



# TTI Personal Talent Skills Inventory™

Coaching Report

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*"He who knows others is learned.  
He who knows himself is wise."  
—Lao Tse*

## **Martha Demo**

Sample

4-14-2006



## Summary of Strengths & Weaknesses

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The key lies in being able to measure these individual preferences in the way we think, and understanding how they shape our decisions. It is this understanding of our individual strengths and weaknesses that will enable us to effect change in our lives and achieve greater personal success. It is only by first understanding something that we are then able to change it.

The top five and bottom five scores on your Core Skills List determines the information below. Please take the national mean and the requirements of your position into consideration when determining a development plan.

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### Strengths

- Theoretical Problem Solving
- Proactive Thinking
- Handling Stress
- Intuitive Decision Making
- Leading Others

### Weaknesses

- Sense of Timing
- Meeting Standards
- Project Scheduling
- Role Confidence
- Conceptual Thinking



## Theoretical Problem Solving

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Theoretical Problem Solving is an abstract version of Problem Solving Ability. This capacity involves an individual's ability to apply problem solving in a mental scenario. This ability involves creating, operating and identifying problems in a hypothetical situation and then to manufacture the appropriate response to resolve the problem. The difference is that this takes place strictly in one's mind and requires very little quantifiable data.

### Possible Strengths:

- Synthesizes and/or simplifies data, ideas, models, processes or systems.
- Develops and tests new theories to explain or resolve complex issues.
- Imagines new or revolutionary concepts or methods of managing things.

### Continuous Development:

- Combine people of different backgrounds and disciplines to work on solving a problem.
- Challenge self and others to be creative. Don't just accept the traditional way of doing something.
- Try diagramming or drawing problem situations on paper or a whiteboard.



## Proactive Thinking

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Proactive Thinking is an individual's ability to evaluate future implications of current decisions and actions. This would include examining the long-range effects of a decision. It is the ability to mentally create the scenarios and outcomes of situations that could develop from decisions or plans of action.

### Possible Strengths:

- Is mentally flexible, can be imaginative and creative.
- Is a good planner, taking time and spending energy making thoughtful project plans.
- Is able to make difficult or unpopular choices now based on knowledge of positive future effects or results.

### Continuous Development:

- Develop a crisis plan.
- Evaluate possible solutions to problems against one another.
- Ask a series of what if questions when making plans or decisions.



## Handling Stress

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Handling Stress is an individual's ability to balance and defuse inner tensions and stresses, which, if allowed to build up, could interfere with his or her ability to perform to potential. It is not an individual's ability to handle stressful situations, but rather the ability to appropriately separate oneself from such stressful situations and maintain separate inner sense of peace.

### Possible Strengths:

- Does not assign blame for problems, but instead focuses on finding a solution.
- Finds productive ways to reduce the impact of "bad stress".
- Is able to separate emotionally from difficult situations.

### Continuous Development:

- Dwell on past successes and view past failures only as lessons learned.
- Use constructive stress as a powerful force to get more out of life.
- Don't engage in conflict unless it relates to things of significance to long-term goals.



## Intuitive Decision Making

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Intuitive Decision Making is the ability to accurately compile intuitive perceptions about a situation into a decision or action. It is the ability to be "intuitive" as opposed to intellectual (or requiring data and logical reasoning) in decision making and to be effective in doing it. This requires a good deal of understanding of people, and the outside world, and the ability to visualize the whole picture in a mental scenario.

### Possible Strengths:

- Analyzes and understands available data, input and role in decision-making.
- Makes decisions in a timely manner.
- Explains the rationale for decisions when circumstances demand it.

### Continuous Development:

- Use trusted peers or a mentor as a reality check.
- Take responsibility for the decision making process.
- If a course of action is unclear, choose what seems to be the best solution and implement it temporarily.



## Leading Others

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Leading Others is an individual's ability to organize and motivate people to get things accomplished where everyone feels a sense of order and direction. Effective leadership depends on a fine mixture of capacities that must match the environment in which the person is asked to perform. Regardless of that mixture, every leader must be able to gain the trust of others and be able to solve problems among and for the group.

### Possible Strengths:

- Inspires others to peak performance.
- A person others would follow even if they didn't have to.
- Modifies style to match the demands of the situation.

### Continuous Development:

- Ask company leadership, peers, and subordinates what battles they think are important and work to support their ideas.
- Encourage others to take initiative.
- Focus not only on making a stand, but also on how to accommodate requirements while still resolving the problem satisfactorily for all involved.



## Sense of Timing

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Sense of Timing is the ability to accurately evaluate what is happening in such a way that statements, decisions, and actions are the most effective, accurate, and timely.

### Possible Limitations:

- May take actions at inappropriate times.
- May not use timing in order to achieve desired results.

### Developmental Suggestions:

- Look for nonverbal communication.
- Don't talk too much!



## Meeting Standards

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Meeting Standards is the ability to see and understand the standard requirements established for a job and an individual's commitment to meeting them. This comes more from an internal place than simply being driven toward such commitment by outside forces like management or reward. This combines the capacities of quality orientation and one's focus on structure and order.

### Possible Limitations:

- May focus too little or too much on achieving standards.
- May not believe strongly enough or too strongly in oneself.

### Developmental Suggestions:

- Learn how required standards are related to overall corporate expectations.
- Pay attention! Changing priorities can change expectations.
- Think about why standards are there to be met.



## Project Scheduling

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Project Scheduling is the ability to understand the proper allocation of resources for the purpose of getting things done within a defined timeframe. This capacity will include the ability to minimize dependence on one critical function of production. It will also include identifying alternatives in work tasks and maximizing the physical facilities available.

### Possible Limitations:

- May have difficulty managing limited resources.
- May have difficulty identifying productive alternatives.
- May focus too much on one component of a project.

### Developmental Suggestions:

- Develop a clear picture of what needs to be accomplished.
- Do the highest priority things first.
- Allocate resources on a priority basis.



## Role Confidence

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Role Confidence is a combination of an ability to see a role clearly, to view it as being positive, practical, functional, and to see oneself as valuable in that role: an individual's ability to develop and maintain an inner strength based on the belief of success.

### Possible Limitations:

- May not be assertive in the majority of professional situations.
- May lack security in decisions.
- May be indecisive or unsure how to proceed.

### Developmental Suggestions:

- Define your own core values and keep them at the front of your mind at all times.
- Know personal capabilities and strengths and use them to achieve goals.
- Think in terms of past successes not past failures.



## Conceptual Thinking

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Conceptual Thinking skills allows a person to see the "big picture," helping to determine what direction to take and what resources to use to attain the outcome that is desired. Imagining and/or predicting changes in current reality seem to come naturally to some people.

This is an individual's ability to identify and evaluate resources and plan for their utilization throughout the execution of comprehensive, long-range plans. Schematic thinking is much more abstract than concrete organization and deals with an individual's ability to allocate resources in a mental scenario and accurately visualize outcomes.

### Possible Limitations:

- May not see interrelationships between individual goals, short-term company goals and long-term corporate missions.
- May not properly set priorities.
- May not use appropriate resources to attain desired goals.

### Developmental Suggestions:

- Challenge inherent assumptions and/or beliefs.
- Brainstorm; always be on the lookout for new ideas and approaches.
- Operate from a broad, long-term perspective.

# DIMENSIONAL BALANCE

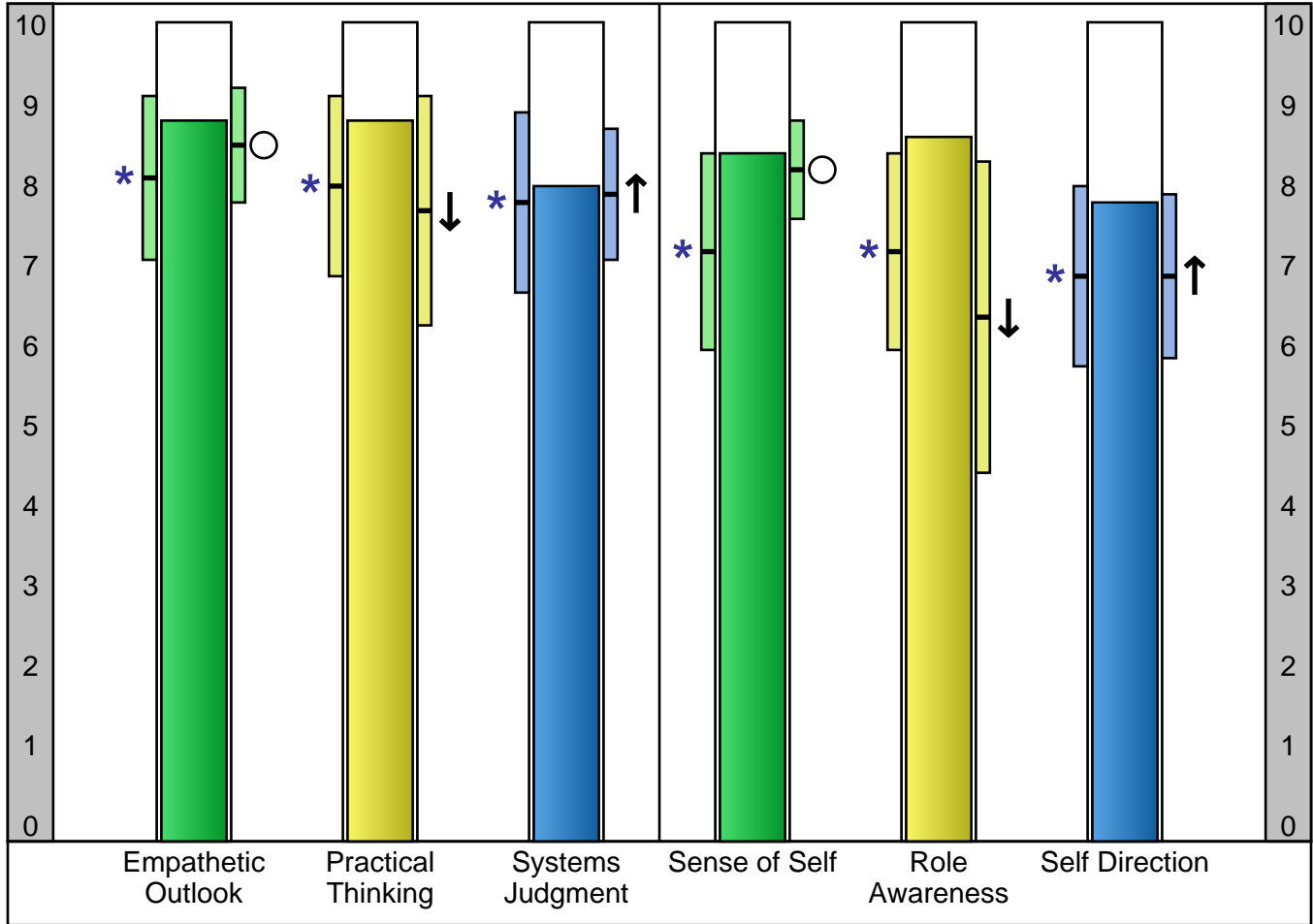
For consulting and coaching

4-14-2006

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

## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score 8.8

8.8

8.0

8.4

8.6

7.8

Bias ○

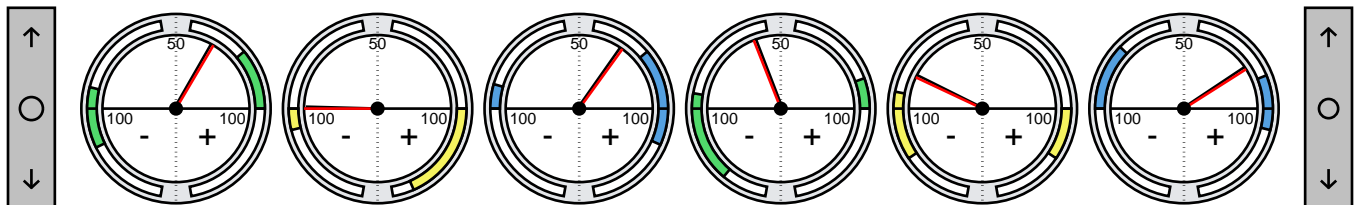
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○

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# CORE SKILLS LIST

*For consulting and coaching*

| Score | Mean | Description                       | Score | Mean | Description                 |
|-------|------|-----------------------------------|-------|------|-----------------------------|
| 9.2   | 8.3  | Theoretical Problem Solving       | 8.2   | 7.7  | Sense of Belonging          |
| 9.2   | 7.9  | Proactive Thinking                | 8.1   | 7.2  | Personal Accountability     |
| 9.1   | 7.0  | Handling Stress                   | 8.1   | 7.4  | Enjoyment of the Job        |
| 9.0   | 7.0  | Intuitive Decision Making         | 8.1   | 7.2  | Taking Responsibility       |
| 9.0   | 7.9  | Leading Others                    | 8.0   | 7.8  | Systems Judgment            |
| 8.9   | 7.7  | Realistic Expectations            | 7.9   | 7.6  | Concrete Organization       |
| 8.9   | 7.6  | Realistic Personal Goal Setting   | 7.9   | 7.5  | Accountability for Others   |
| 8.9   | 7.8  | Persuading Others                 | 7.9   | 7.3  | Surrendering Control        |
| 8.8   | 8.0  | Attention to Detail               | 7.9   | 7.0  | Balanced Decision Making    |
| 8.8   | 7.9  | Attitude Toward Others            | 7.9   | 7.1  | Gaining Commitment          |
| 8.8   | 7.8  | Freedom from Prejudices           | 7.9   | 8.2  | Respect for Property        |
| 8.8   | 7.7  | Evaluating Others                 | 7.8   | 7.4  | Self Confidence             |
| 8.8   | 7.9  | Sensitivity to Others             | 7.8   | 6.9  | Self Direction              |
| 8.8   | 8.1  | Empathetic Outlook                | 7.7   | 7.3  | Consistency and Reliability |
| 8.8   | 8.1  | Personal Relationships            | 7.7   | 7.3  | Results Orientation         |
| 8.8   | 8.0  | Practical Thinking                | 7.7   | 7.5  | Quality Orientation         |
| 8.7   | 8.2  | Realistic Goal Setting for Others | 7.7   | 7.3  | Job Ethic                   |
| 8.7   | 7.6  | Integrative Ability               | 7.7   | 7.5  | Sense of Timing             |
| 8.7   | 7.6  | Status and Recognition            | 7.6   | 6.9  | Meeting Standards           |
| 8.6   | 7.6  | Long Range Planning               | 7.6   | 7.3  | Sense of Mission            |
| 8.6   | 7.4  | Handling Rejection                | 7.5   | 7.3  | Project Scheduling          |
| 8.6   | 7.8  | Relating to Others                | 7.5   | 7.1  | Role Confidence             |
| 8.6   | 7.1  | Role Awareness                    | 7.3   | 7.3  | Conceptual Thinking         |
| 8.5   | 8.0  | Following Directions              |       |      |                             |
| 8.5   | 7.5  | Problem Solving                   |       |      |                             |
| 8.5   | 8.1  | Understanding Motivational Needs  |       |      |                             |
| 8.5   | 8.0  | Respect for Policies              |       |      |                             |
| 8.5   | 7.6  | Using Common Sense                |       |      |                             |
| 8.5   | 7.9  | Emotional Control                 |       |      |                             |
| 8.4   | 6.7  | Self Assessment                   |       |      |                             |
| 8.4   | 7.9  | Correcting Others                 |       |      |                             |
| 8.4   | 7.3  | Sense of Self                     |       |      |                             |
| 8.4   | 7.7  | Evaluating What is Said           |       |      |                             |
| 8.4   | 8.1  | Self Improvement                  |       |      |                             |
| 8.4   | 8.0  | Material Possessions              |       |      |                             |
| 8.4   | 7.4  | Self Management                   |       |      |                             |
| 8.3   | 7.1  | Personal Drive                    |       |      |                             |
| 8.3   | 7.8  | Monitoring Others                 |       |      |                             |
| 8.2   | 7.4  | Project And Goal Focus            |       |      |                             |
| 8.2   | 7.4  | Developing Others                 |       |      |                             |
| 8.2   | 7.9  | Conveying Role Value              |       |      |                             |
| 8.2   | 7.1  | Internal Self Control             |       |      |                             |
| 8.2   | 6.9  | Initiative                        |       |      |                             |
| 8.2   | 7.2  | Persistence                       |       |      |                             |



# CORE SKILLS LIST

*For consulting and coaching*

| Score | Mean | Description                       | Score | Mean | Description                      |
|-------|------|-----------------------------------|-------|------|----------------------------------|
| 7.9   | 7.5  | Accountability for Others         | 8.6   | 7.8  | Relating to Others               |
| 8.8   | 8.0  | Attention to Detail               | 8.5   | 8.0  | Respect for Policies             |
| 8.8   | 7.9  | Attitude Toward Others            | 7.9   | 8.2  | Respect for Property             |
| 7.9   | 7.0  | Balanced Decision Making          | 7.7   | 7.3  | Results Orientation              |
| 7.3   | 7.3  | Conceptual Thinking               | 8.6   | 7.1  | Role Awareness                   |
| 7.9   | 7.6  | Concrete Organization             | 7.5   | 7.1  | Role Confidence                  |
| 7.7   | 7.3  | Consistency and Reliability       | 8.4   | 6.7  | Self Assessment                  |
| 8.2   | 7.9  | Conveying Role Value              | 7.8   | 7.4  | Self Confidence                  |
| 8.4   | 7.9  | Correcting Others                 | 7.8   | 6.9  | Self Direction                   |
| 8.2   | 7.4  | Developing Others                 | 8.4   | 8.1  | Self Improvement                 |
| 8.5   | 7.9  | Emotional Control                 | 8.4   | 7.4  | Self Management                  |
| 8.8   | 8.1  | Empathetic Outlook                | 8.2   | 7.7  | Sense of Belonging               |
| 8.1   | 7.4  | Enjoyment of the Job              | 7.6   | 7.3  | Sense of Mission                 |
| 8.8   | 7.7  | Evaluating Others                 | 8.4   | 7.3  | Sense of Self                    |
| 8.4   | 7.7  | Evaluating What is Said           | 7.7   | 7.5  | Sense of Timing                  |
| 8.5   | 8.0  | Following Directions              | 8.8   | 7.9  | Sensitivity to Others            |
| 8.8   | 7.8  | Freedom from Prejudices           | 8.7   | 7.6  | Status and Recognition           |
| 7.9   | 7.1  | Gaining Commitment                | 7.9   | 7.3  | Surrendering Control             |
| 8.6   | 7.4  | Handling Rejection                | 8.0   | 7.8  | Systems Judgment                 |
| 9.1   | 7.0  | Handling Stress                   | 8.1   | 7.2  | Taking Responsibility            |
| 8.2   | 6.9  | Initiative                        | 9.2   | 8.3  | Theoretical Problem Solving      |
| 8.7   | 7.6  | Integrative Ability               | 8.5   | 8.1  | Understanding Motivational Needs |
| 8.2   | 7.1  | Internal Self Control             | 8.5   | 7.6  | Using Common Sense               |
| 9.0   | 7.0  | Intuitive Decision Making         |       |      |                                  |
| 7.7   | 7.3  | Job Ethic                         |       |      |                                  |
| 9.0   | 7.9  | Leading Others                    |       |      |                                  |
| 8.6   | 7.6  | Long Range Planning               |       |      |                                  |
| 8.4   | 8.0  | Material Possessions              |       |      |                                  |
| 7.6   | 6.9  | Meeting Standards                 |       |      |                                  |
| 8.3   | 7.8  | Monitoring Others                 |       |      |                                  |
| 8.2   | 7.2  | Persistence                       |       |      |                                  |
| 8.1   | 7.2  | Personal Accountability           |       |      |                                  |
| 8.3   | 7.1  | Personal Drive                    |       |      |                                  |
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| 7.5   | 7.3  | Project Scheduling                |       |      |                                  |
| 7.7   | 7.5  | Quality Orientation               |       |      |                                  |
| 8.9   | 7.7  | Realistic Expectations            |       |      |                                  |
| 8.7   | 8.2  | Realistic Goal Setting for Others |       |      |                                  |
| 8.9   | 7.6  | Realistic Personal Goal Setting   |       |      |                                  |