



TTI
SUCCESS
INSIGHTS®

TriMetrix® HD

Job/Talent Comparison Report

Sample Benchmark Comparison

VP of Samples

TTI

3-1-2021

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Introduction

Where Opportunity Meets Talent

This report compares a specific job benchmark to the results of one to five talent reports. Use the following guidelines to effectively interpret the results.

Interpretation Guidelines

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top seven competencies, the top three motivators, and the top three behaviors and the Acumen Indicators. The answers to these questions will maximize the use of this report:

Competencies

- How difficult will it be for someone to master and maintain the specific attribute for which the job is calling?
- If a gap exists between the job and the person, can the gap be addressed with training, or not?
- Are courses, seminars, training, books, tapes, or CDs available for personal development in the weak area(s)?
- How cost effective will it be to train a person rather than hire someone who has already mastered the necessary attributes?
- Has the person mastered certain attributes that could be detrimental to the job benchmark?

Driving Forces Hierarchy

- How will a person feel if they have to spend eight hours a day in an activity that does not reward their passion?
- How will a person feel if he/she is misaligned with the rewards of the job?

Behavioral Traits

- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

Additional Consideration

- How are other people in the same job performing based on the results of their TriMetrix® HD Talent Report?

Introduction



This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH PERSONAL REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.

Introduction



Job Competencies Hierarchy (25 Areas)

This section presents the key job attributes, quantifies their importance to this specific job benchmark, and compares the personal results for each attribute. The job has a unique ranking of attributes, reflecting different levels of capacities required for superior performance.

Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

Behavioral Hierarchy (12 Areas)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual personal report(s).

Acumen Indicators (12 Areas)

This section represents the acumen needed for superior performance in the position.

Job Competencies Feedback

This section will assist you in understanding the type and kinds of attributes (people skills) that are needed for superior job performance.

Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

Introduction



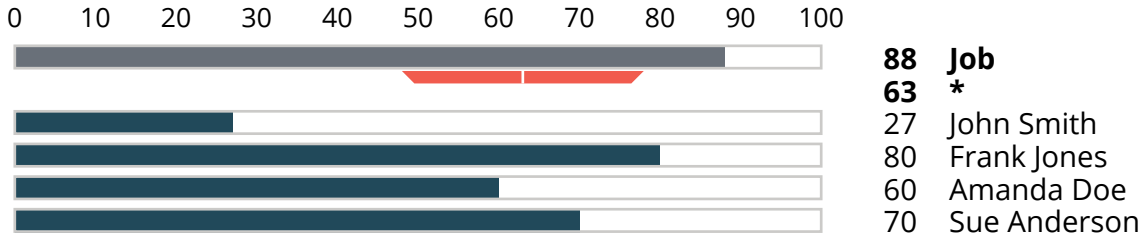
Note: The information provided above offers you a better understanding of the job requirements for superior performance based on the top seven attributes, the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.

Job Competencies Hierarchy

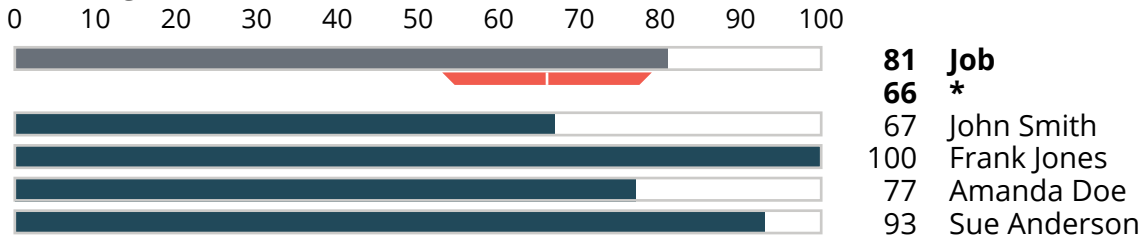


All jobs require certain competencies. This section of the report identifies those competencies that lead to superior performance in most jobs. The graphs below are in descending order from the highest rated competency required by the job to the lowest.

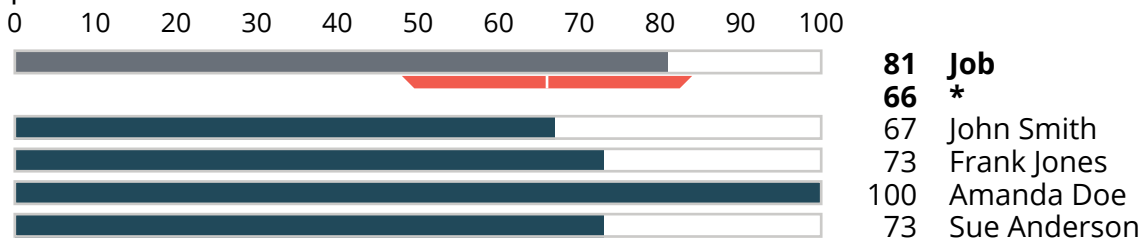
1. Futuristic Thinking - Imagining, envisioning, projecting and/or creating what has not yet been actualized.



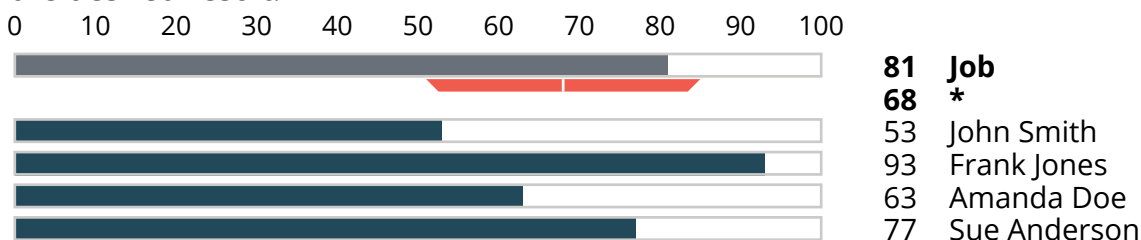
2. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.



3. Personal Accountability - Being answerable for personal actions.



4. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



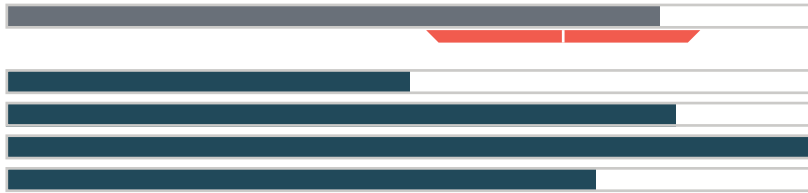
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

5. Self Starting - Demonstrating initiative and willingness to begin working.

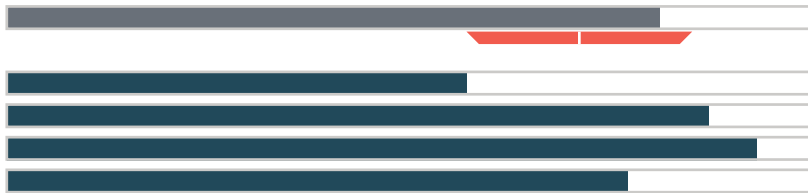
0 10 20 30 40 50 60 70 80 90 100



81 Job
69 *
 50 John Smith
 83 Frank Jones
 100 Amanda Doe
 73 Sue Anderson

6. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.

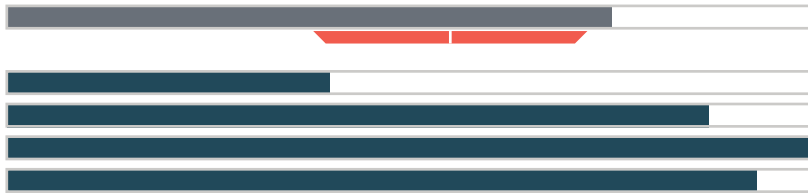
0 10 20 30 40 50 60 70 80 90 100



81 Job
71 *
 57 John Smith
 87 Frank Jones
 93 Amanda Doe
 77 Sue Anderson

7. Goal Orientation - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.

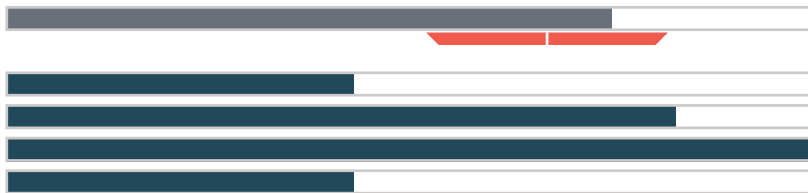
0 10 20 30 40 50 60 70 80 90 100



75 Job
55 *
 40 John Smith
 87 Frank Jones
 100 Amanda Doe
 93 Sue Anderson

8. Negotiation - Listening to many points of view and facilitating agreements between two or more parties.

0 10 20 30 40 50 60 70 80 90 100



75 Job
67 *
 43 John Smith
 83 Frank Jones
 100 Amanda Doe
 43 Sue Anderson

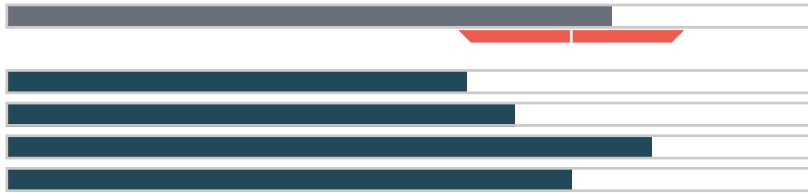
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

9. Continuous Learning - Taking initiative to regularly learn new concepts, technologies and/or methods.

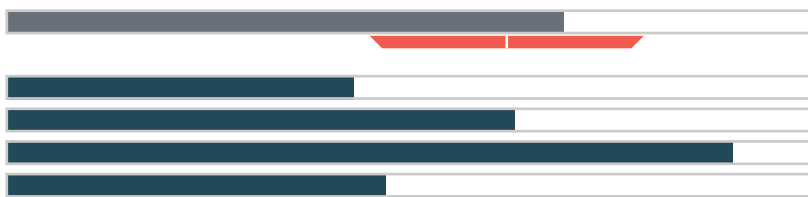
0 10 20 30 40 50 60 70 80 90 100



75 Job
70 *
 57 John Smith
 63 Frank Jones
 80 Amanda Doe
 70 Sue Anderson

10. Resiliency - Quickly recovering from adversity.

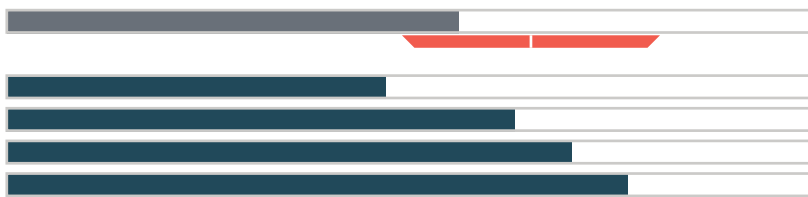
0 10 20 30 40 50 60 70 80 90 100



69 Job
62 *
 43 John Smith
 63 Frank Jones
 90 Amanda Doe
 47 Sue Anderson

11. Project Management - Identifying and overseeing all resources, tasks, systems and people to obtain results.

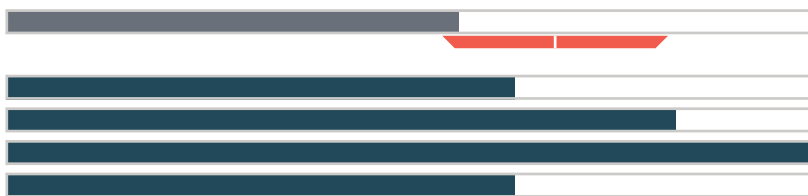
0 10 20 30 40 50 60 70 80 90 100



56 Job
65 *
 47 John Smith
 63 Frank Jones
 70 Amanda Doe
 77 Sue Anderson

12. Understanding Others - Understanding the uniqueness and contributions of others.

0 10 20 30 40 50 60 70 80 90 100



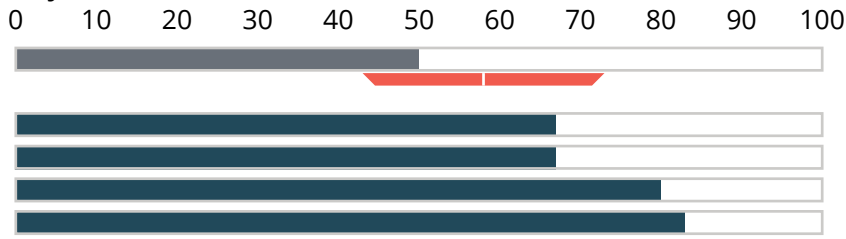
56 Job
68 *
 63 John Smith
 83 Frank Jones
 100 Amanda Doe
 63 Sue Anderson

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



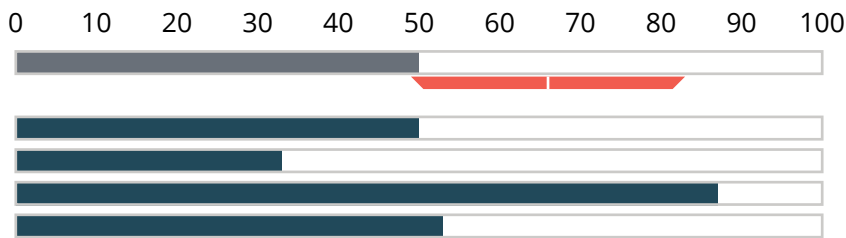
Job Competencies Hierarchy

13. Teamwork - Cooperating with others to meet objectives.



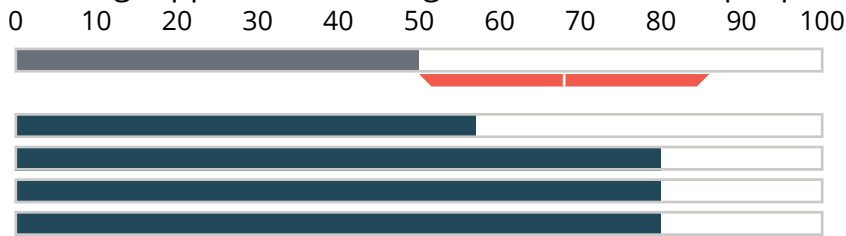
50 Job
58 *
 67 John Smith
 67 Frank Jones
 80 Amanda Doe
 83 Sue Anderson

14. Appreciating Others - Identifying with and caring about others.



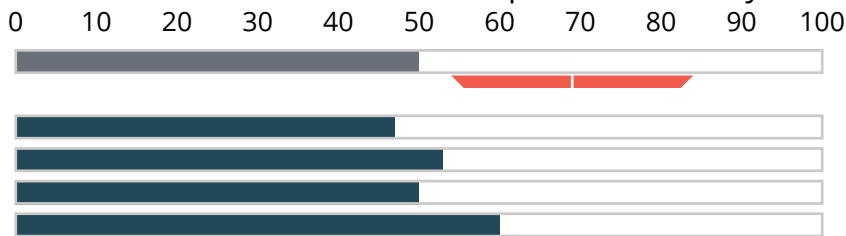
50 Job
66 *
 50 John Smith
 33 Frank Jones
 87 Amanda Doe
 53 Sue Anderson

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



50 Job
68 *
 57 John Smith
 80 Frank Jones
 80 Amanda Doe
 80 Sue Anderson

16. Planning and Organizing - Establishing courses of action to ensure that work is completed effectively.



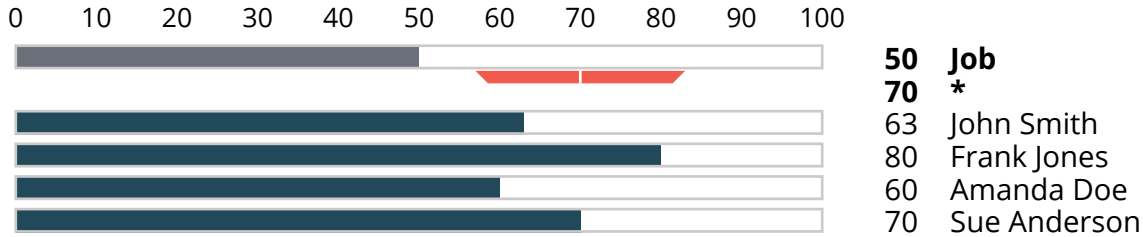
50 Job
69 *
 47 John Smith
 53 Frank Jones
 50 Amanda Doe
 60 Sue Anderson

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

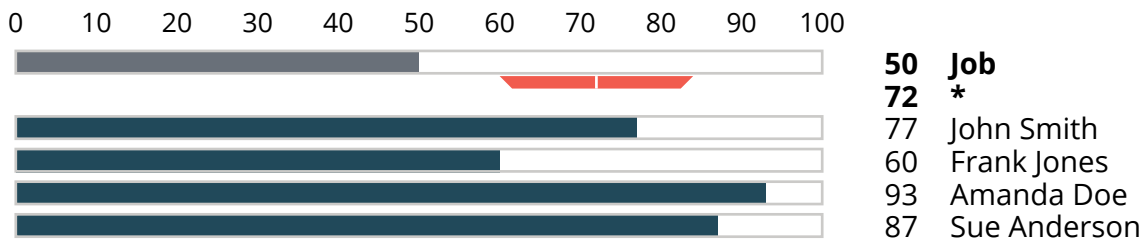


Job Competencies Hierarchy

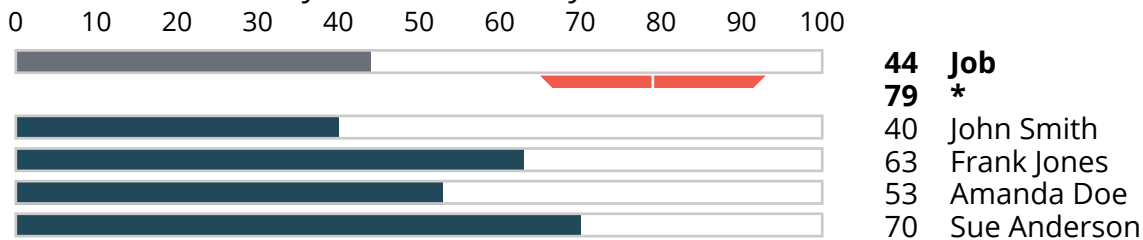
17. Conceptual Thinking - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.



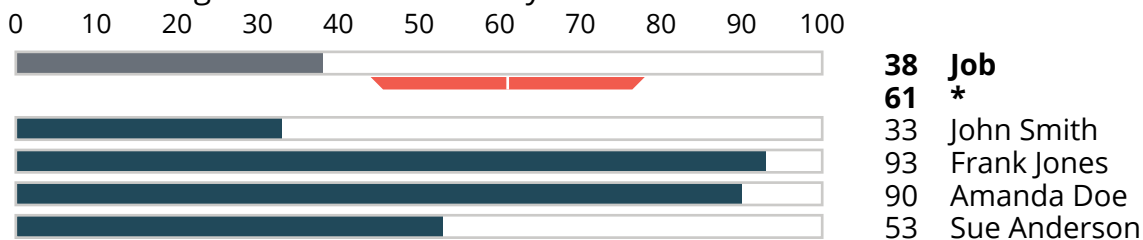
18. Employee Development/Coaching - Facilitating, supporting and contributing to the professional growth of others.



19. Decision Making - Analyzing all aspects of a situation to make consistently sound and timely decisions.



20. Conflict Management - Understanding, addressing and resolving conflict constructively.

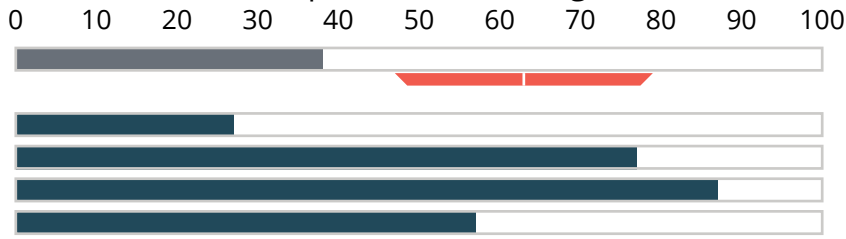


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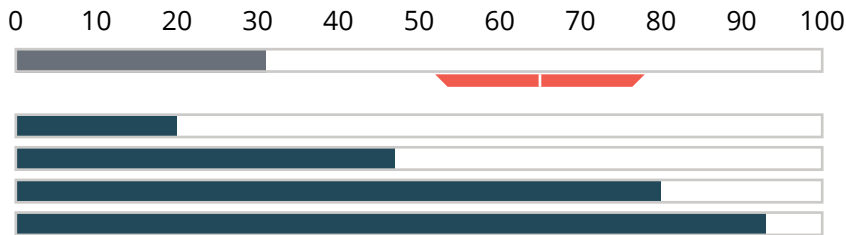
Job Competencies Hierarchy

21. Influencing Others - Personally affecting others actions, decisions, opinions or thinking.



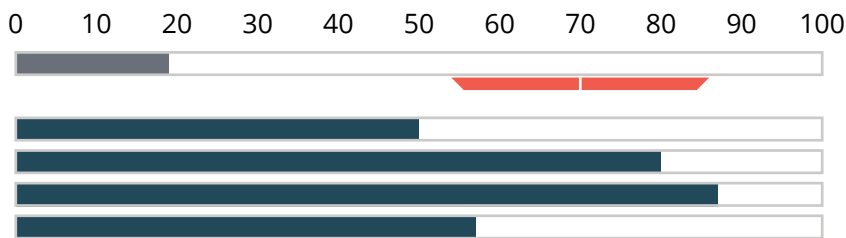
- 38 Job ***
- 27 John Smith
- 77 Frank Jones
- 87 Amanda Doe
- 57 Sue Anderson

22. Time and Priority Management - Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.



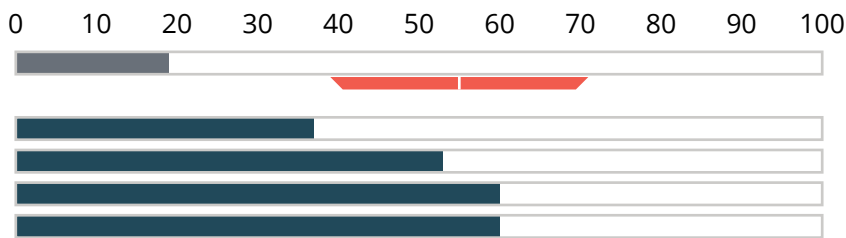
- 31 Job ***
- 20 John Smith
- 47 Frank Jones
- 80 Amanda Doe
- 93 Sue Anderson

23. Leadership - Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.



- 19 Job ***
- 50 John Smith
- 80 Frank Jones
- 87 Amanda Doe
- 57 Sue Anderson

24. Diplomacy - Effectively and tactfully handling difficult or sensitive issues.



- 19 Job ***
- 37 John Smith
- 53 Frank Jones
- 60 Amanda Doe
- 60 Sue Anderson

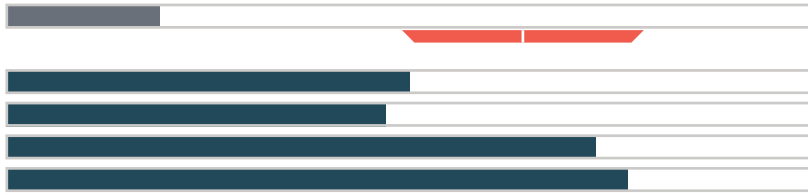
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

25. Problem Solving - Defining, analyzing and diagnosing key components of a problem to formulate a solution.

0 10 20 30 40 50 60 70 80 90 100



19 Job
64 *
50 John Smith
47 Frank Jones
73 Amanda Doe
77 Sue Anderson

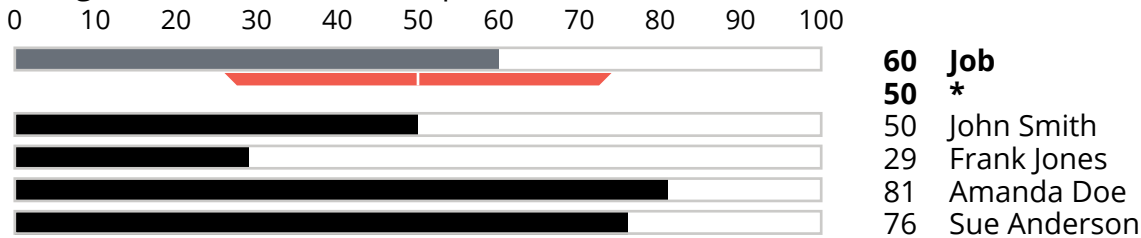
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Primary Driving Forces Cluster

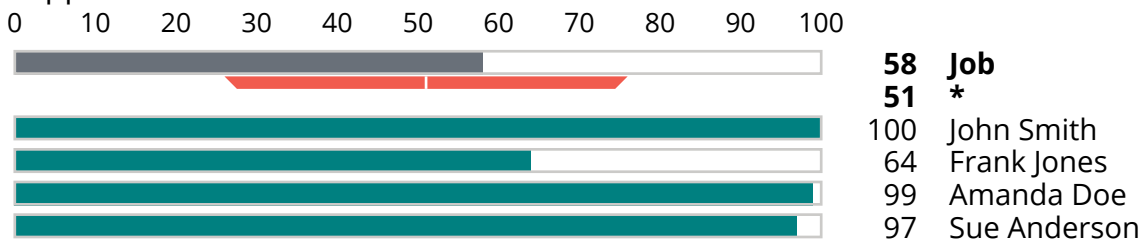


These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

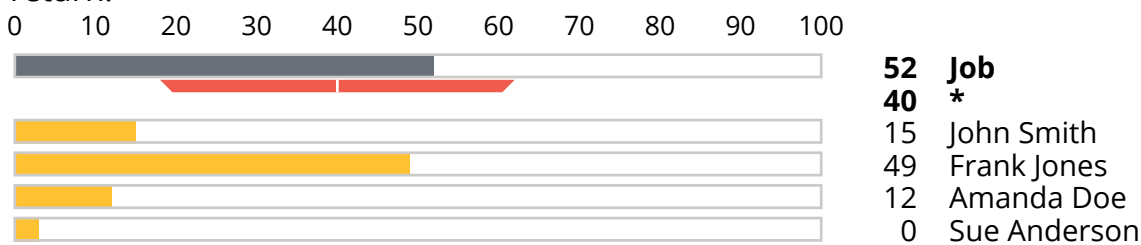
1. Commanding - People who are driven by status, recognition and control over personal freedom.



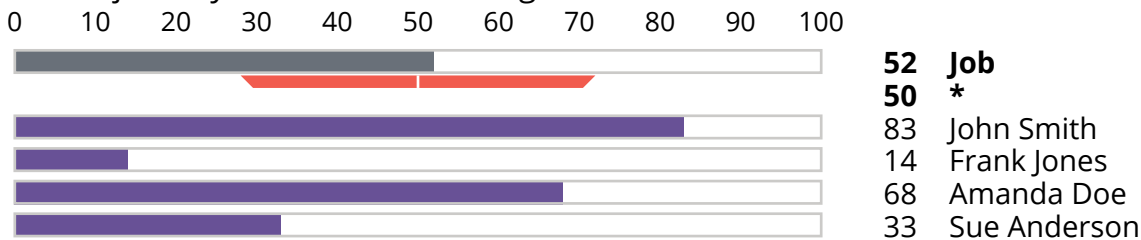
2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



3. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



4. Objective - People who are driven by the functionality and objectivity of their surroundings.



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

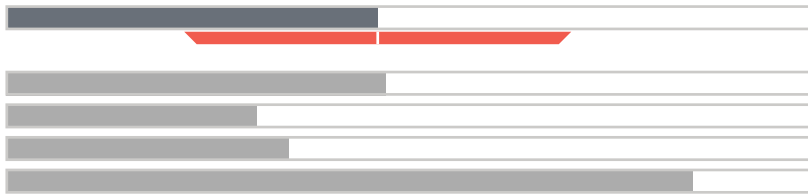
Situational Driving Forces Cluster



These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

5. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

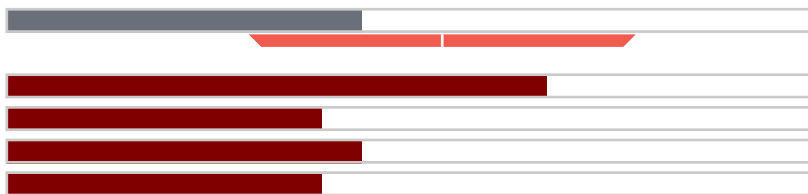
0 10 20 30 40 50 60 70 80 90 100



46 Job
46 *
 47 John Smith
 31 Frank Jones
 35 Amanda Doe
 85 Sue Anderson

6. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.

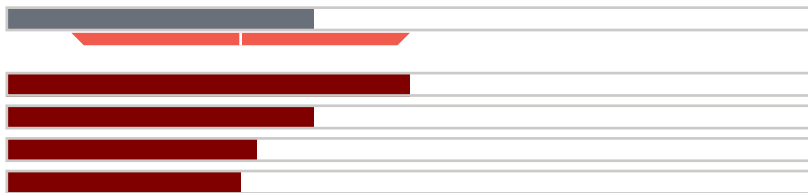
0 10 20 30 40 50 60 70 80 90 100



44 Job
54 *
 67 John Smith
 39 Frank Jones
 44 Amanda Doe
 39 Sue Anderson

7. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

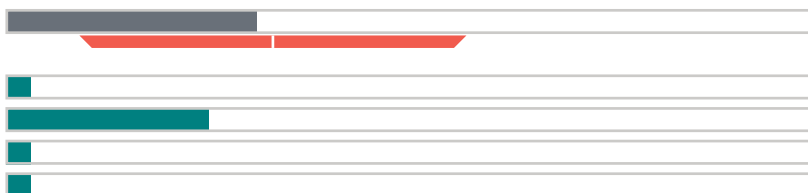
0 10 20 30 40 50 60 70 80 90 100



38 Job
29 *
 50 John Smith
 38 Frank Jones
 31 Amanda Doe
 29 Sue Anderson

8. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.

0 10 20 30 40 50 60 70 80 90 100



31 Job
33 *
 0 John Smith
 25 Frank Jones
 0 Amanda Doe
 0 Sue Anderson

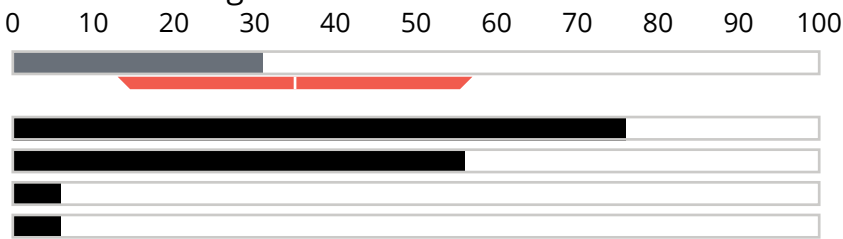
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Indifferent Driving Forces Cluster



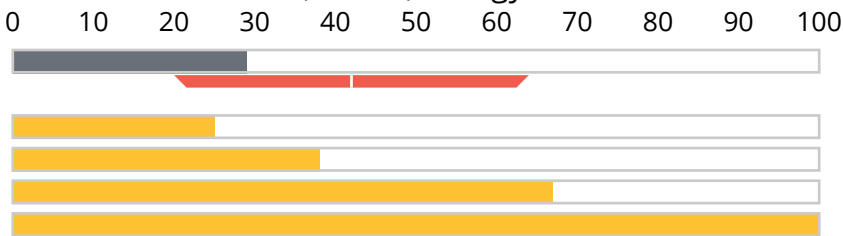
These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

9. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



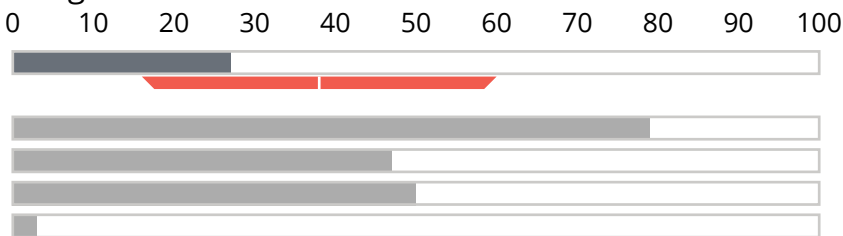
31 Job
35 *
 76 John Smith
 56 Frank Jones
 6 Amanda Doe
 6 Sue Anderson

10. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



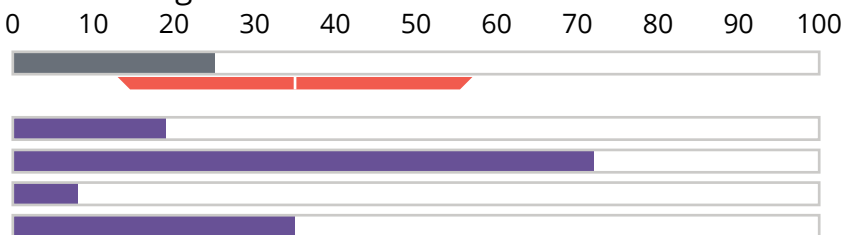
29 Job
42 *
 25 John Smith
 38 Frank Jones
 67 Amanda Doe
 100 Sue Anderson

11. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



27 Job
38 *
 79 John Smith
 47 Frank Jones
 50 Amanda Doe
 0 Sue Anderson

12. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



25 Job
35 *
 19 John Smith
 72 Frank Jones
 8 Amanda Doe
 35 Sue Anderson

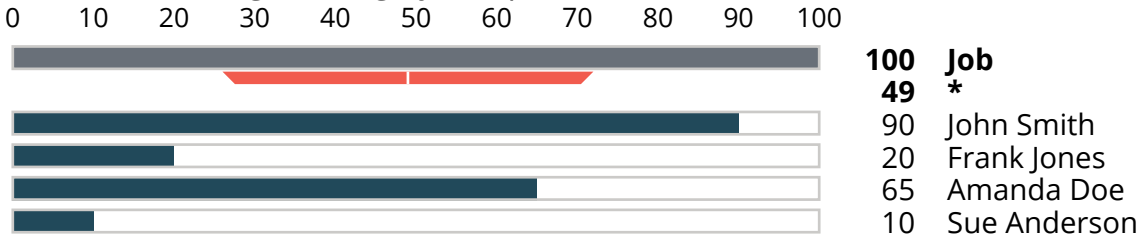
* 68% of the population falls within the shaded area.

Behavioral Hierarchy

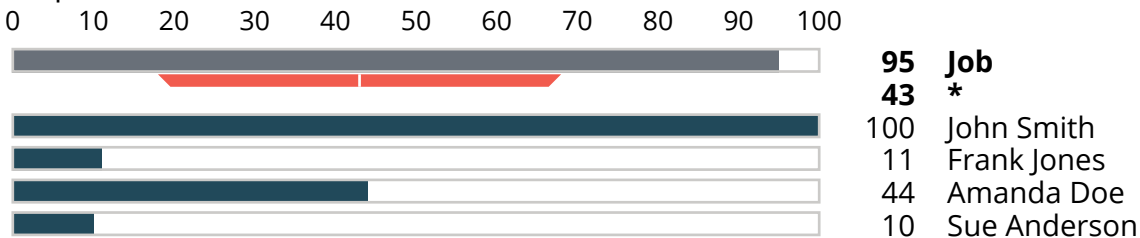


This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

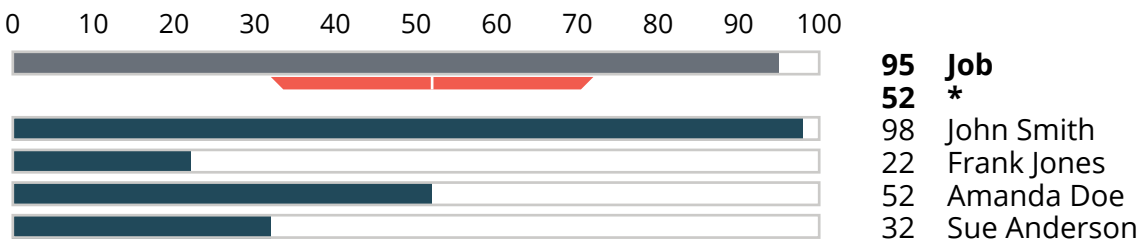
1. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



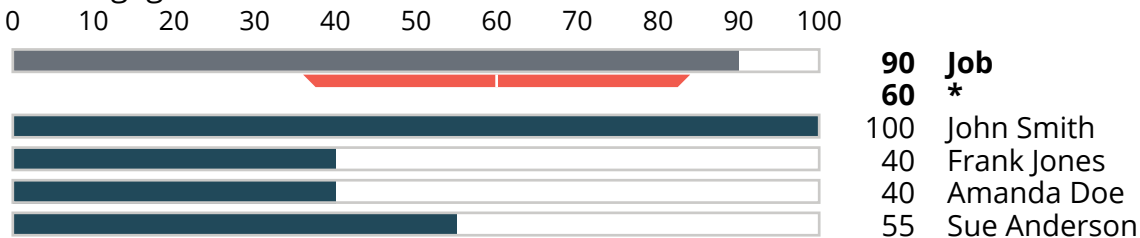
2. Urgency - The job requires decisiveness, quick response, and fast action.



3. Frequent Change - The job requires rapid shifts between tasks.



4. Interaction - The job requires frequent communication and engagement with others.

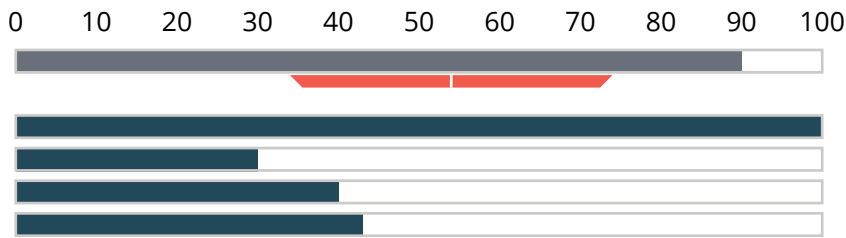


* 68% of the population falls within the shaded area.

Behavioral Hierarchy

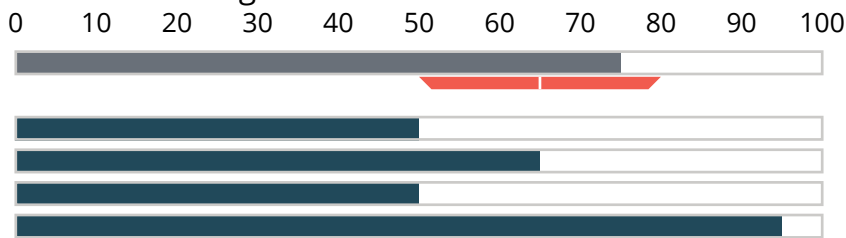


5. Versatile - The job requires adapting to various situations with ease.



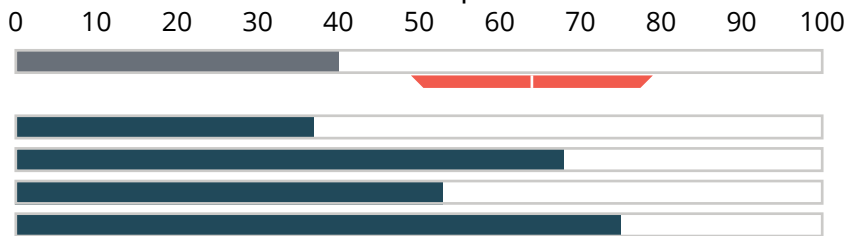
90 Job
54 *
 100 John Smith
 30 Frank Jones
 40 Amanda Doe
 43 Sue Anderson

6. People-Oriented - The job requires building rapport with a wide range of individuals.



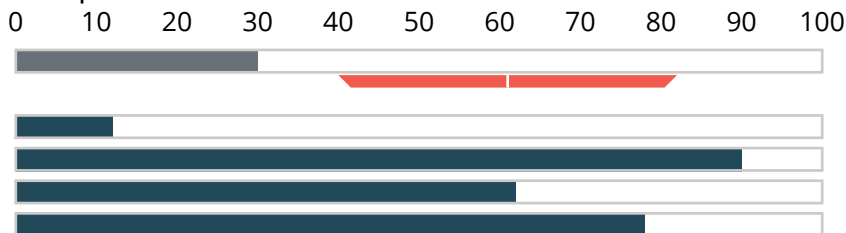
75 Job
65 *
 50 John Smith
 65 Frank Jones
 50 Amanda Doe
 95 Sue Anderson

7. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



40 Job
64 *
 37 John Smith
 68 Frank Jones
 53 Amanda Doe
 75 Sue Anderson

8. Consistent - The job requires predictable performance in repetitive situations.



30 Job
61 *
 12 John Smith
 90 Frank Jones
 62 Amanda Doe
 78 Sue Anderson

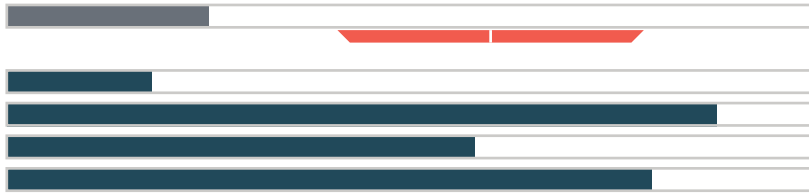
* 68% of the population falls within the shaded area.

Behavioral Hierarchy



9. Following Policy - The job requires adhering to rules, regulations or existing methods.

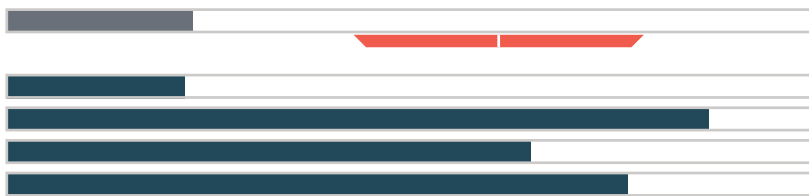
0 10 20 30 40 50 60 70 80 90 100



25 Job
60 *
 18 John Smith
 88 Frank Jones
 58 Amanda Doe
 80 Sue Anderson

10. Persistence - The job requires finishing tasks despite challenges or resistance.

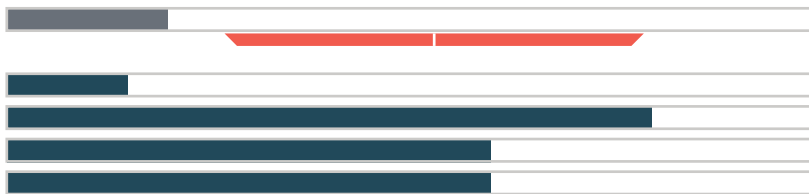
0 10 20 30 40 50 60 70 80 90 100



23 Job
61 *
 22 John Smith
 87 Frank Jones
 65 Amanda Doe
 77 Sue Anderson

11. Analysis - The job requires compiling, confirming, and organizing information.

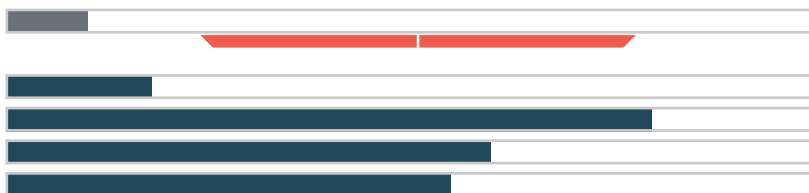
0 10 20 30 40 50 60 70 80 90 100



20 Job
53 *
 15 John Smith
 80 Frank Jones
 60 Amanda Doe
 60 Sue Anderson

12. Organized Workplace - The job requires establishing and maintaining specific order in daily activities.

0 10 20 30 40 50 60 70 80 90 100



10 Job
51 *
 18 John Smith
 80 Frank Jones
 60 Amanda Doe
 55 Sue Anderson

WB: 94-86-18-10 (12)

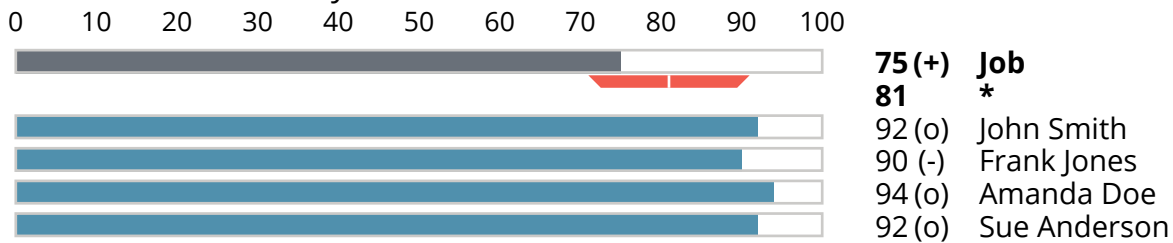
* 68% of the population falls within the shaded area.

Acumen Indicators

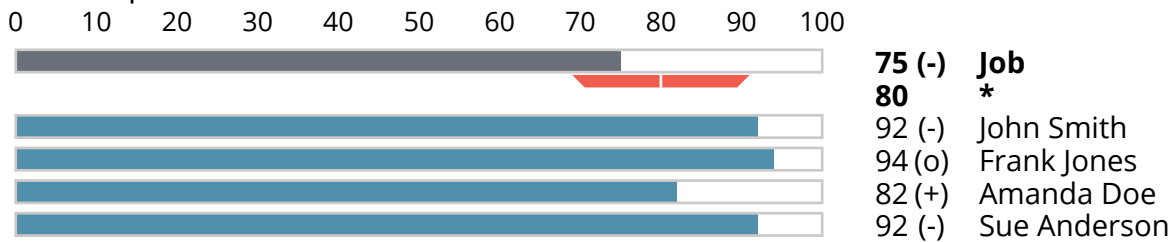


This section identifies the acumen needed for superior performance in this position. These scores are calculated based on the world view (blue) and self view (red) required by the job. Each factor has a clarity score from one to ten and a bias indicator ranging from undervalued, neutral or overvalued for each dimension.

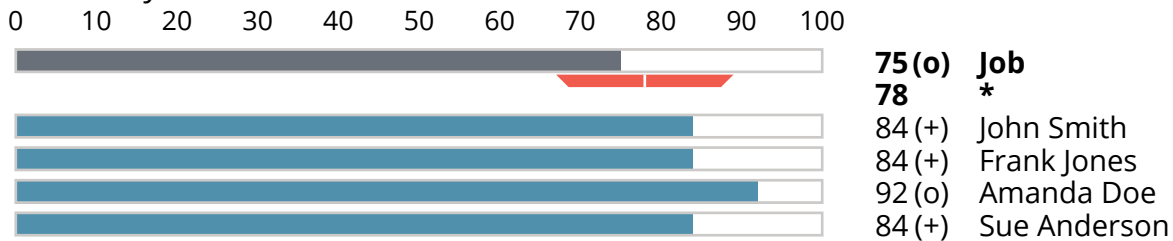
Understanding Others - The development of the capacity to discern individuality in others.



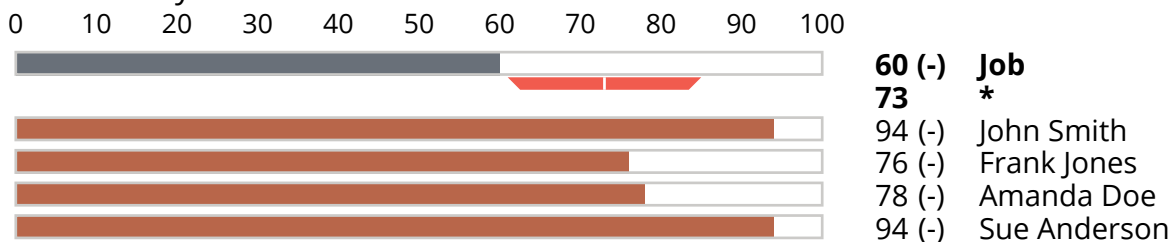
Practical Thinking - The development of the capacity to discern practical values in situations in the outside world.



Systems Judgment - The development of the capacity to discern systems and order in the world.



Sense of Self - The development of the capacity to discern individuality in one's self.



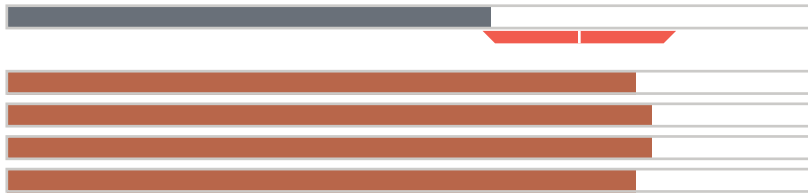
* 68% of the population falls within the shaded area.

Acumen Indicators



Role Awareness - The development of the capacity to discern practical values in situations in one's own roles in the world.

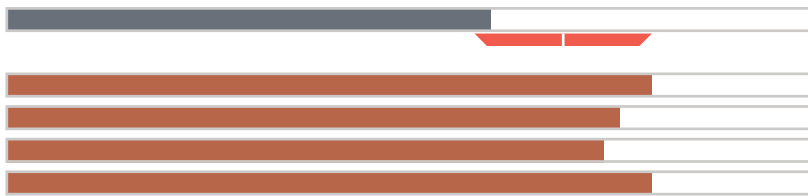
0 10 20 30 40 50 60 70 80 90 100



60(o) Job
71 *
 78 (+) John Smith
 80 (o) Frank Jones
 80 (+) Amanda Doe
 78 (+) Sue Anderson

Self Direction - The development of the capacity to discern systems and order within oneself.

0 10 20 30 40 50 60 70 80 90 100



60(o) Job
69 *
 80 (o) John Smith
 76 (+) Frank Jones
 74 (-) Amanda Doe
 80 (o) Sue Anderson

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



Summary of Top Competencies

This section of the report focuses on competencies because they are usually more difficult to identify or assess than technical competencies or experience. Observing the behaviors people use to produce superior performance can provide insight into the demonstration of competencies. Seven (7) of the most important competencies required to produce superior performance are described below in terms of observable behaviors. The behaviors listed below each competency provide examples of some of the ways the competency is demonstrated. Read each behavior and check the ones that must be demonstrated to produce superior performance in the position. More importance is typically placed on those behaviors that must be demonstrated consistently on a daily, weekly or monthly basis.

1. **Futuristic Thinking:** Imagining, envisioning, projecting and/or creating what has not yet been actualized.
 - Demonstrates an ability to connect the dots and see the big picture.
 - Looks beyond the forces driving the current reality that may have long-term effects.
 - Utilizes foresight and intuitive perception as well as factual events to draw inferences.
 - Recognizes, supports and/or champions cutting-edge ideas.
 - Anticipates future trends or events.
 - Envisions possibilities others may not.
 - Imagines and/or predicts changes in current reality based on deductive and conceptual reasoning.
 - Creates an environment where forward thinking is the norm not the exception.
 - Envisions ideas that may be seen as unobtainable by others.
 - Mentally lives in the future and does not allow current technology to cloud their vision.

2. **Flexibility:** Readily modifying, responding and adapting to change with minimal resistance.
 - Responds promptly to shifts in direction, priorities and schedules.
 - Demonstrates agility in accepting new ideas, approaches and/or methods.
 - Effective in shifting priorities and tasks.
 - Modifies methods or strategies to fit changing circumstances.
 - Adapts personal style to work with different people.
 - Maintains productivity during transitions.
 - Embraces and/or champions a shift in activity.
 - Strives to adapt to situational demands.
 - Capable of changing or adjusting to meet particular or varied needs.
 - Able to step outside their comfort zone and try something they haven't done before.

Summary of Top Competencies



3. Personal Accountability: Being answerable for personal actions.
 - Demonstrates the ability to self evaluate.
 - Strives to take responsibility for his actions.
 - Evaluates many aspects of his personal actions.
 - Recognizes when he has made a mistake.
 - Accepts personal responsibility for outcomes.
 - Utilizes feedback.
 - Observes and analyzes data to learn from mistakes.
 - Sees new possibilities by examining personal performance.
 - Accepts responsibility for actions and results.
 - Willing to take ownership of situations.

4. Creativity and Innovation: Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.
 - Notices unique patterns, variables, processes, systems or relationships.
 - Expresses non-traditional perspectives and/or novel approaches.
 - Synthesizes data, ideas, models, processes or systems to create new insights.
 - 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.
 - Combines knowledge, curiosity, imagination, and evaluation to achieve desired results.

Summary of Top Competencies



5. Self Starting: Demonstrating initiative and willingness to begin working.
 - Possesses a strong work ethic and belief in getting results.
 - Takes initiative and does whatever it takes to achieve objectives.
 - Projects self-assurance in getting the task started.
 - Starts quickly to avoid setbacks.
 - Asserts self in personal and professional life.
 - Willing to begin working regardless of circumstances.
 - Accepts personal responsibility for achieving personal and professional goals.
 - Functions effectively and achieves results regardless of circumstances.
 - Takes initiative and acts without waiting for direction.
 - Displays self-confidence, conscientiousness, assertiveness, persistence and is achievement-oriented.
6. Customer Focus: Anticipating, meeting and/or exceeding customer needs, wants and expectations.
 - Strives to anticipate, identify and understand customers' wants, needs and concerns.
 - Responds to customers with a sense of urgency.
 - Follows through on customer requests.
 - Is patient and courteous with customers.
 - Resolves issues and complaints to the satisfaction of customers.
 - Expends extraordinary effort to satisfy customers.
 - Develops relationships with customers.
 - Partners with customers to assist them in achieving their objectives.
 - Acts as an advocate for customers' needs.
 - Takes professional risks for the sake of customers' needs.
7. Goal Orientation: Setting, pursuing and attaining goals, regardless of obstacles or circumstances.
 - Acts instinctively to achieve objectives without supervision.
 - Expends the necessary time and effort to achieve goals.
 - Recognizes and acts on opportunities to advance progress to meet goals.
 - Establishes and works toward ambitious and challenging goals.
 - Develops and implements strategies to meet objectives.
 - Measures effectiveness and performance to ensure results are attained.
 - Acts with a determination to achieve goals.
 - Demonstrates persistence in overcoming obstacles to meet objectives.
 - Takes calculated risks to achieve results.
 - Employs a strategy that affects how they approach tasks and future projects.

Driving Forces Feedback



This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

1. Commanding
 - This position is driven by status, recognition and control over personal freedom.
2. Intentional
 - This position is driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
3. Selfless
 - This position is driven by completing tasks for the greater good, with little expectation of personal return.
4. Objective
 - This position is driven by the functionality and objectivity of their surroundings.

Behavioral Feedback



This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the four most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. Competitive
 - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.
2. Urgency
 - The job requires decisiveness, quick response, and fast action.
3. Frequent Change
 - The job requires rapid shifts between tasks.
4. Interaction
 - The job requires frequent communication and engagement with others.