



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

Sales version

---

**Stanley Seller**

Sample

ABC Company

8-6-2007



The Steering Group Inc. Maximize Human Capital

The Steering Group, Inc.

Tel: 404-978-2282 Fax: 404-978-2282

bill@thesteeringgroup.com



## 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 Stanley 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.

- Stanley needs an atmosphere of dedicated co-workers who are going in the same direction or working toward the same goals.
- He delegates specific assignments or tasks from a base of authority or from the overall plan.
- He understands the importance of authority figures and enforces his own authority well.
- He has good thinking and planning ability, as well as good organizational skills.
- Stanley believes rules and policies should be respected and followed.
- He could benefit from paying more attention to practical matters.
- He tends to use his people skills, together with his planning or systems skills in order to be effective.
- He has a high understanding of people and can build and maintain relationships.
- Stanley could benefit from the actual doing of detail work.



## SELF VIEW

---

This is how Stanley 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.

- Stanley could benefit from asking the questions, "Where do I want to go, and who do I want to become?"
- He appreciates himself for who he is more than for his accomplishments or the plans he may have for the future.
- He tends to rely on himself in the face of adversity.
- He has a good understanding of who he is, and his inner sense of self worth is strong.
- Stanley tends to be content with himself as a person and therefore may put less emphasis on his life roles and future.
- He may be experiencing some kind of "disconnect" with his roles.
- He is well aware of his strengths and tends to be satisfied with himself.
- He puts less emphasis on what he can achieve through his roles and in his future.
- Stanley has a deep understanding of himself, which results in a strong sense of self.



# CRITICAL SALES SUCCESS SKILLS

**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



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

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



**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



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

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



**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



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

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



Rev: 0.94-0.89

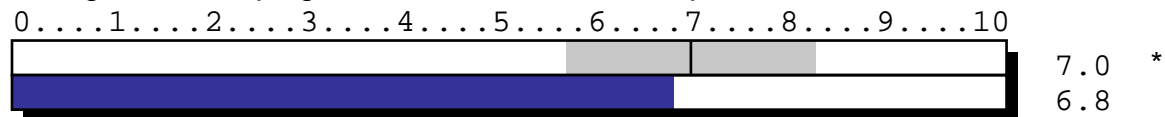
\* 68% of the population falls within the shaded area.



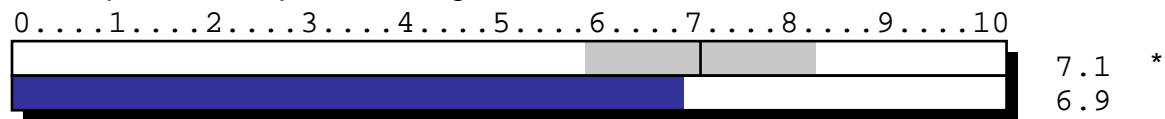
## CRITICAL SALES SUCCESS SKILLS

---

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



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



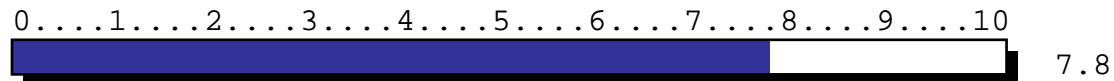
\* 68% of the population falls within the shaded area.



## SALES 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.*

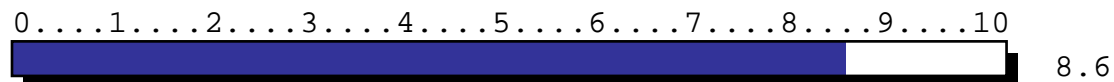
### PROSPECTING



### GREETING



### QUALIFYING



### DEMONSTRATING



### INFLUENCING



### CLOSING



### OVERALL QUOTIENT





# PROSPECTING

*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.

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



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

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



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

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



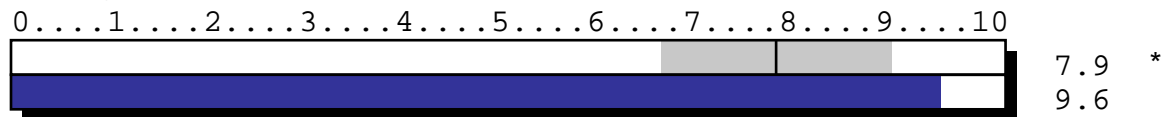
\* 68% of the population falls within the shaded area.



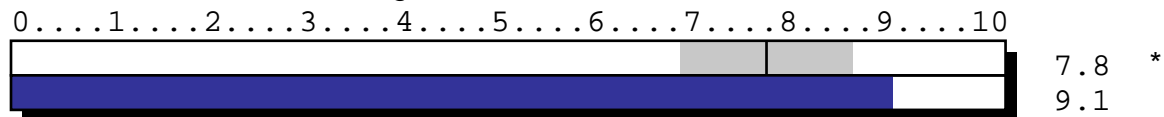
# GREETING

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.

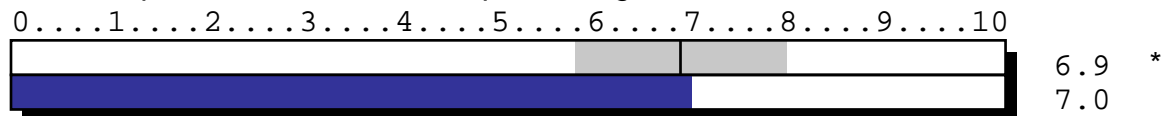
ATTITUDE TOWARD OTHERS: The general capacity one has for relating with other people.



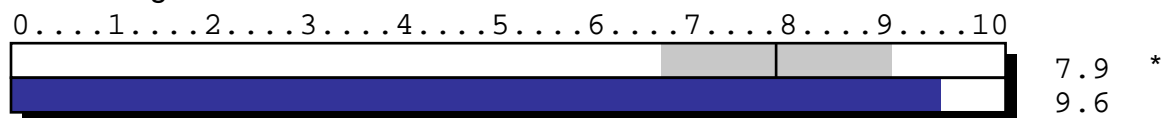
RELATING TO OTHERS: The capacity to understand and relate to others when communicating with them.



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.



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



# QUALIFYING

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.

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



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

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



**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



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



# DEMONSTRATING

*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.

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



7.5 \*  
8.1

**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 \*  
8.4

**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



7.6 \*  
7.9

**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



7.5 \*  
7.9

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



# INFLUENCING

*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.

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



**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.

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



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

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



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

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



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



# CLOSING

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.

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



7.4 \*  
7.9

**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 \*  
7.9

**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 \*  
8.7

**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 \*  
7.7

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

# DIMENSIONAL BALANCE

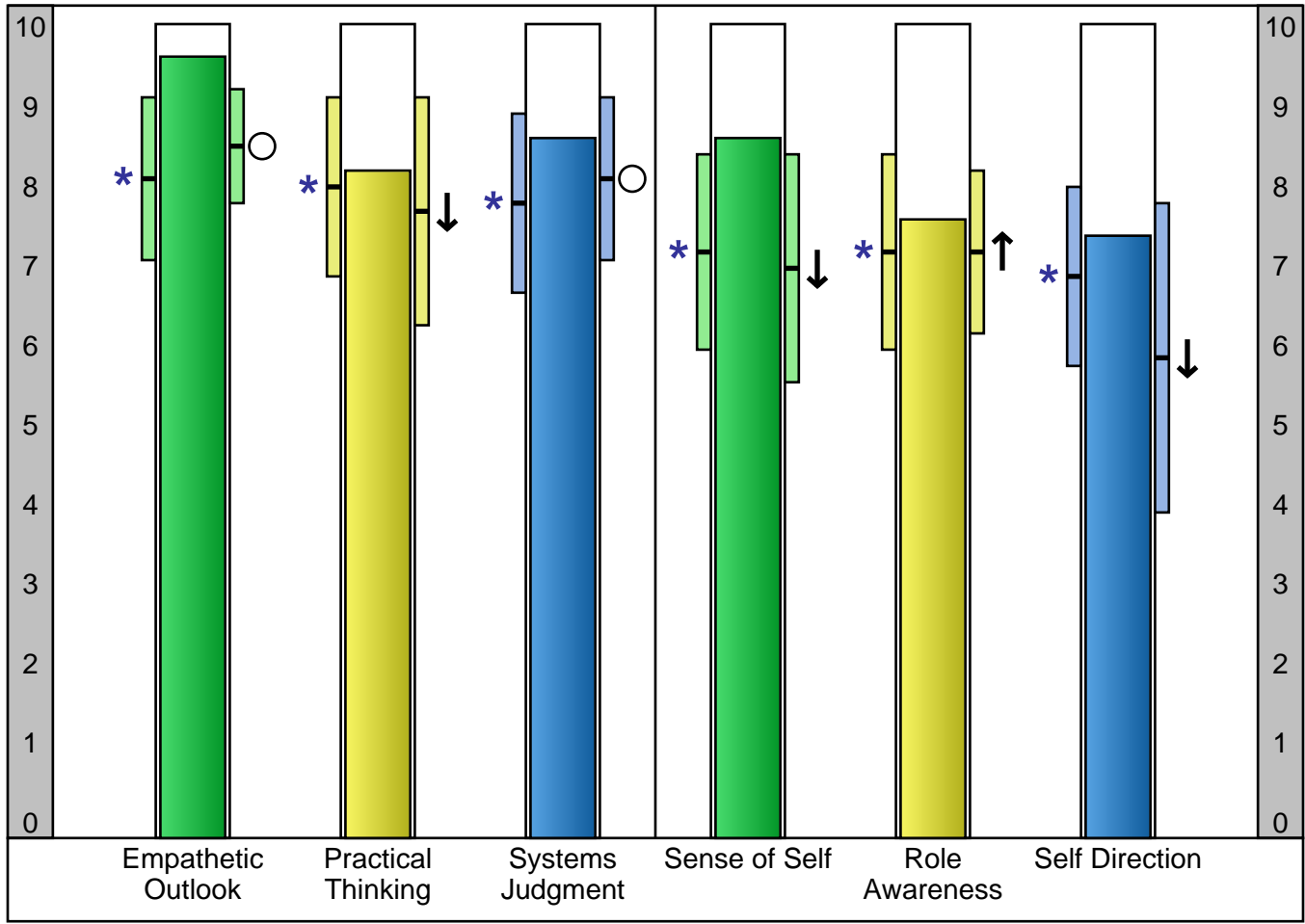
For consulting and coaching

8-6-2007

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

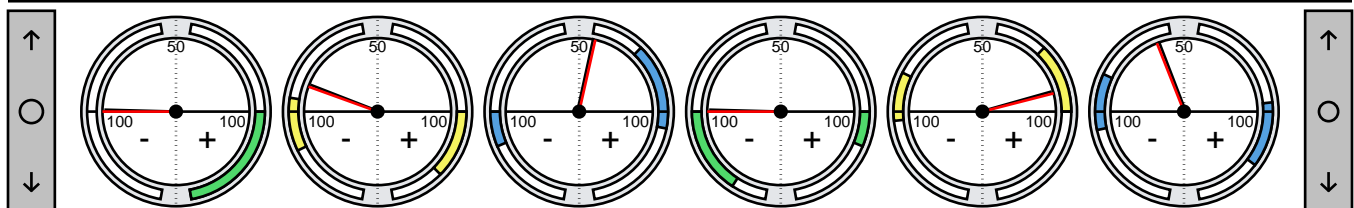
## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score 9.6      8.2      8.6      8.6      7.6      7.4

Bias ○      ↓      ○      ↓      ↑      ↓





# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
10.0	7.9	Correcting Others	7.7	8.0	Attention to Detail
10.0	8.1	Personal Relationships	7.7	7.5	Quality Orientation
9.6	7.9	Attitude Toward Others	7.7	7.8	Persuading Others
9.6	7.8	Freedom from Prejudices	7.7	7.2	Persistence
9.6	7.9	Sensitivity to Others	7.7	7.4	Self Management
9.6	8.1	Empathetic Outlook	7.6	7.3	Results Orientation
9.6	8.1	Self Improvement	7.6	7.3	Project Scheduling
9.5	8.2	Realistic Goal Setting for Others	7.6	7.1	Internal Self Control
9.3	8.1	Understanding Motivational Needs	7.6	7.1	Role Awareness
9.2	7.5	Accountability for Others	7.4	7.6	Long Range Planning
9.1	7.9	Leading Others	7.4	6.9	Self Direction
9.1	7.8	Relating to Others	7.3	7.6	Integrative Ability
9.1	7.7	Evaluating What is Said	7.2	7.6	Realistic Personal Goal Setting
9.0	7.9	Conveying Role Value	7.1	7.4	Project And Goal Focus
9.0	8.0	Material Possessions	7.0	7.3	Consistency and Reliability
8.9	7.7	Evaluating Others	7.0	7.4	Handling Rejection
8.7	7.9	Emotional Control	7.0	7.3	Job Ethic
8.6	8.0	Following Directions	7.0	6.9	Initiative
8.6	8.0	Respect for Policies	7.0	7.3	Sense of Mission
8.6	7.3	Sense of Self	6.9	8.3	Theoretical Problem Solving
8.6	7.8	Systems Judgment	6.9	7.1	Personal Drive
8.5	7.3	Surrendering Control	6.9	7.1	Role Confidence
8.5	6.7	Self Assessment	6.8	7.0	Handling Stress
8.5	7.4	Developing Others			
8.4	7.7	Realistic Expectations			
8.4	7.6	Using Common Sense			
8.4	7.8	Monitoring Others			
8.2	7.1	Gaining Commitment			
8.2	8.0	Practical Thinking			
8.1	7.5	Problem Solving			
8.1	7.9	Proactive Thinking			
8.1	7.4	Enjoyment of the Job			
8.0	7.3	Conceptual Thinking			
8.0	8.2	Respect for Property			
7.9	7.6	Concrete Organization			
7.9	7.2	Personal Accountability			
7.9	7.4	Self Confidence			
7.9	6.9	Meeting Standards			
7.9	7.5	Sense of Timing			
7.9	7.6	Status and Recognition			
7.9	7.7	Sense of Belonging			
7.9	7.2	Taking Responsibility			
7.8	7.0	Intuitive Decision Making			
7.8	7.0	Balanced Decision Making			



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
9.2	7.5	Accountability for Others	9.1	7.8	Relating to Others
7.7	8.0	Attention to Detail	8.6	8.0	Respect for Policies
9.6	7.9	Attitude Toward Others	8.0	8.2	Respect for Property
7.8	7.0	Balanced Decision Making	7.6	7.3	Results Orientation
8.0	7.3	Conceptual Thinking	7.6	7.1	Role Awareness
7.9	7.6	Concrete Organization	6.9	7.1	Role Confidence
7.0	7.3	Consistency and Reliability	8.5	6.7	Self Assessment
9.0	7.9	Conveying Role Value	7.9	7.4	Self Confidence
10.0	7.9	Correcting Others	7.4	6.9	Self Direction
8.5	7.4	Developing Others	9.6	8.1	Self Improvement
8.7	7.9	Emotional Control	7.7	7.4	Self Management
9.6	8.1	Empathetic Outlook	7.9	7.7	Sense of Belonging
8.1	7.4	Enjoyment of the Job	7.0	7.3	Sense of Mission
8.9	7.7	Evaluating Others	8.6	7.3	Sense of Self
9.1	7.7	Evaluating What is Said	7.9	7.5	Sense of Timing
8.6	8.0	Following Directions	9.6	7.9	Sensitivity to Others
9.6	7.8	Freedom from Prejudices	7.9	7.6	Status and Recognition
8.2	7.1	Gaining Commitment	8.5	7.3	Surrendering Control
7.0	7.4	Handling Rejection	8.6	7.8	Systems Judgment
6.8	7.0	Handling Stress	7.9	7.2	Taking Responsibility
7.0	6.9	Initiative	6.9	8.3	Theoretical Problem Solving
7.3	7.6	Integrative Ability	9.3	8.1	Understanding Motivational Needs
7.6	7.1	Internal Self Control	8.4	7.6	Using Common Sense
7.8	7.0	Intuitive Decision Making			
7.0	7.3	Job Ethic			
9.1	7.9	Leading Others			
7.4	7.6	Long Range Planning			
9.0	8.0	Material Possessions			
7.9	6.9	Meeting Standards			
8.4	7.8	Monitoring Others			
7.7	7.2	Persistence			
7.9	7.2	Personal Accountability			
6.9	7.1	Personal Drive			
10.0	8.1	Personal Relationships			
7.7	7.8	Persuading Others			
8.2	8.0	Practical Thinking			
8.1	7.9	Proactive Thinking			
8.1	7.5	Problem Solving			
7.1	7.4	Project And Goal Focus			
7.6	7.3	Project Scheduling			
7.7	7.5	Quality Orientation			
8.4	7.7	Realistic Expectations			
9.5	8.2	Realistic Goal Setting for Others			
7.2	7.6	Realistic Personal Goal Setting			