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# TriMetrix® DNA

## Job/Talent Comparison Report

### Sample Benchmark Comparison

VP of Samples

TTI

05.04.2021

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# Introduction



This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH PERSONAL REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.

# Introduction



## Job Competencies Hierarchy (25 Areas)

This section presents the key job competencies, quantifies their importance to this specific job benchmark, and compares the personal results for each competency. The job has a unique ranking of competencies, reflecting different levels of capacities required for superior performance.

## Driving Forces Hierarchy (12 Areas)

This section clearly identifies the rewards the job may provide. More specifically it identifies sources of motivation for the individual performing the job. It clarifies what is necessary for superior performance and engagement on the job.

## Behavioral Hierarchy (12 Areas)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual personal report(s).

## Job Competencies Summary

This section will assist you in understanding the type and kinds of competencies (people skills) that are needed for superior job performance.

## Driving Forces Feedback

This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.

## Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

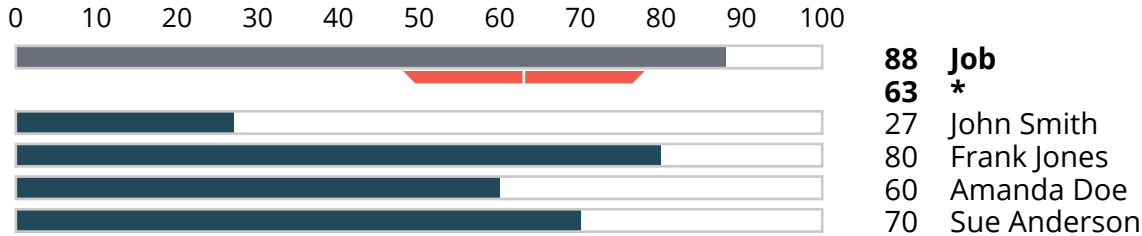
Note: The information provided above offers you a better understanding of the job requirements for superior performance based on the top seven attributes, the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.



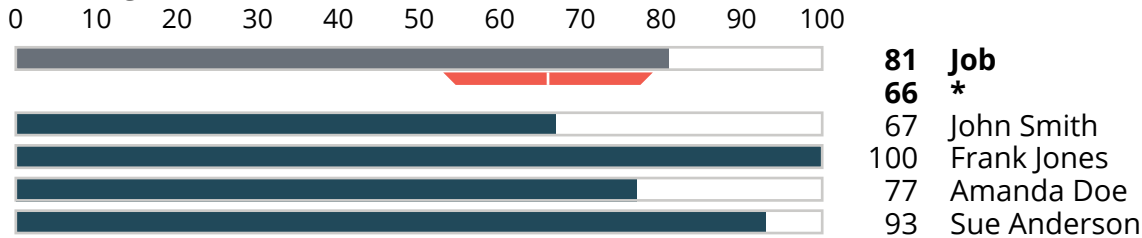
# Job Competencies Hierarchy

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.

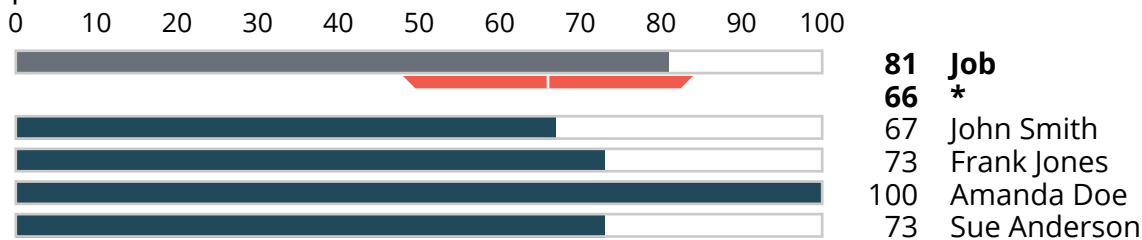
## 1. Futuristic Thinking - Imagining, envisioning, projecting and/or creating what has not yet been actualized.



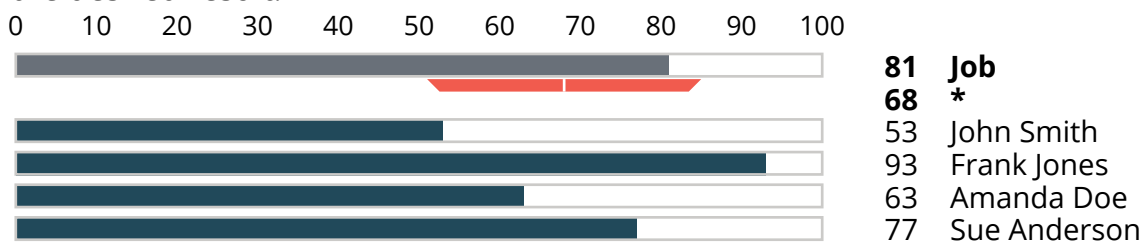
## 2. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.



## 3. Personal Accountability - Being answerable for personal actions.



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



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



# Job Competencies Hierarchy

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

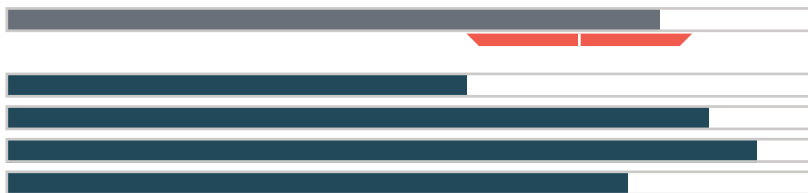
0 10 20 30 40 50 60 70 80 90 100



**81 Job**  
**69 \***  
 50 John Smith  
 83 Frank Jones  
 100 Amanda Doe  
 73 Sue Anderson

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

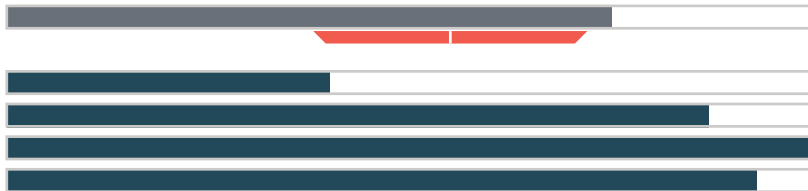
0 10 20 30 40 50 60 70 80 90 100



**81 Job**  
**71 \***  
 57 John Smith  
 87 Frank Jones  
 93 Amanda Doe  
 77 Sue Anderson

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

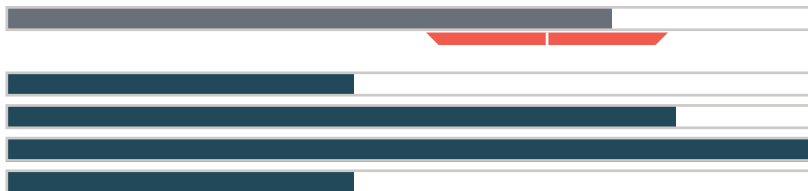
0 10 20 30 40 50 60 70 80 90 100



**75 Job**  
**55 \***  
 40 John Smith  
 87 Frank Jones  
 100 Amanda Doe  
 93 Sue Anderson

## 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



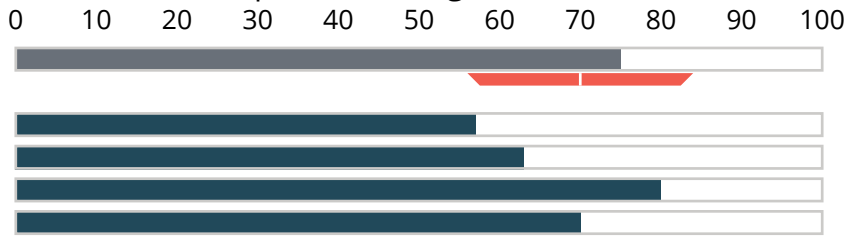
**75 Job**  
**67 \***  
 43 John Smith  
 83 Frank Jones  
 100 Amanda Doe  
 43 Sue Anderson

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



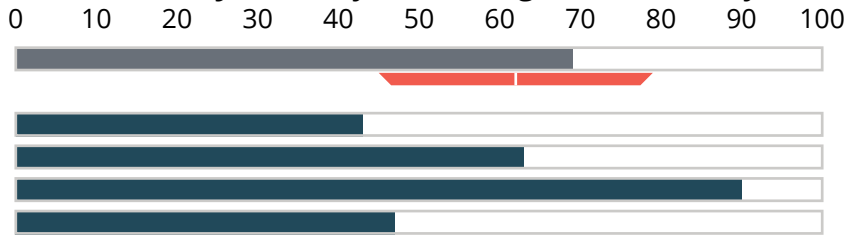
# Job Competencies Hierarchy

**9. Continuous Learning** - Taking initiative to regularly learn new concepts, technologies and/or methods.



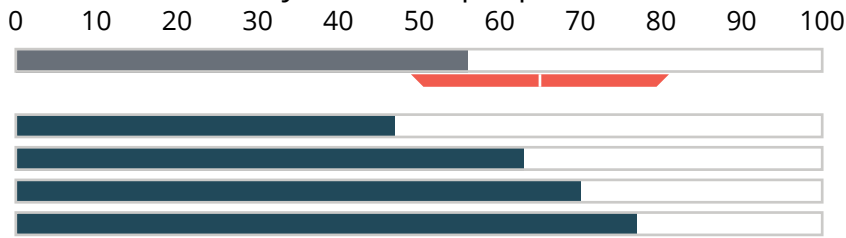
**75 Job**  
**70 \***  
 57 John Smith  
 63 Frank Jones  
 80 Amanda Doe  
 70 Sue Anderson

**10. Resiliency** - Quickly recovering from adversity.



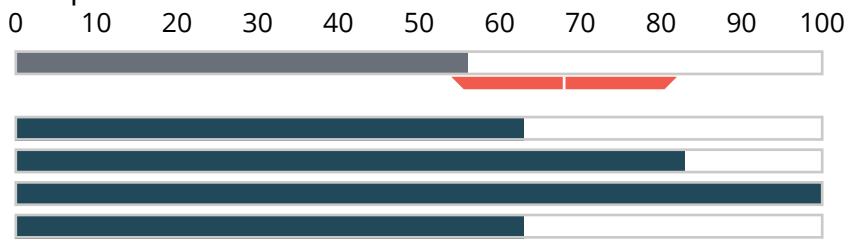
**69 Job**  
**62 \***  
 43 John Smith  
 63 Frank Jones  
 90 Amanda Doe  
 47 Sue Anderson

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



**56 Job**  
**65 \***  
 47 John Smith  
 63 Frank Jones  
 70 Amanda Doe  
 77 Sue Anderson

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



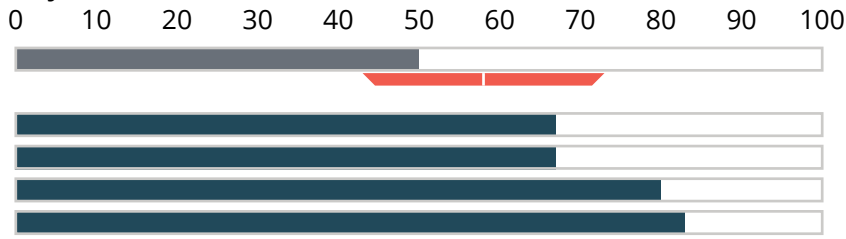
**56 Job**  
**68 \***  
 63 John Smith  
 83 Frank Jones  
 100 Amanda Doe  
 63 Sue Anderson

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



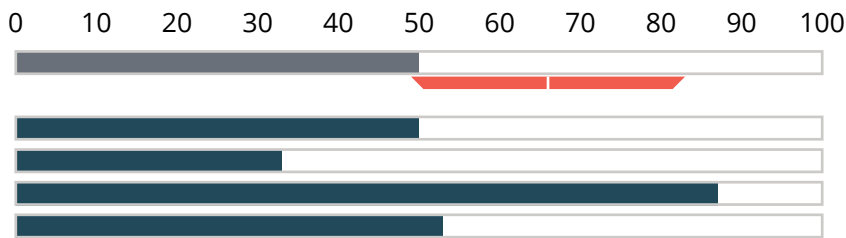
# Job Competencies Hierarchy

## 13. Teamwork - Cooperating with others to meet objectives.



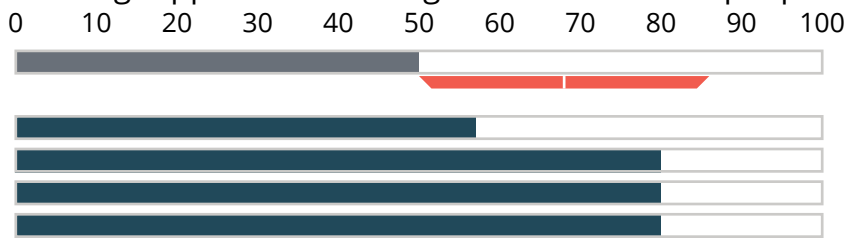
**50 Job**  
**58 \***  
 67 John Smith  
 67 Frank Jones  
 80 Amanda Doe  
 83 Sue Anderson

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



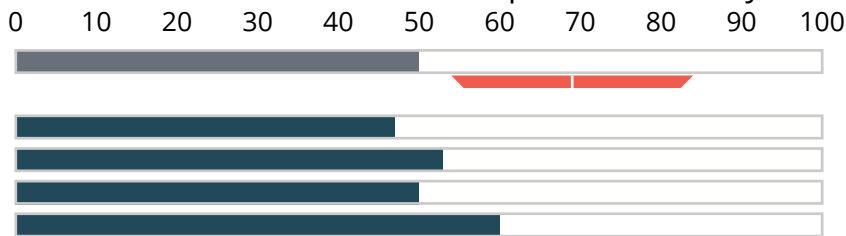
**50 Job**  
**66 \***  
 50 John Smith  
 33 Frank Jones  
 87 Amanda Doe  
 53 Sue Anderson

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



**50 Job**  
**68 \***  
 57 John Smith  
 80 Frank Jones  
 80 Amanda Doe  
 80 Sue Anderson

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



**50 Job**  
**69 \***  
 47 John Smith  
 53 Frank Jones  
 50 Amanda Doe  
 60 Sue Anderson

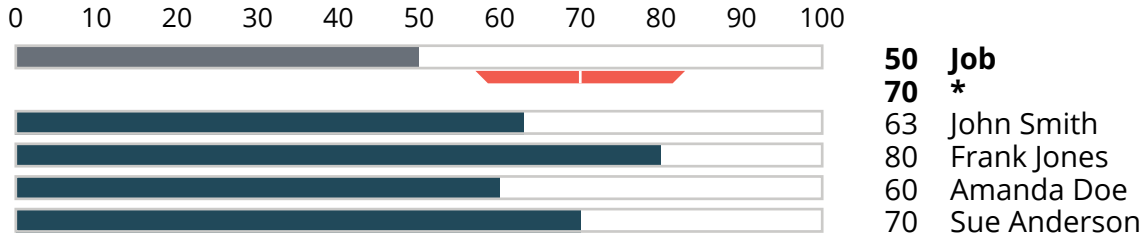
\* 68% of the population falls within the shaded area.



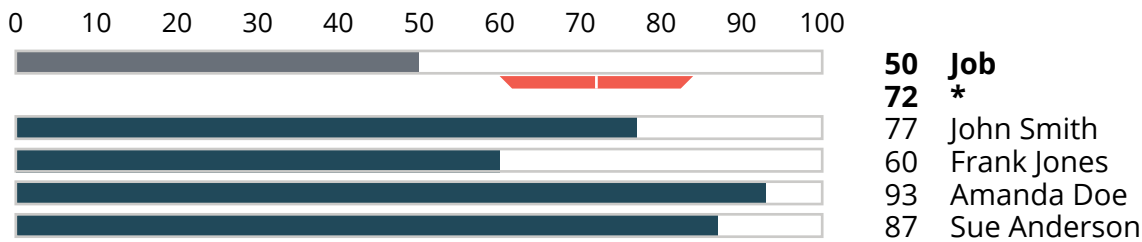


# Job Competencies Hierarchy

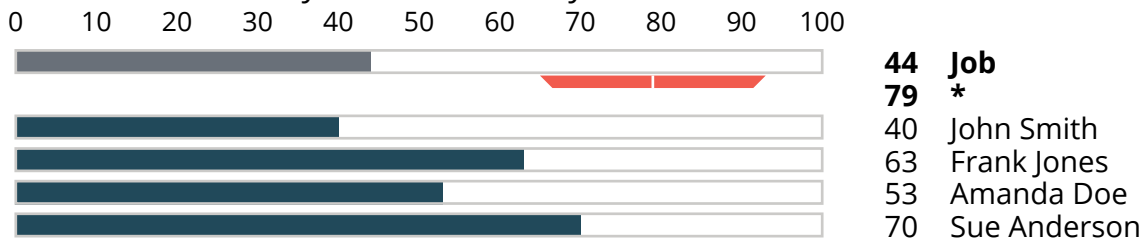
**17. Conceptual Thinking** - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.



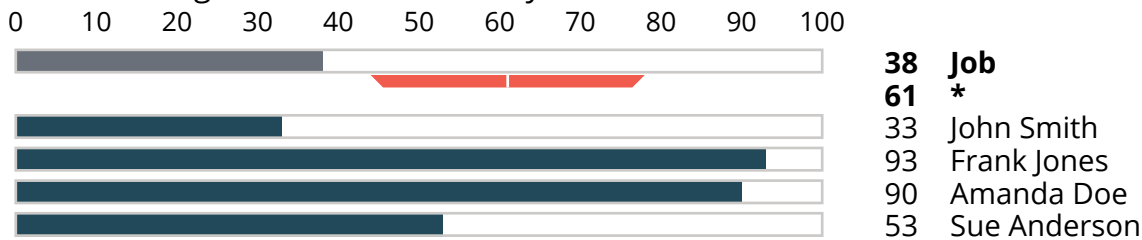
**18. Employee Development/Coaching** - Facilitating, supporting and contributing to the professional growth of others.



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



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

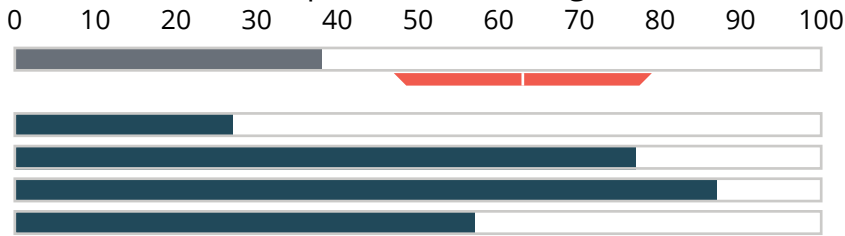


\* 68% of the population falls within the shaded area.

# Job Competencies Hierarchy

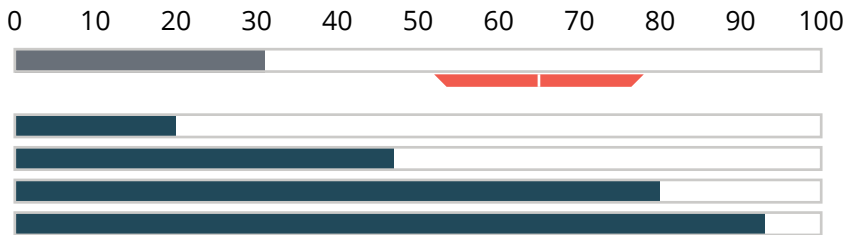


**21. Influencing Others** - Personally affecting others actions, decisions, opinions or thinking.



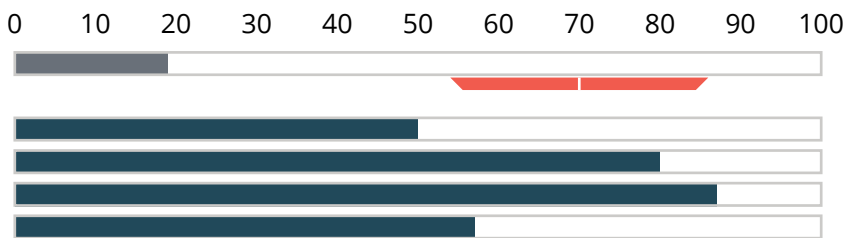
- 38 Job**
- 63 \***
- 27 John Smith
- 77 Frank Jones
- 87 Amanda Doe
- 57 Sue Anderson

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



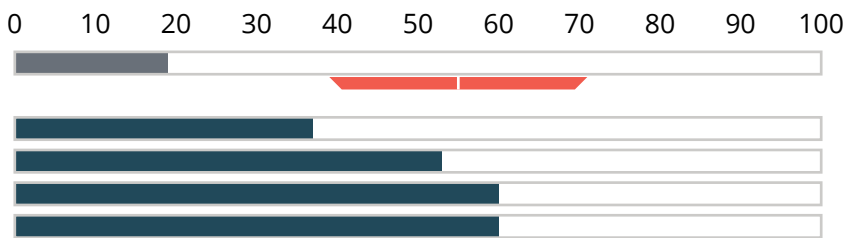
- 31 Job**
- 65 \***
- 20 John Smith
- 47 Frank Jones
- 80 Amanda Doe
- 93 Sue Anderson

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



- 19 Job**
- 70 \***
- 50 John Smith
- 80 Frank Jones
- 87 Amanda Doe
- 57 Sue Anderson

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



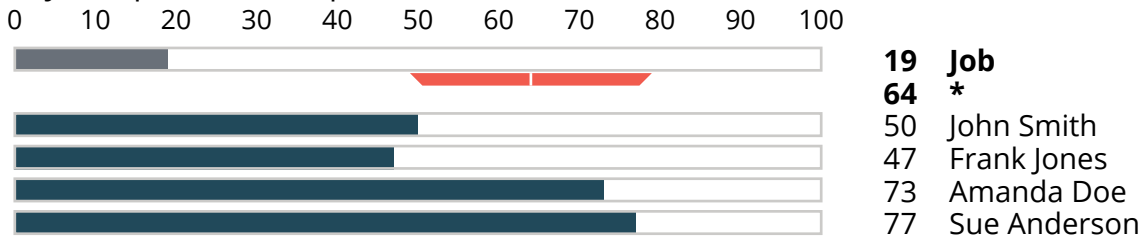
- 19 Job**
- 55 \***
- 37 John Smith
- 53 Frank Jones
- 60 Amanda Doe
- 60 Sue Anderson

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

# Job Competencies Hierarchy



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



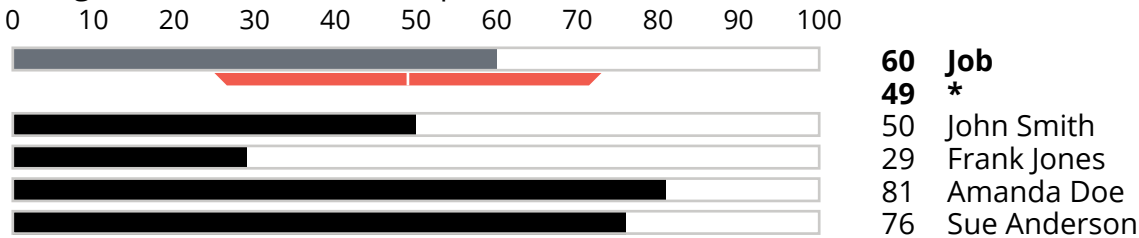
\* 68% of the population falls within the shaded area.

# Primary Driving Forces Cluster

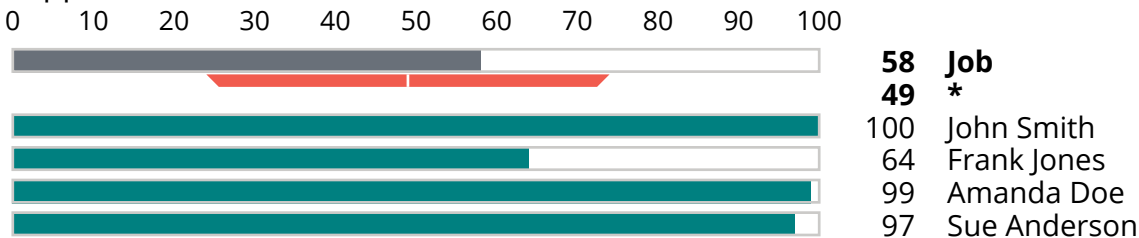


These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

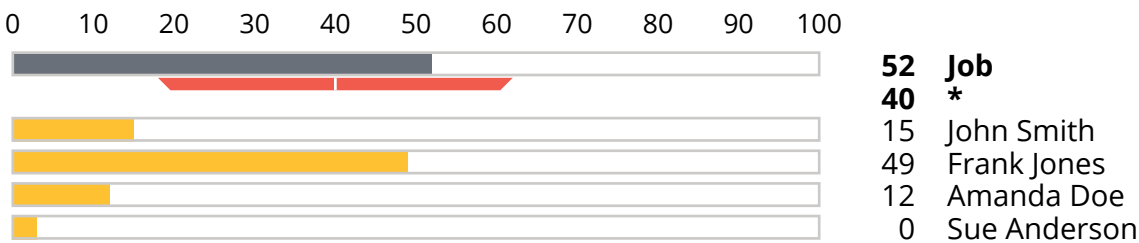
## 1. Commanding - People who are driven by status, recognition and control over personal freedom.



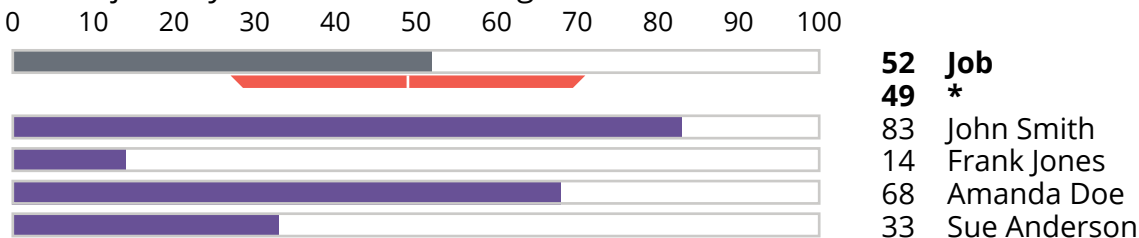
## 2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



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



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



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

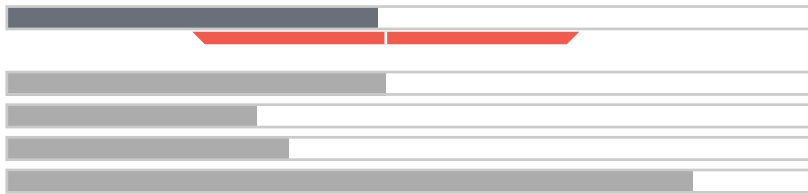
# Situational Driving Forces Cluster



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.

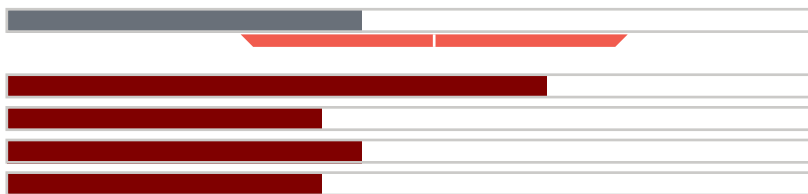
0 10 20 30 40 50 60 70 80 90 100



- 46 Job
- 47 \*
- 47 John Smith
- 31 Frank Jones
- 35 Amanda Doe
- 85 Sue Anderson

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

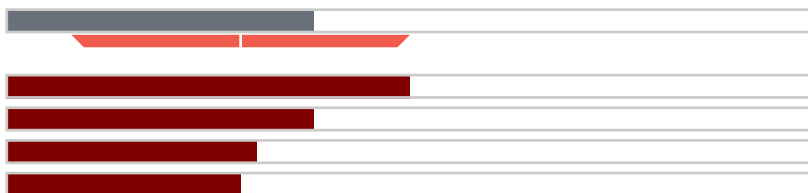
0 10 20 30 40 50 60 70 80 90 100



- 44 Job
- 53 \*
- 67 John Smith
- 39 Frank Jones
- 44 Amanda Doe
- 39 Sue Anderson

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

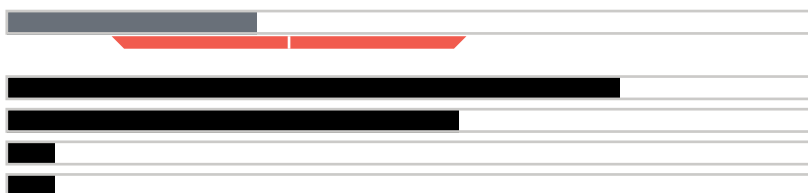
0 10 20 30 40 50 60 70 80 90 100



- 38 Job
- 29 \*
- 50 John Smith
- 38 Frank Jones
- 31 Amanda Doe
- 29 Sue Anderson

**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



- 31 Job
- 35 \*
- 76 John Smith
- 56 Frank Jones
- 6 Amanda Doe
- 6 Sue Anderson

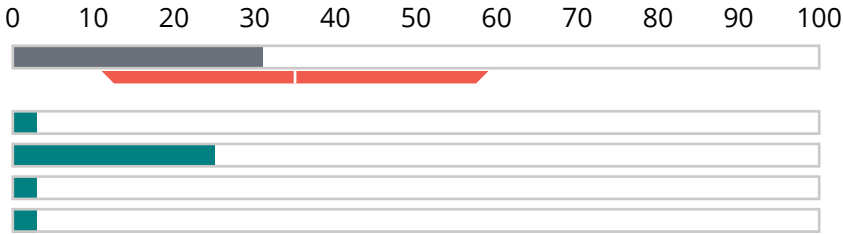
\* 68% of the population falls within the shaded area.

# Indifferent Driving Forces Cluster



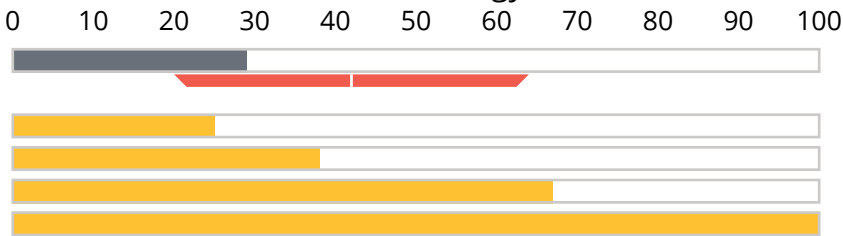
These graphs are based on the hierarchy of the job benchmark's driving forces in descending order from highest provided by the job to the lowest. Gaps may point to areas in the job that do not align with the persons driving forces.

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



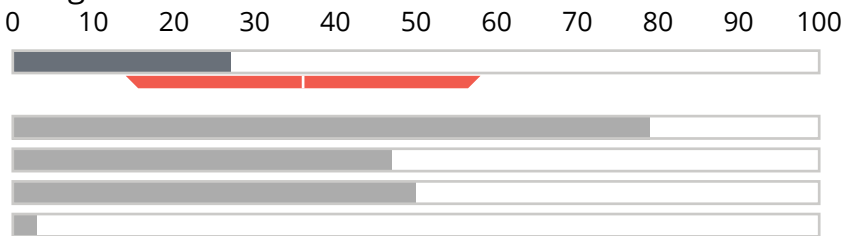
**31 Job**  
**35 \***  
 0 John Smith  
 25 Frank Jones  
 0 Amanda Doe  
 0 Sue Anderson

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



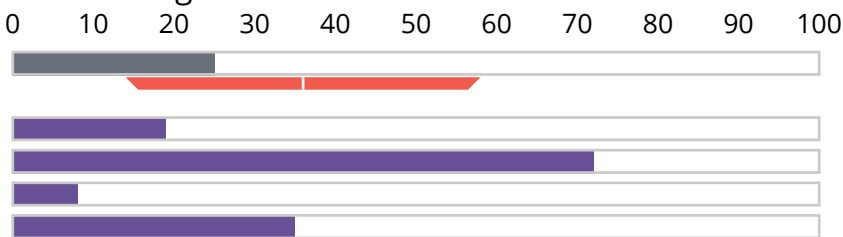
**29 Job**  
**42 \***  
 25 John Smith  
 38 Frank Jones  
 67 Amanda Doe  
 100 Sue Anderson

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



**27 Job**  
**36 \***  
 79 John Smith  
 47 Frank Jones  
 50 Amanda Doe  
 0 Sue Anderson

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



**25 Job**  
**36 \***  
 19 John Smith  
 72 Frank Jones  
 8 Amanda Doe  
 35 Sue Anderson

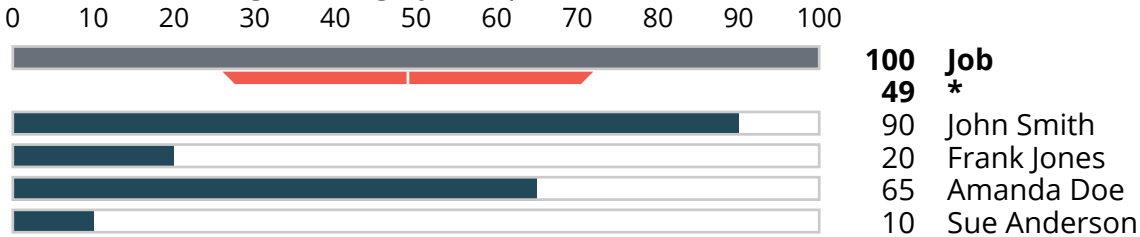
\* 68% of the population falls within the shaded area.

# Behavioral Hierarchy

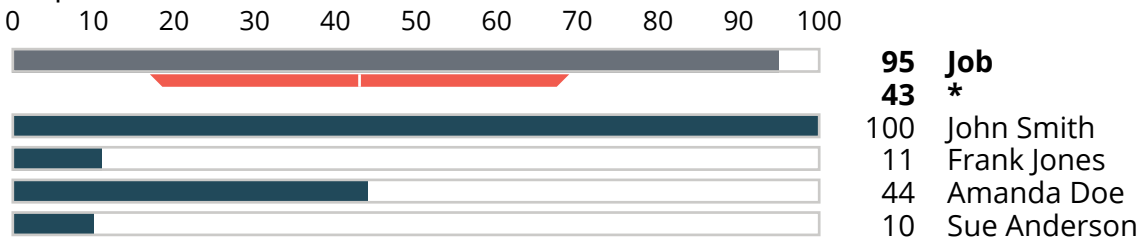


This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual(s). The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this 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.

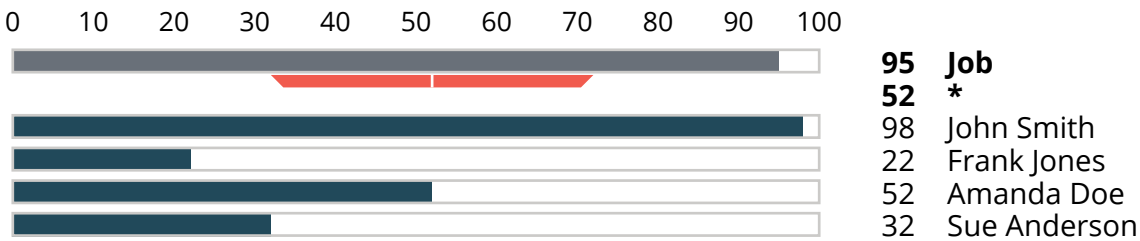
**1. Competitive** - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



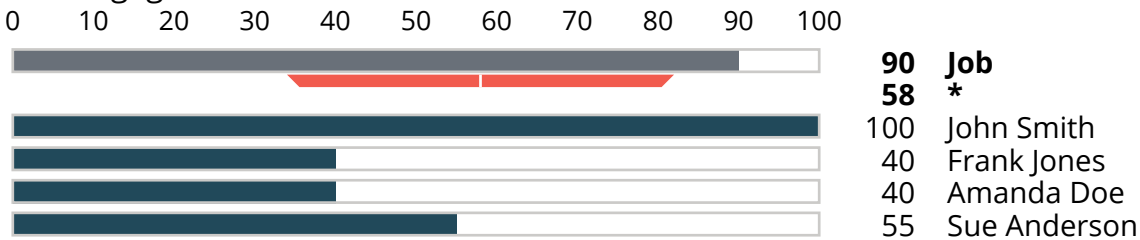
**2. Urgency** - The job requires decisiveness, quick response, and fast action.



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



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

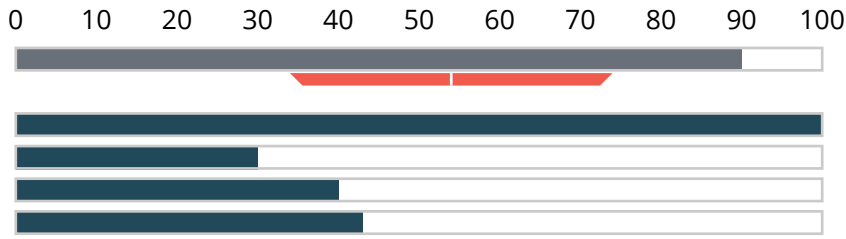


\* 68% of the population falls within the shaded area.

# Behavioral Hierarchy

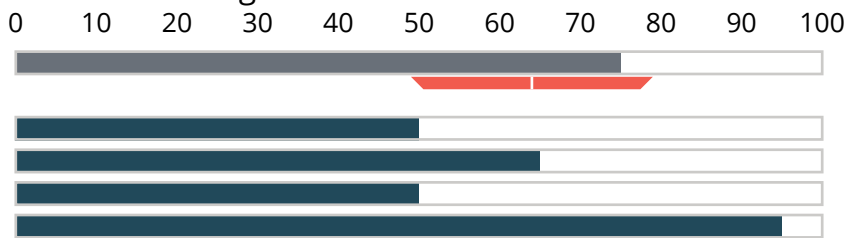


**5. Versatile** - The job requires adapting to various situations with ease.



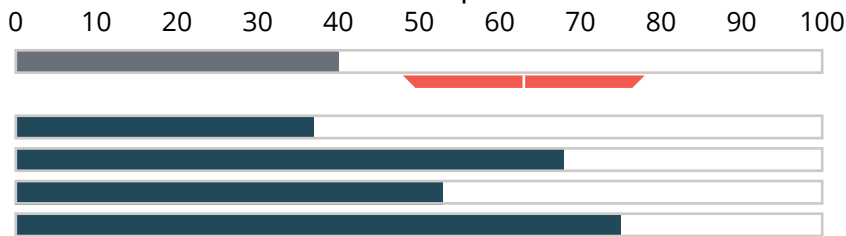
**90 Job**  
**54 \***  
 100 John Smith  
 30 Frank Jones  
 40 Amanda Doe  
 43 Sue Anderson

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



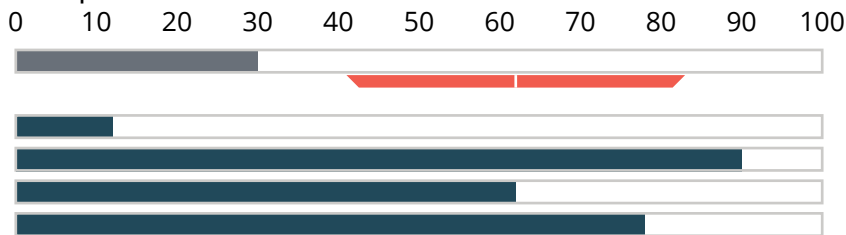
**75 Job**  
**64 \***  
 50 John Smith  
 65 Frank Jones  
 50 Amanda Doe  
 95 Sue Anderson

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



**40 Job**  
**63 \***  
 37 John Smith  
 68 Frank Jones  
 53 Amanda Doe  
 75 Sue Anderson

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



**30 Job**  
**62 \***  
 12 John Smith  
 90 Frank Jones  
 62 Amanda Doe  
 78 Sue Anderson

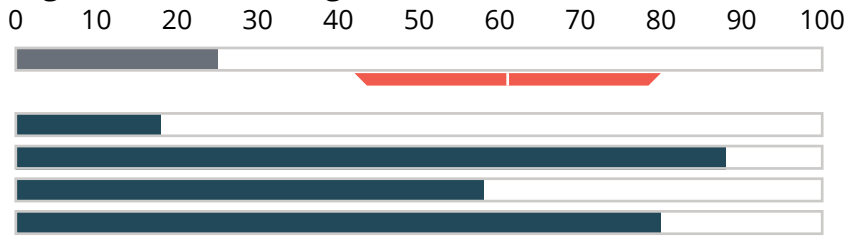
\* 68% of the population falls within the shaded area.



# Behavioral Hierarchy

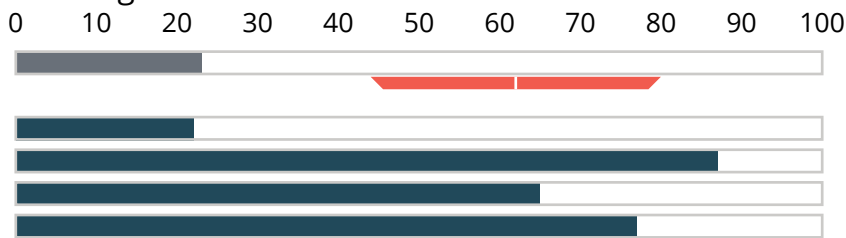


**9. Following Policy** - The job requires adhering to rules, regulations or existing methods.



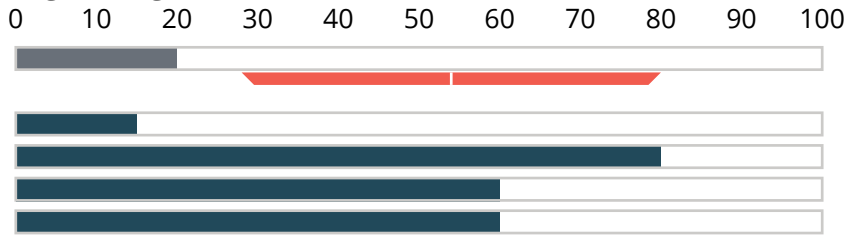
**25 Job**  
**61 \***  
 18 John Smith  
 88 Frank Jones  
 58 Amanda Doe  
 80 Sue Anderson

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



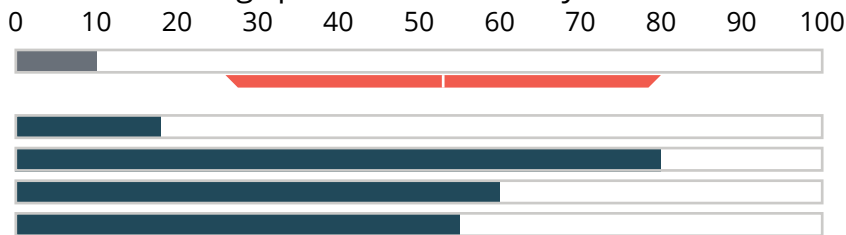
**23 Job**  
**62 \***  
 22 John Smith  
 87 Frank Jones  
 65 Amanda Doe  
 77 Sue Anderson

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



**20 Job**  
**54 \***  
 15 John Smith  
 80 Frank Jones  
 60 Amanda Doe  
 60 Sue Anderson

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



**10 Job**  
**53 \***  
 18 John Smith  
 80 Frank Jones  
 60 Amanda Doe  
 55 Sue Anderson

WB: 94-86-18-10 (12)

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



# Summary of Top Competencies

*This section of the report focuses on competencies because they are usually more difficult to identify or assess than technical competencies or experience. Observing the behaviors people use to produce superior performance can provide insight into the demonstration of competencies. Seven (7) of the most important competencies required to produce superior performance are described below in terms of observable behaviors. The behaviors listed below each competency provide examples of some of the ways the competency is demonstrated. Read each behavior and check the ones that must be demonstrated to produce superior performance in the position. More importance is typically placed on those behaviors that must be demonstrated consistently on a daily, weekly or monthly basis.*

- 1. Futuristic Thinking:** Imagining, envisioning, projecting and/or creating what has not yet been actualized.
  - Demonstrates an ability to connect the dots and see the big picture.
  - Looks beyond the forces driving the current reality that may have long-term effects.
  - Utilizes foresight and intuitive perception as well as factual events to draw inferences.
  - Recognizes, supports and/or champions cutting-edge ideas.
  - Anticipates future trends or events.
  - Envisions possibilities others may not.
  - Imagines and/or predicts changes in current reality based on deductive and conceptual reasoning.
  - Creates an environment where forward thinking is the norm not the exception.
  - Envisions ideas that may be seen as unobtainable by others.
  - Mentally lives in the future and does not allow current technology to cloud their vision.
  
- 2. Flexibility:** Readily modifying, responding and adapting to change with minimal resistance.
  - Responds promptly to shifts in direction, priorities and schedules.
  - Demonstrates agility in accepting new ideas, approaches and/or methods.
  - Effective in shifting priorities and tasks.
  - Modifies methods or strategies to fit changing circumstances.
  - Adapts personal style to work with different people.
  - Maintains productivity during transitions.
  - Embraces and/or champions a shift in activity.
  - Strives to adapt to situational demands.
  - Capable of changing or adjusting to meet particular or varied needs.
  - Able to step outside their comfort zone and try something they haven't done before.

# Summary of Top Competencies



## 3. **Personal Accountability:** Being answerable for personal actions.

- Demonstrates the ability to self evaluate.
- Strives to take responsibility for his actions.
- Evaluates many aspects of his personal actions.
- Recognizes when he has made a mistake.
- Accepts personal responsibility for outcomes.
- Utilizes feedback.
- Observes and analyzes data to learn from mistakes.
- Sees new possibilities by examining personal performance.
- Accepts responsibility for actions and results.
- Willing to take ownership of situations.

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

- Notices unique patterns, variables, processes, systems or relationships.
- Expresses non-traditional perspectives and/or novel approaches.
- Synthesizes data, ideas, models, processes or systems to create new insights.
- Challenges established theories, methods and/or protocols.
- Encourages and promotes creativity and innovation.
- Modifies existing concepts, methods, models, designs, processes, technologies and systems.
- Develops and tests new theories to explain or resolve complex issues.
- Applies unorthodox theories and/or methods.
- Imagines new or revolutionary concepts, methods, models, designs, processes, technology, systems, products, services or industries.
- Combines knowledge, curiosity, imagination, and evaluation to achieve desired results.

# Summary of Top Competencies



## 5. **Self Starting:** Demonstrating initiative and willingness to begin working.

- Possesses a strong work ethic and belief in getting results.
- Takes initiative and does whatever it takes to achieve objectives.
- Projects self-assurance in getting the task started.
- Starts quickly to avoid setbacks.
- Asserts self in personal and professional life.
- Willing to begin working regardless of circumstances.
- Accepts personal responsibility for achieving personal and professional goals.
- Functions effectively and achieves results regardless of circumstances.
- Takes initiative and acts without waiting for direction.
- Displays self-confidence, conscientiousness, assertiveness, persistence and is achievement-oriented.

## 6. **Customer Focus:** Anticipating, meeting and/or exceeding customer needs, wants and expectations.

- Strives to anticipate, identify and understand customers' wants, needs and concerns.
- Responds to customers with a sense of urgency.
- Follows through on customer requests.
- Is patient and courteous with customers.
- Resolves issues and complaints to the satisfaction of customers.
- Expends extraordinary effort to satisfy customers.
- Develops relationships with customers.
- Partners with customers to assist them in achieving their objectives.
- Acts as an advocate for customers' needs.
- Takes professional risks for the sake of customers' needs.

# Summary of Top Competencies



7. **Goal Orientation:** Setting, pursuing and attaining goals, regardless of obstacles or circumstances.
- Acts instinctively to achieve objectives without supervision.
  - Expend the necessary time and effort to achieve goals.
  - Recognizes and acts on opportunities to advance progress to meet goals.
  - Establishes and works toward ambitious and challenging goals.
  - Develops and implements strategies to meet objectives.
  - Measures effectiveness and performance to ensure results are attained.
  - Acts with a determination to achieve goals.
  - Demonstrates persistence in overcoming obstacles to meet objectives.
  - Takes calculated risks to achieve results.
  - Employs a strategy that affects how they approach tasks and future projects.



# Driving Forces Feedback

*This section provides a brief description of the Primary Driving Forces in this position and expands on the fact that every job in every organization is unique. Superior performance requires an alignment between the individual's driving forces and the rewards the job can provide.*

1. Commanding
  - This position is driven by status, recognition and control over personal freedom.
2. Intentional
  - This position is driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.
3. Selfless
  - This position is driven by completing tasks for the greater good, with little expectation of personal return.
4. Objective
  - This position is driven by the functionality and objectivity of their surroundings.

# Behavioral Feedback



*This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the four most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.*

1. Competitive
  - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.
2. Urgency
  - The job requires decisiveness, quick response, and fast action.
3. Frequent Change
  - The job requires rapid shifts between tasks.
4. Interaction
  - The job requires frequent communication and engagement with others.