



TTI
SUCCESS
INSIGHTS®

Personal Talent Skills Inventory®

General Employment Version

Gregg Sample

Owner

Sample

5-24-2013

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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 Gregg 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.

- Gregg tends to be resourceful and will try to solve the problem himself, rather than asking for help.
- He needs an atmosphere of dedicated co-workers who are going in the same direction or working toward the same goals.
- He performs best in a goal-oriented environment.
- He pays attention to the task or activity at hand, which can help in avoiding mistakes.
- Gregg needs to have clear direction and well-defined standards.
- He tends to pay attention to what he is doing.
- He 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 can be cooperative and wants to do things right.
- Gregg needs clearly defined responsibilities and a solid relationship with authority.





Self View

This is how Gregg 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.

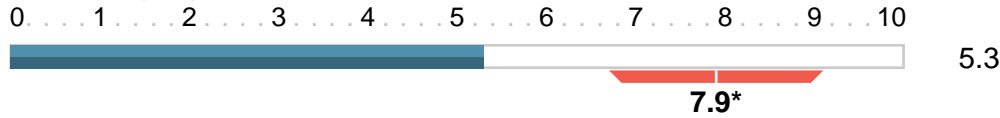
- Gregg understands his work and personal roles.
- He has an unclear picture of the future since his focus is on his current roles and responsibilities.
- He uses his understanding of himself and his roles to overcome difficult situations.
- He feels his own worth is equally based on his sense of self and his roles in life.
- Gregg is open to future possibilities and opportunities.
- He uses life planning in a flexible way to help him focus on his role responsibilities.
- He is confident in his abilities to perform and fulfill his roles and responsibilities.
- He puts less emphasis on planning his future.
- Gregg has a strong sense of self worth and understands his primary roles and activities.



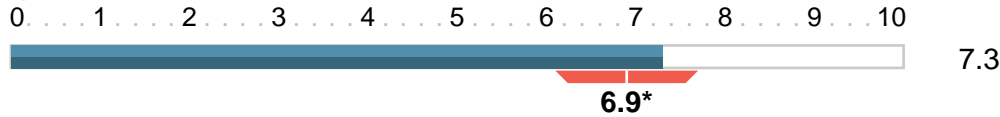


Critical Success Skills

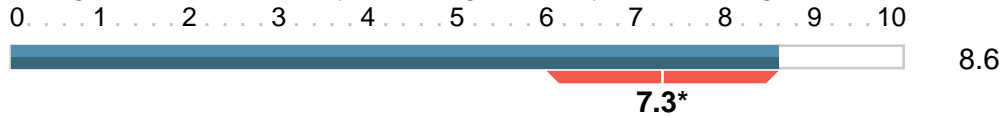
ATTITUDE TOWARD OTHERS - The general capacity one has for relating with other people.



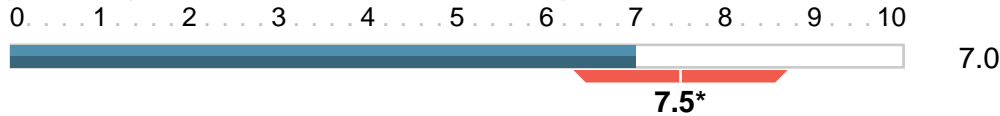
MEETING STANDARDS - The ability to perform work according to precise specifications.



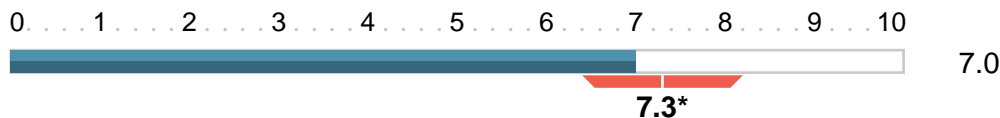
JOB ETHIC - The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.



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: 0.79-0.94
* 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

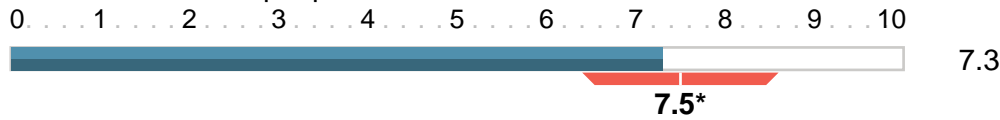




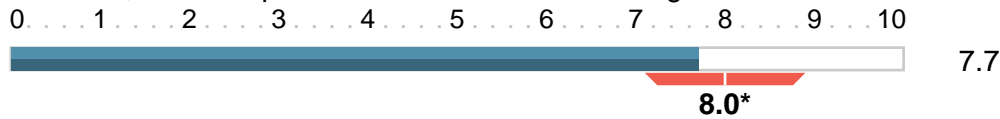
Getting Results

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

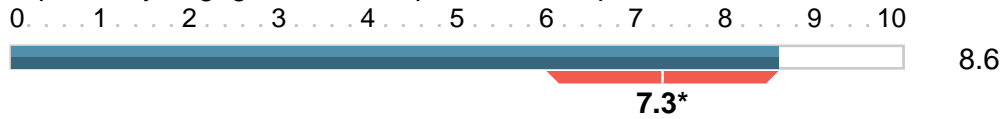
ACCOUNTABILITY FOR OTHERS - A willingness to take responsibility for the actions of other people.



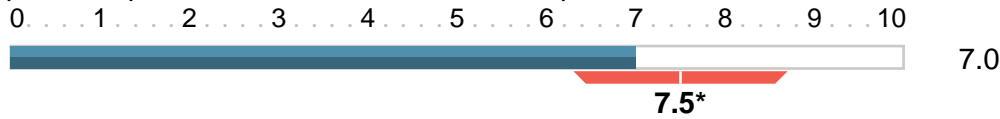
ATTENTION TO DETAIL - The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



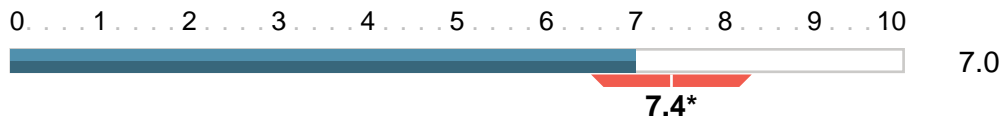
CONSISTENCY AND RELIABILITY - The capacity to regularly and dependably engage in and complete tasks or processes.



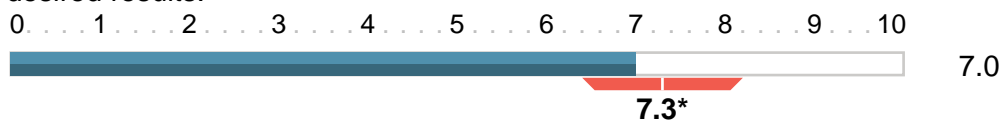
PROBLEM SOLVING - The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



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.



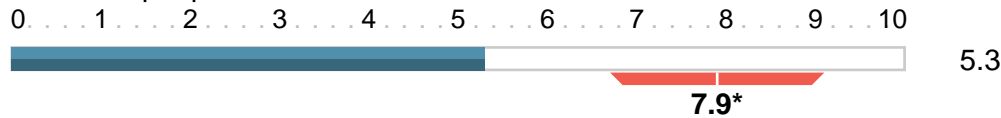
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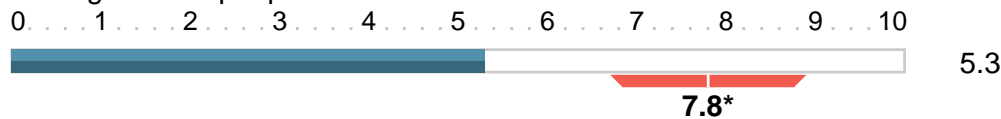
Interpersonal Skills

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

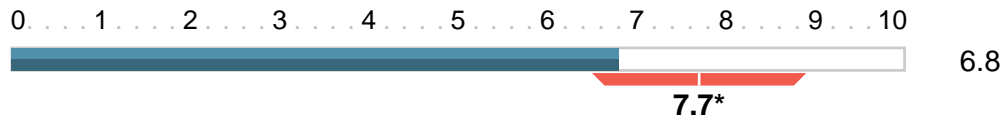
ATTITUDE TOWARD OTHERS - The general capacity one has for relating with other people.



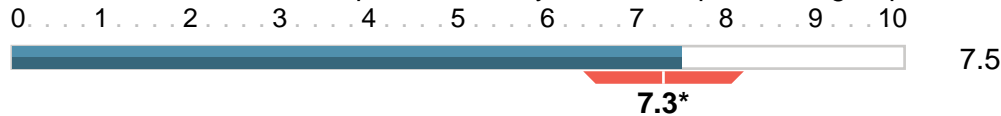
FREEDOM FROM PREJUDICES - The ability to maintain objectivity when relating to other people.



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.

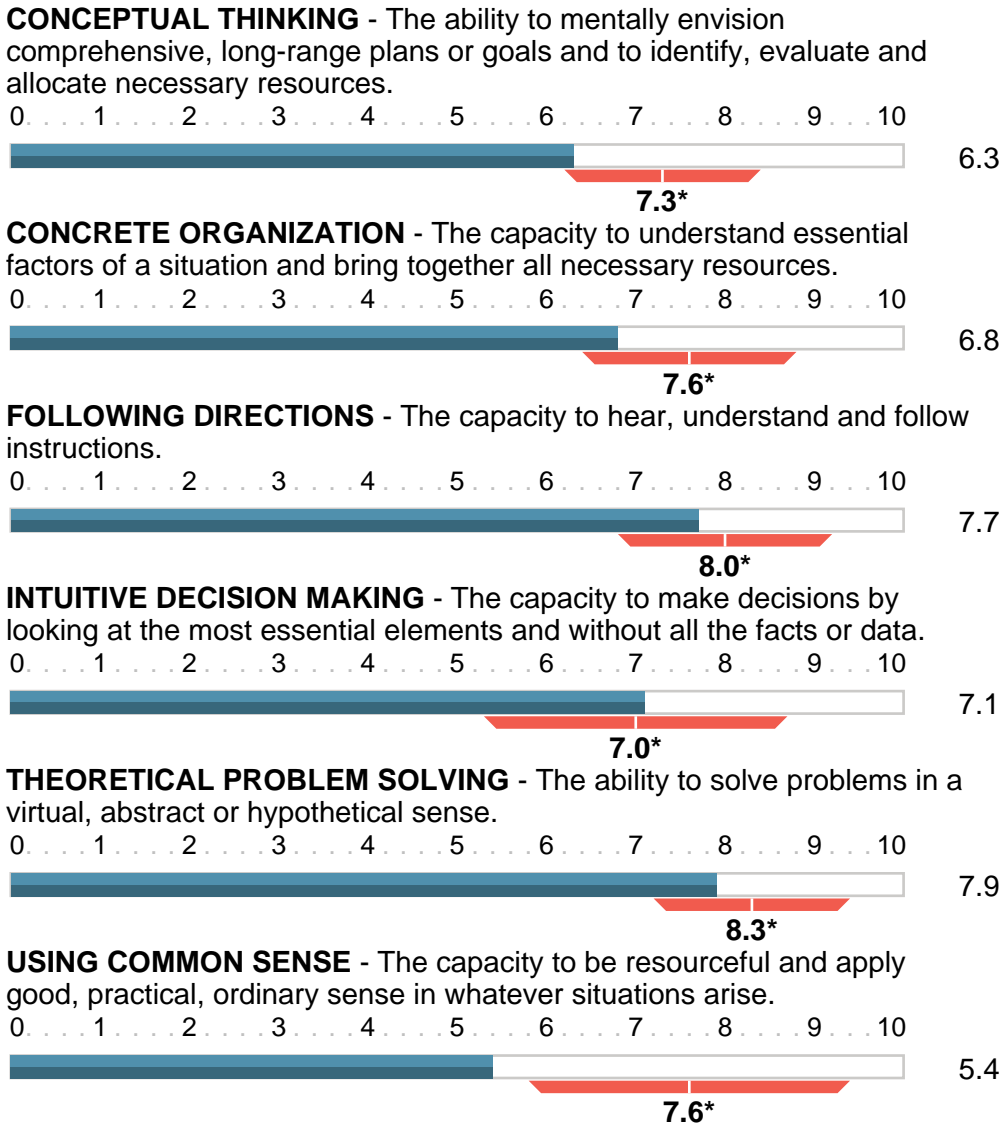


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Making Decisions

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



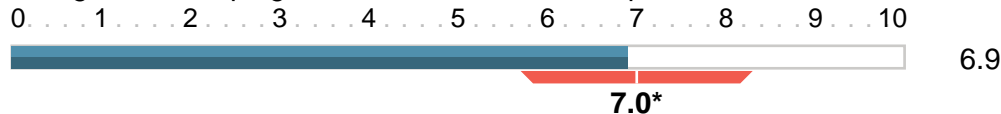
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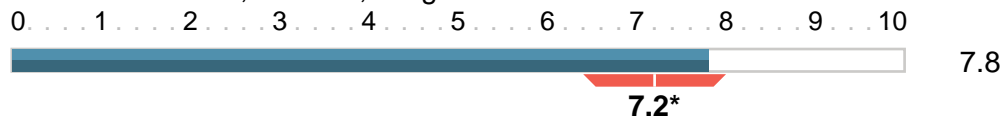
Self Management

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

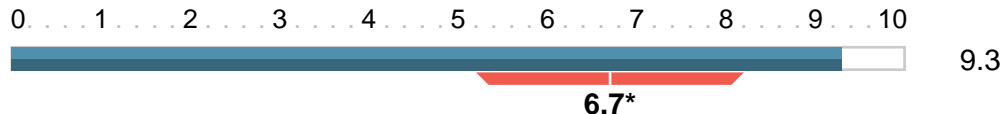
HANDLING STRESS - The ability to maintain composure and internal strength when coping with external and internal pressures.



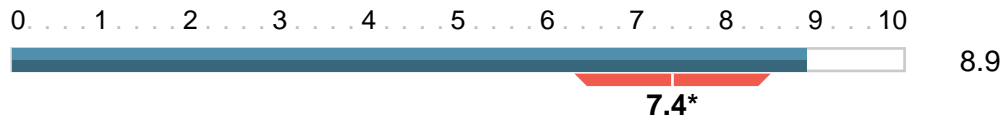
PERSONAL ACCOUNTABILITY - The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.



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



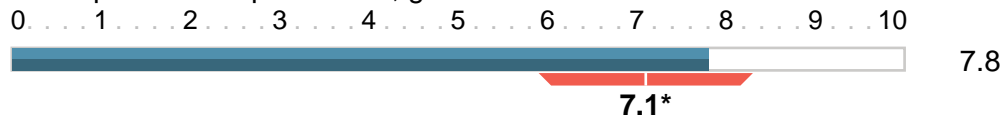
SELF CONFIDENCE - A measure of a person's assured self-reliance in his or her abilities.



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.

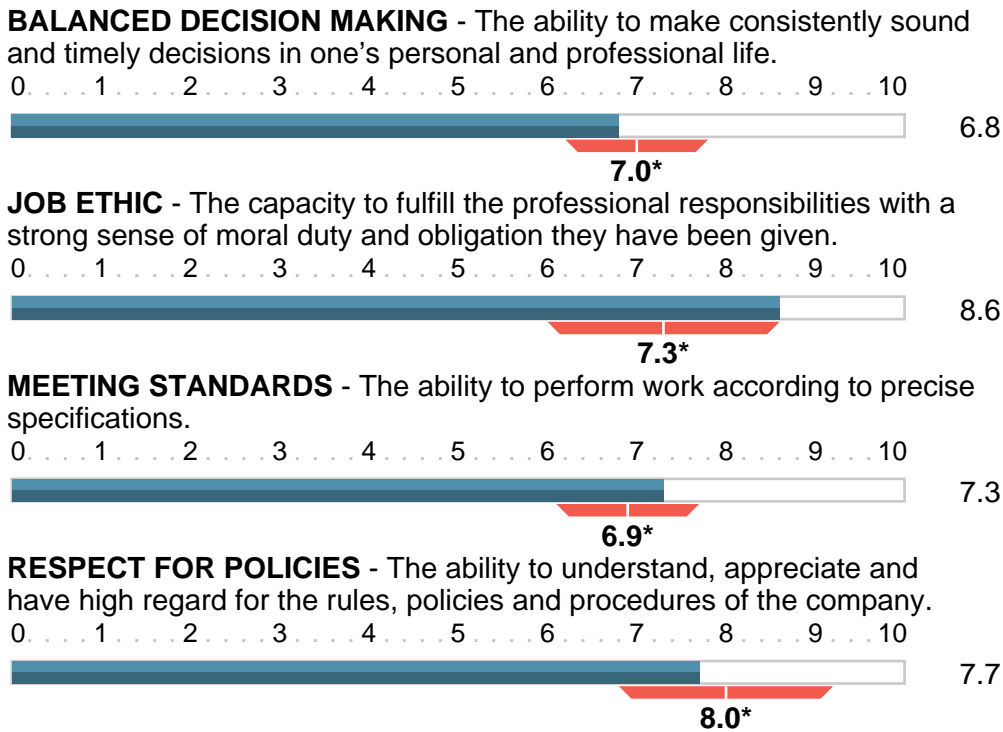


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Work Ethic

These scores reveal how hard Gregg likes to work. It is also a measure of just how respectful Gregg is of company property and policies.

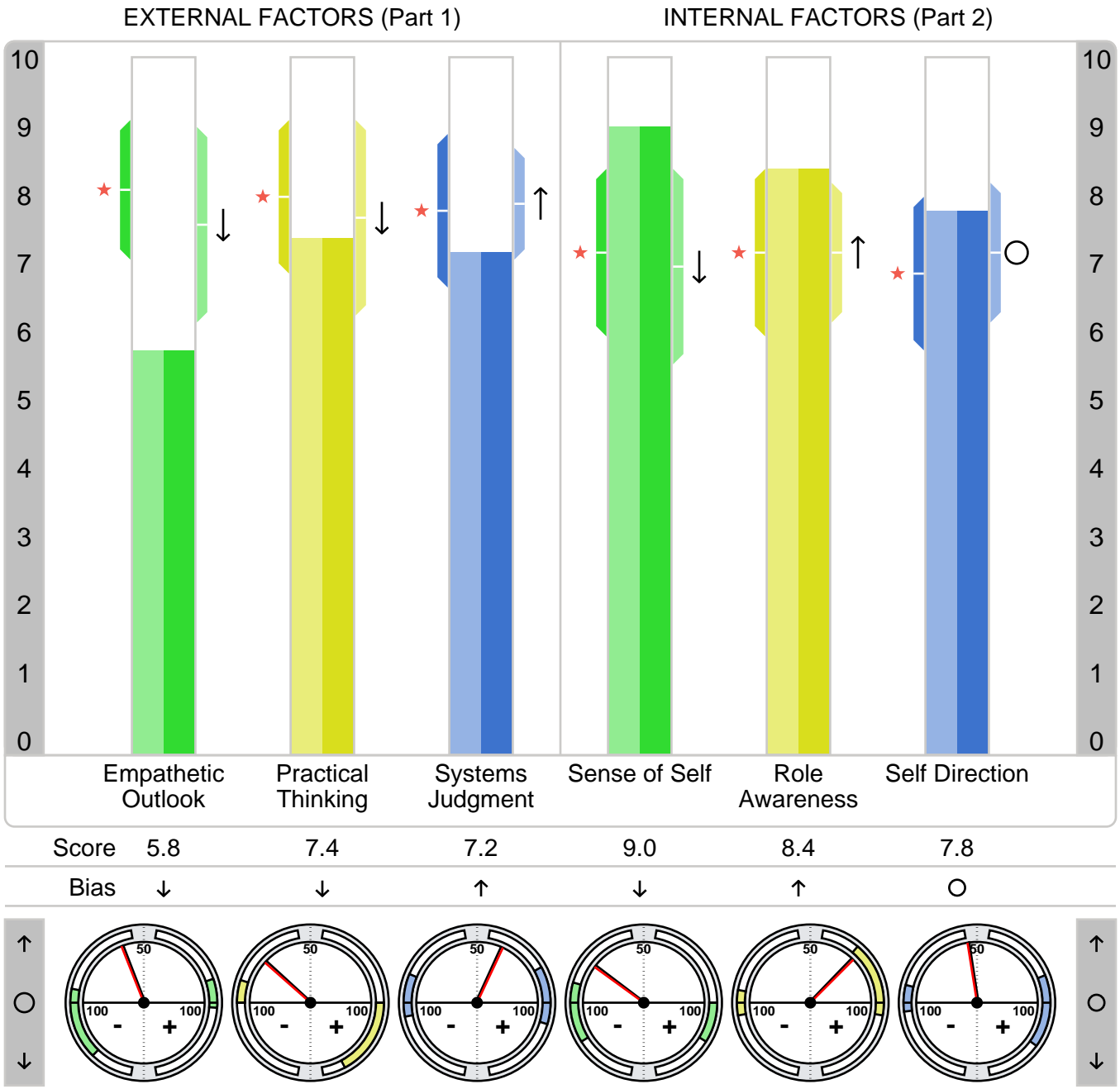


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Dimensional Balance For Consulting and Coaching

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



Rev: 0.79-0.94



Core Skills List For Consulting and Coaching

Score	Mean	Description
10.0	8.1	Self Improvement
9.3	6.7	Self Assessment
9.0	7.3	Sense of Self
8.9	7.4	Self Confidence
8.9	7.4	Handling Rejection
8.9	7.1	Role Confidence
8.9	7.7	Sense of Belonging
8.9	7.4	Enjoyment of the Job
8.6	7.3	Consistency and Reliability
8.6	7.3	Job Ethic
8.5	7.1	Internal Self Control
8.5	7.3	Sense of Mission
8.4	7.1	Role Awareness
8.2	7.5	Quality Orientation
8.1	7.2	Persistence
7.9	8.3	Theoretical Problem Solving
7.9	7.6	Realistic Personal Goal Setting
7.9	7.5	Sense of Timing
7.9	7.6	Status and Recognition
7.9	7.4	Self Management
7.8	7.2	Personal Accountability
7.8	7.1	Personal Drive
7.8	7.8	Persuading Others
7.8	6.9	Self Direction
7.8	7.2	Taking Responsibility
7.7	8.0	Following Directions
7.7	8.0	Attention to Detail
7.7	7.9	Conveying Role Value
7.7	8.0	Respect for Policies
7.6	7.6	Long Range Planning
7.6	6.9	Initiative
7.5	7.3	Surrendering Control
7.5	7.9	Proactive Thinking
7.4	7.8	Relating to Others
7.4	8.0	Practical Thinking
7.3	7.5	Accountability for Others
7.3	6.9	Meeting Standards
7.2	7.3	Project Scheduling
7.2	7.8	Systems Judgment
7.1	7.0	Intuitive Decision Making
7.1	7.9	Emotional Control

Score	Mean	Description
7.0	7.4	Project and Goal Focus
7.0	7.3	Results Orientation
7.0	8.2	Realistic Goal Setting for Others
7.0	7.5	Problem Solving
7.0	8.0	Material Possessions
6.9	7.0	Handling Stress
6.8	7.6	Concrete Organization
6.8	7.0	Balanced Decision Making
6.8	7.7	Realistic Expectations
6.8	7.1	Gaining Commitment
6.6	7.9	Leading Others
6.5	7.9	Correcting Others
6.4	7.4	Developing Others
6.4	8.1	Understanding Motivational Needs
6.3	7.3	Conceptual Thinking
6.1	7.8	Monitoring Others
6.0	7.7	Evaluating What is Said
5.8	8.1	Empathetic Outlook
5.6	7.7	Evaluating Others
5.5	7.6	Integrative Ability
5.4	7.6	Using Common Sense
5.3	7.9	Attitude Toward Others
5.3	7.8	Freedom from Prejudices
5.3	7.9	Sensitivity to Others
5.3	8.1	Personal Relationships



Core Skills List For Consulting and Coaching

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7.3	7.5	Accountability for Others
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Score	Mean	Description
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