



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

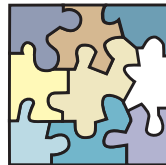
Sales Version

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

**Josephine Martin**

7-31-2008



**Assessments For You**

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## 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 Josephine 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.

- Josephine would benefit from gaining a clearer understanding of people and activities she is involved with.
- She would benefit from making a conscious effort to develop a stronger focus on practical tasks and activities.
- She works best in an atmosphere of dedicated co-workers who are going in the same direction or working toward the same goals.
- She needs to listen to others carefully, not only for the content of what they are saying, but how they feel and how the information can be applied in a practical sense.
- Josephine will enjoy an environment in which contributions are recognized, properly rewarded, and appreciated.
- She has an opportunity for growth by gaining a better understanding of current activities, roles and responsibilities.
- She would benefit from understanding the importance of interpersonal relationships.
- She would benefit from improving her relationships with authority figures.
- Josephine can be versatile and may adapt to changing situations or lack of structure.



## SELF VIEW

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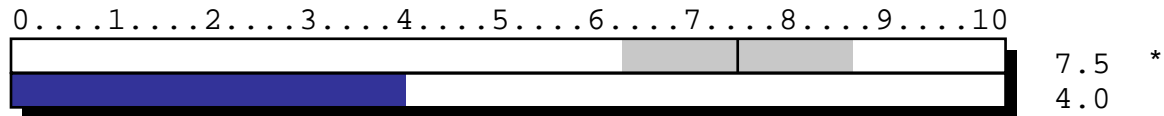
This is how Josephine sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions on the right side of the dimensional balance page and are in a random order.

- Josephine has achieved a moderate level of self-understanding.
- She may call upon her inner strength when needed to get through a situation.
- She could get into a comfort zone which could restrict her from developing or applying more of her potential.
- She may apply her life planning skills for personal growth.
- Josephine tends to use her internal awareness to achieve the desired outcome during the process of a role change.
- She would benefit from developing a deeper understanding of herself, her role and direction.
- She has a grasp of her actual and potential accomplishments, life roles and activities.
- She may focus on gaining information to clearly envision herself in the future.
- Josephine tends to have a balanced understanding of herself, her roles and her future development.

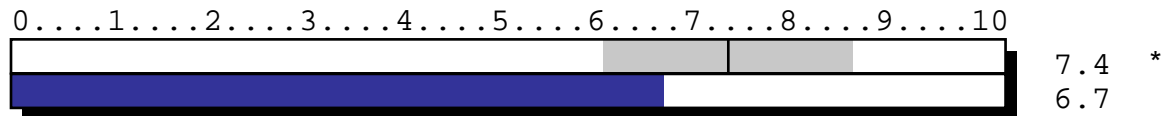


# CRITICAL SALES SUCCESS SKILLS

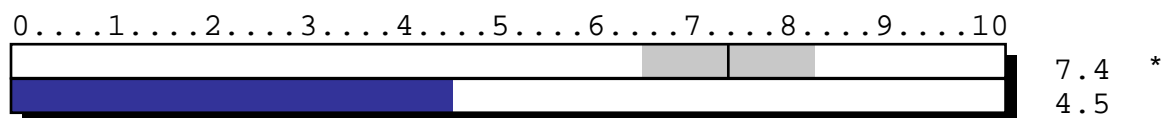
**PROBLEM SOLVING:** The ability to identify key components of the problem, possible solutions and the action plan to obtain the desired result.



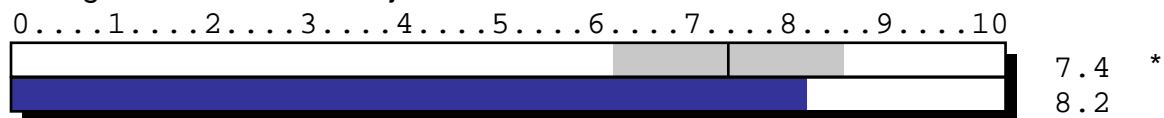
**ENJOYMENT OF THE JOB:** A measure of a person's attitude toward their current job or career.



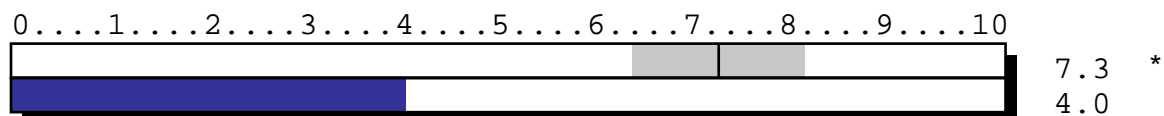
**PROJECT AND GOAL FOCUS:** The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.



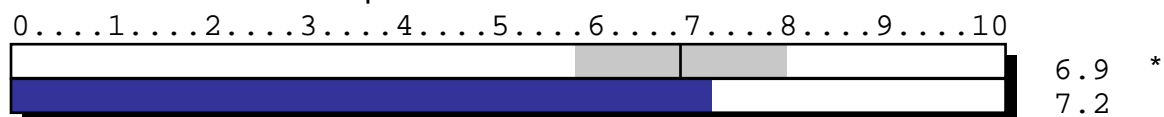
**HANDLING REJECTION:** The capacity to exhibit persistence and strong will in the face of objections.



**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.



Rev: 0.25-0.87

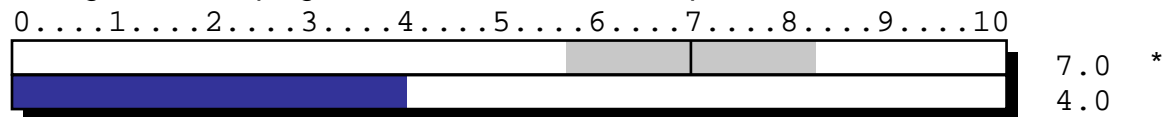
\* 68% of the population falls within the shaded area.



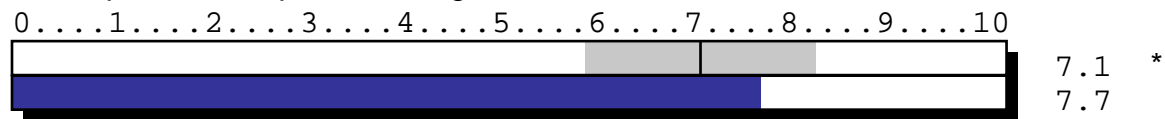
## CRITICAL SALES SUCCESS SKILLS

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



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



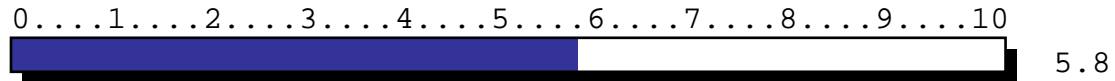
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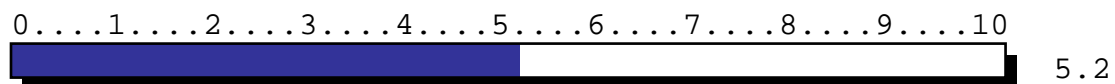
## SALES SKILLS SUMMARY

*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.*

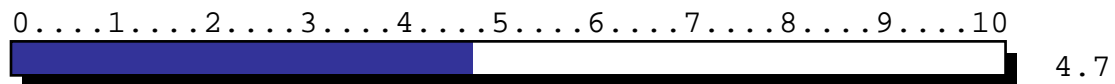
### PROSPECTING



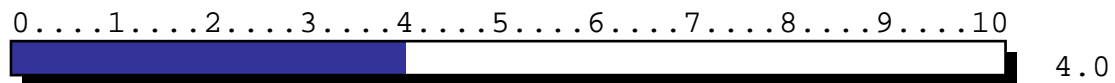
### GREETING



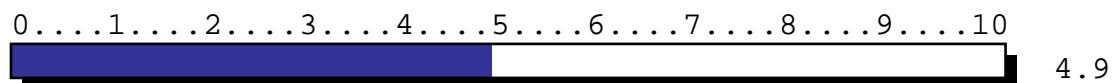
### QUALIFYING



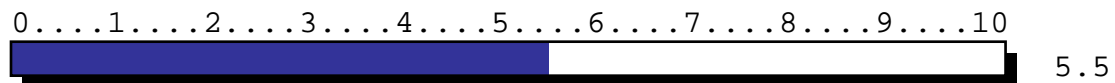
### DEMONSTRATING



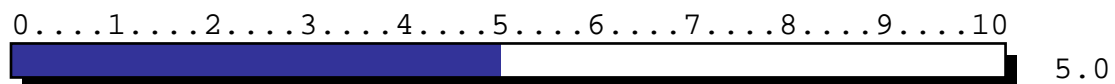
### INFLUENCING



### CLOSING



### OVERALL QUOTIENT



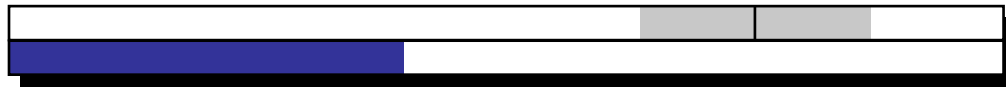


# PROSPECTING

*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.

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



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

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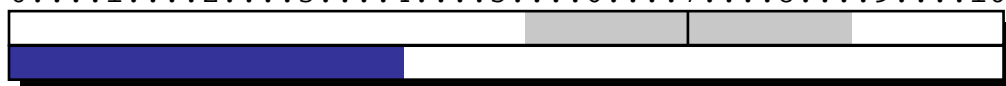
**PERSISTENCE:** The capacity to steadily pursue any project or goal that a person is committed to in spite of difficulty, opposition or discouragement.

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



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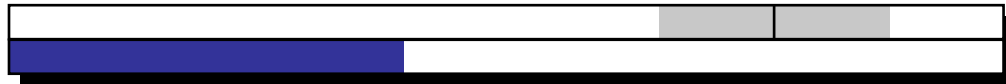


# GREETING

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.

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.

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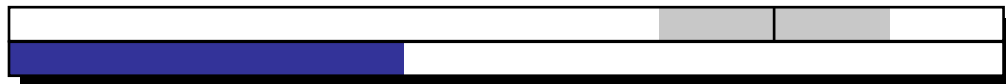
INITIATIVE: The compelling desire to get into the flow of work in order to accomplish the vision and complete the goal.

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



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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# QUALIFYING

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.

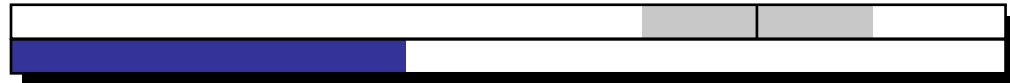
**SELF CONFIDENCE:** A measure of a person's assured self-reliance in his or her abilities.

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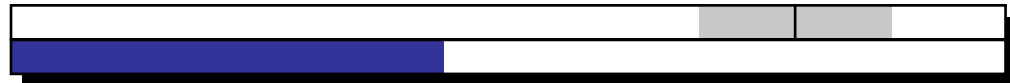
**EVALUATING WHAT IS SAID:** The capacity to objectively listen, understand and accurately interpret what someone else is saying.

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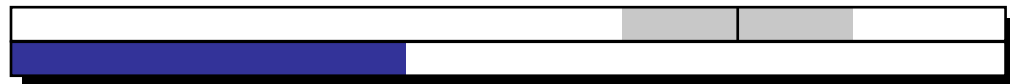
**EMPATHETIC OUTLOOK:** The capacity to perceive and understand the individuality in others.

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



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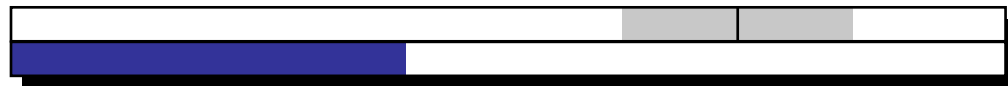


# DEMONSTRATING

*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.

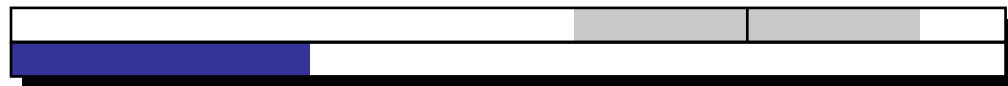
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7.5 \*  
4.0

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

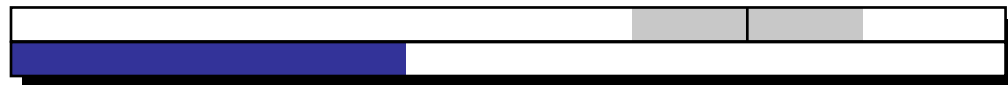
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7.6 \*  
3.0

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

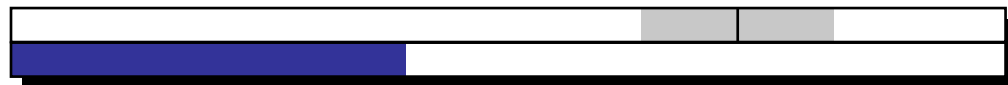
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7.6 \*  
4.0

**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 \*  
4.0

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



# INFLUENCING

*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.

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



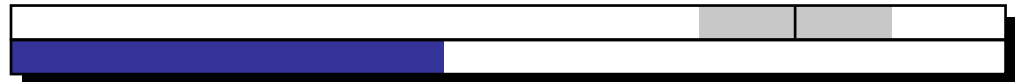
**PERSUADING OTHERS:** The capacity to influentially present one's positions, opinions, feelings or views to others in such a way that they will listen and adopt the same view.

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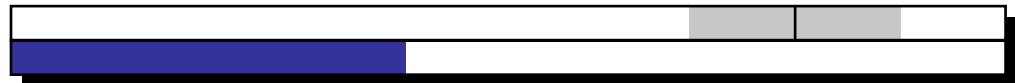
**EMPATHETIC OUTLOOK:** The capacity to perceive and understand the individuality in others.

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



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



# CLOSING

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.

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



7.4 \*  
6.7

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

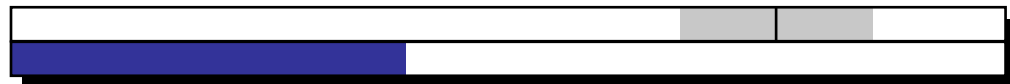
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7.2 \*  
6.3

**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 \*  
4.0

**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 \*  
5.0

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

# DIMENSIONAL BALANCE

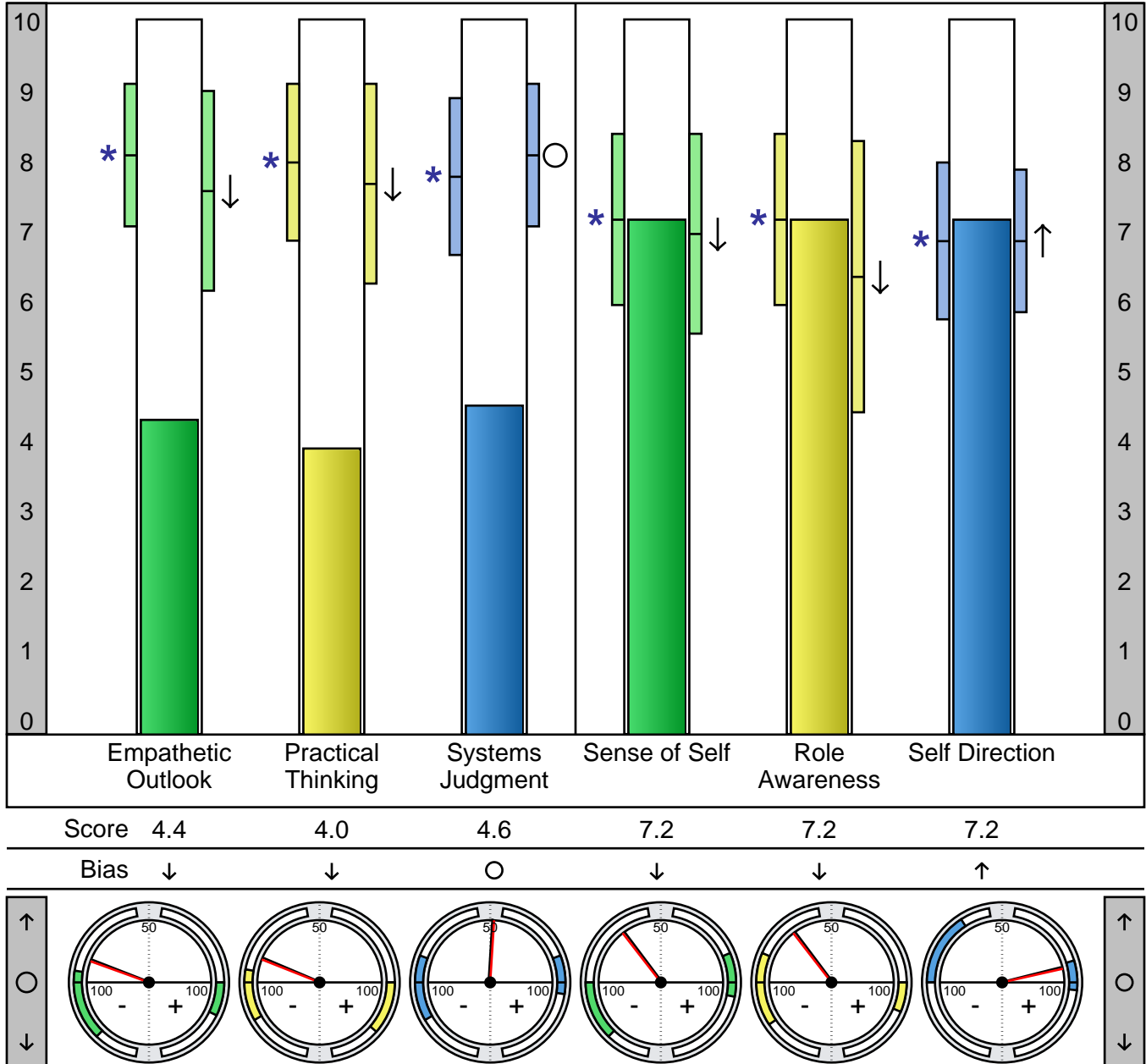
For consulting and coaching

**Josephine Martin**  
7-31-2008

- \* 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
8.2	7.4	Handling Rejection	4.0	7.9	Conveying Role Value
8.2	8.1	Self Improvement	4.0	7.7	Evaluating What is Said
8.0	7.1	Role Confidence	4.0	7.7	Sense of Belonging
7.7	7.1	Personal Drive	4.0	7.9	Attitude Toward Others
7.3	7.8	Persuading Others	4.0	7.8	Freedom from Prejudices
7.2	7.3	Sense of Self	4.0	7.0	Handling Stress
7.2	6.9	Initiative	4.0	7.9	Sensitivity to Others
7.2	7.2	Persistence	4.0	8.1	Personal Relationships
7.2	6.9	Self Direction	4.0	7.3	Project Scheduling
7.2	7.1	Role Awareness	4.0	7.5	Sense of Timing
7.1	7.5	Quality Orientation	4.0	8.3	Theoretical Problem Solving
7.0	7.1	Internal Self Control	4.0	7.3	Conceptual Thinking
6.7	7.3	Consistency and Reliability	4.0	7.7	Realistic Expectations
6.7	7.4	Self Confidence	4.0	7.9	Emotional Control
6.7	7.3	Job Ethic	4.0	7.6	Concrete Organization
6.7	7.3	Sense of Mission	4.0	7.8	Monitoring Others
6.7	7.4	Enjoyment of the Job	4.0	7.5	Problem Solving
6.6	6.7	Self Assessment	4.0	8.1	Understanding Motivational Needs
6.3	7.2	Personal Accountability	4.0	7.7	Evaluating Others
6.3	6.9	Meeting Standards	4.0	8.0	Practical Thinking
6.3	7.2	Taking Responsibility	4.0	7.0	Intuitive Decision Making
6.2	8.0	Material Possessions	4.0	7.6	Integrative Ability
5.9	7.3	Surrendering Control	4.0	7.6	Using Common Sense
5.9	7.6	Realistic Personal Goal Setting			
5.8	7.8	Relating to Others			
5.7	7.6	Long Range Planning			
5.7	8.2	Respect for Property			
5.4	7.9	Leading Others			
5.4	7.4	Self Management			
5.3	7.5	Accountability for Others			
5.3	7.1	Gaining Commitment			
5.0	8.0	Attention to Detail			
4.9	7.4	Developing Others			
4.6	8.0	Following Directions			
4.6	7.0	Balanced Decision Making			
4.6	8.0	Respect for Policies			
4.6	7.8	Systems Judgment			
4.5	7.4	Project and Goal Focus			
4.5	7.9	Proactive Thinking			
4.5	7.6	Status and Recognition			
4.4	8.1	Empathetic Outlook			
4.0	7.3	Results Orientation			
4.0	7.9	Correcting Others			
4.0	8.2	Realistic Goal Setting for Others			



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
5.3	7.5	Accountability for Others	5.8	7.8	Relating to Others
5.0	8.0	Attention to Detail	4.6	8.0	Respect for Policies
4.0	7.9	Attitude Toward Others	5.7	8.2	Respect for Property
4.6	7.0	Balanced Decision Making	4.0	7.3	Results Orientation
4.0	7.3	Conceptual Thinking	7.2	7.1	Role Awareness
4.0	7.6	Concrete Organization	8.0	7.1	Role Confidence
6.7	7.3	Consistency and Reliability	6.6	6.7	Self Assessment
4.0	7.9	Conveying Role Value	6.7	7.4	Self Confidence
4.0	7.9	Correcting Others	7.2	6.9	Self Direction
4.9	7.4	Developing Others	8.2	8.1	Self Improvement
4.0	7.9	Emotional Control	5.4	7.4	Self Management
4.4	8.1	Empathetic Outlook	4.0	7.7	Sense of Belonging
6.7	7.4	Enjoyment of the Job	6.7	7.3	Sense of Mission
4.0	7.7	Evaluating Others	7.2	7.3	Sense of Self
4.0	7.7	Evaluating What is Said	4.0	7.5	Sense of Timing
4.6	8.0	Following Directions	4.0	7.9	Sensitivity to Others
4.0	7.8	Freedom from Prejudices	4.5	7.6	Status and Recognition
5.3	7.1	Gaining Commitment	5.9	7.3	Surrendering Control
8.2	7.4	Handling Rejection	4.6	7.8	Systems Judgment
4.0	7.0	Handling Stress	6.3	7.2	Taking Responsibility
7.2	6.9	Initiative	4.0	8.3	Theoretical Problem Solving
4.0	7.6	Integrative Ability	4.0	8.1	Understanding Motivational Needs
7.0	7.1	Internal Self Control	4.0	7.6	Using Common Sense
4.0	7.0	Intuitive Decision Making			
6.7	7.3	Job Ethic			
5.4	7.9	Leading Others			
5.7	7.6	Long Range Planning			
6.2	8.0	Material Possessions			
6.3	6.9	Meeting Standards			
4.0	7.8	Monitoring Others			
7.2	7.2	Persistence			
6.3	7.2	Personal Accountability			
7.7	7.1	Personal Drive			
4.0	8.1	Personal Relationships			
7.3	7.8	Persuading Others			
4.0	8.0	Practical Thinking			
4.5	7.9	Proactive Thinking			
4.0	7.5	Problem Solving			
4.5	7.4	Project and Goal Focus			
4.0	7.3	Project Scheduling			
7.1	7.5	Quality Orientation			
4.0	7.7	Realistic Expectations			
4.0	8.2	Realistic Goal Setting for Others			
5.9	7.6	Realistic Personal Goal Setting			