TTI SUCCESS INSIGHTS®

TriMetrix® DNA

Talent Report

Mark Sample

Sales Representative
Sample Co.
5-21-2013

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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.

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

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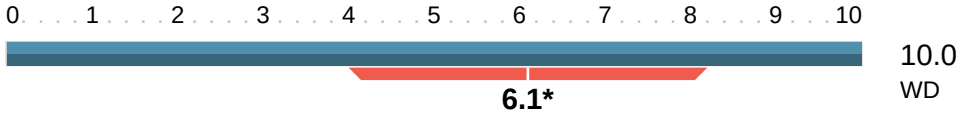
Competencies Hierarchy

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.

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



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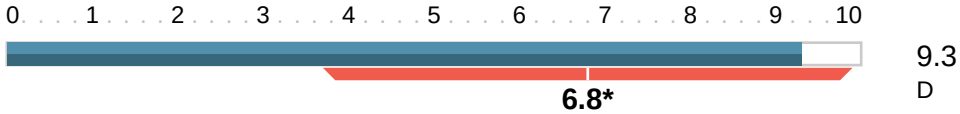
2. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



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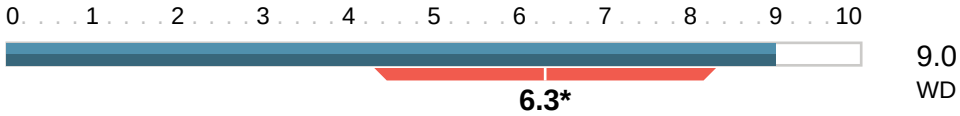
3. Customer Service - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



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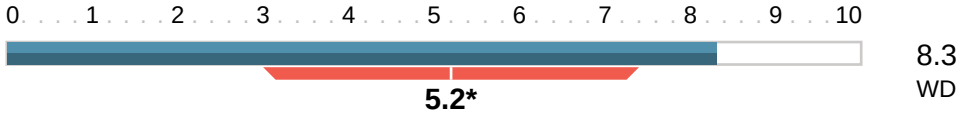
4. Conflict Management - Addressing and resolving conflict constructively.



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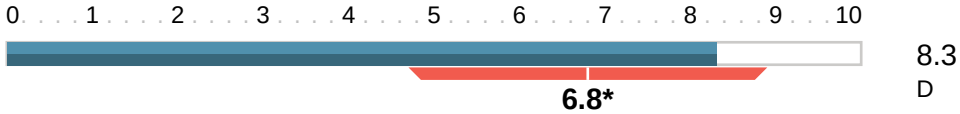
5. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



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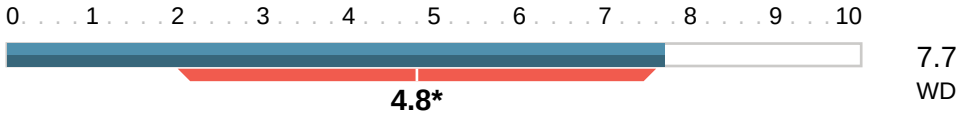
6. Creativity/Innovation - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.



7.7
WD

Development Legend

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

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

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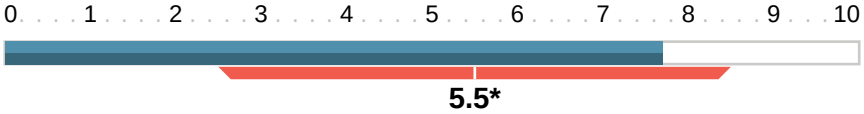
7. Persuasion - Convincing others to change the way they think, believe or behave.



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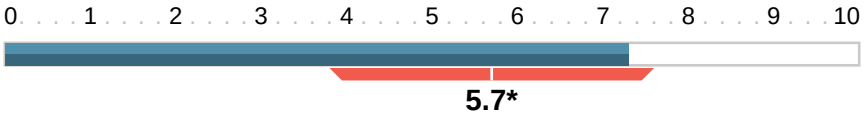
8. Management - Achieving extraordinary results through effective management of resources, systems and processes.



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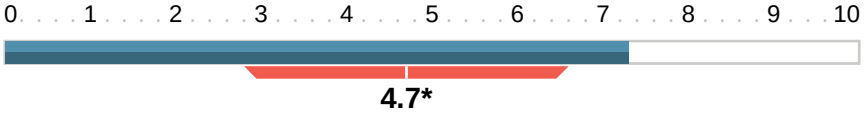
9. Analytical Problem Solving - Anticipating, analyzing, diagnosing, and resolving problems.



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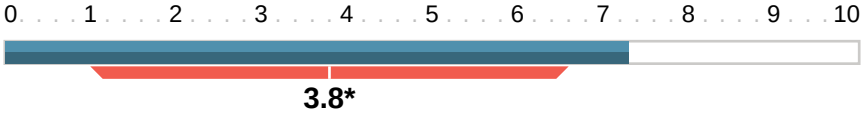
10. Negotiation - Facilitating agreements between two or more parties.



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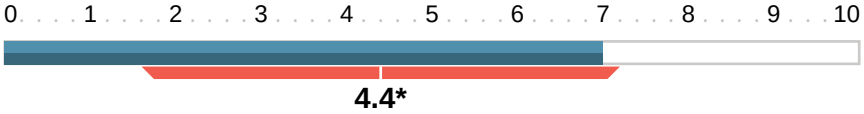
11. Self-Management (Time and Priorities) - Demonstrating self control and an ability to manage time and priorities.



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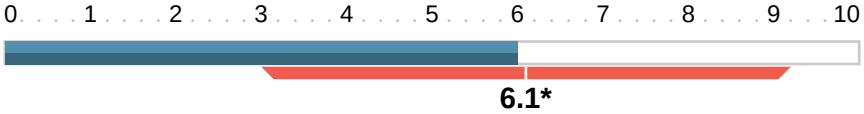
12. Presenting - Communicating effectively to groups.



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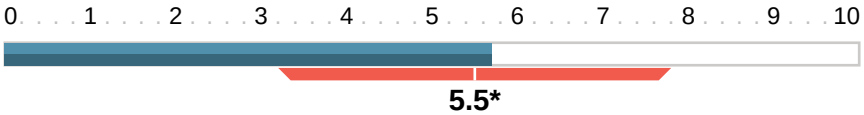
13. Personal Effectiveness - Demonstrating initiative, self-confidence, resiliency and a willingness to take responsibility for personal actions.



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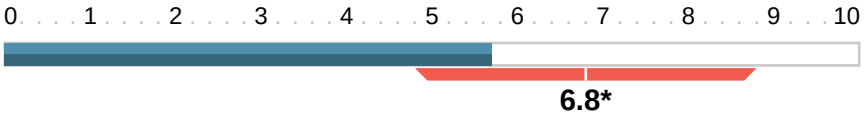
14. Goal Orientation - Energetically focusing efforts on meeting a goal, mission or objective.



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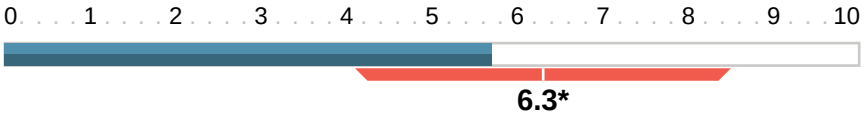
15. Teamwork - Working effectively and productively with others.



5.7
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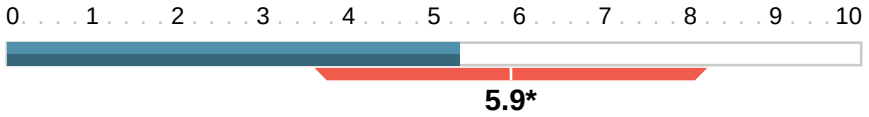
16. Diplomacy - Effectively handling difficult or sensitive issues by utilizing tact, diplomacy and an understanding of organizational culture, climate and/or politics.



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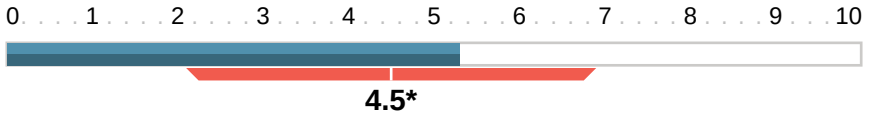
17. Flexibility - Agility in adapting to change.



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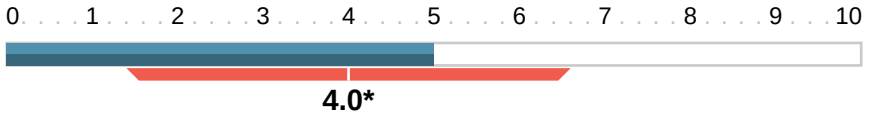
18. Decision Making - Utilizing effective processes to make decisions.



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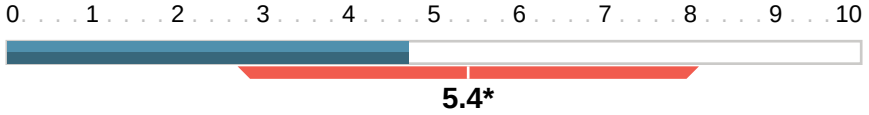
19. Written Communication - Writing clearly, succinctly and understandably.



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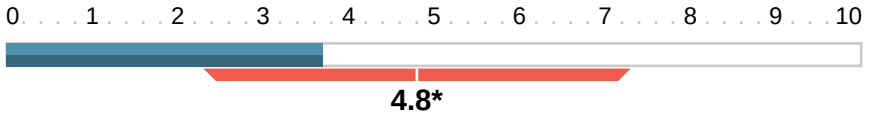
20. Planning/Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.



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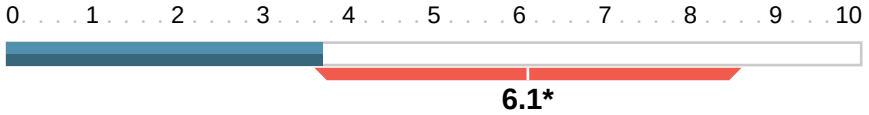
21. Leadership - Achieving extraordinary business results through people.



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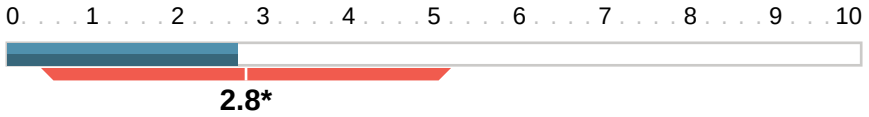
22. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realized.



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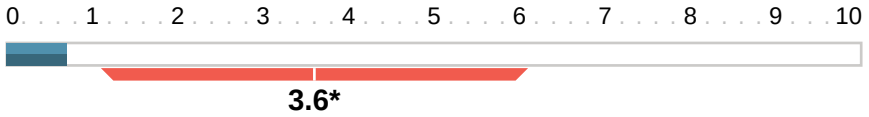
23. Empathy - Identifying with and caring about others.



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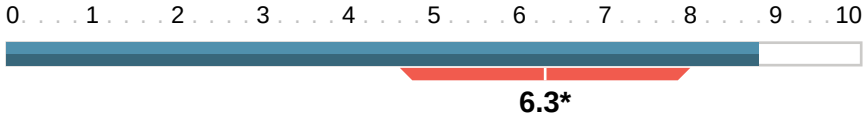
Motivators Hierarchy

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.

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



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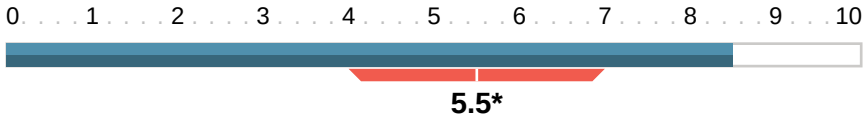
2. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



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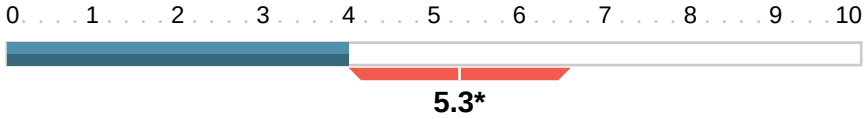
3. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



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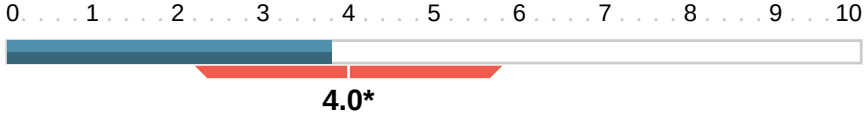
4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



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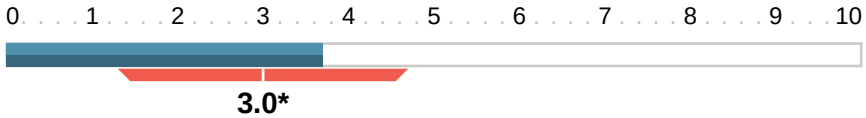
5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



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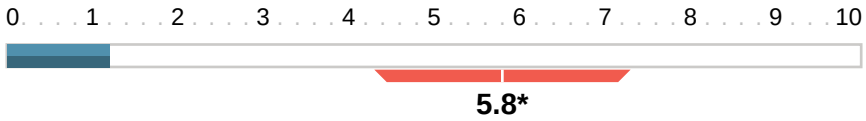
6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



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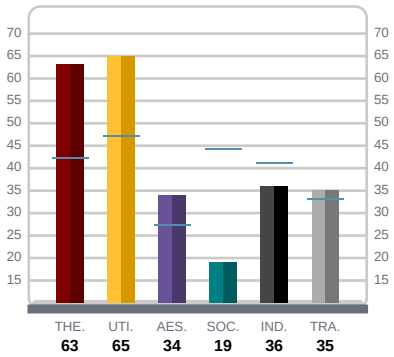

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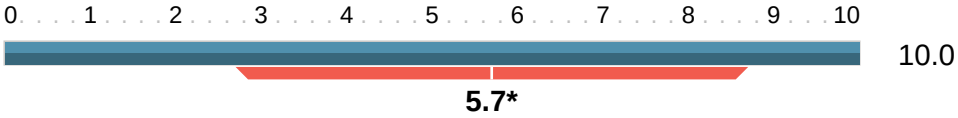
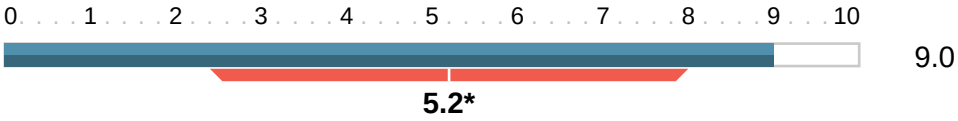
Behavioral Hierarchy

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.

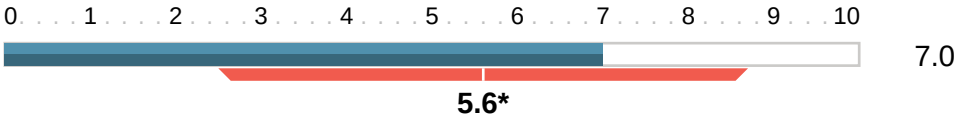
1. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



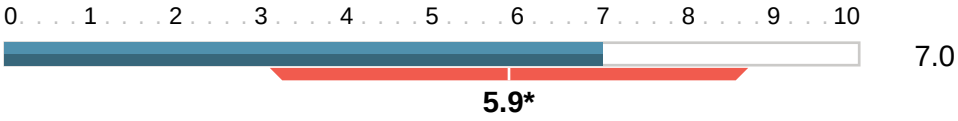
2. Urgency - Decisiveness, quick response and fast action.



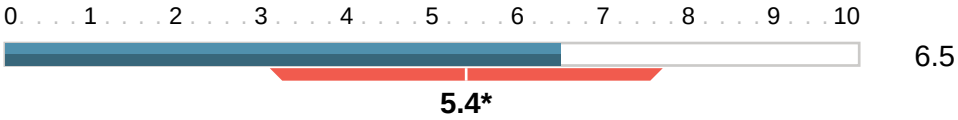
3. Organized Workplace - Systems and procedures followed for success.



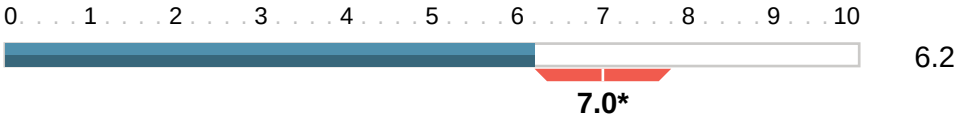
4. Analysis of Data - Information is maintained accurately for repeated examination as required.



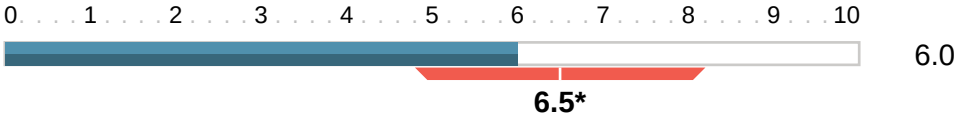
5. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



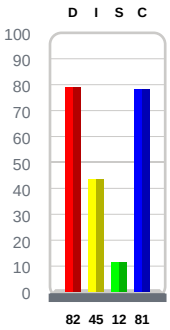
6. Customer Relations - A desire to convey your sincere interest in them.



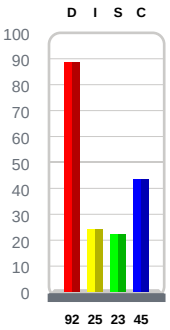
7. Follow Up and Follow Through - A need to be thorough.



Adapted Style



Natural Style



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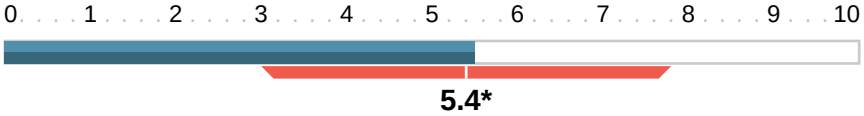
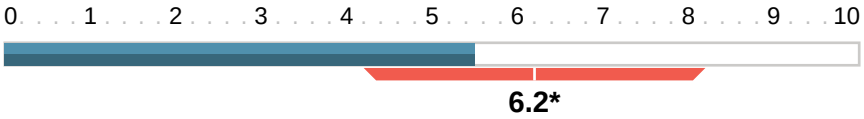
Behavioral Hierarchy

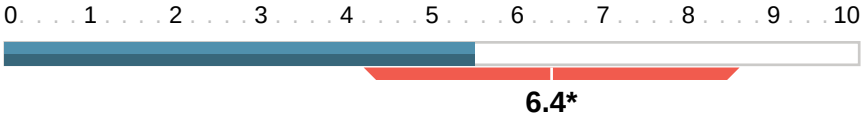
8. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



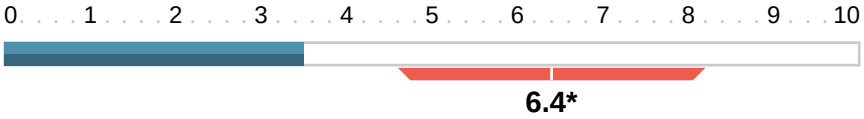
9. Consistency - The ability to do the job the same way.



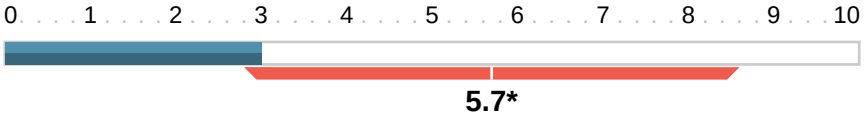
10. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.



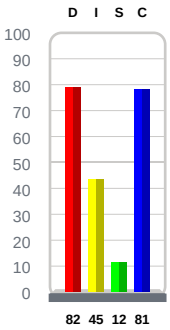
11. People Oriented - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



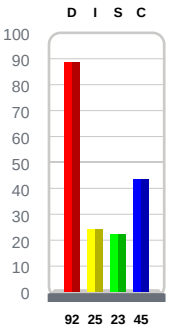
12. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



Adapted Style



Natural Style



SIA: 82-45-12-81 (09) SIN: 92-25-23-45 (01)
* 68% of the population falls within the shaded area.

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

    - Demonstrates curiosity and enthusiasm for learning.
    - Takes initiative in acquiring and mastering the skills and knowledge requirements of a position.
    - Keeps abreast of current or new information through reading and other learning methods.
    - Actively interested in new technologies, processes and methods.
    - Welcomes or seeks assignments requiring new skills and knowledge.
    - Expends considerable effort and/or expense on learning.
    - Genuinely enjoys learning.
    - Identifies applications for knowledge.
    - Is considered a knowledgeable resource by others.

2. 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.

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Summary of Top Competencies

3. Customer Service: 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.

4. 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.

5. 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.

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Summary of Top Competencies

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

    - Notices unique patterns, variables, processes, systems or relationships.
    - Expresses non-traditional perspectives and/or novel approaches.
    - Synthesizes and/or simplifies data, ideas, models, processes or systems.
    - 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.

7. Persuasion: Convincing others to change the way they think, believe or behave.

    - Utilizes the knowledge of other's needs, wants, beliefs, attitudes, and behavior to promote a concept, product or service.
    - Builds trust and credibility before attempting to promote concepts, products or services.
    - Understands and utilizes compliance-producing behaviors to influence others such as authority, being likeable, proof of the prior compliance of others, limited availability, sampling or giving something away to create a sense of obligation.
    - Uses logic and reason to develop rational arguments that challenge current assumptions, attitudes, beliefs, and behavior.
    - Identifies and addresses the social, emotional, economic, and practical barriers that prevent people from complying.
    - Adapts techniques and approaches to the needs and wants of those being influenced.

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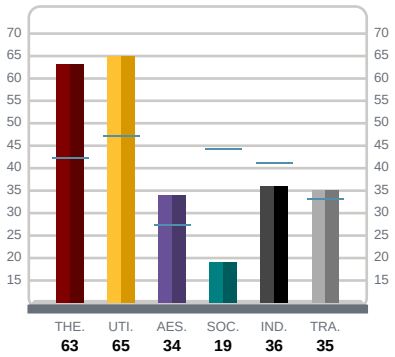
Motivators Feedback

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.



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Behavioral Feedback

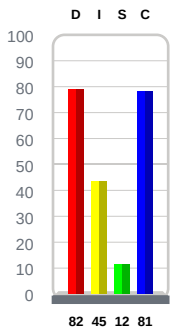
Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:

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

2. 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.

3. 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.

Adapted Style



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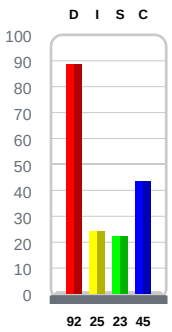

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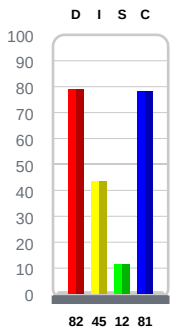
Behavioral Feedback

Mark wants to be viewed as self-reliant and willing to pay the price for success. He is often considered daring, bold and gutsy. He is a risk taker who likes to be seen as an individualist. He may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. He is deadline conscious and becomes irritated if deadlines are delayed or missed. Mark is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. Many people see him as a self-starter dedicated to achieving results. He likes people, but can be seen occasionally as cold and blunt. He may have his mind on project results, and sometimes may not take the time to be empathetic toward others. He may be so self-confident that others see him as arrogant. This confidence may be something others wish they had.

Adapted Style



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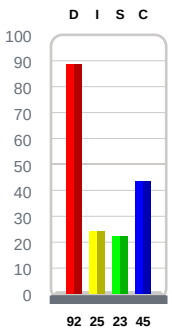

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