



TTI  
SUCCESS  
INSIGHTS®

**TriMetrix® ACI**  
Talent Report

**Debbie Sample**  
5-21-2013

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**company**



## Introduction Where Opportunity Meets Talent®

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® ACI Talent Report can be compared with specific job requirements outlined in TriMetrix® ACI Job Reports. 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:**

### Personal Skills Hierarchy (23 Areas)

This section presents 23 key personal skills 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.

### Personal Skills Feedback

This section provides detail on your top seven talents. Apply your strongest talents to your job as appropriate and develop further talents 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	Self-Starting Ability
2	Resiliency
3	Self Management
4	Taking Responsibility
5	Continuous Learning
6	Goal Achievement
7	Planning and Organization
8	Accountability for Others
9	Conceptual Thinking
10	Leading Others
11	Influencing Others
12	Results Orientation
13	Problem Solving
14	Teamwork
15	Flexibility
16	Developing Others
17	Objective Listening
18	Conflict Management
19	Decision Making
20	Interpersonal Skills
21	Empathetic Outlook
22	Customer Focus
23	Diplomacy & Tact




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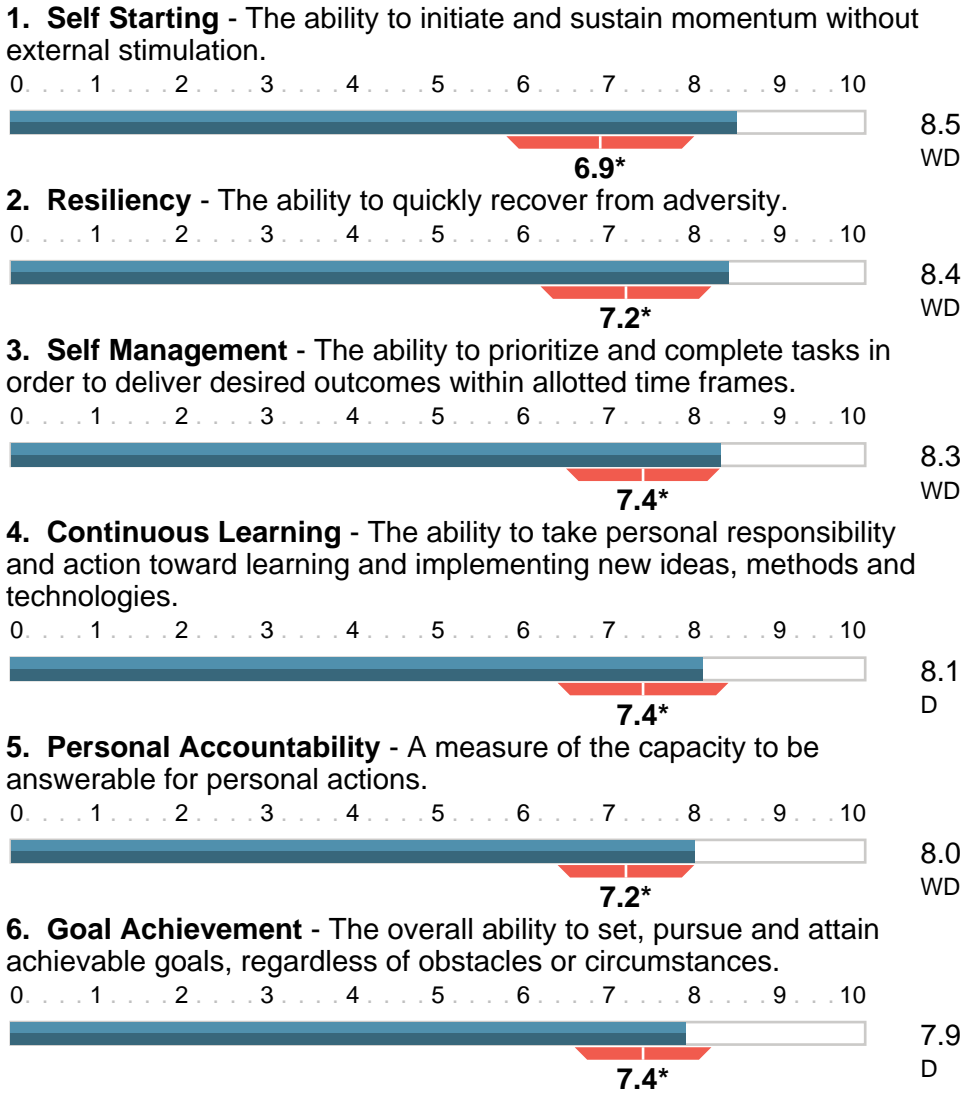
**Note:** Don't be concerned if you have not developed all 23 personal skills. Research has proven that individuals seldom develop all 23. Development of the most important personal skills needed for your personal and professional life is what is critical.

Well Developed
  Developed
  Moderately Developed
  Needs Development



# Personal Skills Hierarchy

Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.



## Development Legend

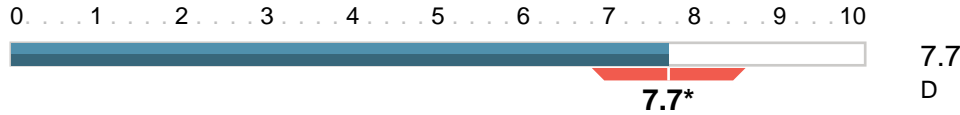
- WD = Well Developed
- D = Developed
- MD = Moderately Developed
- ND = Needs Development

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

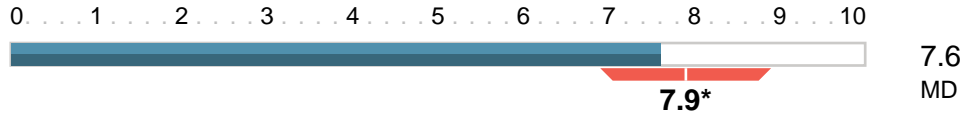


# Personal Skills Hierarchy

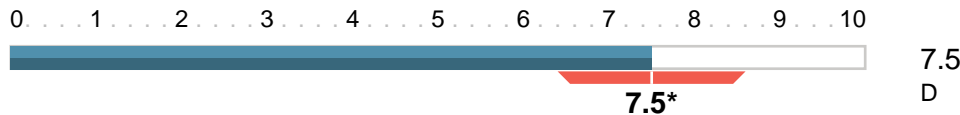
**7. Planning and Organization** - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



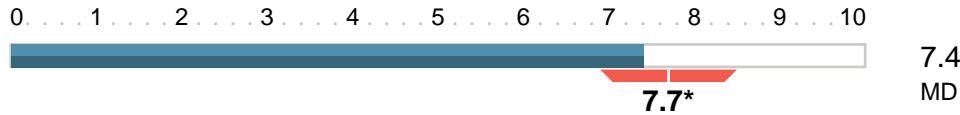
**8. Leading Others** - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



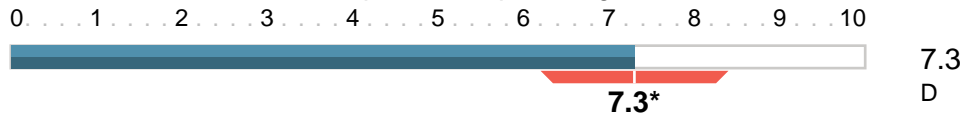
**9. Accountability for Others** - The ability to take responsibility for others' actions.



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



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



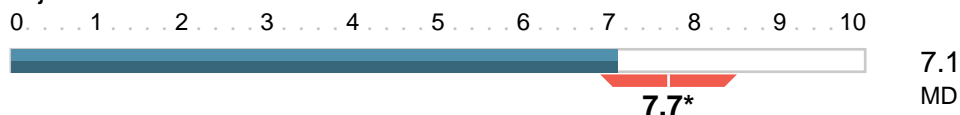
**12. Results Orientation** - The ability to identify actions necessary to complete tasks and obtain results.



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



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

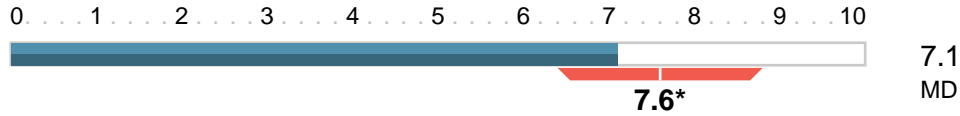


\* 68% of the population falls within the shaded area.

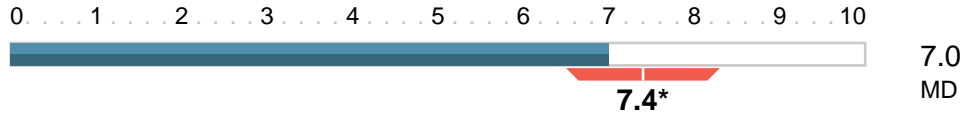


# Personal Skills Hierarchy

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



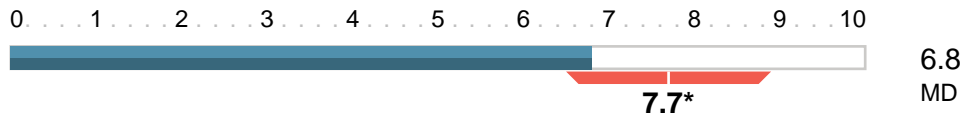
**16. Developing Others** - The ability to contribute to the growth and development of others.



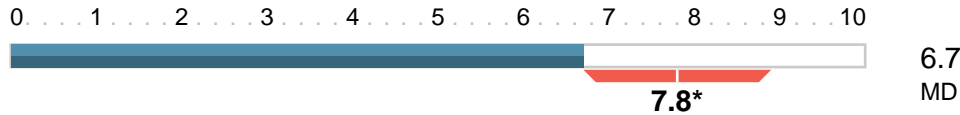
**17. Interpersonal Skills** - The ability to interact with others in a positive manner.



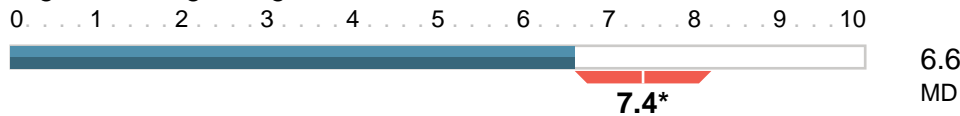
**18. Objective Listening** - The ability to listen to many points of view without bias.



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



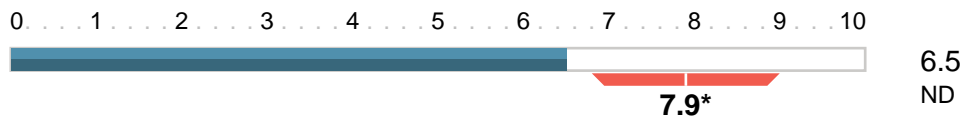
**20. Decision Making** - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



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



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



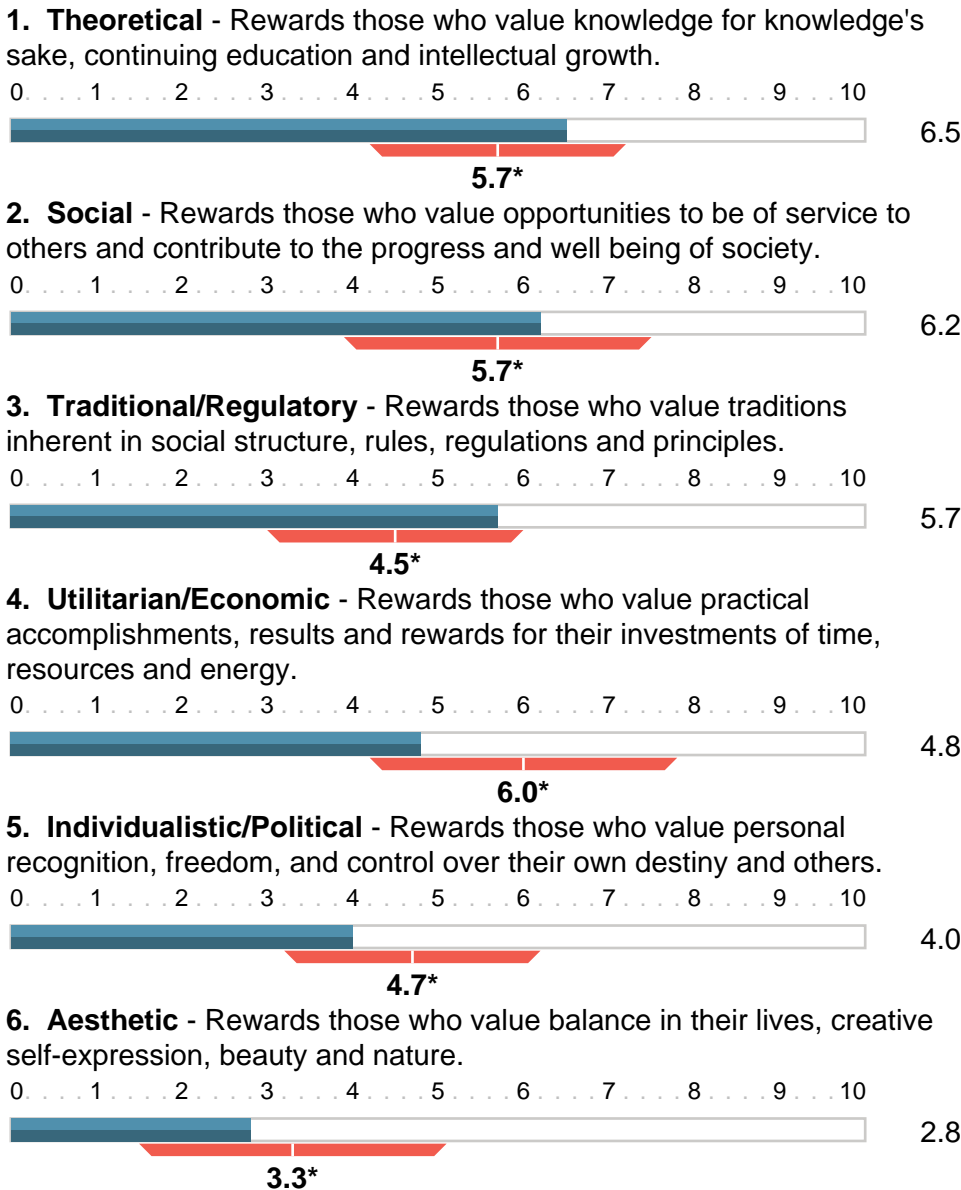
\* 68% of the population falls within the shaded area.



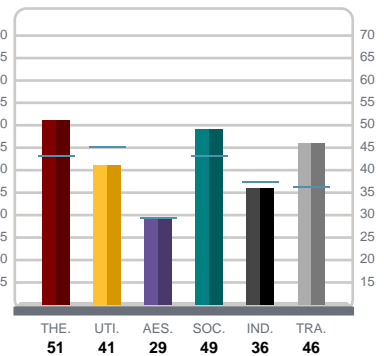


# Motivators Hierarchy

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.



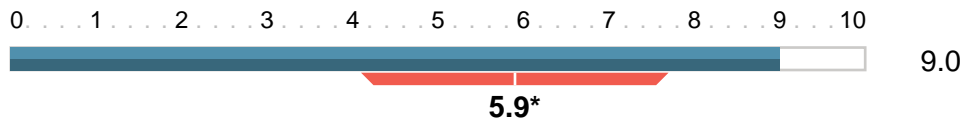




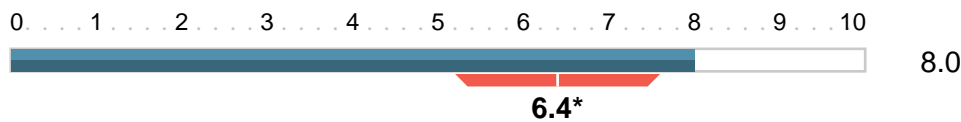
# Behavioral Hierarchy

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.

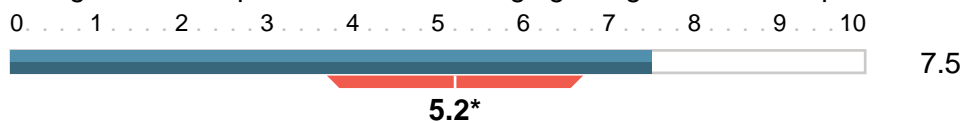
**1. Frequent Interaction with Others** - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



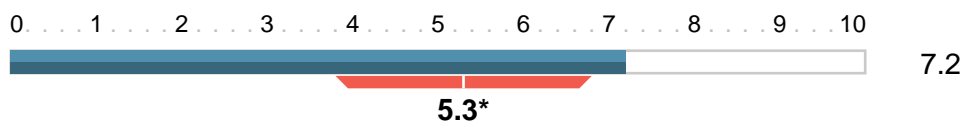
**2. People Oriented** - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



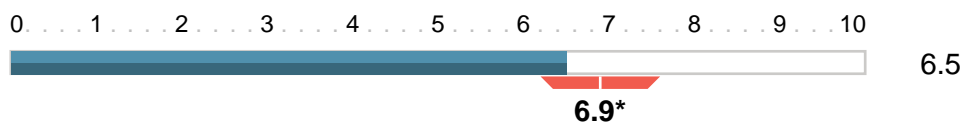
**3. Versatility** - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



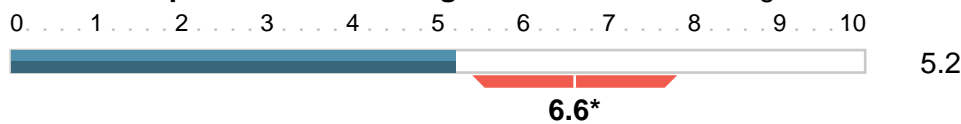
**4. Frequent Change** - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



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



**6. Follow Up and Follow Through** - A need to be thorough.




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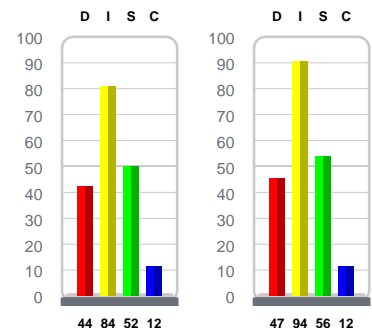
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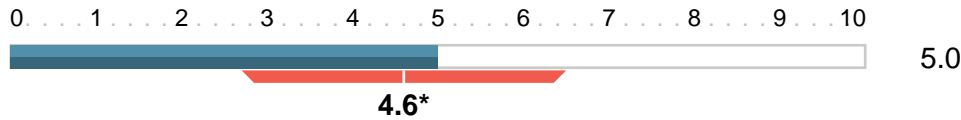
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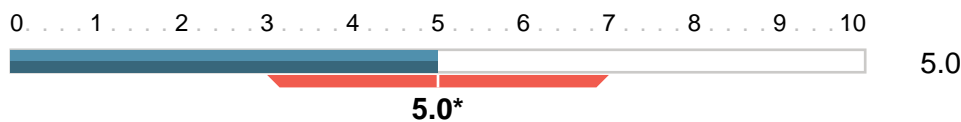


# Behavioral Hierarchy

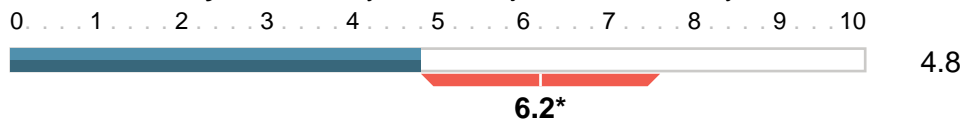
**7. Urgency** - Decisiveness, quick response and fast action.



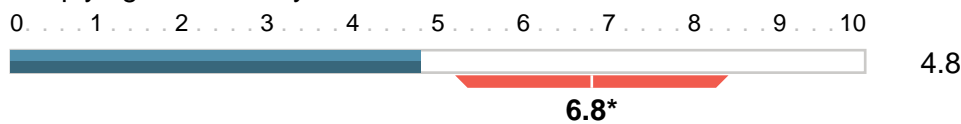
**8. Competitiveness** - Tenacity, boldness, assertiveness and a "will to win" in all situations.



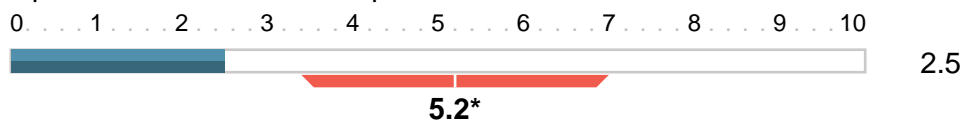
**9. Consistency** - The ability to do the job the same way.



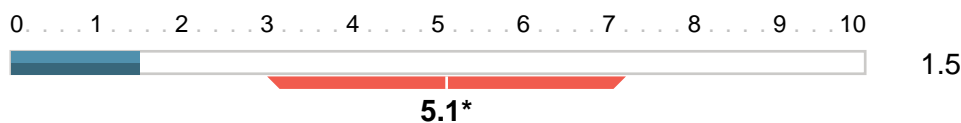
**10. Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.



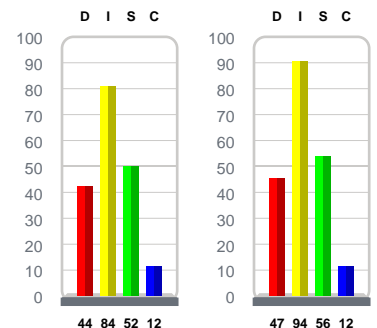
**11. Analysis of Data** - Information is maintained accurately for repeated examination as required.



**12. Organized Workplace** - Systems and procedures followed for success.



Adapted Style      Natural Style



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



# Personal Skills Feedback

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

1. **Self Starting:** The ability to initiate and sustain momentum without external stimulation.
  - Initiates relevant activities toward achieving business goals
  - Independently completes projects and produces desired results
  - Requires little or no supervision to stay focused on necessary activities
  - Readily identifies and pursues business opportunities without outside direction
  
2. **Resiliency:** The ability to quickly recover from adversity.
  - Continues toward goals in the face of difficulty and adversity
  - Handles criticism and rejection from others with objectivity
  - Recovers quickly from personal setbacks
  - Moves past unforeseen obstacles without unnecessary delay
  
3. **Self Management:** The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.
  - Independently pursues business objectives in an organized and efficient manner
  - Prioritizes activities as necessary to meet job responsibilities
  - Maintains required level of activity toward achieving goals without direct supervision
  - Minimizes work flow disruptions and time wasters to complete high quality work within a specified time frame
  
4. **Continuous Learning:** The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.
  - Researches job related topics to improve understanding, expertise and personal performance
  - Continually updates business skills
  - Activity seeks suitable opportunities to implement newly acquired skills and knowledge
  - Provides expertise, knowledge and information to others as required

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# Personal Skills Feedback

- 5. Personal Accountability: A measure of the capacity to be answerable for personal actions.
  - Accepts personal responsibility for the consequences of personal actions
  - Avoids placing unnecessary blame on others
  - Maintains personal commitment to objectives regardless of the success or failure of personal decisions
  - Applies personal lessons learned from past failures to moving forward in achieving future successes
  
- 6. Goal Achievement: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.
  - Establishes goals that are relevant, realistic and attainable
  - Identifies and implements required plans and milestones to achieve specific business goals
  - Initiates activity toward goals without unnecessary delay
  - Stays on target to complete goals regardless of obstacles or adverse circumstances
  
- 7. Planning and Organization: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.
  - Defines plans and organizes activities necessary to reach targeted goals
  - Organizes and utilizes resources in ways that maximize their effectiveness
  - Implements appropriate plans and adjusts them as necessary
  - Consistently demonstrates organization and detail orientation



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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. 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.

## 2. Social

- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.

## 3. Traditional/Regulatory

- You value traditions inherent in social structure, rules, regulations and principles.
- The highest interest for this motivator may be called "unity," "order," or "tradition." Individuals with high scores for this motivator seek a system for living. This system can be found in such things as conservatism or any authority that has defined rules, regulations and principles for living.

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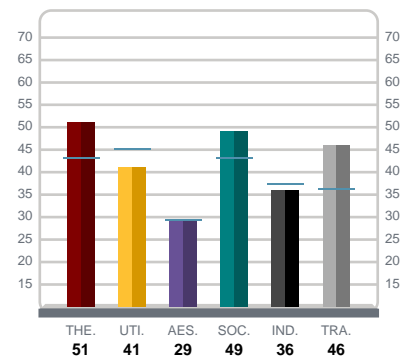
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# Behavioral Feedback

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. Frequent Interaction with Others

- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

## 2. People Oriented

- You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time listening and understanding others and are able to successfully work with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

## 3. Versatility

- You are multi-talented and easily adapt to changes with a high level of optimism and a "can do" orientation.




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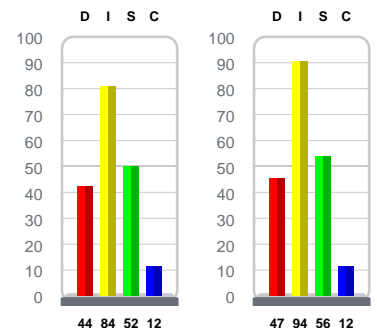
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Adapted Style

Natural Style





# Behavioral Feedback

Debbie is optimistic and usually has a positive sense of humor. She is enthusiastic and usually slow to anger. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She places her focus on people. To her, strangers are just friends she hasn't met! Debbie is gregarious and sociable. She will be seen as a good mixer both on or off the job. She likes feedback from her manager on how she is doing. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She is good at creating enthusiasm in others.




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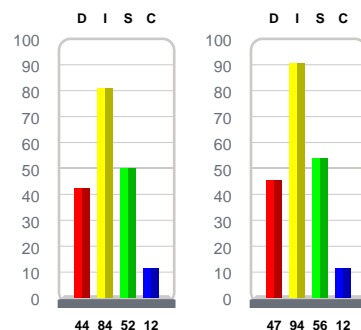
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Adapted Style      Natural Style



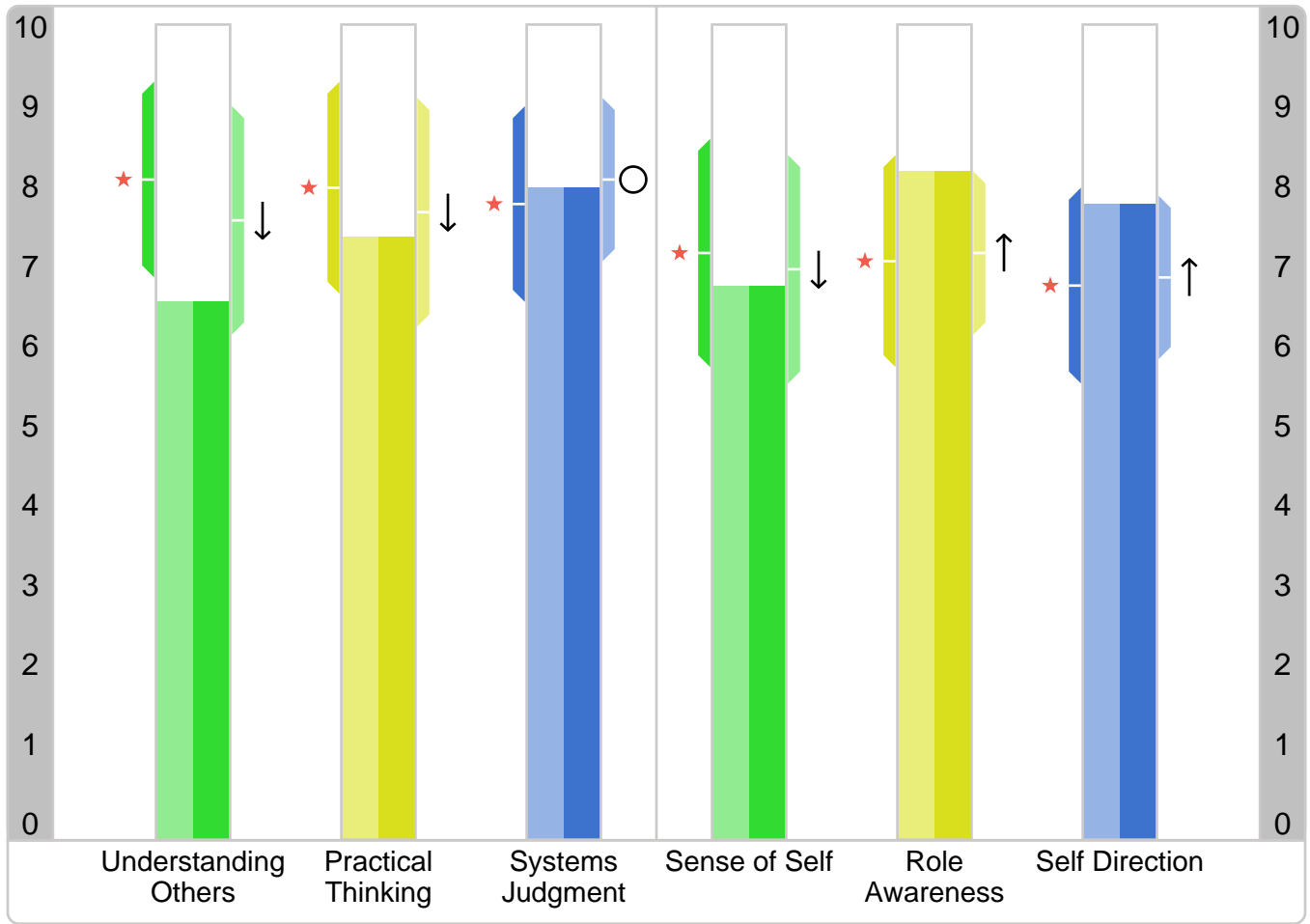


# Dimensional Balance

- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

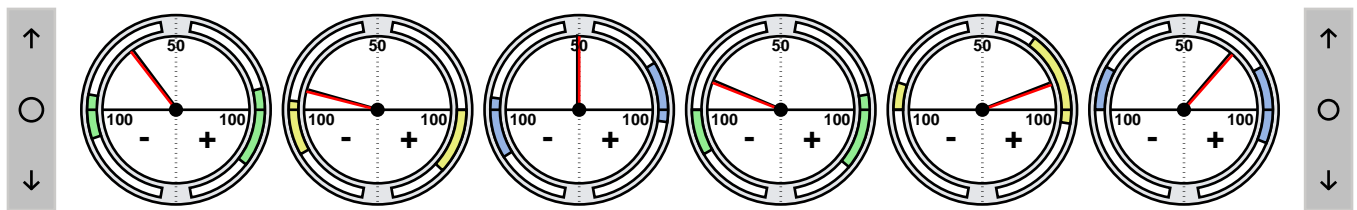
## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score    6.6            7.4            8.0            6.8            8.2            7.8

Bias       ↓                ↓                ○                ↓                ↑                ↑



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