



# TTI Personal Talent Skills Inventory™

Sales version

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**Jane Doe**

2-1-2006



# INTRODUCTION

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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 SUCCESS SKILLS

**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



**ENJOYMENT OF THE JOB:** A measure of a person's attitude toward their current job or career.

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



**GOAL DIRECTEDNESS:** 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



**HANDLING REJECTION:** How well is Jane able to not take rejection or criticism in an overly personal way?

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



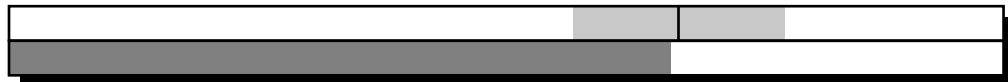
**RESULTS ORIENTATION:** The capacity to clearly and objectively understand and implement all variables necessary to obtain defined or desired results.

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



**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



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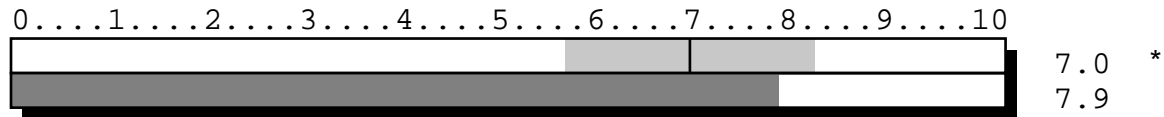
\* 68% of the population falls within the shaded area.



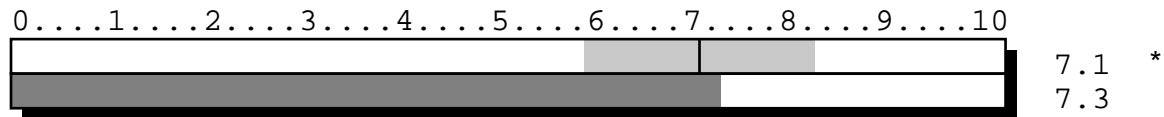
# CRITICAL SALES SUCCESS SKILLS

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



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



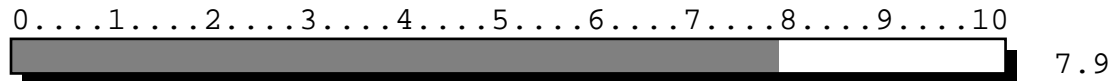
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# SALES SKILLS SUMMARY

*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.*

## PROSPECTING



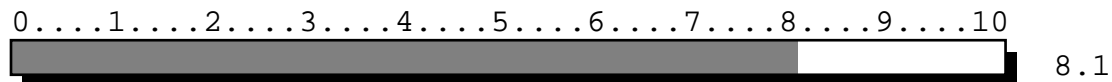
## GREETING



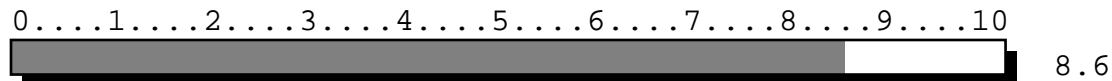
## QUALIFYING



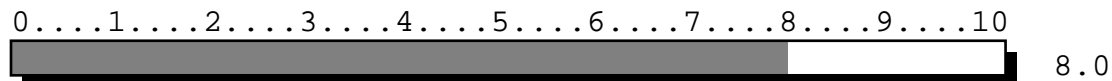
## DEMONSTRATING



## INFLUENCING



## CLOSING



## OVERALL QUOTIENT





# PROSPECTING

*This is the first step of any sale. It is the phase of the sale where prospects are identified, detailed background information is gathered, the physical activity of traditional prospecting is coordinated and an overall strategy for face-to-face selling is developed.*

**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

**ROLE CONFIDENCE:** The capacity of maintaining confidence and self-reliance for fulfilling various professional and personal roles.

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



7.1 \*  
6.9

**PERSISTENCE:** The capacity to stay the course in times of difficulty.

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



7.2 \*  
7.4

**INTUITIVE DECISION MAKING:** The ability to accurately compile intuitive perceptions about a situation into a decision or action.

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



7.0 \*  
8.6

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



# GREETING

The first face-to-face interaction between a prospect and the salesperson, this step is designed to enable the salesperson to display her sincere interest in the prospect...to gain positive acceptance and to develop a sense of mutual respect and rapport. It is the first phase of face-to-face trust building and sets the face-to-face selling process in motion.

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



RELATING TO OTHERS: The capacity to understand and relate to others when communicating with them.

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



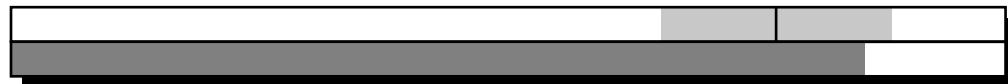
INITIATIVE: The compelling desire to get into the flow of work in order to accomplish the vision and complete the goal.

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



SENSITIVITY TO OTHERS: The capacity to understand and appreciate the value of other people with genuine concern for their needs, desires and feelings.

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



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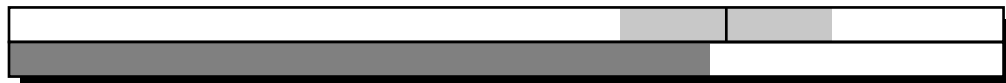


## QUALIFYING

*The detailed needs analysis phase of the face-to-face sale. This step of the sale enables the salesperson to discover what the prospect will buy, when they will buy and under what conditions they will buy. It is allowing the prospect to identify and verbalize their level of interest, specific wants and detailed needs in the product or service the salesperson is offering.*

**SELF CONFIDENCE:** The ability to develop and maintain inner strength based upon the desire to succeed and a belief that they possesses the capabilities to succeed.

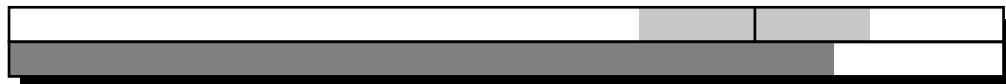
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7.4 \*  
7.2

**ACCURATE LISTENING:** An individual's openness to people and the willingness to hear what others are saying and not what they think they should say, or are going to say.

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



7.7 \*  
8.5

**EMPATHETIC OUTLOOK:** The capacity to perceive and understand the feelings, attitudes, needs and concerns of prospects.

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



8.1 \*  
8.8

**PROBLEM/SITUATION ANALYSIS:** The capacity to identify the elements of a problem situation and to understand which components are critical.

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



7.5 \*  
8.1

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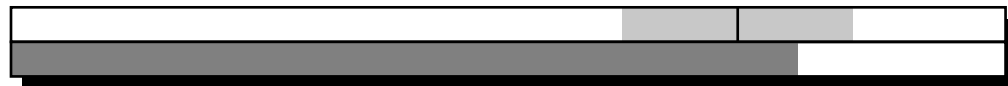


# DEMONSTRATING

*This step allows the salesperson to present her product knowledge in such a way that it fulfills the stated or implied wants, needs or intentions of the prospect as identified and verbalized in the qualifying phase of the sale.*

**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

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

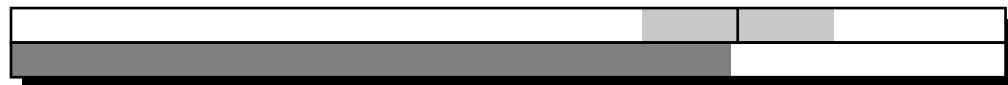
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7.6 \*  
8.1

**SENSE OF TIMING:** The ability to do the correct thing at the correct time.

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



7.5 \*  
7.4

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



# INFLUENCING

*What people believe enough, they act upon. This step is designed to enable the salesperson to build value and overcome the tendency that many prospects have to place little belief or trust in what is told to them. It is this phase of the sale that solidifies the prospect's belief in the supplier, product or service and salesperson.*

**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



**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



**PEOPLE READING:** How good is Jane at reading between the lines or understanding the body language, reticence, stress and emotions of others?

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



**UNDERSTANDING PROSPECTS MOTIVATIONS:** How well does Jane understand the needs and desires of prospects, and how well does she use this knowledge to motivate them to succeed?

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



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



# CLOSING

The final phase is closing. This phase of the sale is asking the prospect to buy, dealing with objections, handling any necessary negotiation and completing the transaction to mutual satisfaction.

**SELF CONFIDENCE:** The ability to develop and maintain an inner strength based upon the desire to succeed and a belief that one possesses the capabilities to succeed.

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



**PERSONAL ACCOUNTABILITY:** The ability to be responsible for the consequences of their own decisions and actions and not shift focus or blame on poor performance somewhere else or onto others.

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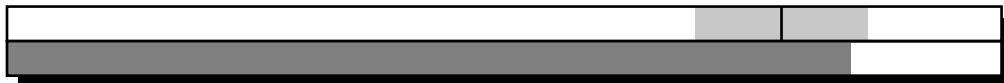
**EMOTIONAL CONTROL:** The ability to maintain a rational and objective demeanor when faced with a stressful or emotional situation, to act objectively, rather than impulsively and emotionally.

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



**ATTENTION TO DETAIL:** The ability to see and pay attention to details which are vital to successful selling.

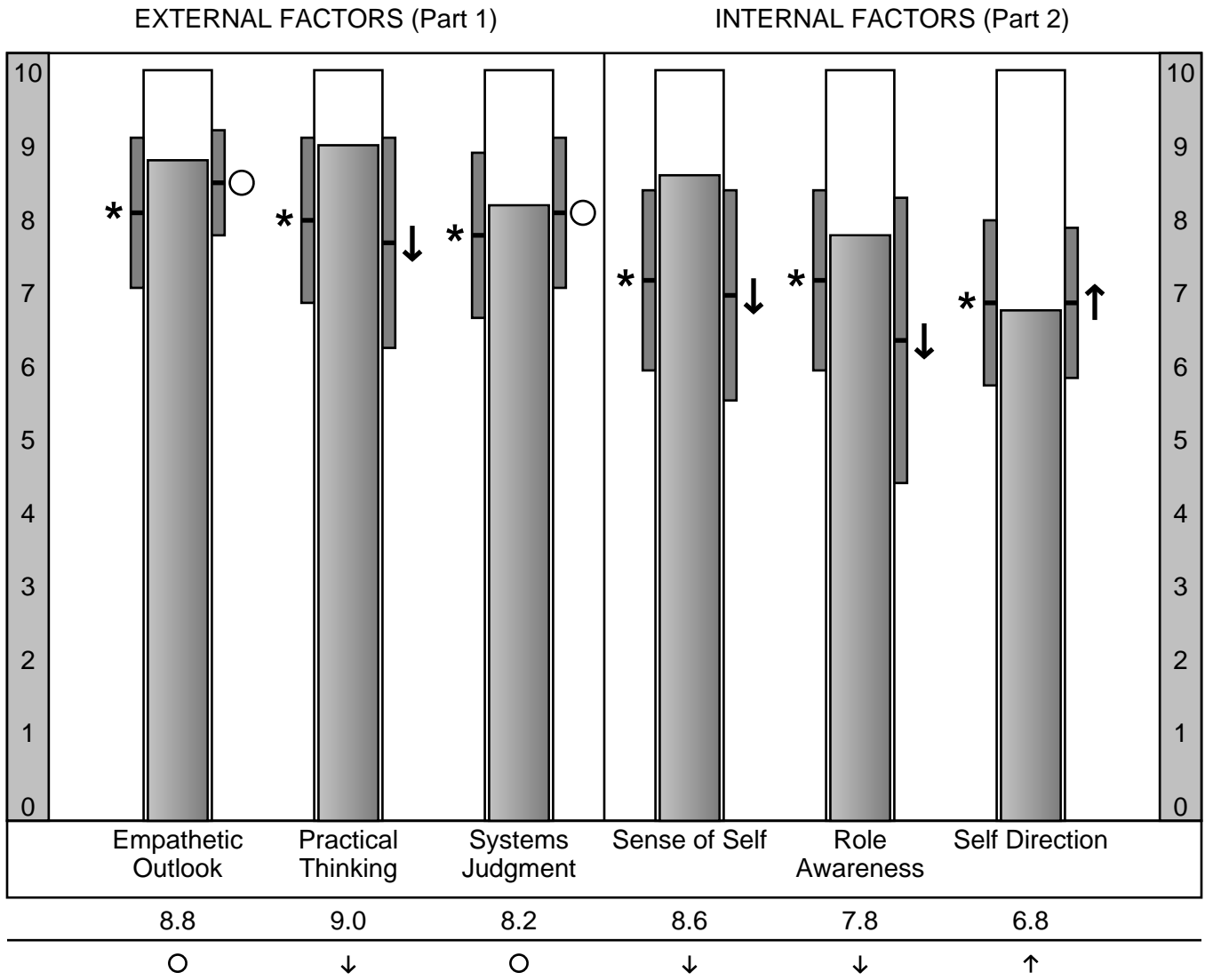
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# DIMENSIONAL BALANCE

For consulting and coaching



\* Population  
 ↑ Overvaluation  
 ○ Balanced  
 ↓ Undervaluation



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
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
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