TriMetrix® DNA

Gap Report

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VP of Samples
TTI
08.19.2021

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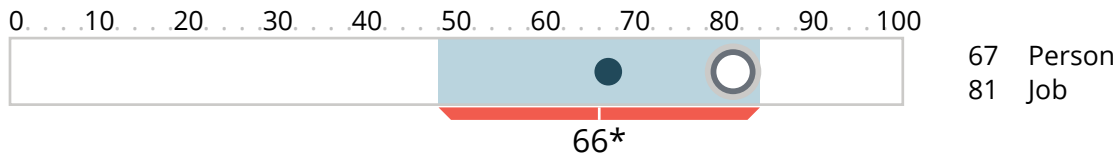
1. Futuristic Thinking - Imagining, envisioning, projecting and/or creating what has not yet been actualized.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

63*
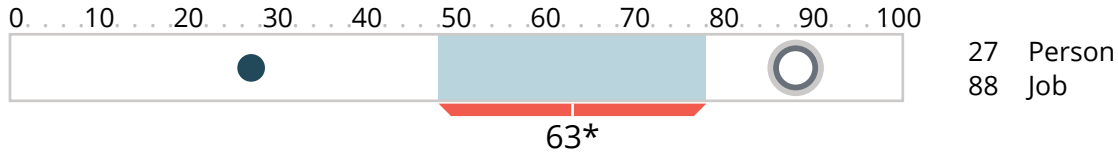
27   Person
88   Job

2. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.

66*
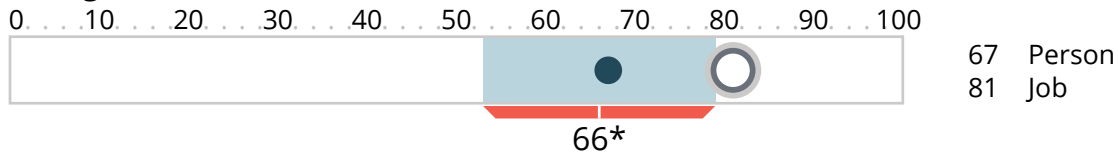
67   Person
81   Job

3. Personal Accountability - Being answerable for personal actions.

66*

67   Person
81   Job

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

68*
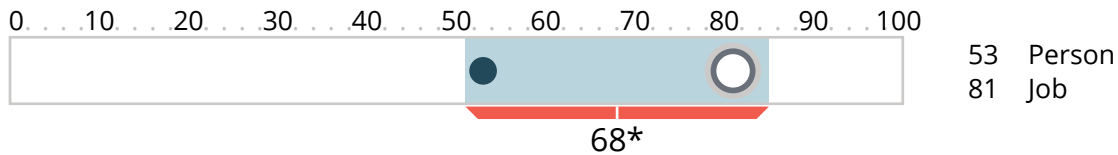
53   Person
81   Job

5. Self Starting - Demonstrating initiative and willingness to begin working.
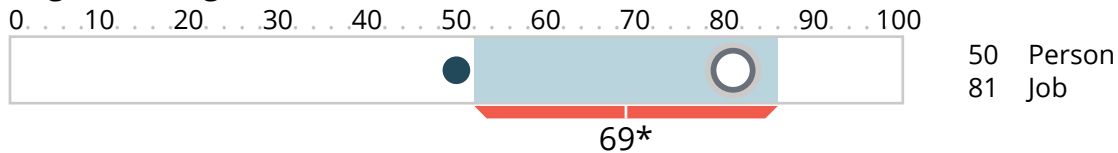
69*

50   Person
81   Job

○ - Job   ● - Person
* 68% of the population falls within the shaded area.

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

71*

57 Person
81 Job
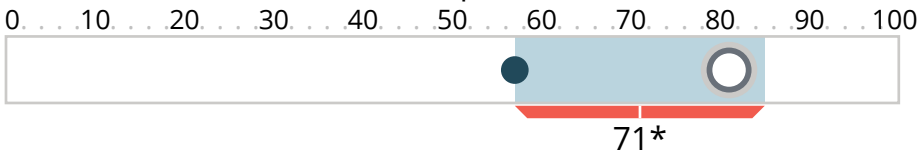
7. Goal Orientation - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.

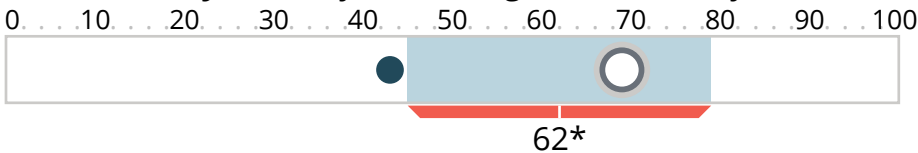0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

55*

40 Person
75 Job
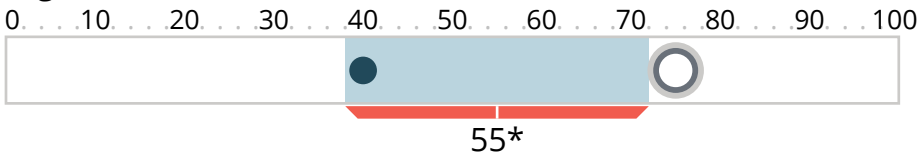
8. Negotiation - Listening to many points of view and facilitating agreements between two or more parties.

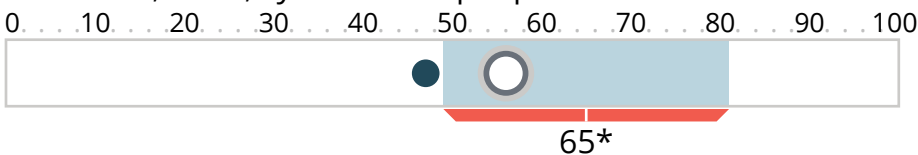0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

67*

43 Person
75 Job
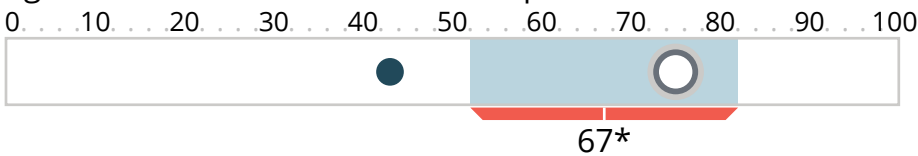
9. Continuous Learning - Taking initiative to regularly learn new concepts, technologies and/or methods.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

70*
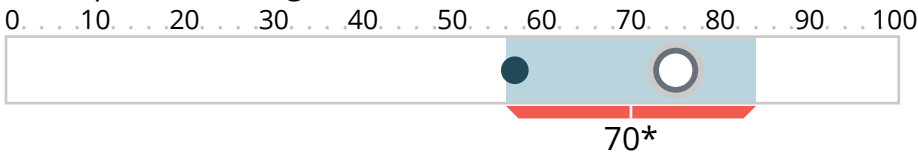
57 Person
75 Job

10. Resiliency - Quickly recovering from adversity.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

62*

43 Person
69 Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100
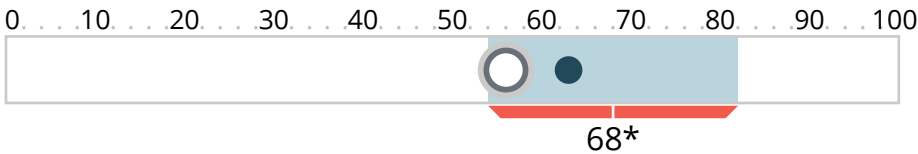
65*

47 Person
56 Job

○ - Job   ● - Person
* 68% of the population falls within the shaded area.

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Job Competencies Hierarchy

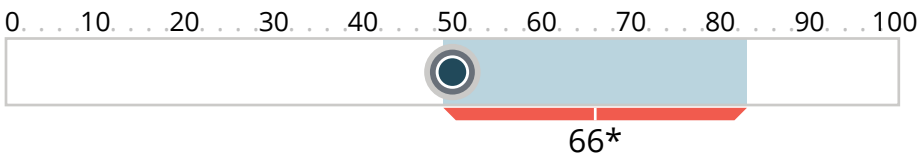**12. Understanding Others** - Understanding the uniqueness and contributions of others.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

63 Person
56 Job

68*

13. Teamwork - Cooperating with others to meet objectives.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

67 Person
50 Job

58*
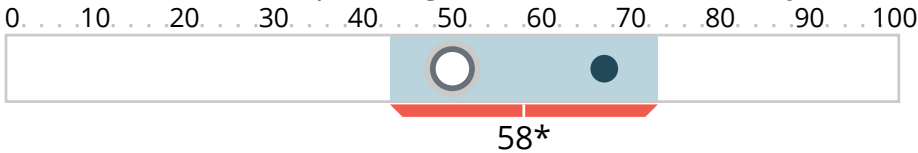
14. Appreciating Others - Identifying with and caring about others.
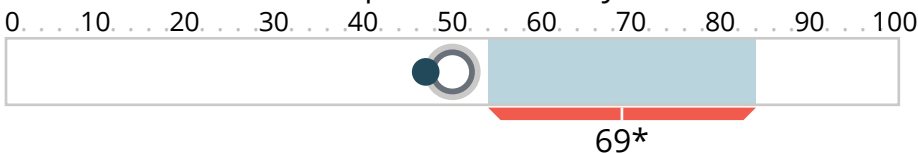
| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

50 Person
50 Job

66*

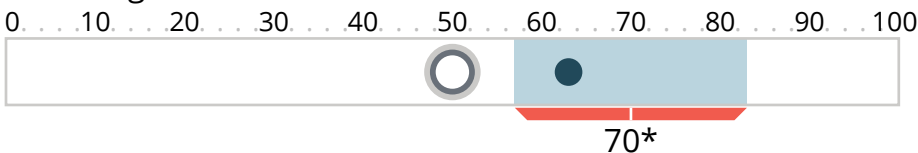**15. Interpersonal Skills** - Effectively communicating, building rapport and relating well to all kinds of people.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

57 Person
50 Job

68*
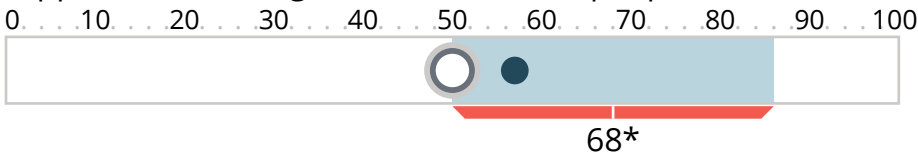
16. Planning and Organizing - Establishing courses of action to ensure that work is completed effectively.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

47 Person
50 Job

69*

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

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

63 Person
50 Job

70*

○ - Job   ● - Person

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

Samuel Sample

Job Competencies Hierarchy

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

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0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100
```

72*

77   Person
50   Job

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

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0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100
```
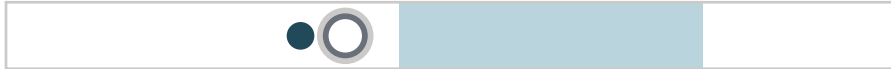
79*

40   Person
44   Job

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

```
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100
```

61*

33   Person
38   Job

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

```
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100
```

63*

27   Person
38   Job

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

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0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100
```

65*

20   Person
31   Job

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

```
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100
```
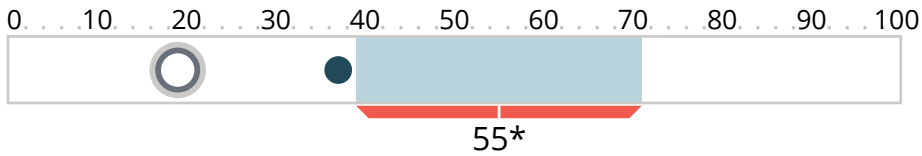
70*

50   Person
19   Job

○ - Job   ● - Person
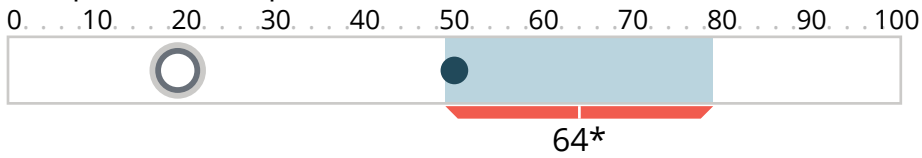
* 68% of the population falls within the shaded area.

Job Competencies Hierarchy

24. Diplomacy - Effectively and tactfully handling difficult or sensitive issues.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

55*

37   Person
19   Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

64*

50   Person
19   Job

○ - Job   ● - Person

* 68% of the population falls within the shaded area.
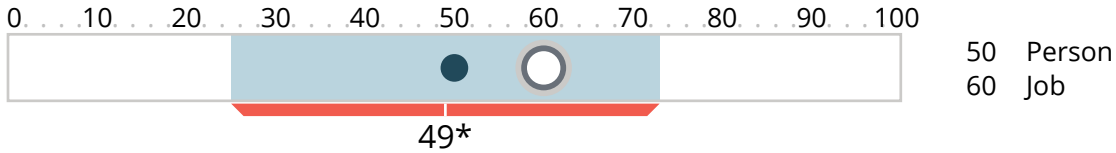
Samuel Sample
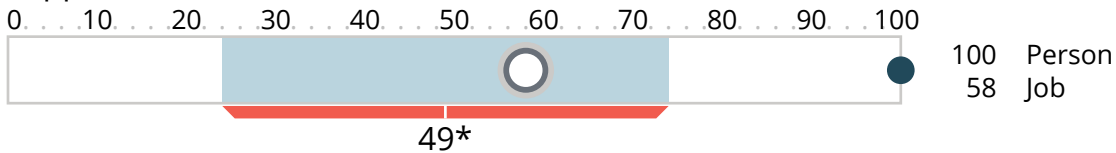
Primary Driving Forces Cluster

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

49*

50 Person
60 Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

49*

100 Person
58 Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

40*
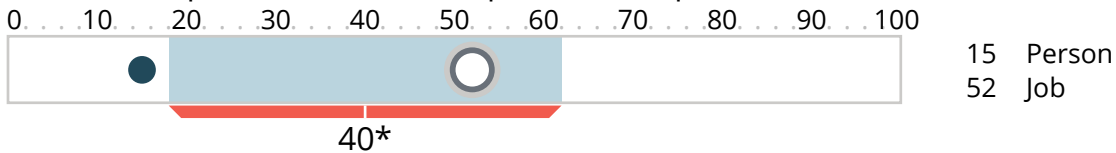
15 Person
52 Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

49*
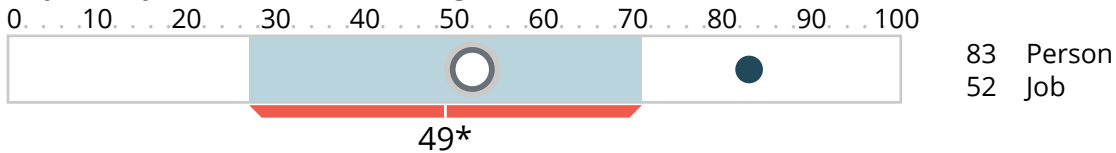
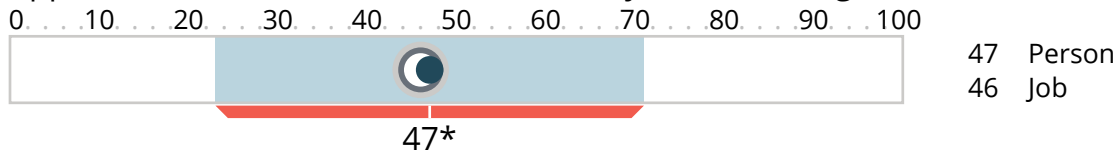83 Person
52 Job

⭕ - Job   ⬤ - Person

* 68% of the population falls within the shaded area.
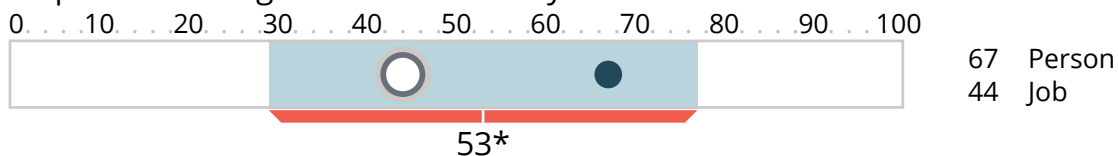
Situational Driving Forces Cluster

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. Receptive - People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.
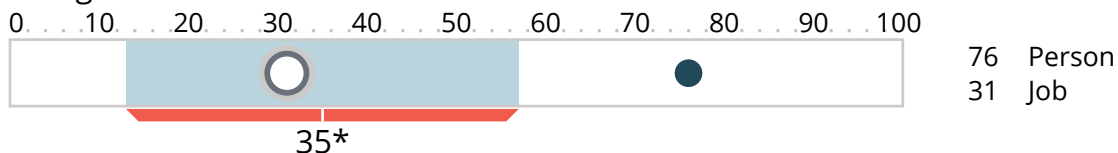
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100	47 Person
47*	46 Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100	67 Person
53*	44 Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100	50 Person
29*	38 Job
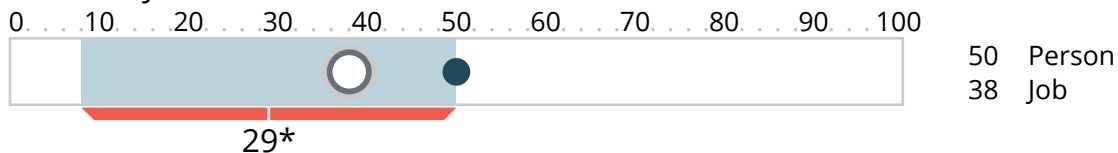
8. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100	76 Person
35*	31 Job

○ - Job   ● - Person
* 68% of the population falls within the shaded area.

Samuel Sample

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.

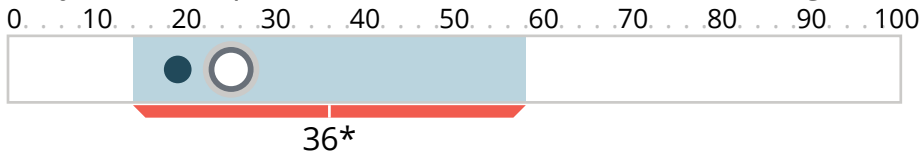**9. Altruistic** - People who are driven to assist others for the satisfaction of being helpful or supportive.

0 . . .10 . . .20 . . .30 . . .40 . . .50 . . .60 . . .70 . . .80 . . .90 . . .100

0   Person
31   Job

35*
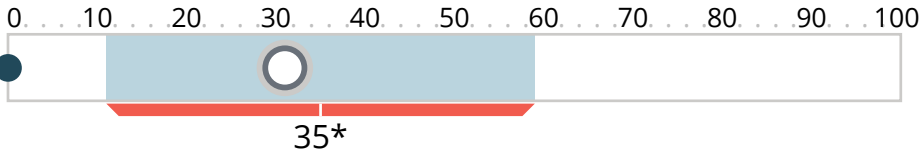
10. Resourceful - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.

0 . . .10 . . .20 . . .30 . . .40 . . .50 . . .60 . . .70 . . .80 . . .90 . . .100

25   Person
29   Job

42*
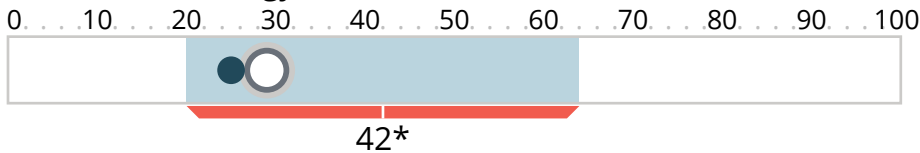
11. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.

0 . . .10 . . .20 . . .30 . . .40 . . .50 . . .60 . . .70 . . .80 . . .90 . . .100

79   Person
27   Job

36*
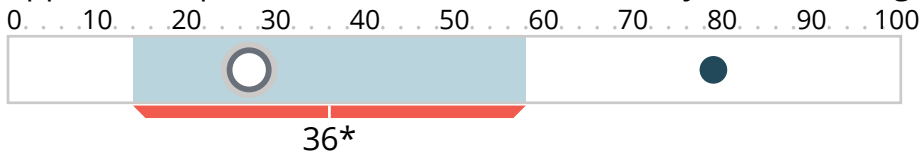
12. Harmonious - People who are driven by the experience, subjective viewpoints and balance in their surroundings.
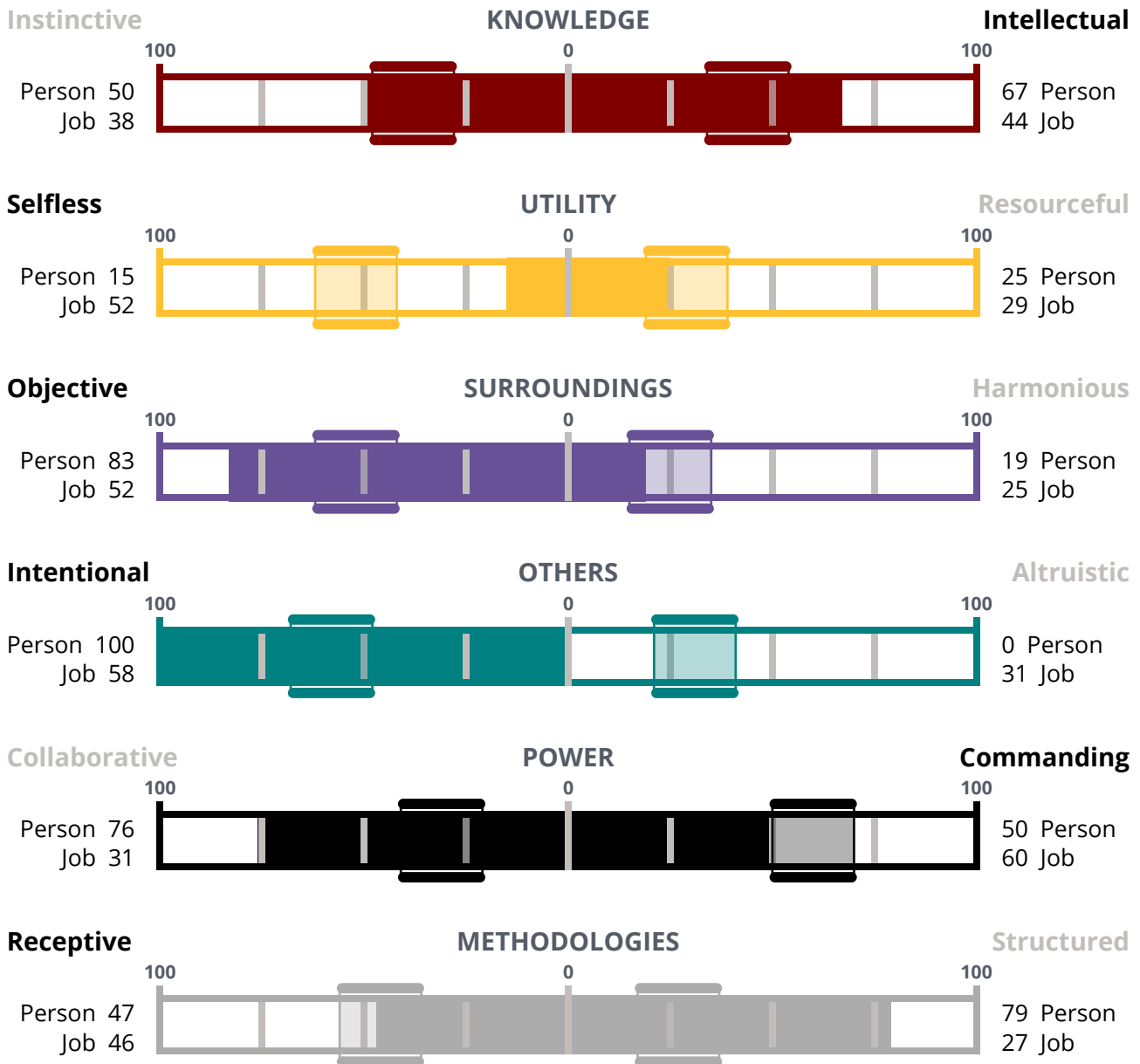
0 . . .10 . . .20 . . .30 . . .40 . . .50 . . .60 . . .70 . . .80 . . .90 . . .100

19   Person
25   Job

36*

○ - Job   ● - Person
* 68% of the population falls within the shaded area.

Samuel Sample

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Driving Forces Graph

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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.

Instinctive	KNOWLEDGE	Intellectual
100	0	100
Person 50		67 Person
Job 38		44 Job

Selfless	UTILITY	Resourceful
100	0	100
Person 15		25 Person
Job 52		29 Job

Objective	SURROUNDINGS	Harmonious
100	0	100
Person 83		19 Person
Job 52		25 Job

Intentional	OTHERS	Altruistic
100	0	100
Person 100		0 Person
Job 58		31 Job

Collaborative	POWER	Commanding
100	0	100
Person 76		50 Person
Job 31		60 Job

Receptive	METHODOLOGIES	Structured
100	0	100
Person 47		79 Person
Job 46		27 Job

Job Range (20 point range)

Behavioral Hierarchy

This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) 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.
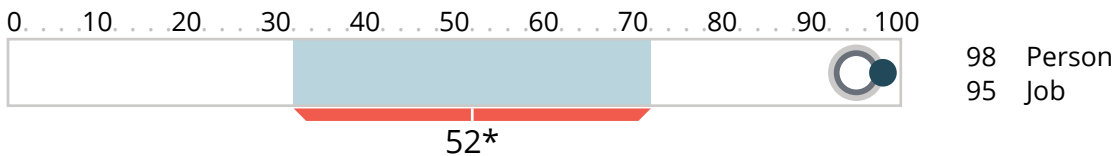
1. Competitive - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

90 Person
100 Job

49*
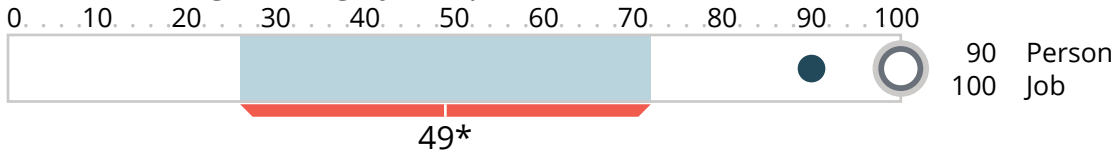
2. Urgency - The job requires decisiveness, quick response, and fast action.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

100 Person
95 Job

43*
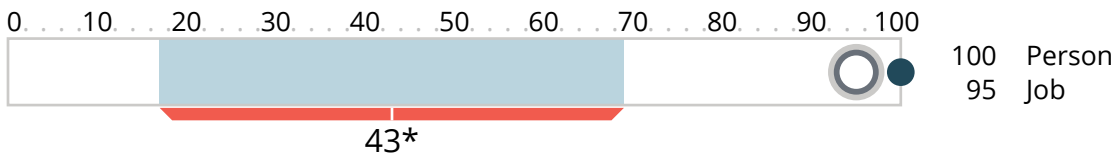
3. Frequent Change - The job requires rapid shifts between tasks.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

98 Person
95 Job

52*

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

100 Person
90 Job

58*
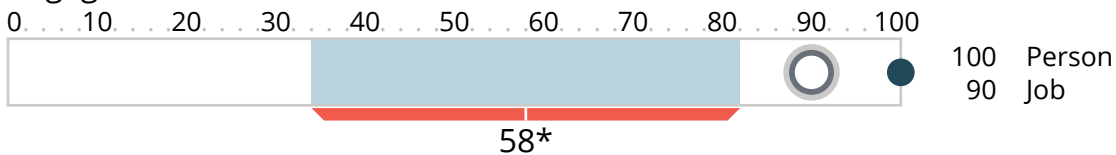
5. Versatile - The job requires adapting to various situations with ease.

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

100 Person
90 Job

54*
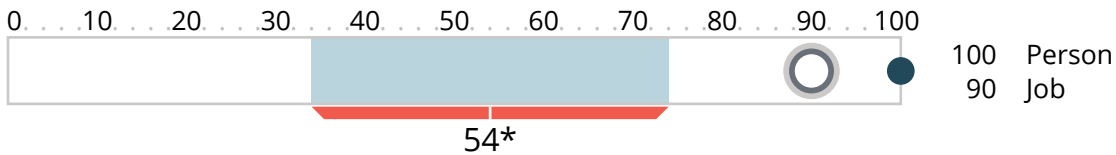
○ - Job   ● - Person
* 68% of the population falls within the shaded area.

Behavioral Hierarchy

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100		

64*
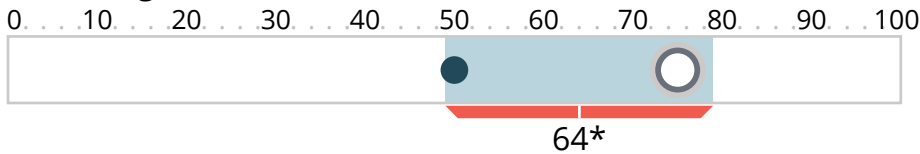
50   Person
75   Job

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

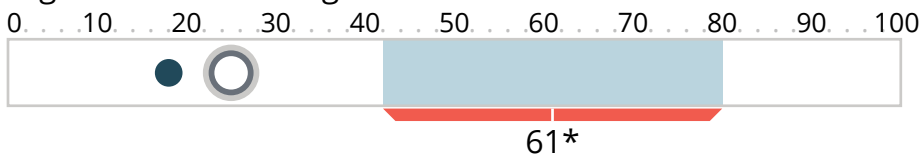0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

63*
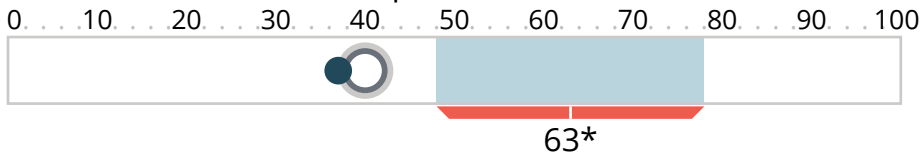
37   Person
40   Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

62*
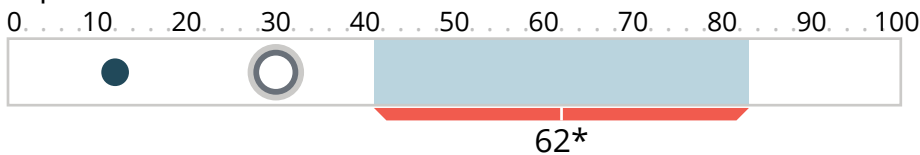
12   Person
30   Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

61*

18   Person
25   Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

62*
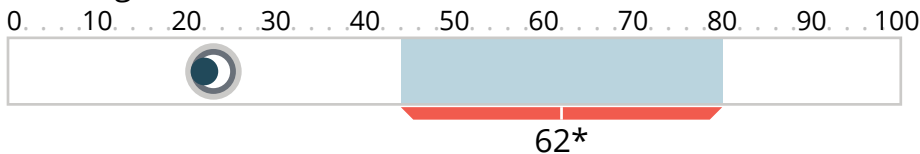
22   Person
23   Job

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100

54*
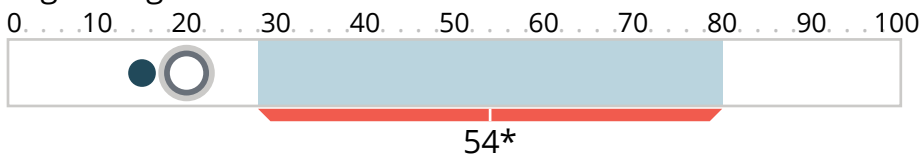
15   Person
20   Job

○ - Job   ● - Person
* 68% of the population falls within the shaded area.

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

0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100
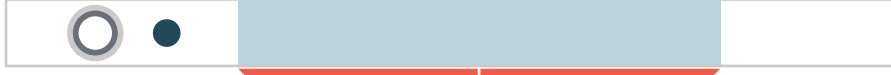
18   Person
10   Job

53*

○ - Job   ● - Person

* 68% of the population falls within the shaded area.
WB: 94-86-18-10 (12)

SIA: 88-86-04-08 (12)   SIN: 94-93-07-12 (12)

Workplace Behaviors®

Samuel 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.

	D	I	S	C
Samuel Sample	94	93	7	12
Job	94	86	18	10
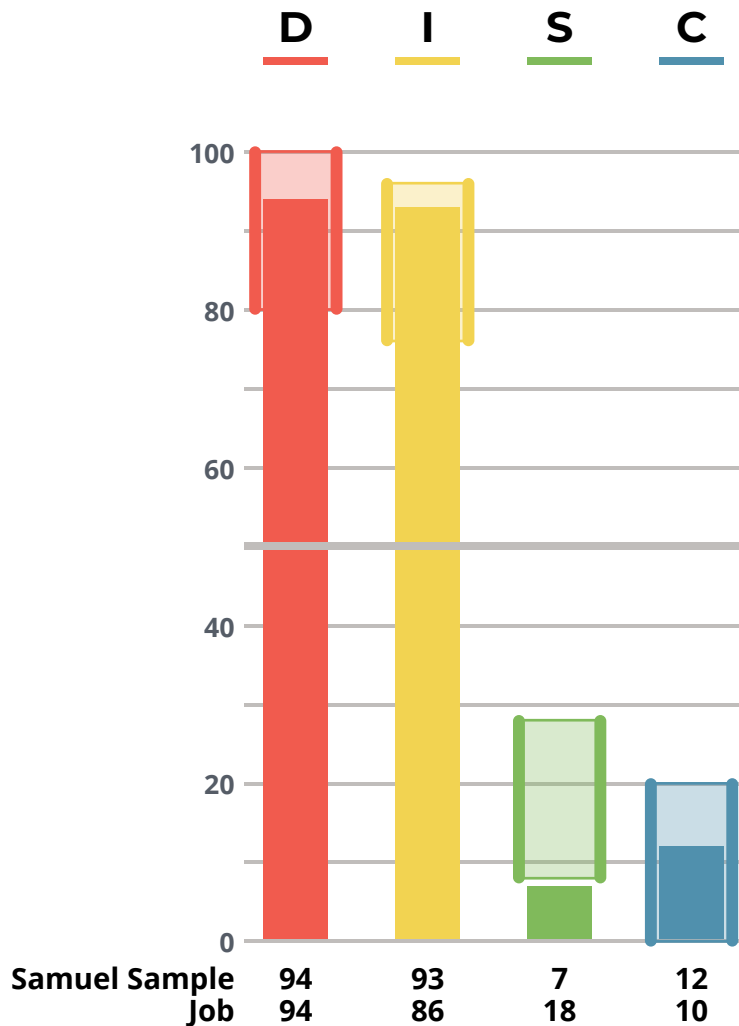
Job Range (20 point range)

Samuel Sample

Behavioral Continuum

Samuel Sample

Everyone has a varying level of the four main behavioral factors that create their own, personal style. Each side of those factors lives on a continuum, and the combination influences individuals' level of engagement in different situations. The graph below is a visual representation of where Samuel falls within each continuum.

PROBLEMS & CHALLENGES

Reflective — Direct

100   50   100

94
88

PEOPLE & CONTACTS

Reserved — Outgoing

100   50   100

93
86

PACE & CONSISTENCY

Dynamic — Steady

100   50   100

93
96

PROCEDURES & CONSTRAINTS

Pioneering — Precise

100   50   100

88
92
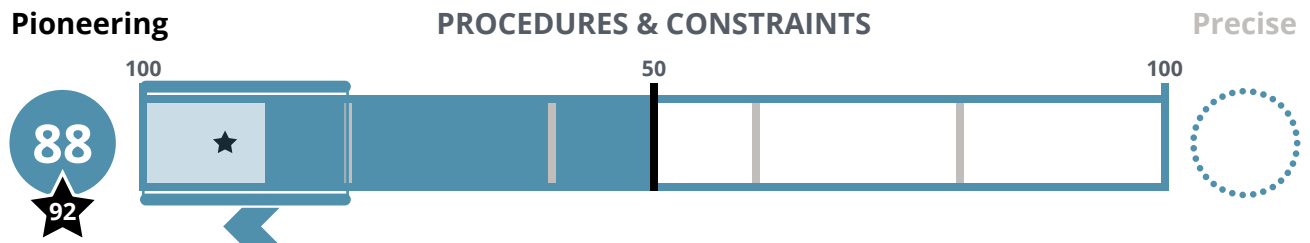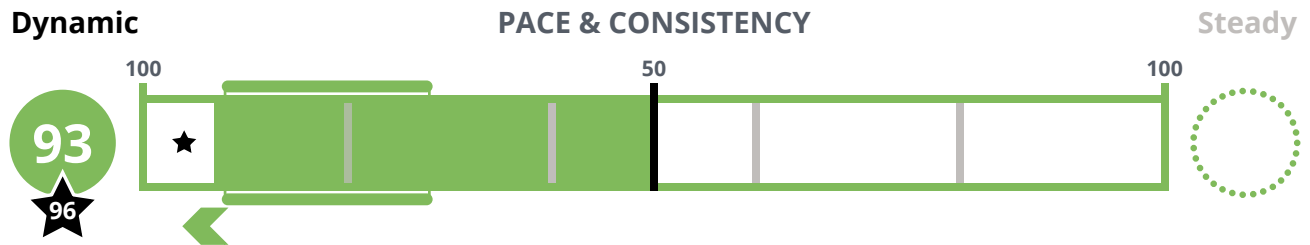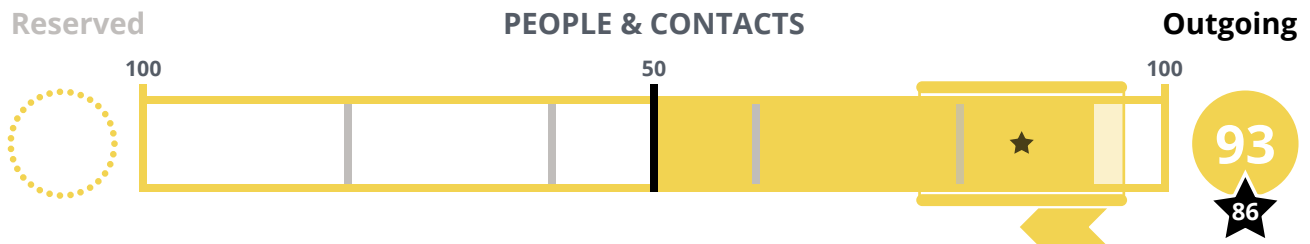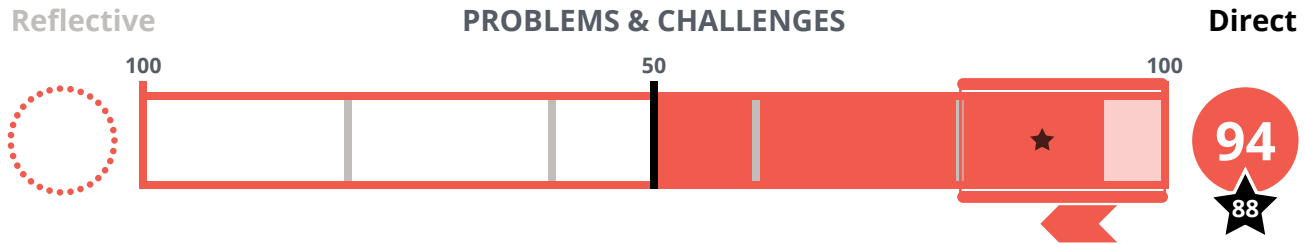
★ Adapted Position

◀ Adapted Movement

▨ Job Range (20 point range)

VP of Samples

The Success Insights® Wheel
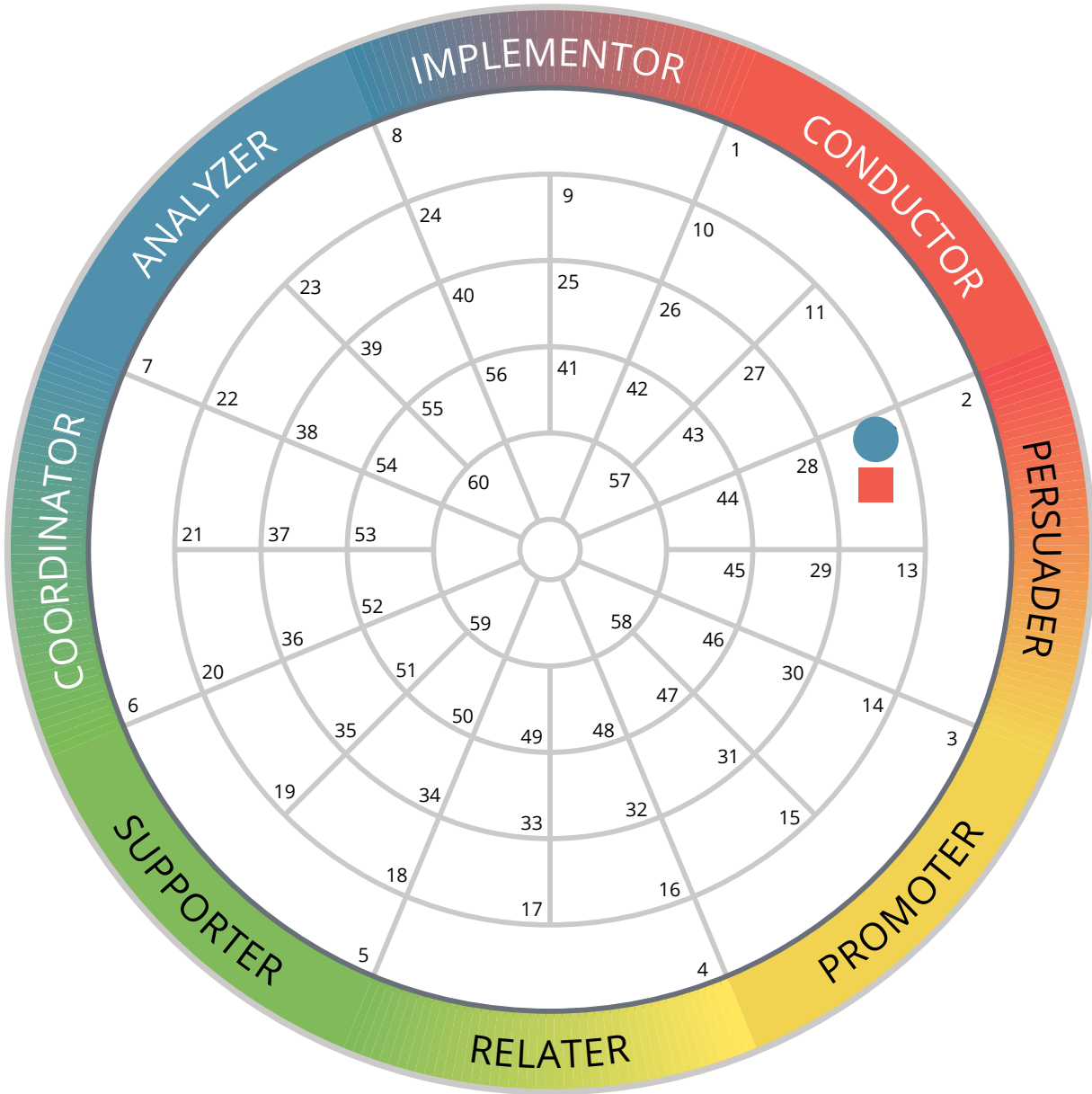
Job - (12) CONDUCTING PERSUADER

Samuel Sample - (12) CONDUCTING PERSUADER

Samuel Sample

Comparison Analysis
For Consulting And Coaching

Job Competencies Hierarchy	Zone Range		Person	
1. Futuristic Thinking	79	100	**27**	🟥
2. Flexibility	80	100	**67**	🟩
3. Personal Accountability	66	84	**67**	🟦
4. Creativity and Innovation	68	85	**53**	🟩
5. Self Starting	69	86	**50**	🟨
6. Customer Focus	71	85	**57**	🟩
7. Goal Orientation	73	100	**40**	🟨

Primary Driving Forces Cluster	Zone Range		Person	
1. Commanding	49	73	**50**	🟦
2. Intentional	49	74	**100**	🟩
3. Selfless	40	62	**15**	🟨
4. Objective	49	71	**83**	🟩

Job Behavioral Hierarchy	Zone Range		Person	
1. Competitive	73	100	**90**	🟦
2. Urgency	70	100	**100**	🟦
3. Frequent Change	73	100	**98**	🟦
4. Interaction	83	100	**100**	🟦

🟦 Exact match   🟨 Fair compatibility
🟩 Good compatibility   🟥 Poor compatibility   ⬜ Over-focused