



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

Emotional Intelligence version

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

**Gary Gogetter**

Sample

ABC Company

7-31-2007



## 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 Gary 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.

- Gary treats each person as a unique individual.
- He is less concerned with practical things or processes and systems, especially established rules or policies.
- He can form and maintain close affiliations with others.
- He relies and depends on relationships with others.
- Gary understands people, which could be seen as one of his greatest talents.
- He tends to give others support, positive feedback and motivation.
- He may bend the rules if he thinks it's better for the people involved.
- He should develop a better balance between the understanding of others and paying attention to details and systems.
- Gary could benefit from developing two-way communication with authority figures.



## SELF VIEW

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This is how Gary 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.

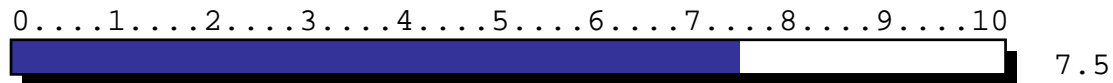
- Gary can be so focused on achievements that tasks take priority over feeling good about himself.
- He can envision his own self-defined success.
- He is a person who focuses on his personal and professional roles together with planning for his future.
- He tends to place a higher priority on his roles and future rather than who he is.
- Gary has the capacity to plan and organize for his future.
- He has an idea of where he wants to go and who he wants to become in the future.
- He tends to focus on the responsibilities of his current life roles.
- He needs to understand that he is important outside of his roles and direction.
- Gary tends to place low emphasis on appreciating himself, which results in a lower sense of self.



# THE EMOTIONAL INTELLIGENCE 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.*

## COMMUNICATION SKILLS



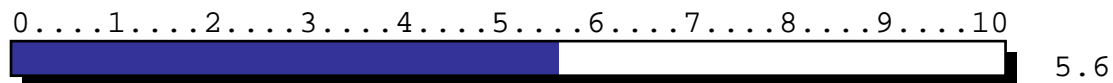
## INTERPERSONAL SKILLS



## PERSONAL MOTIVATORS



## SELF AWARENESS



## SELF MANAGEMENT



## SOCIAL AWARENESS



## SOCIAL SKILLS





## COMMUNICATION SKILLS

Clear and effective communication skills involve both listening and speaking. These scores reflect Gary's ability to objectively understand what others are saying and to also deliver his own message to them.

**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



7.7 \*  
8.3

**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 \*  
8.3

**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



7.4 \*  
5.2

**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 \*  
7.1

**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 \*  
8.8

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



## INTERPERSONAL SKILLS

*This is a measure of Gary'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 \*  
9.3

**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 \*  
8.3

**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 \*  
7.2

**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 \*  
7.0

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



# PERSONAL MOTIVATORS

These scores reveal the degree to which Gary is driven to action by each of these six motivators.

**MATERIAL POSSESSIONS:** An indicator of the desire to possess objects of high monetary value or importance.

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



8.0 \*  
8.6

**PERSONAL RELATIONSHIPS:** The importance of having and maintaining personal relationships and not just being seen as part of the team.

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



8.1 \*  
9.8

**SELF IMPROVEMENT:** The measure of the quality of one's own internal motivation to improve.

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



8.1 \*  
5.2

**SENSE OF BELONGING:** A measure of how a person feels he or she fits into the surrounding world.

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



7.7 \*  
7.1

**SENSE OF MISSION:** A measure of a person's sense of purpose in his or her life.

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



7.3 \*  
8.0

**STATUS AND RECOGNITION:** A measure of the importance of social status or prestige to a person's current role.

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



7.6 \*  
7.1

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



# SELF AWARENESS

A measurement of whether or not Gary fully understands himself, this category also reveals the degree to which he values his own "self."

**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



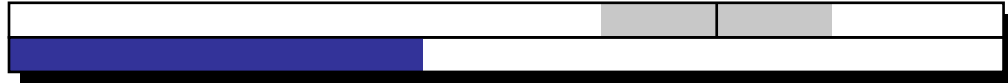
**SELF DIRECTION:** Having a clear vision of one's future objectives and the self discipline and organization necessary to achieve them.

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



**SENSE OF SELF:** A measure of a person's awareness of "who" they are—the ability to discern one's own self-worth.

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, Gary must manage himself. This area reveals Gary'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 \*  
6.2

**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 \*  
6.9

**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 \*  
7.6

**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 \*  
4.0

**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 \*  
7.0

**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



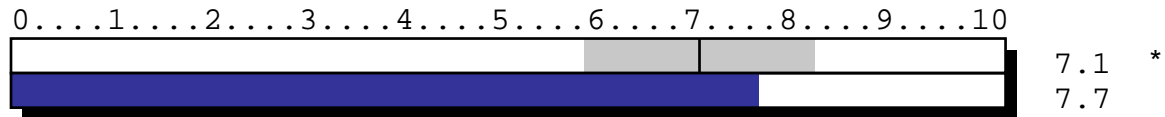
7.1 \*  
5.5

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



# SELF MANAGEMENT

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.



## SOCIAL AWARENESS

*This category reveals how Gary feels about other people's thoughts, feelings and ideas. It also shows whether or not Gary exhibits his own feelings to others in a fair and balanced way that will inspire them to take action.*

**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 \*  
9.3

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

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8.1 \*  
8.8

**FREEDOM FROM PREJUDICES:** The ability to maintain objectivity when relating to other people.

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7.8 \*  
8.3

**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 \*  
7.2

**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



8.1 \*  
8.4

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



## SOCIAL SKILLS

*This is a measure of Gary's implementation of his awareness of others. In other words, this category shows how attuned Gary is to 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 \*  
7.7

**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

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

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



7.1 \*  
8.0

**CORRECTING OTHERS:** The ability to objectively address the errors, omissions and/or poor results of other people.

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



7.9 \*  
7.8

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

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



7.9 \*  
8.4

**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 \*  
7.0

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



# SOCIAL SKILLS

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

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



7.8 \*  
7.5

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# DIMENSIONAL BALANCE

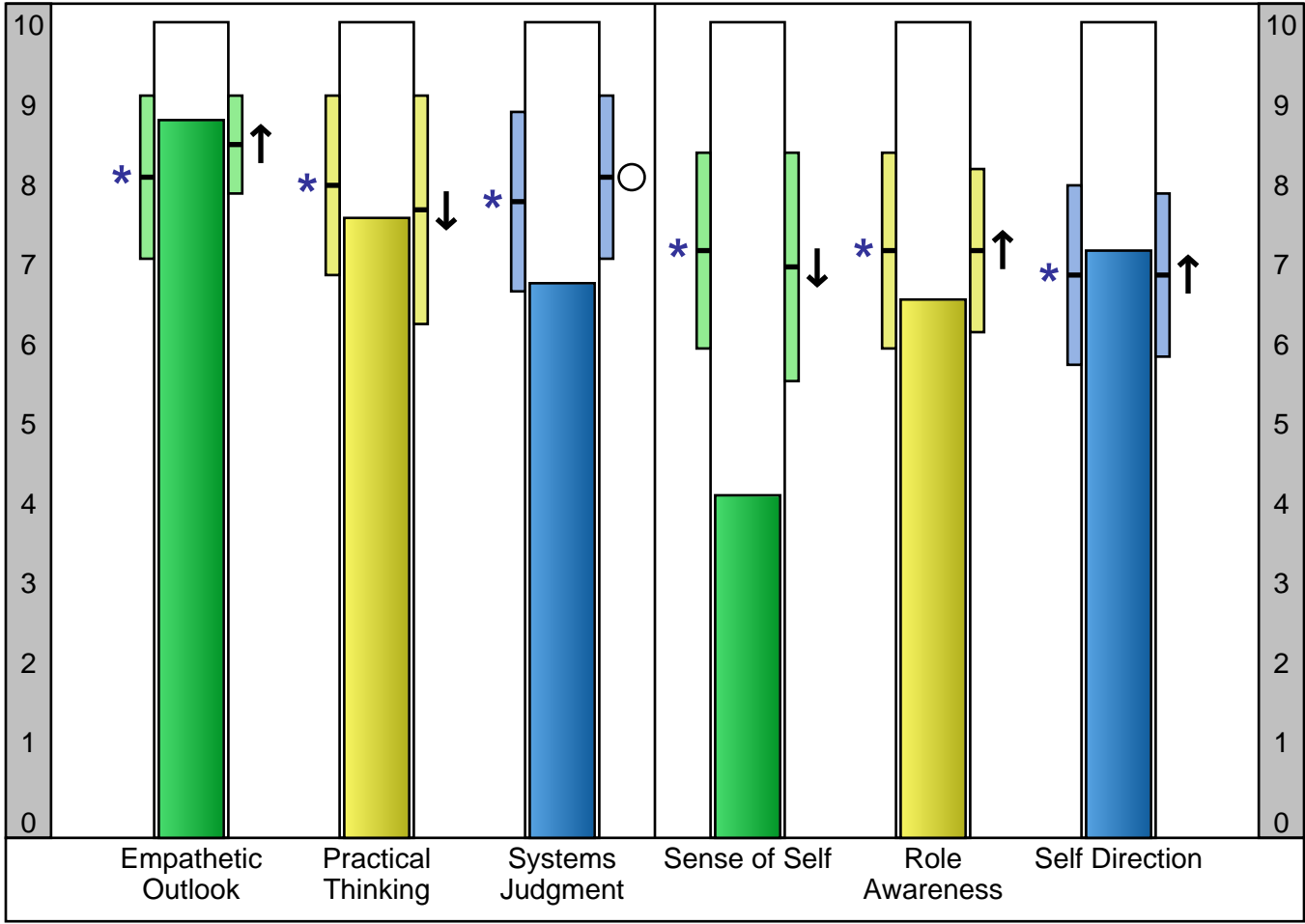
For consulting and coaching

7-31-2007

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

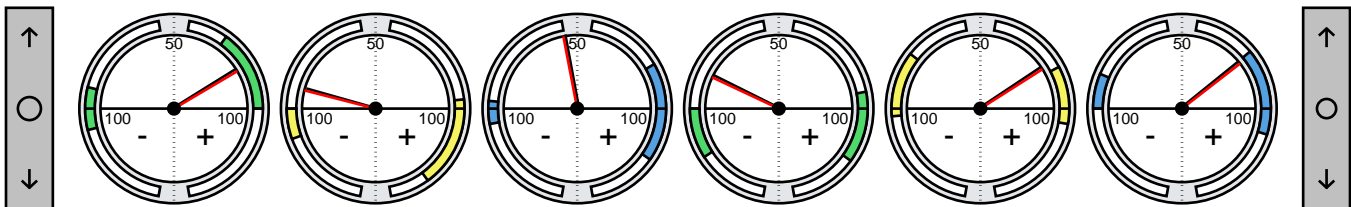
## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score 8.8      7.6      6.8      4.2      6.6      7.2

Bias    ↑            ↓            ○            ↓            ↑            ↑





# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
9.8	7.9	Sensitivity to Others	7.0	7.4	Self Confidence
9.8	8.1	Personal Relationships	6.9	7.2	Personal Accountability
9.3	7.9	Attitude Toward Others	6.9	6.9	Meeting Standards
8.8	8.1	Empathetic Outlook	6.9	7.2	Persistence
8.6	8.0	Material Possessions	6.9	7.2	Taking Responsibility
8.4	7.9	Leading Others	6.8	8.0	Following Directions
8.4	8.2	Realistic Goal Setting for Others	6.8	8.0	Respect for Policies
8.4	8.1	Understanding Motivational Needs	6.8	7.8	Systems Judgment
8.3	7.8	Freedom from Prejudices	6.7	7.6	Concrete Organization
8.3	7.5	Quality Orientation	6.7	7.3	Results Orientation
8.3	7.7	Evaluating What is Said	6.6	7.3	Conceptual Thinking
8.2	7.9	Conveying Role Value	6.6	7.6	Using Common Sense
8.1	7.4	Developing Others	6.6	7.1	Role Awareness
8.1	8.2	Respect for Property	6.5	7.3	Project Scheduling
8.0	8.0	Attention to Detail	6.2	7.0	Handling Stress
8.0	7.5	Accountability for Others	6.1	7.0	Balanced Decision Making
8.0	7.1	Gaining Commitment	5.9	7.6	Integrative Ability
8.0	7.3	Sense of Mission	5.5	7.1	Internal Self Control
7.9	7.3	Consistency and Reliability	5.2	7.4	Handling Rejection
7.9	7.3	Job Ethic	5.2	8.1	Self Improvement
7.8	7.9	Correcting Others	4.8	7.0	Intuitive Decision Making
7.7	7.1	Personal Drive	4.2	7.3	Sense of Self
7.7	7.7	Evaluating Others	4.0	6.7	Self Assessment
7.7	7.6	Long Range Planning			
7.7	7.9	Emotional Control			
7.6	7.6	Realistic Personal Goal Setting			
7.6	7.4	Self Management			
7.6	8.0	Practical Thinking			
7.5	7.5	Problem Solving			
7.5	7.8	Persuading Others			
7.5	7.8	Relating to Others			
7.5	7.1	Role Confidence			
7.4	8.3	Theoretical Problem Solving			
7.4	6.9	Initiative			
7.2	7.4	Project And Goal Focus			
7.2	7.7	Realistic Expectations			
7.2	7.9	Proactive Thinking			
7.2	7.8	Monitoring Others			
7.2	6.9	Self Direction			
7.1	7.5	Sense of Timing			
7.1	7.6	Status and Recognition			
7.1	7.7	Sense of Belonging			
7.1	7.4	Enjoyment of the Job			
7.0	7.3	Surrendering Control			



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
8.0	7.5	Accountability for Others	7.5	7.8	Relating to Others
8.0	8.0	Attention to Detail	6.8	8.0	Respect for Policies
9.3	7.9	Attitude Toward Others	8.1	8.2	Respect for Property
6.1	7.0	Balanced Decision Making	6.7	7.3	Results Orientation
6.6	7.3	Conceptual Thinking	6.6	7.1	Role Awareness
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7.9	7.3	Consistency and Reliability	4.0	6.7	Self Assessment
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8.1	7.4	Developing Others	5.2	8.1	Self Improvement
7.7	7.9	Emotional Control	7.6	7.4	Self Management
8.8	8.1	Empathetic Outlook	7.1	7.7	Sense of Belonging
7.1	7.4	Enjoyment of the Job	8.0	7.3	Sense of Mission
7.7	7.7	Evaluating Others	4.2	7.3	Sense of Self
8.3	7.7	Evaluating What is Said	7.1	7.5	Sense of Timing
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