



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

Healthcare Version

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

**Reyna Laroquette**

President

7-31-2008

**InnerActive**  
**ASSESSMENTS**

Getting You to the Next Level

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## 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 Reyna 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.

- Reyna tends to deal hands-on with things and processes.
- She has the capacity to focus her attention on the activity or task at hand.
- She tends to look at people and systems in the practical sense, judging whether people are performing their roles or functions.
- She performs best in an atmosphere that is practical, with the end-point of each project or task clearly defined.
- Reyna focuses on the task at hand, and pays attention to details, which helps to avoid mistakes.
- She makes comparisons and judgments to what is best in the practical sense.
- She prefers to focus on carrying out her own specific responsibilities.
- She is conscious of the resources it will take to do something.
- Reyna is good at comparing and choosing options to achieve the best outcome in a practical sense.



## SELF VIEW

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This is how Reyna 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.

- Reyna has the capacity to judge herself evenly in terms of sense of self, role awareness, and self direction.
- She may call upon her inner strength when needed to get through a situation.
- She has the ability to see what perspective she needs to focus on, depending on the current situation.
- She could get into a comfort zone which could restrict her from developing or applying more of her potential.
- Reyna has achieved a moderate level of self-understanding.
- She believes that her own worth is based equally on her sense of self, her life roles, and growing as a person.
- She should continuously challenge herself in order to continue to grow.
- She has a grasp of her actual and potential accomplishments, life roles and activities.
- Reyna tends to use her internal awareness to achieve the desired outcome during the process of a role change.



# CRITICAL SKILLS

**BALANCED DECISION MAKING:** The ability to make consistently sound and timely decisions in one's personal and professional life.

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



7.0 \*  
6.6

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

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



8.1 \*  
7.6

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

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



7.8 \*  
7.1

**MEETING STANDARDS:** The ability to perform work according to precise specifications.

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



6.9 \*  
6.6

**RESPECT FOR POLICIES:** The ability to understand, appreciate and have high regard for the rules, policies and procedures of the company.

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



8.0 \*  
8.1

**SENSE OF MISSION:** A measure of a person's sense of purpose in his or her life.

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



7.3 \*  
6.4

Rev: 0.89-0.76

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



# THE HEALTHCARE 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.*

## EMOTIONAL CONFLICT AND DISTURBANCES

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



7.3

## HEALTHCARE TEAM ORIENTATION

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



7.1

## INDEPENDENT WORK ETHIC

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



6.9

## MEETING STANDARDS

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



6.8

## PATIENT CARE ORIENTATION

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



7.7

## PATIENT RELATIONS

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



7.3



# EMOTIONAL CONFLICT AND DISTURBANCES

This category reveals how Reyna is likely to respond to conflicts and problems that arise from emotional situations.

**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



**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



**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



**SENSE OF SELF:** A measure of a person's awareness of "who" they are—the ability to discern one's own self-worth.

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



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

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



**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



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



# HEALTHCARE TEAM ORIENTATION

A team atmosphere is critical in a healthcare setting. This is a measure of Reyna's ability to engage in such an environment in order to deliver excellent care.

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

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



7.9 \*  
7.1

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

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



7.8 \*  
7.1

**PERSONAL RELATIONSHIPS:** The importance of having and maintaining personal relationships and not just being seen as part of the team.

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



8.1 \*  
7.1

**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 \*  
6.5

**SENSE OF BELONGING:** A measure of how a person feels he or she fits into the surrounding world.

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



7.7 \*  
7.4

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

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



7.5 \*  
7.4

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



# HEALTHCARE TEAM ORIENTATION

**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 \*

7.2

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



# INDEPENDENT WORK ETHIC

*In order to be successful, Reyna must manage herself. This area reveals Reyna's capacities as they relate to her ability to supervise herself, even when supervisors are not present.*

**BALANCED DECISION MAKING:** The ability to make consistently sound and timely decisions in one's personal and professional life.

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



7.0 \*  
6.6

**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 \*  
7.3

**ROLE AWARENESS:** The degree of a person's identity and awareness regarding his or her professional, social and personal roles.

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



7.1 \*  
7.0

**SELF DIRECTION:** Having a clear vision of one's future objectives and the self discipline and organization necessary to achieve them.

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



6.9 \*  
6.8

**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 \*  
7.3

**SENSE OF SELF:** A measure of a person's awareness of "who" they are—the ability to discern one's own self-worth.

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



7.3 \*  
6.6

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



# MEETING STANDARDS

When it comes to healthcare, certain agreed-upon standards must be met or exceeded. This is a measure of Reyna's drive to follow or surpass those standards, no matter who sets them.

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

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



7.3 \*  
6.4

**JOB ETHIC:** The capacity to fulfill the professional responsibilities with a strong sense of moral duty and obligation they have been given.

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



7.3 \*  
6.4

**MEETING STANDARDS:** The ability to perform work according to precise specifications.

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



6.9 \*  
6.6

**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 \*  
7.1

**RESPECT FOR POLICIES:** The ability to understand, appreciate and have high regard for the rules, policies and procedures of the company.

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



8.0 \*  
8.1

**SENSE OF MISSION:** A measure of a person's sense of purpose in his or her life.

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



7.3 \*  
6.4

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



# PATIENT CARE ORIENTATION

This measures Reyna's general abilities as they relate to overall, effective patient care.

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

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



8.0 \*  
8.0

**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



7.9 \*  
7.7

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

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



7.4 \*  
7.7

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

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



7.5 \*  
7.8

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

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



7.3 \*  
7.7

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



# PATIENT RELATIONS

Clear and effective communication skills involve both listening and speaking. These scores reflect Reyna's ability to objectively understand patients and to subsequently deliver her message to them.

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

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



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

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



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

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



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

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



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# DIMENSIONAL BALANCE

For consulting and coaching

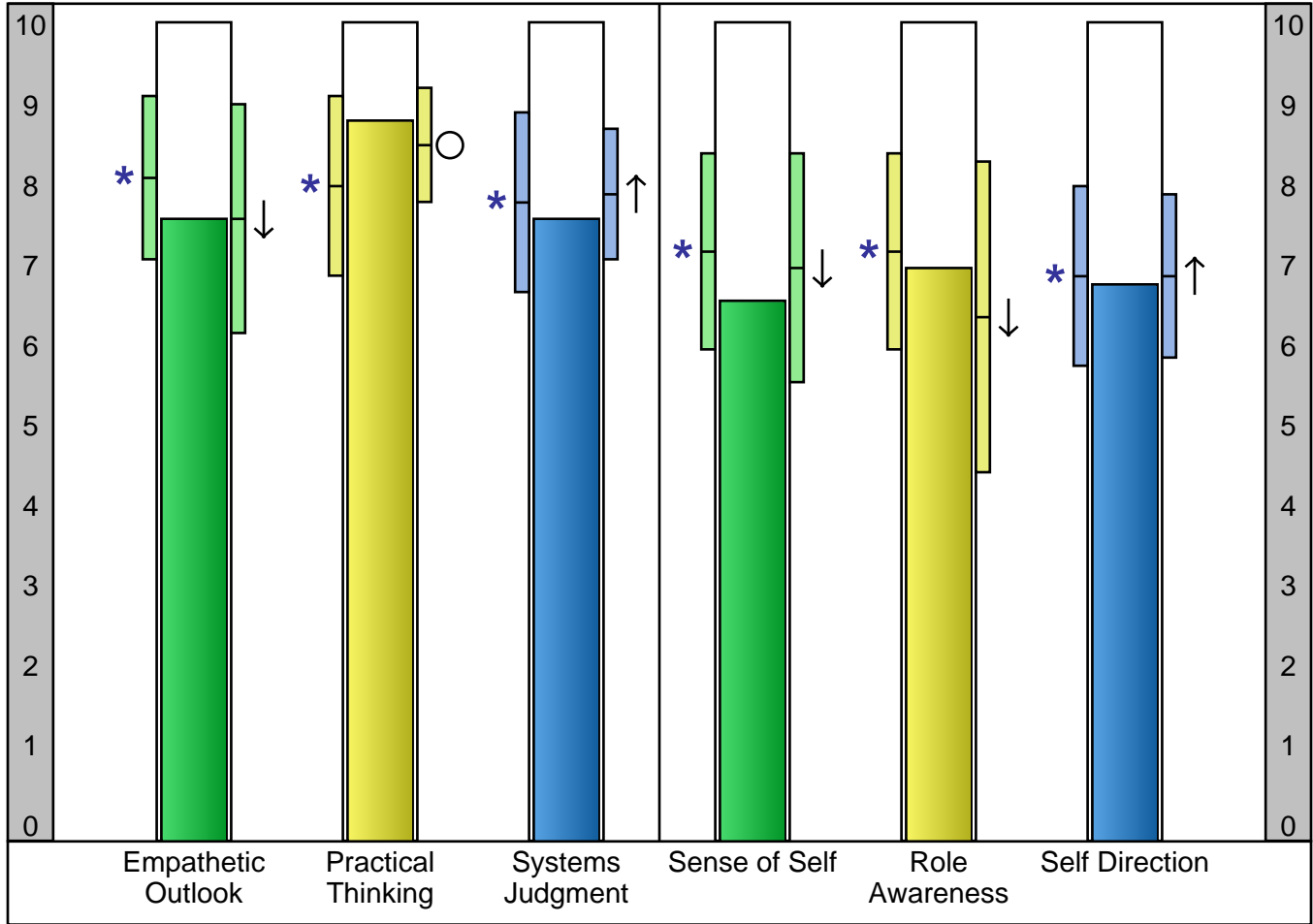
Reyna Laroquette

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

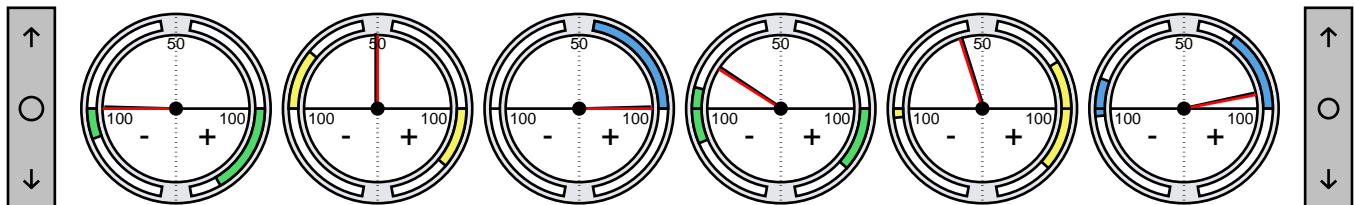
## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score 7.6      8.8      7.6      6.6      7.0      6.8

Bias ↓      ○      ↑      ↓      ↓      ↑





# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
8.8	8.2	Respect for Property	7.1	7.9	Sensitivity to Others
8.8	8.0	Practical Thinking	7.1	7.7	Evaluating What is Said
8.7	8.3	Theoretical Problem Solving	7.1	8.1	Personal Relationships
8.4	8.2	Realistic Goal Setting for Others	7.1	7.2	Taking Responsibility
8.2	7.6	Concrete Organization	7.0	7.1	Role Awareness
8.2	7.6	Using Common Sense	6.9	7.0	Handling Stress
8.2	7.8	Monitoring Others	6.9	6.9	Initiative
8.1	8.0	Following Directions	6.8	7.4	Developing Others
8.1	8.1	Understanding Motivational Needs	6.8	6.9	Self Direction
8.1	8.0	Respect for Policies	6.7	7.2	Persistence
8.1	7.8	Persuading Others	6.6	7.0	Balanced Decision Making
8.0	8.0	Attention to Detail	6.6	6.9	Meeting Standards
8.0	7.6	Realistic Personal Goal Setting	6.6	7.3	Sense of Self
8.0	7.6	Long Range Planning	6.5	7.1	Internal Self Control
8.0	7.6	Integrative Ability	6.5	7.4	Enjoyment of the Job
7.9	7.7	Evaluating Others	6.4	7.0	Intuitive Decision Making
7.9	7.6	Status and Recognition	6.4	7.3	Consistency and Reliability
7.8	7.5	Quality Orientation	6.4	7.3	Job Ethic
7.8	7.1	Role Confidence	6.4	7.3	Sense of Mission
7.8	8.0	Material Possessions	6.3	7.4	Self Confidence
7.7	7.4	Project and Goal Focus	6.1	7.5	Accountability for Others
7.7	7.3	Results Orientation	6.1	7.1	Gaining Commitment
7.7	7.7	Realistic Expectations	5.9	6.7	Self Assessment
7.7	7.9	Proactive Thinking			
7.7	7.4	Handling Rejection			
7.6	7.9	Correcting Others			
7.6	8.1	Empathetic Outlook			
7.6	7.8	Systems Judgment			
7.6	8.1	Self Improvement			
7.5	7.3	Conceptual Thinking			
7.5	7.9	Emotional Control			
7.5	7.4	Self Management			
7.4	7.9	Leading Others			
7.4	7.5	Sense of Timing			
7.4	7.7	Sense of Belonging			
7.3	7.1	Personal Drive			
7.3	7.3	Project Scheduling			
7.3	7.5	Problem Solving			
7.3	7.9	Conveying Role Value			
7.2	7.3	Surrendering Control			
7.1	7.2	Personal Accountability			
7.1	7.9	Attitude Toward Others			
7.1	7.8	Freedom from Prejudices			
7.1	7.8	Relating to Others			



# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
6.1	7.5	Accountability for Others	7.1	7.8	Relating to Others
8.0	8.0	Attention to Detail	8.1	8.0	Respect for Policies
7.1	7.9	Attitude Toward Others	8.8	8.2	Respect for Property
6.6	7.0	Balanced Decision Making	7.7	7.3	Results Orientation
7.5	7.3	Conceptual Thinking	7.0	7.1	Role Awareness
8.2	7.6	Concrete Organization	7.8	7.1	Role Confidence
6.4	7.3	Consistency and Reliability	5.9	6.7	Self Assessment
7.3	7.9	Conveying Role Value	6.3	7.4	Self Confidence
7.6	7.9	Correcting Others	6.8	6.9	Self Direction
6.8	7.4	Developing Others	7.6	8.1	Self Improvement
7.5	7.9	Emotional Control	7.5	7.4	Self Management
7.6	8.1	Empathetic Outlook	7.4	7.7	Sense of Belonging
6.5	7.4	Enjoyment of the Job	6.4	7.3	Sense of Mission
7.9	7.7	Evaluating Others	6.6	7.3	Sense of Self
7.1	7.7	Evaluating What is Said	7.4	7.5	Sense of Timing
8.1	8.0	Following Directions	7.1	7.9	Sensitivity to Others
7.1	7.8	Freedom from Prejudices	7.9	7.6	Status and Recognition
6.1	7.1	Gaining Commitment	7.2	7.3	Surrendering Control
7.7	7.4	Handling Rejection	7.6	7.8	Systems Judgment
6.9	7.0	Handling Stress	7.1	7.2	Taking Responsibility
6.9	6.9	Initiative	8.7	8.3	Theoretical Problem Solving
8.0	7.6	Integrative Ability	8.1	8.1	Understanding Motivational Needs
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6.4	7.0	Intuitive Decision Making			
6.4	7.3	Job Ethic			
7.4	7.9	Leading Others			
8.0	7.6	Long Range Planning			
7.8	8.0	Material Possessions			
6.6	6.9	Meeting Standards			
8.2	7.8	Monitoring Others			
6.7	7.2	Persistence			
7.1	7.2	Personal Accountability			
7.3	7.1	Personal Drive			
7.1	8.1	Personal Relationships			
8.1	7.8	Persuading Others			
8.8	8.0	Practical Thinking			
7.7	7.9	Proactive Thinking			
7.3	7.5	Problem Solving			
7.7	7.4	Project and Goal Focus			
7.3	7.3	Project Scheduling			
7.8	7.5	Quality Orientation			
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