



TTI
SUCCESS
INSIGHTS®

Acumen Capacity Index™

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Advancing People in Business™

Table of Contents



Introduction	3
Summary of Acumen Capacity	4
World View	5
Self View	6
External Clarity and Awareness	7
Internal Clarity and Awareness	8
Summary of Capacity for Problem Solving	9
External Problem Solving and Decision Making	10
Internal Problem Solving and Decision Making	11
Reaction Index	12
Business Performance Summary	13
Dimensional Balance	15

Introduction



Research shows that the most effective people understand themselves and develop strategies to meet the demands of their environment. The Acumen Capacity Index (ACI) report helps individuals accurately perceive the world around them as well as themselves.

Acumen can be seen through a person's ability to make value judgments. Another way to see acumen is by considering people's ability to organize their intellectual and emotional reasoning. In essence the stronger a person's acumen, the more aware that person is of how biases impact one's ability to address situations. Acumen sheds light on an individual's performance and conduct.

This report explores both how people interact with the world and, on a more personal level, how they view their value in the world.

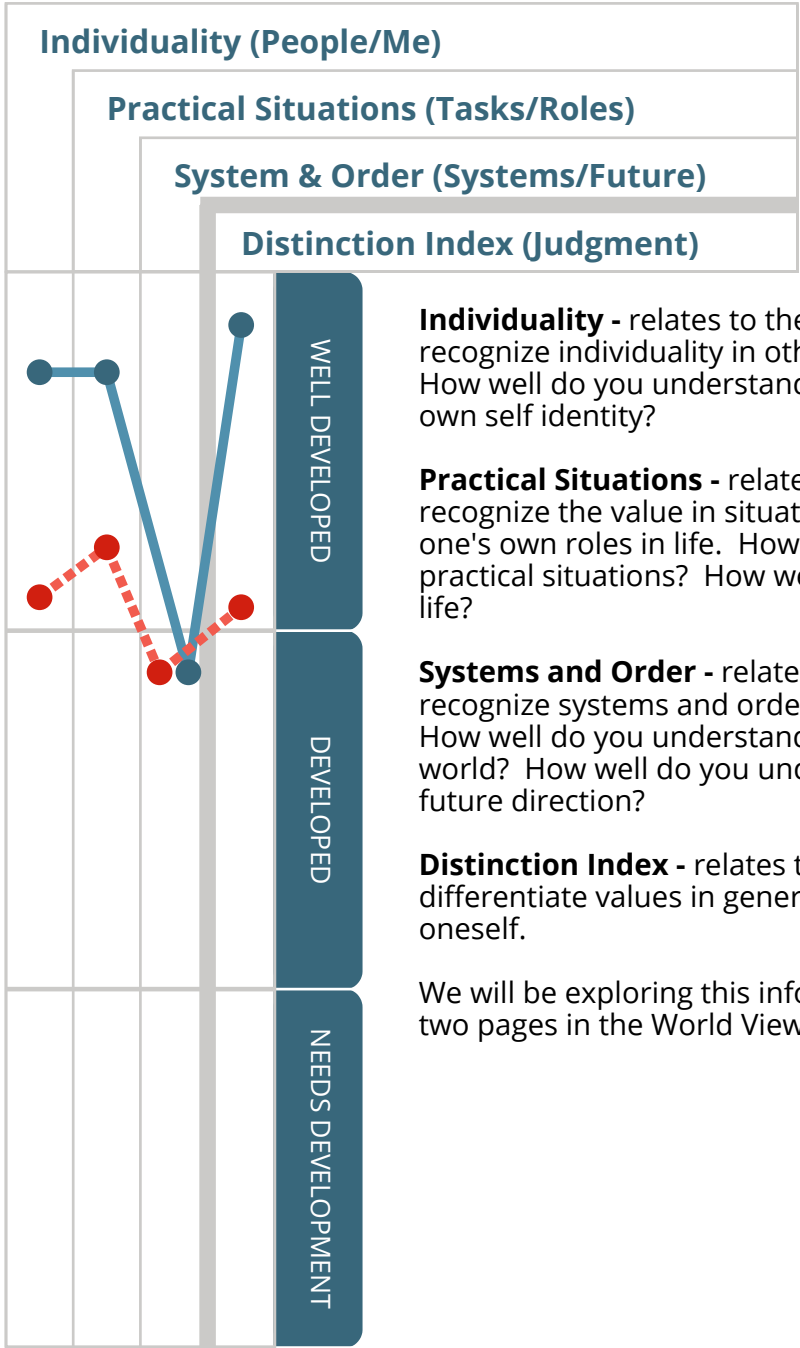
- Summary of Acumen Capacity
- World View
- Self View
- External Concentration Score
- Capacity for Problem Solving
- Reaction Index
- Business Performance Summary
- Dimensional Balance

Be sure to read the entire report with an open mind. Everyone has areas where they can improve. Use the content of this report while working with your mentor, professional coach or manager in order to make improvements, both personally and professionally.

Summary of Acumen Capacity



The Dimensions section measures Ed's ability to understand each of the dimensions individually as well as the ability to differentiate the value elements in situations.



Individuality - relates to the development of your ability to recognize individuality in others and individuality within yourself. How well do you understand others? How well developed is your own self identity?

Practical Situations - relates to the development of your ability to recognize the value in situations in the outside world and within one's own roles in life. How well do you understand all aspects of practical situations? How well do you understand your roles in life?

Systems and Order - relates to the development of your ability to recognize systems and order in the world and within yourself. How well do you understand structure and organization in the world? How well do you understand your self-organization and future direction?

Distinction Index - relates to your development of the ability to differentiate values in general in the world as well as within oneself.

We will be exploring this information in more detail over the next two pages in the World View and Self View sections.

Ed's World View



Ed's Self View

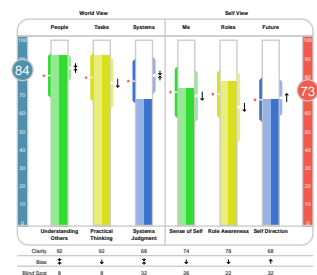


World View



This is how Ed sees the world around him. This view measures his clarity and understanding of people, tasks and systems. It could also be looked at in terms of feeling, doing and thinking from an external standpoint. The statements below are based primarily on the 3 dimensions found on the World View side of the dimensional balance page. The statements will be listed in scoring order from highest to lowest.

- Ed treats each person as a unique individual.
- Ed has a very good understanding of people, which allows him to meet others and build rapport.
- Ed handles relationships and projects with a degree of caution.
- Ed is resourceful and conscious of the time it will take to do something.
- Ed has the ability to focus on the activity or task and to get the job done.
- Ed tends to enjoy dealing hands-on with things.
- Ed tends to follow directions and organize projects.
- Ed may perform best in a goal-oriented environment.
- Ed understands the need for planning, systems, policies and rules.

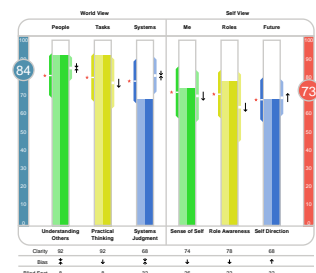


Self View



This is how Ed sees himself. This view measures his clarity and understanding of himself, his roles in life and his direction for the future. The internal dimensions are a reflection of him from both personal and professional viewpoints. The statements below are based on the 3 dimensions found on the Self View side of the dimensional balance page. The statements will be listed in scoring order from highest to lowest.

- Ed is a person who emphasizes his personal and professional roles.
- Ed has a grasp of his life roles and activities.
- Ed may benefit from gaining a better understanding of his roles.
- Ed knows who he is.
- Ed focuses on who he is as a person.
- Ed tends to appreciate himself for who he is.
- Ed has ideas as to where he is going and likes to be in control of his life.
- Ed has a desire to live up to self standards.
- Ed may benefit from developing a clear set of goals for the future.



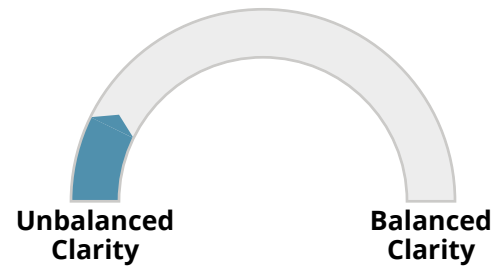
External Clarity and Awareness



Clarity of Performance measures a person's ability to recognize what's relevant in situations, their ability for focusing on, understanding and valuing all three dimensions evenly in the outside world. Situational Awareness is the measurement of Ed's viewpoint of the reality in the outside world. Both the Clarity of Performance and Situational Awareness should be evaluated by taking the Emotional Bias Distortion Score into account. Does Ed have a clear view of the outside world to go with his level of balance and reality?

External Clarity of Performance: The level of balance based on Ed's ability to evaluate people, practical and theoretical situations in the outside world.

- Ed should seek to develop his understanding of systems and theoretical matters to establish a more balanced sense of proportion about the world.
- Ed has an "astigmatism" in terms of the world around him in that he may overlook systems and theoretical matters.

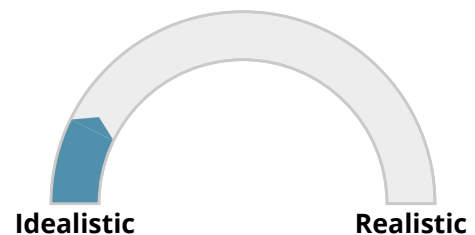


Based on your current level of balance, where is the greatest impact: people, tasks or systems?

Is your level of balance appropriate for your professional/personal life and path?

External Situational Awareness: Your level of reality based on your perception of the outside world.

- Ed has a subjective approach to people, tasks and systems.
- Ed may often be unrealistic in his approach to personal, practical and theoretical situations.



How realistic is your world perception or your expectations of the world in terms of people, tasks and systems?

How is this level (or lack) of expectations or perception impacting you?

16 Emotional Bias Distortion: This could also be referred to as your external blind spots as shown on the Dimensional Balance page. The higher the score the less clear your world view is in terms of people, tasks and systems. Scores over 20 can moderately affect the impact of your External Clarity of Performance and Situational Awareness. Scores over 40 can greatly cloud these areas.

Internal Clarity and Awareness



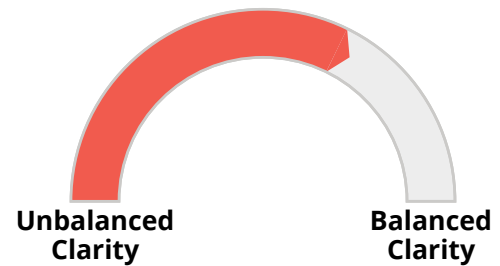
Clarity of Performance measures a person's ability to recognize what's relevant in situations, their ability for focusing on, understanding and valuing all three dimensions evenly within one's self. Situational Awareness is the measurement of Ed's viewpoint of the reality within his own world. Both the Clarity of Performance and Situational Awareness should be evaluated by taking the Emotional Bias Distortion description into account. Does Ed have a clear view of himself to go with his level of balance and expectations?

Internal Clarity of Performance: The level of balance based on Ed's ability to evaluate who you are, your roles and your future.

- Ed may lack some objectivity on personal issues, but in general has a balanced view of himself internally.
- Ed has moderately balanced clarity on interpersonal issues.

Based on your current level of balance, where is the greatest impact: you as a person, your roles or your future?

How does this level of balance impact you (positive/negative) in your current situation?

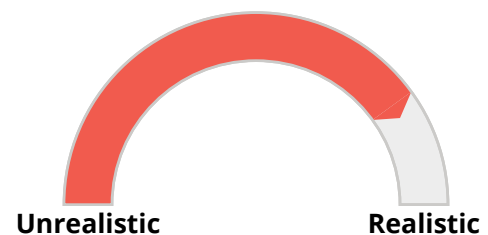


Internal Situational Awareness: Your level of expectations based on your perception of yourself, your roles and your future.

- Ed has a solid comprehension of the issues and situations relating to himself.
- Ed has superior awareness of himself in terms of his individuality, role and goals.

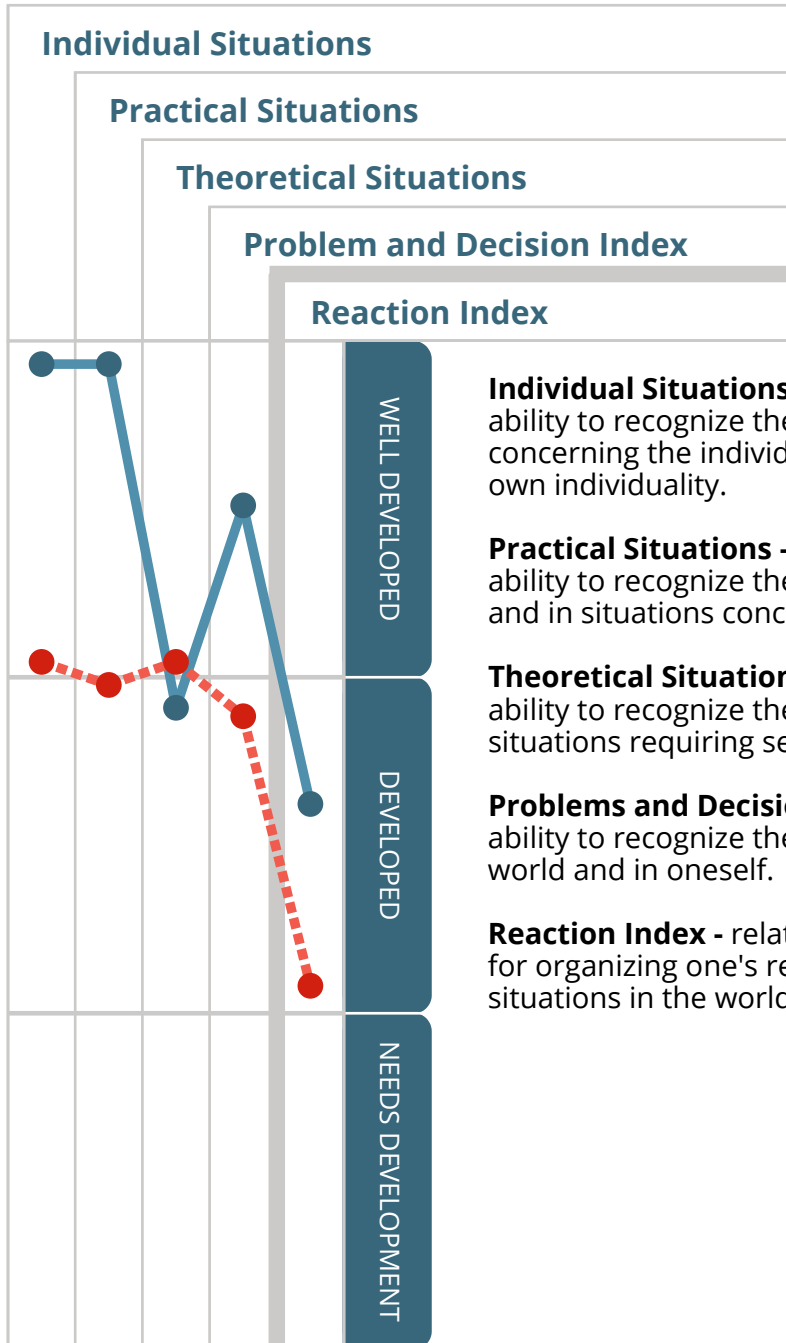
How realistic is your self perception or your expectations in terms of you as a person, your roles and your future?

What insights have you discovered about yourself that could be further developed?



27 **Emotional Bias Distortion:** This could also be referred to as your internal blind spots as shown on the Dimensional Balance page. The higher the score the less clear your self-view is in terms of you as a person, your roles and your future. Scores over 20 can moderately affect the impact of your Internal Clarity of Performance and Situational Awareness. Scores over 40 can greatly cloud these areas.

Summary of Capacity for Problem Solving



Individual Situations - relates to the development of your ability to recognize the importance within situations concerning the individuality of others and concerning one's own individuality.

Practical Situations - relates to the development of your ability to recognize the importance within practical situations and in situations concerning one's own roles in life.

Theoretical Situations - relates to the development of your ability to recognize the importance within systems and in situations requiring self-discipline.

Problems and Decisions - relates to the development of your ability to recognize the importance within situations in the world and in oneself.

Reaction Index - relates to the development of your ability for organizing one's reactions when confronted with situations in the world and within oneself.

Ed's World View



Ed's Self View



External Problem Solving and Decision Making



The following scores will identify Ed's ability to identify and solve specific types of problems as well as his ability to make balanced decisions in the outside world.

Capacity for Solving Problems Involving People - The ability to identify and solve problems related to the individuality of people.

0 10 20 30 40 50 60 70 80 90 100



100

Capacity for Solving Practical Problems - The ability to identify and solve problems related to tasks and practical situations.

0 10 20 30 40 50 60 70 80 90 100



100

Capacity for Solving Theoretical Problems - The ability to identify and solve systems, structural and theory-based problems.

0 10 20 30 40 50 60 70 80 90 100



72

Capacity for Problem Solving and Decision Making in the Outside World - The ability to perceive all relevant information regarding people, tasks and systems. The higher your score, the more balanced your problem and decision making will be.

0 10 20 30 40 50 60 70 80 90 100



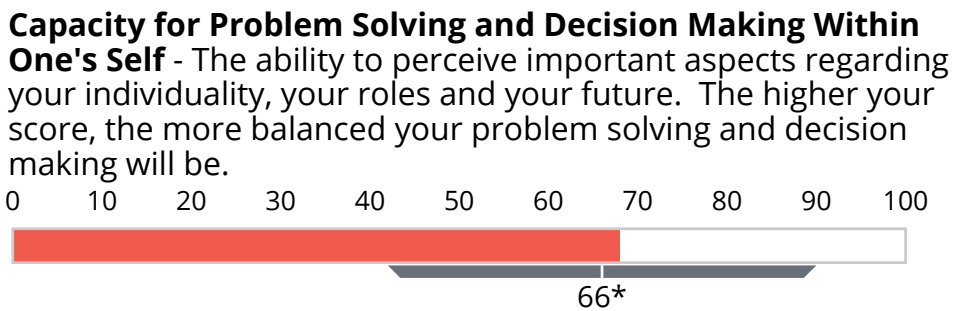
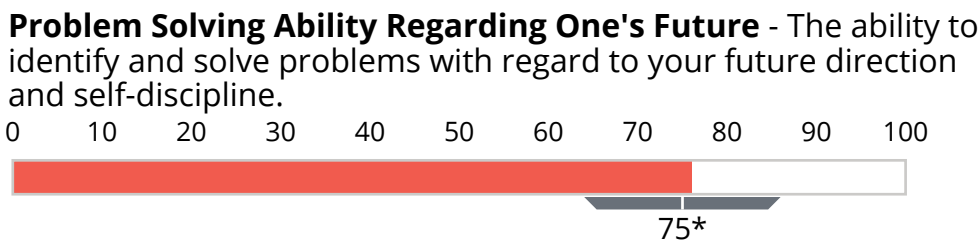
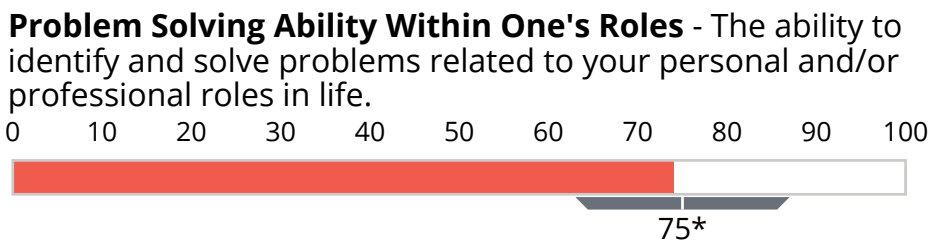
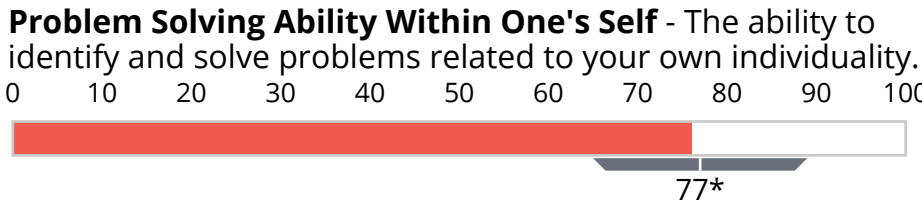
86

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

Internal Problem Solving and Decision Making



The following scores will identify Ed's ability to identify and solve specific types of problems as well as his ability to make balanced decisions within one's self.



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

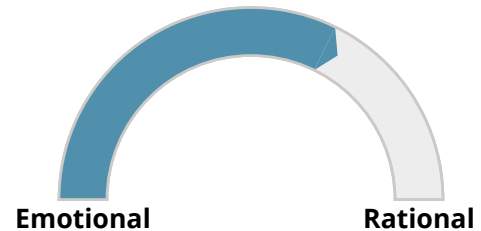
Reaction Index



The Reaction Index is determined by looking at Ed's External Control and Internal Control. The combination of this information will identify one's ability for appropriate responses in difficult situations.

External Control: The ability to appear to be rational and in control when facing problems or crises.

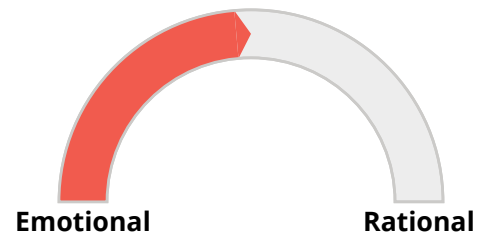
1. He shows some discipline and organization when reacting to conflict, primarily dealing with problems involving other people.
2. His capacity to organize and discipline his reactions when confronted with outside problems is developed.
3. He shows some discipline and organization when reacting to conflict, primarily dealing with problems involving practical situations.
4. He shows some discipline and organization when reacting to conflict, primarily dealing with problems involving systems and theories.



16 Emotional Bias Distortion: The higher the score, the more difficult it will be to maintain a rational and appropriate response in difficult situations regarding people, tasks, and systems.

Internal Control: The ability to remain in conscious command of one's internal self when confronted with difficult circumstances and to respond rationally.

1. He shows some discipline and organization when reacting to conflict, primarily dealing with problems involving his own individuality.
2. His capacity to organize and discipline his reactions when confronted with problems within himself is developed.
3. He shows some discipline and organization when reacting to conflict, primarily dealing with problems involving his roles in life.
4. He shows some discipline and organization when reacting to conflict, primarily dealing with problems involving self-discipline.



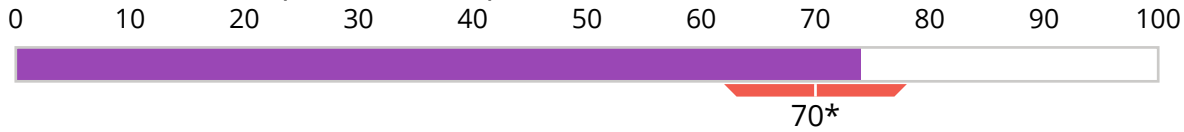
27 Emotional Bias Distortion: The higher the score, the more difficult it will be to maintain a rational and appropriate response in difficult situations regarding you as a person, your roles, and your future.

Business Performance Summary



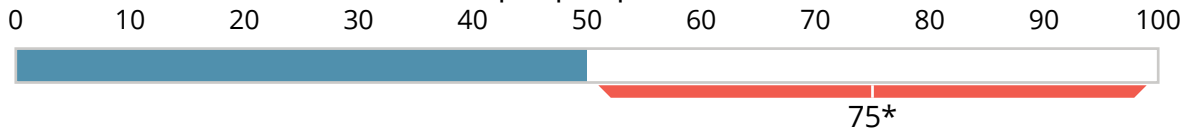
The Business Performance Summary will identify Ed's ability to solve problems and concentrate during challenging times and ability to make balanced decisions.

Balanced Decision Making - The ability to make consistently sound and timely decisions in one's personal and professional life.



74

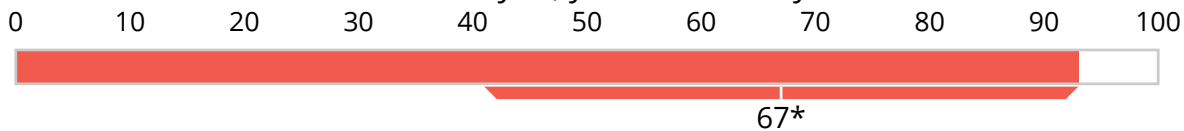
External Concentration Index - The ability to remain focused and manage distractions on issues relative to people, practical and theoretical situations.



50

16 **Emotional Bias Distortion:** This could also be referred to as your external blind spots as shown on the Dimensional Balance page. The higher the score the less clear your world view is in terms of people, tasks and systems. Scores over 20 can moderately affect the impact of your External Concentration score awareness. Scores over 40 can greatly cloud these areas.

Internal Concentration Index - The ability to remain focused and manage distractions on issues relative to you, your roles and your future.



93

27 **Emotional Bias Distortion:** This could also be referred to as your internal blind spots as shown on the Dimensional Balance page. The higher the score the less clear your self-view is in terms of you as a person, your roles and your future. Scores over 20 can moderately affect the impact of your Internal Concentration score awareness. Scores over 40 can greatly cloud these areas.

■ - External ■ - Internal ■ - Combined External and Internal

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

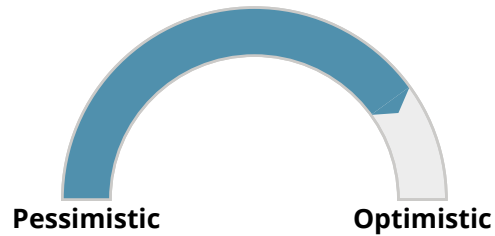
Business Performance Summary



Continued

Attitude Index: The Attitude Index measures your current outlook regarding your external or world view at the time when you completed the assessment. This is a very sensitive measurement and may pick up on something that has affected you within a few days or even several weeks of completing this assessment.

1. Appreciative - grateful, thankful
2. Dynamic - lively, energetic, vibrant
3. Approving - favorable
4. Positive - encouraging, upbeat
5. Open-minded - accessible, flexible



How has your optimistic outlook benefited you in recent times?

How can you build on this in the future?

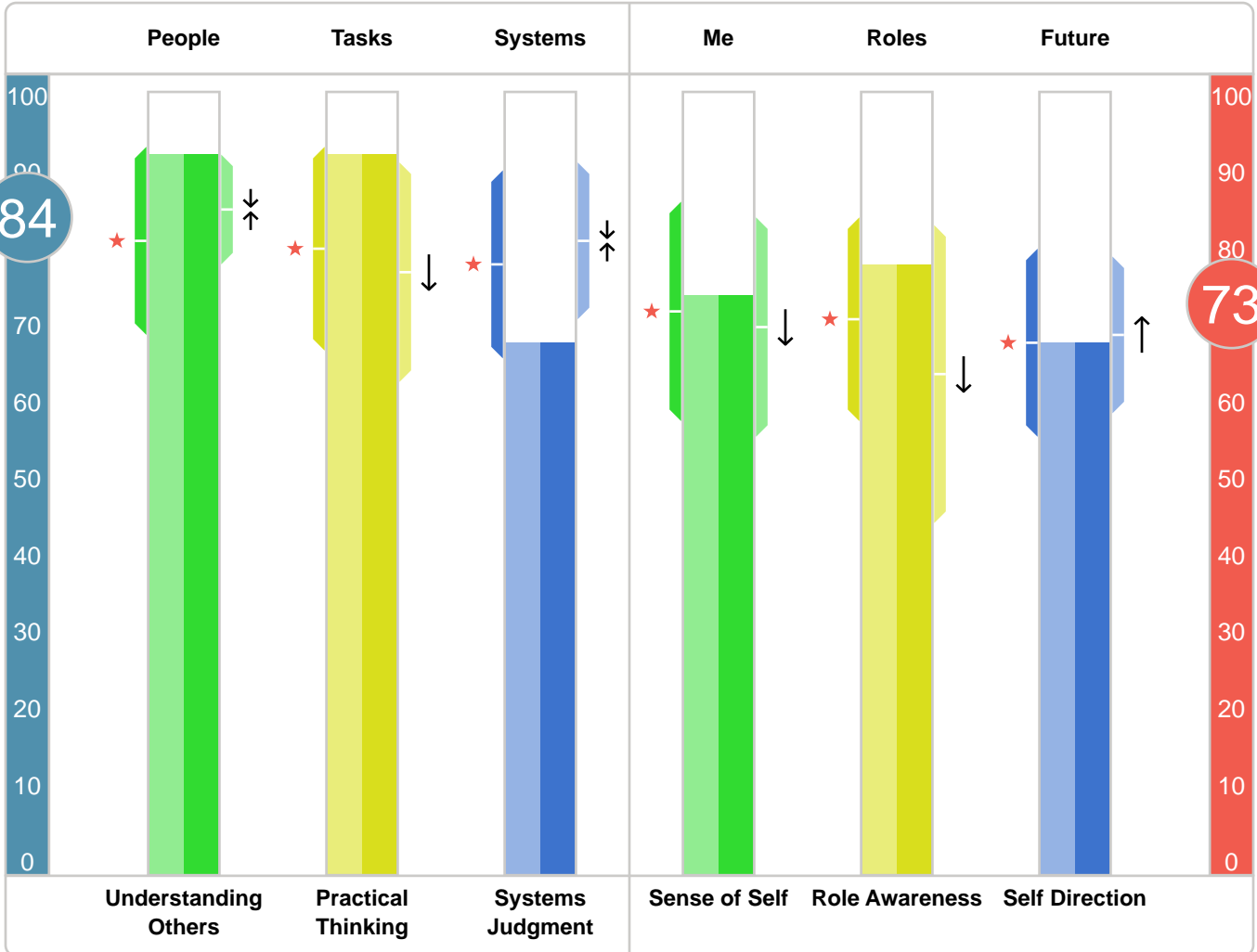
16 Emotional Bias Distortion: This could also be referred to as your external blind spots as shown on the Dimensional Balance page. The higher the score the less clear your world view is in terms of people, tasks and systems. Scores over 20 can moderately affect your Attitude Index. Scores over 40 can greatly cloud your outlook.

Dimensional Balance

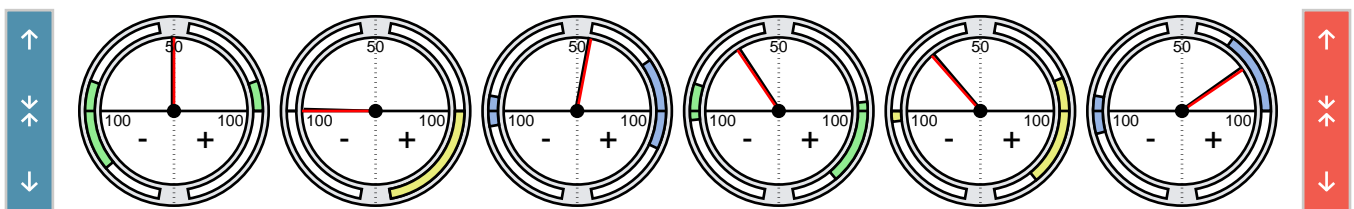


World View

Self View



	Understanding Others	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Clarity	92	92	68	74	78	68
Bias	↕	↓	↕	↓	↓	↑
Blind Spot	8	8	32	26	22	32



Rev: 0.91-0.84

- ↑ Overvaluation
- ↕ Mixed valuation
- ↓ Undervaluation
- Intrinsic
- Extrinsic
- Systemic
- ★ Population mean
- 84 External Clarity Average
- 73 Internal Clarity Average