



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

Healthcare version

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

## **Paul Promotion**

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 Paul 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.

- Paul could benefit from making a conscious effort to develop a stronger focus on practical tasks and activities.
- He can form and maintain close affiliations with others.
- He relies and depends on relationships with others.
- He may bend the rules if he thinks it's better for the people involved.
- Paul performs best in a people-focused atmosphere, with shared responsibility and decision-making.
- He is less concerned with practical things or processes and systems, especially established rules or policies.
- He could benefit from developing two-way communication with authority figures.
- He tends to take the role of assisting leaders whom he admires and respects.
- Paul will get a sense of satisfaction from any environment with a strong emphasis on people.



## SELF VIEW

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This is how Paul 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.

- Paul may focus on gaining information to clearly envision himself in the future.
- He has the capacity to judge himself evenly in terms of sense of self, role awareness, and self direction.
- He believes that his own worth is based equally on his sense of self, his life roles, and growing as a person.
- He has the ability to see what perspective he needs to focus on, depending on the current situation.
- Paul should continuously challenge himself in order to continue to grow.
- He has achieved a moderate level of self-understanding.
- He may apply his life planning skills for personal growth.
- He has a grasp of his actual and potential accomplishments, life roles and activities.
- Paul would benefit from developing a deeper understanding of himself, his role and direction.



# CRITICAL SKILLS

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

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



7.0 \*  
7.2

**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 \*  
9.0

**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 \*  
9.0

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

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



6.9 \*  
7.0

**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 \*  
8.1

**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 \*  
7.0

Rev: 0.94-0.88

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



# THE HEALTHCARE 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.*

## EMOTIONAL CONFLICT AND DISTURBANCES

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



8.3

## HEALTHCARE TEAM ORIENTATION

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



8.5

## INDEPENDENT WORK ETHIC

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



7.5

## MEETING STANDARDS

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



7.2

## PATIENT CARE ORIENTATION

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



7.7

## PATIENT RELATIONS

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



8.4



## EMOTIONAL CONFLICT AND DISTURBANCES

This category reveals how Paul is likely to respond to conflicts and problems that arise from emotional situations.

**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 \*  
7.9

**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 \*  
8.7

**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 \*  
9.1

**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



7.3 \*  
7.8

**SENSITIVITY TO OTHERS:** The capacity to understand and appreciate the value of other people with genuine concern for their needs, desires and feelings.

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



7.9 \*  
9.0

**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



7.6 \*  
7.8

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



# HEALTHCARE TEAM ORIENTATION

*A team atmosphere is critical in a healthcare setting. This is a measure of Paul's ability to engage in such an environment in order to deliver excellent care.*

**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 \*  
9.0

**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 \*  
9.0

**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 \*  
9.5

**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 \*  
7.3

**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 \*  
8.9

**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 \*  
7.9

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





# HEALTHCARE TEAM ORIENTATION

**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 \*  
8.0

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



# INDEPENDENT WORK ETHIC

In order to be successful, Paul must manage himself. This area reveals Paul's capacities as they relate to his ability to supervise himself, even when supervisors are not present.

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

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



7.0 \*  
7.2

**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 \*  
8.2

**ROLE AWARENESS:** The degree of a person's identity and awareness regarding his or her professional, social and personal roles.

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



7.1 \*  
7.6

**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



6.9 \*  
7.4

**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 \*  
6.9

**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



7.3 \*  
7.8

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



# MEETING STANDARDS

When it comes to healthcare, certain agreed-upon standards must be met or exceeded. This is a measure of Paul's drive to follow or surpass those standards, no matter who sets them.

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

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



7.3 \*  
7.0

**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 \*  
7.0

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

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



6.9 \*  
7.0

**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 \*  
7.5

**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



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**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 \*  
7.0

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



# PATIENT CARE ORIENTATION

This measures Paul's general abilities as they relate to overall, effective patient care.

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

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



8.0 \*  
8.2

**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 \*  
8.7

**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 \*  
6.7

**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 \*  
7.8

**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 \*  
7.2

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



# PATIENT RELATIONS

Clear and effective communication skills involve both listening and speaking. These scores reflect Paul's ability to objectively understand patients and to subsequently deliver his message to them.

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

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



**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



**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



**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



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# DIMENSIONAL BALANCE

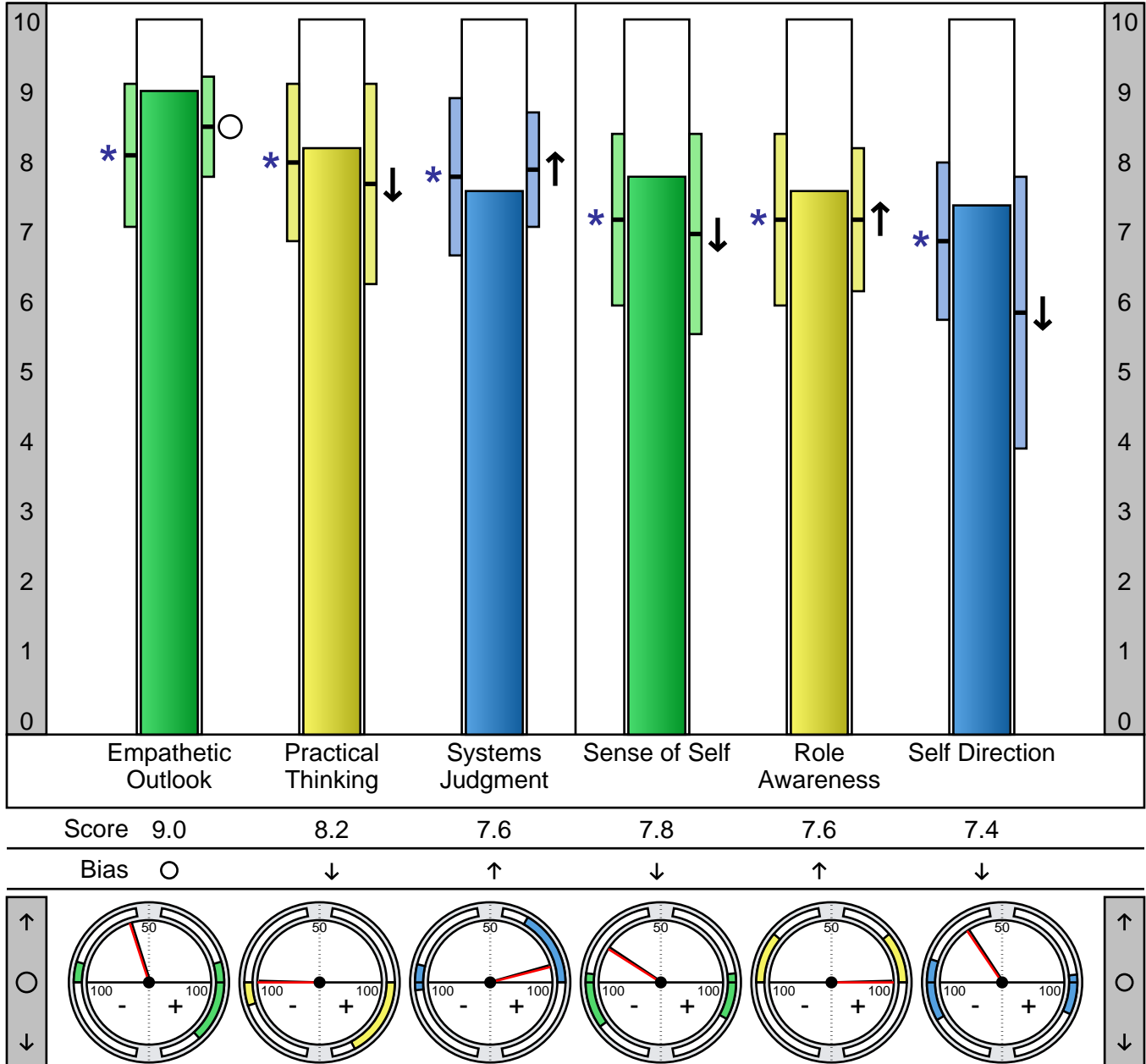
For consulting and coaching

7-31-2007

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

## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)





# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
9.5	8.1	Personal Relationships	7.6	7.8	Systems Judgment
9.1	7.6	Integrative Ability	7.6	7.1	Role Awareness
9.0	7.5	Accountability for Others	7.5	7.2	Personal Accountability
9.0	7.9	Attitude Toward Others	7.5	7.8	Persuading Others
9.0	7.8	Freedom from Prejudices	7.5	7.2	Taking Responsibility
9.0	7.9	Sensitivity to Others	7.4	7.6	Concrete Organization
9.0	8.1	Empathetic Outlook	7.4	6.9	Self Direction
8.9	7.7	Sense of Belonging	7.3	7.3	Project Scheduling
8.8	8.2	Realistic Goal Setting for Others	7.3	7.1	Internal Self Control
8.8	7.9	Conveying Role Value	7.2	7.3	Results Orientation
8.8	8.1	Self Improvement	7.2	7.0	Balanced Decision Making
8.7	7.0	Handling Stress	7.2	7.6	Realistic Personal Goal Setting
8.7	7.9	Proactive Thinking	7.1	7.6	Long Range Planning
8.7	7.2	Persistence	7.0	7.3	Consistency and Reliability
8.6	7.7	Evaluating Others	7.0	6.9	Meeting Standards
8.6	7.9	Leading Others	7.0	7.3	Job Ethic
8.5	8.1	Understanding Motivational Needs	7.0	6.9	Initiative
8.4	7.7	Realistic Expectations	7.0	7.3	Sense of Mission
8.4	7.8	Relating to Others	6.9	7.1	Personal Drive
8.3	7.0	Intuitive Decision Making	6.9	7.1	Role Confidence
8.3	7.9	Correcting Others	6.8	7.3	Conceptual Thinking
8.3	7.7	Evaluating What is Said	6.7	7.4	Project And Goal Focus
8.2	8.3	Theoretical Problem Solving	6.6	7.4	Handling Rejection
8.2	8.0	Attention to Detail			
8.2	7.5	Problem Solving			
8.2	8.0	Material Possessions			
8.2	8.0	Practical Thinking			
8.1	8.0	Following Directions			
8.1	8.0	Respect for Policies			
8.1	7.8	Monitoring Others			
8.1	7.4	Enjoyment of the Job			
8.0	7.3	Surrendering Control			
8.0	7.4	Developing Others			
8.0	7.1	Gaining Commitment			
7.9	7.9	Emotional Control			
7.9	7.5	Sense of Timing			
7.9	7.6	Status and Recognition			
7.8	6.7	Self Assessment			
7.8	7.5	Quality Orientation			
7.8	7.6	Using Common Sense			
7.8	7.3	Sense of Self			
7.7	8.2	Respect for Property			
7.7	7.4	Self Management			
7.6	7.4	Self Confidence			



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
9.0	7.5	Accountability for Others	8.4	7.8	Relating to Others
8.2	8.0	Attention to Detail	8.1	8.0	Respect for Policies
9.0	7.9	Attitude Toward Others	7.7	8.2	Respect for Property
7.2	7.0	Balanced Decision Making	7.2	7.3	Results Orientation
6.8	7.3	Conceptual Thinking	7.6	7.1	Role Awareness
7.4	7.6	Concrete Organization	6.9	7.1	Role Confidence
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8.0	7.4	Developing Others	8.8	8.1	Self Improvement
7.9	7.9	Emotional Control	7.7	7.4	Self Management
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8.1	7.4	Enjoyment of the Job	7.0	7.3	Sense of Mission
8.6	7.7	Evaluating Others	7.8	7.3	Sense of Self
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9.0	7.8	Freedom from Prejudices	7.9	7.6	Status and Recognition
8.0	7.1	Gaining Commitment	8.0	7.3	Surrendering Control
6.6	7.4	Handling Rejection	7.6	7.8	Systems Judgment
8.7	7.0	Handling Stress	7.5	7.2	Taking Responsibility
7.0	6.9	Initiative	8.2	8.3	Theoretical Problem Solving
9.1	7.6	Integrative Ability	8.5	8.1	Understanding Motivational Needs
7.3	7.1	Internal Self Control	7.8	7.6	Using Common Sense
8.3	7.0	Intuitive Decision Making			
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7.0	6.9	Meeting Standards			
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7.5	7.2	Personal Accountability			
6.9	7.1	Personal Drive			
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8.8	8.2	Realistic Goal Setting for Others			
7.2	7.6	Realistic Personal Goal Setting			