



# TTI Personal Talent Skills Inventory<sup>®</sup>

General Employment version

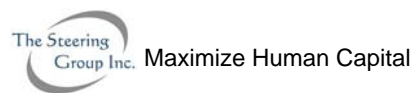
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**George Generic**

Sample

ABC Company

2-19-2007



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## INTRODUCTION

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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

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This is how George 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.

- George understands how to deal with ideas, knowledge, and systems.
- He needs an environment in which contributions are recognized, properly rewarded, and appreciated.
- He performs best in an environment where responsibilities and decisions are shared, and his input and creativity is appreciated and challenged on a regular basis.
- He has the ability to become action-oriented in order to complete the task at hand.
- George may benefit from improving his relationships with authority figures.
- He can be versatile and can adapt to different types of people and changing situations.
- He has an opportunity for growth by gaining a better understanding of current activities, roles and responsibilities.
- He has moderate practical skills and can relate to tangible things, processes and events.
- George needs an atmosphere that has structure and a defined chain of command.



## SELF VIEW

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This is how George 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.

- George has a strong emphasis on actually performing and fulfilling various role responsibilities.
- He could benefit by asking himself questions about the future and to not stay solely focused on the present.
- He has a strong understanding of his personal and professional roles.
- He has internalized his roles in life.
- George will focus on what is necessary when changing roles.
- He could benefit from paying more attention to his planning and where he is going in the future.
- He is confident in his ability to fulfill his responsibilities.
- He values and appreciates himself through his professional and personal roles.
- George could benefit from developing a deeper understanding and appreciation of himself.



# CRITICAL SUCCESS SKILLS

**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 \*  
8.9

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

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



6.9 \*  
7.6

**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 \*  
7.1

**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 \*  
7.8

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

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



8.2 \*  
9.6

**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 \*  
7.2

Rev: 0.92-0.84

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

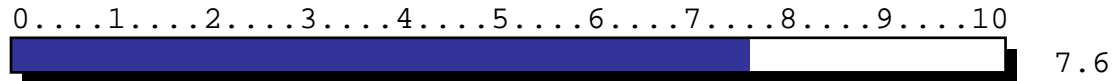


# THE GENERAL EMPLOYMENT SKILLS SUMMARY

*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.*

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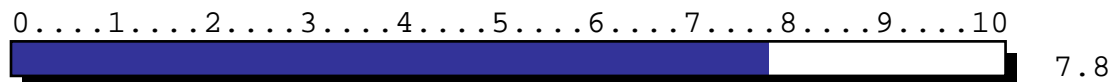
## GETTING RESULTS



## INTERPERSONAL SKILLS



## MAKING DECISIONS



## SELF MANAGEMENT



## WORK ETHIC

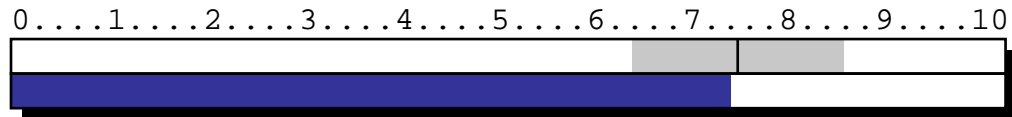




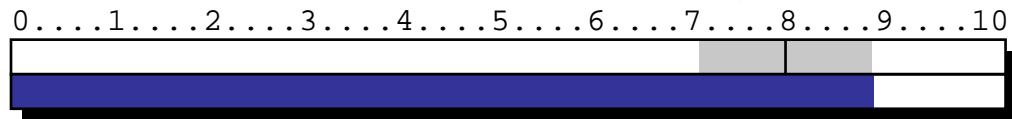
# GETTING RESULTS

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

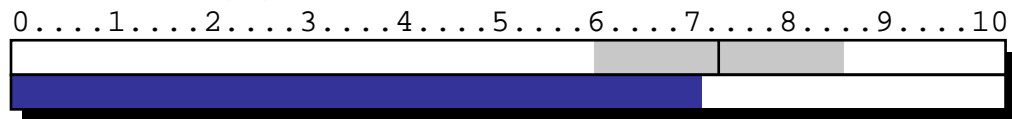
**ACCOUNTABILITY FOR OTHERS:** A willingness to take responsibility for the actions of other people.



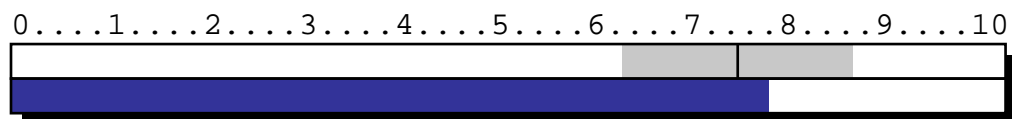
**ATTENTION TO DETAIL:** The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



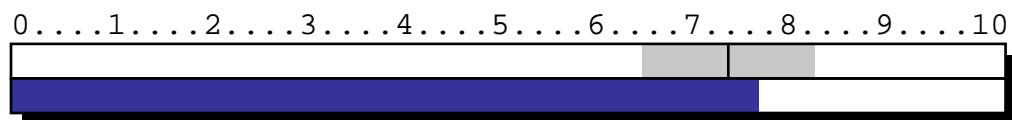
**CONSISTENCY AND RELIABILITY:** The capacity to regularly and dependably engage in and complete tasks or processes.



**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.



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



# GETTING RESULTS

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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 \*

7.2

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



# INTERPERSONAL SKILLS

*This is a measure of George'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.

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



7.9 \*  
8.9

**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 \*  
7.9

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

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



7.7 \*  
8.0

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

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



7.3 \*  
7.4

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



# MAKING DECISIONS

The ability to make appropriate decisions is important in most jobs. These scores show George'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.

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



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

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



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

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



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

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



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

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



**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



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



# SELF MANAGEMENT

*In order to be successful, George must manage himself. This area reveals George'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.

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



7.0 \*  
7.7

**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 \*  
7.6

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

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



6.7 \*  
5.9

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

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



7.4 \*  
6.6

**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 \*  
6.7

**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 \*  
7.7

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



# WORK ETHIC

These scores reveal how hard George likes to work. It is also a measure of just how respectful George 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.

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



7.0 \*  
6.8

**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 \*  
7.1

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

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



6.9 \*  
7.6

**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 \*  
7.6

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

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



8.2 \*  
9.6

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# DIMENSIONAL BALANCE

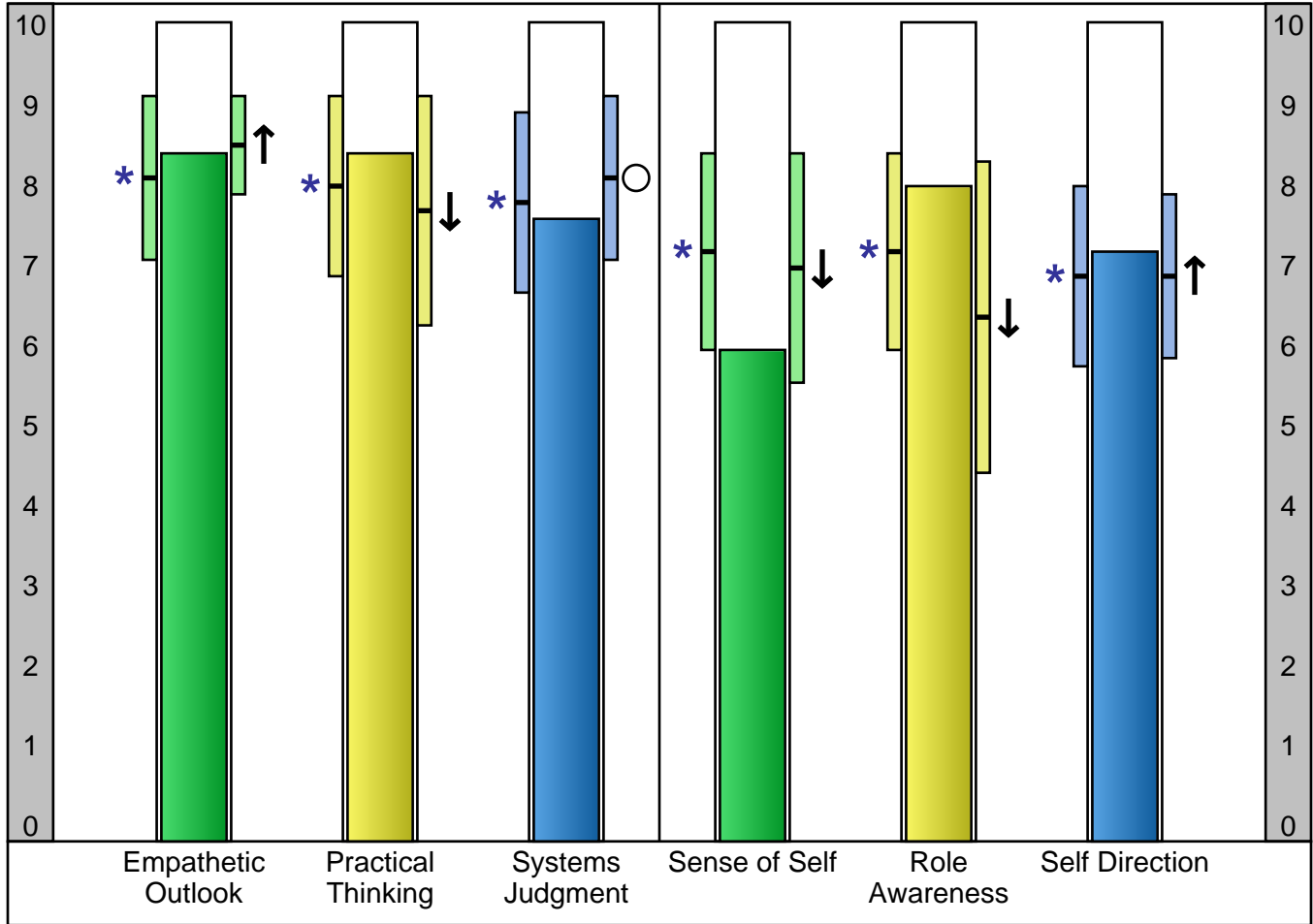
For consulting and coaching

2-19-2007

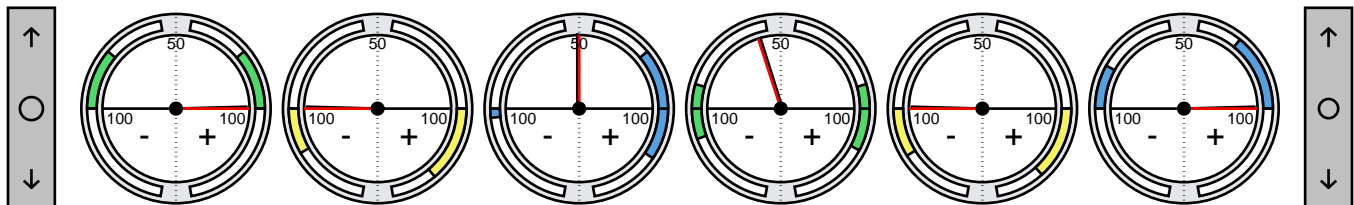
* Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation

## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score	8.4	8.4	7.6	6.0	8.0	7.2
Bias	↑	↓	○	↓	↓	↑





# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
9.6	8.2	Respect for Property	7.6	7.2	Taking Responsibility
9.4	7.9	Sensitivity to Others	7.5	7.6	Concrete Organization
9.4	8.1	Personal Relationships	7.5	7.6	Integrative Ability
9.0	7.9	Leading Others	7.5	7.4	Enjoyment of the Job
8.9	8.0	Attention to Detail	7.4	7.3	Conceptual Thinking
8.9	7.9	Attitude Toward Others	7.4	7.5	Accountability for Others
8.7	8.3	Theoretical Problem Solving	7.4	7.3	Surrendering Control
8.6	8.2	Realistic Goal Setting for Others	7.4	7.2	Persistence
8.6	8.1	Understanding Motivational Needs	7.4	7.8	Monitoring Others
8.6	8.0	Material Possessions	7.2	7.3	Results Orientation
8.5	7.7	Evaluating What is Said	7.2	7.5	Sense of Timing
8.4	7.6	Realistic Personal Goal Setting	7.2	6.9	Self Direction
8.4	8.1	Empathetic Outlook	7.1	7.3	Consistency and Reliability
8.4	8.0	Practical Thinking	7.1	7.3	Job Ethic
8.2	7.4	Developing Others	7.0	7.3	Project Scheduling
8.2	7.5	Quality Orientation	7.0	7.3	Sense of Mission
8.2	7.8	Relating to Others	7.0	8.1	Self Improvement
8.2	7.6	Status and Recognition	6.8	7.0	Balanced Decision Making
8.1	7.6	Long Range Planning	6.7	7.1	Internal Self Control
8.0	7.7	Realistic Expectations	6.6	7.4	Self Confidence
8.0	7.9	Correcting Others	6.1	7.4	Handling Rejection
8.0	7.6	Using Common Sense	6.0	7.3	Sense of Self
8.0	7.9	Emotional Control	5.9	6.7	Self Assessment
8.0	7.1	Role Awareness			
7.9	7.8	Freedom from Prejudices			
7.9	7.1	Gaining Commitment			
7.9	7.8	Persuading Others			
7.9	7.4	Self Management			
7.8	7.5	Problem Solving			
7.8	7.9	Conveying Role Value			
7.8	7.1	Role Confidence			
7.7	7.4	Project And Goal Focus			
7.7	7.1	Personal Drive			
7.7	7.0	Handling Stress			
7.7	7.9	Proactive Thinking			
7.7	7.7	Sense of Belonging			
7.6	8.0	Following Directions			
7.6	7.0	Intuitive Decision Making			
7.6	7.2	Personal Accountability			
7.6	7.7	Evaluating Others			
7.6	6.9	Meeting Standards			
7.6	8.0	Respect for Policies			
7.6	6.9	Initiative			
7.6	7.8	Systems Judgment			



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
7.4	7.5	Accountability for Others	8.2	7.8	Relating to Others
8.9	8.0	Attention to Detail	7.6	8.0	Respect for Policies
8.9	7.9	Attitude Toward Others	9.6	8.2	Respect for Property
6.8	7.0	Balanced Decision Making	7.2	7.3	Results Orientation
7.4	7.3	Conceptual Thinking	8.0	7.1	Role Awareness
7.5	7.6	Concrete Organization	7.8	7.1	Role Confidence
7.1	7.3	Consistency and Reliability	5.9	6.7	Self Assessment
7.8	7.9	Conveying Role Value	6.6	7.4	Self Confidence
8.0	7.9	Correcting Others	7.2	6.9	Self Direction
8.2	7.4	Developing Others	7.0	8.1	Self Improvement
8.0	7.9	Emotional Control	7.9	7.4	Self Management
8.4	8.1	Empathetic Outlook	7.7	7.7	Sense of Belonging
7.5	7.4	Enjoyment of the Job	7.0	7.3	Sense of Mission
7.6	7.7	Evaluating Others	6.0	7.3	Sense of Self
8.5	7.7	Evaluating What is Said	7.2	7.5	Sense of Timing
7.6	8.0	Following Directions	9.4	7.9	Sensitivity to Others
7.9	7.8	Freedom from Prejudices	8.2	7.6	Status and Recognition
7.9	7.1	Gaining Commitment	7.4	7.3	Surrendering Control
6.1	7.4	Handling Rejection	7.6	7.8	Systems Judgment
7.7	7.0	Handling Stress	7.6	7.2	Taking Responsibility
7.6	6.9	Initiative	8.7	8.3	Theoretical Problem Solving
7.5	7.6	Integrative Ability	8.6	8.1	Understanding Motivational Needs
6.7	7.1	Internal Self Control	8.0	7.6	Using Common Sense
7.6	7.0	Intuitive Decision Making			
7.1	7.3	Job Ethic			
9.0	7.9	Leading Others			
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7.6	6.9	Meeting Standards			
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