



TTI
SUCCESS
INSIGHTS®

TriMetrix® HD
Talent Report

Adam Sample
1-5-2015



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

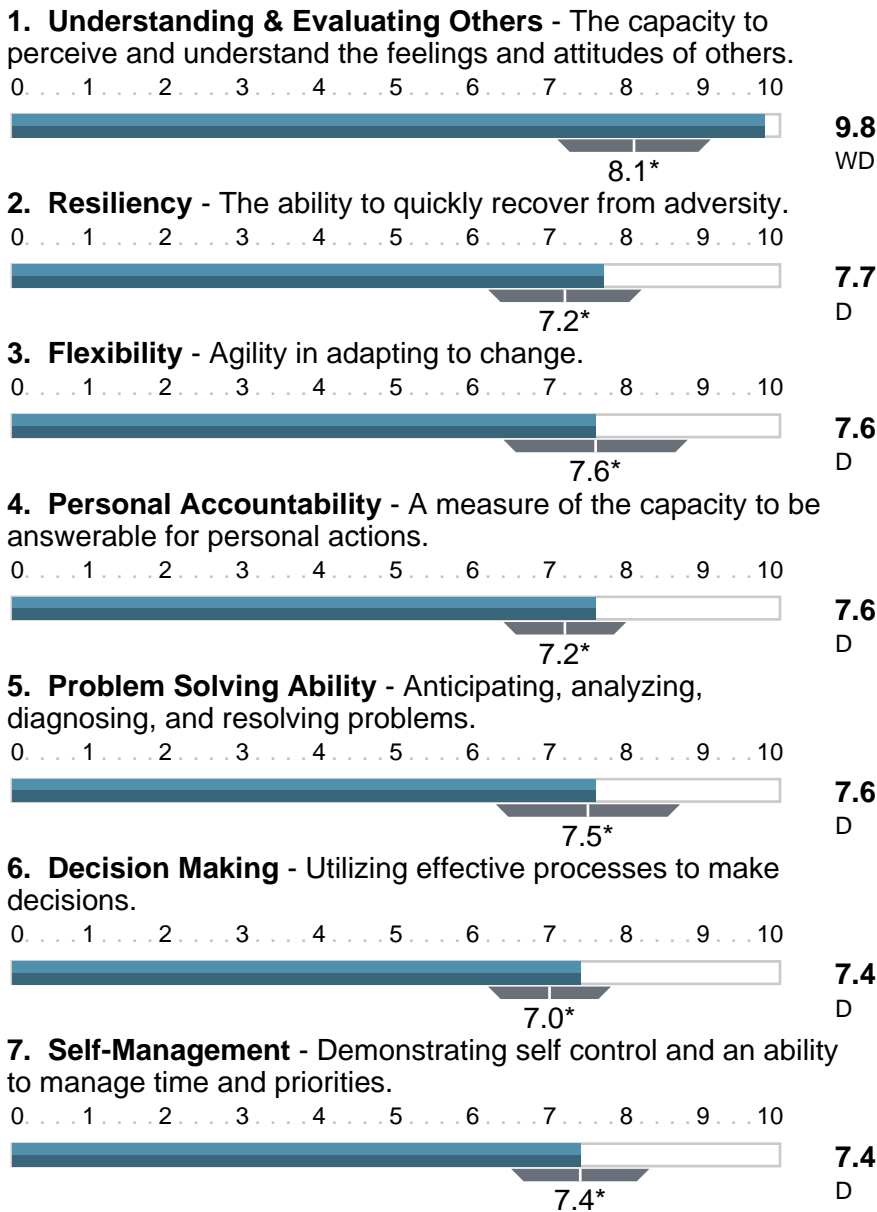
Note: Don't be concerned if you have not developed all 25 personal skills. Research has proven that individuals seldom develop all 25. Development of the most important personal skills needed for your personal and professional life is what is critical.

Well Developed
 Developed
 Moderately Developed
 Needs Development



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.



Development Legend

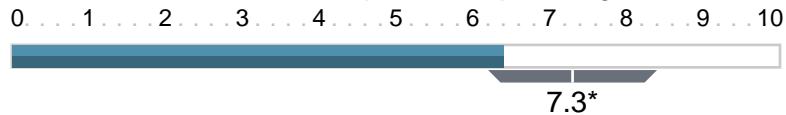
- WD = Well Developed
- D = Developed
- MD = Moderately Developed
- ND = Needs Development

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

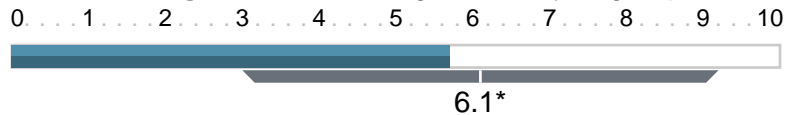


Competencies Hierarchy

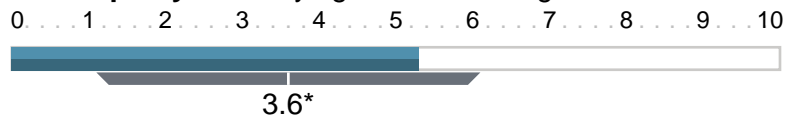
8. Conceptual Thinking - The ability to analyze hypothetical situations or abstract concepts to compile insight.



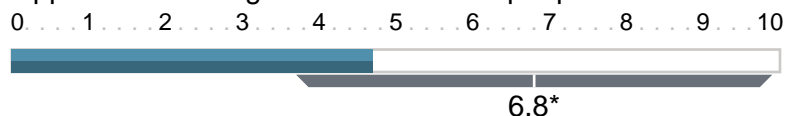
9. Presenting - Communicating effectively to groups.



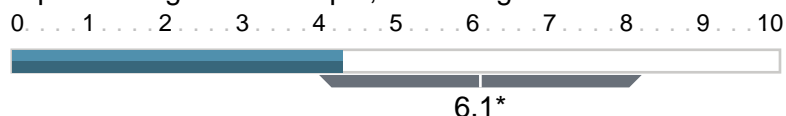
10. Empathy - Identifying with and caring about others.



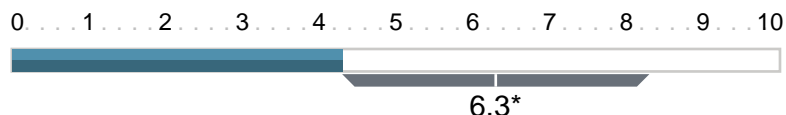
11. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



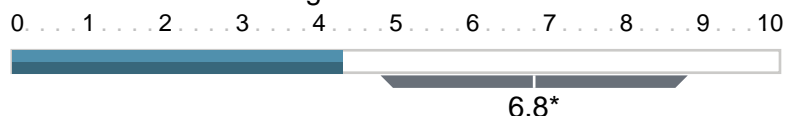
12. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.



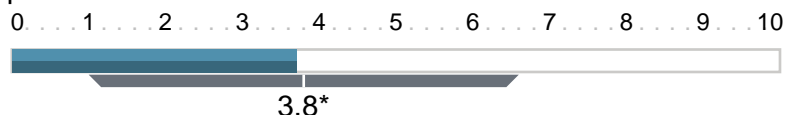
13. Customer Focus - A commitment to customer satisfaction.



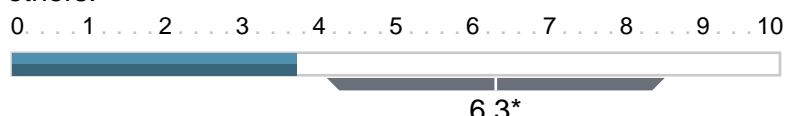
14. Goal Achievement - The ability to identify and prioritize activities that lead to a goal.



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



16. Teamwork - Working effectively and productively with others.

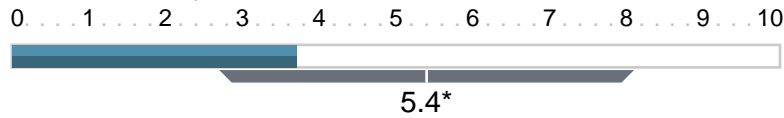


* 68% of the population falls within the shaded area.

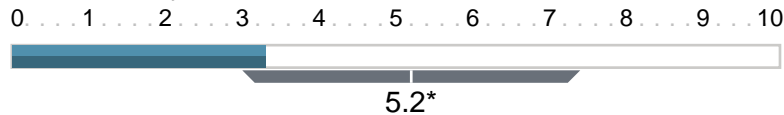


Competencies Hierarchy

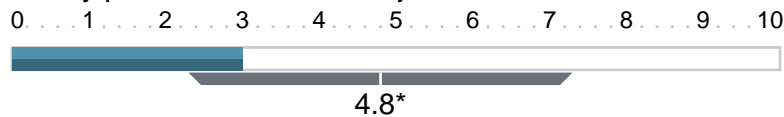
17. Written Communication - Writing clearly, succinctly and understandably.



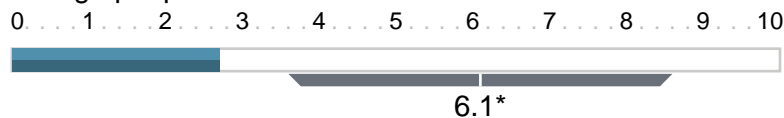
18. Conflict Management - Addressing and resolving conflict constructively.



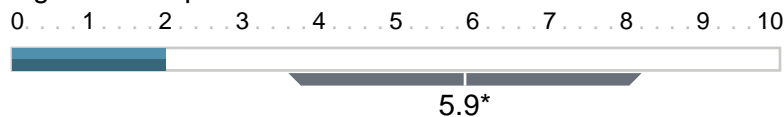
19. Planning & Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.



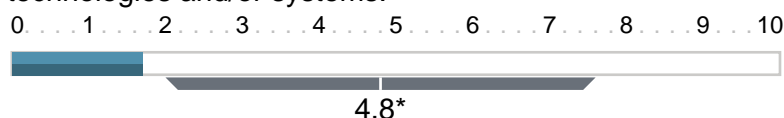
20. Leadership - Achieving extraordinary business results through people.



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



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



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



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



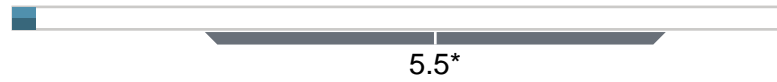
* 68% of the population falls within the shaded area.



Competencies Hierarchy

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

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0.0
ND

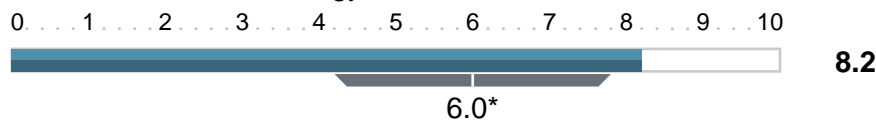
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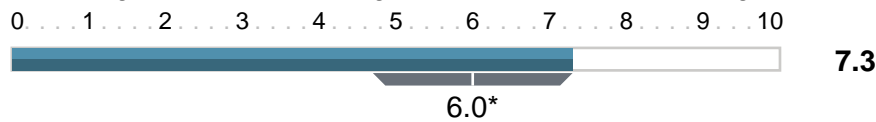
Motivators Hierarchy

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.

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



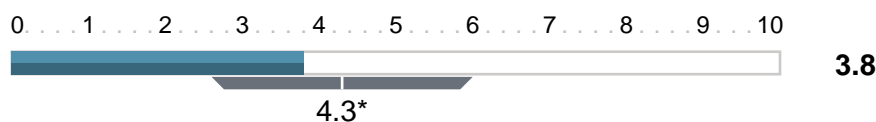
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



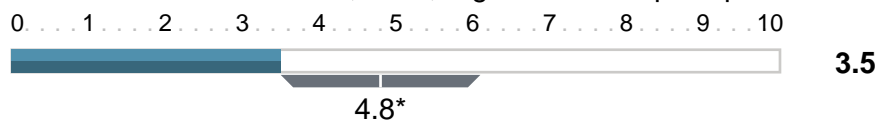
3. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



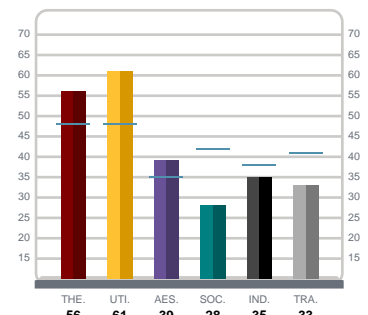
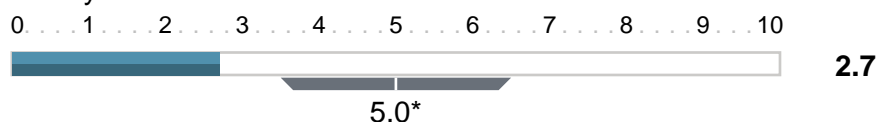
4. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



MI: 56-61-39-28-35-33 (THE.-UTI.-AES.-SOC.-IND.-TRA.)

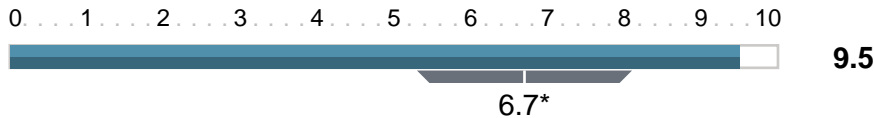
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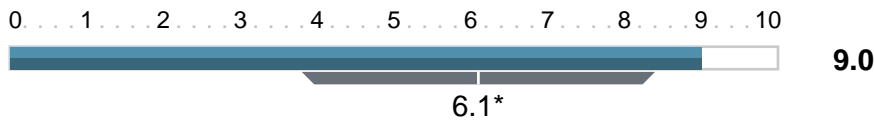
Behavioral Hierarchy

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.

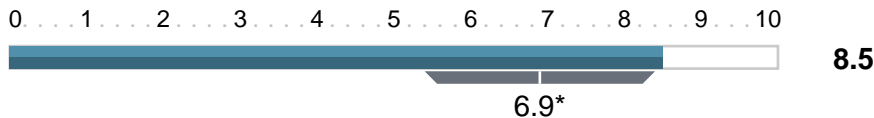
1. Customer Relations - A desire to convey your sincere interest in them.



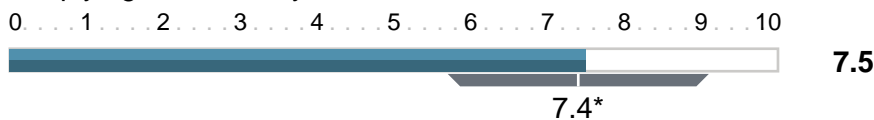
2. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



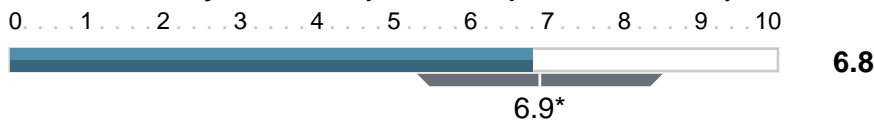
3. People Oriented - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



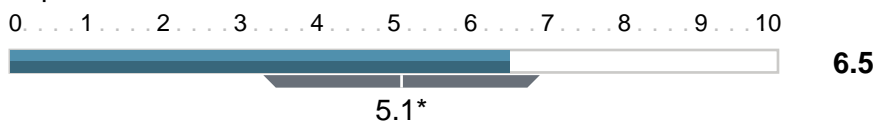
4. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.



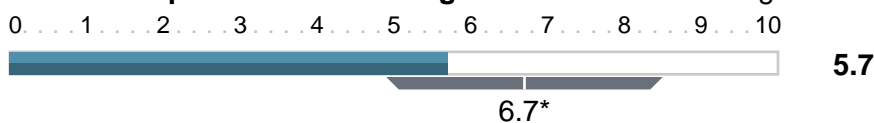
5. Consistency - The ability to do the job the same way.



6. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.

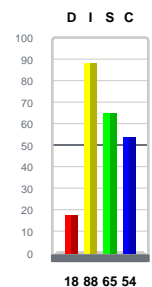
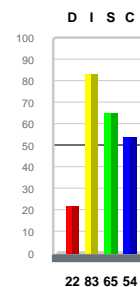


7. Follow Up and Follow Through - A need to be thorough.



Adapted Style

Natural Style

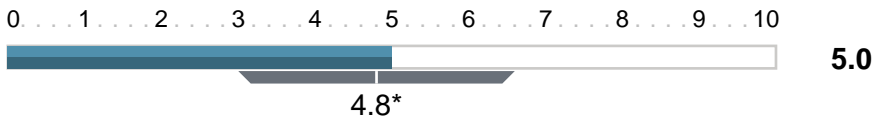


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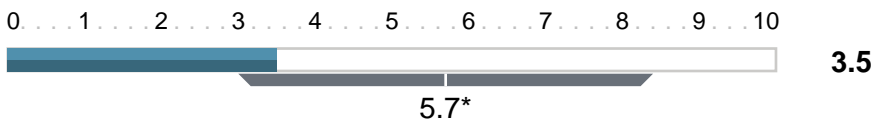


Behavioral Hierarchy

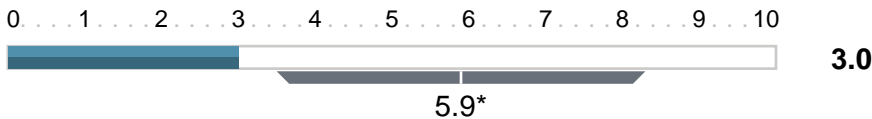
8. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



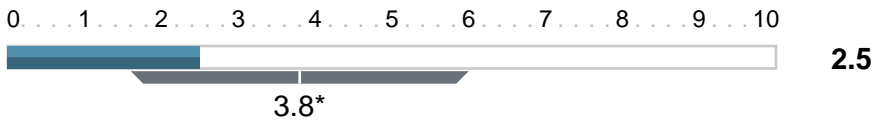
9. Organized Workplace - Systems and procedures followed for success.



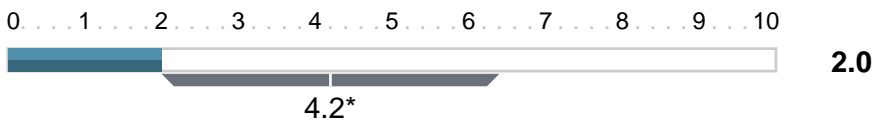
10. Analysis of Data - Information is maintained accurately for repeated examination as required.



11. Urgency - Decisiveness, quick response and fast action.

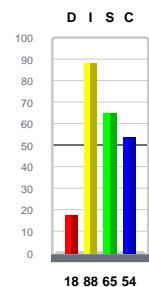
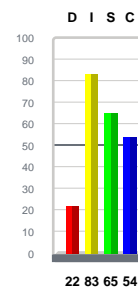


12. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



Adapted Style

Natural Style



SIA: 22-83-65-54 (48) SIN: 18-88-65-54 (48)
* 68% of the population falls within the shaded area.



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. 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
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. 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.
4. 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



Summary of Top Competencies

5. **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.

6. **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.

7. **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



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. Utilitarian/Economic

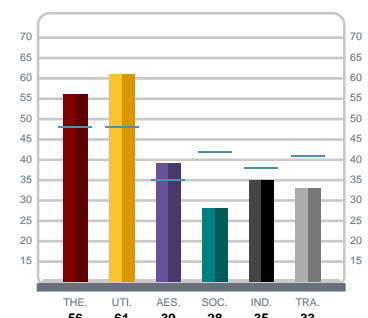
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This motivator includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

2. 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.

3. Aesthetic

- You value balance in your life, creative self-expression, beauty and nature and protection of our natural resources.
- A higher Aesthetic score indicates a relative interest in "form and harmony." Each experience is judged from the standpoint of grace, symmetry or fitness. Life may be regarded as a procession of events, and each is enjoyed for its own sake. A high score here does not necessarily mean that the incumbent has talents in creative artistry. It indicates a primary interest in the artistic episodes of life.





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. Customer Relations

- You have a sincere interest in your customers. You demonstrate credibility, effective problem solving and the ability to maintain a positive attitude.

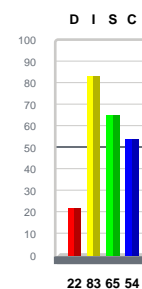
2. Frequent Interaction with Others

- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

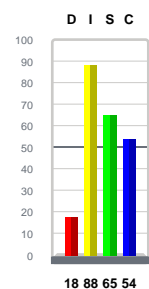
3. People Oriented

- You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time listening and understanding others and are able to successfully work with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

Adapted Style



Natural Style

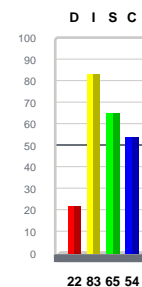




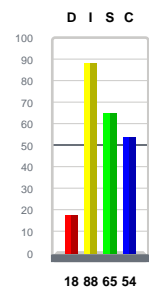
Behavioral Feedback

Adam seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She places her focus on people. To her, strangers are just friends she hasn't met! She can be seen as a person of good will. She tries to influence others through a personal relationship and many times will perform services to develop this relationship. Adam can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She can be obliging and accommodating; that is, she likes to work with people and help them. She likes feedback from her manager on how she is doing. She is a team player and desires acceptance as a member of the team.

Adapted Style



Natural Style



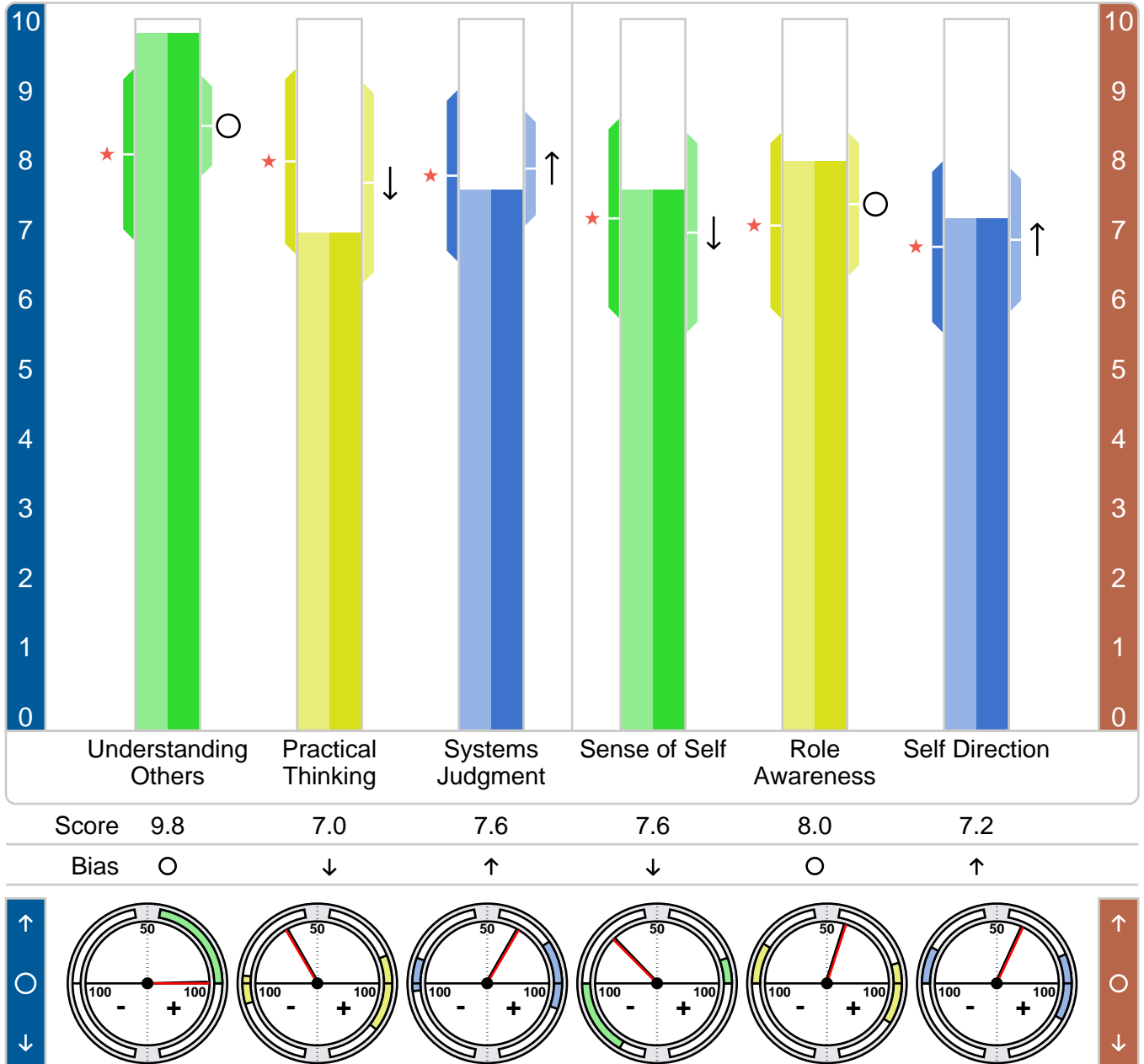


Dimensional Balance

- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Rev: 0.90-0.87

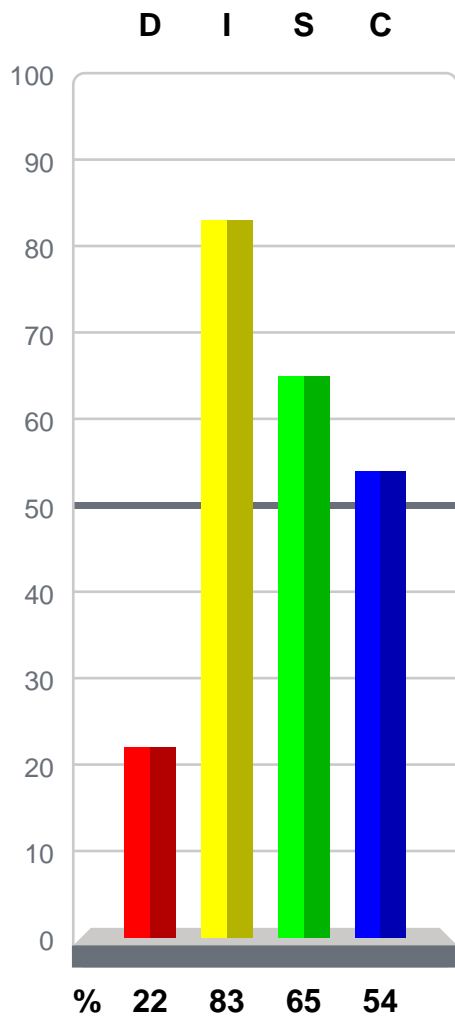


Style Insights® Graphs

1-5-2015

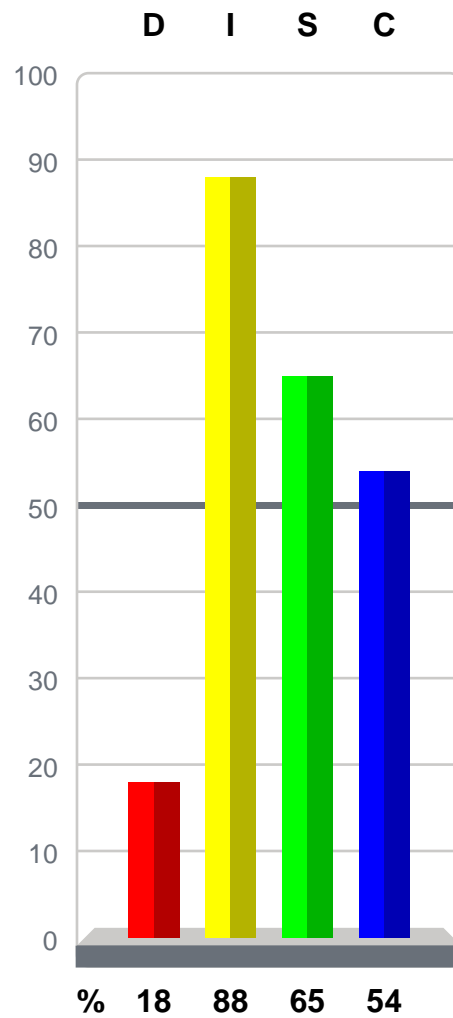
Adapted Style

Graph I



Natural Style

Graph II



Chinese Norm 2014 R4



The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

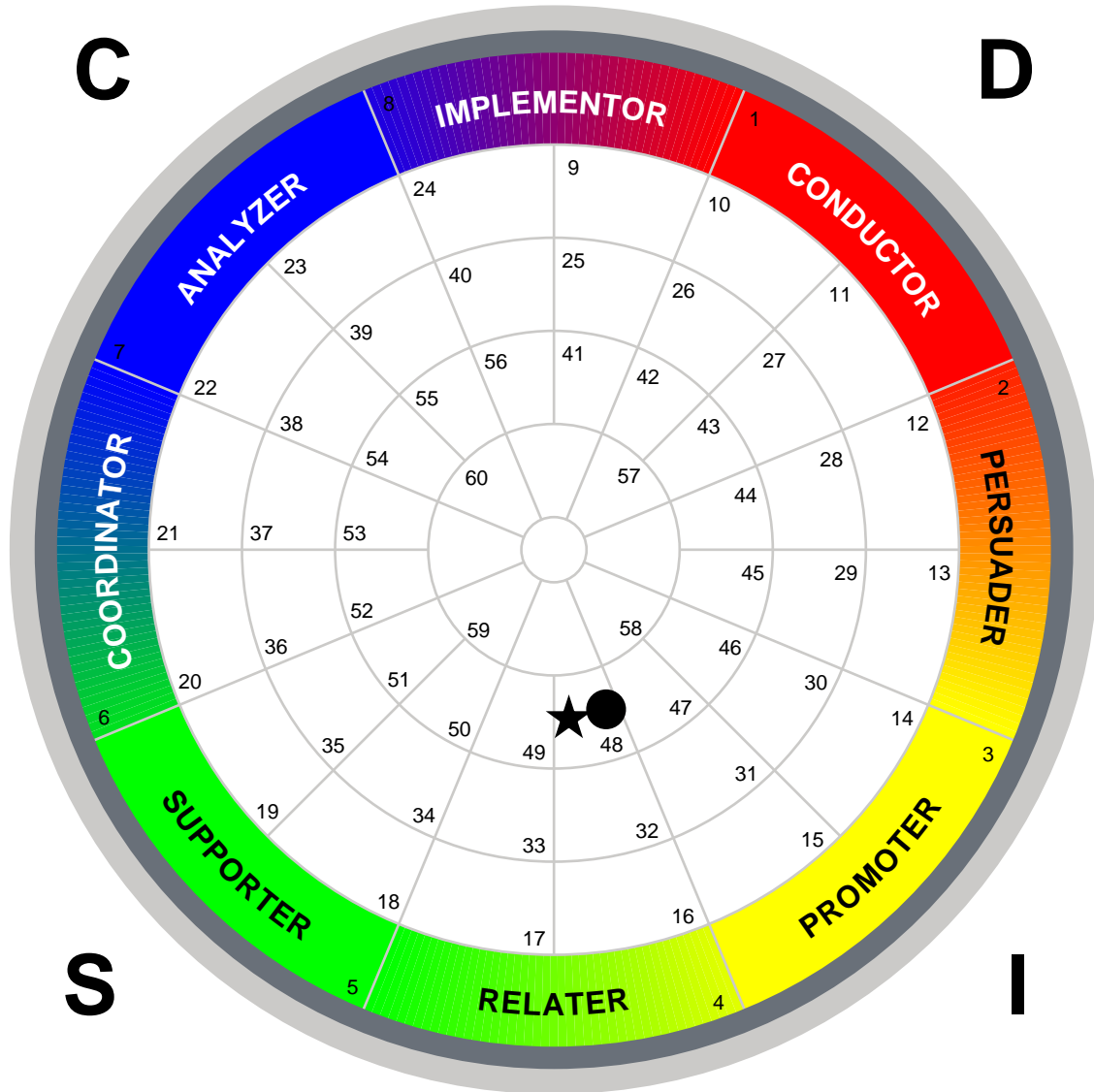
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



The Success Insights® Wheel

1-5-2015



Adapted: ★ (48) PROMOTING RELATER (ACROSS)
Natural: ● (48) PROMOTING RELATER (ACROSS)

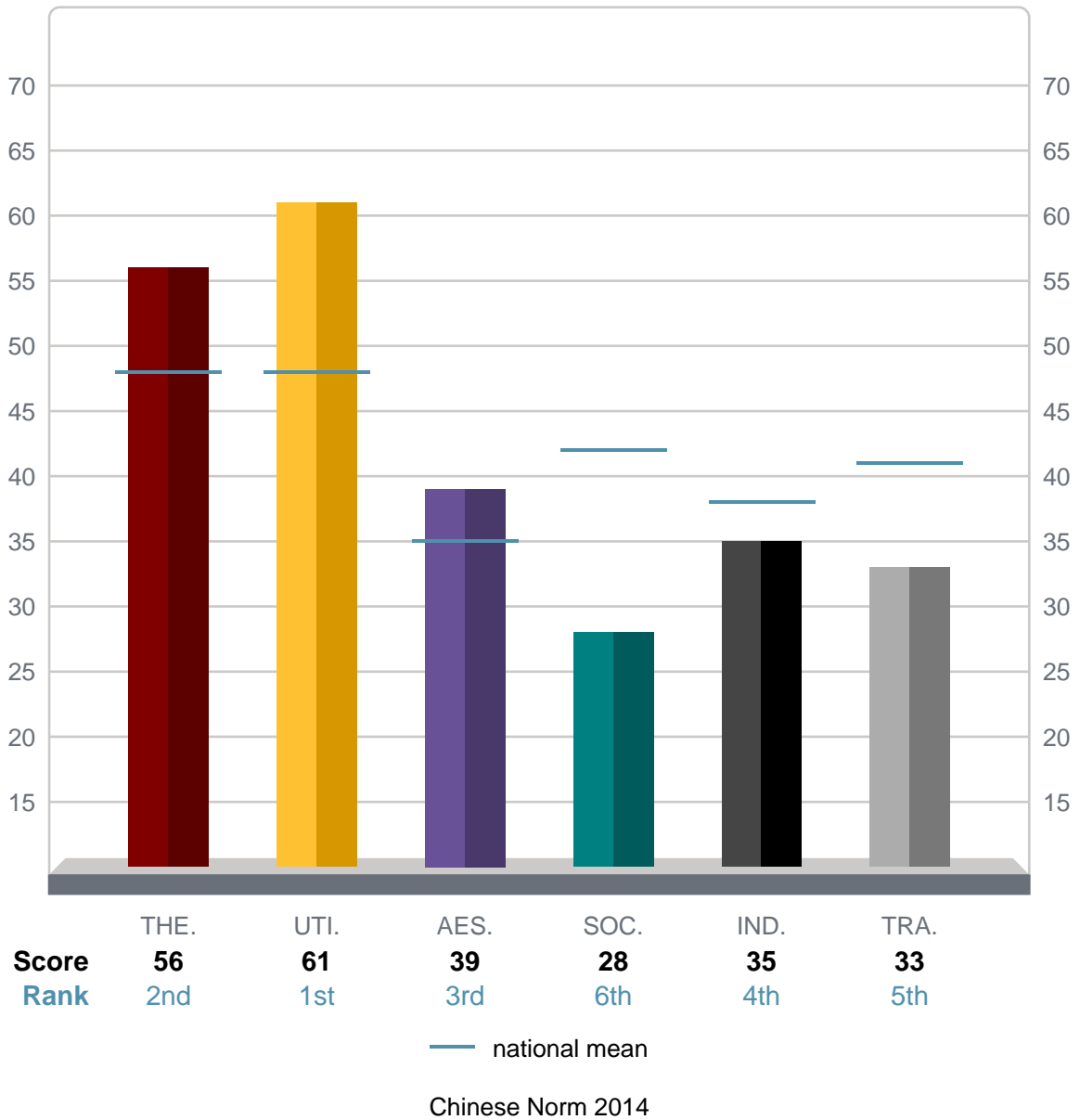
Chinese Norm 2014 R4

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Motivation Insights® Graph

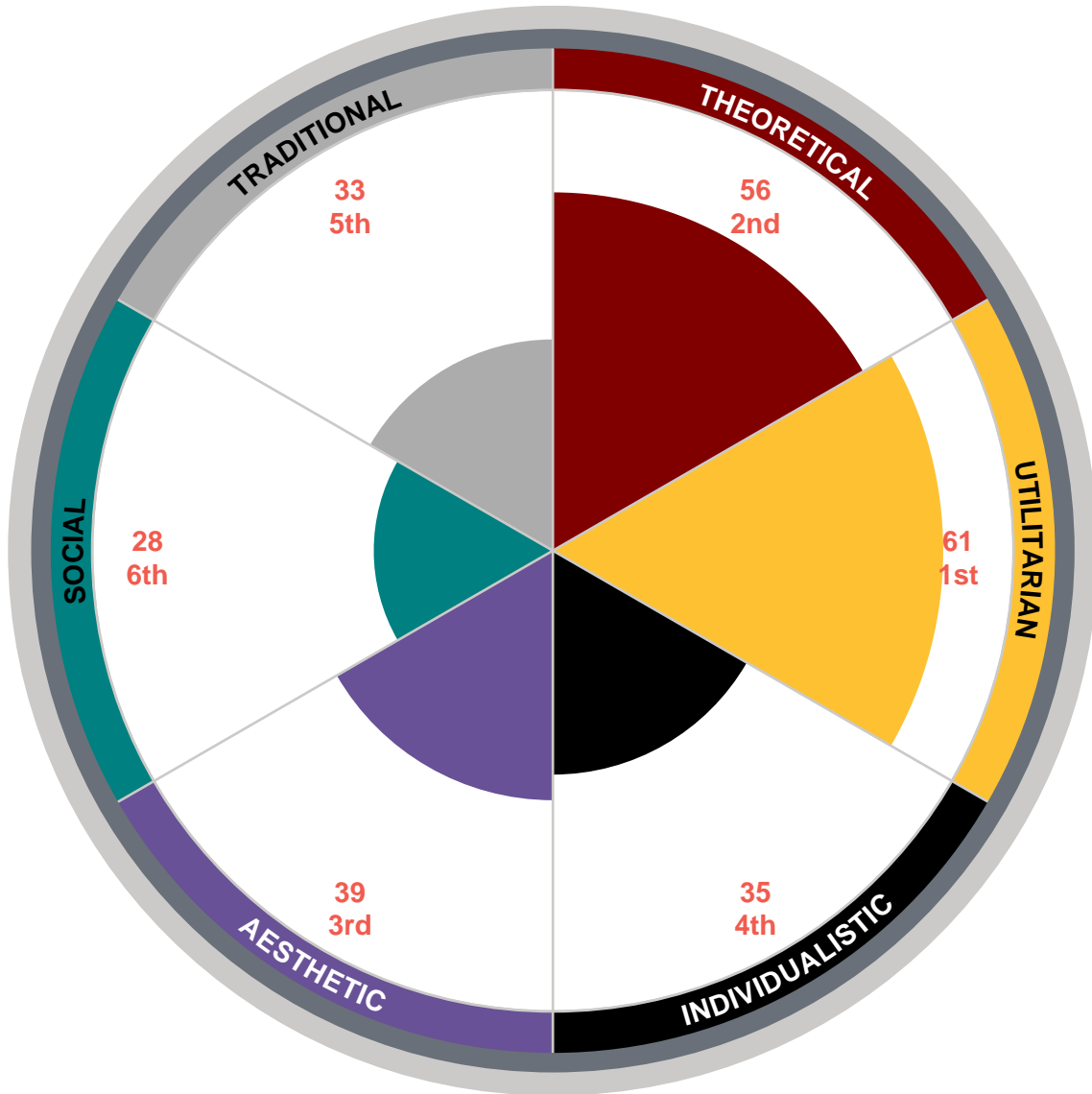
1-5-2015





Attitudes Wheel™

1-5-2015





Trigraph

Adapted Style

Natural Style

