



# TTI Personal Talent Skills Inventory<sup>®</sup>

General Employment Version



**Suzy Sample  
Professional**  
6-4-2010



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Maximizing Individual and Corporate Potential



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

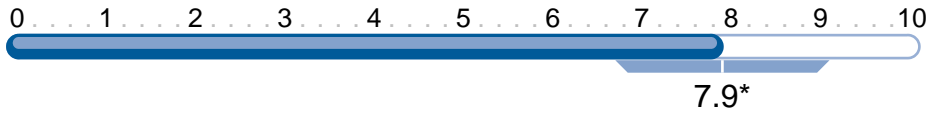
This report analyzes talents; that is, a person's ability to do things. Is the report 100% true? Yes, no and maybe. As you review your report, please determine which items are job related. This will give you insight as to where to begin development.





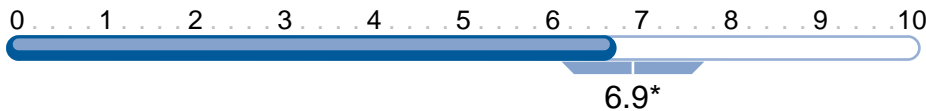


**ATTITUDE TOWARD OTHERS:** The general capacity one has for relating with other people.



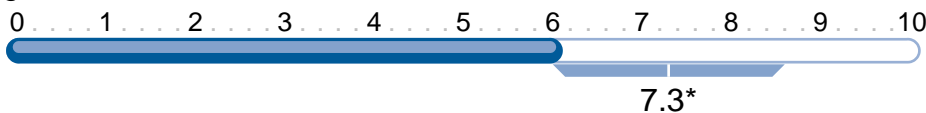
7.9

**MEETING STANDARDS:** The ability to perform work according to precise specifications.



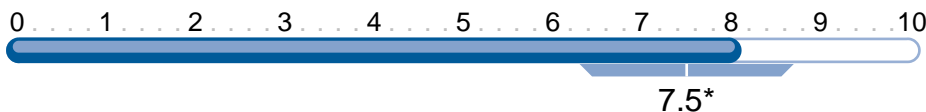
6.9

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



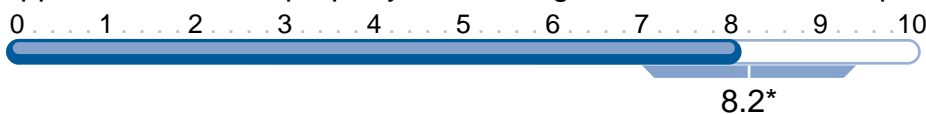
6.1

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



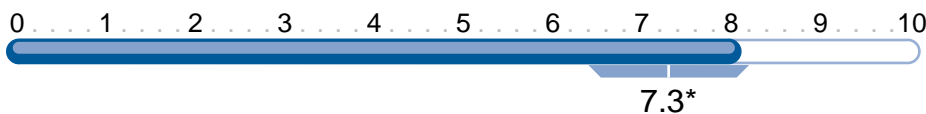
8.1

**RESPECT FOR PROPERTY:** A measure of the level of respect and appreciation for the property that belongs to others or the company.

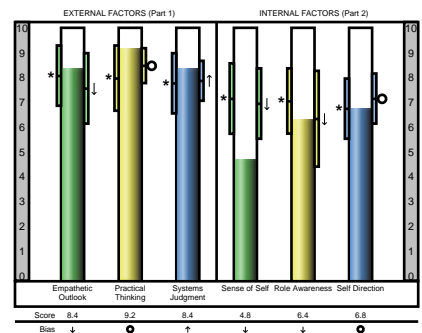


8.1

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



8.1



Rev: 0.95-0.64

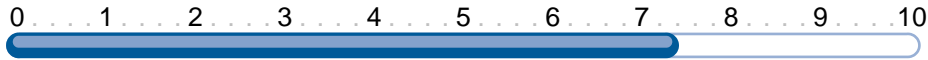
\* 68% of the population falls within the shaded area.



# 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



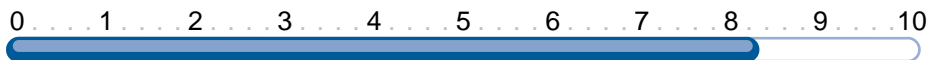
7.4

## INTERPERSONAL SKILLS



7.9

## MAKING DECISIONS



8.3

## SELF MANAGEMENT

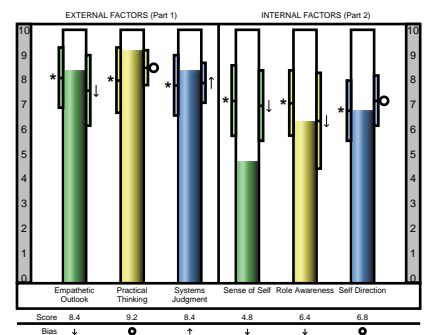


5.8

## WORK ETHIC



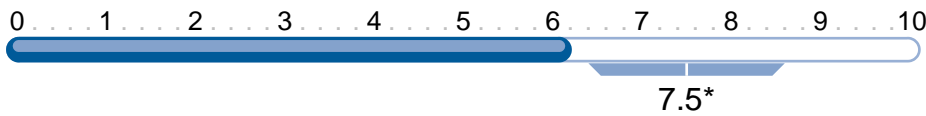
7.3





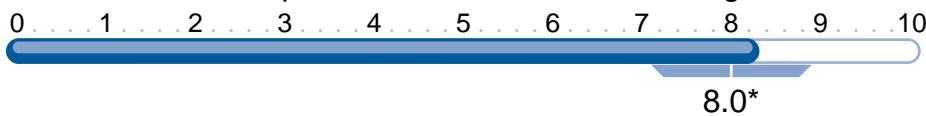
The ability to simply "get results" is essential to success. Scores in these capacities reveal Suzy's ability to remain focused until the completion of a project or goal.

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



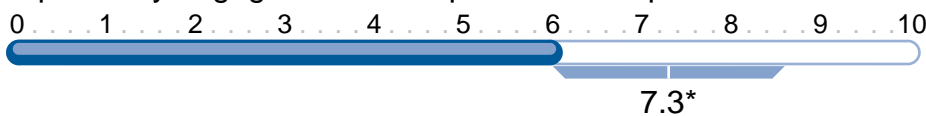
6.2

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



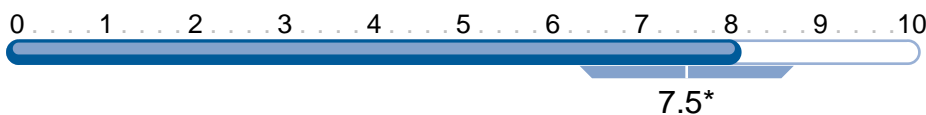
8.3

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



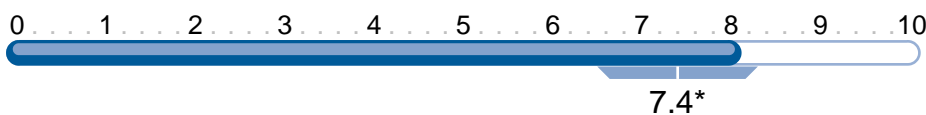
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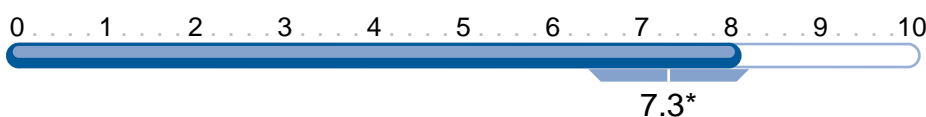
8.1

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

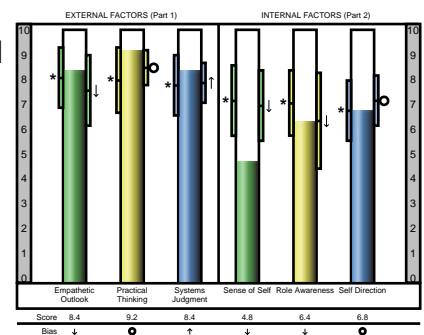


8.1

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



8.1

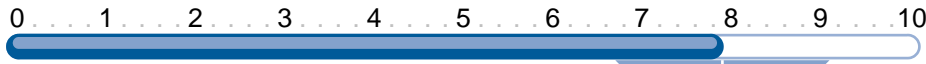


\* 68% of the population falls within the shaded area.



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

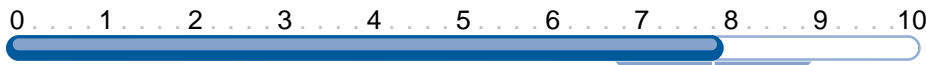
**ATTITUDE TOWARD OTHERS:** The general capacity one has for relating with other people.



7.9

7.9\*

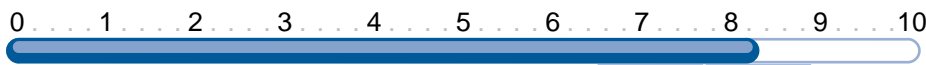
**FREEDOM FROM PREJUDICES:** The ability to maintain objectivity when relating to other people.



7.9

7.8\*

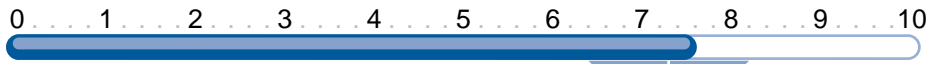
**REALISTIC EXPECTATIONS:** The ability to set realistic timeframes and well-defined standards of quality performance and production for others to follow.



8.3

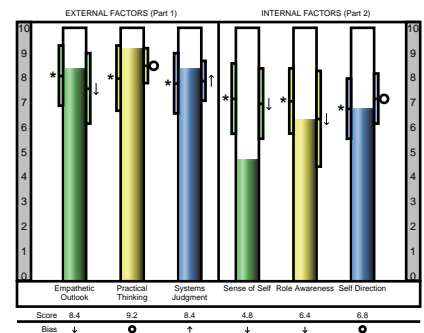
7.7\*

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



7.6

7.3\*

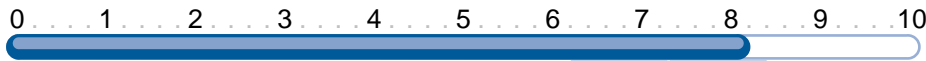


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The ability to make appropriate decisions is important in most jobs. These scores show Suzy's abilities as they relate to effective decision-making.

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



7.3\*

8.2

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



7.6\*

8.8

**FOLLOWING DIRECTIONS:** The capacity to hear, understand and follow instructions.



8.0\*

8.9

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



7.0\*

6.6

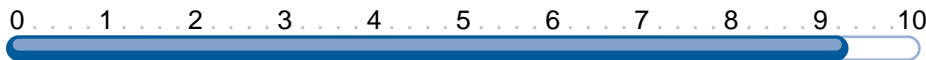
**THEORETICAL PROBLEM SOLVING:** The ability to solve problems in a virtual, abstract or hypothetical sense.



8.3\*

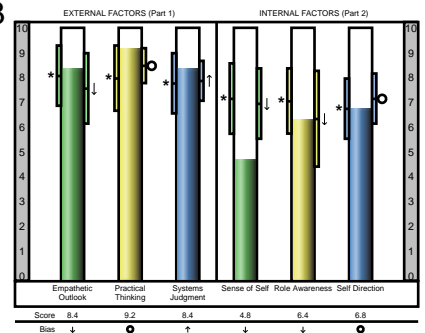
8.0

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



7.6\*

9.3



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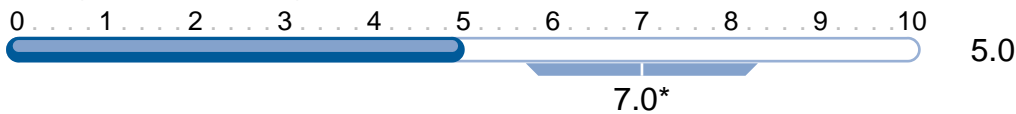


# SELF MANAGEMENT

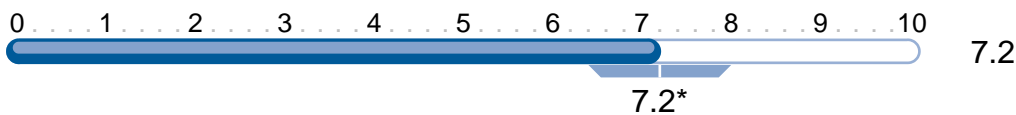
Suzy Sample

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

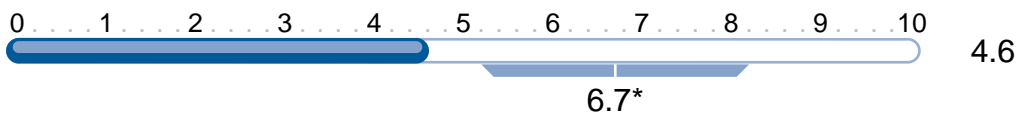
**HANDLING STRESS:** The ability to maintain composure and internal strength when coping with external and internal pressures.



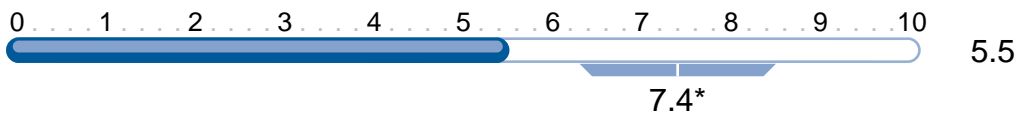
**PERSONAL ACCOUNTABILITY:** The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.



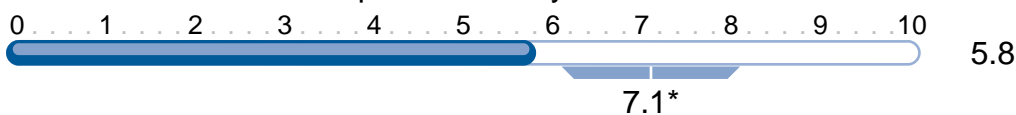
**SELF ASSESSMENT:** The capacity to objectively understand and evaluate one's self.



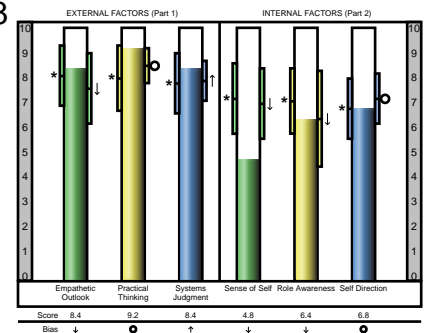
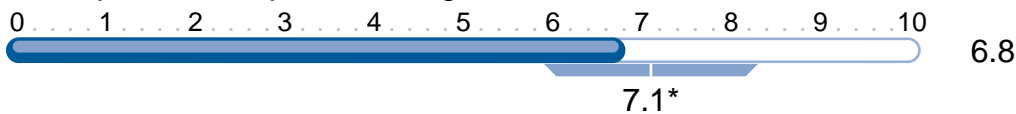
**SELF CONFIDENCE:** A measure of a person's assured self-reliance in his or her abilities.



**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.

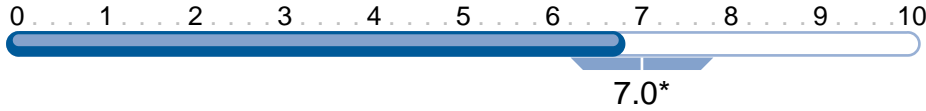


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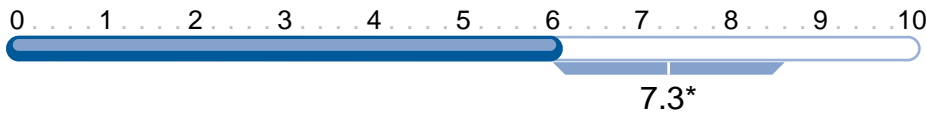
These scores reveal how hard Suzy likes to work. It is also a measure of just how respectful Suzy is of company property and policies.

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



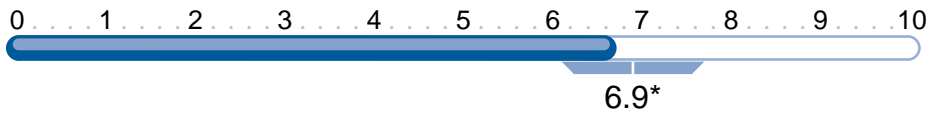
6.8

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



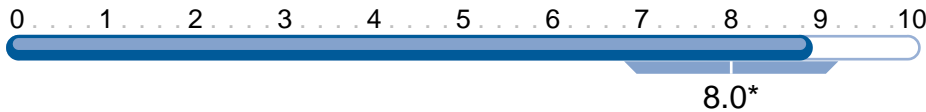
6.1

**MEETING STANDARDS:** The ability to perform work according to precise specifications.



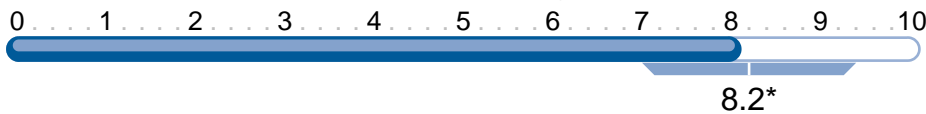
6.7

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

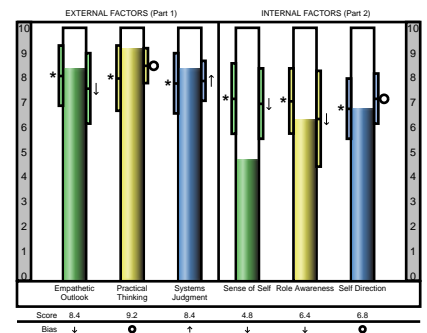


8.9

**RESPECT FOR PROPERTY:** A measure of the level of respect and appreciation for the property that belongs to others or the company.



8.1



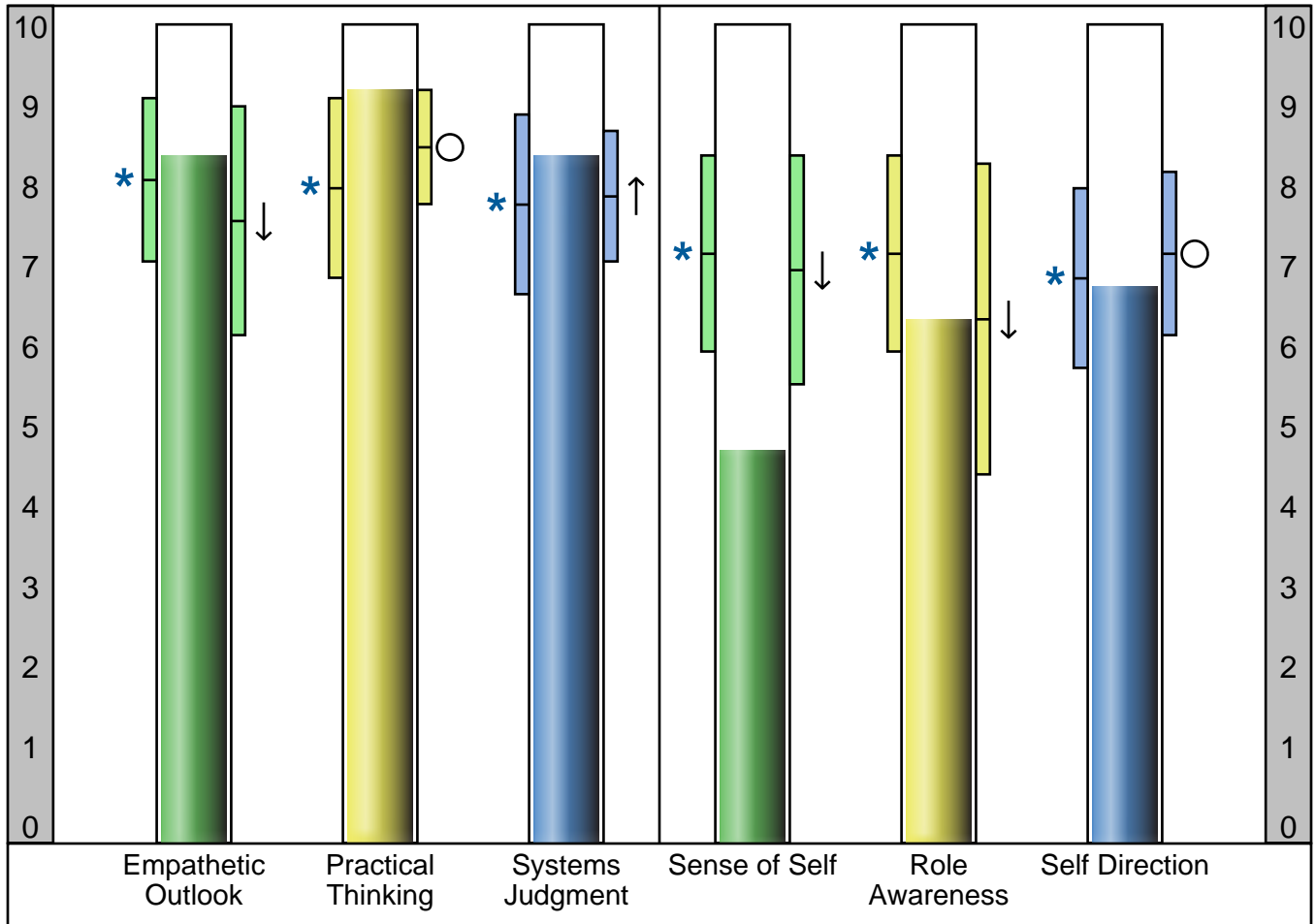
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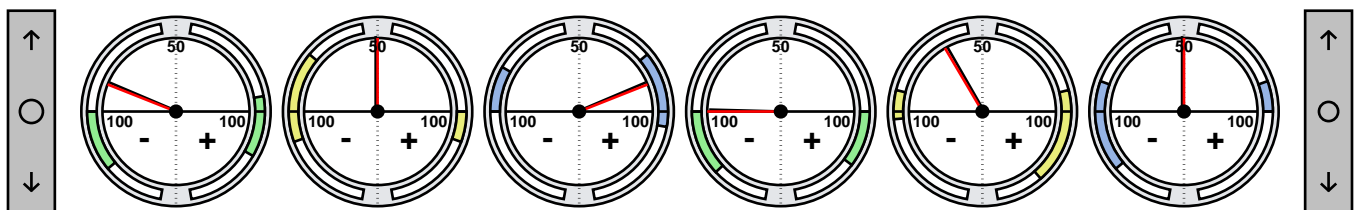
\* Population mean  
↑ Overvaluation  
○ Neutral valuation  
↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.4 9.2 8.4 4.8 6.4 6.8  
Bias ↓ ○ ↑ ↓ ↓ ○



Rev: 0.95-0.64



Score	Mean	Description	Score	Mean	Description
9.3	7.6	Using Common Sense	6.7	6.9	Meeting Standards
9.2	8.0	Practical Thinking	6.6	7.0	Intuitive Decision Making
9.0	8.2	Realistic Goal Setting for Others	6.6	7.8	Relating to Others
9.0	8.1	Understanding Motivational Needs	6.6	6.9	Initiative
8.9	8.0	Following Directions	6.4	7.1	Role Awareness
8.9	8.0	Respect for Policies	6.3	7.4	Handling Rejection
8.8	7.6	Concrete Organization	6.2	7.5	Accountability for Others
8.8	7.8	Monitoring Others	6.2	7.1	Gaining Commitment
8.6	8.0	Material Possessions	6.2	7.3	Sense of Mission
8.5	7.7	Evaluating Others	6.1	7.3	Consistency and Reliability
8.5	7.9	Emotional Control	6.1	7.3	Job Ethic
8.4	7.9	Correcting Others	5.9	7.1	Role Confidence
8.4	7.6	Integrative Ability	5.9	7.4	Enjoyment of the Job
8.4	8.1	Empathetic Outlook	5.8	7.1	Internal Self Control
8.4	7.8	Systems Judgment	5.8	8.1	Self Improvement
8.3	8.0	Attention to Detail	5.5	7.4	Self Confidence
8.3	7.7	Realistic Expectations	5.2	7.2	Persistence
8.2	7.3	Conceptual Thinking	5.0	7.0	Handling Stress
8.1	7.4	Project and Goal Focus	4.8	7.3	Sense of Self
8.1	7.3	Results Orientation	4.6	6.7	Self Assessment
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	Score	Mean	Description
6.2	7.5	Accountability for Others	8.1	7.3	Results Orientation
8.3	8.0	Attention to Detail	6.4	7.1	Role Awareness
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6.3	7.4	Handling Rejection	9.0	8.1	Understanding Motivational Needs
5.0	7.0	Handling Stress	9.3	7.6	Using Common Sense
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