

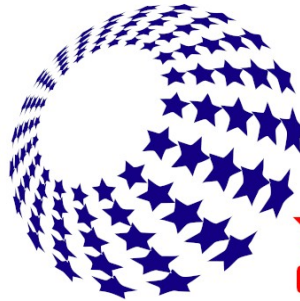


TTI Personal Talent Skills Inventory®

Sales 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:

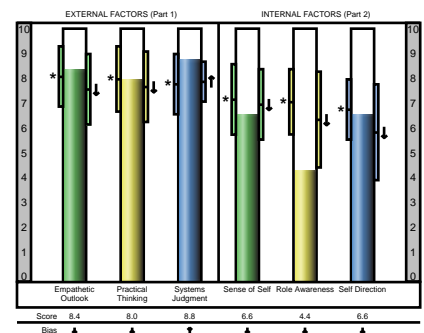
- Intrinsic - People
- Extrinsic - Tasks or things
- Systemic - Systems

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.



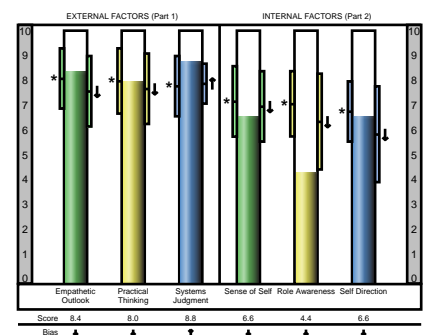
This is how Tom sees the world around him. This view measures his clarity and understanding of people, tasks and systems. It could also be looked at in terms of feeling, doing and thinking from an external standpoint. The statements below are based primarily on the 3 dimensions on the left side of the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



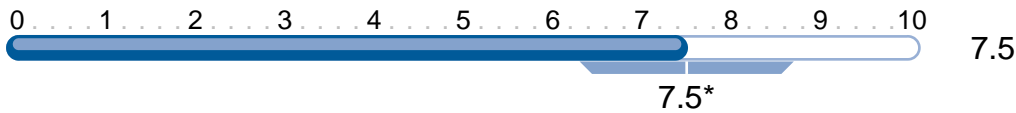
This is how Tom sees himself. This view measures his clarity and understanding of himself, his roles in life and his direction for the future. The internal dimensions are a reflection of him from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions on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

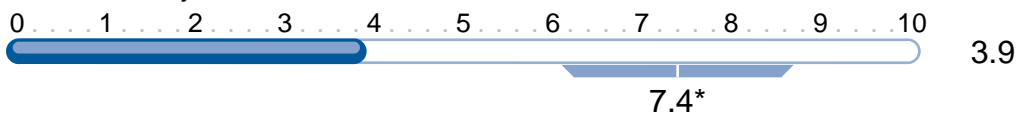




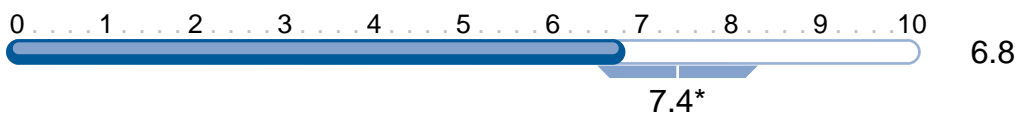
PROBLEM SOLVING: The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



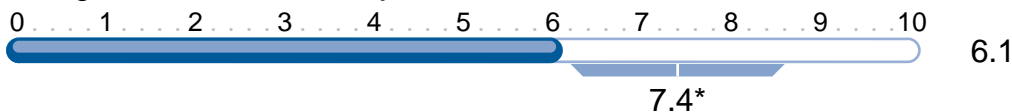
ENJOYMENT OF THE JOB: A measure of a person's attitude toward their current job or career.



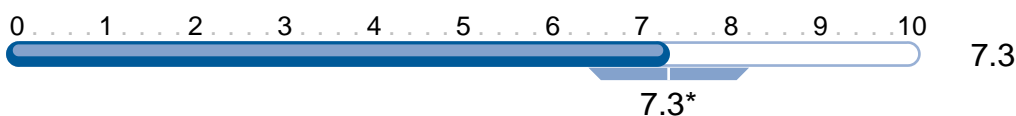
PROJECT AND GOAL FOCUS: The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.



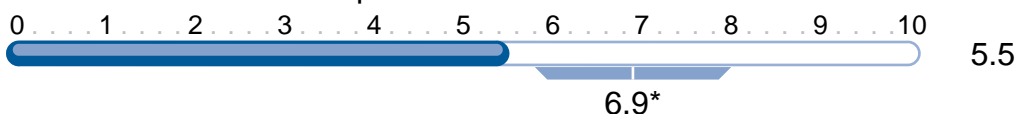
HANDLING REJECTION: The capacity to exhibit persistence and strong will in the face of objections.



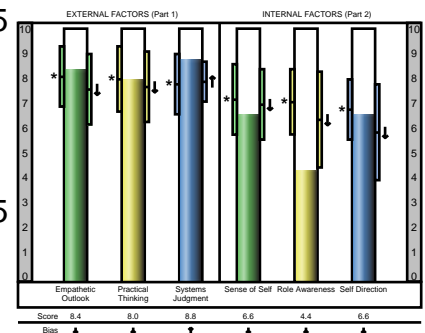
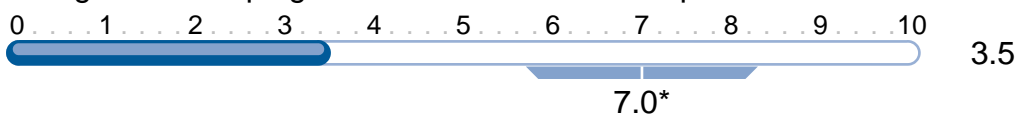
RESULTS ORIENTATION: The capacity to clearly and objectively understand and implement all variables necessary to obtain defined or desired results.



SELF-STARTING ABILITY: A measure of a person's ability to initiate tasks in order to fulfill responsibilities and commitments.



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



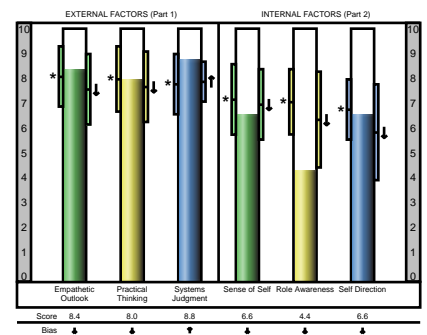
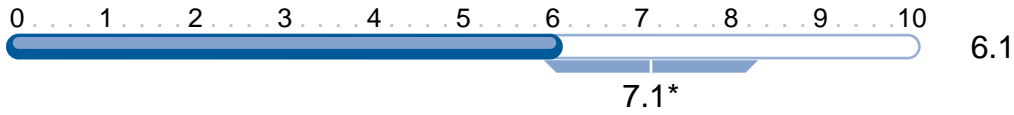
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* 68% of the population falls within the shaded area.

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



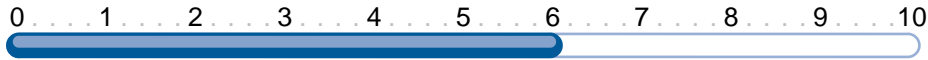
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This summary is a brief overview of the pages that follow. These scores provide a window into the respondent's abilities. This window will open even further as you progress through this report.

PROSPECTING



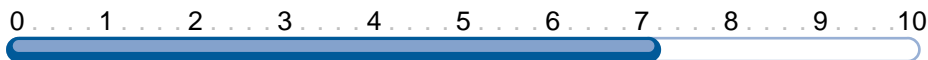
6.1

GREETING



7.2

QUALIFYING



7.2

DEMONSTRATING



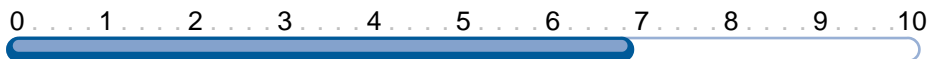
7.3

INFLUENCING



7.2

CLOSING

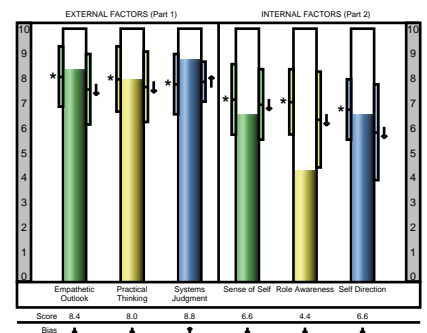


6.9

OVERALL QUOTIENT



7.0

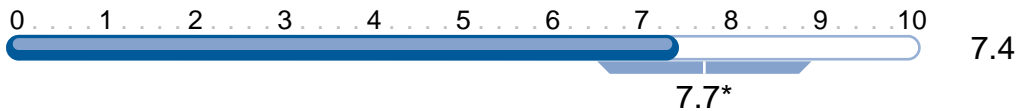


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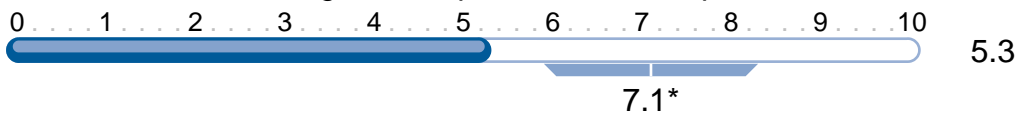


This is the first step of any sale. It is the phase of the sale where prospects are identified, detailed background information is gathered, the physical activity of traditional prospecting is coordinated and an overall strategy for face-to-face selling is developed.

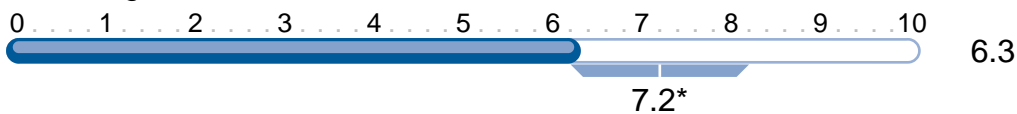
EVALUATING OTHERS: The capacity to objectively assess or measure the abilities and performance of other people.



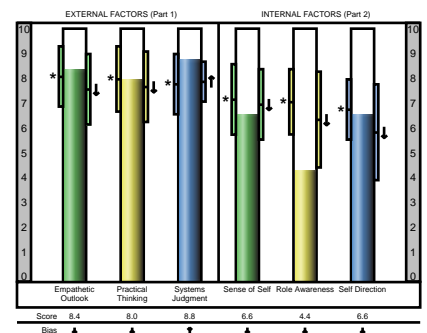
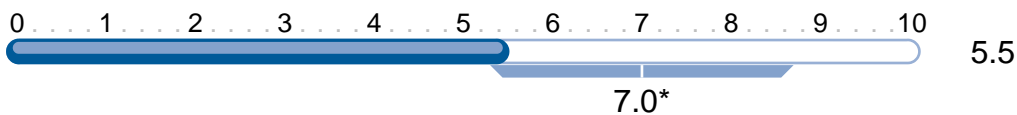
ROLE CONFIDENCE: The capacity of maintaining confidence and self-reliance for fulfilling various professional and personal roles.



PERSISTENCE: The capacity to steadily pursue any project or goal that a person is committed to in spite of difficulty, opposition or discouragement.



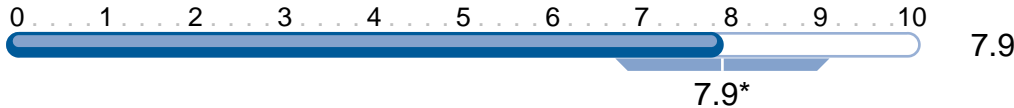
INTUITIVE DECISION MAKING: The capacity to make decisions by looking at the most essential elements and without all the facts or data.



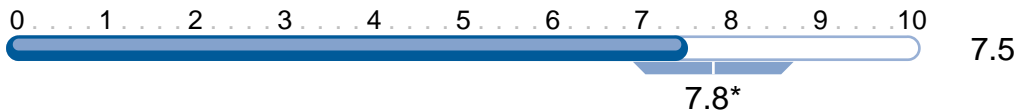
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The first face-to-face interaction between a prospect and the salesperson, this step is designed to enable the salesperson to display his sincere interest in the prospect...to gain positive acceptance and to develop a sense of mutual respect and rapport.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

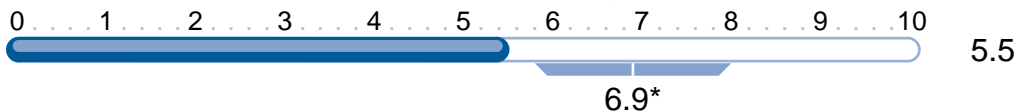
ATTITUDE TOWARD OTHERS: The general capacity one has for relating with other people.



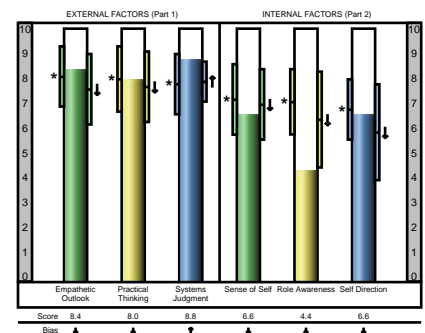
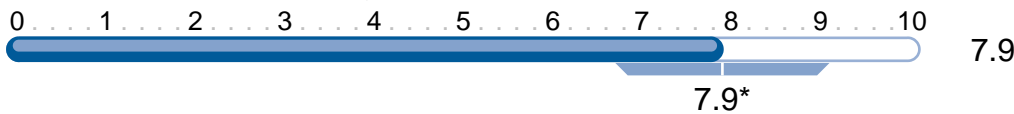
RELATING TO OTHERS: The capacity to understand and relate to others when communicating with them.



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



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

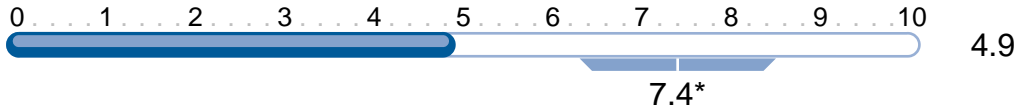


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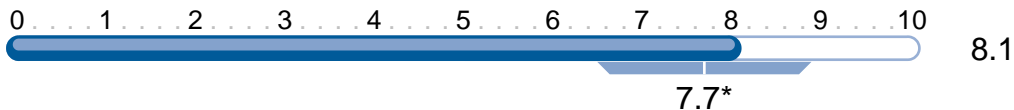


The detailed needs analysis phase of the face-to-face sale. This step of the sale enables the salesperson to discover what the prospect will buy, when they will buy and under what conditions they will buy. It is allowing the prospect to identify and verbalize their level of interest, specific wants and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

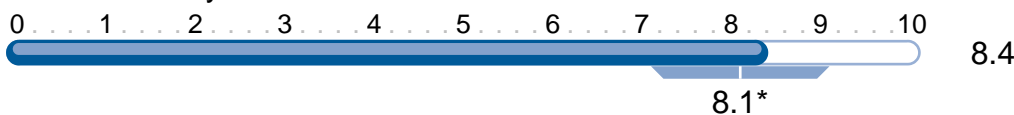
SELF CONFIDENCE: A measure of a person's assured self-reliance in his or her abilities.



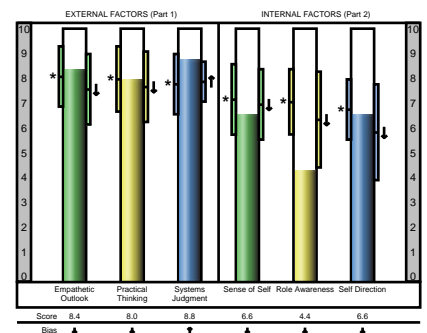
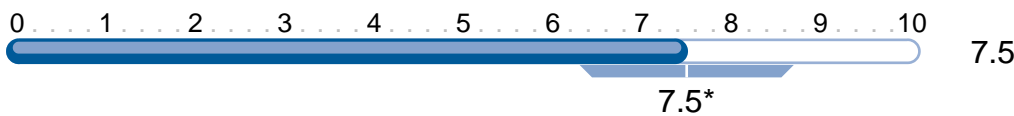
EVALUATING WHAT IS SAID: The capacity to objectively listen, understand and accurately interpret what someone else is saying.



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



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

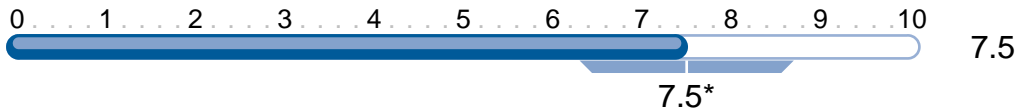


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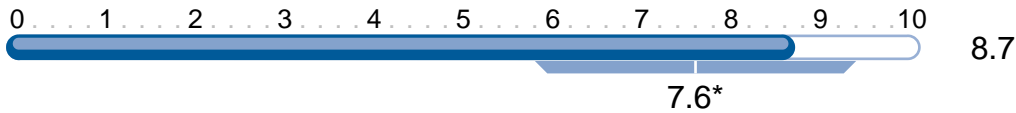


This step allows the salesperson to present his product knowledge in such a way that it fulfills the stated or implied wants, needs or intentions of the prospect as identified and verbalized in the qualifying phase of the sale.

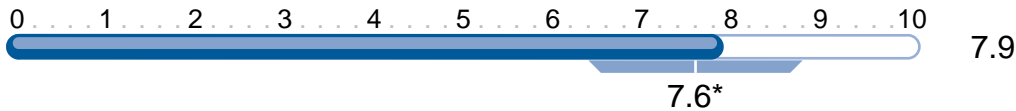
PROBLEM SOLVING: The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



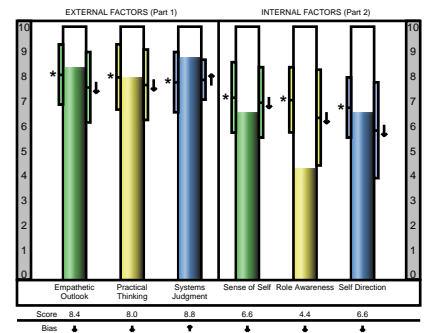
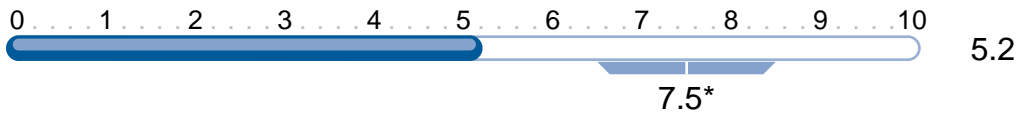
USING COMMON SENSE: The capacity to be resourceful and apply good, practical, ordinary sense in whatever situations arise.



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



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

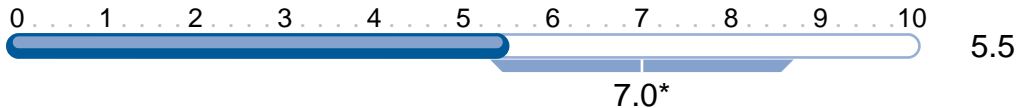


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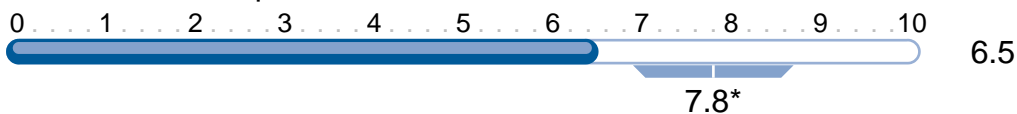


What people believe enough, they act upon. This step is designed to enable the salesperson to build value and overcome the tendency that many prospects have to place little belief or trust in what is told to them. It is this phase of the sale that solidifies the prospect's belief in the supplier, product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

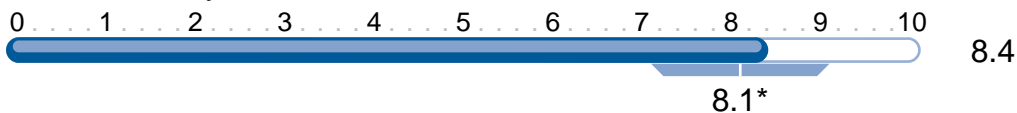
INTUITIVE DECISION MAKING: The capacity to make decisions by looking at the most essential elements and without all the facts or data.



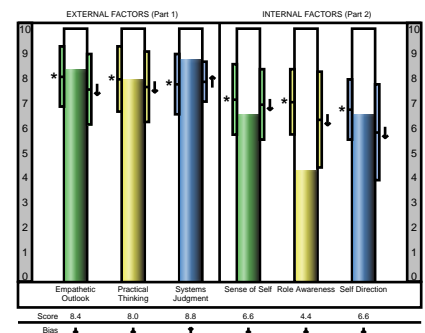
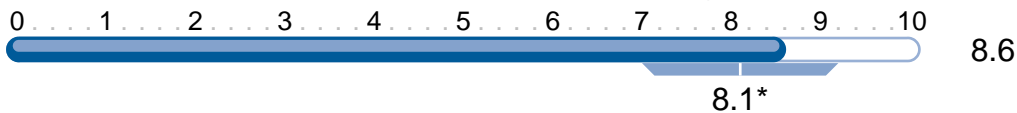
PERSUADING OTHERS: The capacity to influentially present one's positions, opinions, feelings or views to others in such a way that they will listen and adopt the same view.



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



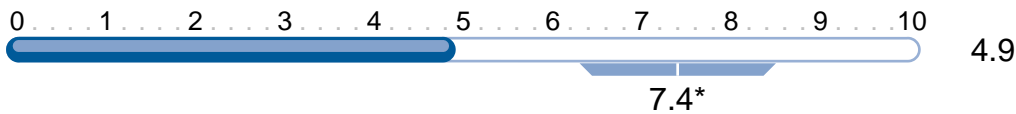
UNDERSTANDING MOTIVATIONAL NEEDS: The ability to understand and inspire others in such a way that gets them to act.



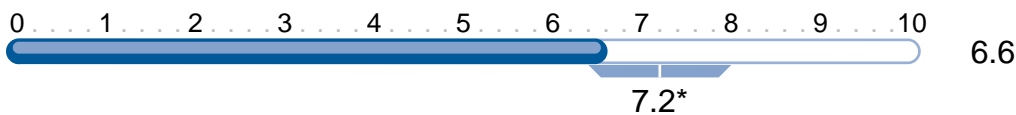
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The final phase is closing. This phase of the sale is asking the prospect to buy, dealing with objections, handling any necessary negotiation and completing the transaction to mutual satisfaction.

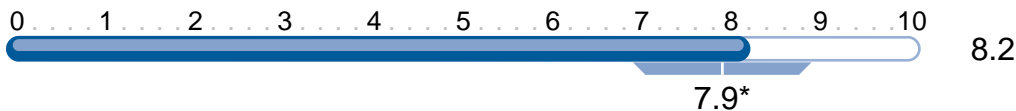
SELF CONFIDENCE: A measure of a person's assured self-reliance in his or her abilities.



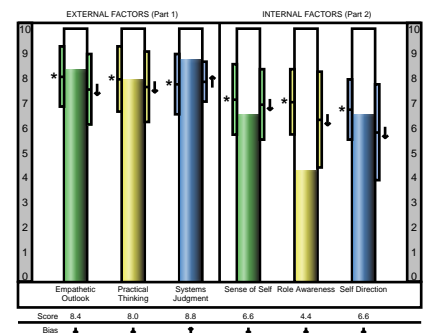
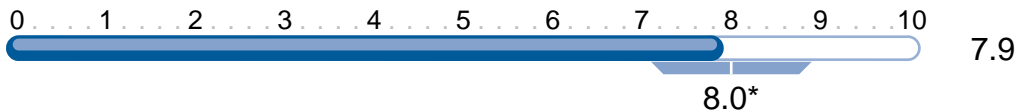
PERSONAL ACCOUNTABILITY: The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.



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



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



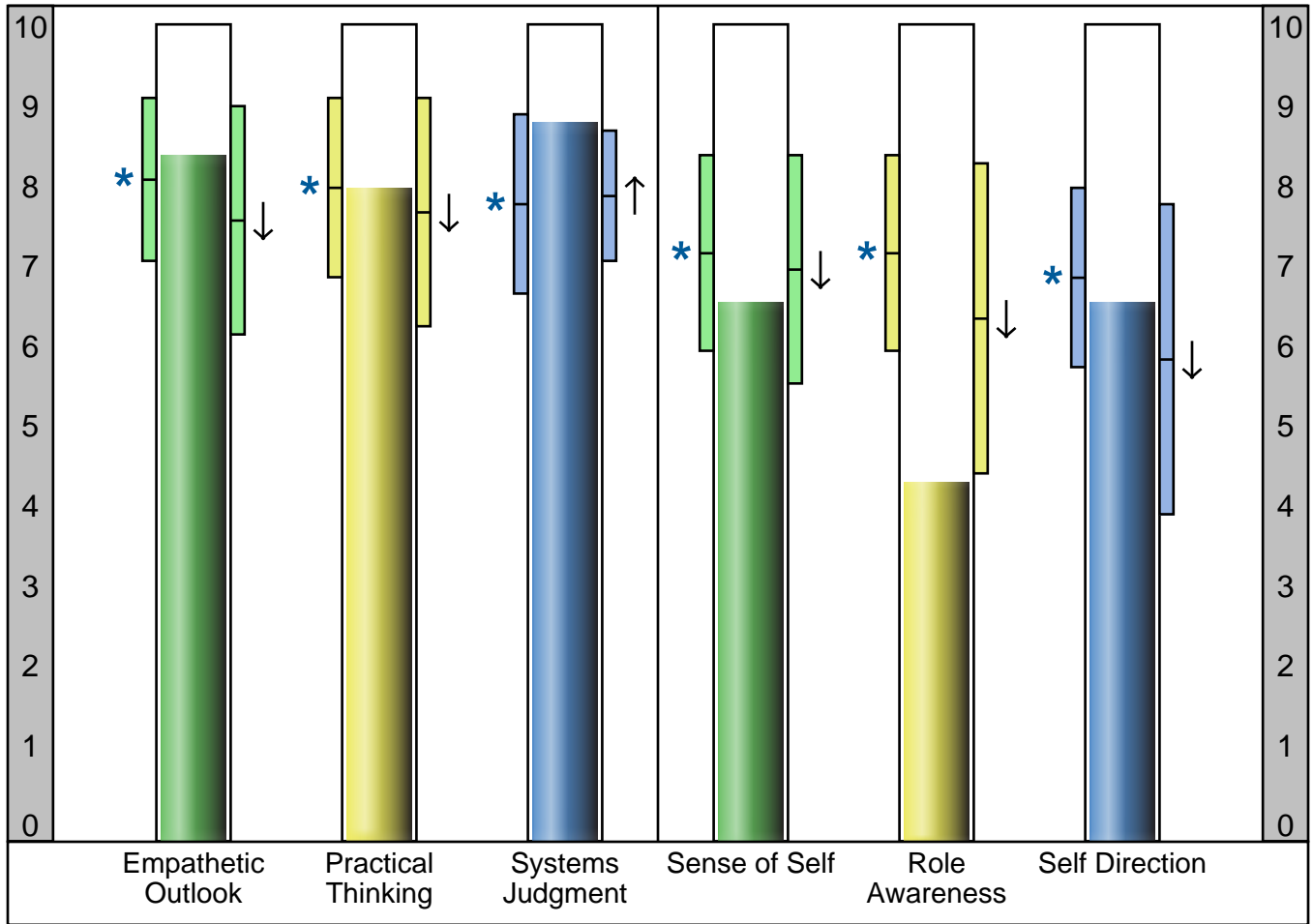
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* Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation

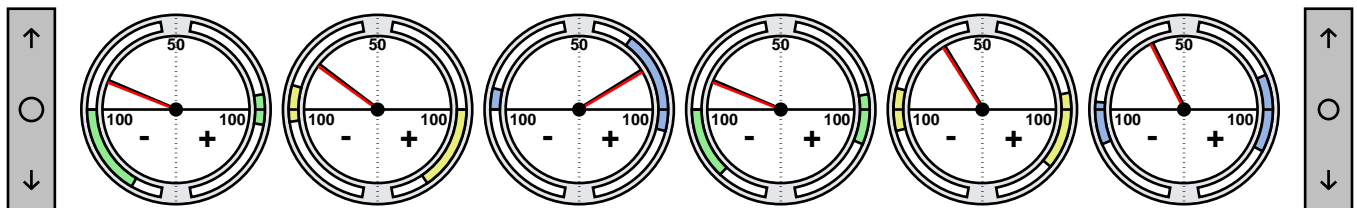
EXTERNAL FACTORS (Part 1)

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 |
| 7.9 | 7.6 | Concrete Organization | 5.4 | 6.7 | Self Assessment |
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| 8.6 | 7.9 | Correcting Others | 7.6 | 8.1 | Self Improvement |
| 7.4 | 7.4 | Developing Others | 5.3 | 7.4 | Self Management |
| 8.2 | 7.9 | Emotional Control | 5.7 | 7.7 | Sense of Belonging |
| 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 | | | |