



TTI Personal Talent Skills Inventory™

Leadership/Management version

John Doe

1-18-2006



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:

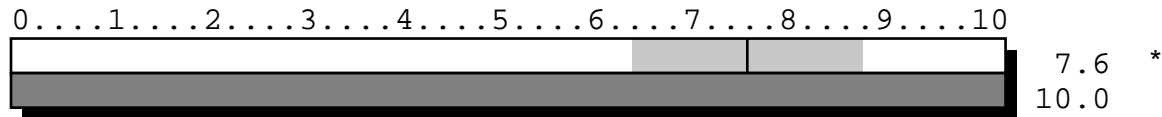
- * Intrinsic - People
- * Extrinsic - Tasks or things
- * Systemic - Systems

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.

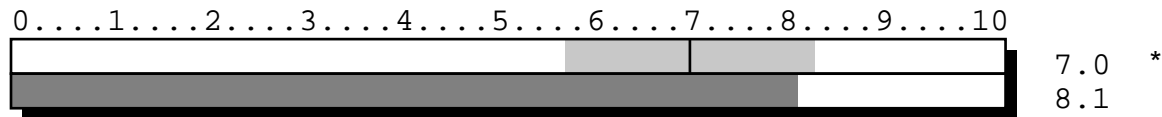


CRITICAL LEADERSHIP/MANAGEMENT SKILLS

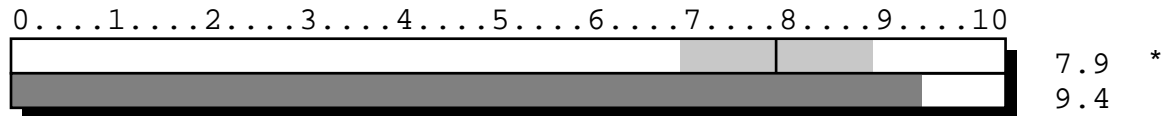
CONCRETE ORGANIZATION: The capacity to understand essential factors of a situation and bring together all necessary resources.



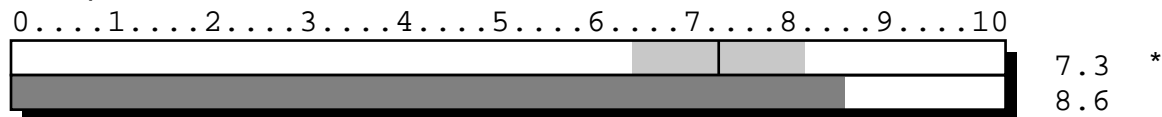
HANDLING STRESS: The ability to maintain composure and internal strength when coping with external and internal pressures.



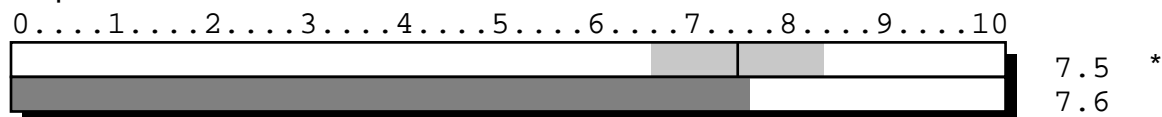
LEADING OTHERS: The capacity to organize others in such a way that inspires trust and motivates people toward a common goal.



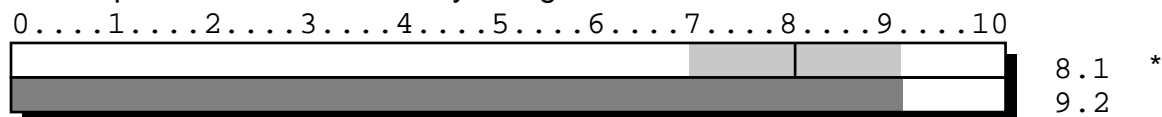
PROJECT SCHEDULING: The capacity to determine how long it will take to complete a project and to then efficiently break it down further into specific work time frames.



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



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



Rev: 0.98-0.88

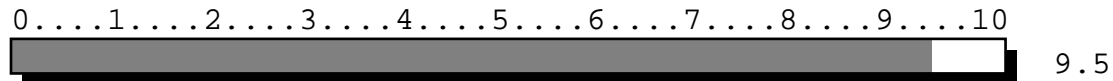
* 68% of the population falls within the shaded area.



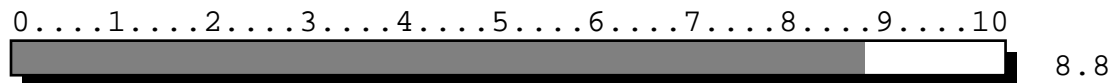
LEADERSHIP/MANAGEMENT SUMMARY

This summary is of the information presented in the remaining pages of the report. We've placed it here, ahead of the supporting information, to give you an overall picture and provide a quick glance at the individual strengths and weaknesses of the respondent.

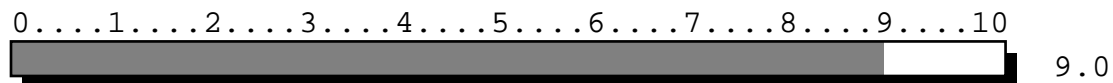
HUMAN RESOURCE MANAGEMENT



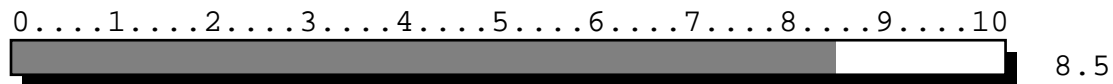
PERFORMANCE MANAGEMENT



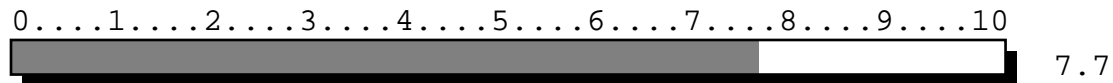
PLANNING AND ORGANIZING



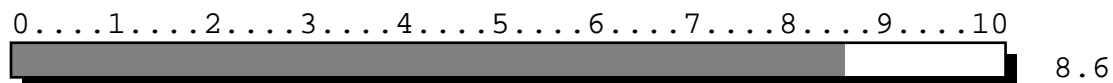
PRODUCTION MANAGEMENT



SELF MANAGEMENT



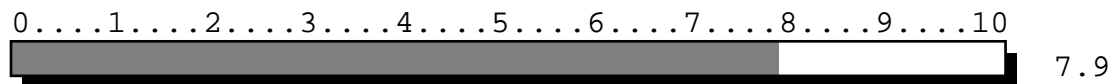
LEADERSHIP BY EXAMPLE



GUIDING VISION



INSPIRING EXCELLENCE

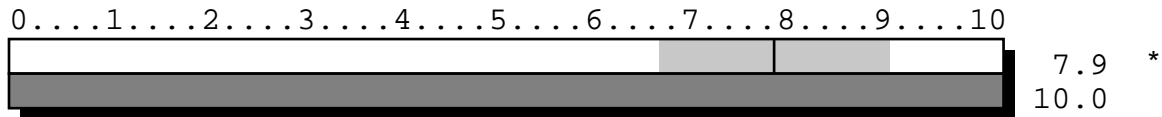




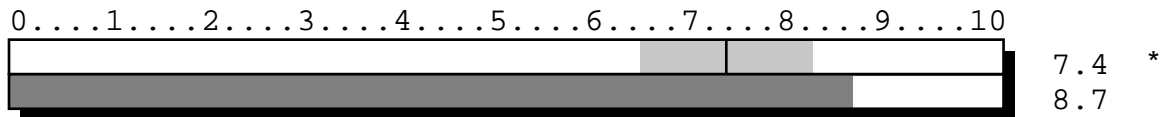
HUMAN RESOURCE MANAGEMENT

"Is John an effective manager of others?" This measures John's ability to find, develop and retain the people that are vital to both his organization and his personal success.

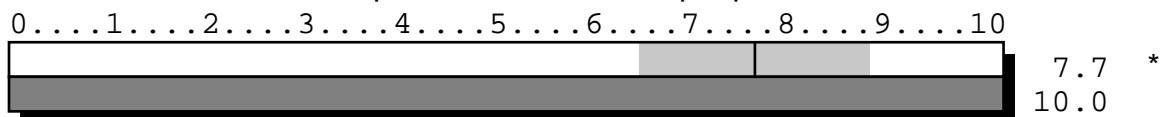
CORRECTING OTHERS: The ability to objectively address the errors, omissions and/or poor results of other people.



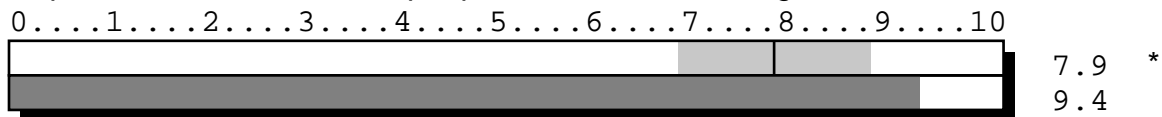
DEVELOPING OTHERS: The desire to help others expand their talents and potential.



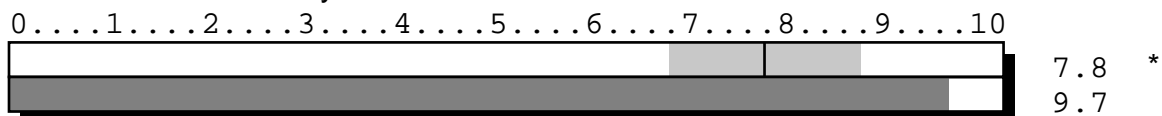
EVALUATING OTHERS: The capacity to objectively assess or measure the abilities and performance of other people.



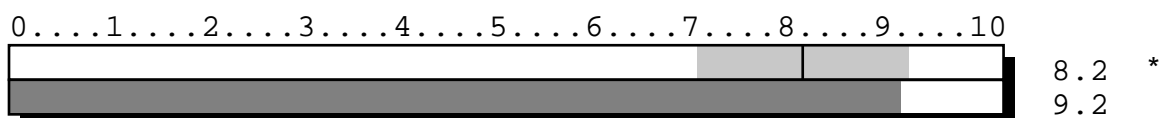
LEADING OTHERS: The capacity to organize others in such a way that inspires trust and motivates people toward a common goal.



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



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



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



PERFORMANCE MANAGEMENT

"Can John keep others focused?" Closely tied to Human Resource Management, this category expands that examination of John's abilities to include his aptitude for motivating others to success. This involves his ability to be aware of others, convey a role's value, gain commitment and understand the motivational needs of others.

CONVEYING ROLE VALUE: The capacity to communicate and promote the value and importance of one's role.

0 1 2 3 4 5 6 7 8 9 10



GAINING COMMITMENT: The ability to get support and "buy-in" from others for a specific goal or set of goals.

0 1 2 3 4 5 6 7 8 9 10



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

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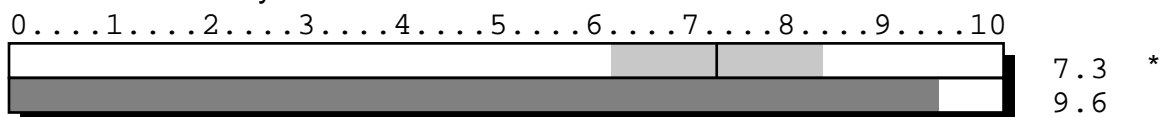
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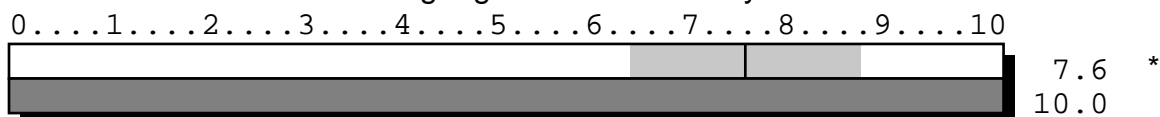
PLANNING AND ORGANIZING

"Is John an effective planner and organizer?" This category measures John's conceptual abilities and how he applies them to organizing and setting direction. These include long-range planning ability, concrete organizing, proactive thinking and being able to see the big picture.

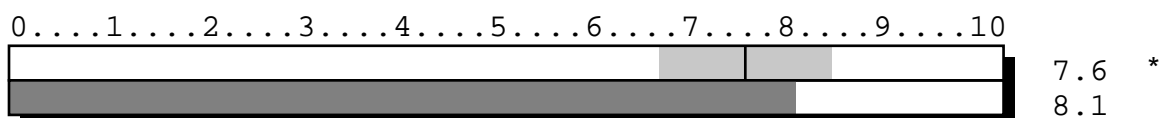
CONCEPTUAL THINKING: The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



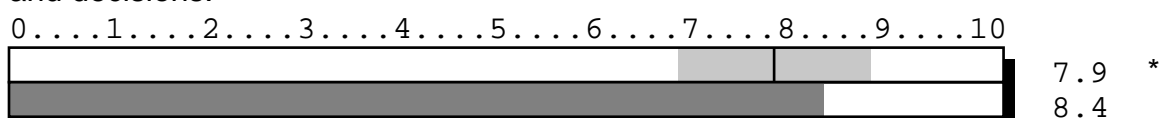
CONCRETE ORGANIZATION: The capacity to understand essential factors of a situation and bring together all necessary resources.



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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PRODUCTION MANAGEMENT

"How well does John handle the dual responsibilities of managing human and physical resources?" Effectively managing both people and production requires a unique blend of abilities including project scheduling, problem/situation analysis, problem solving ability, results orientation, quality orientation and problem management.

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

0 1 2 3 4 5 6 7 8 9 10



7.5 *
8.5

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.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
8.6

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

0 1 2 3 4 5 6 7 8 9 10



7.5 *
7.6

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

0 1 2 3 4 5 6 7 8 9 10



7.3 *
9.4

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SELF MANAGEMENT

"Is John an effective manager of John?" This category takes a look at how John manages himself and the capacities he possesses to allow him to develop himself.

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

0 1 2 3 4 5 6 7 8 9 10



7.0 *
8.1

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

0 1 2 3 4 5 6 7 8 9 10



7.2 *
8.1

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

0 1 2 3 4 5 6 7 8 9 10



6.7 *
7.5

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

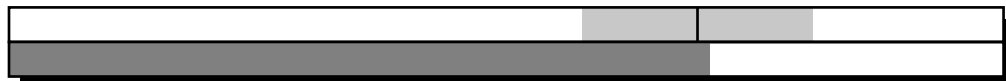
0 1 2 3 4 5 6 7 8 9 10



7.4 *
8.0

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

0 1 2 3 4 5 6 7 8 9 10



7.1 *
7.2

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LEADERSHIP BY EXAMPLE

Leaders set the tone. Today's workforce is complex, dynamic and more challenging than ever. Higher turnover and greater diversity can create an impressionable, less stable culture--one more sensitive to influence either positive or negative. One of the many roles of a leader is to set the tone for a culture, and the need to have sound judgment, clear focus and clarity of thought is more important than ever for today's leaders.

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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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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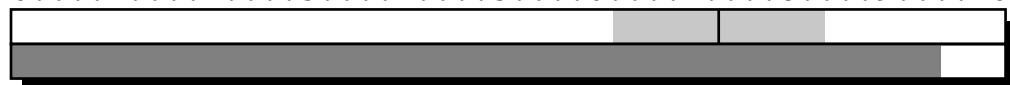


GUIDING VISION

Leaders set the course. Michelangelo often said that he did not create his statues, rather he simply helped reveal what was already in the stone, only hidden from view. He had the vision to see what others couldn't. Likewise, leaders must possess similar ability to see the unseen, to identify what has not yet revealed itself, and to use this vision to plan accordingly for overall direction and the strategic use of personnel, resources and finances.

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

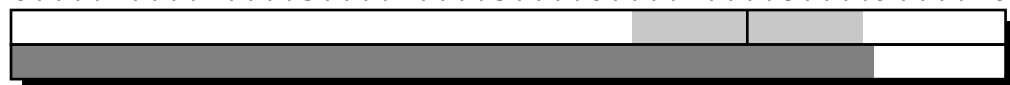
0 1 2 3 4 5 6 7 8 9 10



7.3 *
9.6

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

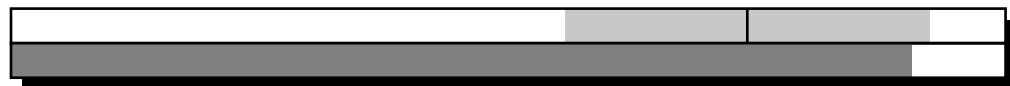
0 1 2 3 4 5 6 7 8 9 10



7.6 *
8.9

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

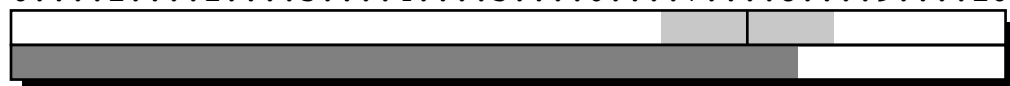
0 1 2 3 4 5 6 7 8 9 10



7.6 *
9.3

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.

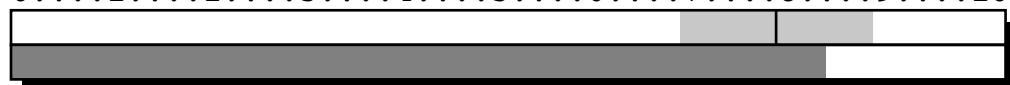
0 1 2 3 4 5 6 7 8 9 10



7.6 *
8.1

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

0 1 2 3 4 5 6 7 8 9 10



7.9 *
8.4

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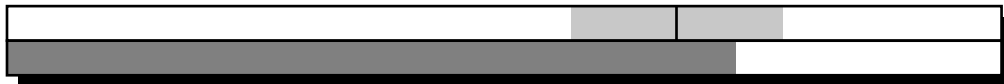


INSPIRING EXCELLENCE

Leaders set the example. Leaders get things done through others. Their task is not to do, but to get others to do. To do this requires an understanding of those being led, being able to communicate effectively with them, and the ability to inspire others through one's own example. The synonym for lead is "show the way."

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

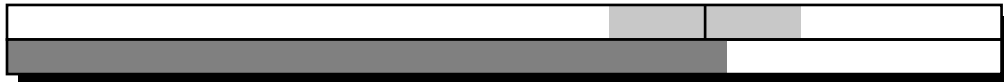
0 1 2 3 4 5 6 7 8 9 10



6.9 *
7.5

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

0 1 2 3 4 5 6 7 8 9 10



7.2 *
7.4

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.

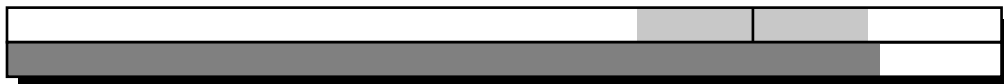
0 1 2 3 4 5 6 7 8 9 10



7.8 *
8.2

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

0 1 2 3 4 5 6 7 8 9 10



7.7 *
9.0

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

0 1 2 3 4 5 6 7 8 9 10



6.9 *
7.5

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INSPIRING EXCELLENCE

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

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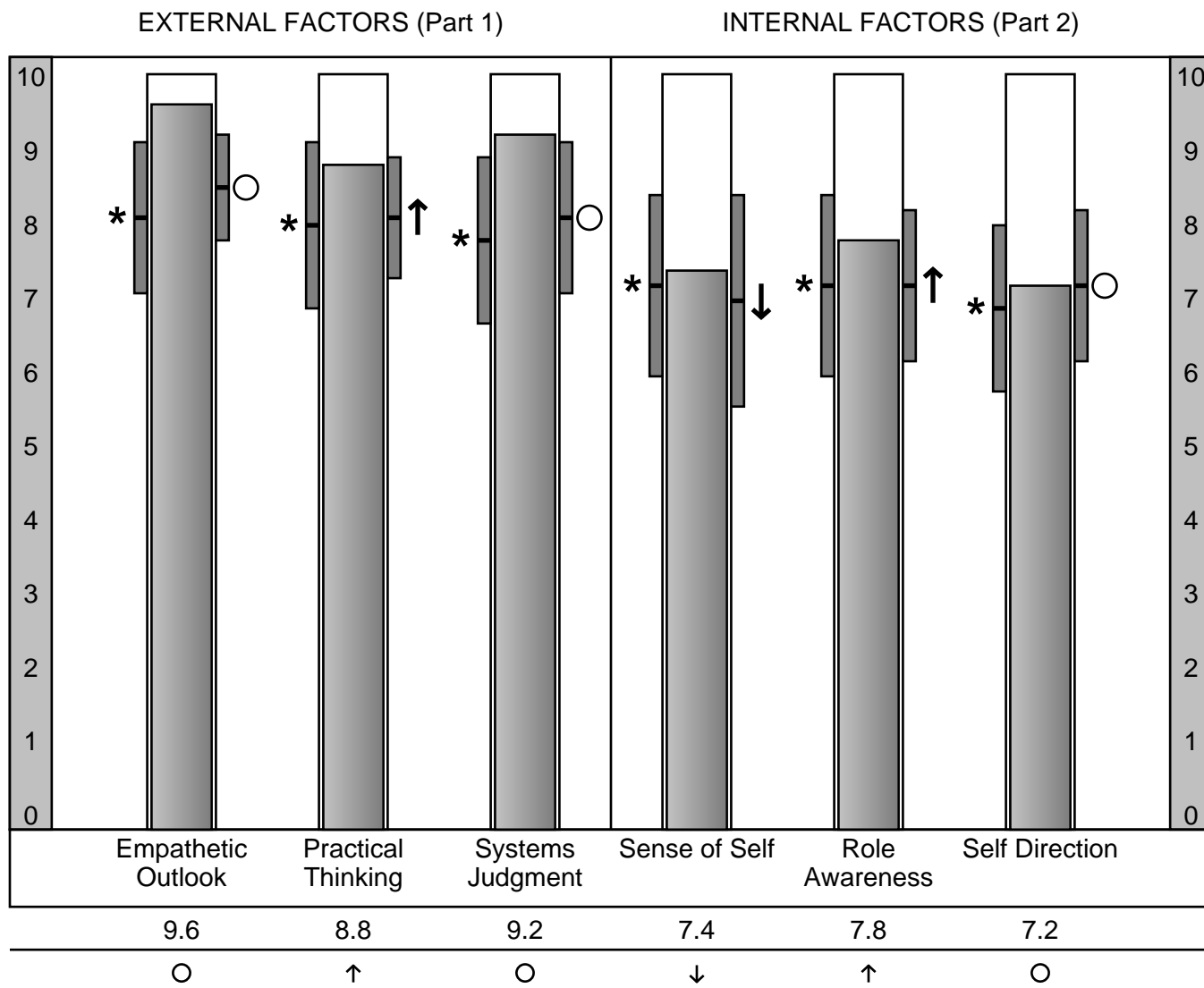


7.3 *
8.2

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DIMENSIONAL BALANCE

For consulting and coaching



* Population
 ↑ Overvaluation
 ○ Balanced
 ↓ Undervaluation



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
10.0	7.6	Concrete Organization	8.2	7.1	Gaining Commitment
10.0	7.7	Evaluating Others	8.2	7.8	Persuading Others
10.0	7.9	Correcting Others	8.1	7.2	Personal Accountability
10.0	8.1	Personal Relationships	8.1	7.0	Balanced Decision Making
9.7	7.8	Monitoring Others	8.1	7.0	Handling Stress
9.6	7.3	Conceptual Thinking	8.1	7.6	Long Range Planning
9.6	7.9	Attitude Toward Others	8.1	6.9	Meeting Standards
9.6	7.8	Freedom From Prejudices	8.1	7.2	Taking Responsibility
9.6	7.9	Sensitivity To Others	8.0	7.3	Consistency And Reliability
9.6	8.1	Empathetic Outlook	8.0	7.4	Self Confidence
9.4	7.3	Results Orientation	8.0	7.3	Job Ethic
9.4	7.9	Leading Others	7.9	7.6	Realistic Personal Goal Setting
9.4	7.7	Evaluating What Is Said	7.9	7.3	Sense Of Mission
9.4	7.7	Accurate Listening	7.9	7.4	Self Management
9.3	7.6	Integrative Ability	7.8	7.1	Role Awareness
9.2	8.0	Following Directions	7.6	7.5	Quality Orientation
9.2	8.3	Theoretical Problem Solving	7.6	7.1	Internal Self Control
9.2	8.0	Attention To Detail	7.5	6.7	Self Assessment
9.2	7.5	Accountability For Others	7.5	6.9	Initiative
9.2	8.2	Realistic Goal Setting For Others	7.4	7.3	Sense of Self
9.2	7.9	Conveying Role Value	7.4	7.2	Persistence
9.2	8.1	Understanding Motivational Needs	7.3	7.4	Handling Rejection
9.2	8.0	Respect For Policies	7.2	7.1	Personal Drive
9.2	8.2	Respect For Property	7.2	6.9	Self Direction
9.2	7.8	Systems Judgment	6.5	7.1	Role Confidence
9.2	8.0	Material Possessions			
9.1	7.9	Emotional Control			
9.0	7.7	Realistic Expectations			
8.9	7.6	Using Common Sense			
8.8	7.5	Sense Of Timing			
8.8	8.0	Practical Thinking			
8.7	7.0	Intuitive Decision Making			
8.7	7.4	Developing Others			
8.6	7.3	Project Scheduling			
8.5	7.5	Problem Solving			
8.5	7.8	Relating To Others			
8.4	7.4	Project And Goal Focus			
8.4	7.4	Goal Directedness			
8.4	7.9	Proactive Thinking			
8.4	8.1	Self Improvement			
8.3	7.6	Status And Recognition			
8.3	7.7	Sense Of Belonging			
8.3	7.4	Enjoyment Of The Job			
8.2	7.3	Surrendering Control			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.2	7.5	Accountability For Others	9.2	8.2	Realistic Goal Setting For Others
9.4	7.7	Accurate Listening	7.9	7.6	Realistic Personal Goal Setting
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9.6	7.9	Attitude Toward Others	9.2	8.0	Respect For Policies
8.1	7.0	Balanced Decision Making	9.2	8.2	Respect For Property
9.6	7.3	Conceptual Thinking	9.4	7.3	Results Orientation
10.0	7.6	Concrete Organization	7.8	7.1	Role Awareness
8.0	7.3	Consistency And Reliability	6.5	7.1	Role Confidence
9.2	7.9	Conveying Role Value	7.5	6.7	Self Assessment
10.0	7.9	Correcting Others	8.0	7.4	Self Confidence
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8.2	7.1	Gaining Commitment	8.3	7.6	Status And Recognition
8.4	7.4	Goal Directedness	8.2	7.3	Surrendering Control
7.3	7.4	Handling Rejection	9.2	7.8	Systems Judgment
8.1	7.0	Handling Stress	8.1	7.2	Taking Responsibility
7.5	6.9	Initiative	9.2	8.3	Theoretical Problem Solving
9.3	7.6	Integrative Ability	9.2	8.1	Understanding Motivational Needs
7.6	7.1	Internal Self Control	8.9	7.6	Using Common Sense
8.7	7.0	Intuitive Decision Making			
8.0	7.3	Job Ethic			
9.4	7.9	Leading Others			
8.1	7.6	Long Range Planning			
9.2	8.0	Material Possessions			
8.1	6.9	Meeting Standards			
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8.1	7.2	Personal Accountability			
7.2	7.1	Personal Drive			
10.0	8.1	Personal Relationships			
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