



TTI Personal Talent Skills Inventory[®]

Healthcare Version

*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

Jane Doe

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7-19-2011

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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.



WORLD VIEW

This is how Jane sees the world around her. This view measures her 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.

- Jane generally relates to work or tasks from both practical and interpersonal perspectives.
- She could benefit from making a conscious effort to develop better two-way communication with authority figures.
- She understands the rules and directives but may not always agree with, or follow them.
- She has the capacity to be empathic and sensitive to people.
- Jane may benefit from asking authority figures to explain the reason for certain rules or systems to better understand them.
- She could benefit by having more balance between the understanding of others and activities, compared to structure or systems.
- She would benefit from developing her communication with authority figures.
- She tends to utilize others as a part of the process of getting things done.
- Jane tends to view rules and systems as flexible guidelines, versus being set in stone.



SELF VIEW

This is how Jane sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her 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.

- Jane understands her work and personal roles.
- She sees the future as a process of discovery, rather than being clear-cut and definite.
- She has an unclear picture of the future since her focus is on her current roles and responsibilities.
- She puts less emphasis on planning her future.
- Jane uses life planning in a flexible way to help her focus on her role responsibilities.
- She uses her understanding of herself and her roles to overcome difficult situations.
- She does not have a strong appreciation for planning her future.
- She shows a strong and equally developed focus on who she is and her life roles.
- Jane is aware of her strengths and gets involved in roles that will utilize her talents or help to further develop her potential.



CRITICAL SKILLS

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



7.0 *
7.8

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

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 *
8.3

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

0 1 2 3 4 5 6 7 8 9 10



6.9 *
8.1

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

0 1 2 3 4 5 6 7 8 9 10



8.0 *
8.2

SENSE OF MISSION: A measure of a person's sense of purpose in his or her life.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
8.5

Rev: 0.95-0.93

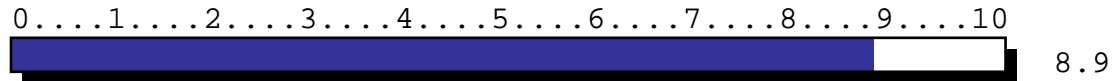
* 68% of the population falls within the shaded area.



THE HEALTHCARE SKILLS SUMMARY

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.

EMOTIONAL CONFLICT AND DISTURBANCES



HEALTHCARE TEAM ORIENTATION



INDEPENDENT WORK ETHIC



MEETING STANDARDS



PATIENT CARE ORIENTATION



PATIENT RELATIONS





EMOTIONAL CONFLICT AND DISTURBANCES

This category reveals how Jane is likely to respond to conflicts and problems that arise from emotional situations.

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 *
8.5

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 *
9.3

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 *
8.9

SENSE OF SELF: A measure of a person's awareness of "who" they are—the ability to discern one's own self-worth.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
8.2

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



7.9 *
9.8

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 *
9.0

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HEALTHCARE TEAM ORIENTATION

A team atmosphere is critical in a healthcare setting. This is a measure of Jane's ability to engage in such an environment in order to deliver excellent care.

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

0 1 2 3 4 5 6 7 8 9 10



7.9 *
9.3

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 *
8.3

PERSONAL RELATIONSHIPS: The importance of having and maintaining personal relationships and not just being seen as part of the team.

0 1 2 3 4 5 6 7 8 9 10



8.1 *
9.8

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



7.1 *
8.3

SENSE OF BELONGING: A measure of how a person feels he or she fits into the surrounding world.

0 1 2 3 4 5 6 7 8 9 10



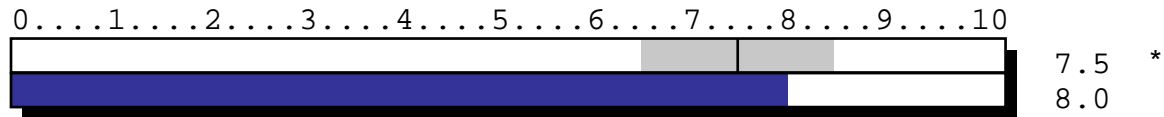
7.7 *
8.5

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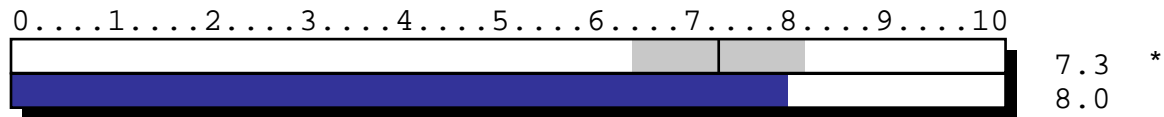


HEALTHCARE TEAM ORIENTATION

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



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



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INDEPENDENT WORK ETHIC

In order to be successful, Jane must manage herself. This area reveals Jane's capacities as they relate to her ability to supervise herself, even when supervisors are not present.

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



7.0 *
7.8

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 *
8.6

ROLE AWARENESS: The degree of a person's identity and awareness regarding his or her professional, social and personal roles.

0 1 2 3 4 5 6 7 8 9 10



7.1 *
8.4

SELF DIRECTION: Having a clear vision of one's future objectives and the self discipline and organization necessary to achieve them.

0 1 2 3 4 5 6 7 8 9 10



6.9 *
7.8

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 *
8.3

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INDEPENDENT WORK ETHIC

SENSE OF SELF: A measure of a person’s awareness of “who” they are—the ability to discern one’s own self-worth.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
8.2

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MEETING STANDARDS

When it comes to healthcare, certain agreed-upon standards must be met or exceeded. This is a measure of Jane's drive to follow or surpass those standards, no matter who sets them.

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

0 1 2 3 4 5 6 7 8 9 10



7.3 *
8.6

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

0 1 2 3 4 5 6 7 8 9 10



7.3 *
8.6

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

0 1 2 3 4 5 6 7 8 9 10



6.9 *
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

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

0 1 2 3 4 5 6 7 8 9 10



8.0 *
8.2

SENSE OF MISSION: A measure of a person's sense of purpose in his or her life.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
8.5

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PATIENT CARE ORIENTATION

This measures Jane's general abilities as they relate to overall, effective patient care.

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

0 1 2 3 4 5 6 7 8 9 10



8.0 *
8.4

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 *
8.2

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

0 1 2 3 4 5 6 7 8 9 10



7.4 *
8.2

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 *
8.7

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 *
7.7

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PATIENT RELATIONS

Clear and effective communication skills involve both listening and speaking. These scores reflect Jane's ability to objectively understand patients and to subsequently deliver her message to them.

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

0 1 2 3 4 5 6 7 8 9 10



EVALUATING WHAT IS SAID: The capacity to objectively listen, understand and accurately interpret what someone else is saying.

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



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



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DIMENSIONAL BALANCE

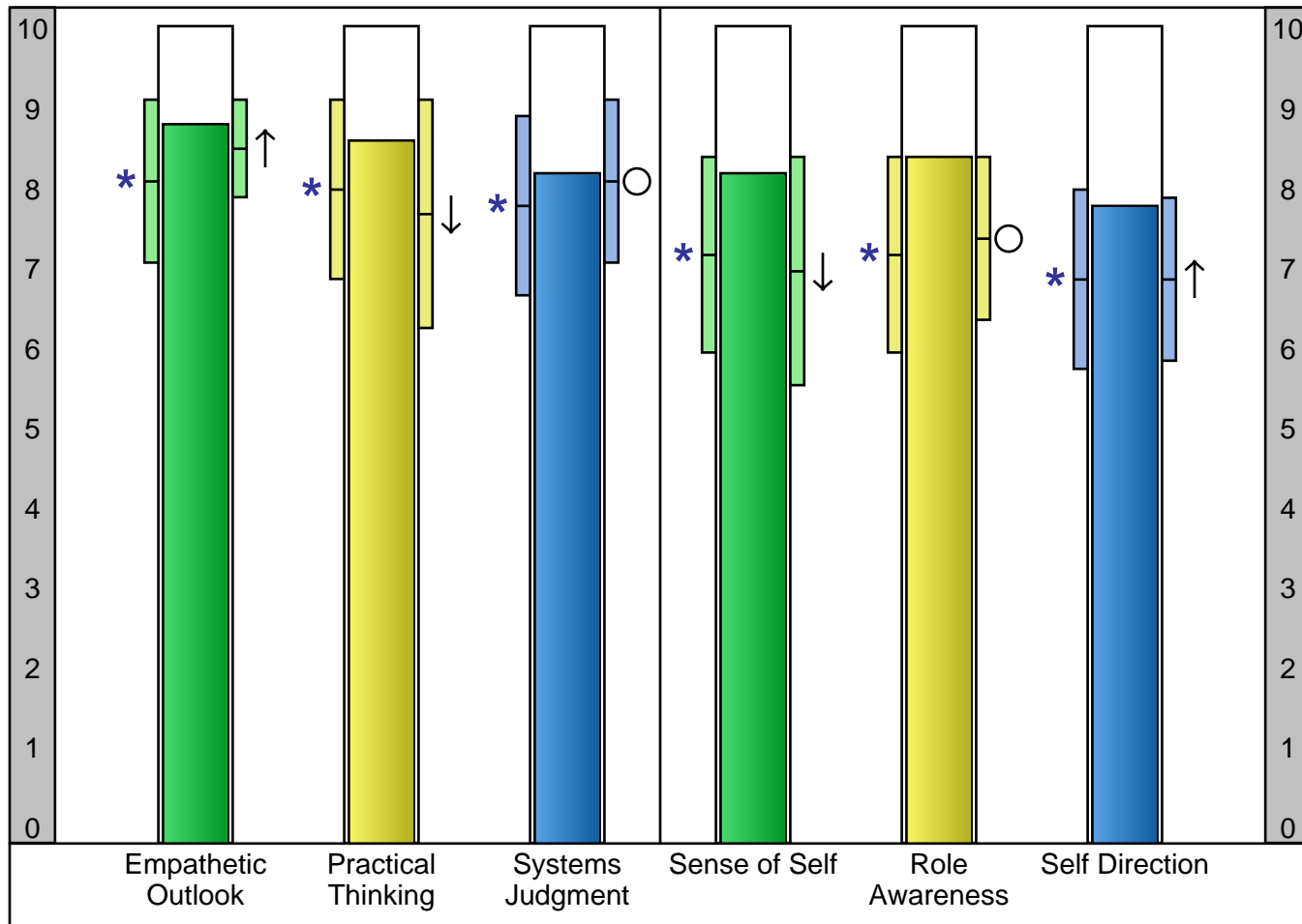
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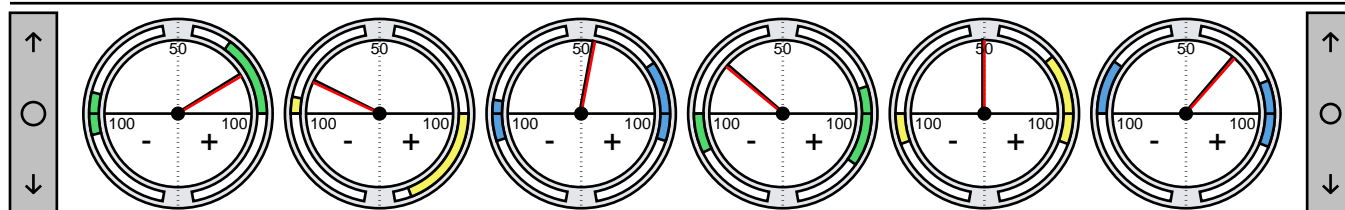
- * Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score	8.8	8.6	8.2	8.2	8.4	7.8
Bias	↑	↓	○	↓	○	↑



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CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.8	7.9	Sensitivity to Others	8.2	7.9	Proactive Thinking
9.8	8.1	Personal Relationships	8.2	8.0	Respect for Policies
9.5	7.8	Relating to Others	8.2	7.3	Sense of Self
9.3	7.9	Attitude Toward Others	8.2	7.8	Systems Judgment
9.3	7.0	Handling Stress	8.2	8.0	Material Possessions
9.2	8.1	Understanding Motivational Needs	8.1	7.2	Personal Accountability
9.2	8.2	Respect for Property	8.1	6.7	Self Assessment
9.2	8.1	Self Improvement	8.1	6.9	Meeting Standards
9.1	8.3	Theoretical Problem Solving	8.1	6.9	Initiative
9.1	7.0	Intuitive Decision Making	8.1	7.2	Taking Responsibility
9.0	7.9	Leading Others	8.0	7.3	Surrendering Control
9.0	8.2	Realistic Goal Setting for Others	8.0	7.5	Sense of Timing
9.0	7.6	Using Common Sense	7.9	7.6	Concrete Organization
9.0	7.7	Evaluating What is Said	7.9	7.3	Project Scheduling
8.9	7.6	Integrative Ability	7.8	7.3	Conceptual Thinking
8.8	7.6	Realistic Personal Goal Setting	7.8	7.0	Balanced Decision Making
8.8	7.4	Developing Others	7.8	6.9	Self Direction
8.8	7.1	Gaining Commitment	7.7	7.3	Results Orientation
8.8	8.1	Empathetic Outlook	7.7	7.8	Monitoring Others
8.7	7.5	Quality Orientation	7.6	7.2	Persistence
8.7	7.1	Role Confidence	7.5	7.4	Handling Rejection
8.6	7.3	Consistency and Reliability			
8.6	7.4	Self Confidence			
8.6	7.5	Problem Solving			
8.6	7.9	Conveying Role Value			
8.6	7.6	Long Range Planning			
8.6	7.3	Job Ethic			
8.6	7.4	Enjoyment of the Job			
8.6	8.0	Practical Thinking			
8.5	7.9	Correcting Others			
8.5	7.9	Emotional Control			
8.5	7.6	Status and Recognition			
8.5	7.3	Sense of Mission			
8.5	7.7	Sense of Belonging			
8.4	8.0	Attention to Detail			
8.4	7.7	Realistic Expectations			
8.4	7.1	Role Awareness			
8.3	7.5	Accountability for Others			
8.3	7.8	Freedom from Prejudices			
8.3	7.1	Personal Drive			
8.3	7.8	Persuading Others			
8.3	7.1	Internal Self Control			
8.3	7.4	Self Management			
8.2	8.0	Following Directions			
8.2	7.4	Project and Goal Focus			
8.2	7.7	Evaluating Others			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
8.3	7.5	Accountability for Others	9.2	8.2	Respect for Property
8.4	8.0	Attention to Detail	7.7	7.3	Results Orientation
9.3	7.9	Attitude Toward Others	8.4	7.1	Role Awareness
7.8	7.0	Balanced Decision Making	8.7	7.1	Role Confidence
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8.5	7.9	Emotional Control	8.5	7.3	Sense of Mission
8.8	8.1	Empathetic Outlook	8.2	7.3	Sense of Self
8.6	7.4	Enjoyment of the Job	8.0	7.5	Sense of Timing
8.2	7.7	Evaluating Others	9.8	7.9	Sensitivity to Others
9.0	7.7	Evaluating What is Said	8.5	7.6	Status and Recognition
8.2	8.0	Following Directions	8.0	7.3	Surrendering Control
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7.5	7.4	Handling Rejection	9.1	8.3	Theoretical Problem Solving
9.3	7.0	Handling Stress	9.2	8.1	Understanding Motivational Needs
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8.4	7.7	Realistic Expectations			
9.0	8.2	Realistic Goal Setting for Others			
8.8	7.6	Realistic Personal Goal Setting			
9.5	7.8	Relating to Others			
8.2	8.0	Respect for Policies			