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SUCCESS
INSIGHTS®

Personal Talent Skills Inventory®

Personal Skills 23 Version

Tim Sample
Operations Dept.
ABC Sample Company
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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.

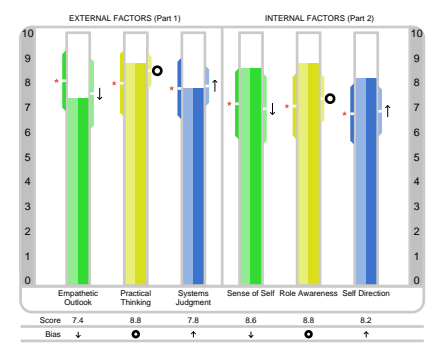


World View

This is how Tim 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.

- Tim could benefit from improving his communication with authority figures.
- He may become frustrated if resources are restricted.
- He makes comparisons and judgments to what is best in the practical sense.
- He is good at comparing and choosing options to achieve the best outcome in a practical sense.
- Tim becomes unaware of the world around him when fully engaged in a project or task.
- He prefers to focus on carrying out his own specific responsibilities.
- He may be frustrated by restricted resources or time required by detail.
- He can put various things together to make or produce results.
- Tim focuses on the task at hand, and pays attention to details, which helps to avoid mistakes.





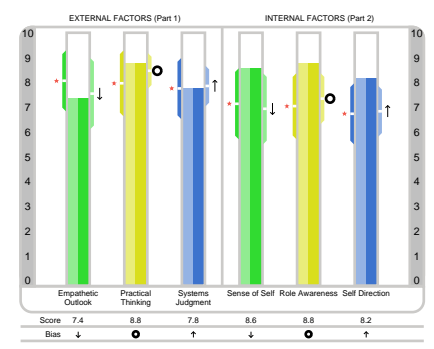


Self View

This is how Tim 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.

- Tim has already achieved a high level of self understanding.
- He could benefit from continuously challenging his abilities.
- He has a clear image of himself, his roles and his future.
- He has a good grasp of his actual and potential accomplishments and life roles.
- Tim applies his life planning skills to personal growth.
- He sees what perspective he needs to focus on, depending on the current situation.
- He uses his internal awareness to achieve the desired outcome during the process of a role change.
- He clearly understands himself evenly in terms of sense of self, role awareness, and self direction.
- Tim believes that his own worth is based equally on his sense of self, producing and achieving in various roles, and his accomplishments.

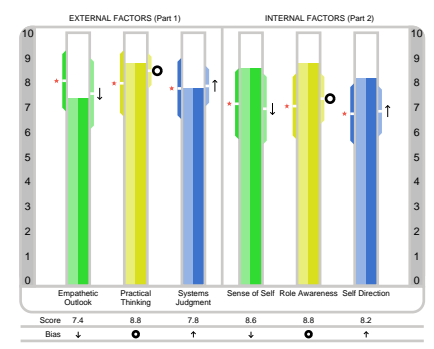
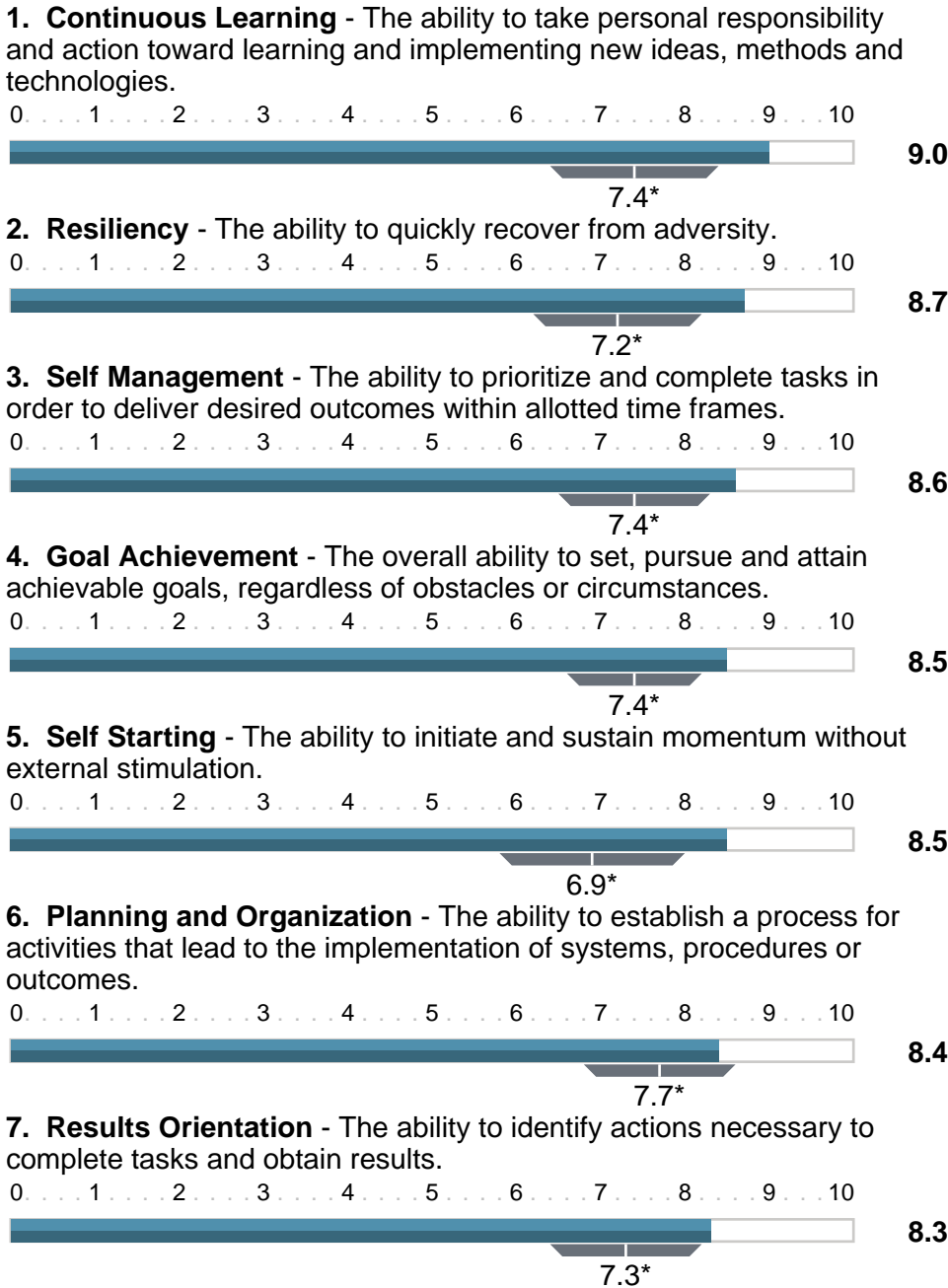






Personal Skills Hierarchy

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.



Rev: 0.91-0.94

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



Personal Skills Hierarchy

8. Personal Accountability - A measure of the capacity to be answerable for personal actions.



9. Problem Solving - The ability to identify key components of a problem to formulate a solution or solutions.



10. Decision Making - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



11. Accountability for Others - The ability to take responsibility for others' actions.



12. Influencing Others - The ability to personally affect others' actions, decisions, opinions or thinking.



13. Interpersonal Skills - The ability to interact with others in a positive manner.



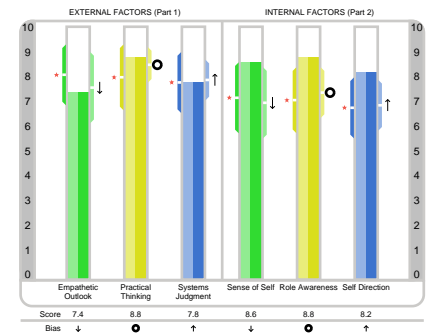
14. Teamwork - The ability to cooperate with others to meet objectives.



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



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Personal Skills Hierarchy

16. Conceptual Thinking - The ability to analyze hypothetical situations or abstract concepts to compile insight.



17. Conflict Management - The ability to resolve different points of view constructively.



18. Leading Others - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



19. Diplomacy And Tact - The ability to treat others fairly, regardless of personal biases or beliefs.



20. Empathetic Outlook - The capacity to perceive and understand the feelings and attitudes of others.



21. Developing Others - The ability to contribute to the growth and development of others.



22. Customer Focus - A commitment to customer satisfaction.

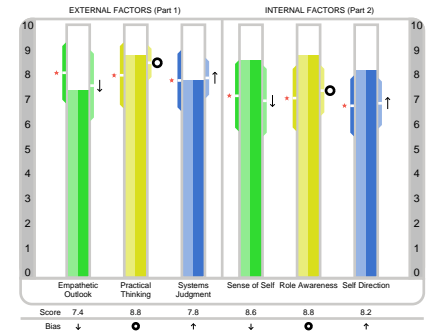


23. Objective Listening - The ability to listen to many points of view without bias.



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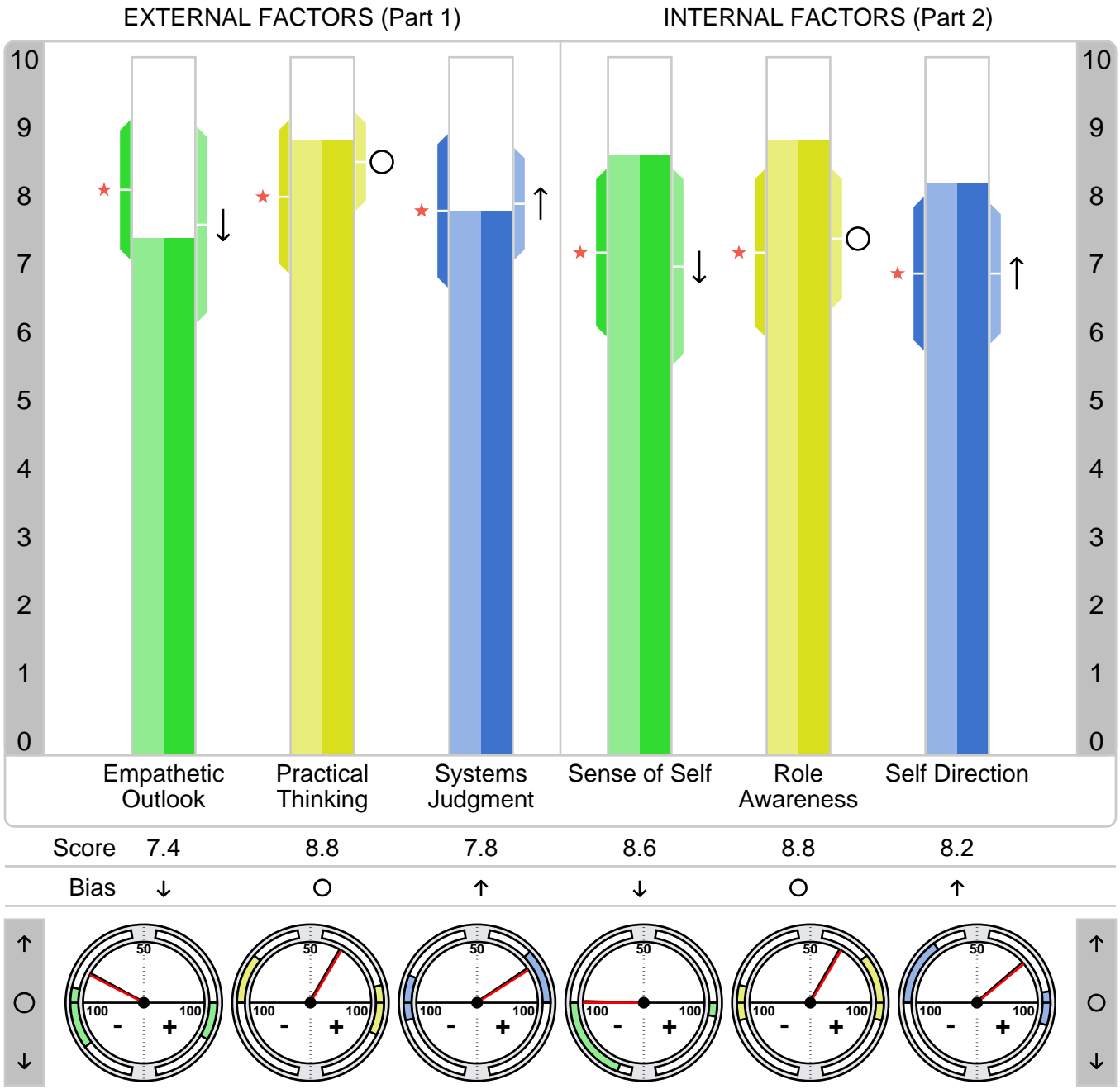






Dimensional Balance For Consulting and Coaching

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



Rev: 0.91-0.94

T: N/A



Category Breakdown For Consulting and Coaching

Accountability for Others

Conceptual Thinking

Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

Continuous Learning

- Self Improvement
- Personal Drive

Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

Decision Making

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

Developing Others

Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

Empathetic Outlook

Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

Leading Others

Personal Accountability

Objective Listening

- Evaluating What is Said

Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

Problem Solving

Resiliency

- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management

Self-Starting Ability

- Initiative

Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others



Core Skills List For Consulting and Coaching

Score	Mean	Description
9.6	8.1	Self Improvement
9.4	7.4	Handling Rejection
9.1	7.6	Realistic Personal Goal Setting
9.1	7.8	Persuading Others
9.0	7.3	Consistency and Reliability
9.0	7.4	Self Confidence
9.0	7.3	Job Ethic
9.0	7.4	Enjoyment of the Job
8.9	7.3	Sense of Mission
8.8	7.5	Sense of Timing
8.8	7.6	Status and Recognition
8.8	7.7	Sense of Belonging
8.8	7.1	Role Awareness
8.8	8.0	Practical Thinking
8.7	8.3	Theoretical Problem Solving
8.7	6.7	Self Assessment
8.7	7.1	Personal Drive
8.7	7.6	Long Range Planning
8.6	7.0	Intuitive Decision Making
8.6	7.3	Sense of Self
8.6	7.4	Self Management
8.5	7.3	Project Scheduling
8.5	6.9	Initiative
8.4	8.2	Realistic Goal Setting for Others
8.4	7.1	Internal Self Control
8.3	8.0	Following Directions
8.3	7.6	Concrete Organization
8.3	7.2	Personal Accountability
8.3	7.4	Project and Goal Focus
8.3	7.3	Results Orientation
8.3	7.9	Conveying Role Value
8.3	7.9	Proactive Thinking
8.3	8.0	Respect for Policies
8.3	7.1	Role Confidence
8.3	7.2	Taking Responsibility
8.2	7.0	Handling Stress
8.2	7.5	Problem Solving
8.2	8.1	Understanding Motivational Needs
8.2	7.2	Persistence
8.2	6.9	Self Direction
8.1	7.5	Accountability for Others

Score	Mean	Description
8.1	7.5	Quality Orientation
8.1	7.8	Monitoring Others
8.0	7.3	Surrendering Control
8.0	7.8	Relating to Others
7.8	8.0	Attention to Detail
7.8	7.0	Balanced Decision Making
7.8	7.7	Realistic Expectations
7.8	7.7	Evaluating Others
7.8	6.9	Meeting Standards
7.8	7.6	Using Common Sense
7.8	7.9	Emotional Control
7.8	7.8	Systems Judgment
7.6	7.3	Conceptual Thinking
7.6	7.9	Correcting Others
7.6	7.1	Gaining Commitment
7.5	7.9	Leading Others
7.4	8.1	Empathetic Outlook
7.4	8.0	Material Possessions
7.3	7.4	Developing Others
7.3	7.6	Integrative Ability
7.1	7.7	Evaluating What is Said
6.9	7.9	Attitude Toward Others
6.9	7.8	Freedom from Prejudices
6.9	7.9	Sensitivity to Others
6.9	8.1	Personal Relationships



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8.6	7.4	Self Management
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