TTI SUCCESS INSIGHTS®

Personal Talent Skills Inventory®

Coaching Report

Mark Sample

TTI ATLANTA

TTI ATLANTA
101 West Ridge Ct.
La Porte City, IA 50651
800-466-2468

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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.

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World View

This is how Mark 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.

- Mark needs an atmosphere that has structure and a defined chain of command.
- He needs an environment in which contributions are recognized, properly rewarded, and appreciated.
- He may bend or work outside of the rules to accomplish the end goal.
- He performs best in an atmosphere where there is an open exchange of ideas and where feedback is readily available.
- Mark 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.
- He understands how to deal with ideas, knowledge, and systems.
- He may benefit from improving his relationships with authority figures.
- He has the ability to become action-oriented in order to complete the task at hand.
- Mark has an opportunity for growth by gaining a better understanding of current activities, roles and responsibilities.

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Self View

This is how Mark 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.

- Mark should continuously challenge himself in order to continue to grow.
- He could get into a comfort zone which could restrict him from developing or applying more of his potential.
- He may have an understanding of who he is, what his roles are, and how they apply to the future, but still has potential for growth in these areas.
- He has achieved a moderate level of self-understanding.
- Mark may benefit from developing a clear set of goals for the future.
- He tends to have a balanced understanding of himself, his roles and his future development.
- He may focus on gaining information to clearly envision himself in the future.
- He has a grasp of his actual and potential accomplishments, life roles and activities.
- Mark may call upon his inner strength when needed to get through a situation.

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Summary of Strengths and Weaknesses

The key lies in being able to measure these individual preferences in the way we think, and understanding how they shape our decisions. It is this understanding of our individual strengths and weaknesses that will enable us to effect change in our lives and achieve greater personal success. It is only by first understanding something that we are then able to change it.

The top five and bottom five scores on your Core Skills List determines the information below. Please take the national mean and the requirements of your position into consideration when determining a development plan.

Strengths	Weaknesses
PROACTIVE THINKING	MEETING STANDARDS
USING COMMON SENSE	SELF ASSESSMENT
REALISTIC GOAL SETTING FOR OTHERS	ENJOYMENT OF THE JOB
PRACTICAL THINKING	INITIATIVE
HANDLING REJECTION	ROLE AWARENESS

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Proactive Thinking

Proactive Thinking is an individual's ability to evaluate future implications of current decisions and actions. This would include examining the long-range effects of a decision. It is the ability to mentally create the scenarios and outcomes of situations that could develop from decisions or plans of action.

Possible Strengths:

- Is mentally flexible, can be imaginative and creative.
- Is a good planner, taking time and spending energy making thoughtful project plans.
- Is able to make difficult or unpopular choices now based on knowledge of positive future effects or results.

Continuous Development:

- Develop a crisis plan.
- Evaluate possible solutions to problems against one another.
- Ask a series of what if questions when making plans or decisions.

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Using Common Sense

Using Common Sense as a capacity is determined by an individual's focus on practical thinking. It is the ability to see the world clearly and the general ability to combine abilities for empathy, practical thinking, and organizational ability into cohesive decisions and actions.

Possible Strengths:

- Maintains focus on the immediate issues requiring attention.
- Develops analytical skills through practice and careful thought.
- Capable of managing unforeseen situations without getting frustrated.

Continuous Development:

- Remember to stay organized.
- Put time frames around objectives.
- Communicate proposed solutions and objectives clearly.

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Realistic Goal Setting for Others

Realistic Goal Setting for Others is the ability to set goals for others that can be achieved using available resources, personnel capabilities and operating within a projected timeframe. This capacity includes the ability to utilize previous measurable performance in the establishing of goals and/or quotas.

Possible Strengths:

- Coordinates individual goals with corporate or organizational directives.
- Is proactive about setting high goals for him/herself and achieving them.
- Sets goals for each person that are challenging but not defeating.

Continuous Development:

- Keep your highest performers enthusiastic!
- Keep tasks and consequences for failure or success separate from the person being supervised.
- Be specific when assigning any new goal or duty.

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Practical Thinking

Practical Thinking measures an individual's ability to make practical, common sense decisions; to see and understand what is happening in a common sense way. It is the ability to realistically identify problems and solutions in practical terms, rather than in theoretical or conceptual terms.

Possible Strengths:

- Confident in the ability to manage new situations, keeping calm and collected in stressful or busy times.
- Sets realistic, achievable goals and objectives for self and others based on careful analysis of existing workload, natural talents, and acquired abilities.
- Organized and efficient about prioritizing and delegating responsibilities.

Continuous Development:

- Explore alternative courses of action for each problem or situation.
- Remember that quick fixes almost never really fix the problems.
- Develop strategic alliances with contacts in other organizations.

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Handling Rejection

Handling Rejection on a personal level is based very heavily on a person's self-esteem and his or her ability to see themselves as valuable, separate and apart from a role or position in life. By not personalizing professional rejection and associating it with having oneself as an individual rejected, a person maintains a higher level of resiliency and assumes less stress.

Possible Strengths:

- Forges ahead with little or no hesitation in the face of difficulty or adversity.
- Doesn't take rejection as a personal affront.
- Recovers quickly from setbacks.

Continuous Development:

- Take 100% responsibility for personally delivered results, good or bad.
- Make long-range goals and keep them in mind.
- Stand up for others when they need support.

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Meeting Standards

Meeting Standards is the ability to see and understand the standard requirements established for a job and an individual's commitment to meeting them. This comes more from an internal place than simply being driven toward such commitment by outside forces like management or reward. This combines the capacities of quality orientation and one's focus on structure and order.

Possible Limitations:

- May focus too little or too much on achieving standards.
- May not believe strongly enough or too strongly in oneself.

Developmental Suggestions:

- Learn how required standards are related to overall corporate expectations.
- Pay attention! Changing priorities can change expectations.
- Think about why standards are there to be met.

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Self Assessment

Self Assessment is the ability to practically and objectively identify personal management strengths and weaknesses. This is the ability to take the skills and techniques gained in evaluating external situations and applying them to the evaluation of own performance and abilities.

Possible Limitations:

- May not judge own capabilities accurately.
- May under or over evaluate abilities.
- May have trouble accepting criticism.

Developmental Suggestions:

- Look for patterns of successes and failures.
- Be open-minded about criticism.
- Seek out opportunities to interact with professional peers at conferences, trade shows, or society meetings.

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Enjoyment of the Job

Enjoyment of the Job is the feeling that a job is both fulfilling and rewarding and that it has a positive and useful benefit.

Possible Limitations:

- May lack the time or resources to do the job.
- May lack a skill set required for the position.
- May have insufficient self-confidence to enjoy the job.

Developmental Suggestions:

- Find a mentor.
- Set exciting goals and continually update them.
- Be optimistic. We generally get what we expect.

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Initiative

Initiative is an individual's ability to direct energies towards the completion of a goal, without an external catalyst. The ability to initiate actions based on interpretations or understanding of a situation.

Possible Limitations:

- Not comfortable with own abilities to take independent action.
- May have unrealistic expectations of self.
- May not see potential in uncertain or difficult situations.

Developmental Suggestions:

- Try to take charge in uncertain situations by identifying tasks.
- Develop realistic, positive expectations.
- Try not to put unnecessary time pressure on self.

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Role Awareness

Role Awareness is the ability to be aware of one's role in the world or within a given environment. This is the ability to understand the expectations placed on a position and to clearly see how those expectations are to be met.

Possible Limitations:

- May lack understanding of the role.
- Unclear or uninformed of expectations.
- May not ask for clarification of role or responsibilities.

Developmental Suggestions:

- Get familiar with the job description.
- Ask management to spend time to define the role.
- Talk to peers to learn what is expected.

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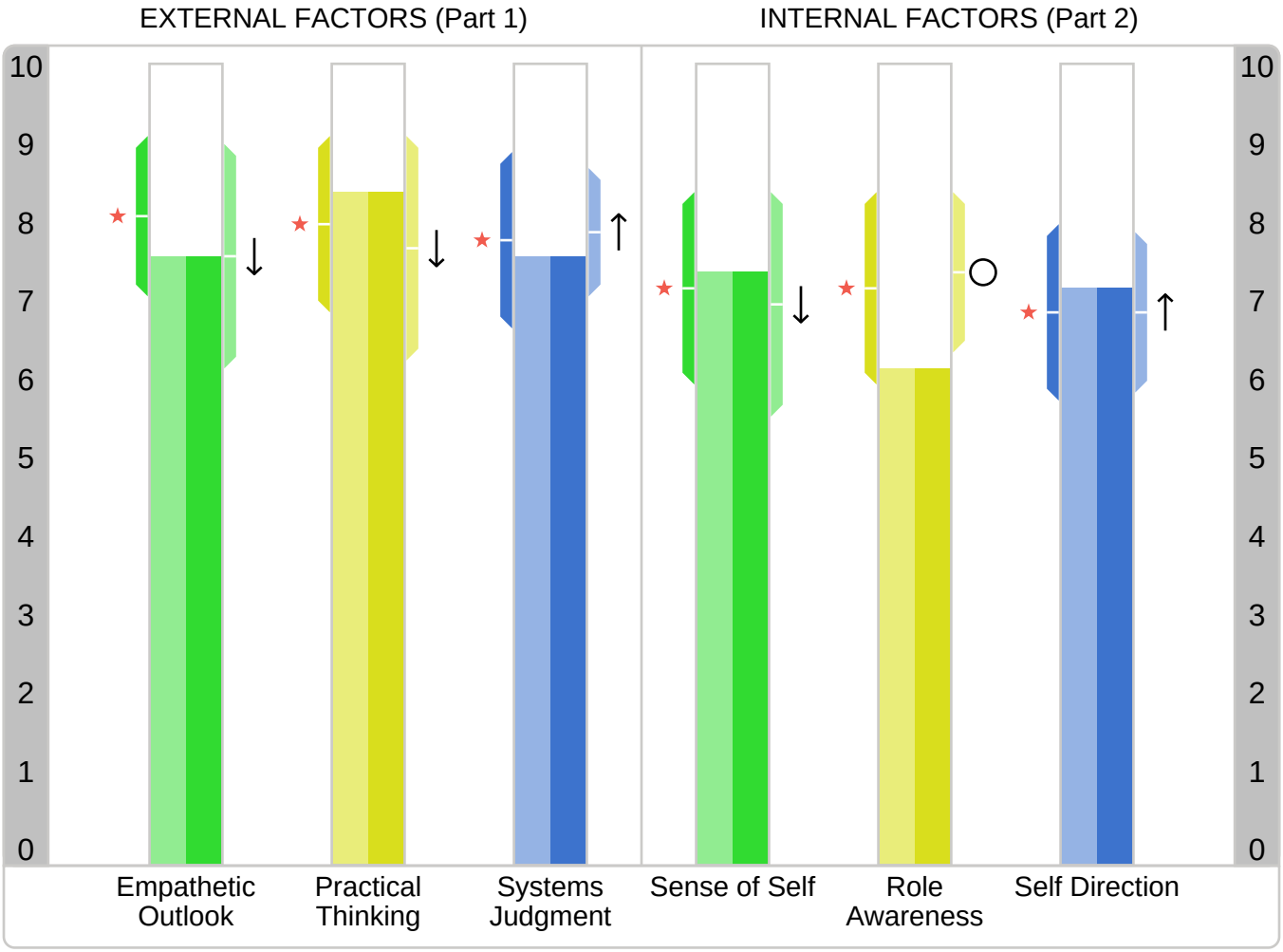
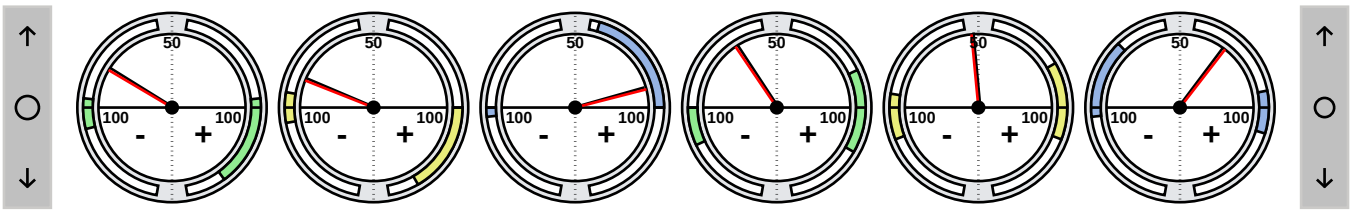
Dimensional Balance For Consulting and Coaching

★ Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation



	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	7.6	8.4	7.6	7.4	6.2	7.2
Bias	↓	↓	↑	↓	○	↑



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Core Skills List For Consulting and Coaching

Score	Mean	Description
8.7	7.9	Proactive Thinking
8.5	7.6	Using Common Sense
8.4	8.2	Realistic Goal Setting for Others
8.4	8.1	Self Improvement
8.4	8.0	Practical Thinking
8.3	7.4	Handling Rejection
8.1	8.0	Following Directions
8.1	8.1	Understanding Motivational Needs
8.1	7.6	Long Range Planning
8.1	8.0	Respect for Policies
8.0	7.6	Integrative Ability
8.0	7.8	Persuading Others
7.8	8.3	Theoretical Problem Solving
7.8	7.6	Realistic Personal Goal Setting
7.7	8.0	Attention to Detail
7.7	7.4	Project and Goal Focus
7.7	7.1	Personal Drive
7.6	7.9	Correcting Others
7.6	8.1	Empathetic Outlook
7.6	7.8	Systems Judgment
7.6	8.0	Material Possessions
7.5	7.6	Concrete Organization
7.5	7.7	Realistic Expectations
7.5	7.5	Problem Solving
7.5	7.9	Emotional Control
7.5	7.8	Relating to Others
7.5	7.8	Monitoring Others
7.4	7.3	Surrendering Control
7.4	7.4	Self Confidence
7.4	7.9	Conveying Role Value
7.4	7.3	Sense of Self
7.4	7.1	Internal Self Control
7.4	7.3	Sense of Mission
7.3	7.2	Persistence
7.3	7.6	Status and Recognition
7.3	7.7	Sense of Belonging
7.3	7.4	Self Management
7.2	7.3	Consistency and Reliability
7.2	7.3	Results Orientation
7.2	7.0	Handling Stress
7.2	7.7	Evaluating Others

Score	Mean	Description
7.2	7.3	Job Ethic
7.2	6.9	Self Direction
7.1	7.9	Attitude Toward Others
7.1	7.8	Freedom from Prejudices
7.1	7.9	Leading Others
7.1	7.9	Sensitivity to Others
7.1	7.7	Evaluating What is Said
7.1	8.1	Personal Relationships
7.0	7.2	Personal Accountability
7.0	7.5	Accountability for Others
7.0	7.4	Developing Others
7.0	7.2	Taking Responsibility
6.9	7.3	Conceptual Thinking
6.9	7.3	Project Scheduling
6.9	7.5	Quality Orientation
6.8	7.0	Intuitive Decision Making
6.8	7.5	Sense of Timing
6.7	7.1	Role Confidence
6.6	7.0	Balanced Decision Making
6.5	7.1	Gaining Commitment
6.5	6.9	Meeting Standards
6.4	6.7	Self Assessment
6.4	7.4	Enjoyment of the Job
6.2	6.9	Initiative
6.2	7.1	Role Awareness

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Score	Mean	Description
7.0	7.5	Accountability for Others
7.7	8.0	Attention to Detail
7.1	7.9	Attitude Toward Others
6.6	7.0	Balanced Decision Making
6.9	7.3	Conceptual Thinking
7.5	7.6	Concrete Organization
7.2	7.3	Consistency and Reliability
7.4	7.9	Conveying Role Value
7.6	7.9	Correcting Others
7.0	7.4	Developing Others
7.5	7.9	Emotional Control
7.6	8.1	Empathetic Outlook
6.4	7.4	Enjoyment of the Job
7.2	7.7	Evaluating Others
7.1	7.7	Evaluating What is Said
8.1	8.0	Following Directions
7.1	7.8	Freedom from Prejudices
6.5	7.1	Gaining Commitment
8.3	7.4	Handling Rejection
7.2	7.0	Handling Stress
6.2	6.9	Initiative
8.0	7.6	Integrative Ability
7.4	7.1	Internal Self Control
6.8	7.0	Intuitive Decision Making
7.2	7.3	Job Ethic
7.1	7.9	Leading Others
8.1	7.6	Long Range Planning
7.6	8.0	Material Possessions
6.5	6.9	Meeting Standards
7.5	7.8	Monitoring Others
7.3	7.2	Persistence
7.0	7.2	Personal Accountability
7.7	7.1	Personal Drive
7.1	8.1	Personal Relationships
8.0	7.8	Persuading Others
8.4	8.0	Practical Thinking
8.7	7.9	Proactive Thinking
7.5	7.5	Problem Solving
7.7	7.4	Project and Goal Focus
6.9	7.3	Project Scheduling
6.9	7.5	Quality Orientation

Score	Mean	Description
7.5	7.7	Realistic Expectations
8.4	8.2	Realistic Goal Setting for Others
7.8	7.6	Realistic Personal Goal Setting
7.5	7.8	Relating to Others
8.1	8.0	Respect for Policies
7.2	7.3	Results Orientation
6.2	7.1	Role Awareness
6.7	7.1	Role Confidence
6.4	6.7	Self Assessment
7.4	7.4	Self Confidence
7.2	6.9	Self Direction
8.4	8.1	Self Improvement
7.3	7.4	Self Management
7.3	7.7	Sense of Belonging
7.4	7.3	Sense of Mission
7.4	7.3	Sense of Self
6.8	7.5	Sense of Timing
7.1	7.9	Sensitivity to Others
7.3	7.6	Status and Recognition
7.4	7.3	Surrendering Control
7.6	7.8	Systems Judgment
7.0	7.2	Taking Responsibility
7.8	8.3	Theoretical Problem Solving
8.1	8.1	Understanding Motivational Needs
8.5	7.6	Using Common Sense

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