



TTI Personal Talent Skills Inventory[®]

Sales Management version

Quinn Quota

Sales Manager

ABC Company

8-6-2007



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 Quinn 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.

- Quinn understands the importance of authority figures and enforces his own authority well.
- He believes rules and policies should be respected and followed.
- He needs an atmosphere of dedicated co-workers who are going in the same direction or working toward the same goals.
- He focuses on people and systems, while minimizing the details involved in things and processes in the practical world around him.
- Quinn could avoid mistakes by paying more attention to the details and the task at hand.
- He needs to associate with people who can take care of the details and the process of implementing the plan or idea.
- He sees the overall plan and how people fit.
- He tends to use his people skills, together with his planning or systems skills in order to be effective.
- Quinn has good thinking and planning ability, as well as good organizational skills.



SELF VIEW

This is how Quinn 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.

- Quinn uses his understanding of himself and his roles to overcome difficult situations.
- He is flexible about his long term future which should help him to take advantage of the best opportunities.
- He does not have a strong appreciation for planning his future.
- He shows a strong and equally developed focus on who he is and his life roles.
- Quinn has a strong sense of self worth and understands his primary roles and activities.
- He has an unclear picture of the future since his focus is on his current roles and responsibilities.
- He is not strict about concepts or images that guide him forward and shape his future.
- He sees the future as a process of discovery, rather than being clear-cut and definite.
- Quinn is confident in his abilities to perform and fulfill his roles and responsibilities.



CRITICAL SALES MANAGEMENT SKILLS

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

0 1 2 3 4 5 6 7 8 9 10



7.4 *
8.1

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 *
5.3

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

0 1 2 3 4 5 6 7 8 9 10



7.8 *
8.5

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



7.4 *
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.

0 1 2 3 4 5 6 7 8 9 10



7.5 *
8.3

SYSTEMS JUDGMENT: The capacity to understand and use systems such as knowledge, language, authority structures and logic, including one's ability to understand and work well within the context of established norms, rules, policies and procedures.

0 1 2 3 4 5 6 7 8 9 10



7.8 *
8.8

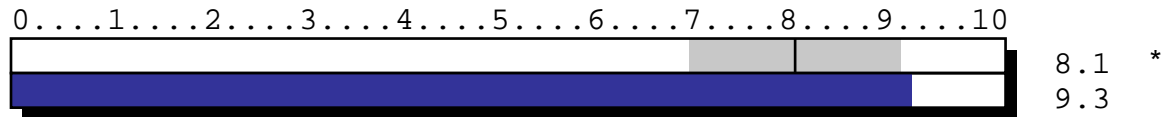
Rev: 0.95-0.85

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



CRITICAL SALES MANAGEMENT SKILLS

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



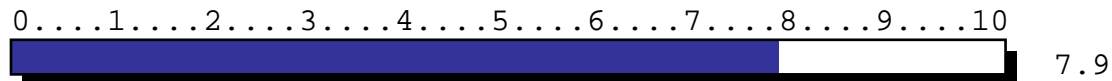
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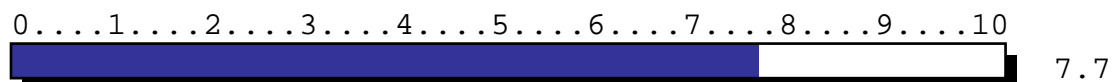
THE SALES MANAGEMENT SKILLS SUMMARY

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.

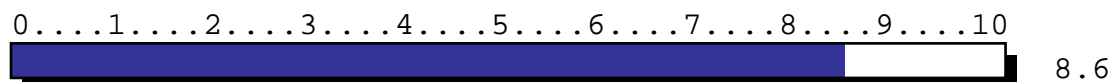
CONFLICT AND PROBLEM RESOLUTION



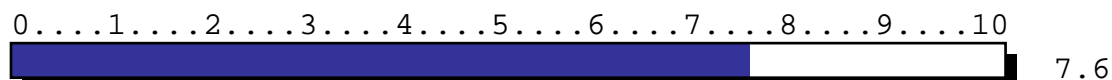
GETTING RESULTS



LEADERSHIP FOCUS



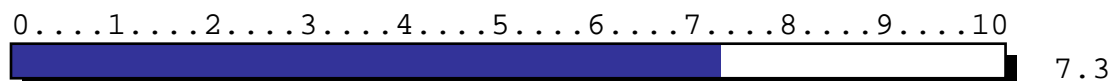
OPPORTUNITY ANALYSIS



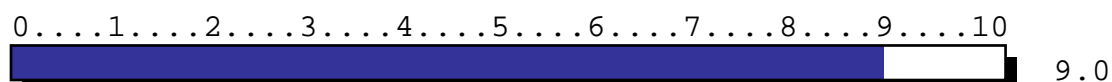
PLANNING ORIENTATION



SELF AND PROJECT MANAGEMENT



STAFFING FOCUS





CONFLICT AND PROBLEM RESOLUTION

These scores reveal how Quinn is likely to respond to conflicts and problems that arise from or involve customers or others.

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

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

0 1 2 3 4 5 6 7 8 9 10



7.6 *
7.5

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



7.0 *
7.4

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 *
7.4

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 *
8.6

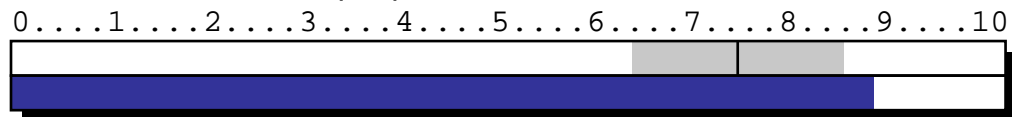
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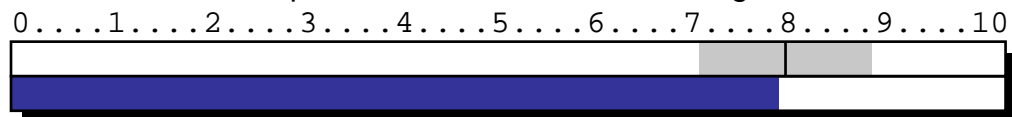
GETTING RESULTS

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

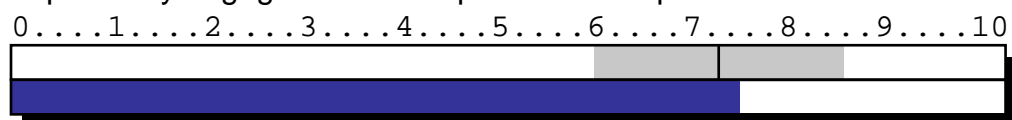
ACCOUNTABILITY FOR OTHERS: A willingness to take responsibility for the actions of other people.



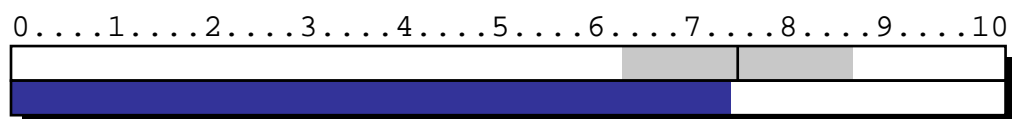
ATTENTION TO DETAIL: The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



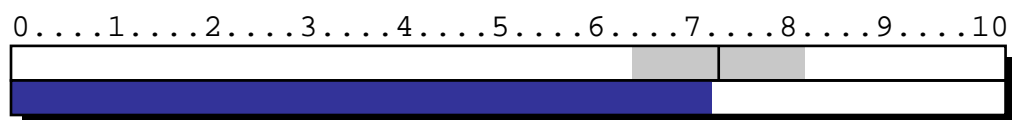
CONSISTENCY AND RELIABILITY: The capacity to regularly and dependably engage in and complete tasks or processes.



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



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



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GETTING RESULTS

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 *
7.3

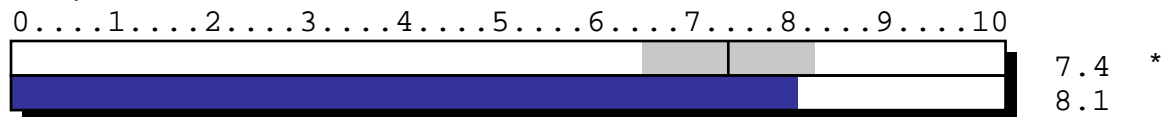
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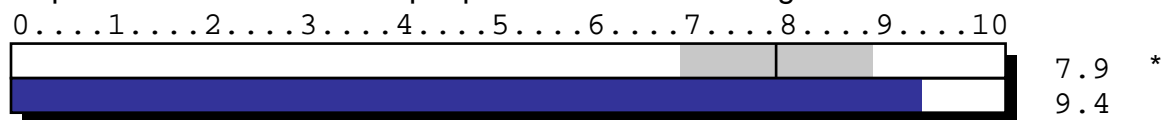
LEADERSHIP FOCUS

This is a measurement of Quinn's abilities as they relate to inspiring other people to achieve agreed-upon goals.

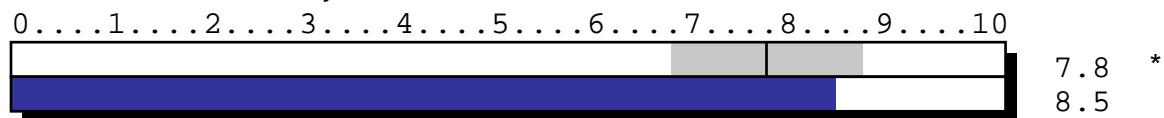
DEVELOPING OTHERS: The desire to help others expand their talents and potential.



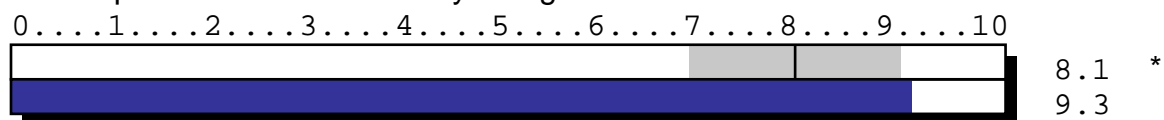
LEADING OTHERS: The capacity to organize others in such a way that inspires trust and motivates people toward a common goal.



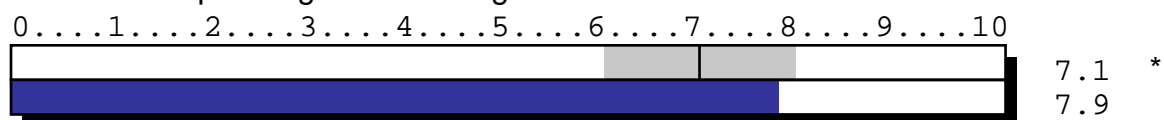
MONITORING OTHERS: The capacity to effectively oversee work done and decisions made by an individual or a team.



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



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



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OPPORTUNITY ANALYSIS

An understanding of future possibilities is important. These scores reveal how well Quinn is able to see, understand and engage an idea and follow it to implementation.

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



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

0 1 2 3 4 5 6 7 8 9 10



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.

0 1 2 3 4 5 6 7 8 9 10



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

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



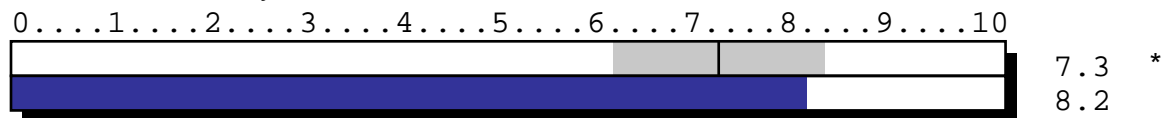
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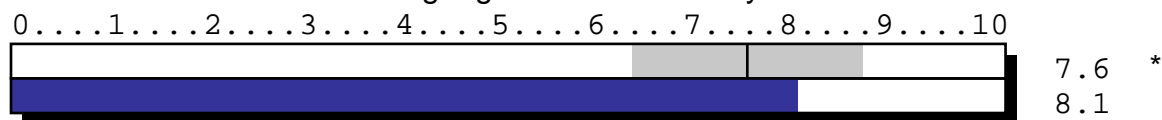
PLANNING ORIENTATION

This is a measurement of Quinn's ability to identify and understand objectives needed to complete a project. This also shows whether or not Quinn will be able to take the steps required to achieve those objectives.

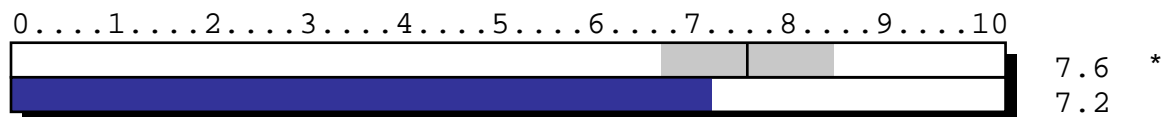
CONCEPTUAL THINKING: The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.



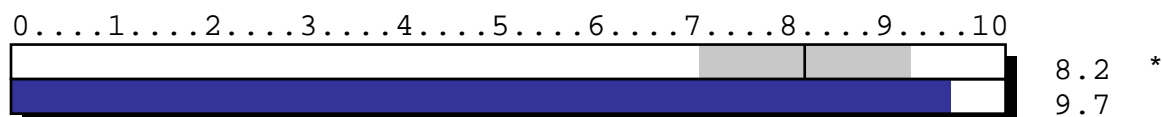
CONCRETE ORGANIZATION: The capacity to understand essential factors of a situation and bring together all necessary resources.



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.



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



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



SELF AND PROJECT MANAGEMENT

Managing a project requires that Quinn also manage himself. This category reveals how well he is able to manage a project while maintaining internal self-control.

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



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



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

0 1 2 3 4 5 6 7 8 9 10



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



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



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



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SELF AND PROJECT MANAGEMENT

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



7.4 *
7.2

REALISTIC PERSONAL GOAL SETTING: The ability to define realistic and attainable goals for one's self using specific time frames and the resources at hand.

0 1 2 3 4 5 6 7 8 9 10



7.6 *
7.5

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

0 1 2 3 4 5 6 7 8 9 10



7.5 *
8.3

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



STAFFING FOCUS

This category reveals Quinn'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 Quinn's management skills, broadly defined.

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 *
9.6

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

0 1 2 3 4 5 6 7 8 9 10



8.1 *
9.6

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



7.7 *
9.0

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 *
9.6

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



7.0 *
7.4

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

DIMENSIONAL BALANCE

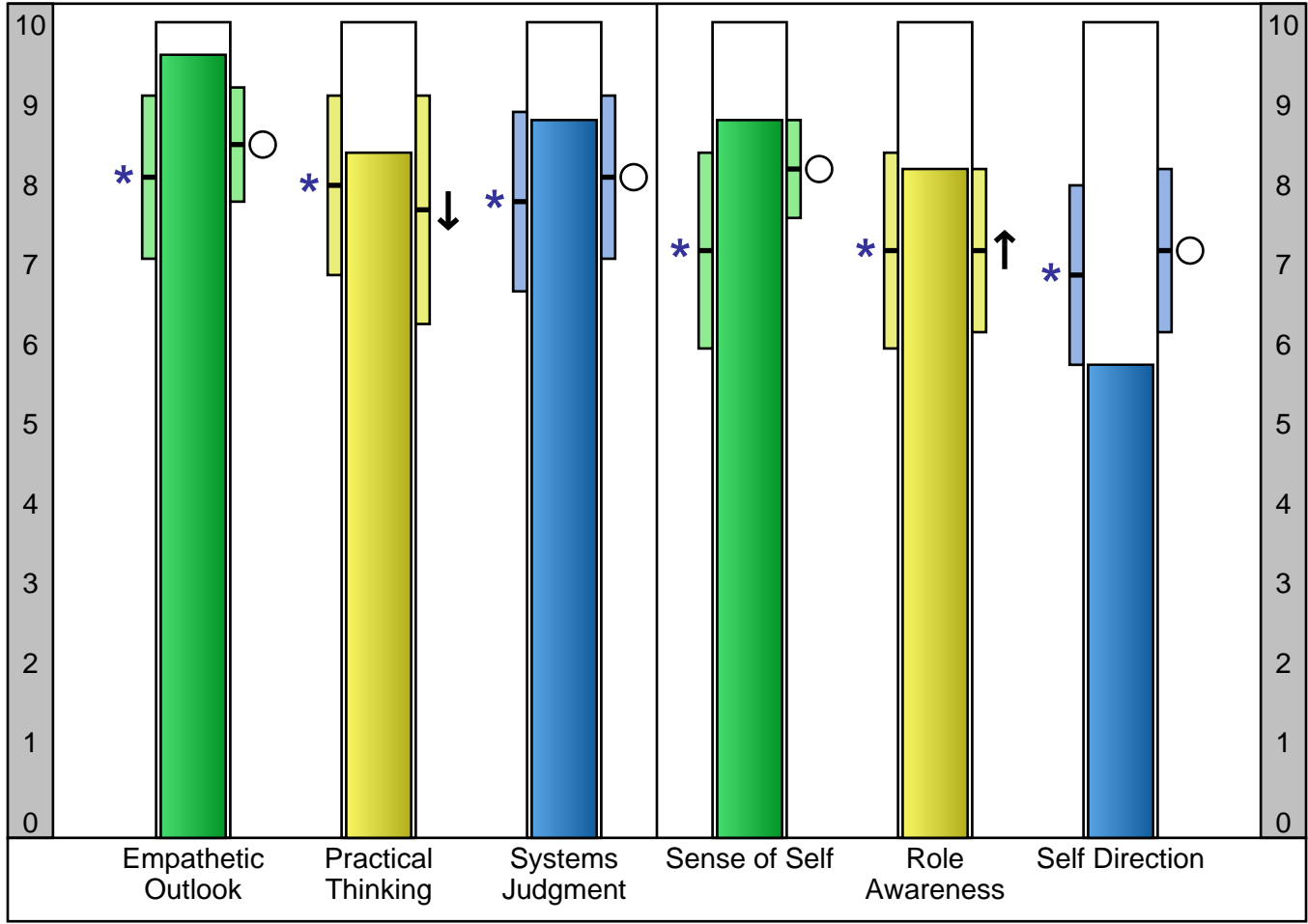
For consulting and coaching

8-6-2007

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

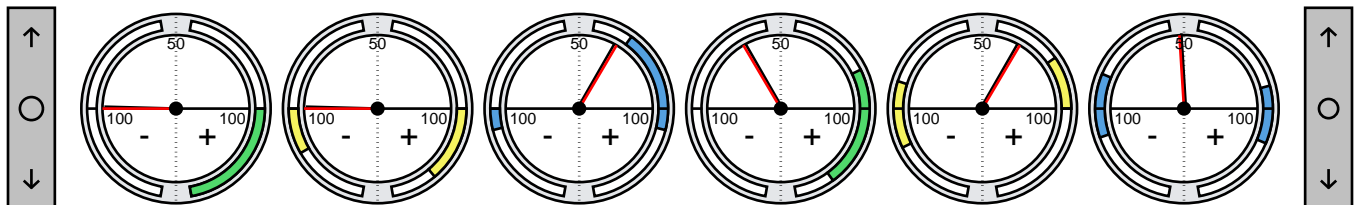
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 9.6 8.4 8.8 8.8 8.2 5.8

Bias ○ ↓ ○ ○ ↑ ○





CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
10.0	7.9	Correcting Others	7.7	7.1	Role Confidence
9.7	8.2	Realistic Goal Setting for Others	7.6	7.2	Personal Accountability
9.6	7.9	Attitude Toward Others	7.6	6.9	Meeting Standards
9.6	7.8	Freedom from Prejudices	7.6	7.2	Taking Responsibility
9.6	7.9	Sensitivity to Others	7.5	7.3	Consistency and Reliability
9.6	8.1	Empathetic Outlook	7.5	7.6	Realistic Personal Goal Setting
9.6	8.1	Personal Relationships	7.5	7.3	Job Ethic
9.4	7.9	Leading Others	7.5	7.6	Integrative Ability
9.4	8.0	Material Possessions	7.5	7.4	Self Management
9.3	8.1	Understanding Motivational Needs	7.4	7.0	Intuitive Decision Making
9.2	7.9	Conveying Role Value	7.4	7.5	Problem Solving
9.2	7.8	Relating to Others	7.3	7.3	Surrendering Control
9.2	7.7	Evaluating What is Said	7.3	7.4	Handling Rejection
9.0	7.7	Evaluating Others	7.2	7.4	Project And Goal Focus
8.9	7.5	Accountability for Others	7.2	7.3	Results Orientation
8.8	8.0	Following Directions	7.2	7.6	Long Range Planning
8.8	8.0	Respect for Policies	7.1	7.3	Sense of Mission
8.8	7.3	Sense of Self	6.9	8.3	Theoretical Problem Solving
8.8	7.8	Systems Judgment	6.8	7.2	Persistence
8.8	8.1	Self Improvement	6.5	6.9	Initiative
8.7	7.9	Emotional Control	5.8	7.1	Personal Drive
8.7	7.4	Enjoyment of the Job	5.8	6.9	Self Direction
8.6	7.7	Realistic Expectations	5.3	7.0	Handling Stress
8.6	7.6	Using Common Sense			
8.5	7.8	Monitoring Others			
8.4	6.7	Self Assessment			
8.4	8.2	Respect for Property			
8.4	8.0	Practical Thinking			
8.3	7.5	Quality Orientation			
8.3	7.5	Sense of Timing			
8.3	7.6	Status and Recognition			
8.3	7.7	Sense of Belonging			
8.2	7.3	Conceptual Thinking			
8.2	7.0	Balanced Decision Making			
8.2	7.1	Role Awareness			
8.1	7.6	Concrete Organization			
8.1	7.4	Self Confidence			
8.1	7.4	Developing Others			
8.1	7.1	Internal Self Control			
8.0	7.3	Project Scheduling			
7.9	8.0	Attention to Detail			
7.9	7.1	Gaining Commitment			
7.9	7.8	Persuading Others			
7.7	7.9	Proactive Thinking			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
8.9	7.5	Accountability for Others	9.2	7.8	Relating to Others
7.9	8.0	Attention to Detail	8.8	8.0	Respect for Policies
9.6	7.9	Attitude Toward Others	8.4	8.2	Respect for Property
8.2	7.0	Balanced Decision Making	7.2	7.3	Results Orientation
8.2	7.3	Conceptual Thinking	8.2	7.1	Role Awareness
8.1	7.6	Concrete Organization	7.7	7.1	Role Confidence
7.5	7.3	Consistency and Reliability	8.4	6.7	Self Assessment
9.2	7.9	Conveying Role Value	8.1	7.4	Self Confidence
10.0	7.9	Correcting Others	5.8	6.9	Self Direction
8.1	7.4	Developing Others	8.8	8.1	Self Improvement
8.7	7.9	Emotional Control	7.5	7.4	Self Management
9.6	8.1	Empathetic Outlook	8.3	7.7	Sense of Belonging
8.7	7.4	Enjoyment of the Job	7.1	7.3	Sense of Mission
9.0	7.7	Evaluating Others	8.8	7.3	Sense of Self
9.2	7.7	Evaluating What is Said	8.3	7.5	Sense of Timing
8.8	8.0	Following Directions	9.6	7.9	Sensitivity to Others
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5.3	7.0	Handling Stress	7.6	7.2	Taking Responsibility
6.5	6.9	Initiative	6.9	8.3	Theoretical Problem Solving
7.5	7.6	Integrative Ability	9.3	8.1	Understanding Motivational Needs
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