

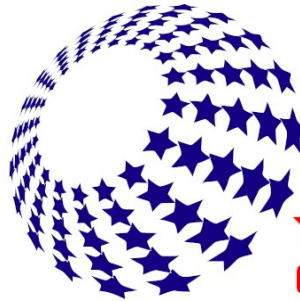


# TTI Personal Talent Skills Inventory®

## Coaching Report



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



**YOUR  
COMPANY**

"Bringing Awareness"  
ABC Co. Ltd.  
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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:

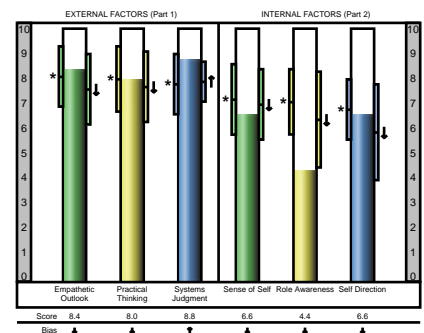
- Intrinsic - People
- Extrinsic - Tasks or things
- Systemic - Systems

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.



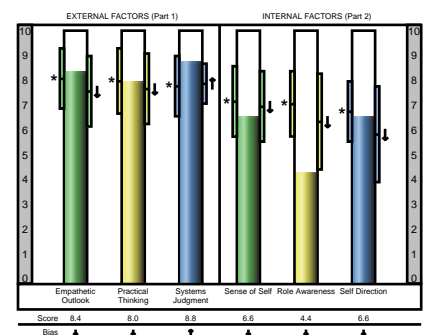
This is how Tom sees the world around him. This view measures his clarity and understanding of people, tasks and systems. It could also be looked at in terms of feeling, doing and thinking from an external standpoint. The statements below are based primarily on the 3 dimensions on the left side of the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





The key lies in being able to measure these individual preferences in the way we think, and understanding how they shape our decisions. It is this understanding of our individual strengths and weaknesses that will enable us to effect change in our lives and achieve greater personal success. It is only by first understanding something that we are then able to change it.

The top five and bottom five scores on your Core Skills List determines the information below. Please take the national mean and the requirements of your position into consideration when determining a development plan.

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## Strengths

- FOLLOWING DIRECTIONS
- REALISTIC GOAL SETTING FOR OTHERS
- RESPECT FOR POLICIES
- SYSTEMS JUDGMENT
- USING COMMON SENSE

## Weaknesses

- CONSISTENCY AND RELIABILITY
- JOB ETHIC
- ROLE AWARENESS
- ENJOYMENT OF THE JOB
- HANDLING STRESS



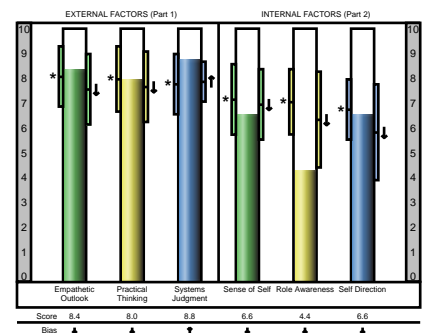
Following Directions is an individual's ability to effectively hear, understand and follow directions or instructions. It is the willingness to postpone making personal decisions, or taking action, until one has openly listened to what they are being asked to do. Don't judge whether this assumption is right or wrong. Whether the person may in fact be perfectly capable of accomplishing the goal with no external instruction is irrelevant here. A low score in this area simply indicates a person's tendency to discount outside instructions and rely on their own innate abilities, regardless of competency.

### Possible Strengths:

- Good listening skills.
- Is able to work independently on tasks that require specific steps to complete.
- Is open-minded and flexible about ways to accomplish required tasks.

### Continuous Development:

- Don't add steps that are not a part of the original instructions.
- Enlist a friend or manager to audit activities.
- If you do see steps that need adding or altering, get approval from the proper source.





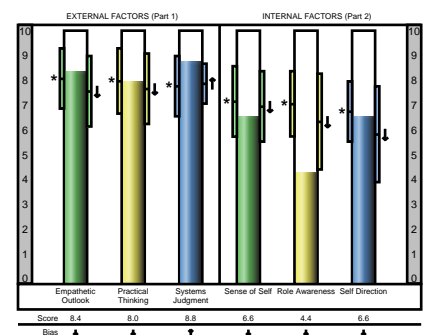
Realistic Goal Setting for Others is the ability to set goals for others that can be achieved using available resources, personnel capabilities and operating within a projected timeframe. This capacity includes the ability to utilize previous measurable performance in the establishing of goals and/or quotas.

### Possible Strengths:

- Coordinates individual goals with corporate or organizational directives.
- Is proactive about setting high goals for him/herself and achieving them.
- Sets goals for each person that are challenging but not defeating.

### Continuous Development:

- Keep your highest performers enthusiastic!
- Keep tasks and consequences for failure or success separate from the person being supervised.
- Be specific when assigning any new goal or duty.





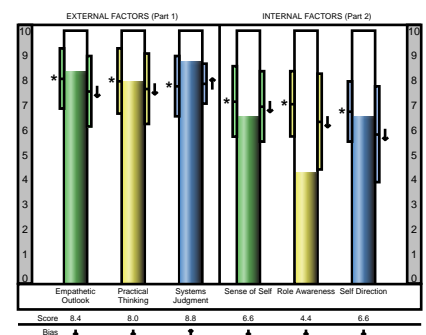
Respect for Policies is the ability to see and appreciate the value of conducting business affairs according to the intent of company policies and standards without necessarily having to agree with them completely.

### Possible Strengths:

- Respects and utilizes policies and procedures in order to efficiently complete job tasks.
- Makes a point of understanding and respecting the corporate structures.

### Continuous Development:

- Join and participate on a corporate policy review board.
- Develop logical extensions of policies to cover activities on uncharted ground.





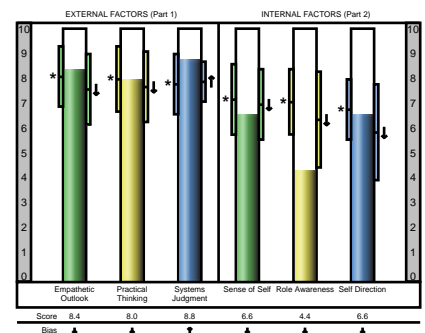
Systems Judgment measures an individual's affinity for schematic thinking, following the rules, appreciating the external structure and order of rules, guides and systems. High scores in this capacity can indicate a strong preference for stability and order and aversion to change.

### Possible Strengths:

- Does not break the rules if it will hurt someone or endanger the company.
- Chooses battles wisely.
- Cultivates and maintains extensive networks of key individuals.

### Continuous Development:

- Don't be a perfectionist.
- Develop skills in planning and making project schedules.
- Use resources diplomatically and effectively.





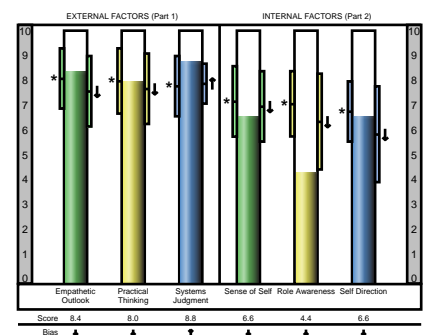
Using Common Sense as a capacity is determined by an individual's focus on practical thinking. It is the ability to see the world clearly and the general ability to combine abilities for empathy, practical thinking, and organizational ability into cohesive decisions and actions.

### Possible Strengths:

- Maintains focus on the immediate issues requiring attention.
- Develops analytical skills through practice and careful thought.
- Capable of managing unforeseen situations without getting frustrated.

### Continuous Development:

- Remember to stay organized.
- Put time frames around objectives.
- Communicate proposed solutions and objectives clearly.





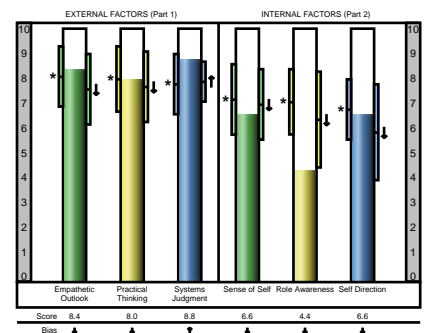
Consistency and Reliability is the ability to feel an internal motivation to be conscientious in personal or professional efforts. It is the need to be consistent and reliable in life roles.

Possible Limitations:

- May need external motivators to stay on task.
- May not maintain personal composure in the face of adversity.
- May not have an equal commitment to the job and other life priorities.

Developmental Suggestions:

- Try to monitor and manage interruptions.
- Keep promises made.
- Prioritize tasks both personally and professionally.



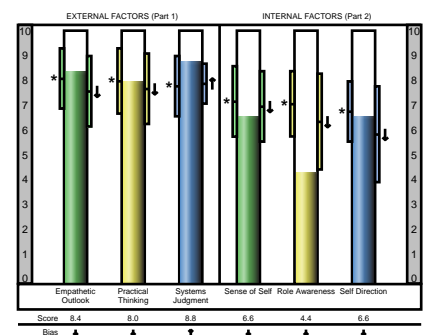
Job Ethic is the personal commitment an individual makes to execute a specific task by doing the most and the best during the hours a person is at work and by becoming the most reliable, personally, professionally and civically.

**Possible Limitations:**

- May have a poor understanding of role.
- May have trouble applying abilities to a given task.
- May procrastinate.

**Developmental Suggestions:**

- Create an inventory of tasks and projects.
- Stay focused!
- Be consciously goal-directed.





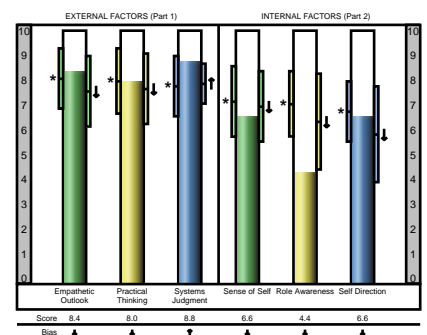
Role Awareness is the ability to be aware of one's role in the world or within a given environment. This is the ability to understand the expectations placed on a position and to clearly see how those expectations are to be met.

**Possible Limitations:**

- May lack understanding of the role.
- Unclear or uninformed of expectations.
- May not ask for clarification of role or responsibilities.

**Developmental Suggestions:**

- Get familiar with the job description.
- Ask management to spend time to define the role.
- Talk to peers to learn what is expected.





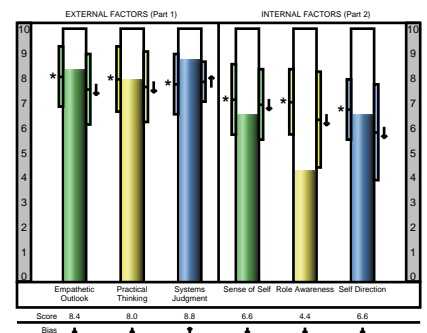
Enjoyment of the Job is the feeling that a job is both fulfilling and rewarding and that it has a positive and useful benefit.

**Possible Limitations:**

- May lack the time or resources to do the job.
- May lack a skill set required for the position.
- May have insufficient self-confidence to enjoy the job.

**Developmental Suggestions:**

- Find a mentor.
- Set exciting goals and continually update them.
- Be optimistic. We generally get what we expect.





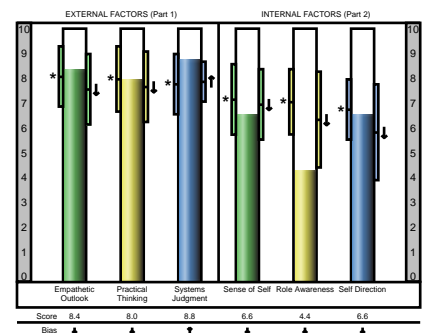
Handling Stress is an individual's ability to balance and defuse inner tensions and stresses, which, if allowed to build up, could interfere with his or her ability to perform to potential. It is not an individual's ability to handle stressful situations, but rather the ability to appropriately separate oneself from such stressful situations and maintain separate inner sense of peace.

### Possible Limitations:

- Gets emotionally tied to difficult situations.
- Does not recognize the difference between "good stress" and "bad stress".
- May not take time for relaxation.

### Developmental Suggestions:

- Get serious about time management.
- Work off stress through regular and vigorous exercise.
- Face up to unpleasant facts and get it over with.

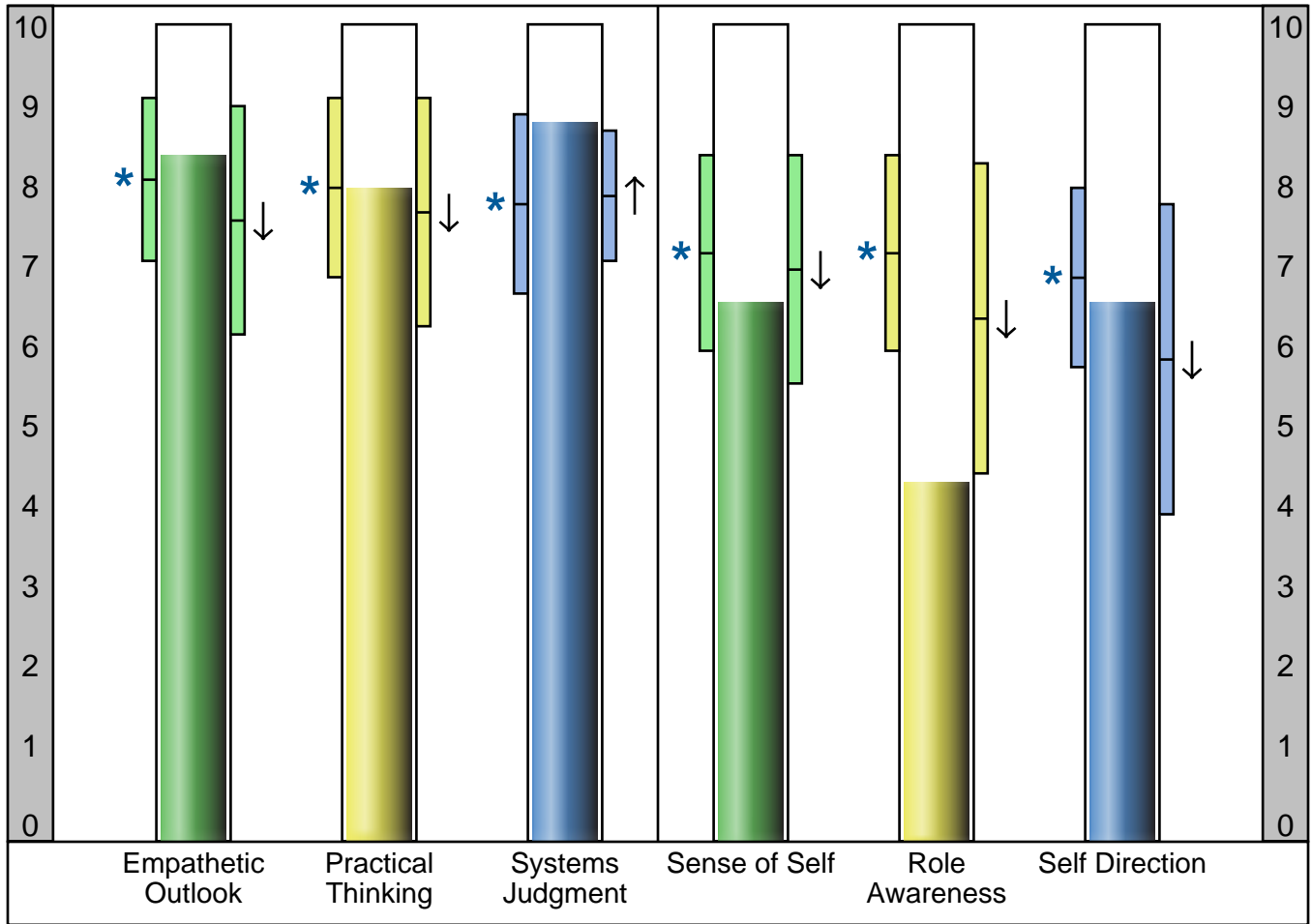




\* Population mean  
 ↑ Overvaluation  
 ○ Neutral valuation  
 ↓ Undervaluation

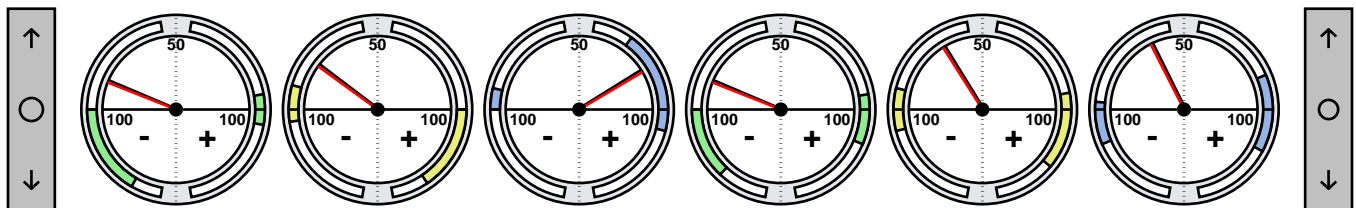
### EXTERNAL FACTORS (Part 1)

### 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			



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