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Comprehensive Report

[AREA FOR CUSTOM TEXT]

Sample Candidate
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April 2025

[TTPI Version Control]

Introduction

Report for **Sample Candidate**

Completion Date: **10th April 2025**

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.

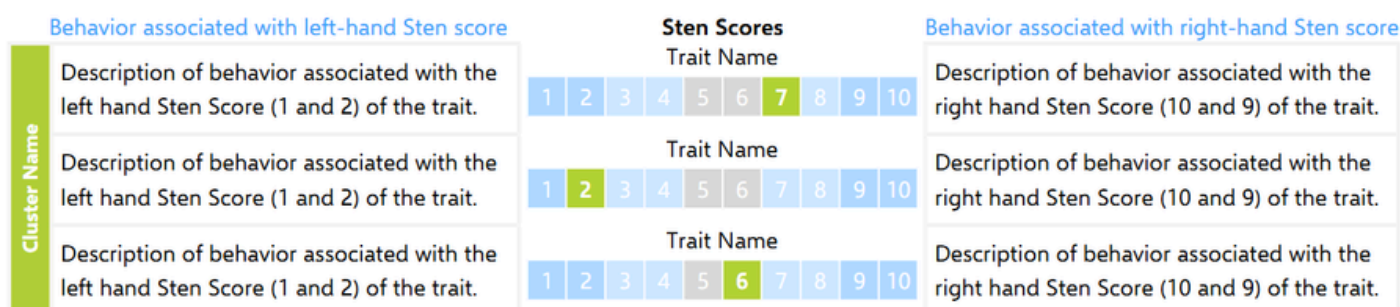
About the Questionnaire

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										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										Meets deadlines diligently; completes assigned tasks on time	
	Avoids multitasking; prefers recharging between activities	Dynamic										Thrives on multitasking, bringing energy and enthusiasm always	
		1	2	3	4	5	6	7	8	9	10		
Team Player													
People Person													
Team Player													
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Drive for Results

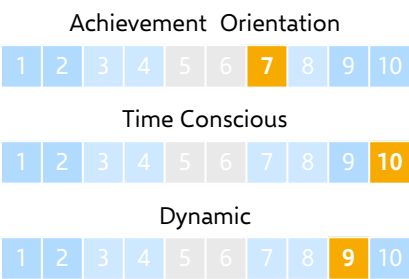
Drive for results reflects how one channels energy towards achieving outcomes. Some bring focus, structure and urgency, often pushing limits and working across tasks with clear intent. Others prefer space, flexibility and rhythm, delivering through steady effort and remaining present in the moment. Each 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



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

1. [Blurred text]

2. [Blurred text]

3. [Blurred text]



Potential Derailers

1. [Blurred text]

2. [Blurred text]

3. [Blurred text]

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Questions for Reflection

[Blurred text]

[Blurred text]

[Blurred text]

Process Orientation

Process Orientation refers to the way an individual approaches work. It involves understanding the flow of work, identifying the steps involved in a process, and ensuring that the process is efficient and effective. This orientation is crucial for roles that require a high degree of organization and coordination.

Interpretation



 **Personnel Studies**

 **Personnel Studies**

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- 1. Identify the key tasks and responsibilities of the role.
 - 2. Determine the skills and knowledge required for the role.
 - 3. Assess the candidate's suitability for the role.
- 1. Identify the key tasks and responsibilities of the role.
 - 2. Determine the skills and knowledge required for the role.
 - 3. Assess the candidate's suitability for the role.

Questions for Reflection

- 1. How do you think your own process orientation is?
- 2. How do you think your own task orientation is?
- 3. How do you think your own people orientation is?

Innovation Orientation

Cluster 1 (Innovation Orientation) is characterized by high scores on all four dimensions of innovation orientation: openness to change, risk-taking, proactiveness, and autonomy. This cluster represents individuals who are highly innovative and are likely to be successful in entrepreneurial ventures.

Insights



 **Personnel Details**

 **Personal Orientation**

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- 1. Openness to change is the willingness to accept new ideas and approaches.
 - 2. Risk-taking is the willingness to take on challenges and uncertainties.
 - 3. Proactiveness is the willingness to take initiative and act on opportunities.
 - 4. Autonomy is the willingness to work independently and make decisions.
- 1. Openness to change is the willingness to accept new ideas and approaches.
 - 2. Risk-taking is the willingness to take on challenges and uncertainties.
 - 3. Proactiveness is the willingness to take initiative and act on opportunities.
 - 4. Autonomy is the willingness to work independently and make decisions.

Questions for Reflection

- 1. How open am I to change and new ideas?
- 2. How comfortable am I with taking risks?
- 3. How proactive am I in seeking out opportunities?

Resilience

Resilience is the ability to bounce back from adversity and maintain a positive outlook. It is a key component of mental health and well-being. The Resilience Scale (RS) is a self-report measure that assesses an individual's ability to cope with stress and adversity. It consists of 10 items, each rated on a scale from 1 (Not at all) to 5 (Very much).

Interpretation

Item	Score	Interpretation
1. I am able to bounce back from adversity	4	Strongly agree
2. I am able to cope with stress	4	Strongly agree
3. I am able to maintain a positive outlook	4	Strongly agree
4. I am able to deal with problems	4	Strongly agree
5. I am able to stay calm under pressure	4	Strongly agree
6. I am able to think clearly under stress	4	Strongly agree
7. I am able to control my emotions	4	Strongly agree
8. I am able to stay motivated	4	Strongly agree
9. I am able to stay focused	4	Strongly agree
10. I am able to stay positive	4	Strongly agree

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7. I am able to control my emotions	4	Strongly agree
8. I am able to stay motivated	4	Strongly agree
9. I am able to stay focused	4	Strongly agree
10. I am able to stay positive	4	Strongly agree

Questions for Reflection

1. How do you manage stress when things get tough?
2. How do you maintain a positive outlook when things get tough?
3. How do you stay motivated when things get tough?

Emotional Awareness

Emotional awareness is the ability to identify, understand, and manage one's own emotions and the emotions of others. It is a key component of emotional intelligence and is essential for effective communication, decision-making, and leadership. Emotional awareness involves being able to recognize and name one's own emotions, understand the causes and consequences of those emotions, and use that information to guide behavior and interactions with others.

Insights



 **Sample Candidate**

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Sample Candidate 

- 1. High self-awareness score indicates that the candidate is highly aware of their own emotions and how they affect their behavior.
 - 2. High social awareness score indicates that the candidate is highly aware of the emotions of others and how they affect their behavior.
 - 3. High managing emotions score indicates that the candidate is highly effective at managing their own emotions and the emotions of others.
- 1. High self-awareness score indicates that the candidate is highly aware of their own emotions and how they affect their behavior.
 - 2. High social awareness score indicates that the candidate is highly aware of the emotions of others and how they affect their behavior.
 - 3. High managing emotions score indicates that the candidate is highly effective at managing their own emotions and the emotions of others.

 **Questions for Reflection**

- 1. How do you typically respond to your own emotions?
- 2. How do you typically respond to the emotions of others?
- 3. How do you manage your emotions in stressful situations?

What is the main purpose of the study?	How is the data collected?	What is the main conclusion of the study?
Study 1: The effect of exercise on mood.	Exercise	Exercise leads to improved mood.
Study 2: The effect of exercise on mood.	Exercise	Exercise leads to improved mood.
Study 3: The effect of exercise on mood.	Exercise	Exercise leads to improved mood.
Study 4: The effect of exercise on mood.	Exercise	Exercise leads to improved mood.

