TTI SUCCESS INSIGHTS®

TriMetrix® HD

Talent

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Business Services
Lindsay Enterprises
11-30-2015

NEW 25

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Introduction Where Opportunity Meets Talent®

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 TriMetrix® HD Talent Report can be compared with specific job requirements outlined in TriMetrix® HD 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:

Competencies Hierarchy (25 Areas)

This section presents 25 key competencies 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.

Driving Forces Clusters (12 Areas)

This section identifies what drives you. In order to be successful and energized on the job, it is important that your driving forces are in alignment with the rewards of your role.

Behavioral Hierarchy (12 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.

Summary of Top Competencies

This section provides detail on your top seven competencies. Apply your strongest competencies to your job as appropriate and develop further competencies as required.

Driving Forces Feedback

This section expands on your Primary Driving Forces Cluster. You will feel energized and successful at work when your job supports and satisfies these driving forces.

Behavioral Feedback

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

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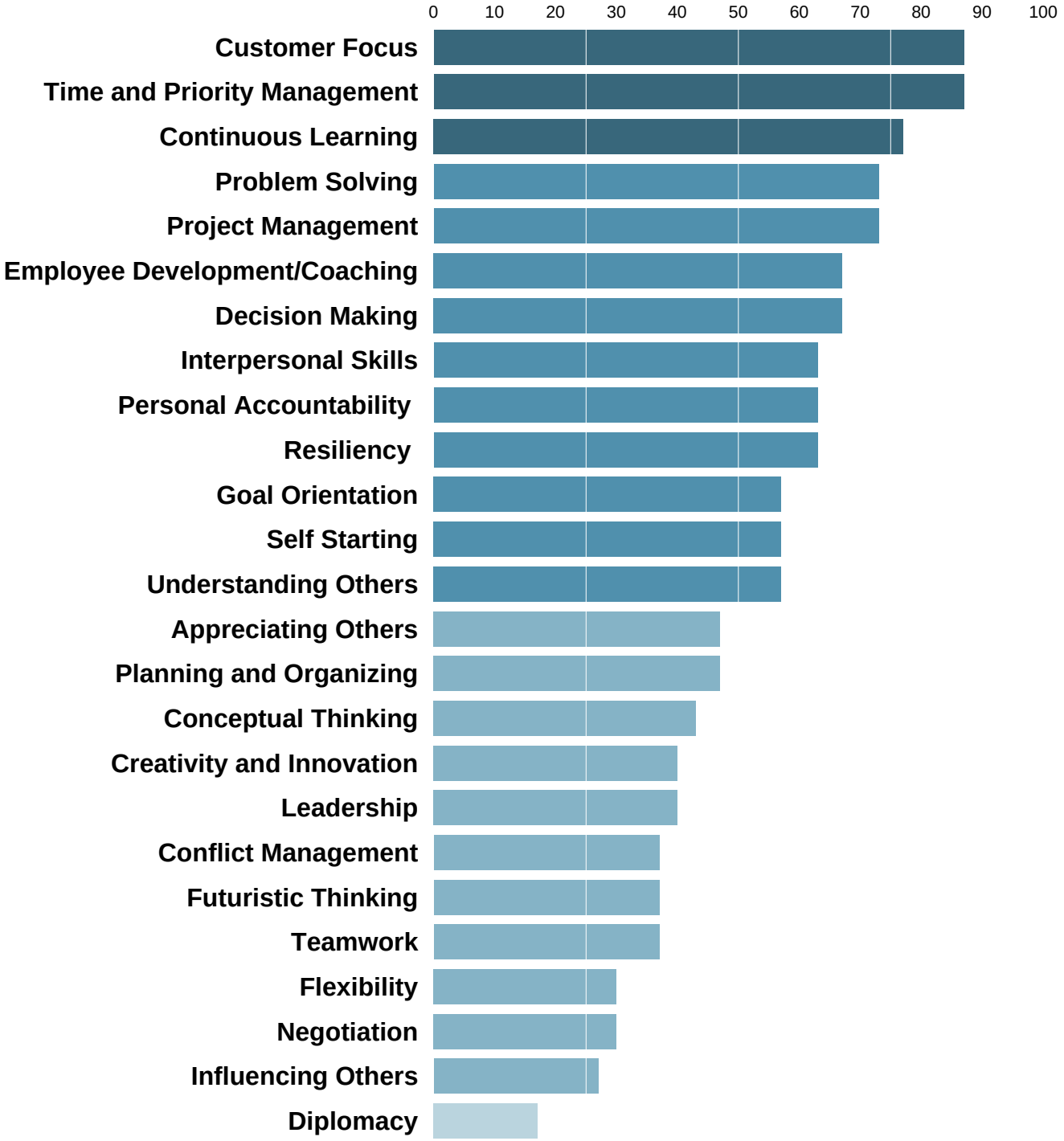
Development Indicator

This section of your report shows your development level of 25 personal skills based on your responses to the questionnaire.



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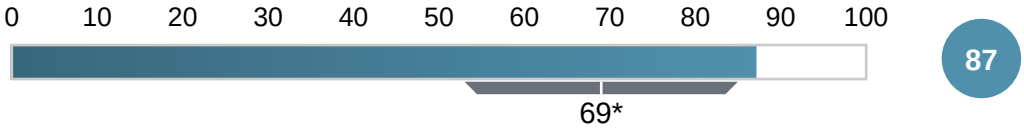
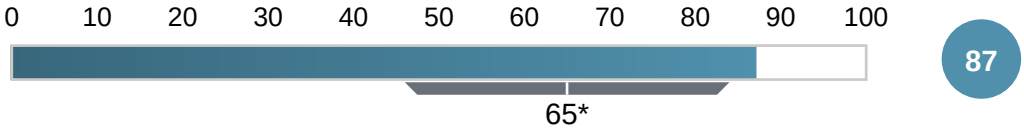
Competencies Hierarchy

Your unique hierarchy of competencies is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your competencies from top to bottom.

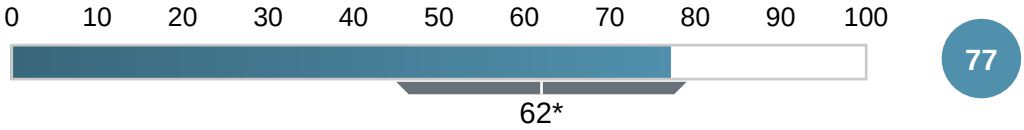
1. Customer Focus - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



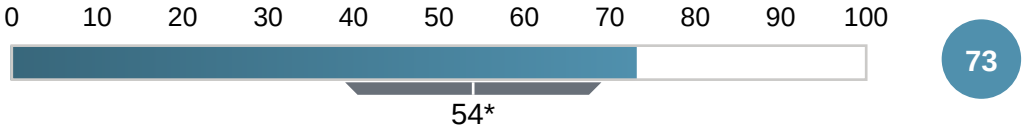
2. Time and Priority Management - Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.



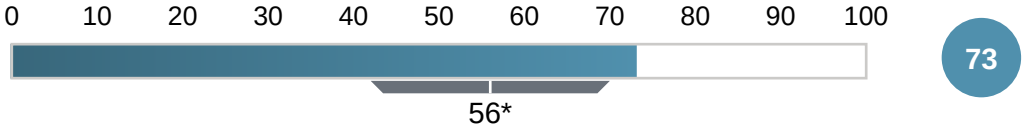
3. Continuous Learning - Taking initiative to regularly learn new concepts, technologies and/or methods.



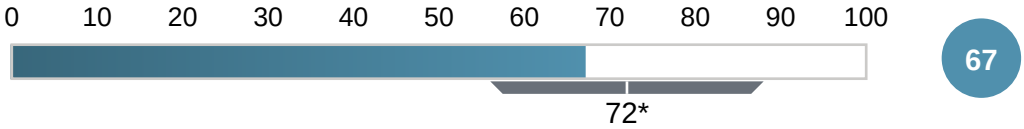
4. Problem Solving - Defining, analyzing and diagnosing key components of a problem to formulate a solution.



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



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



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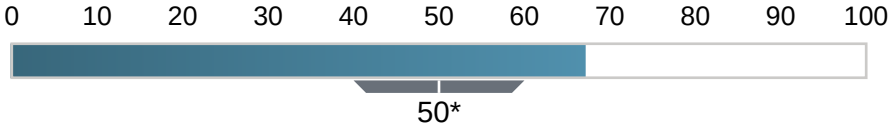
7. Decision Making - Analyzing all aspects of a situation to make consistently sound and timely decisions.



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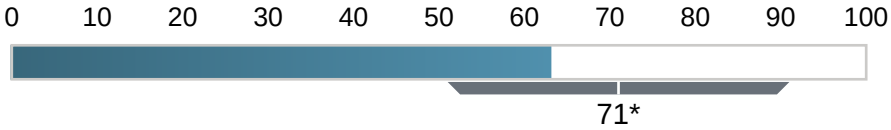
8. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



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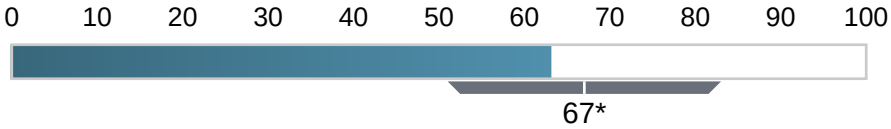
9. Personal Accountability - Being answerable for personal actions.



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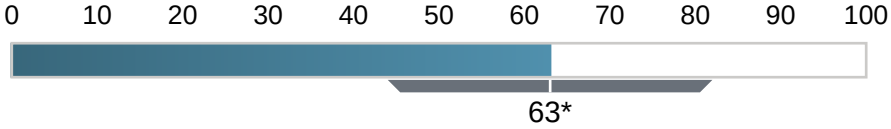
10. Resiliency - Quickly recovering from adversity.



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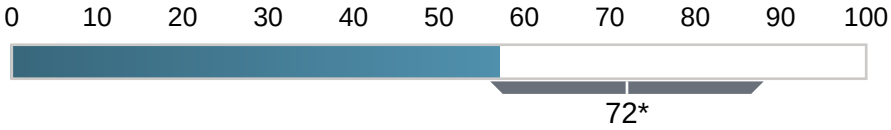
11. Goal Orientation - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.



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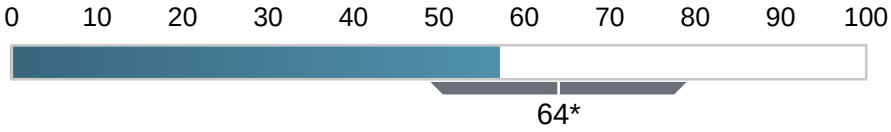
12. Self Starting - Demonstrating initiative and willingness to begin working.



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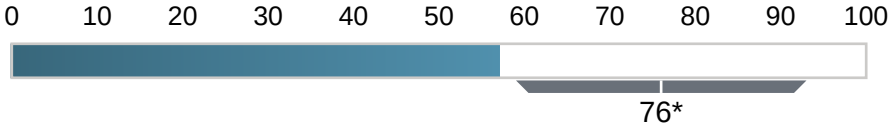
13. Understanding Others - Understanding the uniqueness and contributions of others.



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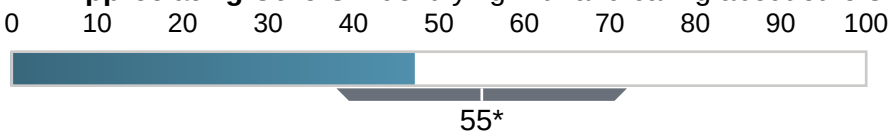
14. Appreciating Others - Identifying with and caring about others.



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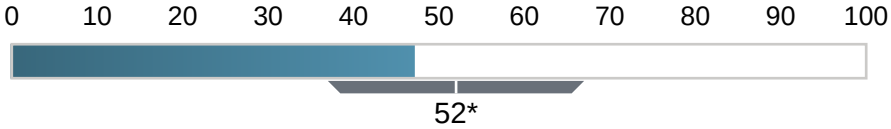
15. Planning and Organizing - Establishing courses of action to ensure that work is completed effectively.



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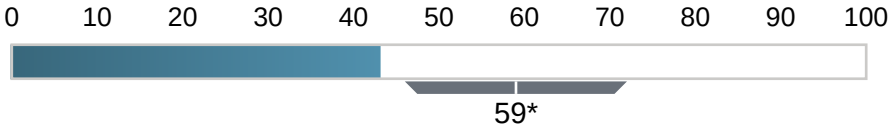
16. Conceptual Thinking - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.



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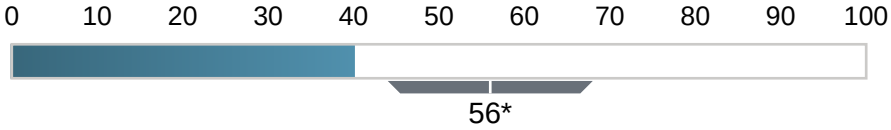
17. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



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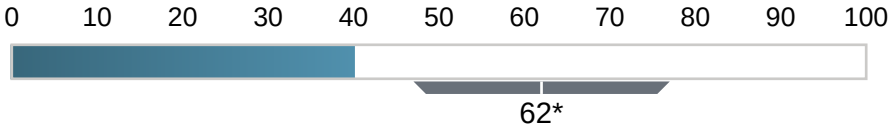
18. Leadership - Organizing and influencing people to believe in a vision while creating a sense of purpose and direction.



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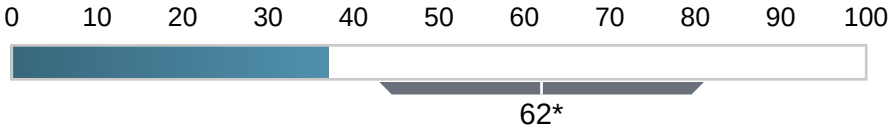
19. Conflict Management - Understanding, addressing and resolving conflict constructively.



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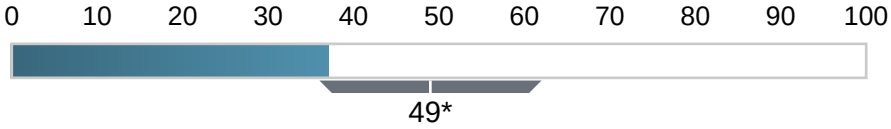
20. Futuristic Thinking - Imagining, envisioning, projecting and/or creating what has not yet been actualized.



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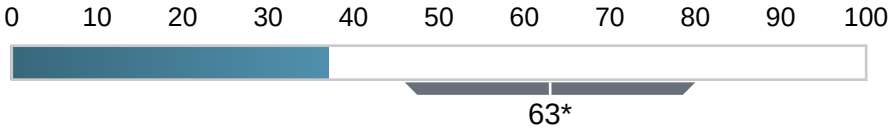
21. Teamwork - Cooperating with others to meet objectives.



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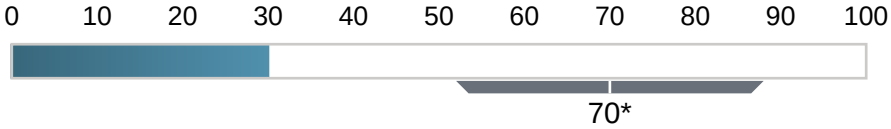
22. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.



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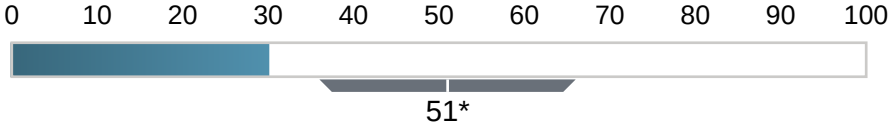
23. Negotiation - Listening to many points of view and facilitating agreements between two or more parties.



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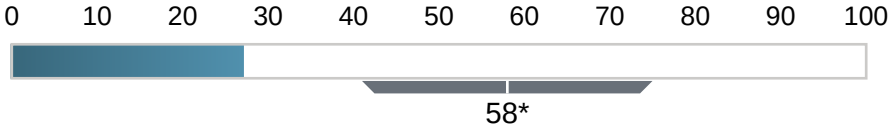
24. Influencing Others - Personally affecting others actions, decisions, opinions or thinking.



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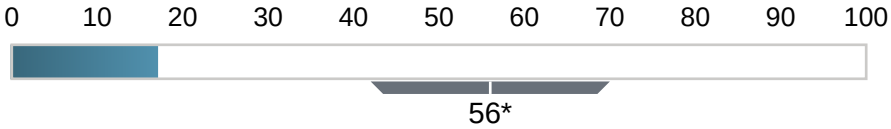
25. Diplomacy - Effectively and tactfully handling difficult or sensitive issues.



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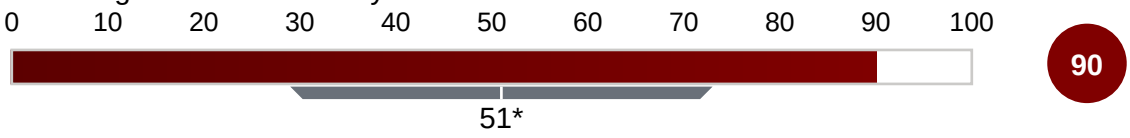
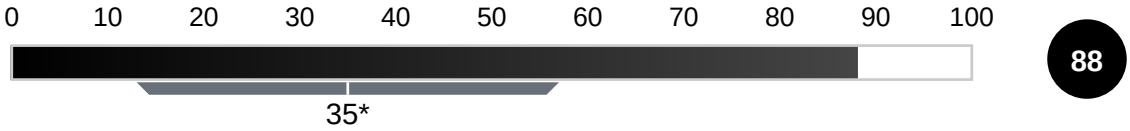
Primary Driving Forces Cluster

Your top driving forces create a cluster of drivers that move you to action. If you focus on the cluster rather than a single driver you can create combinations of factors that are very specific to you. The closer the scores are to each other the more you can pull from each driver. Think about the driver that you can relate to most and then see how your other primary drivers can support or complement to create your unique driving force.

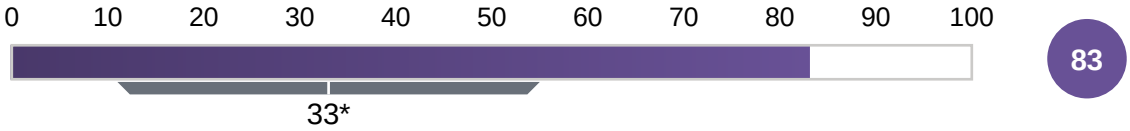
1. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



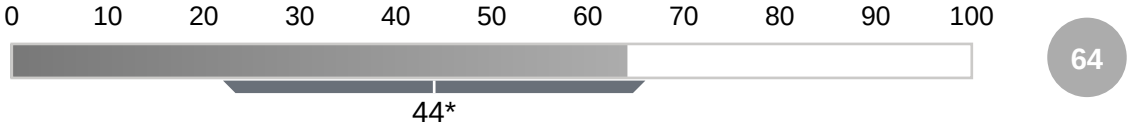
2. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.



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



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



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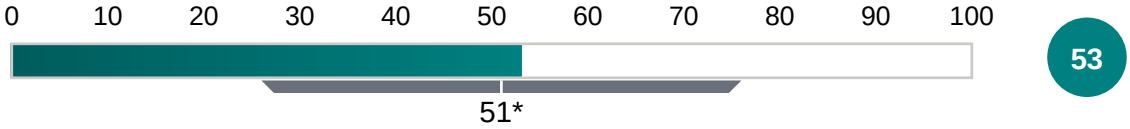
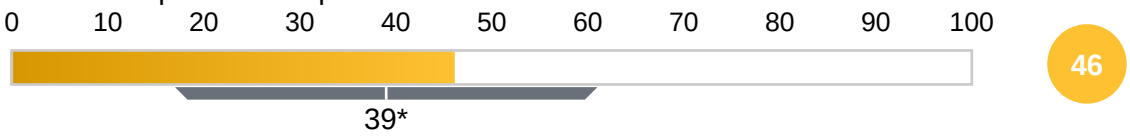
Situational Driving Forces Cluster

Your middle driving forces create a cluster of drivers that come in to play on a situational basis. While not as significant as your primary drivers, they can influence your actions in certain scenarios.

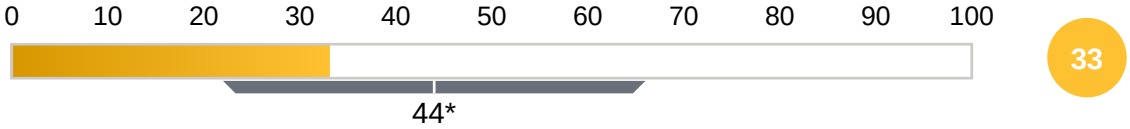
5. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



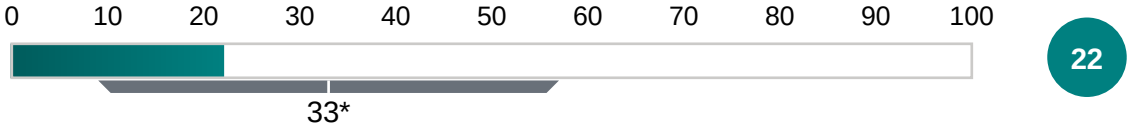
6. Selfless - People who are driven by completing tasks for the greater good, with little expectation of personal return.



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



8. Altruistic - People who are driven by the benefits they provide others.



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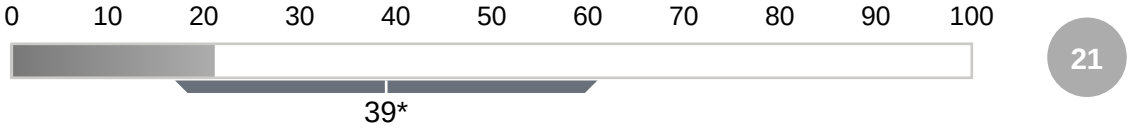
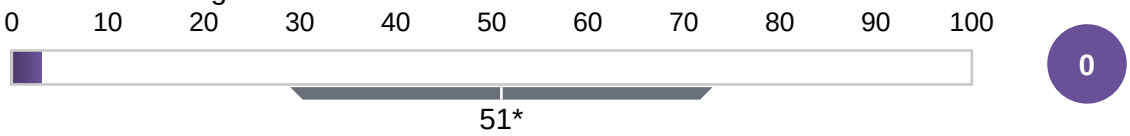
Indifferent Driving Forces Cluster

You may feel indifferent toward some or all of the drivers in this cluster. However, the remaining factors may cause an adverse reaction when interacting with people who have one or more of these as a primary driving force.

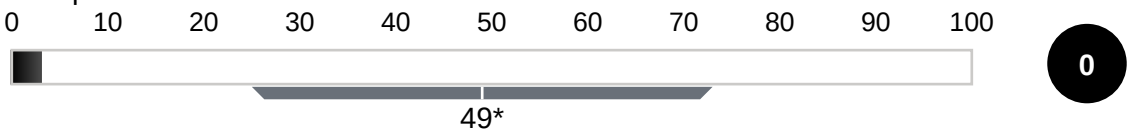
9. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



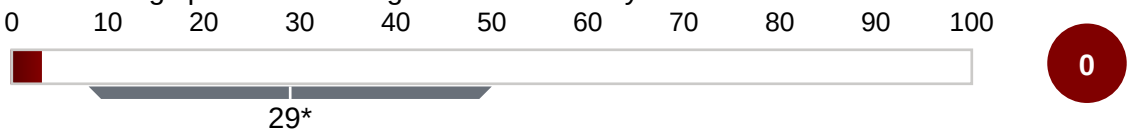
10. Objective - People who are driven by the functionality and objectivity of their surroundings.



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



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



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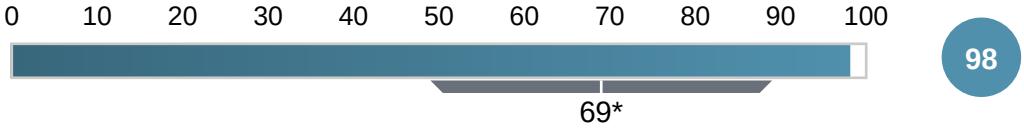
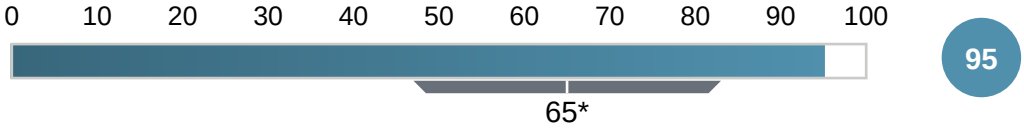
Behavioral Hierarchy

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.

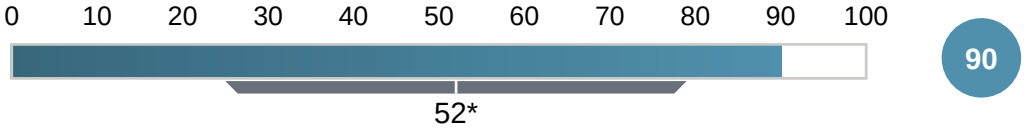
1. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.



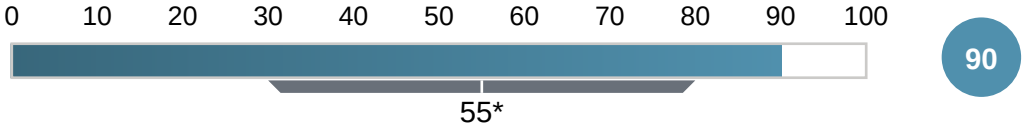
2. Consistency - The ability to do the job the same way.



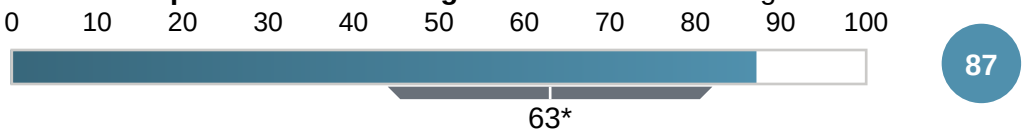
3. Organized Workplace - Systems and procedures followed for success.



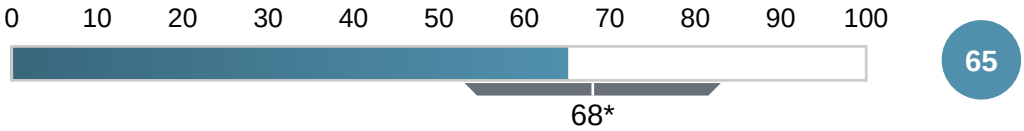
4. Analysis of Data - Information is maintained accurately for repeated examination as required.



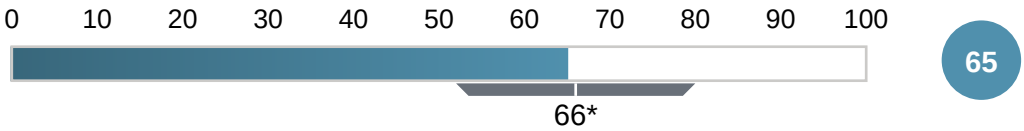
5. Follow Up and Follow Through - A need to be thorough.

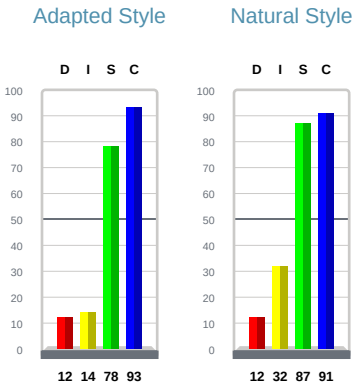


6. People Oriented - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



7. Customer Relations - A desire to convey your sincere interest in them.





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

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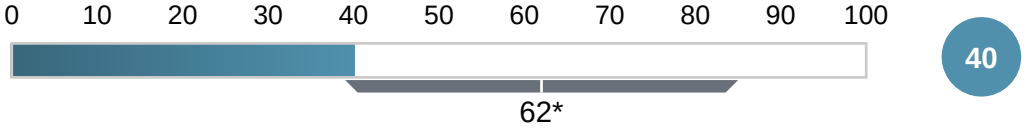
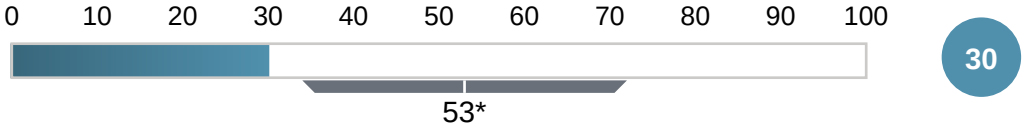
Behavioral Hierarchy

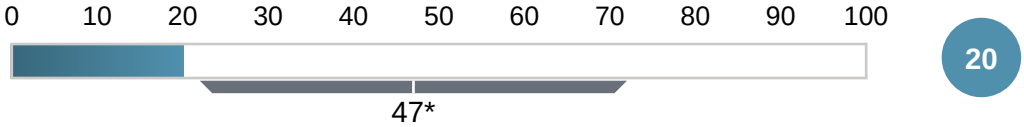
8. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



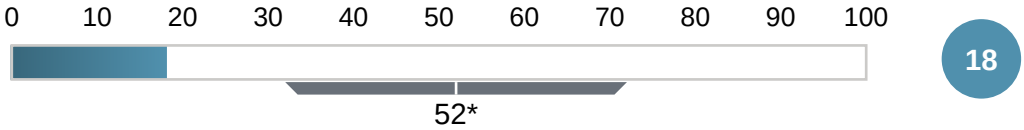
9. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



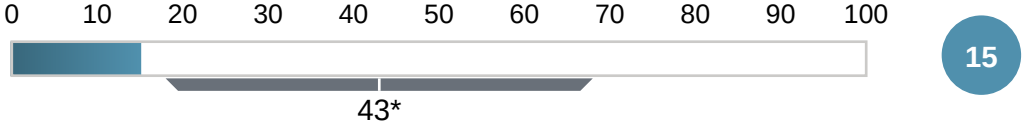
10. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



11. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



12. Urgency - Decisiveness, quick response and fast action.



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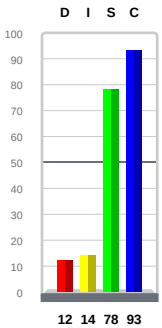

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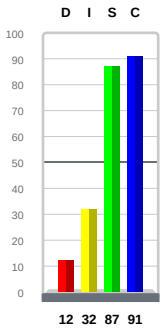

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Summary of Top Competencies

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

1. 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.

2. Time and Priority Management: Prioritizing and completing tasks in order to deliver desired outcomes within allotted time frames.
   - Effectively manages difficulties and delays to complete tasks on time.
   - Effectively manages time and priorities to meet deadlines.
   - Presents completed tasks on or before the deadline.
   - Demonstrates an ability to maintain deadlines in the midst of crisis.
   - Strives to improve prioritization.
   - Balances timelines and desired outcomes.
   - Takes initiative and prioritizes tasks to stay on schedule.
   - Accepts responsibility for deadlines and results.
   - Creates an environment conducive to effectiveness.
   - Reduces the amount of time spent on non-priorities.

3. Continuous Learning: Taking initiative to regularly learn new concepts, technologies and/or methods.
   - Demonstrates curiosity and enthusiasm for learning.
   - Takes initiative in acquiring and mastering the skills and knowledge requirements of a position.
   - Keeps abreast of current or new information through reading and other learning methods.
   - Actively interested in new technologies, processes and methods.
   - Welcomes or seeks assignments requiring new skills and knowledge.
   - Expends considerable effort and/or time on learning.
   - Genuinely enjoys learning.
   - Identifies opportunities to gain knowledge.
   - May be considered a knowledgeable resource by others.
   - Enjoys new resources or methods for learning.

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Summary of Top Competencies

4. Problem Solving: Defining, analyzing and diagnosing key components of a problem to formulate a solution.
   - Anticipates, identifies and resolves problems or obstacles.
   - Utilizes logical processes to analyze and solve problems.
   - Defines the causes, effects, impact and scope of problems.
   - Identifies the multiple components of problems and their relationships.
   - Prioritizes steps to a solution.
   - Defines and develops criteria for optimum solutions.
   - Evaluates the potential impact of possible solutions.
   - Looks for specific goals, clearly defined solution paths, and/or clear expected solutions.
   - Allows for initial planning including some abstract thinking to come up with creative solutions.
   - Understands and defines the problem before jumping to a solution.

5. Project Management: Identifying and overseeing all resources, tasks, systems and people to obtain results.
   - Identifies all required components to achieve goals, objectives or results.
   - Demonstrates the ability to utilize the right people to complete the project.
   - Establishes high performance standards.
   - Holds people accountable and is focused on goals and priorities.
   - Identifies barriers to objectives and removes them.
   - Delegates appropriate responsibilities and authority.
   - Ensures adequate resources are available to achieve objectives.
   - Makes decisions that benefit the outcome of the project.
   - Plans, organizes, motivates and controls resources, procedures and protocols to achieve specific goals.
   - Maintains the objectives while honoring designated constraints.

6. Employee Development/Coaching: Facilitating, supporting and contributing to the professional growth of others.
   - Inspires confidence in others' ability to grow professionally.
   - Identifies and facilitates developmental opportunities.
   - Encourages initiative and improvement.
   - Provides opportunities for enhancement.
   - Gives new and challenging work assignments.
   - Acknowledges and praises improvements.
   - Supports, coaches and mentors the development of others.
   - Views mistakes as opportunities for learning.
   - Promotes learning and professional growth.
   - Understands the uniqueness and current level of each participant.

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Summary of Top Competencies

7. Decision Making: Analyzing all aspects of a situation to make consistently sound and timely decisions.
   - Demonstrates an ability to make thorough decisions in a timely manner.
   - Gathers relevant input and develops a rationale for making decisions.
   - Evaluates the impact or consequences of decisions before making them.
   - Acts decisively once all aspects have been analyzed.
   - Focuses on timely decisions after the situations have been completely diagnosed.
   - Willing to update decisions if more information becomes available.
   - Provides a rationale for decisions when necessary.
   - Systematically analyzes information before making a decision.
   - Looks at all aspects of a situation including historical components.
   - Asks the right questions rather than making assumptions to produce a timely decision.

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Driving Forces Feedback

Your motivation to succeed is, in part, determined by your underlying driving forces. You will feel energized and successful at work when your job supports and satisfies these driving forces. The following 4 factors make up your primary driving forces cluster.

1. Intellectual
   - You are driven by opportunities to learn, acquire knowledge and the discovery of truth.

2. Collaborative
   - You are driven by being in a supporting role and contributing with little need for individual recognition.

3. Harmonious
   - You are driven by the experience, subjective viewpoints and balance in your surroundings.

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

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Driving Forces Feedback

Tom sees himself as an intellectual and will seek opportunities to bring new information to the organization. He will continue researching until all information is discovered. He can set aside his own agenda for the good of the company. He will relinquish control as long as the task at hand is completed to his standards. Tom tends to feel more productive when Tom looks and feels good. Form and harmony provide him with an experience to remember. He tends to seek new methods and ways to expand his future opportunities. He tends to overlook traditions or boundaries to complete a task. Tom's intention to help others is determined on an individual basis. He will be generous with time, research and information if the cause appeals to his own self-interest. He evaluates situations and may not feel the need for a return on investment. He tends to give freely of time, talent and resources, but may still value a return on his investment.

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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:

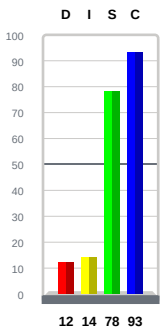
1. Following Policy
   - You excel when it comes to compliance with a policy, or in the absence of policy, complying with the way it has been done in the past. You are a critical thinker who maintains high standards and accuracy.

2. Consistency
   - You thrive in an environment where lasting and meaningful success requires sustained and consistent effort. You demonstrate the ability to be consistent and to maintain quality.

3. 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.

4. 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.

Adapted Style



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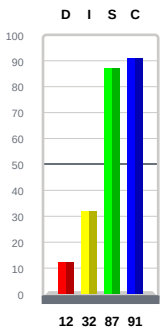

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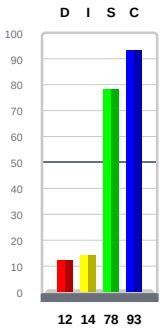
Behavioral Feedback

Tom tends to be his own worst critic constantly reminding himself that he could have done better if given more time. He prefers that things be orderly and he will approach work in a systematic manner. In conflict situations, Tom usually remains calm and cool-headed. When things calm down, however, he may suffer some delayed reaction. He keeps his equipment in good working order and likes others who also use the equipment to share the same concern. Tom may be overly sensitive to criticism of his work. If you do comment on his work you had better be right, since he may not take criticism lightly. He wants the safety features on his equipment to be in good working order. Because of high expectations of his own job performance, Tom may sometimes feel that other workers cannot perform up to his standards. He wants to be seen as a responsible person and will avoid behavior that could be seen by others as irresponsible.

Adapted Style



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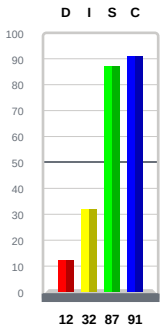

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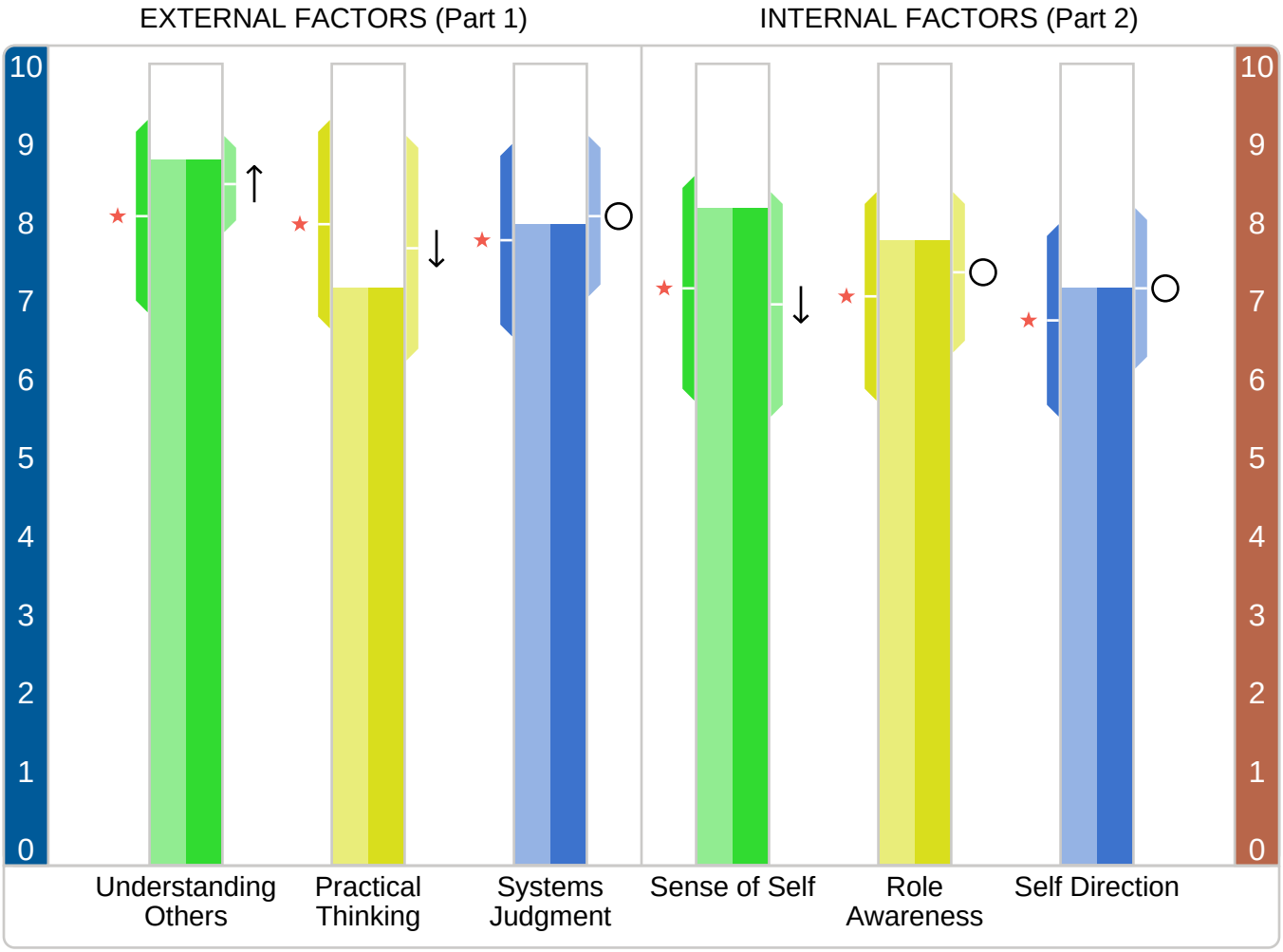
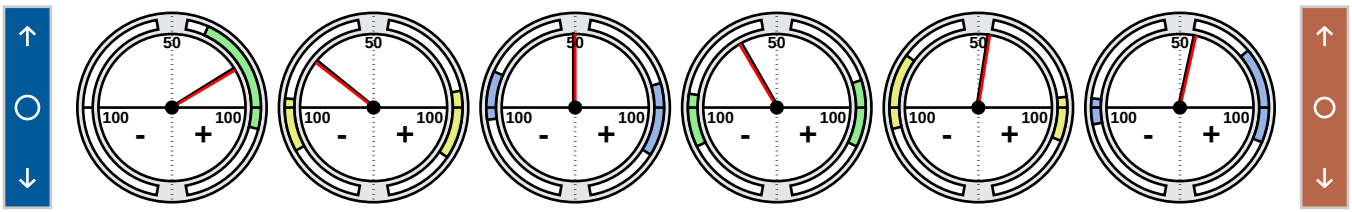
Dimensional Balance

★ Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation



	Understanding Others	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Score	8.8	7.2	8.0	8.2	7.8	7.2
Bias	↑	↓	○	↓	○	○



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Tom Roberts

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