TriMetrix® HD
Talent Report

Jenn Sample
Operations
Sample Co.
6-23-2014

Your Address Here
Your Phone Number Here
Your Email Address Here

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® HD Talent Report can be compared with specific job requirements outlined in TriMetrix® HD 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:

Competencies Hierarchy (25 Areas)

This section presents 25 key competencies and ranks them from top to bottom, defining your major strengths. The skills at the top highlight well-developed capabilities and reveal where you are naturally most effective in focusing your time.

Motivators Hierarchy (6 Areas)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

Behavioral Hierarchy (12 Areas)

This section ranks the traits that most closely describe your natural behavior. When your job requires the use of your top behavioral traits, your potential for success increases, as do your levels of personal and professional satisfaction.

Summary of Top Competencies

This section provides detail on your top seven competencies. Apply your strongest competencies to your job as appropriate and develop further competencies as required.

Motivators Feedback

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

Behavioral Feedback

This section gives you insight into your top three behavioral traits to further identify your unique strengths.

Development Indicator

This section of your report shows your development level of 25 personal skills based on your responses to the questionnaire. The 25 personal skills have been categorized into four levels; based on means and standard deviations. Well Developed, Developed, Moderately Developed and Needs Development.

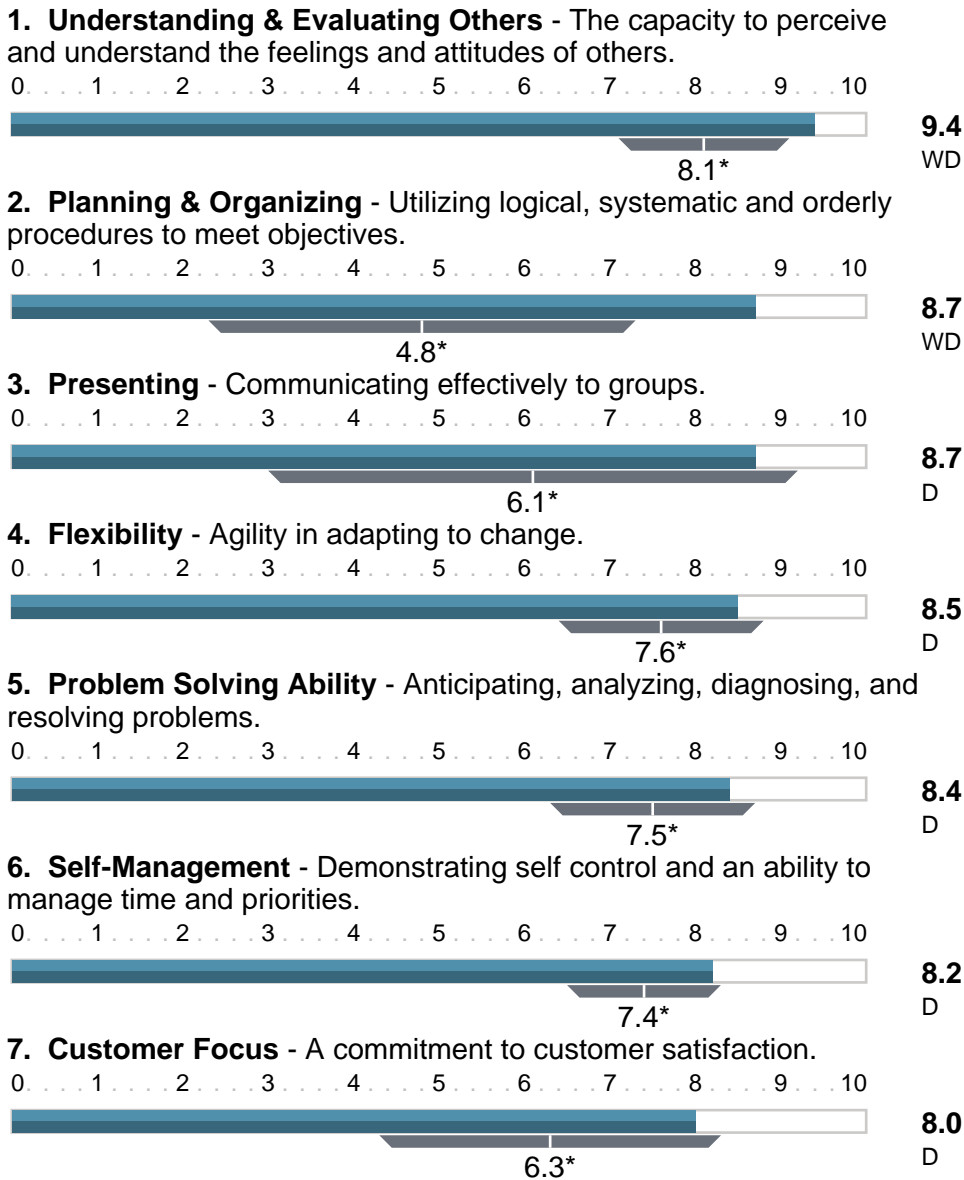| Personal Skills Ranking |
| --- |
| 1 | Understanding & Evaluating Others |
| 2 | Planning & Organizing |
| 3 | Personal Accountability |
| 4 | Conflict Management |
| 5 | Presenting |
| 6 | Flexibility |
| 7 | Problem Solving Ability |
| 8 | Self-Management |
| 9 | Customer Focus |
| 10 | Employee Development/Coaching |
| 11 | Teamwork |
| 12 | Written Communication |
| 13 | Decision Making |
| 14 | Resiliency |
| 15 | Conceptual Thinking |
| 16 | Goal Achievement |
| 17 | Diplomacy & Tact |
| 18 | Continuous Learning |
| 19 | Creativity |
| 20 | Empathy |
| 21 | Negotiation |
| 22 | Interpersonal Skills |
| 23 | Leadership |
| 24 | Persuasion |
| 25 | Futuristic Thinking |

Note: Don't be concerned if you have not developed all 25 personal skills. Research has proven that individuals seldom develop all 25. Development of the most important personal skills needed for your personal and professional life is what is critical.

■ Well Developed   ■ Developed   ■ Moderately Developed   □ Needs Development

Competencies Hierarchy

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

1. Understanding & Evaluating Others - The capacity to perceive and understand the feelings and attitudes of others.

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

8.1*

9.4
WD

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

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

4.8*

8.7
WD

3. Presenting - Communicating effectively to groups.

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

6.1*

8.7
D

4. Flexibility - Agility in adapting to change.

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

7.6*

8.5
D

5. Problem Solving Ability - Anticipating, analyzing, diagnosing, and resolving problems.

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

7.5*

8.4
D

6. Self-Management - Demonstrating self control and an ability to manage time and priorities.

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

7.4*

8.2
D

7. Customer Focus - A commitment to customer satisfaction.

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

6.3*

8.0
D

Development Legend

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

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

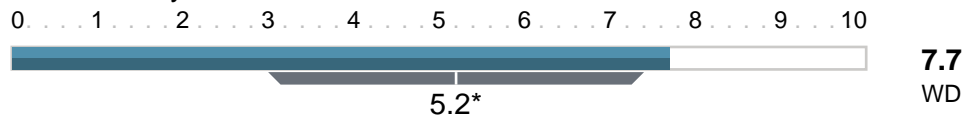# Competencies Hierarchy

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

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8.0
WD

7.2*
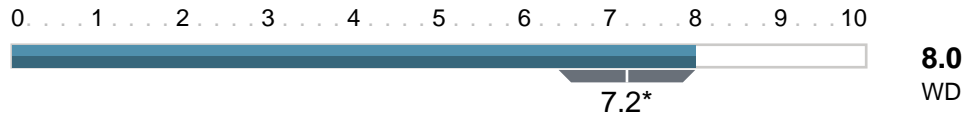
9. Conflict Management - Addressing and resolving conflict constructively.

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

7.7
WD

5.2*

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

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7.7
D

6.8*
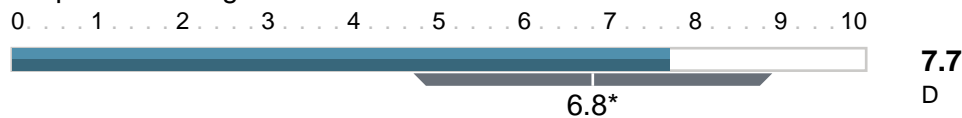
11. Teamwork - Working effectively and productively with others.

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7.7
D

6.3*
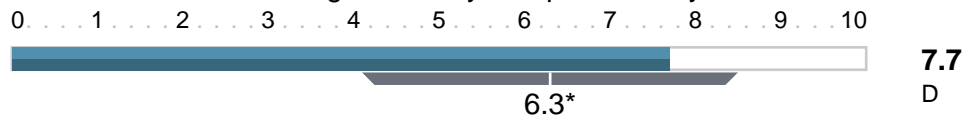
12. Written Communication - Writing clearly, succinctly and understandably.

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7.7
D

5.4*
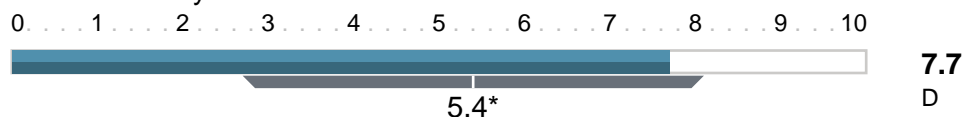
13. Decision Making - Utilizing effective processes to make decisions.

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

7.6
D

7.0*

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

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

7.5
D

7.2*

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

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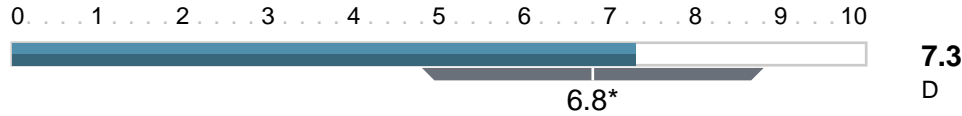
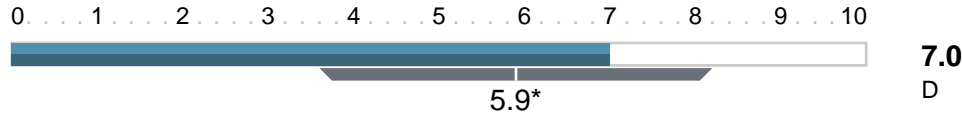**7.4**
D

7.3*

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

Competencies Hierarchy

16. Goal Achievement - The ability to identify and prioritize activities that lead to a goal.

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

7.3
D

6.8*

17. Diplomacy & Tact - The ability to treat others fairly, regardless of personal biases or beliefs.

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

7.0
D

5.9*

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

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6.7
MD

6.8*
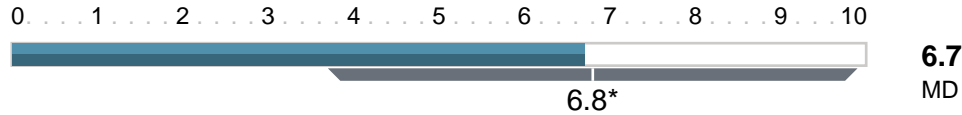
19. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.

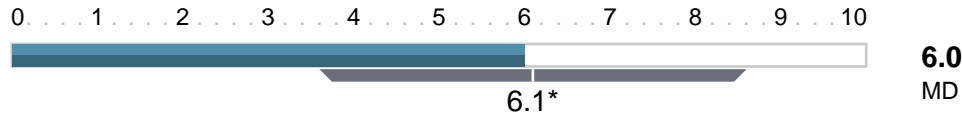0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10

6.3
D

6.1*
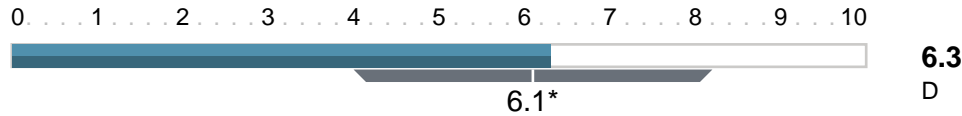
20. Creativity - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.
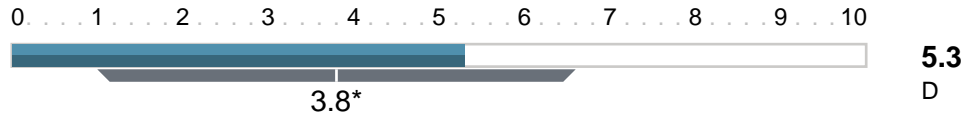
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6.0
D

4.8*
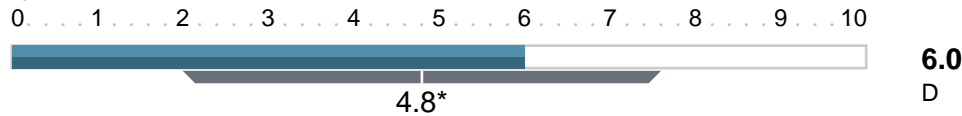
21. Empathy - Identifying with and caring about others.

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6.0
D

3.6*
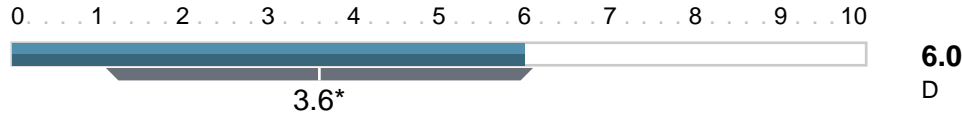
22. Leadership - Achieving extraordinary business results through people.

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

6.0
MD

6.1*

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

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

5.3
D

3.8*

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

Competencies Hierarchy

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

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0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
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4.3
MD

5.5*

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

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0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
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0.3
ND

2.8*

* 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.

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

8.5

5.7*

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

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

5.8

5.7*

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

5.0

4.8*

4. 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

4.7

6.2*

5. 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

4.0

4.5*

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

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

2.0

3.2*

MI: 63-40-24-47-42-36 (THE.-UTI.-AES.-SOC.-IND.-TRA.)
* 68% of the population falls within the shaded area.

THE.	UTI.	AES.	SOC.	IND.	TRA.
63	**40**	**24**	**47**	**42**	**36**
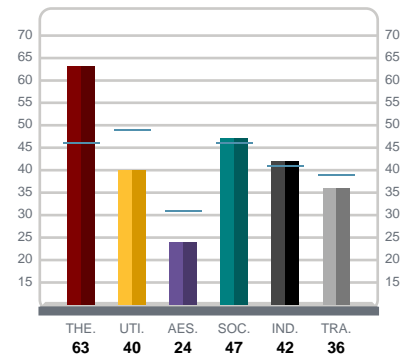
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Jenn Sample

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.
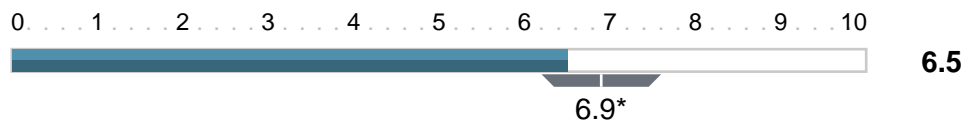
1. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.
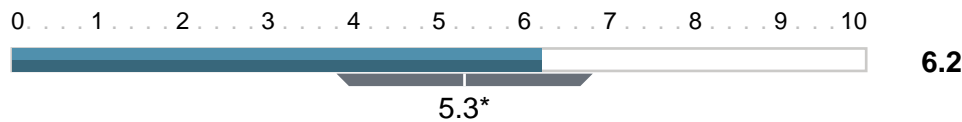
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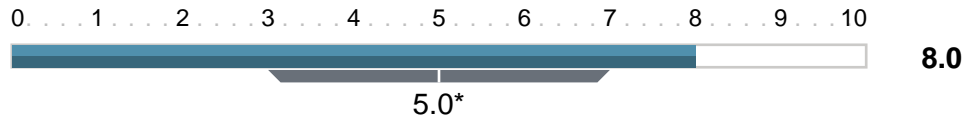
2. Urgency - Decisiveness, quick response and fast action.

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6.5

4.6*
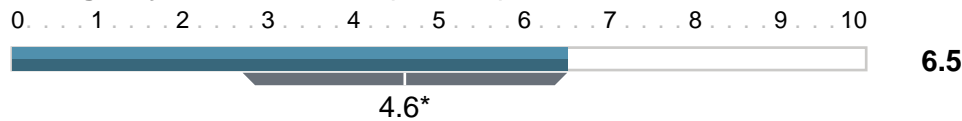
3. Customer Relations - A desire to convey your sincere interest in them.

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

6.5

6.9*

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.

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

6.2

5.3*

5. People Oriented - Spending a high percentage of time 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

5.5

6.4*
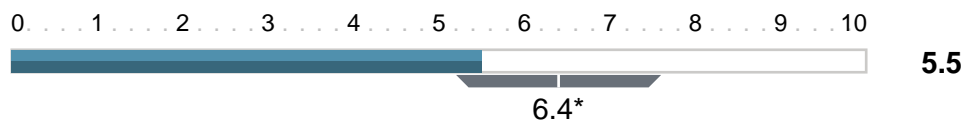
6. Follow Up and Follow Through - A need to be thorough.

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

5.5

6.7*

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

| Adapted Style	Natural Style
D I S C	D I S C
61 56 45 45	71 54 45 41
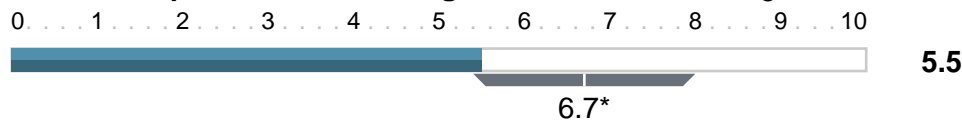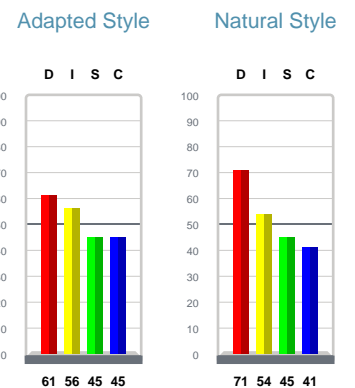
Behavioral Hierarchy

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

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0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
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**5.2**

6.9*
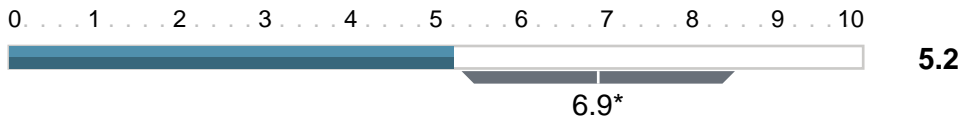
8. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

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5.0

5.8*
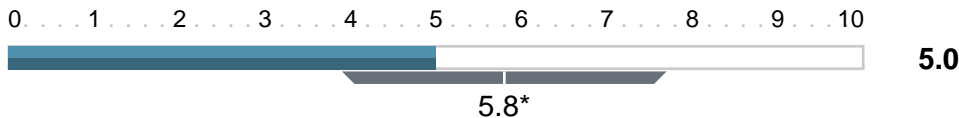
9. Organized Workplace - Systems and procedures followed for success.

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5.0

5.2*
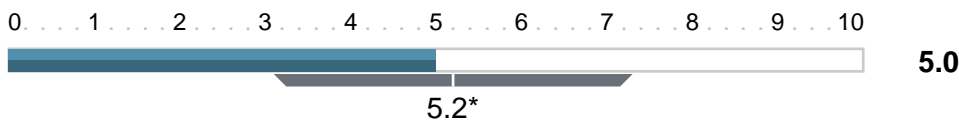
10. Analysis of Data - Information is maintained accurately for repeated examination as required.

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5.0

5.2*
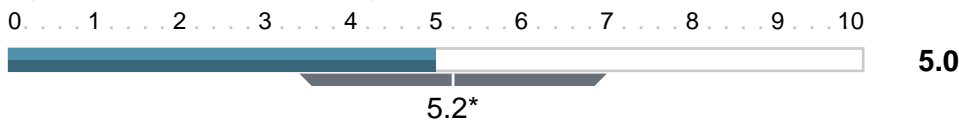
11. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.

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5.0

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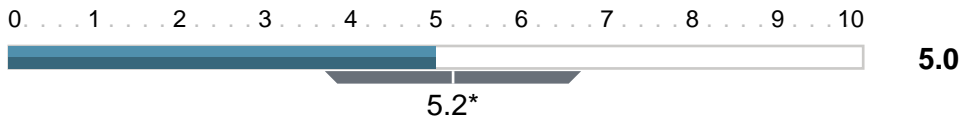
12. Consistency - The ability to do the job the same way.

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0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10
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5.0

6.3*

Adapted Style	Natural Style
D I S C	D I S C
61 56 45 45	71 54 45 41
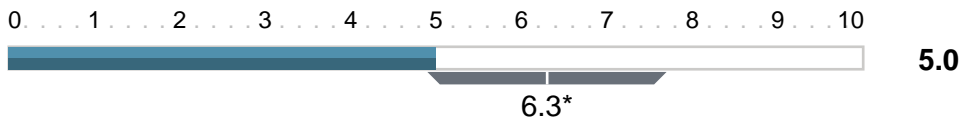
SIA: 61-56-45-45 (12)   SIN: 71-54-45-41 (11)
* 68% of the population falls within the shaded area.

Summary of Top Competencies

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

1. **Understanding & Evaluating Others:** The capacity to perceive and understand the feelings and attitudes of others.
   - Demonstrates awareness of how actions will directly and indirectly impact others
   - Listens to others attentively
   - Demonstrates regard for and sensitivity to the feelings of others
   - Values and respects the diversity of others and their beliefs

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.

Summary of Top Competencies

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

4. Flexibility: Agility in adapting to change.
    *   Responds promptly to shifts in direction, priorities and schedules.
    *   Demonstrates agility in accepting new ideas, approaches and/or methods.
    *   Effective in juggling multiple priorities and tasks.
    *   Modifies methods or strategies to fit changing circumstances.
    *   Adapts personal style to work with different people.
    *   Maintains productivity during transitions, even in the midst of chaos.
    *   Embraces and/or champions change.

Summary of Top Competencies

5. Problem Solving Ability: Anticipating, analyzing, diagnosing, and resolving problems.
   - Anticipates, identifies and resolves problems or obstacles.
   - Utilizes logic and systematic processes to analyze and solve problems.
   - Defines the causes, effects, impact and scope of problems.
   - Identifies the multiple components of problems and their relationships.
   - Prioritizes steps to solution.
   - Develops criteria for optimum solutions.
   - Evaluates the potential impact of possible solutions and selects the best one.

6. Self-Management: Demonstrating self control and an ability to manage time and priorities.
   - 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

7. Customer Focus: A commitment to customer satisfaction.
   - Consistently places a high value on customers and all issues related to customers
   - Objectively listens to, understands and represents customer feedback
   - Anticipates customer needs and develops appropriate solutions
   - Meets all promises and commitments made to customers

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. 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.
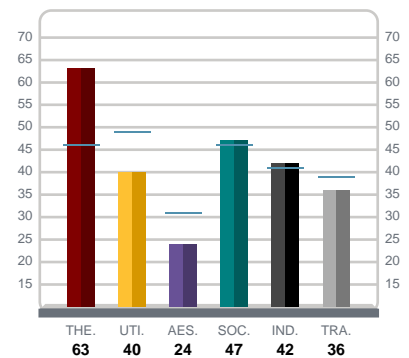
	THE.	UTI.	AES.	SOC.	IND.	TRA.
	63	40	24	47	42	36

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. Customer Relations
   - You have a sincere interest in your customers. You demonstrate credibility, effective problem solving and the ability to maintain a positive attitude.

Adapted Style   Natural Style

D I S C   D I S C

61 56 45 45   71 54 45 41
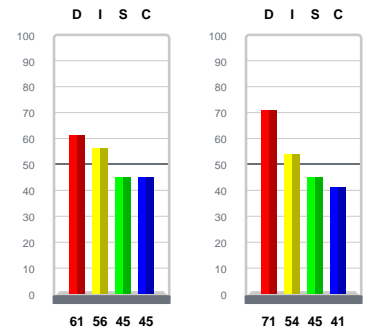
Behavioral Feedback

Jenn displays a high energy factor and is optimistic about the results she can achieve. The word "can't" is not in her vocabulary. She prefers an environment with variety and change. She is at her best when many projects are underway at once. She is forward-looking, aggressive and competitive. Her vision for results is one of her positive strengths. She is often frustrated when working with others who do not share the same sense of urgency. Jenn is a self-starter who likes new projects and is most comfortable when involved with a wide scope of activities. She is goal-oriented and driven by results. She is the team member who will try to keep the others on task. She embraces visions not always seen by others. Jenn's creative mind allows her to see the "big picture." She is extremely results-oriented, with a sense of urgency to complete projects quickly.

Adapted Style   Natural Style

D I S C   D I S C

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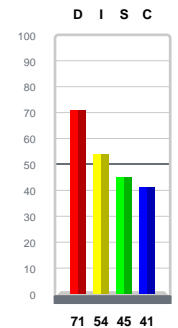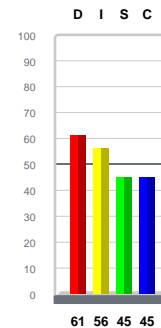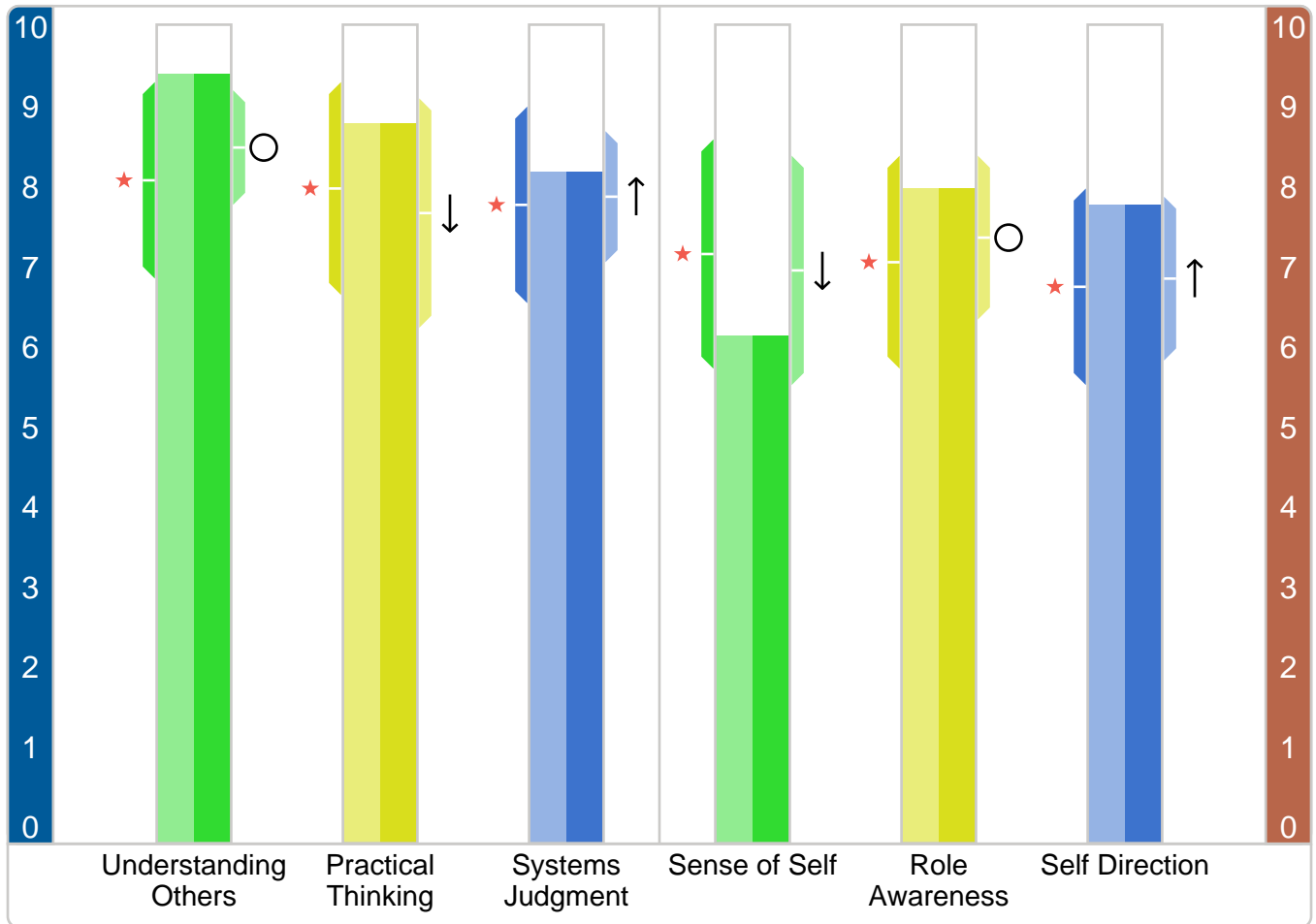
Dimensional Balance
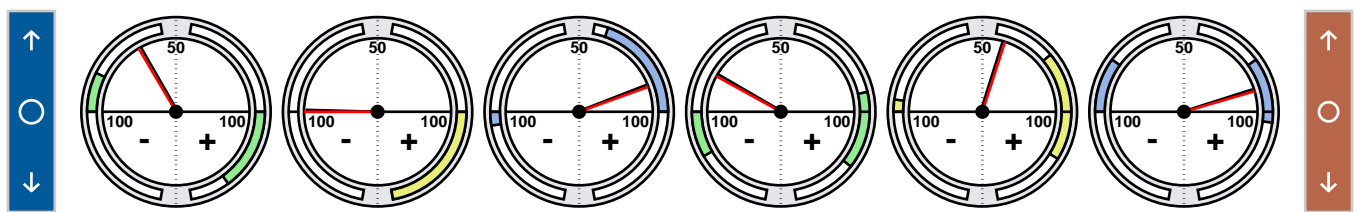
★ Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)

	Understanding Others	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	9.4	8.8	8.2	6.2	8.0	7.8
Bias	○	↓	↑	↓	○	↑

Rev: 0.95-0.86

T: 6:23