TTI TriMetrix®
Talent Report

Behavior
World View
Personal Skills (Competencies)
Experiences
Attitudes & Values
Intelligence
Emotional Intelligence

Suzy Sample
Professional
6-4-2010

DATA DOME INC

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Maximizing Individual and Corporate Potential

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TTI TriMetrix Talent Report can be compared with specific job requirements outlined in TTI TriMetrix Job Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

The following is a highly-personalized portrait of your talent in three main sections:

SECTION 1: PERSONAL SKILLS HIERARCHY (23 AREAS)

This section presents 23 key personal skills and ranks them from top to bottom, defining your major strengths. The skills at the top highlight well-developed capabilities and reveal where you are naturally most effective in focusing your time.

SECTION 2: PERSONAL INTERESTS, ATTITUDES AND VALUES (6 AREAS)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

SECTION 3: BEHAVIORAL HIERARCHY (8 AREAS)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

SECTION 4: PERSONAL SKILLS FEEDBACK

This section provides detail on your top seven talents. Apply your strongest talents to your job as appropriate and develop further talents as required.

SECTION 5: PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.
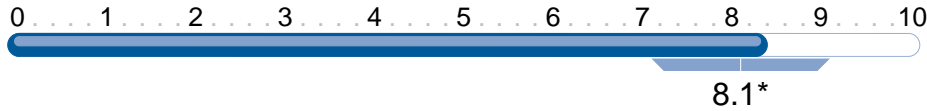
SECTION 6: BEHAVIORAL FEEDBACK

This section gives you insight into your top three behavioral traits to further identify your unique strengths.
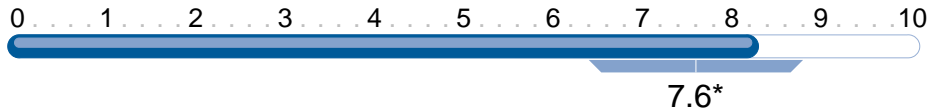
PERSONAL SKILLS HIERARCHY

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.

1. EMPATHETIC OUTLOOK - The capacity to perceive and understand the feelings and attitudes of others.
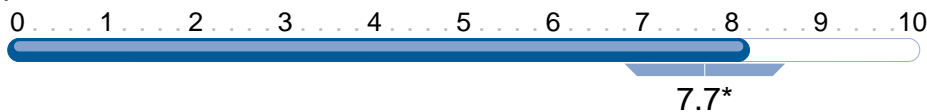
0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **8.4**

8.1*

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **8.3**
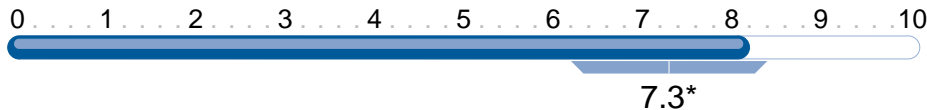
7.6*

3. PLANNING AND ORGANIZATION - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.
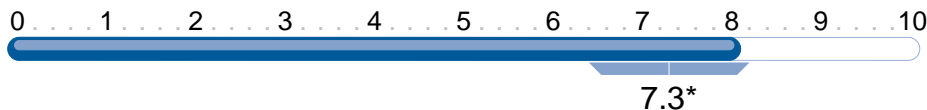
0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **8.2**

7.7*

4. CONCEPTUAL THINKING - The ability to analyze hypothetical situations or abstract concepts to compile insight.

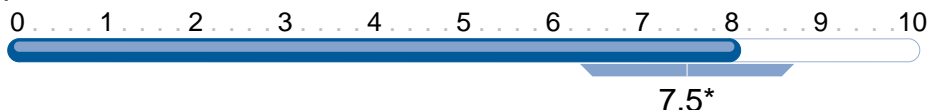0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **8.2**

7.3*

5. RESULTS ORIENTATION - The ability to identify actions necessary to complete tasks and obtain results.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **8.1**

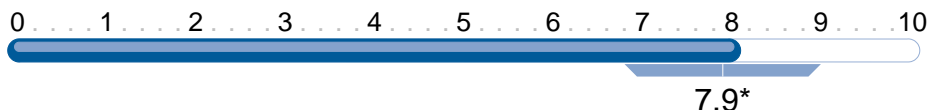7.3*

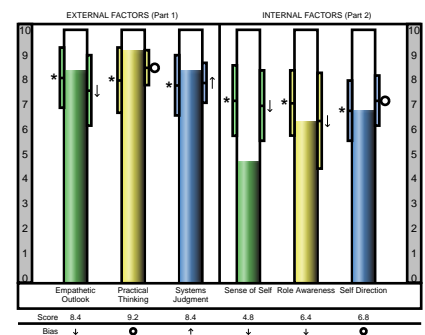**6. PROBLEM SOLVING** - The ability to identify key components of a problem to formulate a solution or solutions.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **8.1**

7.5*

7. CUSTOMER FOCUS - A commitment to customer satisfaction.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **8.1**

7.9*

|	EXTERNAL FACTORS (Part 1)			INTERNAL FACTORS (Part 2)		
	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	8.4	9.2	8.4	4.8	6.4	6.8
Bias	↓	O	↑	↓	↓	O

Rev: 0.95-0.64

* 68% of the population falls within the shaded area.
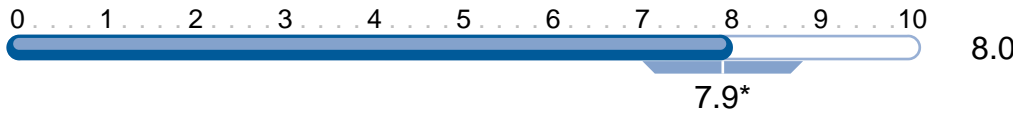
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PERSONAL SKILLS HIERARCHY

8. CONFLICT MANAGEMENT - The ability to resolve different points of view constructively.
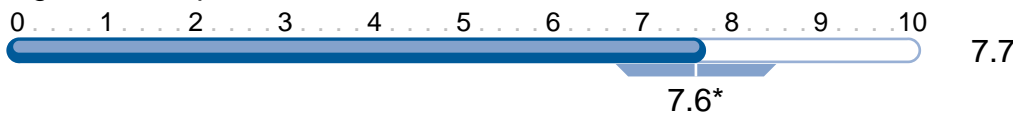
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8.1

7.8*
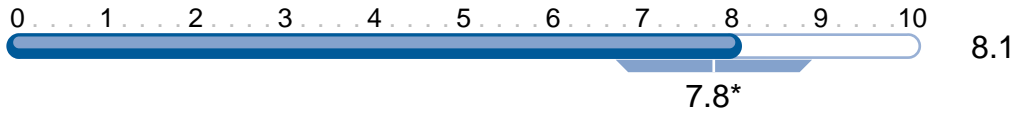
9. INTERPERSONAL SKILLS - The ability to interact with others in a positive manner.

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

8.0

7.9*

10. OBJECTIVE LISTENING - The ability to listen to many points of view without bias.

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

7.9

7.7*
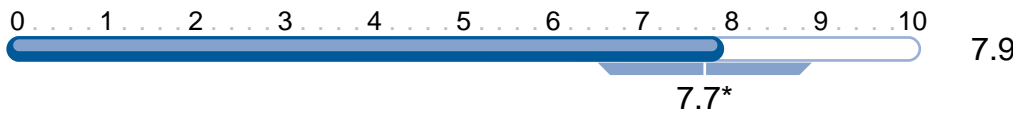
11. DIPLOMACY AND TACT - The ability to treat others fairly, regardless of personal biases or beliefs.

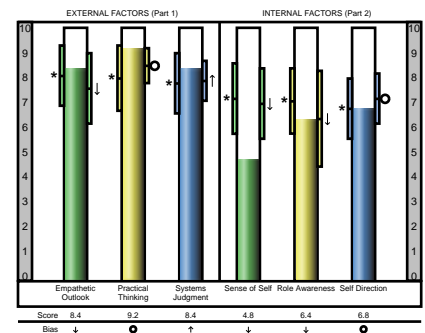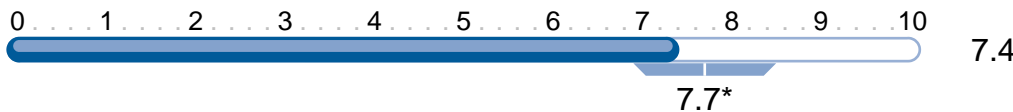0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10

7.7

7.6*

12. INFLUENCING OTHERS - The ability to personally affect others' actions, decisions, opinions or thinking.

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

7.6

7.7*
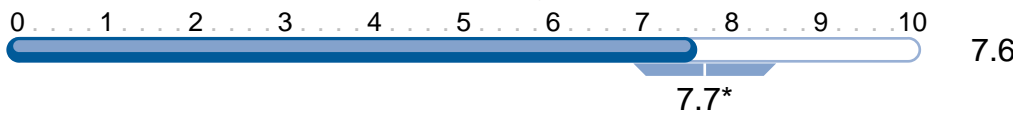
13. DEVELOPING OTHERS - The ability to contribute to the growth and development of others.

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

7.4

7.4*
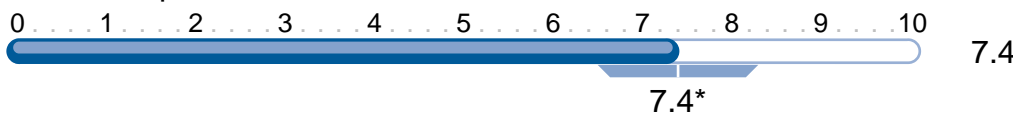
14. TEAMWORK - The ability to cooperate with others to meet objectives.

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

7.4

7.7*

	EXTERNAL FACTORS (Part 1)			INTERNAL FACTORS (Part 2)		
	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	8.4	9.2	8.4	4.8	6.4	6.8
Bias	↓	⊙	↑	↓	↓	⊙

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

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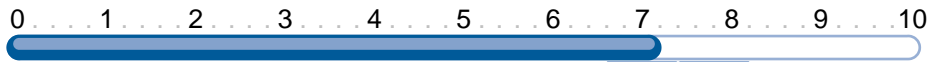
PERSONAL SKILLS HIERARCHY

15. GOAL ACHIEVEMENT - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.
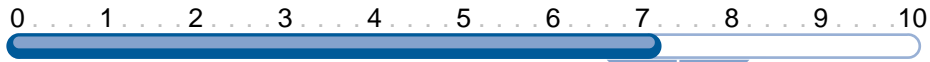
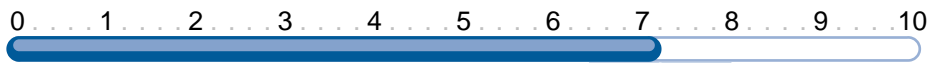0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **7.2**

7.4*

16. DECISION MAKING - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **7.2**

7.4*

17. PERSONAL ACCOUNTABILITY - A measure of the capacity to be answerable for personal actions.

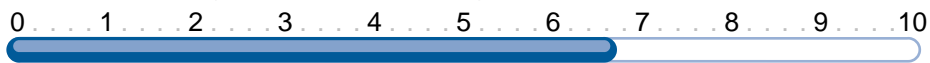0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **7.2**

7.2*

18. SELF MANAGEMENT - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **7.0**

7.4*

19. LEADING OTHERS - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **6.7**

7.9*

20. SELF STARTING - The ability to initiate and sustain momentum without external stimulation.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **6.6**

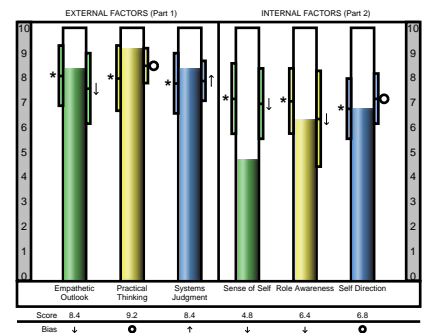6.9*

21. CONTINUOUS LEARNING - The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **6.5**

7.4*

	EXTERNAL FACTORS (Part 1)			INTERNAL FACTORS (Part 2)		
	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	8.4	9.2	8.4	4.8	6.4	6.8
Bias	↓	o	↑	↓	↓	o

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

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4

22. ACCOUNTABILITY FOR OTHERS - The ability to take responsibility for others' actions.
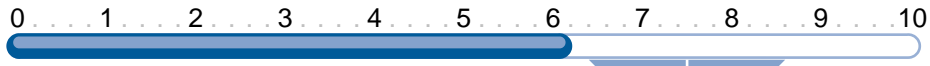
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0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10
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6.2

7.5*

23. RESILIENCY - The ability to quickly recover from adversity.
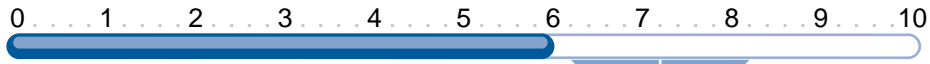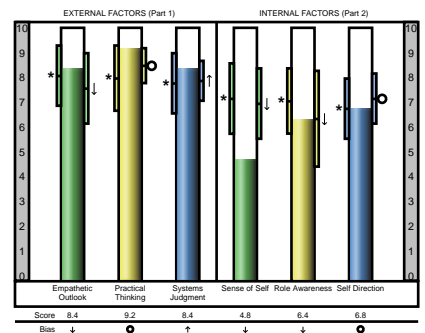
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0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10
```
6.0

7.2*

EXTERNAL FACTORS (Part 1)   INTERNAL FACTORS (Part 2)

	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	8.4	9.2	8.4	4.8	6.4	6.8
Bias	↓	⦿	↑	↓	↓	⦿

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

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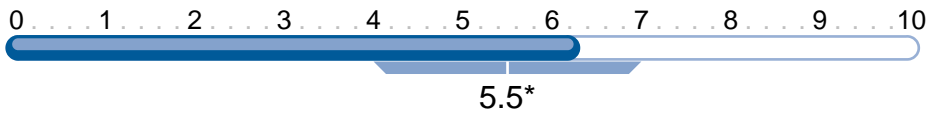
PERSONAL INTERESTS, ATTITUDES AND VALUES

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. They are listed below from the highest to the lowest.
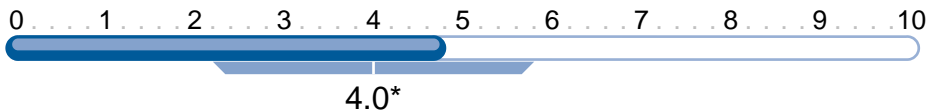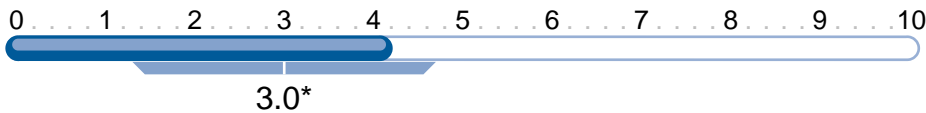
1. UTILITARIAN/ECONOMIC

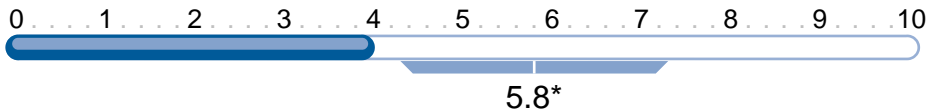0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

6.3*

7.8

2. THEORETICAL

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

5.5*

6.3

3. TRADITIONAL/REGULATORY

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

4.0*

4.8

4. AESTHETIC

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

3.0*

4.2

5. SOCIAL

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

5.8*

4.0
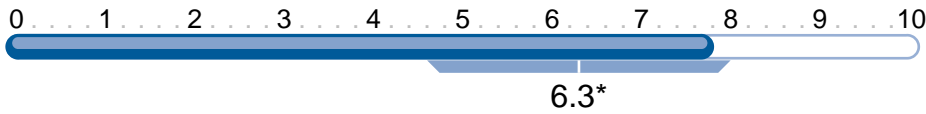
6. INDIVIDUALISTIC/POLITICAL

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5.3*

2.8
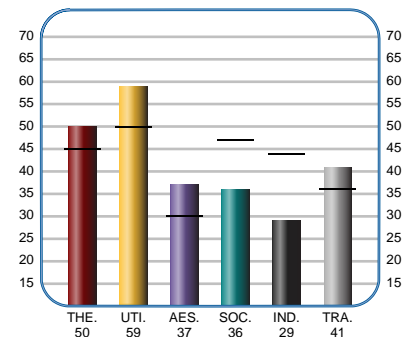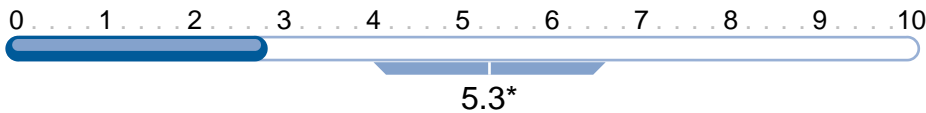
PIAV: 50-59-37-36-29-41 (THE.-UTI.-AES.-SOC.-IND.-TRA.)
* 68% of the population falls within the shaded area.

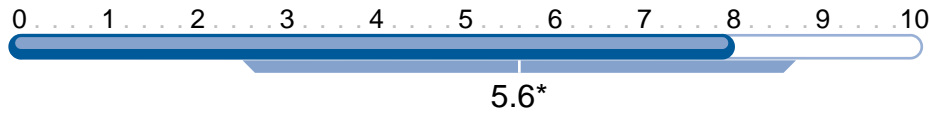|	THE. 50	UTI. 59	AES. 37	SOC. 36	IND. 29	TRA. 41

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BEHAVIORAL HIERARCHY
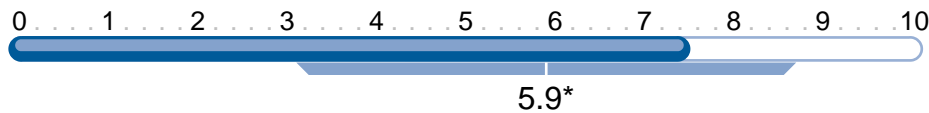
Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.
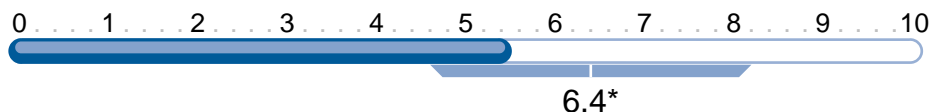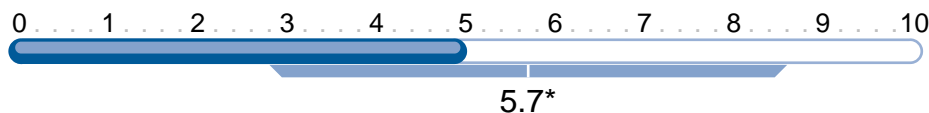
1. ORGANIZED WORKPLACE

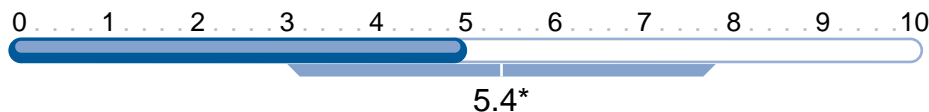0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **8.0**

5.6*

2. ANALYSIS OF DATA

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **7.5**

5.9*

3. CUSTOMER ORIENTED

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **5.5**

6.4*

4. FREQUENT INTERACTION WITH OTHERS

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **5.0**

5.7*

5. VERSATILITY

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **5.0**

5.4*

6. URGENCY

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **3.5**

5.2*

7. FREQUENT CHANGE

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **3.5**

5.4*
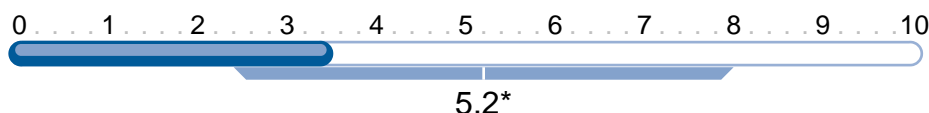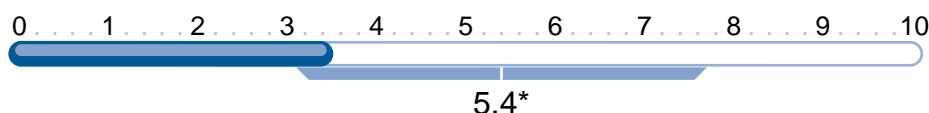
8. COMPETITIVENESS

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 10   **2.0**

5.7*

Adapted Style

D   I   S   C

23   14   40   100

Natural Style

D   I   S   C
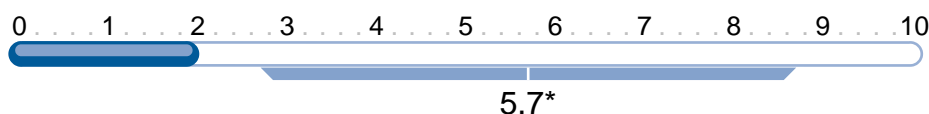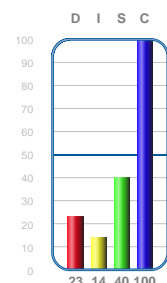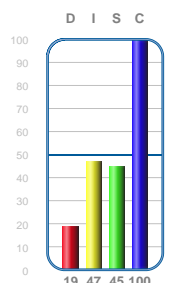
19   47   45   100

SIA: 23-14-40-100 (07)   SIN: 19-47-45-100 (07)
* 68% of the population falls within the shaded area.

FEEDBACK

Most people, when asked to describe their talents, have difficulty describing them. The purpose of this section is to provide insights into your top talents in three areas: Personal Skills, Values (motivators) and Behavioral Traits. Everyone has a unique set of strengths within these three areas that will be instrumental to success and self-fulfillment. No one is equally talented in everything. In fact, the quickest way to burn out is to try to be all things to all people.

PERSONAL SKILLS FEEDBACK

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The following are your 7 highest ranked personal skills:

1. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.
   - Demonstrates awareness of how actions will directly and indirectly impact others
   - Listens to others attentively
   - Demonstrates regard for and sensitivity to the feelings of others
   - Values and respects the diversity of others and their beliefs

2. FLEXIBILITY: The ability to readily modify, respond to and integrate change with minimal personal resistance.
   - Adapts effectively to changing plans and priorities
   - Demonstrates the capacity to handle multiple tasks at one time
   - Deals comfortably with ambiguity
   - Adjusts preset plans as necessary with minimal resistance

3. PLANNING AND ORGANIZATION: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.
   - Defines plans and organizes activities necessary to reach targeted goals
   - Organizes and utilizes resources in ways that maximize their effectiveness
   - Implements appropriate plans and adjusts them as necessary
   - Consistently demonstrates organization and detail orientation

4. CONCEPTUAL THINKING: The ability to analyze hypothetical situations or abstract concepts to compile insight.
   - Demonstrates ability to forecast long range outcomes and develop suitable business strategies
   - Identifies, evaluates and communicates potential impacts of hypothetical situations
   - Defines options to leverage opportunities in achieving business goals
   - Develops plans and strategies that lead to desired strategic outcomes

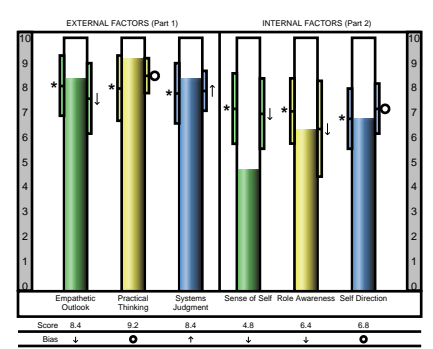|	EXTERNAL FACTORS (Part 1)			INTERNAL FACTORS (Part 2)		
	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	8.4	9.2	8.4	4.8	6.4	6.8
Bias	↓	o	↑	↓	↓	o

PERSONAL SKILLS FEEDBACK

5. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.
   - Maintains focus on goals
   - Identifies and acts on removing potential obstacles to successful goal attainment
   - Implements thorough and effective plans and applies appropriate resources to produce desired results
   - Follows through on all commitments to achieve results

6. PROBLEM SOLVING: The ability to identify key components of a problem to formulate a solution or solutions.
   - Analyzes all data relative to a problem
   - Divides complex issues into simpler components in order to achieve clarity
   - Selects the best options available to solve specific problems
   - Applies all relevant resources to implement suitable solutions

7. CUSTOMER FOCUS: A commitment to customer satisfaction.
   - Consistently places a high value on customers and all issues related to customers
   - Objectively listens to, understands and represents customer feedback
   - Anticipates customer needs and develops appropriate solutions
   - Meets all promises and commitments made to customers

EXTERNAL FACTORS (Part 1)   INTERNAL FACTORS (Part 2)

	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	8.4	9.2	8.4	4.8	6.4	6.8
Bias	↓	⊙	↑	↓	↓	⊙

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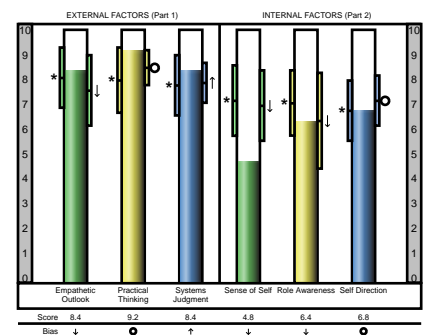
PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

1. UTILITARIAN/ECONOMIC
    - You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
    - The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This value includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average American business person. A person with a high score is likely to have a high need to surpass others in wealth.

2. THEORETICAL
    - You value knowledge, continuing education and intellectual growth.
    - The primary drive with this value is the discovery of TRUTH. In pursuit of this value, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.

3. TRADITIONAL/REGULATORY
    - You value traditions inherent in social structure, rules, regulations and principles.
    - The highest interest for this value may be called "unity," "order," or "tradition." Individuals with high scores in this value seek a system for living. This system can be found in such things as conservatism or any authority that has defined rules, regulations and principles for living.

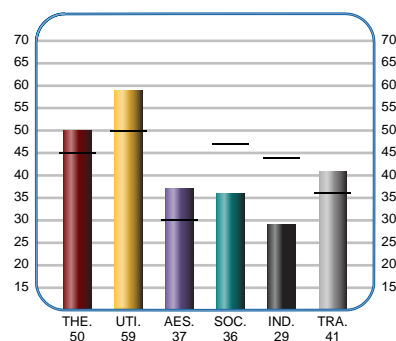|	THE. 50	UTI. 59	AES. 37	SOC. 36	IND. 29	TRA. 41

BEHAVIORAL FEEDBACK

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:

1. ORGANIZED WORKPLACE
   - Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.

2. ANALYSIS OF DATA
   - You are able to analyze and challenge a large number of details, data, and facts prior to making decisions. In addition, you are able to accurately maintain those records for repeated examination.

3. CUSTOMER ORIENTED
   - You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time listening and understanding others and are able to successfully work with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

Adapted Style	Natural Style
D I S C	D I S C
23 14 40 100	19 47 45 100

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BEHAVIORAL FEEDBACK
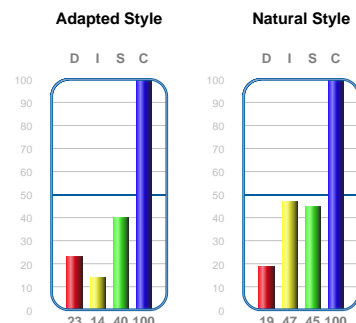
Suzy wants to know the company rules so she can follow them, and she may become upset when others continually break the rules. She wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. Once Suzy has started a project, she dislikes interruptions. She is able to focus on projects with a vision that often results in penetrating insights. Suzy tends to be precise about her use of time and can become frustrated when others interrupt her when in the middle of a task. She prefers that things be orderly and she will approach work in a systematic manner. Becoming acquainted with her can be difficult since she tends to withhold her emotions. She may appear to be cool and distant. She is a real stickler for quality and systems; to ensure quality.

Adapted Style	Natural Style
D I S C	D I S C
23 14 40 100	19 47 45 100

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DIMENSIONAL BALANCE
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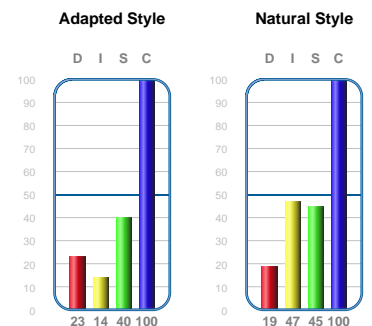
✳	Population mean
↑	Overvaluation
O	Neutral valuation
↓	Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)

	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	8.4	9.2	8.4	4.8	6.4	6.8
Bias	↓	O	↑	↓	↓	O

Rev: 0.95-0.64

CATEGORY BREAKDOWN
For consulting and coaching
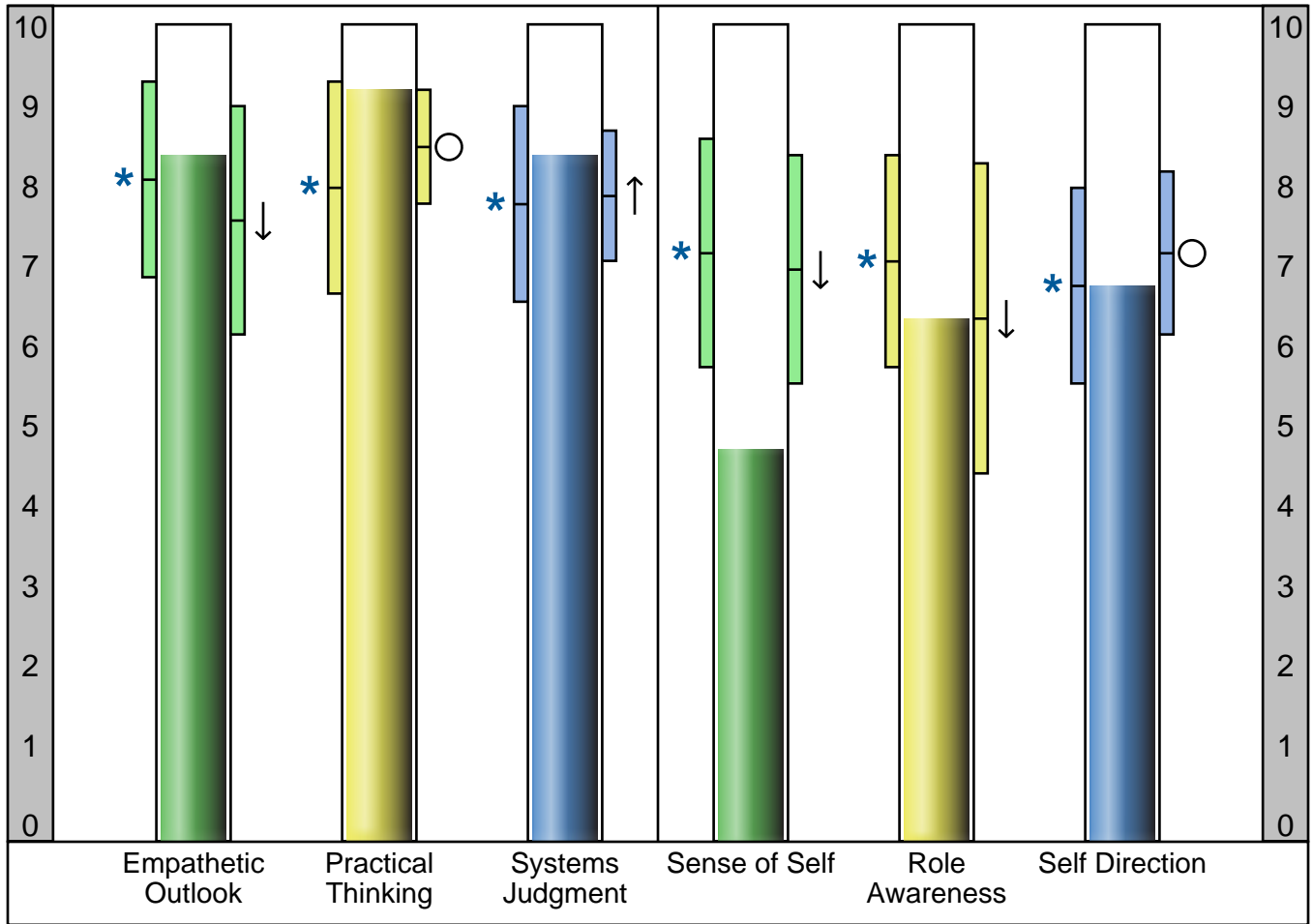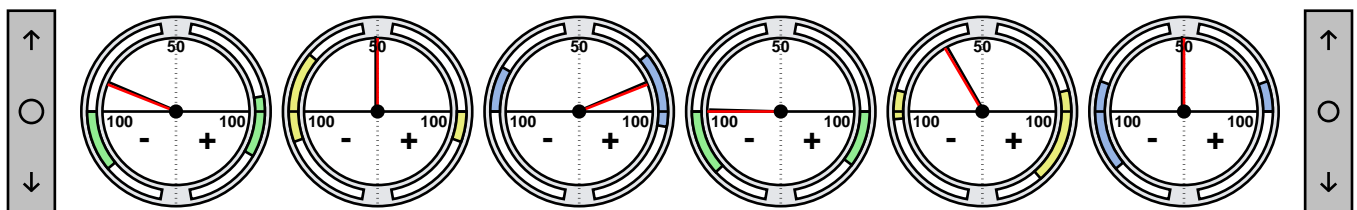
Accountability for Others

Conceptual Thinking

Conflict Management
- Correcting Others
- Problem Solving
- Sensitivity to Others

Continuous Learning
- Self Improvement
- Personal Drive

Customer Focus
- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

Decision Making
- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

Developing Others

Diplomacy and Tact
- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

Empathetic Outlook

Flexibility
- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

Goal Achievement
- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

Influencing Others
- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills
- Evaluating Others
- Personal Relationships
- Persuading Others

Leading Others

Personal Accountability

Objective Listening
- Evaluating What is Said

Planning and Organization
- Long Range Planning
- Concrete Organization
- Proactive Thinking

Problem Solving

Resiliency
- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management

Self-Starting Ability
- Initiative

Teamwork
- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others

CORE SKILLS LIST
For consulting and coaching

Score	Mean	Description
9.3	7.6	Using Common Sense
9.2	8.0	Practical Thinking
9.0	8.2	Realistic Goal Setting for Others
9.0	8.1	Understanding Motivational Needs
8.9	8.0	Following Directions
8.9	8.0	Respect for Policies
8.8	7.6	Concrete Organization
8.8	7.8	Monitoring Others
8.6	8.0	Material Possessions
8.5	7.7	Evaluating Others
8.5	7.9	Emotional Control
8.4	7.9	Correcting Others
8.4	7.6	Integrative Ability
8.4	8.1	Empathetic Outlook
8.4	7.8	Systems Judgment
8.3	8.0	Attention to Detail
8.3	7.7	Realistic Expectations
8.2	7.3	Conceptual Thinking
8.1	7.4	Project and Goal Focus
8.1	7.3	Results Orientation
8.1	7.5	Problem Solving
8.1	7.9	Proactive Thinking
8.1	8.2	Respect for Property
8.0	8.3	Theoretical Problem Solving
7.9	7.9	Attitude Toward Others
7.9	7.8	Freedom from Prejudices
7.9	7.9	Sensitivity to Others
7.9	7.7	Evaluating What is Said
7.9	8.1	Personal Relationships
7.8	7.6	Long Range Planning
7.8	7.6	Status and Recognition
7.7	7.8	Persuading Others
7.6	7.3	Surrendering Control
7.5	7.6	Realistic Personal Goal Setting
7.5	7.3	Project Scheduling
7.5	7.9	Conveying Role Value
7.4	7.4	Developing Others
7.3	7.5	Sense of Timing
7.3	7.7	Sense of Belonging
7.2	7.2	Personal Accountability
7.2	7.2	Taking Responsibility
7.0	7.5	Quality Orientation
7.0	7.4	Self Management
6.8	7.0	Balanced Decision Making
6.8	7.1	Personal Drive
6.8	6.9	Self Direction
6.7	7.9	Leading Others

Score	Mean	Description
6.7	6.9	Meeting Standards
6.6	7.0	Intuitive Decision Making
6.6	7.8	Relating to Others
6.6	6.9	Initiative
6.4	7.1	Role Awareness
6.3	7.4	Handling Rejection
6.2	7.5	Accountability for Others
6.2	7.1	Gaining Commitment
6.2	7.3	Sense of Mission
6.1	7.3	Consistency and Reliability
6.1	7.3	Job Ethic
5.9	7.1	Role Confidence
5.9	7.4	Enjoyment of the Job
5.8	7.1	Internal Self Control
5.8	8.1	Self Improvement
5.5	7.4	Self Confidence
5.2	7.2	Persistence
5.0	7.0	Handling Stress
4.8	7.3	Sense of Self
4.6	6.7	Self Assessment

CORE SKILLS LIST
For consulting and coaching

Score	Mean	Description
6.2	7.5	Accountability for Others
8.3	8.0	Attention to Detail
7.9	7.9	Attitude Toward Others
6.8	7.0	Balanced Decision Making
8.2	7.3	Conceptual Thinking
8.8	7.6	Concrete Organization
6.1	7.3	Consistency and Reliability
7.5	7.9	Conveying Role Value
8.4	7.9	Correcting Others
7.4	7.4	Developing Others
8.5	7.9	Emotional Control
8.4	8.1	Empathetic Outlook
5.9	7.4	Enjoyment of the Job
8.5	7.7	Evaluating Others
7.9	7.7	Evaluating What is Said
8.9	8.0	Following Directions
7.9	7.8	Freedom from Prejudices
6.2	7.1	Gaining Commitment
6.3	7.4	Handling Rejection
5.0	7.0	Handling Stress
6.6	6.9	Initiative
8.4	7.6	Integrative Ability
5.8	7.1	Internal Self Control
6.6	7.0	Intuitive Decision Making
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7.8	7.6	Long Range Planning
8.6	8.0	Material Possessions
6.7	6.9	Meeting Standards
8.8	7.8	Monitoring Others
5.2	7.2	Persistence
7.2	7.2	Personal Accountability
6.8	7.1	Personal Drive
7.9	8.1	Personal Relationships
7.7	7.8	Persuading Others
9.2	8.0	Practical Thinking
8.1	7.9	Proactive Thinking
8.1	7.5	Problem Solving
8.1	7.4	Project and Goal Focus
7.5	7.3	Project Scheduling
7.0	7.5	Quality Orientation
8.3	7.7	Realistic Expectations
9.0	8.2	Realistic Goal Setting for Others
7.5	7.6	Realistic Personal Goal Setting
6.6	7.8	Relating to Others
8.9	8.0	Respect for Policies
8.1	8.2	Respect for Property

Score	Mean	Description
8.1	7.3	Results Orientation
6.4	7.1	Role Awareness
5.9	7.1	Role Confidence
4.6	6.7	Self Assessment
5.5	7.4	Self Confidence
6.8	6.9	Self Direction
5.8	8.1	Self Improvement
7.0	7.4	Self Management
7.3	7.7	Sense of Belonging
6.2	7.3	Sense of Mission
4.8	7.3	Sense of Self
7.3	7.5	Sense of Timing
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7.8	7.6	Status and Recognition
7.6	7.3	Surrendering Control
8.4	7.8	Systems Judgment
7.2	7.2	Taking Responsibility
8.0	8.3	Theoretical Problem Solving
9.0	8.1	Understanding Motivational Needs
9.3	7.6	Using Common Sense