



TTI  
SUCCESS  
INSIGHTS®

**TriMetrix®**  
Talent

**Josh Smith**  
Sales  
Sample Co.  
7-16-2014



## 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 TTI TriMetrix Talent Report can be compared with specific job requirements outlined in TTI TriMetrix 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:**

### Personal Skills Hierarchy (23 Areas)

This section presents 23 key personal skills 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.

### Personal Interests, Attitudes And Values (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.

### Personal Skills Feedback

This section provides detail on your top seven talents. Apply your strongest talents to your job as appropriate and develop further talents as required.

### Personal Interests, Attitudes And Values 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.



# 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.

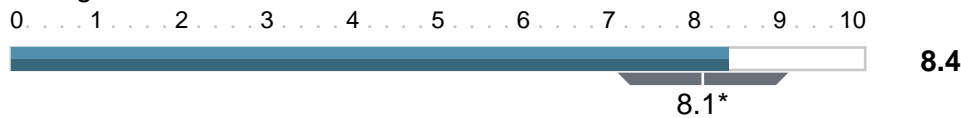
**1. Results Orientation** - The ability to identify actions necessary to complete tasks and obtain results.



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



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



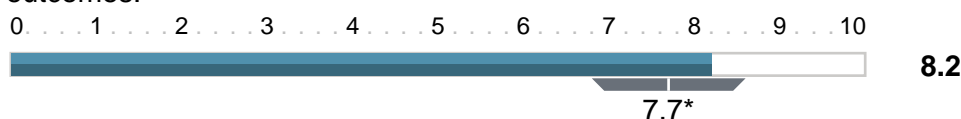
**4. Leading Others** - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



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



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



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




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Rev: 0.94-0.90  
\* 68% of the population falls within the shaded area.



# Personal Skills Hierarchy

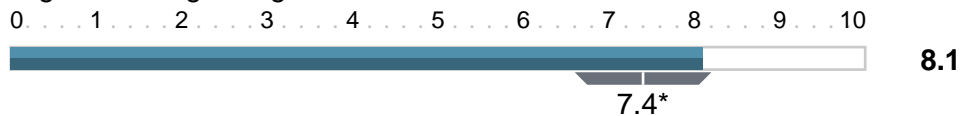
**8. Customer Focus** - A commitment to customer satisfaction.



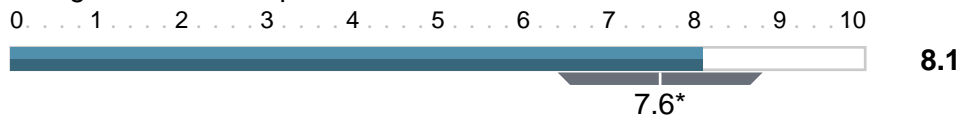
**9. Interpersonal Skills** - The ability to interact with others in a positive manner.



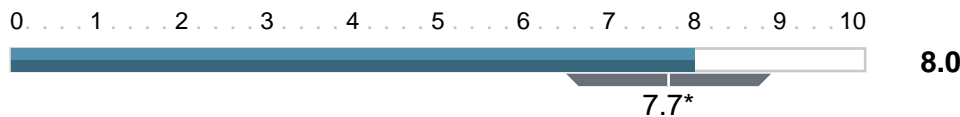
**10. Decision Making** - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



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



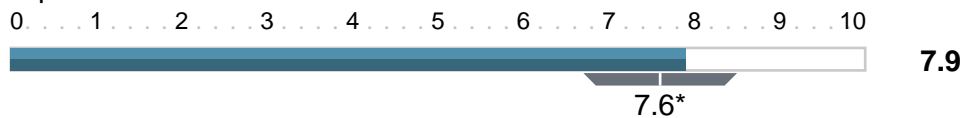
**12. Objective Listening** - The ability to listen to many points of view without bias.



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



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



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



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



# Personal Skills Hierarchy

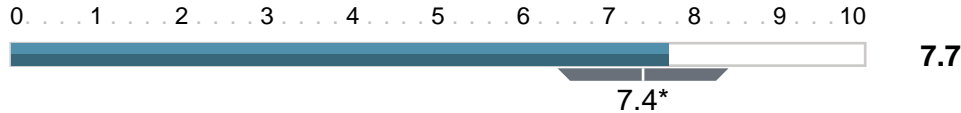
**16. Resiliency** - The ability to quickly recover from adversity.



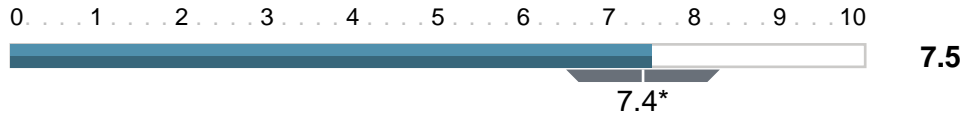
**17. Teamwork** - The ability to cooperate with others to meet objectives.



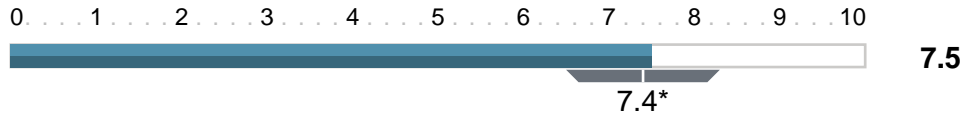
**18. Continuous Learning** - The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



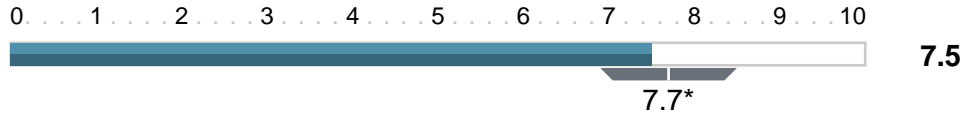
**19. Self Management** - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



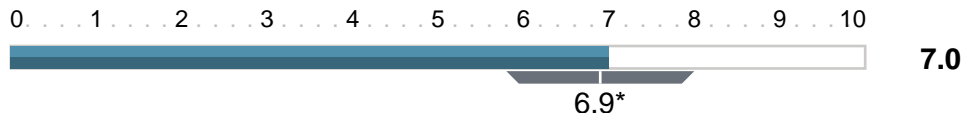
**20. Developing Others** - The ability to contribute to the growth and development of others.



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



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



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

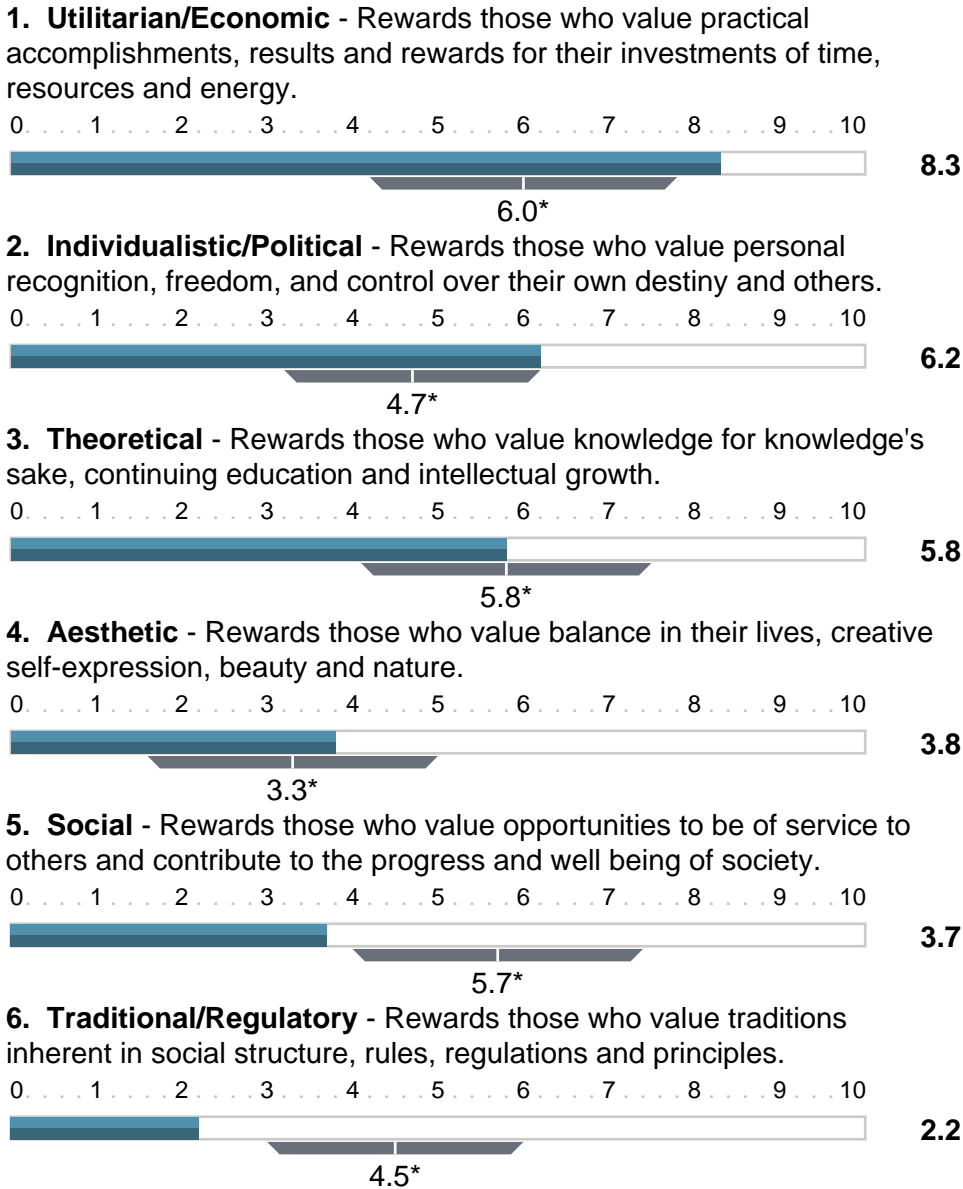


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# Personal Interests, Attitudes and Values

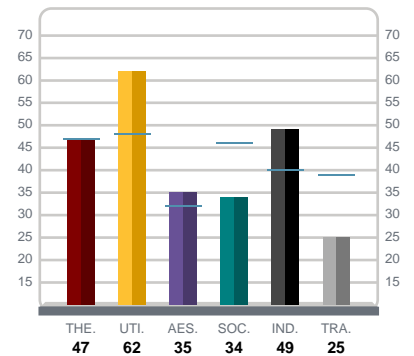
Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. They are listed below from the highest to the lowest.



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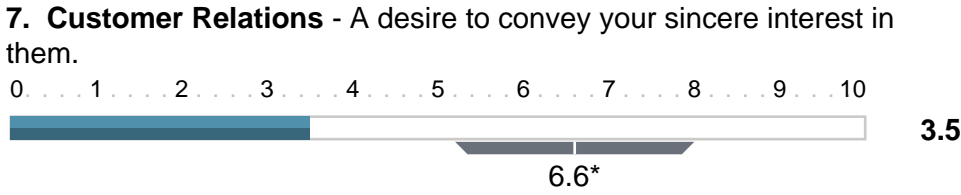
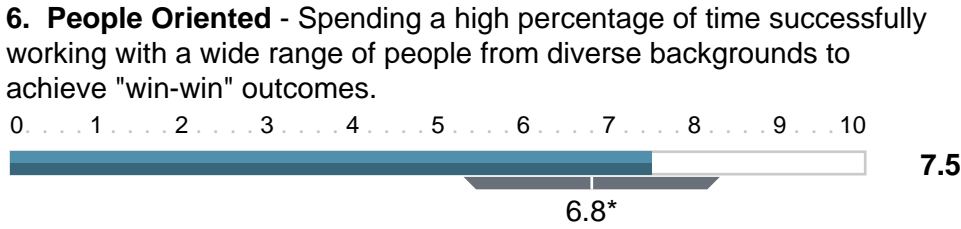
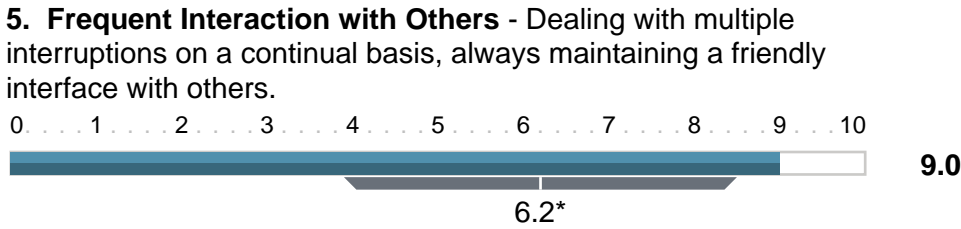
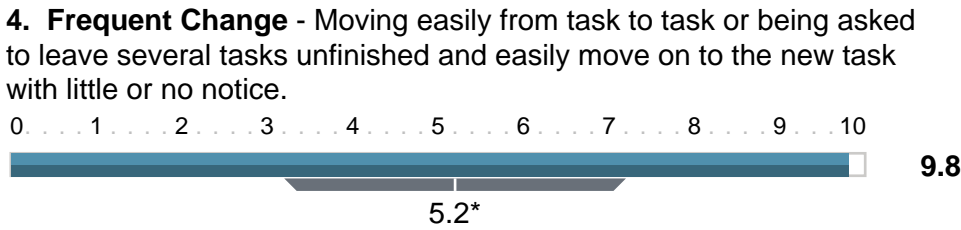
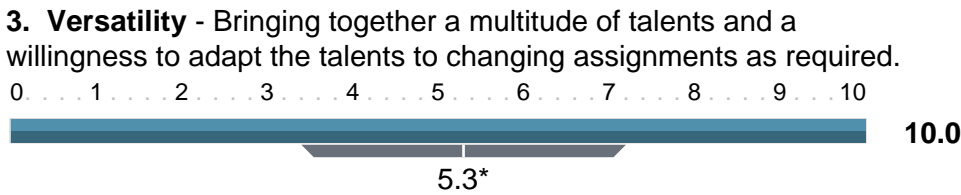
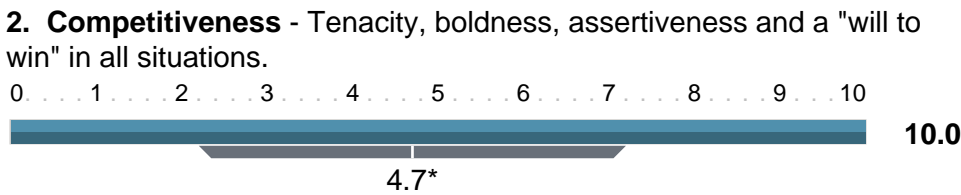
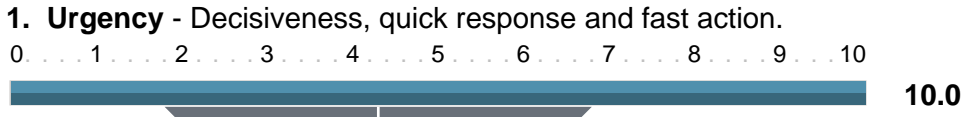
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# Behavioral Hierarchy

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.



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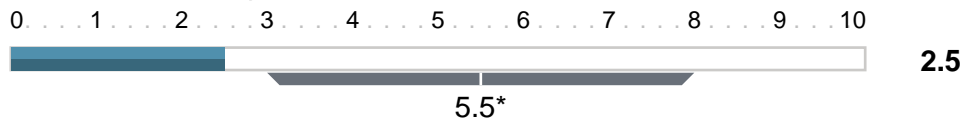


# Behavioral Hierarchy

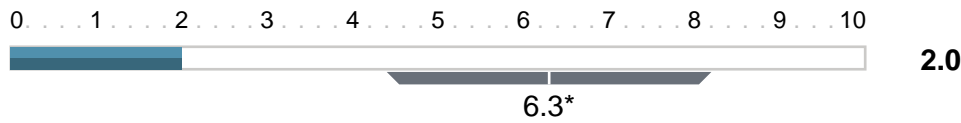
**8. Consistency** - The ability to do the job the same way.



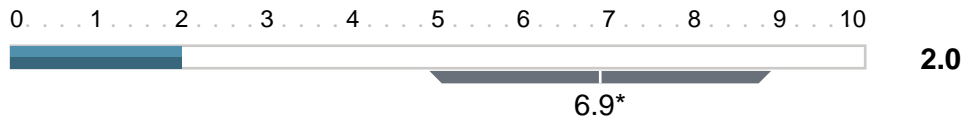
**9. Analysis of Data** - Information is maintained accurately for repeated examination as required.



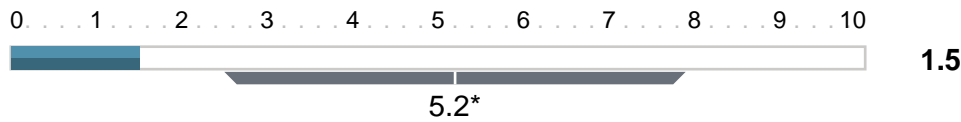
**10. Follow Up and Follow Through** - A need to be thorough.



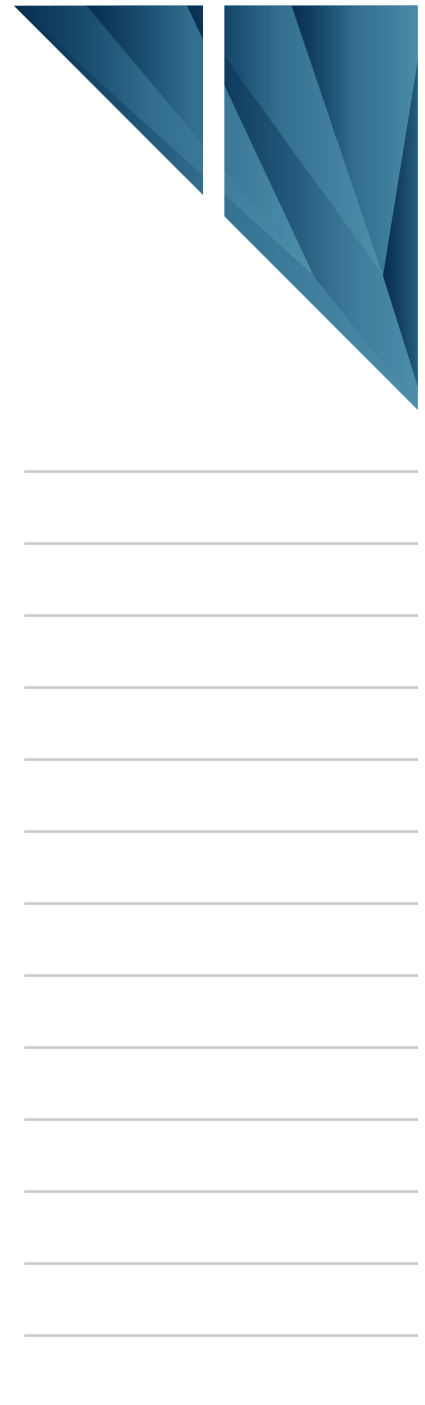
**11. Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.



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



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







# Feedback

Most people, when asked to describe their talents, have difficulty describing them. The purpose of this section is to provide insights into your top talents in three areas: Personal Skills, Values (motivators) and Behavioral Traits. Everyone has a unique set of strengths within these three areas that will be instrumental to success and self-fulfillment. No one is equally talented in everything. In fact, the quickest way to burn out is to try to be all things to all people.



# Personal Skills Feedback

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

1. **Results Orientation:** The ability to identify actions necessary to complete tasks and obtain results.
  - Maintains focus on goals
  - Identifies and acts on removing potential obstacles to successful goal attainment
  - Implements thorough and effective plans and applies appropriate resources to produce desired results
  - Follows through on all commitments to achieve results
  
2. **Conceptual Thinking:** The ability to analyze hypothetical situations or abstract concepts to compile insight.
  - Demonstrates ability to forecast long range outcomes and develop suitable business strategies
  - Identifies, evaluates and communicates potential impacts of hypothetical situations
  - Defines options to leverage opportunities in achieving business goals
  - Develops plans and strategies that lead to desired strategic outcomes
  
3. **Empathetic Outlook:** 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
  
4. **Leading Others:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.
  - Inspires others with a compelling vision
  - Empowers others to accomplish common goals
  - Represents a positive, motivational example for others to emulate in becoming leaders
  - Supports others through providing clarity, direction, organization and purpose



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# Personal Skills Feedback

5. Goal Achievement: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.
  - 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
  
6. Planning and Organization: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.
  - Defines plans and organizes activities necessary to reach targeted goals
  - Organizes and utilizes resources in ways that maximize their effectiveness
  - Implements appropriate plans and adjusts them as necessary
  - Consistently demonstrates organization and detail orientation
  
7. Problem Solving: The ability to identify key components of a problem to formulate a solution or solutions.
  - Analyzes all data relative to a problem
  - Divides complex issues into simpler components in order to achieve clarity
  - Selects the best options available to solve specific problems
  - Applies all relevant resources to implement suitable solutions

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# Personal Interests, Attitudes and Values 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

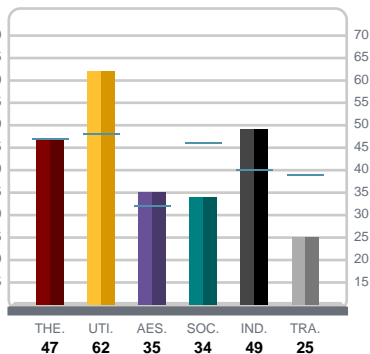
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but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





# 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. 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.
  
2. Competitiveness
  - Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.
  
3. Versatility
  - You are multi-talented and easily adapt to changes with a high level of optimism and a "can do" orientation.

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# Behavioral Feedback

Josh is often frustrated when working with others who do not share the same sense of urgency. He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. He embraces visions not always seen by others. Josh's creative mind allows him to see the "big picture." He seeks his own solutions to problems. In this way, his independent nature comes into play. Many people see him as a self-starter dedicated to achieving results. He prefers an environment with variety and change. He is at his best when many projects are underway at once. He enjoys authority, independence and the freedom that goes with his aggressive approach to problem solving. He exudes self-confidence and exemplifies an individual who is not afraid to state his case or present new and creative ideas.



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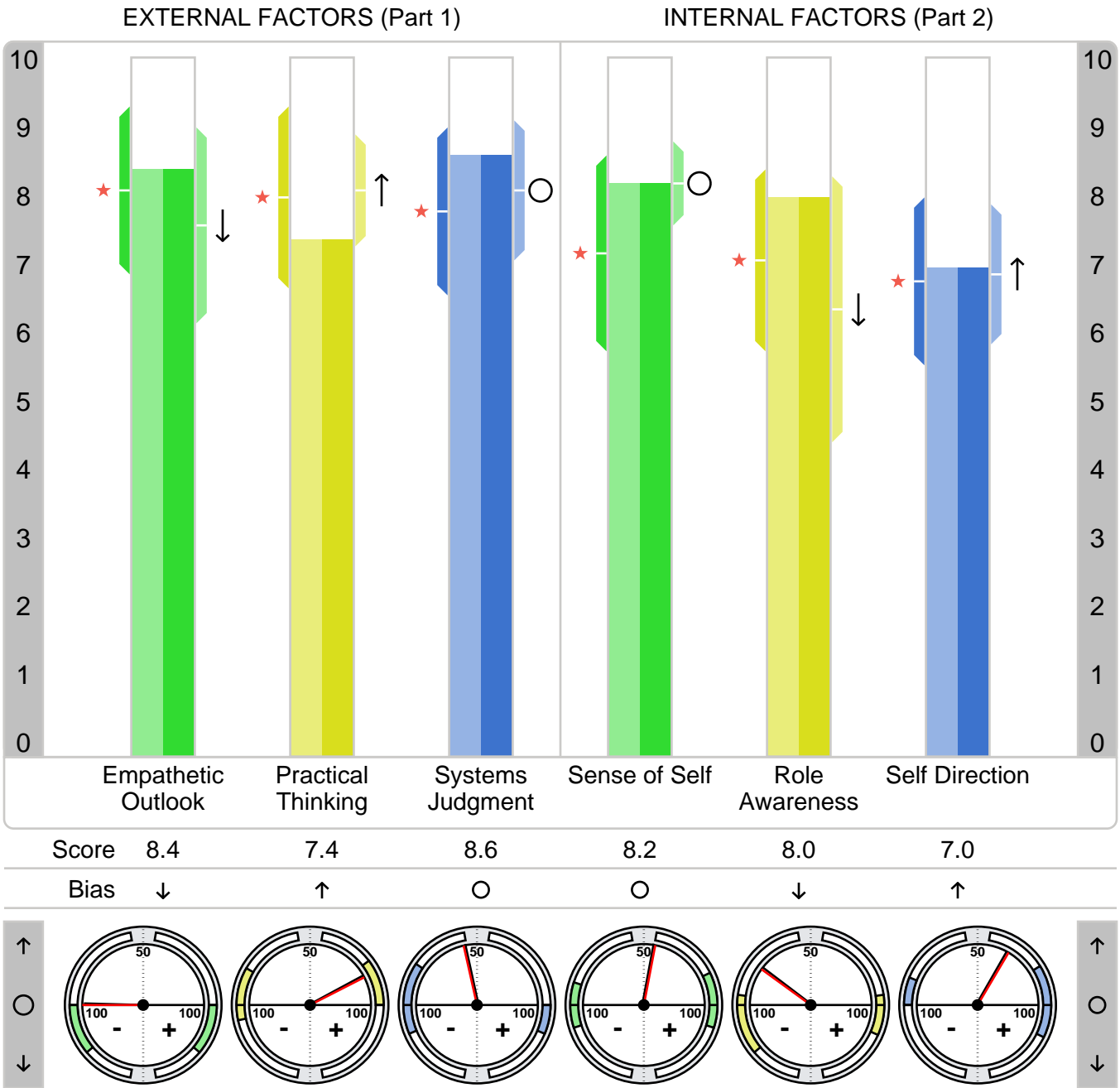
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# Dimensional Balance For Consulting and Coaching

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



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# Category Breakdown For Consulting and Coaching

## Accountability for Others

## Conceptual Thinking

## Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

## Continuous Learning

- Self Improvement
- Personal Drive

## Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

## Decision Making

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

## Developing Others

## Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

## Empathetic Outlook

## Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

## Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

## Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

## Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

## Leading Others

## Personal Accountability

## Objective Listening

- Evaluating What is Said

## Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

## Problem Solving

## Resiliency

- Persistence
- Handling Rejection
- Initiative

## Results Orientation

## Self Management

## Self-Starting Ability

- Initiative

## Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others





## Core Skills List For Consulting and Coaching

Score	Mean	Description
9.1	7.0	Handling Stress
9.0	7.6	Concrete Organization
8.9	8.3	Theoretical Problem Solving
8.9	7.8	Monitoring Others
8.8	7.8	Persuading Others
8.7	7.3	Conceptual Thinking
8.7	7.0	Intuitive Decision Making
8.7	7.3	Results Orientation
8.6	8.0	Following Directions
8.6	7.4	Handling Rejection
8.6	8.0	Respect for Policies
8.6	7.8	Systems Judgment
8.4	8.1	Empathetic Outlook
8.3	7.9	Leading Others
8.3	7.8	Relating to Others
8.2	7.4	Project and Goal Focus
8.2	8.1	Understanding Motivational Needs
8.2	7.6	Integrative Ability
8.2	7.3	Sense of Self
8.2	8.1	Self Improvement
8.1	7.5	Problem Solving
8.0	7.7	Realistic Expectations
8.0	7.6	Realistic Personal Goal Setting
8.0	7.9	Correcting Others
8.0	8.2	Realistic Goal Setting for Others
8.0	7.6	Long Range Planning
8.0	7.7	Evaluating What is Said
8.0	7.1	Role Awareness
7.9	7.2	Personal Accountability
7.9	7.9	Attitude Toward Others
7.9	7.8	Freedom from Prejudices
7.9	6.9	Meeting Standards
7.9	7.9	Emotional Control
7.9	7.1	Internal Self Control
7.9	7.9	Sensitivity to Others
7.9	8.1	Personal Relationships
7.9	7.2	Taking Responsibility
7.8	8.0	Attention to Detail
7.8	7.3	Surrendering Control
7.7	7.9	Proactive Thinking
7.7	7.5	Sense of Timing

Score	Mean	Description
7.7	7.2	Persistence
7.7	7.6	Status and Recognition
7.6	6.7	Self Assessment
7.6	7.7	Evaluating Others
7.5	7.1	Personal Drive
7.5	7.4	Developing Others
7.5	7.3	Project Scheduling
7.5	7.6	Using Common Sense
7.5	7.4	Enjoyment of the Job
7.5	7.4	Self Management
7.4	7.0	Balanced Decision Making
7.4	7.9	Conveying Role Value
7.4	8.0	Practical Thinking
7.3	7.1	Role Confidence
7.2	7.4	Self Confidence
7.2	7.7	Sense of Belonging
7.2	8.0	Material Possessions
7.0	7.3	Consistency and Reliability
7.0	7.5	Quality Orientation
7.0	7.3	Job Ethic
7.0	6.9	Initiative
7.0	6.9	Self Direction
6.8	7.5	Accountability for Others
6.8	7.1	Gaining Commitment
6.8	7.3	Sense of Mission



## Core Skills List For Consulting and Coaching

Score	Mean	Description
6.8	7.5	Accountability for Others
7.8	8.0	Attention to Detail
7.9	7.9	Attitude Toward Others
7.4	7.0	Balanced Decision Making
8.7	7.3	Conceptual Thinking
9.0	7.6	Concrete Organization
7.0	7.3	Consistency and Reliability
7.4	7.9	Conveying Role Value
8.0	7.9	Correcting Others
7.5	7.4	Developing Others
7.9	7.9	Emotional Control
8.4	8.1	Empathetic Outlook
7.5	7.4	Enjoyment of the Job
7.6	7.7	Evaluating Others
8.0	7.7	Evaluating What is Said
8.6	8.0	Following Directions
7.9	7.8	Freedom from Prejudices
6.8	7.1	Gaining Commitment
8.6	7.4	Handling Rejection
9.1	7.0	Handling Stress
7.0	6.9	Initiative
8.2	7.6	Integrative Ability
7.9	7.1	Internal Self Control
8.7	7.0	Intuitive Decision Making
7.0	7.3	Job Ethic
8.3	7.9	Leading Others
8.0	7.6	Long Range Planning
7.2	8.0	Material Possessions
7.9	6.9	Meeting Standards
8.9	7.8	Monitoring Others
7.7	7.2	Persistence
7.9	7.2	Personal Accountability
7.5	7.1	Personal Drive
7.9	8.1	Personal Relationships
8.8	7.8	Persuading Others
7.4	8.0	Practical Thinking
7.7	7.9	Proactive Thinking
8.1	7.5	Problem Solving
8.2	7.4	Project and Goal Focus
7.5	7.3	Project Scheduling
7.0	7.5	Quality Orientation

Score	Mean	Description
8.0	7.7	Realistic Expectations
8.0	8.2	Realistic Goal Setting for Others
8.0	7.6	Realistic Personal Goal Setting
8.3	7.8	Relating to Others
8.6	8.0	Respect for Policies
8.7	7.3	Results Orientation
8.0	7.1	Role Awareness
7.3	7.1	Role Confidence
7.6	6.7	Self Assessment
7.2	7.4	Self Confidence
7.0	6.9	Self Direction
8.2	8.1	Self Improvement
7.5	7.4	Self Management
7.2	7.7	Sense of Belonging
6.8	7.3	Sense of Mission
8.2	7.3	Sense of Self
7.7	7.5	Sense of Timing
7.9	7.9	Sensitivity to Others
7.7	7.6	Status and Recognition
7.8	7.3	Surrendering Control
8.6	7.8	Systems Judgment
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