



TTI
SUCCESS
INSIGHTS®

TriMetrix® HD

Job/Talent Comparison Report

10-30-2018

Sample





Introduction Where Opportunity Meets Talent®

This report compares a specific job benchmark to the results of one to five talent reports. Use the following guidelines to effectively interpret the results.

INTERPRETATION GUIDELINES

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top seven competencies, the top three motivators, and the top three behaviors and the Acumen Indicators. The answers to these questions will maximize the use of this report:

Competencies

- How difficult will it be for someone to master and maintain the specific attribute for which the job is calling?
- If a gap exists between the job and the person, can the gap be addressed with training, or not?
- Are courses, seminars, training, books, tapes, or CDs available for personal development in the weak area(s)?
- How cost effective will it be to train a person rather than hire someone who has already mastered the necessary attributes?
- Has the person mastered certain attributes that could be detrimental to the job benchmark?

REWARDS/CULTURE

- How will a person feel if they have to spend eight hours a day in a culture that does not reward their passion?
- How will a person feel if he/she has negative feelings about the built-in rewards and culture of the job?

BEHAVIORAL TRAITS

- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

ADDITIONAL CONSIDERATION

- How are other people in the same job performing based on the results of their TriMetrix® HD Talent Report?



Introduction

This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH PERSONAL REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.

Sample



Introduction

Job Competencies Hierarchy (25 Areas)

This section presents the key job attributes, quantifies their importance to this specific job benchmark, and compares the personal results for each attribute. The job has a unique ranking of attributes, reflecting different levels of capacities required for superior performance.

Rewards/Culture Hierarchy (6 Areas)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation, and compares the personal results in each of these areas. It clarifies "why" and "in what kind of environment" this job will produce success.

Behavioral Hierarchy (12 Areas)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual personal report(s).

Acumen Indicators (12 Areas)

This section represents the acumen needed for superior performance in the position.

Job Competencies Feedback

This section will assist you in understanding the type and kinds of attributes (people skills) that are needed for superior job performance.

Rewards/Culture Feedback

This section expands on the fact that every job in every organization has its own culture. The culture of any job is clearly defined by how it rewards superior performance.

Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.



Introduction

Note: The information provided above offers you a better understanding of the job requirements for superior performance based on the top seven attributes, the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.

Sample

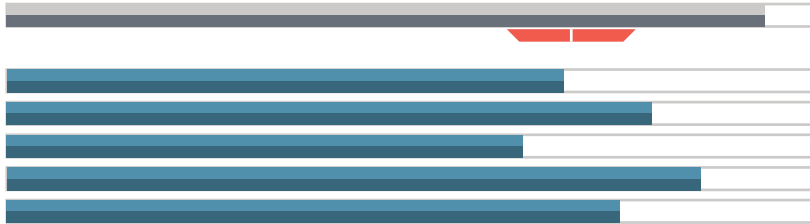


Job Competencies Hierarchy

All jobs require certain competencies. This section of the report identifies those competencies that lead to superior performance in most jobs. The graphs below are in descending order from the highest rated competency required by the job to the lowest.

1. Decision Making - Utilizing effective processes to make decisions.

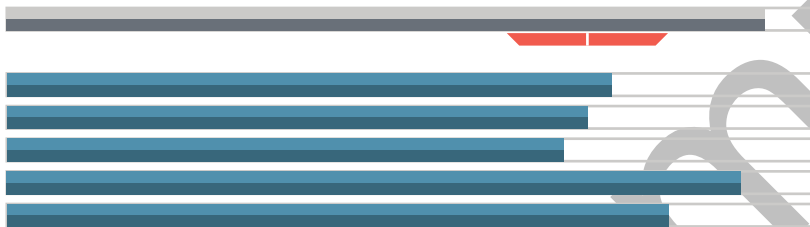
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9.4 Job
7.0 *
6.9 Ann
8.0 Sam
6.4 June
8.6 April
7.6 Victor

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



9.4 Job
7.2 *
7.5 Ann
7.2 Sam
6.9 June
9.1 April
8.2 Victor

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



9.4 Job
7.4 *
7.3 Ann
7.9 Sam
7.2 June
8.5 April
8.4 Victor

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

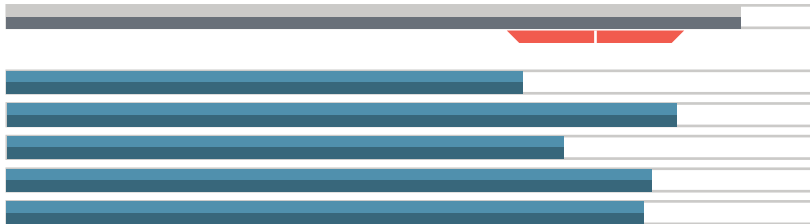
Please note that the population means and standard deviations shown are based on the entire population and are not job/position specific.



Job Competencies Hierarchy

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

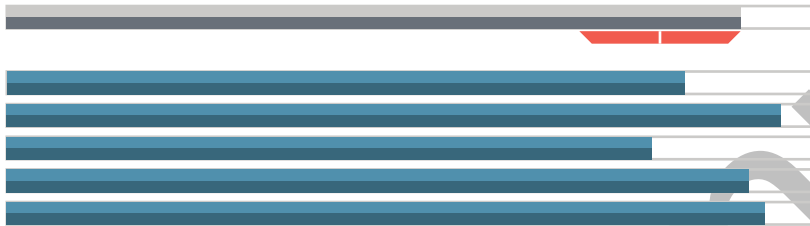
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9.1 Job
7.3 *
6.4 Ann
8.3 Sam
6.9 June
8.0 April
7.9 Victor

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

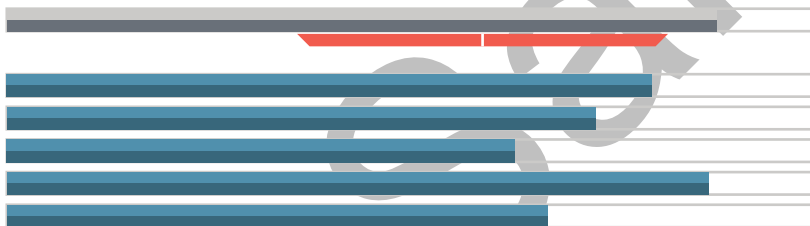
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9.1 Job
8.1 *
8.4 Ann
9.6 Sam
8.0 June
9.2 April
9.4 Victor

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

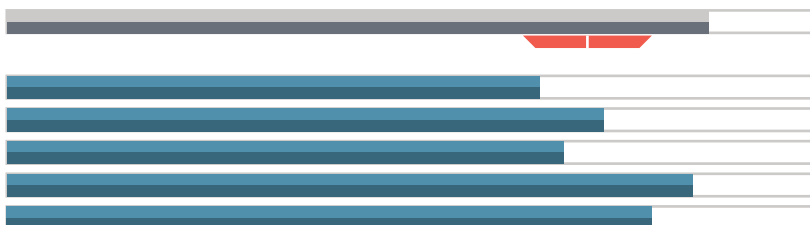
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8.8 Job
5.9 *
8.0 Ann
7.3 Sam
6.3 June
8.7 April
6.7 Victor

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

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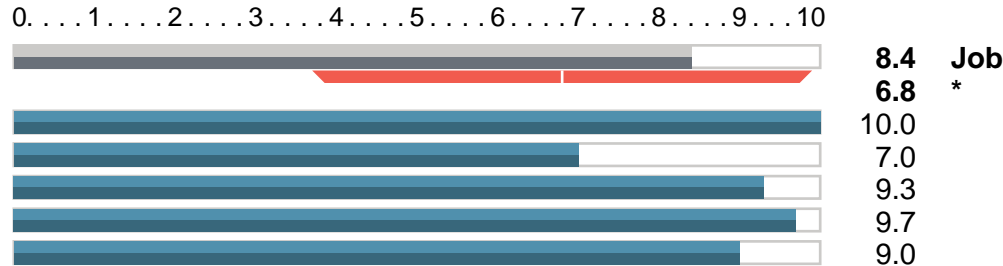
8.7 Job
7.2 *
6.6 Ann
7.4 Sam
6.9 June
8.5 April
8.0 Victor

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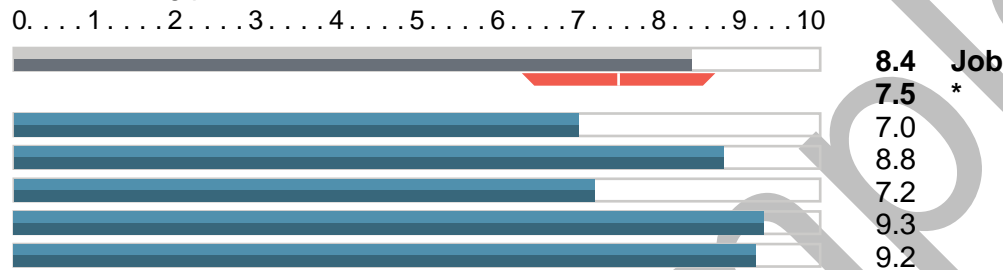


Job Competencies Hierarchy

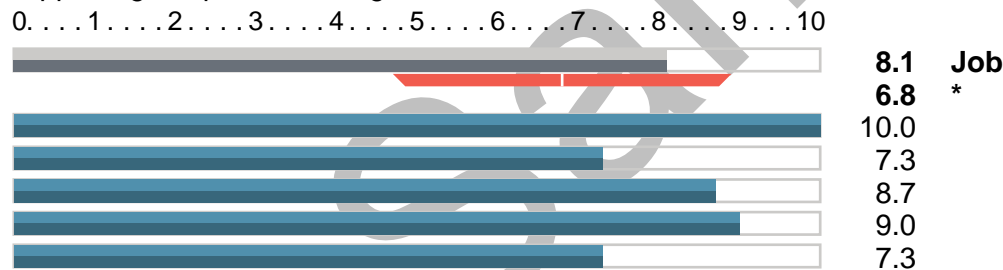
8. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



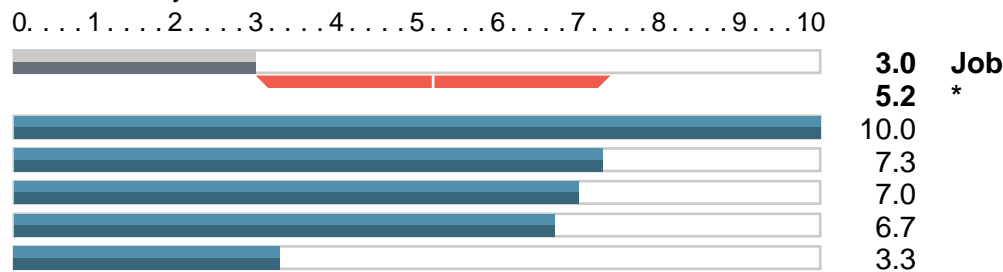
9. Problem Solving Ability - Anticipating, analyzing, diagnosing, and resolving problems.



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



11. Conflict Management - Addressing and resolving conflict constructively.



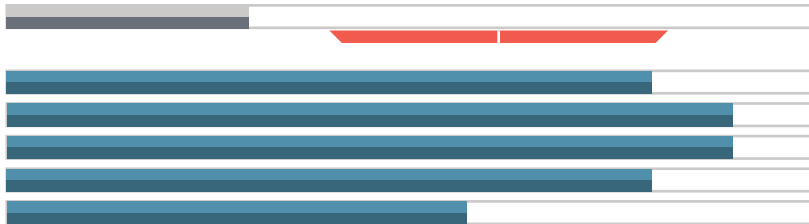
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

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

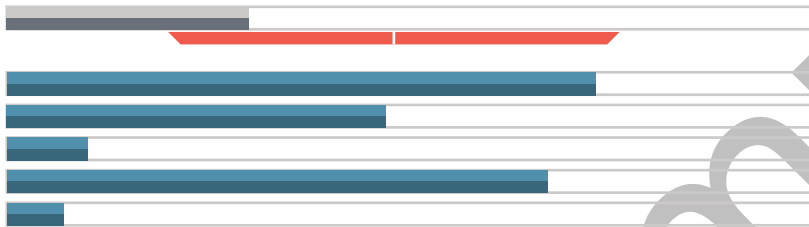
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3.0 Job
6.1 *
8.0
9.0
9.0
8.0
5.7

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



3.0 Job
4.8 *
7.3
4.7
1.0
6.7
0.7

14. Customer Focus - A commitment to customer satisfaction.

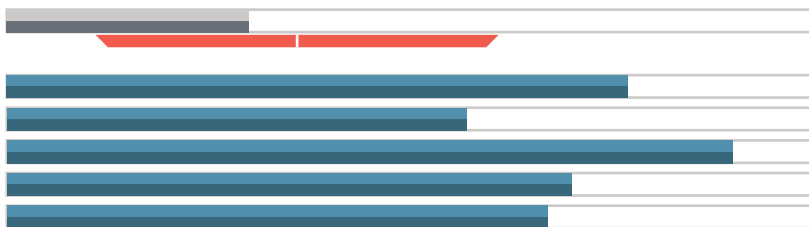
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3.0 Job
6.3 *
10.0
8.3
9.3
7.3
5.3

15. Empathy - Identifying with and caring about others.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



3.0 Job
3.6 *
7.7
5.7
9.0
7.0
6.7

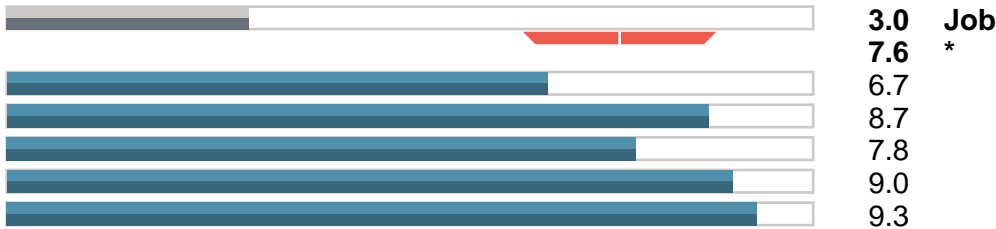
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

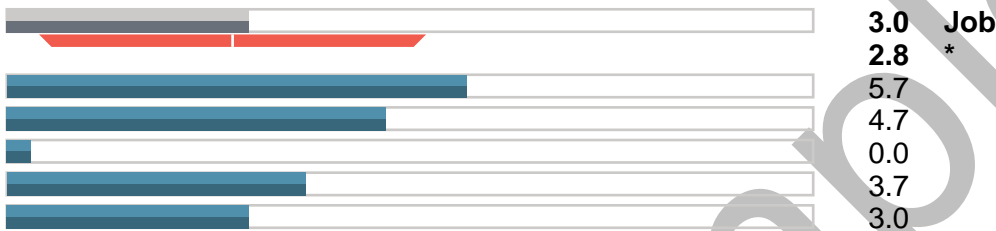
16. Flexibility - Agility in adapting to change.

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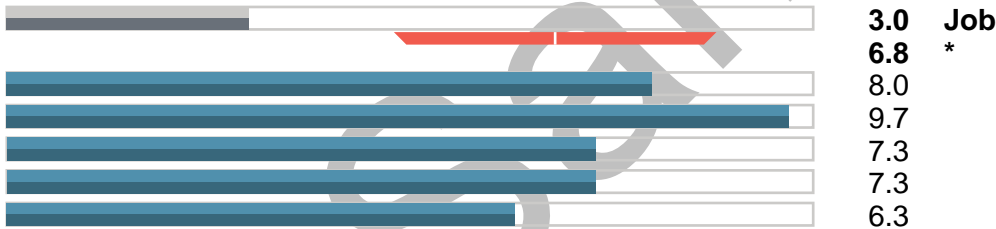
17. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realized.

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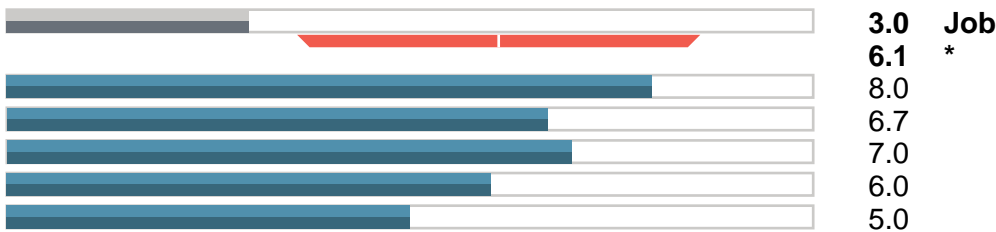
18. Goal Achievement - The ability to identify and prioritize activities that lead to a goal.

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19. Leadership - Achieving extraordinary business results through people.

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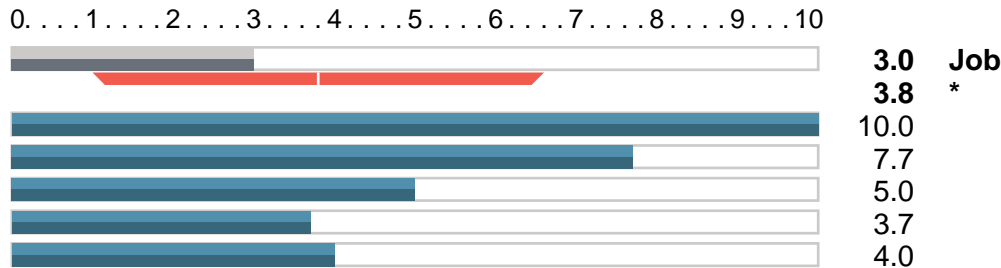


* 68% of the population falls within the shaded area.

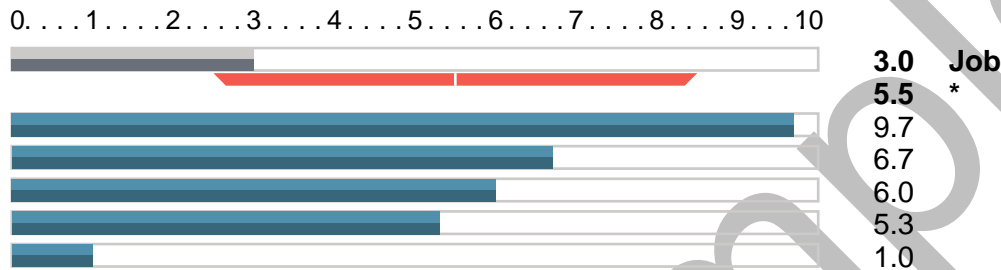


Job Competencies Hierarchy

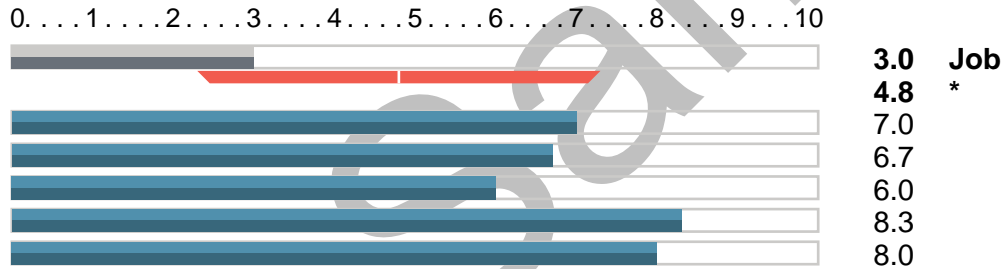
20. Negotiation - Facilitating agreements between two or more parties.



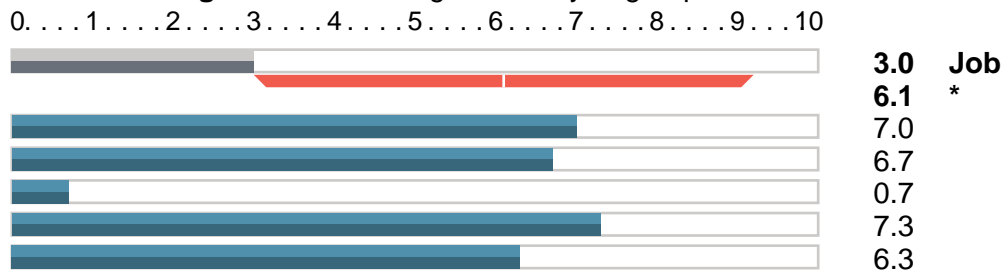
21. Persuasion - Convincing others to change the way they think, believe or behave.



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



23. Presenting - Communicating effectively to groups.



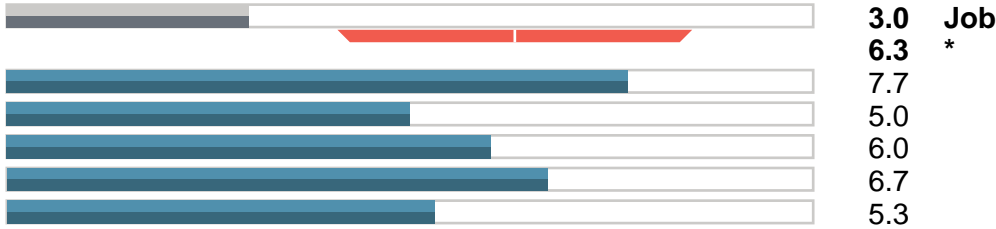
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

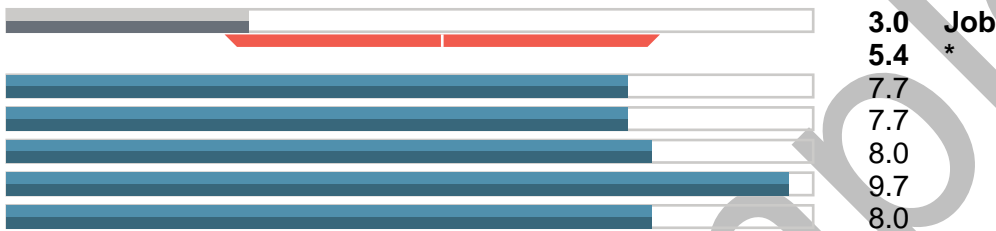
24. Teamwork - Working effectively and productively with others.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



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Sample

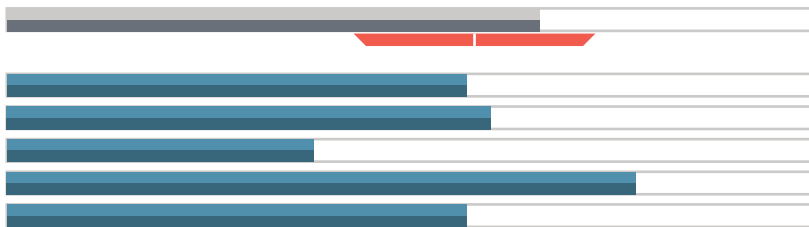


Job Rewards/Culture Hierarchy

These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.

1. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

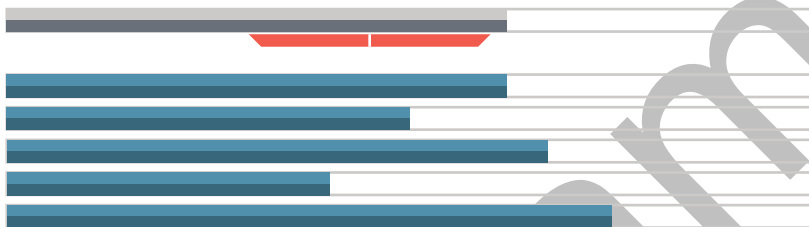
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6.6 Job
5.8 *
5.7 Ann
6.0 Sam
3.8 June
7.8 April
5.7 Victor

2. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

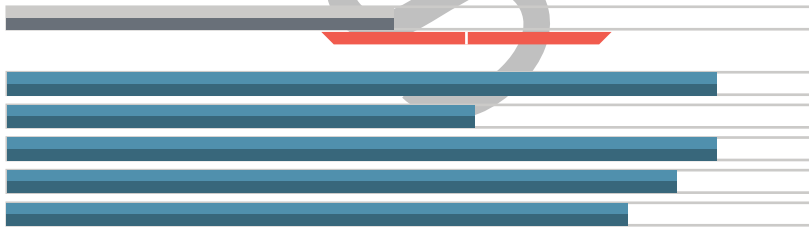
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6.2 Job
4.5 *
6.2 Ann
5.0 Sam
6.7 June
4.0 April
7.5 Victor

3. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



4.8 Job
5.7 *
8.8 Ann
5.8 Sam
8.8 June
8.3 April
7.7 Victor

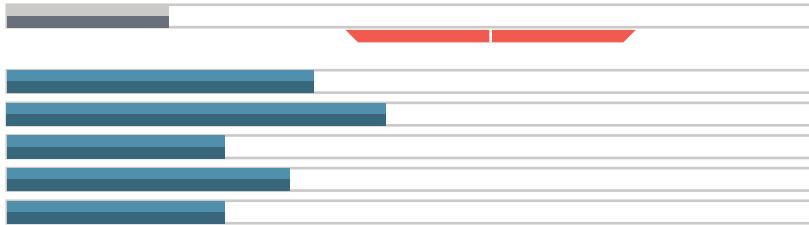
* 68% of the population falls within the shaded area.



Job Rewards/Culture Hierarchy

4. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

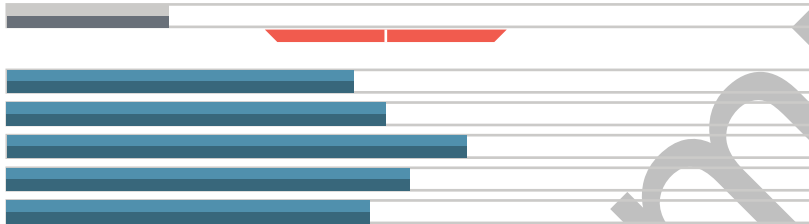
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2.0 Job
6.0 *
3.8
4.7
2.7
3.5
2.7

5. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

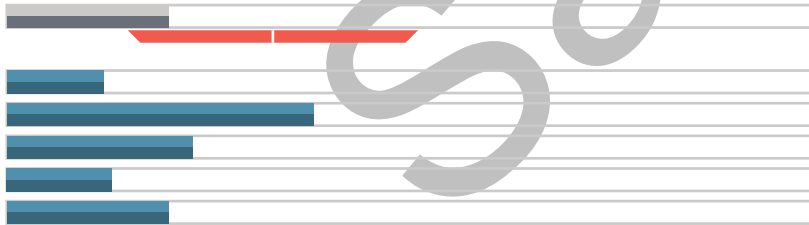
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2.0 Job
4.7 *
4.3
4.7
5.7
5.0
4.5

6. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



2.0 Job
3.3 *
1.2
3.8
2.3
1.3
2.0

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

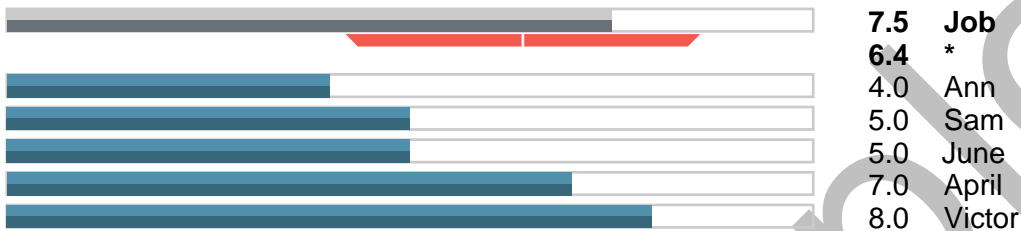


Behavioral Hierarchy

This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

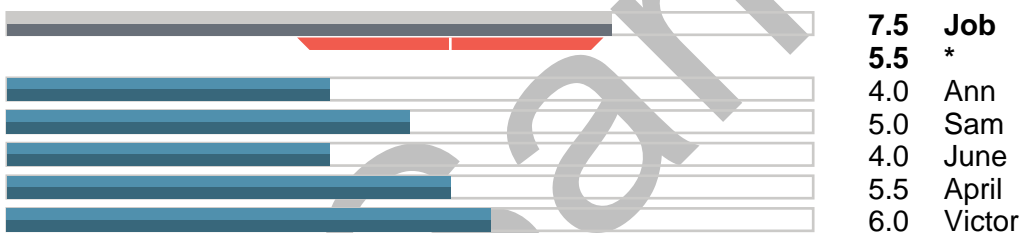
1. Frequent Interaction with Others - The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

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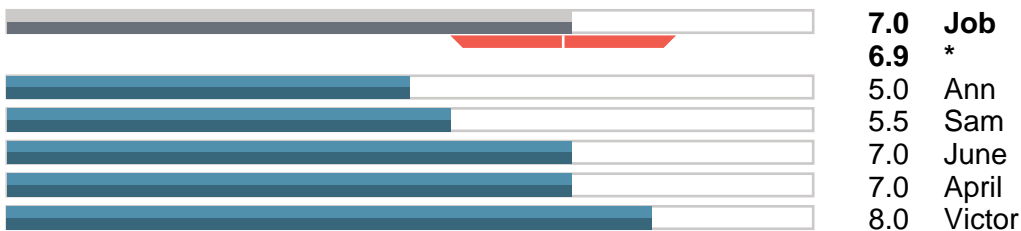
2. Versatility - The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



3. People Oriented - The job demands a positive and constructive view of working with others. There will be a high percentage of time spent in listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

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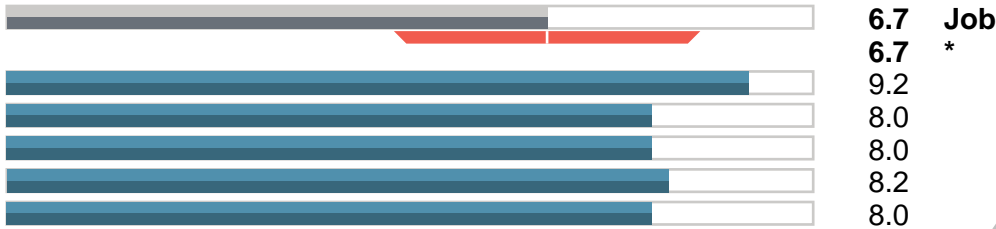
* 68% of the population falls within the shaded area.



Behavioral Hierarchy

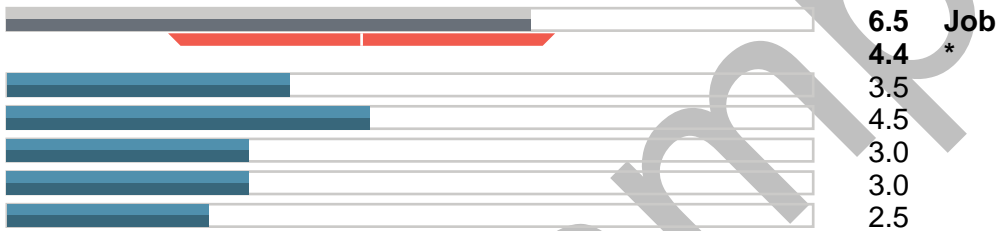
4. Following Policy - The job calls for complying with the policy or if no policy, complying with the way it has been done in the past.

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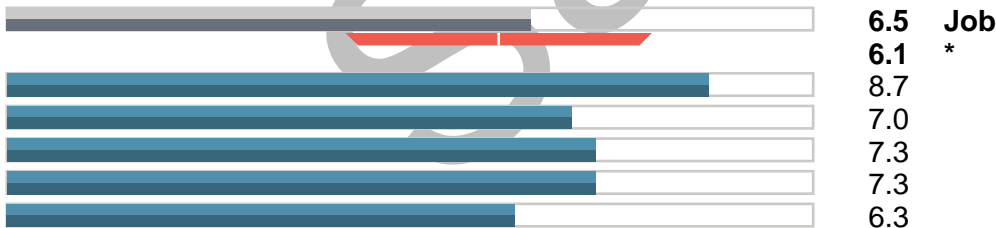
5. Urgency - The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



6. Follow Up and Follow Through - The job requires a need to be thorough and complete tasks that have been started.

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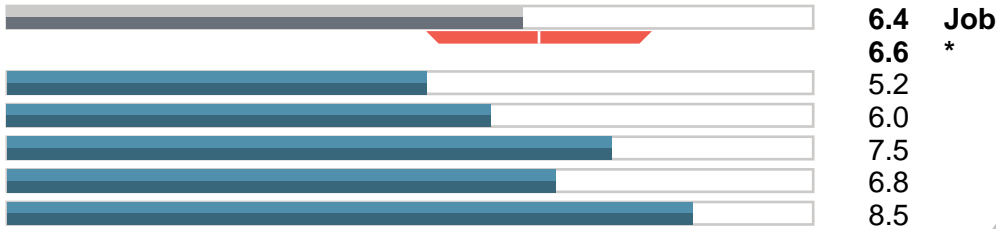
* 68% of the population falls within the shaded area.



Behavioral Hierarchy

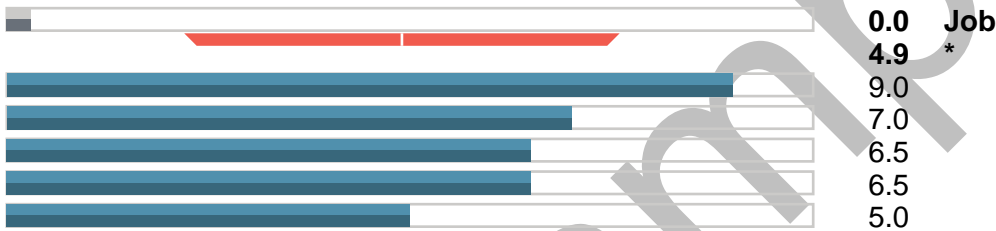
7. Customer Relations - The job demands a desire to convey your sincere interest in your internal and/or external customers.

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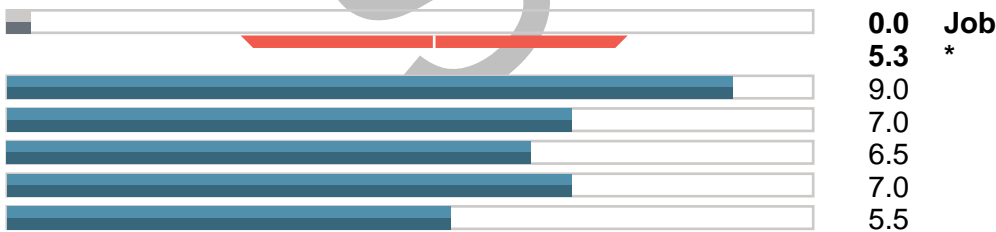
8. Organized Workplace - The job's success depends on systems and procedures, its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



9. Analysis of Data - The job deals with a large number of details. It requires that details, data and facts are analyzed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.

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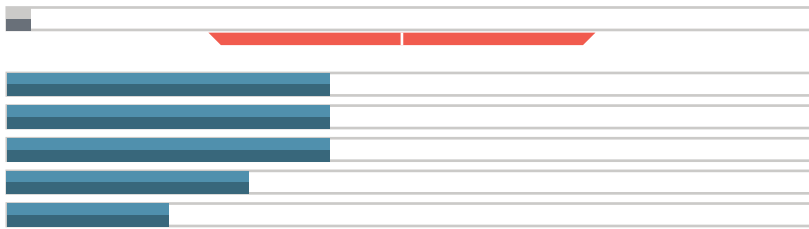
* 68% of the population falls within the shaded area.



Behavioral Hierarchy

10. Competitiveness - The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.

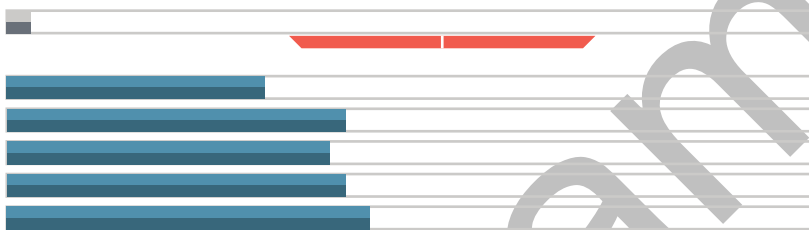
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



0.0 Job
4.9 *
4.0
4.0
4.0
3.0
2.0

11. Frequent Change - The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished and easily move on to new tasks with little or no notice.

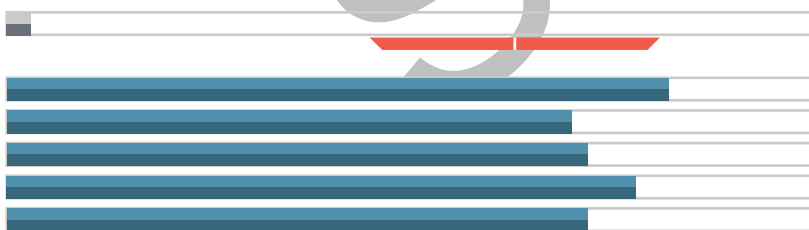
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



0.0 Job
5.4 *
3.2
4.2
4.0
4.2
4.5

12. Consistency - The job requires the ability to do the job the same way on a repeated basis.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



0.0 Job
6.3 *
8.2
7.0
7.2
7.8
7.2

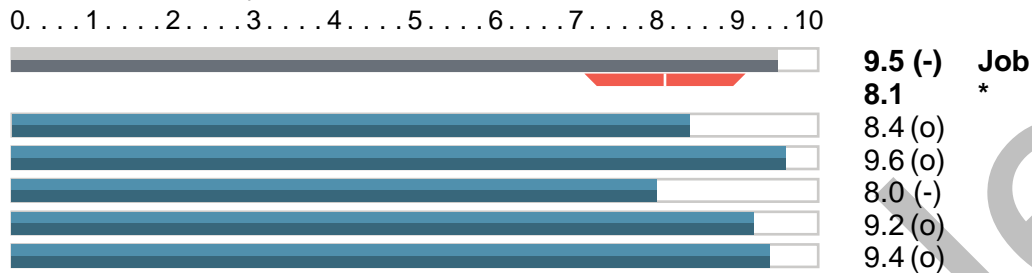
* 68% of the population falls within the shaded area.



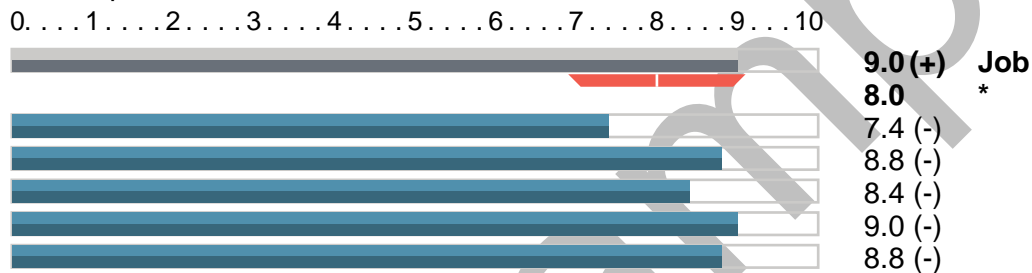
Acumen Indicators

This section identifies the acumen needed for superior performance in this position. These scores are calculated based on the world view (blue) and self view (red) required by the job. Each factor has a clarity score from one to ten and a bias indicator ranging from undervalued, neutral or overvalued for each dimension.

UNDERSTANDING OTHERS - The development of the capacity to discern individuality in others.



PRACTICAL THINKING - The development of the capacity to discern practical values in situations in the outside world.



SYSTEMS JUDGMENT - The development of the capacity to discern systems and order in the world.



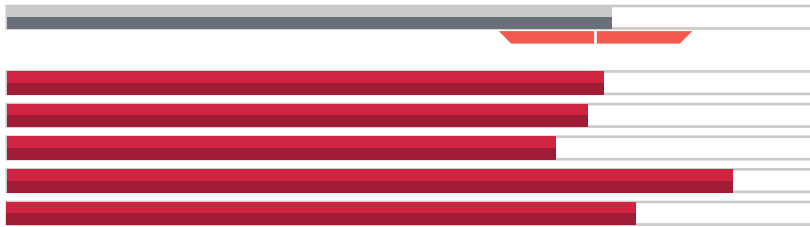
* 68% of the population falls within the shaded area.



Acumen Indicators

SENSE OF SELF - The development of the capacity to discern individuality in one's self.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.5 (-) Job
7.3 *
7.4 (-)
7.2 (-)
6.8 (-)
9.0 (o)
7.8 (-)

ROLE AWARENESS - The development of the capacity to discern practical values in situations in one's own roles in the world.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.5 (+) Job
7.1 *
7.2 (o)
6.8 (o)
6.8 (-)
7.6 (o)
6.6 (+)

SELF DIRECTION - The development of the capacity to discern systems and order within oneself.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.5 (+) Job
6.9 *
7.4 (+)
8.0 (o)
6.4 (+)
9.0 (+)
8.4 (+)

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



Summary of Top Competencies

This section of the report focuses on competencies because they are usually more difficult to identify or assess than technical competencies or experience. Observing the behaviors people use to produce superior performance can provide insight into the demonstration of competencies. Seven (7) of the most important competencies required to produce superior performance are described below in terms of observable behaviors. The behaviors listed below each competency provide examples of some of the ways the competency is demonstrated. Read each behavior and check the ones that must be demonstrated to produce superior performance in the position. More importance is typically placed on those behaviors that must be demonstrated consistently on a daily, weekly or monthly basis.

1. Decision Making: Utilizing effective processes to make decisions.
 - Demonstrates an ability to make difficult decisions in a timely manner.
 - Gathers relevant input and develops a rationale for making decisions.
 - Evaluates the impact or consequences of decisions before making them.
 - Acts decisively despite obstacles, resistance or opposition.
 - Accepts consequences of decisions.
 - Willing to correct erroneous decisions when necessary.
 - Defends rationale for decisions when necessary.
2. Resiliency: The ability to quickly recover from adversity.
 - Continues toward goals in the face of difficulty and adversity
 - Handles criticism and rejection from others with objectivity
 - Recovers quickly from personal setbacks
 - Moves past unforeseen obstacles without unnecessary delay
3. Self-Management: Demonstrating self control and an ability to manage time and priorities.
 - Independently pursues business objectives in an organized and efficient manner
 - Prioritizes activities as necessary to meet job responsibilities
 - Maintains required level of activity toward achieving goals without direct supervision
 - Minimizes work flow disruptions and time wasters to complete high quality work within a specified time frame



Summary of Top Competencies

4. **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
5. **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
6. **Diplomacy & Tact:** The ability to treat others fairly, regardless of personal biases or beliefs.
 - Maintains positive relationships with others through treating them fairly
 - Demonstrates respect for others
 - Understands and values differences between people
 - Respects diversity in race, national origin, religion, gender, life style, age and disability.
7. **Personal Accountability:** A measure of the capacity to be answerable for personal actions.
 - Accepts personal responsibility for the consequences of personal actions
 - Avoids placing unnecessary blame on others
 - Maintains personal commitment to objectives regardless of the success or failure of personal decisions
 - Applies personal lessons learned from past failures to moving forward in achieving future successes



Job Rewards/Culture Feedback

This section provides you with a better understanding of the culture of this job. The culture of any job is clearly defined by how it rewards superior performance. Feedback is provided on the three most highly ranked attributes. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. Theoretical
 - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
2. Traditional/Regulatory
 - Rewards those who value traditions inherent in social structure, rules, regulations and principles.
3. Social
 - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

Sample



Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the three most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. Frequent Interaction with Others
 - The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.
2. Versatility
 - The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.
3. People Oriented
 - The job demands a positive and constructive view of working with others. There will be a high percentage of time spent in listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

Sample