TTI SUCCESS INSIGHTS®

TriMetrix® HD

Talent Report

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VP of Samples
TTI
5-4-2021

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Introduction
Where Opportunity Meets Talent

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TriMetrix® HD Talent Report can be compared with specific job requirements outlined in TriMetrix® HD Job Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

The following is a highly-personalized portrait of your talent in three main sections:

Competencies Hierarchy (25 Areas)

This section presents 25 key competencies and ranks them from top to bottom, defining your major strengths. The skills at the top highlight well-developed capabilities and reveal where you are naturally most effective in focusing your time.

Driving Forces Clusters (12 Areas)

This section identifies what drives you. In order to be successful and energized on the job, it is important that your driving forces are in alignment with the rewards of your role.

Behavioral Hierarchy (12 Areas)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

Summary of Top Competencies

This section provides detail on your top seven competencies. Apply your strongest competencies to your job as appropriate and develop further competencies as required.

Driving Forces Feedback

This section expands on your Primary Driving Forces Cluster. You will feel energized and successful at work when your job supports and satisfies these driving forces.

Behavioral Feedback

This section gives you insight into your top three behavioral traits to further identify your unique strengths.

Development Indicator

This section of your report shows your development level of 25 personal skills based on your responses to the questionnaire. The 25 personal skills have been categorized into four levels; based on means and standard deviations. Well Developed, Developed, Moderately Developed and Needs Development.

Personal Skills Ranking	
1	Conceptual Thinking
2	Understanding & Evaluating Others
3	Leadership
4	Negotiation
5	Personal Accountability
6	Creativity
7	Decision Making
8	Futuristic Thinking
9	Presenting
10	Flexibility
11	Problem Solving Ability
12	Persuasion
13	Self-Management
14	Conflict Management
15	Resiliency
16	Teamwork
17	Interpersonal Skills
18	Customer Focus
19	Employee Development/Coaching
20	Goal Achievement
21	Continuous Learning
22	Diplomacy & Tact
23	Planning & Organizing
24	Written Communication
25	Empathy

Note: Don't be concerned if you have not developed all 25 personal skills. Research has proven that individuals seldom develop all 25. Development of the most important personal skills needed for your personal and professional life is what is critical.

◼ Well Developed   ◼ Developed

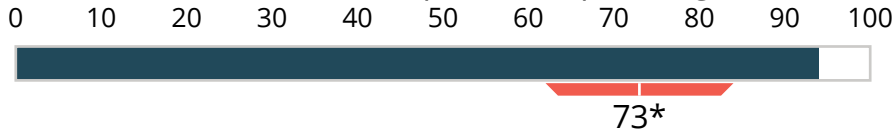◻ Moderately Developed   ◻ Needs Development

T: 14:01

Samuel Sample
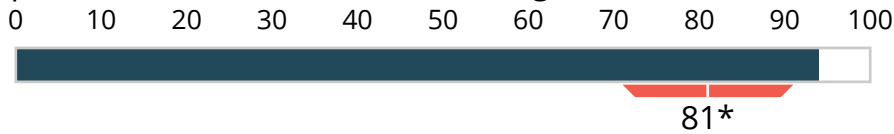
Competencies Hierarchy

Your unique hierarchy of competencies is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your competencies from top to bottom.

1. Conceptual Thinking - The ability to analyze hypothetical situations or abstract concepts to compile insight.
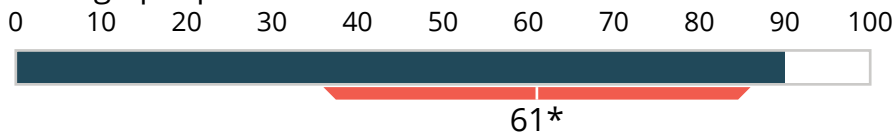
0   10   20   30   40   50   60   70   80   90   100

73*

94
WD

2. Understanding & Evaluating Others - The capacity to perceive and understand the feelings and attitudes of others.
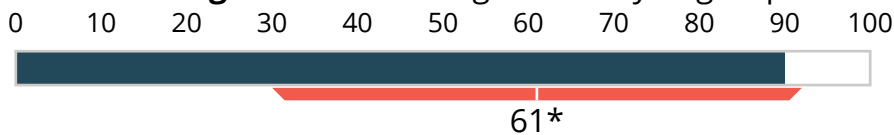
0   10   20   30   40   50   60   70   80   90   100

81*

94
WD

3. Leadership - Achieving extraordinary business results through people.

0   10   20   30   40   50   60   70   80   90   100

61*

90
WD

4. Presenting - Communicating effectively to groups.

0   10   20   30   40   50   60   70   80   90   100

61*

90
D

5. Flexibility - Agility in adapting to change.

0   10   20   30   40   50   60   70   80   90   100

76*

86
D

6. Negotiation - Facilitating agreements between two or more parties.

0   10   20   30   40   50   60   70   80   90   100
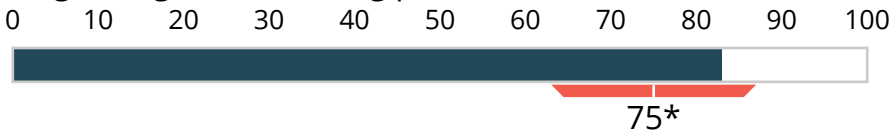
38*
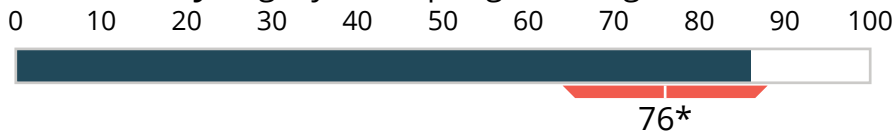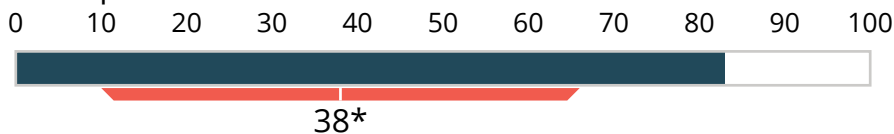
83
WD

Development Legend

WD = Well Developed
 D = Developed
MD = Moderately Developed
 ND = Needs Development

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

Competencies Hierarchy
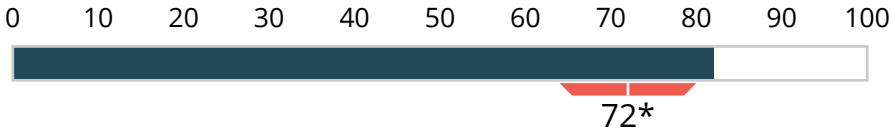
7. Problem Solving Ability - Anticipating, analyzing, diagnosing, and resolving problems.
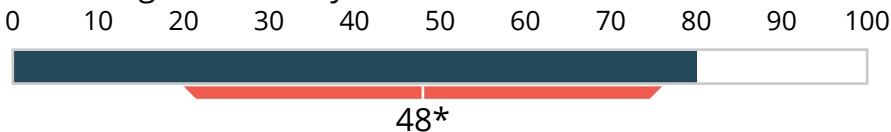
0   10   20   30   40   50   60   70   80   90   100

83 D

75*

8. Personal Accountability - A measure of the capacity to be answerable for personal actions.

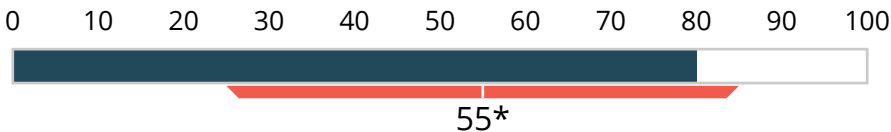0   10   20   30   40   50   60   70   80   90   100

82 WD

72*

9. Creativity - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.

0   10   20   30   40   50   60   70   80   90   100

80 WD

48*

10. Persuasion - Convincing others to change the way they think, believe or behave.

0   10   20   30   40   50   60   70   80   90   100

80 D

55*

11. Self-Management - Demonstrating self control and an ability to manage time and priorities.

0   10   20   30   40   50   60   70   80   90   100

79 D

74*
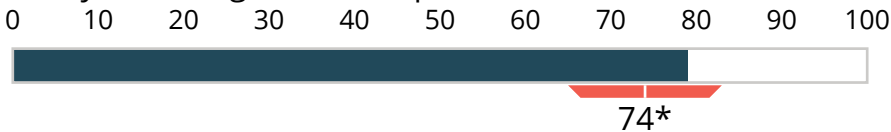
12. Decision Making - Utilizing effective processes to make decisions.

0   10   20   30   40   50   60   70   80   90   100

78 WD

70*
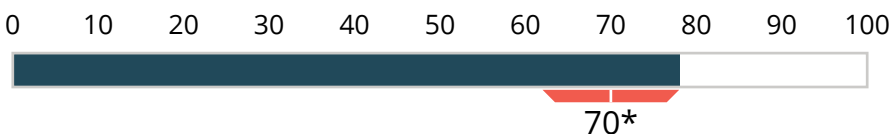
13. Conflict Management - Addressing and resolving conflict constructively.

0   10   20   30   40   50   60   70   80   90   100

73 D

52*
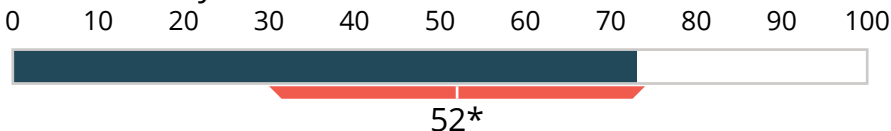
* 68% of the population falls within the shaded area.

Competencies Hierarchy

14. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realized.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

73 WD

28*

15. Resiliency - The ability to quickly recover from adversity.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

73 D

72*

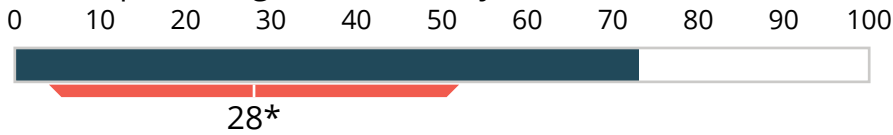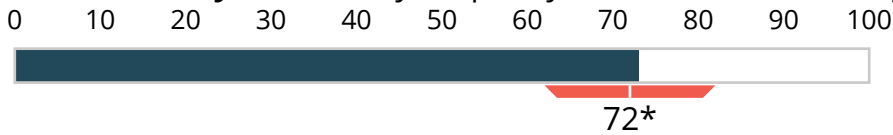**16. Teamwork** - Working effectively and productively with others.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

70 D

63*
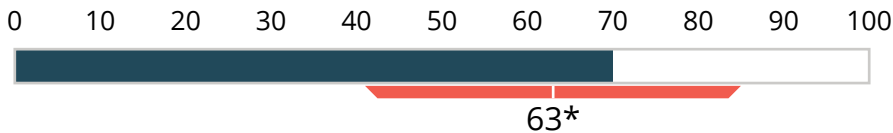
17. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

60 MD

68*
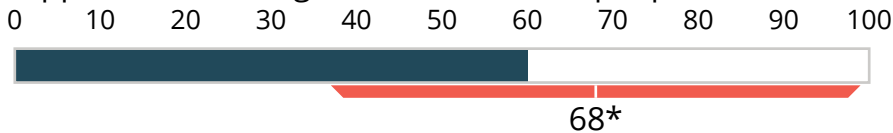
18. Customer Focus - A commitment to customer satisfaction.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

57 MD

63*
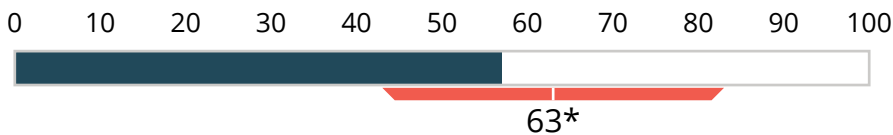
19. Employee Development/Coaching - Facilitating and supporting the professional growth of others.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

47 MD

68*
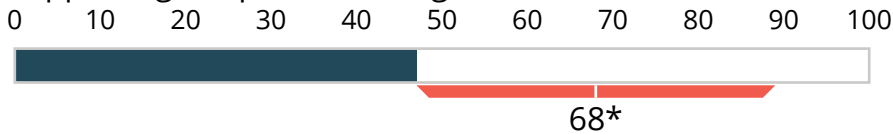
20. Goal Achievement - The ability to identify and prioritize activities that lead to a goal.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

43 ND

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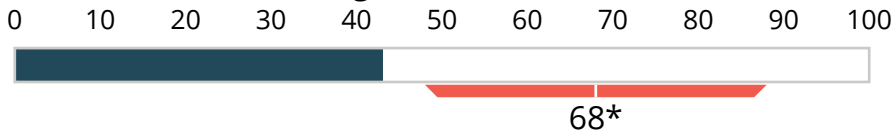
* 68% of the population falls within the shaded area.

Competencies Hierarchy

21. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.

0   10   20   30   40   50   60   70   80   90   100

61*

37

ND

22. Diplomacy & Tact - The ability to treat others fairly, regardless of personal biases or beliefs.

0   10   20   30   40   50   60   70   80   90   100

59*

17

ND

23. Planning & Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.

0   10   20   30   40   50   60   70   80   90   100

48*

17

ND

24. Written Communication - Writing clearly, succinctly and understandably.

0   10   20   30   40   50   60   70   80   90   100

54*

10

ND

25. Empathy - Identifying with and caring about others.

0   10   20   30   40   50   60   70   80   90   100

36*

0

ND

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

Primary Driving Forces Cluster

Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

1. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

100

42*
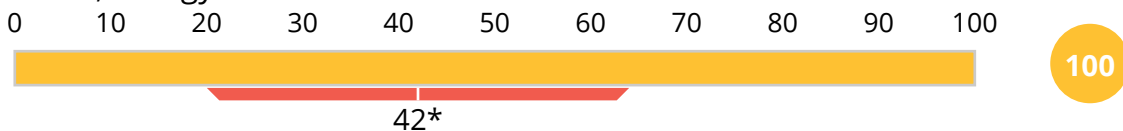
2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

97

51*
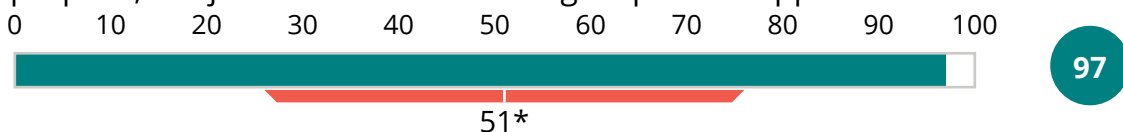
3. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

85

46*
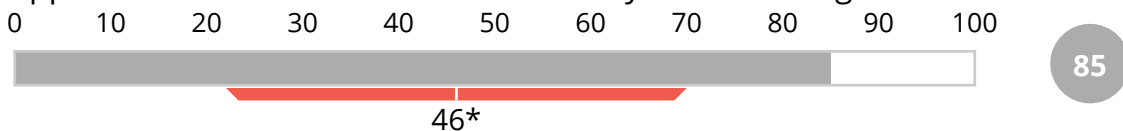
4. Commanding - People who are driven by status, recognition and control over personal freedom.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

76

50*

Norm 2017

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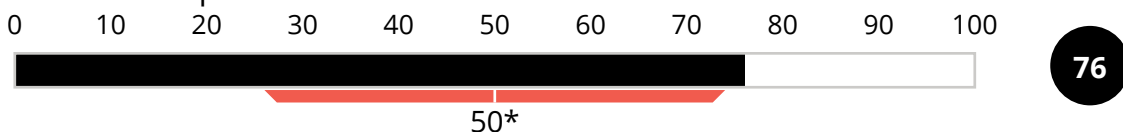
Situational Driving Forces Cluster

Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

5. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

0	10	20	30	40	50	60	70	80	90	100

54*
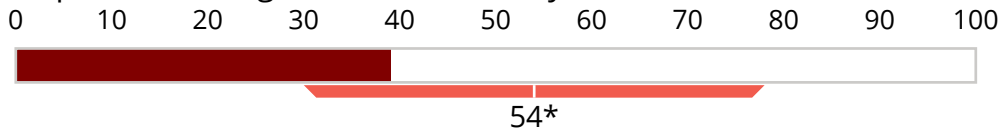
39

6. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.

0	10	20	30	40	50	60	70	80	90	100

35*
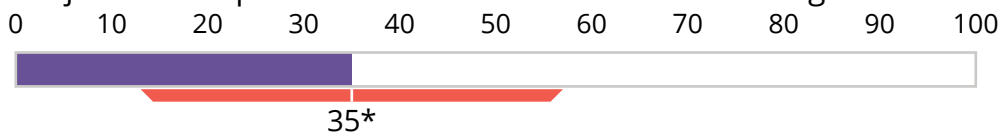
35

7. Objective - People who are driven by the functionality and objectivity of their surroundings.

0	10	20	30	40	50	60	70	80	90	100

50*
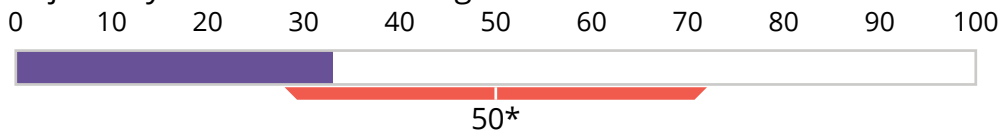
33

8. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

0	10	20	30	40	50	60	70	80	90	100

29*

29

Norm 2017

Samuel Sample
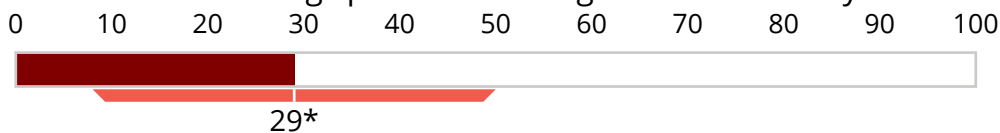
Indifferent Driving Forces Cluster

You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

9. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.

0   10   20   30   40   50   60   70   80   90   100

35*

6
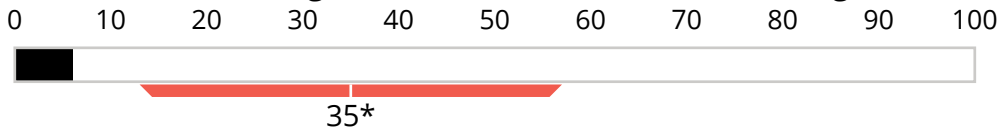
10. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.

0   10   20   30   40   50   60   70   80   90   100

33*

0
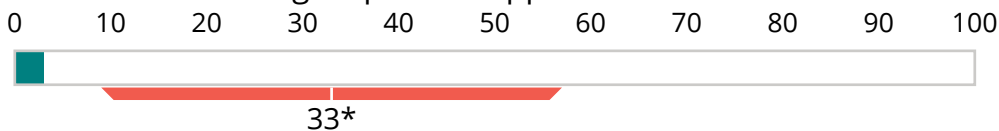
11. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.

0   10   20   30   40   50   60   70   80   90   100

38*

0
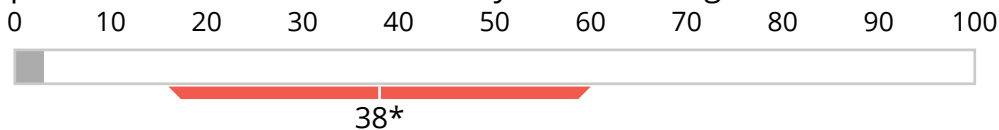
12. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.

0   10   20   30   40   50   60   70   80   90   100

40*

0

Norm 2017

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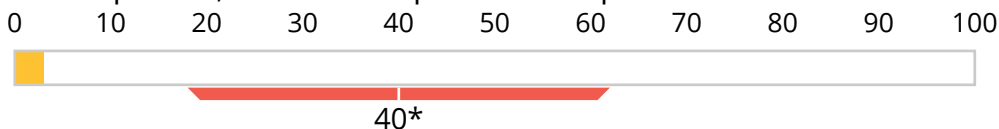
Behavioral Hierarchy

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

1. **Urgency** - Take immediate action.

0   10   20   30   40   50   60   70   80   90   100

100 **Natural**

43*

100 **Adapted**

43*

2. **Versatile** - Adapt to various situations with ease.

0   10   20   30   40   50   60   70   80   90   100

100 **Natural**

54*

85 **Adapted**

52*

3. **Interaction** - Frequently engage and communicate with others.

0   10   20   30   40   50   60   70   80   90   100

90 **Natural**

60*

70 **Adapted**

55*

4. **Competitive** - Want to win or gain an advantage.

0   10   20   30   40   50   60   70   80   90   100

90 **Natural**

49*

100 **Adapted**

47*

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

5. Frequent Change - Rapidly shift between tasks.

0   10   20   30   40   50   60   70   80   90   100

90   Natural

52*

85   Adapted

50*

6. People-Oriented - Build rapport with a wide range of individuals.

0   10   20   30   40   50   60   70   80   90   100

60   Natural

65*

50   Adapted

62*

7. Customer-Oriented - Identify and fulfill customer expectations.

0   10   20   30   40   50   60   70   80   90   100

43   Natural

64*

37   Adapted

62*

8. Persistence - Finish tasks despite challenges or resistance.

0   10   20   30   40   50   60   70   80   90   100

30   Natural

61*

38   Adapted

64*

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

9. Analysis - Compile, confirm and organize information.

0 10 20 30 40 50 60 70 80 90 100

25 **Natural**

53*

40 **Adapted**

59*

10. Following Policy - Adhere to rules, regulations, or existing methods.

0 10 20 30 40 50 60 70 80 90 100

25 **Natural**

60*

30 **Adapted**

63*

11. Organized Workplace - Establish and maintain specific order in daily activities.

0 10 20 30 40 50 60 70 80 90 100

22 **Natural**

51*

28 **Adapted**

57*

12. Consistent - Perform predictably in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100

20 **Natural**

61*

28 **Adapted**

64*

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

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Summary Of Top Competencies

Your unique hierarchy of competencies is key to your success. Knowing what they are is essential to reaching your goals. The following are your 7 highest-ranked competencies:

1. **Conceptual Thinking:** The ability to analyze hypothetical situations or abstract concepts to compile insight.
   - Demonstrates ability to forecast long range outcomes and develop suitable business strategies
   - Identifies, evaluates and communicates potential impacts of hypothetical situations
   - Defines options to leverage opportunities in achieving business goals
   - Develops plans and strategies that lead to desired strategic outcomes

2. **Understanding & Evaluating Others:** The capacity to perceive and understand the feelings and attitudes of others.
   - Demonstrates awareness of how actions will directly and indirectly impact others
   - Listens to others attentively
   - Demonstrates regard for and sensitivity to the feelings of others
   - Values and respects the diversity of others and their beliefs

3. **Leadership:** Achieving extraordinary business results through people.
   - Inspires others with compelling visions.
   - Takes risks for the sake of principles, values or mission.
   - Builds trust and demonstrates integrity with a noticeable congruence between words and actions (walks their talk).
   - Demonstrates optimism and positive expectations of others.
   - Delegates appropriate responsibilities and authority.
   - Involves people in decisions that affect them.
   - Addresses performance issues promptly, fairly and consistently.
   - Adapts methods and approaches to the needs and motivations of others.
   - Makes decisions to avoid or mitigate the negative consequences for people.
   - Demonstrates loyalty to constituents.

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4. Presenting: Communicating effectively to groups.
- Organizes information to be presented in succinct, logical sequence.
- Presents information in ways that makes abstract or complex concepts clear and understandable.
- Effectively utilizes language, word-pictures, stories, metaphors and humor.
- Utilizes a wide range of non-verbal communication or body language such as speech inflection, voice modulation, eye contact, facial expression and gestures.
- Implements a variety of visual and auditory devices to capture and invoke the audience's senses, participation and interest.
- Projects authenticity, confidence, conviction and passion.
- Appeals to and engages the heart and mind of the audience.
- Tailors presentation to the interests, needs and wants of audiences.
- Establishes and delivers content objectives.
- Communicates in ways that elevate audience awareness and understanding.
- Communicates in ways that enlighten, educate, challenge and persuade the audience to think, believe or behave in a specific way.
- Is recognized and relied upon as an effective spokesperson.

5. Flexibility: Agility in adapting to change.
- Responds promptly to shifts in direction, priorities and schedules.
- Demonstrates agility in accepting new ideas, approaches and/or methods.
- Effective in juggling multiple priorities and tasks.
- Modifies methods or strategies to fit changing circumstances.
- Adapts personal style to work with different people.
- Maintains productivity during transitions, even in the midst of chaos.
- Embraces and/or champions change.

6. **Negotiation:** Facilitating agreements between two or more parties.
    - Understands both parties must get something they want before agreement is feasible.
    - Listens to identify and understand what each party wants.
    - Determines what each party is willing to accept in an agreement.
    - Establishes a non-threatening environment, conducive to open communication for discussing possible terms of agreement.
    - Develops the terms for an agreement.
    - Ensures each party understands the terms of agreement.
    - Binds agreements between parties with verbal and/or written contracts.

7. **Problem Solving Ability:** Anticipating, analyzing, diagnosing, and resolving problems.
    - Anticipates, identifies and resolves problems or obstacles.
    - Utilizes logic and systematic processes to analyze and solve problems.
    - Defines the causes, effects, impact and scope of problems.
    - Identifies the multiple components of problems and their relationships.
    - Prioritizes steps to solution.
    - Develops criteria for optimum solutions.
    - Evaluates the potential impact of possible solutions and selects the best one.

Driving Forces Feedback

Your motivation to succeed is, in part, determined by your underlying driving forces. You will feel energized and successful at work when your job supports and satisfies these driving forces. The following 4 factors make up your primary driving forces cluster.

1. **Resourceful**

   - You are driven by practical results, maximizing both efficiency and returns for your investments of time, talent, energy and resources.

2. **Intentional**

   - You are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.

3. **Receptive**

   - You are driven by new ideas, methods and opportunities that fall outside a defined system for living.

4. **Commanding**

   - You are driven by status, recognition and control over personal freedom.

Behavioral Feedback

Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:

1. Urgency

- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

2. Versatile

- You easily adapt to changes with a high level of optimism and a "can do" orientation.

3. Interaction

- You prefer to interact with others rather than deal with tasks.

Graph I

Adapted Style

D   I   S   C

100

80

60

40

20

0

93 62 15 32

Graph II

Natural Style

D   I   S   C

100

80

60

40

20
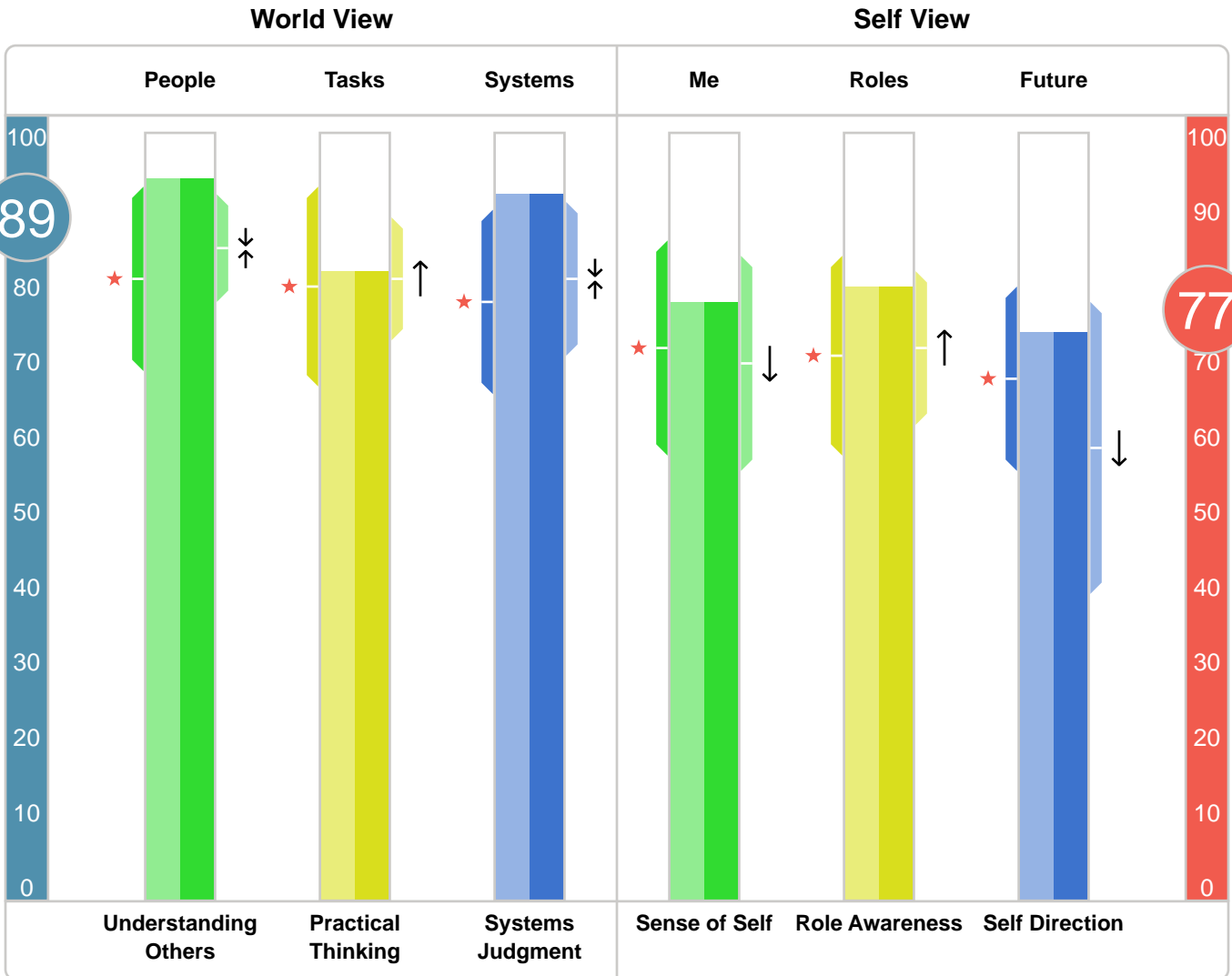
0

92 82 6 38

Samuel Sample

Behavioral Feedback

Samuel embraces visions not always seen by others. Samuel's creative mind allows him to see the "big picture." He is goal-oriented and driven by results. He is the team member who will try to keep the others on task. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He prefers an environment with variety and change. He is at his best when many projects are underway at once. Samuel is extremely results-oriented, with a sense of urgency to complete projects quickly. He is deadline conscious and becomes irritated if deadlines are delayed or missed. Many people see him as a self-starter dedicated to achieving results. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others.

Graph I

Adapted Style

D   I   S   C

| 93 | 62 | 15 | 32 |

Graph II

Natural Style

D   I   S   C

| 92 | 82 | 6 | 38 |

Samuel Sample

Dimensional Balance

World View

	People	Tasks	Systems

External Clarity Average: 89

Understanding Others	Practical Thinking	Systems Judgment

Self View

	Me	Roles	Future

Internal Clarity Average: 77

Sense of Self	Role Awareness	Self Direction

	Understanding Others	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Clarity	94	82	92	78	80	74
Bias	⤱ (Mixed)	↑	⤱ (Mixed)	↓	↑	↓
Blind Spot	6	18	8	22	20	26

Rev: 0.96-0.90

Legend
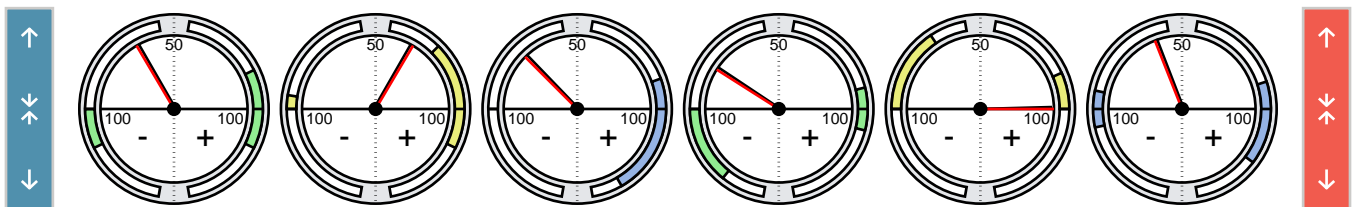
- ↑ Overvaluation
- ⤱ Mixed valuation
- ↓ Undervaluation
- 🟢 Intrinsic
- 🟡 Extrinsic
- 🔵 Systemic
- ★ Population mean
- 89 External Clarity Average
- 77 Internal Clarity Average