



TTI  
SUCCESS  
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## TriMetrix® ACI

Job/Talent Comparison Report

# Comparison of Top 5 Candidates

Manager  
5-24-2013

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800-466-2468



**company**



## 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 Attributes Hierarchy (23 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.

## 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).

## Acumen Indicators (12 Areas)

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

## Job Attributes Feedback

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

## 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.



## 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.

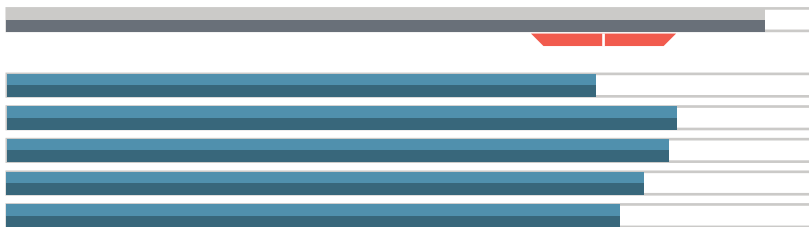


# Job Attributes Hierarchy

*This section identifies which people attributes 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 job attribute that is of significant importance to the job, but has a low ranking for the person. In turn, a job attribute may be of low importance to the job, but has a high ranking for the person.*

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

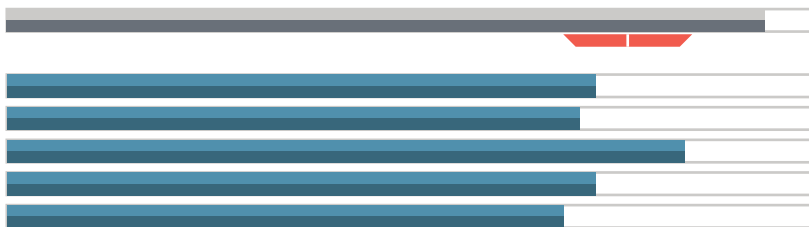
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- 9.4 Job
- 7.4 \*
- 7.3 Mark Sample
- 8.3 Debbie Sample
- 8.2 Juliane Sample
- 7.9 Gregg Sample
- 7.6 Jenny Sample

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

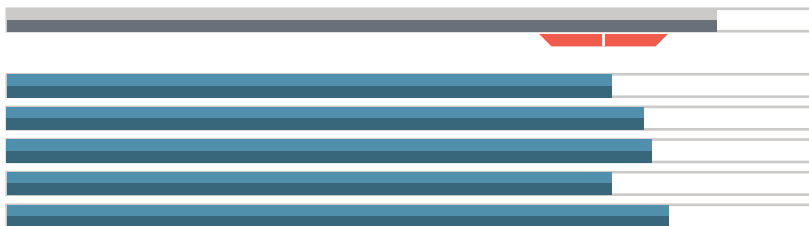
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- 9.4 Job
- 7.7 \*
- 7.3 Mark Sample
- 7.1 Debbie Sample
- 8.4 Juliane Sample
- 7.3 Gregg Sample
- 6.9 Jenny Sample

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

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- 8.8 Job
- 7.4 \*
- 7.5 Mark Sample
- 7.9 Debbie Sample
- 8.0 Juliane Sample
- 7.5 Gregg Sample
- 8.2 Jenny Sample

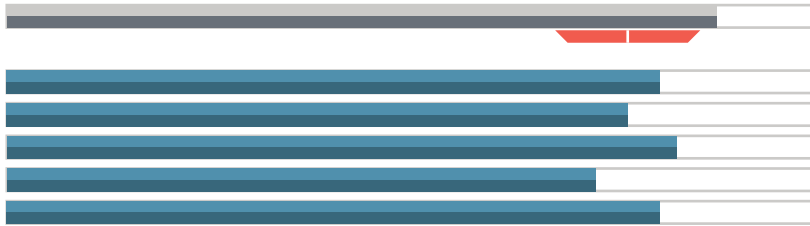
\* 68% of the population falls within the shaded area.



# Job Attributes Hierarchy

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

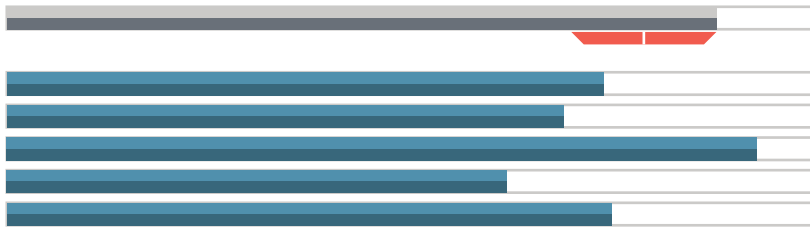
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- 8.8 Job**
- 7.7 \***
- 8.1 Mark Sample
- 7.7 Debbie Sample
- 8.3 Juliane Sample
- 7.3 Gregg Sample
- 8.1 Jenny Sample

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

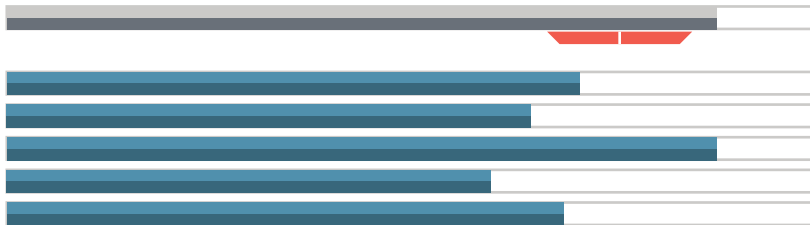
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- 8.8 Job**
- 7.9 \***
- 7.4 Mark Sample
- 6.9 Debbie Sample
- 9.3 Juliane Sample
- 6.2 Gregg Sample
- 7.5 Jenny Sample

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

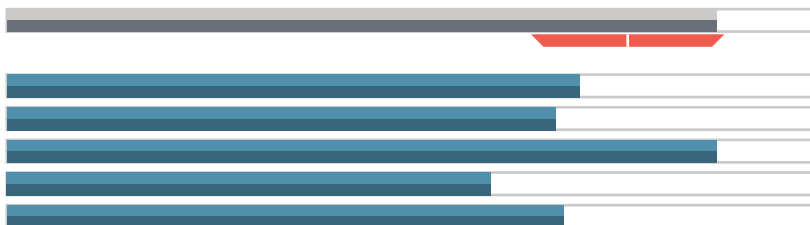
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- 8.8 Job**
- 7.6 \***
- 7.1 Mark Sample
- 6.5 Debbie Sample
- 8.8 Juliane Sample
- 6.0 Gregg Sample
- 6.9 Jenny Sample

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

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



- 8.8 Job**
- 7.7 \***
- 7.1 Mark Sample
- 6.8 Debbie Sample
- 8.8 Juliane Sample
- 6.0 Gregg Sample
- 6.9 Jenny Sample

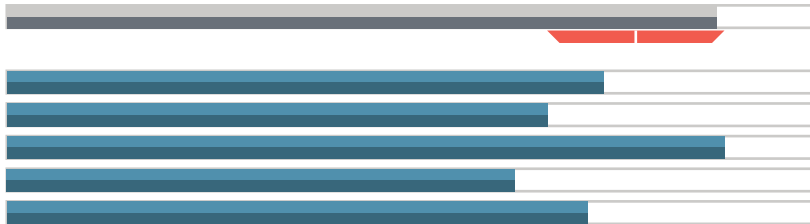
\* 68% of the population falls within the shaded area.



# Job Attributes Hierarchy

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

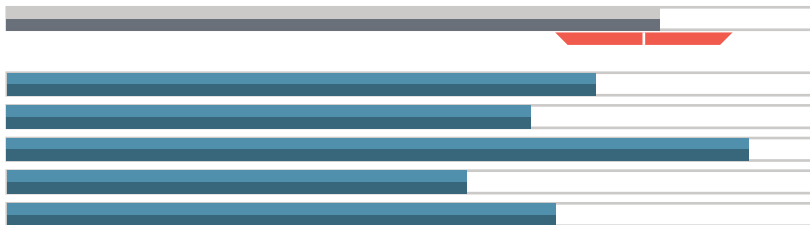
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- 8.8 Job
- 7.8 \*
- 7.4 Mark Sample
- 6.7 Debbie Sample
- 8.9 Juliane Sample
- 6.3 Gregg Sample
- 7.2 Jenny Sample

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

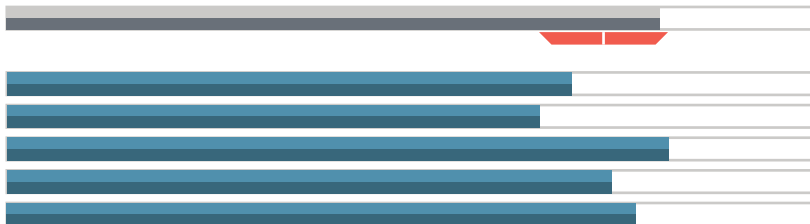
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- 8.1 Job
- 7.9 \*
- 7.3 Mark Sample
- 6.5 Debbie Sample
- 9.2 Juliane Sample
- 5.7 Gregg Sample
- 6.8 Jenny Sample

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

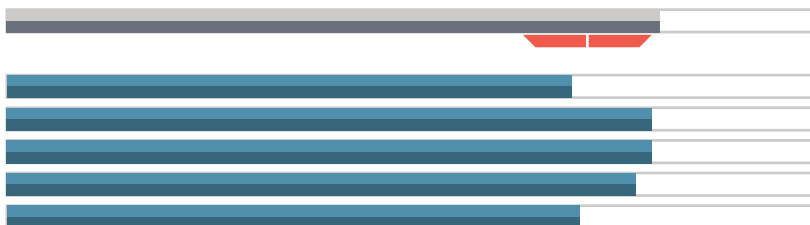
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- 8.1 Job
- 7.4 \*
- 7.0 Mark Sample
- 6.6 Debbie Sample
- 8.2 Juliane Sample
- 7.5 Gregg Sample
- 7.8 Jenny Sample

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

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- 8.1 Job
- 7.2 \*
- 7.0 Mark Sample
- 8.0 Debbie Sample
- 8.0 Juliane Sample
- 7.8 Gregg Sample
- 7.1 Jenny Sample

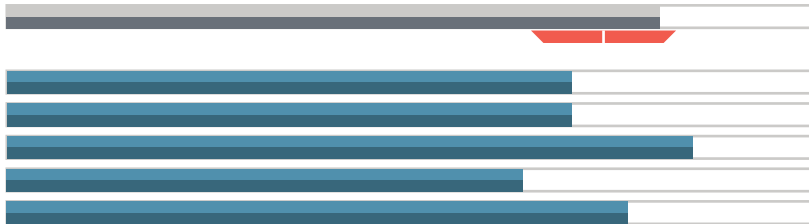
\* 68% of the population falls within the shaded area.



# Job Attributes Hierarchy

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

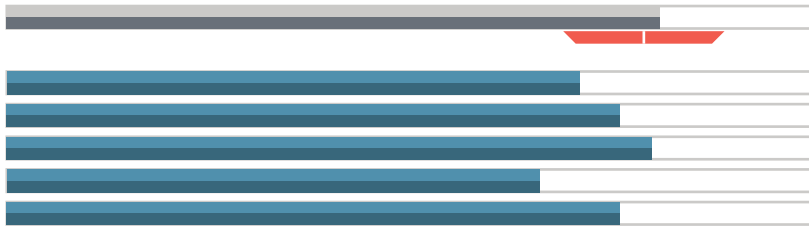
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**8.1 Job**  
**7.4 \***  
7.0 Mark Sample  
7.0 Debbie Sample  
8.5 Juliane Sample  
6.4 Gregg Sample  
7.7 Jenny Sample

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

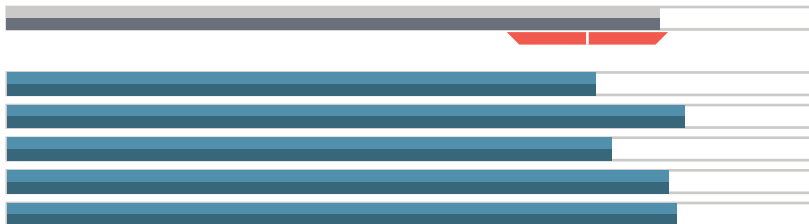
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**8.1 Job**  
**7.9 \***  
7.1 Mark Sample  
7.6 Debbie Sample  
8.0 Juliane Sample  
6.6 Gregg Sample  
7.6 Jenny Sample

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

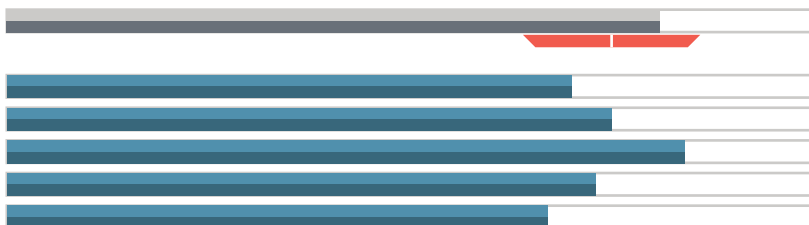
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**8.1 Job**  
**7.2 \***  
7.3 Mark Sample  
8.4 Debbie Sample  
7.5 Juliane Sample  
8.2 Gregg Sample  
8.3 Jenny Sample

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

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**8.1 Job**  
**7.5 \***  
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7.5 Debbie Sample  
8.4 Juliane Sample  
7.3 Gregg Sample  
6.7 Jenny Sample

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

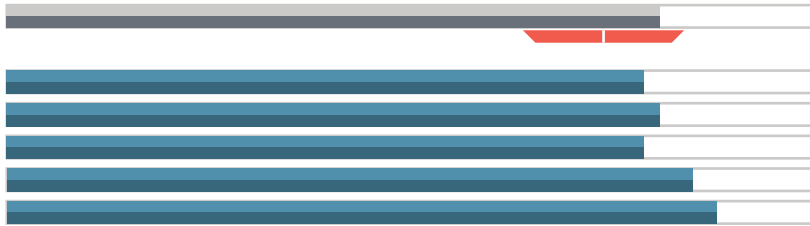




# Job Attributes Hierarchy

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

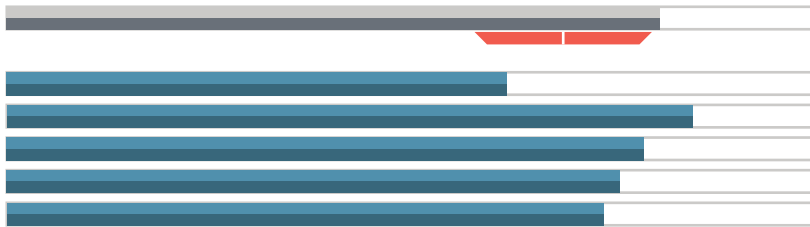
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- 8.1 Job
- 7.4 \*
- 7.9 Mark Sample
- 8.1 Debbie Sample
- 7.9 Juliane Sample
- 8.5 Gregg Sample
- 8.8 Jenny Sample

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

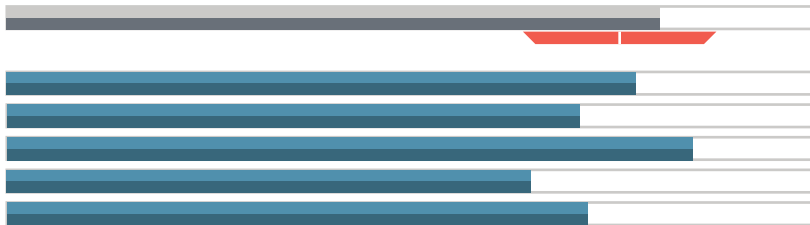
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- 8.1 Job
- 6.9 \*
- 6.2 Mark Sample
- 8.5 Debbie Sample
- 7.9 Juliane Sample
- 7.6 Gregg Sample
- 7.4 Jenny Sample

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

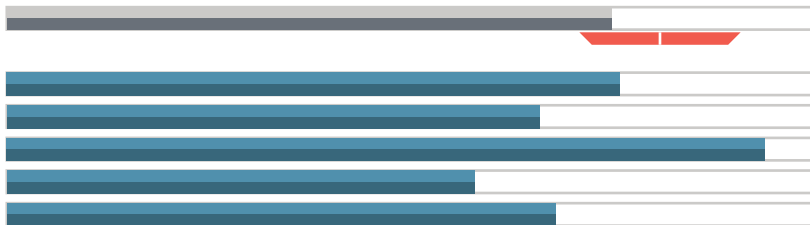
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- 8.1 Job
- 7.6 \*
- 7.8 Mark Sample
- 7.1 Debbie Sample
- 8.5 Juliane Sample
- 6.5 Gregg Sample
- 7.2 Jenny Sample

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

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



- 7.5 Job
- 8.1 \*
- 7.6 Mark Sample
- 6.6 Debbie Sample
- 9.4 Juliane Sample
- 5.8 Gregg Sample
- 6.8 Jenny Sample

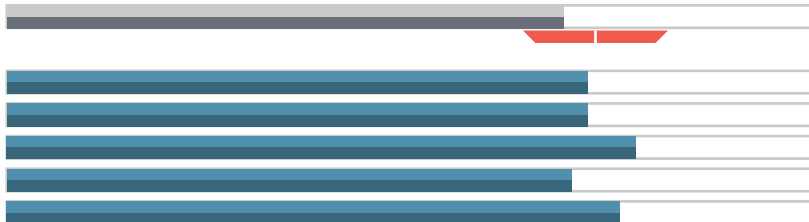
\* 68% of the population falls within the shaded area.



# Job Attributes Hierarchy

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

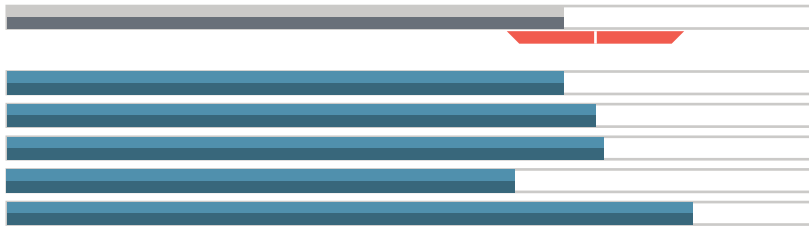
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- 6.9 Job
- 7.3 \*
- 7.2 Mark Sample
- 7.2 Debbie Sample
- 7.8 Juliane Sample
- 7.0 Gregg Sample
- 7.6 Jenny Sample

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

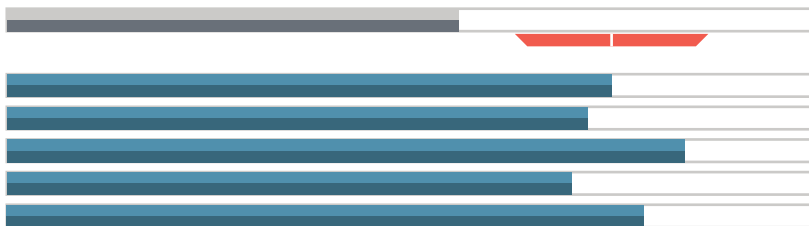
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- 6.9 Job
- 7.3 \*
- 6.9 Mark Sample
- 7.3 Debbie Sample
- 7.4 Juliane Sample
- 6.3 Gregg Sample
- 8.5 Jenny Sample

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

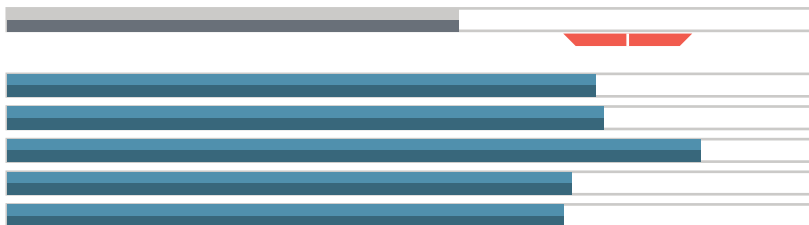
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- 5.6 Job
- 7.5 \*
- 7.5 Mark Sample
- 7.2 Debbie Sample
- 8.4 Juliane Sample
- 7.0 Gregg Sample
- 7.9 Jenny Sample

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

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



- 5.6 Job
- 7.7 \*
- 7.3 Mark Sample
- 7.4 Debbie Sample
- 8.6 Juliane Sample
- 7.0 Gregg Sample
- 6.9 Jenny Sample

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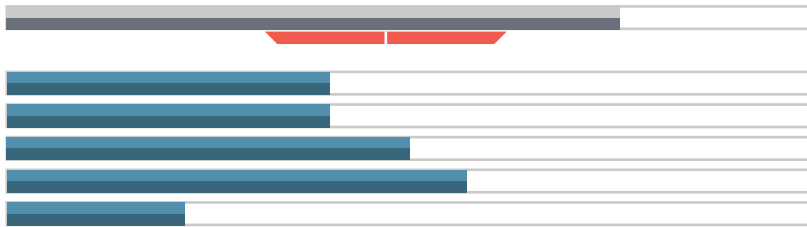


# Job Rewards/Culture Hierarchy

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

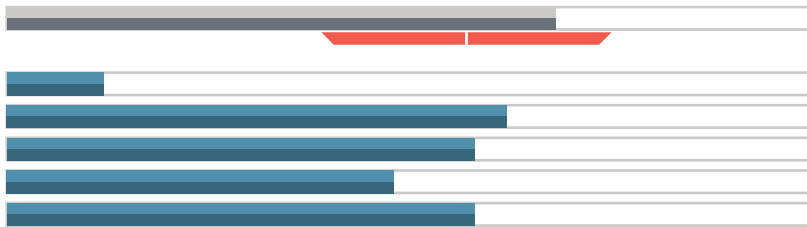
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**7.6 Job**  
**4.7 \***  
4.0 Mark Sample  
4.0 Debbie Sample  
5.0 Juliane Sample  
5.7 Gregg Sample  
2.2 Jenny Sample

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

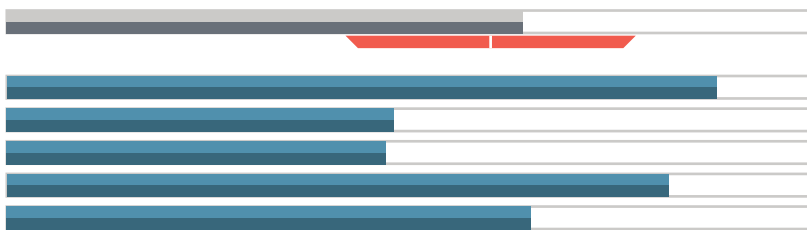
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**6.8 Job**  
**5.7 \***  
1.2 Mark Sample  
6.2 Debbie Sample  
5.8 Juliane Sample  
4.8 Gregg Sample  
5.8 Jenny Sample

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

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**6.4 Job**  
**6.0 \***  
8.8 Mark Sample  
4.8 Debbie Sample  
4.7 Juliane Sample  
8.2 Gregg Sample  
6.5 Jenny Sample

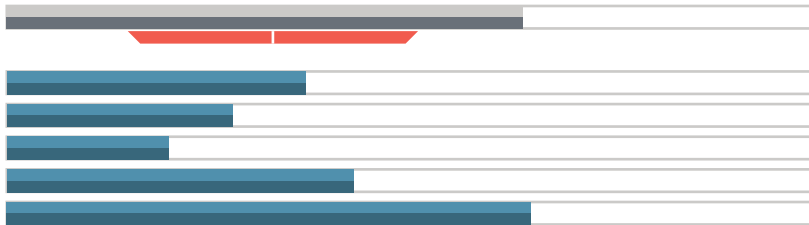
\* 68% of the population falls within the shaded area.



# Job Rewards/Culture Hierarchy

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

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- 6.4 Job**
- 3.3 \***
- 3.7 Mark Sample
- 2.8 Debbie Sample
- 2.0 Juliane Sample
- 4.3 Gregg Sample
- 6.5 Jenny Sample

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

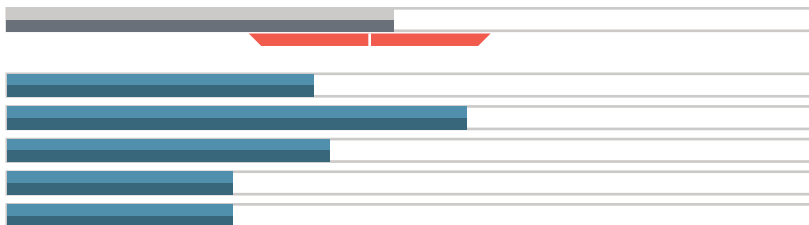
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- 4.8 Job**
- 5.8 \***
- 8.5 Mark Sample
- 6.5 Debbie Sample
- 8.5 Juliane Sample
- 4.2 Gregg Sample
- 6.2 Jenny Sample

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

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- 4.8 Job**
- 4.5 \***
- 3.8 Mark Sample
- 5.7 Debbie Sample
- 4.0 Juliane Sample
- 2.8 Gregg Sample
- 2.8 Jenny Sample

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

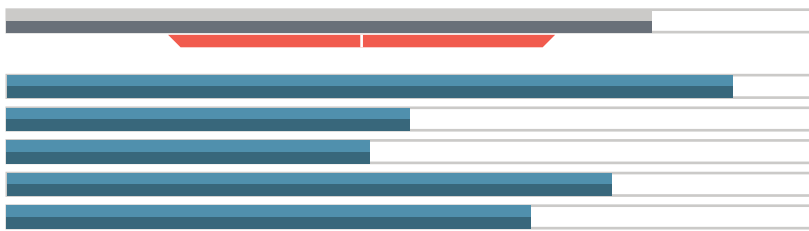


# Behavioral Hierarchy

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. 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.

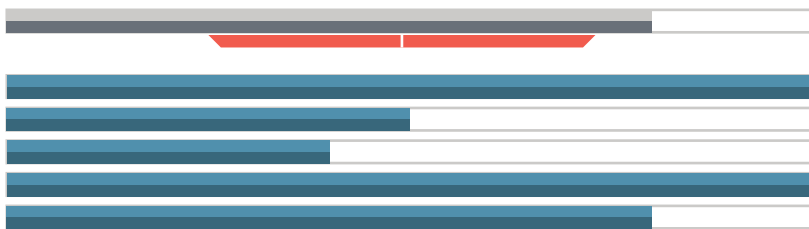
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**8.0 Job**  
**4.4 \***  
9.0 Mark Sample  
5.0 Debbie Sample  
4.5 Juliane Sample  
7.5 Gregg Sample  
6.5 Jenny Sample

**2. 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.

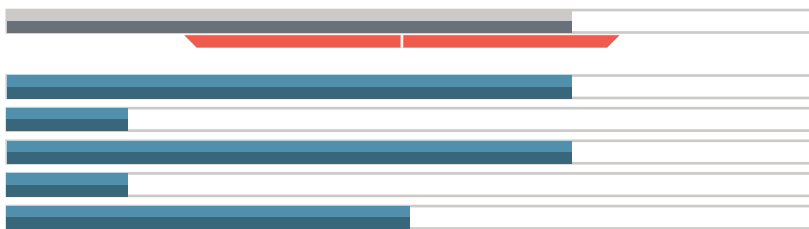
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**8.0 Job**  
**4.9 \***  
10.0 Mark Sample  
5.0 Debbie Sample  
4.0 Juliane Sample  
10.0 Gregg Sample  
8.0 Jenny Sample

**3. 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



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

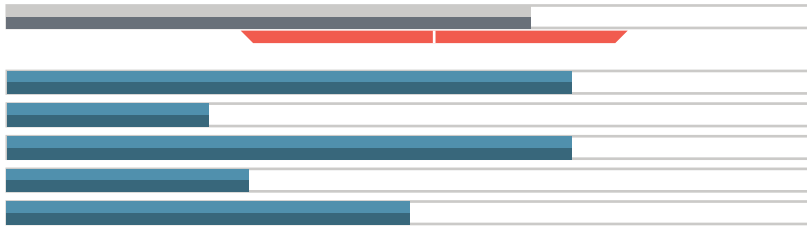
\* 68% of the population falls within the shaded area.



# Behavioral Hierarchy

**4. 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.

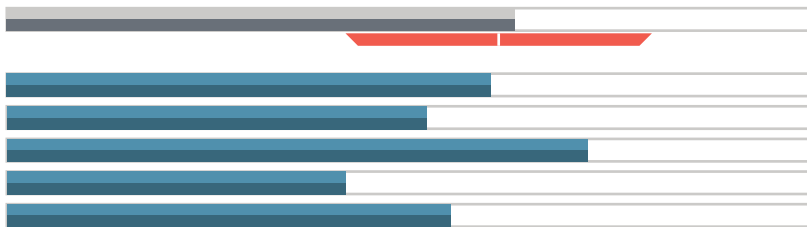
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



- 6.5 Job
- 5.3 \*
- 7.0 Mark Sample
- 2.5 Debbie Sample
- 7.0 Juliane Sample
- 3.0 Gregg Sample
- 5.0 Jenny Sample

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

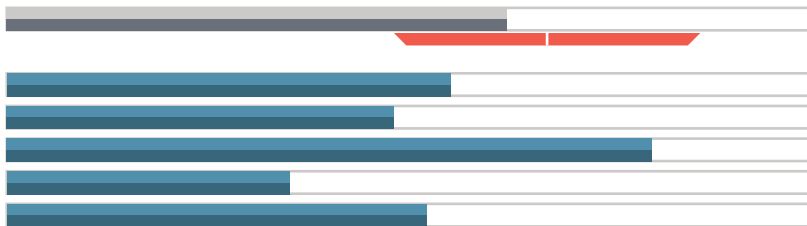
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



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

**6. 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



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

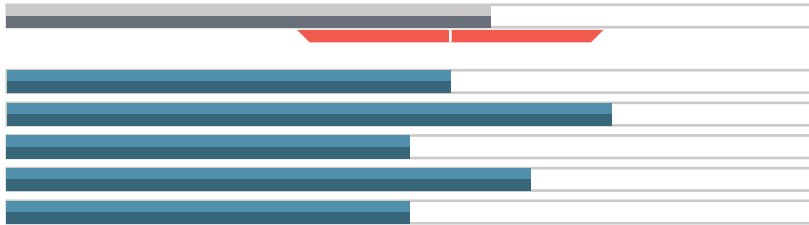
\* 68% of the population falls within the shaded area.



# Behavioral Hierarchy

**7. 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.

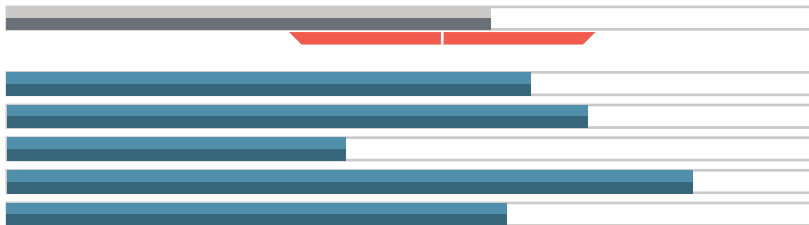
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



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

**8. 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.

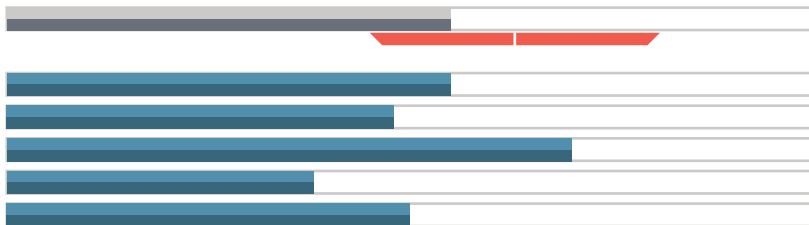
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



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

**9. 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



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

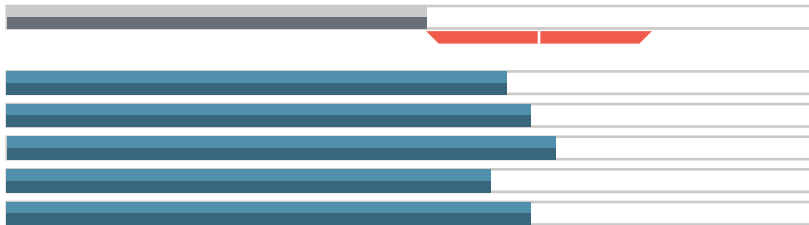
\* 68% of the population falls within the shaded area.



# Behavioral Hierarchy

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

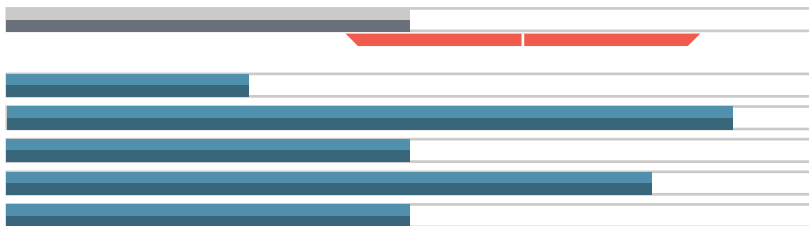
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



- 5.2 Job
- 6.6 \*
- 6.2 Mark Sample
- 6.5 Debbie Sample
- 6.8 Juliane Sample
- 6.0 Gregg Sample
- 6.5 Jenny Sample

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

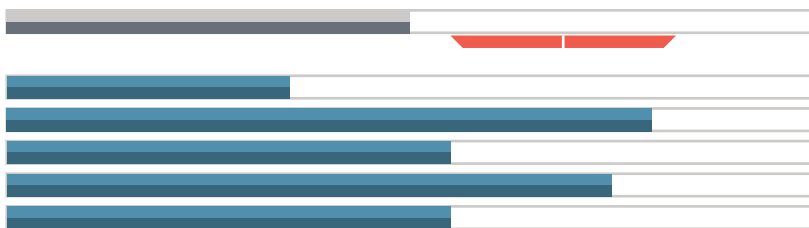
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



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

**12. 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.

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



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

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



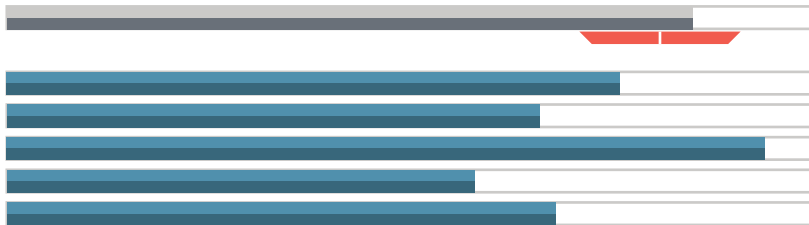


# Acumen Indicators

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.

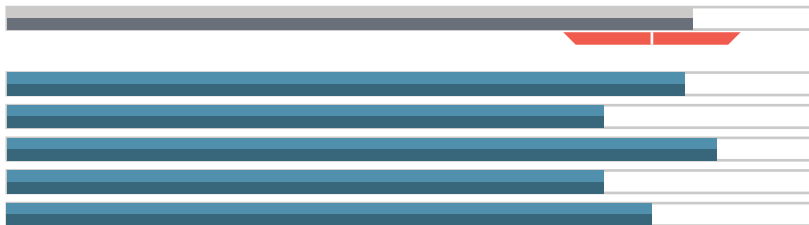
0 . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . 10



- 8.5 (-) Job**
- 8.1 \***
- 7.6 (-) Mark Sample
- 6.6 (-) Debbie Sample
- 9.4 (o) Juliane Sample
- 5.8 (-) Gregg Sample
- 6.8 (o) Jenny Sample

## PRACTICAL THINKING - The development of the capacity to discern practical values in situations in the outside world.

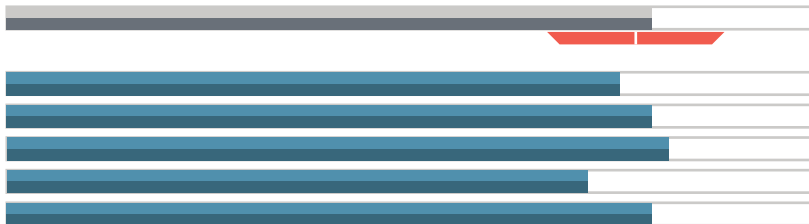
0 . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . 10



- 8.5 (o) Job**
- 8.0 \***
- 8.4 (-) Mark Sample
- 7.4 (-) Debbie Sample
- 8.8 (-) Juliane Sample
- 7.4 (-) Gregg Sample
- 8.0 (o) Jenny Sample

## SYSTEMS JUDGMENT - The development of the capacity to discern systems and order in the world.

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



- 8.0 (-) Job**
- 7.8 \***
- 7.6 (+) Mark Sample
- 8.0 (o) Debbie Sample
- 8.2 (+) Juliane Sample
- 7.2 (+) Gregg Sample
- 8.0 (-) Jenny Sample

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



# Acumen Indicators

**SENSE OF SELF** - The development of the capacity to discern individuality in one's self.

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



**6.5 (+) Job**  
**7.3 \***  
7.4 (-) Mark Sample  
6.8 (-) Debbie Sample  
6.2 (-) Juliane Sample  
9.0 (-) Gregg Sample  
8.0 (-) Jenny Sample

**ROLE AWARENESS** - The development of the capacity to discern practical values in situations in one's own roles in the world.

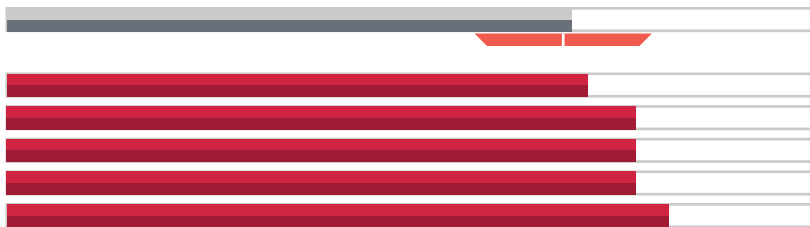
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



**6.5 (+) Job**  
**7.1 \***  
6.2 (o) Mark Sample  
8.2 (+) Debbie Sample  
8.0 (o) Juliane Sample  
8.4 (+) Gregg Sample  
6.6 (-) Jenny Sample

**SELF DIRECTION** - The development of the capacity to discern systems and order within oneself.

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



**7.0 (+) Job**  
**6.9 \***  
7.2 (+) Mark Sample  
7.8 (+) Debbie Sample  
7.8 (+) Juliane Sample  
7.8 (+) Juliane Sample  
7.8 (o) Gregg Sample  
8.2 (+) Jenny Sample

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







