



TTI  
SUCCESS  
INSIGHTS®

# TriMetrix® HD

Gap Report

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VP of Samples  
TTI  
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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.

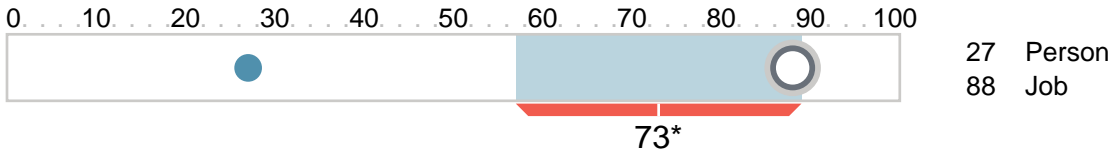
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.



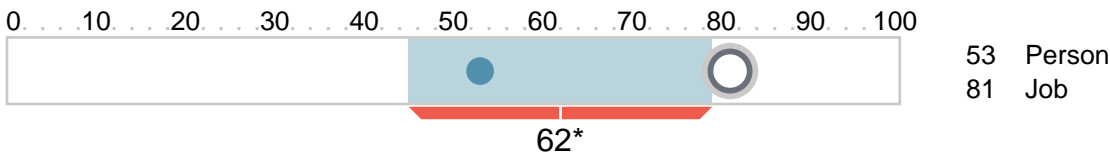
# Job Competencies Hierarchy

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.

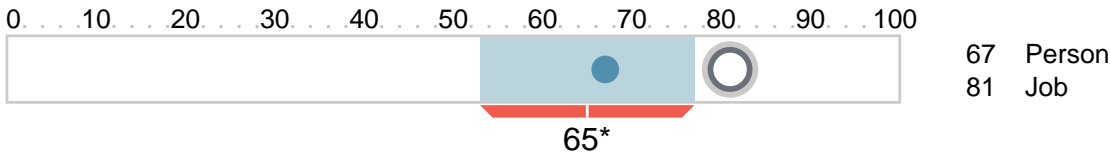
## 1. Futuristic Thinking - Imagining, envisioning, projecting and/or creating what has not yet been actualized.



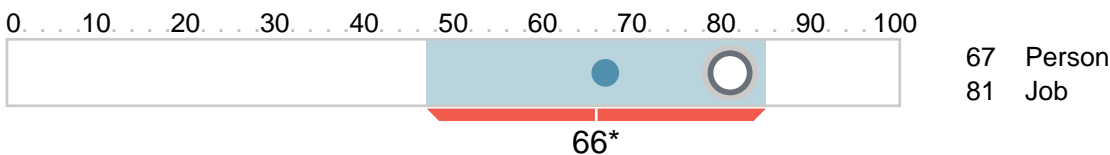
## 2. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



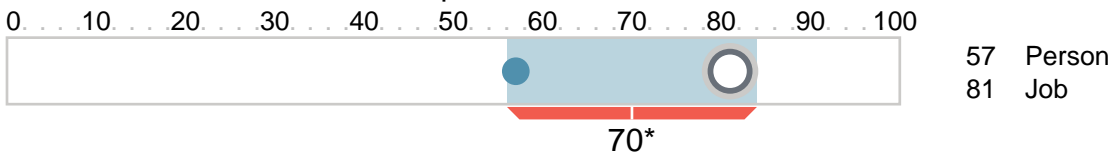
## 3. Flexibility - Readily modifying, responding and adapting to change with minimal resistance.



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



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



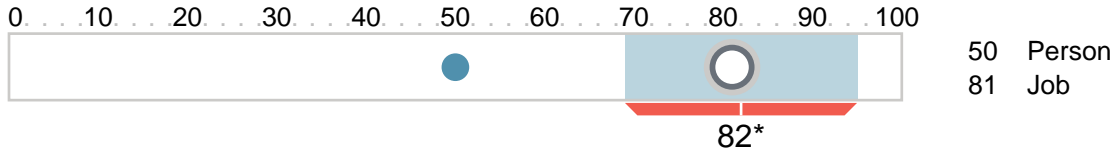
○ - Job ● - Person

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

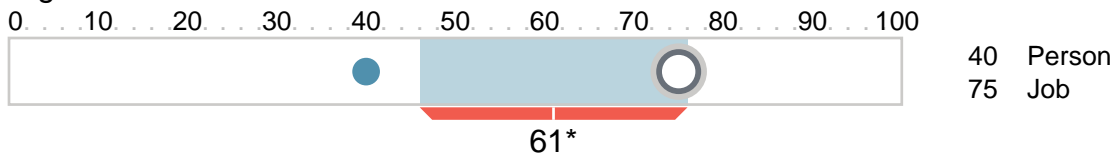


# Job Competencies Hierarchy

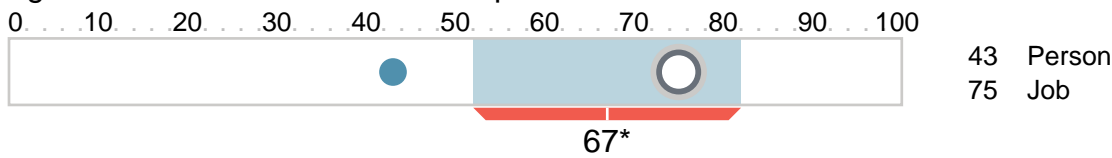
**6. Self Starting** - Demonstrating initiative and willingness to begin working.



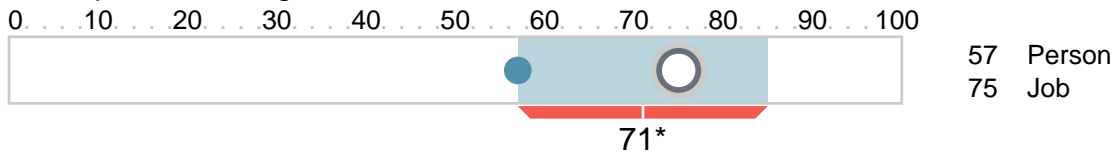
**7. Goal Orientation** - Setting, pursuing and attaining goals, regardless of obstacles or circumstances.



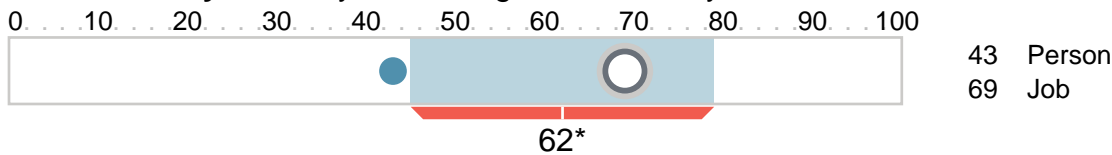
**8. Negotiation** - Listening to many points of view and facilitating agreements between two or more parties.



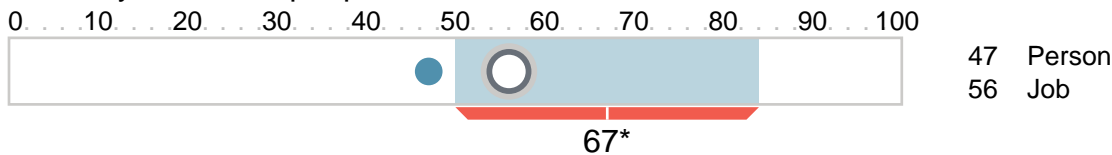
**9. Continuous Learning** - Taking initiative to regularly learn new concepts, technologies and/or methods.



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



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



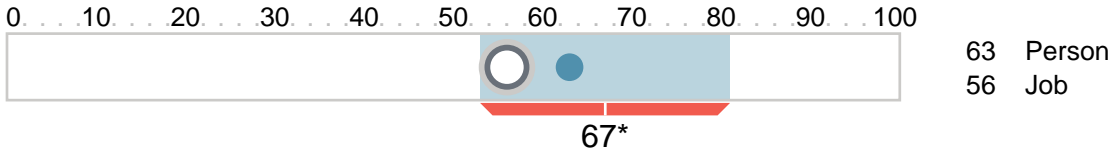
○ - Job    ● - Person

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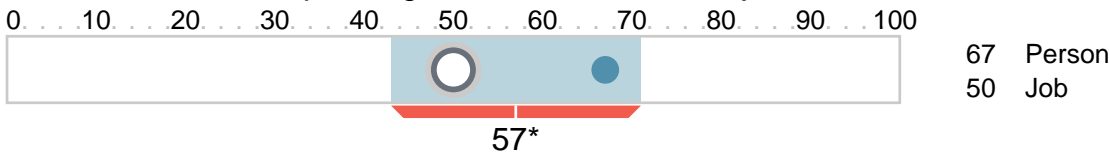


# Job Competencies Hierarchy

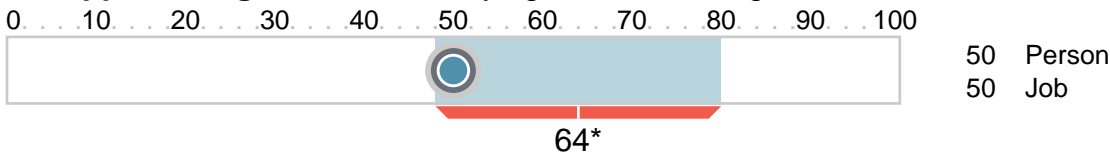
**12. Understanding Others** - Understanding the uniqueness and contributions of others.



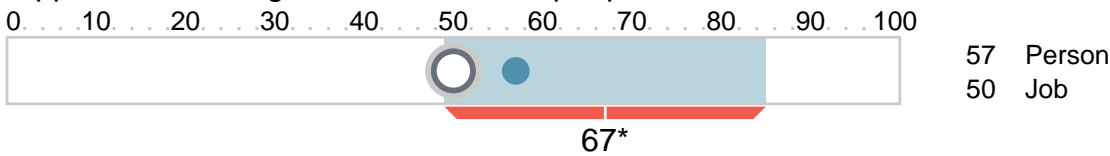
**13. Teamwork** - Cooperating with others to meet objectives.



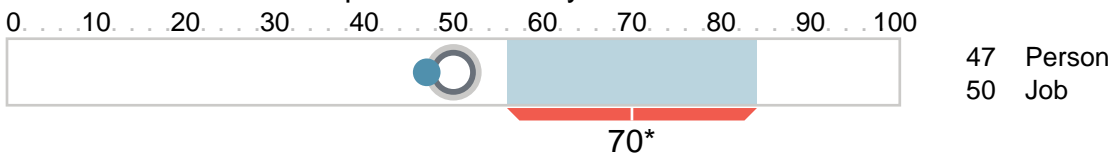
**14. Appreciating Others** - Identifying with and caring about others.



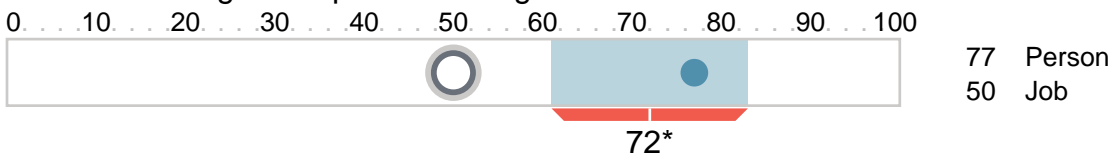
**15. Interpersonal Skills** - Effectively communicating, building rapport and relating well to all kinds of people.



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



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



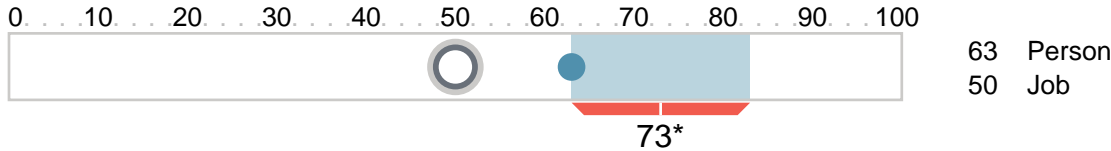
○ - Job ● - Person

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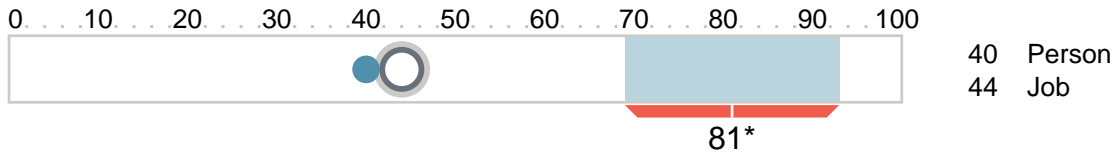


# Job Competencies Hierarchy

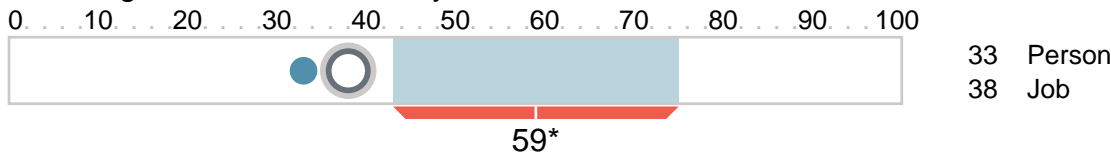
**18. Conceptual Thinking** - Analyzing hypothetical situations, patterns and/or abstract concepts to formulate connections and new insights.



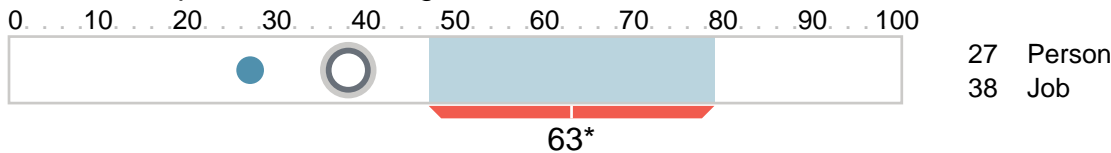
**19. Decision Making** - Analyzing all aspects of a situation to make consistently sound and timely decisions.



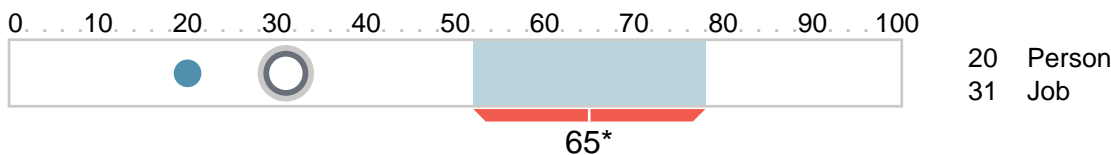
**20. Conflict Management** - Understanding, addressing and resolving conflict constructively.



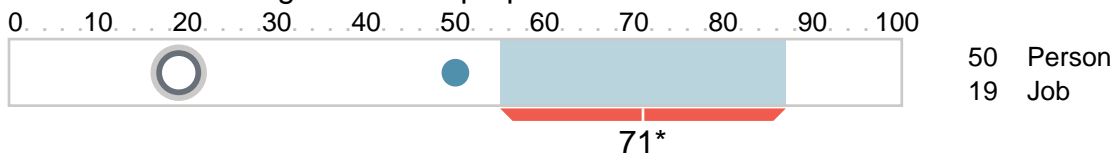
**21. Influencing Others** - Personally affecting others actions, decisions, opinions or thinking.



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



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



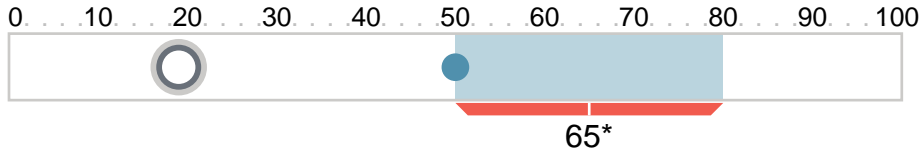
○ - Job ● - Person

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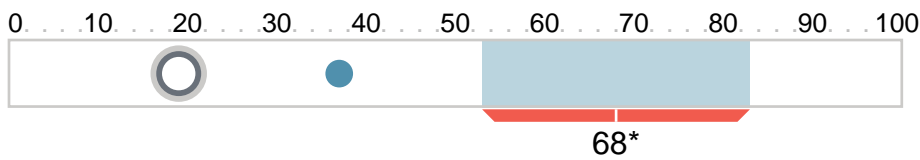
# Job Competencies Hierarchy

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



50 Person  
19 Job

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



37 Person  
19 Job

○ - Job ● - Person

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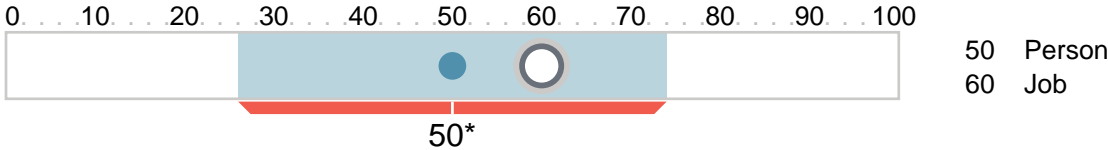




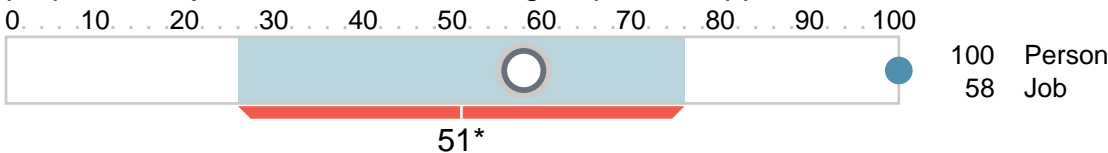
# Primary Driving Forces Cluster

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.

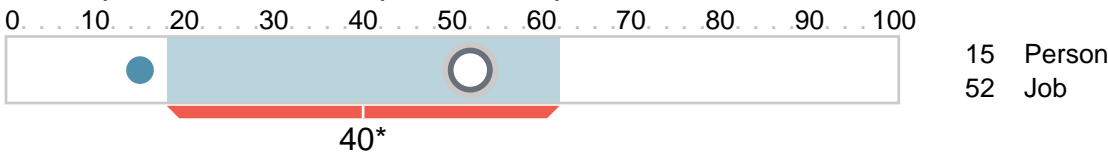
## 1. Commanding - People who are driven by status, recognition and control over personal freedom.



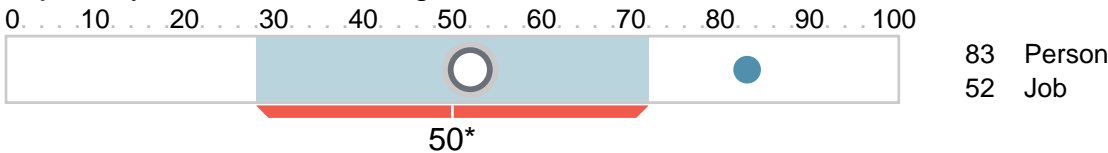
## 2. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



## 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.

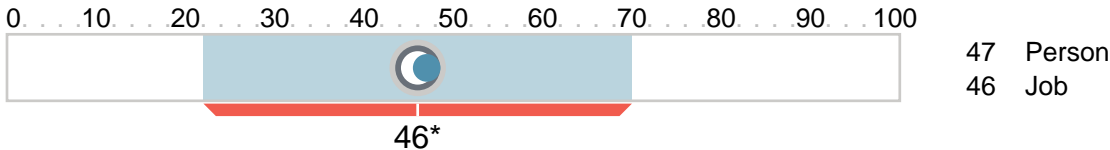
○ - Job ● - Person



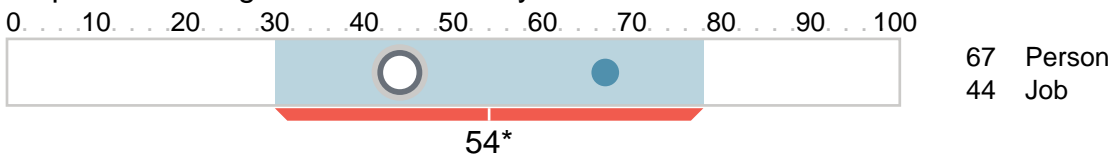
# Situational Driving Forces Cluster

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.



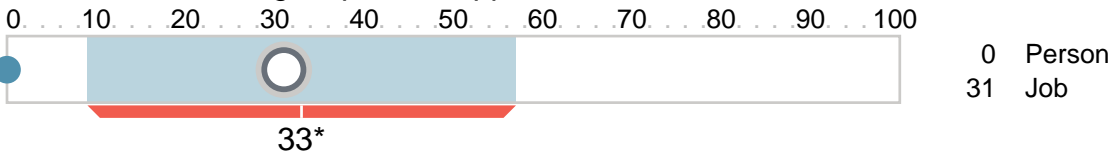
**6. Intellectual** - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



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



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



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

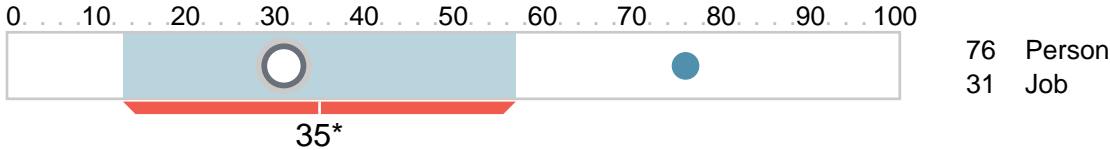
○ - Job    ● - Person



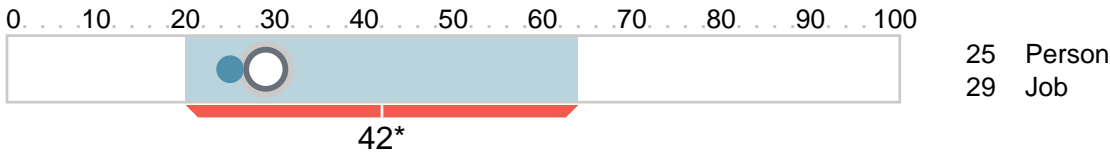
# Indifferent Driving Forces Cluster

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.

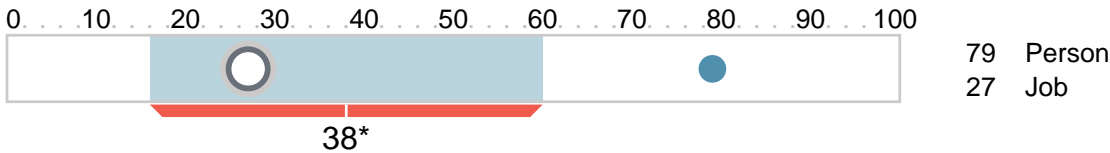
**9. Collaborative** - People who are driven by being in a supporting role and contributing with little need for individual recognition.



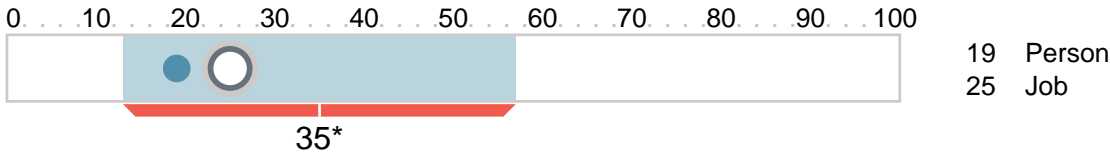
**10. Resourceful** - People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.



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



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



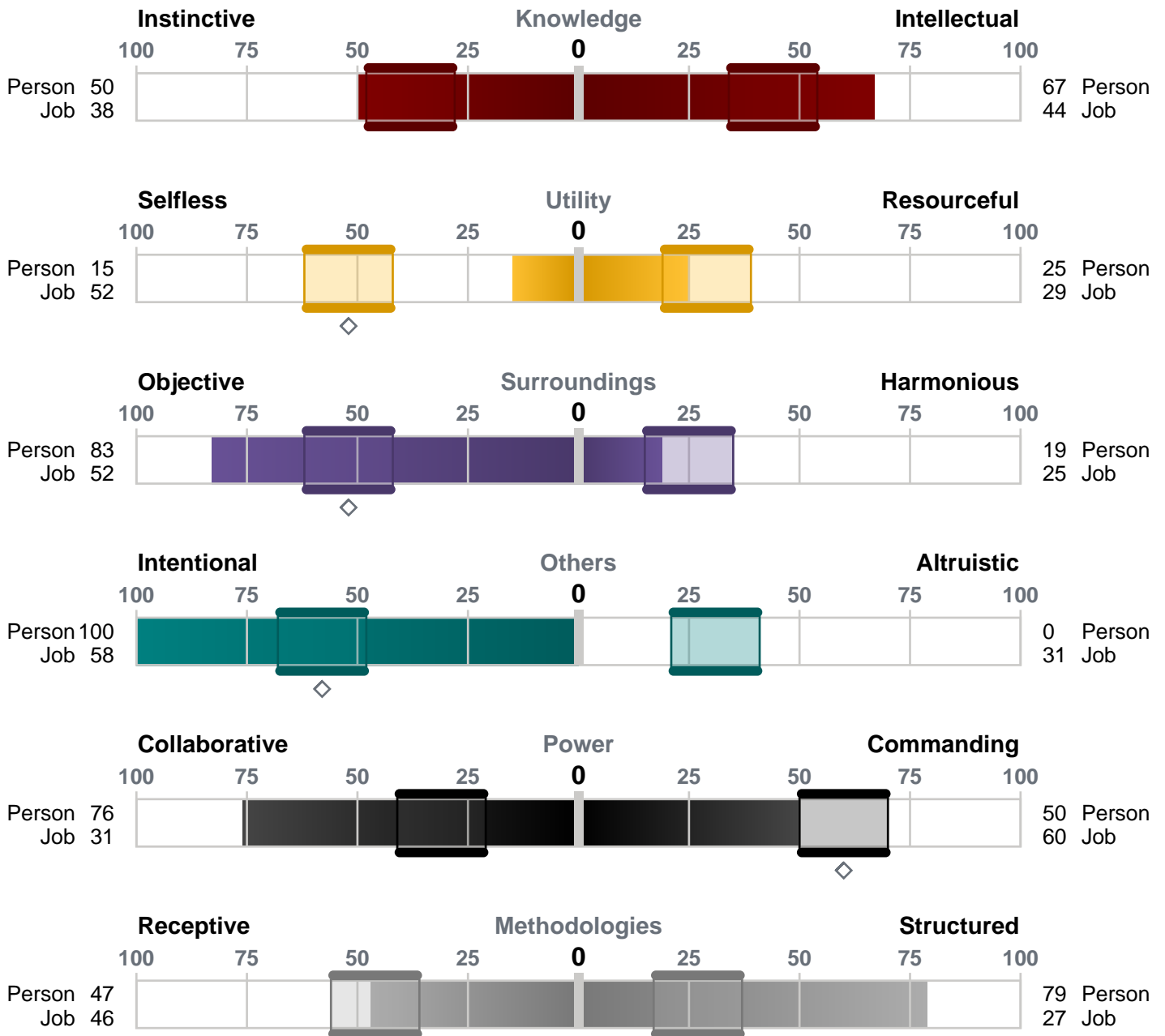
\* 68% of the population falls within the shaded area.

○ - Job    ● - Person



# Driving Forces Graph *Samuel Sample*

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.



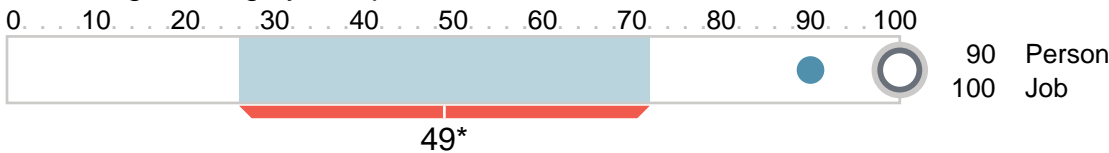
Job Range (20 point range)    - Denotes Primary Driving Force



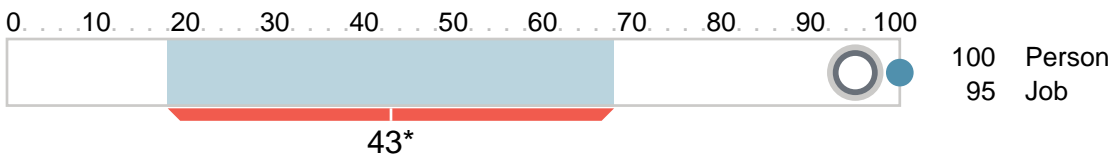
# Behavioral Hierarchy

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.

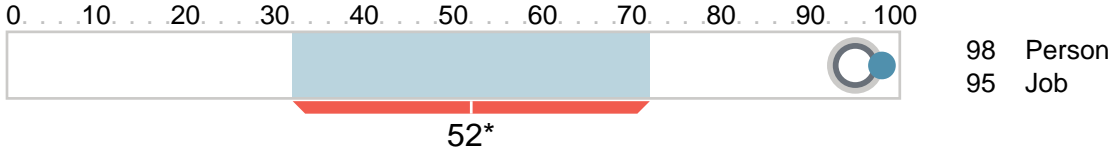
**1. Competitive** - The job requires assertiveness and a "will to win" in dealing with highly competitive situations.



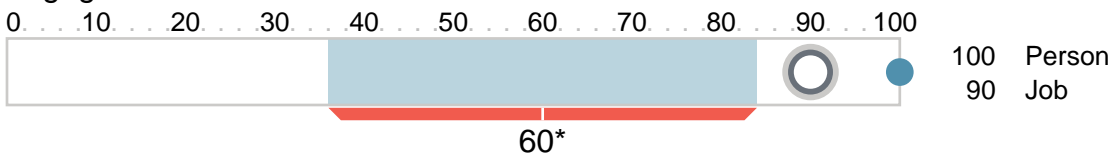
**2. Urgency** - The job requires decisiveness, quick response, and fast action.



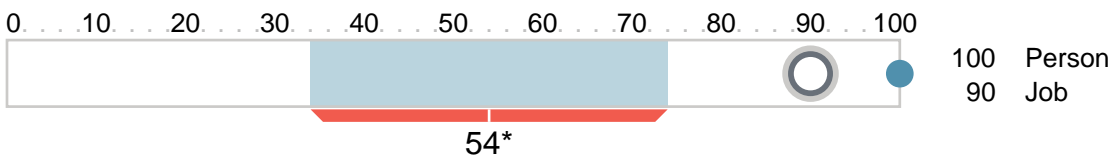
**3. Frequent Change** - The job requires rapid shifts between tasks.



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



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



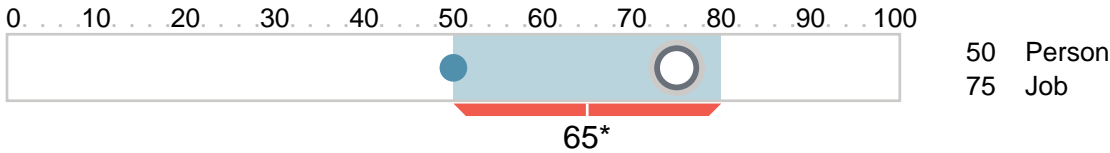
\* 68% of the population falls within the shaded area.

○ - Job ● - Person

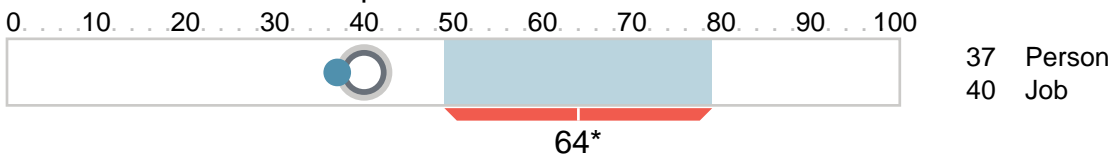


# Behavioral Hierarchy

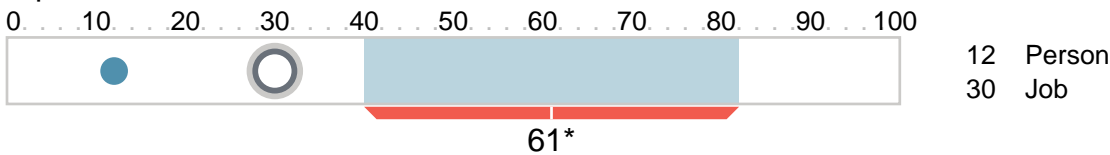
**6. People-Oriented** - The job requires building rapport with a wide range of individuals.



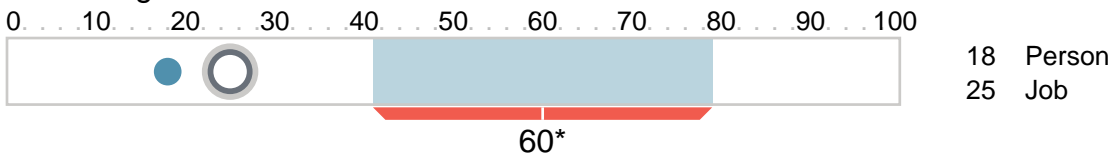
**7. Customer-Oriented** - The job requires identification and fulfillment of customer expectations.



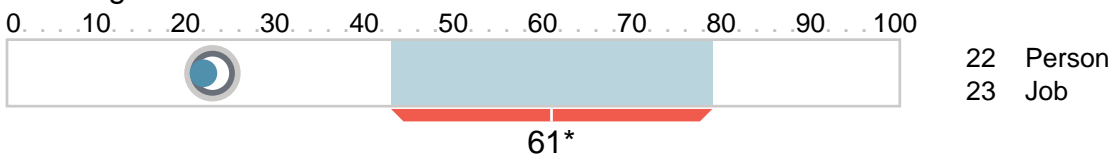
**8. Consistent** - The job requires predictable performance in repetitive situations.



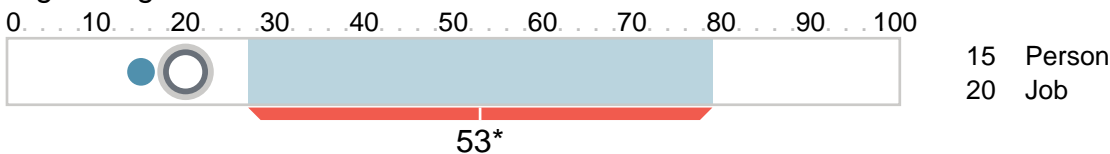
**9. Following Policy** - The job requires adhering to rules, regulations or existing methods.



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



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



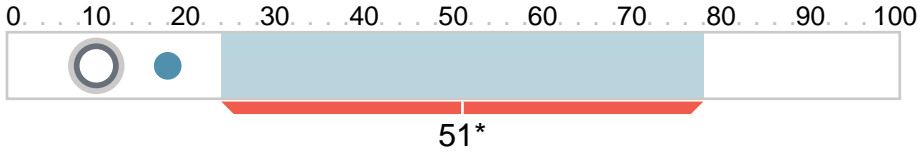
\* 68% of the population falls within the shaded area.

○ - Job ● - Person



# Behavioral Hierarchy

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



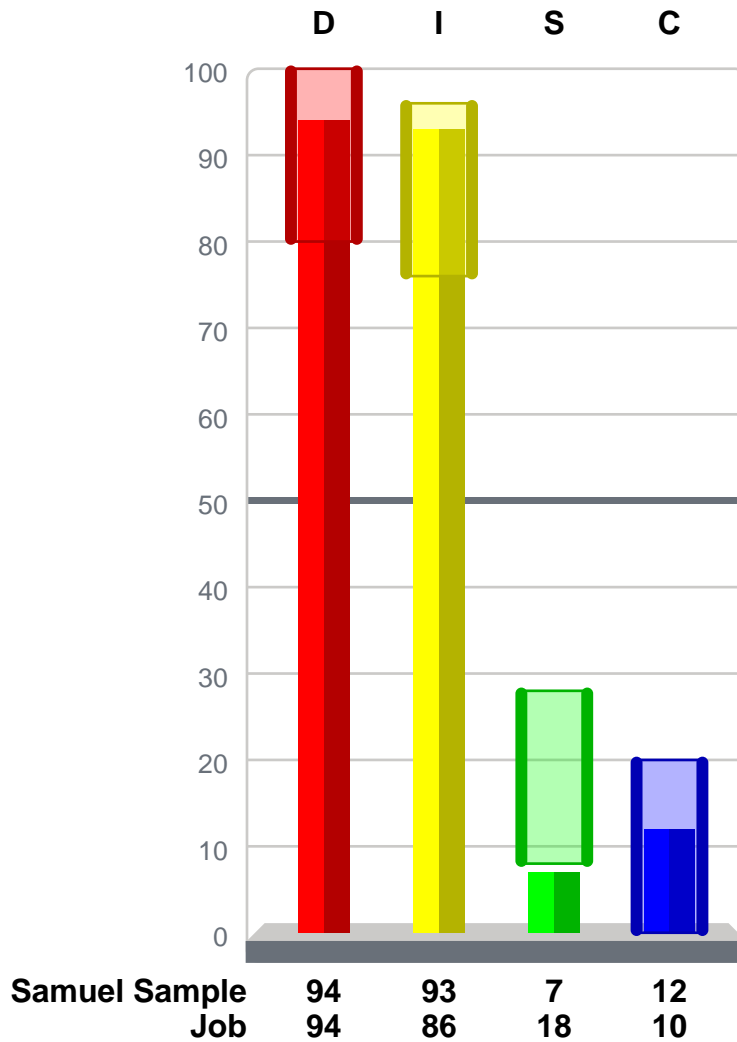
18 Person  
10 Job


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



# 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.

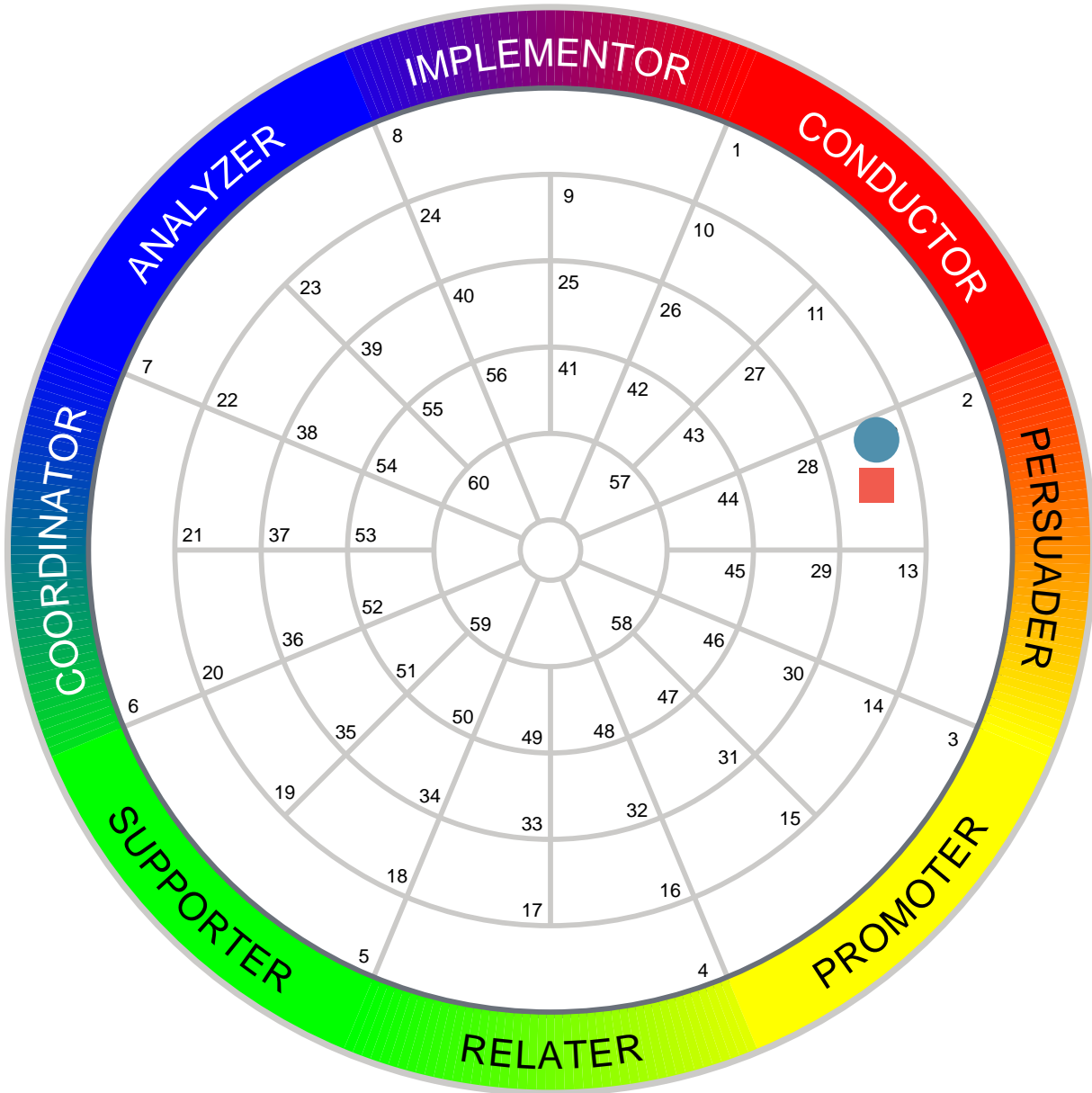


 Job Range (20 point range)





# The Success Insights® Wheel



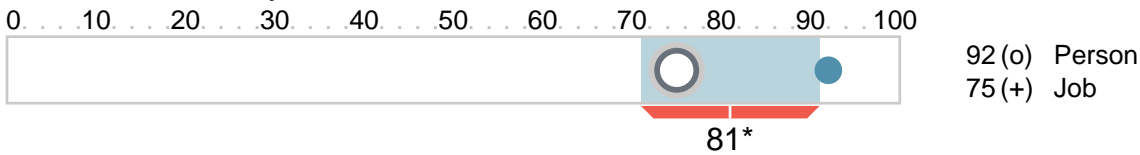
- Job - (12) CONDUCTING PERSUADER
- Samuel Sample - (12) CONDUCTING PERSUADER



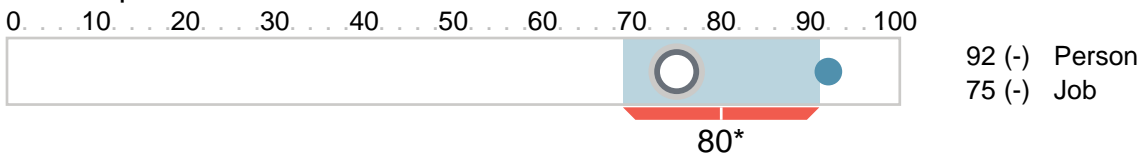
# Acumen Indicators

This section identifies the acumen needed for superior performance in this position. These scores are calculated based on the world view (blue) and self view (red) required by the job. Each factor has a clarity score from one to ten and a bias indicator ranging from undervalued, neutral or overvalued for each dimension.

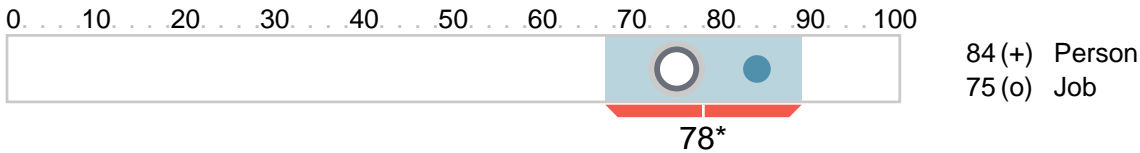
**UNDERSTANDING OTHERS** - The development of the capacity to discern individuality in others.



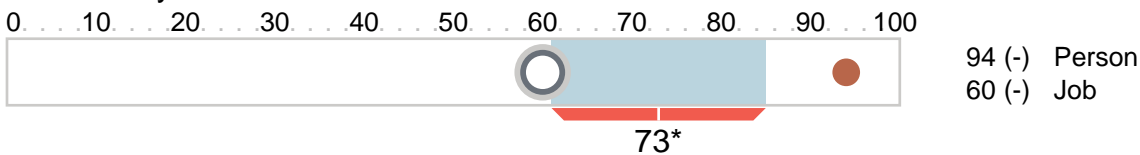
**PRACTICAL THINKING** - The development of the capacity to discern practical values in situations in the outside world.



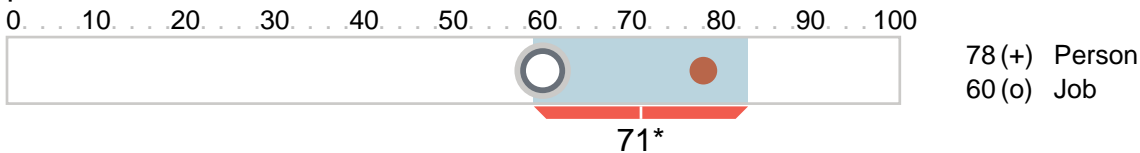
**SYSTEMS JUDGMENT** - The development of the capacity to discern systems and order in the world.



**SENSE OF SELF** - The development of the capacity to discern individuality in one's self.



**ROLE AWARENESS** - The development of the capacity to discern practical values in situations in one's own roles in the world.



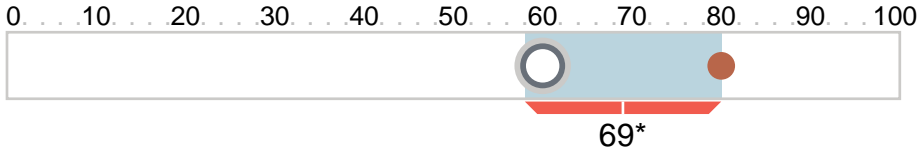
\* 68% of the population falls within the shaded area.

○ - Job    ● - Person



# Acumen Indicators

**SELF DIRECTION** - The development of the capacity to discern systems and order within oneself.



80 (o) Person  
60 (o) Job

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

○ - Job   ● - Person

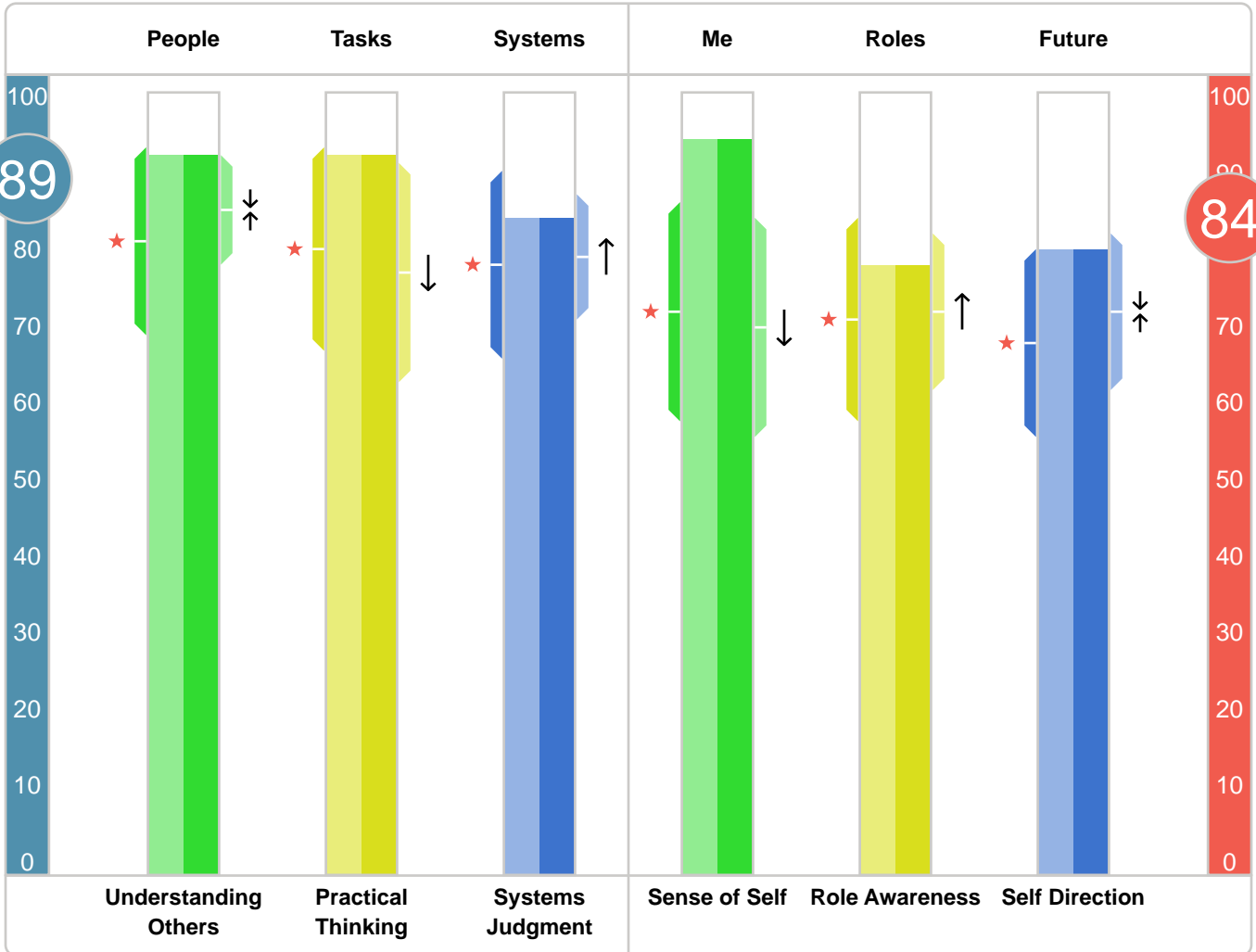


# Dimensional Balance

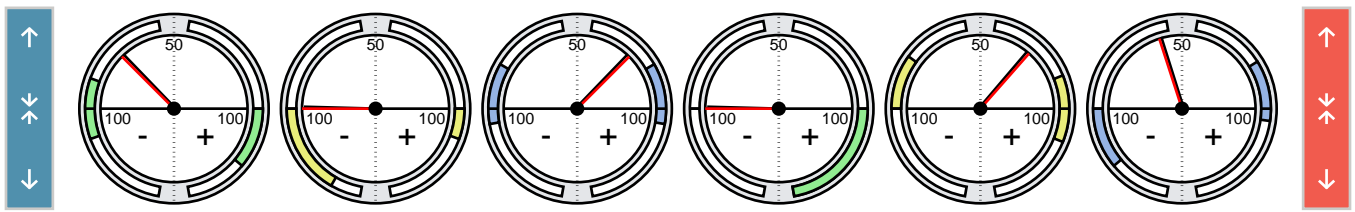


## World View

## Self View



	Understanding Others	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Clarity	92	92	84	94	78	80
Bias	↕	↓	↑	↓	↑	↕
Blind Spot	8	8	16	6	22	20



Rev: 0.98-0.94

- ↑ Overvaluation
- ↕ Mixed valuation
- ↓ Undervaluation
- Intrinsic
- Extrinsic
- Systemic
- ★ Population mean
- 89 External Clarity Average
- 84 Internal Clarity Average



# Comparison Analysis For Consulting and Coaching

Job Competencies Hierarchy	Zone Range	Person
1. Futuristic Thinking	73 — 89	27
2. Creativity and Innovation	80 — 100	53
3. Flexibility	78 — 100	67
4. Personal Accountability	66 — 85	67
5. Customer Focus	70 — 84	57
6. Self Starting	69 — 81	50
7. Goal Orientation	61 — 76	40

Primary Driving Forces Cluster	Zone Range	Person
1. Commanding	50 — 74	50
2. Intentional	51 — 76	100
3. Selfless	40 — 62	15
4. Objective	50 — 72	83

Job Behavioral Hierarchy	Zone Range	Person
1. Competitive	73 — 100	90
2. Urgency	69 — 100	100
3. Frequent Change	73 — 100	98
4. Interaction	85 — 100	100

- Exact match
- Fair compatibility
- Good compatibility
- Poor compatibility
- Over-focused