TTI SUCCESS INSIGHTS®

Personal Talent Skills Inventory®

Sales Version

Jenny Sample

Inside Sales
Sample Co.
5-30-2013

Sales Training Specialists

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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.

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World View

This is how Jenny 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.

- Jenny performs best in an environment where responsibilities and decisions are shared, and her input and creativity is appreciated and challenged on a regular basis.
- She performs best in an atmosphere where there is an open exchange of ideas and where feedback is readily available.
- She has the ability to use her people skills in order to relate to others.
- She may benefit from gaining a better understanding of people.
- Jenny may benefit from improving her relationships with authority figures.
- She may benefit from making a conscious effort to develop a stronger focus on practical tasks and activities.
- She can be versatile and can adapt to different types of people and changing situations.
- She needs an atmosphere that has structure and a defined chain of command.
- Jenny will attempt to utilize all available resources to achieve the end result.

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Self View

This is how Jenny 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.

- Jenny may not have a strong understanding of her current roles and activities.
- She gets involved with new things on a situational basis as long as it fits in with her overall life plan.
- She organizes her life according to a set of standards with which she identifies.
- She may not have complete buy-in to her current roles.
- Jenny has developed a clear picture of where she is going.
- She has a clearly defined set of organizing structures for her life.
- She defines who she is in terms of her direction and goals in life.
- She could benefit from asking herself, "What are my major roles in life?"
- Jenny has a clear understanding of who she is and where she would like to be, but may feel held back by her current roles.

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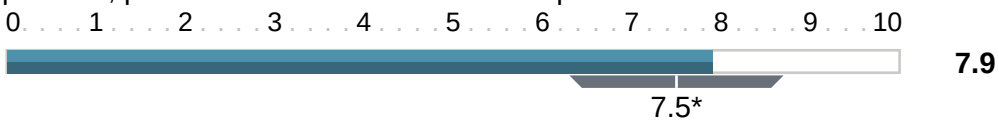
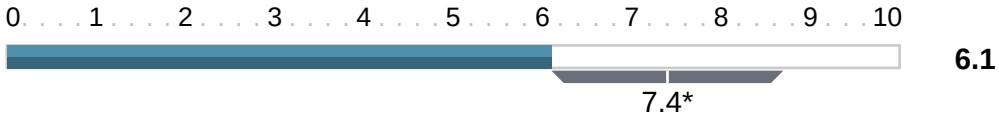
Critical Sales Success Skills

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



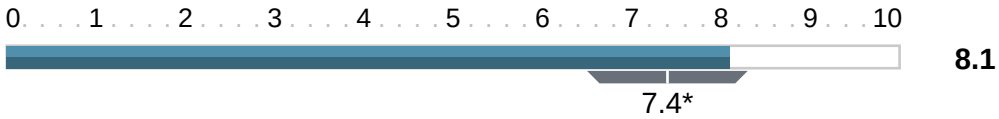
7.9

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



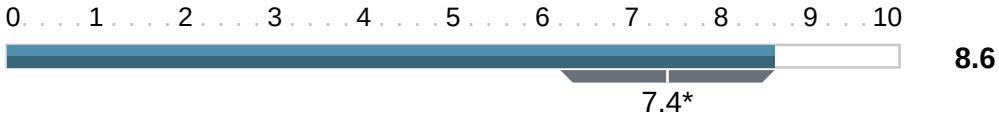
6.1

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



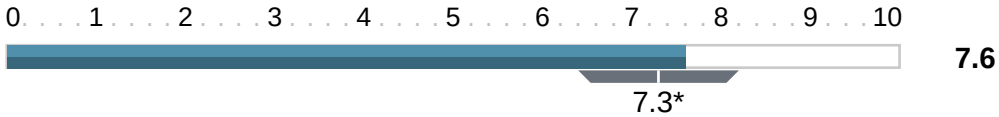
8.1

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



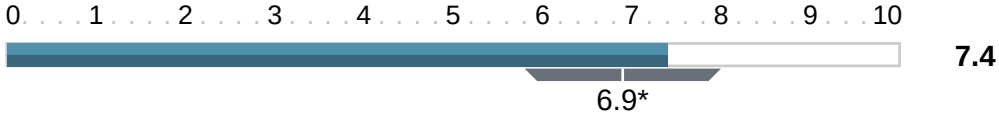
8.6

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



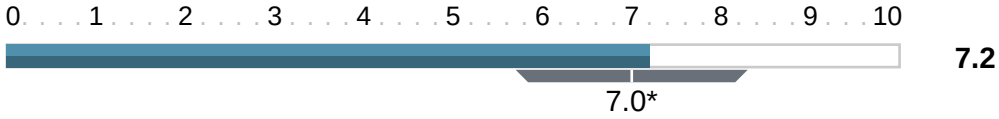
7.6

SELF-STARTING ABILITY - A measure of a person's ability to initiate tasks in order to fulfill responsibilities and commitments.



7.4

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



7.2

Rev: 0.87-0.88
* 68% of the population falls within the shaded area.

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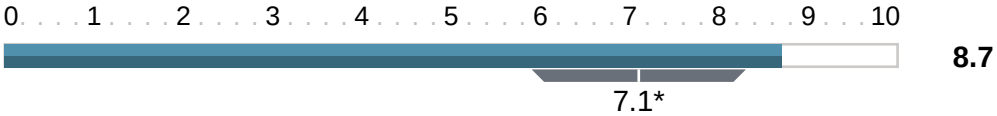
Critical Sales Success Skills

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



8.7

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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
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
7.9

GREETING
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
7.1

QUALIFYING
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
7.1

DEMONSTRATING
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
7.2

INFLUENCING
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
7.2

CLOSING
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
7.5

OVERALL QUOTIENT
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
7.3

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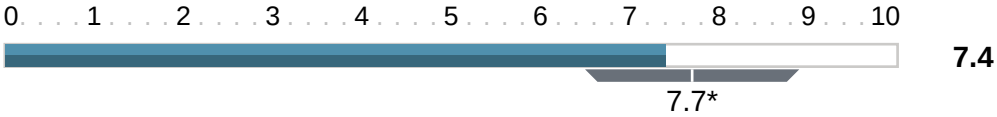
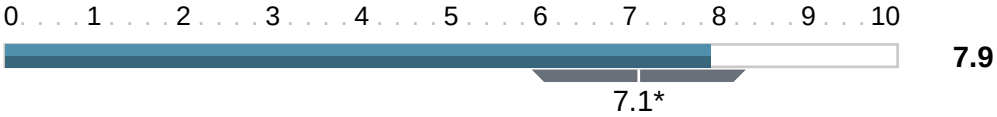
Prospecting

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.

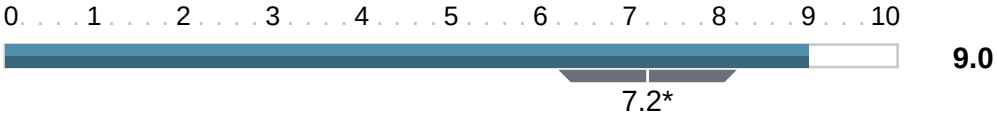
EVALUATING OTHERS - The capacity to objectively assess or measure the abilities and performance of other people.



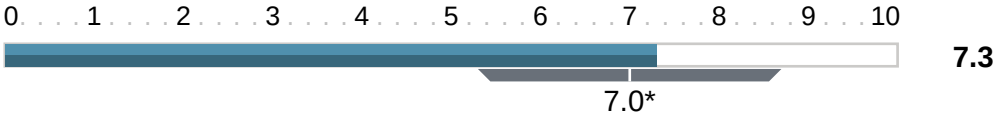
ROLE CONFIDENCE - The capacity of maintaining confidence and self-reliance for fulfilling various professional and personal roles.



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



INTUITIVE DECISION MAKING - The capacity to make decisions by looking at the most essential elements and without all the facts or data.



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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.

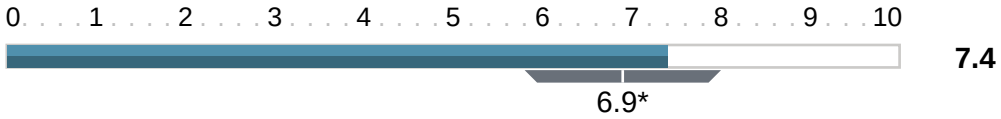
ATTITUDE TOWARD OTHERS - The general capacity one has for relating with other people.

6.8

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

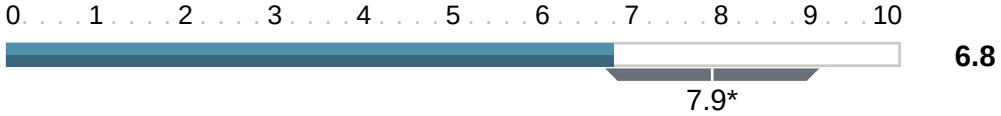
7.4

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



7.4

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



6.8

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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.

7.1

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

6.9

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

6.8

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

7.9

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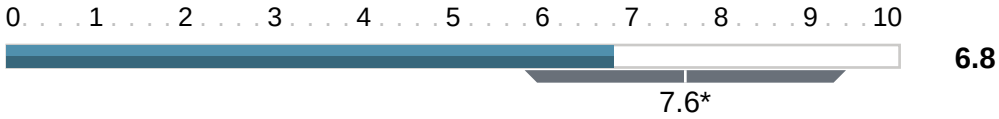
Demonstrating

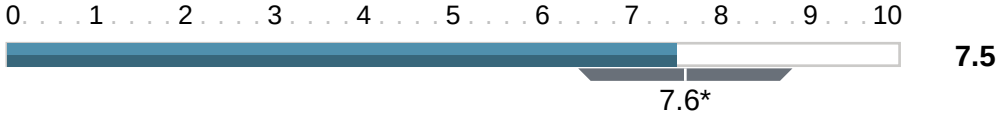
This step allows the salesperson to present her product knowledge in such a way that it fulfills the stated or implied wants, needs or intentions of the prospect as identified and verbalized in the qualifying phase of the sale.

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

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



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



SENSE OF TIMING - The ability to do the correct thing at the correct time.

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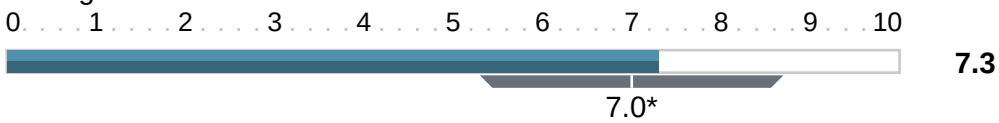
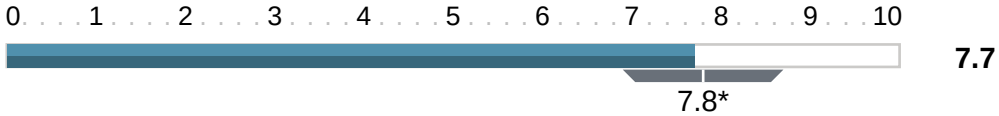
Influencing

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.



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.



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

UNDERSTANDING MOTIVATIONAL NEEDS - The ability to understand and inspire others in such a way that gets them to act.

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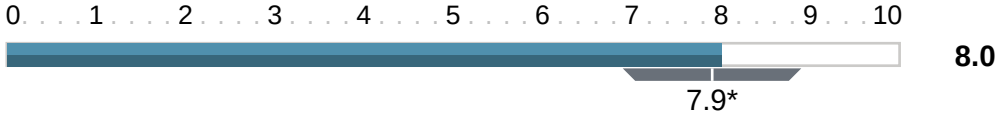
Closing

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.

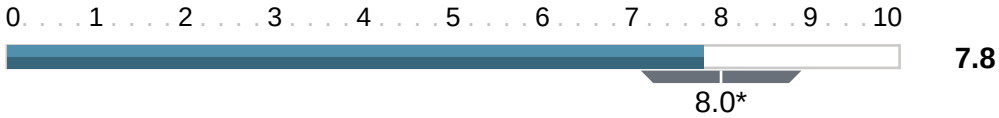
SELF CONFIDENCE - A measure of a person's assured self-reliance in his or her abilities.

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

EMOTIONAL CONTROL - The ability to appear to be rational and in-control when facing problems or crises.



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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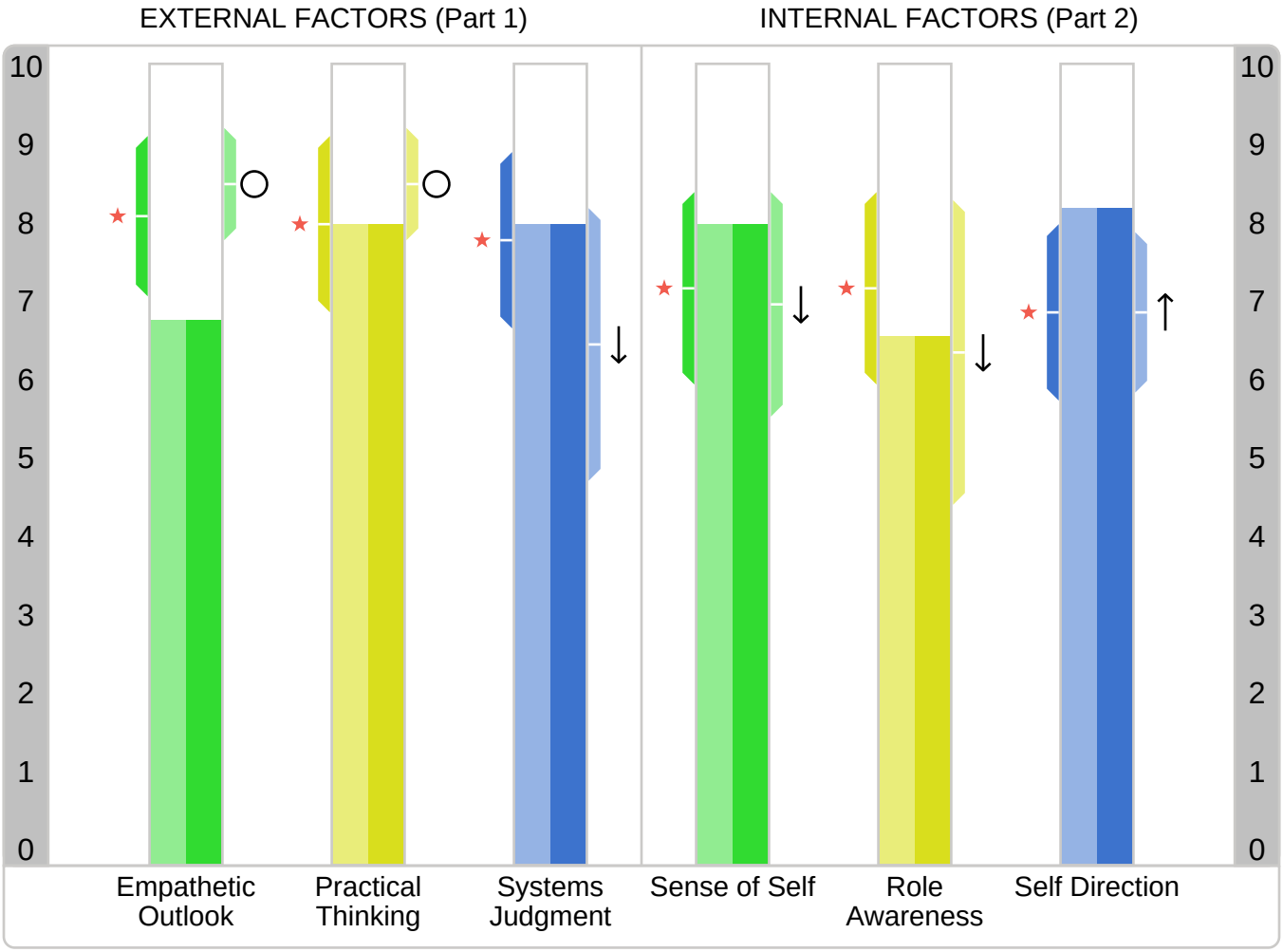
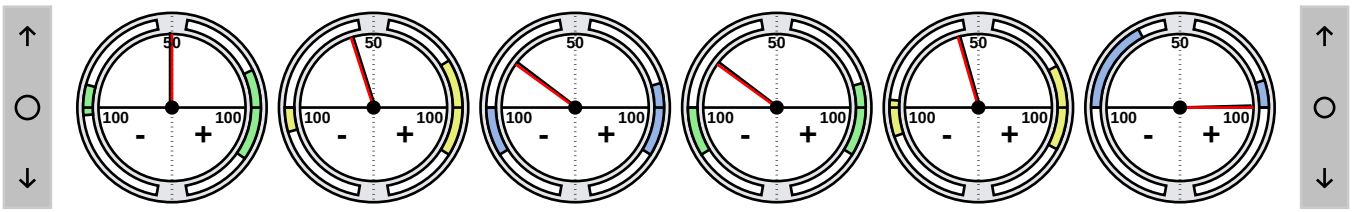
Dimensional Balance For Consulting and Coaching

★ Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation



	Empathetic Outlook	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	6.8	8.0	8.0	8.0	6.6	8.2
Bias	○	○	↓	↓	↓	↑



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Core Skills List For Consulting and Coaching

Score	Mean	Description
9.0	7.2	Persistence
9.0	8.1	Self Improvement
8.7	7.1	Personal Drive
8.6	7.6	Long Range Planning
8.6	7.4	Handling Rejection
8.5	7.3	Conceptual Thinking
8.2	7.5	Quality Orientation
8.2	6.9	Self Direction
8.1	7.4	Project and Goal Focus
8.1	7.6	Realistic Personal Goal Setting
8.1	8.2	Realistic Goal Setting for Others
8.1	7.9	Proactive Thinking
8.0	7.9	Emotional Control
8.0	7.3	Sense of Self
8.0	7.8	Systems Judgment
8.0	8.0	Material Possessions
8.0	8.0	Practical Thinking
7.9	7.5	Problem Solving
7.9	7.1	Role Confidence
7.8	8.0	Attention to Detail
7.7	7.4	Developing Others
7.7	7.8	Persuading Others
7.6	8.3	Theoretical Problem Solving
7.6	7.3	Results Orientation
7.6	7.9	Leading Others
7.6	7.4	Self Management
7.5	8.0	Following Directions
7.5	7.6	Concrete Organization
7.5	7.7	Realistic Expectations
7.5	6.7	Self Assessment
7.5	8.0	Respect for Policies
7.5	7.1	Internal Self Control
7.4	7.7	Evaluating Others
7.4	7.8	Relating to Others
7.4	6.9	Initiative
7.4	7.8	Monitoring Others
7.3	7.0	Intuitive Decision Making
7.3	8.1	Understanding Motivational Needs
7.3	7.6	Integrative Ability
7.3	7.6	Status and Recognition
7.3	8.1	Personal Relationships

Score	Mean	Description
7.2	7.0	Handling Stress
7.2	7.3	Sense of Mission
7.1	7.2	Personal Accountability
7.1	7.3	Surrendering Control
7.1	7.0	Balanced Decision Making
7.1	7.4	Self Confidence
7.1	6.9	Meeting Standards
7.1	7.2	Taking Responsibility
7.0	7.3	Project Scheduling
6.9	7.3	Consistency and Reliability
6.9	7.9	Correcting Others
6.9	7.3	Job Ethic
6.9	7.7	Evaluating What is Said
6.8	7.9	Attitude Toward Others
6.8	7.8	Freedom from Prejudices
6.8	7.6	Using Common Sense
6.8	7.9	Sensitivity to Others
6.8	7.5	Sense of Timing
6.8	8.1	Empathetic Outlook
6.7	7.5	Accountability for Others
6.7	7.1	Gaining Commitment
6.6	7.9	Conveying Role Value
6.6	7.1	Role Awareness
6.3	7.7	Sense of Belonging
6.1	7.4	Enjoyment of the Job

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Core Skills List For Consulting and Coaching

Score	Mean	Description
6.7	7.5	Accountability for Others
7.8	8.0	Attention to Detail
6.8	7.9	Attitude Toward Others
7.1	7.0	Balanced Decision Making
8.5	7.3	Conceptual Thinking
7.5	7.6	Concrete Organization
6.9	7.3	Consistency and Reliability
6.6	7.9	Conveying Role Value
6.9	7.9	Correcting Others
7.7	7.4	Developing Others
8.0	7.9	Emotional Control
6.8	8.1	Empathetic Outlook
6.1	7.4	Enjoyment of the Job
7.4	7.7	Evaluating Others
6.9	7.7	Evaluating What is Said
7.5	8.0	Following Directions
6.8	7.8	Freedom from Prejudices
6.7	7.1	Gaining Commitment
8.6	7.4	Handling Rejection
7.2	7.0	Handling Stress
7.4	6.9	Initiative
7.3	7.6	Integrative Ability
7.5	7.1	Internal Self Control
7.3	7.0	Intuitive Decision Making
6.9	7.3	Job Ethic
7.6	7.9	Leading Others
8.6	7.6	Long Range Planning
8.0	8.0	Material Possessions
7.1	6.9	Meeting Standards
7.4	7.8	Monitoring Others
9.0	7.2	Persistence
7.1	7.2	Personal Accountability
8.7	7.1	Personal Drive
7.3	8.1	Personal Relationships
7.7	7.8	Persuading Others
8.0	8.0	Practical Thinking
8.1	7.9	Proactive Thinking
7.9	7.5	Problem Solving
8.1	7.4	Project and Goal Focus
7.0	7.3	Project Scheduling
8.2	7.5	Quality Orientation

Score	Mean	Description
7.5	7.7	Realistic Expectations
8.1	8.2	Realistic Goal Setting for Others
8.1	7.6	Realistic Personal Goal Setting
7.4	7.8	Relating to Others
7.5	8.0	Respect for Policies
7.6	7.3	Results Orientation
6.6	7.1	Role Awareness
7.9	7.1	Role Confidence
7.5	6.7	Self Assessment
7.1	7.4	Self Confidence
8.2	6.9	Self Direction
9.0	8.1	Self Improvement
7.6	7.4	Self Management
6.3	7.7	Sense of Belonging
7.2	7.3	Sense of Mission
8.0	7.3	Sense of Self
6.8	7.5	Sense of Timing
6.8	7.9	Sensitivity to Others
7.3	7.6	Status and Recognition
7.1	7.3	Surrendering Control
8.0	7.8	Systems Judgment
7.1	7.2	Taking Responsibility
7.6	8.3	Theoretical Problem Solving
7.3	8.1	Understanding Motivational Needs
6.8	7.6	Using Common Sense

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