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SUCCESS  
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**TriMetrix®**  
Gap Report

**Debbie Sample**  
Consultant  
Sample Co.  
5-30-2013

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# Introduction

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

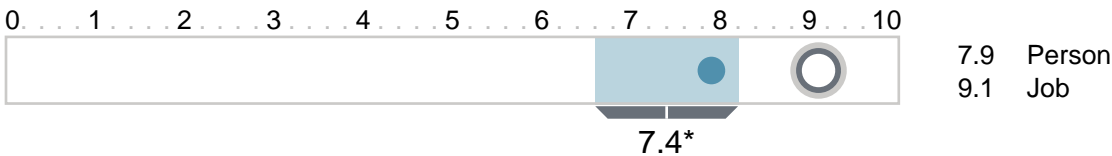
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.



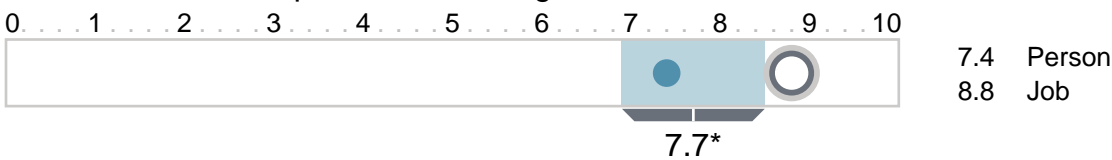
# Personal Skills Hierarchy

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.

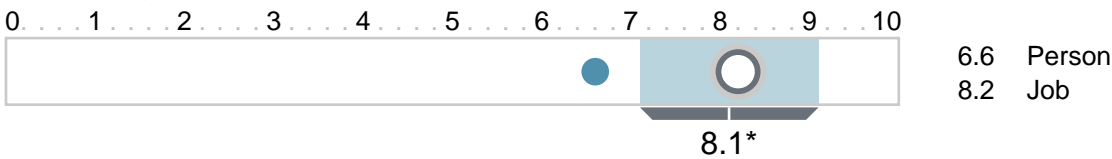
**1. Goal Achievement** - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



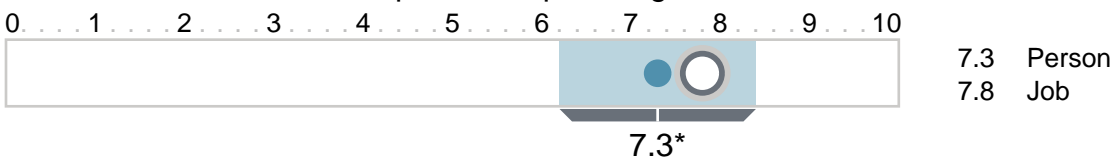
**2. Influencing Others** - The ability to personally affect others' actions, decisions, opinions or thinking.



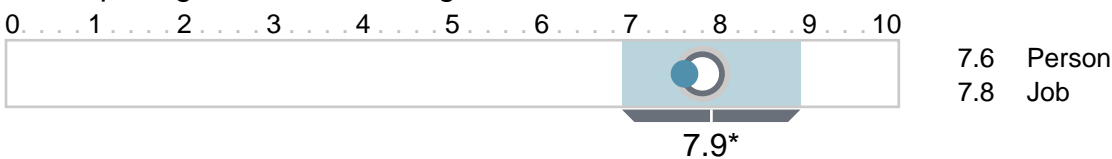
**3. Empathetic Outlook** - The capacity to perceive and understand the feelings and attitudes of others.



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



**5. Leading Others** - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



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

○ - Job ● - Person

Rev: 0.84-0.86

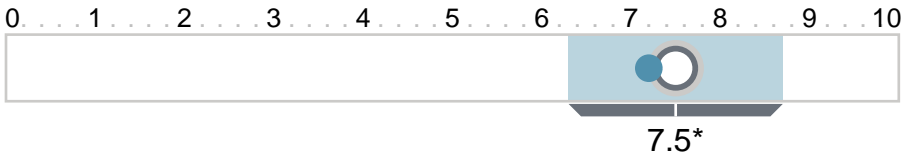
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Debbie Sample



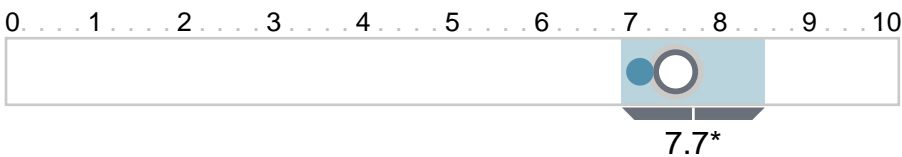
# Personal Skills Hierarchy

**6. Problem Solving** - The ability to identify key components of a problem to formulate a solution or solutions.



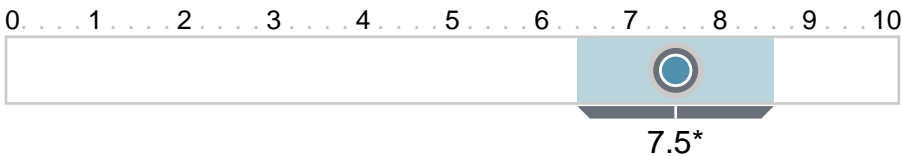
7.2 Person  
7.5 Job

**7. Teamwork** - The ability to cooperate with others to meet objectives.



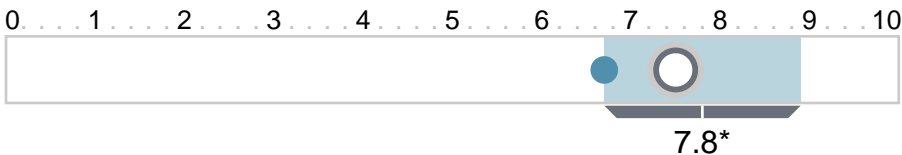
7.1 Person  
7.5 Job

**8. Accountability for Others** - The ability to take responsibility for others' actions.



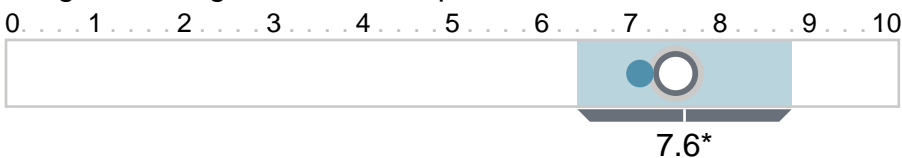
7.5 Person  
7.5 Job

**9. Conflict Management** - The ability to resolve different points of view constructively.



6.7 Person  
7.5 Job

**10. Flexibility** - The ability to readily modify, respond to and integrate change with minimal personal resistance.



7.1 Person  
7.5 Job

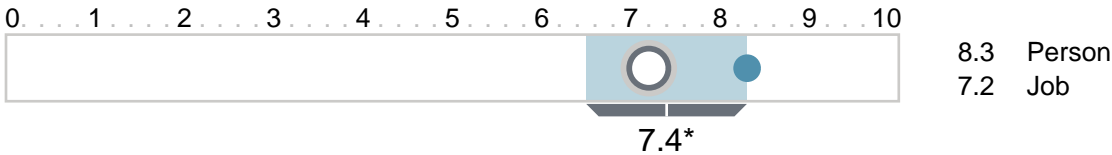
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○ - Job ● - Person

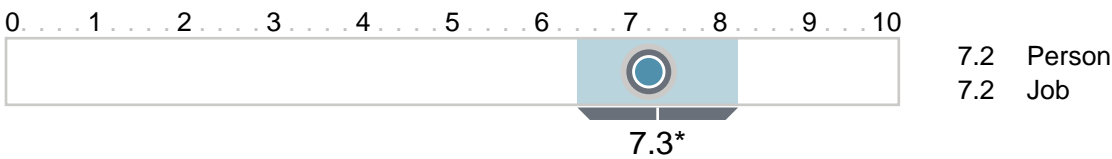


# Personal Skills Hierarchy

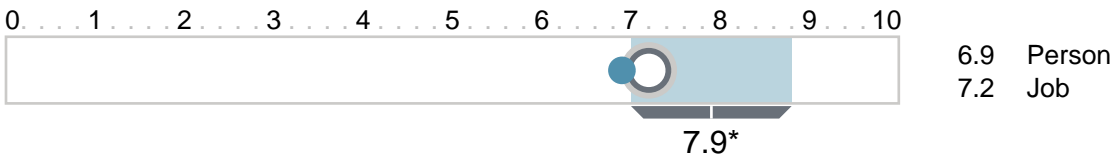
**11. Self Management** - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



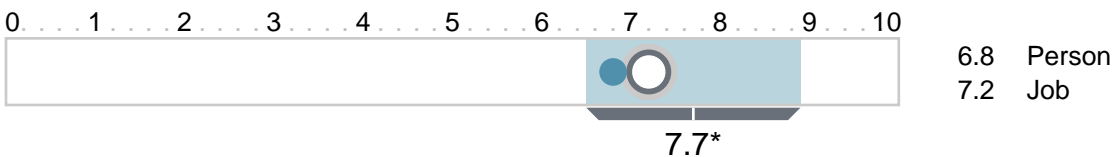
**12. Results Orientation** - The ability to identify actions necessary to complete tasks and obtain results.



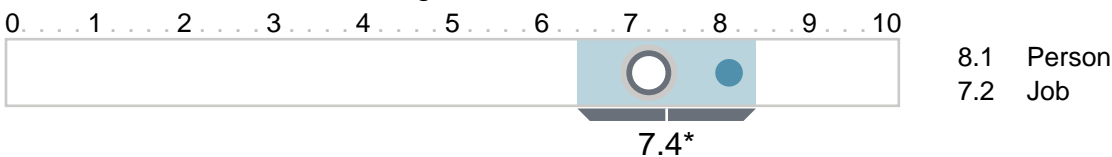
**13. Interpersonal Skills** - The ability to interact with others in a positive manner.



**14. Objective Listening** - The ability to listen to many points of view without bias.



**15. Continuous Learning** - The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



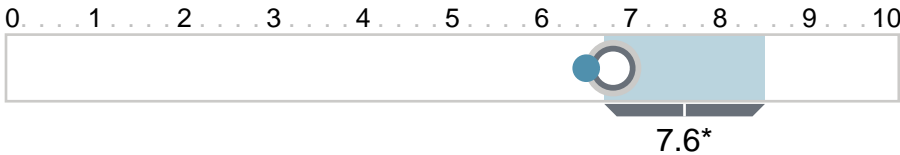
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○ - Job ● - Person



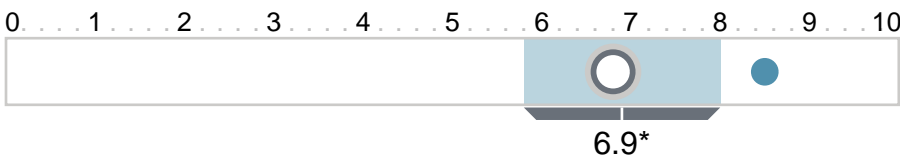
# Personal Skills Hierarchy

**16. Diplomacy And Tact** - The ability to treat others fairly, regardless of personal biases or beliefs.



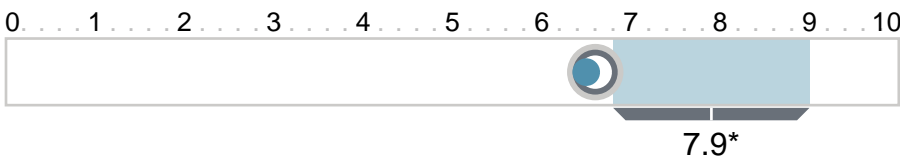
6.5 Person  
6.8 Job

**17. Self Starting** - The ability to initiate and sustain momentum without external stimulation.



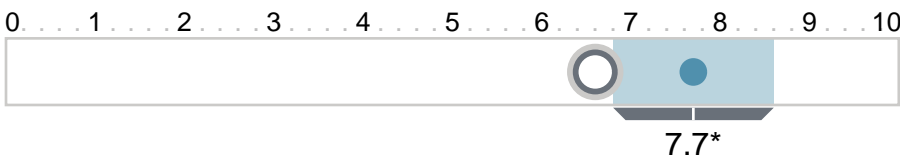
8.5 Person  
6.8 Job

**18. Customer Focus** - A commitment to customer satisfaction.



6.5 Person  
6.6 Job

**19. Planning and Organization** - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



7.7 Person  
6.6 Job

**20. Decision Making** - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



6.6 Person  
6.6 Job

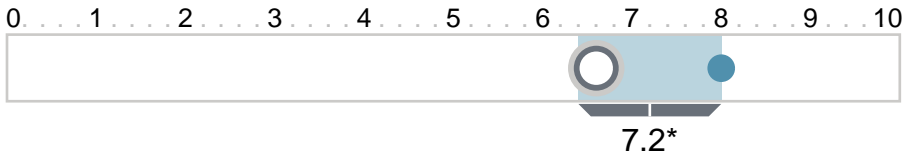
\* 68% of the population falls within the shaded area.

○ - Job ● - Person



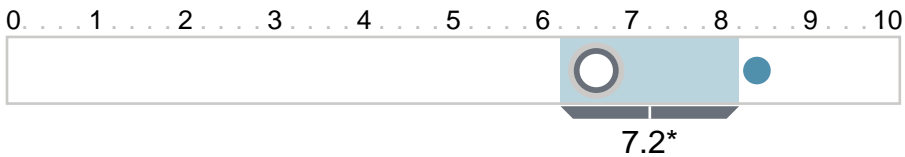
# Personal Skills Hierarchy

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



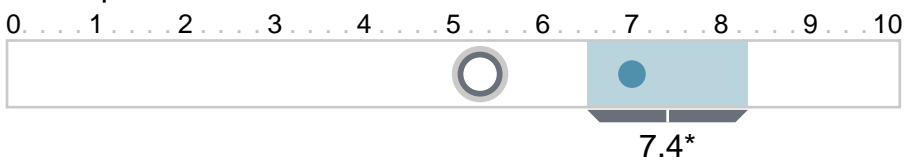
8.0 Person  
6.6 Job

**22. Resiliency** - The ability to quickly recover from adversity.



8.4 Person  
6.6 Job

**23. Developing Others** - The ability to contribute to the growth and development of others.



7.0 Person  
5.3 Job

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

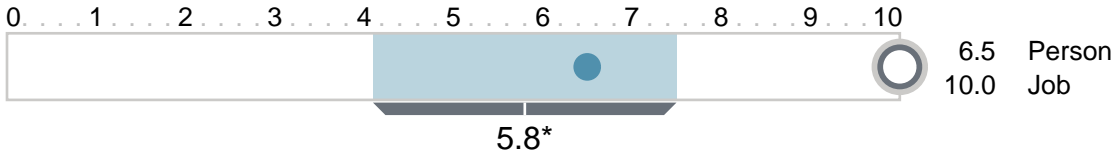
○ - Job    ● - Person



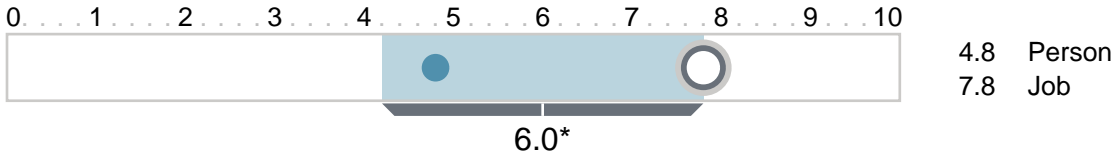
# Job Rewards/Culture Hierarchy

These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.

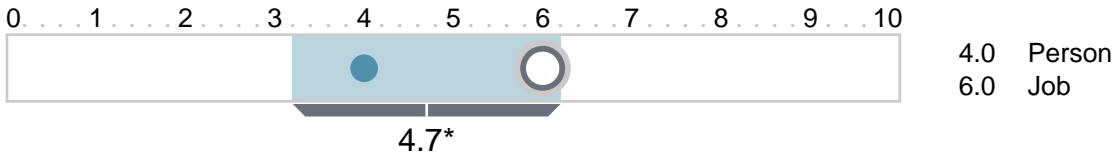
**1. Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



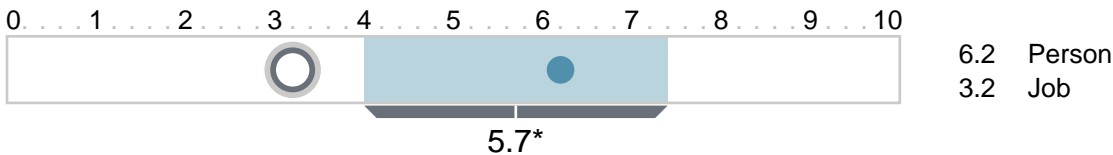
**2. Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



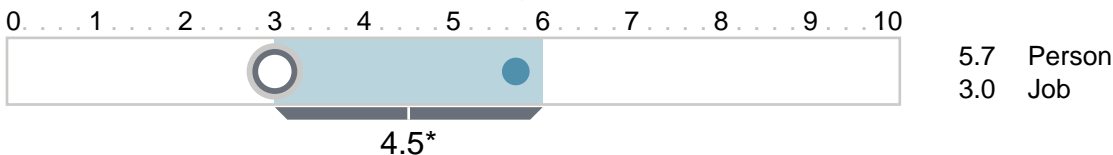
**3. Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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



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



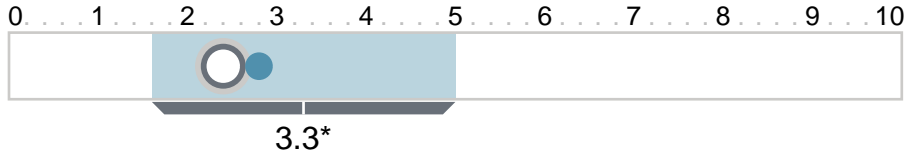
Job Person  
68% of the population falls within the shaded area.





# Job Rewards/Culture Hierarchy

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



2.8 Person  
2.4 Job

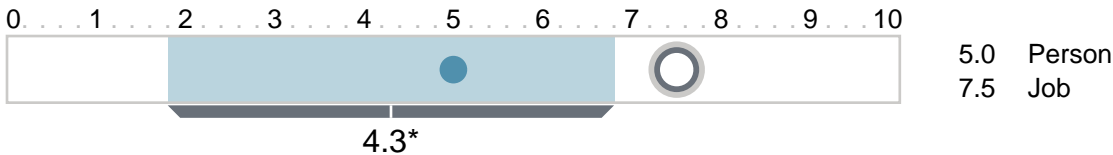
○ Job ● Person  
68% of the population falls within the shaded area.



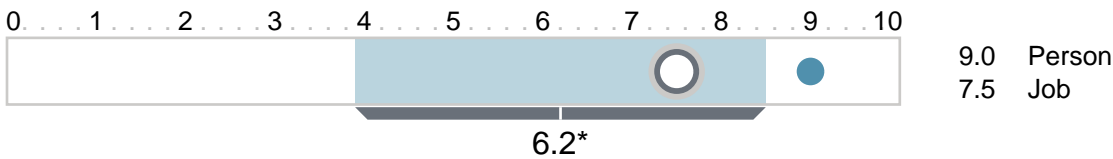
# Behavioral Hierarchy

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.

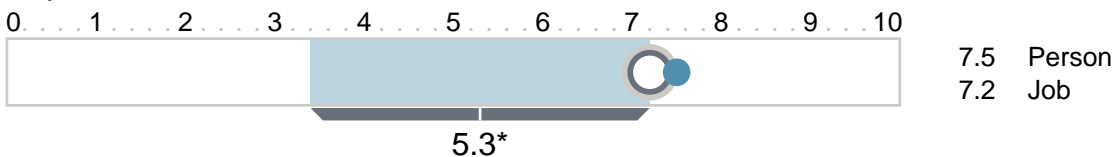
## 1. Urgency - Decisiveness, quick response and fast action.



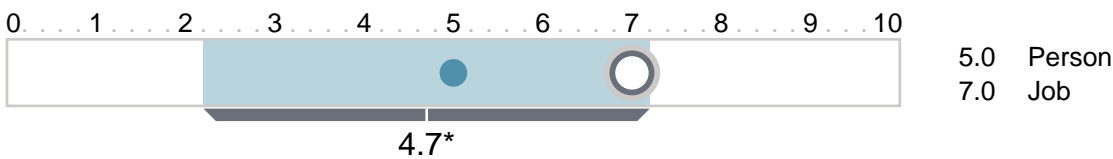
## 2. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



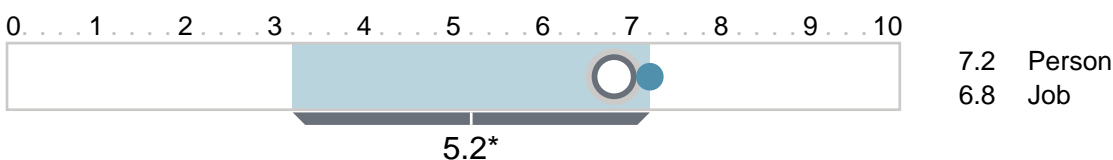
## 3. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



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



## 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.



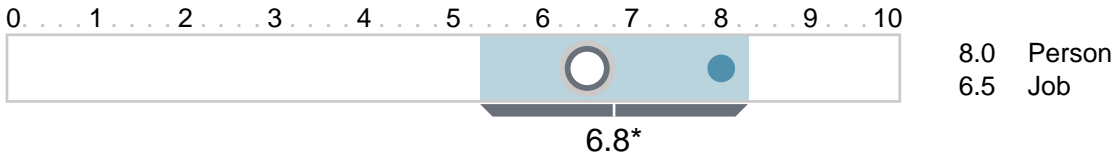
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○ - Job ● - Person

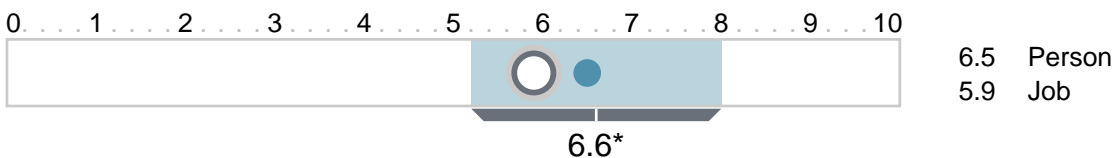


# Behavioral Hierarchy

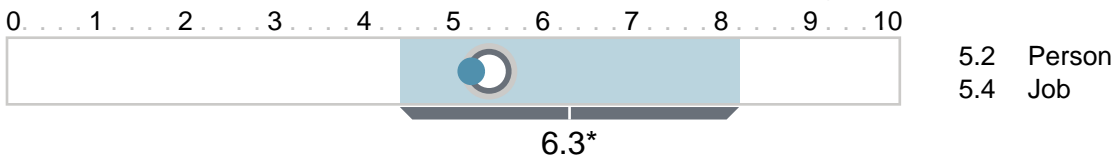
**6. People Oriented** - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



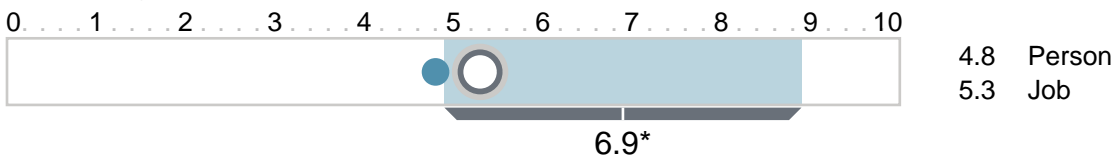
**7. Customer Relations** - A desire to convey your sincere interest in them.



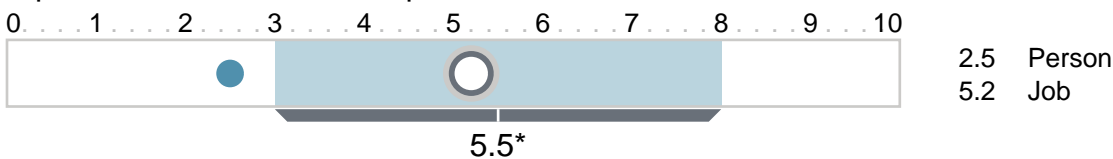
**8. Follow Up and Follow Through** - A need to be thorough.



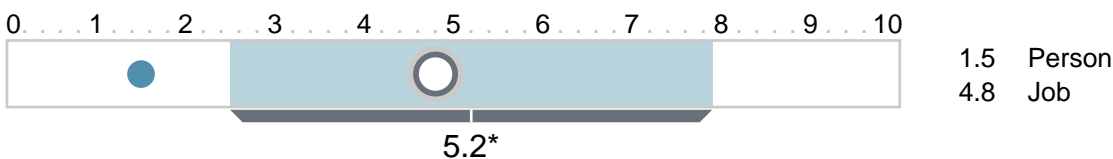
**9. Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.



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



**11. Organized Workplace** - Systems and procedures followed for success.



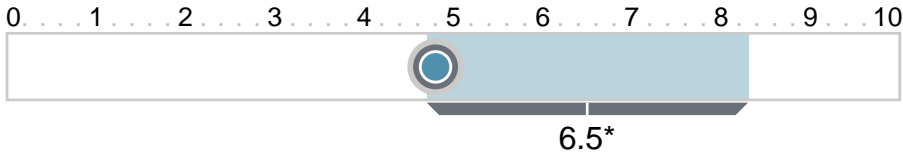
\* 68% of the population falls within the shaded area.

○ - Job ● - Person



# Behavioral Hierarchy

**12. Consistency** - The ability to do the job the same way.



4.8 Person  
4.8 Job

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

○ - Job ● - Person

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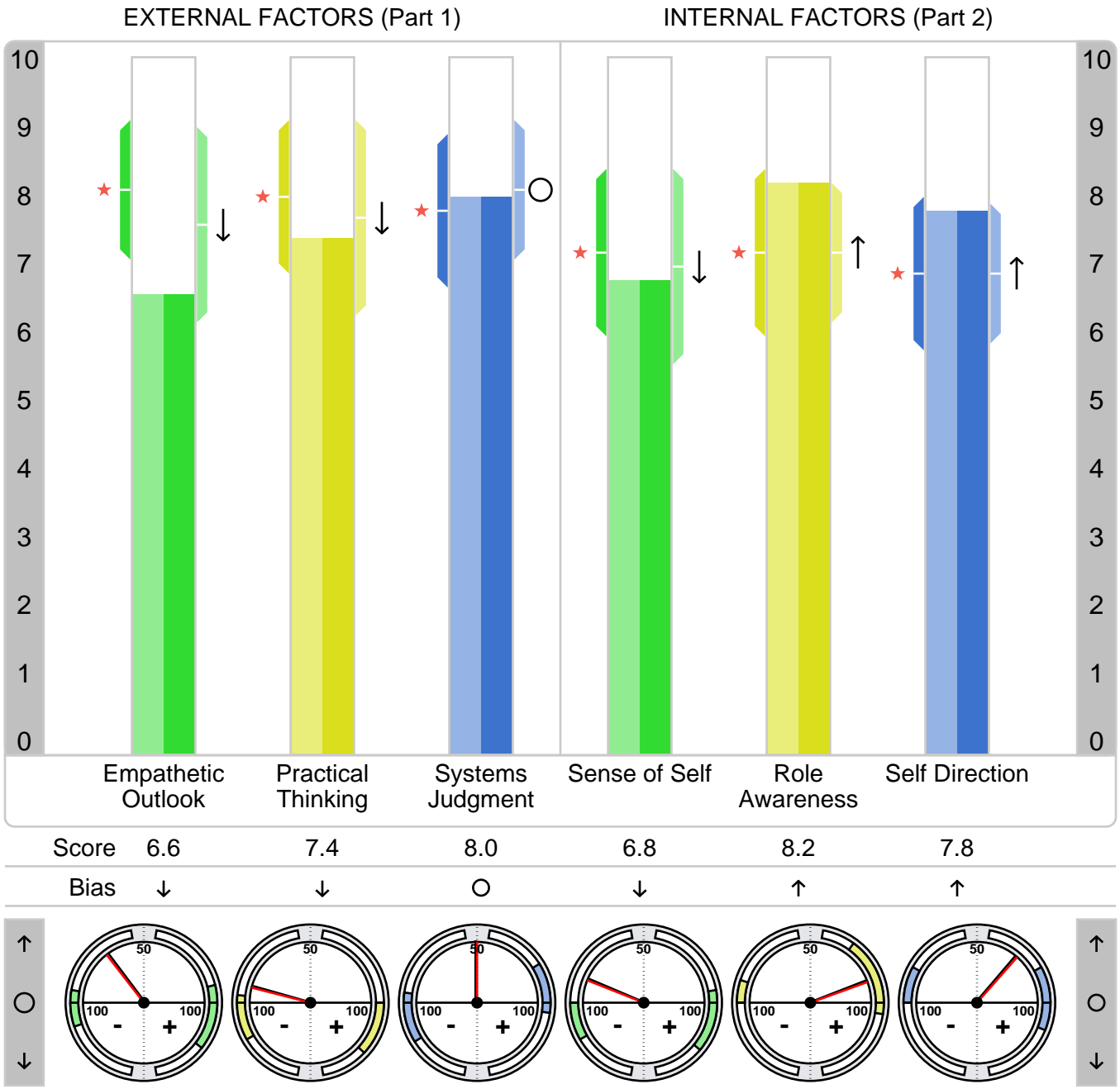
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Debbie Sample



# Dimensional Balance For Consulting and Coaching

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



Rev: 0.84-0.86



## Core Skills List For Consulting and Coaching

Score	Mean	Description
9.0	7.3	Consistency and Reliability
9.0	7.3	Job Ethic
8.9	7.3	Sense of Mission
8.7	7.4	Enjoyment of the Job
8.6	7.4	Self Confidence
8.5	7.8	Persuading Others
8.5	6.9	Initiative
8.5	7.2	Persistence
8.3	7.1	Personal Drive
8.3	7.6	Realistic Personal Goal Setting
8.3	7.6	Long Range Planning
8.3	7.4	Handling Rejection
8.3	7.4	Self Management
8.2	7.1	Role Awareness
8.0	8.0	Following Directions
8.0	7.2	Personal Accountability
8.0	6.9	Meeting Standards
8.0	8.0	Respect for Policies
8.0	7.8	Systems Judgment
8.0	7.2	Taking Responsibility
7.9	7.3	Surrendering Control
7.9	7.9	Conveying Role Value
7.8	7.5	Sense of Timing
7.8	6.9	Self Direction
7.8	7.6	Status and Recognition
7.8	7.7	Sense of Belonging
7.8	8.1	Self Improvement
7.8	8.0	Material Possessions
7.7	7.4	Project and Goal Focus
7.7	7.7	Realistic Expectations
7.7	7.9	Proactive Thinking
7.6	7.9	Leading Others
7.6	7.5	Quality Orientation
7.5	7.5	Accountability for Others
7.5	8.2	Realistic Goal Setting for Others
7.4	7.3	Project Scheduling
7.4	8.1	Understanding Motivational Needs
7.4	7.9	Emotional Control
7.4	8.0	Practical Thinking
7.3	7.3	Conceptual Thinking
7.3	7.1	Internal Self Control

Score	Mean	Description
7.2	7.6	Concrete Organization
7.2	7.3	Results Orientation
7.2	7.5	Problem Solving
7.0	7.4	Developing Others
7.0	7.1	Gaining Commitment
6.9	6.7	Self Assessment
6.9	7.1	Role Confidence
6.8	7.9	Correcting Others
6.8	7.3	Sense of Self
6.8	7.7	Evaluating What is Said
6.7	7.0	Balanced Decision Making
6.7	7.8	Relating to Others
6.6	7.6	Using Common Sense
6.6	8.1	Empathetic Outlook
6.5	7.8	Monitoring Others
6.4	8.0	Attention to Detail
6.1	7.9	Attitude Toward Others
6.1	7.8	Freedom from Prejudices
6.1	7.9	Sensitivity to Others
6.1	8.1	Personal Relationships
6.0	7.7	Evaluating Others
5.9	7.0	Intuitive Decision Making
5.9	7.6	Integrative Ability
5.8	7.0	Handling Stress
5.5	8.3	Theoretical Problem Solving



## Core Skills List For Consulting and Coaching

Score	Mean	Description
7.5	7.5	Accountability for Others
6.4	8.0	Attention to Detail
6.1	7.9	Attitude Toward Others
6.7	7.0	Balanced Decision Making
7.3	7.3	Conceptual Thinking
7.2	7.6	Concrete Organization
9.0	7.3	Consistency and Reliability
7.9	7.9	Conveying Role Value
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Score	Mean	Description
7.7	7.7	Realistic Expectations
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7.9	7.3	Surrendering Control
8.0	7.8	Systems Judgment
8.0	7.2	Taking Responsibility
5.5	8.3	Theoretical Problem Solving
7.4	8.1	Understanding Motivational Needs
6.6	7.6	Using Common Sense



# Comparison Analysis For Consulting and Coaching

Job Attributes Hierarchy	Zone Range	Person
1. Goal Achievement	8.3 — 10.0	7.9
2. Influencing Others	8.6 — 10.0	7.4
3. Empathetic Outlook	8.2 — 9.1	6.6
4. COncceptual Thinking	7.4 — 8.4	7.3
5. Leading Others	6.9 — 7.9	7.6
6. Problem Solving	7.6 — 8.7	7.2
7. Teamwork	6.9 — 7.7	7.1

Job Rewards/Culture Hierarchy	Zone Range	Person
1. Theoretical	7.6 — 10.0	6.5
2. Utilitarian/Economic	7.9 — 10.0	4.8
3. Individualistic/Political	4.8 — 6.2	4.0

Job Behavioral Hierarchy	Zone Range	Person
1. Urgency	6.9 — 10.0	5.0
2. Frequent Interaction with Others	6.3 — 8.5	9.0
3. Versatility	7.3 — 10.0	7.5

Exact match      Fair compatibility  
 Good compatibility      Poor compatibility      Over-focused