



TTI  
SUCCESS  
INSIGHTS®

**TriMetrix®**  
Talent

**John Doe**  
Company ABC  
Position XYZ

**The Brooks Group**  
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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 TTI TriMetrix Talent Report can be compared with specific job requirements outlined in TTI TriMetrix 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.

### 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.

### 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.

### 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.

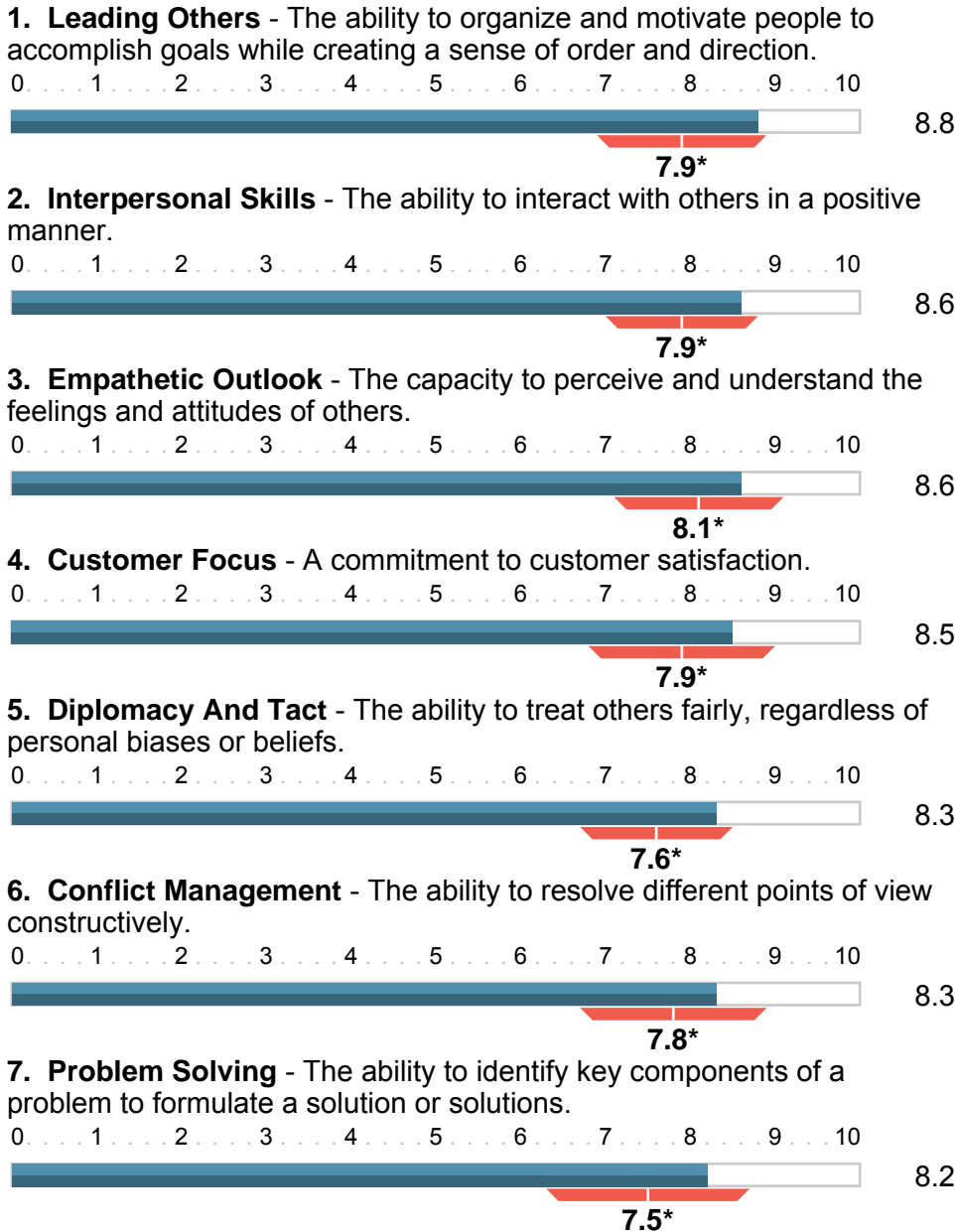
### Behavioral Feedback

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



# Personal Skills Hierarchy

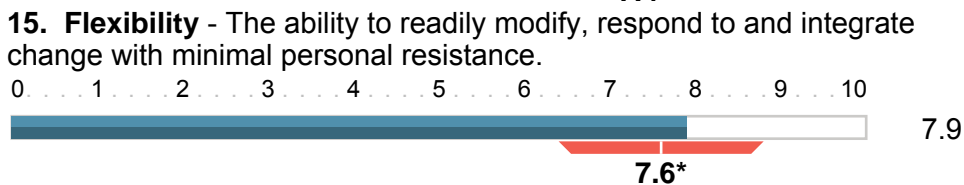
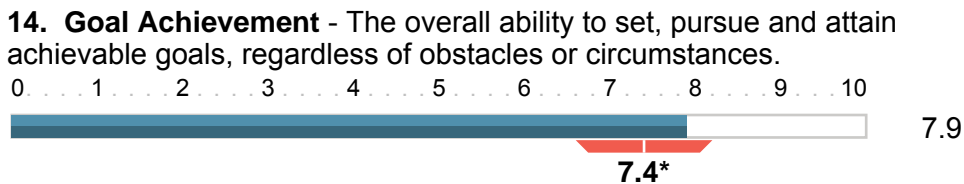
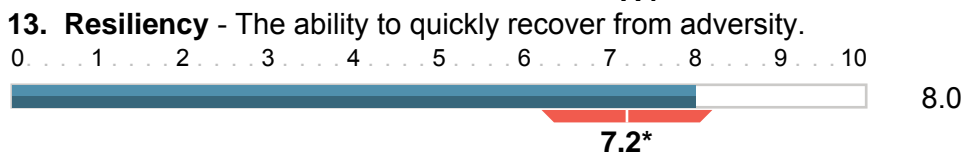
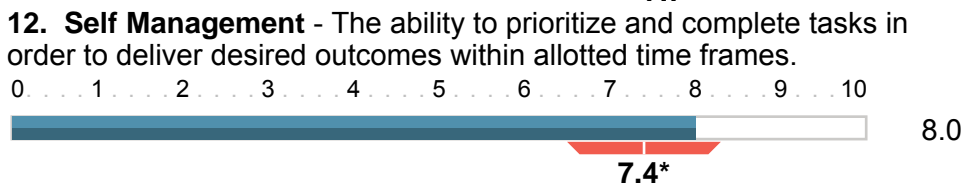
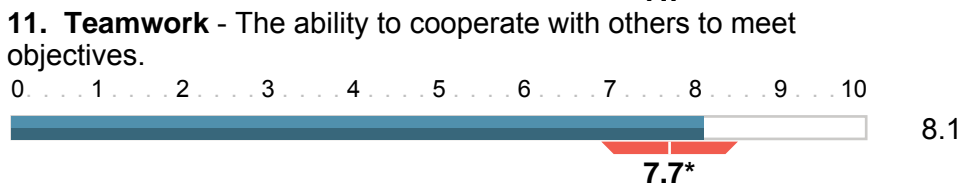
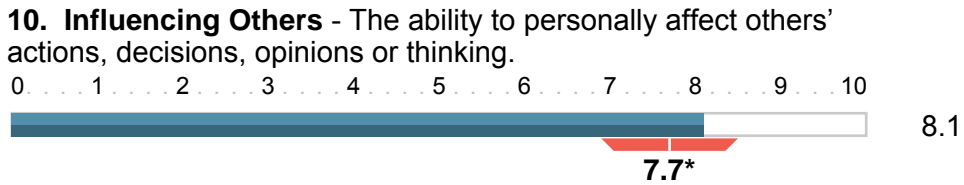
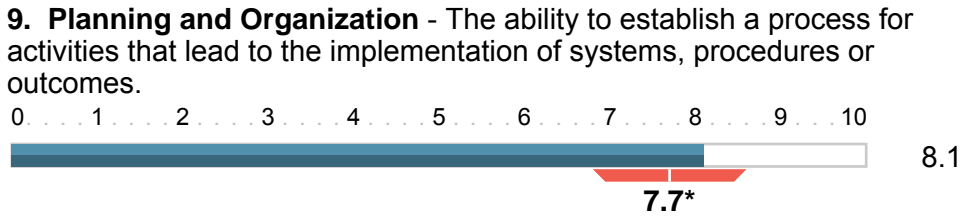
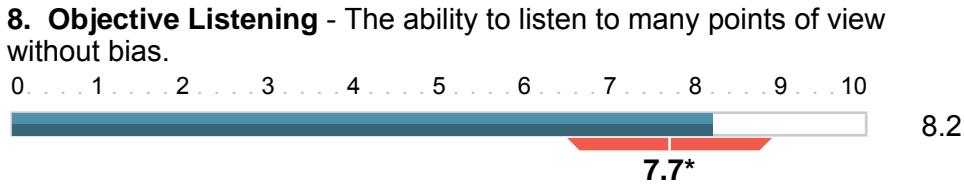
Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.



Rev: 0.94-0.92  
\* 68% of the population falls within the shaded area.  
Provided by:  
**The Brooks Group**



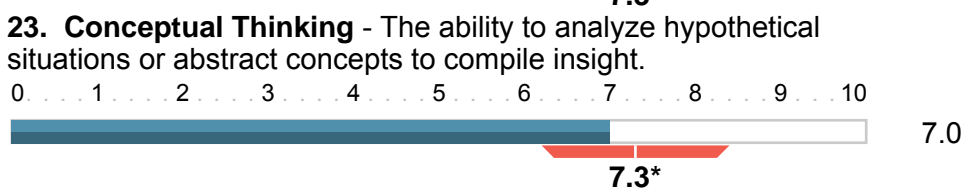
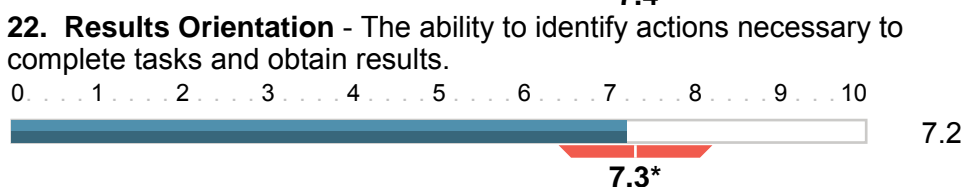
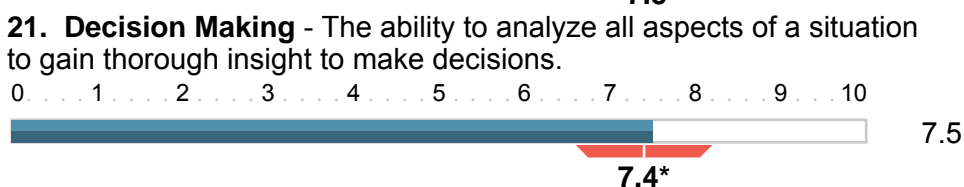
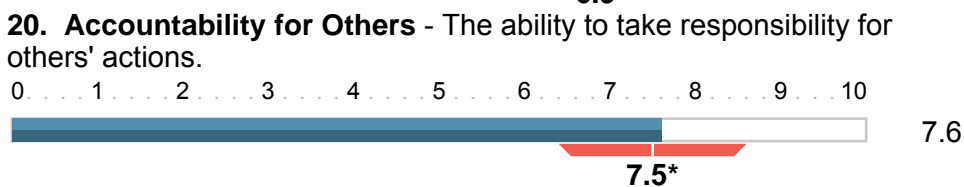
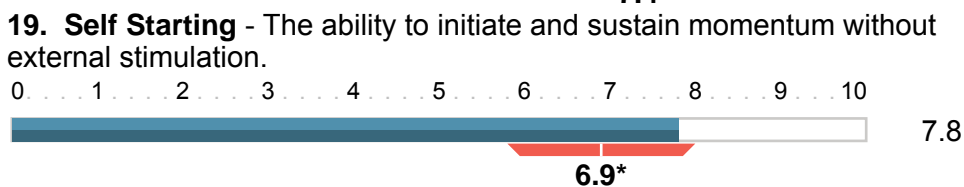
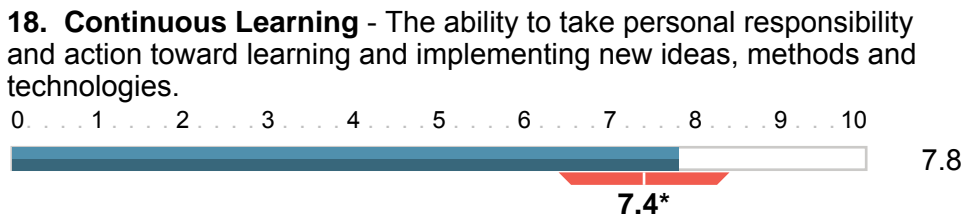
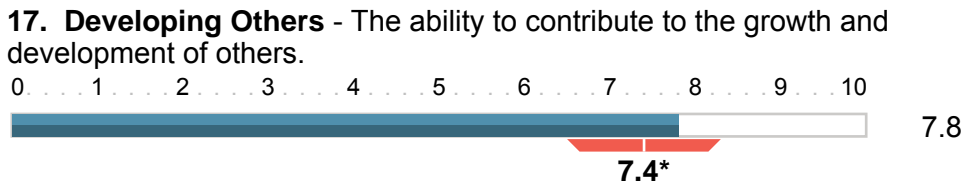
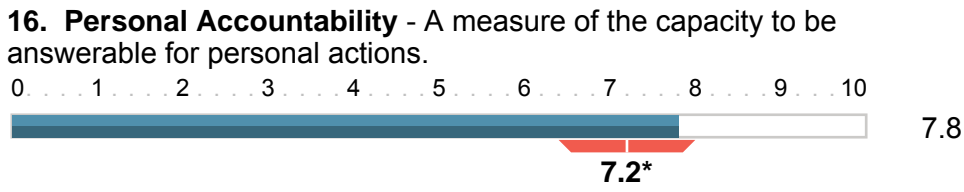
# Personal Skills Hierarchy



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



# Personal Skills Hierarchy



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



# 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.



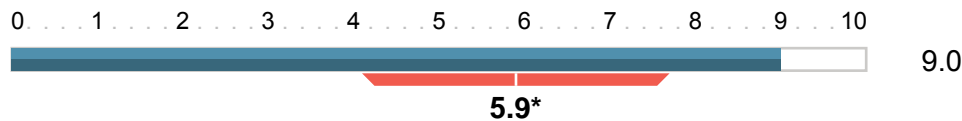
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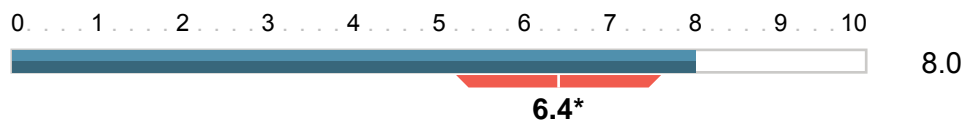
# Behavioral Hierarchy

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.

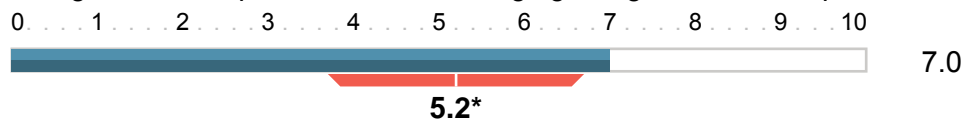
**1. Frequent Interaction with Others** - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



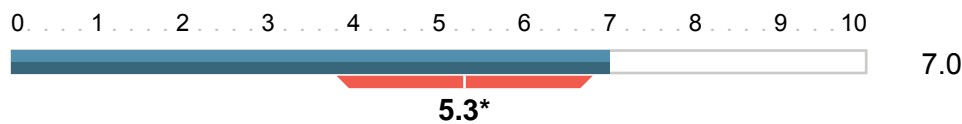
**2. People Oriented** - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



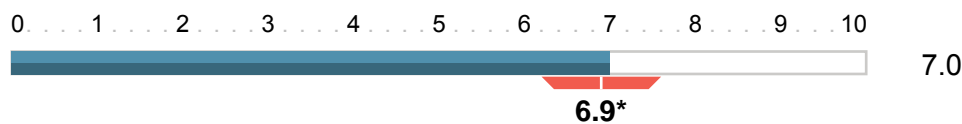
**3. Versatility** - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



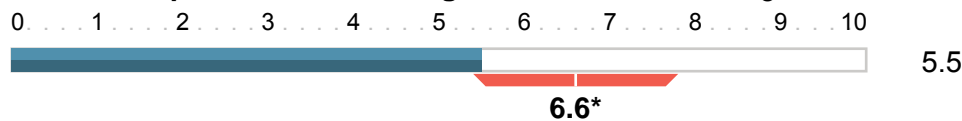
**4. Frequent Change** - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



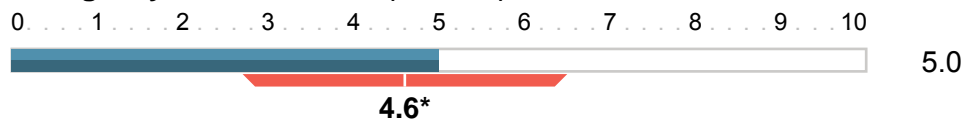
**5. Customer Relations** - A desire to convey your sincere interest in them.



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



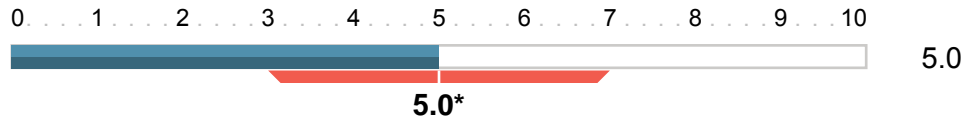
**7. Urgency** - Decisiveness, quick response and fast action.



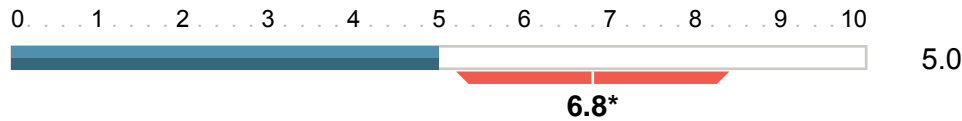


# Behavioral Hierarchy

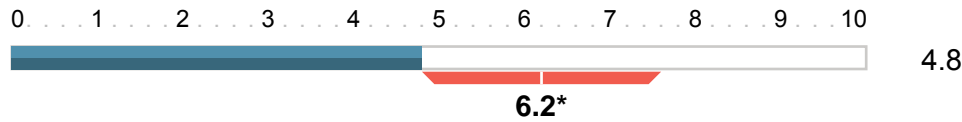
**8. Competitiveness** - Tenacity, boldness, assertiveness and a "will to win" in all situations.



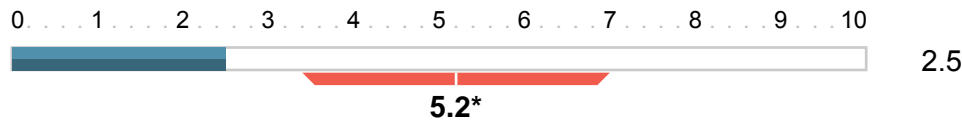
**9. Following Policy** - Complying with the policy or if no policy, complying with the way it has been done.



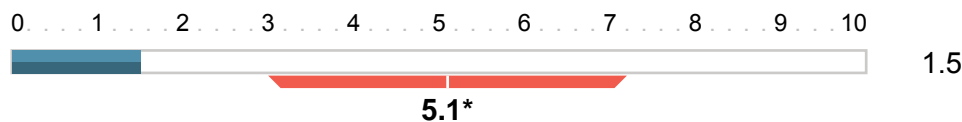
**10. Consistency** - The ability to do the job the same way.



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



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



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





# Feedback

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 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 Skills Feedback

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

1. **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
  
2. **Interpersonal Skills:** The ability to interact with others in a positive manner.
  - Initiates and develops business relationships in positive ways
  - Successfully works with a wide range of people at varying levels of organizations
  - Communicates with others in ways that are clear, considerate and understandable
  - Demonstrates ease in relating with a diverse range of people of varying backgrounds, ages, experience and education levels
  
3. **Empathetic Outlook:** 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
  
4. **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



## Personal Skills Feedback

5. **Diplomacy And Tact:** The ability to treat others fairly, regardless of personal biases or beliefs.
  - Maintains positive relationships with others through treating them fairly
  - Demonstrates respect for others
  - Understands and values differences between people
  - Respects diversity in race, national origin, religion, gender, life style, age and disability.
  
6. **Conflict Management:** The ability to resolve different points of view constructively.
  - Faces difficult issues with objectivity
  - Considers all opinions and facts before drawing conclusions
  - Identifies appropriate solutions for volatile situations
  - Negotiates acceptable solutions between parties to successfully move beyond confrontation
  
7. **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



# 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:*

## 1. Utilitarian/Economic

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This motivator includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average business person. A person with a high score is likely to have a high need to surpass others in wealth.

## 2. 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.

## 3. 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.



# 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. Frequent Interaction with Others

- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

## 2. Customer Oriented

- You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time listening and understanding others and are able to successfully work with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

## 3. Versatility

- You are multi-talented and easily adapt to changes with a high level of optimism and a "can do" orientation.



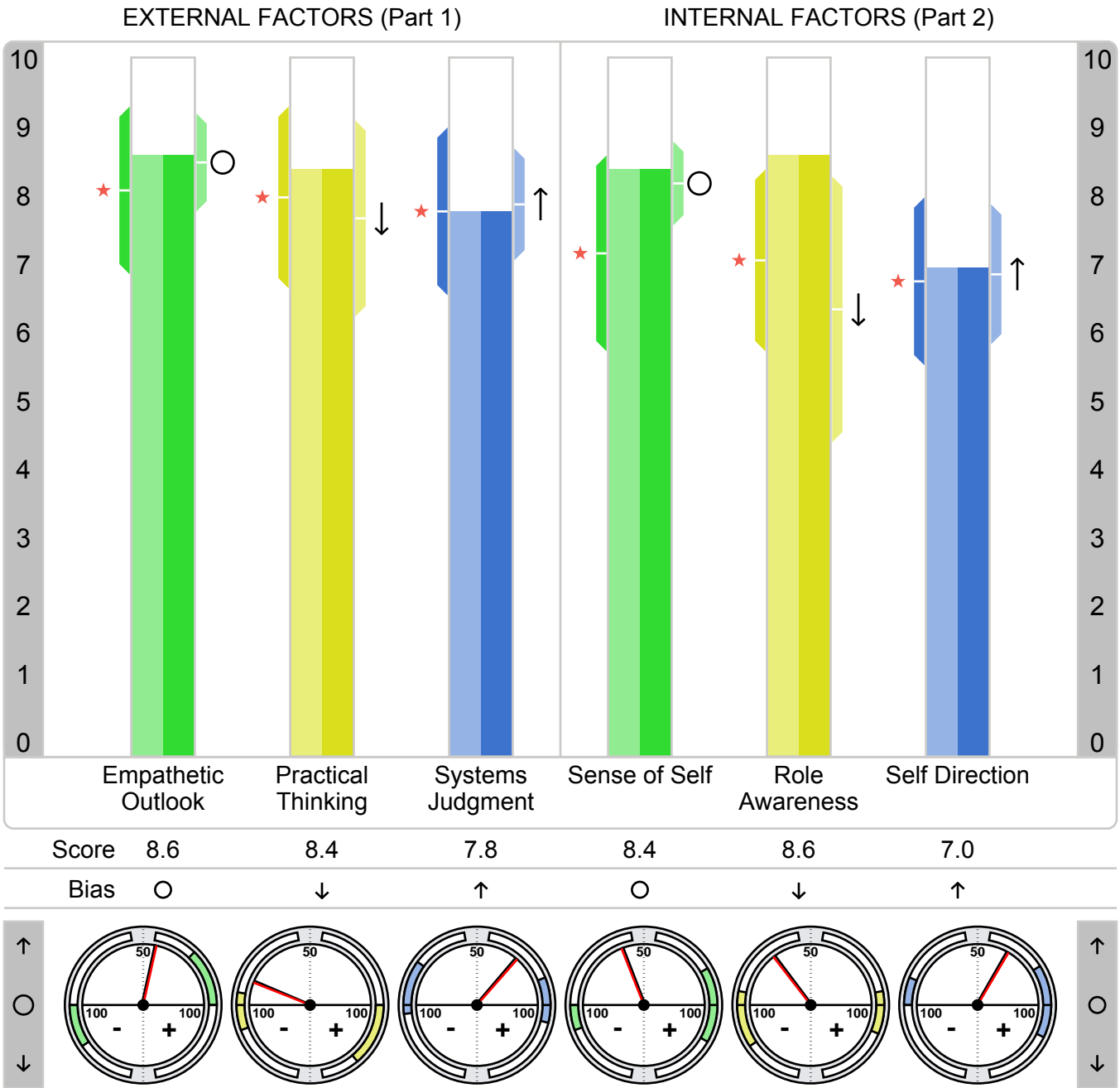
## Behavioral Feedback

John likes to develop people and build organizations. He likes feedback from his manager on how he is doing. He believes in getting results through other people. He prefers the "team approach." He may tend to agree to avoid confrontation. John tries to influence others through a personal relationship and many times will perform services to develop this relationship. He influences most people with his warmth. He places his focus on people. To him, strangers are just friends he hasn't met! He is approachable, affectionate and understanding.



# Dimensional Balance For Consulting and Coaching

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



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# Category Breakdown For Consulting and Coaching

## Accountability for Others

## Conceptual Thinking

## Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

## Continuous Learning

- Self Improvement
- Personal Drive

## Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

## Decision Making

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

## Developing Others

## Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

## Empathetic Outlook

## Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

## Goal Achievement

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

## Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

## Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

## Leading Others

## Personal Accountability

## Objective Listening

- Evaluating What is Said

## Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

## Problem Solving

## Resiliency

- Persistence
- Handling Rejection
- Initiative

## Results Orientation

## Self Management

## Self-Starting Ability

- Initiative

## Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others





## Core Skills List For Consulting and Coaching

Score	Mean	Description
9.1	8.2	Realistic Goal Setting for Others
8.9	7.0	Intuitive Decision Making
8.8	7.9	Leading Others
8.7	7.9	Proactive Thinking
8.6	7.9	Attitude Toward Others
8.6	7.8	Freedom from Prejudices
8.6	7.7	Realistic Expectations
8.6	7.0	Handling Stress
8.6	8.1	Understanding Motivational Needs
8.6	7.8	Persuading Others
8.6	7.9	Sensitivity to Others
8.6	8.1	Empathetic Outlook
8.6	8.1	Personal Relationships
8.6	7.1	Role Awareness
8.5	7.6	Realistic Personal Goal Setting
8.5	7.7	Evaluating Others
8.5	7.8	Relating to Others
8.5	7.6	Status and Recognition
8.4	7.6	Using Common Sense
8.4	7.3	Sense of Self
8.4	8.1	Self Improvement
8.4	8.0	Material Possessions
8.4	8.0	Practical Thinking
8.3	8.0	Following Directions
8.3	8.0	Respect for Policies
8.3	7.9	Emotional Control
8.2	7.9	Correcting Others
8.2	7.5	Problem Solving
8.2	7.4	Handling Rejection
8.2	7.1	Internal Self Control
8.2	7.7	Evaluating What is Said
8.1	8.3	Theoretical Problem Solving
8.1	6.7	Self Assessment
8.1	7.6	Long Range Planning
8.1	7.2	Persistence
8.1	7.4	Enjoyment of the Job
8.0	8.0	Attention to Detail
8.0	7.9	Conveying Role Value
8.0	7.8	Monitoring Others
8.0	7.7	Sense of Belonging
8.0	7.4	Self Management
7.9	7.5	Quality Orientation
7.8	7.2	Personal Accountability

Score	Mean	Description
7.8	7.4	Developing Others
7.8	7.6	Integrative Ability
7.8	6.9	Initiative
7.8	7.8	Systems Judgment
7.8	7.2	Taking Responsibility
7.7	7.4	Project and Goal Focus
7.6	7.6	Concrete Organization
7.6	7.5	Accountability for Others
7.6	7.0	Balanced Decision Making
7.6	7.1	Gaining Commitment
7.5	7.4	Self Confidence
7.5	7.1	Personal Drive
7.5	7.5	Sense of Timing
7.4	7.3	Surrendering Control
7.4	7.1	Role Confidence
7.3	7.3	Consistency and Reliability
7.3	7.3	Project Scheduling
7.3	6.9	Meeting Standards
7.3	7.3	Job Ethic
7.2	7.3	Results Orientation
7.0	7.3	Conceptual Thinking
7.0	6.9	Self Direction
7.0	7.3	Sense of Mission



## Core Skills List For Consulting and Coaching

Score	Mean	Description
7.6	7.5	Accountability for Others
8.0	8.0	Attention to Detail
8.6	7.9	Attitude Toward Others
7.6	7.0	Balanced Decision Making
7.0	7.3	Conceptual Thinking
7.6	7.6	Concrete Organization
7.3	7.3	Consistency and Reliability
8.0	7.9	Conveying Role Value
8.2	7.9	Correcting Others
7.8	7.4	Developing Others
8.3	7.9	Emotional Control
8.6	8.1	Empathetic Outlook
8.1	7.4	Enjoyment of the Job
8.5	7.7	Evaluating Others
8.2	7.7	Evaluating What is Said
8.3	8.0	Following Directions
8.6	7.8	Freedom from Prejudices
7.6	7.1	Gaining Commitment
8.2	7.4	Handling Rejection
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8.1	7.6	Long Range Planning
8.4	8.0	Material Possessions
7.3	6.9	Meeting Standards
8.0	7.8	Monitoring Others
8.1	7.2	Persistence
7.8	7.2	Personal Accountability
7.5	7.1	Personal Drive
8.6	8.1	Personal Relationships
8.6	7.8	Persuading Others
8.4	8.0	Practical Thinking
8.7	7.9	Proactive Thinking
8.2	7.5	Problem Solving
7.7	7.4	Project and Goal Focus
7.3	7.3	Project Scheduling
7.9	7.5	Quality Orientation
8.6	7.7	Realistic Expectations
9.1	8.2	Realistic Goal Setting for Others

Score	Mean	Description
8.5	7.6	Realistic Personal Goal Setting
8.5	7.8	Relating to Others
8.3	8.0	Respect for Policies
7.2	7.3	Results Orientation
8.6	7.1	Role Awareness
7.4	7.1	Role Confidence
8.1	6.7	Self Assessment
7.5	7.4	Self Confidence
7.0	6.9	Self Direction
8.4	8.1	Self Improvement
8.0	7.4	Self Management
8.0	7.7	Sense of Belonging
7.0	7.3	Sense of Mission
8.4	7.3	Sense of Self
7.5	7.5	Sense of Timing
8.6	7.9	Sensitivity to Others
8.5	7.6	Status and Recognition
7.4	7.3	Surrendering Control
7.8	7.8	Systems Judgment
7.8	7.2	Taking Responsibility
8.1	8.3	Theoretical Problem Solving
8.6	8.1	Understanding Motivational Needs
8.4	7.6	Using Common Sense