



TTI
SUCCESS
INSIGHTS®

Personal Talent Skills Inventory®

Personal Skills 23 Version

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Profesionální HR Řešení

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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.



World View

This is how Dana 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.

- Dana has a good understanding of people, which allows her to meet others and build rapport.
- She will use her understanding of people in order to influence them to her viewpoint.
- She focuses on how people are involved in the plan.
- She needs an atmosphere of dedicated co-workers who are going in the same direction or working toward the same goals.
- Dana could benefit from making a conscious effort to develop a stronger focus on the necessary details of work processes, practical tasks and activities.
- She usually looks at rules, plans and systems in terms of how they impact the people.
- She understands the need for planning, systems, policies and rules.
- She recognizes the need for structure, systems and order.
- Dana can be good at finding solutions to problem situations when people are involved.



Self View

This is how Dana 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.

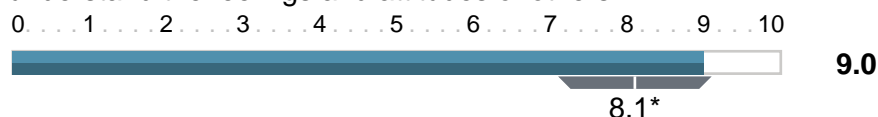
- Dana has the capacity to judge herself evenly in terms of sense of self, role awareness, and self direction.
- She tends to use her internal awareness to achieve the desired outcome during the process of a role change.
- She has the ability to see what perspective she needs to focus on, depending on the current situation.
- She could benefit from taking on new challenges outside of her routine or comfort zone.
- Dana could get into a comfort zone which could restrict her from developing or applying more of her potential.
- She has achieved a moderate level of self-understanding.
- She has a grasp of her actual and potential accomplishments, life roles and activities.
- She may call upon her inner strength when needed to get through a situation.
- Dana may apply her life planning skills for personal growth.



Personal Skills Hierarchy

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.

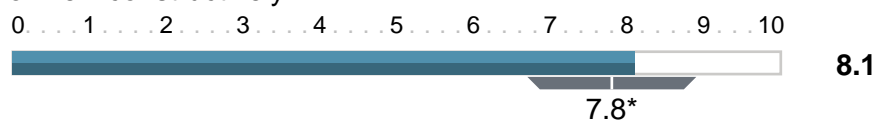
1. Empathetic Outlook - The capacity to perceive and understand the feelings and attitudes of others.



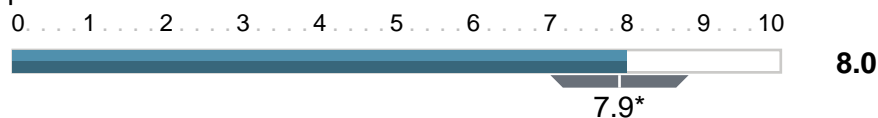
2. Customer Focus - A commitment to customer satisfaction.



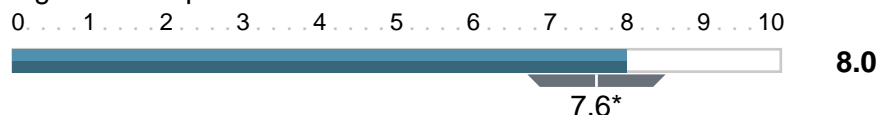
3. Conflict Management - The ability to resolve different points of view constructively.



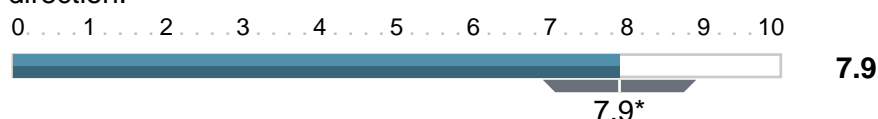
4. Interpersonal Skills - The ability to interact with others in a positive manner.



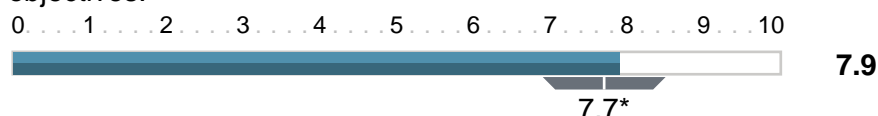
5. Diplomacy And Tact - The ability to treat others fairly, regardless of personal biases or beliefs.



6. Leading Others - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



7. Teamwork - The ability to cooperate with others to meet objectives.



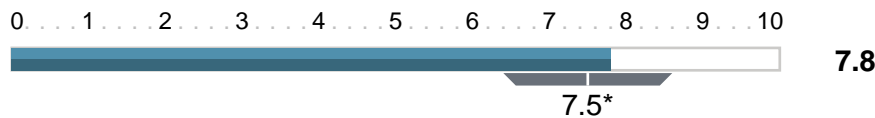
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* 68% of the population falls within the shaded area.

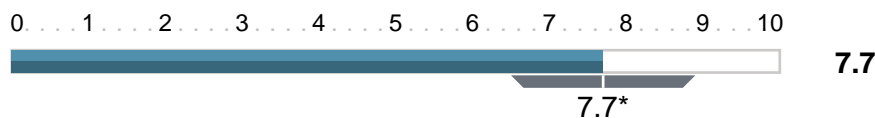


Personal Skills Hierarchy

8. Accountability for Others - The ability to take responsibility for others' actions.



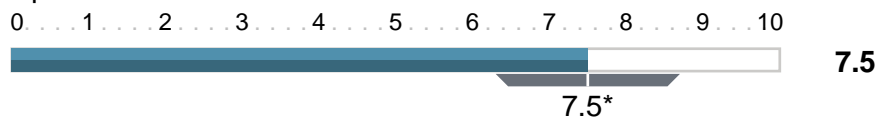
9. Objective Listening - The ability to listen to many points of view without bias.



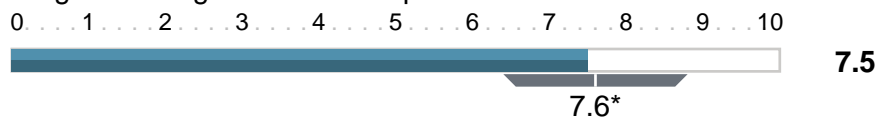
10. Influencing Others - The ability to personally affect others' actions, decisions, opinions or thinking.



11. Problem Solving - The ability to identify key components of a problem to formulate a solution or solutions.



12. Flexibility - The ability to readily modify, respond to and integrate change with minimal personal resistance.



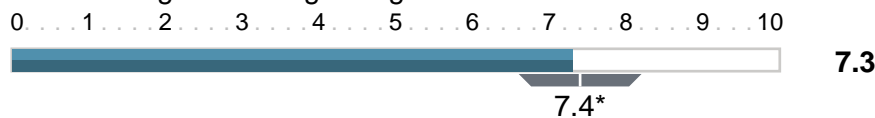
13. Resiliency - The ability to quickly recover from adversity.



14. Continuous Learning - The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



15. Decision Making - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.

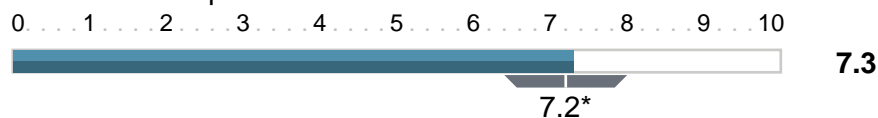


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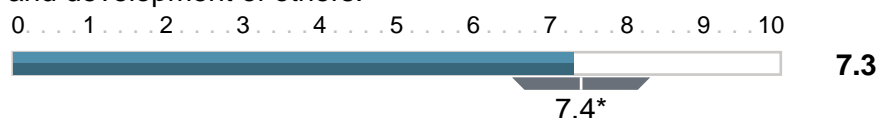


Personal Skills Hierarchy

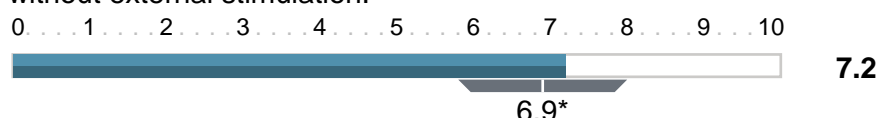
16. Personal Accountability - A measure of the capacity to be answerable for personal actions.



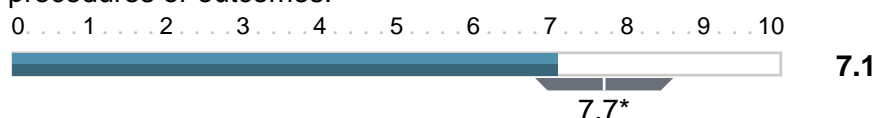
17. Developing Others - The ability to contribute to the growth and development of others.



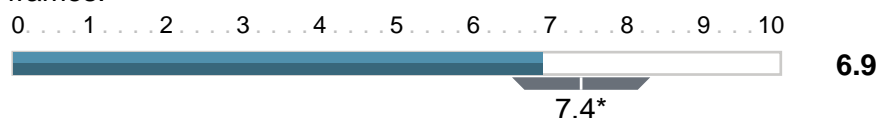
18. Self Starting - The ability to initiate and sustain momentum without external stimulation.



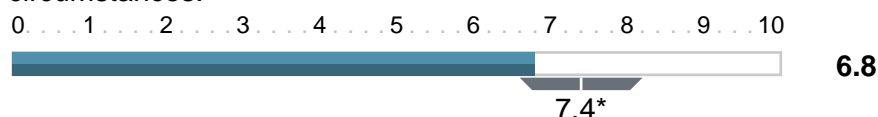
19. Planning and Organization - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



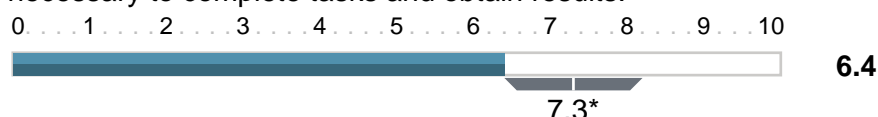
20. Self Management - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



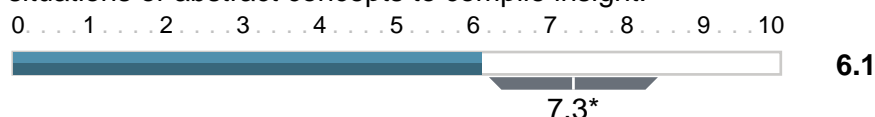
21. Goal Achievement - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



22. Results Orientation - The ability to identify actions necessary to complete tasks and obtain results.



23. Conceptual Thinking - The ability to analyze hypothetical situations or abstract concepts to compile insight.

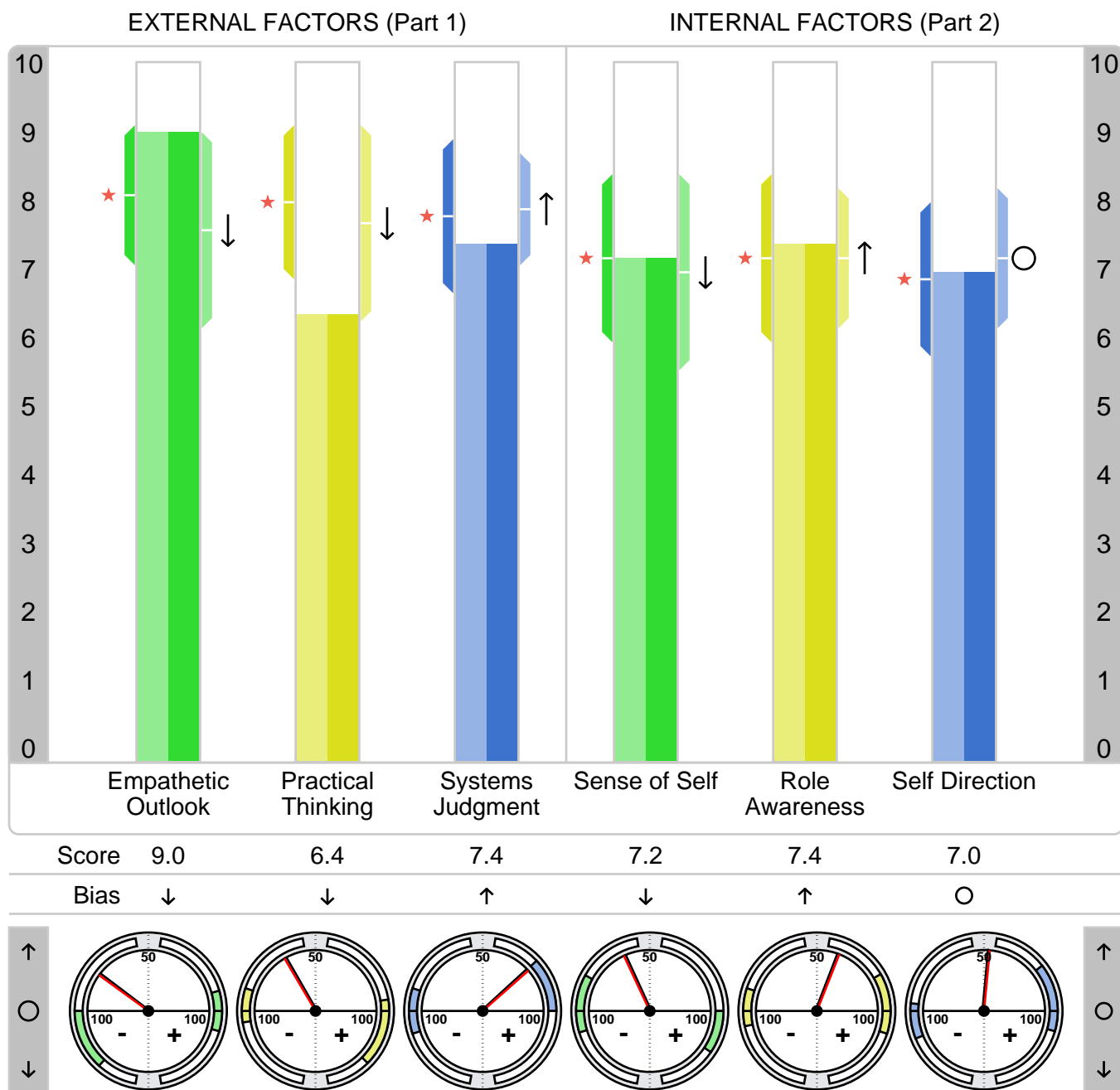


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Dimensional Balance For Consulting and Coaching

- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation





Category Breakdown For Consulting and Coaching

Accountability for Others

Conceptual Thinking

Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

Continuous Learning

- Self Improvement
- Personal Drive

Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

Decision Making

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

Developing Others

Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

Empathetic Outlook

Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

Leading Others

Personal Accountability

Objective Listening

- Evaluating What is Said

Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

Problem Solving

Resiliency

- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management

Self-Starting Ability

- Initiative

Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others



Core Skills List For Consulting and Coaching

Score	Mean	Description
9.0	7.9	Attitude Toward Others
9.0	8.1	Empathetic Outlook
8.5	7.8	Freedom from Prejudices
8.5	7.9	Sensitivity to Others
8.5	8.1	Personal Relationships
8.3	7.8	Persuading Others
8.3	7.1	Role Confidence
8.2	7.9	Correcting Others
8.2	8.1	Self Improvement
8.1	8.3	Theoretical Problem Solving
8.1	7.5	Quality Orientation
8.1	7.9	Conveying Role Value
8.1	7.8	Relating to Others
7.9	8.0	Following Directions
7.9	7.9	Leading Others
7.9	7.9	Proactive Thinking
7.9	8.0	Respect for Policies
7.9	7.7	Sense of Belonging
7.9	7.4	Enjoyment of the Job
7.8	7.5	Accountability for Others
7.7	7.3	Consistency and Reliability
7.7	7.4	Self Confidence
7.7	8.1	Understanding Motivational Needs
7.7	7.3	Job Ethic
7.7	7.6	Integrative Ability
7.7	7.1	Internal Self Control
7.7	7.7	Evaluating What is Said
7.6	7.4	Handling Rejection
7.6	7.9	Emotional Control
7.6	7.3	Sense of Mission
7.5	8.0	Attention to Detail
7.5	7.5	Problem Solving
7.4	7.0	Handling Stress
7.4	7.2	Persistence
7.4	7.8	Systems Judgment
7.4	8.0	Material Possessions
7.4	7.1	Role Awareness
7.3	7.2	Personal Accountability
7.3	7.4	Developing Others
7.3	7.1	Gaining Commitment
7.3	7.2	Taking Responsibility
7.2	7.3	Surrendering Control
7.2	7.7	Evaluating Others

Score	Mean	Description
7.2	7.3	Sense of Self
7.2	6.9	Initiative
7.2	7.8	Monitoring Others
7.1	6.7	Self Assessment
7.1	8.2	Realistic Goal Setting for Others
7.0	7.1	Personal Drive
7.0	7.6	Long Range Planning
7.0	6.9	Self Direction
6.9	7.6	Realistic Personal Goal Setting
6.9	7.5	Sense of Timing
6.9	7.6	Status and Recognition
6.9	7.4	Self Management
6.8	7.0	Intuitive Decision Making
6.8	6.9	Meeting Standards
6.6	7.0	Balanced Decision Making
6.6	7.3	Project Scheduling
6.4	7.6	Concrete Organization
6.4	7.4	Project and Goal Focus
6.4	7.3	Results Orientation
6.4	7.7	Realistic Expectations
6.4	8.0	Practical Thinking
6.1	7.3	Conceptual Thinking
5.7	7.6	Using Common Sense



Core Skills List For Consulting and Coaching

Score	Mean	Description
7.8	7.5	Accountability for Others
7.5	8.0	Attention to Detail
9.0	7.9	Attitude Toward Others
6.6	7.0	Balanced Decision Making
6.1	7.3	Conceptual Thinking
6.4	7.6	Concrete Organization
7.7	7.3	Consistency and Reliability
8.1	7.9	Conveying Role Value
8.2	7.9	Correcting Others
7.3	7.4	Developing Others
7.6	7.9	Emotional Control
9.0	8.1	Empathetic Outlook
7.9	7.4	Enjoyment of the Job
7.2	7.7	Evaluating Others
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7.9	8.0	Following Directions
8.5	7.8	Freedom from Prejudices
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8.1	7.5	Quality Orientation
6.4	7.7	Realistic Expectations
7.1	8.2	Realistic Goal Setting for Others

Score	Mean	Description
6.9	7.6	Realistic Personal Goal Setting
8.1	7.8	Relating to Others
7.9	8.0	Respect for Policies
6.4	7.3	Results Orientation
7.4	7.1	Role Awareness
8.3	7.1	Role Confidence
7.1	6.7	Self Assessment
7.7	7.4	Self Confidence
7.0	6.9	Self Direction
8.2	8.1	Self Improvement
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7.7	8.1	Understanding Motivational Needs
5.7	7.6	Using Common Sense