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# Comprehensive Report

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# Introduction

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.

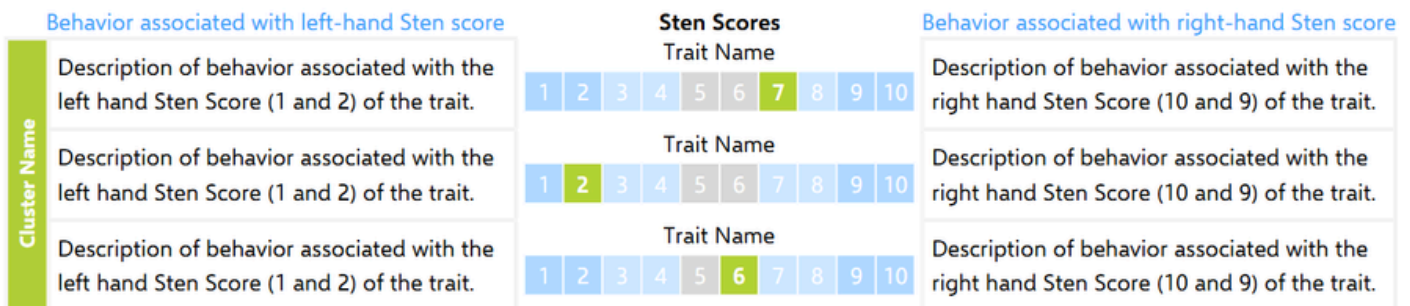
## About the Questionnaire

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

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.



## Cluster Wise Interpretation

These six following pages narrate the meaning of the sten scores of an individual with respect to the inter relations of the various traits in that cluster. Each cluster is described independently and inter relations between clusters are not considered.

Cluster wise interpretations include:

- **Enablers** - what are the strengths of the individual with the achieved sten scores in the respective traits.
- **Derailers** - what are the potential areas of improvements of the individual with the achieved sten scores in the respective traits
- **Questions for Reflection** - what are the pertinent questions, an individual may ask about their personality during a discussion with their career coach or leader with respect to a cluster.

Note that the cluster data with respect to the traits are innate personality characteristics, and an acquired behavior may differ from the perceived personality of an individual. Hence, the above statements must be consciously discussed.

# Cluster Linked Snapshot and Scores

	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

## Drive for Results

Drive for results reflects how one channels energy towards achieving outcomes. Some bring focus, structure and urgency, often pushing limits and working across tasks with clear intent. Others prefer space, flexibility and rhythm, delivering through steady effort and remaining present in the moment. Each approach has strengths—pace can energize, pause can sustain. What matters is learning when to stretch, hold, or adapt in the pursuit of meaningful results.

### Snapshot

#### Behavior associated with left-hand Sten score

Embraces the present; has a flexible, easy-going mindset

Takes time to deliver tasks and needs extensions in deadline

Avoids multitasking; prefers recharging between activities

#### Sten Scores

##### Achievement Orientation



##### Time Conscious



##### Dynamic



#### Behavior associated with right-hand Sten score

Has clear set of goals and a sense of purpose; pushes own boundaries

Meets deadlines diligently; completes assigned tasks on time

Thrives on multitasking, bringing energy and enthusiasm always



### Potential Enablers

- Balances ambition with realism
- Acts swiftly and meets deadlines
- Energizes others with proactive drive

### Potential Derailers



- May rush without full preparation
- Can overlook long-term planning
- Might push pace beyond team's comfort



### Questions for Reflection

1. Do I balance speed with strategy?
2. How do I ensure sustainable momentum?
3. Am I aligned with team pacing and priorities?

## Process Orientation

Process Orientation reflects how one relates to structure, rules, and task flow. Some thrive in order, following systems with care and responsibility. Others move with agility, adjust on the go, and question rigid routines. One focuses on consistency, the other focuses adaptability. What matters is knowing when structure helps and when it holds back. Recognising how we approach work shapes how effectively we navigate goals, pressure, and changing priorities.

### Snapshot

#### Behavior associated with left-hand Sten score

Balances effort and responsibility, but bends rules when needed

Jumps between tasks quickly; gives equal attention to all issues

Prefers improvising over set processes; avoids excessive details

#### Sten Scores

##### Dependable



##### Focused



##### Meticulous



#### Behavior associated with right-hand Sten score

Takes responsibility, enjoys following rules, and stays ethical

Immerses in tasks until completion; shuts out distractions

Organizes work systematically; has a good eye for detail



### Potential Enablers

- Delivers reliably with balanced attention
- Maintains focus with room for flexibility
- Ensures reasonable quality standards

### Potential Derailers



- May miss finer details under pressure
- Can lose focus in dynamic settings
- Might struggle with consistency in complex tasks



### Questions for Reflection

1. How do I maintain focus when priorities shift?
2. Am I balancing quality with adaptability?
3. What helps me stay detail-aware without overthinking?

# Innovation Orientation

Innovation Orientation reflects how one engages with new ideas, approaches, and possibilities. Some may prefer known paths and tested methods, while others explore fresh thinking and uncharted ground. It shapes how risks are seen—either as something to manage carefully or act upon swiftly. Being aware of one's approach towards new ideas and its impact on their approach to make decisions can help navigate through change more effectively.

## Snapshot

### Behavior associated with left-hand Sten score

Explores new ideas only when necessary; avoids deep analysis

Adopts familiar methods; relies on others' innovative ideas

Embraces cautious decision-making, prioritizing safety over risks

### Sten Scores

Inquisitive



Creative



Risk Taking



### Behavior associated with right-hand Sten score

Explores new ideas proactively; seeks to understand issues deeply

Comes up with breakthrough ideas, new perspectives; is innovative

Trusts own instinct, decides quickly despite incomplete data



## Potential Enablers

- Explores ideas when necessary and relevant
- Prefers proven methods and structured thinking
- Avoids unnecessary risks, ensuring stability

## Potential Derailers



- May resist change or new approaches
- Can miss out on creative or breakthrough opportunities
- Innovation may feel overly cautious or stagnant



## Questions for Reflection

1. Am I open enough to new possibilities?
2. What holds me back from experimenting?
3. How can I stretch beyond familiar solutions?

## Resilience

Resilience reflects how one responds to pressure, change, and uncertainty. It shows how easily one may move past setbacks, accept feedback, and stay focused when things don't go as planned. Some lean into control and caution, others trust that things will sort themselves out. While one may seek steadiness, another may chase newness and stretch. Recognising what helps and what holds back can make facing disruption a little more thoughtful, and a little less reactive.

### Snapshot

#### Behavior associated with left-hand Sten score

Struggles with setbacks; is anxious for future; lingers on issues

Prefers stability and consistency over rapid change and novelty

Anticipates challenges and prepares for things to go wrong

Accepts criticism as a chance to improve; is not bothered by judgment

#### Sten Scores

##### Stress Management



##### Adaptable



##### Optimism



##### Self-Conscious



#### Behavior associated with right-hand Sten score

Overcomes setbacks quickly; stays calm; detaches from problems easily

Embraces learning, adapts quickly, and seeks new experiences

Trusts in a positive future and believes things will work out

Takes self seriously, resists judgment and unstructured criticism



### Potential Enablers

- Maintains a realistic outlook in uncertain times
- Highly aware of how others perceive them
- Brings caution and thoughtfulness to challenges

### Potential Derailers



- May resist change and internalize stress
- Can become overly self-critical or anxious
- Might struggle to stay positive under pressure



### Questions for Reflection

1. How do I manage stress when change feels hard?
2. Am I too focused on others' opinions during tough times?
3. What helps me stay hopeful and emotionally steady?

# Emotional Awareness

Emotional Awareness reflects how one relates to feelings—both their own and others'. Some take time to understand perspectives, staying guarded or cautious. Others express emotions freely and build trust quickly. While some separate emotions from decisions to stay focused, others draw energy from what they feel. Understanding how these patterns play out for oneself—especially in team settings—helps in building deeper connections and relationships.

## Snapshot

### Behavior associated with left-hand Sten score

Takes time to understand others' behaviour and point of view

Keeps thoughts guarded; builds trust slowly; acts with caution

Separates emotions from work to stay focused; makes clear choices

### Sten Scores

#### Empathy



#### Transparent



#### Tempramental



### Behavior associated with right-hand Sten score

Understands others' thoughts and sees things from their perspective

Easily trusts others; stays focused on personal priorities

Expresses emotions openly; is deeply affected by own feelings



## Potential Enablers

- Deeply understands others' emotions
- Communicates openly and honestly
- Maintains emotional stability under pressure

## Potential Derailers



- May suppress emotional nuance to stay composed
- Transparency might not reflect inner conflict
- Others may misread calmness as detachment



## Questions for Reflection

1. Do I allow myself to feel while staying composed?
2. How do I ensure openness doesn't mask discomfort?
3. When might my calmness be misinterpreted?

## Influencing Orientation

Influencing Orientation reflects how one engages with others to shape thinking, drive actions or gain support. Some do this by speaking up, persuading or taking the lead in groups. Others prefer quieter ways—listening deeply, aligning with others or working behind the scenes. It is important to be aware of how one’s style impacts relationships, decisions and outcomes in different contexts. It helps make more meaningful and lasting impact on others.

### Snapshot

#### Behavior associated with left-hand Sten score

Enjoys being the centre of attention and discussing achievements

Prefers familiar company; reserved and quiet with new people

Prioritizes personal interests; driven by the urge to win

Conforms to others' requests and aligns with their viewpoints

#### Sten Scores

Modest



Outgoing



Co-operative



Persuasive



#### Behavior associated with right-hand Sten score

Works quietly without seeking attention or discussing achievements

Enjoys meeting new people, networking and collaboration

Prioritizes group interests; thrives in collaborative environment

Expresses views confidently, persuades others effectively



### Potential Enablers

- Balances humility with social ease and moderate assertiveness
- Adapts communication style to suit different audiences
- Collaborates effectively without overpowering others

### Potential Derailers



- May lack a clear influencing style in group settings
- Can appear inconsistent or indecisive under pressure
- Risk of blending in rather than standing out



### Questions for Reflection

1. Do I adapt too much to others’ expectations?
2. How do I ensure my voice is distinct and impactful?
3. What helps me stay consistent in how I influence?