



TTI DNA[®]
Gap Report



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INTRODUCTION

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

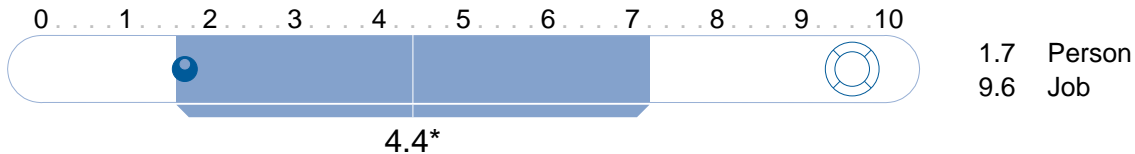
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.



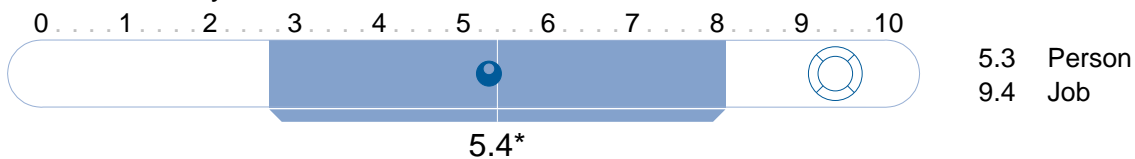
JOB COMPETENCIES HIERARCHY

All human jobs require certain competencies. This section of the report identifies those competencies that lead to superior performance in most jobs. The graphs below are in descending order from the highest rated competency required by the job to the lowest.

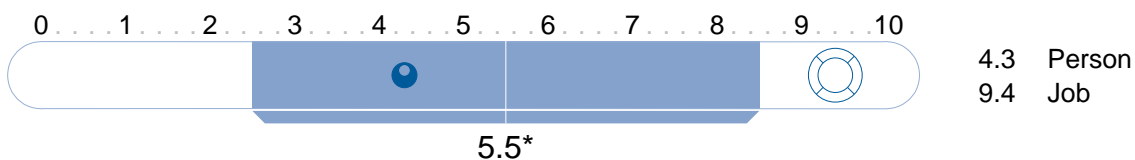
1. SELF-MANAGEMENT (TIME AND PRIORITIES) - Demonstrating self control and an ability to manage time and priorities.



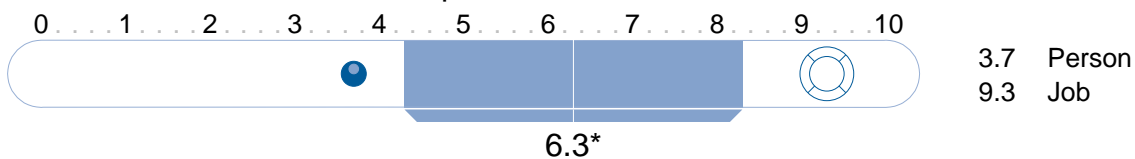
2. WRITTEN COMMUNICATION - Writing clearly, succinctly and understandably.



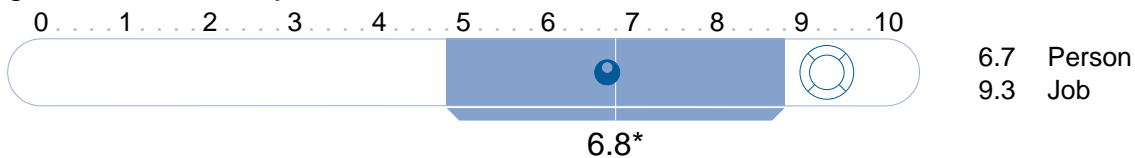
3. PERSUASION - Convincing others to change the way they think, believe or behave.



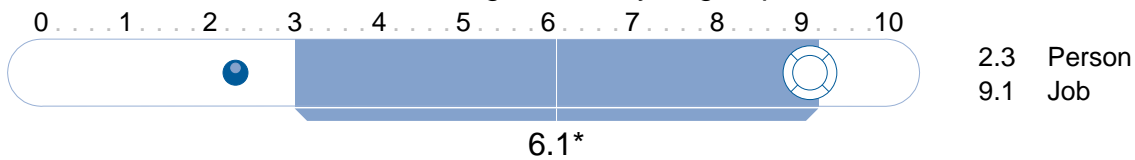
4. CUSTOMER SERVICE - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



5. GOAL ORIENTATION - Energetically focusing efforts on meeting a goal, mission or objective.



6. PRESENTING - Communicating effectively to groups.

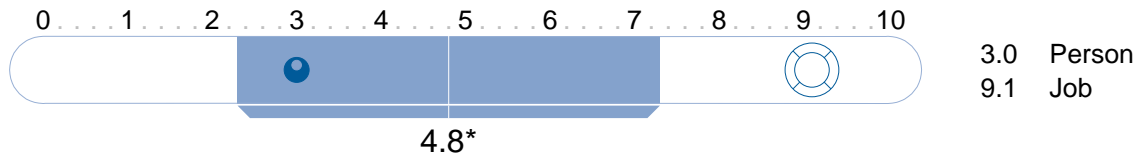


* 68% of the population falls within the shaded area.

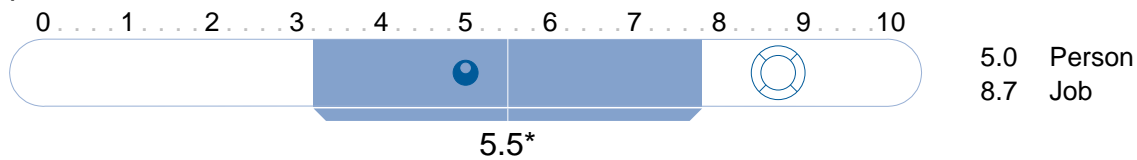


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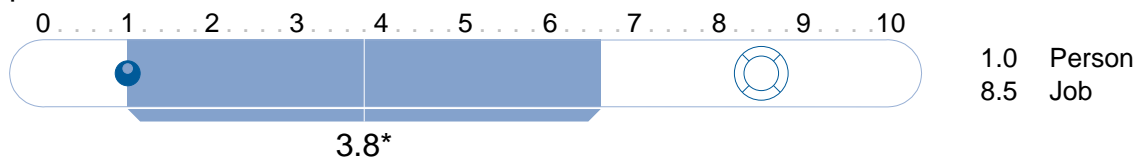
7. PLANNING/ORGANIZING - Utilizing logical, systematic and orderly procedures to meet objectives.



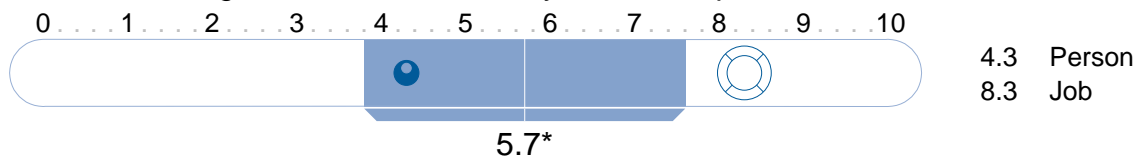
8. PERSONAL EFFECTIVENESS - Demonstrating initiative, self-confidence, resiliency and a willingness to take responsibility for personal actions.



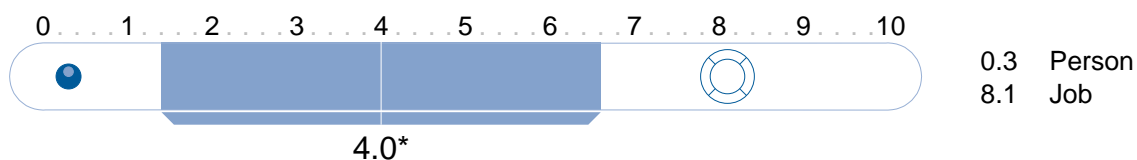
9. NEGOTIATION - Facilitating agreements between two or more parties.



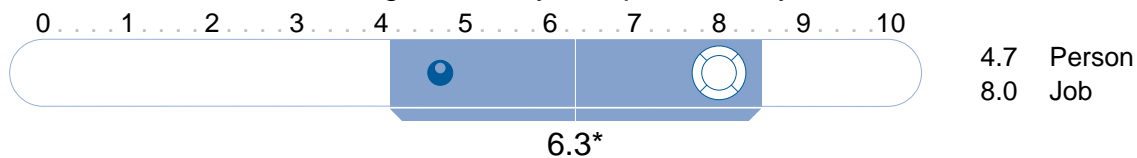
10. MANAGEMENT - Achieving extraordinary results through effective management of resources, systems and processes.



11. DECISION MAKING - Utilizing effective processes to make decisions.



12. TEAMWORK - Working effectively and productively with others.

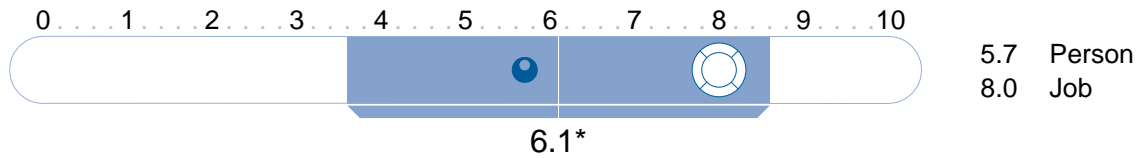


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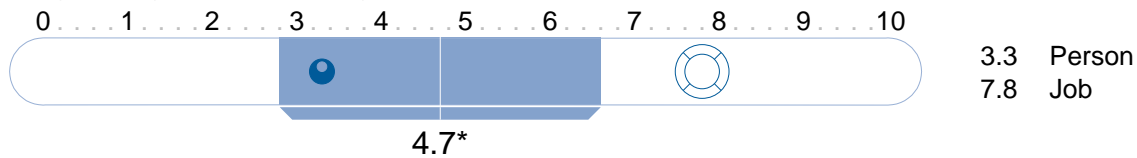


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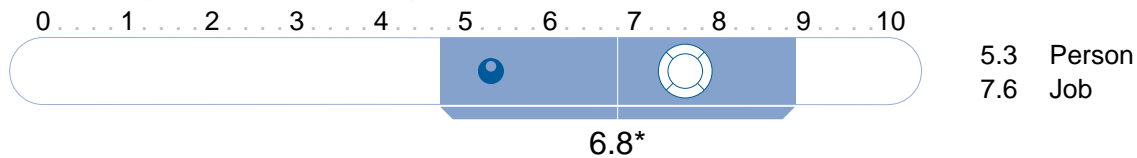
13. LEADERSHIP - Achieving extraordinary business results through people.



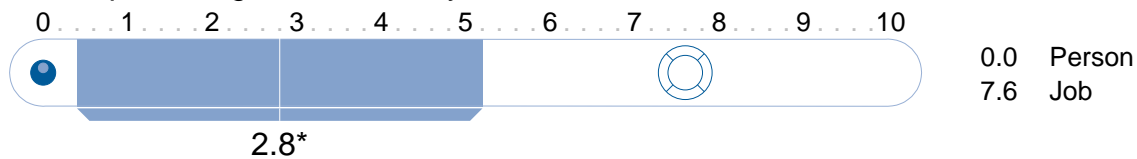
14. ANALYTICAL PROBLEM SOLVING - Anticipating, analyzing, diagnosing, and resolving problems.



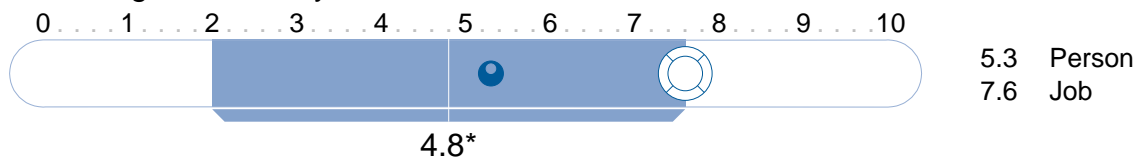
15. EMPLOYEE DEVELOPMENT/COACHING - Facilitating and supporting the professional growth of others.



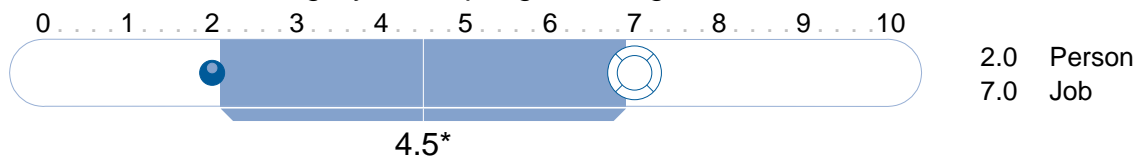
16. FUTURISTIC THINKING - Imagining, envisioning, projecting and/or predicting what has not yet been realized.



17. CREATIVITY/INNOVATION - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.



18. FLEXIBILITY - Agility in adapting to change.

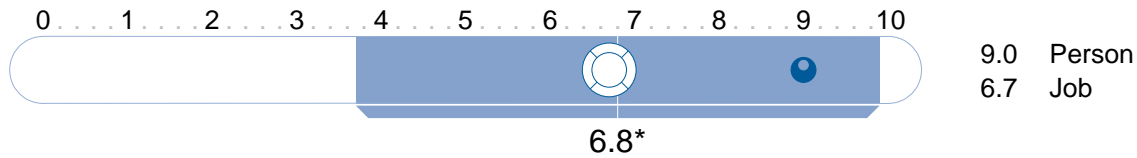


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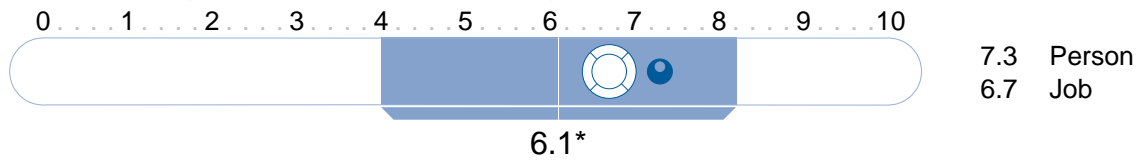


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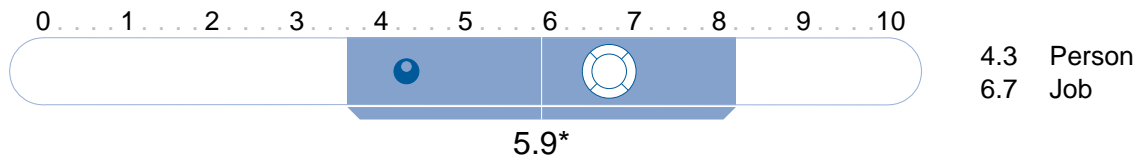
19. INTERPERSONAL SKILLS - Effectively communicating, building rapport and relating well to all kinds of people.



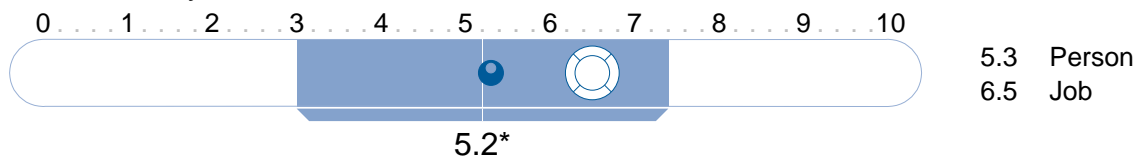
20. CONTINUOUS LEARNING - Taking initiative in learning and implementing new concepts, technologies and/or methods.



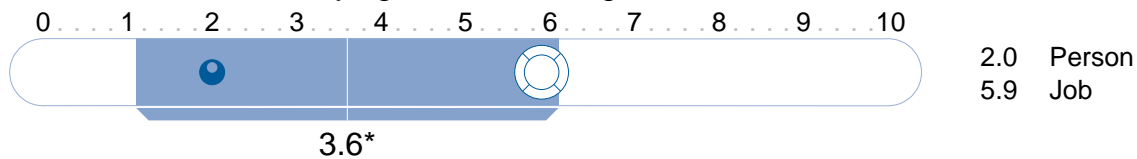
21. DIPLOMACY - Effectively handling difficult or sensitive issues by utilizing tact, diplomacy and an understanding of organizational culture, climate and/or politics.



22. CONFLICT MANAGEMENT - Addressing and resolving conflict constructively.









23. EMPATHY - Identifying with and caring about others.



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Job Competencies Hierarchy	Zone Range	Person
1. SELF-MANAGEMENT (TIME AND PRIORITIES)	7.3 — 10.0	1.7 
2. WRITTEN COMMUNICATION	8.2 — 10.0	5.3 
3. PERSUASION	8.6 — 10.0	4.3 
4. CUSTOMER SERVICE	8.4 — 10.0	3.7 
5. GOAL ORIENTATION	8.9 — 10.0	6.7 
6. PRESENTING	6.2 — 9.2	2.3 
7. PLANNING/ORGANIZING	7.4 — 10.0	3.0 