



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

Sales Management Version

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

**Carlos Jimenez**

Sales

PIXMA

7-31-2008



## 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 Carlos 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.

- Carlos needs an atmosphere that has structure and a defined chain of command.
- He has the ability to use his people skills in order to relate to others.
- He may benefit from improving his relationships with authority figures.
- He can be versatile and can adapt to different types of people and changing situations.
- Carlos performs best in an atmosphere where there is an open exchange of ideas and where feedback is readily available.
- He works best in an atmosphere of dedicated co-workers who are going in the same direction or working toward the same goals.
- He may benefit from understanding the importance of interpersonal relationships.
- He 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.
- Carlos performs best in an environment where responsibilities and decisions are shared, and his input and creativity is appreciated and challenged on a regular basis.



## SELF VIEW

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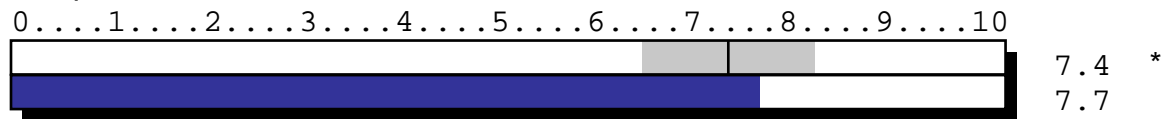
This is how Carlos sees himself. This view measures his clarity and understanding of himself, his roles in life and his direction for the future. The internal dimensions are a reflection of him from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions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

- Carlos may be experiencing some kind of "disconnect" with his roles.
- He has a deep understanding of himself, which results in a strong sense of self.
- He tends to rely on himself in the face of adversity.
- He appreciates himself for who he is more than for his accomplishments or the plans he may have for the future.
- Carlos is well aware of his strengths and tends to be satisfied with himself.
- He could benefit from a clearer understanding of what direction to take or what goals to set for the future.
- He has a good understanding of who he is, and his inner sense of self worth is strong.
- He could benefit from asking the questions, "Where do I want to go, and who do I want to become?"
- Carlos puts less emphasis on what he can achieve through his roles and in his future.

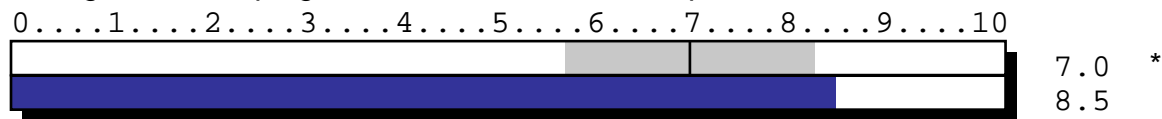


# CRITICAL SALES MANAGEMENT SKILLS

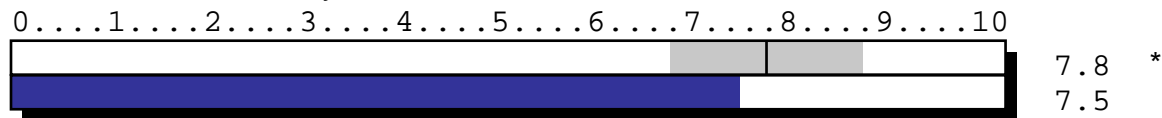
**DEVELOPING OTHERS:** The desire to help others expand their talents and potential.



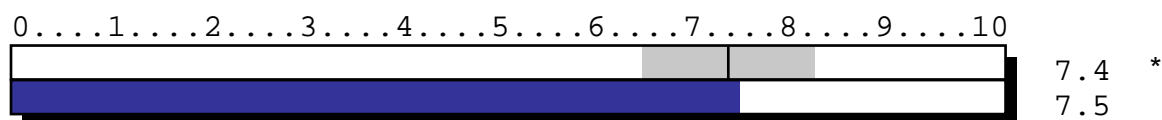
**HANDLING STRESS:** The ability to maintain composure and internal strength when coping with external and internal pressures.



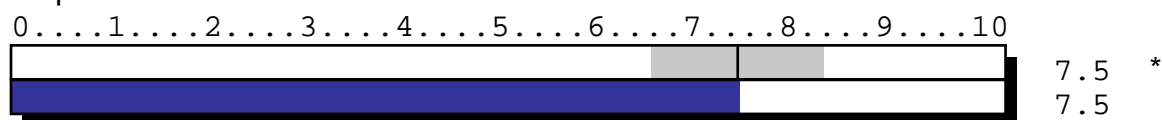
**MONITORING OTHERS:** The capacity to effectively oversee work done and decisions made by an individual or a team.



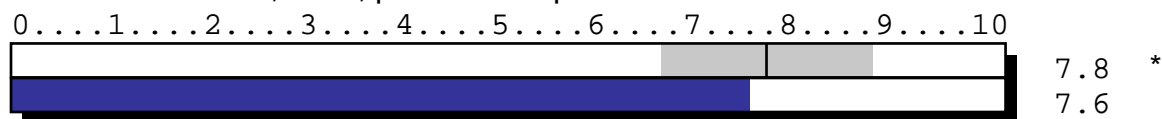
**PROJECT AND GOAL FOCUS:** The capacity to concentrate one's full attention on the project or goal at hand, regardless of distractions or difficulties.



**QUALITY ORIENTATION:** The capacity to maintain a focus on well-defined standards of excellence with regard to all aspects of responsibilities and tasks.



**SYSTEMS JUDGMENT:** The capacity to understand and use systems such as knowledge, language, authority structures and logic, including one's ability to understand and work well within the context of established norms, rules, policies and procedures.



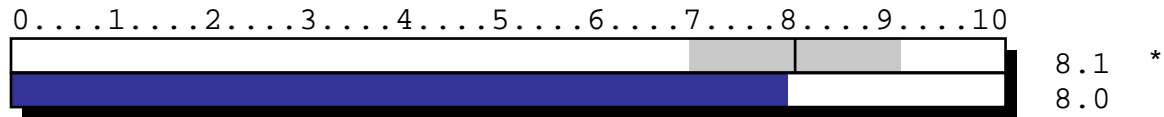
Rev: 0.90-0.87

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



# CRITICAL SALES MANAGEMENT SKILLS

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



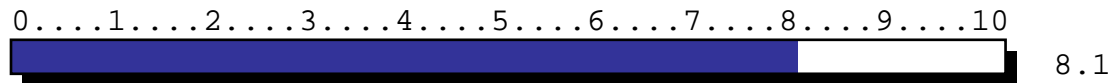
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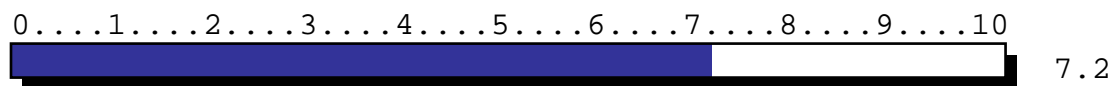
# THE SALES MANAGEMENT SKILLS SUMMARY

*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.*

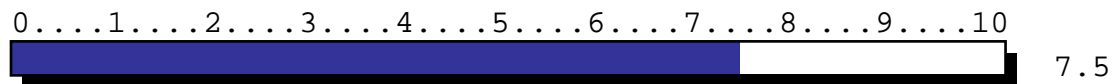
## CONFLICT AND PROBLEM RESOLUTION



## GETTING RESULTS



## LEADERSHIP FOCUS



## OPPORTUNITY ANALYSIS



## PLANNING ORIENTATION



## SELF AND PROJECT MANAGEMENT



## STAFFING FOCUS





# CONFLICT AND PROBLEM RESOLUTION

These scores reveal how Carlos is likely to respond to conflicts and problems that arise from or involve customers or others.

**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 \*  
8.0

**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 \*  
8.4

**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



7.0 \*  
8.0

**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 \*  
7.7

**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 \*  
8.5

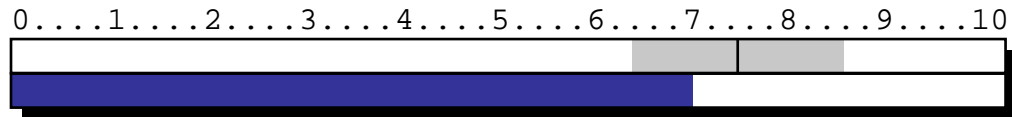
\* 68% of the population falls within the shaded area.



# GETTING RESULTS

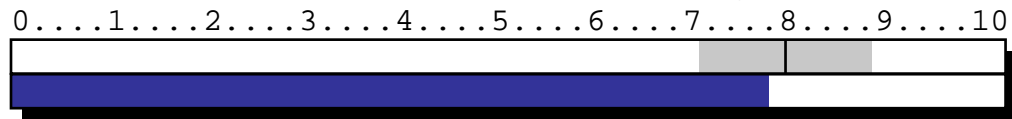
The ability to simply "get results" is essential to success. Scores in these capacities reveal Carlos' ability to remain focused until the completion of a project or goal.

**ACCOUNTABILITY FOR OTHERS:** A willingness to take responsibility for the actions of other people.



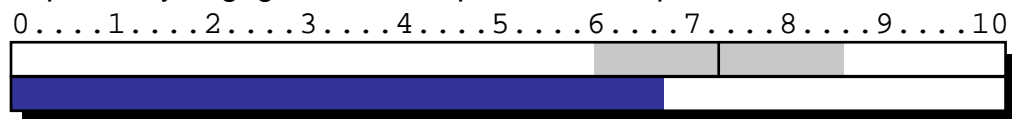
7.5 \*  
7.0

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



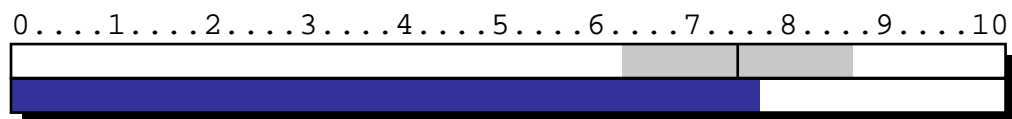
8.0 \*  
7.8

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



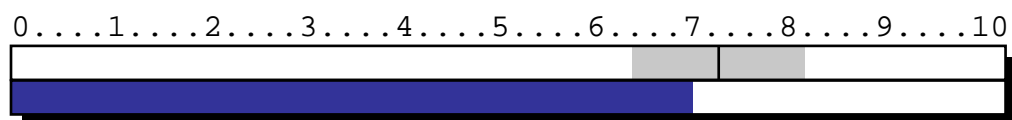
7.3 \*  
6.7

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



7.5 \*  
7.7

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



7.3 \*  
7.0

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



# GETTING RESULTS

**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 \*  
7.4

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



# LEADERSHIP FOCUS

This is a measurement of Carlos' abilities as they relate to inspiring other people to achieve agreed-upon goals.

**DEVELOPING OTHERS:** The desire to help others expand their talents and potential.

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



**LEADING OTHERS:** The capacity to organize others in such a way that inspires trust and motivates people toward a common goal.

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



**MONITORING OTHERS:** The capacity to effectively oversee work done and decisions made by an individual or a team.

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



**GAINING COMMITMENT:** The ability to get support and “buy-in” from others for a specific goal or set of goals.

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



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# OPPORTUNITY ANALYSIS

An understanding of future possibilities is important. These scores reveal how well Carlos is able to see, understand and engage an idea and follow it to implementation.

**CONCEPTUAL THINKING:** The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.

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



**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



**LONG RANGE PLANNING:** The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.

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



**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



**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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# PLANNING ORIENTATION

*This is a measurement of Carlos' ability to identify and understand objectives needed to complete a project. This also shows whether or not Carlos will be able to take the steps required to achieve those objectives.*

**CONCEPTUAL THINKING:** The ability to mentally envision comprehensive, long-range plans or goals and to identify, evaluate and allocate necessary resources.

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



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

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



**LONG RANGE PLANNING:** The capacity to see the big picture and long-term goals and to forge clear, realistic plans to accomplish the desired results.

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



**REALISTIC GOAL SETTING FOR OTHERS:** The ability to define realistic and manageable goals for others using specific time frames and the resources at hand.

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



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# SELF AND PROJECT MANAGEMENT

Managing a project requires that Carlos also manage himself. This category reveals how well he is able to manage a project while maintaining internal self-control.

**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 \*  
8.5

**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 \*  
7.3

**SELF ASSESSMENT:** The capacity to objectively understand and evaluate one's self.

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



6.7 \*  
7.3

**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 \*  
7.0

**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 \*  
7.0

**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



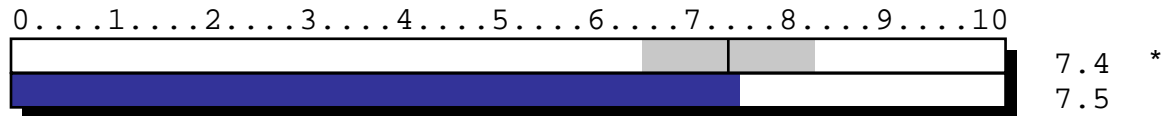
7.1 \*  
7.7

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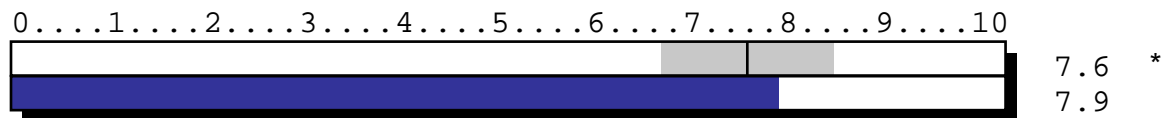


## SELF AND PROJECT MANAGEMENT

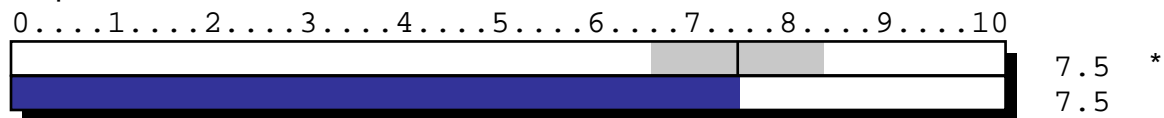
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**REALISTIC PERSONAL GOAL SETTING:** The ability to define realistic and attainable goals for one's self using specific time frames and the resources at hand.



**QUALITY ORIENTATION:** The capacity to maintain a focus on well-defined standards of excellence with regard to all aspects of responsibilities and tasks.



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# STAFFING FOCUS

*This category reveals Carlos' ability to identify the strengths and weaknesses of other people and to help them move toward a common goal or idea. In other words, this category provides insight into Carlos' management skills, broadly defined.*

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

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



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

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



**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



**FREEDOM FROM PREJUDICES:** The ability to maintain objectivity when relating to other people.

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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# DIMENSIONAL BALANCE

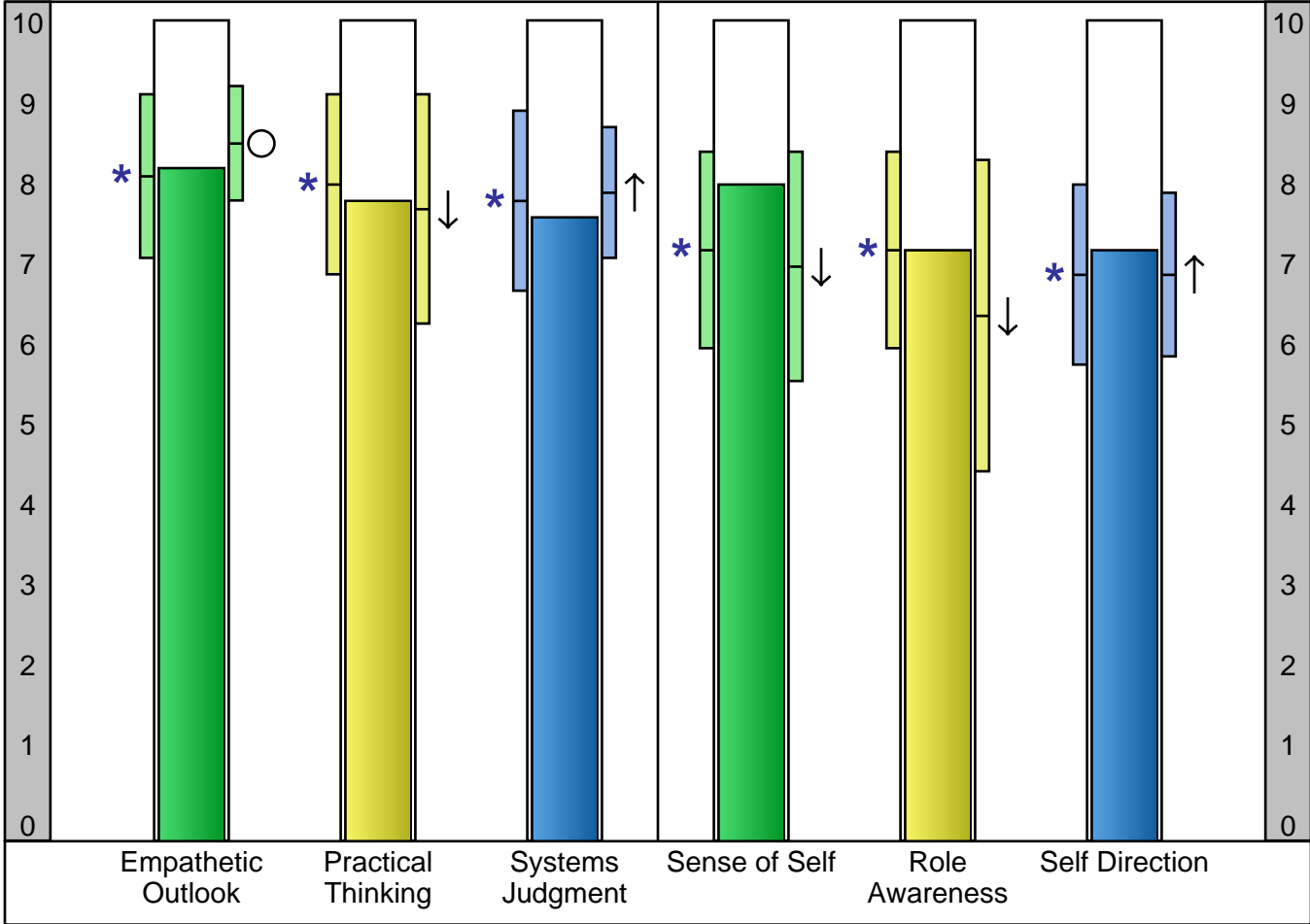
For consulting and coaching

Carlos Jimenez  
PIXMA  
7-31-2008

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

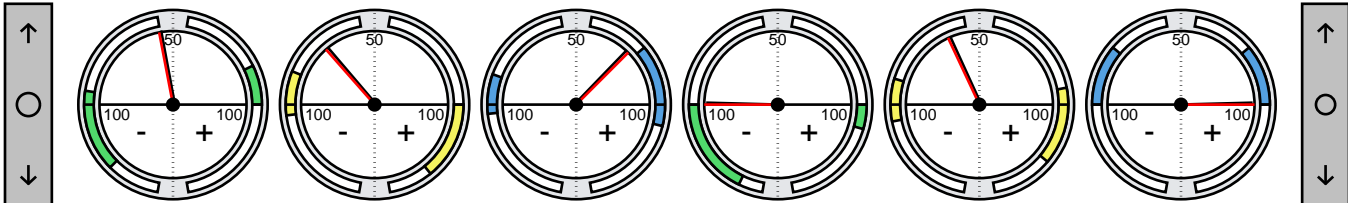
### EXTERNAL FACTORS (Part 1)

### INTERNAL FACTORS (Part 2)



Score 8.2      7.8      7.6      8.0      7.2      7.2

Bias ○      ↓      ↑      ↓      ↓      ↑





# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
9.0	8.1	Self Improvement	7.3	6.7	Self Assessment
8.7	8.3	Theoretical Problem Solving	7.3	7.2	Taking Responsibility
8.7	8.1	Personal Relationships	7.2	7.6	Concrete Organization
8.5	7.0	Handling Stress	7.2	7.9	Conveying Role Value
8.5	7.6	Using Common Sense	7.2	6.9	Self Direction
8.4	7.6	Integrative Ability	7.2	7.1	Role Awareness
8.4	8.2	Respect for Property	7.1	7.1	Role Confidence
8.2	7.9	Attitude Toward Others	7.0	7.5	Accountability for Others
8.2	7.8	Freedom from Prejudices	7.0	7.3	Results Orientation
8.2	7.7	Realistic Expectations	7.0	7.0	Balanced Decision Making
8.2	8.2	Realistic Goal Setting for Others	7.0	7.4	Self Confidence
8.2	7.9	Sensitivity to Others	7.0	7.1	Gaining Commitment
8.2	8.1	Empathetic Outlook	7.0	7.1	Internal Self Control
8.1	8.0	Following Directions	7.0	7.7	Sense of Belonging
8.1	7.4	Handling Rejection	6.8	6.9	Meeting Standards
8.1	8.0	Respect for Policies	6.7	7.3	Conceptual Thinking
8.1	7.8	Relating to Others	6.7	7.3	Consistency and Reliability
8.0	7.0	Intuitive Decision Making	6.7	7.3	Job Ethic
8.0	8.1	Understanding Motivational Needs	6.7	6.9	Initiative
8.0	7.9	Emotional Control	6.7	7.3	Sense of Mission
8.0	7.8	Persuading Others	6.7	7.4	Enjoyment of the Job
8.0	7.3	Sense of Self	6.5	7.3	Project Scheduling
7.9	7.6	Realistic Personal Goal Setting	6.5	7.5	Sense of Timing
7.9	7.9	Correcting Others			
7.9	7.6	Long Range Planning			
7.9	7.7	Evaluating What is Said			
7.8	8.0	Attention to Detail			
7.8	7.2	Persistence			
7.8	8.0	Practical Thinking			
7.7	7.1	Personal Drive			
7.7	7.7	Evaluating Others			
7.7	7.4	Developing Others			
7.7	7.9	Leading Others			
7.7	7.5	Problem Solving			
7.6	7.8	Systems Judgment			
7.5	7.4	Project and Goal Focus			
7.5	7.5	Quality Orientation			
7.5	7.9	Proactive Thinking			
7.5	7.8	Monitoring Others			
7.5	7.6	Status and Recognition			
7.4	7.3	Surrendering Control			
7.4	8.0	Material Possessions			
7.4	7.4	Self Management			
7.3	7.2	Personal Accountability			



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
7.0	7.5	Accountability for Others	8.1	7.8	Relating to Others
7.8	8.0	Attention to Detail	8.1	8.0	Respect for Policies
8.2	7.9	Attitude Toward Others	8.4	8.2	Respect for Property
7.0	7.0	Balanced Decision Making	7.0	7.3	Results Orientation
6.7	7.3	Conceptual Thinking	7.2	7.1	Role Awareness
7.2	7.6	Concrete Organization	7.1	7.1	Role Confidence
6.7	7.3	Consistency and Reliability	7.3	6.7	Self Assessment
7.2	7.9	Conveying Role Value	7.0	7.4	Self Confidence
7.9	7.9	Correcting Others	7.2	6.9	Self Direction
7.7	7.4	Developing Others	9.0	8.1	Self Improvement
8.0	7.9	Emotional Control	7.4	7.4	Self Management
8.2	8.1	Empathetic Outlook	7.0	7.7	Sense of Belonging
6.7	7.4	Enjoyment of the Job	6.7	7.3	Sense of Mission
7.7	7.7	Evaluating Others	8.0	7.3	Sense of Self
7.9	7.7	Evaluating What is Said	6.5	7.5	Sense of Timing
8.1	8.0	Following Directions	8.2	7.9	Sensitivity to Others
8.2	7.8	Freedom from Prejudices	7.5	7.6	Status and Recognition
7.0	7.1	Gaining Commitment	7.4	7.3	Surrendering Control
8.1	7.4	Handling Rejection	7.6	7.8	Systems Judgment
8.5	7.0	Handling Stress	7.3	7.2	Taking Responsibility
6.7	6.9	Initiative	8.7	8.3	Theoretical Problem Solving
8.4	7.6	Integrative Ability	8.0	8.1	Understanding Motivational Needs
7.0	7.1	Internal Self Control	8.5	7.6	Using Common Sense
8.0	7.0	Intuitive Decision Making			
6.7	7.3	Job Ethic			
7.7	7.9	Leading Others			
7.9	7.6	Long Range Planning			
7.4	8.0	Material Possessions			
6.8	6.9	Meeting Standards			
7.5	7.8	Monitoring Others			
7.8	7.2	Persistence			
7.3	7.2	Personal Accountability			
7.7	7.1	Personal Drive			
8.7	8.1	Personal Relationships			
8.0	7.8	Persuading Others			
7.8	8.0	Practical Thinking			
7.5	7.9	Proactive Thinking			
7.7	7.5	Problem Solving			
7.5	7.4	Project and Goal Focus			
6.5	7.3	Project Scheduling			
7.5	7.5	Quality Orientation			
8.2	7.7	Realistic Expectations			
8.2	8.2	Realistic Goal Setting for Others			
7.9	7.6	Realistic Personal Goal Setting			