



TTI Personal Talent Skills Inventory™

Emotional Intelligence version

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

Karen Brown

1-31-2006

"Preparing People for Tomorrow's New Horizons"

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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.



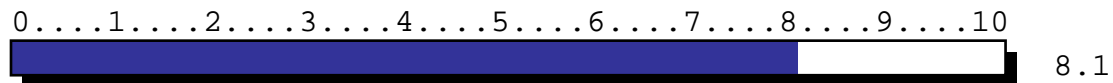
THE EMOTIONAL INTELLIGENCE SKILLS SUMMARY

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.

COMMUNICATION SKILLS



INTERPERSONAL SKILLS



PERSONAL MOTIVATORS



SELF AWARENESS



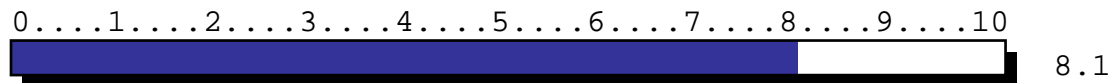
SELF MANAGEMENT



SOCIAL AWARENESS



SOCIAL SKILLS



Rev: 0.96-0.78



COMMUNICATION SKILLS

Can Karen communicate with others in an effective, objective way? This measures Karen's ability to understand those with whom she is communicating so that she may deliver her intended message in the most effective way.

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



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

0 1 2 3 4 5 6 7 8 9 10



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



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



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

0 1 2 3 4 5 6 7 8 9 10



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



INTERPERSONAL SKILLS

How well does Karen get along with others? This category measures Karen's ability to work closely and cooperate with others to achieve a common goal.

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

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



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



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



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PERSONAL MOTIVATORS

What is Karen motivated by? This category takes a look at six potential sources of motivation for Karen, and the potential each category has to drive her to action.

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 *
8.2

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 *
9.2

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 *
8.4

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 *
6.9

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 *
6.0

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



PERSONAL MOTIVATORS

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 *
7.4

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



SELF AWARENESS

How well does Karen understand herself? This category examines how much she values herself and how strongly her internal resources influence her actions.

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



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SELF MANAGEMENT

Does Karen manage herself with the same vigor and focus she does others? This category measures Karen's tendency and ability to take a close look at herself, her own wants, abilities and needs and act as her own manager.

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



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



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



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SELF MANAGEMENT

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 *
6.6

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



7.1 *
7.3

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



SOCIAL AWARENESS

How empathetic is Karen to a large group or team in general? This category measures Karen's understanding of an external group's thoughts, feelings, opinions and desires, and her ability to tie her own personal success to that of the group's.

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

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



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

0 1 2 3 4 5 6 7 8 9 10



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



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



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SOCIAL SKILLS

How well does Karen use her Social Awareness to accomplish things through others? This category examines how well Karen can use her awareness of others and apply it toward achieving results.

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



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

0 1 2 3 4 5 6 7 8 9 10



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



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



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



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SOCIAL SKILLS

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



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

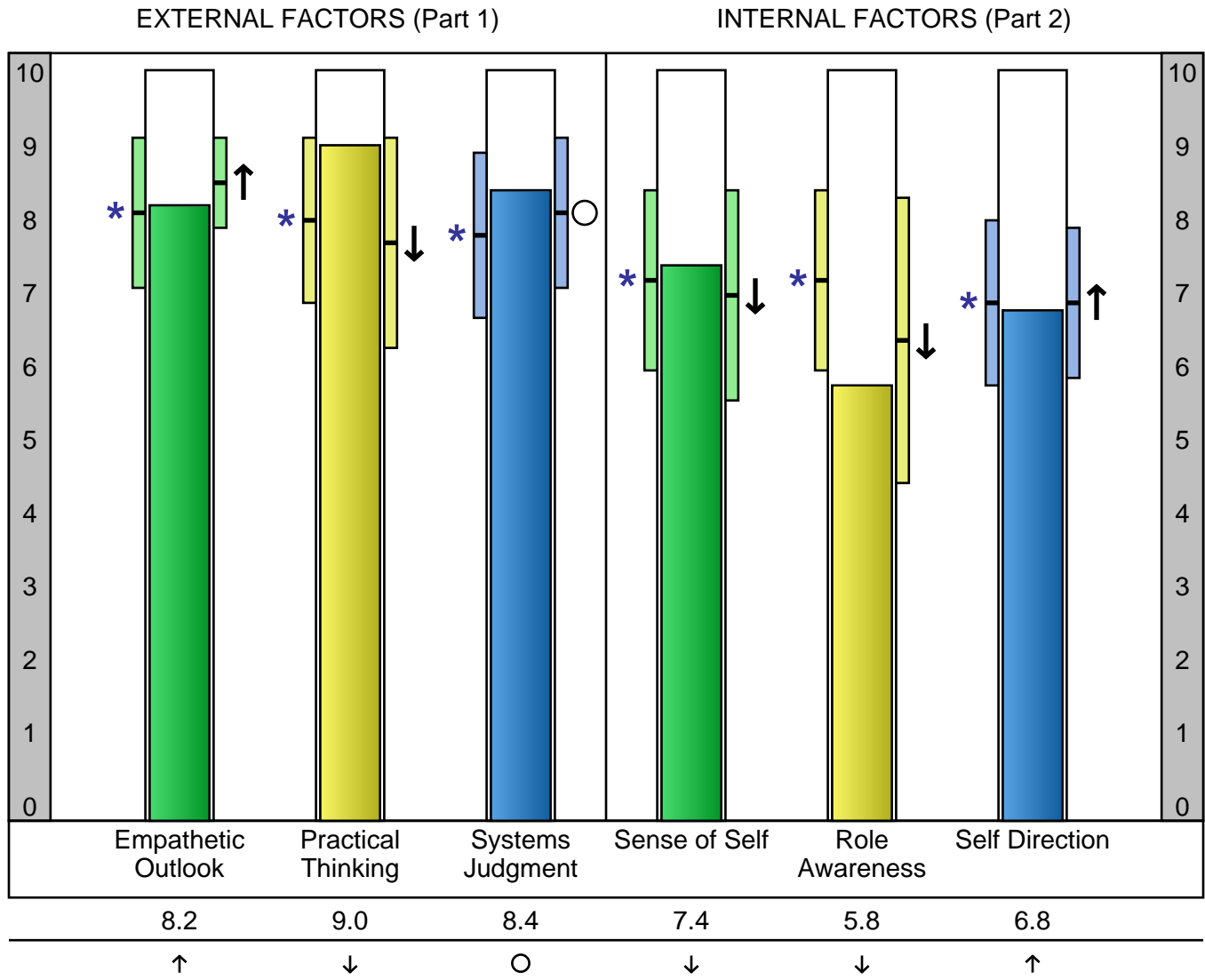
0 1 2 3 4 5 6 7 8 9 10



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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
9.6	7.6	Integrative Ability	7.2	7.9	Conveying Role Value
9.2	8.1	Understanding Motivational Needs	7.2	7.4	Self Management
9.2	7.9	Sensitivity To Others	7.0	7.2	Personal Accountability
9.2	8.2	Respect For Property	7.0	6.9	Meeting Standards
9.2	8.1	Personal Relationships	7.0	7.2	Taking Responsibility
9.1	8.3	Theoretical Problem Solving	6.9	7.1	Gaining Commitment
9.0	8.2	Realistic Goal Setting For Others	6.9	7.8	Persuading Others
9.0	7.6	Using Common Sense	6.9	7.2	Persistence
9.0	8.0	Practical Thinking	6.9	7.7	Sense Of Belonging
8.9	8.0	Attention To Detail	6.8	7.0	Balanced Decision Making
8.8	7.8	Relating To Others	6.8	6.9	Self Direction
8.8	7.7	Evaluating What Is Said	6.7	7.3	Project Scheduling
8.8	7.7	Accurate Listening	6.6	7.0	Handling Stress
8.7	7.9	Attitude Toward Others	6.6	7.4	Handling Rejection
8.7	7.7	Realistic Expectations	6.6	7.1	Internal Self Control
8.7	7.9	Emotional Control	6.4	7.5	Accountability For Others
8.5	7.9	Leading Others	6.4	7.5	Sense Of Timing
8.4	8.0	Following Directions	6.2	7.4	Self Confidence
8.4	8.0	Respect For Policies	6.1	6.7	Self Assessment
8.4	7.8	Systems Judgment	6.0	7.3	Sense Of Mission
8.4	8.1	Self Improvement	5.8	7.3	Consistency And Reliability
8.3	7.9	Correcting Others	5.8	7.3	Job Ethic
8.3	7.4	Developing Others	5.8	6.9	Initiative
8.3	7.6	Long Range Planning	5.8	7.1	Role Awareness
8.2	7.6	Concrete Organization	5.3	7.4	Enjoyment Of The Job
8.2	7.5	Problem Solving			
8.2	8.1	Empathetic Outlook			
8.2	8.0	Material Possessions			
8.1	7.3	Conceptual Thinking			
8.1	7.4	Goal Directedness			
8.1	7.4	Project And Goal Focus			
8.1	7.9	Proactive Thinking			
7.9	7.5	Quality Orientation			
7.8	7.7	Evaluating Others			
7.7	7.8	Freedom From Prejudices			
7.7	7.6	Realistic Personal Goal Setting			
7.6	7.3	Results Orientation			
7.6	7.3	Surrendering Control			
7.6	7.1	Role Confidence			
7.6	7.8	Monitoring Others			
7.5	7.0	Intuitive Decision Making			
7.4	7.3	Sense of Self			
7.4	7.6	Status And Recognition			
7.3	7.1	Personal Drive			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
6.4	7.5	Accountability For Others	9.0	8.2	Realistic Goal Setting For Others
8.8	7.7	Accurate Listening	7.7	7.6	Realistic Personal Goal Setting
8.9	8.0	Attention To Detail	8.8	7.8	Relating To Others
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