



TTI  
SUCCESS  
INSIGHTS®

# Personal Talent Skills Inventory®

Leadership/Management Version

Gregg Sample  
Owner  
Sample  
5-30-2013

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**company**



# 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.













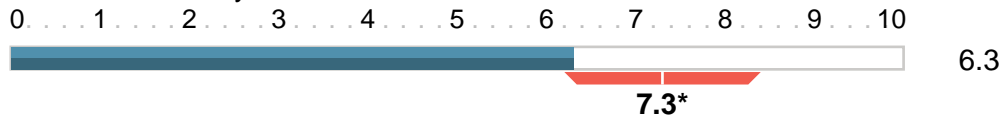




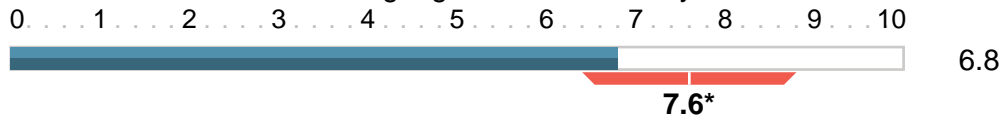
# Planning and Organizing

*This category is a measure of Gregg's ability to take concepts and combine them into a logical, concrete, robust plan. Also important in this context is Gregg's ability to consider the future implications of his current decisions.*

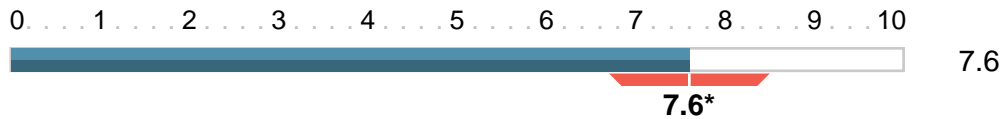
**CONCEPTUAL THINKING** - The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



**CONCRETE ORGANIZATION** - The capacity to understand essential factors of a situation and bring together all necessary resources.



**LONG RANGE PLANNING** - The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.



**PROACTIVE THINKING** - The capacity to think ahead in order to realistically evaluate the consequences of current actions, processes and decisions.




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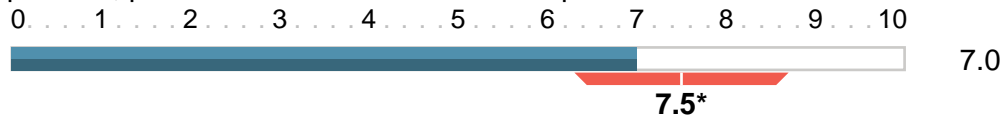
\* 68% of the population falls within the shaded area.



# Production Management

*Management of a total process is just as important as the management of people. This is a measure of Gregg's ability to consider projects, quality and results.*

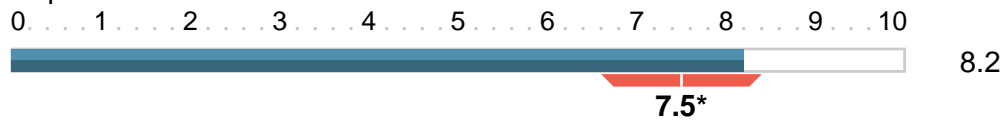
**PROBLEM SOLVING** - The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



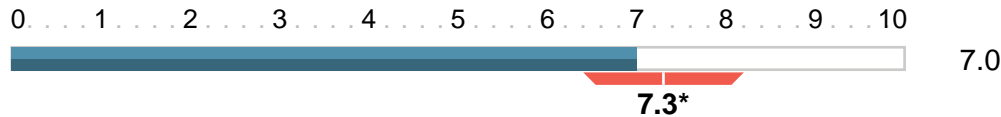
**PROJECT SCHEDULING** - The capacity to determine how long it will take to complete a project and to then efficiently break it down further into specific work time frames.



**QUALITY ORIENTATION** - The capacity to maintain a focus on well-defined standards of excellence with regard to all aspects of responsibilities and tasks.



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




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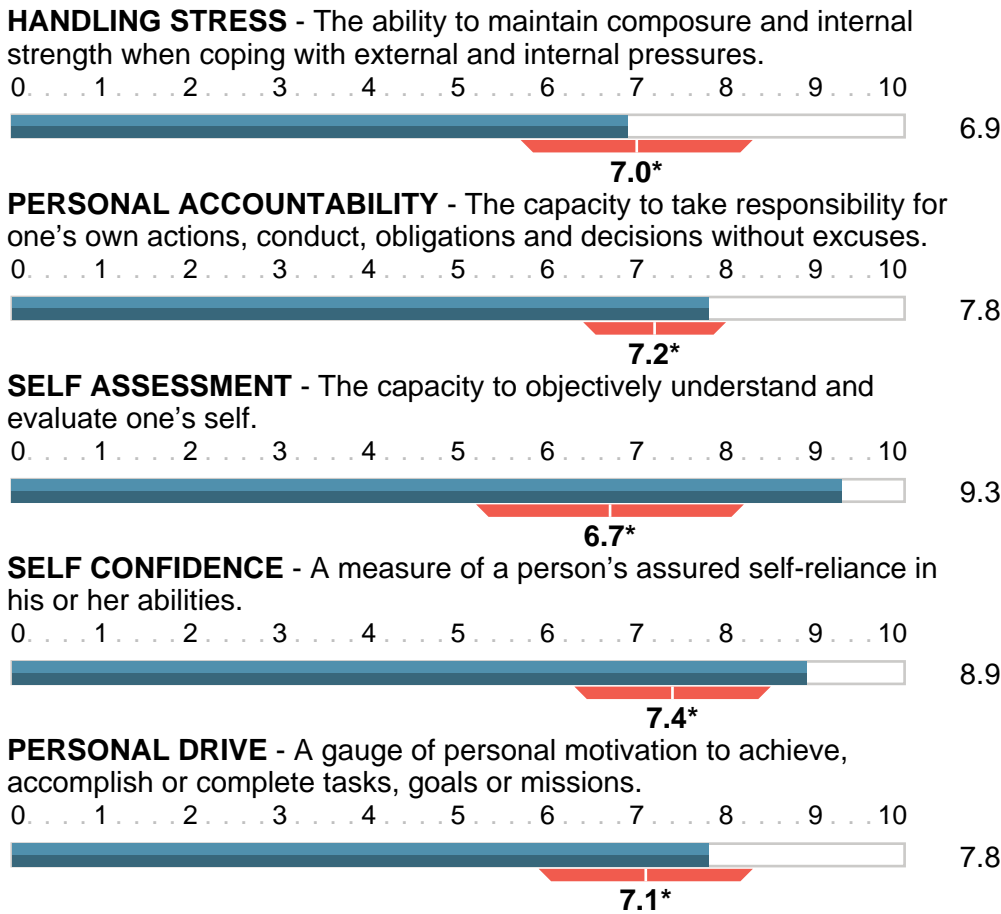
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# Self Management

*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.*




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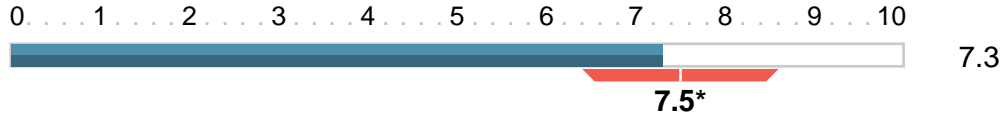
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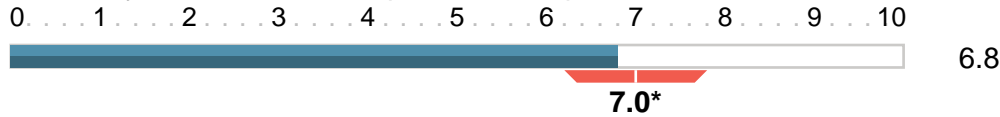
# Leadership By Example

*A good leader is a role model. Part of that responsibility involves considering how policies affect people and vice-versa. These are Gregg's abilities as they relate to leading by example.*

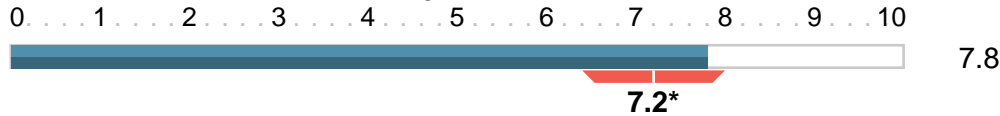
**ACCOUNTABILITY FOR OTHERS** - A willingness to take responsibility for the actions of other people.



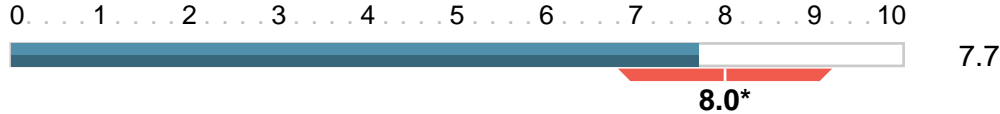
**BALANCED DECISION MAKING** - The ability to make consistently sound and timely decisions in one's personal and professional life.



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



**RESPECT FOR POLICIES** - The ability to understand, appreciate and have high regard for the rules, policies and procedures of the company.




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# Guiding Vision

*This is a measure of Gregg's capacities as they relate to creating and fostering an overarching vision or mission for an organization or team.*

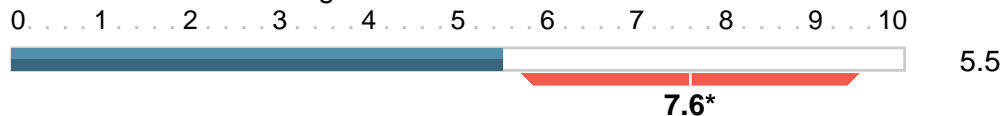
**CONCEPTUAL THINKING** - The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



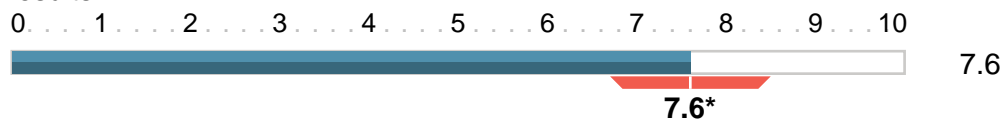
**FLEXIBILITY** - The ability to readily modify, respond to and integrate change with minimal personal resistance.



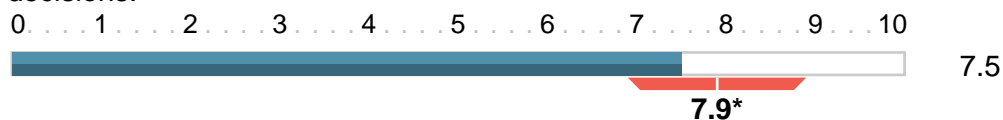
**INTEGRATIVE ABILITY** - The capacity to see different components of a situation and tie them together to see the situation as a whole.



**LONG RANGE PLANNING** - The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.



**PROACTIVE THINKING** - The capacity to think ahead in order to realistically evaluate the consequences of current actions, processes and decisions.



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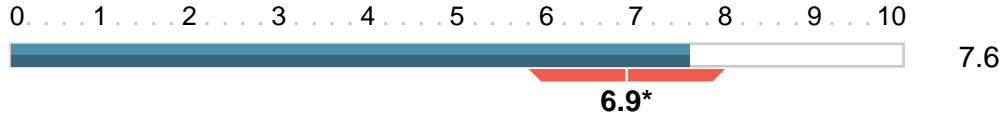
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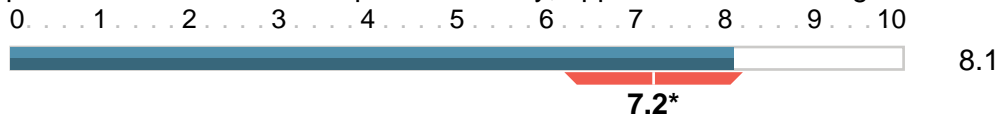
# Inspiring Excellence

*Leading does not always mean doing. Instead, leadership involves helping others to see and follow through on their own abilities. This is a measure of Gregg's ability to inspire others to produce excellent work.*

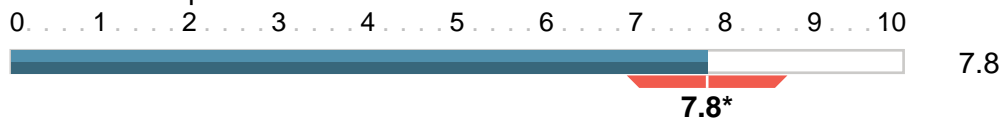
**INITIATIVE** - The compelling desire to get into the flow of work in order to accomplish the vision and complete the goal.



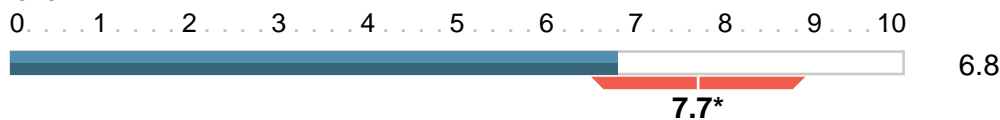
**PERSISTENCE** - The capacity to steadily pursue any project or goal that a person is committed to in spite of difficulty, opposition or discouragement.



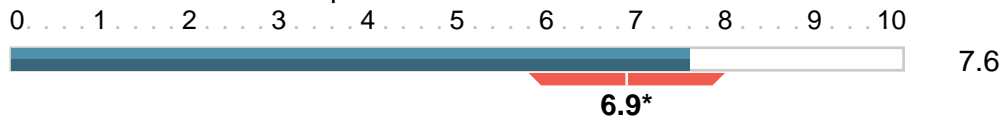
**PERSUADING OTHERS** - The capacity to influentially present one's positions, opinions, feelings or views to others in such a way that they will listen and adopt the same view.



**REALISTIC EXPECTATIONS** - The ability to set realistic timeframes and well-defined standards of quality performance and production for others to follow.



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



**SURRENDERING CONTROL** - The capacity of a person to voluntarily surrender control and accept the authority of another person or group.

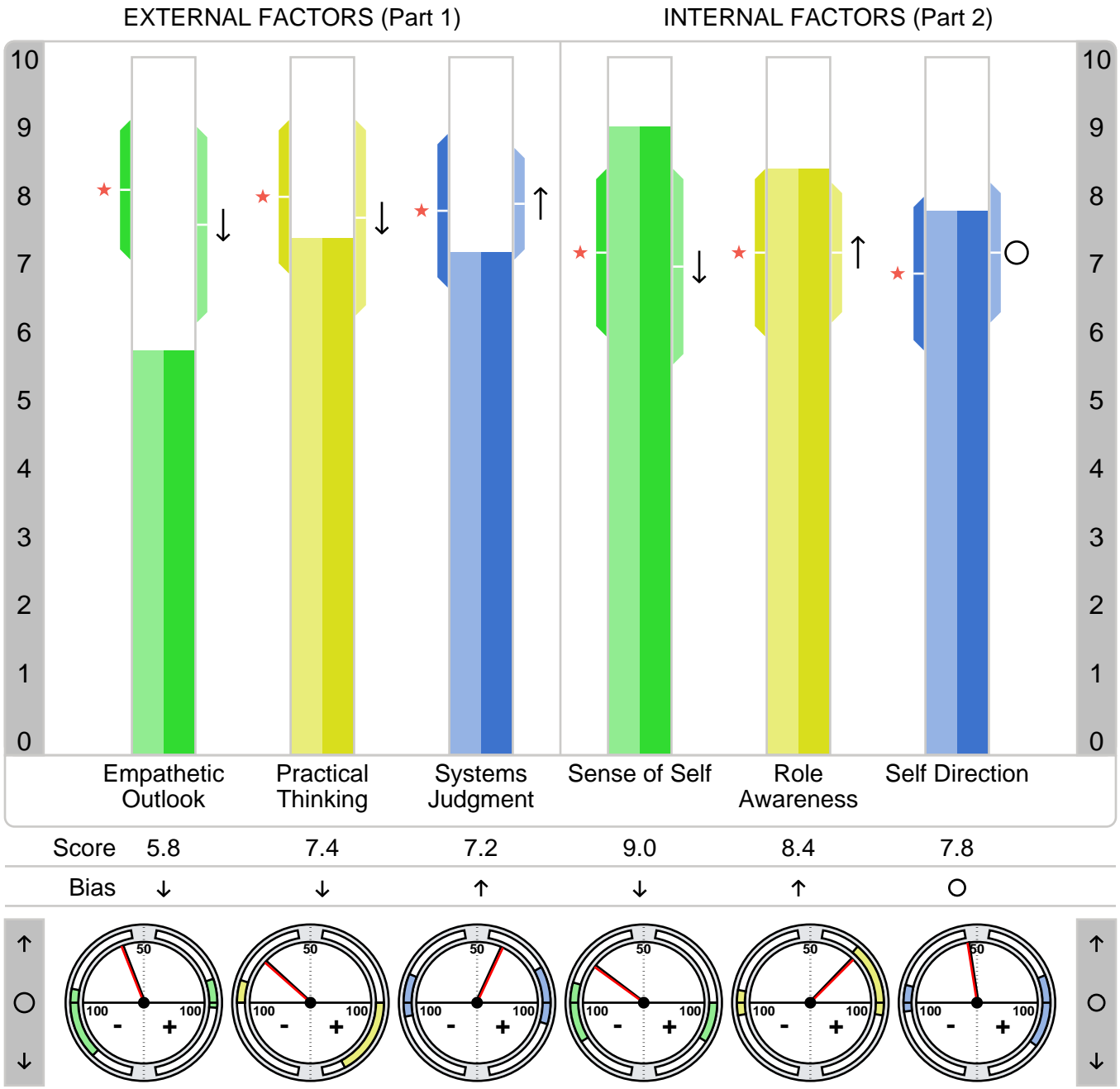


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# Dimensional Balance For Consulting and Coaching

- ★ 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   |
| 7.7   | 8.0  | Attention to Detail         |
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| 7.8   | 7.8  | Persuading Others           |
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| Score | Mean | Description                       |
|-------|------|-----------------------------------|
| 6.8   | 7.7  | Realistic Expectations            |
| 7.0   | 8.2  | Realistic Goal Setting for Others |
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| 7.4   | 7.8  | Relating to Others                |
| 7.7   | 8.0  | Respect for Policies              |
| 7.0   | 7.3  | Results Orientation               |
| 8.4   | 7.1  | Role Awareness                    |
| 8.9   | 7.1  | Role Confidence                   |
| 9.3   | 6.7  | Self Assessment                   |
| 8.9   | 7.4  | Self Confidence                   |
| 7.8   | 6.9  | Self Direction                    |
| 10.0  | 8.1  | Self Improvement                  |
| 7.9   | 7.4  | Self Management                   |
| 8.9   | 7.7  | Sense of Belonging                |
| 8.5   | 7.3  | Sense of Mission                  |
| 9.0   | 7.3  | Sense of Self                     |
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