



TTI
SUCCESS
INSIGHTS®

DNA® 25
Talent

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8-15-2018

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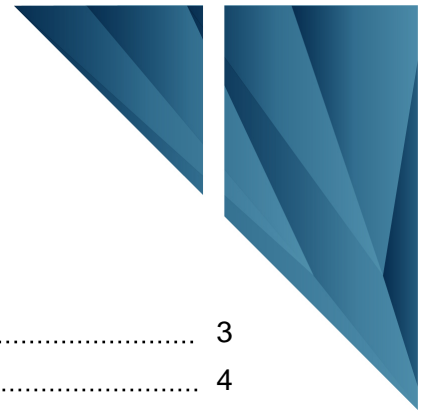


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Introduction

Your success in any job depends on the value of your contribution to the organization. Managers, mentors and professional coaches can encourage, advise and guide you as you grow professionally. However, the ultimate responsibility for your career development is yours and yours alone.

This report is designed to assist you in managing and developing your career. For many jobs, personal skills are as important as technical skills in producing superior performance. Personal skills are often transferable to different jobs, whereas technical skills are usually more specific.

Based on your responses to the DNA 25 questionnaire, this report indicates your development of 25 personal skills. These 25 personal skills contribute to superior performance in many jobs. Your development of these personal skills are categorized into four levels:

- 1) Well Developed
- 2) Developed
- 3) Moderately Developed
- 4) Needs Development

While personal skills are certainly important for career development, it is not necessary to fully develop every one. In fact, development of a personal skill may not benefit your career if it isn't required in your current job. In order to optimize your career potential, it is best to focus your development efforts on the personal skills that are required in your current job, or the job you want.

Be sure to read the entire report with an open mind. Everyone has areas where they can improve. Before deciding to work on developing personal skills you have not yet fully developed, you may want to discuss the report with a trusted peer, mentor or professional coach. You may even wish to share the report with your manager. In most cases, management takes a very positive view of individuals who wish to develop their skills.



Development Indicator

Based on Scores

This section of your report shows your development level of 25 personal skills based on your responses to the questionnaire.

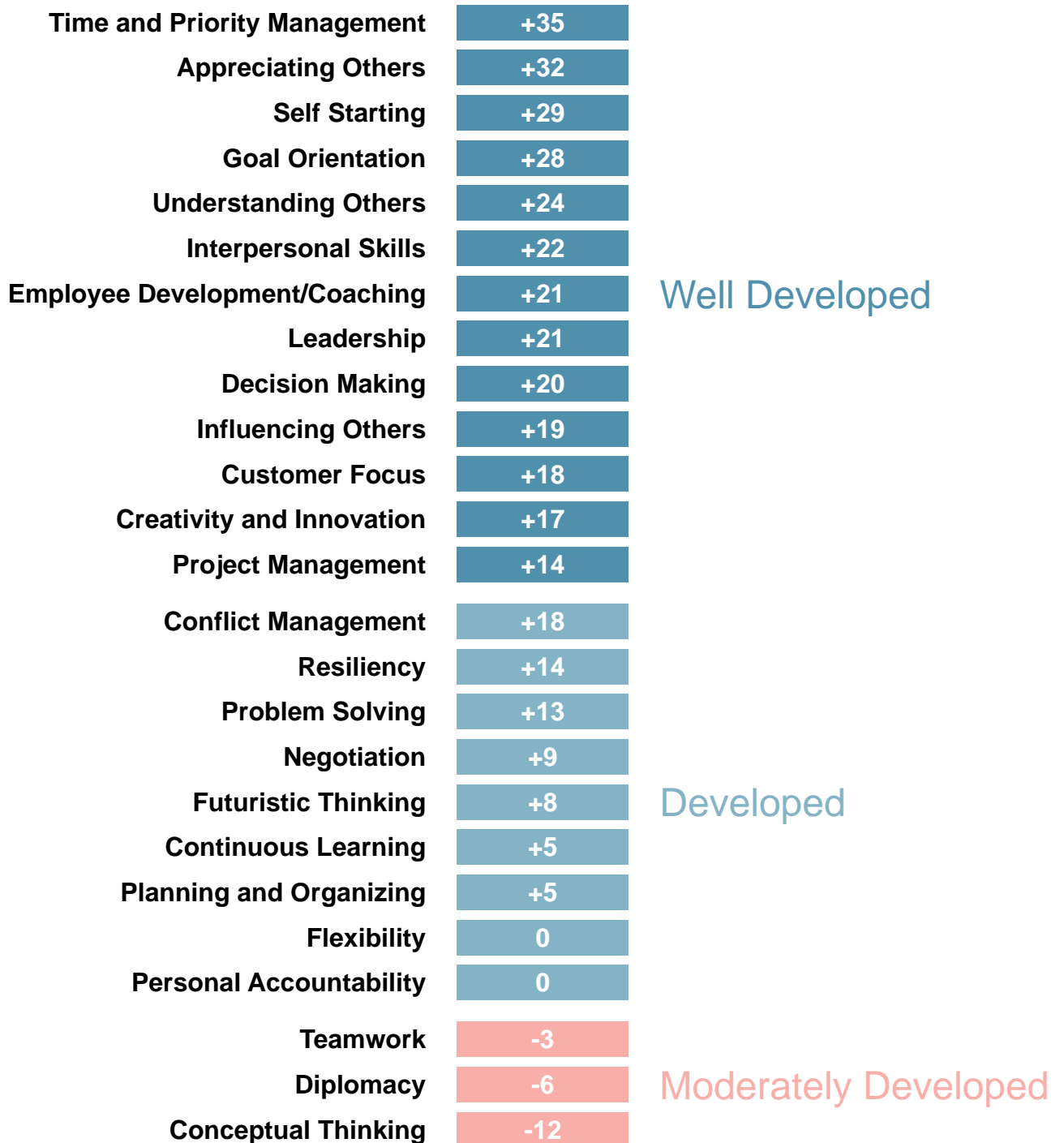




Development Indicator

Based on Means

This section of your report shows your development level of 25 personal skills based on your responses to the questionnaire. The 25 personal skills have been categorized into four levels; based on means and standard deviations.

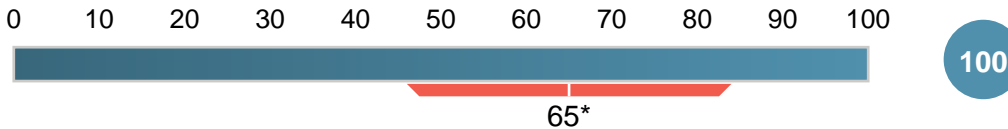




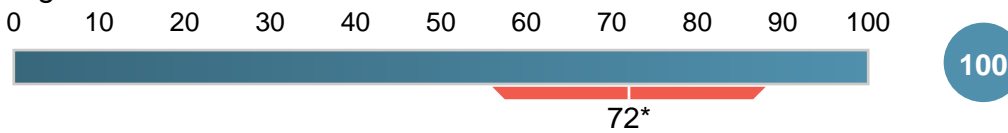
Competencies Hierarchy

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.

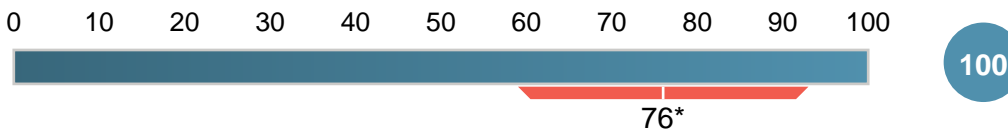
1. Time and Priority Management - Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.



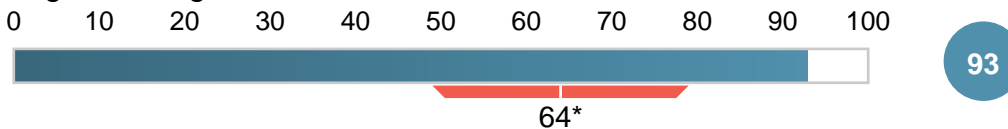
2. Goal Orientation - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.



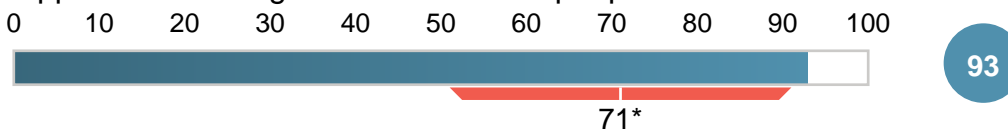
3. Understanding Others - Understanding the uniqueness and contributions of others.



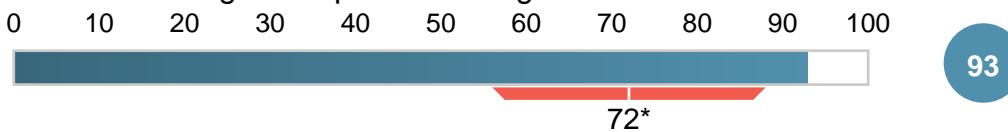
4. Self Starting - Demonstrating initiative and willingness to begin working.



5. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



6. Employee Development/Coaching - Facilitating, supporting and contributing to the professional growth of others.

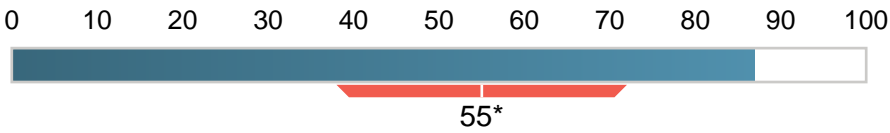


* 68% of the population falls within the shaded area.

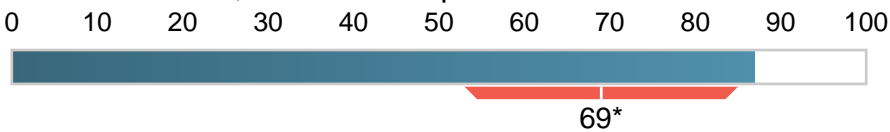


Competencies Hierarchy

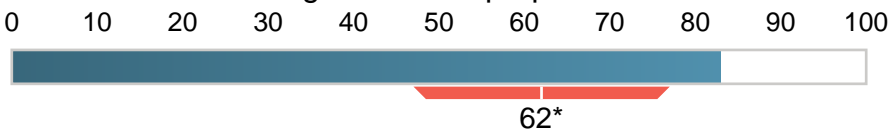
7. Appreciating Others - Identifying with and caring about others.



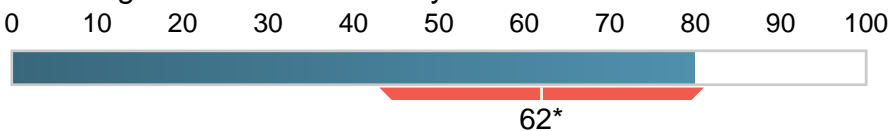
8. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



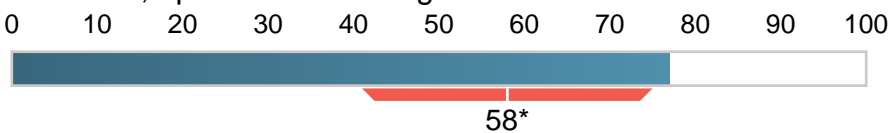
9. Leadership - Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.



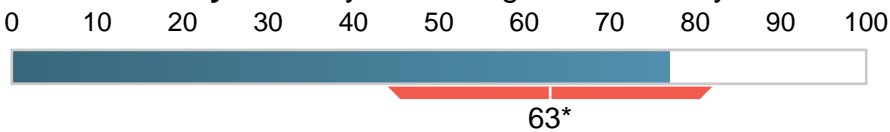
10. Conflict Management - Understanding, addressing and resolving conflict constructively.



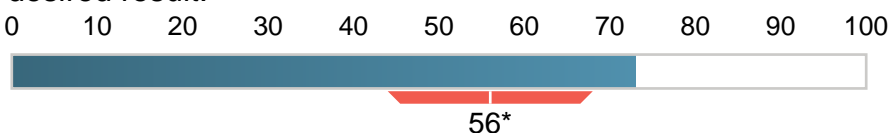
11. Influencing Others - Personally affecting others actions, decisions, opinions or thinking.



12. Resiliency - Quickly recovering from adversity.



13. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.

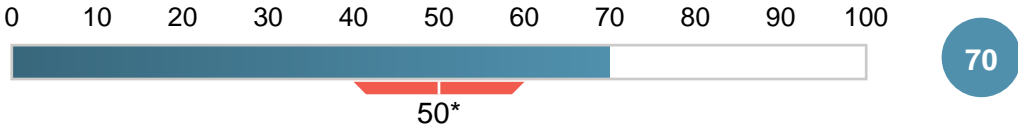


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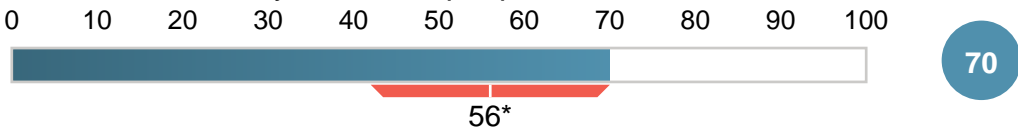


Competencies Hierarchy

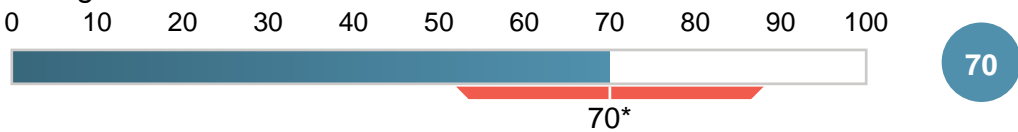
14. Decision Making - Analyzing all aspects of a situation to make consistently sound and timely decisions.



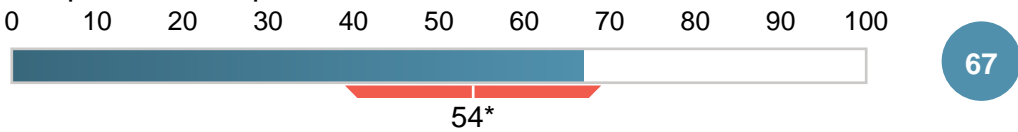
15. Project Management - Identifying and overseeing all resources, tasks, systems and people to obtain results.



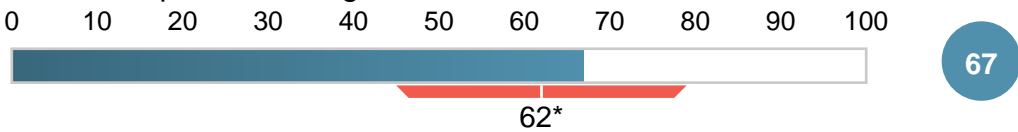
16. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.



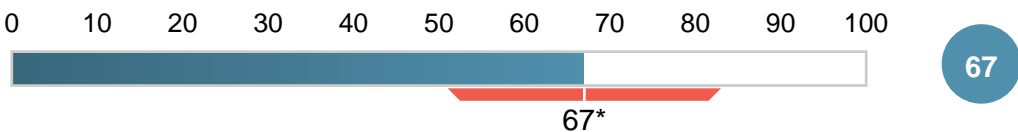
17. Problem Solving - Defining, analyzing and diagnosing key components of a problem to formulate a solution.



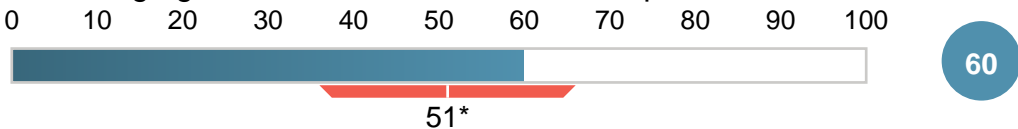
18. Continuous Learning - Taking initiative to regularly learn new concepts, technologies and/or methods.



19. Personal Accountability - Being answerable for personal actions.



20. Negotiation - Listening to many points of view and facilitating agreements between two or more parties.



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



Summary of Competencies

Your unique hierarchy of competencies is key to your success. Knowing what they are is essential to reaching your goals.

1. Time and Priority Management: Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.
 - Effectively manages difficulties and delays to complete tasks on time.
 - Effectively manages time and priorities to meet deadlines.
 - Presents completed tasks on or before the deadline.
 - Demonstrates an ability to maintain deadlines in the midst of crisis.
 - Strives to improve prioritization.
 - Balances timelines and desired outcomes.
 - Takes initiative and prioritizes tasks to stay on schedule.
 - Accepts responsibility for deadlines and results.
 - Creates an environment conducive to effectiveness.
 - Reduces the amount of time spent on non-priorities.

2. Goal Orientation: Setting, pursuing and attaining goals, regardless of obstacles or circumstances.
 - Acts instinctively to achieve objectives without supervision.
 - Expends the necessary time and effort to achieve goals.
 - Recognizes and acts on opportunities to advance progress to meet 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 determination to achieve goals.
 - Demonstrates persistence in overcoming obstacles to meet objectives.
 - Takes calculated risks to achieve results.
 - Employs a strategy that affects how they approach tasks and future projects.





Summary of Competencies

11. Influencing Others: Personally affecting others' actions, decisions, opinions or thinking.
- Utilizes the knowledge of others' needs, wants, beliefs, attitudes, and behavior to promote a concept, product or service.
 - Builds trust and credibility before attempting to promote concepts, products or services.
 - Understands and utilizes the behaviors of others to personally affect an outcome.
 - Uses logic and reason to develop rational arguments that challenge current assumptions.
 - Identifies and addresses the barriers that prevent people from seeing the benefits.
 - Adapts techniques to understand and meet the needs and wants of those being influenced.
 - Understands the role self-awareness plays in influencing others.
 - Leverages a person in an indirect but important way.
 - Produces effects on the actions, behavior and opinions of others.
 - Brings others to their way of thinking without force or coercion.
12. Resiliency: Quickly recovering from adversity.
- Demonstrates the ability to overcome setbacks.
 - Strives to remain optimistic in light of adversity.
 - Evaluates many aspects of the situations to create a positive outcome.
 - Recognizes criticism is an opportunity to improve.
 - Accepts setbacks and looks for ways to progress.
 - Utilizes feedback to forge forward.
 - Seeks to understand how certain obstacles can impact results.
 - Sees the unique opportunities by overcoming challenges.
 - Swiftly works through the emotions and effects of stressful events.
 - Copes with the inevitable bumps in life.