



TTI
SUCCESS
INSIGHTS®

TriMetrix® DNA Gap Report

John Sample
Sales
Sample Company
10-25-2018



Introduction

Long-term superior performance is directly related to job fit. Job fit, in simple terms, is having the talent that the job requires.

Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

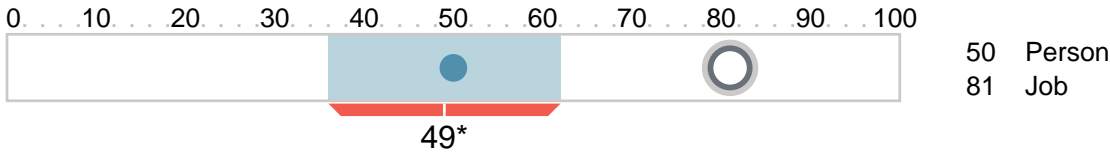
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.



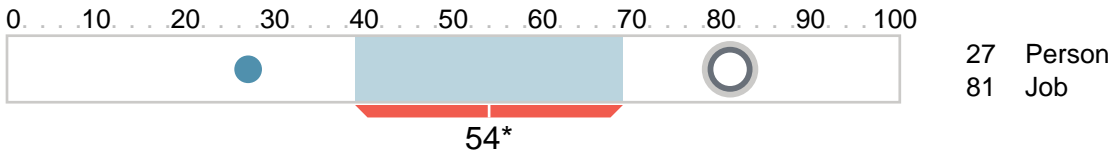
Job Competencies Hierarchy

All jobs require certain competencies. This section of the report identifies those competencies that lead to superior performance in most jobs. The graphs below are in descending order from the highest rated competency required by the job to the lowest.

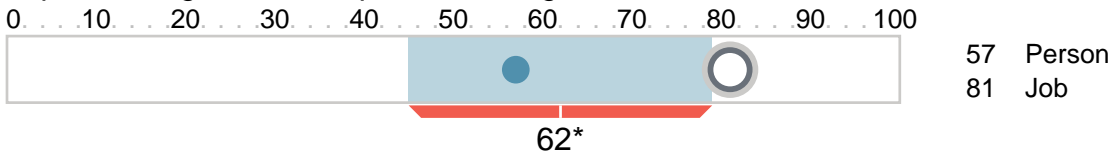
1. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realized.



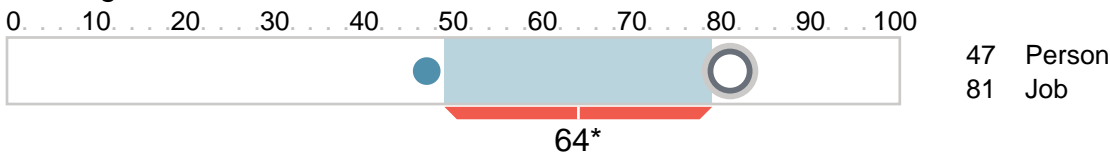
2. Problem Solving - Defining, analyzing and diagnosing key components of a problem to formulate a solution.



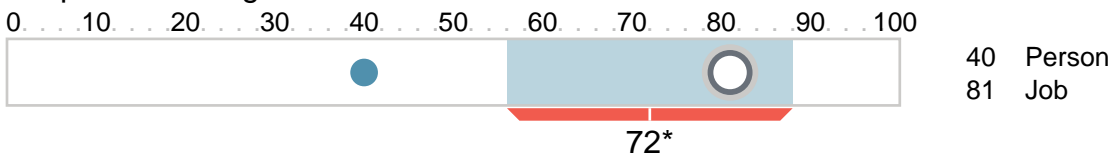
3. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.



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



5. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



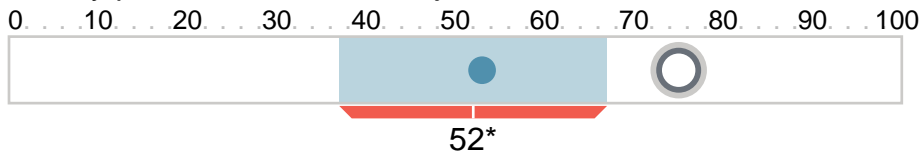
○ - Job ● - Person

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



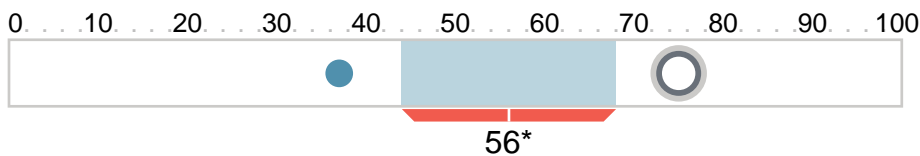
Job Competencies Hierarchy

6. Planning and Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.



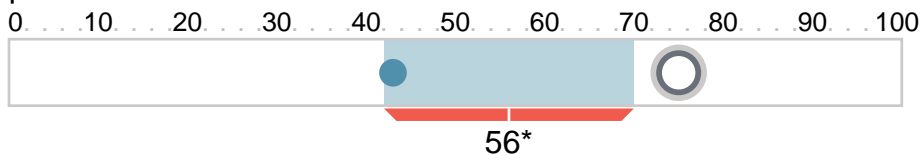
53 Person
75 Job

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



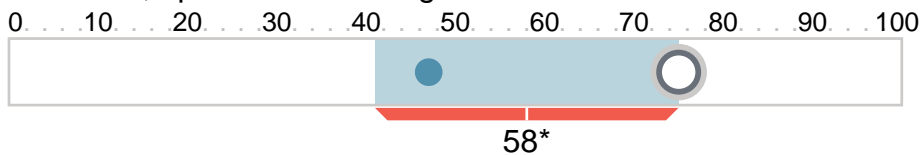
37 Person
75 Job

8. Diplomacy - The ability to treat others fairly, regardless of personal biases or beliefs.



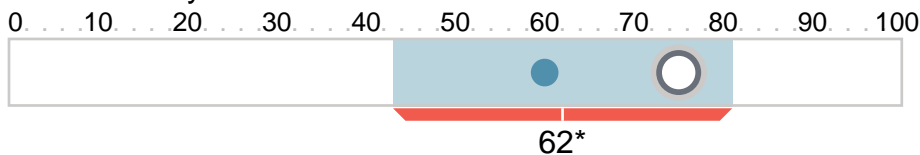
43 Person
75 Job

9. Influencing Others - Personally affecting others actions, decisions, opinions or thinking.



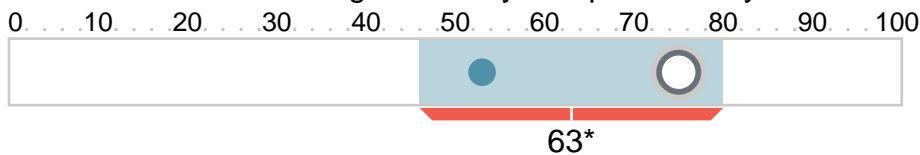
47 Person
75 Job

10. Conflict Management - Addressing and resolving conflict constructively.



60 Person
75 Job

11. Teamwork - Working effectively and productively with others.



53 Person
75 Job

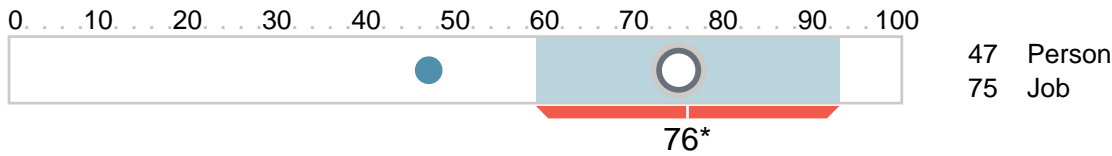
○ - Job ● - Person

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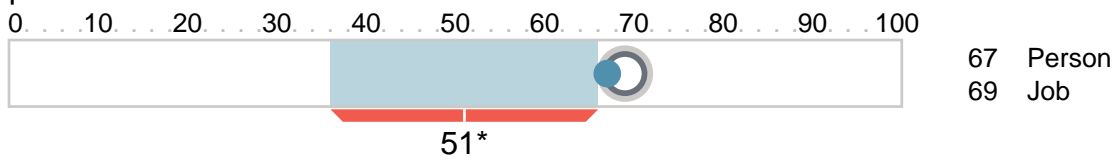


Job Competencies Hierarchy

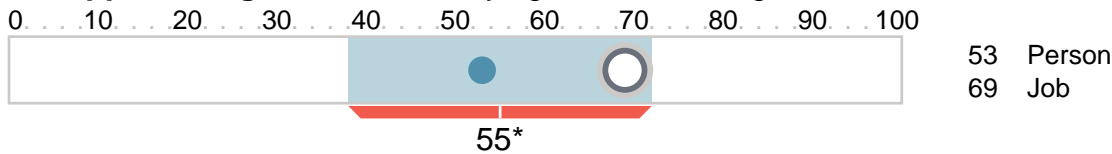
12. Understanding Others - Understanding the uniqueness and contributions of others.



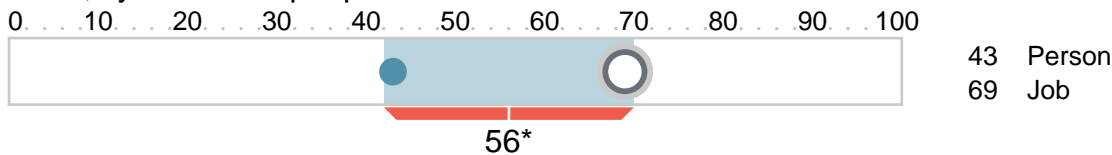
13. Negotiation - Facilitating agreements between two or more parties.



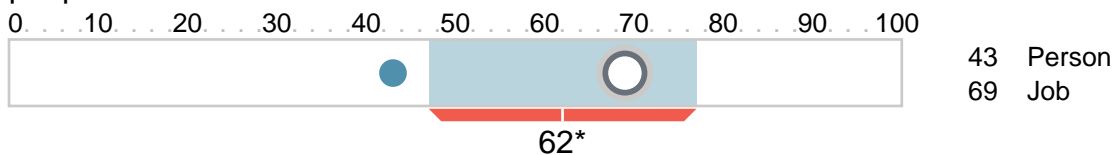
14. Appreciating Others - Identifying with and caring about others.



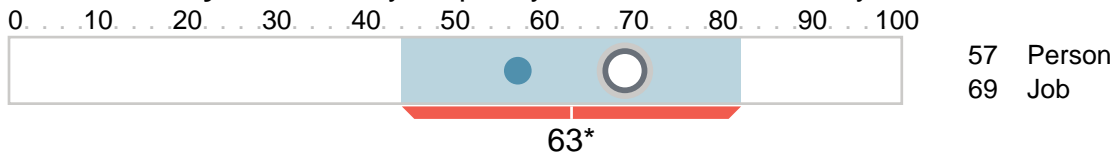
15. Project Management - Identifying and overseeing all resources, tasks, systems and people to obtain results.



16. Leadership - Achieving extraordinary business results through people.



17. Resiliency - The ability to quickly recover from adversity.



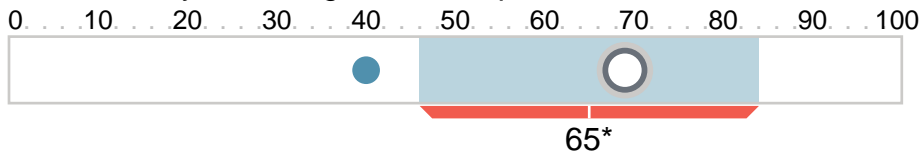
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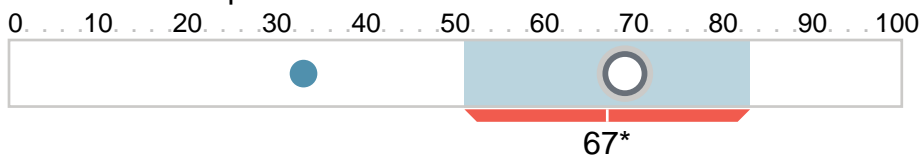


Job Competencies Hierarchy

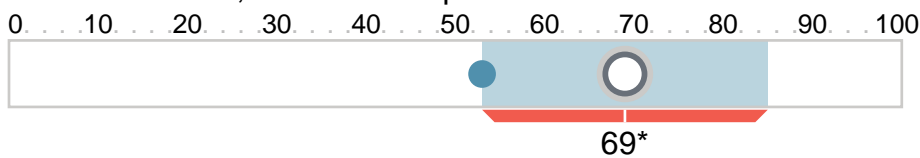
18. Time and Priority Management - Demonstrating self control and an ability to manage time and priorities.



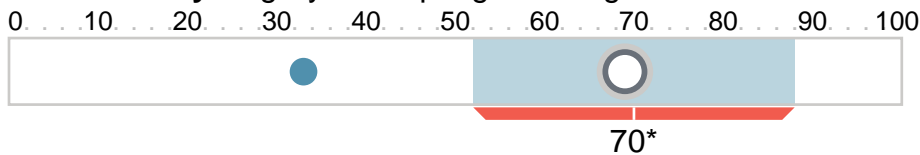
19. Personal Accountability - A measure of the capacity to be answerable for personal actions.



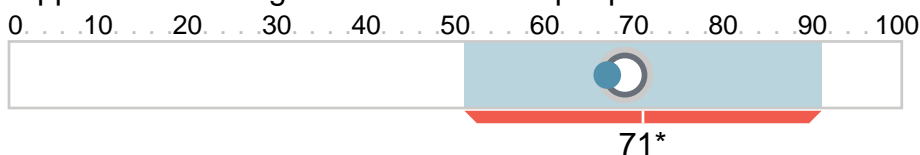
20. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



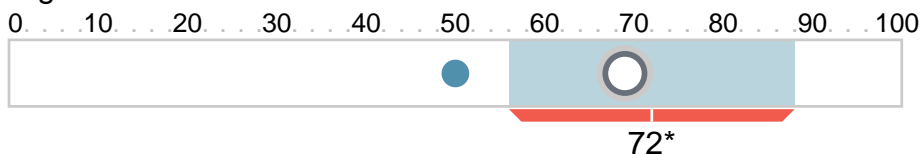
21. Flexibility - Agility in adapting to change.



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



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



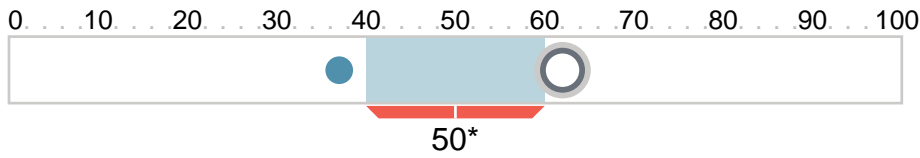
○ - Job ● - Person

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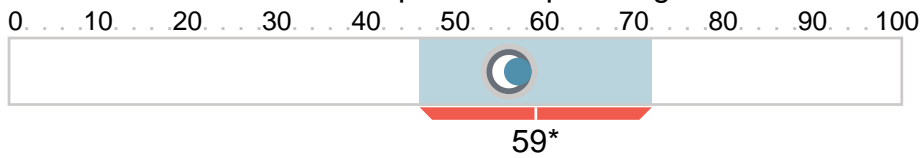


Job Competencies Hierarchy

24. Decision Making - Utilizing effective processes to make decisions.



25. Conceptual Thinking - The ability to analyze hypothetical situations or abstract concepts to compile insight.



○ - Job ● - Person

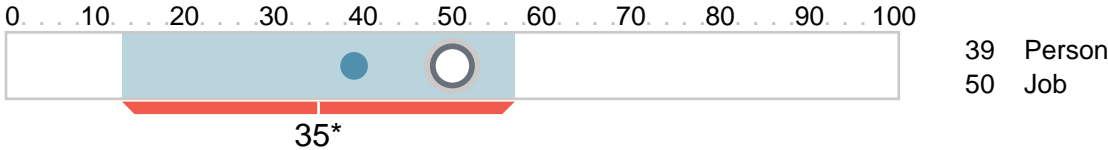
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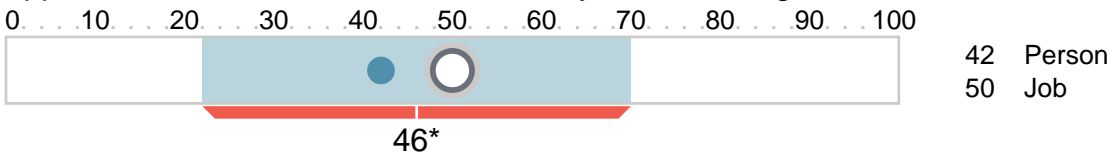
Primary Driving Forces Cluster

These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

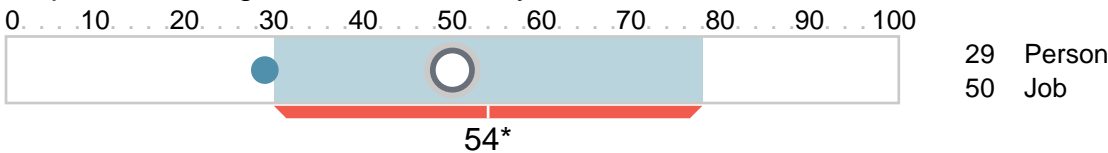
1. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.



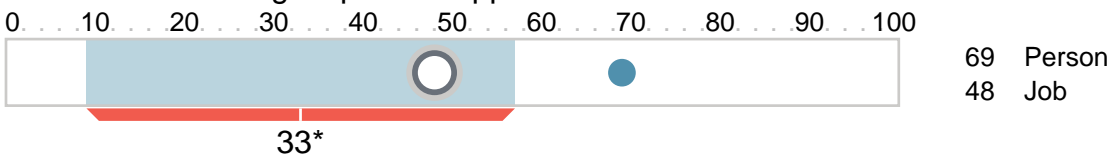
2. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.



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



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



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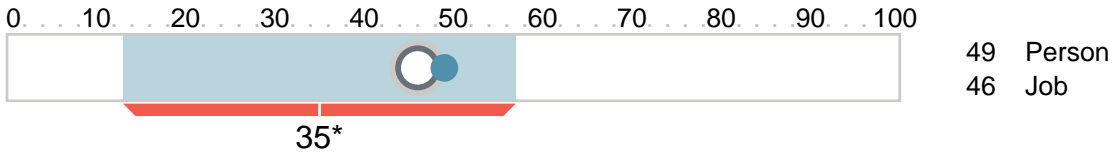
○ - Job ● - Person



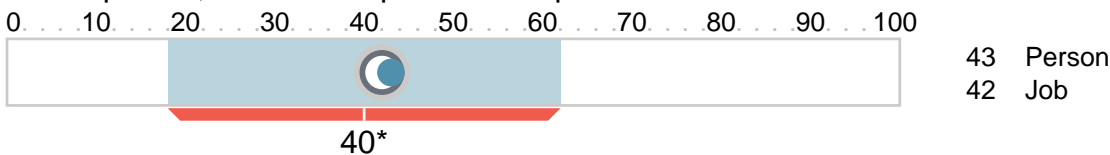
Situational Driving Forces Cluster

These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

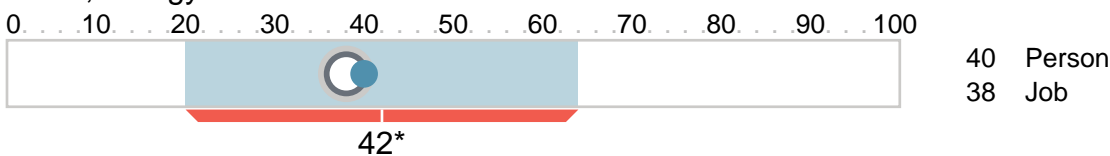
5. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



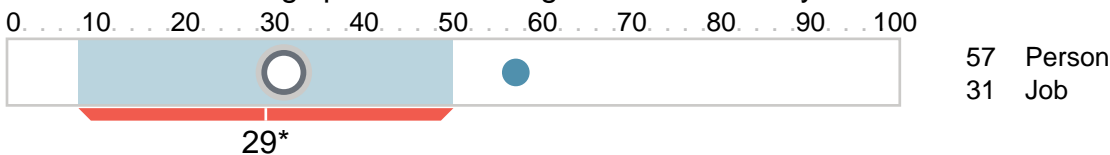
6. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



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



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



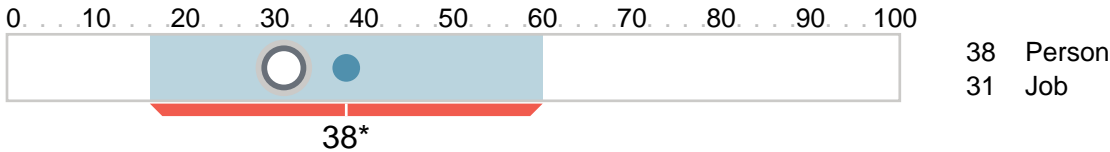
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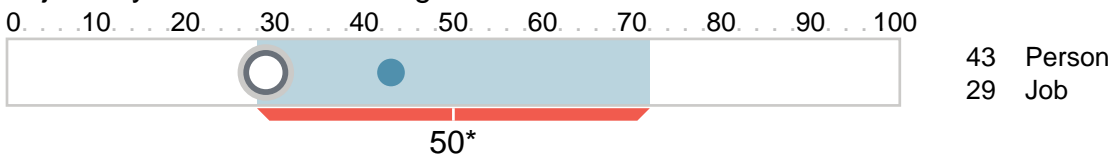
Indifferent Driving Forces Cluster

These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

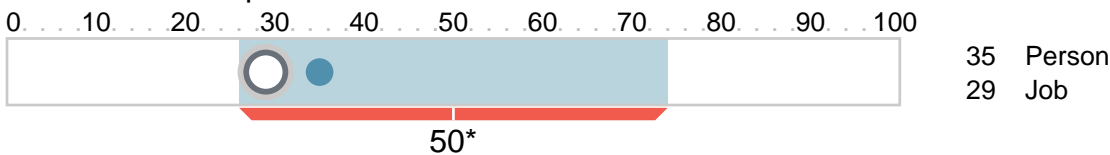
9. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



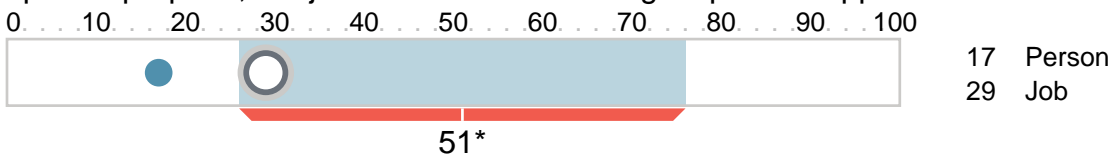
10. Objective - People who are driven by the functionality and objectivity of their surroundings.



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



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



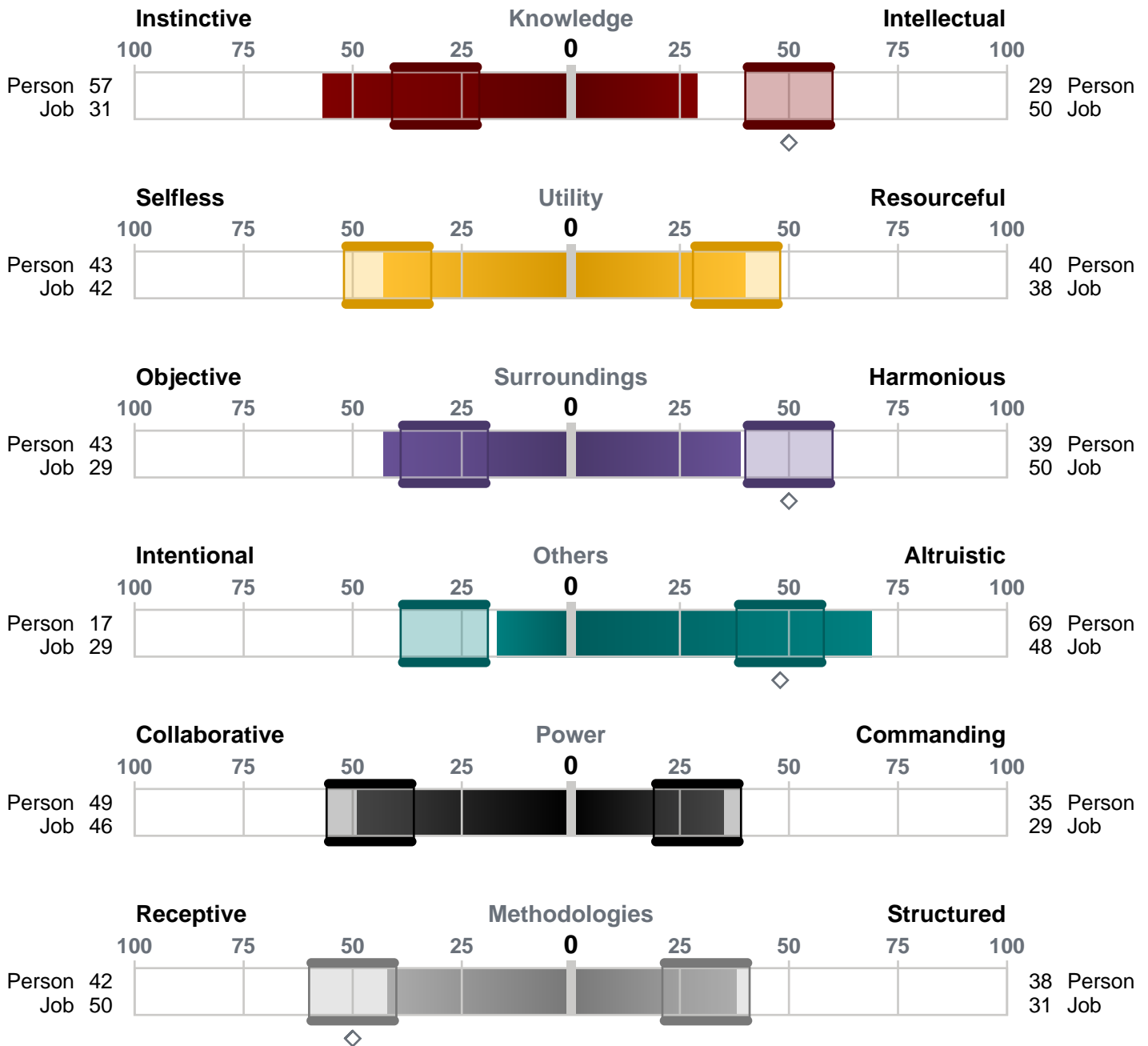
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○ - Job ● - Person



Driving Forces Graph John Sample

The following graph is designed as a visual comparison between the position and the applicant for each of the 12 Driving Forces. The highlighted area denotes the position-related Driving Forces score. The applicant's score is denoted by the darker, solid line for each driver. The closer the applicant's score aligns to the position's score, the more engaged the applicant will be in the position.



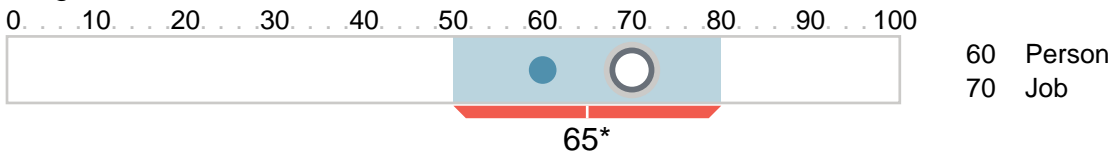
Job Range (20 point range) - Denotes Primary Driving Force



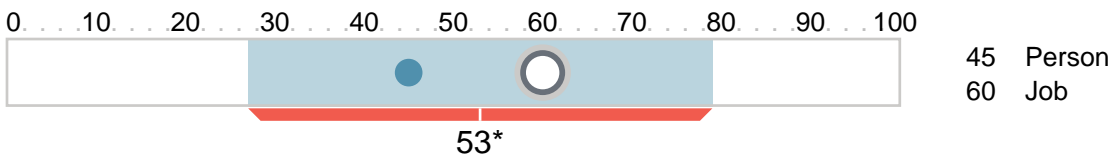
Behavioral Hierarchy

This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, it is important to note how gaps may indicate a level of stress that could be created when a person is forced to adapt behavior that is not his/her natural style.

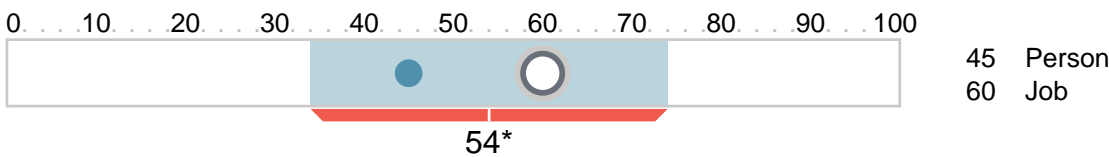
1. People-Oriented - The job requires building rapport with a wide range of individuals.



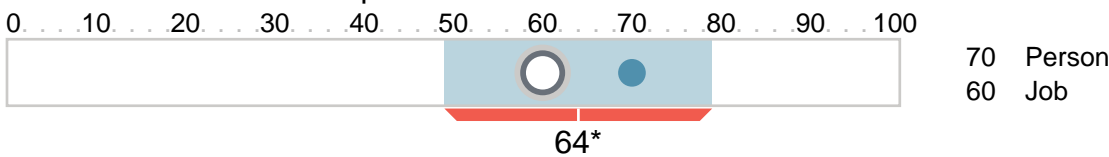
2. Analysis - The job requires compiling, confirming, and organizing information.



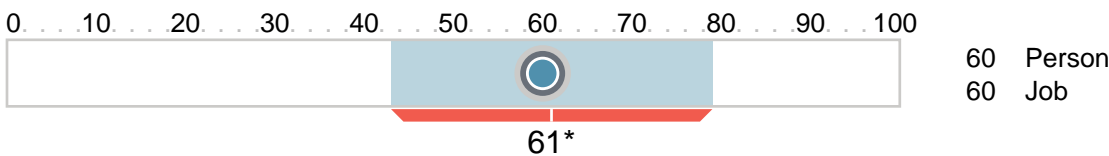
3. Versatile - The job requires adapting to various situations with ease.



4. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



5. Persistence - The job requires finishing tasks despite challenges or resistance.



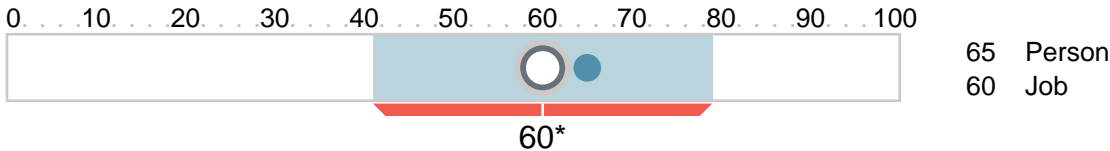
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○ - Job ● - Person

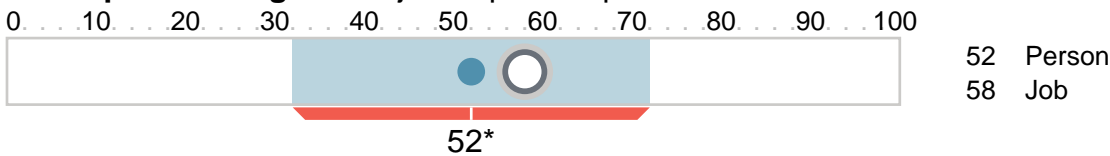


Behavioral Hierarchy

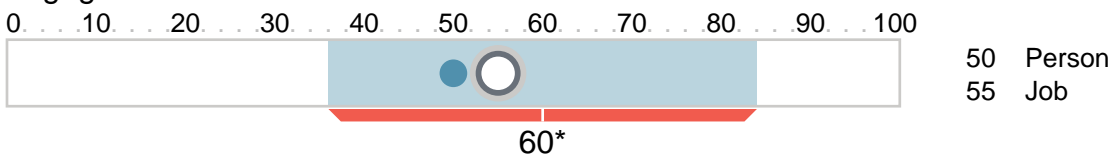
6. Following Policy - The job requires adhering to rules, regulations or existing methods.



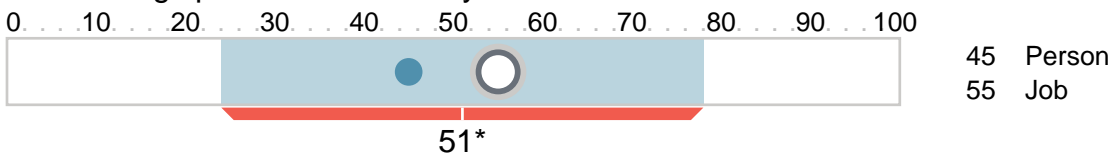
7. Frequent Change - The job requires rapid shifts between tasks.



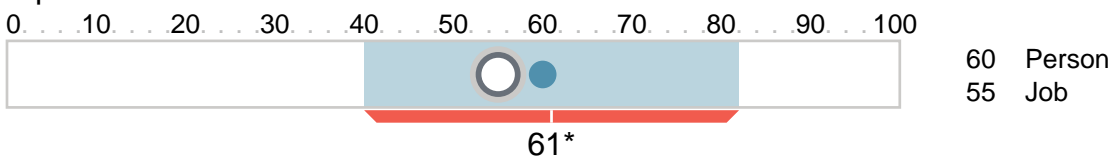
8. Interaction - The job requires frequent communication and engagement with others.



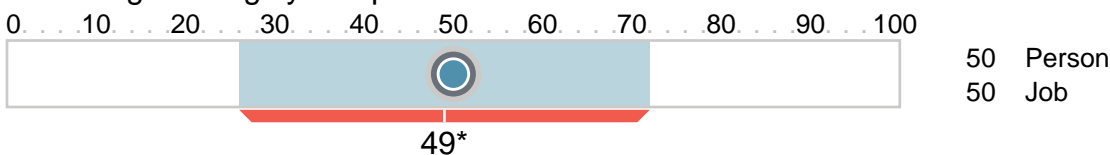
9. Organized Workplace - The job requires establishing and maintaining specific order in daily activities.



10. Consistent - The job requires predictable performance in repetitive situations.



11. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



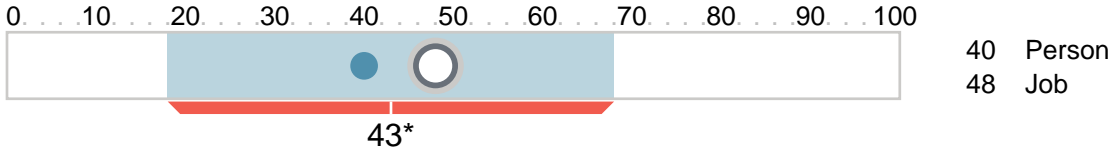
* 68% of the population falls within the shaded area.

○ - Job ● - Person



Behavioral Hierarchy

12. Urgency - The job requires decisiveness, quick response, and fast action.

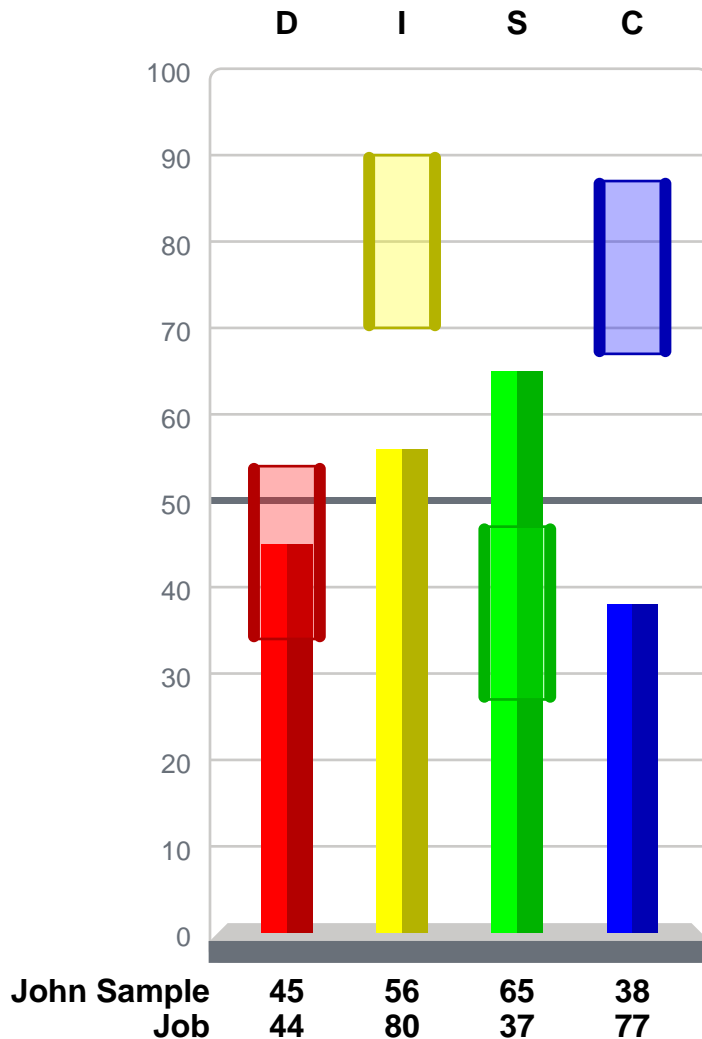


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Workplace Behaviors John Sample

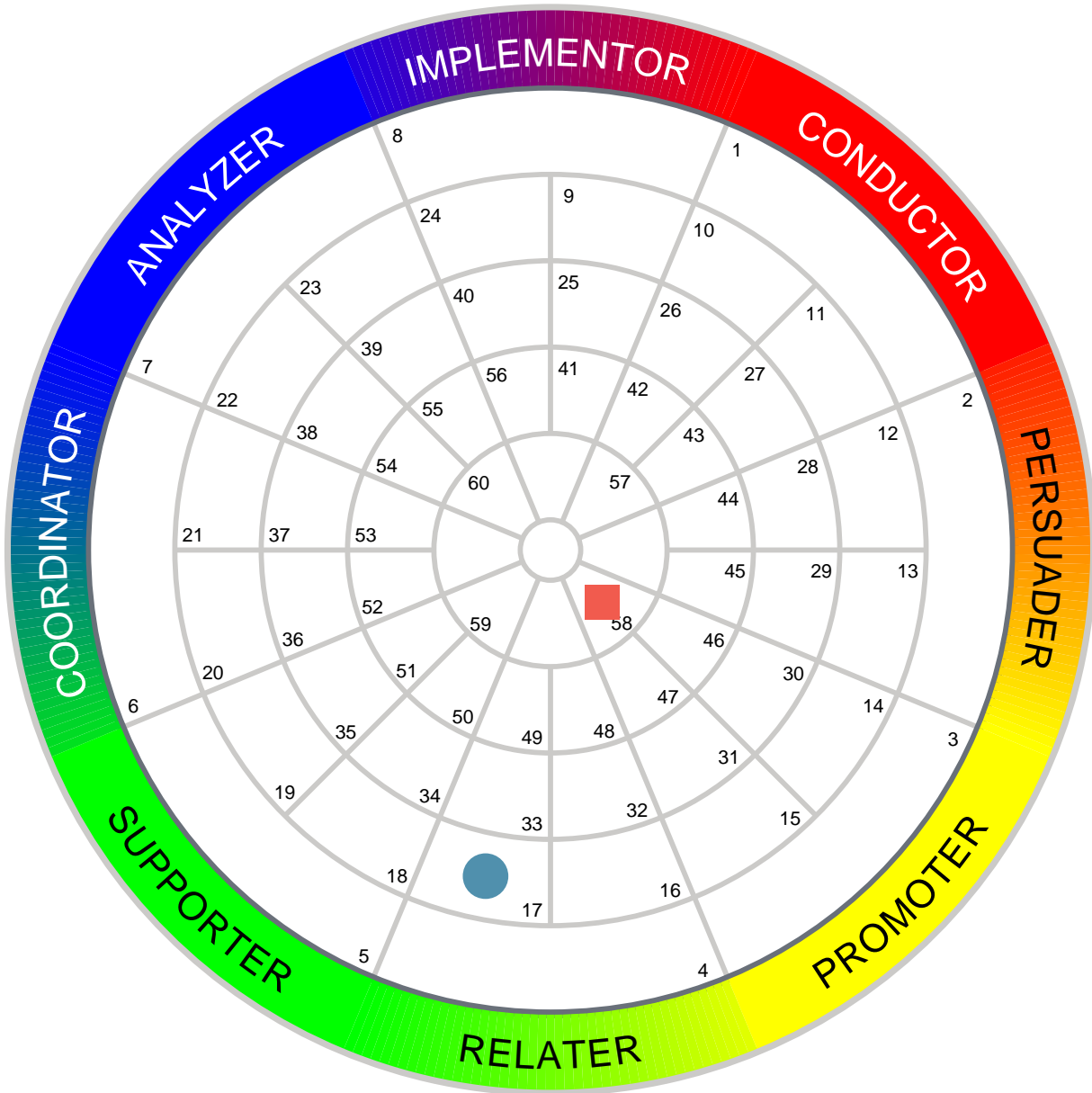
The following graph is designed as a visual comparison between the position and the applicant for each behavioral factor. The highlighted area denotes the position-related score for each behavioral factor. The applicant's score is denoted by the darker red, yellow, green and blue line. The closer the applicant's score aligns to the position's score, the better the applicant will perform in the position with respect to behavior.



Job Range (20 point range)



The Success Insights® Wheel



- Job - (58) ANALYZING PROMOTER (ACROSS)
- John Sample - (17) SUPPORTING RELATER



Comparison Analysis For Consulting and Coaching

Job Competencies Hierarchy	Zone Range	Person
1. Futuristic Thinking	63 — 100	50
2. Problem Solving	70 — 100	27
3. Continuous Learning	80 — 100	57
4. Self Starting	80 — 100	47
5. Employee Development/Coaching	72 — 88	40
6. Planning and Organizing	68 — 100	53
7. Creativity and Innovation	69 — 100	37

Primary Driving Forces Cluster	Zone Range	Person
1. Harmonious	35 — 57	39
2. Receptive	46 — 70	42
3. Intellectual	30 — 53	29
4. Altruistic	33 — 57	69

Job Behavioral Hierarchy	Zone Range	Person
1. People-Oriented	65 — 80	60
2. Analysis	53 — 79	45
3. Versatile	54 — 74	45
4. Customer-Oriented	49 — 63	70

- Exact match
- Fair compatibility
- Good compatibility
- Poor compatibility
- Over-focused