



TTI Personal Talent Skills Inventory™

General Employment version

Garry Smith

1-30-2006

"Preparing People for Tomorrow's New Horizons"

WWW.CHARTCOURSE.COM
2814 Hwy 212, SW Conyers, Ga. 30094
770/860-9464 Fax: 770-760-0581 www.ChartCourse.com
greg@chartcourse.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.



CRITICAL SUCCESS SKILLS

ATTITUDE TOWARD OTHERS: To what extent does Garry tend to maintain a positive, open and objective attitude toward others?

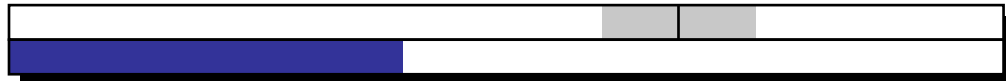
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7.9 *
9.2

MEETING STANDARDS: The ability to perform work according to precise specifications.

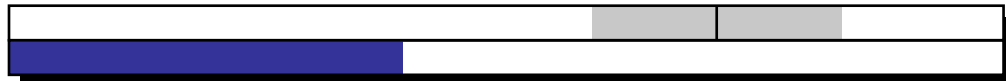
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6.9 *
4.0

JOB ETHIC: The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.

0 1 2 3 4 5 6 7 8 9 10



7.3 *
4.0

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 *
4.7

RESPECT FOR PROPERTY: A measure of the level of respect and appreciation for the property that belongs to others or the company.

0 1 2 3 4 5 6 7 8 9 10



8.2 *
7.9

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

0 1 2 3 4 5 6 7 8 9 10



7.3 *
5.0

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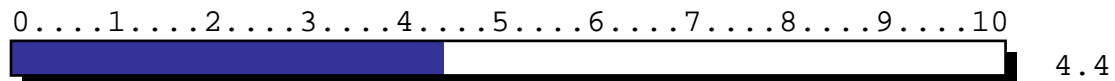
* 68% of the population falls within the shaded area.



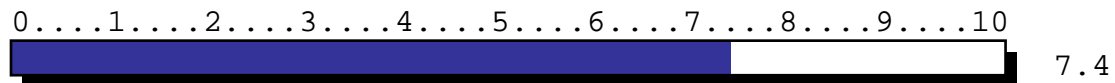
THE GENERAL EMPLOYMENT SKILLS SUMMARY

This summary is of the information presented in the remaining pages of the report. We've placed it here, ahead of the supporting information, to give you an overall picture and provide a quick glance at the individual strengths and weaknesses of the respondent.

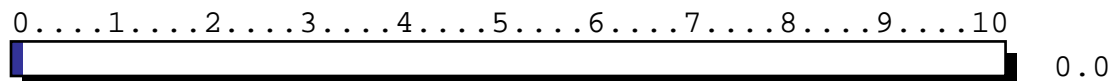
GETTING RESULTS



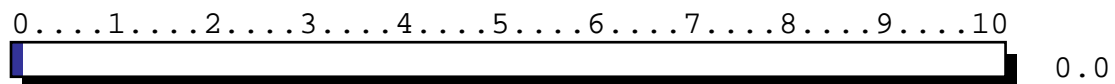
INTERPERSONAL SKILLS



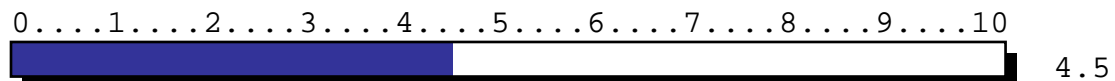
MAKING DECISIONS



SELF MANAGEMENT



WORK ETHIC

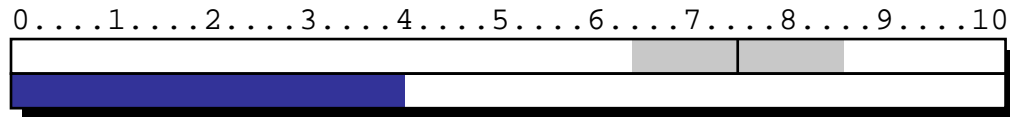




GETTING RESULTS

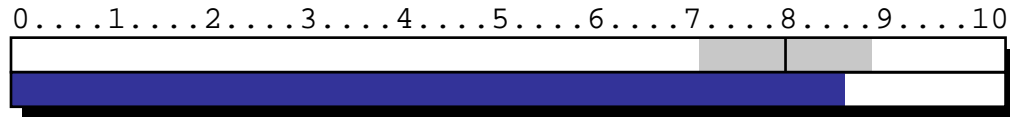
"What skill does Garry possess that will help him get results?" This provides information about Garry's raw ability to get results, to apply himself to a goal and accomplish it using a variety of abilities.

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



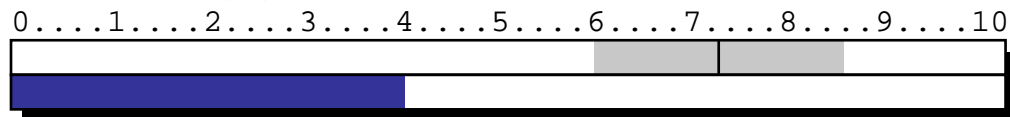
7.5 *
4.0

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



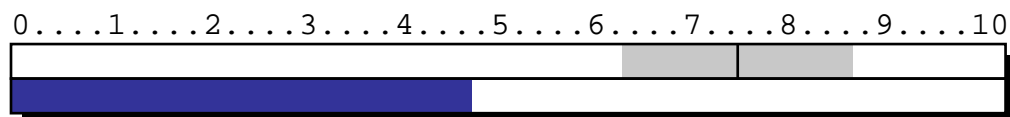
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8.6

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



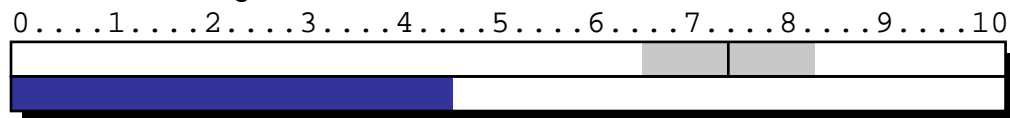
7.3 *
4.0

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



7.5 *
4.7

PROJECT AND GOAL FOCUS: How well does Garry tend to stay on target regardless of circumstances, or does he easily become distracted, losing focus on the task at hand?



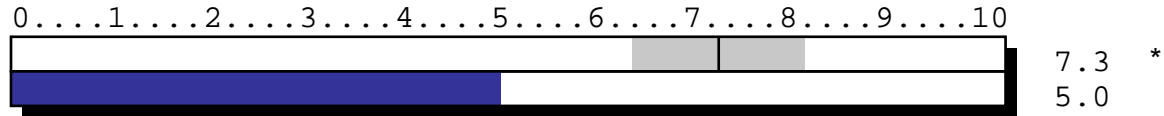
7.4 *
4.5

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



GETTING RESULTS

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.



INTERPERSONAL SKILLS

"How does Garry approach getting along with others?" This measures Garry's ability to interact with clients, customers and co-workers on a daily basis.

ATTITUDE TOWARD OTHERS: To what extent does Garry tend to maintain a positive, open and objective attitude toward others?

0 1 2 3 4 5 6 7 8 9 10



7.9 *
9.2

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 *
8.7

REALISTIC EXPECTATIONS: The ability to set realistic timeframes and well-defined standards of quality performance and production for others to follow.

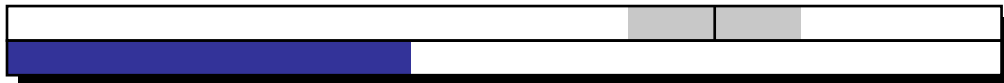
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7.7

SURRENDERING CONTROL: The capacity of a person to voluntarily surrender control and accept the authority of another person or group.

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7.3 *
4.1

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MAKING DECISIONS

"Does Garry tend to make sound decisions in his daily activities?" This evaluates Garry's ability to make accurate and appropriate decisions in order to accomplish a task or objective.

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



FOLLOWING DIRECTIONS: The capacity to hear, understand and follow instructions.

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



THEORETICAL PROBLEM SOLVING: What is Garry's ability to envision a hypothetical situation in his head and to then apply his problem solving ability?

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MAKING DECISIONS

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

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7.6 *
5.8

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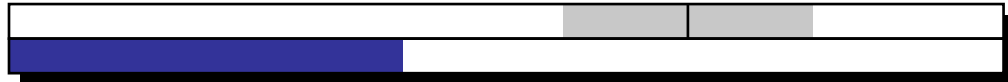


SELF MANAGEMENT

"Is Garry an effective manager of Garry?" This category takes a look at how Garry manages himself and the capacity he has to develop himself.

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

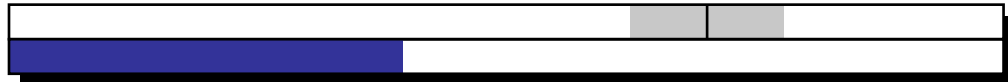
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PERSONAL ACCOUNTABILITY: The capacity to take responsibility for one's own actions, conduct, obligations and decisions without excuses.

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4.0

SELF-ASSESSMENT: The capacity to objectively understand and evaluate one's self.

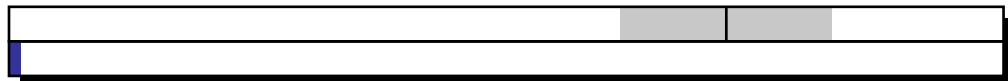
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SELF CONFIDENCE: A measure of a person's assured self-reliance in his or her abilities.

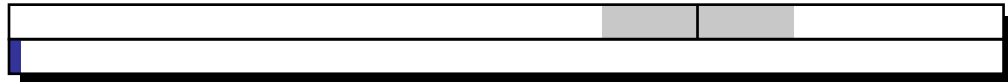
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INTERNAL SELF CONTROL: The ability to remain in conscious command of one's internal emotions when confronted with difficult circumstances and to respond rationally.

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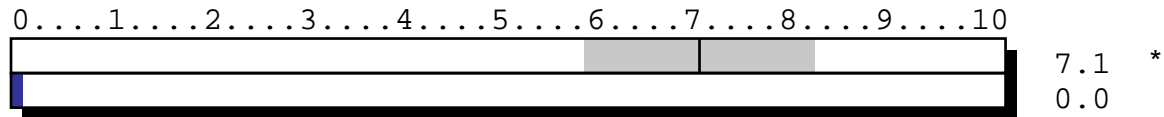
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SELF MANAGEMENT

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



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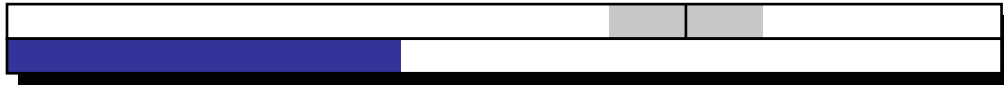


WORK ETHIC

"Is Garry a hard and honest worker?" This is an overall assessment of Garry's work ethic. It involves his ability to meet pre-set standards, respect company policies and property, possess a strong work ethic and make decisions which take into consideration the needs of everyone involved (e.g. himself, others and the company).

BALANCED DECISION MAKING: The ability to make consistently sound and timely decisions in one's personal and professional life.

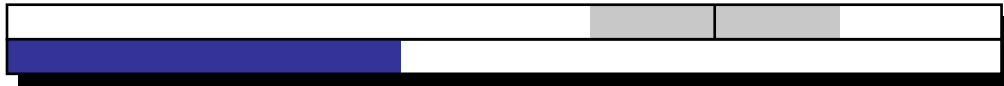
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7.0 *
4.0

JOB ETHIC: The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.

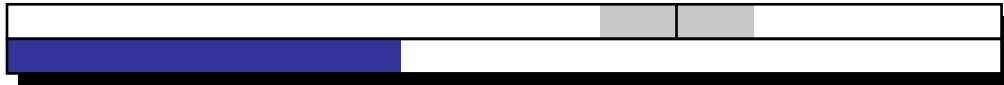
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7.3 *
4.0

MEETING STANDARDS: The ability to perform work according to precise specifications.

0 1 2 3 4 5 6 7 8 9 10



6.9 *
4.0

RESPECT FOR POLICIES: The ability to understand, appreciate and have high regard for the rules, policies and procedures of the company.

0 1 2 3 4 5 6 7 8 9 10



8.0 *
7.5

RESPECT FOR PROPERTY: A measure of the level of respect and appreciation for the property that belongs to others or the company.

0 1 2 3 4 5 6 7 8 9 10



8.2 *
7.9

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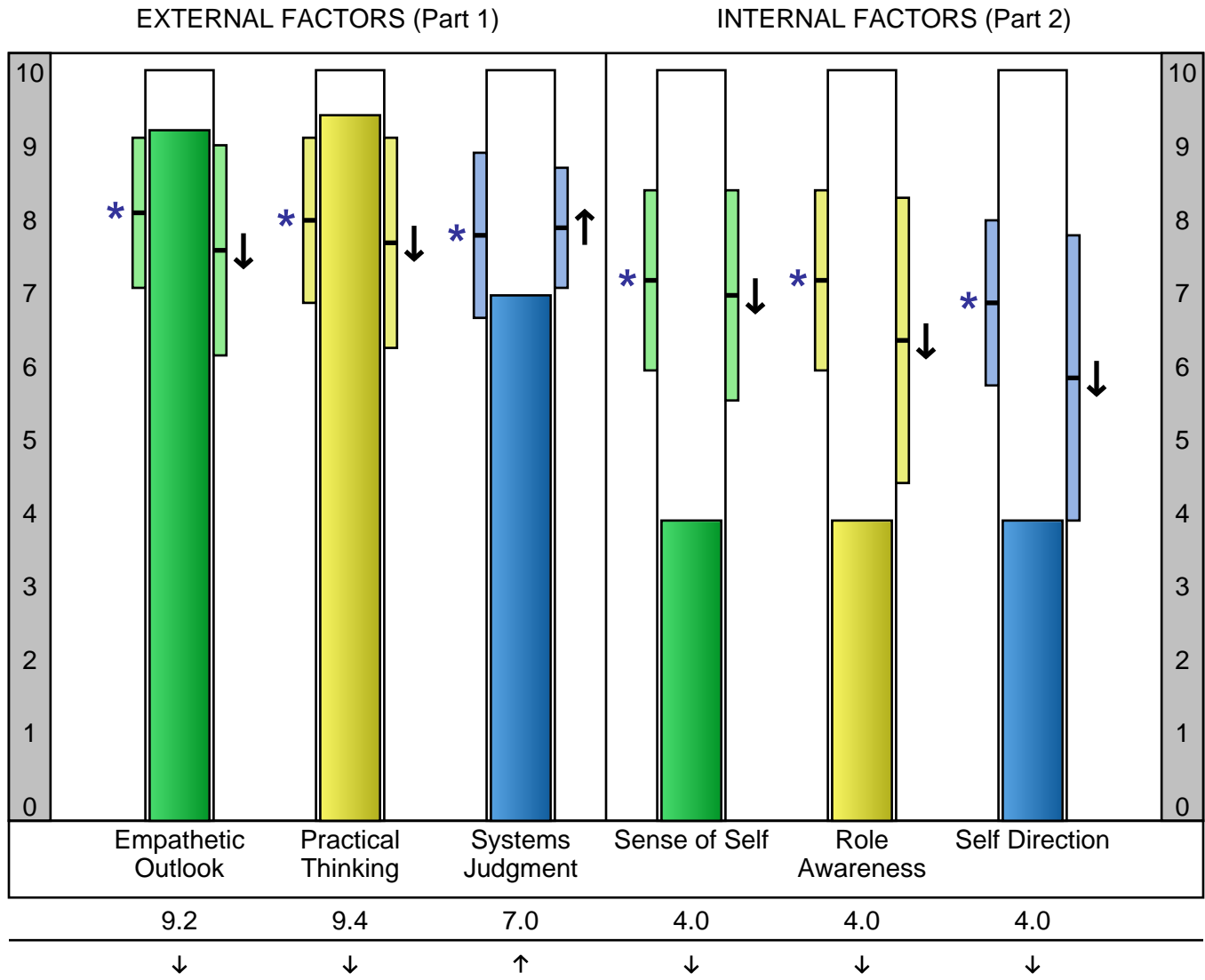
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DIMENSIONAL BALANCE

For consulting and coaching



- * Population
- ↑ Overvaluation
- Balanced
- ↓ Undervaluation

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CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.4	8.0	Practical Thinking	4.0	7.6	Realistic Personal Goal Setting
9.2	7.9	Attitude Toward Others	4.0	7.6	Long Range Planning
9.2	8.1	Empathetic Outlook	4.0	7.2	Personal Accountability
9.0	8.1	Understanding Motivational Needs	4.0	7.2	Taking Responsibility
8.9	8.2	Realistic Goal Setting For Others	4.0	7.4	Self Management
8.8	8.3	Theoretical Problem Solving	4.0	7.5	Accountability For Others
8.8	7.7	Evaluating Others	4.0	7.0	Handling Stress
8.8	7.8	Monitoring Others	4.0	7.1	Gaining Commitment
8.7	7.8	Freedom From Prejudices	4.0	7.1	Role Awareness
8.7	7.9	Sensitivity To Others	4.0	6.9	Meeting Standards
8.7	8.1	Personal Relationships	4.0	7.4	Enjoyment Of The Job
8.6	8.0	Attention To Detail	4.0	6.9	Initiative
8.4	7.9	Emotional Control	4.0	7.3	Consistency And Reliability
8.4	8.0	Material Possessions	4.0	7.3	Job Ethic
8.1	7.9	Correcting Others	4.0	7.2	Persistence
7.9	8.2	Respect For Property	4.0	6.9	Self Direction
7.7	7.6	Concrete Organization	4.0	7.3	Sense Of Mission
7.7	7.7	Realistic Expectations	4.0	7.0	Intuitive Decision Making
7.6	7.7	Accurate Listening	4.0	7.4	Self Confidence
7.6	7.7	Evaluating What Is Said	4.0	6.7	Self Assessment
7.5	8.0	Following Directions	4.0	7.1	Personal Drive
7.5	8.0	Respect For Policies	4.0	7.4	Handling Rejection
7.1	7.6	Integrative Ability	4.0	7.3	Sense of Self
7.0	7.8	Systems Judgment	4.0	7.1	Internal Self Control
6.8	7.3	Conceptual Thinking	4.0	8.1	Self Improvement
6.8	7.9	Conveying Role Value			
6.3	7.6	Status And Recognition			
5.9	7.5	Quality Orientation			
5.8	7.6	Using Common Sense			
5.8	7.7	Sense Of Belonging			
5.5	7.9	Leading Others			
5.5	7.3	Project Scheduling			
5.5	7.9	Proactive Thinking			
5.3	7.5	Sense Of Timing			
5.0	7.3	Results Orientation			
5.0	7.4	Developing Others			
4.7	7.5	Problem Solving			
4.5	7.4	Goal Directedness			
4.5	7.4	Project And Goal Focus			
4.2	7.8	Persuading Others			
4.1	7.3	Surrendering Control			
4.1	7.8	Relating To Others			
4.0	7.1	Role Confidence			
4.0	7.0	Balanced Decision Making			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
4.0	7.5	Accountability For Others	8.9	8.2	Realistic Goal Setting For Others
7.6	7.7	Accurate Listening	4.0	7.6	Realistic Personal Goal Setting
8.6	8.0	Attention To Detail	4.1	7.8	Relating To Others
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7.7	7.6	Concrete Organization	4.0	7.1	Role Awareness
4.0	7.3	Consistency And Reliability	4.0	7.1	Role Confidence
6.8	7.9	Conveying Role Value	4.0	6.7	Self Assessment
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8.8	7.7	Evaluating Others	4.0	7.3	Sense Of Mission
7.6	7.7	Evaluating What Is Said	4.0	7.3	Sense of Self
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4.0	7.1	Gaining Commitment	6.3	7.6	Status And Recognition
4.5	7.4	Goal Directedness	4.1	7.3	Surrendering Control
4.0	7.4	Handling Rejection	7.0	7.8	Systems Judgment
4.0	7.0	Handling Stress	4.0	7.2	Taking Responsibility
4.0	6.9	Initiative	8.8	8.3	Theoretical Problem Solving
7.1	7.6	Integrative Ability	9.0	8.1	Understanding Motivational Needs
4.0	7.1	Internal Self Control	5.8	7.6	Using Common Sense
4.0	7.0	Intuitive Decision Making			
4.0	7.3	Job Ethic			
5.5	7.9	Leading Others			
4.0	7.6	Long Range Planning			
8.4	8.0	Material Possessions			
4.0	6.9	Meeting Standards			
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4.0	7.2	Personal Accountability			
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