

# Snapshot Report

[AREA FOR CUSTOM TEXT]

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## How to Read this Report

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[TTPI Version Control]

[Draft] Think Talent Personality Inventory is a self-description instrument in which the respondent's reactions to individual questions allow us to build up an overall profile of the personality traits that are likely to shape his or her behavioral style in a work environment.

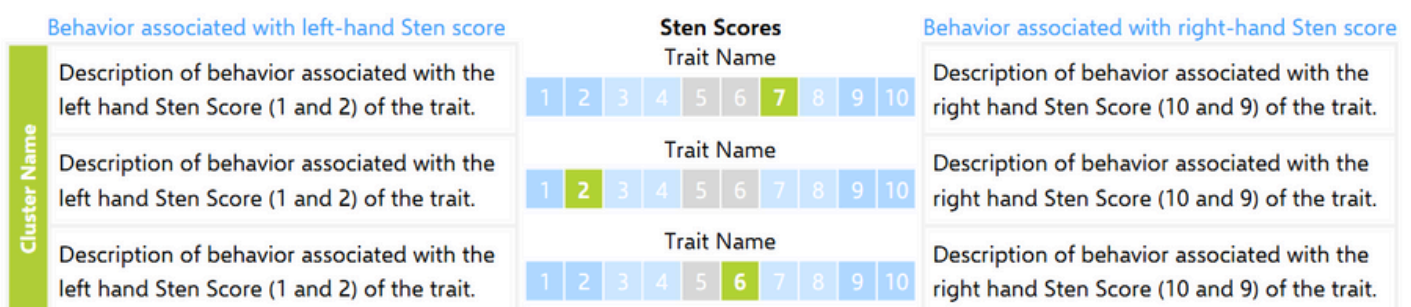
### About the Questionnaire

[Draft] TTPI is a self-rated assessment designed as an ipsative (forced-choice) questionnaire. It takes about 15-20 minutes to complete the TTPI assessment, and can be attempted in over 12 Indian and multiple global languages.

The participant is presented with 120 statements – divided in 30 sets. Each set contains four statements. For each set, the participant is required to choose which statement is the most true for them and which statement is the least true for them. They must choose 'one most' and 'one least' in every set even if, in some cases, there is not a very strong preference.

### Cluster-Linked Snapshots and Scores

[Draft] Cluster-linked snapshots are a one-page visual representation of the individual across all twenty personality traits. The central band (Sten 5 and 6) represents the average Scores to the left and right indicate more pronounced behavioral tendencies.



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Behavior associated with left-hand Sten score

Sten Scores

Behavior associated with right-hand Sten score

Drive for Results	Embraces the present; has a flexible, easy-going mindset	Achievement Orientation 1 2 3 4 5 6 7 8 9 10	Has clear set of goals and a sense of purpose; pushes own boundaries
	Takes time to deliver tasks and needs extensions in deadline	Time Conscious 1 2 3 4 5 6 7 8 9 10	Meets deadlines diligently; completes assigned tasks on time
	Avoids multitasking; prefers recharging between activities	Dynamic 1 2 3 4 5 6 7 8 9 10	Thrives on multitasking, bringing energy and enthusiasm always
Process Orientation	Balances effort and responsibility, but bends rules when needed	Dependable 1 2 3 4 5 6 7 8 9 10	Takes responsibility, enjoys following rules, and stays ethical
	Jumps between tasks quickly; gives equal attention to all issues	Focused 1 2 3 4 5 6 7 8 9 10	Immerses in tasks until completion; shuts out distractions
	Prefers improvising over set processes; avoids excessive details	Meticulous 1 2 3 4 5 6 7 8 9 10	Organizes work systematically; has a good eye for detail
Innovation Orientation	Explores new ideas only when necessary; avoids deep analysis	Inquisitive 1 2 3 4 5 6 7 8 9 10	Explores new ideas proactively; seeks to understand issues deeply
	Adopts familiar methods; relies on others' innovative ideas	Creative 1 2 3 4 5 6 7 8 9 10	Comes up with breakthrough ideas, new perspectives; is innovative
	Embraces cautious decision-making, prioritizing safety over risks	Risk Taking 1 2 3 4 5 6 7 8 9 10	Trusts own instinct, decides quickly despite incomplete data
Resilience	Struggles with setbacks; is anxious for future; lingers on issues	Stress Management 1 2 3 4 5 6 7 8 9 10	Overcomes setbacks quickly; stays calm; detaches from problems easily
	Prefers stability and consistency over rapid change and novelty	Adaptable 1 2 3 4 5 6 7 8 9 10	Embraces learning, adapts quickly, and seeks new experiences
	Anticipates challenges and prepares for things to go wrong	Optimism 1 2 3 4 5 6 7 8 9 10	Trusts in a positive future and believes things will work out
	Accepts criticism as a chance to improve; is not bothered by judgment	Self-Conscious 1 2 3 4 5 6 7 8 9 10	Takes self seriously, resists judgment and unstructured criticism
Emotional Awareness	Takes time to understand others' behaviour and point of view	Empathy 1 2 3 4 5 6 7 8 9 10	Understands others' thoughts and sees things from their perspective
	Keeps thoughts guarded; builds trust slowly; acts with caution	Transparent 1 2 3 4 5 6 7 8 9 10	Easily trusts others; stays focused on personal priorities
	Separates emotions from work to stay focused; makes clear choices	Temperamental 1 2 3 4 5 6 7 8 9 10	Expresses emotions openly; is deeply affected by own feelings
Influencing Orientation	Enjoys being the centre of attention and discussing achievements	Modest 1 2 3 4 5 6 7 8 9 10	Works quietly without seeking attention or discussing achievements
	Prefers familiar company; reserved and quiet with new people	Outgoing 1 2 3 4 5 6 7 8 9 10	Enjoys meeting new people, networking and collaboration
	Prioritizes personal interests; driven by the urge to win	Co-operative 1 2 3 4 5 6 7 8 9 10	Prioritizes group interests; thrives in collaborative environment
	Conforms to others' requests and aligns with their viewpoints	Persuasive 1 2 3 4 5 6 7 8 9 10	Expresses views confidently, persuades others effectively