



TTI Personal Talent Skills Inventory™

Sales Management version

John Demonstration File

Opportunity for Talent

4-19-2006

The XLR8 Team, Inc.
Tel US 585.426.7520
rpeter@thexlr8team.com
www.thexlr8team.com



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.



EXTERNAL DESCRIPTION

Integrated—High Level of Development

Description

John judges situations in a balanced, objective way in terms of all three basic perspectives: people, situations, and systems. When he takes action, he can move in and out of any one of the three value perspectives with ease. The integrated pattern indicates that he is not stuck in any one dimension. He can relate to and deal with other people well and maintains healthy, fulfilling relationships naturally. He also has good practical skills and can relate well to tangible things, processes and events. He understands how to deal effectively with ideas, knowledge, and systems. This integrated pattern indicates the world is wide open for him and suggests that he is able to take advantage of any and all opportunities.

Strengths

John is versatile and stable and adapts well to different types of people and changing situations. It is easy for him to see what he needs to emphasize or focus on, depending on the nature of the situation he is in. If an interpersonal focus is called for, he has the ability to turn on his people skills and relate well to others. If an external or task focus is needed, he has the ability to become an action-oriented achiever who focuses on the work at hand to get things done. If he determines that the situation calls for a systematic focus, he has the ability to turn his attention to learning and gaining more knowledge about the situation. This suggests his greatest talents are flexibility, objectivity and versatility.

Development Opportunities

John's greatest opportunity for growth is centered in maintaining strong identification with current activities, roles and responsibilities. He enjoys getting involved in new activities; but, if the activities become routine or "easy" for him and he doesn't feel challenged, he may not want to stay involved.



EXTERNAL DESCRIPTION

Best Performance Climate

John will learn, work or perform best in an atmosphere where there is an open exchange of ideas and where feedback is readily available. He also prefers an environment where responsibilities and decisions are shared, and his input and creativity is appreciated and challenged on a regular basis.

External Bias Description

John is someone who relates to the world primarily in terms of established system and order, (e.g., rules, the law). Most of his energies are focused on making things fit into the established system or organization. His somewhat negative view of the tasks dimension reveals that he takes a conscious distance from the practical work process and social convention. His neutral view of the people dimension reflects balanced objectivity toward other persons. He is not too trusting or too distant but strikes a realistic balance when valuing others without getting overly involved to ensure that he makes an objective and accurate decision.

John is good at seeing the big picture or the overall plan of things and how it impacts others much more clearly than he sees the step-by-step process it may take to get the results he wants. He has a talent for comparing facts and ideas and generally makes a fair judgment or reaches a well-founded conclusion concerning what action should be taken in any given situation based on available evidence and careful, critical evaluation. His people skills enable him to ask others the right leading questions, to inquire about things without insulting others, and to deliberately and carefully weigh the pros and cons before expressing his critical evaluation or decision. He tries to ensure that he has sufficient knowledge or experience to decide on the merits, controversy, point at issue, or conflicts before making a decision or forming an authoritative opinion.



INTERNAL DESCRIPTION

Role-Authentic—High Level of Development

Description

John shows a strong and equally developed focus on who he is and what he can do or is doing. He enjoys being a part of the process of getting things done and identifies with his work and personal roles. In a sense, his identity is his roles and activities. He feels his own worth is equally based on his sense of self and on what he can produce and achieve. He wants to see good results from his work, and that becomes a part of his sense of self. He enjoys being himself, and he is confident, reliable and responsible. He is well aware of his strengths and gets involved in activities or jobs that will best utilize his talents or help to further develop his potential. He will best achieve goals when he is fully engaged.

He under appreciates the systemic, thinking or structural aspects of his life. He is not strict about concepts or images that guide him forward and that shape his future. This means that he probably uses planning in a flexible way to help him focus his time and energy on the role responsibilities in the present. He usually starts new things intuitively and sees the future as a process of discovery, rather than being clear-cut and definite.

Strengths

John is confident in his abilities to perform and fulfill his roles and responsibilities in life. He has an inner strength that helps him to persevere, even in difficult situations. His general attitude toward change is to adapt to it in practical ways and try to go with the flow of things. He is open to future possibilities and opportunities, and his flexibility about his long-term future should help him to take advantage of the best opportunities. He has a strong sense of self worth and identifies with his primary roles and activities.

Development Opportunities

John does not have a strong sense of appreciation for systems, plans, rules, and organization as it applies to his own life. He puts less emphasis on defining or talking about himself. He is more concerned about what is happening in the present than with planning a clear and definite future. He is probably eager and enthusiastic about his potential future, but his picture of the future is more vague and uncertain, since his focus is on current roles and responsibilities.



INTERNAL DESCRIPTION

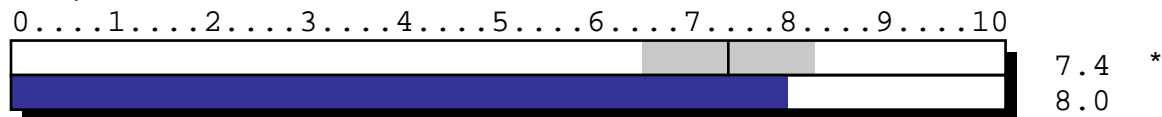
Internal Bias Description

John has a positive self-identity in the self direction dimension. Since this vision of the future resides mainly in his mind, it is characterized by optimism that it will become a reality in time. The positively biased self-direction or "self-image" is the main thing that is definite about the worth of his own self. He tends to overemphasize it and "hope" that it will come to pass. There is little awareness of his deeper sense of self. There is also no clear sense of personal achievement from a job or other productive roles. The only thing that is clear to him is the "definiteness" of the mental self-concept he has adopted.

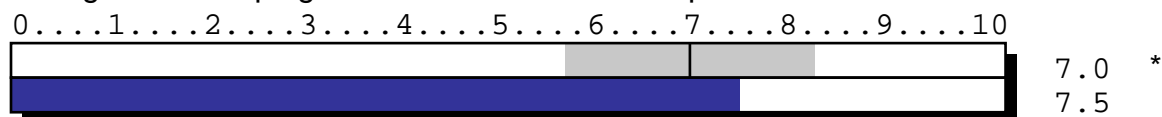


CRITICAL SALES MANAGEMENT SKILLS

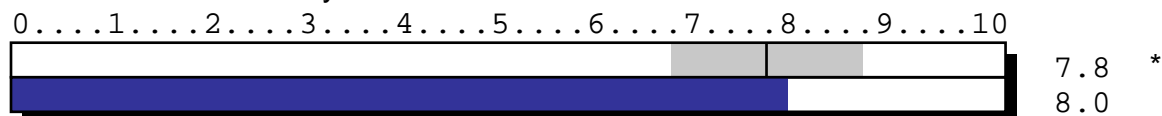
DEVELOPING OTHERS: The desire to help others expand their talents and potential.



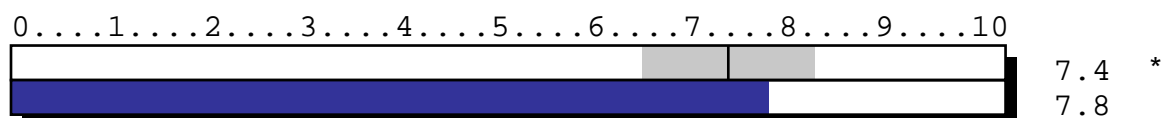
HANDLING STRESS: The ability to maintain composure and internal strength when coping with external and internal pressures.



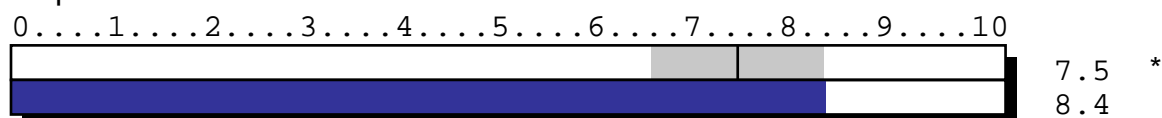
MONITORING OTHERS: The capacity to effectively oversee work done and decisions made by an individual or a team.



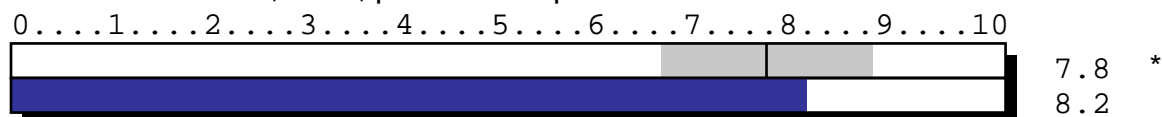
PROJECT AND GOAL FOCUS: The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.



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



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.



Rev: 0.90-0.92

* 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.

0 1 2 3 4 5 6 7 8 9 10



8.1 *
8.4

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



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

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



8.3

GETTING RESULTS

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



7.7

LEADERSHIP FOCUS

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



8.2

OPPORTUNITY ANALYSIS

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



7.9

PLANNING ORIENTATION

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



8.0

SELF AND PROJECT MANAGEMENT

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



7.9

STAFFING FOCUS

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



8.5



CONFLICT AND PROBLEM RESOLUTION

These scores reveal how John 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



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



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



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



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



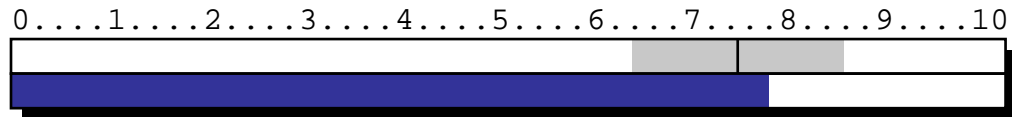
* 68% of the population falls within the shaded area.



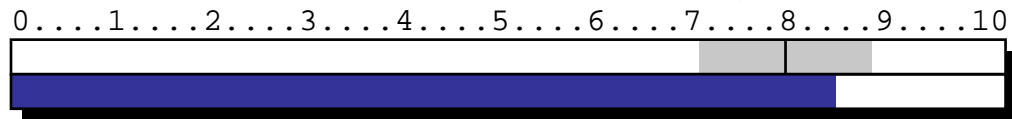
GETTING RESULTS

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

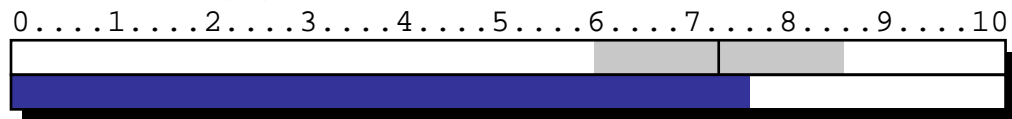
ACCOUNTABILITY FOR OTHERS: A willingness to take responsibility for the actions of other people.



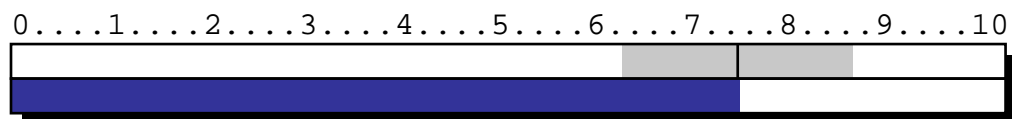
ATTENTION TO DETAIL: The ability to pay attention to the specific elements, facets or parts of a situation or work assignment.



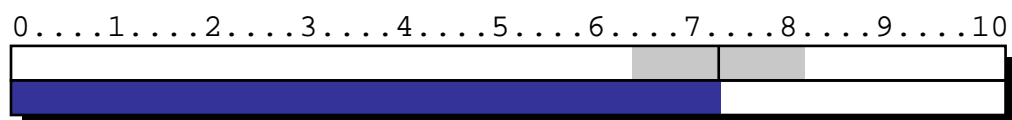
CONSISTENCY AND RELIABILITY: The capacity to regularly and dependably engage in and complete tasks or processes.



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.



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



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 *
7.6

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



LEADERSHIP FOCUS

This is a measurement of John'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.

0 1 2 3 4 5 6 7 8 9 10



7.4 *
8.0

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 *
9.2

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 *
8.0

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

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 *
7.8

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



OPPORTUNITY ANALYSIS

An understanding of future possibilities is important. These scores reveal how well John 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



7.3 *
7.2

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 *
8.2

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



7.6 *
8.1

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



7.9 *
8.8

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 *
7.5

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



PLANNING ORIENTATION

This is a measurement of John's ability to identify and understand objectives needed to complete a project. This also shows whether or not John 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.

0 1 2 3 4 5 6 7 8 9 10



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

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



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

0 1 2 3 4 5 6 7 8 9 10



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



SELF AND PROJECT MANAGEMENT

Managing a project requires that John 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



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



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 *

7.8

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 *

8.6

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 *

8.4

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



STAFFING FOCUS

This category reveals John'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 John'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



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

0 1 2 3 4 5 6 7 8 9 10



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



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

0 1 2 3 4 5 6 7 8 9 10



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



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

DIMENSIONAL BALANCE

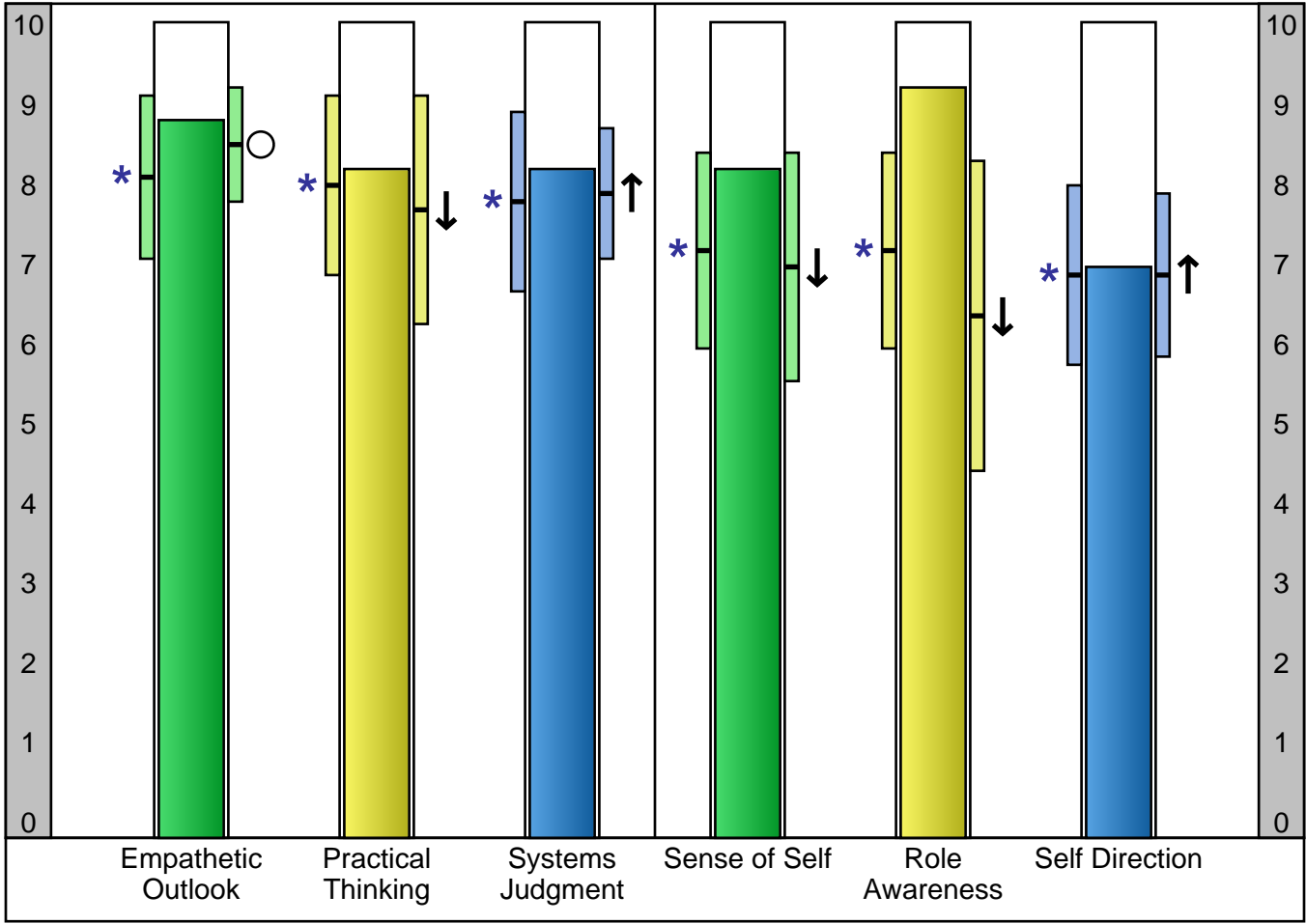
For consulting and coaching

4-19-2006

*	Population mean
↑	Overvaluation
○	Neutral valuation
↓	Undervaluation

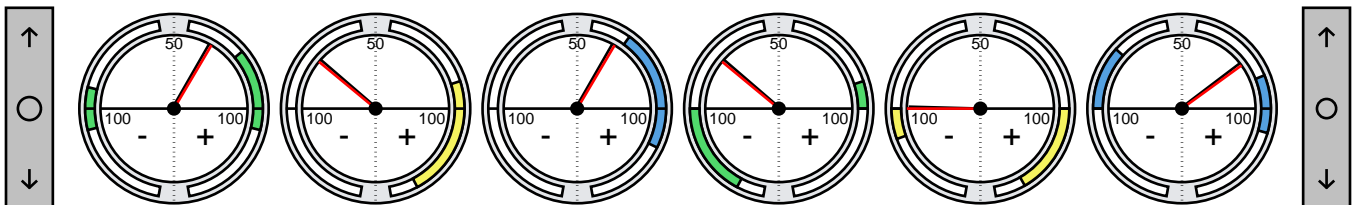
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.8 8.2 8.2 8.2 9.2 7.0

Bias ○ ↓ ↑ ↓ ↓ ↑





CORE SKILLS LIST

For consulting and coaching

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



CORE SKILLS LIST

For consulting and coaching

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