PTS1: Understanding Anchor Points

1. Locate the highest number overall and the highest number of each set of three scores on either side of the page. There will be three numbers with graphs on the left side and three numbers with graphs on the right side: three for the External and three for the Internal, one score for each dimension I, E, and S.

2. The highest number overall sets the level of the profile. Currently, TTI uses an analysis mainly to show employability risk. High is considered between 8 and 10 or low risk, while low level is considered below 6 or high risk. Medium (or average) is considered between 6 and 8 or moderate risk.

3. In general, regardless of what level is indicated, the highest of the three scores (external set of three or internal set of three) indicates the anchor point that the person relies on to interpret reality. The person will tend to interpret everything through the “window” indicated by the highest score. The highest number indicates the closest contact point with reality, either to the outside world or to the reality of the self. This highest number defines the level, and, potentially, all other scores could, theoretically, be brought up to the level of the highest score.

4. To get the lifestyle pattern, look at the three numbers in relation to each other. Numbers that are 0.3 or less apart are considered equal in our analysis, if the level of the profile is “high,” that is, between 8 and 10. Numbers that are 0.4 apart or greater are not considered equal, unless the overall level is low (below 6). If the profile is below 6 overall, the numerical differences are not as significant. We consider significant difference to be 5%. There are 60 ticks (in tenths of a point) between the lowest acceptable score of 4.0 and the highest score of 10.0, and 5% of 60 is 0.3. When the level of the profile is low (4 to 6), the differences are less significant.

5. Relate the numbers to each other and find both the Internal pattern and the External pattern, (i.e., S > I > E or I = E > S). You will have two results: a lifestyle or personality pattern for the External world and a lifestyle of personality pattern for the internal world or the self. The lifestyle patterns gives us the main anchor points for understanding the person.

6. The lowest or weakest number of the three represents the weakest link to reality, and we focus on this score for the beginning of remedial work.

7. High numbers indicate familiarity, comfort and affinity with the content of that dimension while low numbers indicate a relatively weak integrity or linkage with content of that dimension.

8. To reveal the degree of stress or tension that the person may be feeling, compare the external and internal scores for each dimension. If the difference is 3.0 or greater the person is actually feeling the weight of the stress and is struggling or suffering to a certain degree.
Bias patterns

A bias is generated when a person ranks the majority of the six Profile items involved in any one dimension (I, E, or S) either lower or higher than the norm.

If the majority of dimensional items are ranked lower than the norm, it generates a negative bias. If the majority of dimensional items are ranked higher than the norm, a positive bias will be generated. This happens because the person has been emotionally programmed (feeling good or feeling bad about given coping situations) through many experiences over time, to see more or less value in a particular dimension. We refer to this as an emotional bias.

The positive bias is indicated by a “+”
The negative bias is indicated by a “-“
Balanced (or no bias) is indicated by a “0”

For strict interpretations we divide the bias scale into three parts.

1. Balanced or neutral bias (no bias) is considered between 50% and 60%.
2. Balanced-positive or balanced-negative indicates a tendency but not a definite bias. This is the range between 60% and 70% positive or negative.
3. A positive or negative bias is indicated when the percentage is over 70%.