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TriMetrix® HD

Talent Report

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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.

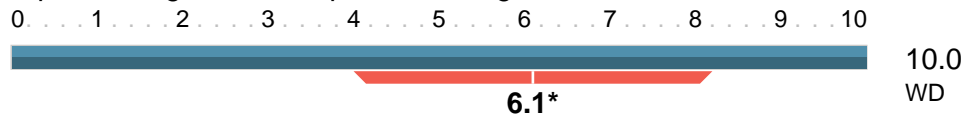
Well Developed
 Developed
 Moderately Developed
 Needs Development



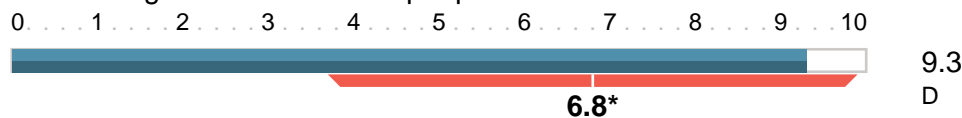
Competencies Hierarchy

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.

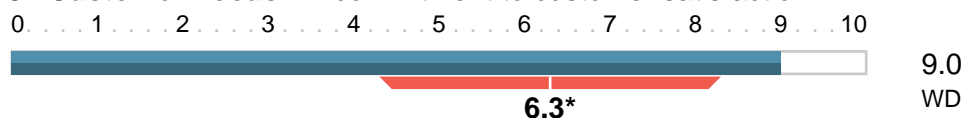
1. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.



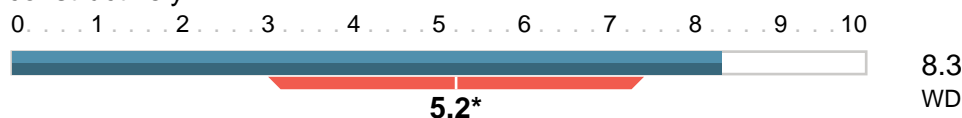
2. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



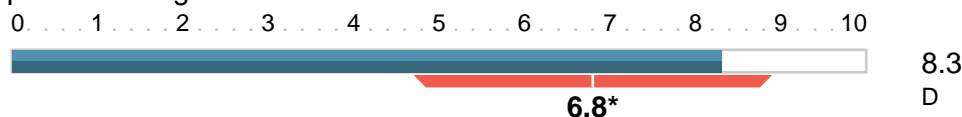
3. Customer Focus - A commitment to customer satisfaction.



4. Conflict Management - Addressing and resolving conflict constructively.



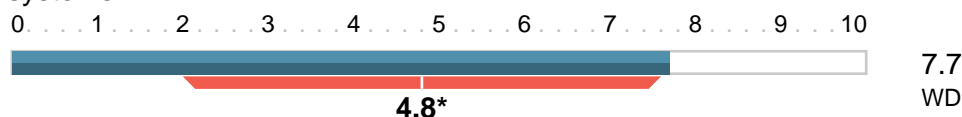
5. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



6. Flexibility - Agility in adapting to change.



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



Development Legend

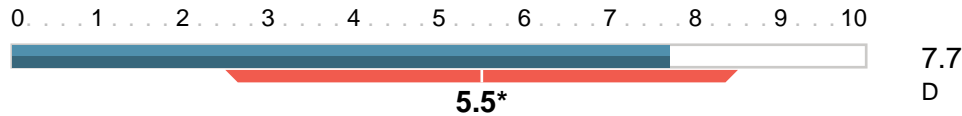
- WD = Well Developed
- D = Developed
- MD = Moderately Developed
- ND = Needs Development

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



Competencies Hierarchy

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



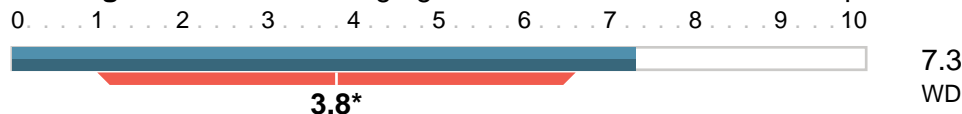
9. Understanding & Evaluating Others - The capacity to perceive and understand the feelings and attitudes of others.



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



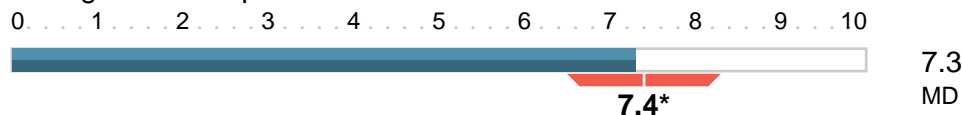
11. Negotiation - Facilitating agreements between two or more parties.



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



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



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



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



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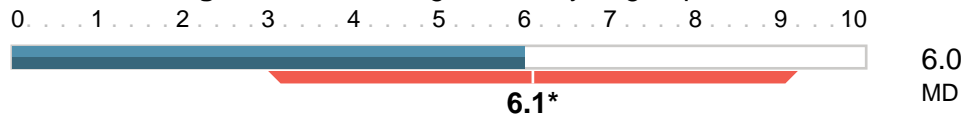


Competencies Hierarchy

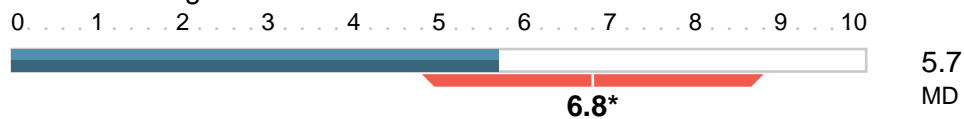
16. Decision Making - Utilizing effective processes to make decisions.



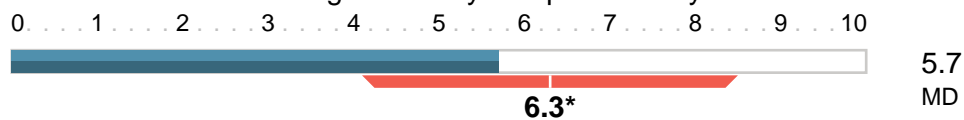
17. Presenting - Communicating effectively to groups.



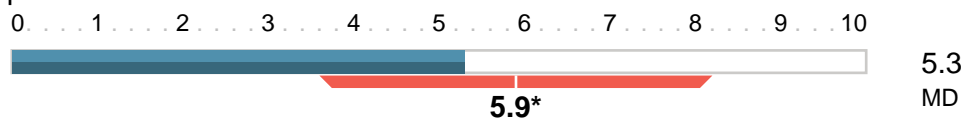
18. Goal Achievement - The ability to identify and prioritize activities that lead to a goal.



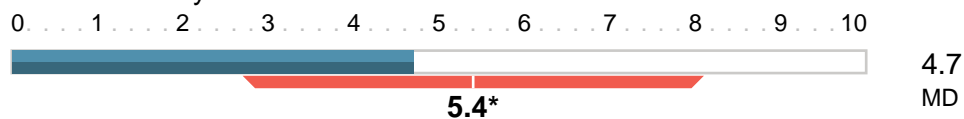
19. Teamwork - Working effectively and productively with others.



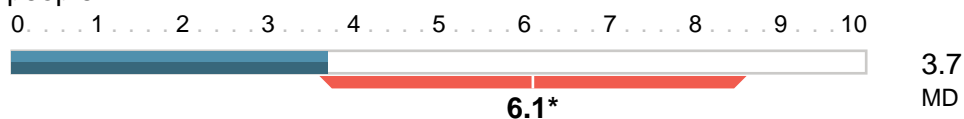
20. Diplomacy & Tact - The ability to treat others fairly, regardless of personal biases or beliefs.



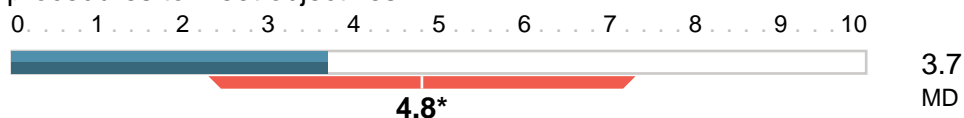
21. Written Communication - Writing clearly, succinctly and understandably.



22. Leadership - Achieving extraordinary business results through people.



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



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



Competencies Hierarchy

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

0 1 2 3 4 5 6 7 8 9 10



2.7
MD

25. Empathy - Identifying with and caring about others.

0 1 2 3 4 5 6 7 8 9 10



0.7
ND



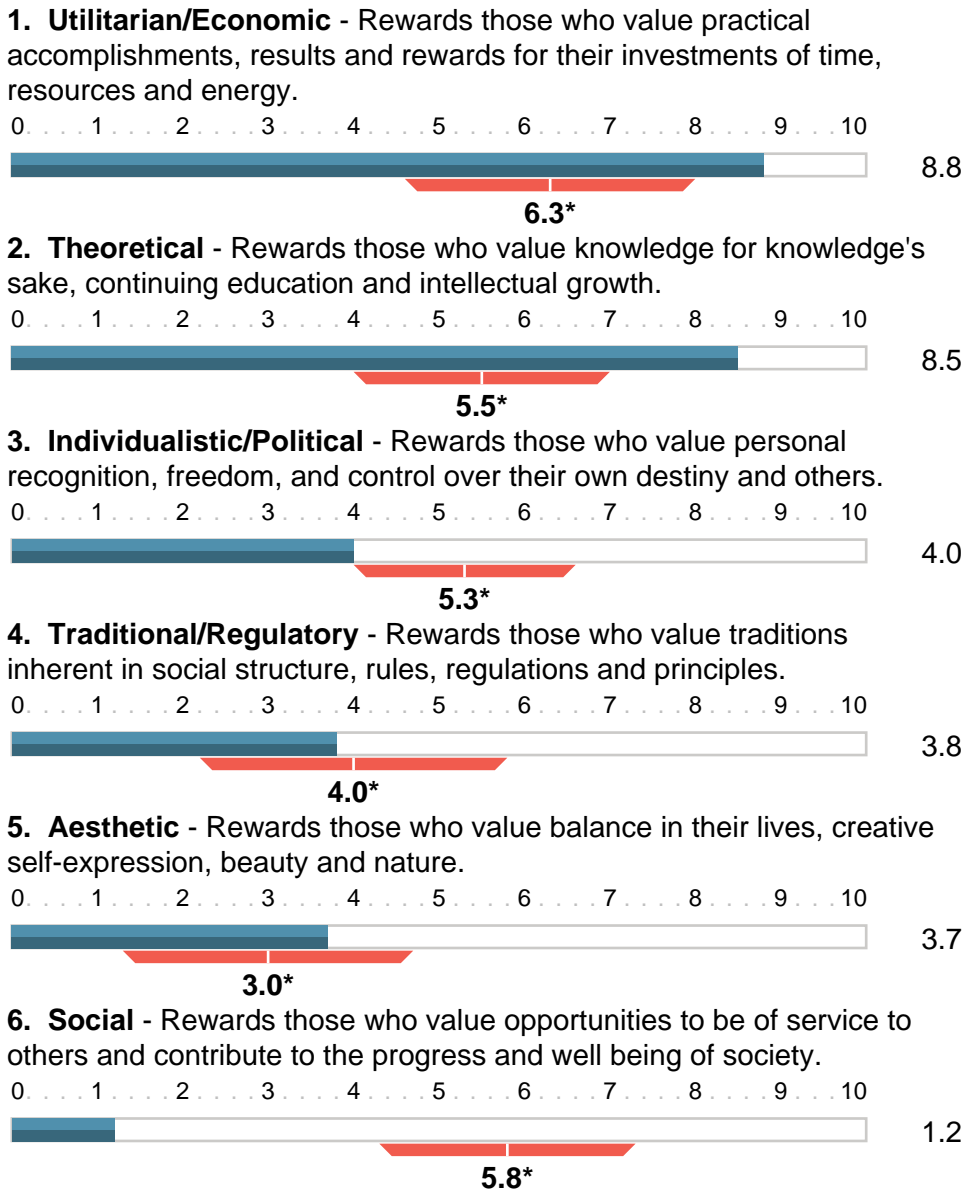
Horizontal lines for notes or comments.

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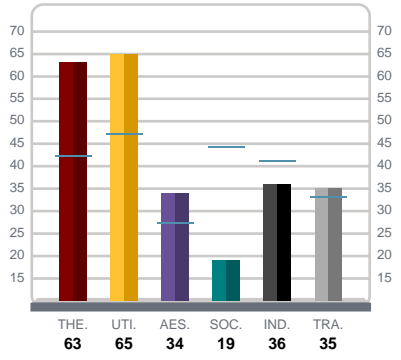


Motivators Hierarchy

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.



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



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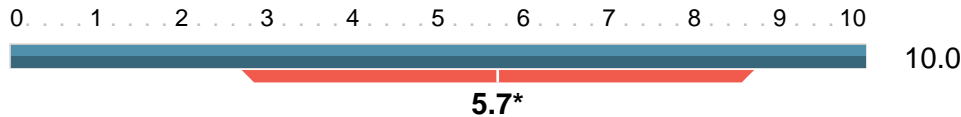
Mark Sample



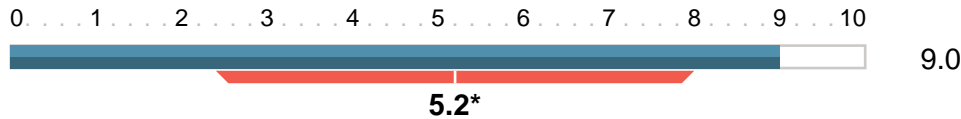
Behavioral Hierarchy

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.

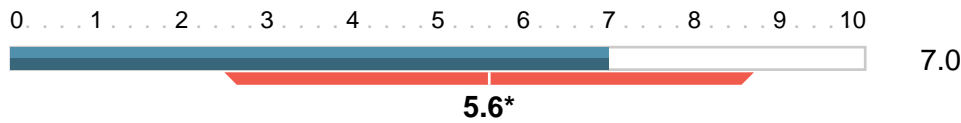
1. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



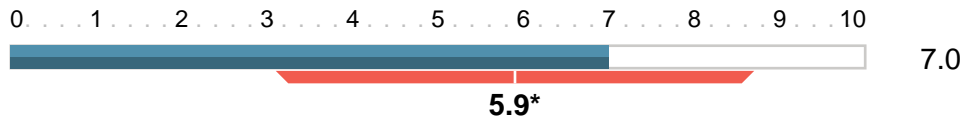
2. Urgency - Decisiveness, quick response and fast action.



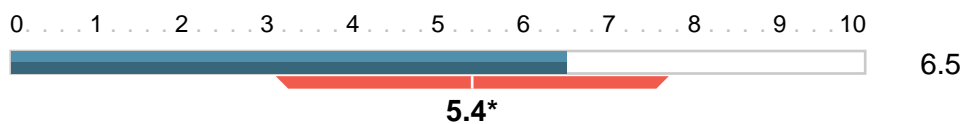
3. Organized Workplace - Systems and procedures followed for success.



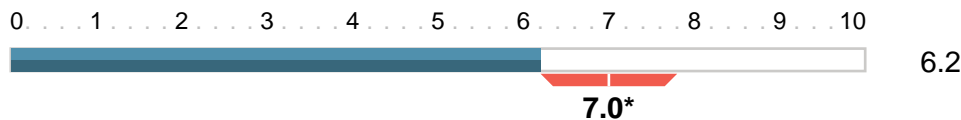
4. Analysis of Data - Information is maintained accurately for repeated examination as required.



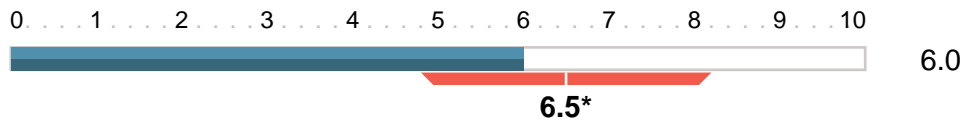
5. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



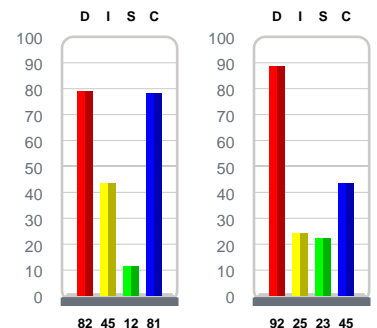
6. Customer Relations - A desire to convey your sincere interest in them.



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



Adapted Style Natural Style



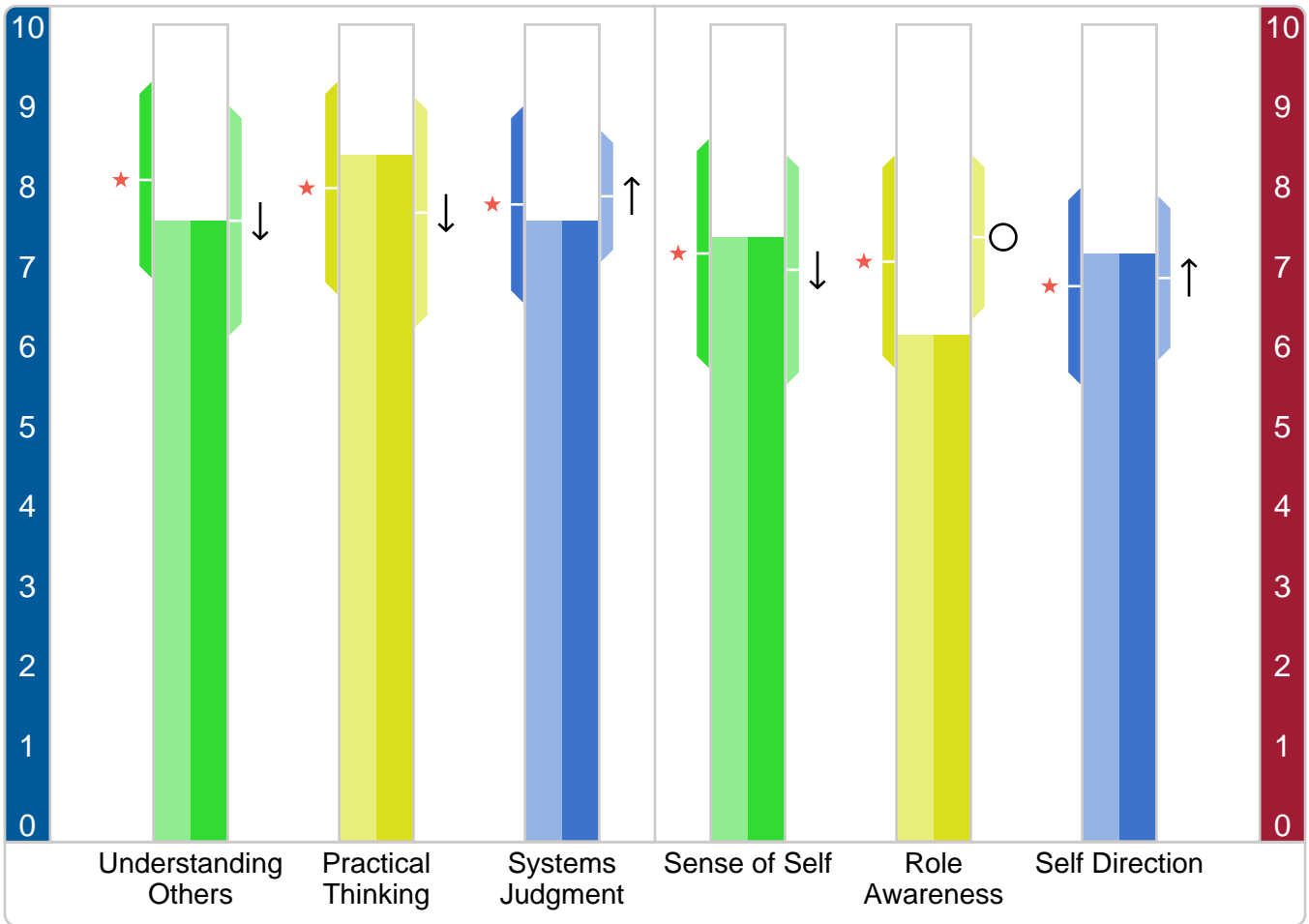


Dimensional Balance

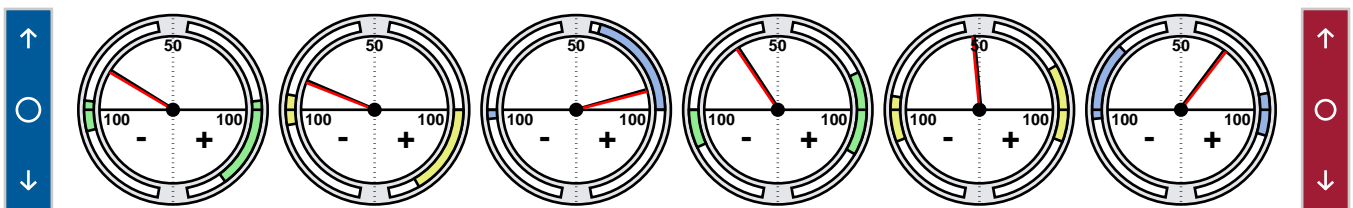
- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Dimension	Score	Bias
Understanding Others	7.6	↓
Practical Thinking	8.4	↓
Systems Judgment	7.6	↑
Sense of Self	7.4	↓
Role Awareness	6.2	○
Self Direction	7.2	↑



Rev: 0.89-0.84