



# TTI Performance DNA™

Talent Report



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## INTRODUCTION

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TTI Performance DNA Talent Report can be compared with specific job requirements outlined in the TTI Performance DNA Job Report. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

The following is a highly-personalized portrait of your talent in three main sections:

### SECTION 1: COMPETENCIES HIERARCHY (23 AREAS)

This section presents 23 key competencies and ranks them from top to bottom, defining your major strengths. The skills at the top highlight well-developed capabilities and reveal where you are naturally most effective in focusing your time.

### SECTION 2: PERSONAL INTERESTS, ATTITUDES AND VALUES (6 AREAS)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

### SECTION 3: BEHAVIORAL HIERARCHY (8 AREAS)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

### SECTION 4: SUMMARY OF TOP COMPETENCIES

This section provides detail on your top seven competencies. Apply your strongest competencies to your job as appropriate and develop further competencies as required.

### SECTION 5: VALUES FEEDBACK

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

### SECTION 6: BEHAVIORAL FEEDBACK

This section gives you insight into your top three behavioral traits to further identify your unique strengths.



## MASTERY INDICATOR

This section of your report shows your mastery level of 23 personal skills based on your responses to the questionnaire. The 23 personal skills have been categorized into three levels: Mastered, Some Mastery, and Not Yet Mastered.

	PERSONAL SKILLS RANKING
1	Interpersonal Skills
2	Continuous Learning
3	Goal Orientation
4	Leadership
5	Conflict Management
6	Creativity/Innovation
7	Written Communication
8	Employee Development/Coaching
9	Personal Effectiveness
10	Teamwork
11	Management
12	Diplomacy
13	Persuasion
14	Customer Service
15	Analytical Problem Solving
16	Planning/Organizing
17	Presenting
18	Empathy
19	Flexibility
20	Self-Management (time and priorities)
21	Negotiation
22	Decision Making
23	Futuristic Thinking

Mastered     Some Mastery     Not Yet Mastered

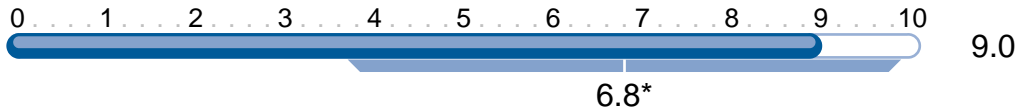
Note: Don't be concerned if you have not mastered all 23 personal skills. Research has proven that individuals seldom master all 23. Mastery of the most important personal skills needed for your personal and professional life is what is critical.



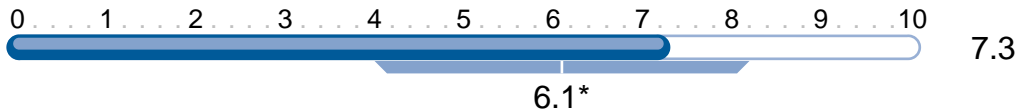
# COMPETENCIES HIERARCHY

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

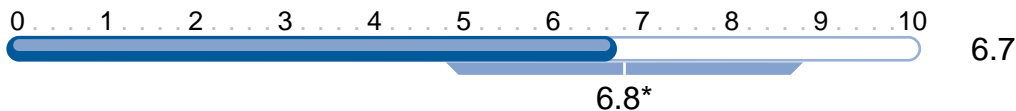
**1. INTERPERSONAL SKILLS** - Effectively communicating, building rapport and relating well to all kinds of people.



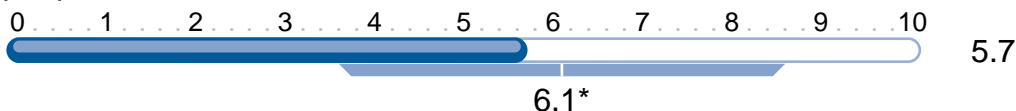
**2. CONTINUOUS LEARNING** - Taking initiative in learning and implementing new concepts, technologies and/or methods.



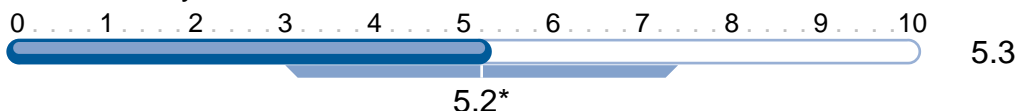
**3. GOAL ORIENTATION** - Energetically focusing efforts on meeting a goal, mission or objective.



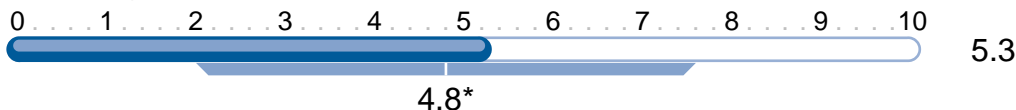
**4. LEADERSHIP** - Achieving extraordinary business results through people.



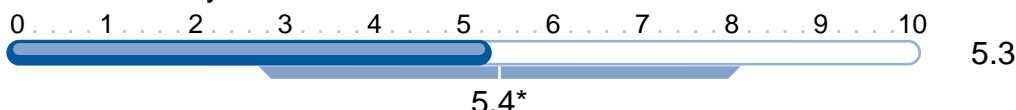
**5. CONFLICT MANAGEMENT** - Addressing and resolving conflict constructively.



**6. CREATIVITY/INNOVATION** - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.



**7. WRITTEN COMMUNICATION** - Writing clearly, succinctly and understandably.

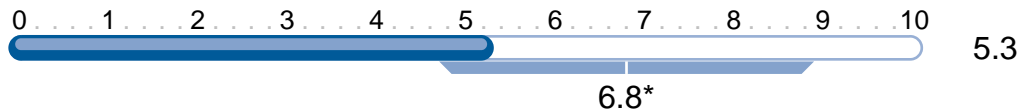


\* 68% of the population falls within the shaded area.

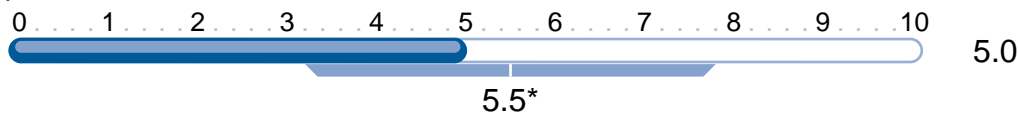


# COMPETENCIES HIERARCHY

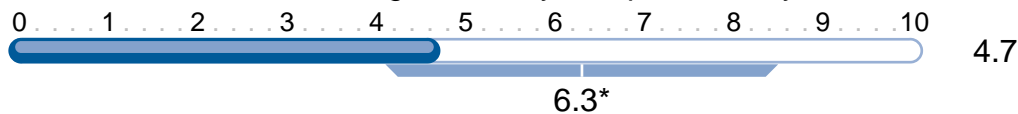
**8. EMPLOYEE DEVELOPMENT/COACHING** - Facilitating and supporting the professional growth of others.



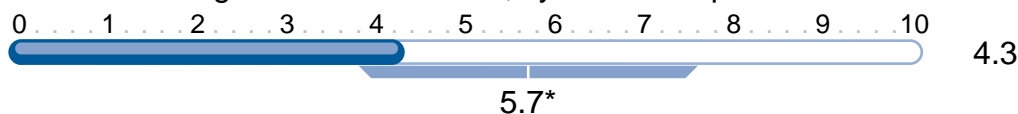
**9. PERSONAL EFFECTIVENESS** - Demonstrating initiative, self-confidence, resiliency and a willingness to take responsibility for personal actions.



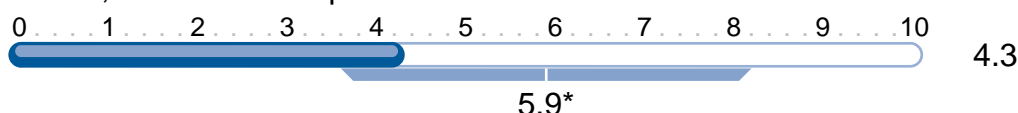
**10. TEAMWORK** - Working effectively and productively with others.



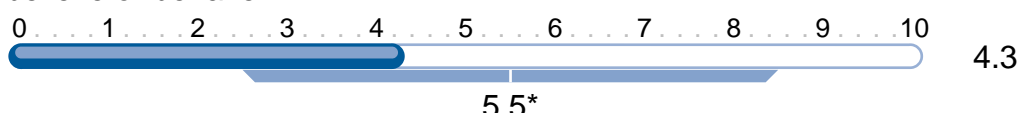
**11. MANAGEMENT** - Achieving extraordinary results through effective management of resources, systems and processes.



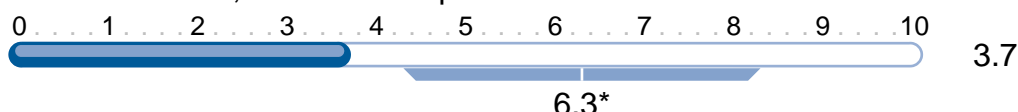
**12. DIPLOMACY** - Effectively handling difficult or sensitive issues by utilizing tact, diplomacy and an understanding of organizational culture, climate and/or politics.



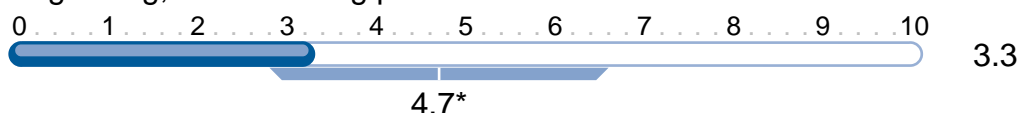
**13. PERSUASION** - Convincing others to change the way they think, believe or behave.



**14. CUSTOMER SERVICE** - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



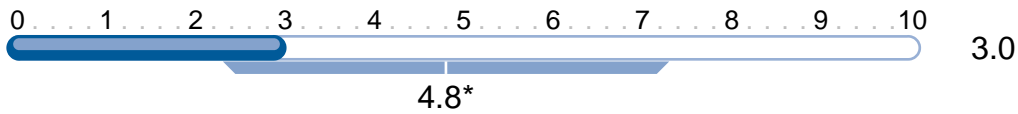
**15. ANALYTICAL PROBLEM SOLVING** - Anticipating, analyzing, diagnosing, and resolving problems.



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



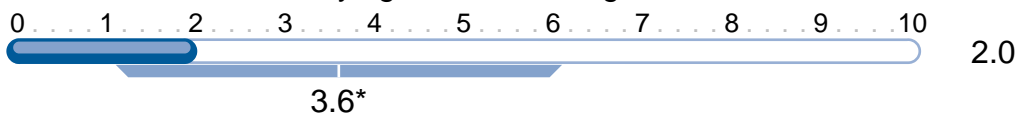
**16. PLANNING/ORGANIZING** - Utilizing logical, systematic and orderly procedures to meet objectives.



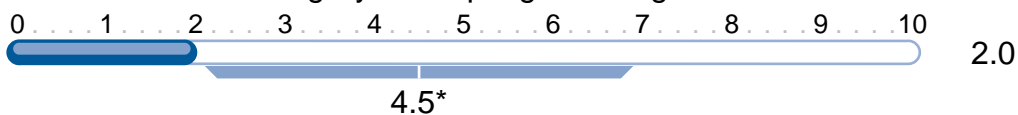
**17. PRESENTING** - Communicating effectively to groups.



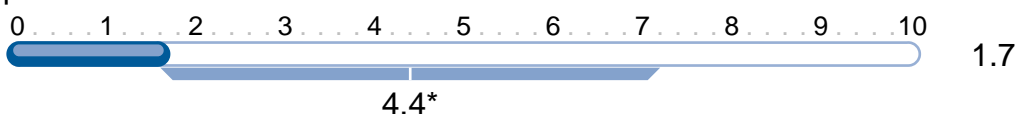
**18. EMPATHY** - Identifying with and caring about others.



**19. FLEXIBILITY** - Agility in adapting to change.



**20. SELF-MANAGEMENT (TIME AND PRIORITIES)** - Demonstrating self control and an ability to manage time and priorities.



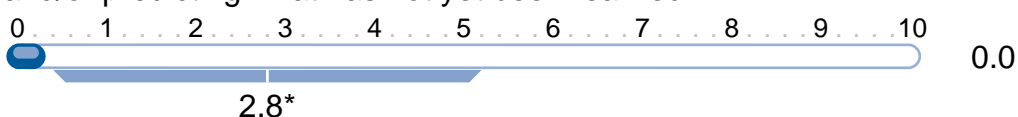
**21. NEGOTIATION** - Facilitating agreements between two or more parties.



**22. DECISION MAKING** - Utilizing effective processes to make decisions.



**23. FUTURISTIC THINKING** - Imagining, envisioning, projecting and/or predicting what has not yet been realized.



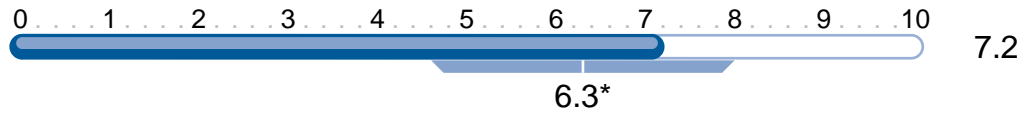
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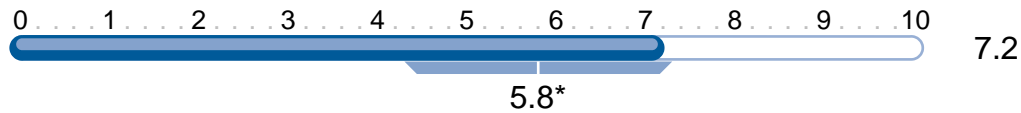
# PERSONAL INTERESTS, ATTITUDES AND VALUES

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. They are listed below from the highest to the lowest.

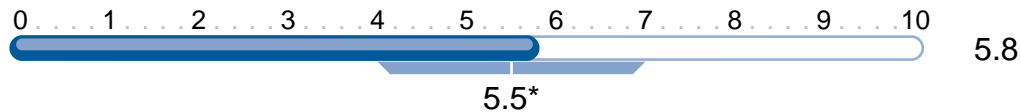
## 1. UTILITARIAN/ECONOMIC



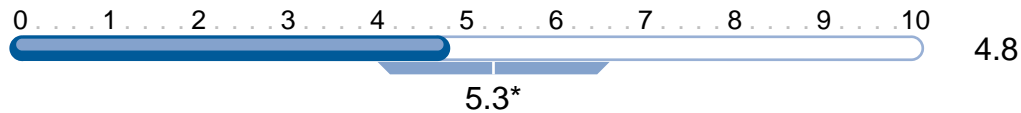
## 2. SOCIAL



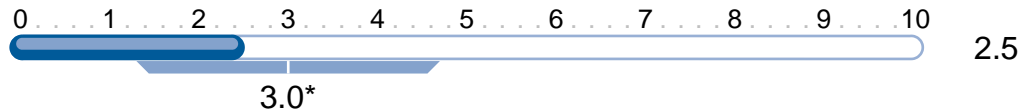
## 3. THEORETICAL



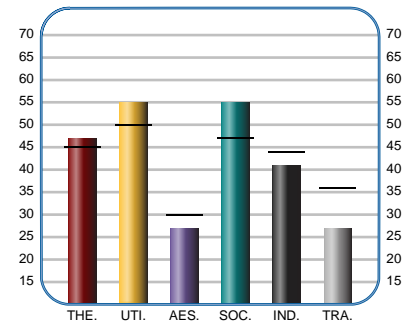
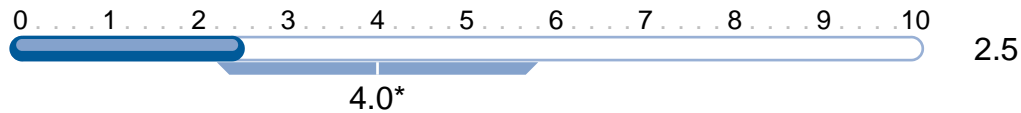
## 4. INDIVIDUALISTIC/POLITICAL



## 5. AESTHETIC



## 6. TRADITIONAL/REGULATORY



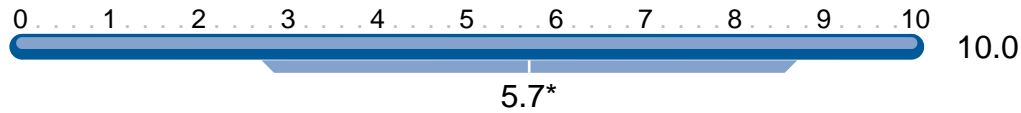
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\* 68% of the population falls within the shaded area.

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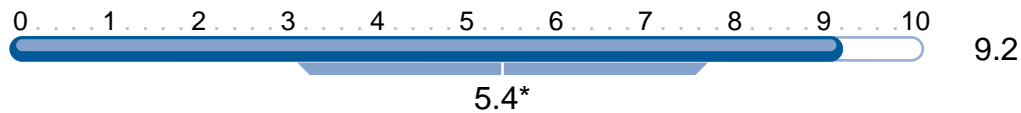


The Behavioral Hierarchy graph will display a ranking of your natural behavioral style within a total of eight (8) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

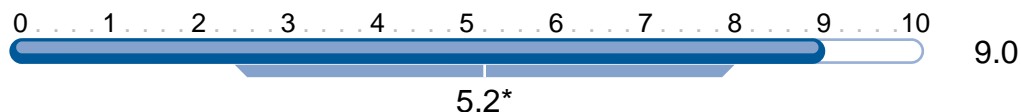
## 1. COMPETITIVENESS



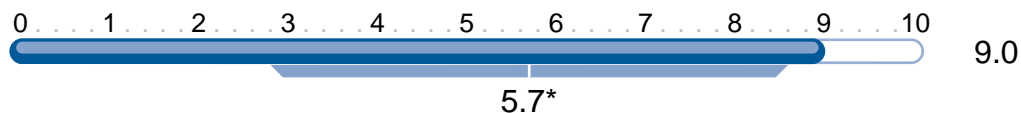
## 2. FREQUENT CHANGE



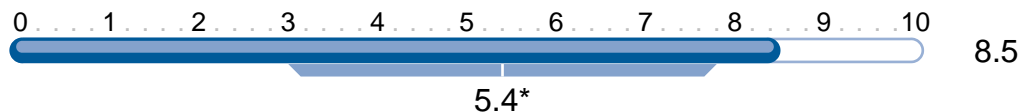
## 3. URGENCY



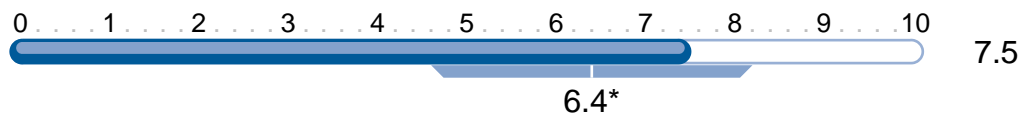
## 4. FREQUENT INTERACTION WITH OTHERS



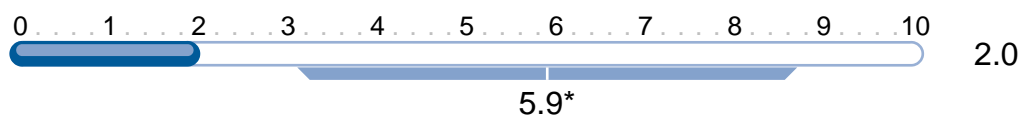
## 5. VERSATILITY



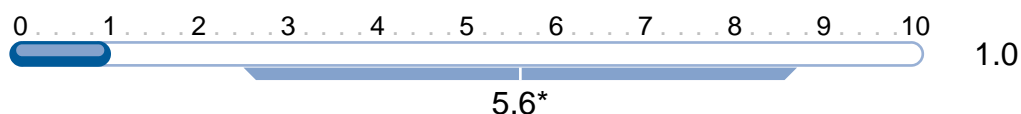
## 6. CUSTOMER ORIENTED



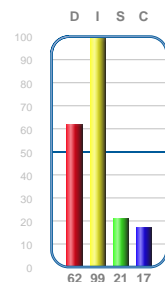
## 7. ANALYSIS OF DATA



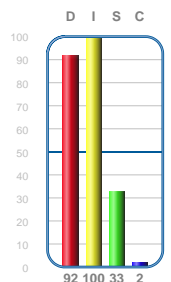
## 8. ORGANIZED WORKPLACE



Adapted Style



Natural Style



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



## SUMMARY OF TOP COMPETENCIES

*Your unique hierarchy of competencies is key to your success. Knowing what they are is essential to reaching your goals. The following are your 7 highest-ranked competencies:*

### 1. INTERPERSONAL SKILLS: Effectively communicating, building rapport and relating well to all kinds of people.

- Strives for self-awareness.
- Demonstrates sincere interest in others.
- Treats all people with respect, courtesy and consideration.
- Respects differences in the attitudes and perspectives of others.
- Listens, observes and strives to gain understanding of others.
- Communicates effectively.
- Sensitive to diversity issues.
- Develops and maintains relationships with many different kinds of people regardless of cultural differences.

### 2. CONTINUOUS LEARNING: Taking initiative in learning and implementing new concepts, technologies and/or methods.

- Demonstrates curiosity and enthusiasm for learning.
- Takes initiative in acquiring and mastering the skills and knowledge requirements of a position.
- Keeps abreast of current or new information through reading and other learning methods.
- Actively interested in new technologies, processes and methods.
- Welcomes or seeks assignments requiring new skills and knowledge.
- Expends considerable effort and/or expense on learning.
- Genuinely enjoys learning.
- Identifies applications for knowledge.
- Is considered a knowledgeable resource by others.



## SUMMARY OF TOP COMPETENCIES

3. **GOAL ORIENTATION:** Energetically focusing efforts on meeting a goal, mission or objective.
  - Acts independently to achieve objectives without supervision.
  - Expend the necessary time and effort to achieve goals.
  - Recognizes and acts on opportunities to advance progress towards meeting goals.
  - Establishes and works toward ambitious and challenging goals.
  - Develops and implements strategies to meet objectives.
  - Measures effectiveness and performance to ensure results are attained.
  - Acts with a sense of urgency to achieve goals.
  - Demonstrates persistence in overcoming obstacles to meet objectives.
  - Takes calculated risks to achieve results.
  
4. **LEADERSHIP:** Achieving extraordinary business results through people.
  - Inspires others with compelling visions.
  - Takes risks for the sake of principles, values or mission.
  - Builds trust and demonstrates integrity with a noticeable congruence between words and actions (walks their talk).
  - Demonstrates optimism and positive expectations of others.
  - Delegates appropriate responsibilities and authority.
  - Involves people in decisions that affect them.
  - Addresses performance issues promptly, fairly and consistently.
  - Adapts methods and approaches to the needs and motivations of others.
  - Makes decisions to avoid or mitigate the negative consequences for people.
  - Demonstrates loyalty to constituents.



## SUMMARY OF TOP COMPETENCIES

5. **CONFLICT MANAGEMENT:** Addressing and resolving conflict constructively.
  - Readily identifies and addresses issues, concerns or conflicts.
  - Recognizes opportunities for positive outcomes in conflict situations.
  - Reads situations quickly and accurately to pinpoint critical issues.
  - Listens to gain understanding of an issue from different perspectives.
  - Diffuses tension and effectively handles emotional situations.
  - Assists people in adversarial positions to identify common interests.
  - Strives to settle differences equitably.
  - Settles differences without damaging relationships.
  
6. **CREATIVITY/INNOVATION:** Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.
  - Notices unique patterns, variables, processes, systems or relationships.
  - Expresses non-traditional perspectives and/or novel approaches.
  - Synthesizes and/or simplifies data, ideas, models, processes or systems.
  - Challenges established theories, methods and/or protocols.
  - Encourages and promotes creativity and innovation.
  - Modifies existing concepts, methods, models, designs, processes, technologies and systems.
  - Develops and tests new theories to explain or resolve complex issues.
  - Applies unorthodox theories and/or methods.
  - Imagines new or revolutionary concepts, methods, models, designs, processes, technology, systems, products, services or industries.



## SUMMARY OF TOP COMPETENCIES

### 7. WRITTEN COMMUNICATION: Writing clearly, succinctly and understandably.

- Writes in ways that make abstract concepts, issues and information clear and understandable.
- Utilizes a wide range of appropriate writing techniques and methods.
- Succinctly presents objective or subjective viewpoints and arguments.
- Achieves communication objectives by organizing information in logical sequences that lead readers to come to natural conclusions.
- Determines what information needs to be communicated.
- Skillfully utilizes written language to convey key messages and meaning.
- Effectively involves readers in the material.
- Adjusts writing style to specific audiences as needed.



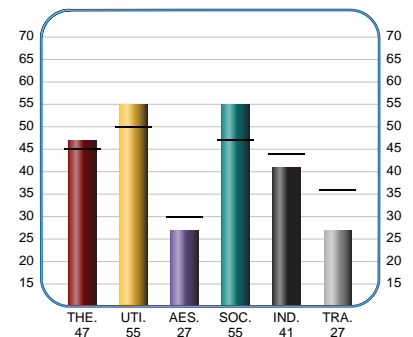
*Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest-ranked personal values:*

## 1. UTILITARIAN/ECONOMIC

- Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This value includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average American business person. A person with a high score is likely to have a high need to surpass others in wealth.

## 2. SOCIAL

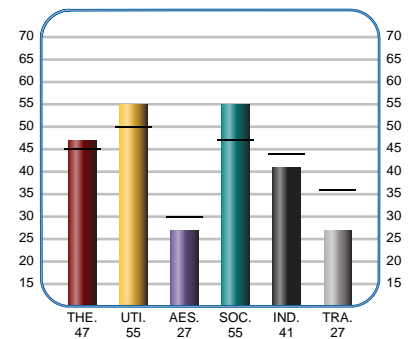
- Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high in this value have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic value, the Social person regards helping others as the only suitable form for human relationships. Research into this value indicates that in its purest form, the Social interest is selfless.





### 3. THEORETICAL

- Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
- The primary drive with this value is the discovery of TRUTH. In pursuit of this value, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.





Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest-ranked behavioral traits:

## 1. COMPETITIVENESS

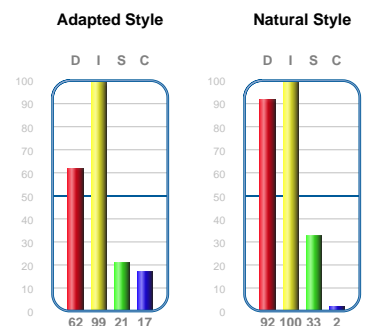
- The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.

## 2. FREQUENT CHANGE

- The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished, and easily move on to new tasks with little or no notice.

## 3. URGENCY

- The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.





Gina likes quality social relationships. She often will become friends with her customers or clients. She likes feedback from her manager on how she is doing. She is gregarious and sociable. She will be seen as a good mixer both on or off the job. She wants to be liked by everyone and to be recognized for her willingness to help others in time of need. Gina, as a manager, supervisor or group leader can use her people skills to build group involvement and increase participation from the group. She prefers working for a participative manager. She does her best work in this kind of environment. She is optimistic about her ability to do any job. She places her focus on people. To her, strangers are just friends she hasn't met!

