



TTI
SUCCESS
INSIGHTS®

TriMetrix® ACI
Talent Report

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Creating Solutions with Assessments

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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



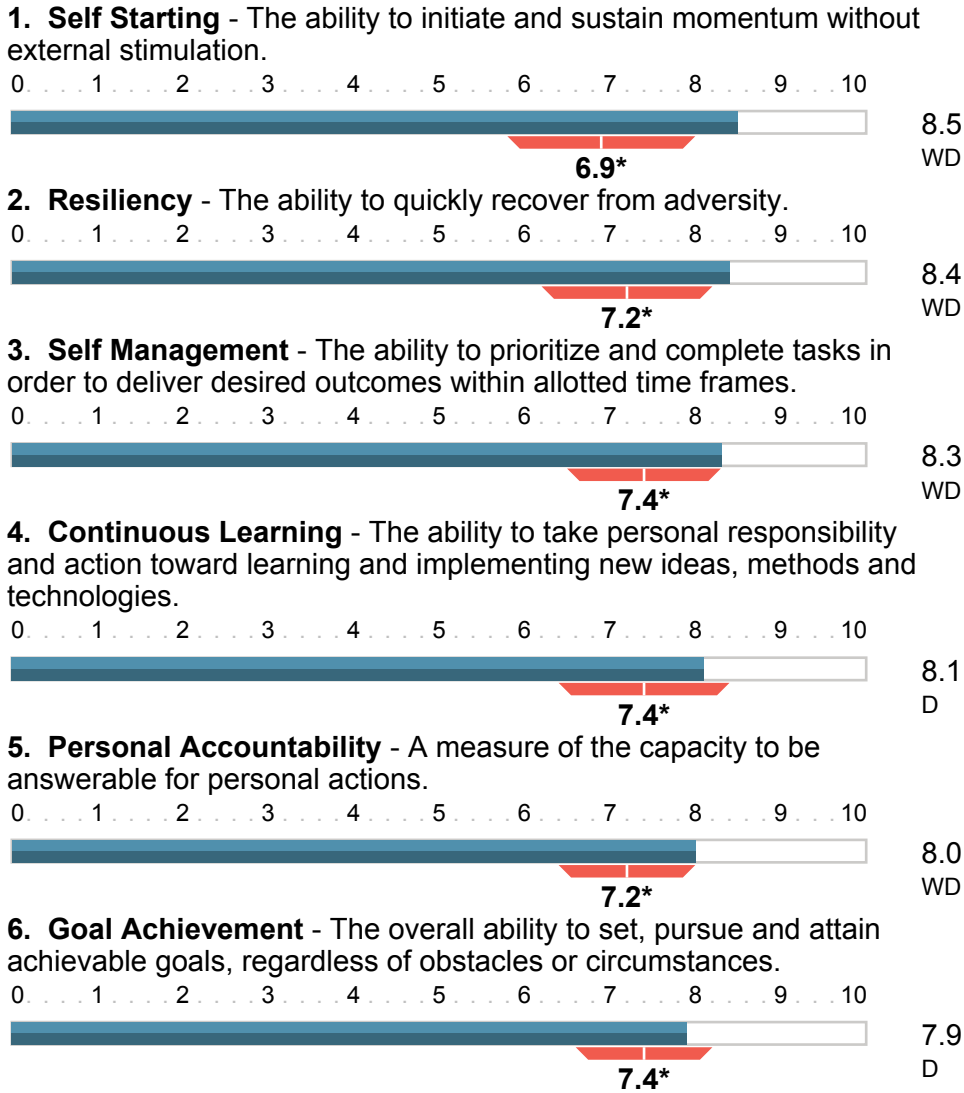
Note: Don't be concerned if you have not developed all 23 personal skills. Research has proven that individuals seldom develop all 23. Development of the most important personal skills needed for your personal and professional life is what is critical.

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

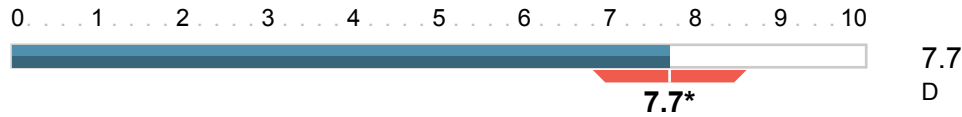
- WD = Well Developed
- D = Developed
- MD = Moderately Developed
- ND = Needs Development

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

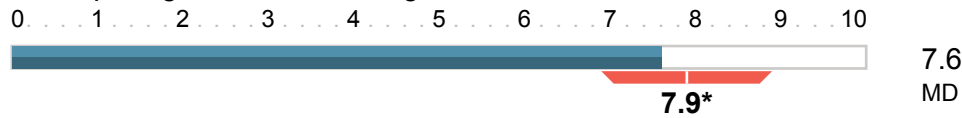


Personal Skills Hierarchy

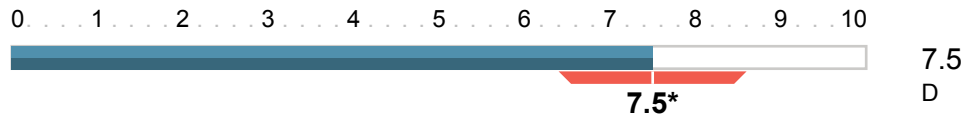
7. Planning and Organization - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



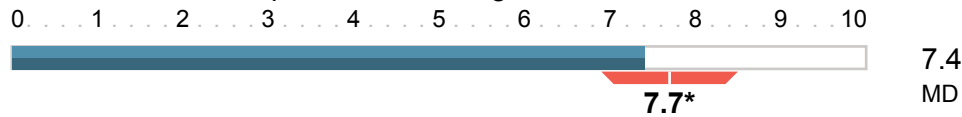
8. Leading Others - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



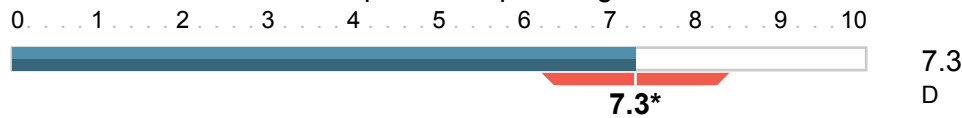
9. Accountability for Others - The ability to take responsibility for others' actions.



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.



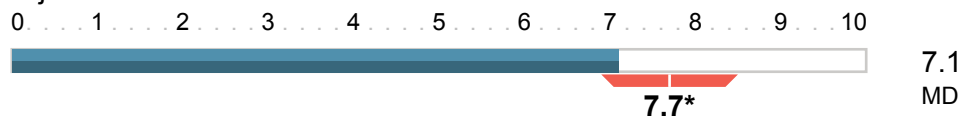
12. Results Orientation - The ability to identify actions necessary to complete tasks and obtain results.



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.

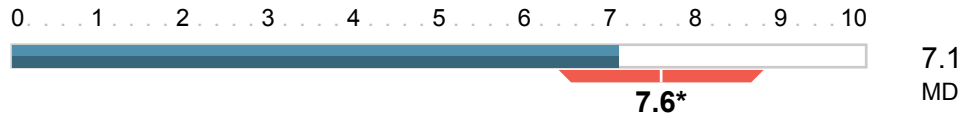


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Personal Skills Hierarchy

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



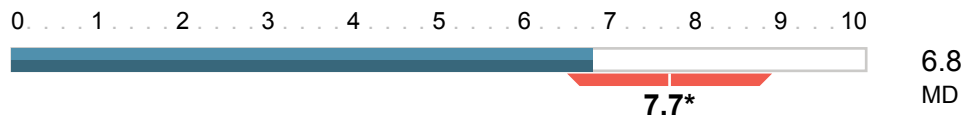
16. Developing Others - The ability to contribute to the growth and development of others.



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



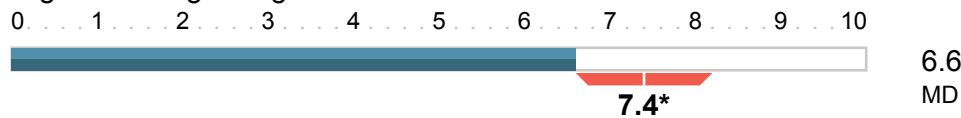
18. Objective Listening - The ability to listen to many points of view without bias.



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.

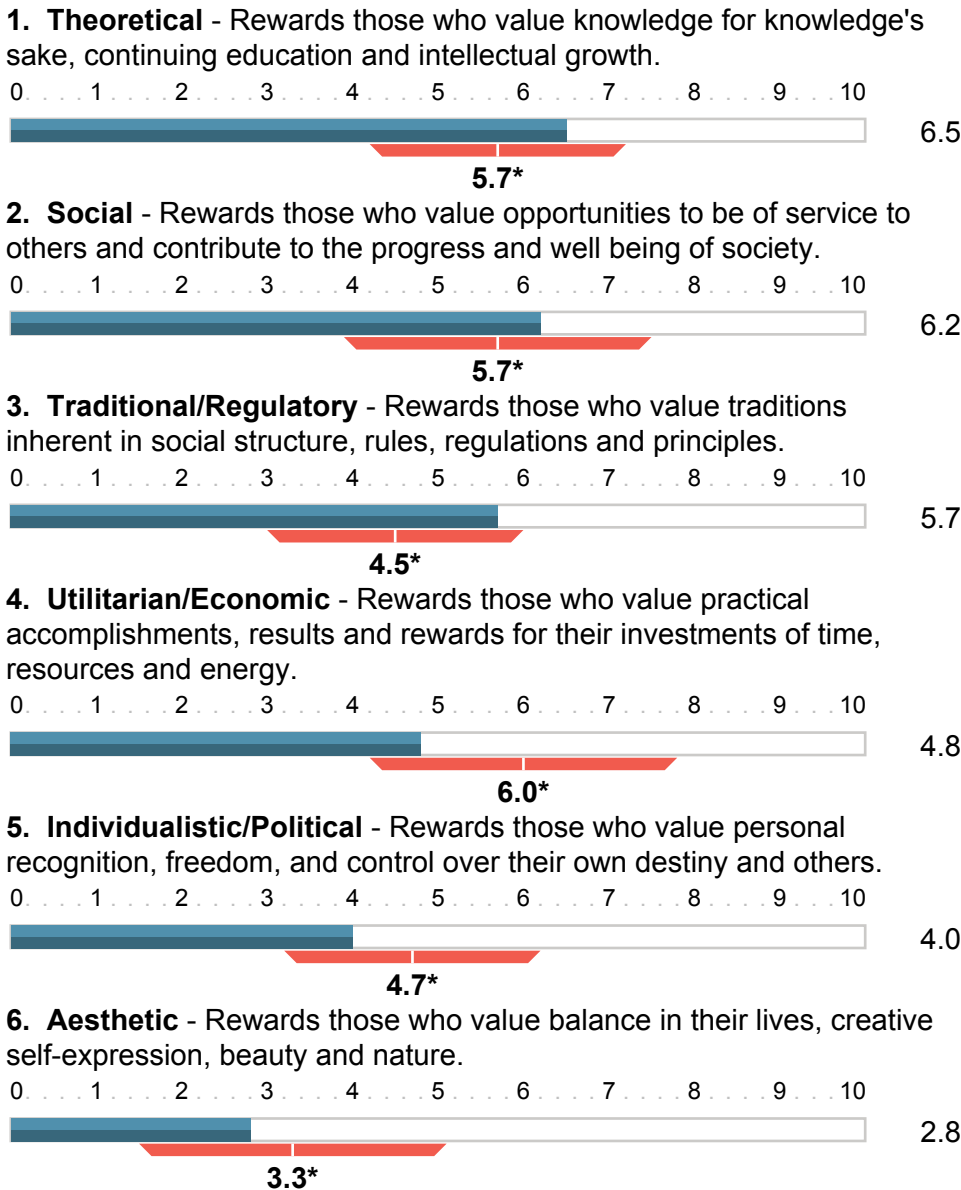


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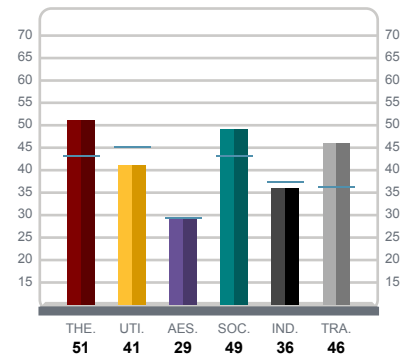


Motivators Hierarchy

Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.



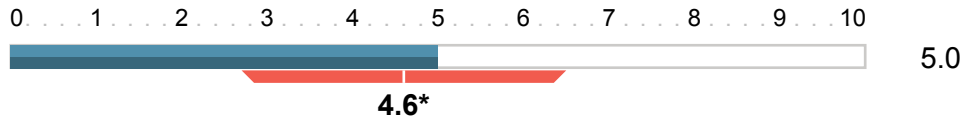
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* 68% of the population falls within the shaded area.



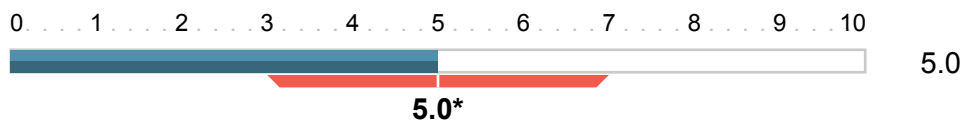


Behavioral Hierarchy

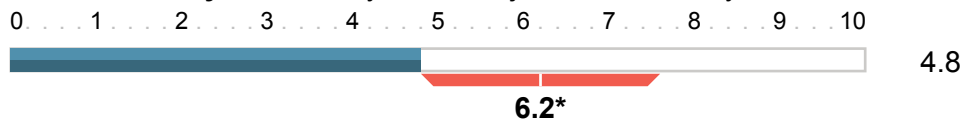
7. Urgency - Decisiveness, quick response and fast action.



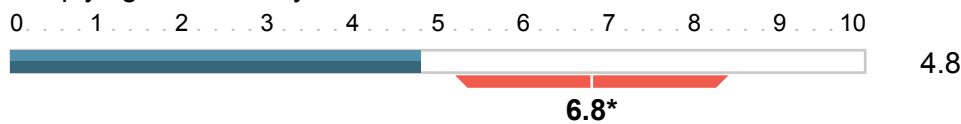
8. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



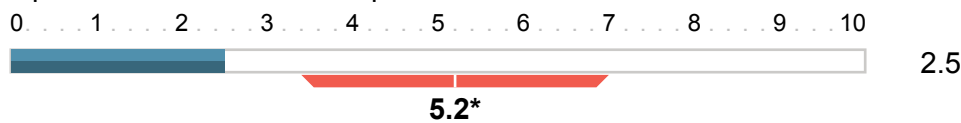
9. Consistency - The ability to do the job the same way.



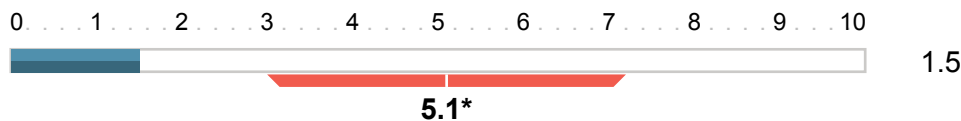
10. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.



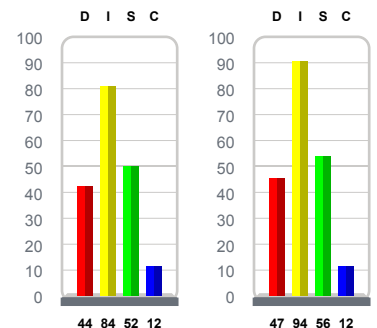
11. Analysis of Data - Information is maintained accurately for repeated examination as required.



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



Adapted Style Natural Style



SIA: 44-84-52-12 (15) SIN: 47-94-56-12 (15)
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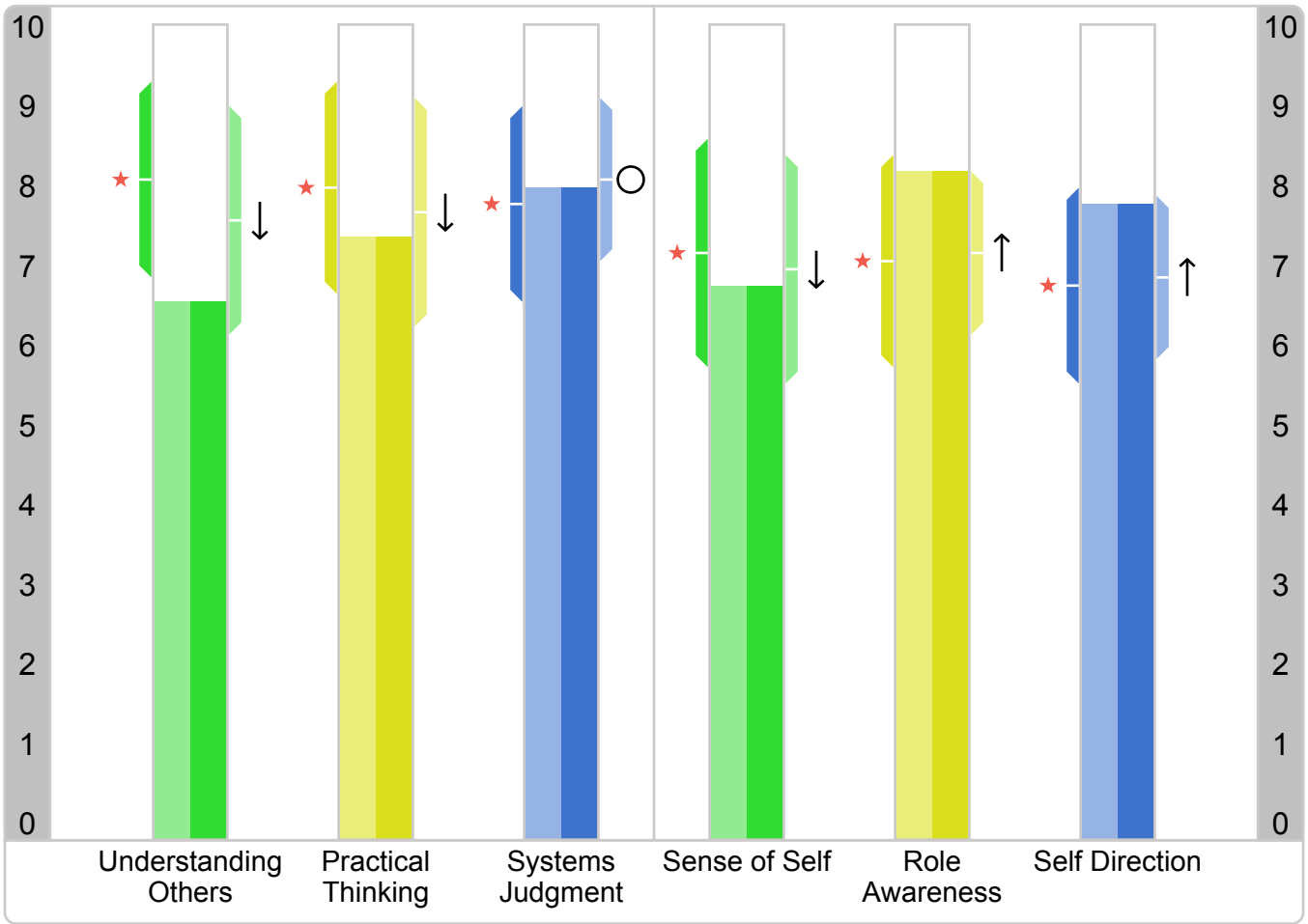


Dimensional Balance

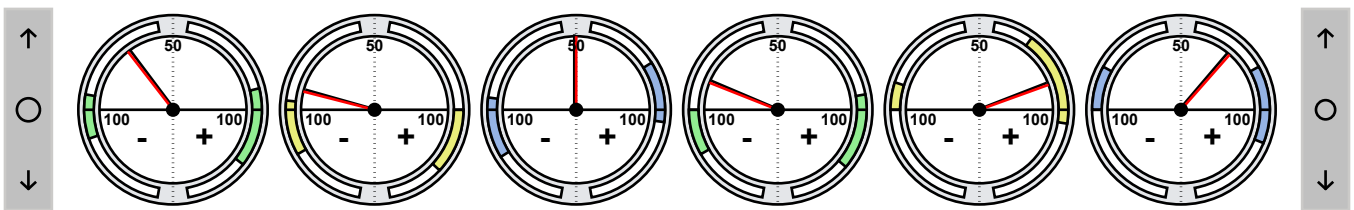
- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score	6.6	7.4	8.0	6.8	8.2	7.8
Bias	↓	↓	○	↓	↑	↑



Rev: 0.84-0.86