



TTI  
SUCCESS  
INSIGHTS®

## TriMetrix® HD

Talent Report

Sample Sam  
COO  
ABC Company  
2-21-2020

**Creating a high commitment, low drama Wake Up Eager Workforce.**  
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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.

### Motivators Hierarchy (6 Areas)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

### 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.

### Motivators Feedback

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

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

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

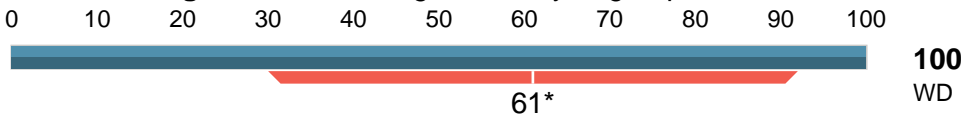
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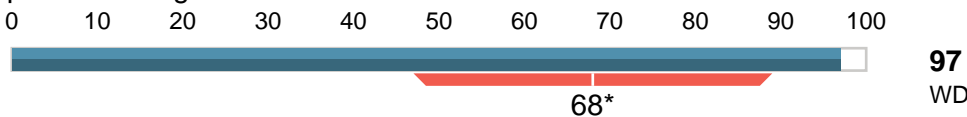
# Competencies Hierarchy

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.

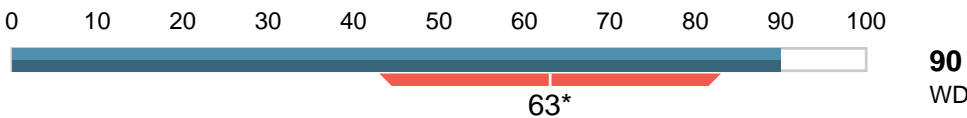
## 1. Presenting - Communicating effectively to groups.



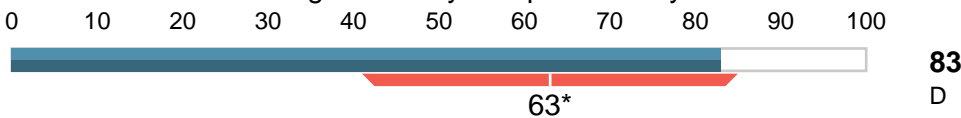
## 2. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



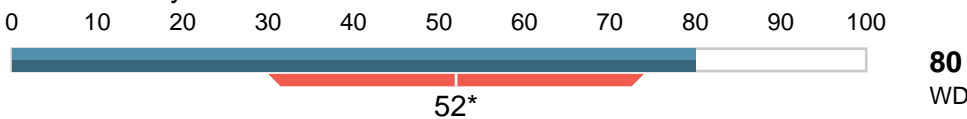
## 3. Customer Focus - A commitment to customer satisfaction.



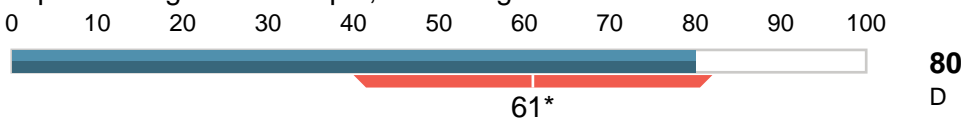
## 4. Teamwork - Working effectively and productively with others.



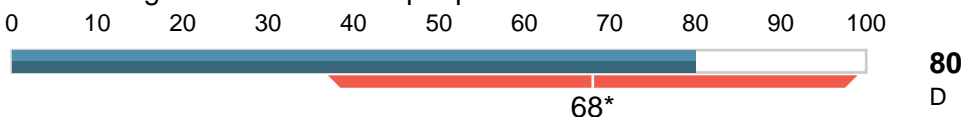
## 5. Conflict Management - Addressing and resolving conflict constructively.



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



## 7. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



### Development Legend

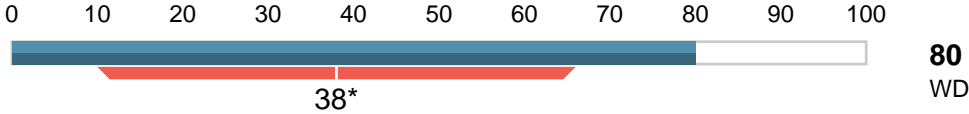
- WD = Well Developed
- D = Developed
- MD = Moderately Developed
- ND = Needs Development

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

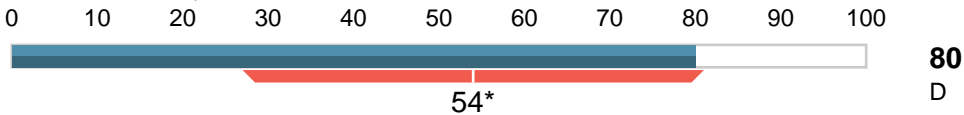


# Competencies Hierarchy

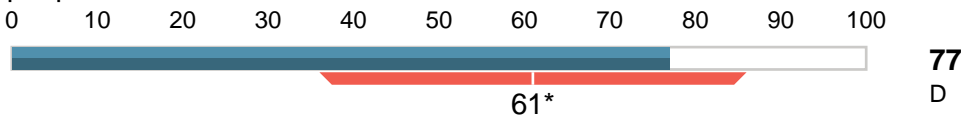
**8. Negotiation** - Facilitating agreements between two or more parties.



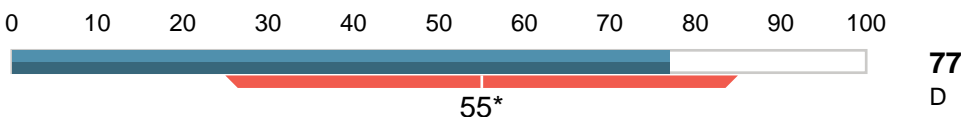
**9. Written Communication** - Writing clearly, succinctly and understandably.



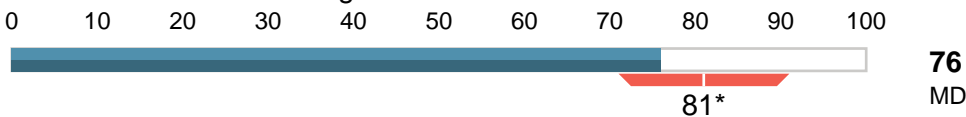
**10. Leadership** - Achieving extraordinary business results through people.



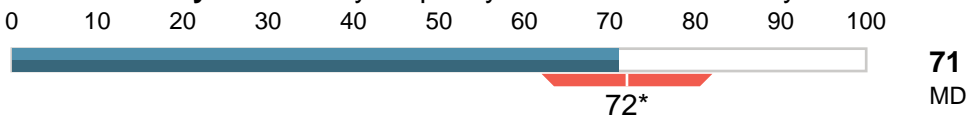
**11. Persuasion** - Convincing others to change the way they think, believe or behave.



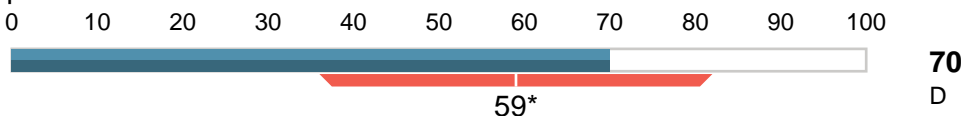
**12. Understanding & Evaluating Others** - The capacity to perceive and understand the feelings and attitudes of others.



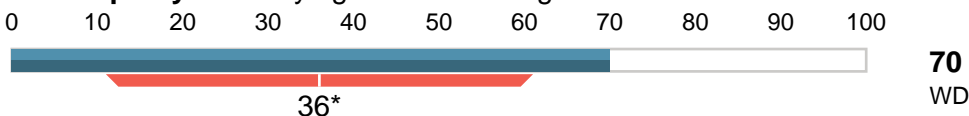
**13. Resiliency** - The ability to quickly recover from adversity.



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



**15. Empathy** - Identifying with and caring about others.

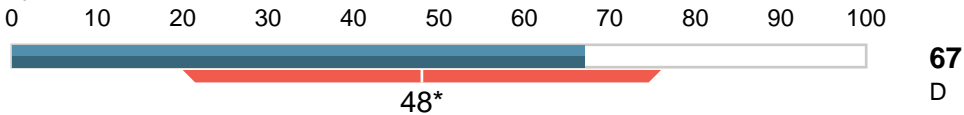


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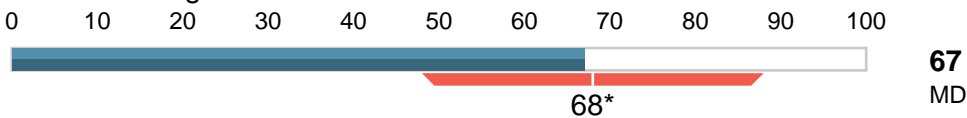


# Competencies Hierarchy

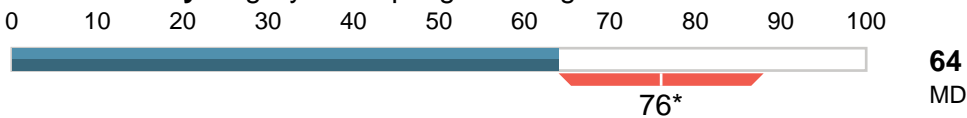
**16. Creativity** - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.



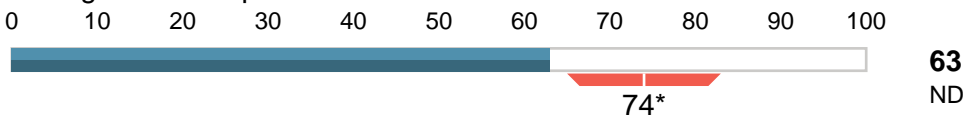
**17. Goal Achievement** - The ability to identify and prioritize activities that lead to a goal.



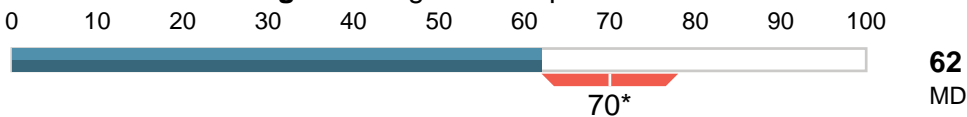
**18. Flexibility** - Agility in adapting to change.



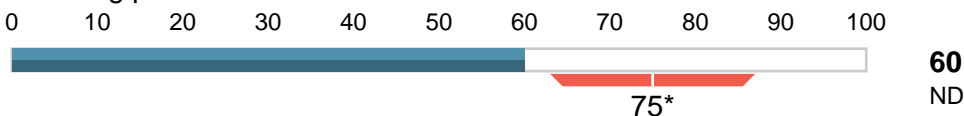
**19. Self-Management** - Demonstrating self control and an ability to manage time and priorities.



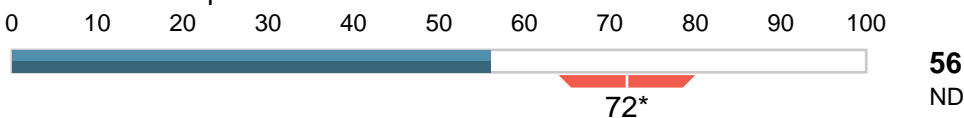
**20. Decision Making** - Utilizing effective processes to make decisions.



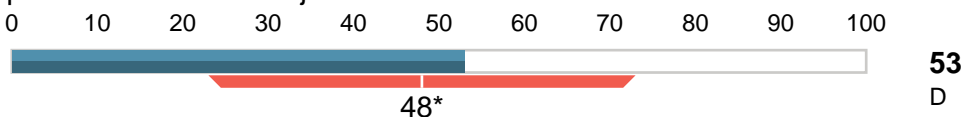
**21. Problem Solving Ability** - Anticipating, analyzing, diagnosing, and resolving problems.



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



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

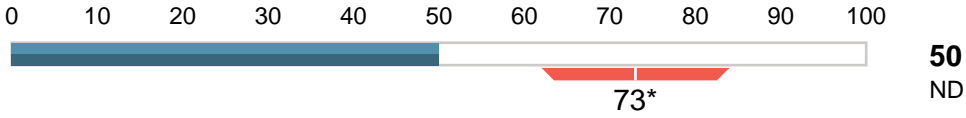


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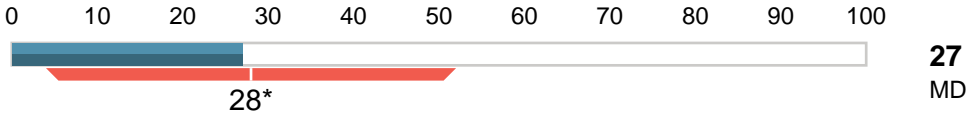


# Competencies Hierarchy

**24. Conceptual Thinking** - The ability to analyze hypothetical situations or abstract concepts to compile insight.



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



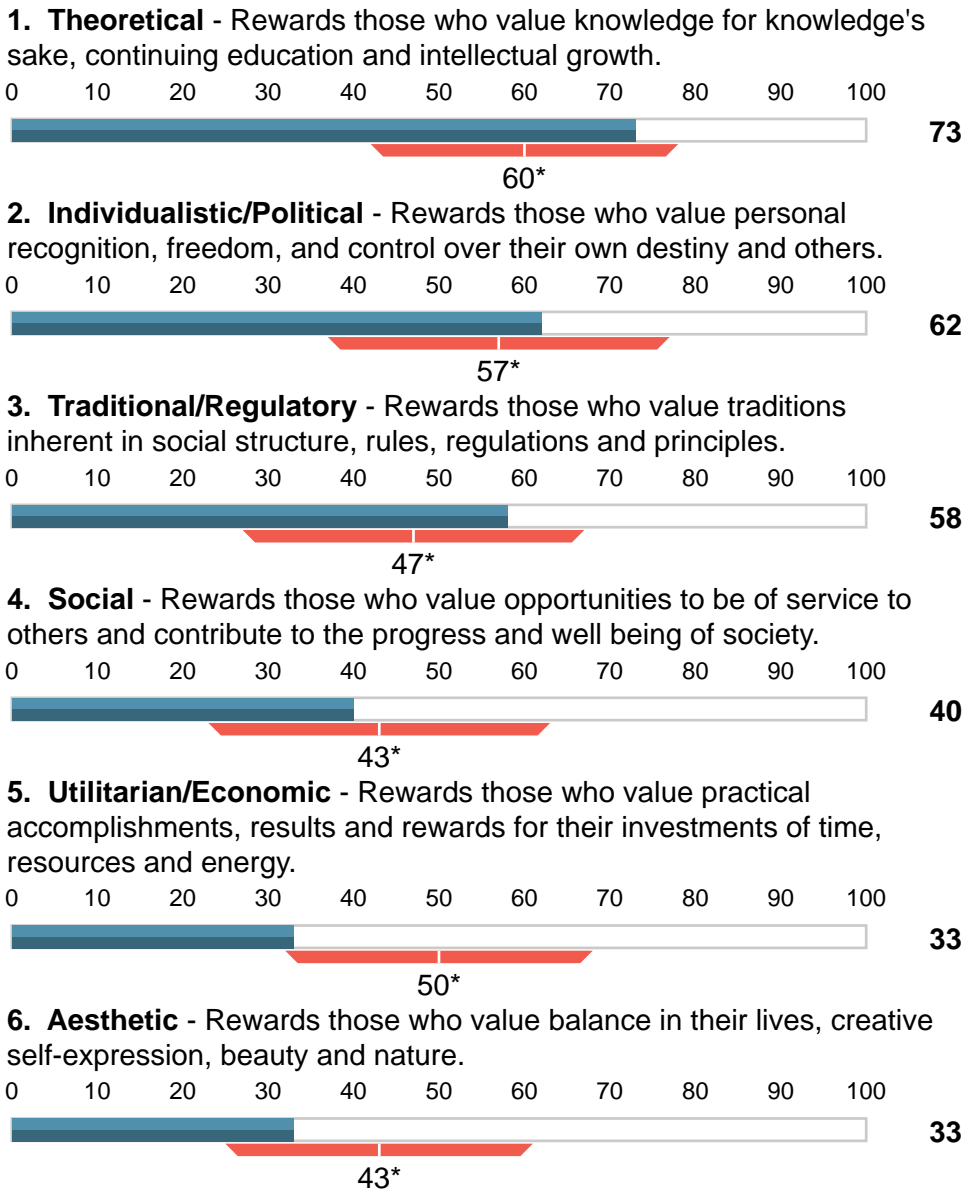
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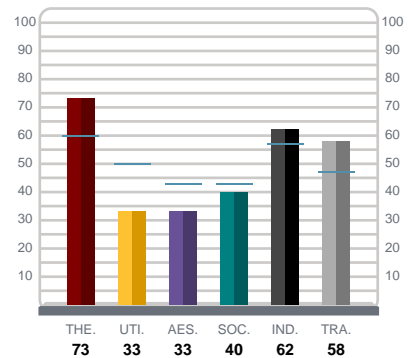


# Motivators Hierarchy

Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.



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

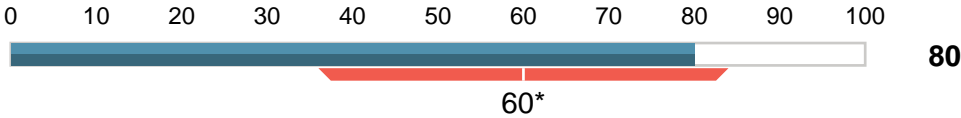




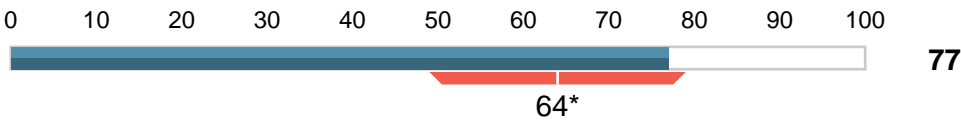
# Behavioral Hierarchy

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.

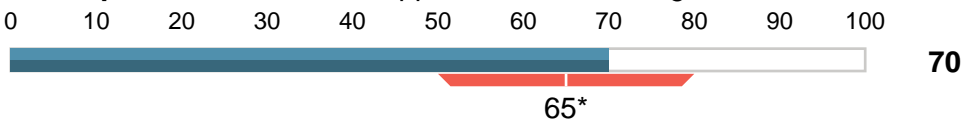
**1. Interaction** - Frequently engage and communicate with others.



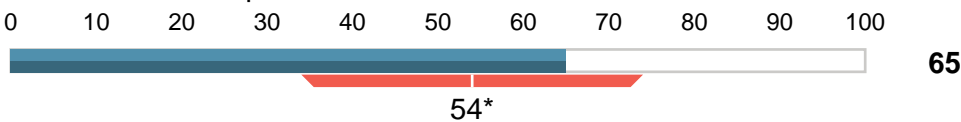
**2. Customer-Oriented** - Identify and fulfill customer expectations.



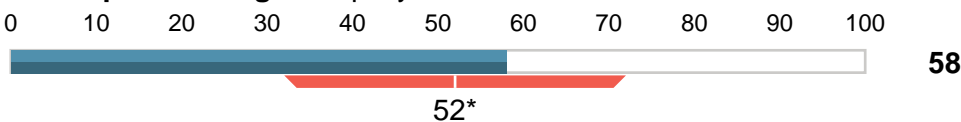
**3. People-Oriented** - Build rapport with a wide range of individuals.



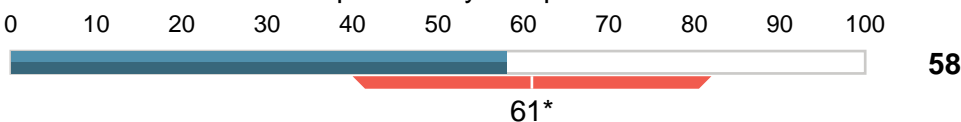
**4. Versatile** - Adapt to various situations with ease.



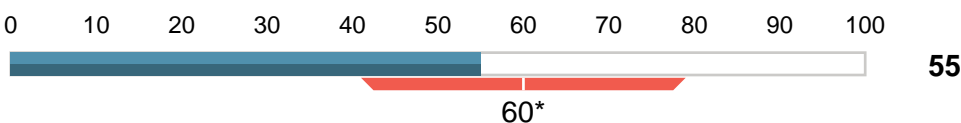
**5. Frequent Change** - Rapidly shift between tasks.



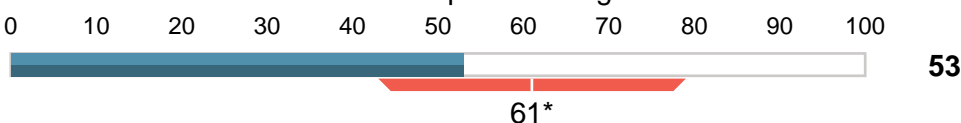
**6. Consistent** - Perform predictably in repetitive situations.



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



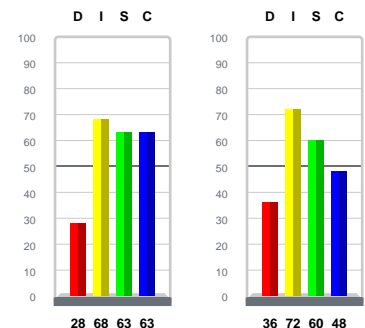
**8. Persistence** - Finish tasks despite challenges or resistance.



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



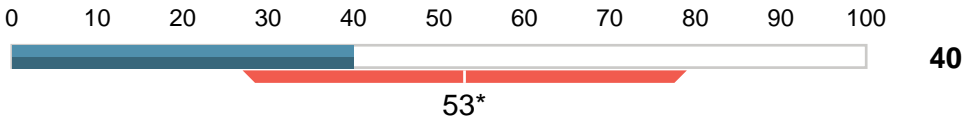
Adapted Style      Natural Style



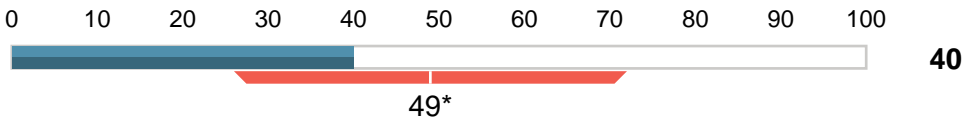


# Behavioral Hierarchy

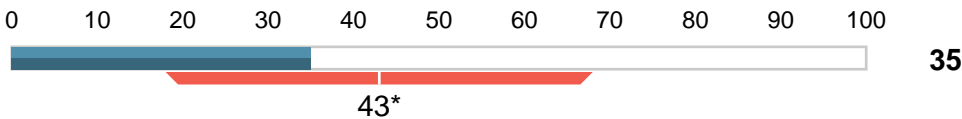
**9. Analysis** - Compile, confirm and organize information.



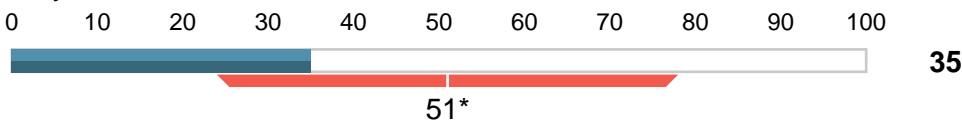
**10. Competitive** - Want to win or gain an advantage.



**11. Urgency** - Take immediate action.



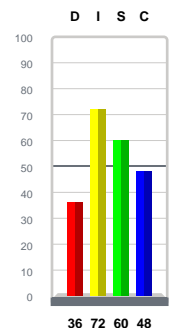
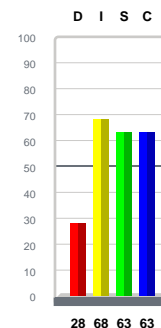
**12. Organized Workplace** - Establish and maintain specific order in daily activities.



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

Adapted Style

Natural Style





# 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. 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.
  
2. Employee Development/Coaching: Facilitating and supporting the professional growth of others.
  - Expresses confidence in others' ability to perform.
  - Identifies developmental needs.
  - Encourages initiative and improvement.
  - Provides opportunities for training.
  - Gives new, difficult and/or challenging work assignments.
  - Acknowledges and praises improvements.
  - Trains, coaches and mentors others to develop.
  - Views mistakes as opportunities for learning.
  - Promotes learning and growth.



## Summary of Top Competencies

3. **Customer Focus:** A commitment to customer satisfaction.
  - Consistently places a high value on customers and all issues related to customers
  - Objectively listens to, understands and represents customer feedback
  - Anticipates customer needs and develops appropriate solutions
  - Meets all promises and commitments made to customers
  
4. **Teamwork:** Working effectively and productively with others.
  - Respects team members and their individual perspectives.
  - Makes team mission and objectives a priority.
  - Works toward consensus when team decisions are required.
  - Meets agreed-upon deadlines on team assignments and commitments.
  - Shares responsibility with team members for successes and failures.
  - Keeps team members informed regarding projects.
  - Supports team decisions.
  - Recognizes and appreciates the contributions of team members.
  - Behaves in a manner consistent with team values and mission.
  - Provides constructive feedback to team and its members.
  - Responds positively to feedback from team members.
  - Raises and/or confronts issues limiting team effectiveness.
  
5. **Conflict Management:** Addressing and resolving conflict constructively.
  - Readily identifies and addresses issues, concerns or conflicts.
  - Recognizes opportunities for positive outcomes in conflict situations.
  - Reads situations quickly and accurately to pinpoint critical issues.
  - Listens to gain understanding of an issue from different perspectives.
  - Diffuses tension and effectively handles emotional situations.
  - Assists people in adversarial positions to identify common interests.
  - Strives to settle differences equitably.
  - Settles differences without damaging relationships.



## Summary of Top Competencies

6. Continuous Learning: Taking initiative in learning and implementing new concepts, technologies and/or methods.
  - Demonstrates curiosity and enthusiasm for learning.
  - Takes initiative in acquiring and mastering the skills and knowledge requirements of a position.
  - Keeps abreast of current or new information through reading and other learning methods.
  - Actively interested in new technologies, processes and methods.
  - Welcomes or seeks assignments requiring new skills and knowledge.
  - Expends considerable effort and/or expense on learning.
  - Genuinely enjoys learning.
  - Identifies applications for knowledge.
  - Is considered a knowledgeable resource by others.
  
7. Interpersonal Skills: Effectively communicating, building rapport and relating well to all kinds of people.
  - Strives for self-awareness.
  - Demonstrates sincere interest in others.
  - Treats all people with respect, courtesy and consideration.
  - Respects differences in the attitudes and perspectives of others.
  - Listens, observes and strives to gain understanding of others.
  - Communicates effectively.
  - Sensitive to diversity issues.
  - Develops and maintains relationships with many different kinds of people regardless of cultural differences.



# Motivators Feedback

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

## 1. Theoretical

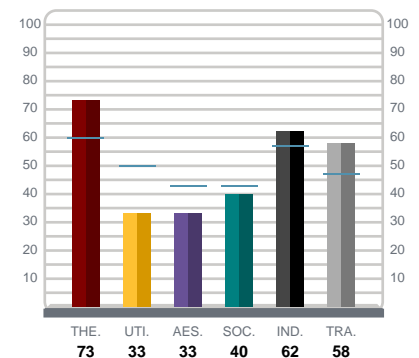
- You value knowledge, continuing education and intellectual growth.
- The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.

## 2. Individualistic/Political

- You value personal recognition, freedom and control over your own destiny and others.
- The primary interest for this motivator is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power drive. Since competition and struggle play a large part in all areas of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain personalities in whom the desire for direct expression of this motive is uppermost; who wish, above all, for personal power, influence and renown.

## 3. Traditional/Regulatory

- You value traditions inherent in social structure, rules, regulations and principles.
- The highest interest for this motivator may be called "unity," "order," or "tradition." Individuals with high scores for this motivator seek a system for living. This system can be found in such things as conservatism or any authority that has defined rules, regulations and principles for living.





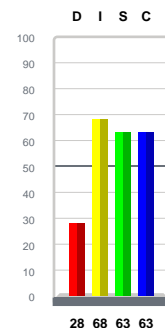
# Behavioral Feedback

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:

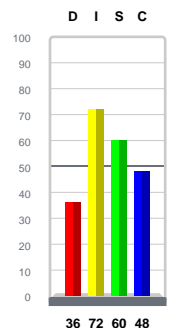
1. Interaction
  - You prefer to interact with others rather than deal with tasks.
2. Customer-Oriented
  - You have a sincere interest in your customers. You demonstrate credibility, effective problem solving and the ability to maintain a positive attitude.
3. People-Oriented
  - You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time communicating with or understanding people.



Adapted Style



Natural Style





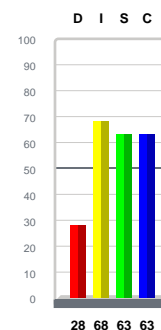


# Behavioral Feedback

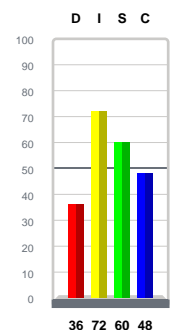
Sample, as a manager, supervisor or group leader can use his people skills to build group involvement and increase participation from the group. He is gregarious and sociable. He will be seen as a good mixer both on or off the job. He likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He likes quality social relationships. He often will become friends with his customers or clients. Sample is approachable, affectionate and understanding. He is good at creating enthusiasm in others. He influences most people with his warmth. He prefers working for a participative manager. He does his best work in this kind of environment.



Adapted Style



Natural Style



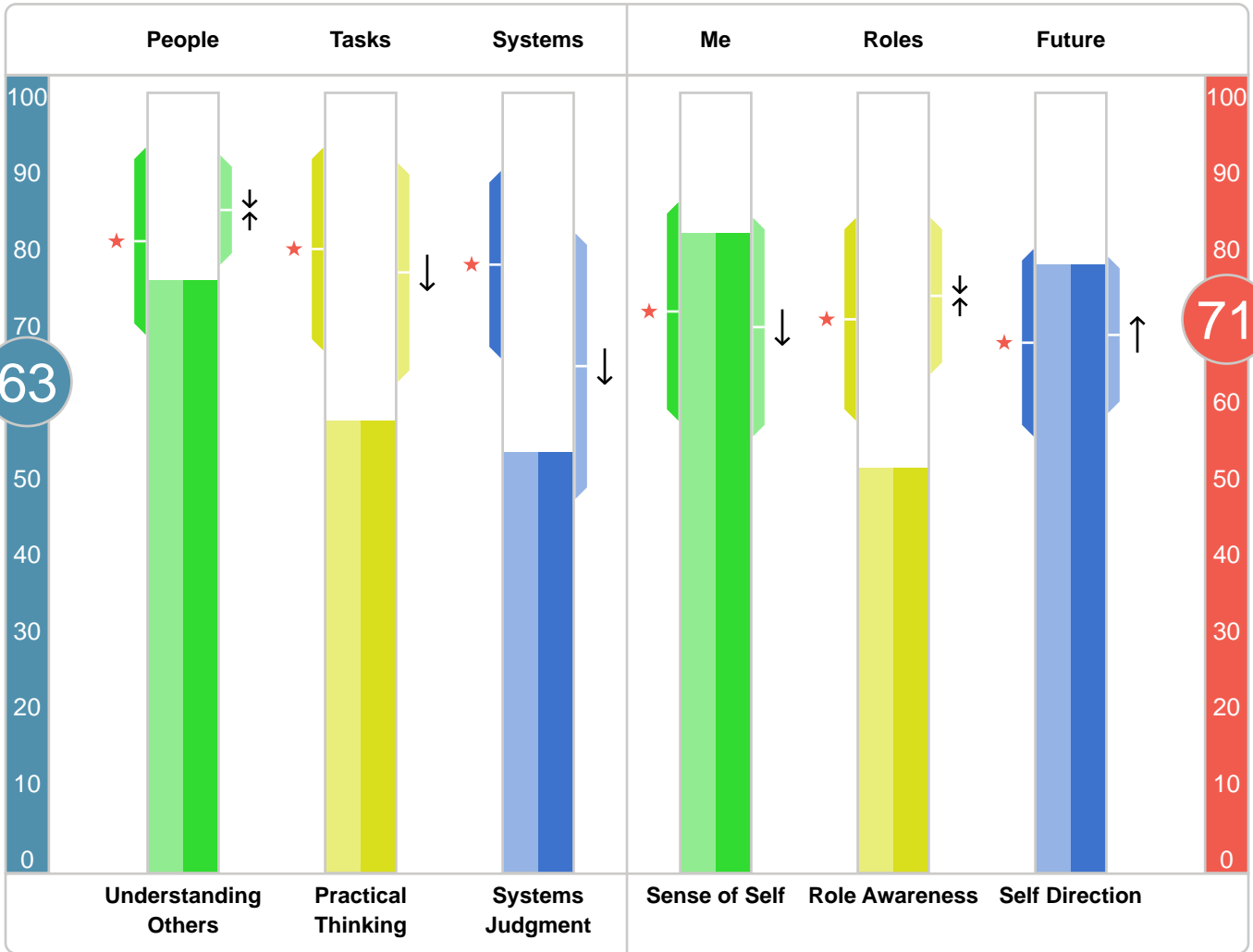


# Dimensional Balance

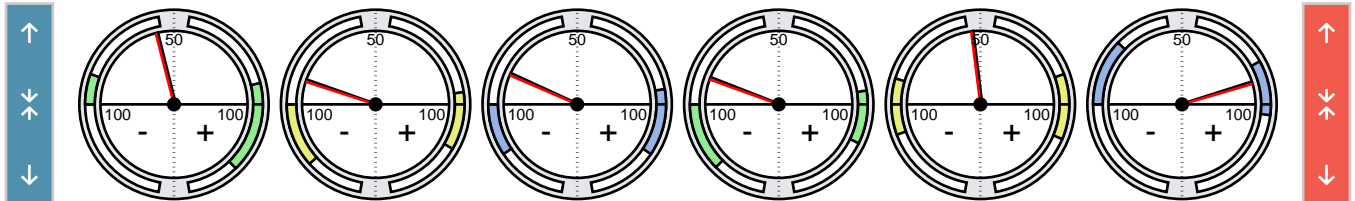


## World View

## Self View



	Understanding Others	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Clarity	76	58	54	82	52	78
Bias	✱	↓	↓	↓	✱	↑
Blind Spot	24	42	46	18	48	22



Rev: 0.71-0.80

- ↑ Overvaluation
- ✱ Mixed valuation
- ↓ Undervaluation
- Intrinsic
- Extrinsic
- Systemic
- ★ Population mean
- 63 External Clarity Average
- 71 Internal Clarity Average