



TTI
SUCCESS
INSIGHTS®

Personal Talent Skills Inventory®

General Employment Version

Samuel Sample

VP of Samples

TTI

2-11-2019



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.



World View

This is how Samuel sees the world around him. This view measures his 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.

- Samuel needs to associate with people who can take care of the details and the process of implementing the plan or idea.
- He has a high understanding of people and can build and maintain relationships.
- He delegates specific assignments or tasks from a base of authority or from the overall plan.
- He could avoid mistakes by paying more attention to the details and the task at hand.
- Samuel prefers not to get bogged down in the details.
- He could benefit from paying more attention to practical matters.
- He may do well in positions that involve the management, coaching or leadership of others.
- He has good thinking and planning ability, as well as good organizational skills.
- Samuel could benefit from the actual doing of detail work.



Self View

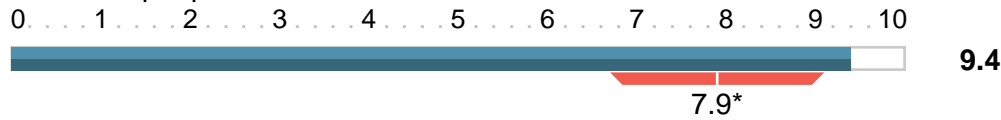
This is how Samuel sees himself. This view measures his clarity and understanding of himself, his roles in life and his direction for the future. The internal dimensions are a reflection of him from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions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

- Samuel has a clear understanding of his current roles but may be uncertain about how to develop his potential.
- He is more concerned about what is happening in the present, than with organizing and planning a clear and definite future.
- He could benefit from paying more attention to his planning and where he is going in the future.
- Samuel's understanding of himself and his plans for the future are heavily reliant on his current roles.
- Samuel has a strong emphasis on actually performing and fulfilling various role responsibilities.
- He could benefit from valuing himself for who he is, not just for his accomplishments.
- He has the ability to perform well in multiple roles.
- He could benefit by asking himself questions about the future and to not stay solely focused on the present.
- Samuel bases his self-worth on role satisfaction, and this is where he places most of his energy.

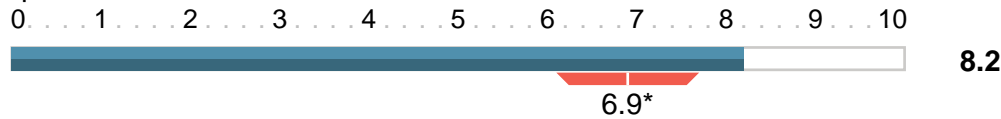


Critical Success Skills

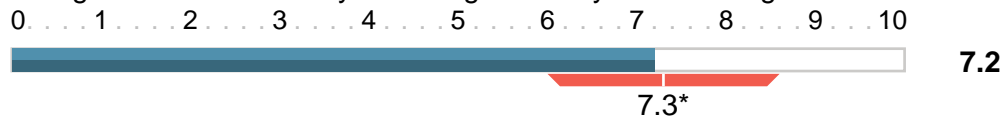
ATTITUDE TOWARD OTHERS - The general capacity one has for relating with other people.



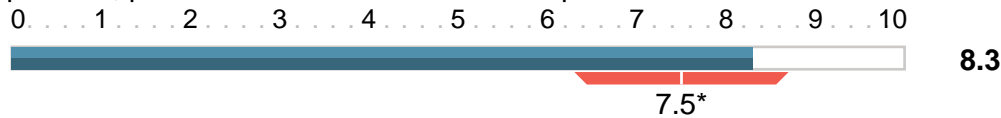
MEETING STANDARDS - The ability to perform work according to precise specifications.



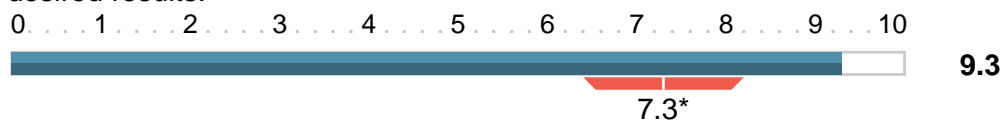
JOB ETHIC - The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.



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



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



Rev: 0.96-0.90

* 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

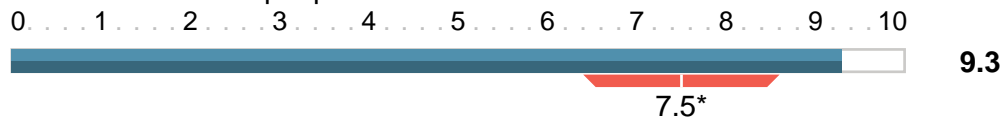




Getting Results

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

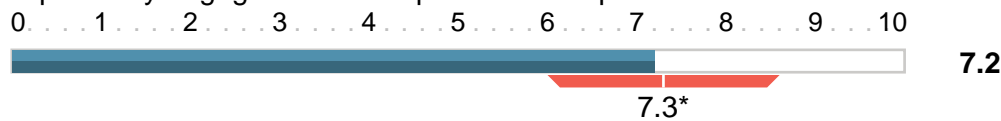
ACCOUNTABILITY FOR OTHERS - A willingness to take responsibility for the actions of other people.



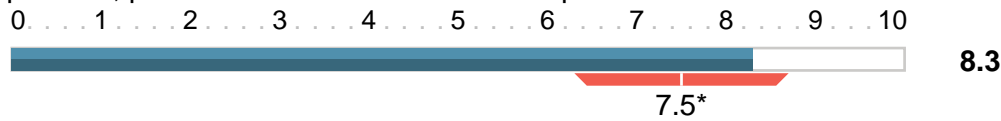
ATTENTION TO DETAIL - The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



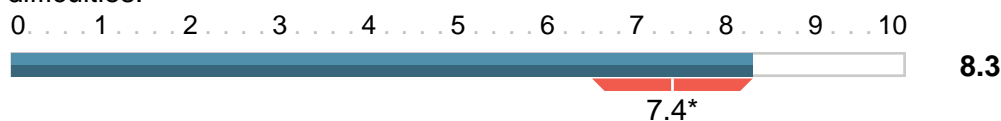
CONSISTENCY AND RELIABILITY - The capacity to regularly and dependably engage in and complete tasks or processes.



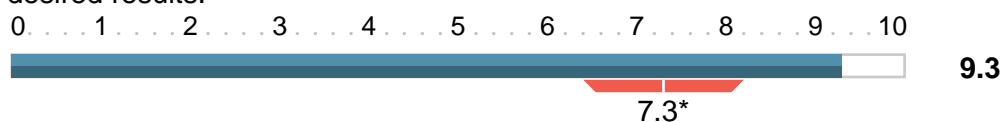
PROBLEM SOLVING - The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



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.



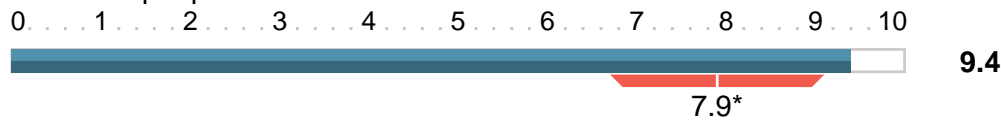
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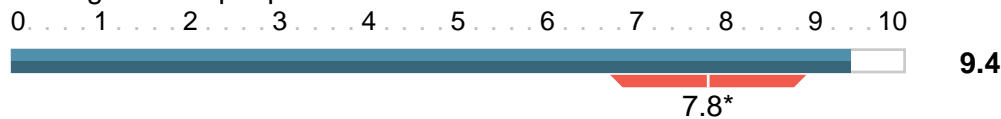
Interpersonal Skills

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

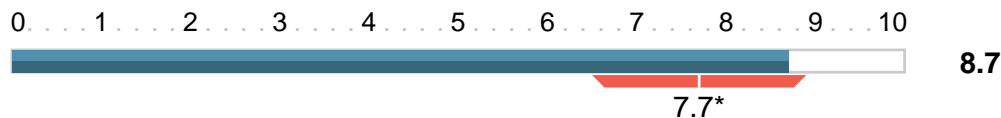
ATTITUDE TOWARD OTHERS - The general capacity one has for relating with other people.



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.

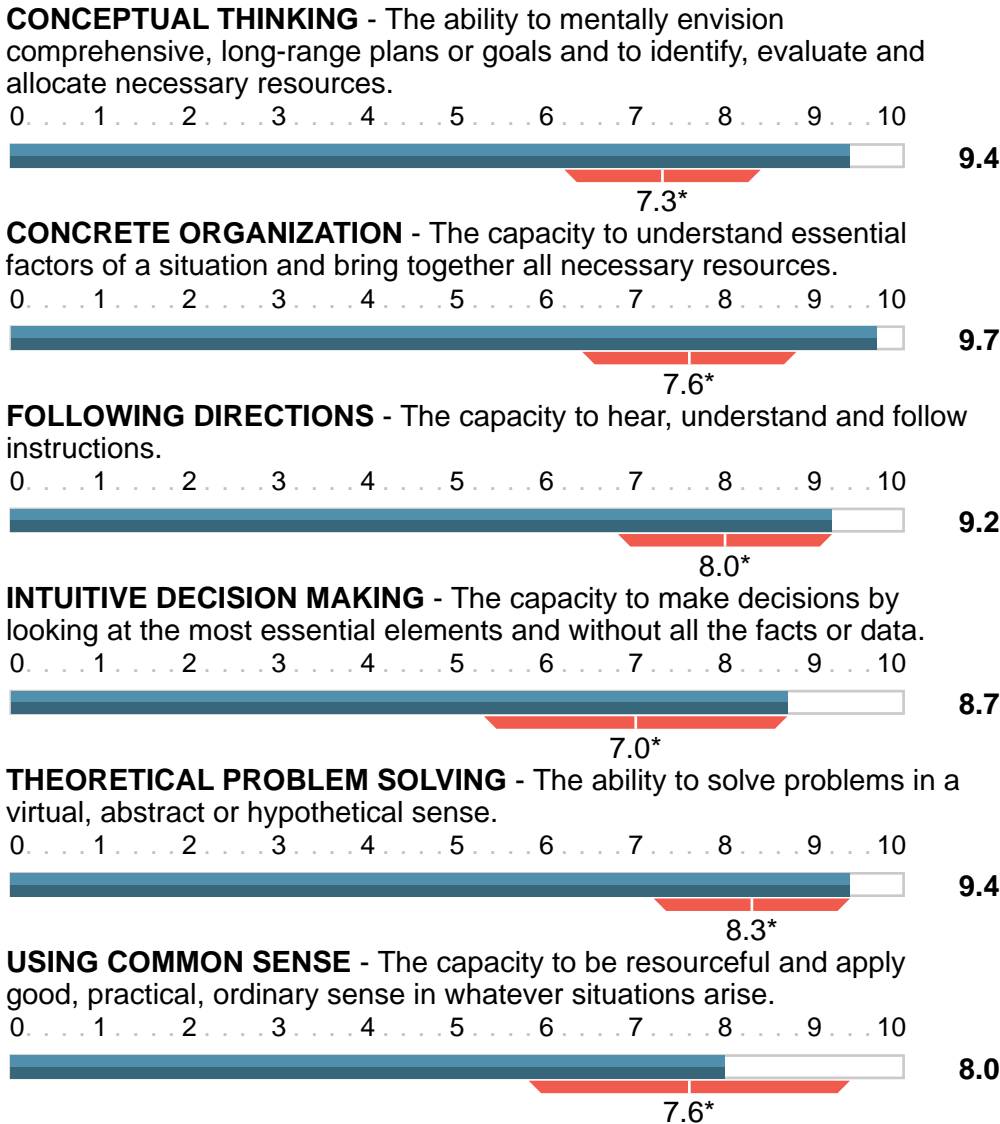


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Making Decisions

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



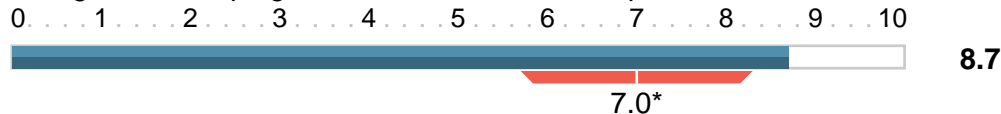
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Self Management

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

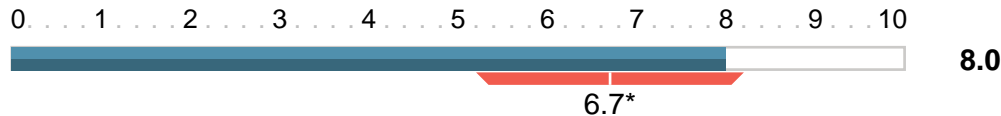
HANDLING STRESS - The ability to maintain composure and internal strength when coping with external and internal pressures.



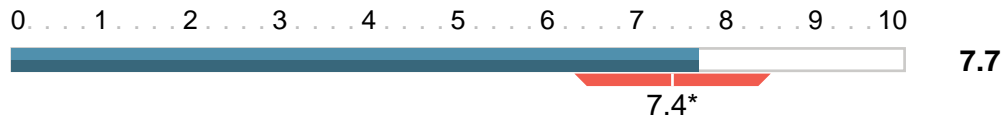
PERSONAL ACCOUNTABILITY - The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.



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



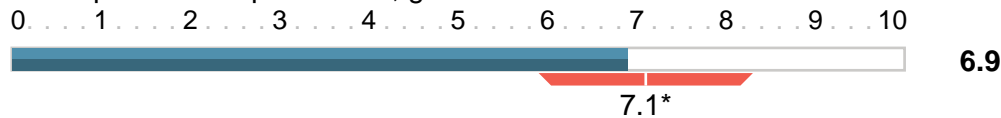
SELF CONFIDENCE - A measure of a person's assured self-reliance in his or her abilities.



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.

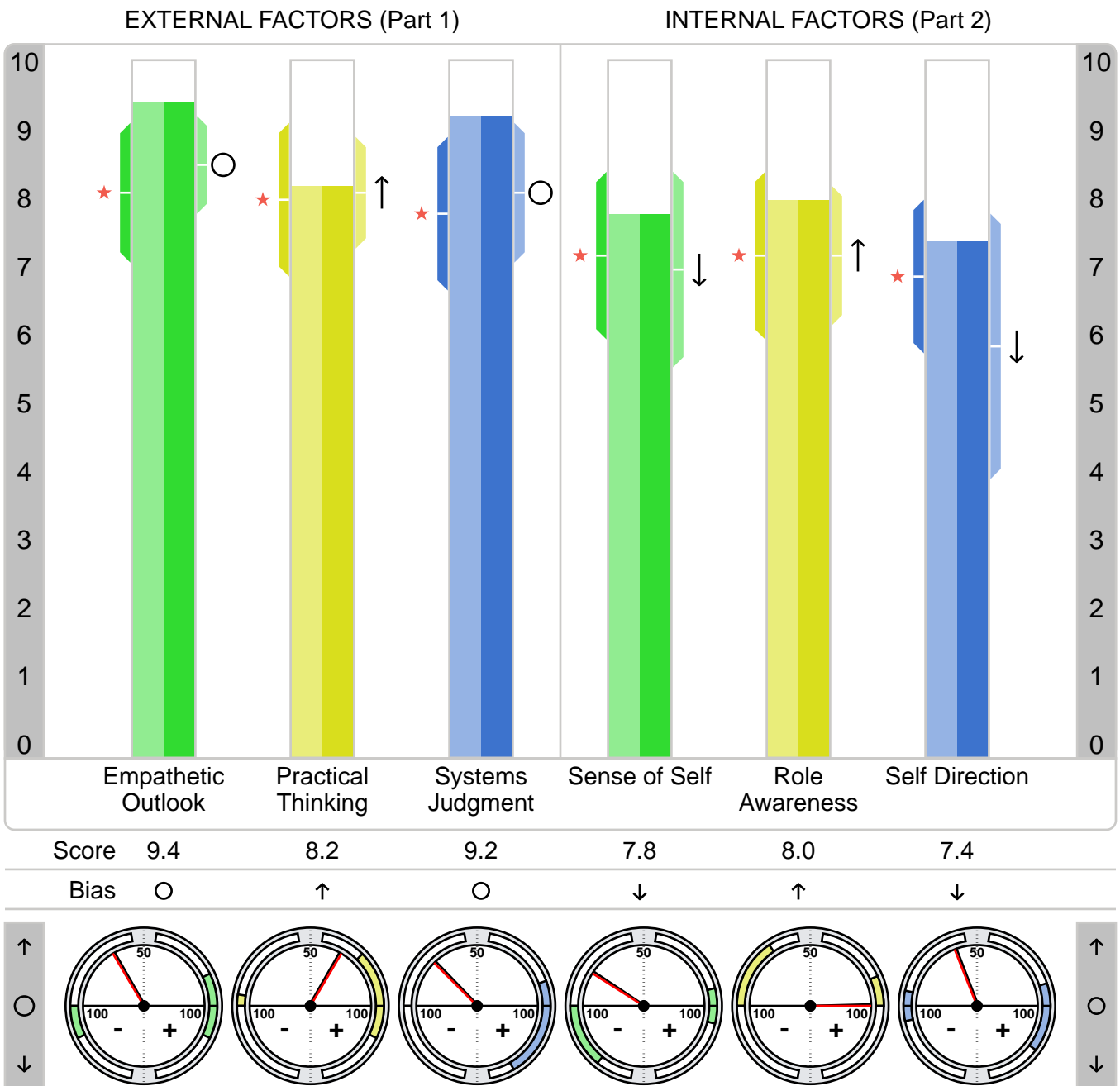


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Dimensional Balance For Consulting and Coaching

★ Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation



Rev: 0.96-0.90



Core Skills List For Consulting and Coaching

Score	Mean	Description
10.0	7.9	Correcting Others
9.9	8.1	Personal Relationships
9.8	7.7	Evaluating Others
9.7	7.6	Concrete Organization
9.4	8.3	Theoretical Problem Solving
9.4	7.3	Conceptual Thinking
9.4	7.9	Attitude Toward Others
9.4	7.8	Freedom from Prejudices
9.4	7.9	Leading Others
9.4	7.9	Sensitivity to Others
9.4	8.1	Empathetic Outlook
9.3	7.5	Accountability for Others
9.3	7.3	Results Orientation
9.3	7.7	Evaluating What is Said
9.3	7.8	Monitoring Others
9.2	8.0	Following Directions
9.2	8.2	Realistic Goal Setting for Others
9.2	8.0	Respect for Policies
9.2	7.8	Systems Judgment
9.0	8.0	Attention to Detail
9.0	7.9	Conveying Role Value
9.0	7.9	Emotional Control
8.8	7.3	Surrendering Control
8.8	8.1	Understanding Motivational Needs
8.8	8.1	Self Improvement
8.7	7.0	Intuitive Decision Making
8.7	7.7	Realistic Expectations
8.7	7.0	Handling Stress
8.7	7.4	Developing Others
8.6	7.8	Relating to Others
8.6	7.5	Sense of Timing
8.6	8.0	Material Possessions
8.5	7.3	Project Scheduling
8.5	7.4	Enjoyment of the Job
8.3	7.4	Project and Goal Focus
8.3	7.5	Problem Solving
8.3	7.1	Gaining Commitment
8.3	7.9	Proactive Thinking
8.2	7.2	Personal Accountability
8.2	7.5	Quality Orientation
8.2	6.9	Meeting Standards

Score	Mean	Description
8.2	7.6	Integrative Ability
8.2	8.0	Practical Thinking
8.2	7.2	Taking Responsibility
8.1	7.6	Status and Recognition
8.1	7.7	Sense of Belonging
8.0	6.7	Self Assessment
8.0	7.6	Using Common Sense
8.0	7.1	Role Awareness
7.9	7.4	Self Management
7.8	7.0	Balanced Decision Making
7.8	7.8	Persuading Others
7.8	7.3	Sense of Self
7.8	7.1	Role Confidence
7.7	7.4	Self Confidence
7.7	6.9	Initiative
7.7	7.2	Persistence
7.5	7.6	Long Range Planning
7.5	7.1	Internal Self Control
7.4	7.6	Realistic Personal Goal Setting
7.4	6.9	Self Direction
7.2	7.3	Consistency and Reliability
7.2	7.3	Job Ethic
7.1	7.3	Sense of Mission
6.9	7.1	Personal Drive
6.6	7.4	Handling Rejection



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