



TTI
SUCCESS
INSIGHTS®

TriMetrix® HD

Talent Report

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12-15-2019

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

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Table of Contents



Introduction - <i>Where Opportunity Meets Talent</i>	3
Development Indicator	4
Competencies Hierarchy	5
Motivators Hierarchy	9
Behavioral Hierarchy	10
Summary of Top Competencies	12
Motivators Feedback	14
Behavioral Feedback	15
Behavioral Feedback	16
Dimensional Balance	17

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

T: 17:16

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. Customer Focus - A commitment to customer satisfaction.

0 10 20 30 40 50 60 70 80 90 100



100
WD

2. 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



100
WD

3. 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



90
WD

4. 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



90
D

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

0 10 20 30 40 50 60 70 80 90 100



87
D

6. 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



87
D

Development Legend

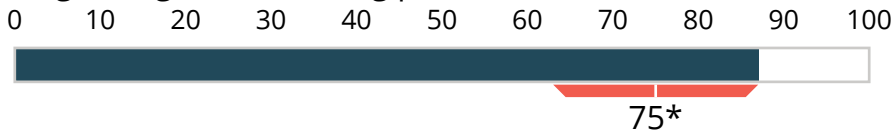
WD = Well Developed
D = Developed
MD = Moderately Developed
ND = Needs Development

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



Competencies Hierarchy

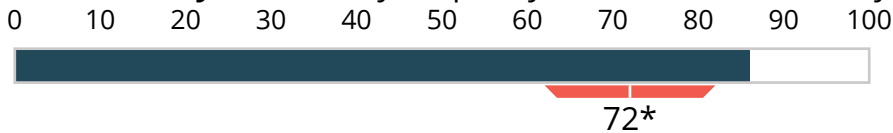
7. Problem Solving Ability - Anticipating, analyzing, diagnosing, and resolving problems.



87

WD

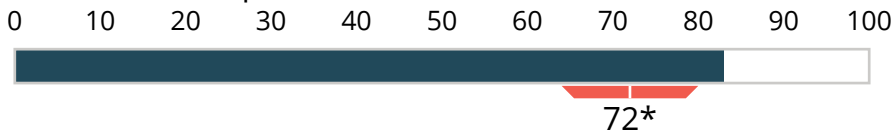
8. Resiliency - The ability to quickly recover from adversity.



86

WD

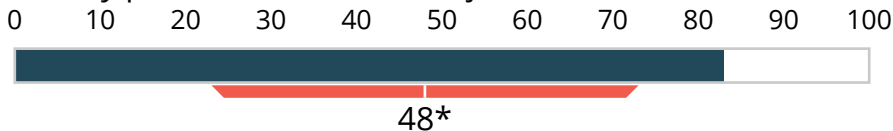
9. Personal Accountability - A measure of the capacity to be answerable for personal actions.



83

WD

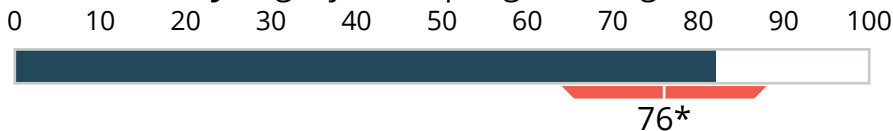
10. Planning & Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.



83

WD

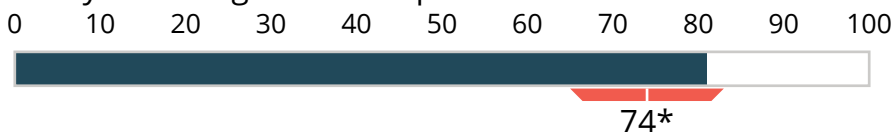
11. Flexibility - Agility in adapting to change.



82

D

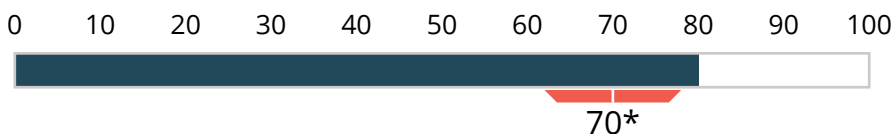
12. Self-Management - Demonstrating self control and an ability to manage time and priorities.



81

D

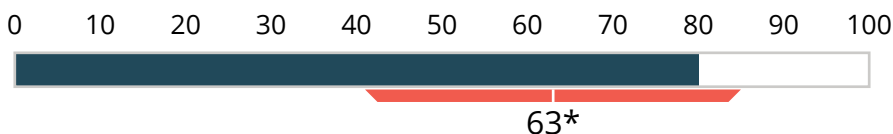
13. Decision Making - Utilizing effective processes to make decisions.



80

WD

14. Teamwork - Working effectively and productively with others.



80

D

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

Competencies Hierarchy



15. Leadership - Achieving extraordinary business results through people.

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73

D

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

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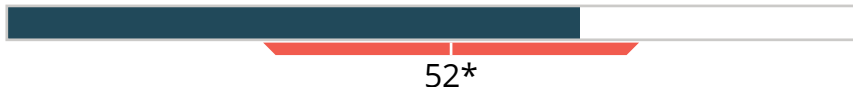


71

MD

17. Conflict Management - Addressing and resolving conflict constructively.

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67

D

18. Empathy - Identifying with and caring about others.

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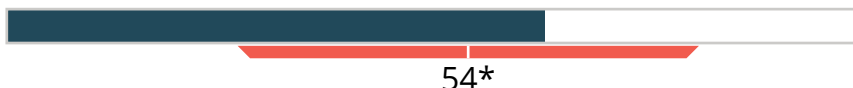


63

WD

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

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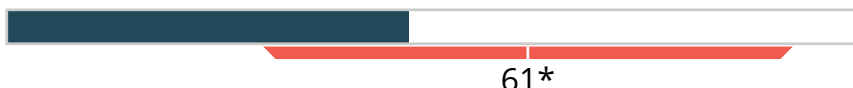


63

D

20. Presenting - Communicating effectively to groups.

0 10 20 30 40 50 60 70 80 90 100



47

MD

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

0 10 20 30 40 50 60 70 80 90 100



43

D

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

Competencies Hierarchy



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

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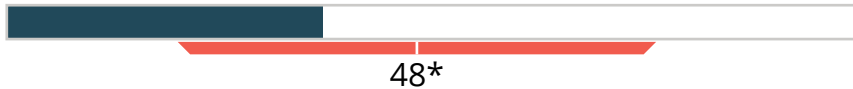


40

MD

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

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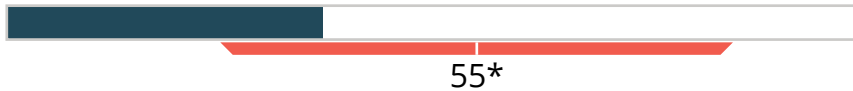


37

MD

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

0 10 20 30 40 50 60 70 80 90 100



37

MD

25. 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



0

ND

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

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

0 10 20 30 40 50 60 70 80 90 100



72

43*

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

0 10 20 30 40 50 60 70 80 90 100



67

57*

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

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58

47*

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

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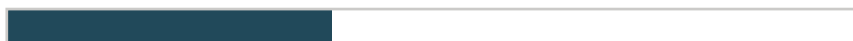


52

60*

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

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38

50*

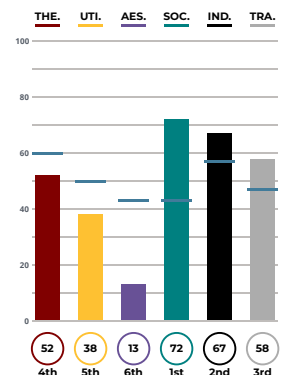
6. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

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13

43*



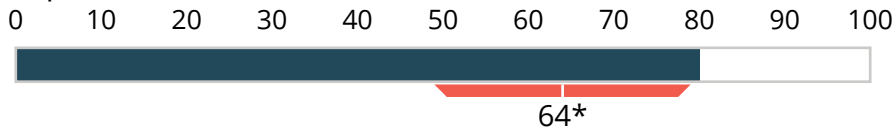
* 68% of the population falls within the shaded area.

Behavioral Hierarchy



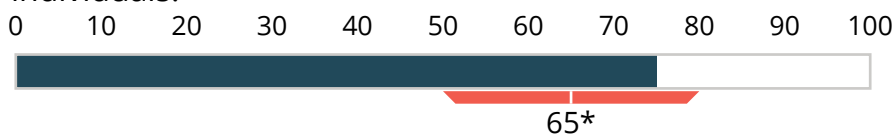
Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

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



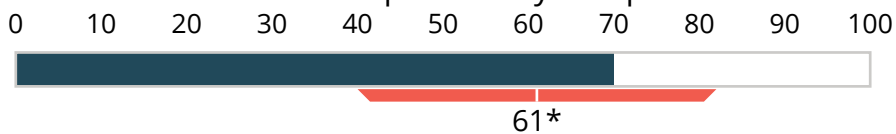
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2. People-Oriented - Build rapport with a wide range of individuals.



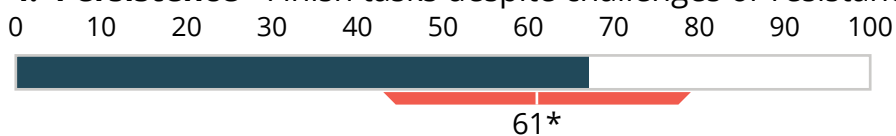
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3. Consistent - Perform predictably in repetitive situations.



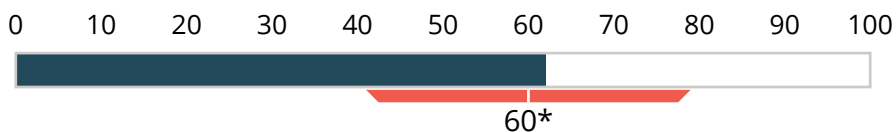
70

4. Persistence - Finish tasks despite challenges or resistance.



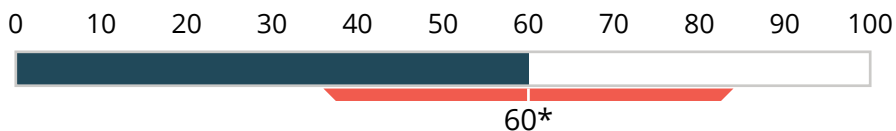
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5. Following Policy - Adhere to rules, regulations, or existing methods.

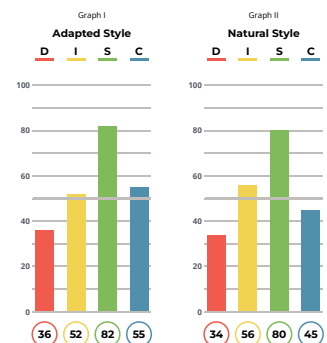


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6. Interaction - Frequently engage and communicate with others.



60

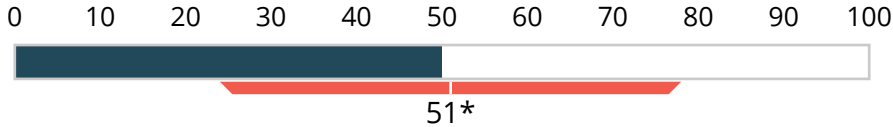


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Behavioral Hierarchy

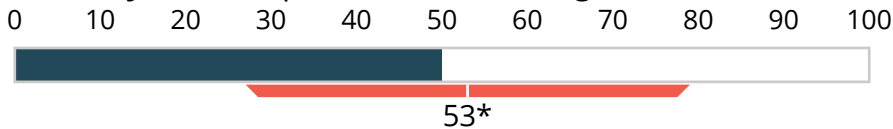


7. Organized Workplace - Establish and maintain specific order in daily activities.



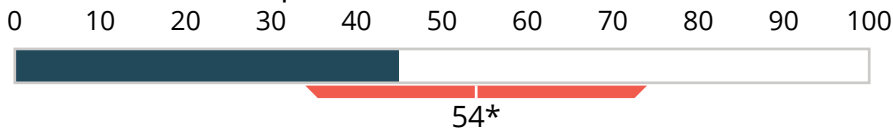
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8. Analysis - Compile, confirm and organize information.



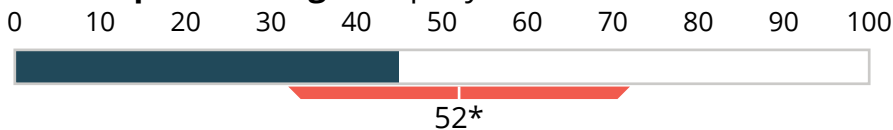
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9. Versatile - Adapt to various situations with ease.



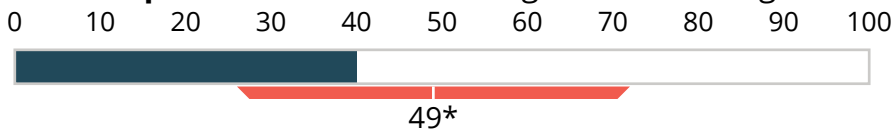
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10. Frequent Change - Rapidly shift between tasks.



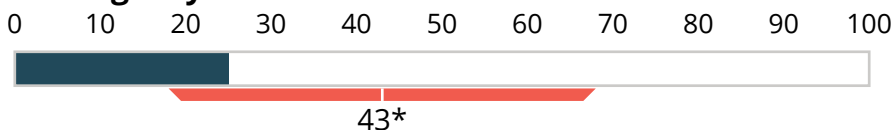
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11. Competitive - Want to win or gain an advantage.

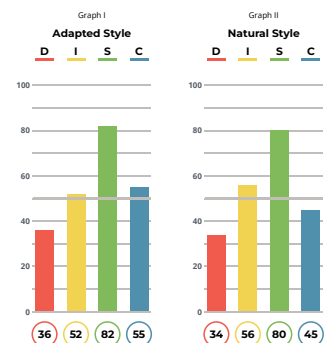


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12. Urgency - Take immediate action.



25



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* 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. 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
- 2. Goal Achievement:** The ability to identify and prioritize activities that lead to a goal.
 - Establishes goals that are relevant, realistic and attainable
 - Identifies and implements required plans and milestones to achieve specific business goals
 - Initiates activity toward goals without unnecessary delay
 - Stays on target to complete goals regardless of obstacles or adverse circumstances
- 3. 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 people
- 4. 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

Summary Of Top Competencies



5. 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.

6. 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.

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.

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. Social

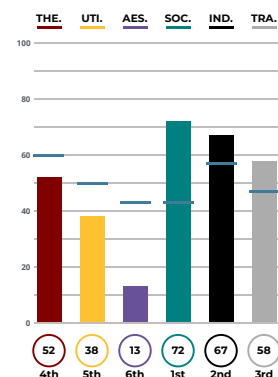
- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.

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. Customer-Oriented

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

2. 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.

3. Consistent

- You thrive in an environment where lasting and meaningful success requires sustained and consistent effort. You demonstrate the ability to be consistent and to maintain quality.



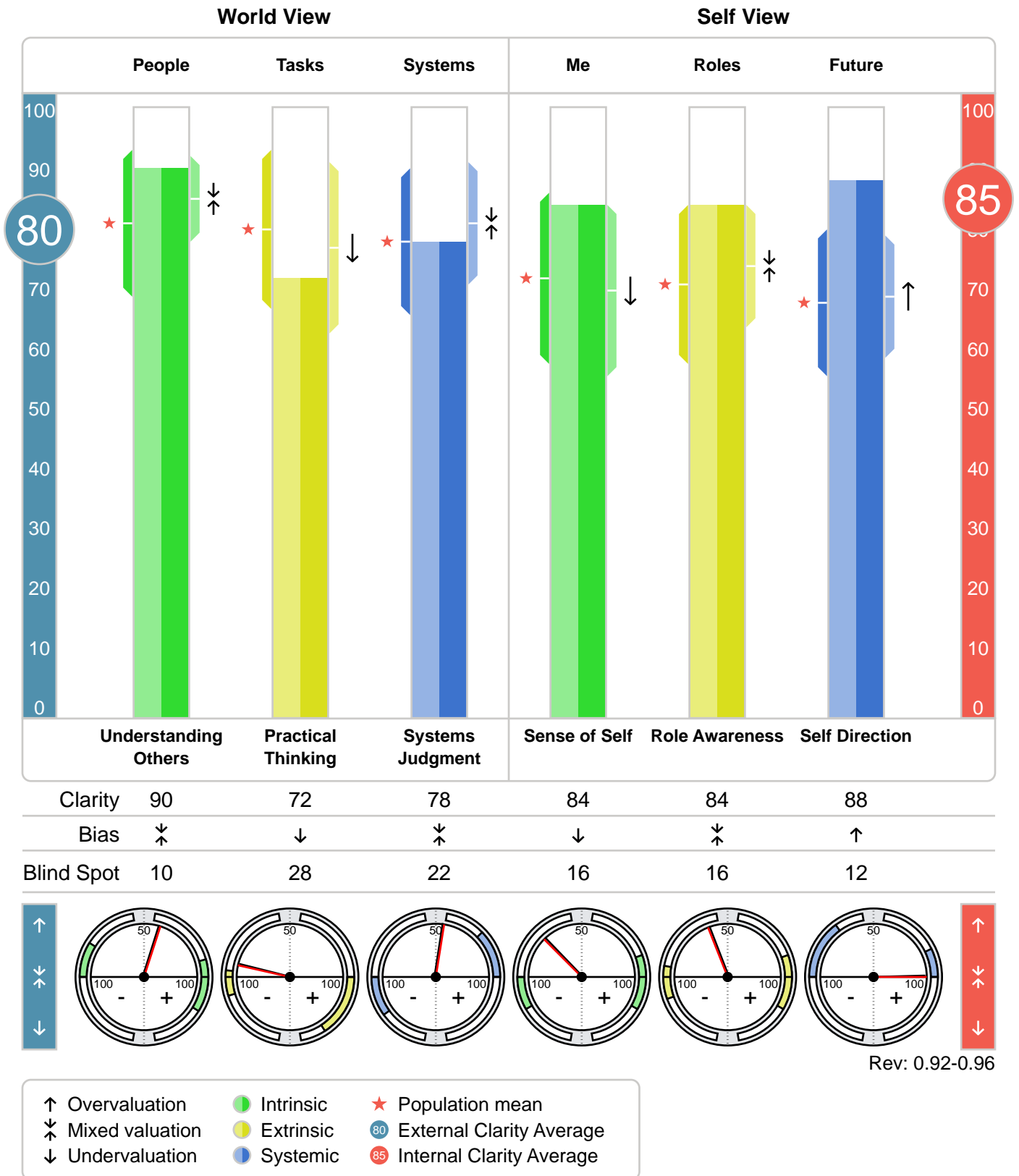
Behavioral Feedback



Carole wins through hard work and persistence. She likes to stay with one task until it is completed. Others see her as a good neighbor, since she is always willing to help those she considers to be her friends. She may not project a sense of urgency like some people with different behavioral styles. She prefers to help and support others rather than compete against them. Carole wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible. She requires many good reasons, as well as the benefits involved, before agreeing to making changes. While she is usually considered as people-oriented, she does have a technical side. She is usually steady, easygoing and relaxed.



Dimensional Balance



Rev: 0.92-0.96