

TriMetrix® HD Talent Report

Mark Sample Sales Representative Sample Co. 8-3-2011

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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.

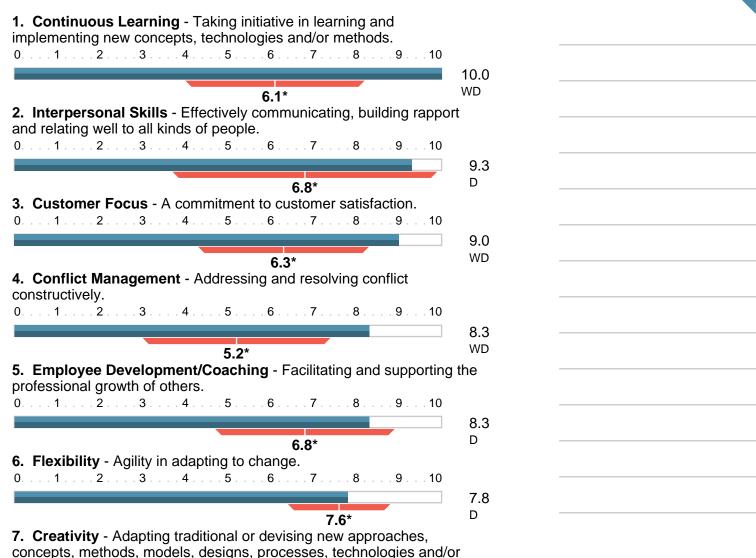
	Personal Skills Ranking							
1	Continuous Learning							
2	Customer Focus							
3	Conflict Management							
4	Creativity							
5	Negotiation							
6	Interpersonal Skills							
7	Employee Development/Coaching							
8	Flexibility							
9	Persuasion							
10	Problem Solving Ability							
11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

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

Well Developed	Developed	Moderately Developed	Needs Development



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

systems.

WD = Well Developed

D = Developed

MD = Moderately Developed ND = Needs Development

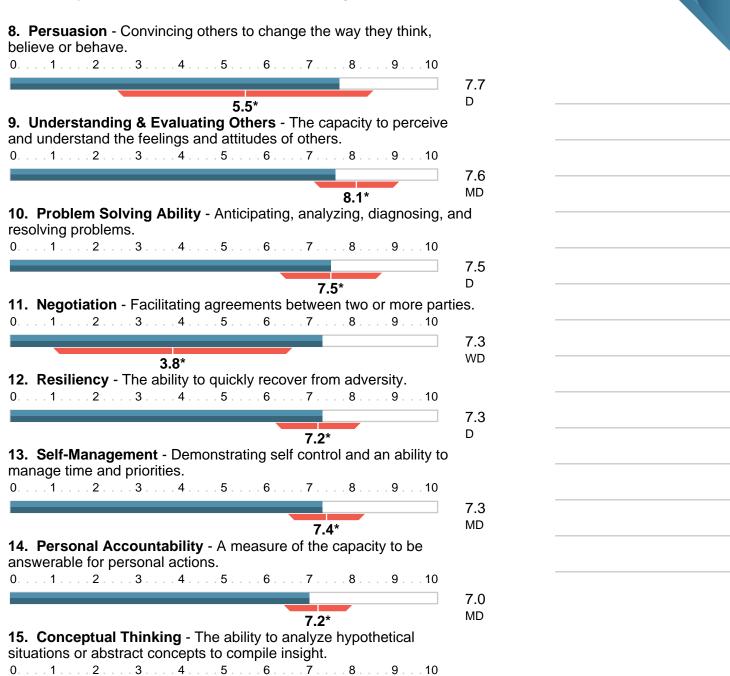
 $0. \dots 1 \dots 2 \dots 3 \dots 4 \dots 5 \dots 6 \dots 7 \dots 8 \dots 9 \dots 10$

4.8*

7.7 WD

^{* 68%} of the population falls within the shaded area.

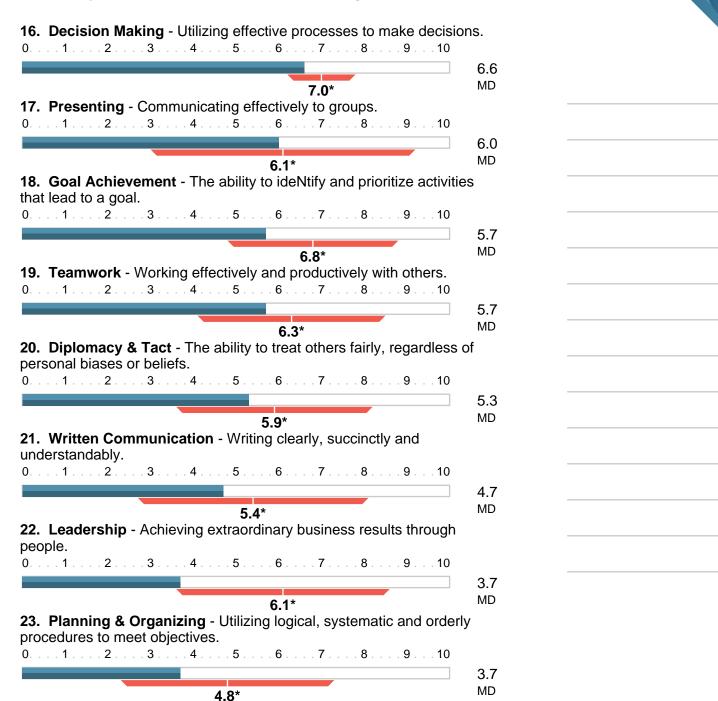




6.9 MD

^{* 68%} of the population falls within the shaded area.

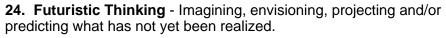


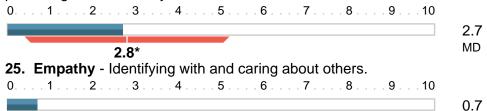


^{* 68%} of the population falls within the shaded area.



3.6*





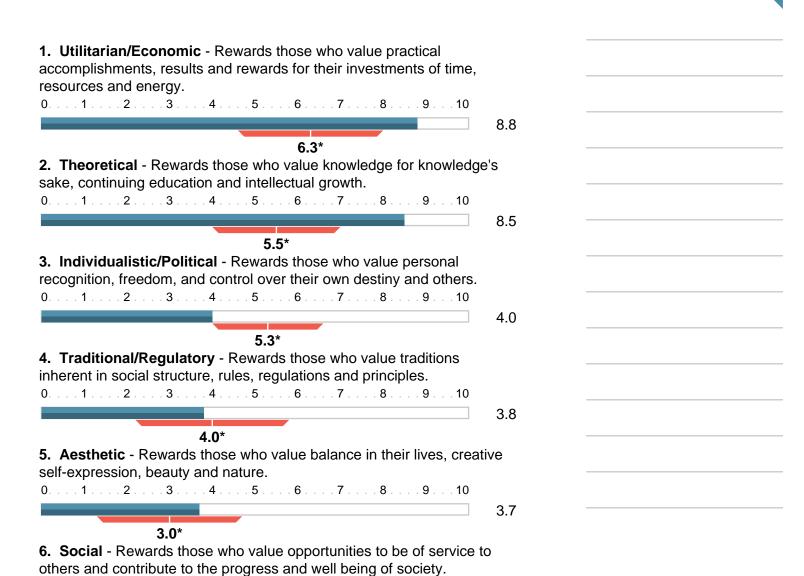
ND

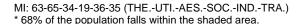
^{* 68%} of the population falls within the shaded area.



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.

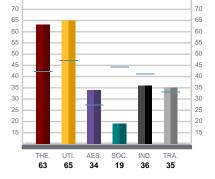




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5.8*

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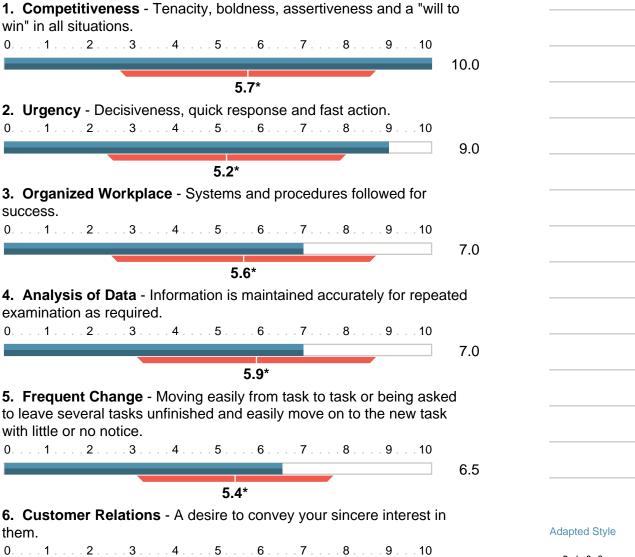


1.2



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.





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

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

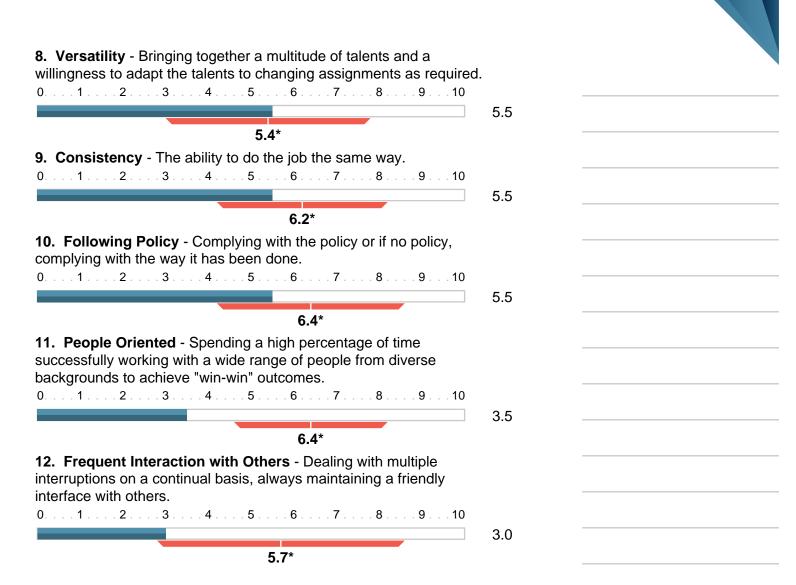
6.5*

6.2

6.0



Behavioral Hierarchy



SIA: 82-45-12-81 (09) SIN: 92-25-23-45 (01) * 68% of the population falls within the shaded area.

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Summary of Top Competencies

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

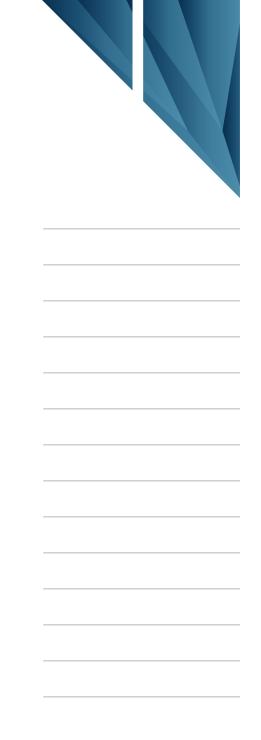
- Continuous Learning: Taking initiative in learning and implementing new concepts, technologies and/or methods.
 - Demonstrates curiosity and enthusiasm for learning.
 - Takes initiative in acquiring and mastering the skills and knowledge requirements of a position.
 - Keeps abreast of current or new 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.
- 2. 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.
- 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





Summary of Top Competencies

- 4. 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.
- 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. 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.





Summary of Top Competencies

- 7. Creativity: Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.
 - Notices unique patterns, variables, processes, systems or relationships.
 - Expresses non-traditional perspectives and/or novel approaches.
 - Synthesizes and/or simplifies data, ideas, models, processes or systems.
 - Challenges established theories, methods and/or protocols.
 - Encourages and promotes creativity and innovation.
 - Modifies existing concepts, methods, models, designs, processes, technologies and systems.
 - Develops and tests new theories to explain or resolve complex issues.
 - Applies unorthodox theories and/or methods.
 - Imagines new or revolutionary concepts, methods, models, designs, processes, technology, systems, products, services or industries.



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

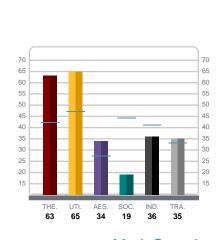
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but 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. 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.





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. Competitiveness

Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

2. Urgency

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

3. Organized Workplace

Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.



Adapted Style Natural Style 100 100 90 90 80 80 70 70 60 60 50 50 40 40 30 30 20 20 82 45 12 81 92 25 23 45



Behavioral Feedback

Mark wants to be viewed as self-reliant and willing to pay the price for success. He is often considered daring, bold and gutsy. He is a risk taker who likes to be seen as an individualist. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. He is deadline conscious and becomes irritated if deadlines are delayed or missed. Mark is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. Many people see him as a self-starter dedicated to achieving results. He likes people, but can be seen occasionally as cold and blunt. He may have his mind on project results, and sometimes may not take the time to be empathetic toward others. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had.







Dimensional Balance

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

