



# TriMetrix™ System

Personal Talent Plus Report

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**Jane Doe**

Sales Manager

7-9-2003



# INTRODUCTION

*Where Talent Meets Opportunity™*

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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 attributes, behavioral style and unique values. Your TriMetrix System Personal Talent Report can be compared with specific job requirements outlined in TriMetrix System Job and Job Plus 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:

## SECTION 1: PERSONAL ATTRIBUTES HIERARCHY (23 AREAS)

This section presents 23 key personal attributes and ranks them from top to bottom, defining your major strengths. The attributes at the top highlight well-developed capabilities and reveal where you are naturally most effective in focusing your time.

## SECTION 2: PERSONAL INTERESTS, ATTITUDES AND VALUES (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.

## SECTION 3: BEHAVIORAL HIERARCHY (8 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.

## SECTION 4: PERSONAL ATTRIBUTES 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.

## SECTION 5: PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

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

## SECTION 6: BEHAVIORAL FEEDBACK

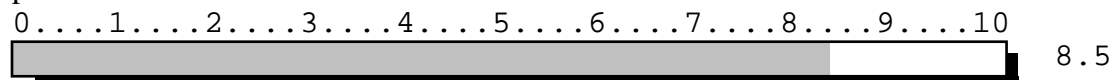
This section gives you insight into your top three behavioral traits to further identify your unique strengths.



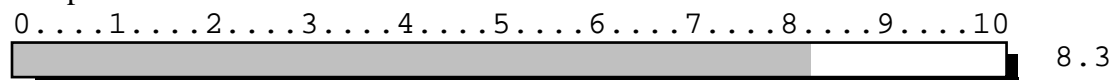
## PERSONAL ATTRIBUTES HIERARCHY

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

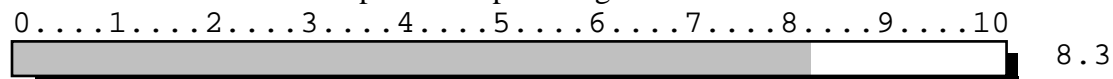
1. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.



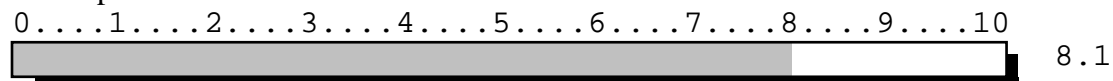
2. **RESULTS ORIENTATION:** The ability to identify actions necessary to complete tasks and obtain results.



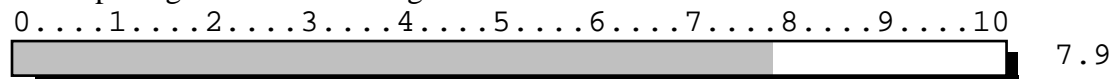
3. **CONCEPTUAL THINKING:** The ability to analyze hypothetical situations or abstract concepts to compile insight.



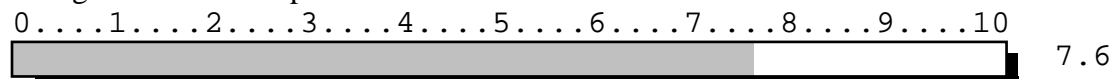
4. **DEVELOPING OTHERS:** The ability to contribute to the growth and development of others.



5. **LEADING OTHERS:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



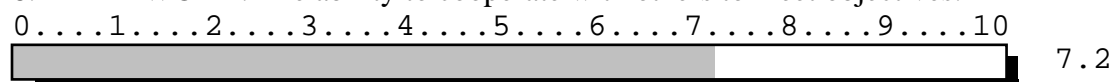
6. **FLEXIBILITY:** The ability to readily modify, respond to and integrate change with minimal personal resistance.



7. **PERSONAL ACCOUNTABILITY:** A measure of the capacity to be answerable for personal actions.



8. **TEAMWORK:** The ability to cooperate with others to meet objectives.





## PERSONAL ATTRIBUTES HIERARCHY

9. CUSTOMER FOCUS: A commitment to customer satisfaction.

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



7.1

10. PLANNING AND ORGANIZATION: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.

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



7.1

11. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.

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



7.1

12. 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



7.1

13. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.

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



7.1

14. CONFLICT MANAGEMENT: The ability to resolve different points of view constructively.

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



7.1

15. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.

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



6.9

16. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.

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



6.8

17. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.

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



6.7



## PERSONAL ATTRIBUTES HIERARCHY

18. **INTERPERSONAL SKILLS:** The ability to interact with others in a positive manner.

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



6.6

19. **CONTINUOUS LEARNING:** The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.

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



6.6

20. **RESILIENCY:** The ability to quickly recover from adversity.

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



6.5

21. **ACCOUNTABILITY FOR OTHERS:** The ability to take responsibility for others' actions.

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



6.4

22. **GOAL ACHIEVEMENT:** The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.

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



6.3

23. **SELF MANAGEMENT:** The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.

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



5.8



## PERSONAL INTERESTS, ATTITUDES AND VALUES

*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. They are listed below from the highest to the lowest.*

### 1. UTILITARIAN/ECONOMIC

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



9.3

### 2. INDIVIDUALISTIC/POLITICAL

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



8.3

### 3. THEORETICAL

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



5.7

### 4. SOCIAL

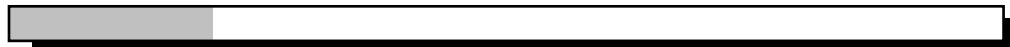
0 . . . 1 . . . 2 . . . 3 . . . 4 . . . 5 . . . 6 . . . 7 . . . 8 . . . 9 . . . 10



3.2

### 5. AESTHETIC

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



2.0

### 6. TRADITIONAL/REGULATORY

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



1.5



## 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



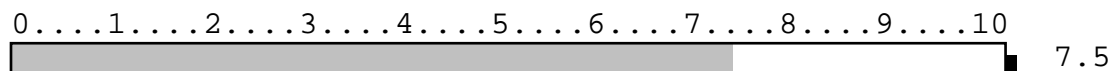
### 2. URGENCY



### 3. FREQUENT CHANGE



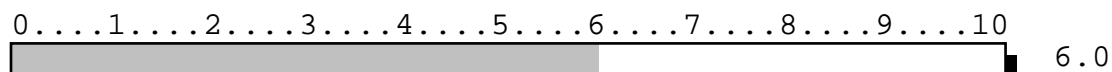
### 4. VERSATILITY



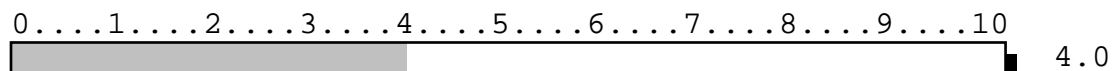
### 5. FREQUENT INTERACTION WITH OTHERS



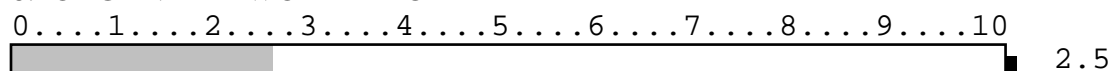
### 6. CUSTOMER ORIENTED



### 7. ANALYSIS OF DATA



### 8. ORGANIZED WORKPLACE





## FEEDBACK

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Most people, when asked to describe their talents, have difficulty describing them. The purpose of this section is to provide insights into your top talents in three areas: Personal Attributes (soft skills), Values (motivators) and Behavioral Traits. Everyone has a unique set of strengths within these three areas that will be instrumental to success and self-fulfillment. No one is equally talented in everything. In fact, the quickest way to burn out is to try to be all things to all people.





# PERSONAL ATTRIBUTES FEEDBACK

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

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1. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.
  - Analyzes all data relative to a problem
  - Divides complex issues into simpler components in order to achieve clarity
  - Selects the best options available to solve specific problems
  - Applies all relevant resources to implement suitable solutions
  
2. **RESULTS ORIENTATION:** The ability to identify actions necessary to complete tasks and obtain results.
  - Maintains focus on goals
  - Identifies and acts on removing potential obstacles to successful goal attainment
  - Implements thorough and effective plans and applies appropriate resources to produce desired results
  - Follows through on all commitments to achieve results
  
3. **CONCEPTUAL THINKING:** The ability to analyze hypothetical situations or abstract concepts to compile insight.
  - Demonstrates ability to forecast long range outcomes and develop suitable business strategies
  - Identifies, evaluates and communicates potential impacts of hypothetical situations
  - Defines options to leverage opportunities in achieving business goals
  - Develops plans and strategies that lead to desired strategic outcomes
  
4. **DEVELOPING OTHERS:** The ability to contribute to the growth and development of others.
  - Strongly advocates for the growth and development of others
  - Devotes appropriate time to training, coaching and developing others
  - Understands the implications of varied learning styles and their importance to individual development
  - Regularly follows up and holds others accountable for their performance
  
5. **LEADING OTHERS:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.
  - Inspires others with a compelling vision
  - Empowers others to accomplish common goals
  - Represents a positive, motivational example for others to emulate in becoming leaders
  - Supports others through providing clarity, direction, organization and purpose



## PERSONAL ATTRIBUTES FEEDBACK

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6. **FLEXIBILITY:** The ability to readily modify, respond to and integrate change with minimal personal resistance.
  - Adapts effectively to changing plans and priorities
  - Demonstrates the capacity to handle multiple tasks at one time
  - Deals comfortably with ambiguity
  - Adjusts preset plans as necessary with minimal resistance
  
7. **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



# PERSONAL INTERESTS, ATTITUDES AND VALUES 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:*

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## 1. UTILITARIAN/ECONOMIC

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.

## 2. INDIVIDUALISTIC/POLITICAL

- You value personal recognition, freedom and control over your own destiny and others.

## 3. THEORETICAL

- You value knowledge, continuing education and intellectual growth.



## 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:*

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### 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. FREQUENT CHANGE

- You have a high level of comfort "juggling many balls in the air at the same time". You can easily move on to new tasks with little or no notice, leaving several tasks to be completed at a later time.



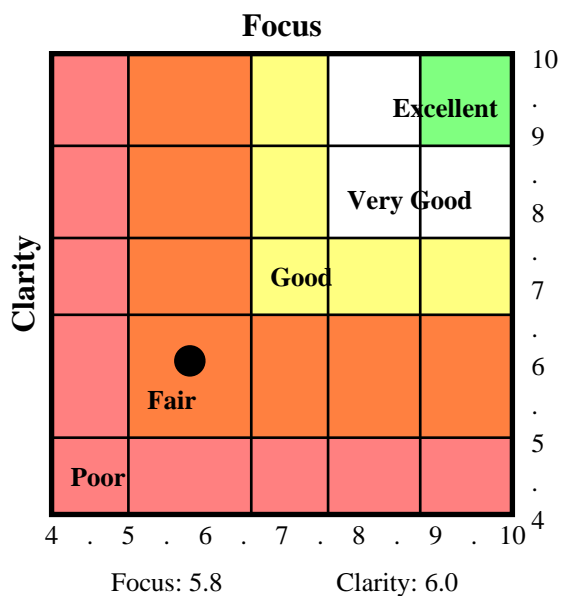
# CLARITY AND FOCUS

For consulting and coaching

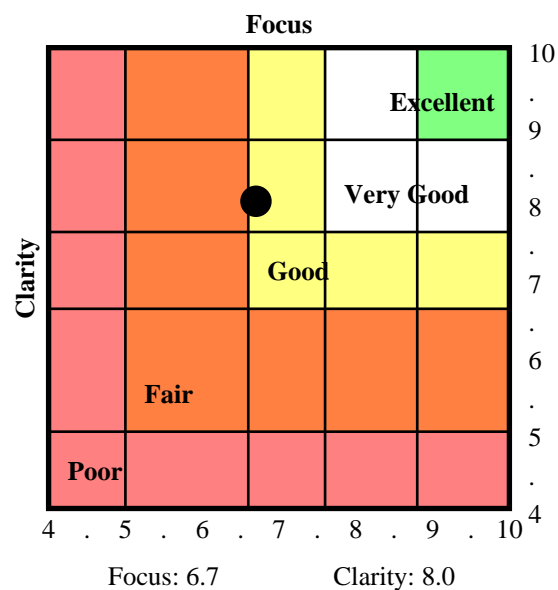
*CLARITY: The degree to which one can discern patterns, order and relationships related to specific dimensions.*  
*FOCUS: The degree to which one maintains targeted attention toward a specific factor or set of factors.*

Jane Doe

## INTERNAL



## EXTERNAL





# TriMetric™-DIMENSIONAL BALANCE

*For consulting and coaching*

## **EXTERNAL FACTORS (Part 1)**

### **\* Intrinsic Dimension**

Empathetic Outlook 7.1

#### **How do you value others?**

Understanding Attitude  
Personal Relationships  
Human Awareness  
Relating To Others

### **\* Extrinsic Dimension**

Practical Thinking 8.6

#### **How practically do you see the world?**

Concrete Organization

### **\* Systemic Dimension**

Systems Judgment 8.3

#### **How do you value systems and order?**

Results Orientation  
Sense Of Belonging  
Conceptual Thinking

## **INTERNAL FACTORS (Part 2)**

### **\* Intrinsic Dimension**

Self Esteem 6.4

#### **How do you value yourself?**

Emotional Control  
Self Improvement

### **\* Extrinsic Dimension**

Role Awareness 4.8

#### **How do you value what you do?**

### **\* Systemic Dimension**

Self Direction 6.7

#### **What guides or drives your actions?**



# CATEGORY BREAKDOWN

*For consulting and coaching*

## **Accountability For Others** **Conceptual Thinking**

### **Conflict Management**

- Internal Self Control
- Correcting Others
- Problem Solving
- Sensitivity To Others

### **Continuous Learning**

- Self Improvement
- Personal Drive

### **Customer Focus**

- Evaluating What Is Said
- Understanding Attitude
- Freedom From Prejudices

### **Decision Making**

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

### **Developing Others**

### **Diplomacy And Tact**

- Human Awareness
- Balanced Decision Making
- Freedom From Prejudices
- Emotional Control

### **Empathetic Outlook**

### **Flexibility**

- Self Direction
- Integrative Ability
- Creativity

### **Goal Achievement**

- Results Orientation
- Realistic Personal Goal Setting
- Project And Goal Focus
- Persistence

### **Influencing Others**

- Empathetic Outlook
- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

### **Interpersonal Skills**

- Empathetic Outlook
- Personal Relationships
- Emotional Control

### **Leading Others**

### **Planning And Organizing**

- Long Range Planning
- Concrete Organization
- Proactive Thinking
- Following Directions

### **Problem Solving**

### **Resiliency**

- Persistence
- Handling Rejection
- Initiative

### **Results Orientation**

### **Self Management** **Self Starting Ability**

### **Teamwork**

- Surrendering Control
- Relating To Others
- Sense Of Belonging
- Sensitivity To Others

### **Title Changes:**

**Taking Responsibility:** Personal  
Accountability

**Objective Listening:** Evaluating What Is Said



# CORE ATTRIBUTE LIST

*For consulting and coaching*

- Theoretical Problem Solving (9.0)
- Integrative Ability (9.0)
- Concrete Organization (8.6)
- Respect For Property (8.6)
- Status And Recognition (8.6)
- Practical Thinking (8.6)
- Attention To Detail (8.5)
- Problem Solving (8.5)
- Quality Orientation (8.5)
- Conceptual Thinking (8.3)
- Results Orientation (8.3)
- Problem And Situation Analysis (8.3)
- Respect For Policies (8.3)
- Systems Judgment (8.3)
- Sense Of Belonging (8.3)
- Freedom From Prejudices (8.1)
- Developing Others (8.1)
- Understanding Motivational Needs (8.1)
- Understanding Prospect's Motivations (8.1)  
*see Understanding Motivational Needs*
- Following Directions (8.0)
- Realistic Goal Setting For Others (8.0)
- Leading Others (7.9)
- Correcting Others (7.7)
- Seeing Potential Problems (7.5)
- Personal Accountability (7.4)
- Taking Responsibility (7.4) *see Personal Accountability*
- Sense Of Timing (7.2)
- Attitude Toward Honesty (7.2)
- Attitude Toward Others (7.1)
- Realistic Expectations (7.1)
- Evaluating Others (7.1)
- Human Awareness (7.1)
- Relating To Others (7.1)
- Sensitivity To Others (7.1)
- Accurate Listening (7.1) *see Evaluating What Is Said*
- Evaluating What Is Said (7.1)
- People Reading (7.1) *see Understanding Attitude*
- Understanding Attitude (7.1)
- Empathetic Outlook (7.1)
- Monitoring Others (7.1)
- Personal Relationships (7.1)
- Using Common Sense (7.0)
- Intuitive Decision Making (6.8)
- Surrendering Control (6.8)
- Persuading Others (6.8)
- Creativity (6.8)
- Consistency And Reliability (6.7)
- Goal Directedness (6.7) *see Project And Goal Focus*
- Project And Goal Focus (6.7)
- Personal Drive (6.7)
- Self Discipline And Sense Of Duty (6.7)
- Proactive Thinking (6.7)
- Initiative (6.7)
- Self Direction (6.7)
- Sense Of Mission (6.7)
- Self Starting Ability (6.7)
- Balanced Decision Making (6.6)
- Emotional Control (6.6)
- Long Range Planning (6.5)
- Accountability For Others (6.4)
- Handling Stress (6.4)
- Self Esteem (6.4)
- Self Improvement (6.4)
- Handling Rejection (6.3)
- Job Ethic (6.0)
- Persistence (6.0)
- Problem Management (5.9)
- Self Management (5.8)
- Personal Commitment (5.7)
- Commitment To The Job (5.7) *see Personal Commitment*
- Realistic Personal Goal Setting (5.7)
- Gaining Commitment (5.7)
- Meeting Standards (5.7)
- Conveying Role Value (5.6)
- Role Confidence (5.6)
- Enjoyment Of The Job (5.6)
- Self Confidence (5.3)
- Self Assessment (4.8)
- Project Scheduling (4.8)
- Internal Self Control (4.8)
- Material Possessions (4.8)
- Role Awareness (4.8)