



**TTI TriMetrix®**  
Talent Report



**Tammy Test Taker**  
11-3-2011



Bringing Awareness  
ABC Co. Ltd.  
789 Street  
Springfield, USA  
800-555-5555



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:

#### SECTION 1: 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.

#### SECTION 2: 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.

#### SECTION 3: BEHAVIORAL HIERARCHY (8 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.

#### SECTION 4: 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.

#### SECTION 5: 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.

#### SECTION 6: BEHAVIORAL FEEDBACK

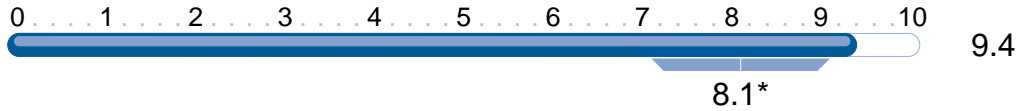
This section gives you insight into your top three behavioral traits to further identify your unique strengths.



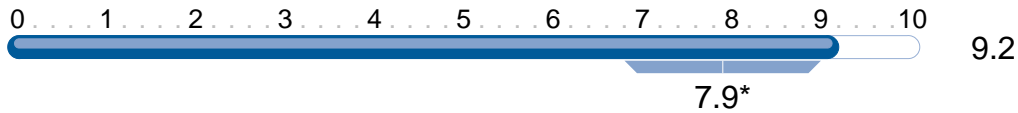
# PERSONAL SKILLS HIERARCHY

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.

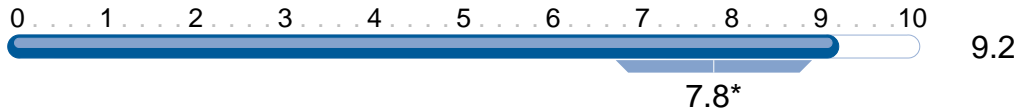
**1. EMPATHETIC OUTLOOK** - The capacity to perceive and understand the feelings and attitudes of others.



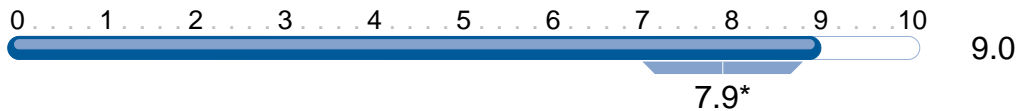
**2. CUSTOMER FOCUS** - A commitment to customer satisfaction.



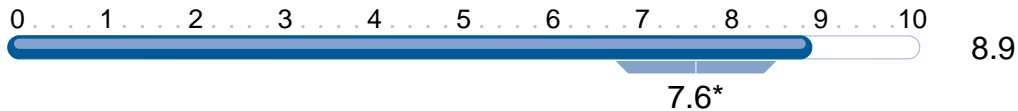
**3. CONFLICT MANAGEMENT** - The ability to resolve different points of view constructively.



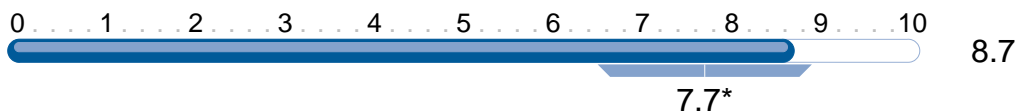
**4. INTERPERSONAL SKILLS** - The ability to interact with others in a positive manner.



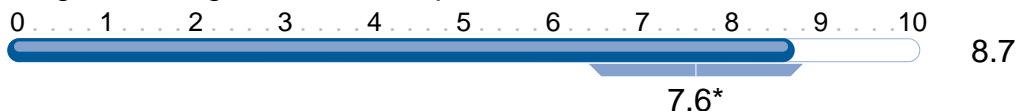
**5. DIPLOMACY AND TACT** - The ability to treat others fairly, regardless of personal biases or beliefs.



**6. OBJECTIVE LISTENING** - The ability to listen to many points of view without bias.



**7. FLEXIBILITY** - The ability to readily modify, respond to and integrate change with minimal personal resistance.

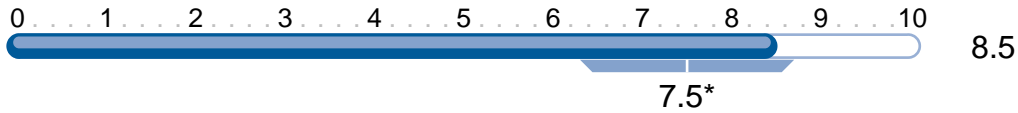


Rev: 0.97-0.70

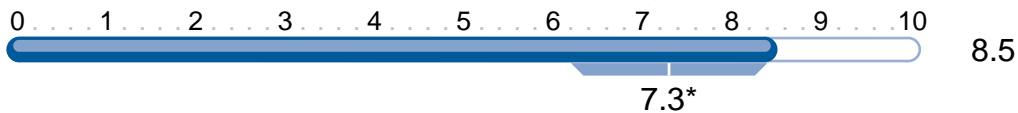
\* 68% of the population falls within the shaded area.



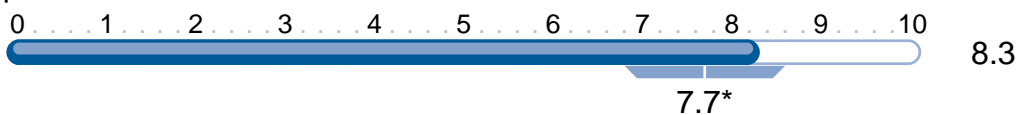
**8. PROBLEM SOLVING** - The ability to identify key components of a problem to formulate a solution or solutions.



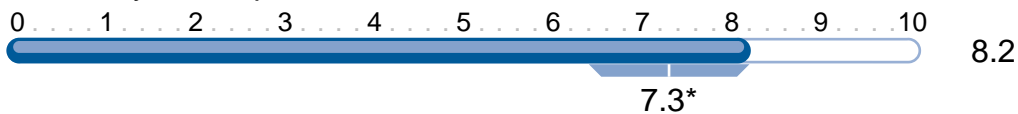
**9. CONCEPTUAL THINKING** - The ability to analyze hypothetical situations or abstract concepts to compile insight.



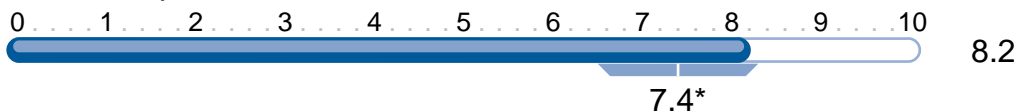
**10. PLANNING AND ORGANIZATION** - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



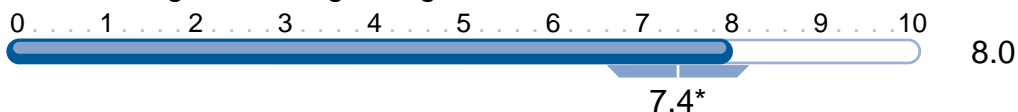
**11. RESULTS ORIENTATION** - The ability to identify actions necessary to complete tasks and obtain results.



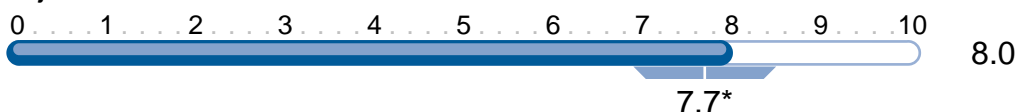
**12. DEVELOPING OTHERS** - The ability to contribute to the growth and development of others.



**13. DECISION MAKING** - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



**14. TEAMWORK** - The ability to cooperate with others to meet objectives.

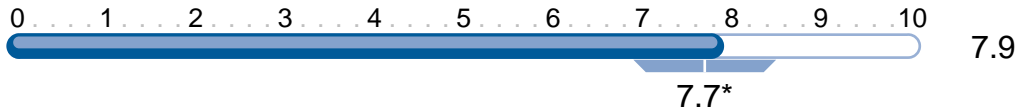


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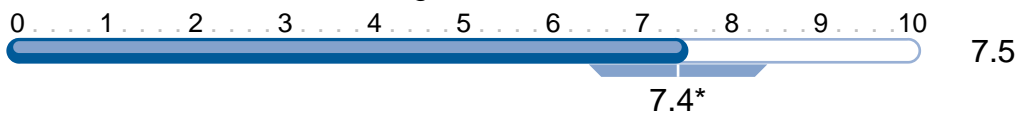


## PERSONAL SKILLS HIERARCHY

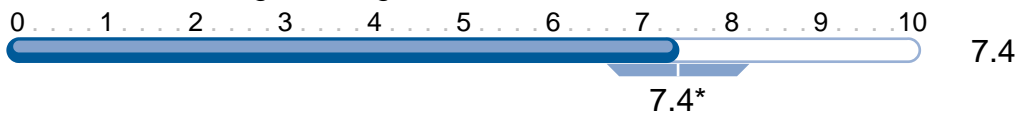
**15. INFLUENCING OTHERS** - The ability to personally affect others' actions, decisions, opinions or thinking.



**16. CONTINUOUS LEARNING** - The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



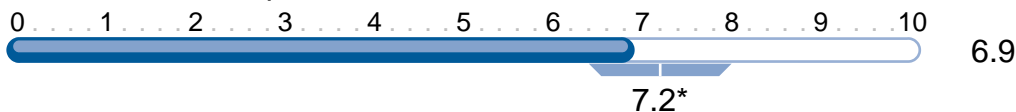
**17. GOAL ACHIEVEMENT** - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



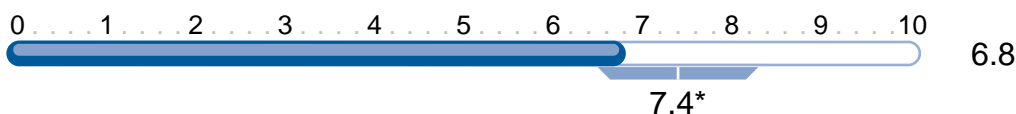
**18. LEADING OTHERS** - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



**19. PERSONAL ACCOUNTABILITY** - A measure of the capacity to be answerable for personal actions.



**20. SELF MANAGEMENT** - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



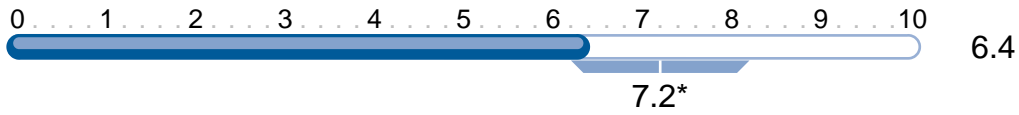
**21. ACCOUNTABILITY FOR OTHERS** - The ability to take responsibility for others' actions.



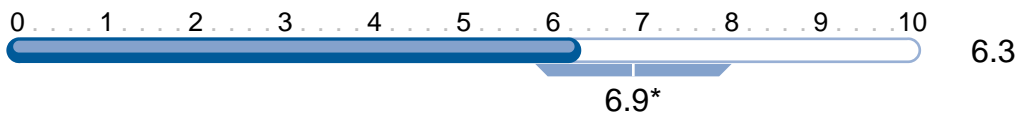
\* 68% of the population falls within the shaded area.



**22. RESILIENCY** - The ability to quickly recover from adversity.



**23. SELF STARTING** - The ability to initiate and sustain momentum without external stimulation.



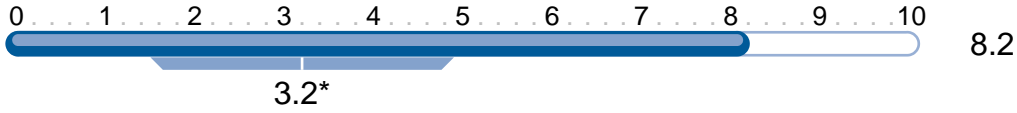
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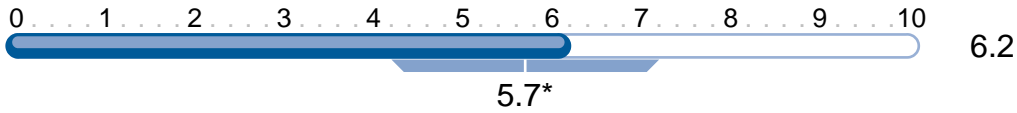
# PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

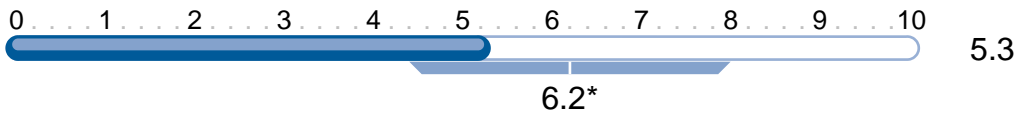
## 1. AESTHETIC



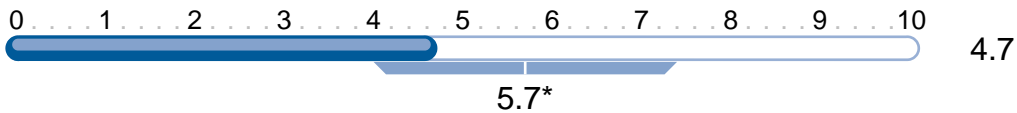
## 2. THEORETICAL



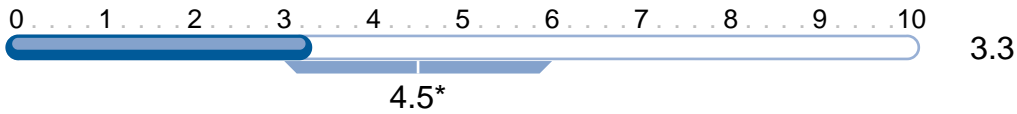
## 3. UTILITARIAN/ECONOMIC



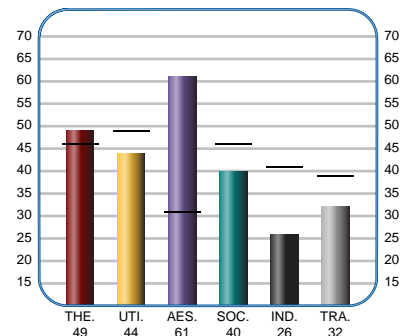
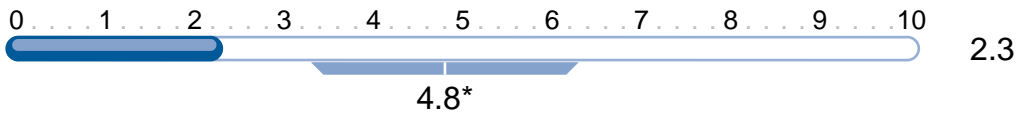
## 4. SOCIAL



## 5. TRADITIONAL/REGULATORY



## 6. INDIVIDUALISTIC/POLITICAL



PIAV: 49-44-61-40-26-32 (THE.-UTI.-AES.-SOC.-IND.-TRA.)

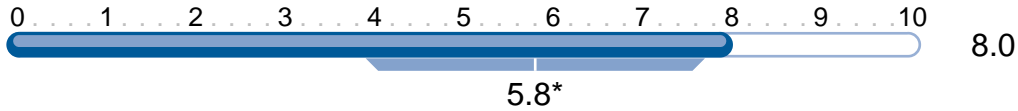
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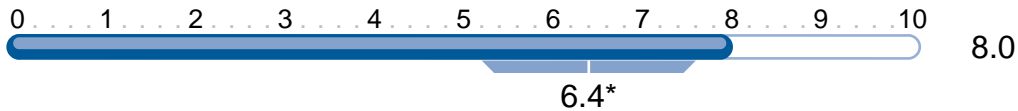


Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

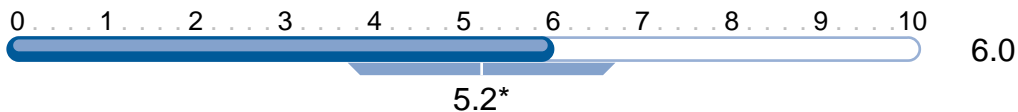
## 1. FREQUENT INTERACTION WITH OTHERS



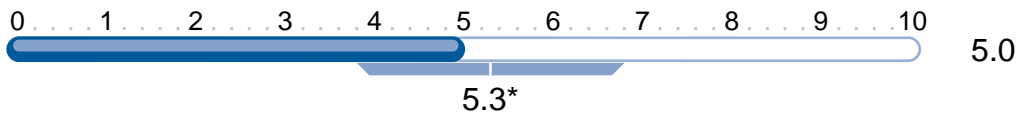
## 2. CUSTOMER ORIENTED



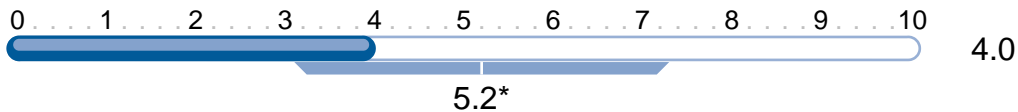
## 3. VERSATILITY



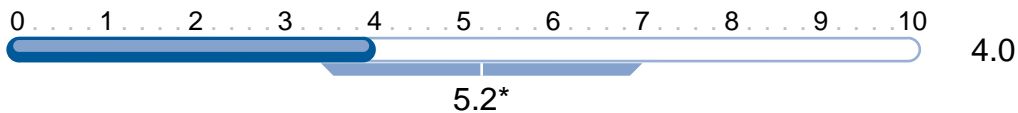
## 4. FREQUENT CHANGE



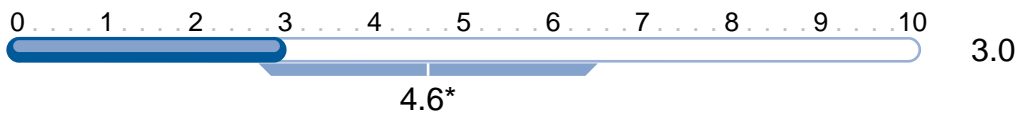
## 5. ORGANIZED WORKPLACE



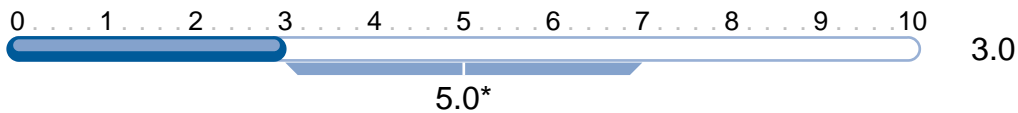
## 6. ANALYSIS OF DATA



## 7. URGENCY

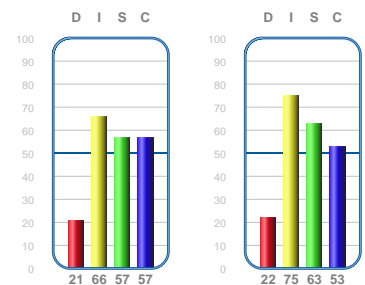


## 8. COMPETITIVENESS



Adapted Style

Natural Style



SIA: 21-66-57-57 (48) SIN: 22-75-63-53 (48)

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

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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. **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
2. **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
3. **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
4. **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



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. **OBJECTIVE LISTENING:** The ability to listen to many points of view without bias.
  - Values others' points of view
  - Regularly solicits input from others and listens to them without interrupting
  - Represents others' points of view impartially
  - Verifies understanding of others' feedback
  
7. **FLEXIBILITY:** The ability to readily modify, respond to and integrate change with minimal personal resistance.
  - Adapts effectively to changing plans and priorities
  - Demonstrates the capacity to handle multiple tasks at one time
  - Deals comfortably with ambiguity
  - Adjusts preset plans as necessary with minimal resistance



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. AESTHETIC

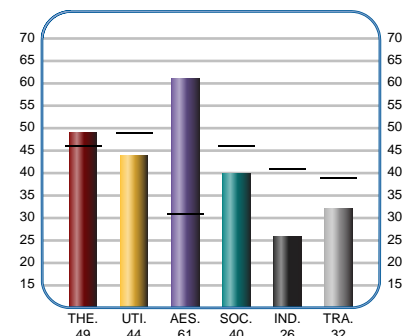
- You value balance in your life, creative self-expression, beauty and nature and protection of our natural resources.
- A higher Aesthetic score indicates a relative interest in "form and harmony." Each experience is judged from the standpoint of grace, symmetry or fitness. Life may be regarded as a procession of events, and each is enjoyed for its own sake. A high score here does not necessarily mean that the incumbent has talents in creative artistry. It indicates a primary interest in the artistic episodes of life.

## 2. THEORETICAL

- You value knowledge, continuing education and intellectual growth.
- The primary drive with this value is the discovery of TRUTH. In pursuit of this value, 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.

## 3. 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 value 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 American business person. A person with a high score is likely to have a high need to surpass others in wealth.



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## 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

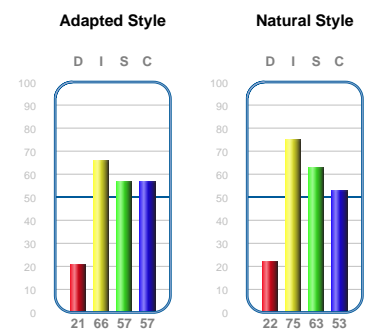
- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

### 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.

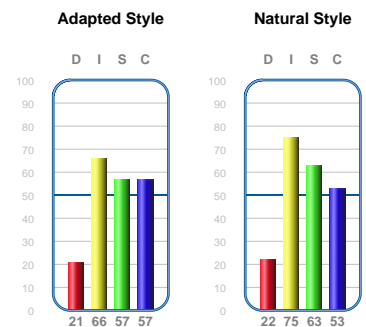
### 3. VERSATILITY

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





Tammy can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. She can combine and balance enthusiasm and patience. She likes feedback from her manager on how she is doing. She prefers working for a participative manager. She does her best work in this kind of environment. Tammy influences most people with her warmth. She can be seen as a person of good will. She is approachable, affectionate and understanding. She is optimistic and usually has a positive sense of humor.

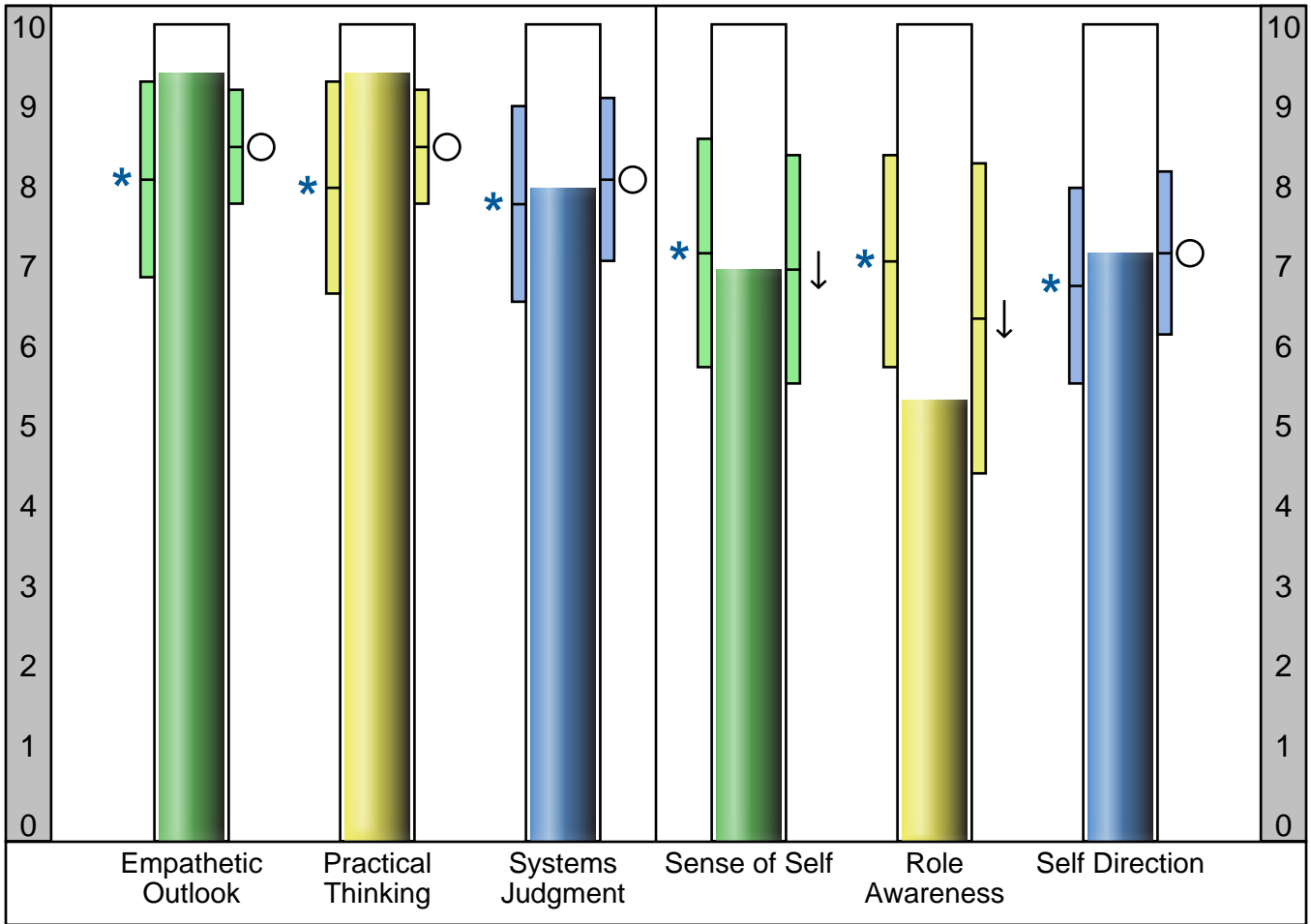




\* Population mean  
↑ Overvaluation  
○ Neutral valuation  
↓ Undervaluation

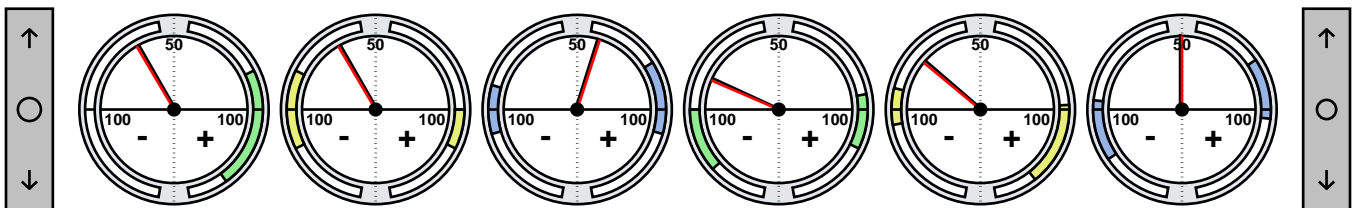
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 9.4 9.4 8.0 7.0 5.4 7.2

Bias ○ ○ ○ ↓ ↓ ○



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## 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





Score	Mean	Description	Score	Mean	Description
9.9	7.7	Evaluating Others	7.0	7.3	Sense of Self
9.9	8.1	Personal Relationships	6.9	7.2	Personal Accountability
9.7	7.9	Correcting Others	6.9	6.9	Meeting Standards
9.4	7.9	Attitude Toward Others	6.9	7.5	Sense of Timing
9.4	7.8	Freedom from Prejudices	6.9	7.7	Sense of Belonging
9.4	7.9	Sensitivity to Others	6.9	7.2	Taking Responsibility
9.4	8.1	Empathetic Outlook	6.8	7.5	Accountability for Others
9.4	7.8	Monitoring Others	6.8	7.1	Gaining Commitment
9.4	8.0	Practical Thinking	6.8	7.4	Self Management
9.3	8.1	Understanding Motivational Needs	6.7	7.1	Role Confidence
9.3	7.6	Integrative Ability	6.5	7.1	Internal Self Control
9.1	7.9	Emotional Control	6.3	6.7	Self Assessment
9.0	8.2	Realistic Goal Setting for Others	6.3	6.9	Initiative
8.8	8.3	Theoretical Problem Solving	6.1	7.3	Sense of Mission
8.8	8.0	Attention to Detail	6.0	7.4	Self Confidence
8.8	8.2	Respect for Property	5.9	7.2	Persistence
8.8	8.0	Material Possessions	5.8	7.3	Consistency and Reliability
8.7	7.6	Concrete Organization	5.8	7.3	Job Ethic
8.7	7.7	Realistic Expectations	5.5	7.0	Handling Stress
8.7	7.7	Evaluating What is Said	5.4	7.1	Role Awareness
8.5	7.3	Conceptual Thinking	4.9	7.4	Enjoyment of the Job
8.5	7.5	Problem Solving			
8.2	7.4	Project and Goal Focus			
8.2	7.3	Results Orientation			
8.2	7.4	Developing Others			
8.2	7.9	Proactive Thinking			
8.2	7.8	Relating to Others			
8.0	8.0	Following Directions			
8.0	7.0	Balanced Decision Making			
8.0	7.6	Long Range Planning			
8.0	8.0	Respect for Policies			
8.0	7.8	Systems Judgment			
8.0	8.1	Self Improvement			
7.6	7.3	Surrendering Control			
7.6	7.9	Conveying Role Value			
7.5	7.5	Quality Orientation			
7.5	7.6	Using Common Sense			
7.4	7.6	Status and Recognition			
7.3	7.6	Realistic Personal Goal Setting			
7.3	7.8	Persuading Others			
7.2	7.1	Personal Drive			
7.2	6.9	Self Direction			
7.1	7.0	Intuitive Decision Making			
7.1	7.9	Leading Others			
7.1	7.3	Project Scheduling			
7.1	7.4	Handling Rejection			



Score	Mean	Description	Score	Mean	Description
6.8	7.5	Accountability for Others	8.8	8.2	Respect for Property
8.8	8.0	Attention to Detail	8.2	7.3	Results Orientation
9.4	7.9	Attitude Toward Others	5.4	7.1	Role Awareness
8.0	7.0	Balanced Decision Making	6.7	7.1	Role Confidence
8.5	7.3	Conceptual Thinking	6.3	6.7	Self Assessment
8.7	7.6	Concrete Organization	6.0	7.4	Self Confidence
5.8	7.3	Consistency and Reliability	7.2	6.9	Self Direction
7.6	7.9	Conveying Role Value	8.0	8.1	Self Improvement
9.7	7.9	Correcting Others	6.8	7.4	Self Management
8.2	7.4	Developing Others	6.9	7.7	Sense of Belonging
9.1	7.9	Emotional Control	6.1	7.3	Sense of Mission
9.4	8.1	Empathetic Outlook	7.0	7.3	Sense of Self
4.9	7.4	Enjoyment of the Job	6.9	7.5	Sense of Timing
9.9	7.7	Evaluating Others	9.4	7.9	Sensitivity to Others
8.7	7.7	Evaluating What is Said	7.4	7.6	Status and Recognition
8.0	8.0	Following Directions	7.6	7.3	Surrendering Control
9.4	7.8	Freedom from Prejudices	8.0	7.8	Systems Judgment
6.8	7.1	Gaining Commitment	6.9	7.2	Taking Responsibility
7.1	7.4	Handling Rejection	8.8	8.3	Theoretical Problem Solving
5.5	7.0	Handling Stress	9.3	8.1	Understanding Motivational Needs
6.3	6.9	Initiative	7.5	7.6	Using Common Sense
9.3	7.6	Integrative Ability			
6.5	7.1	Internal Self Control			
7.1	7.0	Intuitive Decision Making			
5.8	7.3	Job Ethic			
7.1	7.9	Leading Others			
8.0	7.6	Long Range Planning			
8.8	8.0	Material Possessions			
6.9	6.9	Meeting Standards			
9.4	7.8	Monitoring Others			
5.9	7.2	Persistence			
6.9	7.2	Personal Accountability			
7.2	7.1	Personal Drive			
9.9	8.1	Personal Relationships			
7.3	7.8	Persuading Others			
9.4	8.0	Practical Thinking			
8.2	7.9	Proactive Thinking			
8.5	7.5	Problem Solving			
8.2	7.4	Project and Goal Focus			
7.1	7.3	Project Scheduling			
7.5	7.5	Quality Orientation			
8.7	7.7	Realistic Expectations			
9.0	8.2	Realistic Goal Setting for Others			
7.3	7.6	Realistic Personal Goal Setting			
8.2	7.8	Relating to Others			
8.0	8.0	Respect for Policies			