



TTI
SUCCESS
INSIGHTS®

Personal Talent Skills Inventory®

Sales Management version

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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.



Self View

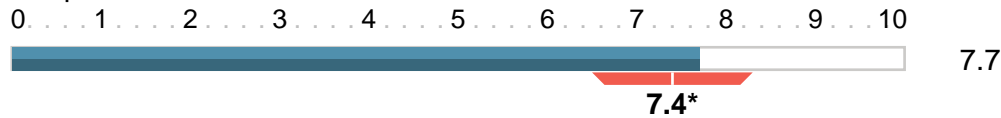
This is how Jenny sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions 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.

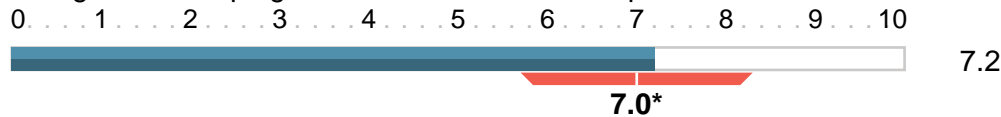


Critical Sales Management Skills

DEVELOPING OTHERS - The desire to help others expand their talents and potential.



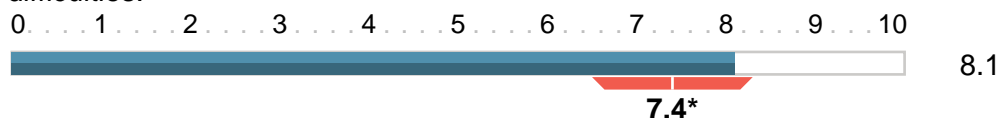
HANDLING STRESS - The ability to maintain composure and internal strength when coping with external and internal pressures.



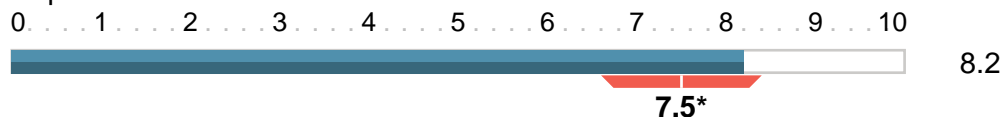
MONITORING OTHERS - The capacity to effectively oversee work done and decisions made by an individual or a team.



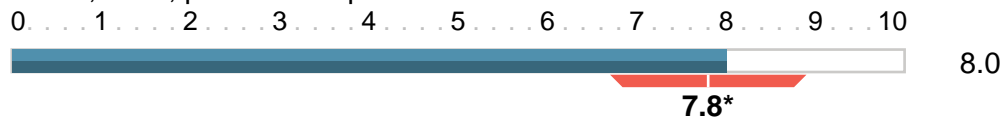
PROJECT AND GOAL FOCUS - The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.



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



SYSTEMS JUDGMENT - The capacity to understand and use systems such as knowledge, language, authority structures and logic, including one's ability to understand and work well within the context of established norms, rules, policies and procedures.



UNDERSTANDING MOTIVATIONAL NEEDS - The ability to understand and inspire others in such a way that gets them to act.



Rev: 0.87-0.88

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



The Sales Management 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.

CONFLICT AND PROBLEM RESOLUTION

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.4

GETTING RESULTS

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.3

LEADERSHIP FOCUS

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.3

OPPORTUNITY ANALYSIS

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



8.0

PLANNING ORIENTATION

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



8.1

SELF AND PROJECT MANAGEMENT

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.7

STAFFING FOCUS

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.0

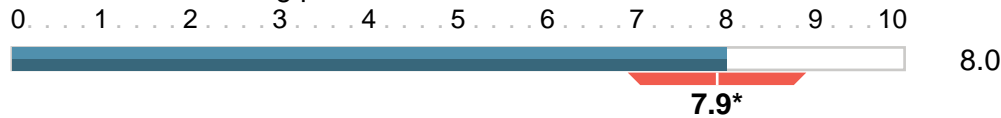




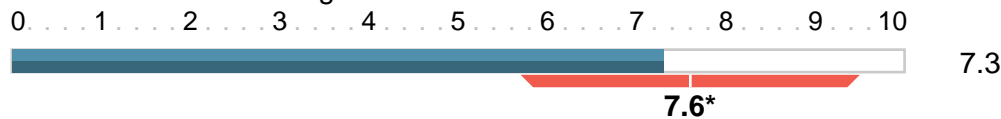
Conflict and Problem Resolution

These scores reveal how Jenny is likely to respond to conflicts and problems that arise from or involve customers or others.

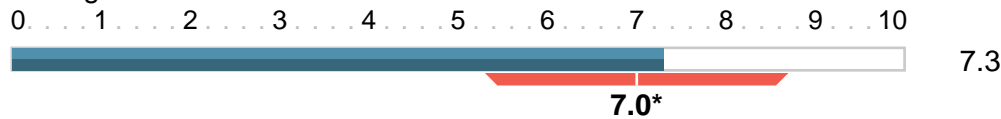
EMOTIONAL CONTROL - The ability to appear to be rational and in-control when facing problems or crises.



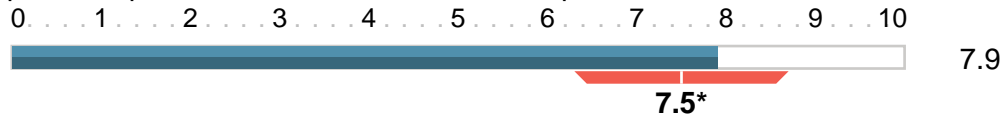
INTEGRATIVE ABILITY - The capacity to see different components of a situation and tie them together to see the situation as a whole.



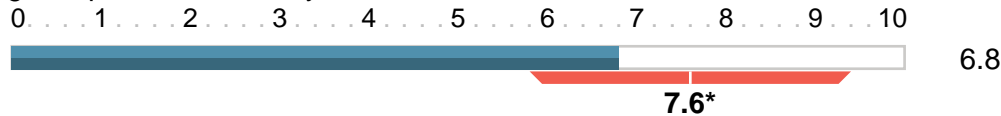
INTUITIVE DECISION MAKING - The capacity to make decisions by looking at the most essential elements and without all the facts or data.



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



USING COMMON SENSE - The capacity to be resourceful and apply good, practical, ordinary sense in whatever situations arise.



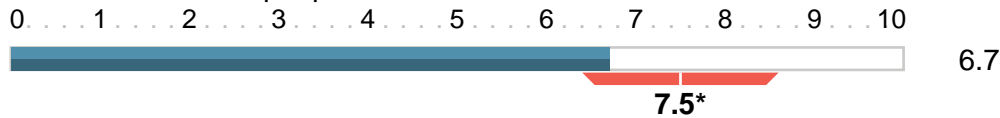
* 68% of the population falls within the shaded area.



Getting Results

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

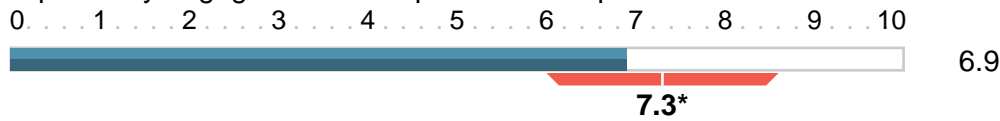
ACCOUNTABILITY FOR OTHERS - A willingness to take responsibility for the actions of other people.



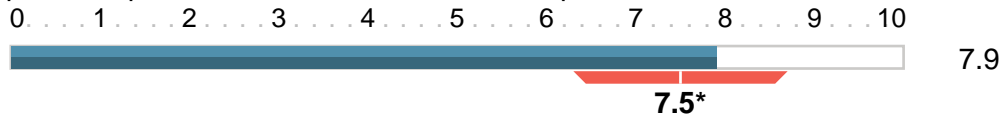
ATTENTION TO DETAIL - The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



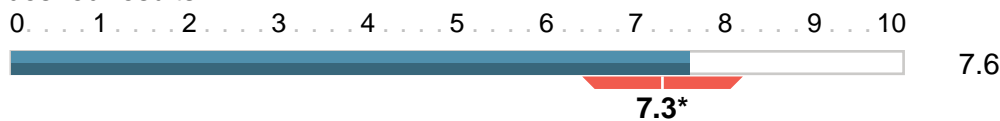
CONSISTENCY AND RELIABILITY - The capacity to regularly and dependably engage in and complete tasks or processes.



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



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



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

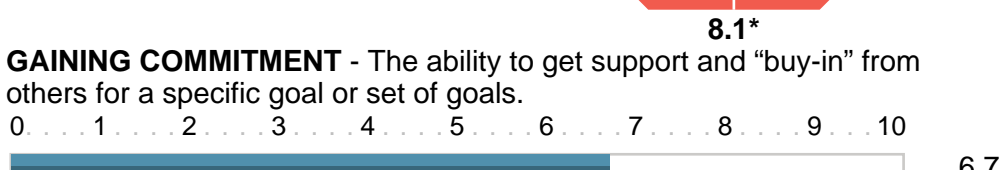
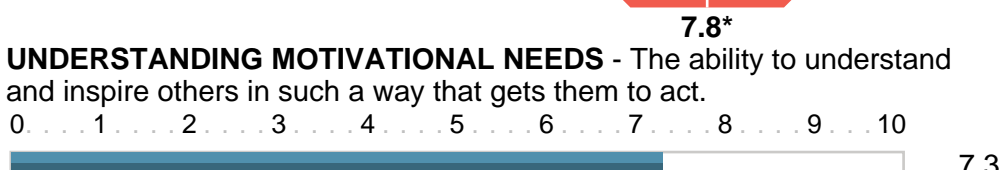
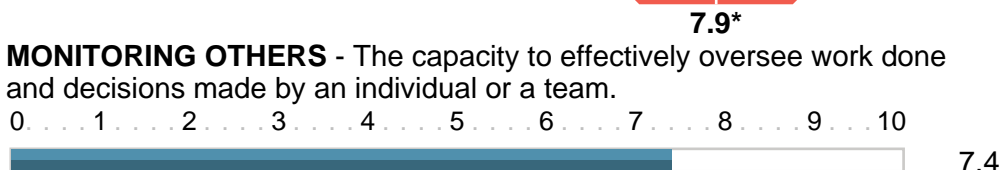
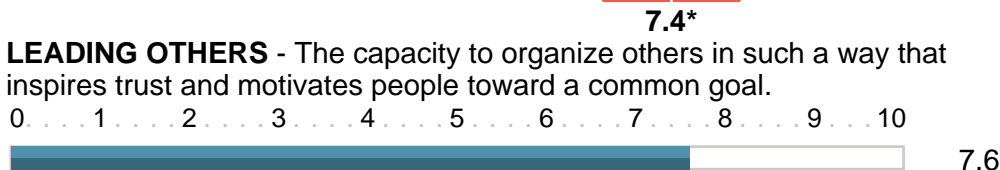


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Leadership Focus

This is a measurement of Jenny's abilities as they relate to inspiring other people to achieve agreed-upon goals.



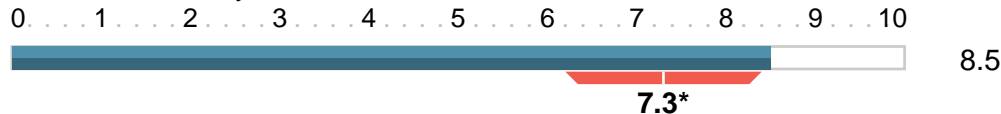
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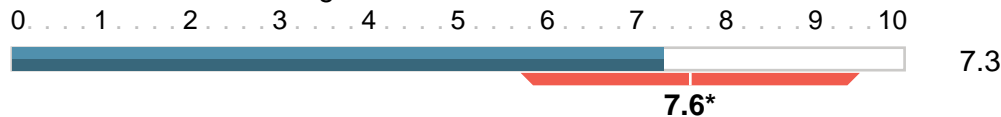
Opportunity Analysis

An understanding of future possibilities is important. These scores reveal how well Jenny is able to see, understand and engage an idea and follow it to implementation.

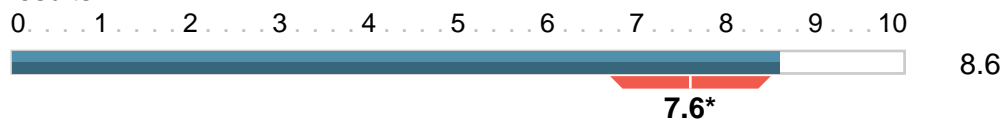
CONCEPTUAL THINKING - The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



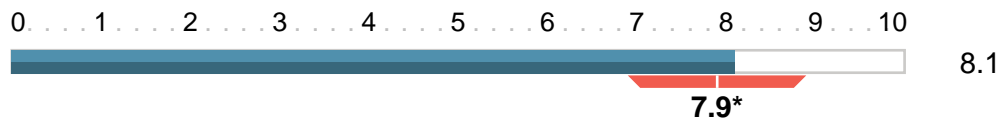
INTEGRATIVE ABILITY - The capacity to see different components of a situation and tie them together to see the situation as a whole.



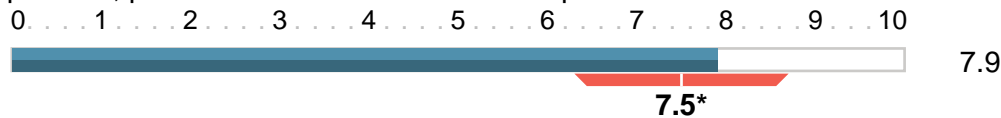
LONG RANGE PLANNING - The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.



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



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



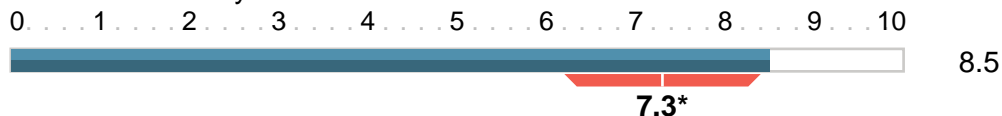
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Planning Orientation

This is a measurement of Jenny's ability to identify and understand objectives needed to complete a project. This also shows whether or not Jenny will be able to take the steps required to achieve those objectives.

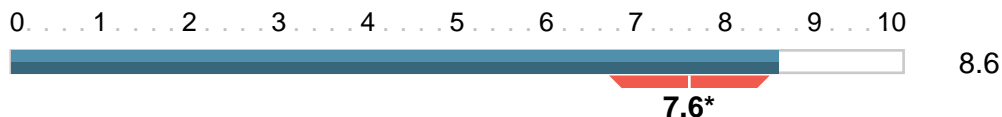
CONCEPTUAL THINKING - The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



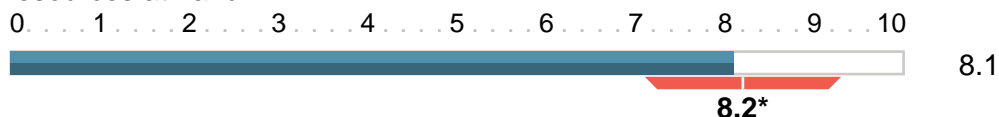
CONCRETE ORGANIZATION - The capacity to understand essential factors of a situation and bring together all necessary resources.



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.



REALISTIC GOAL SETTING FOR OTHERS - The ability to define realistic and manageable goals for others using specific time frames and the resources at hand.



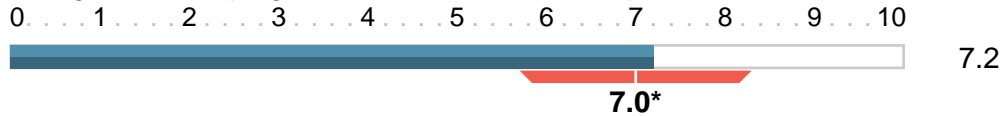
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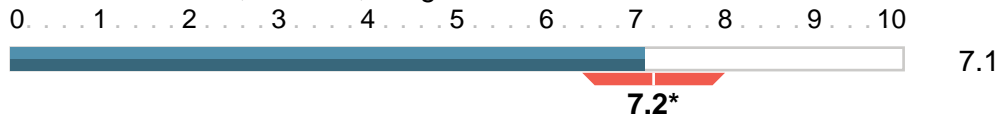
Self and Project Management

Managing a project requires that Jenny also manage herself. This category reveals how well she is able to manage a project while maintaining internal self-control.

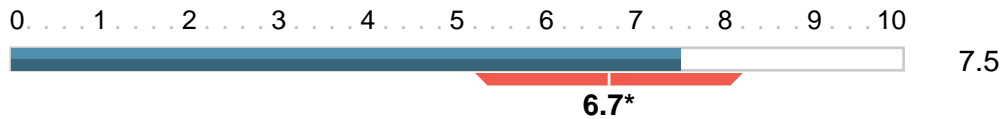
HANDLING STRESS - The ability to maintain composure and internal strength when coping with external and internal pressures.



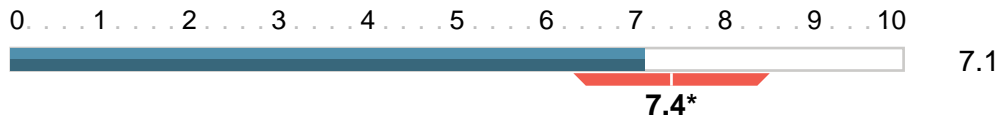
PERSONAL ACCOUNTABILITY - The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.



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



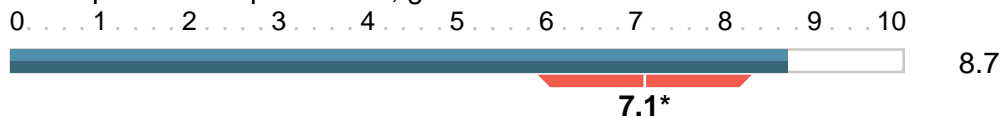
SELF CONFIDENCE - A measure of a person's assured self-reliance in his or her abilities.



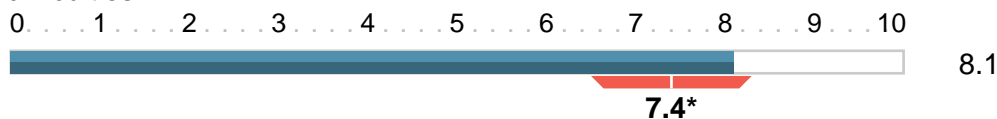
INTERNAL SELF CONTROL - The ability to remain in conscious command of one's internal emotions when confronted with difficult circumstances and to respond rationally.



PERSONAL DRIVE - A gauge of personal motivation to achieve, accomplish or complete tasks, goals or missions.



PROJECT AND GOAL FOCUS - The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.



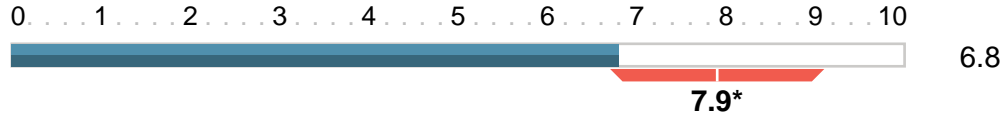
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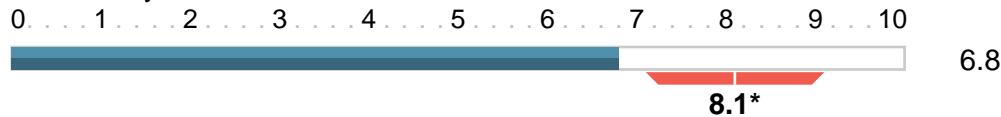
Staffing Focus

This category reveals Jenny's ability to identify the strengths and weaknesses of other people and to help them move toward a common goal or idea. In other words, this category provides insight into Jenny's management skills, broadly defined.

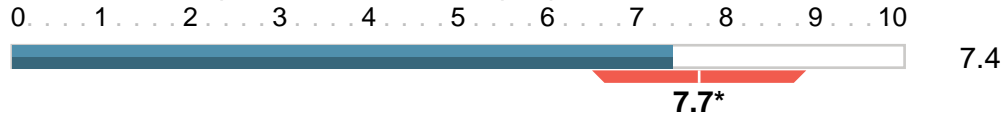
ATTITUDE TOWARD OTHERS - The general capacity one has for relating with other people.



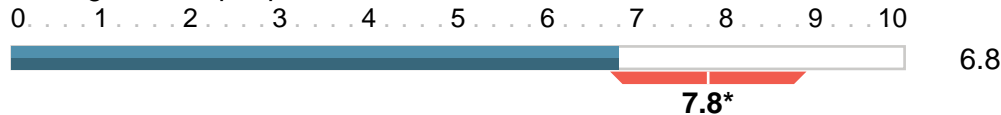
EMPATHETIC OUTLOOK - The capacity to perceive and understand the individuality in others.



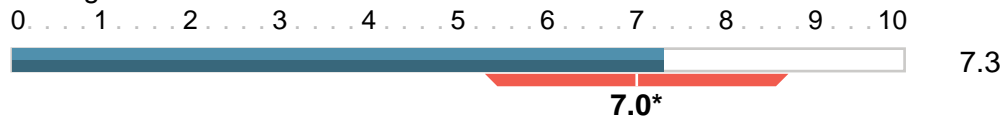
EVALUATING OTHERS - The capacity to objectively assess or measure the abilities and performance of other people.



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



INTUITIVE DECISION MAKING - The capacity to make decisions by looking at the most essential elements and without all the facts or data.

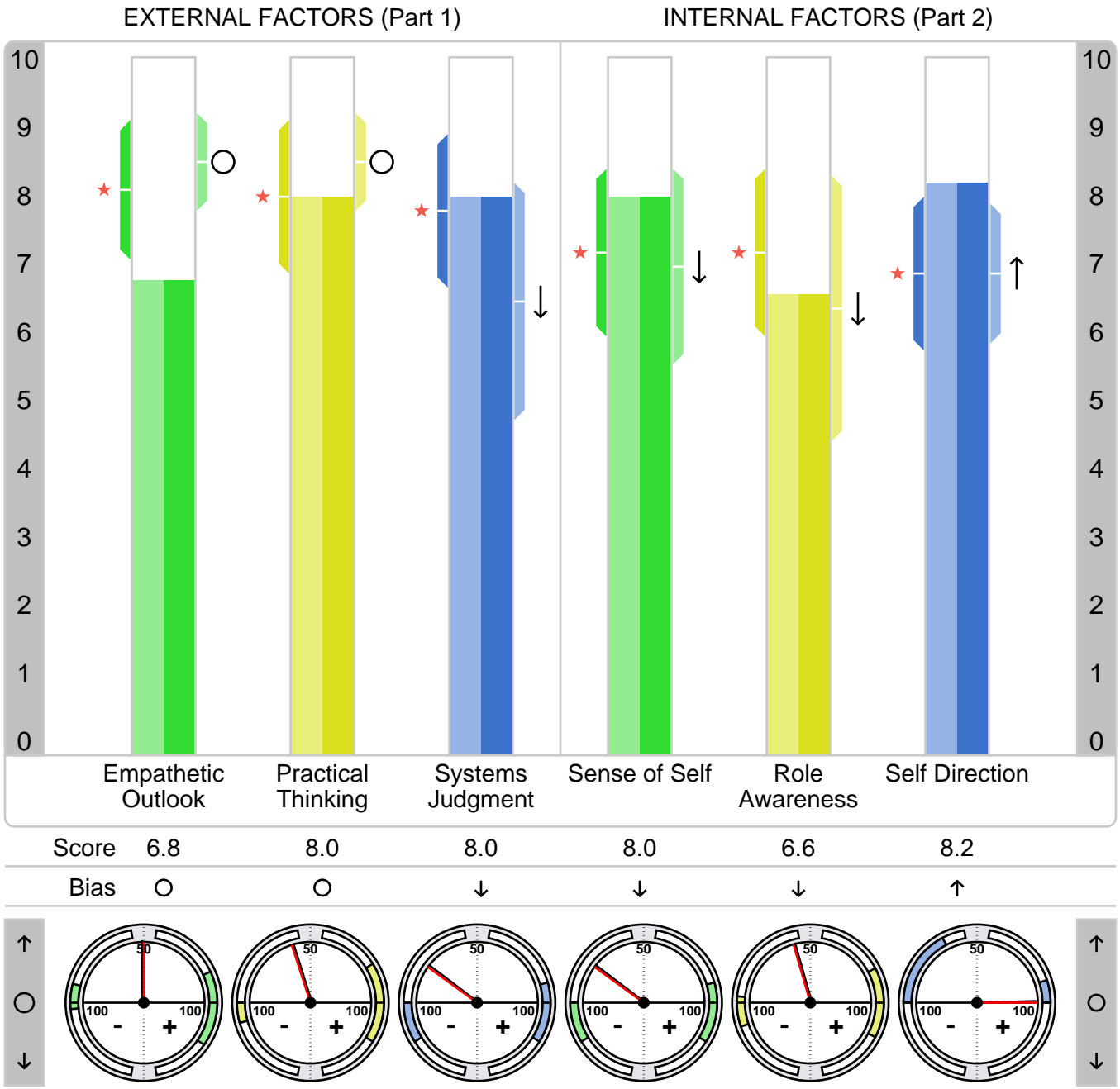


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Dimensional Balance For Consulting and Coaching

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



Rev: 0.87-0.88



Core Skills List For Consulting and Coaching

Score	Mean	Description
9.0	7.2	Persistence
9.0	8.1	Self Improvement
8.7	7.1	Personal Drive
8.6	7.6	Long Range Planning
8.6	7.4	Handling Rejection
8.5	7.3	Conceptual Thinking
8.2	7.5	Quality Orientation
8.2	6.9	Self Direction
8.1	7.4	Project and Goal Focus
8.1	7.6	Realistic Personal Goal Setting
8.1	8.2	Realistic Goal Setting for Others
8.1	7.9	Proactive Thinking
8.0	7.9	Emotional Control
8.0	7.3	Sense of Self
8.0	7.8	Systems Judgment
8.0	8.0	Material Possessions
8.0	8.0	Practical Thinking
7.9	7.5	Problem Solving
7.9	7.1	Role Confidence
7.8	8.0	Attention to Detail
7.7	7.4	Developing Others
7.7	7.8	Persuading Others
7.6	8.3	Theoretical Problem Solving
7.6	7.3	Results Orientation
7.6	7.9	Leading Others
7.6	7.4	Self Management
7.5	8.0	Following Directions
7.5	7.6	Concrete Organization
7.5	7.7	Realistic Expectations
7.5	6.7	Self Assessment
7.5	8.0	Respect for Policies
7.5	7.1	Internal Self Control
7.4	7.7	Evaluating Others
7.4	7.8	Relating to Others
7.4	6.9	Initiative
7.4	7.8	Monitoring Others
7.3	7.0	Intuitive Decision Making
7.3	8.1	Understanding Motivational Needs
7.3	7.6	Integrative Ability
7.3	7.6	Status and Recognition
7.3	8.1	Personal Relationships

Score	Mean	Description
7.2	7.0	Handling Stress
7.2	7.3	Sense of Mission
7.1	7.2	Personal Accountability
7.1	7.3	Surrendering Control
7.1	7.0	Balanced Decision Making
7.1	7.4	Self Confidence
7.1	6.9	Meeting Standards
7.1	7.2	Taking Responsibility
7.0	7.3	Project Scheduling
6.9	7.3	Consistency and Reliability
6.9	7.9	Correcting Others
6.9	7.3	Job Ethic
6.9	7.7	Evaluating What is Said
6.8	7.9	Attitude Toward Others
6.8	7.8	Freedom from Prejudices
6.8	7.6	Using Common Sense
6.8	7.9	Sensitivity to Others
6.8	7.5	Sense of Timing
6.8	8.1	Empathetic Outlook
6.7	7.5	Accountability for Others
6.7	7.1	Gaining Commitment
6.6	7.9	Conveying Role Value
6.6	7.1	Role Awareness
6.3	7.7	Sense of Belonging
6.1	7.4	Enjoyment of the Job



Core Skills List For Consulting and Coaching

Score	Mean	Description
6.7	7.5	Accountability for Others
7.8	8.0	Attention to Detail
6.8	7.9	Attitude Toward Others
7.1	7.0	Balanced Decision Making
8.5	7.3	Conceptual Thinking
7.5	7.6	Concrete Organization
6.9	7.3	Consistency and Reliability
6.6	7.9	Conveying Role Value
6.9	7.9	Correcting Others
7.7	7.4	Developing Others
8.0	7.9	Emotional Control
6.8	8.1	Empathetic Outlook
6.1	7.4	Enjoyment of the Job
7.4	7.7	Evaluating Others
6.9	7.7	Evaluating What is Said
7.5	8.0	Following Directions
6.8	7.8	Freedom from Prejudices
6.7	7.1	Gaining Commitment
8.6	7.4	Handling Rejection
7.2	7.0	Handling Stress
7.4	6.9	Initiative
7.3	7.6	Integrative Ability
7.5	7.1	Internal Self Control
7.3	7.0	Intuitive Decision Making
6.9	7.3	Job Ethic
7.6	7.9	Leading Others
8.6	7.6	Long Range Planning
8.0	8.0	Material Possessions
7.1	6.9	Meeting Standards
7.4	7.8	Monitoring Others
9.0	7.2	Persistence
7.1	7.2	Personal Accountability
8.7	7.1	Personal Drive
7.3	8.1	Personal Relationships
7.7	7.8	Persuading Others
8.0	8.0	Practical Thinking
8.1	7.9	Proactive Thinking
7.9	7.5	Problem Solving
8.1	7.4	Project and Goal Focus
7.0	7.3	Project Scheduling
8.2	7.5	Quality Orientation

Score	Mean	Description
7.5	7.7	Realistic Expectations
8.1	8.2	Realistic Goal Setting for Others
8.1	7.6	Realistic Personal Goal Setting
7.4	7.8	Relating to Others
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7.6	7.3	Results Orientation
6.6	7.1	Role Awareness
7.9	7.1	Role Confidence
7.5	6.7	Self Assessment
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