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TriMetrix® DNA Talent Report

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6-27-2014

Your Professional Assessment Solution!

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Introduction

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® DNA Talent Report can be compared with specific job requirements outlined in the TriMetrix® DNA Job Report. 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 (23 Areas)

This section presents 23 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 23 personal skills based on your responses to the questionnaire. The 23 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	Goal Orientation
2	Self-Management (time and priorities)
3	Presenting
4	Conflict Management
5	Employee Development/Coaching
6	Futuristic Thinking
7	Interpersonal Skills
8	Teamwork
9	Customer Service
10	Diplomacy
11	Personal Effectiveness
12	Written Communication
13	Continuous Learning
14	Flexibility
15	Analytical Problem Solving
16	Planning/Organizing
17	Decision Making
18	Leadership
19	Creativity/Innovation
20	Persuasion
21	Negotiation
22	Management
23	Empathy

Note: Don't be concerned if you have not developed all 23 personal skills. Research has proven that individuals seldom develop all 23. 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

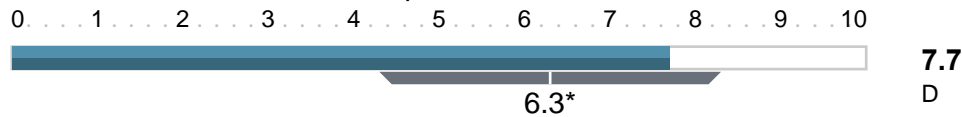
- WD = Well Developed
- D = Developed
- MD = Moderately Developed
- ND = Needs Development

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

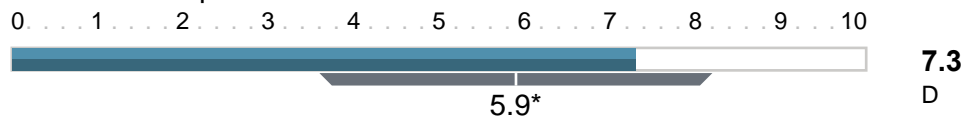


Competencies Hierarchy

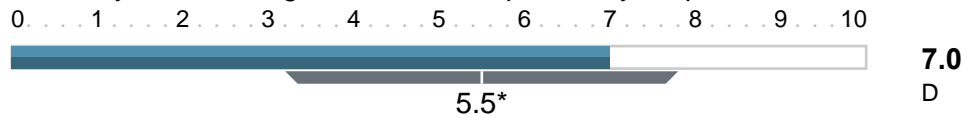
8. Customer Service - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



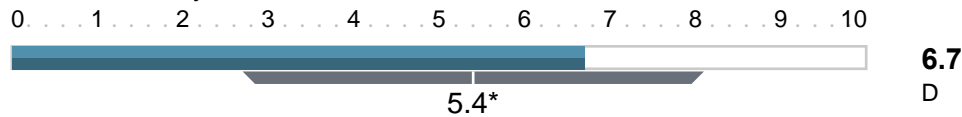
9. Diplomacy - Effectively handling difficult or sensitive issues by utilizing tact, diplomacy and an understanding of organizational culture, climate and/or politics.



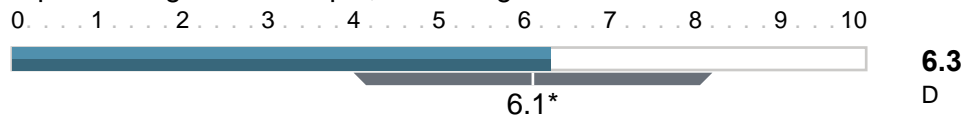
10. Personal Effectiveness - Demonstrating initiative, self-confidence, resiliency and a willingness to take responsibility for personal actions.



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



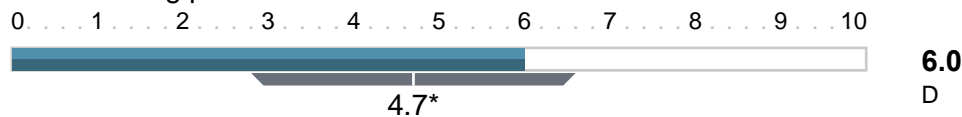
12. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.



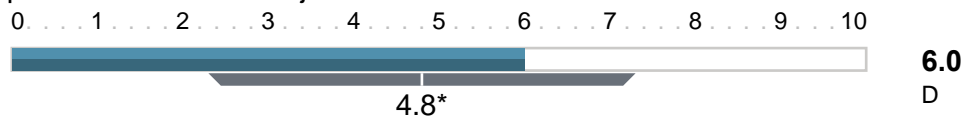
13. Flexibility - Agility in adapting to change.



14. Analytical Problem Solving - Anticipating, analyzing, diagnosing, and resolving problems.



15. Planning/Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.

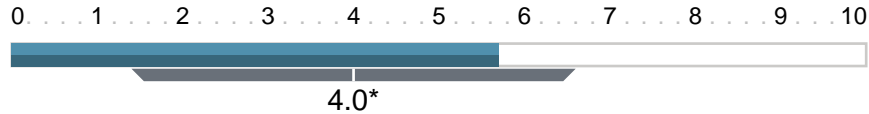


* 68% of the population falls within the shaded area.



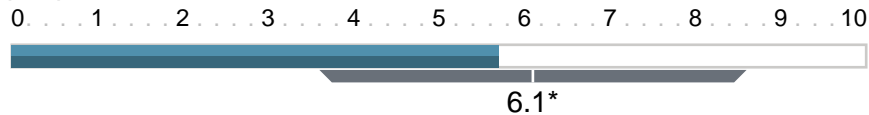
Competencies Hierarchy

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



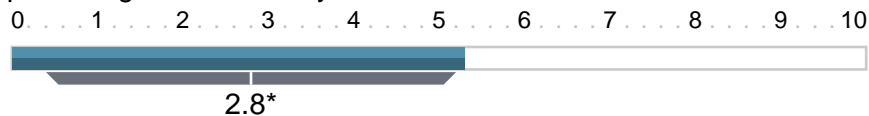
5.7
D

17. Leadership - Achieving extraordinary business results through people.



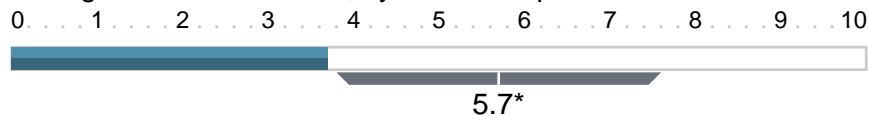
5.7
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18. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realized.



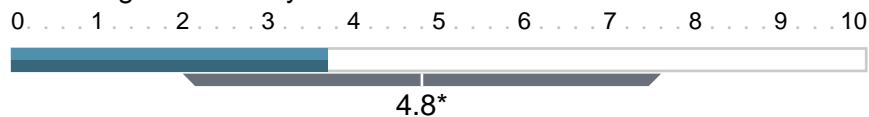
5.3
WD

19. Management - Achieving extraordinary results through effective management of resources, systems and processes.



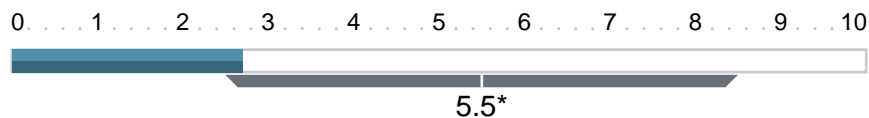
3.7
ND

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



3.7
MD

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



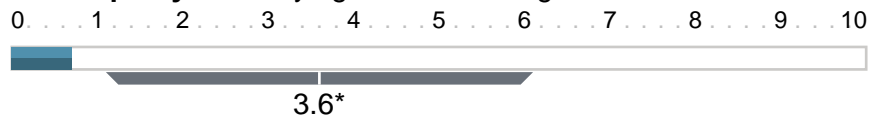
2.7
MD

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



2.7
MD

23. Empathy - Identifying with and caring about others.



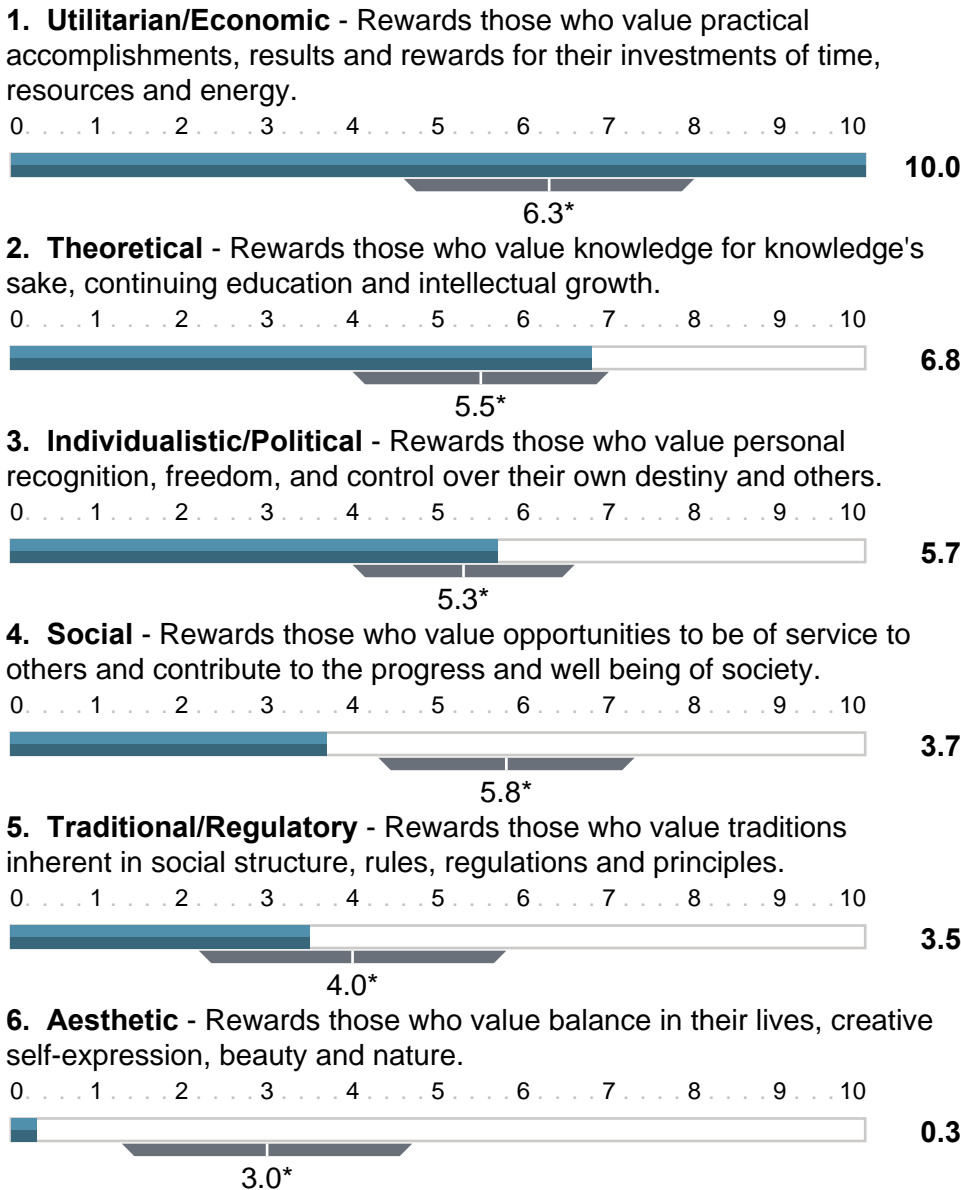
0.7
ND

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

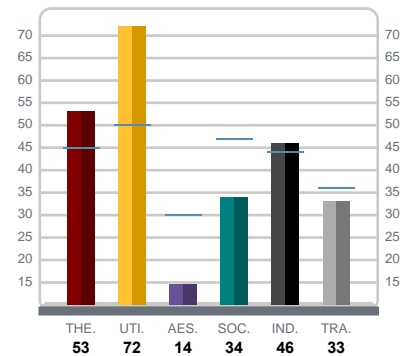


Motivators Hierarchy

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.

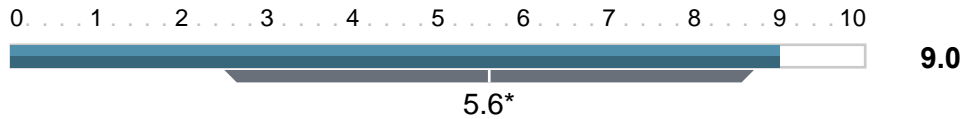




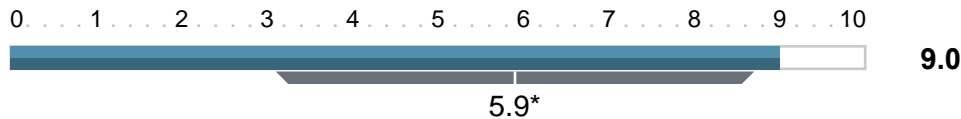
Behavioral Hierarchy

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.

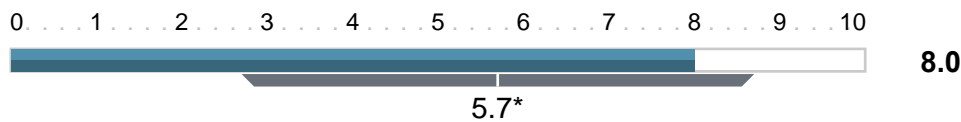
1. Organized Workplace - Systems and procedures followed for success.



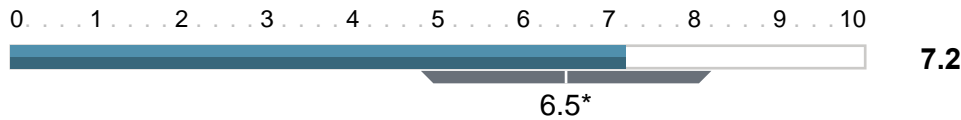
2. Analysis of Data - Information is maintained accurately for repeated examination as required.



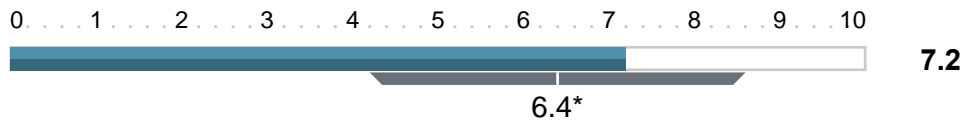
3. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



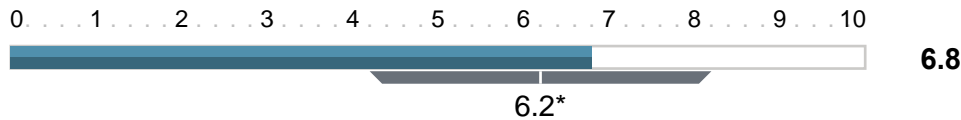
4. Follow Up and Follow Through - A need to be thorough.



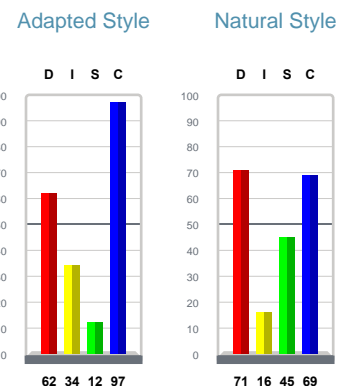
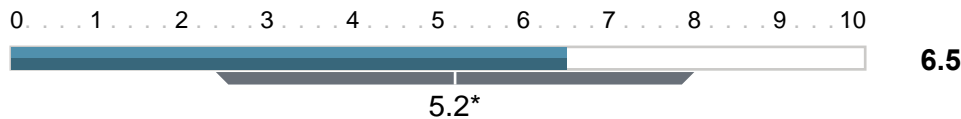
5. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.



6. Consistency - The ability to do the job the same way.



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

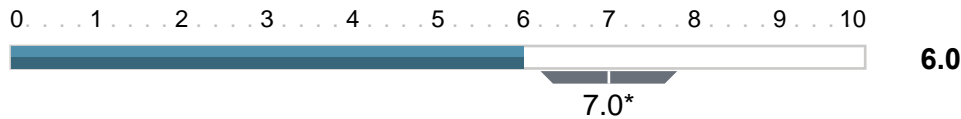


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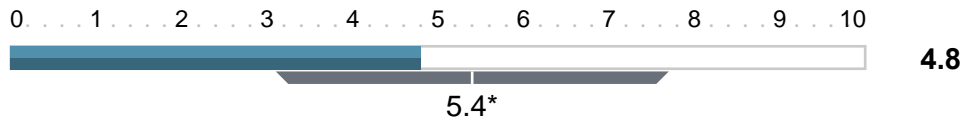


Behavioral Hierarchy

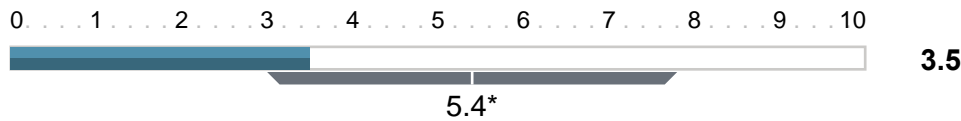
8. Customer Relations - A desire to convey your sincere interest in them.



9. 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.



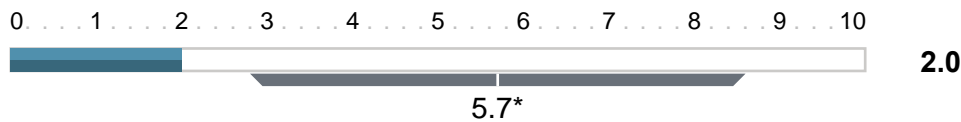
10. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



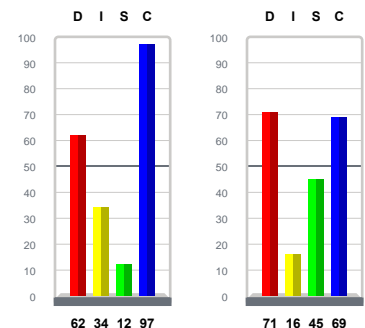
11. People Oriented - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



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



Adapted Style Natural Style



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



Summary of Top Competencies

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

1. **Goal Orientation: Energetically focusing efforts on meeting a goal, mission or objective.**
 - Acts independently to achieve objectives without supervision.
 - Expend the necessary time and effort to achieve goals.
 - Recognizes and acts on opportunities to advance progress towards meeting 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 sense of urgency to achieve goals.
 - Demonstrates persistence in overcoming obstacles to meet objectives.
 - Takes calculated risks to achieve results.

2. **Self-Management (Time and Priorities): Demonstrating self control and an ability to manage time and priorities.**
 - Effectively manages emotions and impulses.
 - Effectively manages time and priorities to meet deadlines.
 - Presents self assertively.
 - Demonstrates an ability to maintain composure in the midst of crisis.
 - Strives for continuous improvement.
 - Balances personal and professional life.
 - Takes initiative and acts without waiting for direction.
 - Accepts responsibility for actions and results.



Summary of Top Competencies

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

- Strives for self-awareness.
- Demonstrates sincere interest in others.
- Treats all people with respect, courtesy and consideration.
- Respects differences in the attitudes and perspectives of others.
- Listens, observes and strives to gain understanding of others.
- Communicates effectively.
- Sensitive to diversity issues.
- Develops and maintains relationships with many different kinds of people regardless of cultural differences.

4. Presenting: Communicating effectively to groups.

- Organizes information to be presented in succinct, logical sequence.
- Presents information in ways that makes abstract or complex concepts clear and understandable.
- Effectively utilizes language, word-pictures, stories, metaphors and humor.
- Utilizes a wide range of non-verbal communication or body language such as speech inflection, voice modulation, eye contact, facial expression and gestures.
- Implements a variety of visual and auditory devices to capture and invoke the audience's senses, participation and interest.
- Projects authenticity, confidence, conviction and passion.
- Appeals to and engages the heart and mind of the audience.
- Tailors presentation to the interests, needs and wants of audiences.
- Establishes and delivers content objectives.
- Communicates in ways that elevate audience awareness and understanding.
- Communicates in ways that enlighten, educate, challenge and persuade the audience to think, believe or behave in a specific way.
- Is recognized and relied upon as an effective spokesperson.



Summary of Top Competencies

5. Conflict Management: Addressing and resolving conflict constructively.
 - Readily identifies and addresses issues, concerns or conflicts.
 - Recognizes opportunities for positive outcomes in conflict situations.
 - Reads situations quickly and accurately to pinpoint critical issues.
 - Listens to gain understanding of an issue from different perspectives.
 - Diffuses tension and effectively handles emotional situations.
 - Assists people in adversarial positions to identify common interests.
 - Strives to settle differences equitably.
 - Settles differences without damaging relationships.

6. Employee Development/Coaching: Facilitating and supporting the professional growth of others.
 - Expresses confidence in others' ability to perform.
 - Identifies developmental needs.
 - Encourages initiative and improvement.
 - Provides opportunities for training.
 - Gives new, difficult and/or challenging work assignments.
 - Acknowledges and praises improvements.
 - Trains, coaches and mentors others to develop.
 - Views mistakes as opportunities for learning.
 - Promotes learning and growth.

7. Teamwork: Working effectively and productively with others.
 - Respects team members and their individual perspectives.
 - Makes team mission and objectives a priority.
 - Works toward consensus when team decisions are required.
 - Meets agreed-upon deadlines on team assignments and commitments.
 - Shares responsibility with team members for successes and failures.
 - Keeps team members informed regarding projects.
 - Supports team decisions.
 - Recognizes and appreciates the contributions of team members.
 - Behaves in a manner consistent with team values and mission.
 - Provides constructive feedback to team and its members.
 - Responds positively to feedback from team members.
 - Raises and/or confronts issues limiting team effectiveness.



Motivators 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

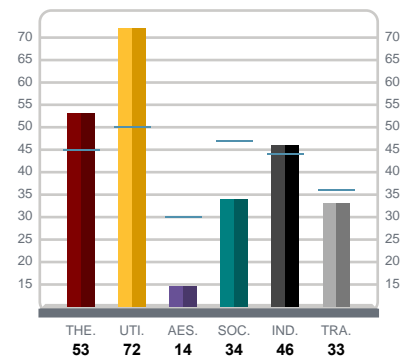
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but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

3. 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.





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. Organized Workplace

- Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.

2. Analysis of Data

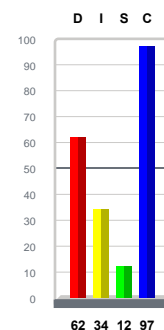
- You are able to analyze and challenge a large number of details, data, and facts prior to making decisions. In addition, you are able to accurately maintain those records for repeated examination.

3. Competitiveness

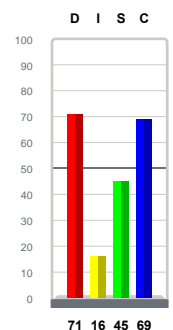
- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.



Adapted Style



Natural Style



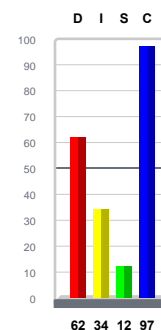


Behavioral Feedback

Josh is goal-oriented and driven by results. He is the team member who will try to keep the others on task. He is a creative person and uses this creativity to solve problems. He is deadline conscious and becomes irritated if deadlines are delayed or missed. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. Josh likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He is often frustrated when working with others who do not share the same sense of urgency. He may not trust others to do his projects, especially if they have displayed an inability to perform to his standards. At times, he may be reluctant to delegate certain tasks. He has little time for details unless he sees the importance of those details in achieving his goals.



Adapted Style



Natural Style

