



TTI Personal Talent Skills Inventory®

Sales Version



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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:

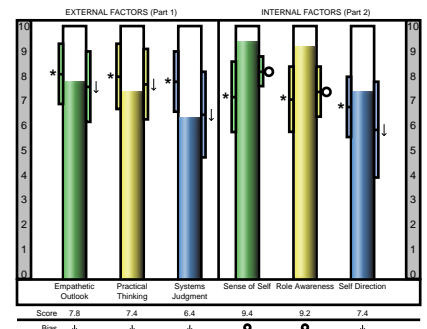
- Intrinsic - People
- Extrinsic - Tasks or things
- Systemic - Systems

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.



This is how Gina sees the world around her. This view measures her 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.

- Gina would benefit from asking the reason for certain rules or systems, to better understand them.
- She could benefit from making a conscious effort to develop better two-way communication with authority figures.
- She should practice better balance between the value placed on others and activities compared to structure or systems.
- She would benefit from gaining a clearer understanding of people and activities.
- Gina likes to be a part of the process of getting things done together with others.
- She performs best in positions with hands-on management.
- She needs an atmosphere that has a clear structure and a well-defined chain of command.
- She tends to view processes and systems as flexible guidelines for others.
- Gina will enjoy an environment in which contributions are recognized, properly rewarded, and appreciated.

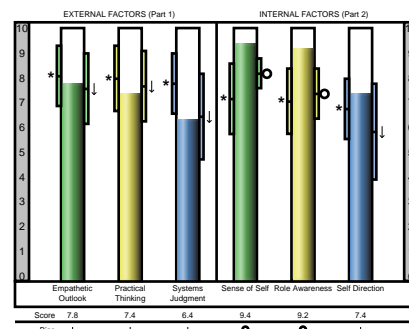




SELF VIEW

This is how Gina sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her 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.

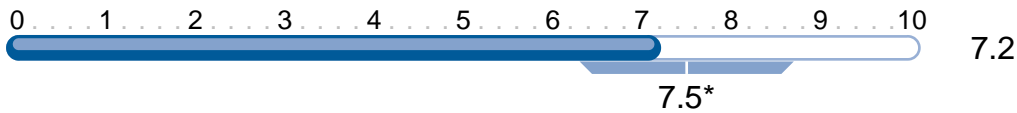
- Gina is confident in her abilities to perform and fulfill her roles and responsibilities.
- She sees the future as a process of discovery, rather than being clear-cut and definite.
- She uses her understanding of herself and her roles to overcome difficult situations.
- She is open to future possibilities and opportunities.
- Gina shows a strong and equally developed focus on who she is and her life roles.
- She is not strict about concepts or images that guide her forward and shape her future.
- She is more concerned about what is happening in the present than with planning a clear and definite future.
- She is flexible about her long term future which should help her to take advantage of the best opportunities.
- Gina does not have a strong appreciation for planning her future.



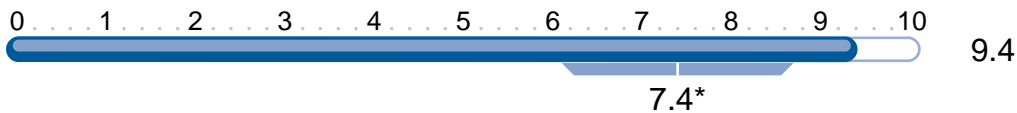


CRITICAL SALES SUCCESS SKILLS

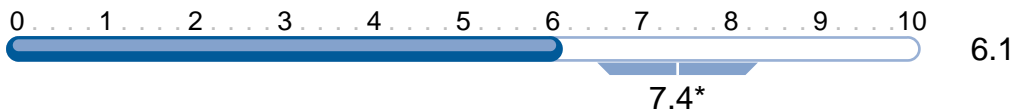
PROBLEM SOLVING: The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



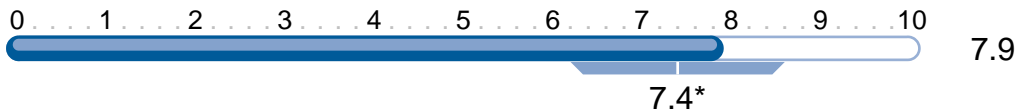
ENJOYMENT OF THE JOB: A measure of a person's attitude toward their current job or career.



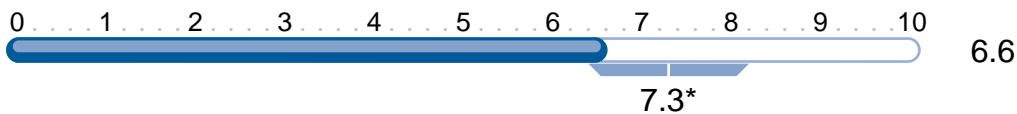
PROJECT AND GOAL FOCUS: The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.



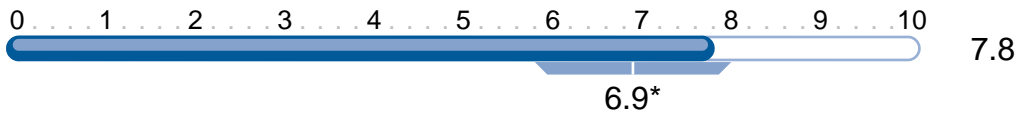
HANDLING REJECTION: The capacity to exhibit persistence and strong will in the face of objections.



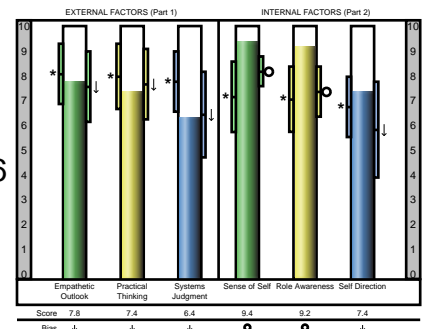
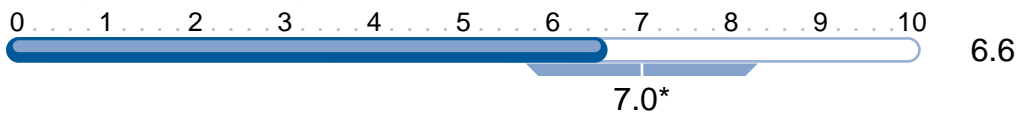
RESULTS ORIENTATION: The capacity to clearly and objectively understand and implement all variables necessary to obtain defined or desired results.



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



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



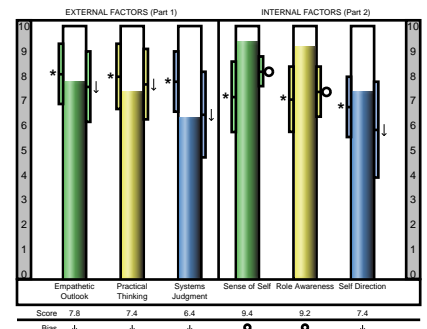
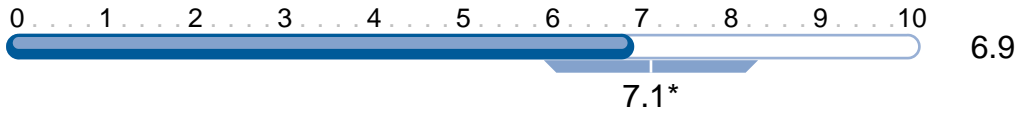
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* 68% of the population falls within the shaded area.



CRITICAL SALES SUCCESS SKILLS

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



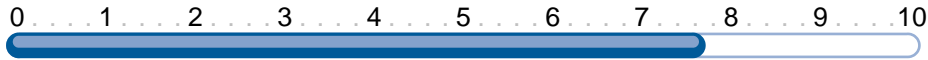
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SALES SKILLS SUMMARY

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



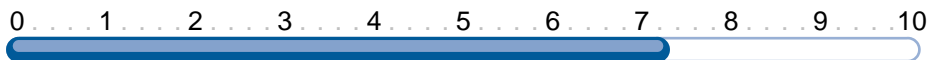
7.7

GREETING



7.7

QUALIFYING



7.3

DEMONSTRATING



6.8

INFLUENCING



7.6

CLOSING

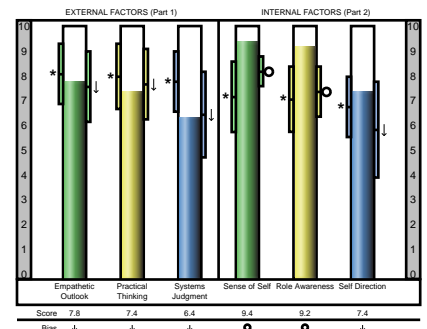


7.3

OVERALL QUOTIENT



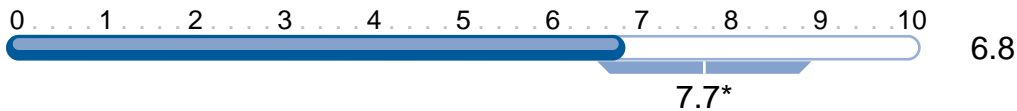
7.4



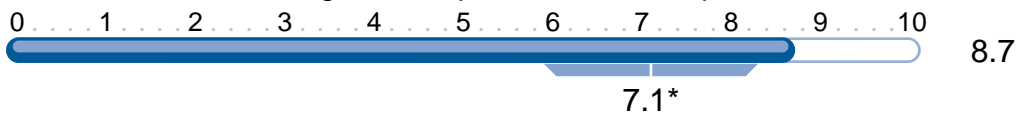


This is the first step of any sale. It is the phase of the sale where prospects are identified, detailed background information is gathered, the physical activity of traditional prospecting is coordinated and an overall strategy for face-to-face selling is developed.

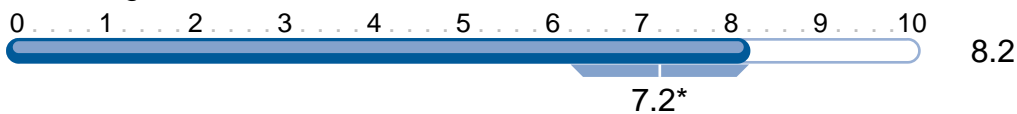
EVALUATING OTHERS: The capacity to objectively assess or measure the abilities and performance of other people.



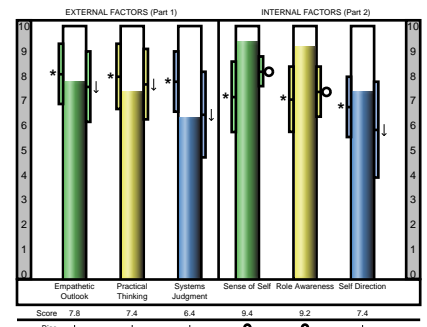
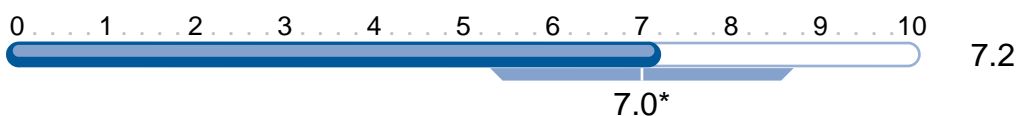
ROLE CONFIDENCE: The capacity of maintaining confidence and self-reliance for fulfilling various professional and personal roles.



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



INTUITIVE DECISION MAKING: The capacity to make decisions by looking at the most essential elements and without all the facts or data.

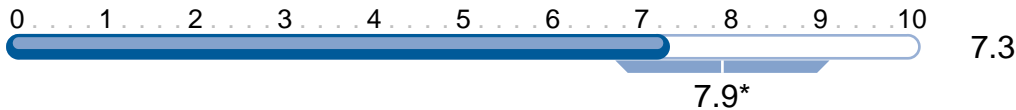


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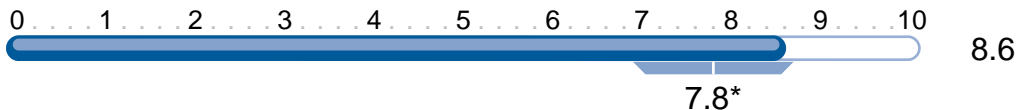


The first face-to-face interaction between a prospect and the salesperson, this step is designed to enable the salesperson to display her sincere interest in the prospect...to gain positive acceptance and to develop a sense of mutual respect and rapport. It is the first phase of face-to-face trust building and sets the face-to-face selling process in motion.

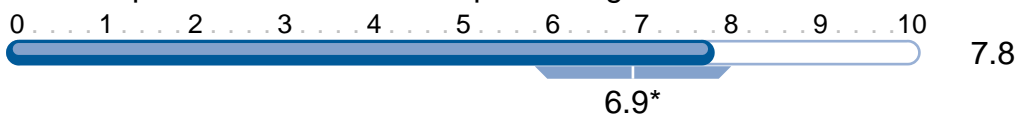
ATTITUDE TOWARD OTHERS: The general capacity one has for relating with other people.



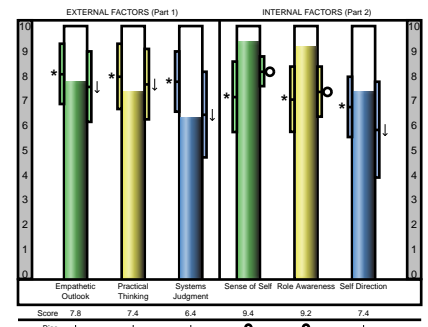
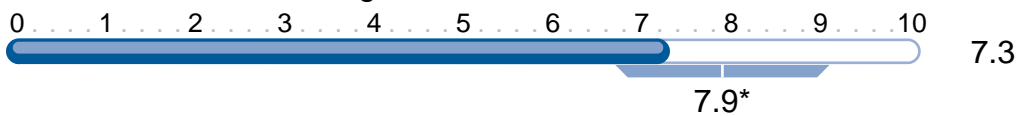
RELATING TO OTHERS: The capacity to understand and relate to others when communicating with them.



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.

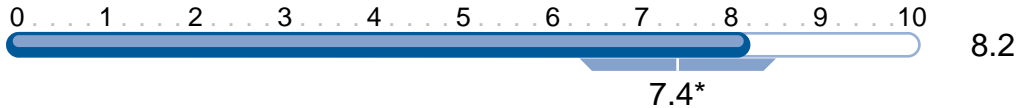


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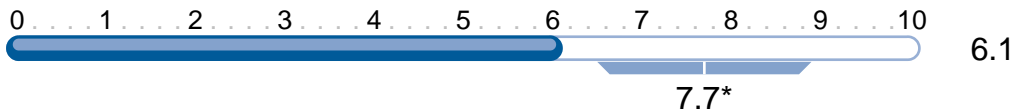


The detailed needs analysis phase of the face-to-face sale. This step of the sale enables the salesperson to discover what the prospect will buy, when they will buy and under what conditions they will buy. It is allowing the prospect to identify and verbalize their level of interest, specific wants and detailed needs in the product or service the salesperson is offering.

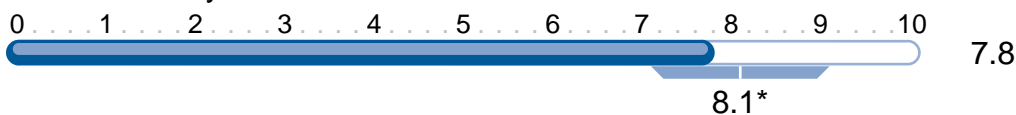
SELF CONFIDENCE: A measure of a person's assured self-reliance in his or her abilities.



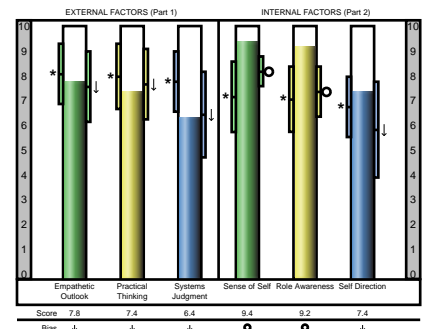
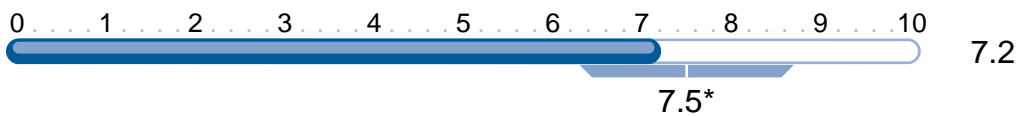
EVALUATING WHAT IS SAID: The capacity to objectively listen, understand and accurately interpret what someone else is saying.



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



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

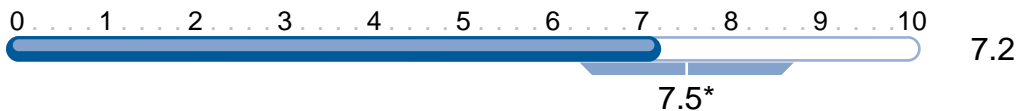


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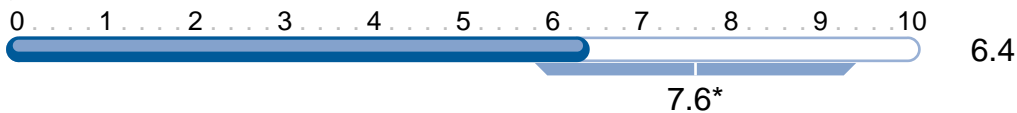


This step allows the salesperson to present her product knowledge in such a way that it fulfills the stated or implied wants, needs or intentions of the prospect as identified and verbalized in the qualifying phase of the sale.

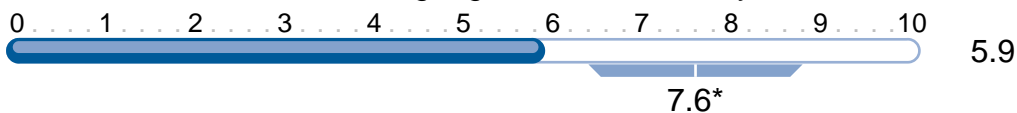
PROBLEM SOLVING: The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



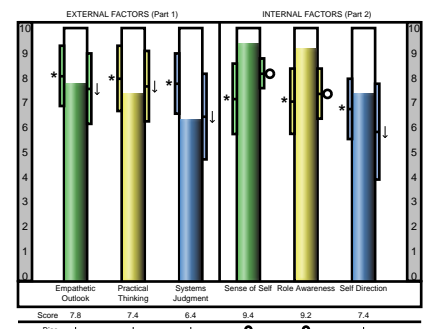
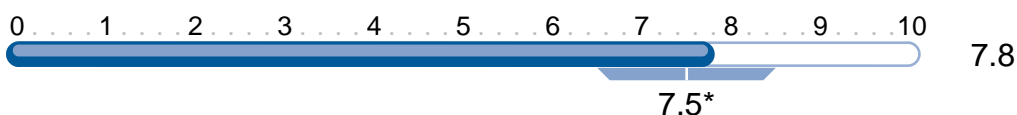
USING COMMON SENSE: The capacity to be resourceful and apply good, practical, ordinary sense in whatever situations arise.



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



SENSE OF TIMING: The ability to do the correct thing at the correct time.

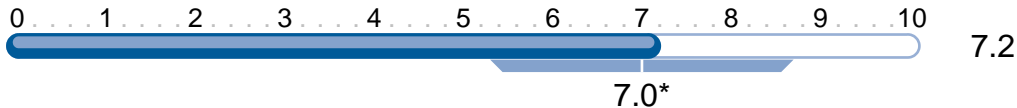


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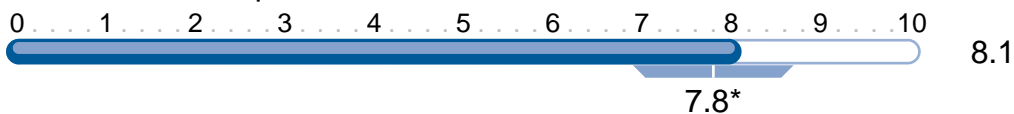


What people believe enough, they act upon. This step is designed to enable the salesperson to build value and overcome the tendency that many prospects have to place little belief or trust in what is told to them. It is this phase of the sale that solidifies the prospect's belief in the supplier, product or service and salesperson.

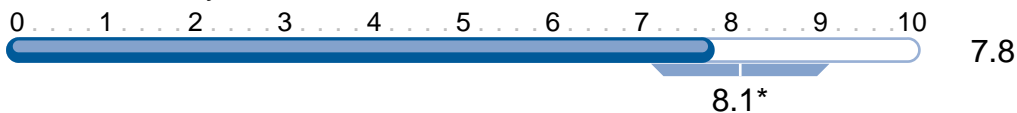
INTUITIVE DECISION MAKING: The capacity to make decisions by looking at the most essential elements and without all the facts or data.



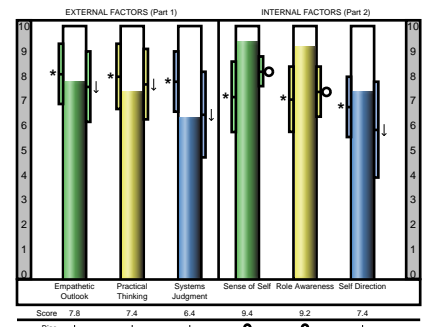
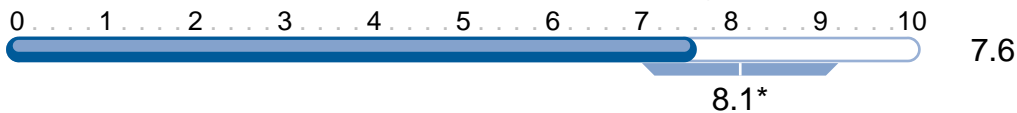
PERSUADING OTHERS: The capacity to influentially present one's positions, opinions, feelings or views to others in such a way that they will listen and adopt the same view.



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



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

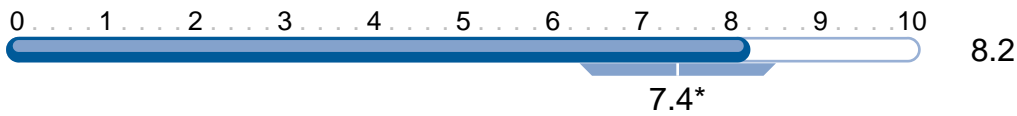


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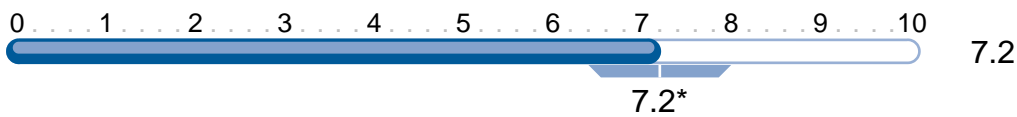


The final phase is closing. This phase of the sale is asking the prospect to buy, dealing with objections, handling any necessary negotiation and completing the transaction to mutual satisfaction.

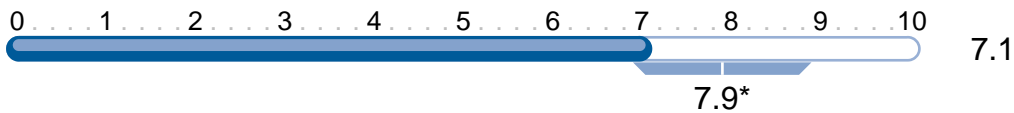
SELF CONFIDENCE: A measure of a person's assured self-reliance in his or her abilities.



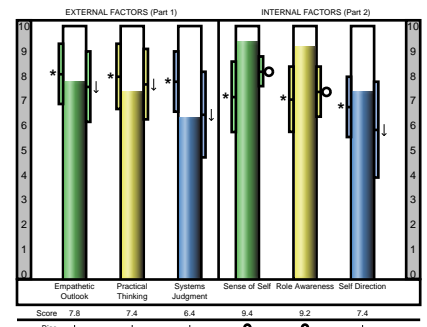
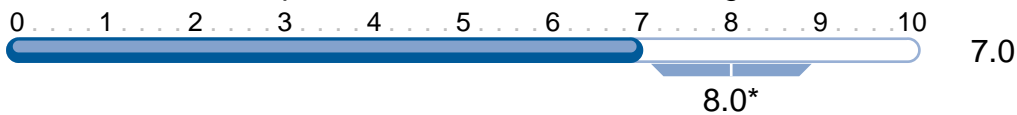
PERSONAL ACCOUNTABILITY: The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.



EMOTIONAL CONTROL: The ability to appear to be rational and in-control when facing problems or crises.



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



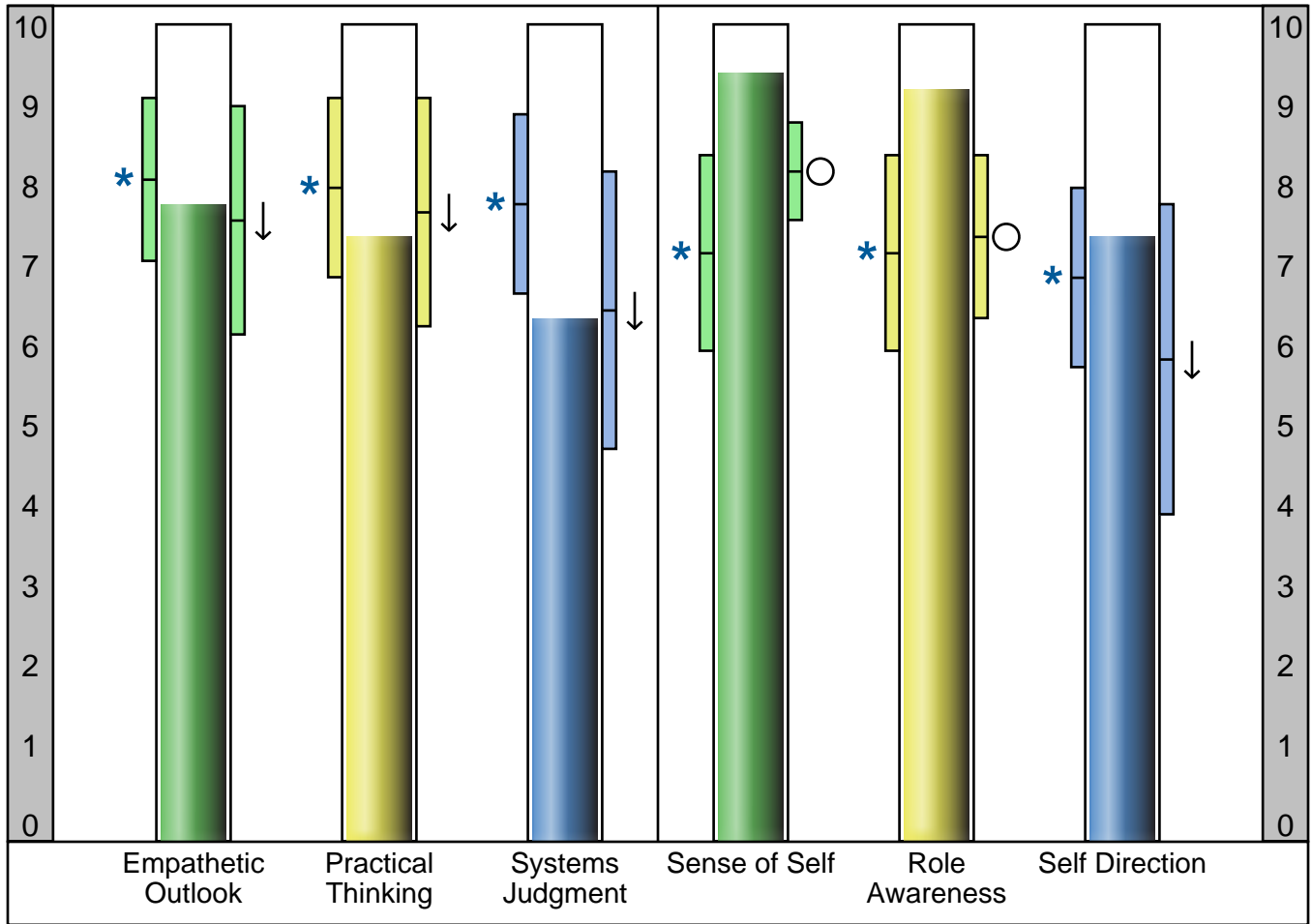
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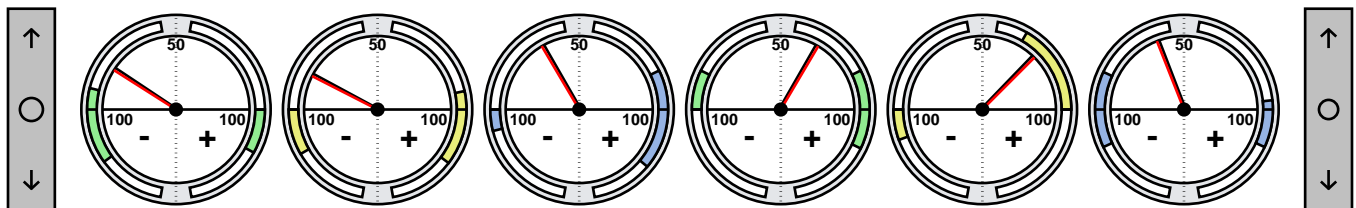
* Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 7.8 7.4 6.4 9.4 9.2 7.4
Bias ↓ ↓ ↓ ○ ○ ↓



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Score	Mean	Description	Score	Mean	Description
9.7	6.7	Self Assessment	6.9	7.1	Personal Drive
9.4	7.3	Sense of Self	6.8	7.7	Evaluating Others
9.4	8.1	Self Improvement	6.8	7.6	Integrative Ability
9.4	7.4	Enjoyment of the Job	6.7	7.4	Developing Others
9.2	7.1	Role Awareness	6.7	7.6	Long Range Planning
8.8	7.1	Internal Self Control	6.7	8.2	Respect for Property
8.7	7.1	Role Confidence	6.6	7.3	Results Orientation
8.6	7.8	Relating to Others	6.6	7.0	Handling Stress
8.3	7.6	Status and Recognition	6.4	7.3	Surrendering Control
8.2	7.4	Self Confidence	6.4	7.6	Using Common Sense
8.2	7.5	Quality Orientation	6.4	7.8	Systems Judgment
8.2	7.2	Persistence	6.3	8.3	Theoretical Problem Solving
8.1	7.5	Accountability for Others	6.2	7.3	Conceptual Thinking
8.1	7.9	Conveying Role Value	6.1	7.4	Project and Goal Focus
8.1	7.8	Persuading Others	6.1	7.9	Correcting Others
7.9	8.2	Realistic Goal Setting for Others	6.1	7.7	Evaluating What is Said
7.9	7.4	Handling Rejection	5.9	8.0	Following Directions
7.8	7.3	Consistency and Reliability	5.9	7.6	Concrete Organization
7.8	7.3	Job Ethic	5.9	7.7	Realistic Expectations
7.8	6.9	Initiative	5.9	8.0	Respect for Policies
7.8	7.5	Sense of Timing			
7.8	8.1	Empathetic Outlook			
7.8	7.7	Sense of Belonging			
7.6	7.1	Gaining Commitment			
7.6	8.1	Understanding Motivational Needs			
7.5	7.6	Realistic Personal Goal Setting			
7.5	7.3	Sense of Mission			
7.5	7.4	Self Management			
7.4	7.0	Balanced Decision Making			
7.4	6.9	Self Direction			
7.4	8.0	Practical Thinking			
7.3	7.9	Attitude Toward Others			
7.3	7.8	Freedom from Prejudices			
7.3	7.9	Leading Others			
7.3	7.9	Sensitivity to Others			
7.3	8.1	Personal Relationships			
7.2	7.0	Intuitive Decision Making			
7.2	7.2	Personal Accountability			
7.2	7.3	Project Scheduling			
7.2	7.5	Problem Solving			
7.2	6.9	Meeting Standards			
7.2	8.0	Material Possessions			
7.2	7.2	Taking Responsibility			
7.1	7.9	Proactive Thinking			
7.1	7.9	Emotional Control			
7.1	7.8	Monitoring Others			
7.0	8.0	Attention to Detail			



Score	Mean	Description	Score	Mean	Description
8.1	7.5	Accountability for Others	6.6	7.3	Results Orientation
7.0	8.0	Attention to Detail	9.2	7.1	Role Awareness
7.3	7.9	Attitude Toward Others	8.7	7.1	Role Confidence
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6.6	7.0	Handling Stress	6.4	7.6	Using Common Sense
7.8	6.9	Initiative			
6.8	7.6	Integrative Ability			
8.8	7.1	Internal Self Control			
7.2	7.0	Intuitive Decision Making			
7.8	7.3	Job Ethic			
7.3	7.9	Leading Others			
6.7	7.6	Long Range Planning			
7.2	8.0	Material Possessions			
7.2	6.9	Meeting Standards			
7.1	7.8	Monitoring Others			
8.2	7.2	Persistence			
7.2	7.2	Personal Accountability			
6.9	7.1	Personal Drive			
7.3	8.1	Personal Relationships			
8.1	7.8	Persuading Others			
7.4	8.0	Practical Thinking			
7.1	7.9	Proactive Thinking			
7.2	7.5	Problem Solving			
6.1	7.4	Project and Goal Focus			
7.2	7.3	Project Scheduling			
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8.6	7.8	Relating to Others			
5.9	8.0	Respect for Policies			
6.7	8.2	Respect for Property			