



TTI
SUCCESS
INSIGHTS®

TriMetrix® DNA Job/Talent Comparison Report

Comparison of Top 5 Candidates

Director of R & D

5-24-2013

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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 (23 Areas)

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

Job Rewards/Culture Hierarchy (6 Areas)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation, and compares the personal results in each of these areas. It clarifies "why" and "in what kind of environment" this job will produce success.

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).

Job Competencies Summary

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

Job Rewards/Culture Feedback

This section expands on the fact that every job in every organization has its own culture. The culture of any job is clearly defined by how it rewards superior performance.

Behavioral Feedback

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

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.

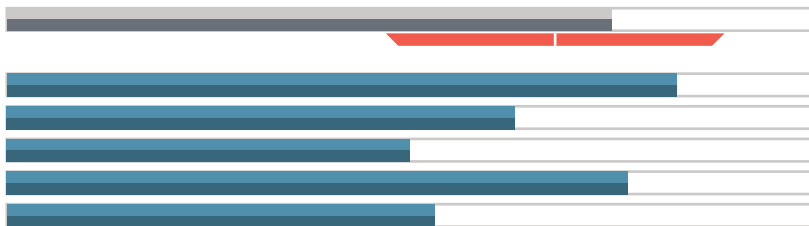


Job Competencies Hierarchy

This section identifies which competencies are important to the job benchmark from its highest to lowest rankings. In comparing talent, it is important to note that gaps may point to a competency that is of significant importance to the job, but has a low ranking for the person. In turn, a competency may be of low importance to the job, but has a high ranking for the person.

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

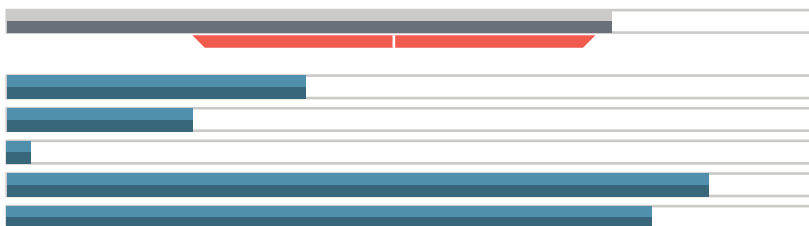
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7.5 Job
6.8 *
8.3 Mark Sample
6.3 Debbie Sample
5.0 Gregg Sample
7.7 Juliane Sample
5.3 Jenny Sample

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

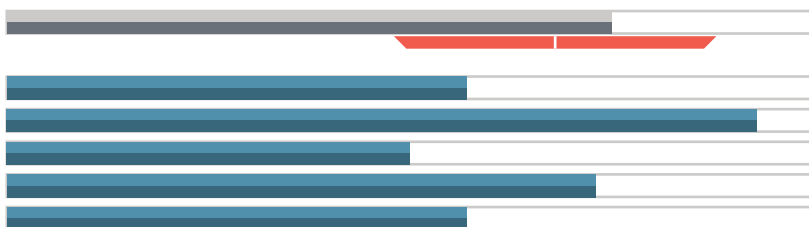
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7.5 Job
4.8 *
3.7 Mark Sample
2.3 Debbie Sample
0.3 Gregg Sample
8.7 Juliane Sample
8.0 Jenny Sample

3. Goal Orientation - Energetically focusing efforts on meeting a goal, mission or objective.

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7.5 Job
6.8 *
5.7 Mark Sample
9.3 Debbie Sample
5.0 Gregg Sample
7.3 Juliane Sample
5.7 Jenny Sample

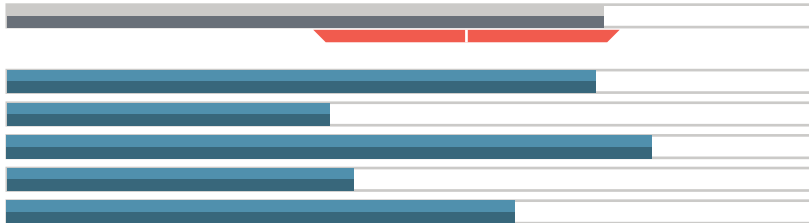
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

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

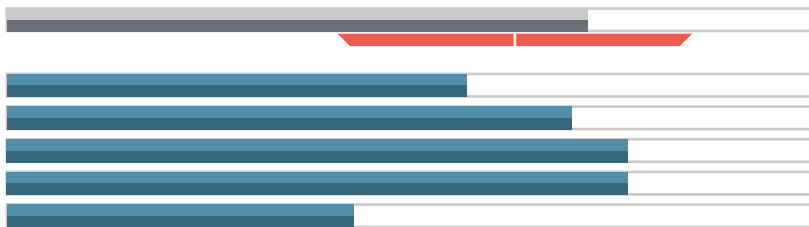
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- 7.4 Job
- 5.7 *
- 7.3 Mark Sample
- 4.0 Debbie Sample
- 8.0 Gregg Sample
- 4.3 Juliane Sample
- 6.3 Jenny Sample

5. Teamwork - Working effectively and productively with others.

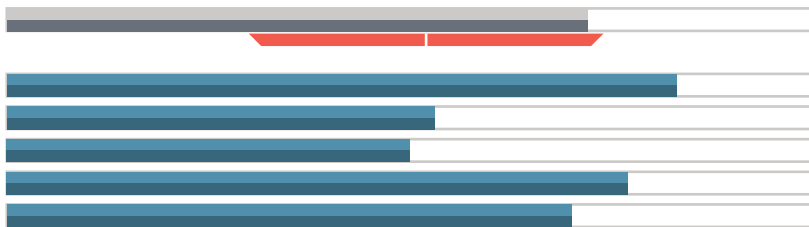
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- 7.2 Job
- 6.3 *
- 5.7 Mark Sample
- 7.0 Debbie Sample
- 7.7 Gregg Sample
- 7.7 Juliane Sample
- 4.3 Jenny Sample

6. Conflict Management - Addressing and resolving conflict constructively.

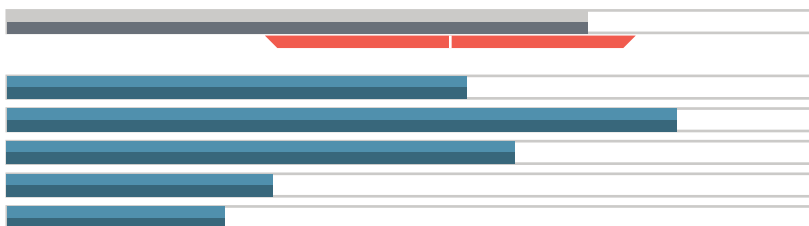
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- 7.2 Job
- 5.2 *
- 8.3 Mark Sample
- 5.3 Debbie Sample
- 5.0 Gregg Sample
- 7.7 Juliane Sample
- 7.0 Jenny Sample

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

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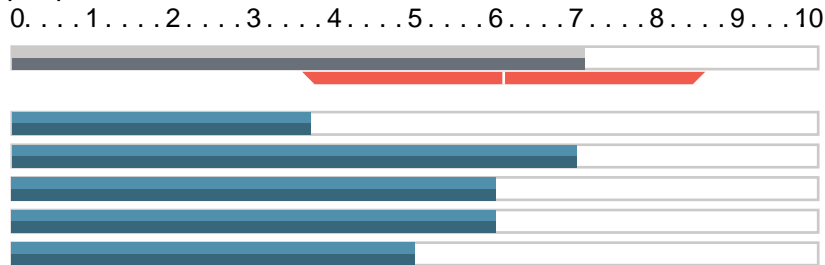
- 7.2 Job
- 5.5 *
- 5.7 Mark Sample
- 8.3 Debbie Sample
- 6.3 Gregg Sample
- 3.3 Juliane Sample
- 2.7 Jenny Sample

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



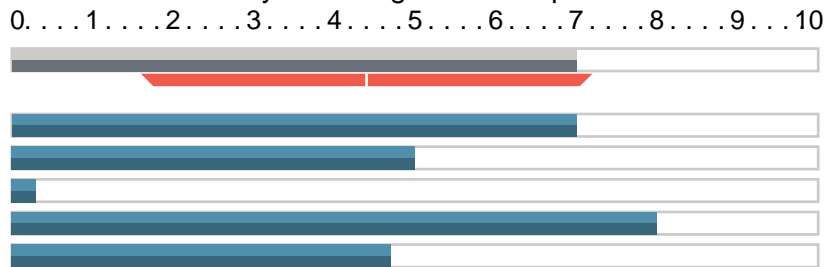
Job Competencies Hierarchy

8. Leadership - Achieving extraordinary business results through people.



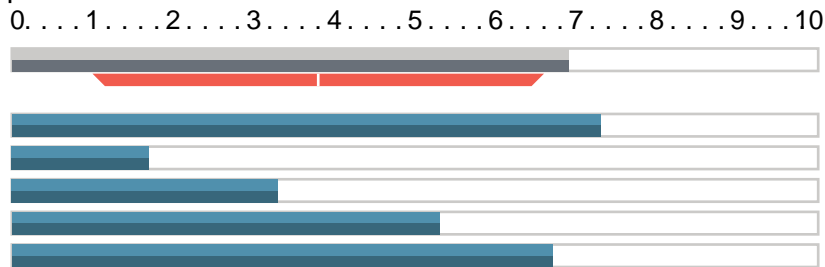
7.1	Job
6.1	*
3.7	Mark Sample
7.0	Debbie Sample
6.0	Gregg Sample
6.0	Juliane Sample
5.0	Jenny Sample

9. Self-Management (Time and Priorities) - Demonstrating self control and an ability to manage time and priorities.



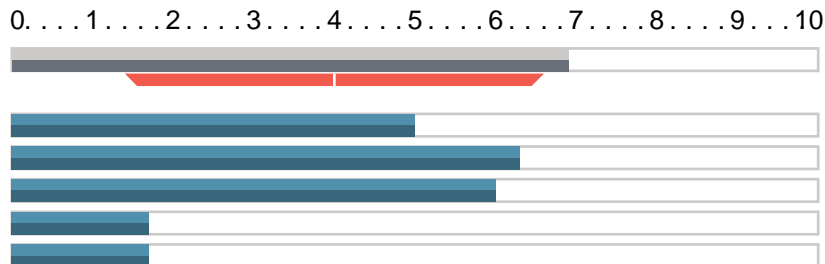
7.0	Job
4.4	*
7.0	Mark Sample
5.0	Debbie Sample
0.0	Gregg Sample
8.0	Juliane Sample
4.7	Jenny Sample

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



6.9	Job
3.8	*
7.3	Mark Sample
1.7	Debbie Sample
3.3	Gregg Sample
5.3	Juliane Sample
6.7	Jenny Sample

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



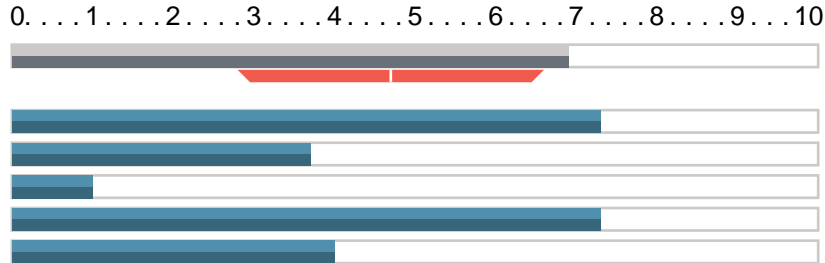
6.9	Job
4.0	*
5.0	Mark Sample
6.3	Debbie Sample
6.0	Gregg Sample
1.7	Juliane Sample
1.7	Jenny Sample

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



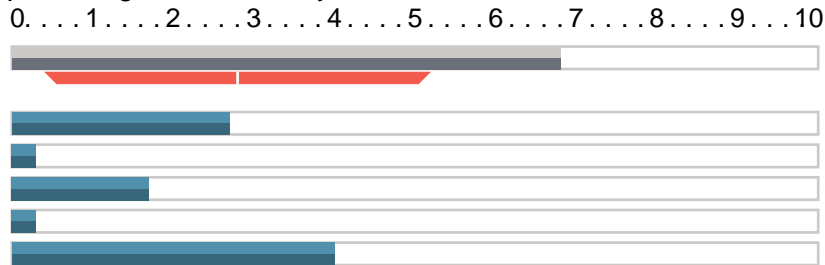
Job Competencies Hierarchy

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



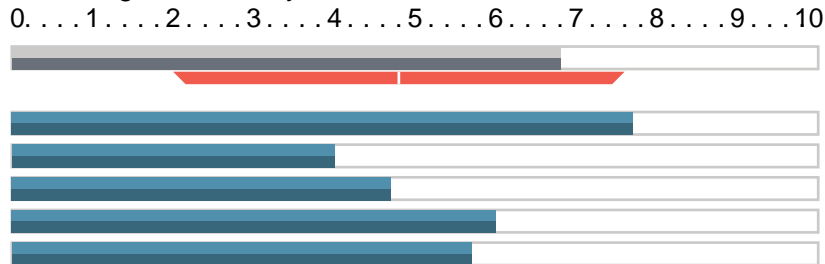
6.9 Job
4.7 *
7.3 Mark Sample
3.7 Debbie Sample
1.0 Gregg Sample
7.3 Juliane Sample
4.0 Jenny Sample

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



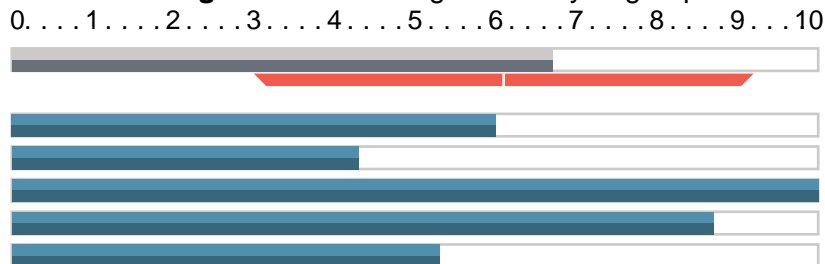
6.8 Job
2.8 *
2.7 Mark Sample
0.3 Debbie Sample
1.7 Gregg Sample
0.3 Juliane Sample
4.0 Jenny Sample

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



6.8 Job
4.8 *
7.7 Mark Sample
4.0 Debbie Sample
4.7 Gregg Sample
6.0 Juliane Sample
5.7 Jenny Sample

15. Presenting - Communicating effectively to groups.



6.7 Job
6.1 *
6.0 Mark Sample
4.3 Debbie Sample
10.0 Gregg Sample
8.7 Juliane Sample
5.3 Jenny Sample

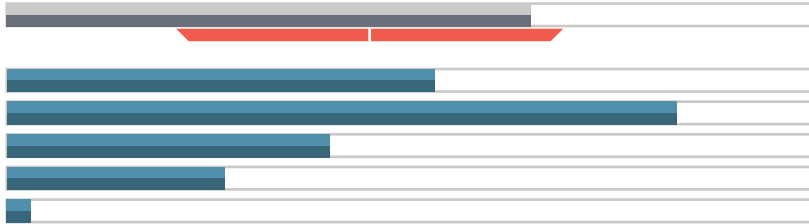
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

16. Flexibility - Agility in adapting to change.

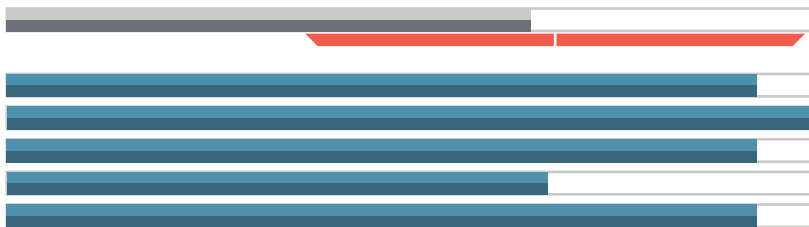
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6.5 Job
4.5 *
5.3 Mark Sample
8.3 Debbie Sample
4.0 Gregg Sample
2.7 Juliane Sample
0.0 Jenny Sample

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

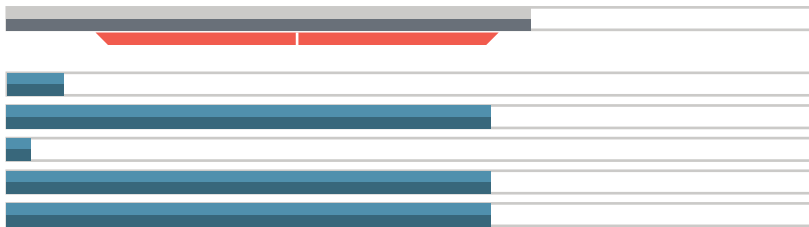
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6.5 Job
6.8 *
9.3 Mark Sample
10.0 Debbie Sample
9.3 Gregg Sample
6.7 Juliane Sample
9.3 Jenny Sample

18. Empathy - Identifying with and caring about others.

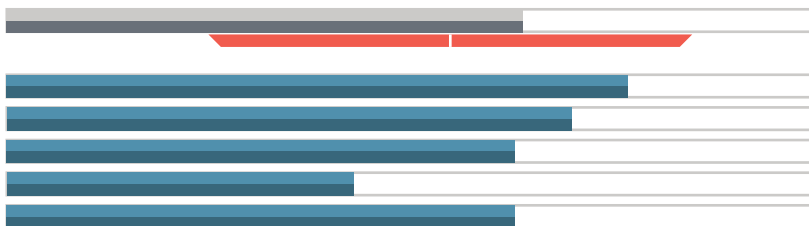
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6.5 Job
3.6 *
0.7 Mark Sample
6.0 Debbie Sample
0.0 Gregg Sample
6.0 Juliane Sample
6.0 Jenny Sample

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

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6.4 Job
5.5 *
7.7 Mark Sample
7.0 Debbie Sample
6.3 Gregg Sample
4.3 Juliane Sample
6.3 Jenny Sample

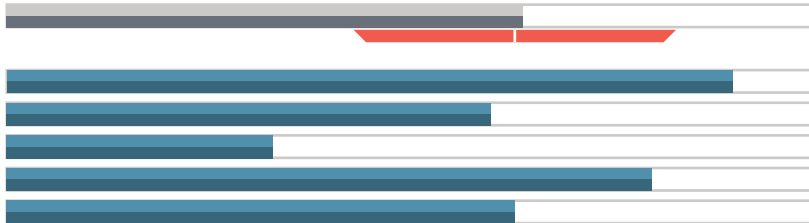
* 68% of the population falls within the shaded area.



Job Competencies Hierarchy

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

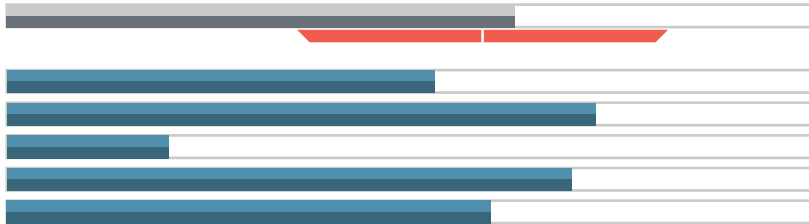
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- 6.4 Job
- 6.3 *
- 9.0 Mark Sample
- 6.0 Debbie Sample
- 3.3 Gregg Sample
- 8.0 Juliane Sample
- 6.3 Jenny Sample

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

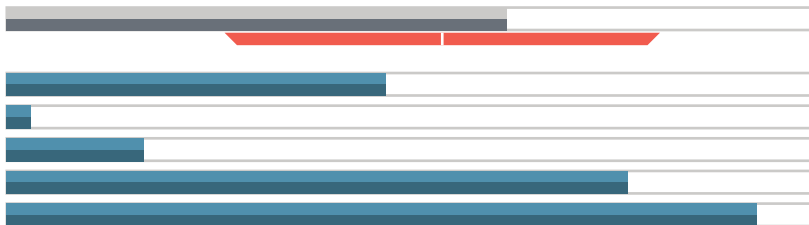
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- 6.3 Job
- 5.9 *
- 5.3 Mark Sample
- 7.3 Debbie Sample
- 2.0 Gregg Sample
- 7.0 Juliane Sample
- 6.0 Jenny Sample

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

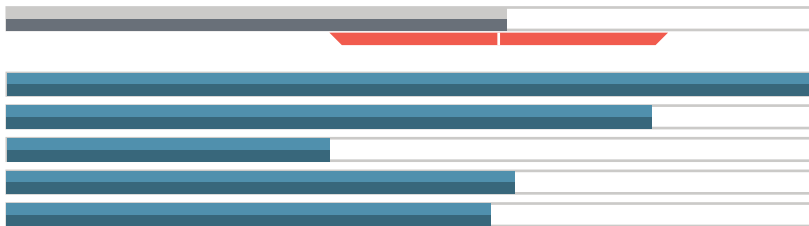
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- 6.2 Job
- 5.4 *
- 4.7 Mark Sample
- 0.3 Debbie Sample
- 1.7 Gregg Sample
- 7.7 Juliane Sample
- 9.3 Jenny Sample

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



- 6.2 Job
- 6.1 *
- 10.0 Mark Sample
- 8.0 Debbie Sample
- 4.0 Gregg Sample
- 6.3 Juliane Sample
- 6.0 Jenny Sample

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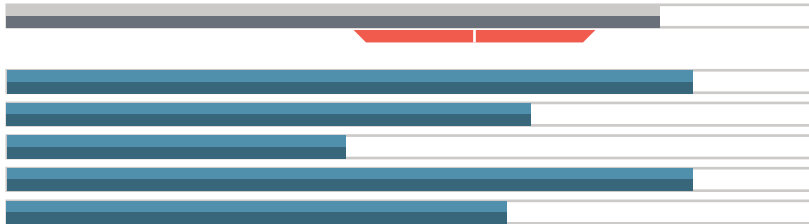


Job Rewards/Culture Hierarchy

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.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



8.1 Job

5.8 *

8.5 Mark Sample

6.5 Debbie Sample

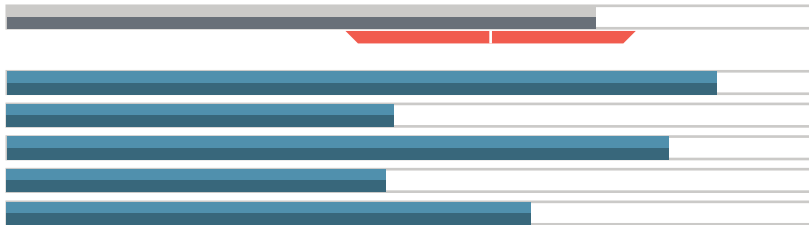
4.2 Gregg Sample

8.5 Juliane Sample

6.2 Jenny Sample

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.3 Job

6.0 *

8.8 Mark Sample

4.8 Debbie Sample

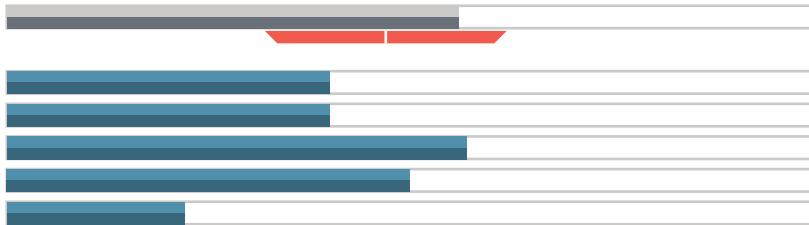
8.2 Gregg Sample

4.7 Juliane Sample

6.5 Jenny Sample

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



5.6 Job

4.7 *

4.0 Mark Sample

4.0 Debbie Sample

5.7 Gregg Sample

5.0 Juliane Sample

2.2 Jenny Sample

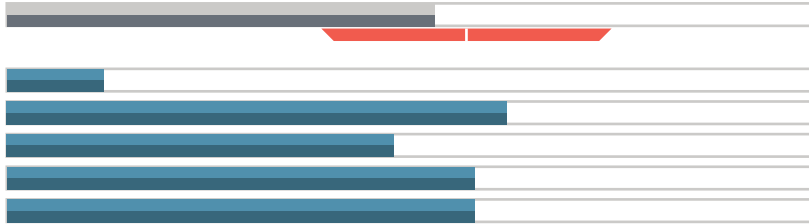
* 68% of the population falls within the shaded area.



Job Rewards/Culture Hierarchy

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

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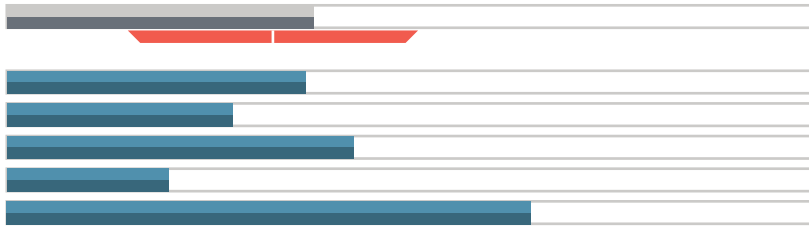
5.3 Job

5.7 *

- 1.2 Mark Sample
- 6.2 Debbie Sample
- 4.8 Gregg Sample
- 5.8 Juliane Sample
- 5.8 Jenny Sample

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

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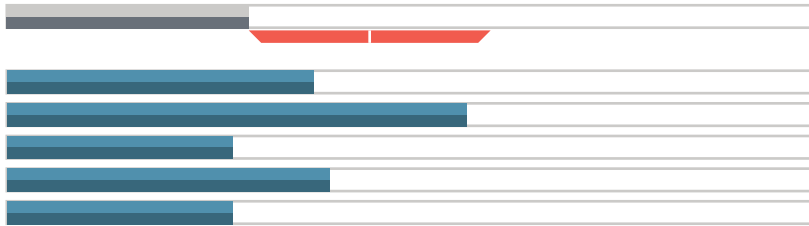
3.8 Job

3.3 *

- 3.7 Mark Sample
- 2.8 Debbie Sample
- 4.3 Gregg Sample
- 2.0 Juliane Sample
- 6.5 Jenny Sample

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

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



3.0 Job

4.5 *

- 3.8 Mark Sample
- 5.7 Debbie Sample
- 2.8 Gregg Sample
- 4.0 Juliane Sample
- 2.8 Jenny Sample

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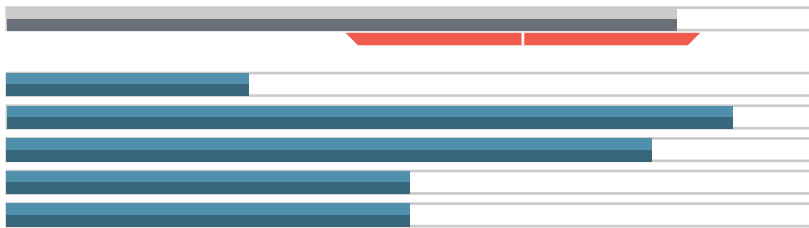


Behavioral Hierarchy

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. Frequent Interaction with Others - The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

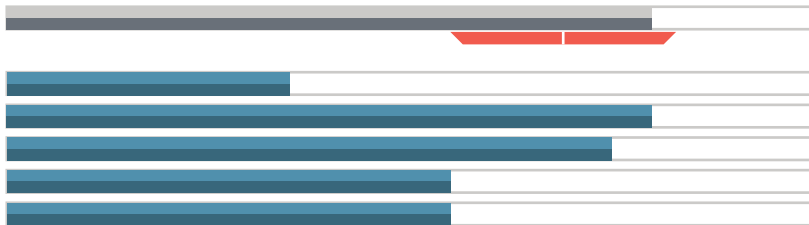
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8.3 Job
6.4 *
3.0 Mark Sample
9.0 Debbie Sample
8.0 Gregg Sample
5.0 Juliane Sample
5.0 Jenny Sample

2. People Oriented - The job demands a positive and constructive view of working with others. There will be a high percentage of time spent in listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

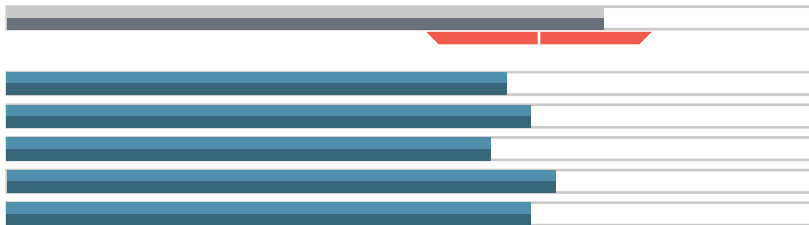
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8.0 Job
6.9 *
3.5 Mark Sample
8.0 Debbie Sample
7.5 Gregg Sample
5.5 Juliane Sample
5.5 Jenny Sample

3. Customer Relations - The job demands a desire to convey your sincere interest in your internal and/or external customers.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



7.4 Job
6.6 *
6.2 Mark Sample
6.5 Debbie Sample
6.0 Gregg Sample
6.8 Juliane Sample
6.5 Jenny Sample

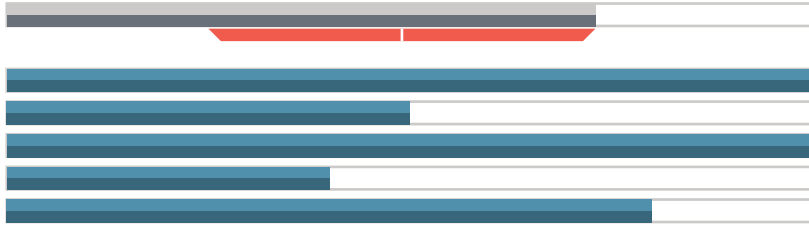
* 68% of the population falls within the shaded area.



Behavioral Hierarchy

4. Competitiveness - The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.

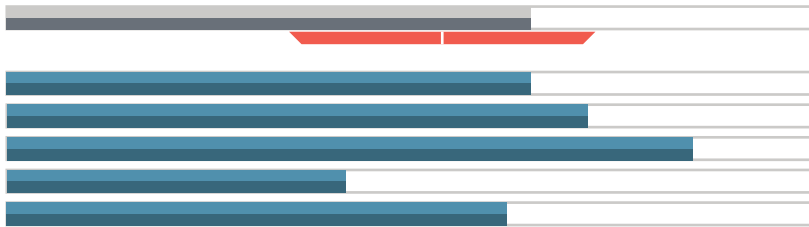
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7.3 Job
4.9 *
10.0 Mark Sample
5.0 Debbie Sample
10.0 Gregg Sample
4.0 Juliane Sample
8.0 Jenny Sample

5. Frequent Change - The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished and easily move on to new tasks with little or no notice.

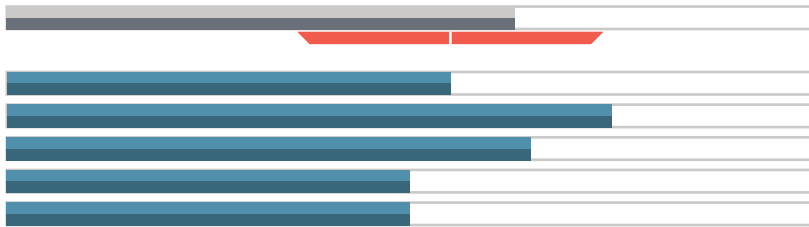
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6.5 Job
5.4 *
6.5 Mark Sample
7.2 Debbie Sample
8.5 Gregg Sample
4.2 Juliane Sample
6.2 Jenny Sample

6. Versatility - The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



6.3 Job
5.5 *
5.5 Mark Sample
7.5 Debbie Sample
6.5 Gregg Sample
5.0 Juliane Sample
5.0 Jenny Sample

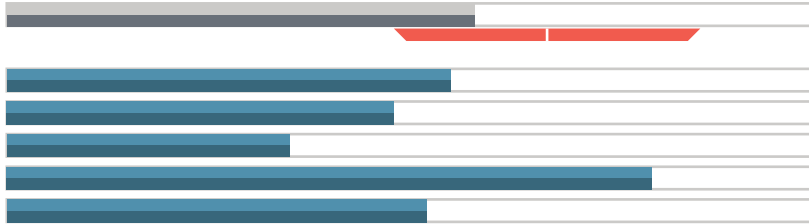
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Behavioral Hierarchy

7. Following Policy - The job calls for complying with the policy or if no policy, complying with the way it has been done in the past.

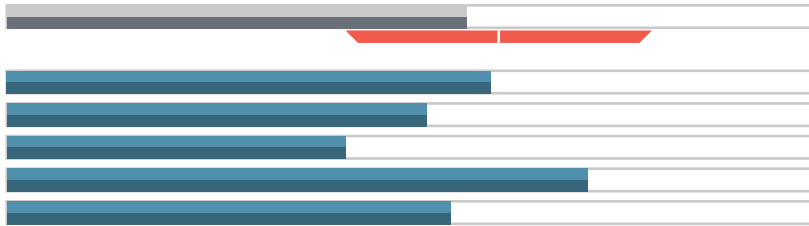
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



- 5.8 Job**
- 6.7 ***
- 5.5 Mark Sample
- 4.8 Debbie Sample
- 3.5 Gregg Sample
- 8.0 Juliane Sample
- 5.2 Jenny Sample

8. Follow Up and Follow Through - The job requires a need to be thorough and complete tasks that have been started.

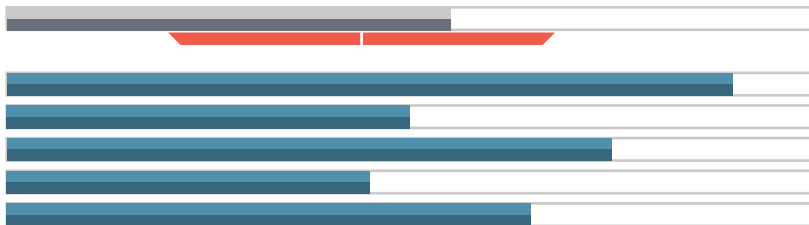
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- 5.7 Job**
- 6.1 ***
- 6.0 Mark Sample
- 5.2 Debbie Sample
- 4.2 Gregg Sample
- 7.2 Juliane Sample
- 5.5 Jenny Sample

9. Urgency - The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.

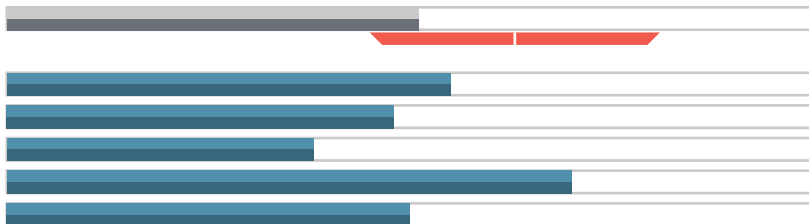
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- 5.5 Job**
- 4.4 ***
- 9.0 Mark Sample
- 5.0 Debbie Sample
- 7.5 Gregg Sample
- 4.5 Juliane Sample
- 6.5 Jenny Sample

10. Consistency - The job requires the ability to do the job the same way on a repeated basis.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



- 5.1 Job**
- 6.3 ***
- 5.5 Mark Sample
- 4.8 Debbie Sample
- 3.8 Gregg Sample
- 7.0 Juliane Sample
- 5.0 Jenny Sample

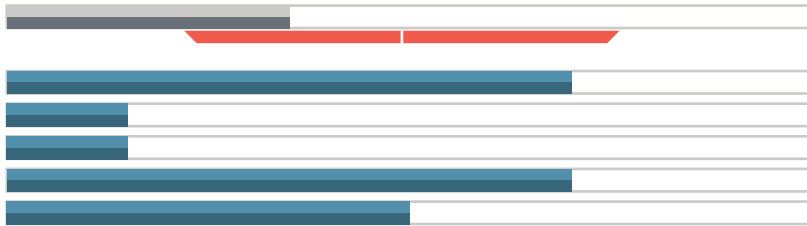
* 68% of the population falls within the shaded area.



Behavioral Hierarchy

11. Organized Workplace - The job's success depends on systems and procedures, its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.

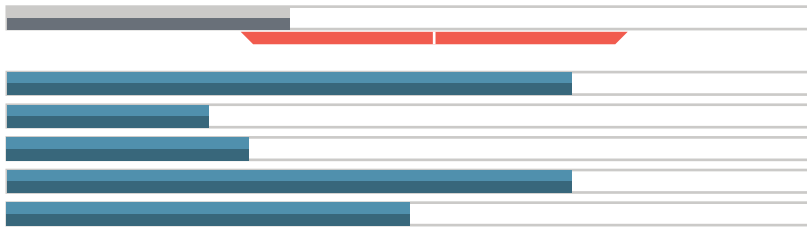
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



3.5 Job
4.9 *
7.0 Mark Sample
1.5 Debbie Sample
1.5 Gregg Sample
7.0 Juliane Sample
5.0 Jenny Sample

12. Analysis of Data - The job deals with a large number of details. It requires that details, data and facts are analyzed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.

0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



3.5 Job
5.3 *
7.0 Mark Sample
2.5 Debbie Sample
3.0 Gregg Sample
7.0 Juliane Sample
5.0 Jenny Sample

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



Job Competencies Summary

This section provides you with a better understanding of the job competencies required for superior performance. Feedback is provided on the seven most highly ranked competencies. 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. 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.

2. Planning/Organizing: Utilizing logical, systematic and orderly procedures to meet objectives.

- Works effectively within established time frames and priorities.
- Utilizes logical, practical and efficient approaches.
- Prioritizes tasks for optimum productivity.
- Develops procedures, processes and systems for order, accuracy, efficiency and productivity.
- Anticipates probable effects, outcomes and risks.
- Develops contingency plans to minimize waste, error and risk.
- Allocates, adjusts and manages resources according to priorities.
- Monitors implementation of plans and makes adjustments as needed.

3. Goal Orientation: Energetically focusing efforts on meeting a goal, mission or objective.

- Acts independently to achieve objectives without supervision.
- Expends 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.

