



TTI Insights™ Talent

QUESTIONNAIRE

TTI Insights™ Talent

Response Instructions

Every individual has a unique set of talents. When an individual's natural talents are matched to a job's required talents, success and personal satisfaction are the results. This is the goal of the Talent Insights® Report.

The Talent Insights® Report is designed to identify the talents you naturally bring to a job. You will be asked to record your responses in two sections:

Section 1: Style Insights® (10 minutes to complete)

Section 2: Motivation Insights® (10 minutes to complete)

Please follow the instructions contained in each section. Your responses will produce a comprehensive report that will reveal your unique set of talents.

Style Insights®

Response Instructions

In the following pages, you will see 24 groups. Each group contains 4 lines of words. For each group, select one line of words that describes you MOST. From the remaining three lines, select one line of words that describes you LEAST. Repeat the process until complete. While responding, keep your focus on the descriptions that apply to your behavior. Be ruthlessly honest with yourself! Go with your “gut” instinct—do not over-analyze! You should take no more than 10 minutes to respond to the assessment and it must be completed in one uninterrupted sitting.

For each group that follows, select one line of words that describes you **MOST**. From the remaining three lines, select one line of words that describes you **LEAST**. Repeat the process until complete.

1.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Spontaneous |
| <input type="checkbox"/> | <input type="checkbox"/> Contented, satisfied |
| <input type="checkbox"/> | <input type="checkbox"/> Positive, admitting no doubt |
| <input type="checkbox"/> | <input type="checkbox"/> Peaceful, tranquil |

2.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Easily led, follower |
| <input type="checkbox"/> | <input type="checkbox"/> Bold, daring |
| <input type="checkbox"/> | <input type="checkbox"/> Loyal, faithful, devoted |
| <input type="checkbox"/> | <input type="checkbox"/> Charming, delightful |

3.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Expressive |
| <input type="checkbox"/> | <input type="checkbox"/> Daring, risk-taker |
| <input type="checkbox"/> | <input type="checkbox"/> Diplomatic, tactful |
| <input type="checkbox"/> | <input type="checkbox"/> Satisfied, content |

4.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Respectful, shows respect |
| <input type="checkbox"/> | <input type="checkbox"/> Pioneering, exploring, enterprising |
| <input type="checkbox"/> | <input type="checkbox"/> Optimistic |
| <input type="checkbox"/> | <input type="checkbox"/> Accommodating, willing to please, ready to help |

5.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Willing, agreeable |
| <input type="checkbox"/> | <input type="checkbox"/> Eager, impatient |
| <input type="checkbox"/> | <input type="checkbox"/> Methodical |
| <input type="checkbox"/> | <input type="checkbox"/> High-spirited, lively, enthusiastic |

6.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Logical |
| <input type="checkbox"/> | <input type="checkbox"/> Obedient, will do as told, dutiful |
| <input type="checkbox"/> | <input type="checkbox"/> Unconquerable, determined |
| <input type="checkbox"/> | <input type="checkbox"/> Playful, frisky, full of fun |

7.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Adventurous, willing to take chances |
| <input type="checkbox"/> | <input type="checkbox"/> Analytical |
| <input type="checkbox"/> | <input type="checkbox"/> Cordial, warm, friendly |
| <input type="checkbox"/> | <input type="checkbox"/> Moderate, avoids extremes |

8.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Good mixer, likes being with others |
| <input type="checkbox"/> | <input type="checkbox"/> Structured |
| <input type="checkbox"/> | <input type="checkbox"/> Vigorous, energetic |
| <input type="checkbox"/> | <input type="checkbox"/> Lenient, tolerant of others' actions |

9.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Competitive, seeking to win |
| <input type="checkbox"/> | <input type="checkbox"/> Considerate, caring, thoughtful |
| <input type="checkbox"/> | <input type="checkbox"/> Outgoing, fun-loving, socially striving |
| <input type="checkbox"/> | <input type="checkbox"/> Harmonious, agreeable |

10.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Aggressive, challenger, takes action |
| <input type="checkbox"/> | <input type="checkbox"/> Life of the party, outgoing, entertaining |
| <input type="checkbox"/> | <input type="checkbox"/> Easy mark, easily taken advantage of |
| <input type="checkbox"/> | <input type="checkbox"/> Fearful, afraid |

For each group that follows, select one line of words that describes you **MOST**. From the remaining three lines, select one line of words that describes you **LEAST**. Repeat the process until complete.

11.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Stimulating |
| <input type="checkbox"/> | <input type="checkbox"/> Sympathetic, compassionate, understanding |
| <input type="checkbox"/> | <input type="checkbox"/> Tolerant |
| <input type="checkbox"/> | <input type="checkbox"/> Aggressive |

12.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Talkative, chatty |
| <input type="checkbox"/> | <input type="checkbox"/> Controlled, restrained |
| <input type="checkbox"/> | <input type="checkbox"/> Conventional, doing it the usual way, customary |
| <input type="checkbox"/> | <input type="checkbox"/> Decisive, certain, firm in making a decision |

13.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Well-disciplined, self-controlled |
| <input type="checkbox"/> | <input type="checkbox"/> Generous, willing to share |
| <input type="checkbox"/> | <input type="checkbox"/> Animated, uses gestures for expression |
| <input type="checkbox"/> | <input type="checkbox"/> Persistent, unrelenting, refuses to quit |

14.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Sociable, enjoys the company of others |
| <input type="checkbox"/> | <input type="checkbox"/> Patient, steady, deliberate |
| <input type="checkbox"/> | <input type="checkbox"/> Self-reliant, independent |
| <input type="checkbox"/> | <input type="checkbox"/> Soft-spoken, mild, reserved |

15.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Gentle, kindly |
| <input type="checkbox"/> | <input type="checkbox"/> Persuasive, convincing |
| <input type="checkbox"/> | <input type="checkbox"/> Humble, reserved, modest |
| <input type="checkbox"/> | <input type="checkbox"/> Magnetic, attracts others |

16.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Captivating |
| <input type="checkbox"/> | <input type="checkbox"/> Kind, willing to give or help |
| <input type="checkbox"/> | <input type="checkbox"/> Resigned, gives in |
| <input type="checkbox"/> | <input type="checkbox"/> Force of character, powerful |

17.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Companionable, easy to be with |
| <input type="checkbox"/> | <input type="checkbox"/> Easygoing |
| <input type="checkbox"/> | <input type="checkbox"/> Outspoken, speaks freely and boldly |
| <input type="checkbox"/> | <input type="checkbox"/> Restrained, reserved, controlled |

18.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Factual |
| <input type="checkbox"/> | <input type="checkbox"/> Obliging, helpful |
| <input type="checkbox"/> | <input type="checkbox"/> Willpower, strong-willed |
| <input type="checkbox"/> | <input type="checkbox"/> Cheerful, joyful |

19.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Attractive, charming, attracts others |
| <input type="checkbox"/> | <input type="checkbox"/> Systematic |
| <input type="checkbox"/> | <input type="checkbox"/> Stubborn, unyielding |
| <input type="checkbox"/> | <input type="checkbox"/> Pleasing |

20.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Restless, unable to rest or relax |
| <input type="checkbox"/> | <input type="checkbox"/> Neighborly, friendly |
| <input type="checkbox"/> | <input type="checkbox"/> Popular, liked by many or most people |
| <input type="checkbox"/> | <input type="checkbox"/> Orderly, neat |

For each group that follows, select one line of words that describes you **MOST**. From the remaining three lines, select one line of words that describes you **LEAST**. Repeat the process until complete.

21.

- | Most | Least |
|--------------------------|---|
| <input type="checkbox"/> | <input type="checkbox"/> Argumentative, confronting |
| <input type="checkbox"/> | <input type="checkbox"/> Adaptable, flexible |
| <input type="checkbox"/> | <input type="checkbox"/> Nonchalant, casually indifferent |
| <input type="checkbox"/> | <input type="checkbox"/> Light-hearted, carefree |

22.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Brave, unafraid, courageous |
| <input type="checkbox"/> | <input type="checkbox"/> Inspiring, motivating |
| <input type="checkbox"/> | <input type="checkbox"/> Avoid confrontation |
| <input type="checkbox"/> | <input type="checkbox"/> Quiet, composed |

23.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Cautious, wary, careful |
| <input type="checkbox"/> | <input type="checkbox"/> Determined, decided, unwavering, stand firm |
| <input type="checkbox"/> | <input type="checkbox"/> Convincing, assuring |
| <input type="checkbox"/> | <input type="checkbox"/> Good-natured, pleasant |

24.

- | Most | Least |
|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> Jovial, joking |
| <input type="checkbox"/> | <input type="checkbox"/> Organized |
| <input type="checkbox"/> | <input type="checkbox"/> Nervy, gutsy, brazen |
| <input type="checkbox"/> | <input type="checkbox"/> Even-tempered, calm, not easily excited |

Motivation Insights®

Response Instructions

In the following pages you will see 12 categories, each with 6 items for you to consider. For each category, rank the 6 items by indicating your choices as follows: your first choice is 1, your second choice is 2, etc. Each number (1-6) must be used only once and every box must have a number in it. While responding, keep your focus on those interests, attitudes and values which are important to you and help guide your life. Your response must be completed in one uninterrupted sitting.

For each category, rank the 6 items by indicating your choices as follows: your first choice is 1, your second choice is 2, etc. Each number (1-6) must be used only once and every box must have a number in it.

1. My favorite subjects to study:

- Math/Science
- Political Science
- Theology
- Fine Arts
- Financial Planning
- Sociology

2. My personal interests are:

- Self-reliance
- Sharing my philosophy
- Appreciation of the beauty of nature
- Financial security
- Service to others
- Knowledge

3. Leisure activities that I enjoy:

- Volunteer work
- Studying new things
- Mentoring and organizing others
- Investing/Spending money
- Going to museums
- Spiritual activities

4. Personal motivators for me are:

- Being a leader
- Continuing education
- Traditional values
- Helping others
- Increasing my net worth
- Arts/Crafts

For each category, rank the 6 items by indicating your choices as follows: your first choice is 1, your second choice is 2, etc. Each number (1-6) must be used only once and every box must have a number in it.

5. My career goals:

- Artist
- Researcher
- Business owner
- Lead others
- Spiritual leader
- Social reformer

6. My desire for improvement may include:

- Spiritual growth
- Helping others
- Leadership roles
- Security for retirement
- Additional education
- Beautification of personal surroundings

7. If I were given \$500,000 I would:

- Purchase an art collection
- Take on new challenges
- Give some to charity
- Save some/Invest some
- Take courses to gain knowledge
- Give to a group that supports my beliefs

8. I think our tax money should be spent on:

- Help for the homeless
- Military/Defense
- New technology
- Funding of the Arts
- Improving productivity
- Justice

For each category, rank the 6 items by indicating your choices as follows: your first choice is 1, your second choice is 2, etc. Each number (1-6) must be used only once and every box must have a number in it.

9. People I admire as role models:

- Humanitarians
- Military leaders
- Entrepreneurs
- Artists
- Scientists
- Ethical leaders

10. The way I would like to contribute to society:

- Helping the sick and disadvantaged
- Being a business person
- Doing what is expected
- Protecting natural resources
- Being an inventor
- Being a community leader

11. My personal goals:

- Helping others
- Elected official
- Economic freedom
- Discovering new technology
- Artistic expression
- Sharing my faith

12. My outside interests:

- Research and testing new ideas
- Protecting the environment
- Community projects
- Part-time business
- Politics
- Spiritual activities