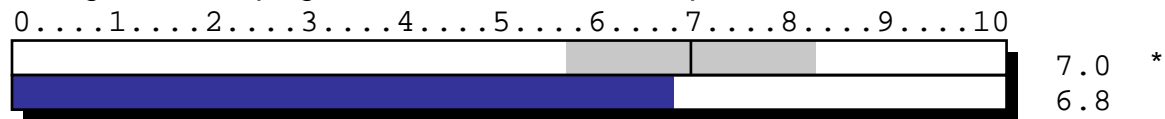
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* 68% of the population falls within the shaded area.

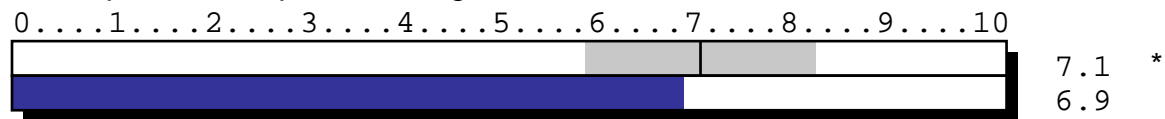


CRITICAL SALES SUCCESS SKILLS

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



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



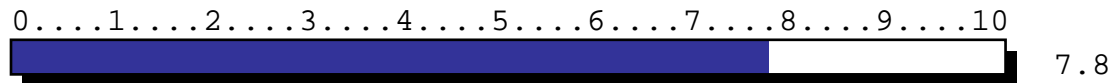
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SALES SKILLS SUMMARY

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.

PROSPECTING



GREETING



QUALIFYING



DEMONSTRATING



INFLUENCING



CLOSING



OVERALL QUOTIENT





PROSPECTING

This is the first step of any sale. It is the phase of the sale where prospects are identified, detailed background information is gathered, the physical activity of traditional prospecting is coordinated and an overall strategy for face-to-face selling is developed.

EVALUATING OTHERS: The capacity to objectively assess or measure the abilities and performance of other people.

0 1 2 3 4 5 6 7 8 9 10



ROLE CONFIDENCE: The capacity of maintaining confidence and self-reliance for fulfilling various professional and personal roles.

0 1 2 3 4 5 6 7 8 9 10



PERSISTENCE: The capacity to steadily pursue any project or goal that a person is committed to in spite of difficulty, opposition or discouragement.

0 1 2 3 4 5 6 7 8 9 10



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



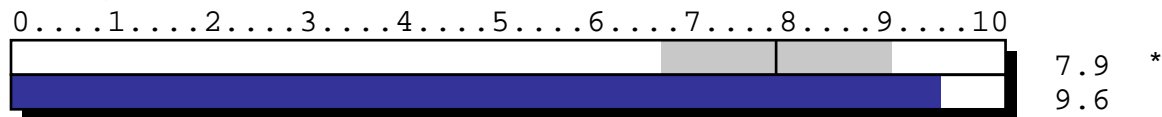
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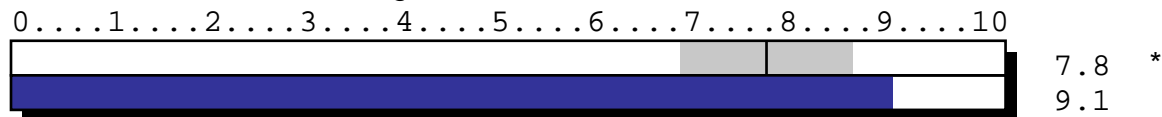
GREETING

The first face-to-face interaction between a prospect and the salesperson, this step is designed to enable the salesperson to display his sincere interest in the prospect...to gain positive acceptance and to develop a sense of mutual respect and rapport. It is the first phase of face-to-face trust building and sets the face-to-face selling process in motion.

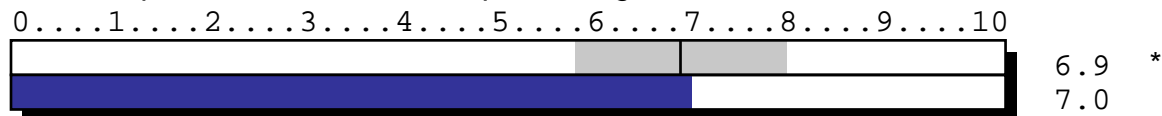
ATTITUDE TOWARD OTHERS: The general capacity one has for relating with other people.



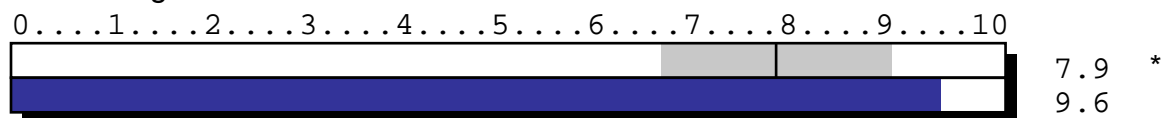
RELATING TO OTHERS: The capacity to understand and relate to others when communicating with them.



INITIATIVE: The compelling desire to get into the flow of work in order to accomplish the vision and complete the goal.



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



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QUALIFYING

The detailed needs analysis phase of the face-to-face sale. This step of the sale enables the salesperson to discover what the prospect will buy, when they will buy and under what conditions they will buy. It is allowing the prospect to identify and verbalize their level of interest, specific wants and detailed needs in the product or service the salesperson is offering.

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



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



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

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



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DEMONSTRATING

This step allows the salesperson to present his product knowledge in such a way that it fulfills the stated or implied wants, needs or intentions of the prospect as identified and verbalized in the qualifying phase of the sale.

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 *
8.1

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 *
8.4

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 *
7.9

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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INFLUENCING

What people believe enough, they act upon. This step is designed to enable the salesperson to build value and overcome the tendency that many prospects have to place little belief or trust in what is told to them. It is this phase of the sale that solidifies the prospect's belief in the supplier, product or service and salesperson.

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



PERSUADING OTHERS: The capacity to influentially present one's positions, opinions, feelings or views to others in such a way that they will listen and adopt the same view.

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



UNDERSTANDING MOTIVATIONAL NEEDS: The ability to understand and inspire others in such a way that gets them to act.

0 1 2 3 4 5 6 7 8 9 10



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CLOSING

The final phase is closing. This phase of the sale is asking the prospect to buy, dealing with objections, handling any necessary negotiation and completing the transaction to mutual satisfaction.

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



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



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



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



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DIMENSIONAL BALANCE

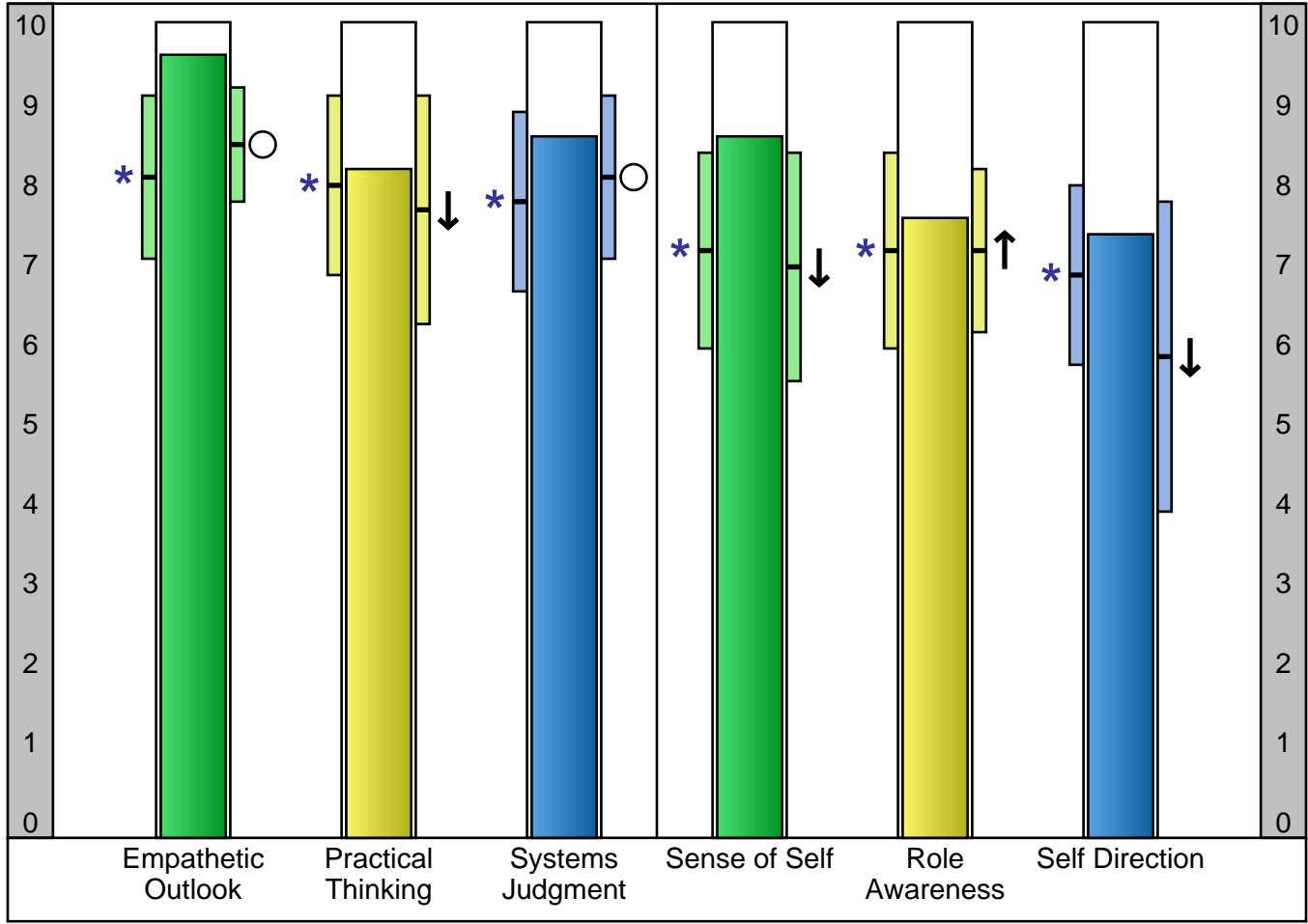
For consulting and coaching

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

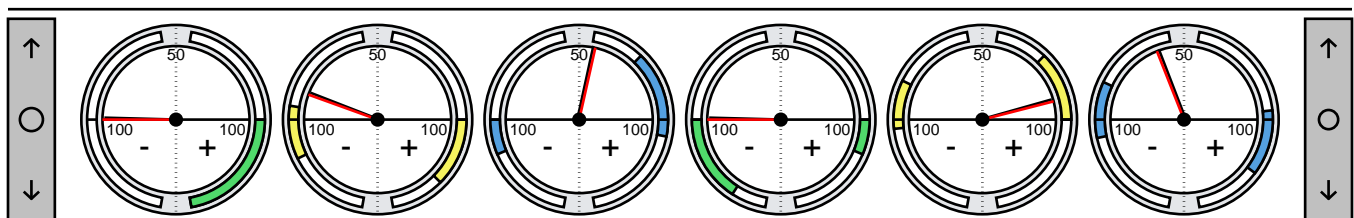
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 9.6 8.2 8.6 8.6 7.6 7.4

Bias ○ ↓ ○ ↓ ↑ ↓





CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
10.0	7.9	Correcting Others	7.7	8.0	Attention to Detail
10.0	8.1	Personal Relationships	7.7	7.5	Quality Orientation
9.6	7.9	Attitude Toward Others	7.7	7.8	Persuading Others
9.6	7.8	Freedom from Prejudices	7.7	7.2	Persistence
9.6	7.9	Sensitivity to Others	7.7	7.4	Self Management
9.6	8.1	Empathetic Outlook	7.6	7.3	Results Orientation
9.6	8.1	Self Improvement	7.6	7.3	Project Scheduling
9.5	8.2	Realistic Goal Setting for Others	7.6	7.1	Internal Self Control
9.3	8.1	Understanding Motivational Needs	7.6	7.1	Role Awareness
9.2	7.5	Accountability for Others	7.4	7.6	Long Range Planning
9.1	7.9	Leading Others	7.4	6.9	Self Direction
9.1	7.8	Relating to Others	7.3	7.6	Integrative Ability
9.1	7.7	Evaluating What is Said	7.2	7.6	Realistic Personal Goal Setting
9.0	7.9	Conveying Role Value	7.1	7.4	Project And Goal Focus
9.0	8.0	Material Possessions	7.0	7.3	Consistency and Reliability
8.9	7.7	Evaluating Others	7.0	7.4	Handling Rejection
8.7	7.9	Emotional Control	7.0	7.3	Job Ethic
8.6	8.0	Following Directions	7.0	6.9	Initiative
8.6	8.0	Respect for Policies	7.0	7.3	Sense of Mission
8.6	7.3	Sense of Self	6.9	8.3	Theoretical Problem Solving
8.6	7.8	Systems Judgment	6.9	7.1	Personal Drive
8.5	7.3	Surrendering Control	6.9	7.1	Role Confidence
8.5	6.7	Self Assessment	6.8	7.0	Handling Stress
8.5	7.4	Developing Others			
8.4	7.7	Realistic Expectations			
8.4	7.6	Using Common Sense			
8.4	7.8	Monitoring Others			
8.2	7.1	Gaining Commitment			
8.2	8.0	Practical Thinking			
8.1	7.5	Problem Solving			
8.1	7.9	Proactive Thinking			
8.1	7.4	Enjoyment of the Job			
8.0	7.3	Conceptual Thinking			
8.0	8.2	Respect for Property			
7.9	7.6	Concrete Organization			
7.9	7.2	Personal Accountability			
7.9	7.4	Self Confidence			
7.9	6.9	Meeting Standards			
7.9	7.5	Sense of Timing			
7.9	7.6	Status and Recognition			
7.9	7.7	Sense of Belonging			
7.9	7.2	Taking Responsibility			
7.8	7.0	Intuitive Decision Making			
7.8	7.0	Balanced Decision Making			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.2	7.5	Accountability for Others	9.1	7.8	Relating to Others
7.7	8.0	Attention to Detail	8.6	8.0	Respect for Policies
9.6	7.9	Attitude Toward Others	8.0	8.2	Respect for Property
7.8	7.0	Balanced Decision Making	7.6	7.3	Results Orientation
8.0	7.3	Conceptual Thinking	7.6	7.1	Role Awareness
7.9	7.6	Concrete Organization	6.9	7.1	Role Confidence
7.0	7.3	Consistency and Reliability	8.5	6.7	Self Assessment
9.0	7.9	Conveying Role Value	7.9	7.4	Self Confidence
10.0	7.9	Correcting Others	7.4	6.9	Self Direction
8.5	7.4	Developing Others	9.6	8.1	Self Improvement
8.7	7.9	Emotional Control	7.7	7.4	Self Management
9.6	8.1	Empathetic Outlook	7.9	7.7	Sense of Belonging
8.1	7.4	Enjoyment of the Job	7.0	7.3	Sense of Mission
8.9	7.7	Evaluating Others	8.6	7.3	Sense of Self
9.1	7.7	Evaluating What is Said	7.9	7.5	Sense of Timing
8.6	8.0	Following Directions	9.6	7.9	Sensitivity to Others
9.6	7.8	Freedom from Prejudices	7.9	7.6	Status and Recognition
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7.0	7.4	Handling Rejection	8.6	7.8	Systems Judgment
6.8	7.0	Handling Stress	7.9	7.2	Taking Responsibility
7.0	6.9	Initiative	6.9	8.3	Theoretical Problem Solving
7.3	7.6	Integrative Ability	9.3	8.1	Understanding Motivational Needs
7.6	7.1	Internal Self Control	8.4	7.6	Using Common Sense
7.8	7.0	Intuitive Decision Making			
7.0	7.3	Job Ethic			
9.1	7.9	Leading Others			
7.4	7.6	Long Range Planning			
9.0	8.0	Material Possessions			
7.9	6.9	Meeting Standards			
8.4	7.8	Monitoring Others			
7.7	7.2	Persistence			
7.9	7.2	Personal Accountability			
6.9	7.1	Personal Drive			
10.0	8.1	Personal Relationships			
7.7	7.8	Persuading Others			
8.2	8.0	Practical Thinking			
8.1	7.9	Proactive Thinking			
8.1	7.5	Problem Solving			
7.1	7.4	Project And Goal Focus			
7.6	7.3	Project Scheduling			
7.7	7.5	Quality Orientation			
8.4	7.7	Realistic Expectations			
9.5	8.2	Realistic Goal Setting for Others			
7.2	7.6	Realistic Personal Goal Setting			