



TTI TriMetrix®
Talent Report



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5-7-2010



Bringing Awareness
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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

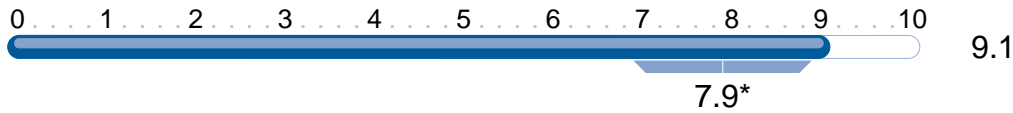
This section gives you insight into your top three behavioral traits to further identify your unique strengths.



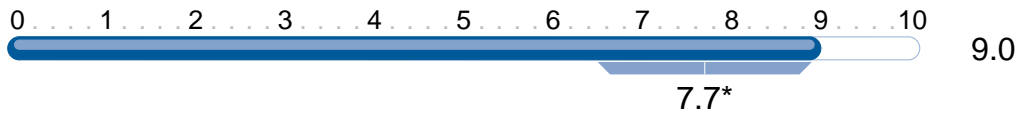
PERSONAL SKILLS HIERARCHY

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.

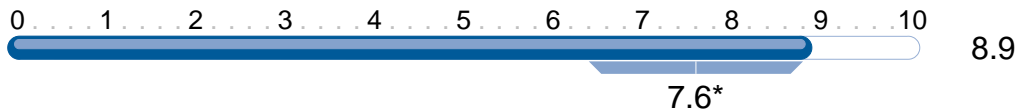
1. LEADING OTHERS - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



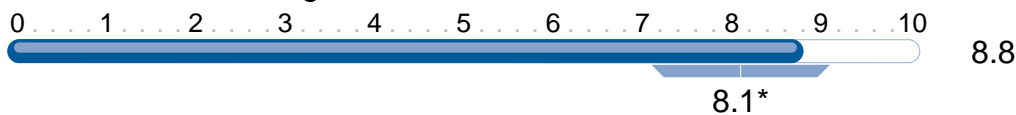
2. OBJECTIVE LISTENING - The ability to listen to many points of view without bias.



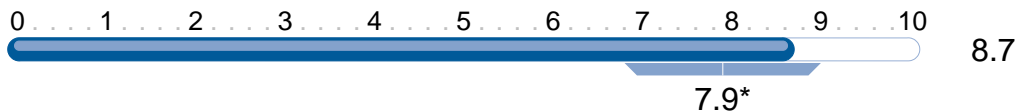
3. FLEXIBILITY - The ability to readily modify, respond to and integrate change with minimal personal resistance.



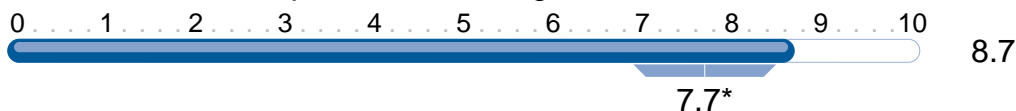
4. EMPATHETIC OUTLOOK - The capacity to perceive and understand the feelings and attitudes of others.



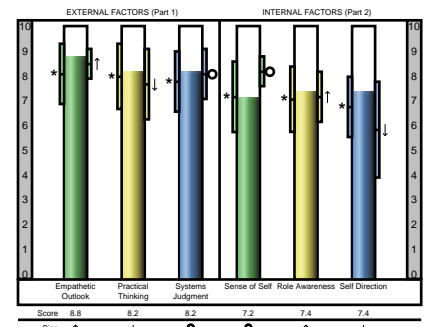
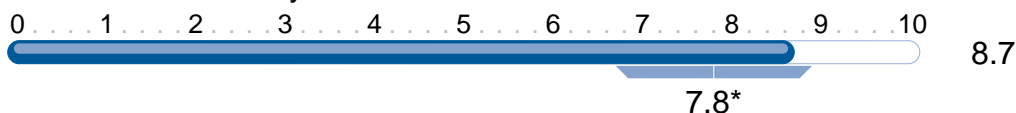
5. CUSTOMER FOCUS - A commitment to customer satisfaction.



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



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



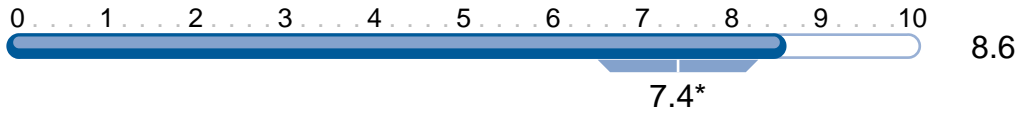
Rev: 0.94-0.87

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

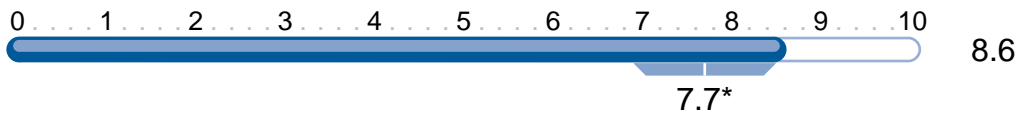
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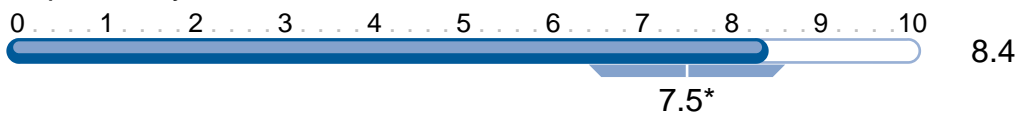
8. DEVELOPING OTHERS - The ability to contribute to the growth and development of others.



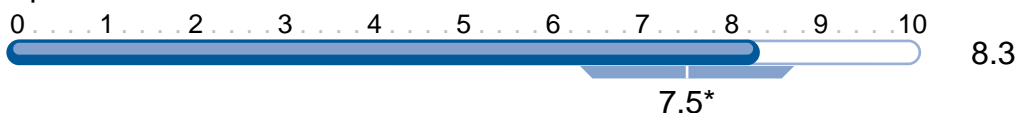
9. TEAMWORK - The ability to cooperate with others to meet objectives.



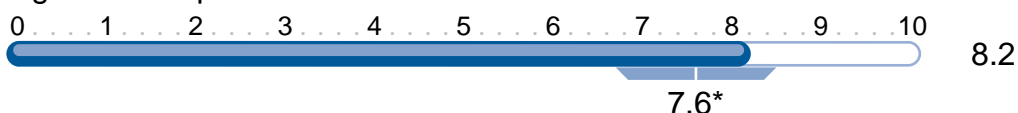
10. ACCOUNTABILITY FOR OTHERS - The ability to take responsibility for others' actions.



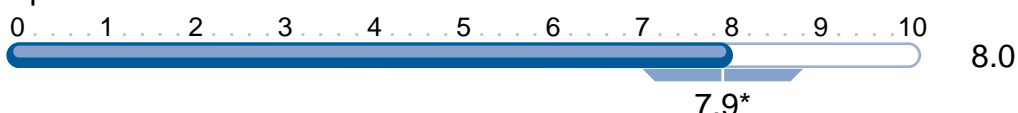
11. PROBLEM SOLVING - The ability to identify key components of a problem to formulate a solution or solutions.



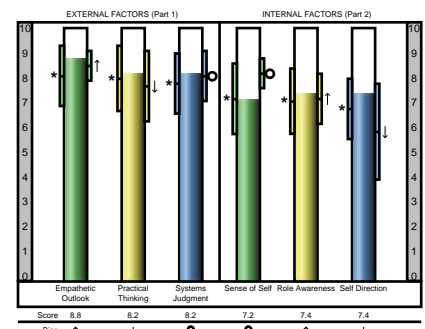
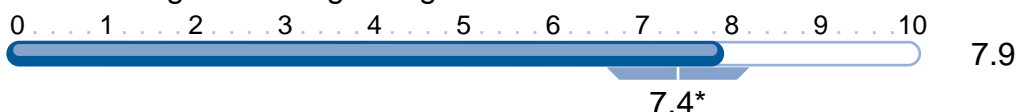
12. DIPLOMACY AND TACT - The ability to treat others fairly, regardless of personal biases or beliefs.



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



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

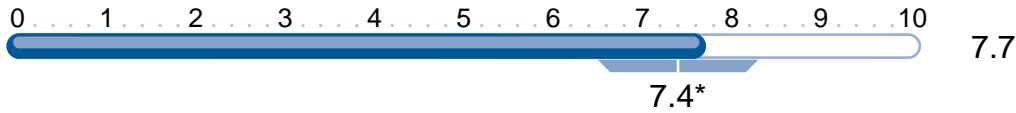


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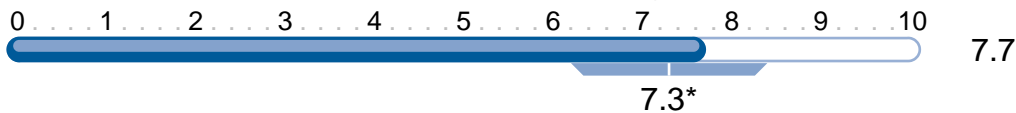


PERSONAL SKILLS HIERARCHY

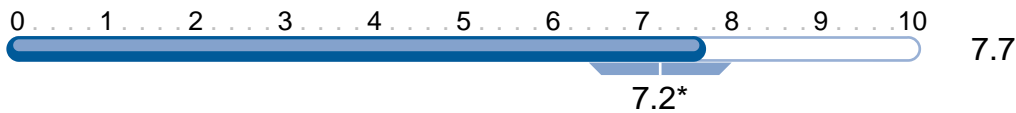
15. SELF MANAGEMENT - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



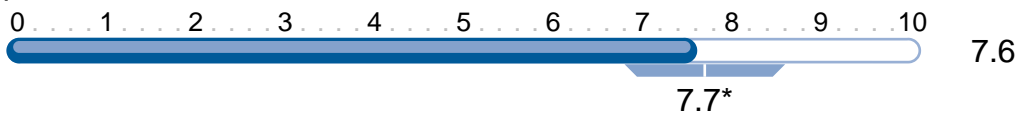
16. CONCEPTUAL THINKING - The ability to analyze hypothetical situations or abstract concepts to compile insight.



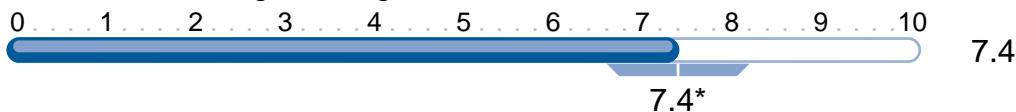
17. PERSONAL ACCOUNTABILITY - A measure of the capacity to be answerable for personal actions.



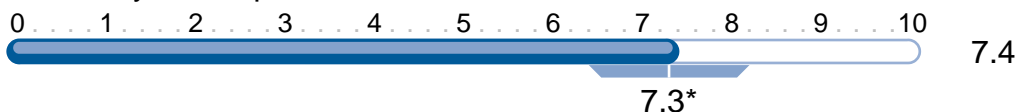
18. PLANNING AND ORGANIZATION - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



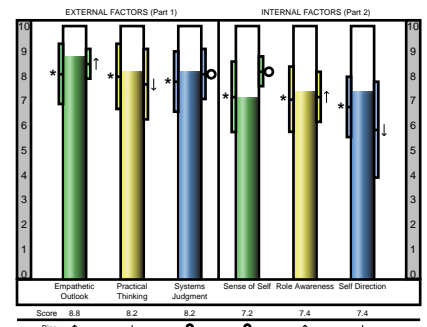
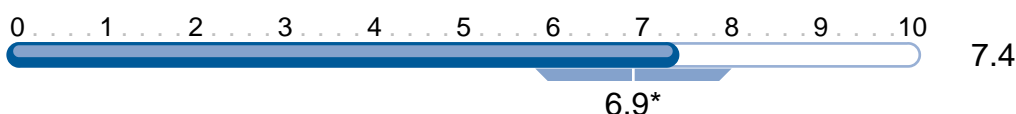
19. GOAL ACHIEVEMENT - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



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



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

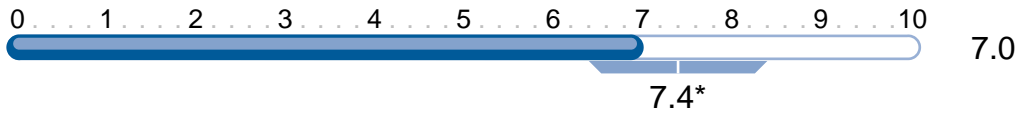


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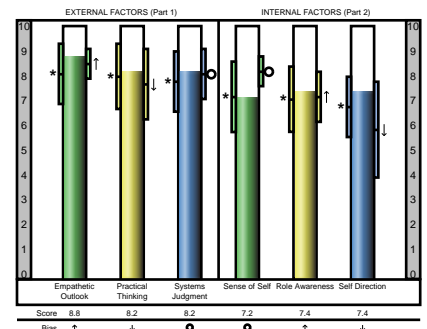
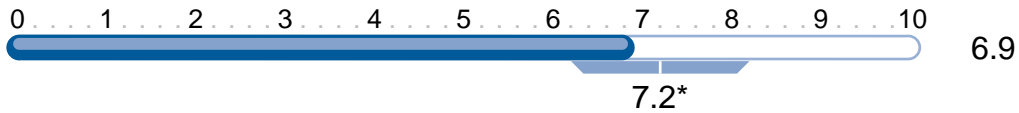


PERSONAL SKILLS HIERARCHY

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



23. RESILIENCY - The ability to quickly recover from adversity.



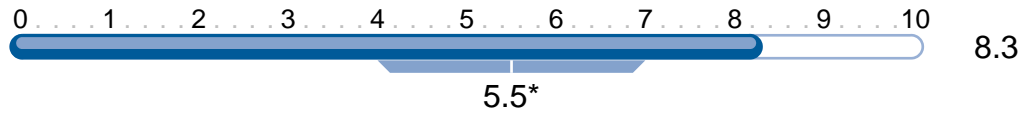
* 68% of the population falls within the shaded area.



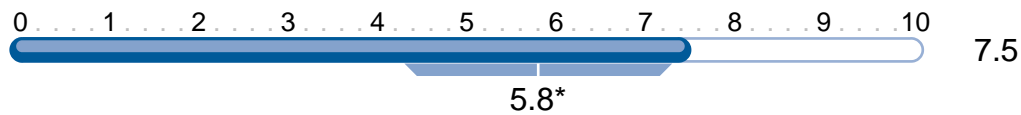
PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

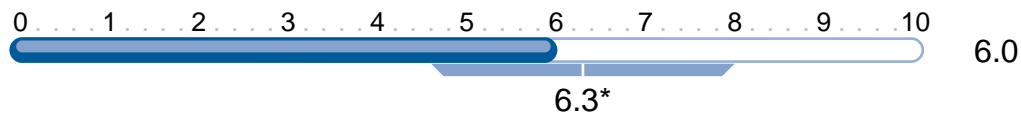
1. THEORETICAL



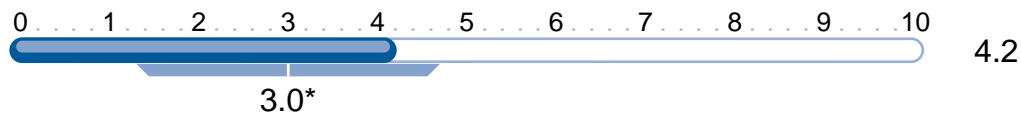
2. SOCIAL



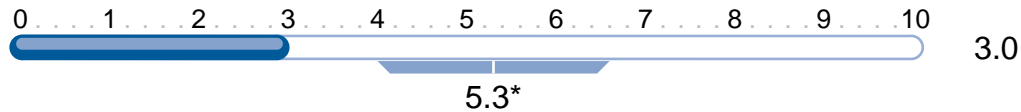
3. UTILITARIAN/ECONOMIC



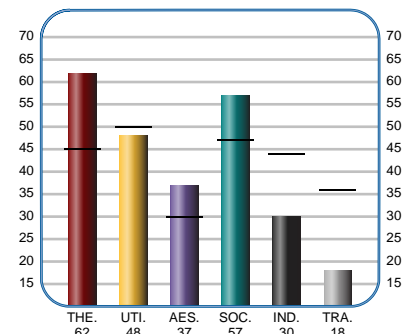
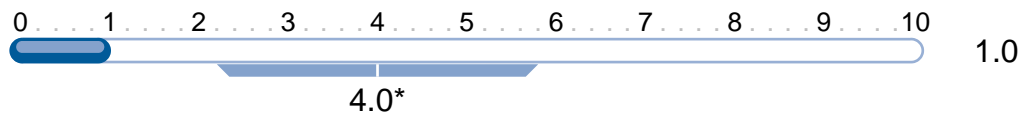
4. AESTHETIC



5. INDIVIDUALISTIC/POLITICAL



6. TRADITIONAL/REGULATORY



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

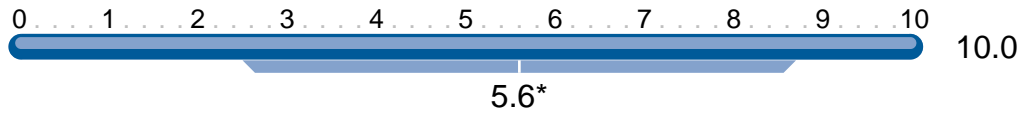
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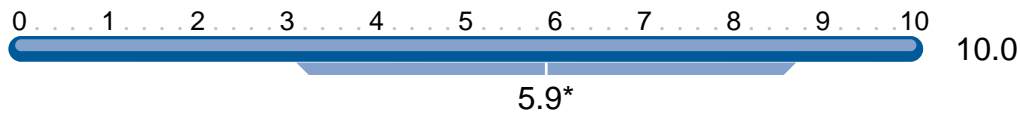
BEHAVIORAL HIERARCHY

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.

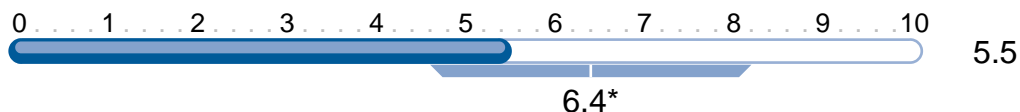
1. ORGANIZED WORKPLACE



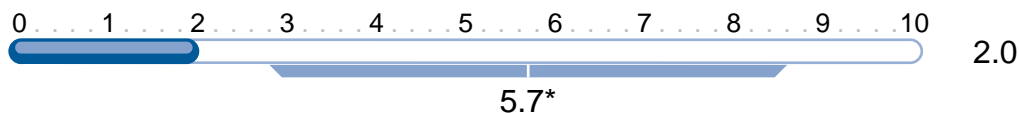
2. ANALYSIS OF DATA



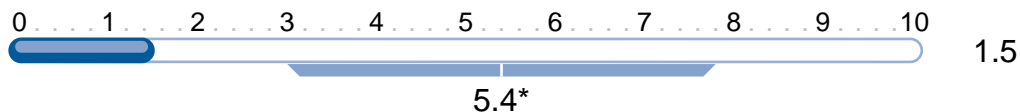
3. CUSTOMER ORIENTED



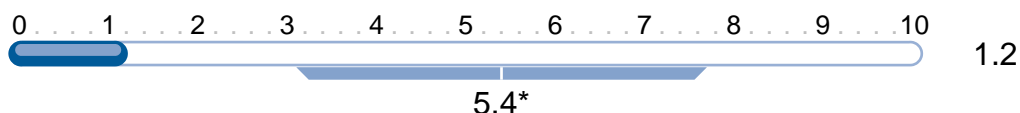
4. FREQUENT INTERACTION WITH OTHERS



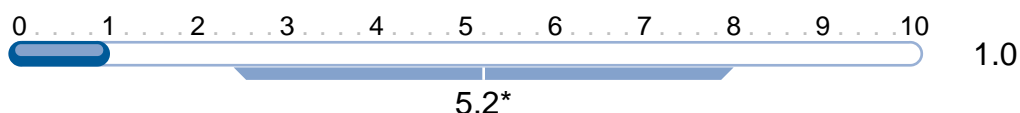
5. VERSATILITY



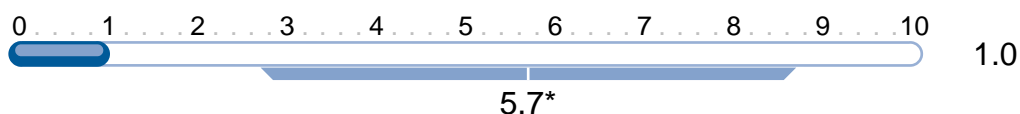
6. FREQUENT CHANGE



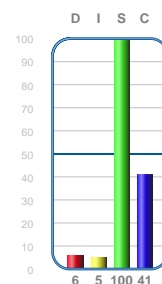
7. URGENCY



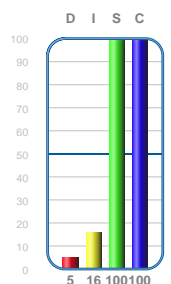
8. COMPETITIVENESS



Adapted Style



Natural Style



SIA: 06-05-100-41 (05) SIN: 05-16-100-100 (06)
* 68% of the population falls within the shaded area.



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

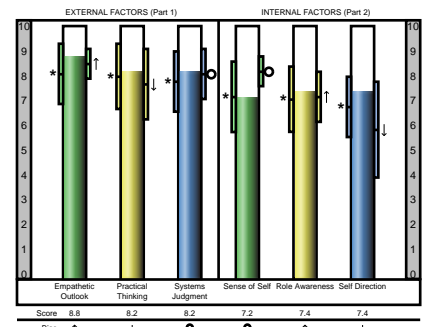
Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The following are your 7 highest ranked personal skills:

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. **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

3. **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

4. **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



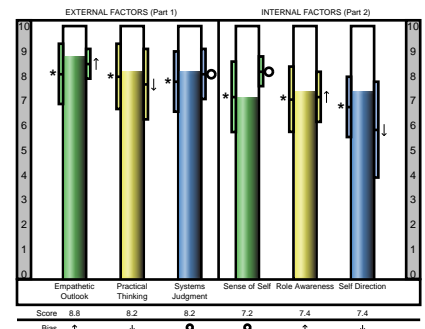


PERSONAL SKILLS FEEDBACK

- 5. **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

- 6. **INFLUENCING OTHERS:** The ability to personally affect others' actions, decisions, opinions or thinking.
 - Effectively impacts others' actions
 - Gains commitment from others to achieve desired results
 - Analyzes others' opinions and leads them to understand and willingly accept desired alternatives
 - Persuades others in a positive manner

- 7. **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





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. THEORETICAL

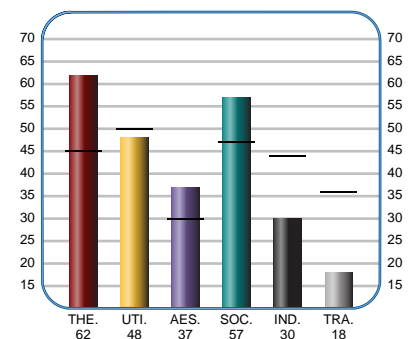
- You value knowledge, continuing education and intellectual growth.
- The primary drive with this value is the discovery of TRUTH. In pursuit of this value, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe 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.

2. SOCIAL

- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high in this value have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic value, the Social person regards helping others as the only suitable form for human relationships. Research into this value indicates that in its purest form, the Social interest is selfless.

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.





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. ORGANIZED WORKPLACE

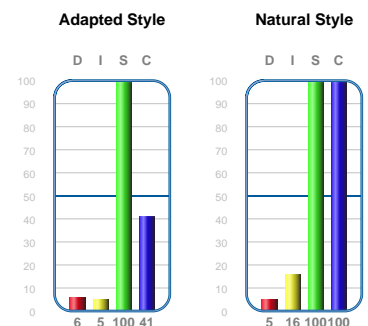
- Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.

2. ANALYSIS OF DATA

- You are able to analyze and challenge a large number of details, data, and facts prior to making decisions. In addition, you are able to accurately maintain those records for repeated examination.

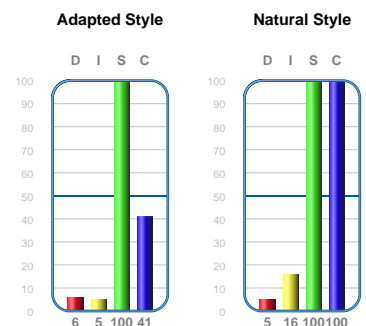
3. CUSTOMER ORIENTED

- 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.





Betsy sometimes finds it difficult to relax until all the work is completed. Leisure time activities often include friends and family. She likes to start and finish activities. Others who work with her know they can depend on her. She wins through hard work and persistence. She likes to stay with one task until it is completed. Patience, control and deliberateness characterize her usual behavior. Betsy is often seen as practical and objective. She strives to maintain the status quo, since she tends to resist change, particularly when it is unexpected or sudden. She likes to win through persistence. She uses her strong, steady tendencies to accomplish her goals. When the time is right, Betsy can stand up aggressively for what she believes.

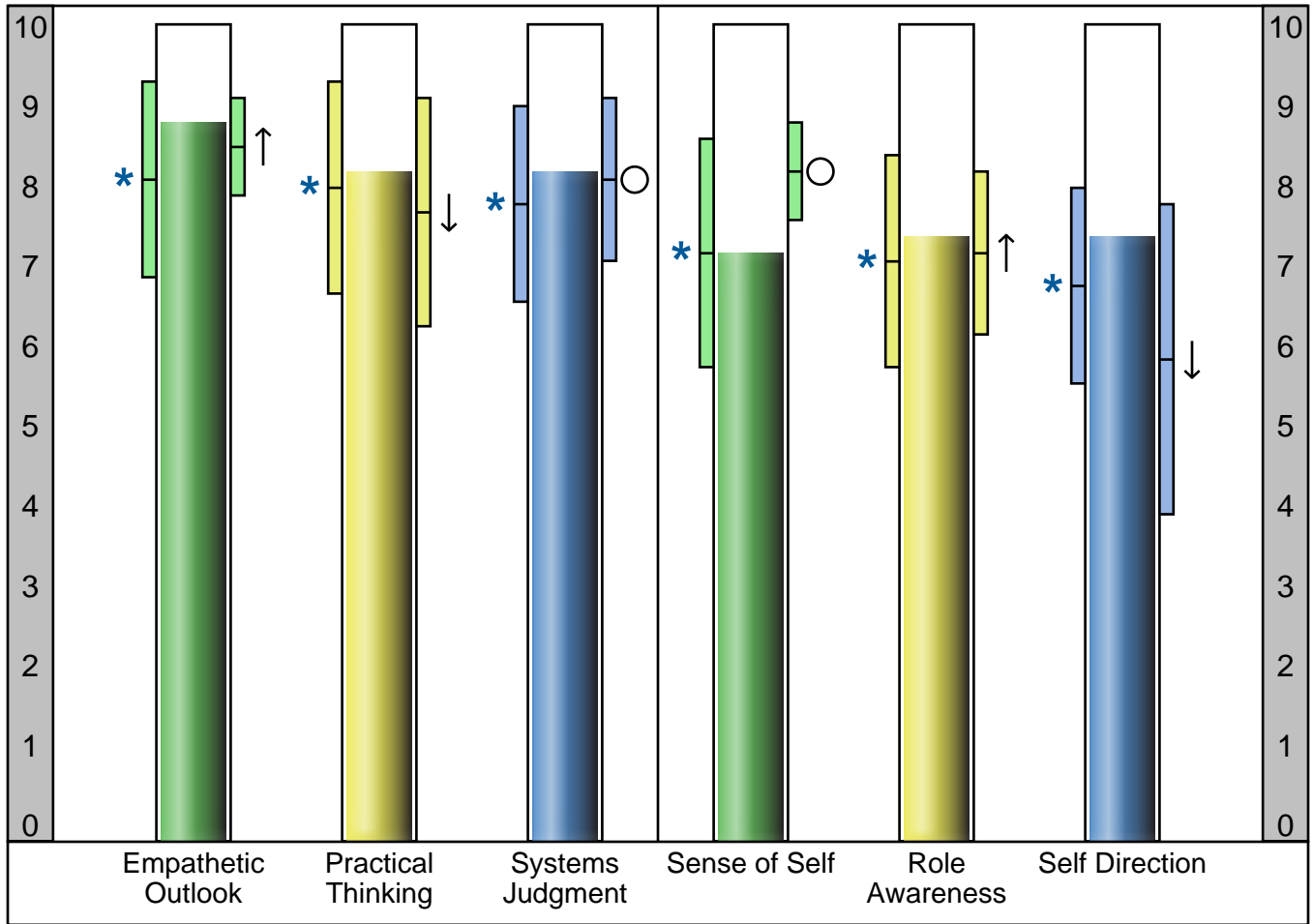




* Population mean
 ↑ Overvaluation
 ○ Neutral valuation
 ↓ Undervaluation

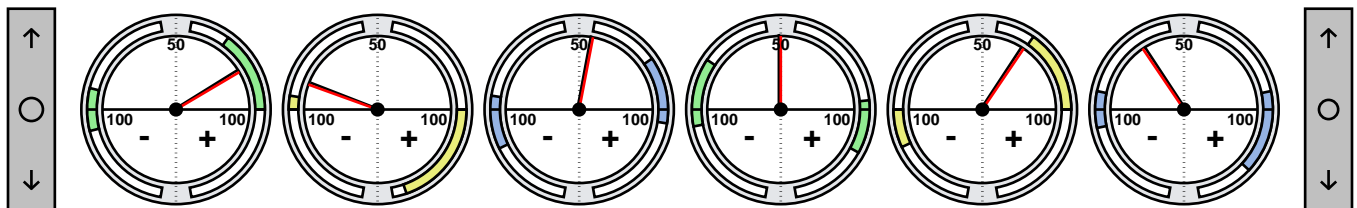
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.8 8.2 8.2 7.2 7.4 7.4

Bias ↑ ↓ ○ ○ ↑ ↓



Rev: 0.94-0.87



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
9.3	7.9	Attitude Toward Others	7.5	7.8	Monitoring Others
9.3	7.6	Integrative Ability	7.4	7.3	Results Orientation
9.3	7.9	Sensitivity to Others	7.4	7.0	Balanced Decision Making
9.3	8.1	Personal Relationships	7.4	7.3	Project Scheduling
9.2	8.1	Understanding Motivational Needs	7.4	6.9	Initiative
9.2	7.6	Using Common Sense	7.4	6.9	Self Direction
9.1	7.9	Leading Others	7.4	7.1	Role Awareness
9.0	7.8	Relating to Others	7.3	7.4	Self Confidence
9.0	7.7	Evaluating What is Said	7.3	7.6	Long Range Planning
8.8	8.1	Empathetic Outlook	7.2	6.7	Self Assessment
8.6	7.4	Developing Others	7.2	7.6	Realistic Personal Goal Setting
8.6	7.9	Conveying Role Value	7.2	7.3	Sense of Self
8.5	8.3	Theoretical Problem Solving	7.2	8.1	Self Improvement
8.5	7.9	Correcting Others	6.9	7.3	Consistency and Reliability
8.4	7.5	Accountability for Others	6.9	7.4	Project and Goal Focus
8.4	7.5	Quality Orientation	6.9	7.1	Personal Drive
8.4	7.1	Gaining Commitment	6.9	7.3	Job Ethic
8.4	7.9	Emotional Control	6.9	7.8	Persuading Others
8.3	7.3	Surrendering Control	6.9	7.3	Sense of Mission
8.3	7.8	Freedom from Prejudices	5.3	7.4	Handling Rejection
8.3	7.5	Problem Solving			
8.2	8.0	Following Directions			
8.2	7.7	Realistic Expectations			
8.2	8.0	Respect for Policies			
8.2	7.8	Systems Judgment			
8.2	8.0	Material Possessions			
8.2	8.0	Practical Thinking			
8.1	8.0	Attention to Detail			
8.1	7.0	Handling Stress			
8.1	8.2	Realistic Goal Setting for Others			
8.1	7.1	Role Confidence			
8.1	7.2	Persistence			
7.9	7.0	Intuitive Decision Making			
7.9	7.9	Proactive Thinking			
7.9	7.4	Enjoyment of the Job			
7.8	7.5	Sense of Timing			
7.8	7.6	Status and Recognition			
7.8	7.7	Sense of Belonging			
7.7	7.6	Concrete Organization			
7.7	7.3	Conceptual Thinking			
7.7	7.2	Personal Accountability			
7.7	7.7	Evaluating Others			
7.7	6.9	Meeting Standards			
7.7	7.1	Internal Self Control			
7.7	8.2	Respect for Property			
7.7	7.4	Self Management			
7.7	7.2	Taking Responsibility			



Score	Mean	Description	Score	Mean	Description
8.4	7.5	Accountability for Others	7.4	7.3	Results Orientation
8.1	8.0	Attention to Detail	7.4	7.1	Role Awareness
9.3	7.9	Attitude Toward Others	8.1	7.1	Role Confidence
7.4	7.0	Balanced Decision Making	7.2	6.7	Self Assessment
7.7	7.3	Conceptual Thinking	7.3	7.4	Self Confidence
7.7	7.6	Concrete Organization	7.4	6.9	Self Direction
6.9	7.3	Consistency and Reliability	7.2	8.1	Self Improvement
8.6	7.9	Conveying Role Value	7.7	7.4	Self Management
8.5	7.9	Correcting Others	7.8	7.7	Sense of Belonging
8.6	7.4	Developing Others	6.9	7.3	Sense of Mission
8.4	7.9	Emotional Control	7.2	7.3	Sense of Self
8.8	8.1	Empathetic Outlook	7.8	7.5	Sense of Timing
7.9	7.4	Enjoyment of the Job	9.3	7.9	Sensitivity to Others
7.7	7.7	Evaluating Others	7.8	7.6	Status and Recognition
9.0	7.7	Evaluating What is Said	8.3	7.3	Surrendering Control
8.2	8.0	Following Directions	8.2	7.8	Systems Judgment
8.3	7.8	Freedom from Prejudices	7.7	7.2	Taking Responsibility
8.4	7.1	Gaining Commitment	8.5	8.3	Theoretical Problem Solving
5.3	7.4	Handling Rejection	9.2	8.1	Understanding Motivational Needs
8.1	7.0	Handling Stress	9.2	7.6	Using Common Sense
7.4	6.9	Initiative			
9.3	7.6	Integrative Ability			
7.7	7.1	Internal Self Control			
7.9	7.0	Intuitive Decision Making			
6.9	7.3	Job Ethic			
9.1	7.9	Leading Others			
7.3	7.6	Long Range Planning			
8.2	8.0	Material Possessions			
7.7	6.9	Meeting Standards			
7.5	7.8	Monitoring Others			
8.1	7.2	Persistence			
7.7	7.2	Personal Accountability			
6.9	7.1	Personal Drive			
9.3	8.1	Personal Relationships			
6.9	7.8	Persuading Others			
8.2	8.0	Practical Thinking			
7.9	7.9	Proactive Thinking			
8.3	7.5	Problem Solving			
6.9	7.4	Project and Goal Focus			
7.4	7.3	Project Scheduling			
8.4	7.5	Quality Orientation			
8.2	7.7	Realistic Expectations			
8.1	8.2	Realistic Goal Setting for Others			
7.2	7.6	Realistic Personal Goal Setting			
9.0	7.8	Relating to Others			
8.2	8.0	Respect for Policies			
7.7	8.2	Respect for Property			