



**TTI DNA™**  
Gap Report

---

**Jennifer Wallace**

Trainer  
XYZ Company  
7-7-2008



## INTRODUCTION

---

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.



# JOB COMPETENCIES HIERARCHY

All human jobs require certain competencies. This section of the report identifies those competencies that lead to superior performance in most jobs. The graphs below are in descending order from the highest rated competency required by the job to the lowest.

1. ANALYTICAL PROBLEM SOLVING: Anticipating, analyzing, diagnosing, and resolving problems.

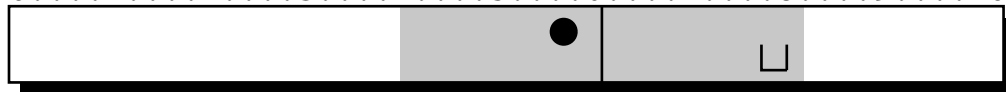
0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



3.3 - Person  
8.1 - Job

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

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



5.7 - Person  
7.9 - Job

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

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



9.3 - Person  
7.8 - Job

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

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



5.0 - Person  
7.6 - Job

5. CREATIVITY/INNOVATION: Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.

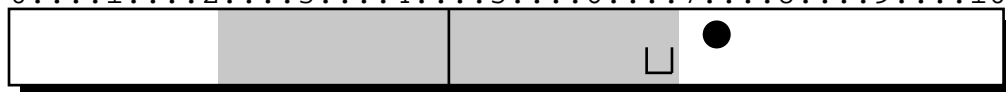
0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



6.7 - Person  
7.5 - Job

6. FLEXIBILITY: Agility in adapting to change.

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



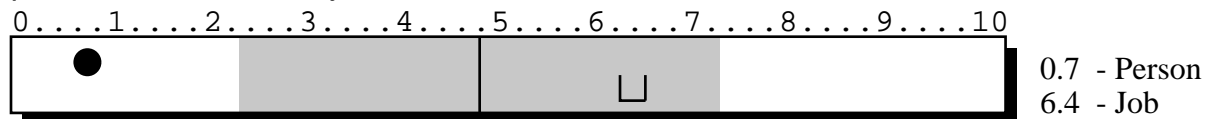
7.3 - Person  
6.7 - Job

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

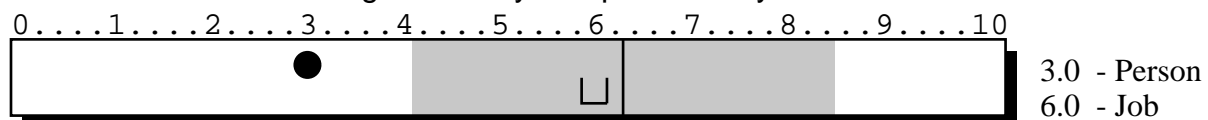


## JOB COMPETENCIES HIERARCHY

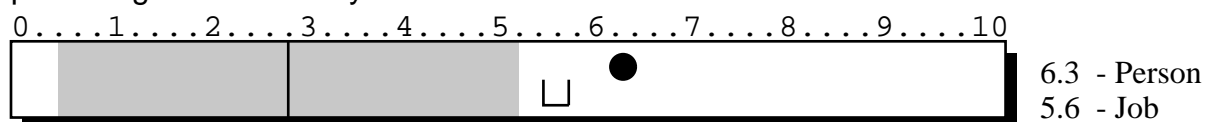
7. **PLANNING/ORGANIZING:** Utilizing logical, systematic and orderly procedures to meet objectives.



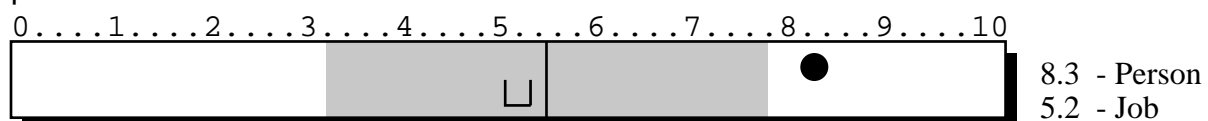
8. **TEAMWORK:** Working effectively and productively with others.



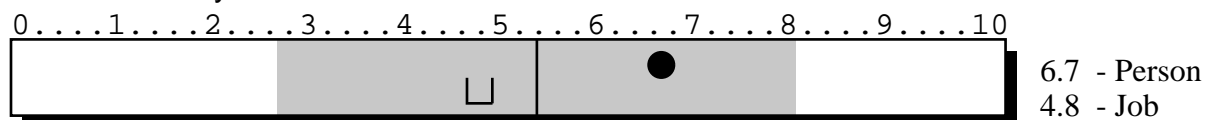
9. **FUTURISTIC THINKING:** Imagining, envisioning, projecting and/or predicting what has not yet been realized.



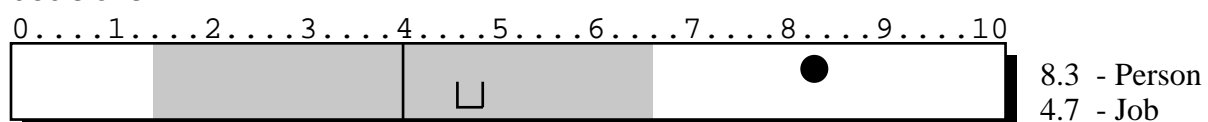
10. **PERSONAL EFFECTIVENESS:** Demonstrating initiative, self-confidence, resiliency and a willingness to take responsibility for personal actions.



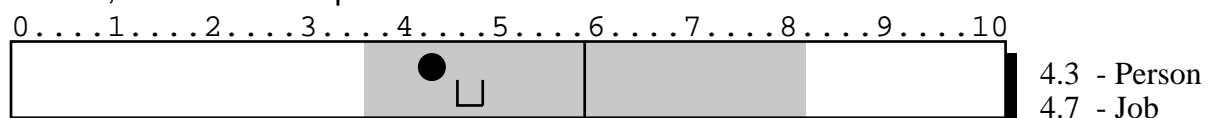
11. **WRITTEN COMMUNICATION:** Writing clearly, succinctly and understandably.



12. **DECISION MAKING:** Utilizing effective processes to make decisions.



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

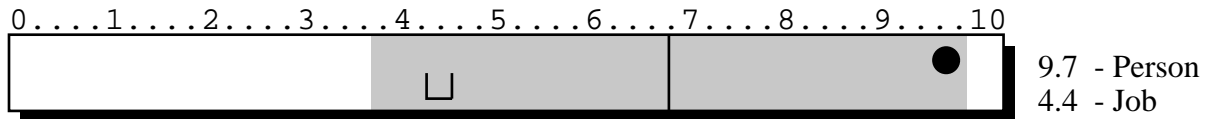


\* 68% of the population falls within the shaded area.

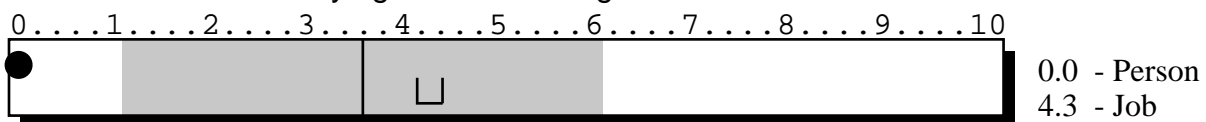


# JOB COMPETENCIES HIERARCHY

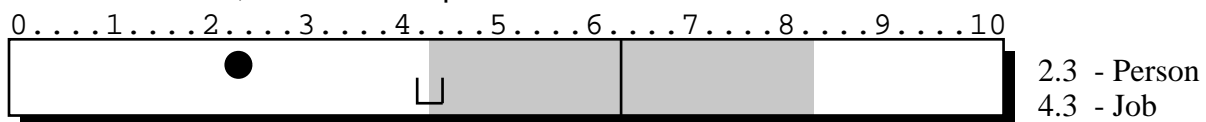
14. INTERPERSONAL SKILLS: Effectively communicating, building rapport and relating well to all kinds of people.



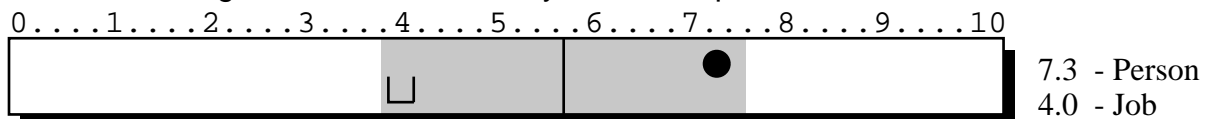
15. EMPATHY: Identifying with and caring about others.



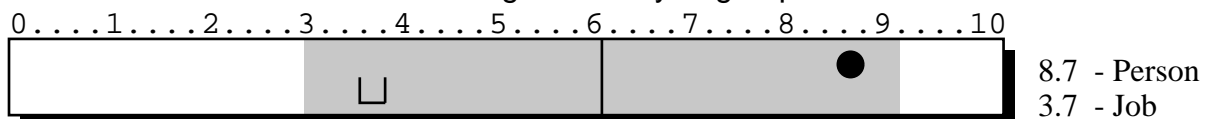
16. CUSTOMER SERVICE: Anticipating, meeting and/or exceeding customer needs, wants and expectations.



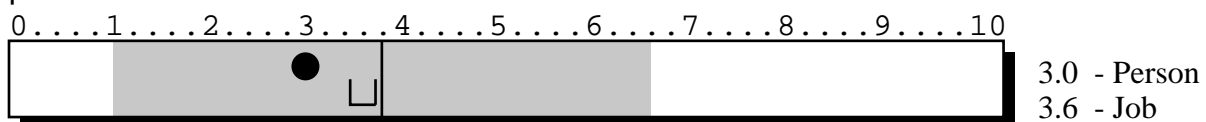
17. MANAGEMENT: Achieving extraordinary results through effective management of resources, systems and processes.



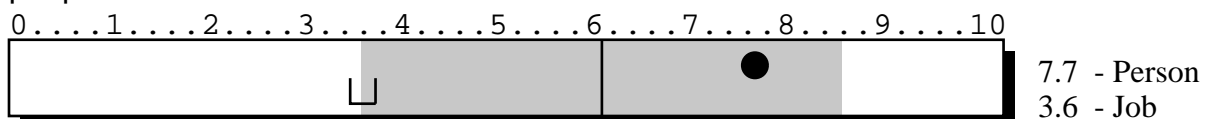
18. PRESENTING: Communicating effectively to groups.



19. NEGOTIATION: Facilitating agreements between two or more parties.



20. LEADERSHIP: Achieving extraordinary business results through people.

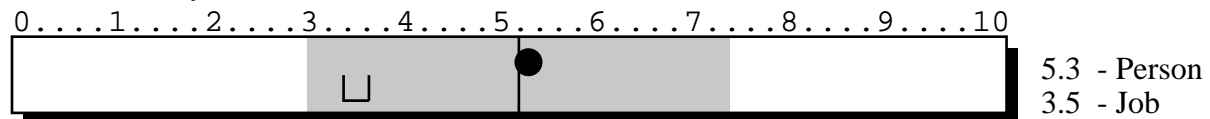


\* 68% of the population falls within the shaded area.

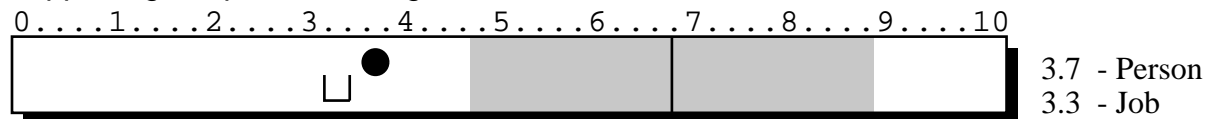


## JOB COMPETENCIES HIERARCHY

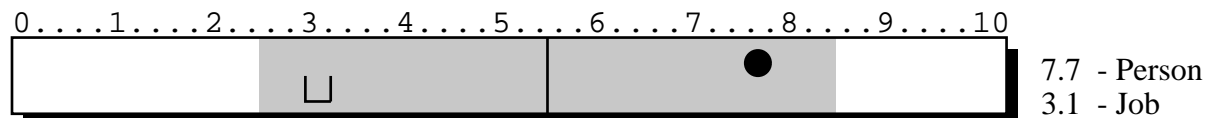
21. CONFLICT MANAGEMENT: Addressing and resolving conflict constructively.



22. EMPLOYEE DEVELOPMENT/COACHING: Facilitating and supporting the professional growth of others.



23. PERSUASION: Convincing others to change the way they think, believe or behave.










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



# COMPARISON ANALYSIS

*For consulting and coaching*

Job Competencies Hierarchy	Zone Range	Person
1. ANALYTICAL PROBLEM SOLVING	6.7 — 10.0	3.3 
2. CONTINUOUS LEARNING	6.2 — 8.2	5.7 
3. GOAL ORIENTATION	6.9 — 8.8	9.3 
4. SELF-MANAGEMENT (TIME AND PRIORITIES)	7.3 — 10.0	5.0 
5. CREATIVITY/INNOVATION	4.9 — 7.6	6.7 
6. FLEXIBILITY	4.6 — 6.9	7.3 
7. PLANNING/ORGANIZING	4.9 — 7.3	0.7 



Exact match



Fair compatibility



Good compatibility



Poor compatibility



Over-focused