

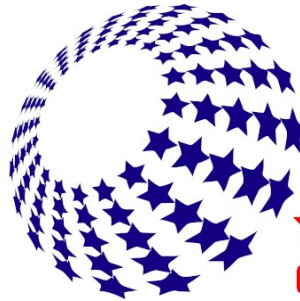


# TTI Personal Talent Skills Inventory®

General Employment Version



**Tom Test**  
Company Inc.  
4-19-2010



**YOUR  
COMPANY**

"Bringing Awareness"  
ABC Co. Ltd.  
789 Street  
Springfield, USA  
800-555-5555



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:

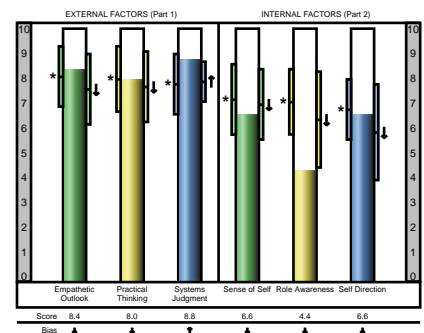
- Intrinsic - People
- Extrinsic - Tasks or things
- Systemic - Systems

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.



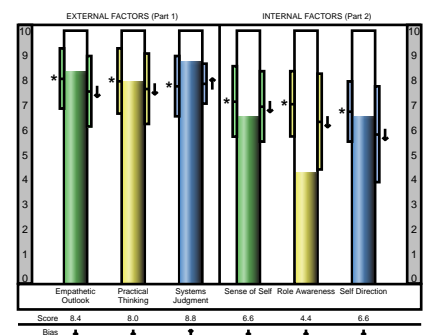
This is how Tom sees the world around him. This view measures his clarity and understanding of people, tasks and systems. It could also be looked at in terms of feeling, doing and thinking from an external standpoint. The statements below are based primarily on the 3 dimensions on the left side of the dimensional balance page and are in a random order.

- Tom feels proper planning, organization, and discipline will lead to success.
- He prefers to solve problems according to a system of logic or rules that best apply to the situation.
- He has good thinking and planning skills, and understands the underlying structure or system of what makes things work.
- He interprets situations from an abstract or systematic viewpoint.
- Tom sees order and structure as necessary requirements for getting things done.
- He focuses on the plan and puts less emphasis on the practical details and the people involved in the plan.
- He could benefit from paying closer attention to the little details and the practical processes it takes to bring a plan into reality.
- He needs to be surrounded by organizational structure that provides direction and defines the results or standards that he is expected to achieve.
- Tom tends to do things by the book or according to a plan.



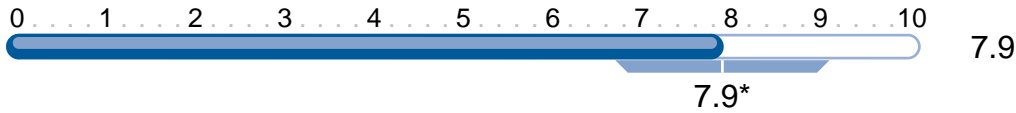
This is how Tom sees himself. This view measures his clarity and understanding of himself, his roles in life and his direction for the future. The internal dimensions are a reflection of him from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions on the right side of the dimensional balance page and are in a random order.

- Tom defines who he is in terms of his direction and goals in life.
- He has somewhat developed a picture of where he is going.
- He relies on his self-esteem and future direction for strength.
- He tends to organize his life according to a set of standards and direction with which he can identify.
- Tom focuses on both who he is as a person and where his future may lead.
- He focuses on the directional aspects of life, where he is going and who he will become.
- He needs to gain a clearer understanding of his roles in life by asking himself, "What are my major roles?"
- He would benefit from listing his roles and asking himself if any of these roles are currently in transition?
- Tom doesn't have a strong understanding of his life roles.

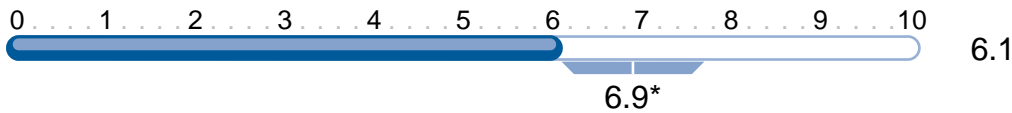




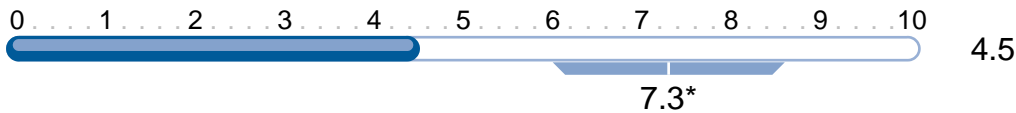
**ATTITUDE TOWARD OTHERS:** The general capacity one has for relating with other people.



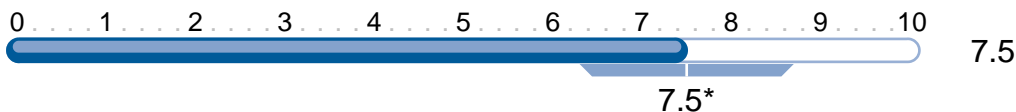
**MEETING STANDARDS:** The ability to perform work according to precise specifications.



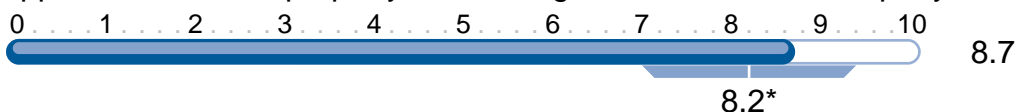
**JOB ETHIC:** The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.



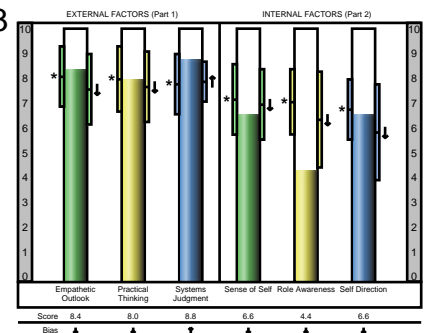
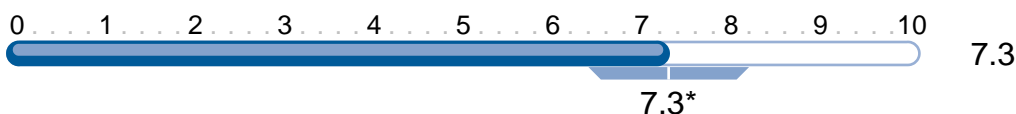
**PROBLEM SOLVING:** The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



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



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



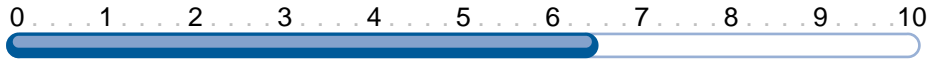
Rev: 0.92-0.61

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



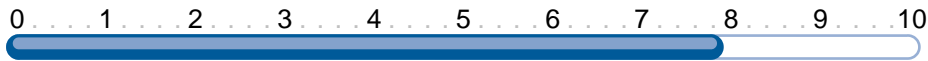
This summary is a brief overview of the pages that follow. These scores provide a window into the respondent's abilities. This window will open even further as you progress through this report.

## GETTING RESULTS



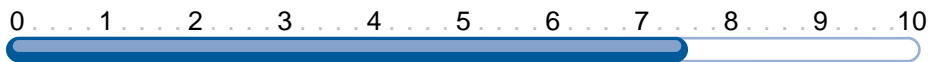
6.5

## INTERPERSONAL SKILLS



7.9

## MAKING DECISIONS



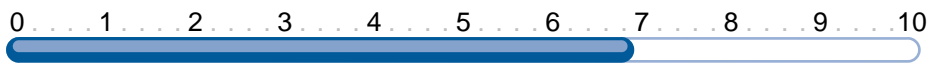
7.5

## SELF MANAGEMENT

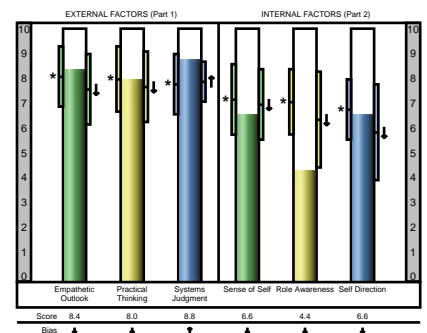


5.4

## WORK ETHIC



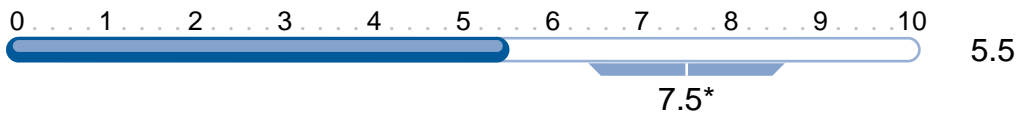
6.9



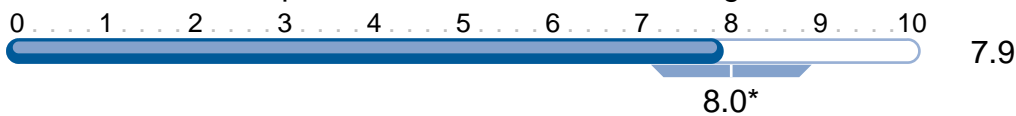


The ability to simply "get results" is essential to success. Scores in these capacities reveal Tom's ability to remain focused until the completion of a project or goal.

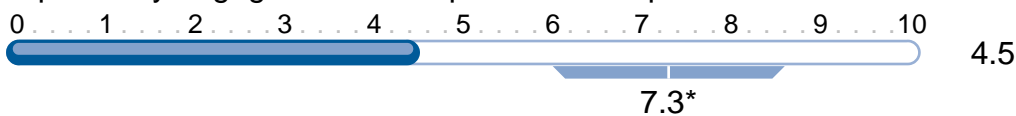
**ACCOUNTABILITY FOR OTHERS:** A willingness to take responsibility for the actions of other people.



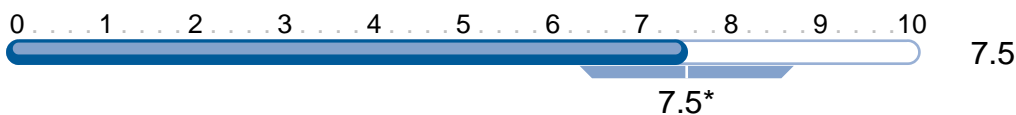
**ATTENTION TO DETAIL:** The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



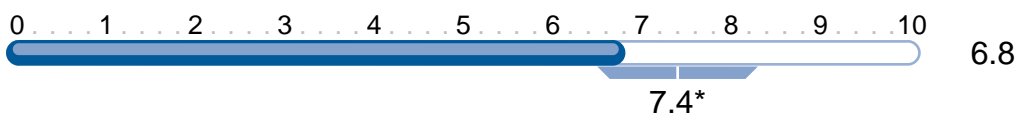
**CONSISTENCY AND RELIABILITY:** The capacity to regularly and dependably engage in and complete tasks or processes.



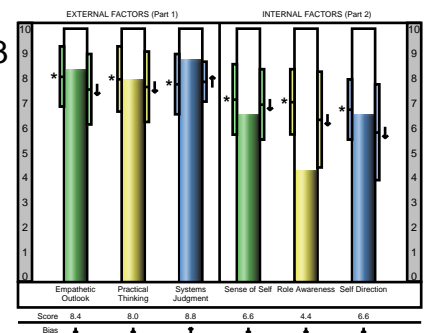
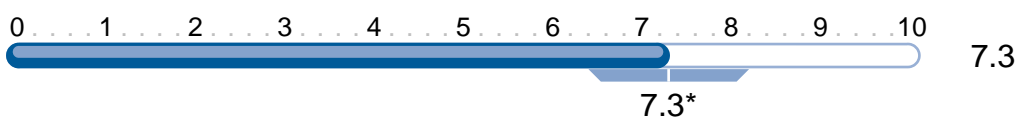
**PROBLEM SOLVING:** The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



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



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

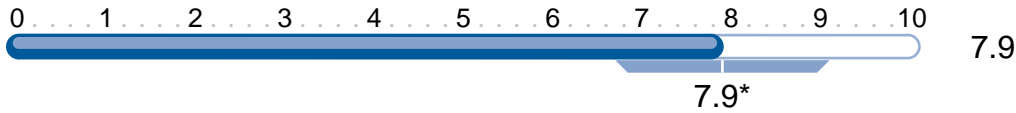


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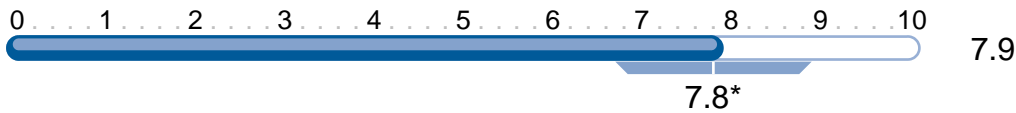


This is a measure of Tom's ability to interact effectively with other people in a positive and productive way.

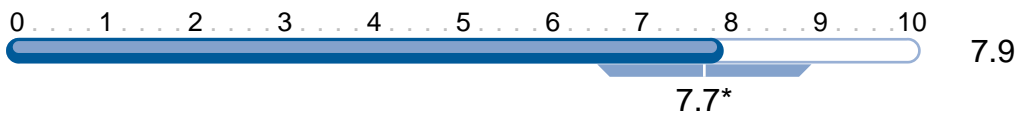
**ATTITUDE TOWARD OTHERS:** The general capacity one has for relating with other people.



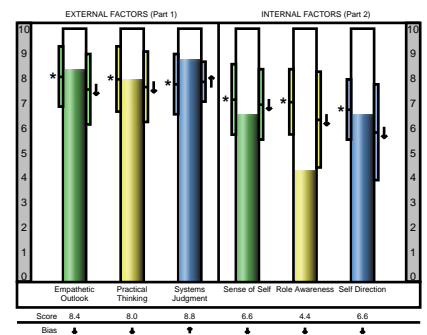
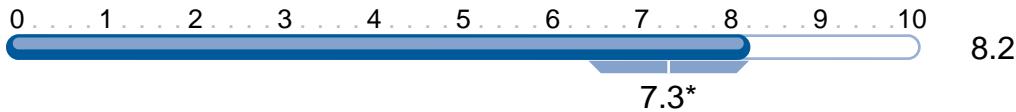
**FREEDOM FROM PREJUDICES:** The ability to maintain objectivity when relating to other people.



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



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



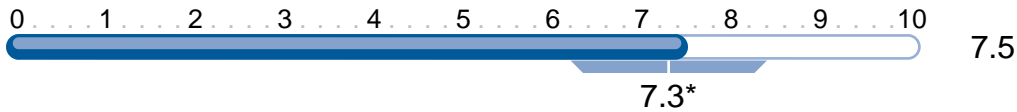
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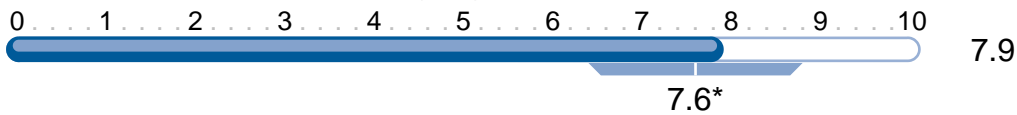


The ability to make appropriate decisions is important in most jobs. These scores show Tom's abilities as they relate to effective decision-making.

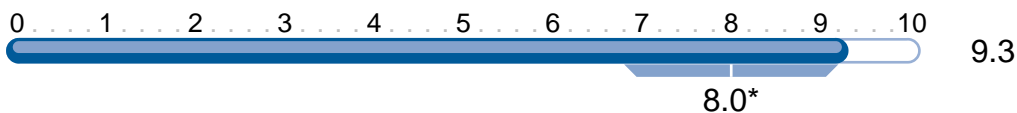
**CONCEPTUAL THINKING:** The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



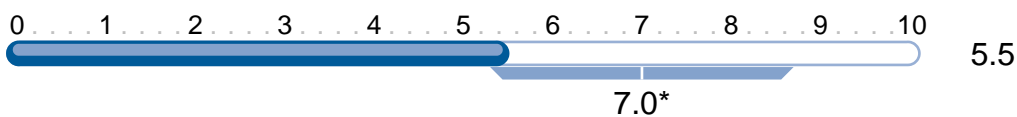
**CONCRETE ORGANIZATION:** The capacity to understand essential factors of a situation and bring together all necessary resources.



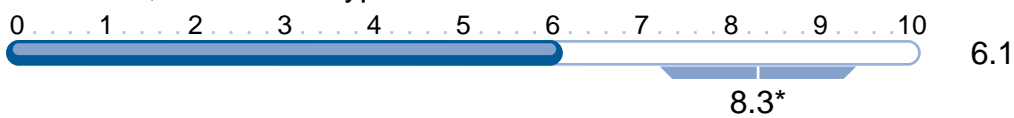
**FOLLOWING DIRECTIONS:** The capacity to hear, understand and follow instructions.



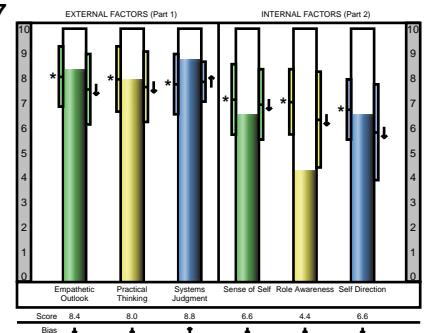
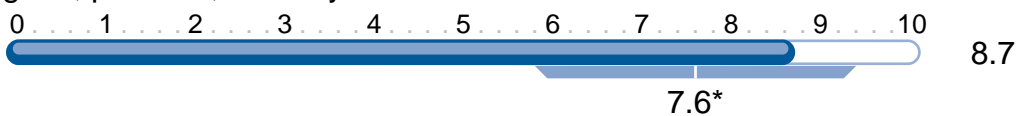
**INTUITIVE DECISION MAKING:** The capacity to make decisions by looking at the most essential elements and without all the facts or data.



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



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

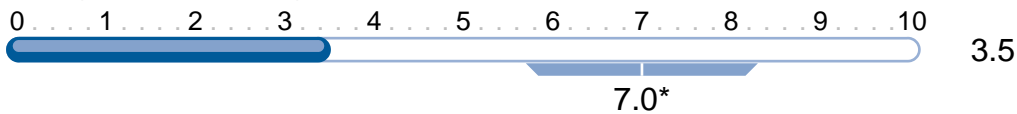


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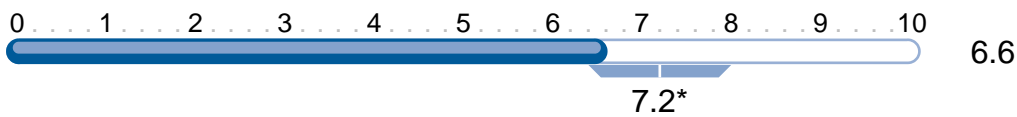


In order to be successful, Tom must manage himself. This area reveals Tom's ability to manage time, tasks, activities and projects. It also reveals his ability to deliver results.

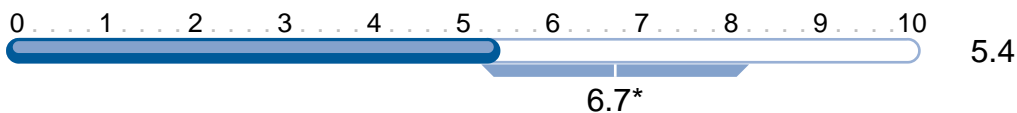
**HANDLING STRESS:** The ability to maintain composure and internal strength when coping with external and internal pressures.



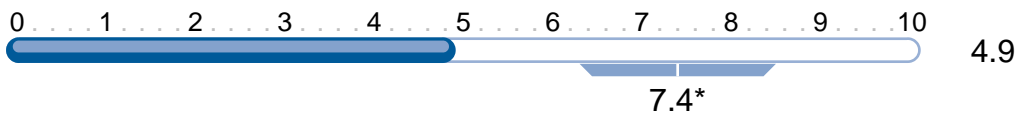
**PERSONAL ACCOUNTABILITY:** The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.



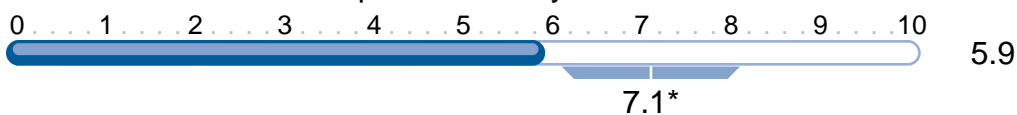
**SELF ASSESSMENT:** The capacity to objectively understand and evaluate one's self.



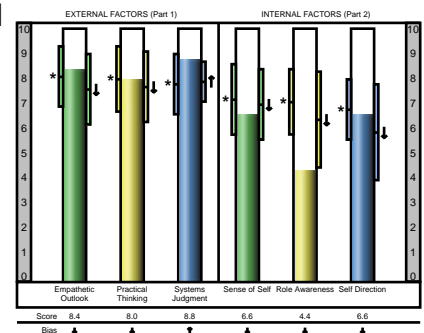
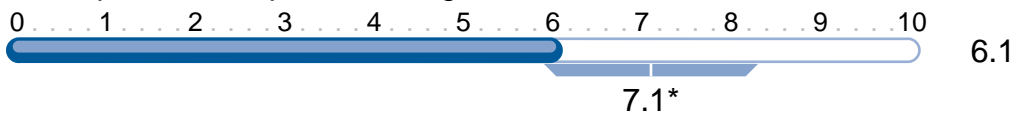
**SELF CONFIDENCE:** A measure of a person's assured self-reliance in his or her abilities.



**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.

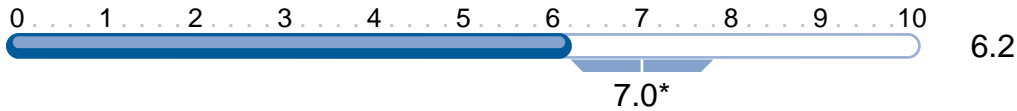


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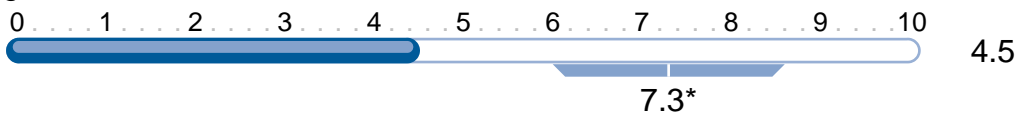


These scores reveal how hard Tom likes to work. It is also a measure of just how respectful Tom is of company property and policies.

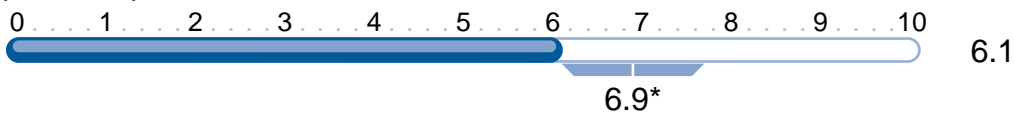
**BALANCED DECISION MAKING:** The ability to make consistently sound and timely decisions in one's personal and professional life.



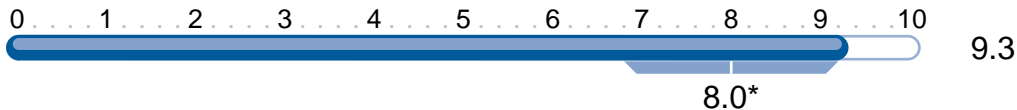
**JOB ETHIC:** The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.



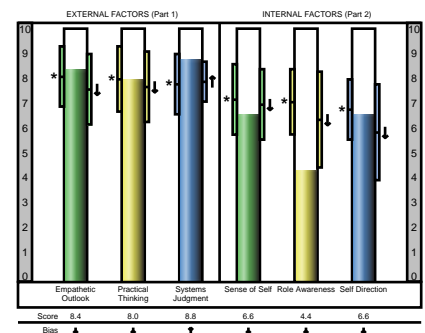
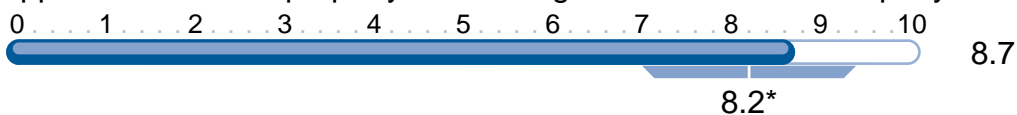
**MEETING STANDARDS:** The ability to perform work according to precise specifications.



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



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



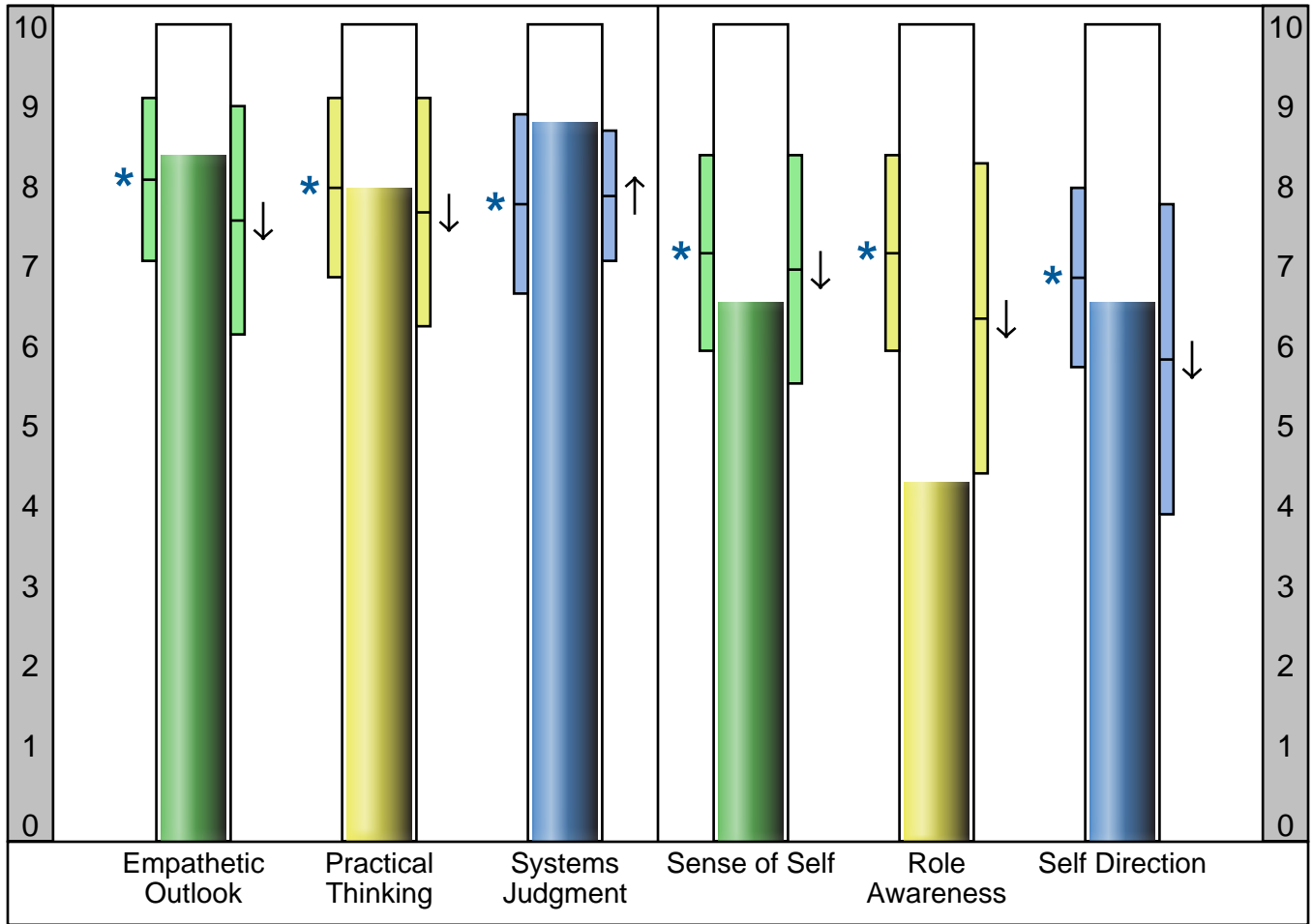
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\* Population mean  
 ↑ Overvaluation  
 ○ Neutral valuation  
 ↓ Undervaluation

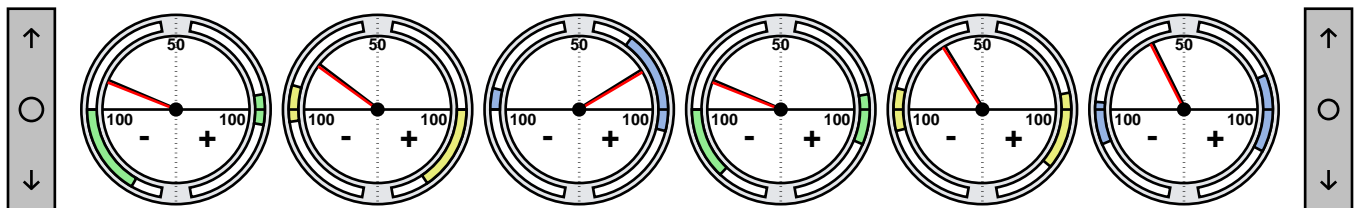
### EXTERNAL FACTORS (Part 1)

### INTERNAL FACTORS (Part 2)



Score    8.4            8.0            8.8            6.6            4.4            6.6

Bias        ↓                ↓                ↑                ↓                ↓                ↓



Rev: 0.92-0.61



Score	Mean	Description	Score	Mean	Description
9.3	8.0	Following Directions	6.1	7.1	Personal Drive
9.3	8.2	Realistic Goal Setting for Others	6.1	7.3	Project Scheduling
9.3	8.0	Respect for Policies	6.1	7.4	Handling Rejection
9.2	8.0	Material Possessions	6.1	6.9	Meeting Standards
8.8	7.8	Systems Judgment	5.9	7.1	Internal Self Control
8.7	7.6	Using Common Sense	5.8	7.6	Realistic Personal Goal Setting
8.7	8.2	Respect for Property	5.7	7.7	Sense of Belonging
8.6	7.9	Correcting Others	5.5	7.0	Intuitive Decision Making
8.6	8.1	Understanding Motivational Needs	5.5	7.5	Accountability for Others
8.4	8.1	Empathetic Outlook	5.5	7.1	Gaining Commitment
8.2	7.3	Surrendering Control	5.5	6.9	Initiative
8.2	7.9	Emotional Control	5.4	6.7	Self Assessment
8.1	7.7	Evaluating What is Said	5.3	7.1	Role Confidence
8.0	8.0	Practical Thinking	5.3	7.4	Self Management
7.9	7.6	Concrete Organization	5.2	7.5	Sense of Timing
7.9	8.0	Attention to Detail	4.9	7.4	Self Confidence
7.9	7.9	Attitude Toward Others	4.9	7.3	Sense of Mission
7.9	7.8	Freedom from Prejudices	4.5	7.3	Consistency and Reliability
7.9	7.7	Realistic Expectations	4.5	7.3	Job Ethic
7.9	7.9	Sensitivity to Others	4.4	7.1	Role Awareness
7.9	8.1	Personal Relationships	4.0	7.4	Enjoyment of the Job
7.8	7.9	Proactive Thinking	4.0	7.0	Handling Stress
7.7	7.8	Monitoring Others			
7.6	8.1	Self Improvement			
7.5	7.3	Conceptual Thinking			
7.5	7.5	Problem Solving			
7.5	7.8	Relating to Others			
7.4	7.7	Evaluating Others			
7.4	7.4	Developing Others			
7.3	7.3	Results Orientation			
7.0	7.5	Quality Orientation			
7.0	7.6	Long Range Planning			
6.9	7.6	Integrative Ability			
6.8	7.4	Project and Goal Focus			
6.7	7.9	Leading Others			
6.6	7.2	Personal Accountability			
6.6	7.3	Sense of Self			
6.6	6.9	Self Direction			
6.6	7.2	Taking Responsibility			
6.5	7.8	Persuading Others			
6.4	7.9	Conveying Role Value			
6.3	7.2	Persistence			
6.2	7.0	Balanced Decision Making			
6.2	7.6	Status and Recognition			
6.1	8.3	Theoretical Problem Solving			



Score	Mean	Description	Score	Mean	Description
5.5	7.5	Accountability for Others	9.3	8.0	Respect for Policies
7.9	8.0	Attention to Detail	8.7	8.2	Respect for Property
7.9	7.9	Attitude Toward Others	7.3	7.3	Results Orientation
6.2	7.0	Balanced Decision Making	4.4	7.1	Role Awareness
7.5	7.3	Conceptual Thinking	5.3	7.1	Role Confidence
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8.4	8.1	Empathetic Outlook	4.9	7.3	Sense of Mission
4.0	7.4	Enjoyment of the Job	6.6	7.3	Sense of Self
7.4	7.7	Evaluating Others	5.2	7.5	Sense of Timing
8.1	7.7	Evaluating What is Said	7.9	7.9	Sensitivity to Others
9.3	8.0	Following Directions	6.2	7.6	Status and Recognition
7.9	7.8	Freedom from Prejudices	8.2	7.3	Surrendering Control
5.5	7.1	Gaining Commitment	8.8	7.8	Systems Judgment
6.1	7.4	Handling Rejection	6.6	7.2	Taking Responsibility
4.0	7.0	Handling Stress	6.1	8.3	Theoretical Problem Solving
5.5	6.9	Initiative	8.6	8.1	Understanding Motivational Needs
6.9	7.6	Integrative Ability	8.7	7.6	Using Common Sense
5.9	7.1	Internal Self Control			
5.5	7.0	Intuitive Decision Making			
4.5	7.3	Job Ethic			
6.7	7.9	Leading Others			
7.0	7.6	Long Range Planning			
9.2	8.0	Material Possessions			
6.1	6.9	Meeting Standards			
7.7	7.8	Monitoring Others			
6.3	7.2	Persistence			
6.6	7.2	Personal Accountability			
6.1	7.1	Personal Drive			
7.9	8.1	Personal Relationships			
6.5	7.8	Persuading Others			
8.0	8.0	Practical Thinking			
7.8	7.9	Proactive Thinking			
7.5	7.5	Problem Solving			
6.8	7.4	Project and Goal Focus			
6.1	7.3	Project Scheduling			
7.0	7.5	Quality Orientation			
7.9	7.7	Realistic Expectations			
9.3	8.2	Realistic Goal Setting for Others			
5.8	7.6	Realistic Personal Goal Setting			
7.5	7.8	Relating to Others			