



TTI
SUCCESS
INSIGHTS®

TriMetrix® HD

Talent Report

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6-23-2014

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

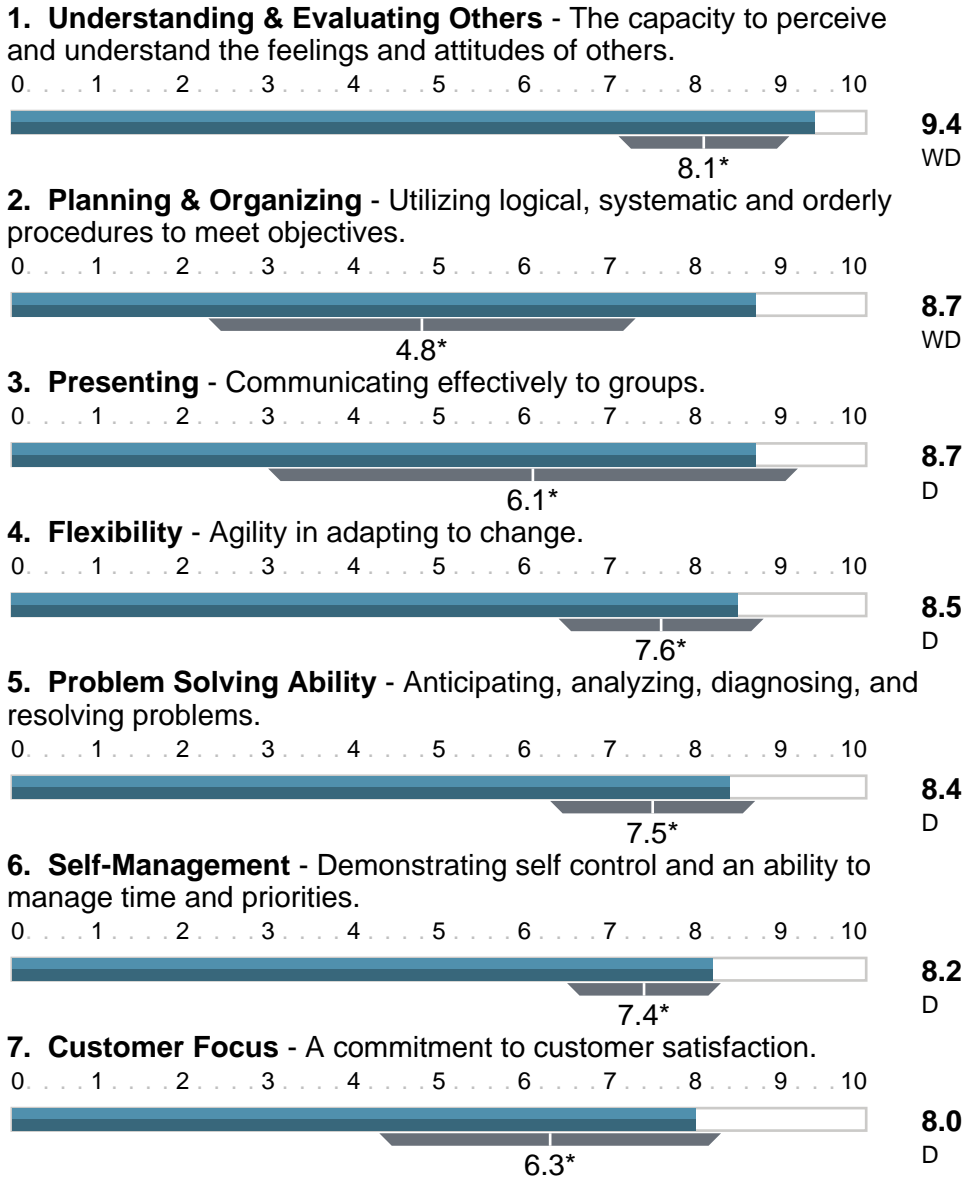
Note: Don't be concerned if you have not developed all 25 personal skills. Research has proven that individuals seldom develop all 25. Development of the most important personal skills needed for your personal and professional life is what is critical.

Well Developed
 Developed
 Moderately Developed
 Needs Development



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

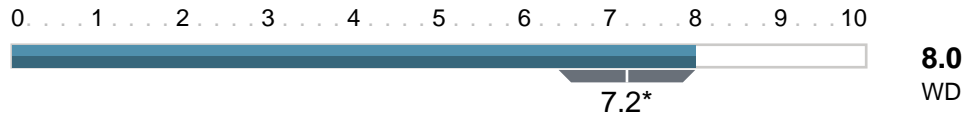
- WD = Well Developed
- D = Developed
- MD = Moderately Developed
- ND = Needs Development

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

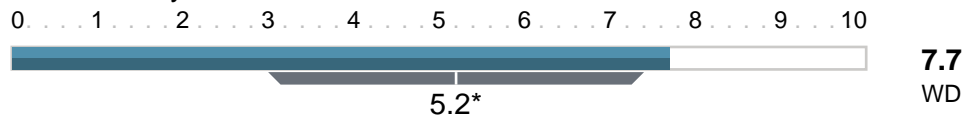


Competencies Hierarchy

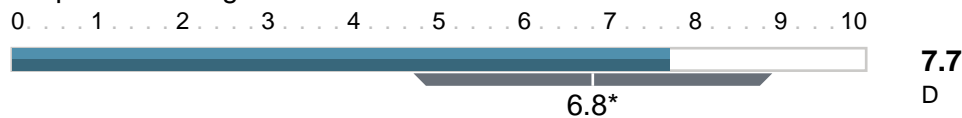
8. Personal Accountability - A measure of the capacity to be answerable for personal actions.



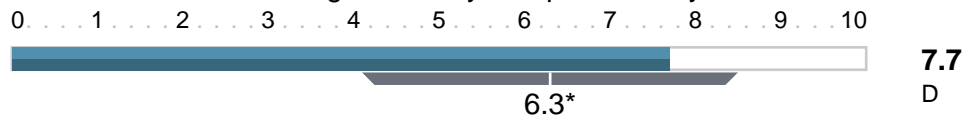
9. Conflict Management - Addressing and resolving conflict constructively.



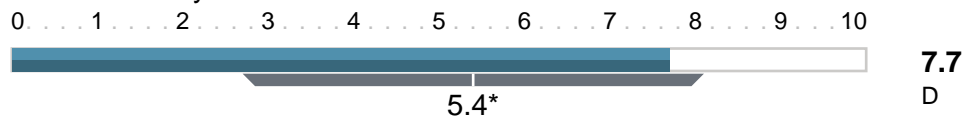
10. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



11. Teamwork - Working effectively and productively with others.



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



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



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



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

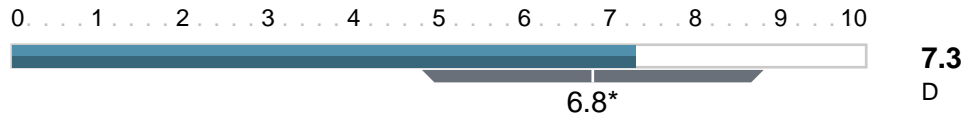


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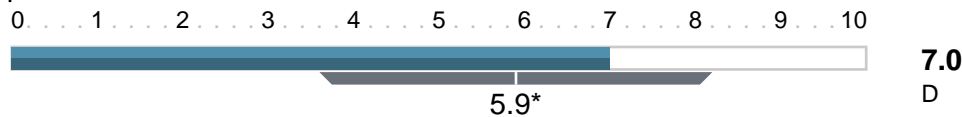


Competencies Hierarchy

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



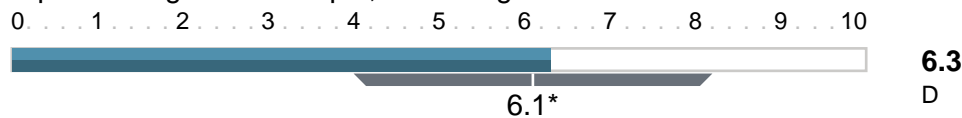
17. Diplomacy & Tact - The ability to treat others fairly, regardless of personal biases or beliefs.



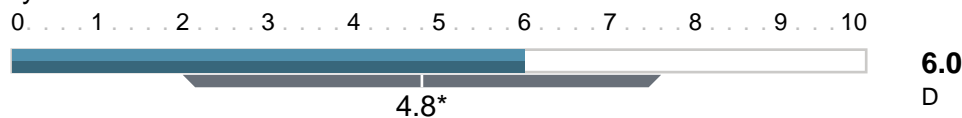
18. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



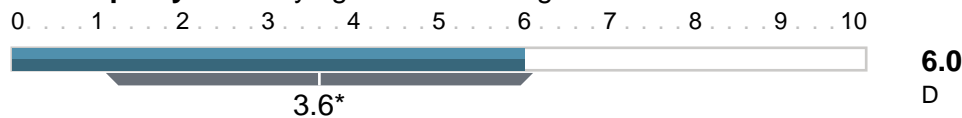
19. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.



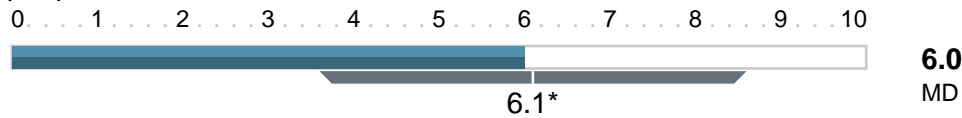
20. Creativity - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.



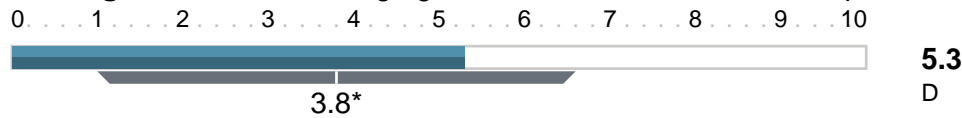
21. Empathy - Identifying with and caring about others.



22. Leadership - Achieving extraordinary business results through people.



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

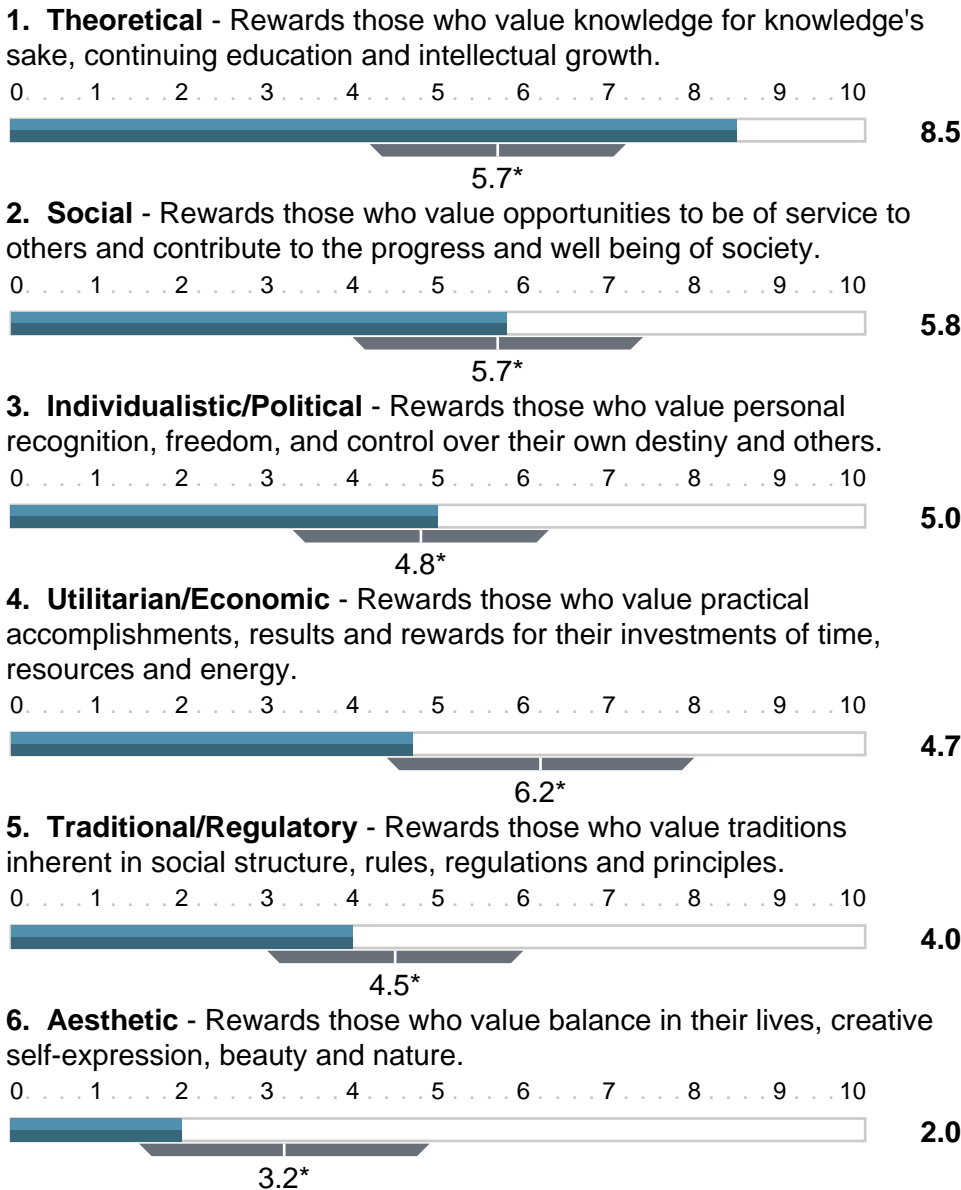


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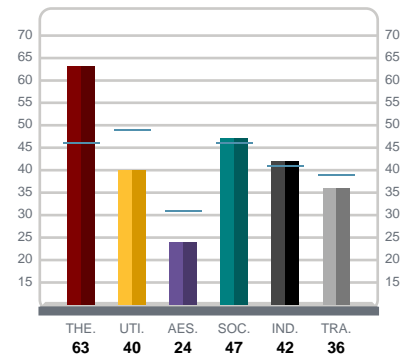


Motivators Hierarchy

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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Jenn Sample

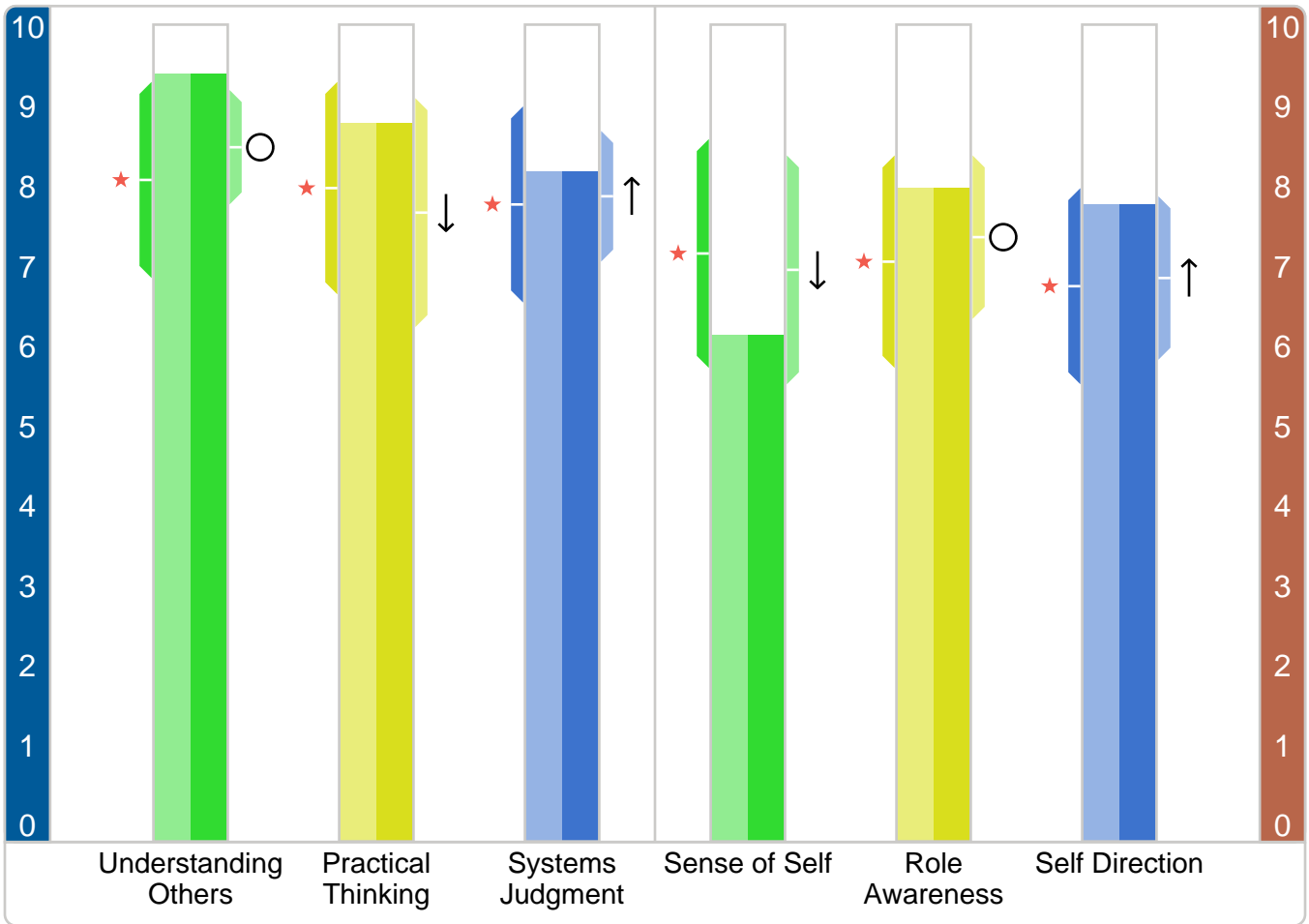


Dimensional Balance

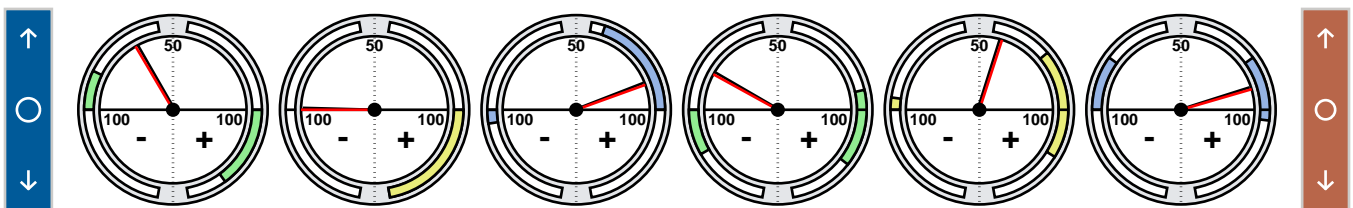
- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score	9.4	8.8	8.2	6.2	8.0	7.8
Bias	○	↓	↑	↓	○	↑



Rev: 0.95-0.86