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# Personal Talent Skills Inventory®

Dimensional Balance Report

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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.



## World View

This is how Jenny sees the world around her. This view measures her 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.

- Jenny performs best in an environment where responsibilities and decisions are shared, and her input and creativity is appreciated and challenged on a regular basis.
- She performs best in an atmosphere where there is an open exchange of ideas and where feedback is readily available.
- She has the ability to use her people skills in order to relate to others.
- She may benefit from gaining a better understanding of people.
- Jenny may benefit from improving her relationships with authority figures.
- She may benefit from making a conscious effort to develop a stronger focus on practical tasks and activities.
- She can be versatile and can adapt to different types of people and changing situations.
- She needs an atmosphere that has structure and a defined chain of command.
- Jenny will attempt to utilize all available resources to achieve the end result.



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# Self View

This is how Jenny sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her 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.

- Jenny may not have a strong understanding of her current roles and activities.
- She gets involved with new things on a situational basis as long as it fits in with her overall life plan.
- She organizes her life according to a set of standards with which she identifies.
- She may not have complete buy-in to her current roles.
- Jenny has developed a clear picture of where she is going.
- She has a clearly defined set of organizing structures for her life.
- She defines who she is in terms of her direction and goals in life.
- She could benefit from asking herself, "What are my major roles in life?"
- Jenny has a clear understanding of who she is and where she would like to be, but may feel held back by her current roles.




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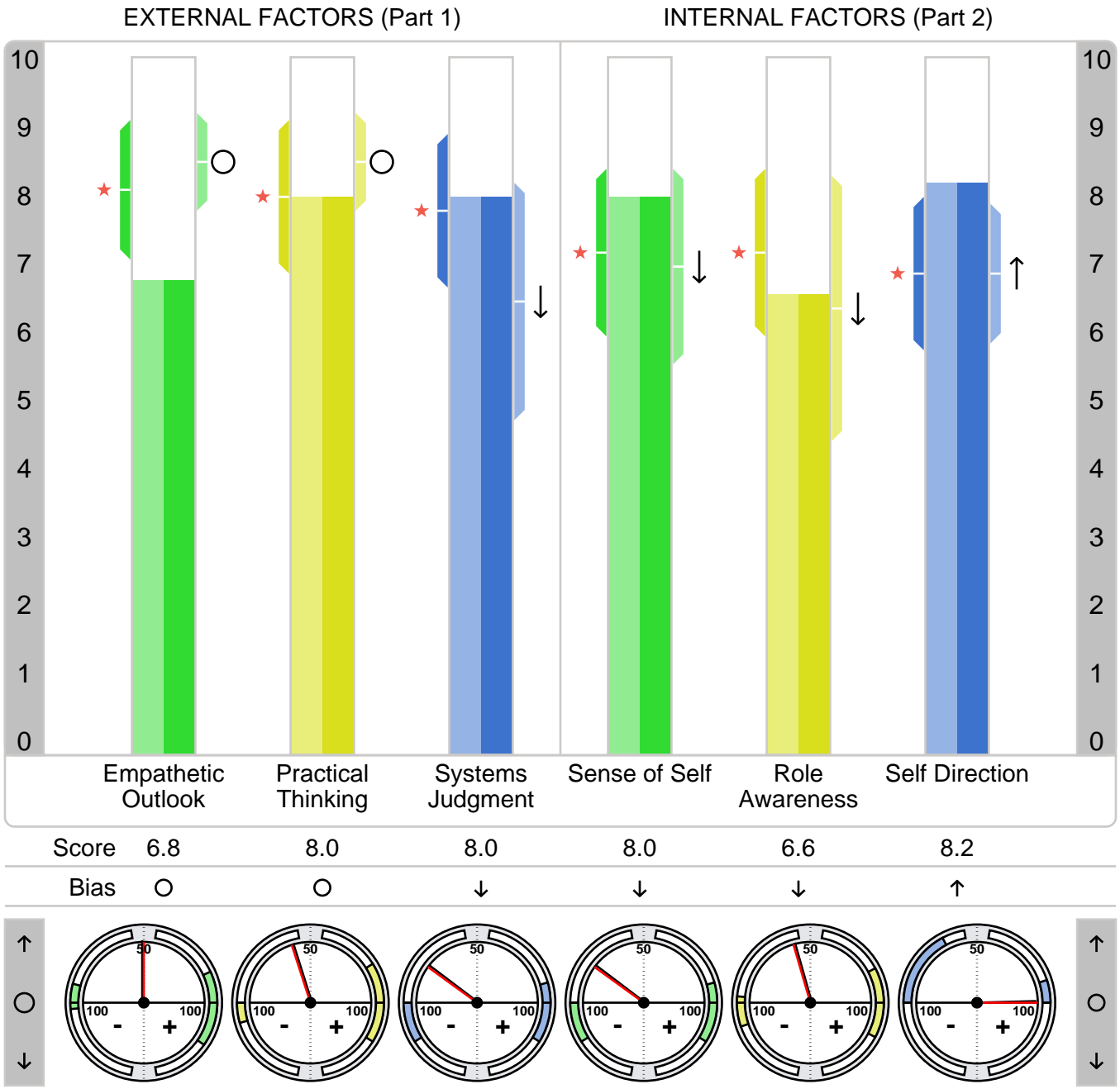
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# Dimensional Balance For Consulting and Coaching

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



Rev: 0.87-0.88