



TTI
SUCCESS
INSIGHTS®

TriMetrix® HD

Talent

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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® 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.

Driving Forces Clusters (12 Areas)

This section identifies what drives you. In order to be successful and energized on the job, it is important that your driving forces are in alignment with the rewards of your role.

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.

Driving Forces Feedback

This section expands on your Primary Driving Forces Cluster. You will feel energized and successful at work when your job supports and satisfies these driving forces.

Behavioral Feedback

This section gives you insight into your top four 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.

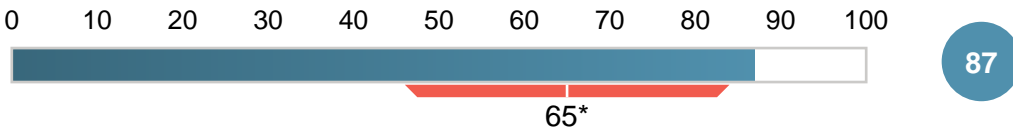




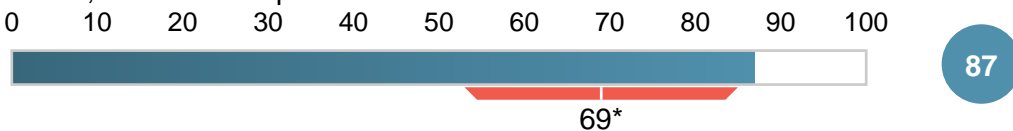
Competencies Hierarchy

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.

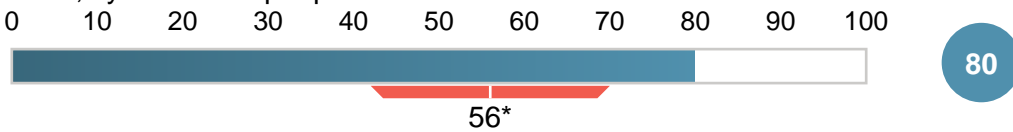
1. Time and Priority Management - Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.



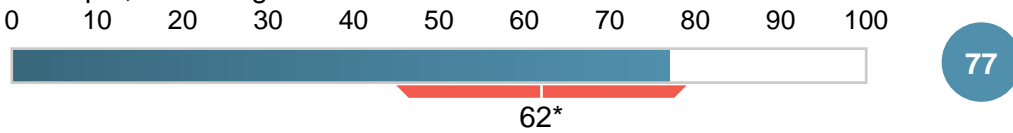
2. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



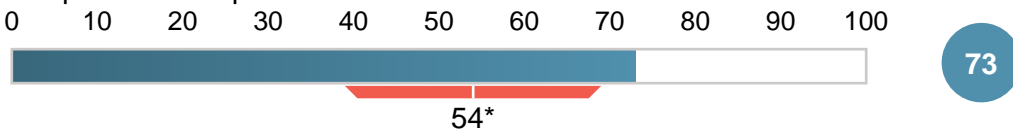
3. Project Management - Identifying and overseeing all resources, tasks, systems and people to obtain results.



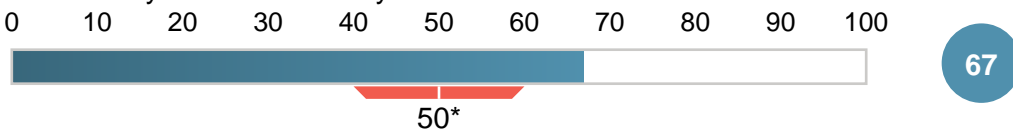
4. Continuous Learning - Taking initiative to regularly learn new concepts, technologies and/or methods.



5. Problem Solving - Defining, analyzing and diagnosing key components of a problem to formulate a solution.



6. Decision Making - Analyzing all aspects of a situation to make consistently sound and timely decisions.

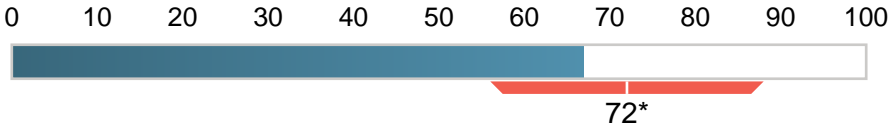


* 68% of the population falls within the shaded area.



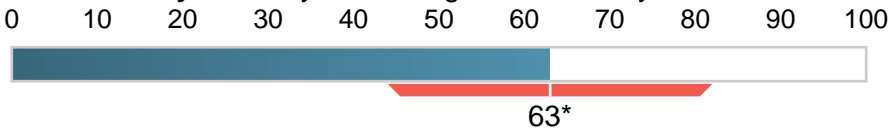
Competencies Hierarchy

7. Employee Development/Coaching - Facilitating, supporting and contributing to the professional growth of others.



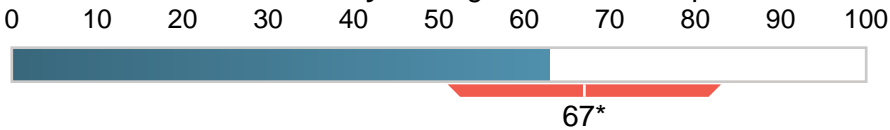
67

8. Resiliency - Quickly recovering from adversity.



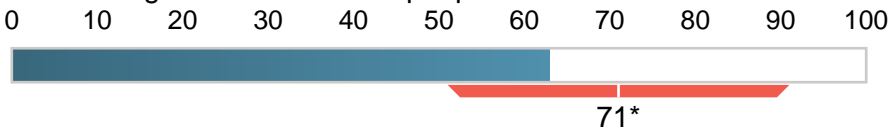
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9. Personal Accountability - Being answerable for personal actions.



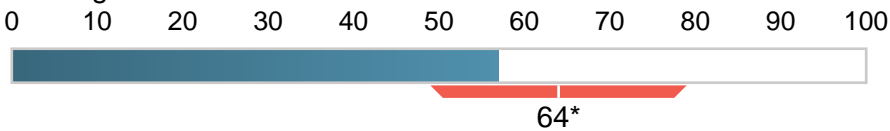
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10. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



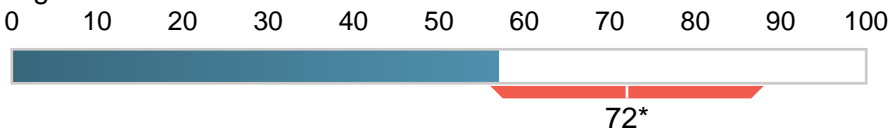
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11. Self Starting - Demonstrating initiative and willingness to begin working.



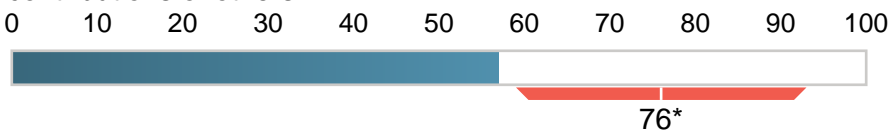
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12. Goal Orientation - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.



57

13. Understanding Others - Understanding the uniqueness and contributions of others.



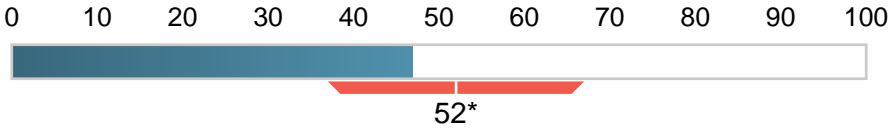
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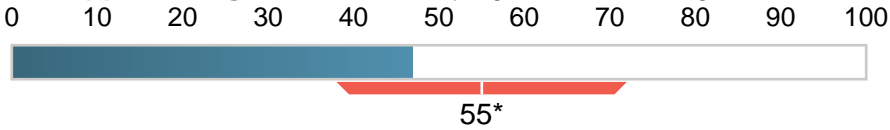
Competencies Hierarchy

14. Planning and Organizing - Establishing courses of action to ensure that work is completed effectively.



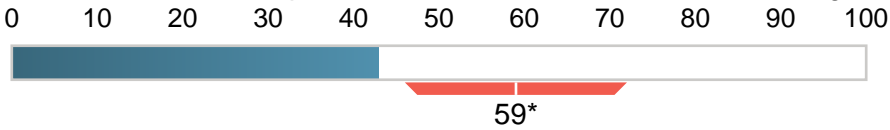
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15. Appreciating Others - Identifying with and caring about others.



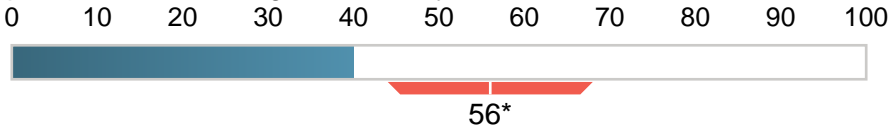
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16. Conceptual Thinking - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.



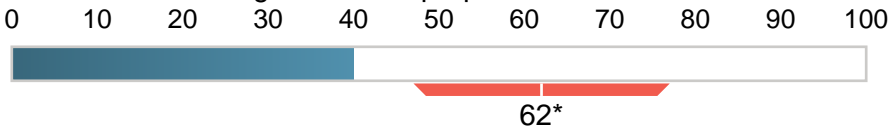
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17. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



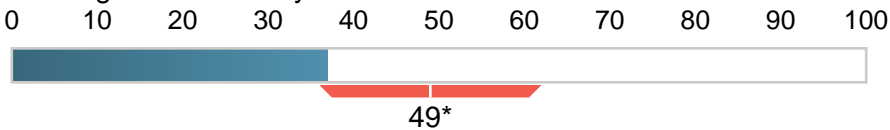
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18. Leadership - Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.



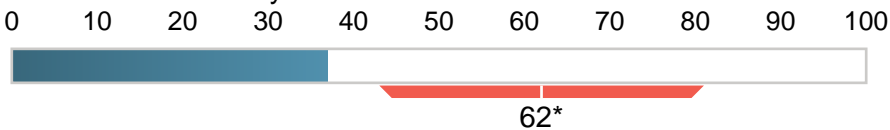
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19. Futuristic Thinking - Imagining, envisioning, projecting and/or creating what has not yet been actualized.



37

20. Conflict Management - Understanding, addressing and resolving conflict constructively.



37

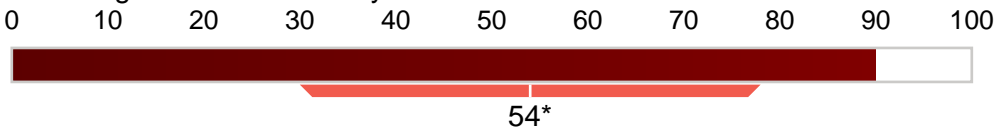
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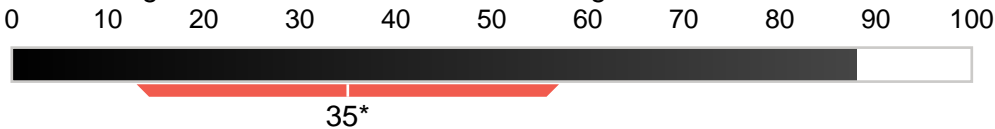
Primary Driving Forces Cluster

Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

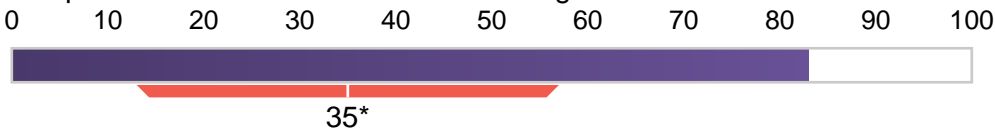
1. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



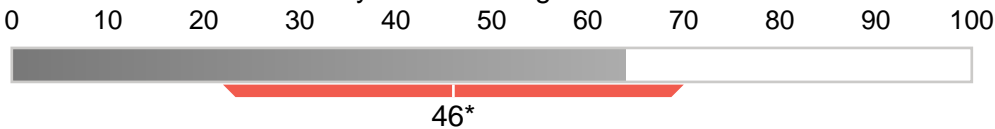
2. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



3. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



4. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.

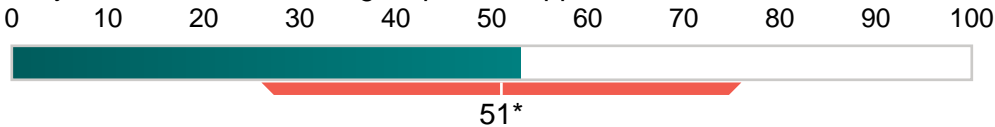




Situational Driving Forces Cluster

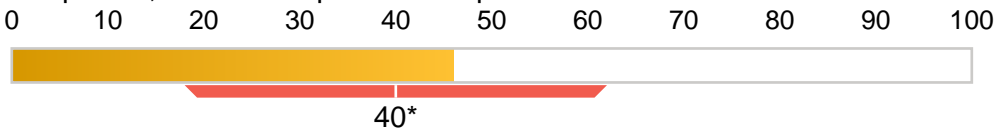
Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

5. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



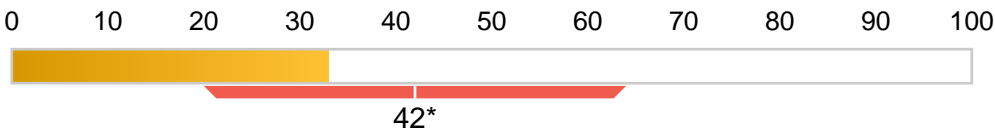
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6. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



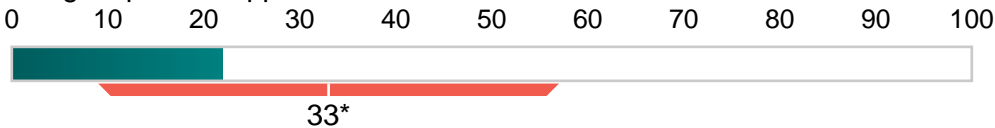
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7. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



33

8. Altruistic - People who are driven to assist others for the satisfaction of being helpful or supportive.



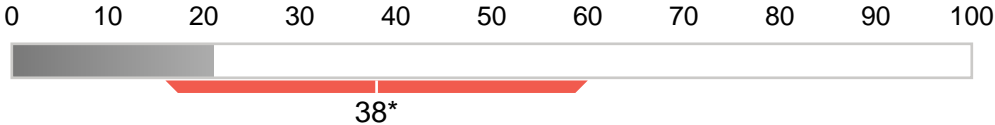
22



Indifferent Driving Forces Cluster

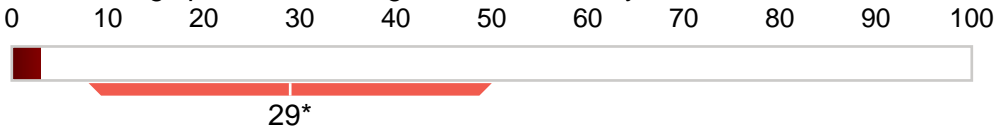
You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

9. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



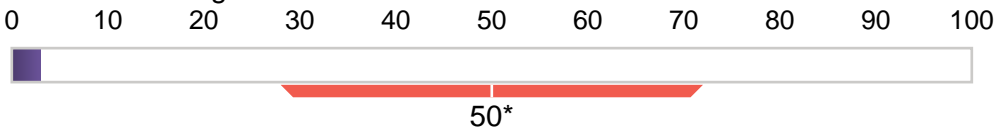
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10. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



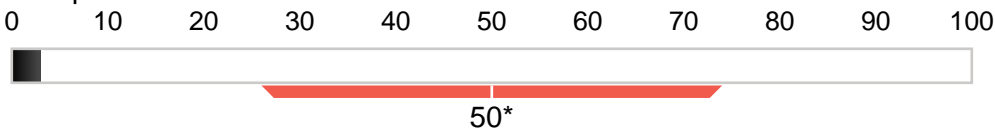
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11. Objective - People who are driven by the functionality and objectivity of their surroundings.



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12. Commanding - People who are driven by status, recognition and control over personal freedom.



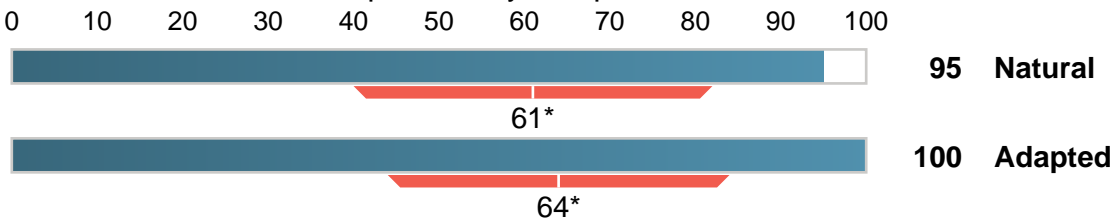
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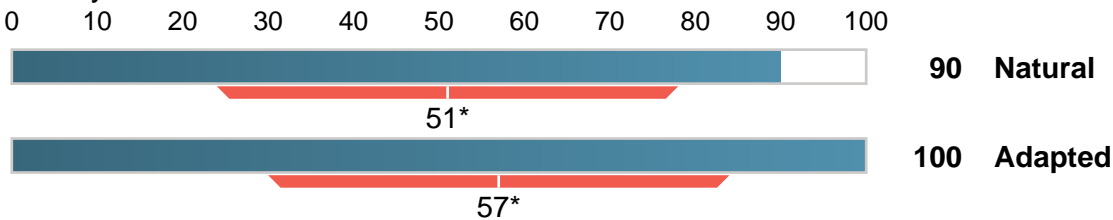
Behavioral Hierarchy

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.

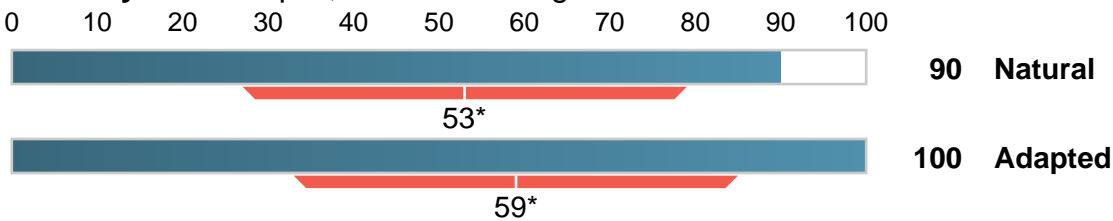
1. Consistent - Perform predictably in repetitive situations.



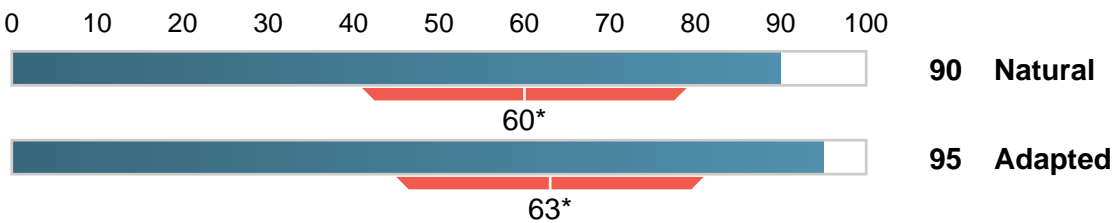
2. Organized Workplace - Establish and maintain specific order in daily activities.



3. Analysis - Compile, confirm and organize information.



4. Following Policy - Adhere to rules, regulations, or existing methods.



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



Behavioral Hierarchy Continued

5. Persistence - Finish tasks despite challenges or resistance.

0 10 20 30 40 50 60 70 80 90 100



87 Natural

61*



93 Adapted

64*

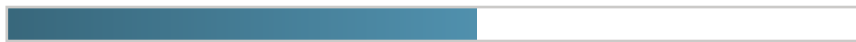
6. People-Oriented - Build rapport with a wide range of individuals.

0 10 20 30 40 50 60 70 80 90 100



65 Natural

65*



55 Adapted

62*

7. Customer-Oriented - Identify and fulfill customer expectations.

0 10 20 30 40 50 60 70 80 90 100



60 Natural

64*



55 Adapted

62*

8. Interaction - Frequently engage and communicate with others.

0 10 20 30 40 50 60 70 80 90 100



25 Natural

60*



15 Adapted

55*

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



Behavioral Hierarchy Continued

9. Versatile - Adapt to various situations with ease.

0 10 20 30 40 50 60 70 80 90 100



23 Natural

54*



17 Adapted

52*

10. Competitive - Want to win or gain an advantage.

0 10 20 30 40 50 60 70 80 90 100



20 Natural

49*



20 Adapted

47*

11. Frequent Change - Rapidly shift between tasks.

0 10 20 30 40 50 60 70 80 90 100



15 Natural

52*



10 Adapted

50*

12. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100



12 Natural

43*



15 Adapted

43*



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. Time and Priority Management: Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.
 - Effectively manages difficulties and delays to complete tasks on time.
 - Effectively manages time and priorities to meet deadlines.
 - Presents completed tasks on or before the deadline.
 - Demonstrates an ability to maintain deadlines in the midst of crisis.
 - Strives to improve prioritization.
 - Balances timelines and desired outcomes.
 - Takes initiative and prioritizes tasks to stay on schedule.
 - Accepts responsibility for deadlines and results.
 - Creates an environment conducive to effectiveness.
 - Reduces the amount of time spent on non-priorities.

2. Customer Focus: Anticipating, meeting and/or exceeding customer needs, wants and expectations.
 - Strives to anticipate, identify and understand customers' wants, needs and concerns.
 - Responds to customers with a sense of urgency.
 - Follows through on customer requests.
 - Is patient and courteous with customers.
 - Resolves issues and complaints to the satisfaction of customers.
 - Expend extraordinary effort to satisfy customers.
 - Develops relationships with customers.
 - Partners with customers to assist them in achieving their objectives.
 - Acts as an advocate for customers' needs.
 - Takes professional risks for the sake of customers' needs.

3. Project Management: Identifying and overseeing all resources, tasks, systems and people to obtain results.
 - Identifies all required components to achieve goals, objectives or results.
 - Demonstrates the ability to utilize the right people to complete the project.
 - Establishes high performance standards.
 - Holds people accountable and is focused on goals and priorities.
 - Identifies barriers to objectives and removes them.
 - Delegates appropriate responsibilities and authority.
 - Ensures adequate resources are available to achieve objectives.
 - Makes decisions that benefit the outcome of the project.
 - Plans, organizes, motivates and controls resources, procedures and protocols to achieve specific goals.
 - Maintains the objectives while honoring designated constraints.





Summary of Top Competencies

4. Continuous Learning: Taking initiative to regularly learn new concepts, technologies and/or methods.
 - Demonstrates curiosity and enthusiasm for learning.
 - Takes initiative in acquiring and mastering the skills and knowledge requirements of a position.
 - Keeps abreast of current or new information through reading and other learning methods.
 - Actively interested in new technologies, processes and methods.
 - Welcomes or seeks assignments requiring new skills and knowledge.
 - Expends considerable effort and/or time on learning.
 - Genuinely enjoys learning.
 - Identifies opportunities to gain knowledge.
 - May be considered a knowledgeable resource by others.
 - Enjoys new resources or methods for learning.

5. Problem Solving: Defining, analyzing and diagnosing key components of a problem to formulate a solution.
 - Anticipates, identifies and resolves problems or obstacles.
 - Utilizes logical 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 a solution.
 - Defines and develops criteria for optimum solutions.
 - Evaluates the potential impact of possible solutions.
 - Looks for specific goals, clearly defined solution paths, and/or clear expected solutions.
 - Allows for initial planning including some abstract thinking to come up with creative solutions.
 - Understands and defines the problem before jumping to a solution.

6. Decision Making: Analyzing all aspects of a situation to make consistently sound and timely decisions.
 - Demonstrates an ability to make thorough decisions in a timely manner.
 - Gathers relevant input and develops a rationale for making decisions.
 - Evaluates the impact or consequences of decisions before making them.
 - Acts decisively once all aspects have been analyzed.
 - Focuses on timely decisions after the situations have been completely diagnosed.
 - Willing to update decisions if more information becomes available.
 - Provides a rationale for decisions when necessary.
 - Systematically analyzes information before making a decision.
 - Looks at all aspects of a situation including historical components.
 - Asks the right questions rather than making assumptions to produce a timely decision.



Summary of Top Competencies

7. Employee Development/Coaching: Facilitating, supporting and contributing to the professional growth of others.

- Inspires confidence in others' ability to grow professionally.
- Identifies and facilitates developmental opportunities.
- Encourages initiative and improvement.
- Provides opportunities for enhancement.
- Gives new and challenging work assignments.
- Acknowledges and praises improvements.
- Supports, coaches and mentors the development of others.
- Views mistakes as opportunities for learning.
- Promotes learning and professional growth.
- Understands the uniqueness and current level of each participant.

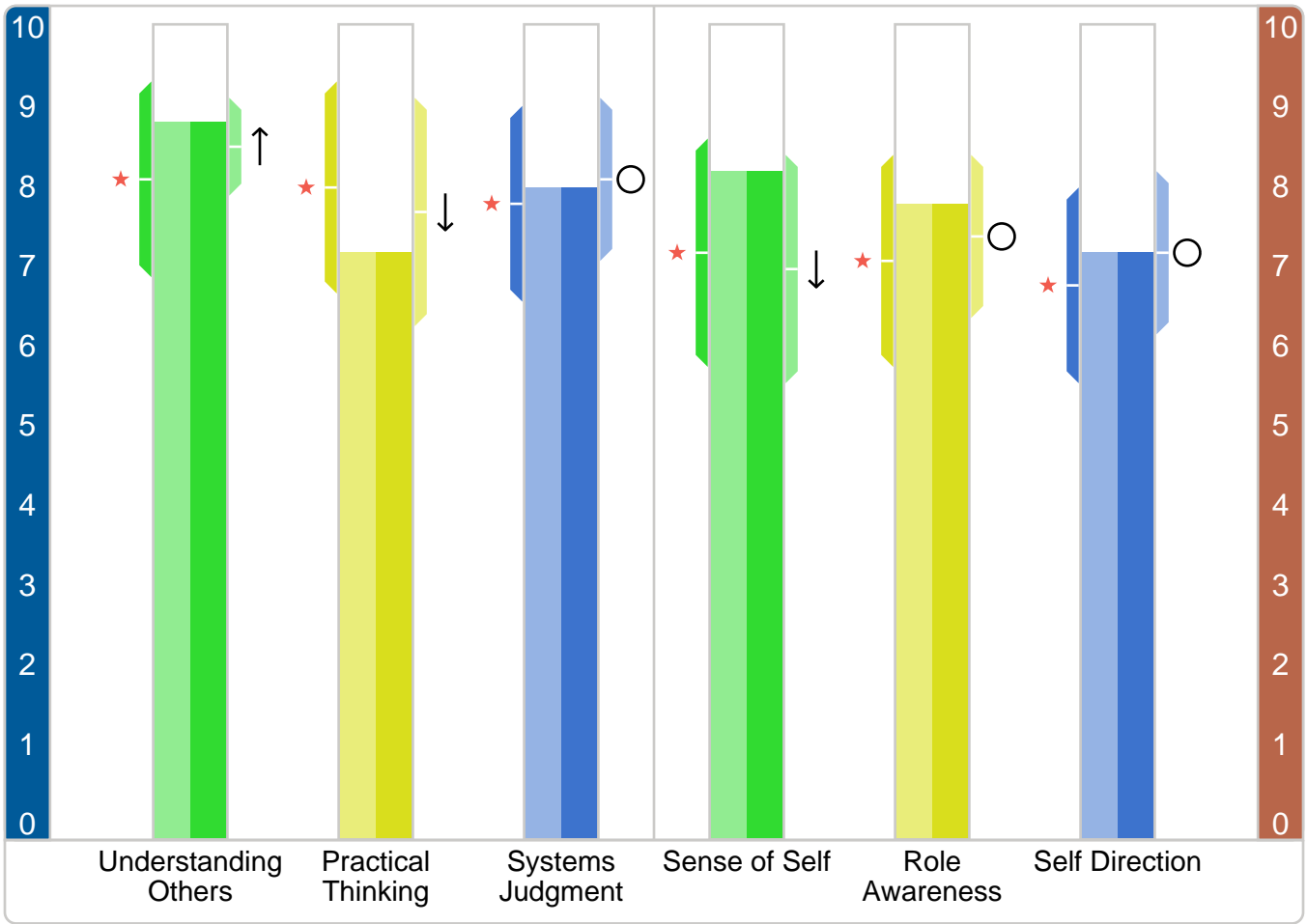


Dimensional Balance

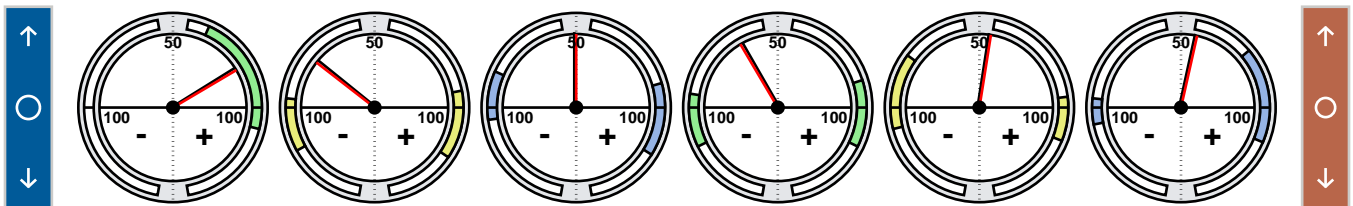
- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score	8.8	7.2	8.0	8.2	7.8	7.2
Bias	↑	↓	○	↓	○	○



Rev: 0.91-0.90