



TTI Personal Talent Skills Inventory™

Sales Management version

Jane Doe

2-1-2006



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 SALES MANAGEMENT SKILLS

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

0 1 2 3 4 5 6 7 8 9 10



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



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

0 1 2 3 4 5 6 7 8 9 10



PROJECT AND GOAL FOCUS: How well does Jane tend to stay on target regardless of circumstances, or does she easily become distracted, losing focus on the task at hand?

0 1 2 3 4 5 6 7 8 9 10



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



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.

0 1 2 3 4 5 6 7 8 9 10



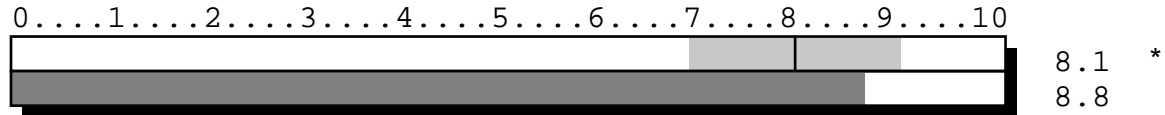
Rev: 0.96-0.88

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



CRITICAL SALES MANAGEMENT SKILLS

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



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



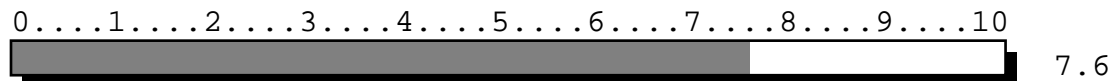
THE SALES MANAGEMENT SKILLS SUMMARY

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.

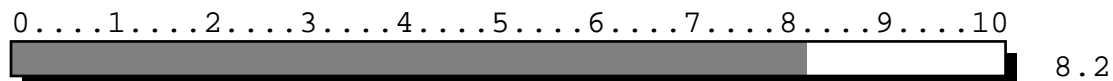
CONFLICT AND PROBLEM RESOLUTION



GETTING RESULTS



LEADERSHIP FOCUS



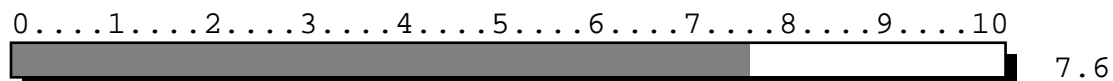
OPPORTUNITY ANALYSIS



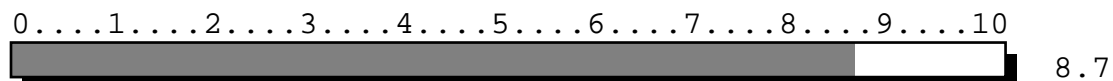
PLANNING ORIENTATION



SELF AND PROJECT MANAGEMENT



STAFFING FOCUS





CONFLICT AND PROBLEM RESOLUTION

"Will Jane diffuse a conflict, or will she fuel it?" This measures Jane's ability to resolve a problem or conflict which involves people or customers.

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

0 1 2 3 4 5 6 7 8 9 10



7.9 *
8.8

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 *
8.4

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

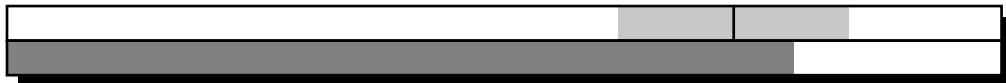
0 1 2 3 4 5 6 7 8 9 10



7.0 *
8.6

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 *
8.1

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

0 1 2 3 4 5 6 7 8 9 10



7.6 *
8.8

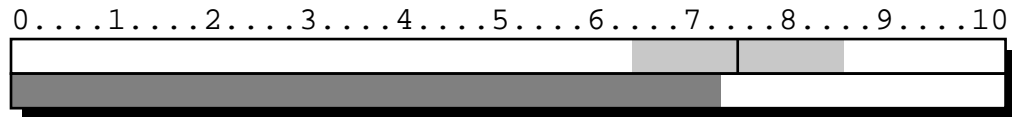
* 68% of the population falls within the shaded area.



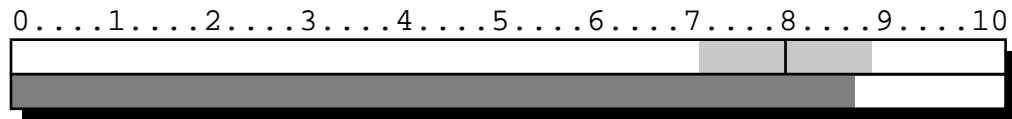
GETTING RESULTS

"What skills does Jane possess that will help her to get results?" This provides information about Jane's raw ability to get results, to apply herself to a goal and accomplish it using a variety of abilities.

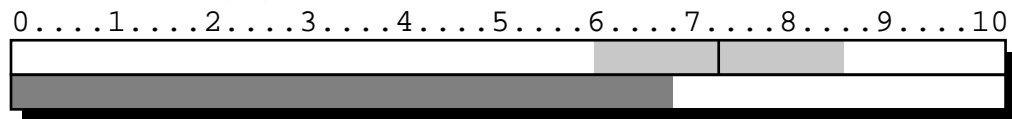
ACCOUNTABILITY FOR OTHERS: A willingness to take responsibility for the actions of other people.



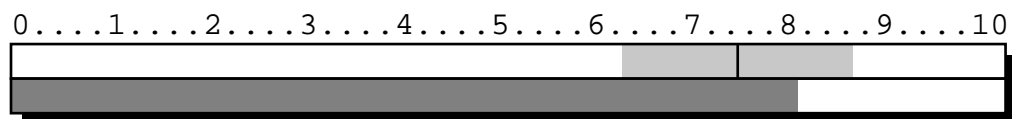
ATTENTION TO DETAIL: The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



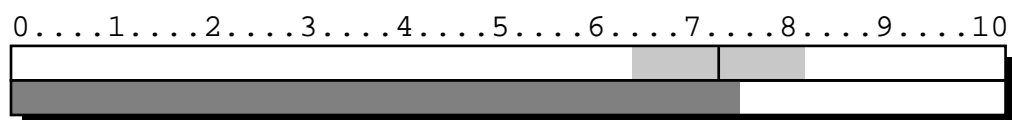
CONSISTENCY AND RELIABILITY: The capacity to regularly and dependably engage in and complete tasks or processes.



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.



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



GETTING RESULTS

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

0 1 2 3 4 5 6 7 8 9 10



7.3 *
7.5

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



LEADERSHIP FOCUS

"What are Jane's leadership abilities?" This measures Jane's ability to lead others toward the successful completion of goals.

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

0 1 2 3 4 5 6 7 8 9 10



7.4 *
7.9

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

0 1 2 3 4 5 6 7 8 9 10



7.9 *
8.8

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

0 1 2 3 4 5 6 7 8 9 10



7.8 *
8.4

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

0 1 2 3 4 5 6 7 8 9 10



8.1 *
8.8

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



7.1 *
7.3

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



OPPORTUNITY ANALYSIS

"Can Jane use her talents to formulate future opportunities?" This measures Jane's ability to accurately identify opportunities which may sometimes be distant, vague or hidden.

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

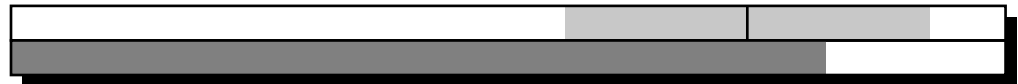
0 1 2 3 4 5 6 7 8 9 10



7.3 *
8.0

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 *
8.4

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.

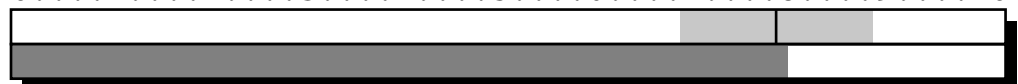
0 1 2 3 4 5 6 7 8 9 10



7.6 *
8.2

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

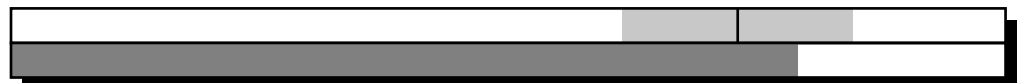
0 1 2 3 4 5 6 7 8 9 10



7.9 *
8.0

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 *
8.1

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



PLANNING ORIENTATION

"Is Jane an effective planner and organizer?" This measures the skills necessary for Jane's ability to accurately identify objectives and implement the steps needed to achieve them.

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



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

0 1 2 3 4 5 6 7 8 9 10



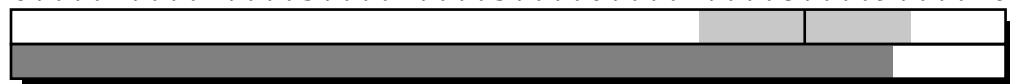
LONG RANGE PLANNING: The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.

0 1 2 3 4 5 6 7 8 9 10



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

0 1 2 3 4 5 6 7 8 9 10



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



SELF AND PROJECT MANAGEMENT

"Is Jane's internal insight clear enough to be of benefit, or does she require more external direction?" This category assesses to what extent Jane possesses the capacity to manage herself and project minimal stress and internal conflict.

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



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



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

0 1 2 3 4 5 6 7 8 9 10



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



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

0 1 2 3 4 5 6 7 8 9 10



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



SELF AND PROJECT MANAGEMENT

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 *
7.3

PROJECT AND GOAL FOCUS: How well does Jane tend to stay on target regardless of circumstances, or does she easily become distracted, losing focus on the task at hand?

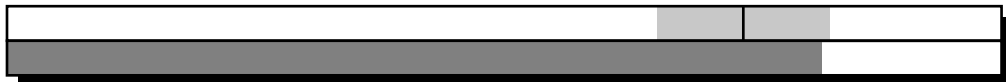
0 1 2 3 4 5 6 7 8 9 10



7.4 *
8.0

REALISTIC PERSONAL GOAL SETTING: The ability to define realistic and attainable goals for one's self using specific time frames and the resources at hand.

0 1 2 3 4 5 6 7 8 9 10



7.6 *
8.4

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 *
7.5

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



STAFFING FOCUS

"Does Jane effectively manage the needs for first-class employees?" This measures Jane's ability to identify and implement the steps required to find, develop and retain the best talent.

ATTITUDE TOWARD OTHERS: To what extent does Jane tend to maintain a positive, open and objective attitude toward others?

0 1 2 3 4 5 6 7 8 9 10



7.9 *
8.8

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

0 1 2 3 4 5 6 7 8 9 10



8.1 *
8.8

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

0 1 2 3 4 5 6 7 8 9 10



7.7 *
8.9

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

0 1 2 3 4 5 6 7 8 9 10



7.8 *
8.8

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

0 1 2 3 4 5 6 7 8 9 10

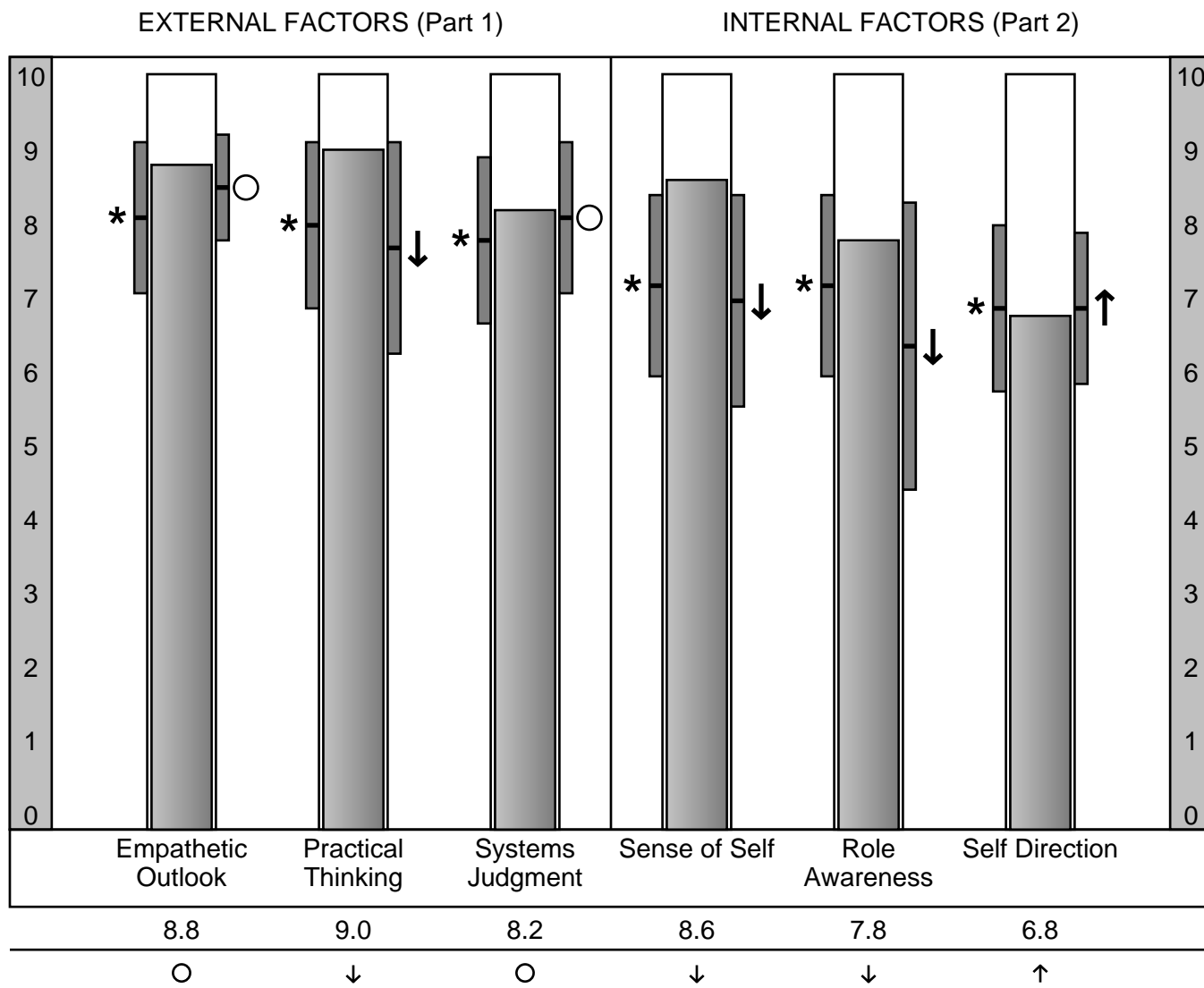


7.0 *
8.6

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

DIMENSIONAL BALANCE

For consulting and coaching



* Population
 ↑ Overvaluation
 ○ Balanced
 ↓ Undervaluation



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.6	8.2	Respect For Property	7.9	7.7	Sense Of Belonging
9.6	8.1	Self Improvement	7.9	7.4	Self Management
9.5	7.9	Correcting Others	7.8	7.1	Role Awareness
9.3	8.3	Theoretical Problem Solving	7.7	7.0	Balanced Decision Making
9.3	8.1	Personal Relationships	7.6	7.2	Personal Accountability
9.1	8.2	Realistic Goal Setting For Others	7.6	6.9	Meeting Standards
9.0	8.0	Practical Thinking	7.6	7.2	Taking Responsibility
8.9	7.7	Evaluating Others	7.5	7.3	Results Orientation
8.8	7.9	Attitude Toward Others	7.5	7.3	Surrendering Control
8.8	7.8	Freedom From Prejudices	7.5	7.5	Quality Orientation
8.8	7.9	Leading Others	7.4	7.1	Internal Self Control
8.8	8.1	Understanding Motivational Needs	7.4	7.5	Sense Of Timing
8.8	7.6	Using Common Sense	7.4	7.2	Persistence
8.8	7.9	Emotional Control	7.3	7.5	Accountability For Others
8.8	7.9	Sensitivity To Others	7.3	7.1	Personal Drive
8.8	8.1	Empathetic Outlook	7.3	7.3	Project Scheduling
8.7	8.0	Attention To Detail	7.3	7.1	Gaining Commitment
8.7	7.8	Relating To Others	7.3	7.4	Enjoyment Of The Job
8.6	7.0	Intuitive Decision Making	7.2	7.4	Self Confidence
8.6	7.7	Realistic Expectations	6.9	7.1	Role Confidence
8.6	7.3	Sense of Self	6.8	7.3	Consistency And Reliability
8.6	8.0	Material Possessions	6.8	7.3	Job Ethic
8.5	7.7	Accurate Listening	6.8	6.9	Initiative
8.5	7.7	Evaluating What Is Said	6.8	6.9	Self Direction
8.4	7.6	Realistic Personal Goal Setting	6.6	7.3	Sense Of Mission
8.4	7.6	Integrative Ability			
8.4	7.8	Monitoring Others			
8.4	7.6	Status And Recognition			
8.3	7.8	Persuading Others			
8.2	8.0	Following Directions			
8.2	7.6	Long Range Planning			
8.2	7.4	Handling Rejection			
8.2	8.0	Respect For Policies			
8.2	7.8	Systems Judgment			
8.1	7.6	Concrete Organization			
8.1	7.5	Problem Solving			
8.0	7.3	Conceptual Thinking			
8.0	7.4	Project And Goal Focus			
8.0	7.4	Goal Directedness			
8.0	7.9	Conveying Role Value			
8.0	7.9	Proactive Thinking			
7.9	6.7	Self Assessment			
7.9	7.0	Handling Stress			
7.9	7.4	Developing Others			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
7.3	7.5	Accountability For Others	9.1	8.2	Realistic Goal Setting For Others
8.5	7.7	Accurate Listening	8.4	7.6	Realistic Personal Goal Setting
8.7	8.0	Attention To Detail	8.7	7.8	Relating To Others
8.8	7.9	Attitude Toward Others	8.2	8.0	Respect For Policies
7.7	7.0	Balanced Decision Making	9.6	8.2	Respect For Property
8.0	7.3	Conceptual Thinking	7.5	7.3	Results Orientation
8.1	7.6	Concrete Organization	7.8	7.1	Role Awareness
6.8	7.3	Consistency And Reliability	6.9	7.1	Role Confidence
8.0	7.9	Conveying Role Value	7.9	6.7	Self Assessment
9.5	7.9	Correcting Others	7.2	7.4	Self Confidence
7.9	7.4	Developing Others	6.8	6.9	Self Direction
8.8	7.9	Emotional Control	9.6	8.1	Self Improvement
8.8	8.1	Empathetic Outlook	7.9	7.4	Self Management
7.3	7.4	Enjoyment Of The Job	7.9	7.7	Sense Of Belonging
8.9	7.7	Evaluating Others	6.6	7.3	Sense Of Mission
8.5	7.7	Evaluating What Is Said	8.6	7.3	Sense of Self
8.2	8.0	Following Directions	7.4	7.5	Sense Of Timing
8.8	7.8	Freedom From Prejudices	8.8	7.9	Sensitivity To Others
7.3	7.1	Gaining Commitment	8.4	7.6	Status And Recognition
8.0	7.4	Goal Directedness	7.5	7.3	Surrendering Control
8.2	7.4	Handling Rejection	8.2	7.8	Systems Judgment
7.9	7.0	Handling Stress	7.6	7.2	Taking Responsibility
6.8	6.9	Initiative	9.3	8.3	Theoretical Problem Solving
8.4	7.6	Integrative Ability	8.8	8.1	Understanding Motivational Needs
7.4	7.1	Internal Self Control	8.8	7.6	Using Common Sense
8.6	7.0	Intuitive Decision Making			
6.8	7.3	Job Ethic			
8.8	7.9	Leading Others			
8.2	7.6	Long Range Planning			
8.6	8.0	Material Possessions			
7.6	6.9	Meeting Standards			
8.4	7.8	Monitoring Others			
7.4	7.2	Persistence			
7.6	7.2	Personal Accountability			
7.3	7.1	Personal Drive			
9.3	8.1	Personal Relationships			
8.3	7.8	Persuading Others			
9.0	8.0	Practical Thinking			
8.0	7.9	Proactive Thinking			
8.1	7.5	Problem Solving			
8.0	7.4	Project And Goal Focus			
7.3	7.3	Project Scheduling			
7.5	7.5	Quality Orientation			
8.6	7.7	Realistic Expectations			