TTI SUCCESS INSIGHTS®

Personal Talent Skills Inventory®

Leadership/Management Version

Gregg Sample

Owner
Sample
5-30-2013

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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.

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World View

This is how Gregg 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.

- Gregg tends to be resourceful and will try to solve the problem himself, rather than asking for help.
- He needs an atmosphere of dedicated co-workers who are going in the same direction or working toward the same goals.
- He performs best in a goal-oriented environment.
- He pays attention to the task or activity at hand, which can help in avoiding mistakes.
- Gregg needs to have clear direction and well-defined standards.
- He tends to pay attention to what he is doing.
- He needs to listen to others carefully, not only for the content of what they are saying, but how they feel and how the information can be applied in a practical sense.
- He can be cooperative and wants to do things right.
- Gregg needs clearly defined responsibilities and a solid relationship with authority.

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Self View

This is how Gregg 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.

- Gregg understands his work and personal roles.
- He has an unclear picture of the future since his focus is on his current roles and responsibilities.
- He uses his understanding of himself and his roles to overcome difficult situations.
- He feels his own worth is equally based on his sense of self and his roles in life.
- Gregg is open to future possibilities and opportunities.
- He uses life planning in a flexible way to help him focus on his role responsibilities.
- He is confident in his abilities to perform and fulfill his roles and responsibilities.
- He puts less emphasis on planning his future.
- Gregg has a strong sense of self worth and understands his primary roles and activities.

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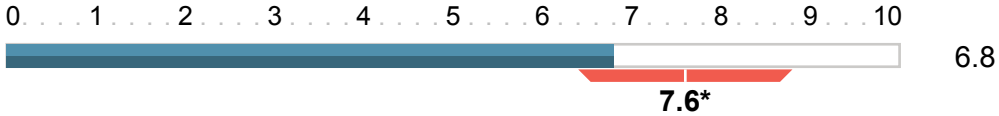
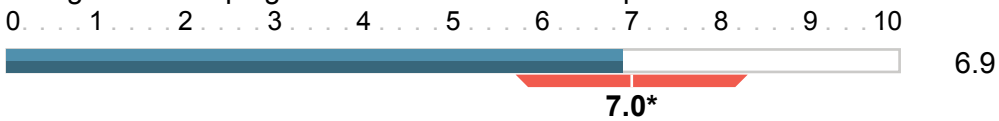
Critical Leadership/Management Skills

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



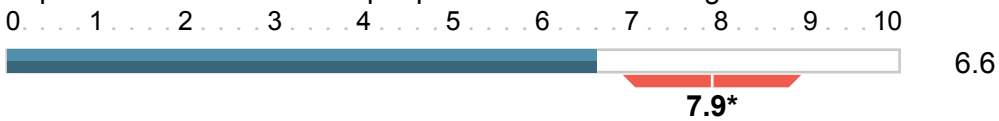
6.8

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



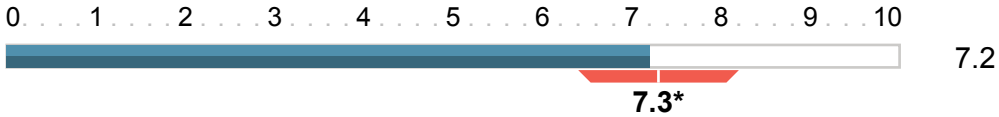
6.9

LEADING OTHERS - The capacity to organize others in such a way that inspires trust and motivates people toward a common goal.



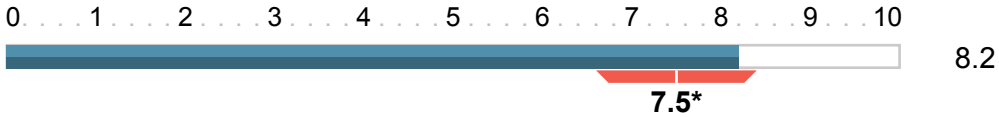
6.6

PROJECT SCHEDULING - The capacity to determine how long it will take to complete a project and to then efficiently break it down further into specific work time frames.



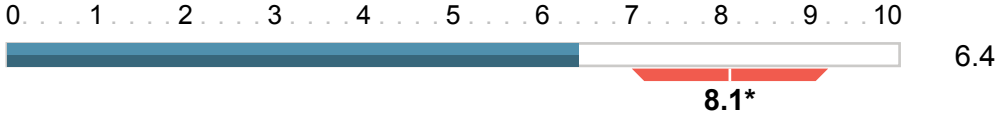
7.2

QUALITY ORIENTATION - The capacity to maintain a focus on well-defined standards of excellence with regard to all aspects of responsibilities and tasks.



8.2

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



6.4

Rev: 0.79-0.94
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Leadership/Management 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.

HUMAN RESOURCE MANAGEMENT

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

6.3

PERFORMANCE MANAGEMENT

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

6.9

PLANNING AND ORGANIZING

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

7.0

PRODUCTION MANAGEMENT

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

7.3

SELF MANAGEMENT

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

8.1

LEADERSHIP BY EXAMPLE

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

7.4

GUIDING VISION

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

6.6

INSPIRING EXCELLENCE

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

7.5

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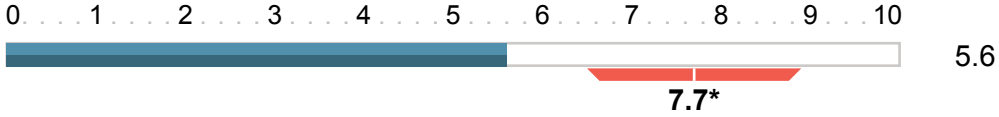
Human Resource Management

This category reveals Gregg's ability to identify the strengths and weaknesses of other people and to help them move toward a common goal or idea. In other words, this category provides insight into Gregg's management skills, broadly defined.

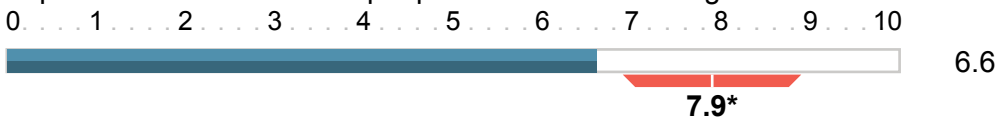
CORRECTING OTHERS - The ability to objectively address the errors, omissions and/or poor results of other people.

DEVELOPING OTHERS - The desire to help others expand their talents and potential.

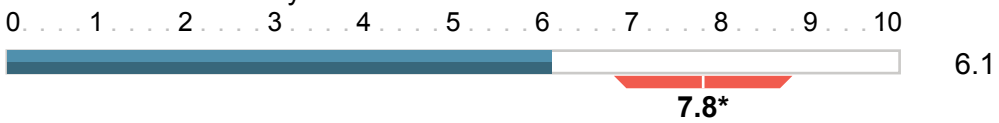
EVALUATING OTHERS - The capacity to objectively assess or measure the abilities and performance of other people.



LEADING OTHERS - The capacity to organize others in such a way that inspires trust and motivates people toward a common goal.



MONITORING OTHERS - The capacity to effectively oversee work done and decisions made by an individual or a team.



REALISTIC GOAL SETTING FOR OTHERS - The ability to define realistic and manageable goals for others using specific time frames and the resources at hand.

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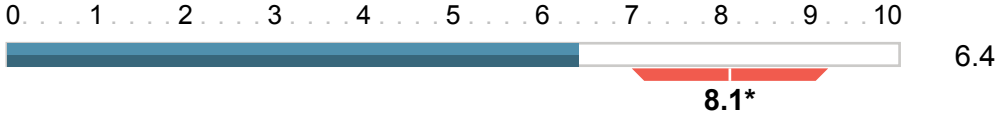
Performance Management

More than just management skills, these scores show Gregg's ability to inspire others. The degree of motivation and encouragement Gregg exudes can be seen here as well.

CONVEYING ROLE VALUE - The capacity to communicate and promote the value and importance of one's role.

GAINING COMMITMENT - The ability to get support and "buy-in" from others for a specific goal or set of goals.

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



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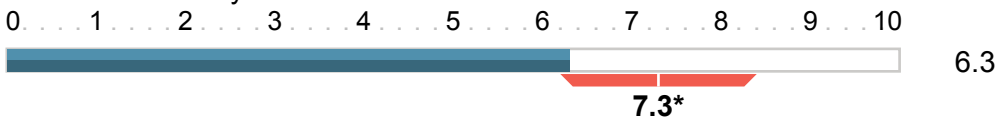
Planning and Organizing

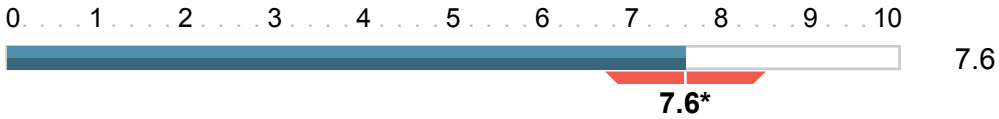
This category is a measure of Gregg's ability to take concepts and combine them into a logical, concrete, robust plan. Also important in this context is Gregg's ability to consider the future implications of his current decisions.

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.

LONG RANGE PLANNING - The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.



PROACTIVE THINKING - The capacity to think ahead in order to realistically evaluate the consequences of current actions, processes and decisions.

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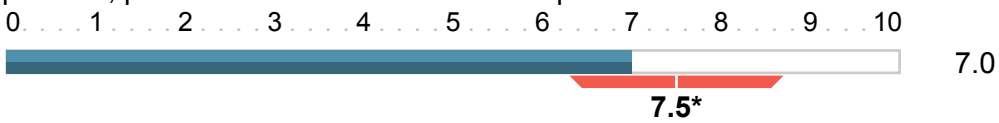
Production Management

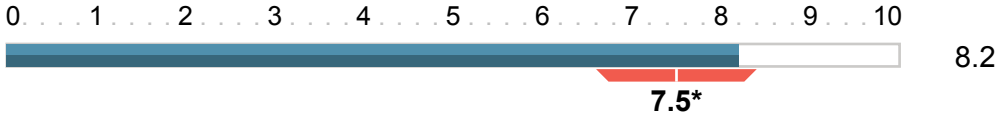
Management of a total process is just as important as the management of people. This is a measure of Gregg's ability to consider projects, quality and results.

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



PROJECT SCHEDULING - The capacity to determine how long it will take to complete a project and to then efficiently break it down further into specific work time frames.

QUALITY ORIENTATION - The capacity to maintain a focus on well-defined standards of excellence with regard to all aspects of responsibilities and tasks.



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

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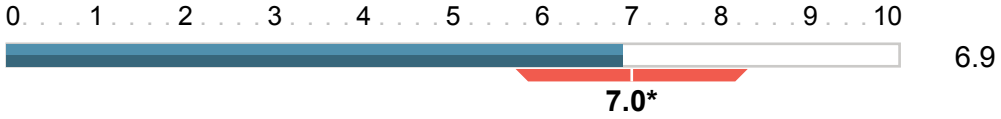
Self Management

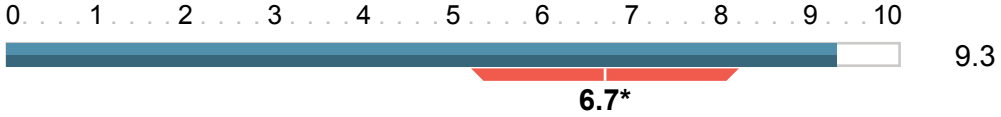
In order to be successful, Gregg must manage himself. This area reveals Gregg's ability to manage time, tasks, activities and projects. It also reveals his ability to deliver results.

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

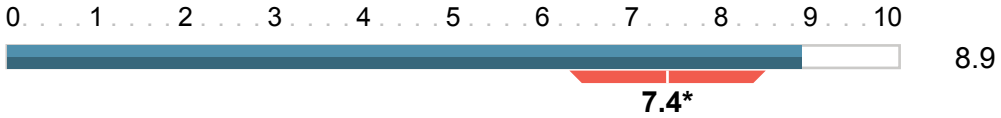


PERSONAL ACCOUNTABILITY - The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.

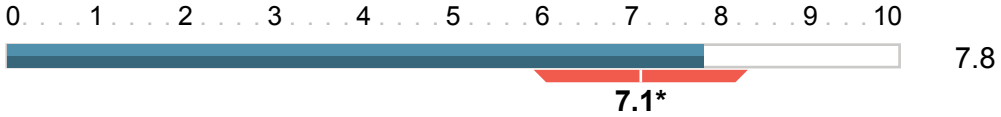
SELF ASSESSMENT - The capacity to objectively understand and evaluate one's self.



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



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



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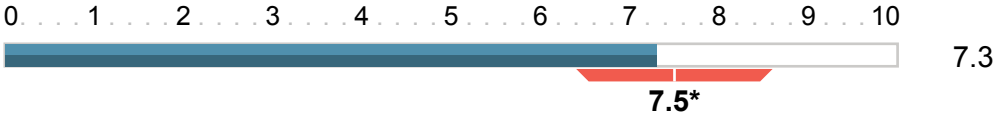
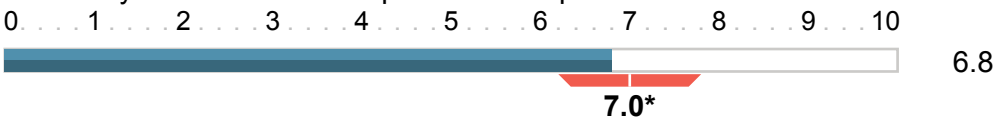
Leadership By Example

A good leader is a role model. Part of that responsibility involves considering how policies affect people and vice-versa. These are Gregg's abilities as they relate to leading by example.

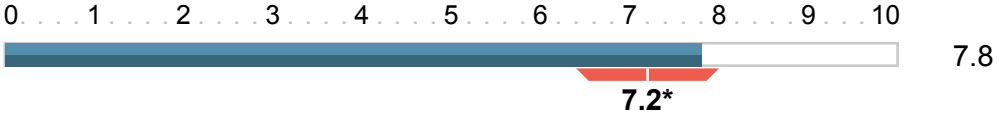
ACCOUNTABILITY FOR OTHERS - A willingness to take responsibility for the actions of other people.



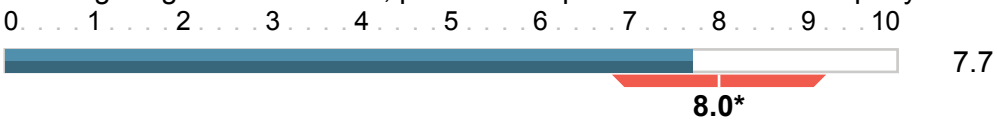
BALANCED DECISION MAKING - The ability to make consistently sound and timely decisions in one's personal and professional life.



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



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



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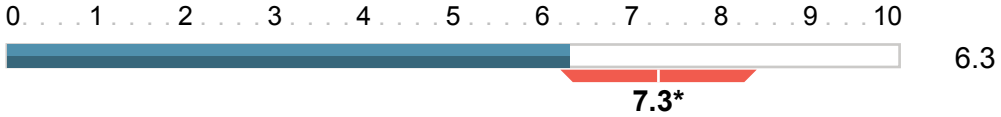
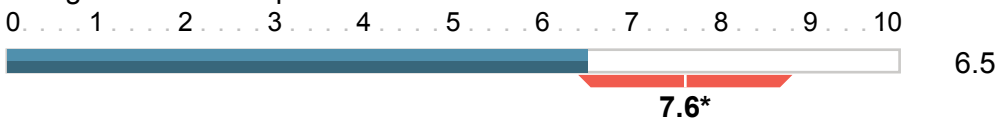
Guiding Vision

This is a measure of Gregg's capacities as they relate to creating and fostering an overarching vision or mission for an organization or team.

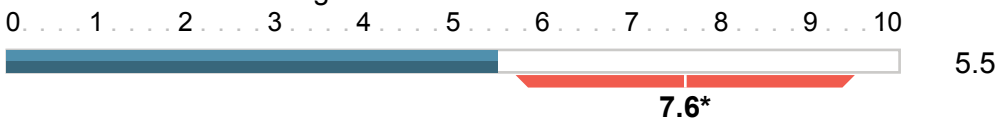
CONCEPTUAL THINKING - The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



FLEXIBILITY - The ability to readily modify, respond to and integrate change with minimal personal resistance.



INTEGRATIVE ABILITY - The capacity to see different components of a situation and tie them together to see the situation as a whole.



LONG RANGE PLANNING - The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.

PROACTIVE THINKING - The capacity to think ahead in order to realistically evaluate the consequences of current actions, processes and decisions.

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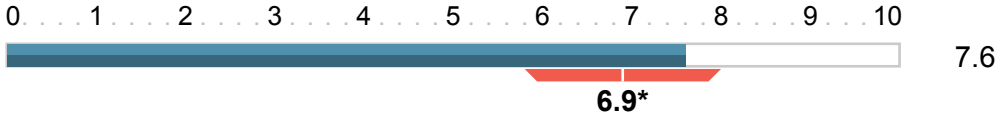
Inspiring Excellence

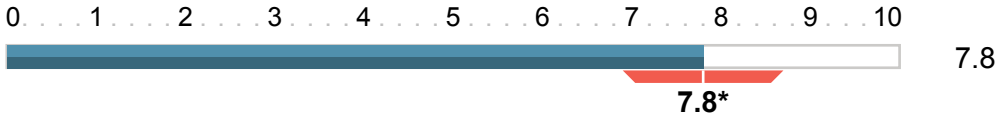
Leading does not always mean doing. Instead, leadership involves helping others to see and follow through on their own abilities. This is a measure of Gregg's ability to inspire others to produce excellent work.

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



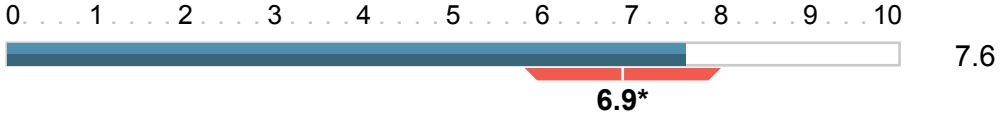
PERSISTENCE - The capacity to steadily pursue any project or goal that a person is committed to in spite of difficulty, opposition or discouragement.

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.



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

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



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

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Core Skills List For Consulting and Coaching

Score	Mean	Description
10.0	8.1	Self Improvement
9.3	6.7	Self Assessment
9.0	7.3	Sense of Self
8.9	7.4	Self Confidence
8.9	7.4	Handling Rejection
8.9	7.1	Role Confidence
8.9	7.7	Sense of Belonging
8.9	7.4	Enjoyment of the Job
8.6	7.3	Consistency and Reliability
8.6	7.3	Job Ethic
8.5	7.1	Internal Self Control
8.5	7.3	Sense of Mission
8.4	7.1	Role Awareness
8.2	7.5	Quality Orientation
8.1	7.2	Persistence
7.9	8.3	Theoretical Problem Solving
7.9	7.6	Realistic Personal Goal Setting
7.9	7.5	Sense of Timing
7.9	7.6	Status and Recognition
7.9	7.4	Self Management
7.8	7.2	Personal Accountability
7.8	7.1	Personal Drive
7.8	7.8	Persuading Others
7.8	6.9	Self Direction
7.8	7.2	Taking Responsibility
7.7	8.0	Following Directions
7.7	8.0	Attention to Detail
7.7	7.9	Conveying Role Value
7.7	8.0	Respect for Policies
7.6	7.6	Long Range Planning
7.6	6.9	Initiative
7.5	7.3	Surrendering Control
7.5	7.9	Proactive Thinking
7.4	7.8	Relating to Others
7.4	8.0	Practical Thinking
7.3	7.5	Accountability for Others
7.3	6.9	Meeting Standards
7.2	7.3	Project Scheduling
7.2	7.8	Systems Judgment
7.1	7.0	Intuitive Decision Making
7.1	7.9	Emotional Control

Score	Mean	Description
7.0	7.4	Project and Goal Focus
7.0	7.3	Results Orientation
7.0	8.2	Realistic Goal Setting for Others
7.0	7.5	Problem Solving
7.0	8.0	Material Possessions
6.9	7.0	Handling Stress
6.8	7.6	Concrete Organization
6.8	7.0	Balanced Decision Making
6.8	7.7	Realistic Expectations
6.8	7.1	Gaining Commitment
6.6	7.9	Leading Others
6.5	7.9	Correcting Others
6.4	7.4	Developing Others
6.4	8.1	Understanding Motivational Needs
6.3	7.3	Conceptual Thinking
6.1	7.8	Monitoring Others
6.0	7.7	Evaluating What is Said
5.8	8.1	Empathetic Outlook
5.6	7.7	Evaluating Others
5.5	7.6	Integrative Ability
5.4	7.6	Using Common Sense
5.3	7.9	Attitude Toward Others
5.3	7.8	Freedom from Prejudices
5.3	7.9	Sensitivity to Others
5.3	8.1	Personal Relationships

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Core Skills List For Consulting and Coaching

Score	Mean	Description
7.3	7.5	Accountability for Others
7.7	8.0	Attention to Detail
5.3	7.9	Attitude Toward Others
6.8	7.0	Balanced Decision Making
6.3	7.3	Conceptual Thinking
6.8	7.6	Concrete Organization
8.6	7.3	Consistency and Reliability
7.7	7.9	Conveying Role Value
6.5	7.9	Correcting Others
6.4	7.4	Developing Others
7.1	7.9	Emotional Control
5.8	8.1	Empathetic Outlook
8.9	7.4	Enjoyment of the Job
5.6	7.7	Evaluating Others
6.0	7.7	Evaluating What is Said
7.7	8.0	Following Directions
5.3	7.8	Freedom from Prejudices
6.8	7.1	Gaining Commitment
8.9	7.4	Handling Rejection
6.9	7.0	Handling Stress
7.6	6.9	Initiative
5.5	7.6	Integrative Ability
8.5	7.1	Internal Self Control
7.1	7.0	Intuitive Decision Making
8.6	7.3	Job Ethic
6.6	7.9	Leading Others
7.6	7.6	Long Range Planning
7.0	8.0	Material Possessions
7.3	6.9	Meeting Standards
6.1	7.8	Monitoring Others
8.1	7.2	Persistence
7.8	7.2	Personal Accountability
7.8	7.1	Personal Drive
5.3	8.1	Personal Relationships
7.8	7.8	Persuading Others
7.4	8.0	Practical Thinking
7.5	7.9	Proactive Thinking
7.0	7.5	Problem Solving
7.0	7.4	Project and Goal Focus
7.2	7.3	Project Scheduling
8.2	7.5	Quality Orientation

Score	Mean	Description
6.8	7.7	Realistic Expectations
7.0	8.2	Realistic Goal Setting for Others
7.9	7.6	Realistic Personal Goal Setting
7.4	7.8	Relating to Others
7.7	8.0	Respect for Policies
7.0	7.3	Results Orientation
8.4	7.1	Role Awareness
8.9	7.1	Role Confidence
9.3	6.7	Self Assessment
8.9	7.4	Self Confidence
7.8	6.9	Self Direction
10.0	8.1	Self Improvement
7.9	7.4	Self Management
8.9	7.7	Sense of Belonging
8.5	7.3	Sense of Mission
9.0	7.3	Sense of Self
7.9	7.5	Sense of Timing
5.3	7.9	Sensitivity to Others
7.9	7.6	Status and Recognition
7.5	7.3	Surrendering Control
7.2	7.8	Systems Judgment
7.8	7.2	Taking Responsibility
7.9	8.3	Theoretical Problem Solving
6.4	8.1	Understanding Motivational Needs
5.4	7.6	Using Common Sense

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