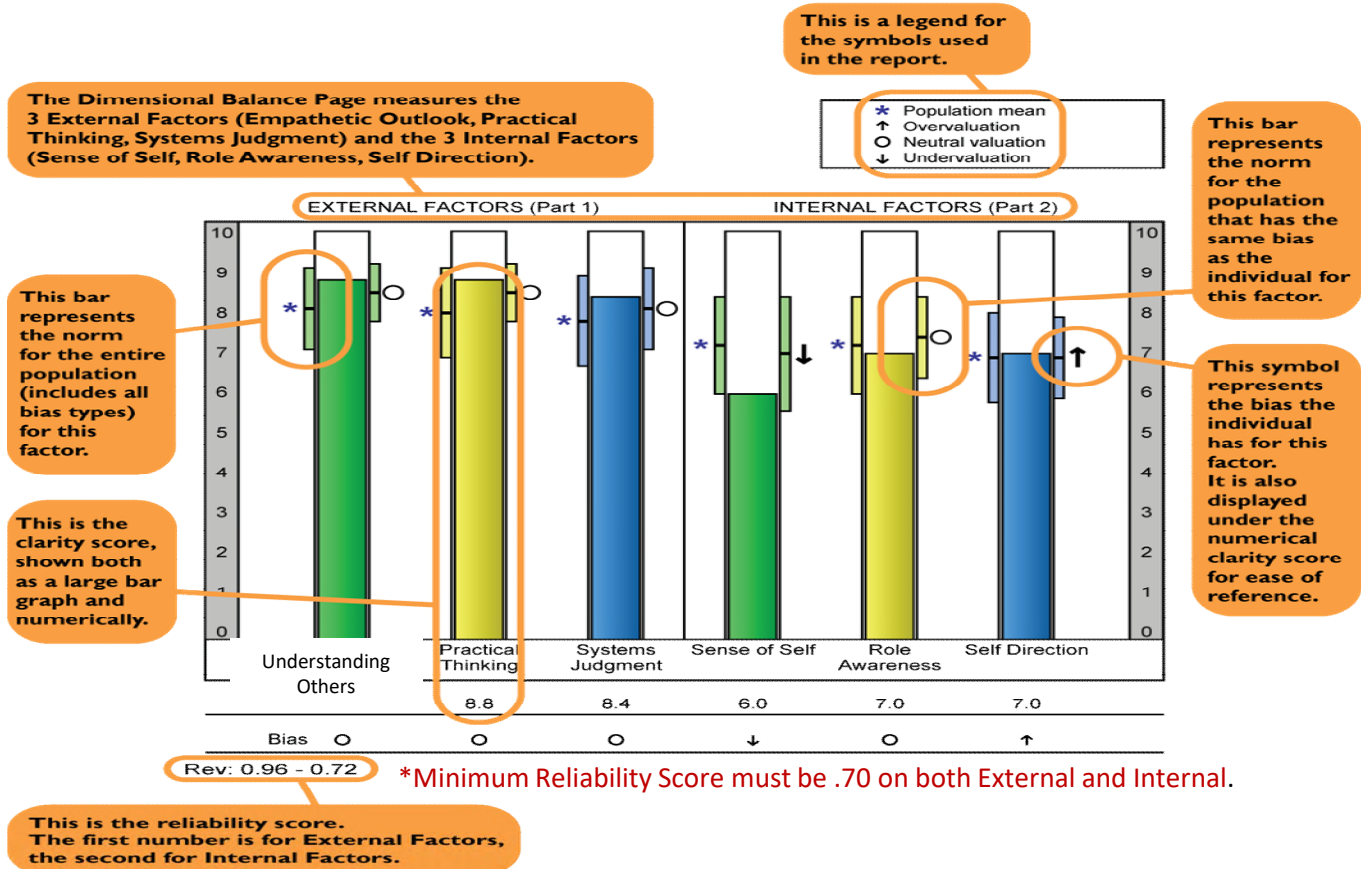


A Guide to the Dimensional Balance Page



THE PERSONAL SKILLS ASSESSMENT IS: A snapshot of how a person is thinking, feeling and making decisions. It is not visible to others and it is changeable. It reveals top personal skills.

SIX DIMENSIONS:

- Understanding Others– **PEOPLE** - The capacity to perceive and understand the individuality in others. (EXTERNAL) *Understanding Others.*
- Practical Thinking – **TASKS** –The capacity to understand situations in a realistic, efficient manner and to achieve the desired results. (EXTERNAL) *Feet on the Street*
- Systems Judgment – **STRATEGY/RULES** - The capacity to understand and use systems such as knowledge, authority structures and logic, including one’s ability to understand and work well within the context of established norms, rules, policies and procedures. (EXTERNAL) *Rules, Laws, Policy*
- Sense of Self – **SELF** A measure of a person’s awareness of “who” they are—the ability to discern one’s own self-worth. (INTERNAL) *Who I Am*
- Role Awareness - **ROLES** - The degree of a person’s identity and awareness regarding his or her professional, social and personal roles. (INTERNAL) *What I Am. Belonging.*
- Self Direction – **FUTURE** - Having a clear vision of one’s future objectives and the self discipline and organization necessary to achieve them. (INTERNAL) *Feet hit the floor, ready to go!*

SCALE: Measurement is from 1-10 **POPULATION MEAN:** Refer to the ‘levers’ on the left and right of each Dimension. **PERSONAL SKILLS:** The Dimensional Balance page scores are calculated to create the Personal Skills Hierarchy scores on the Talent Report, starting on or around page 8 .

Interpreting Bias on the TriMetrix Dimensional Balance Page

Steps for Debriefing: **Step 1) Reliability Score**-Is the report reliable? **Step 2) Clarity Score** -How clearly does s/he see each Dimension? **Step 3) Bias** -Over-value, Under-value or Neutral? **Step 4) Bias Intensity**- How strong is the bias? **Step 5) Where the Bias is coming from** - Do I need to ask additional Questions?

Reminders

- Assessment results should count for <30% of any decision.
- If 9.2+ score - the bias has little to no impact.
- Minimum of .70 reliability score on External and Internal – use retake link if not reliable. See retake sample email. Contact suzie@pricelessprofessional.com if needed.
- BIAS KEY: Arrow Up is Positive.** External=Flowing Into That Area; Internal=Agrees with That Area, Relies On It. **Arrow Down is Negative.** External=Distant, Cautious; Internal=Agrees with Negative/Has a Problem With. **0 = Neutral.** External=Open/objective; Internal=Not prejudiced, moving forward

Understanding Others:

Positive Bias- Arrow Up

- Prefers Personal Relationships
- Likes to Please and Accommodate
- Optimistic Towards People

Negative Bias – Arrow Down

- Not as Trusting
- Prefers Professional Relationships
- Keeps an Emotional Distance

Sense of Self:

Positive Bias- Arrow Up

- Self Focused
- Egotistical
- Content with Self

Negative Bias – Arrow Down

- Not Yet Finished with Journey
- Desire to Improve
- Feeling Unfulfilled

Practical Thinking:

Positive Bias - Arrow Up

- Engaged in Current Tasks
- Up to the Task
- Resourceful

Negative Bias – Arrow Down

- Reluctant to Engage
- Frustrated
- Potentially Judgmental

Role Awareness:

Positive Bias

- Well Suited for Roles
- Optimistic About Roles
- Strong Connection to Roles

Negative Bias

- Role Questions
- Role Dissatisfaction
- Role Confusion

Systems Judgment:

Positive Bias - Arrow Up

- Conformity
- Identifies with Company
- Understands and Appreciates Process and Structure

Negative Bias – Arrow Down

- May be Difficult to Manage
- Independent
- Out-of-the Box Thinker

Self Direction:

Positive Bias

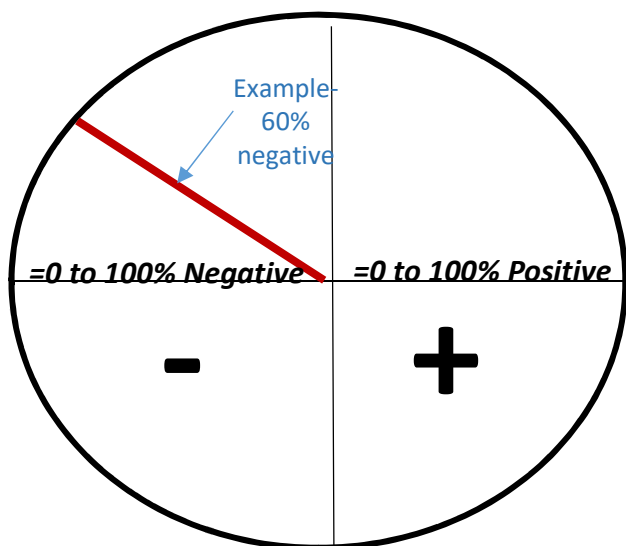
- Self Confident
- Clear Direction
- Self Assured

Negative Bias

- Lack of Direction
- Questioning Future

DIALS – Measuring Bias Intensity

1st – Look at Red Line, 0 -100% Positive or Negative?



2nd – Color on each quadrant. More color = more misplaced items and more intense bias

