

## PTI Post Training Exercise and Job-Aid

Now that you have participated in the PTI assessment, you have some basic information about personality differences and you know the intensity level of your own leanings toward one or more of the four primary bi-polar scales that make up the PTI. These results are shown on page 6 of your PTI report under *Your Results*. Review your report and then select the column where your most extreme score was shown. This will be the score(s) furthest from the white center block on your report. Circle the letter with your most intense personality trait. Then go down this column and review those competencies where there might tend to be a *strength* for you.

Note, you may have very well-developed strengths in many of these competencies regardless of your PTI scores. Personality type is only one factor. However, you should carefully consider those competencies where a strength may be indicated. Strengths are important to identify, nurture, and develop. **NOTE:** the closer your scores were to the middle white block, the more likely it is that the trait will not indicate anything conclusive about your strengths or weaknesses. Additionally, it would be incorrect to conclude that competencies not identified as *strengths* are more likely to be *weaknesses*.

Competency and Definition	I or E	S or N	T or F	J or P
<b>Action Orientation.</b> Takes action and risks when needed; makes difficult decisions when necessary.	E Strength	S Strength		
<b>Budgeting.</b> Prepares and justifies budget; monitors expenses.	I Strength		T Strength	J Strength
<b>Business Knowledge.</b> Stays informed on all aspects of the business that impact or influence own decisions or job.		N Strength	T Strength	
<b>Commitment to Workforce Diversity.</b> Manages workforce diversity by being sensitive to differences.			F Strength	
<b>Conflict Resolution and Negotiation.</b> Anticipates and seeks to resolve confrontations, disagreements, and complaints in a constructive manner; negotiates to find mutually acceptable solutions.		S Strength	F Strength	
<b>Creativity and Innovation.</b> Identifies new possibilities and solutions; fosters innovations among others.		N Strength		P Strength
<b>Flexibility.</b> Adapts to change in the work environment; effectively copes with stress.		N Strength	F Strength	P Strength
<b>Influencing.</b> Networks with, and provides information to, key groups and individuals; appropriately uses persuasion and authority in dealing with others to achieve goals.	E Strength		F Strength	
<b>Interpersonal Skills.</b> Considers and responds appropriately to the needs, feelings, and capabilities of others; treats others equitably.	E Strength		F Strength	

Competency and Definition	I or E	S or N	T or F	J or P
<b>Oral Communication.</b> Listens to others; makes clear and effective oral presentations to individuals or groups.	E Strength	S Strength	F Strength	
<b>Planning and Executing.</b> Establishes policies, guidelines, plans, and priorities; identifies required resources; plans and coordinates with others; monitors progress and evaluates outcomes; improves organizational efficiency.	I Strength		T Strength	J Strength
<b>Problem Solving and Decision-Making.</b> Recognizes and defines problems; analyzes relevant information; considers a variety of factors in selecting alternative solutions.	I Strength	N Strength	T Strength	J Strength
<b>Quality Centered.</b> Actively seeks customer input; ensures that customer needs are met; continuously seeks to improve the quality of services, products, and processes.	I Strength	N Strength	F Strength	P Strength
<b>Results Focus.</b> Works persistently to achieve goals and overcome obstacles; takes advantage of opportunities to further goals; displays accountability for results.	E Strength	S Strength		
<b>Role Modeling.</b> Leads by example; shows congruence between words and actions; follows through on agreements.			T Strength	
<b>Self-Development.</b> Assesses own strengths, weaknesses, and impact on others; seeks feedback from others; invests in own development; maintains technical proficiency.			F Strength	
<b>Team Leadership.</b> Fosters cooperation, communication, and consensus.	E Strength		F Strength	
<b>Time Management.</b> Manages time efficiently.			T Strength	J Strength
<b>Writing.</b> Communicates effectively in writing.		N Strength		T Strength