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TriMetrix® DNA Gap Report

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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.

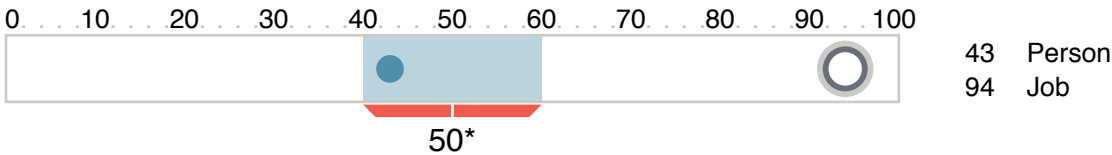
This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.



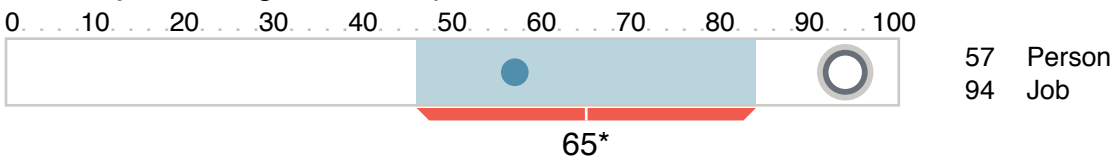
Job Competencies Hierarchy

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.

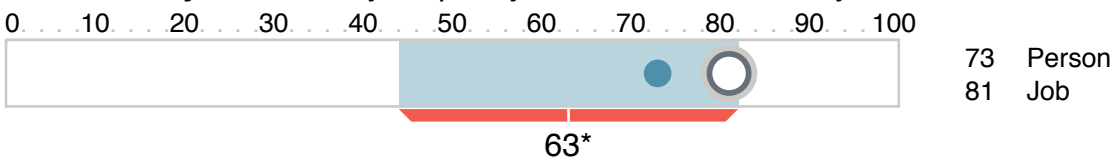
1. Decision Making - Utilizing effective processes to make decisions.



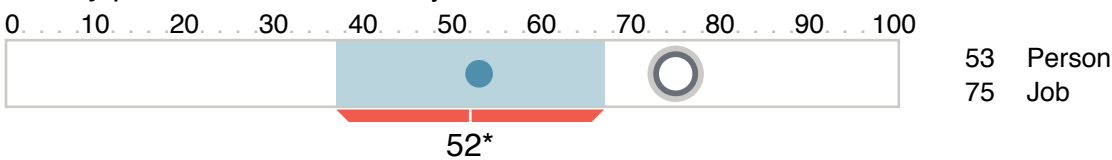
2. Time and Priority Management - Demonstrating self control and an ability to manage time and priorities.



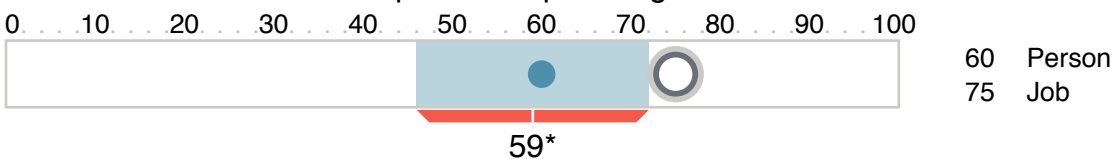
3. Resiliency - The ability to quickly recover from adversity.



4. Planning and Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.



5. Conceptual Thinking - The ability to analyze hypothetical situations or abstract concepts to compile insight.



○ - Job ● - Person

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



Job Competencies Hierarchy

6. Teamwork - Working effectively and productively with others.

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



50 Person
75 Job

63*

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

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



100 Person
75 Job

69*

8. Flexibility - Agility in adapting to change.

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

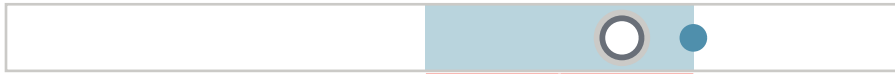


70 Person
75 Job

70*

9. Leadership - Achieving extraordinary business results through people.

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



77 Person
69 Job

62*

10. Personal Accountability - A measure of the capacity to be answerable for personal actions.

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



80 Person
69 Job

67*

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

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



57 Person
69 Job

72*

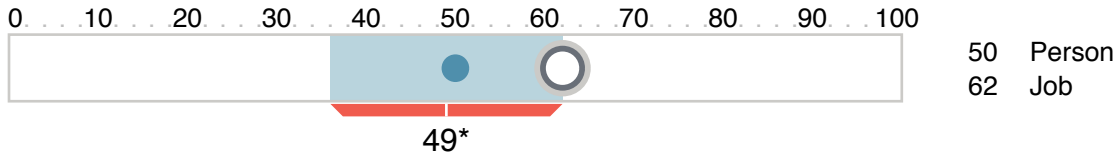
○ - Job ● - Person

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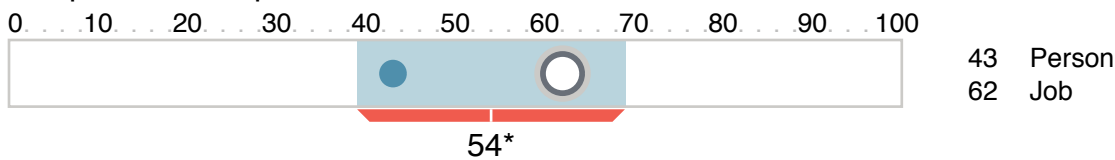


Job Competencies Hierarchy

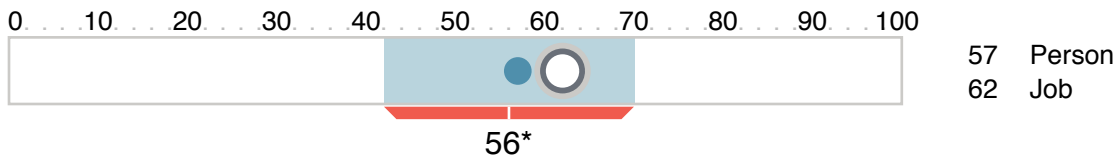
12. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realized.



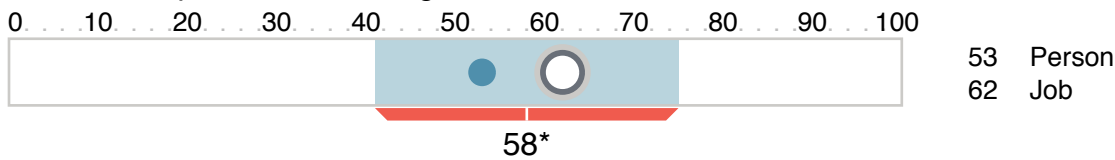
13. Problem Solving - Defining, analyzing and diagnosing key components of a problem to formulate a solution.



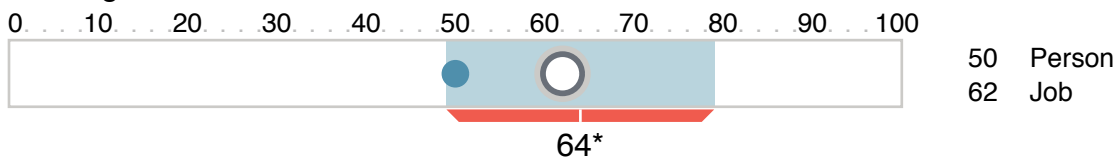
14. Project Management - Identifying and overseeing all resources, tasks, systems and people to obtain results.



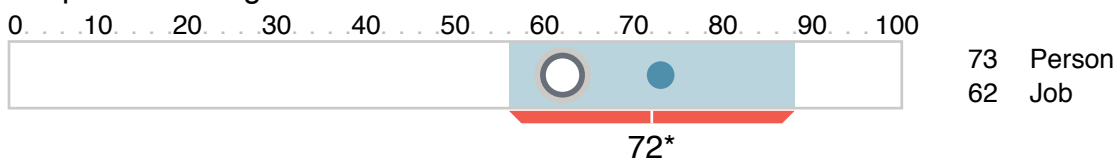
15. Influencing Others - Personally affecting others actions, decisions, opinions or thinking.



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



17. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



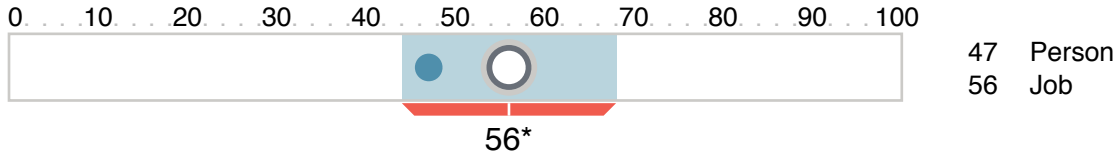
○ - Job ● - Person

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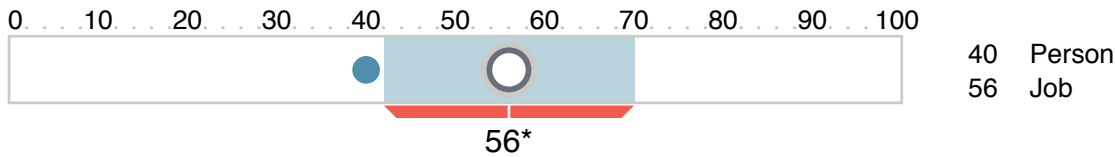


Job Competencies Hierarchy

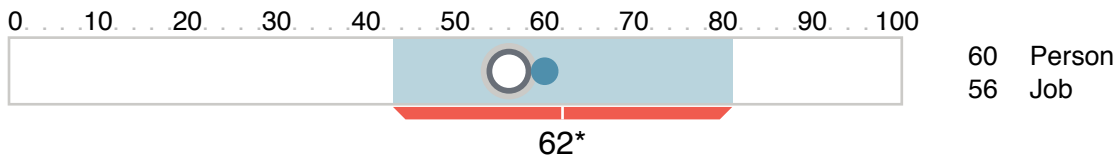
18. Creativity and Innovation - Creating new approaches, designs, processes, technologies and/or systems to achieve the desired result.



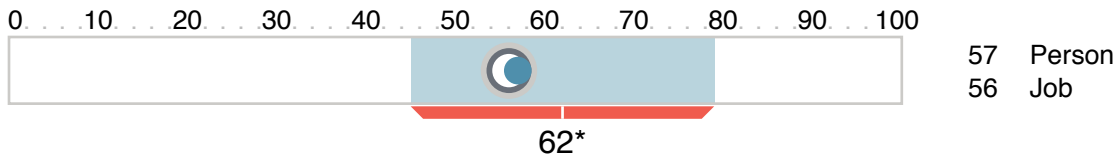
19. Diplomacy - The ability to treat others fairly, regardless of personal biases or beliefs.



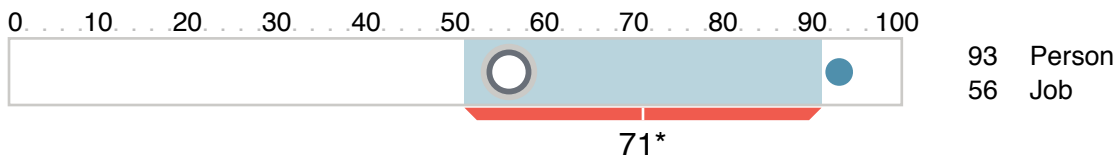
20. Conflict Management - Addressing and resolving conflict constructively.



21. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.



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



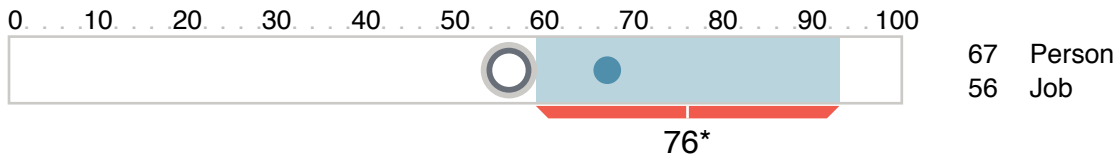
○ - Job ● - Person

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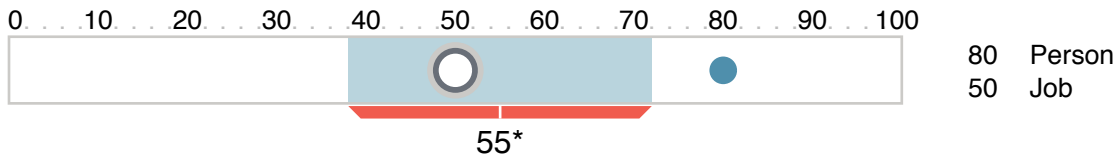


Job Competencies Hierarchy

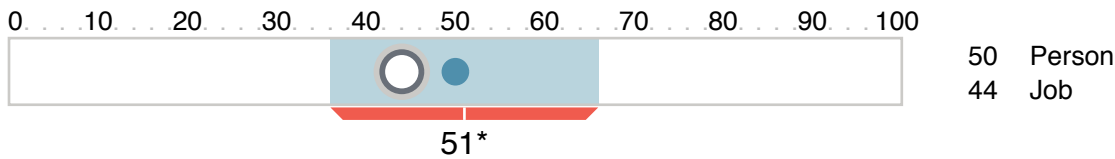
23. Understanding Others - Understanding the uniqueness and contributions of others.



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



25. Negotiation - Facilitating agreements between two or more parties.



○ - Job ● - Person

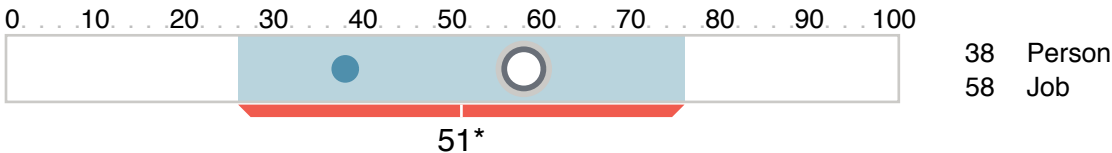
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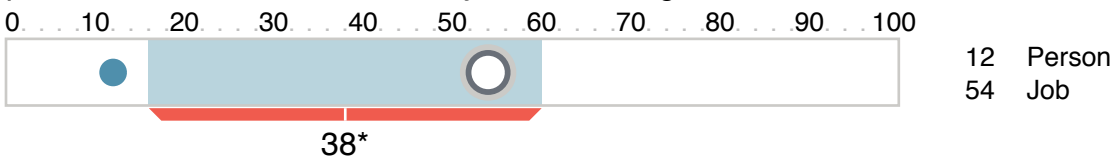
Primary Driving Forces Cluster

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.

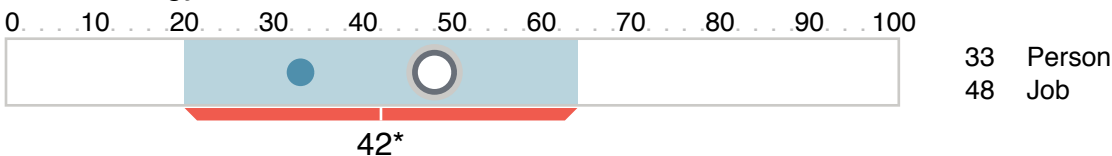
1. Intentional - People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.



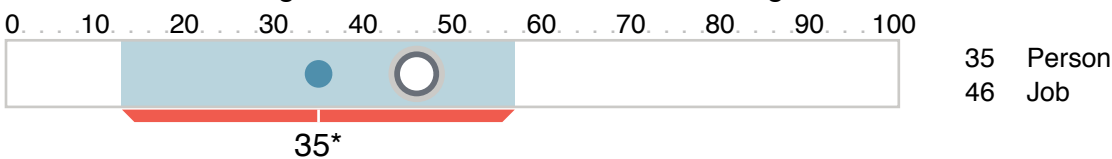
2. Structured - People who are driven by traditional approaches, proven methods and a defined system for living.



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



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



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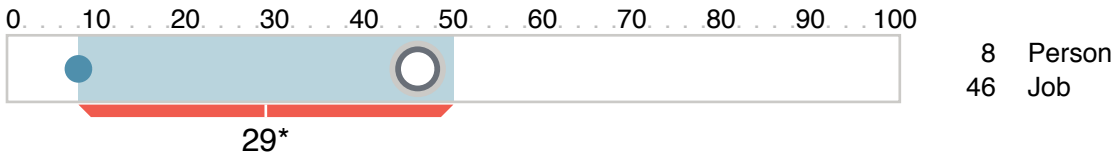
○ - Job ● - Person



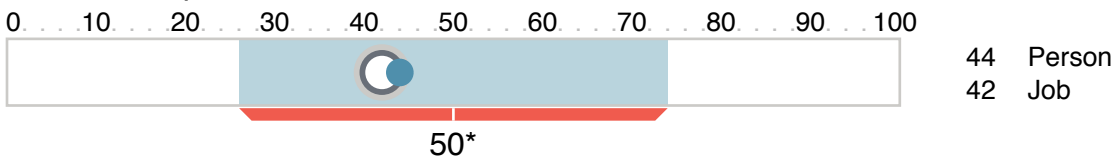
Situational Driving Forces Cluster

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.

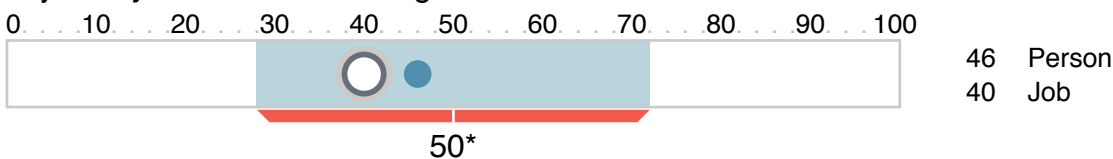
5. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.



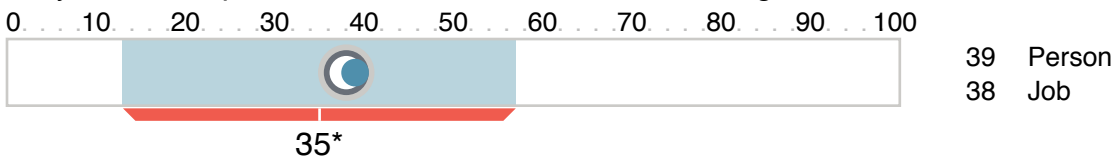
6. Commanding - People who are driven by status, recognition and control over personal freedom.



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



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



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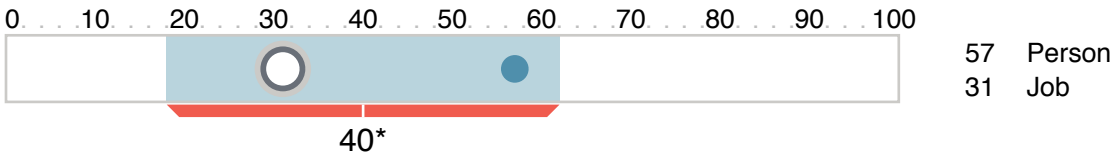
○ - Job ● - Person



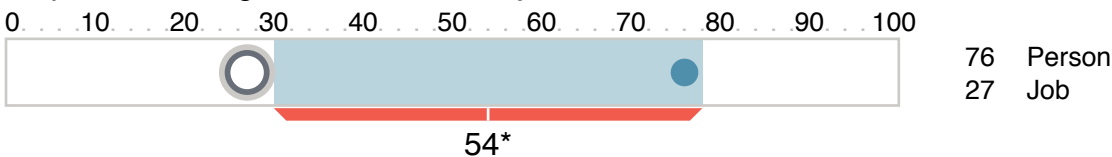
Indifferent Driving Forces Cluster

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.

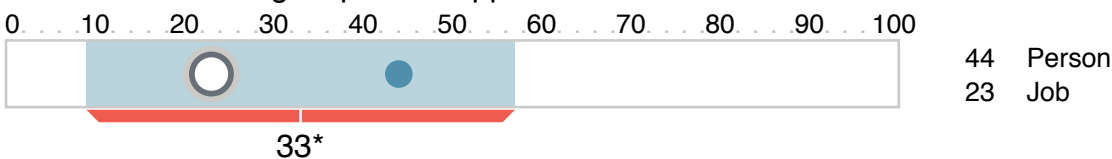
9. Selfless - People who are driven by completing tasks for the sake of completion, with little expectation of personal return.



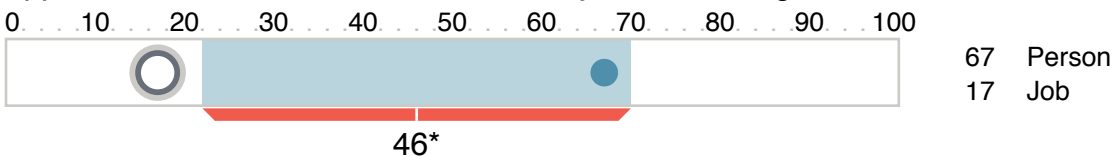
10. Intellectual - People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.



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



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



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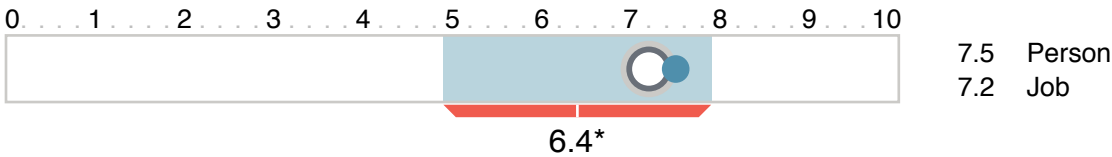
○ - Job ● - Person



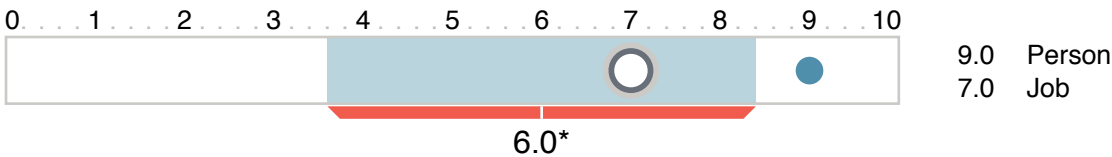
Behavioral Hierarchy

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.

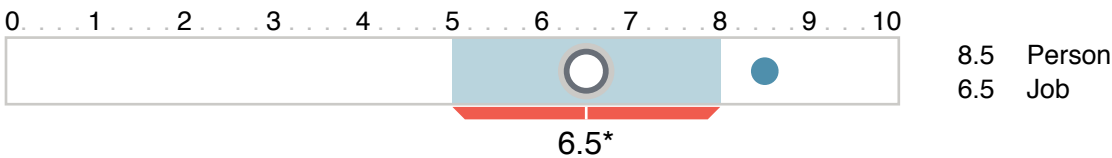
1. Customer-Oriented - The job requires identification and fulfillment of customer expectations.



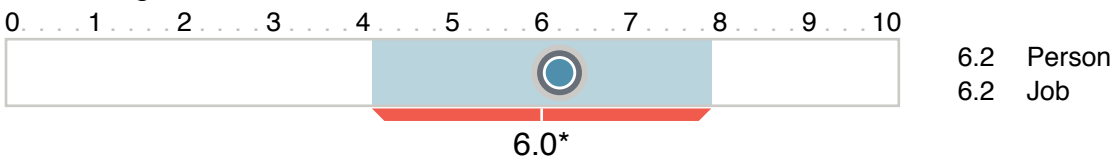
2. Interaction - The job requires frequent communication and engagement with others.



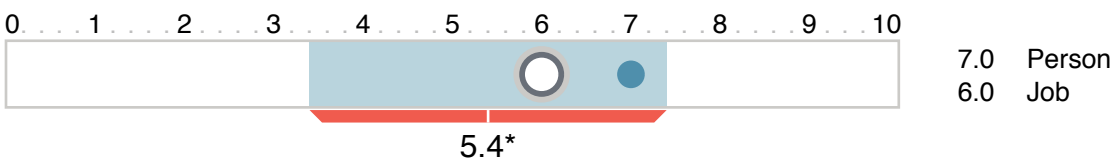
3. People-Oriented - The job requires building rapport with a wide range of individuals.



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



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



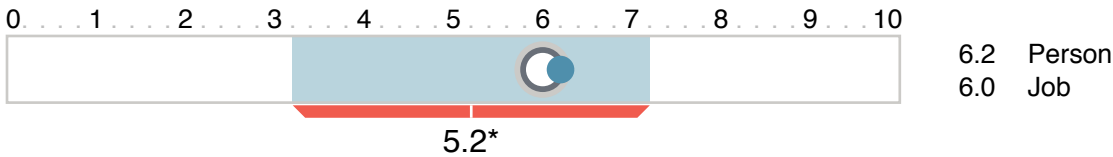
* 68% of the population falls within the shaded area.

○ - Job ● - Person

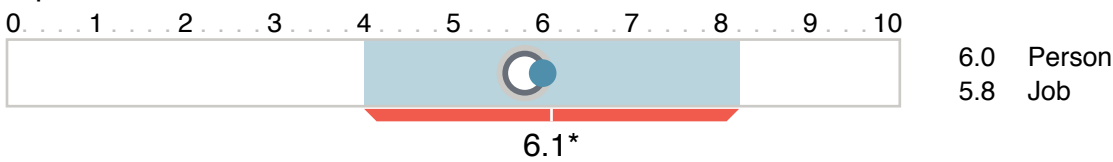


Behavioral Hierarchy

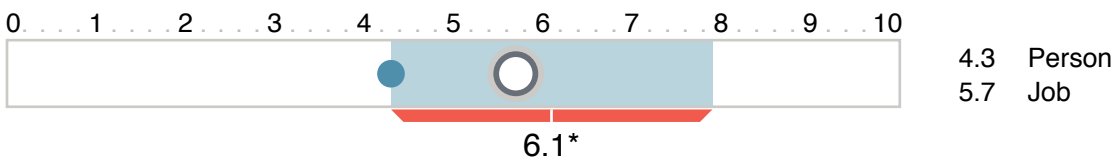
6. Frequent Change - The job requires rapid shifts between tasks.



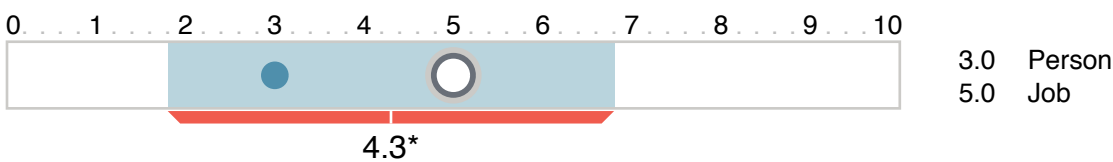
7. Consistent - The job requires predictable performance in repetitive situations.



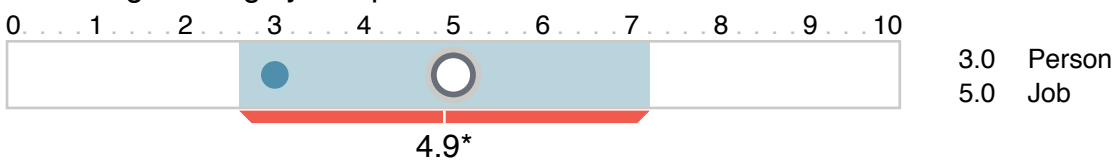
8. Persistence - The job requires finishing tasks despite challenges or resistance.



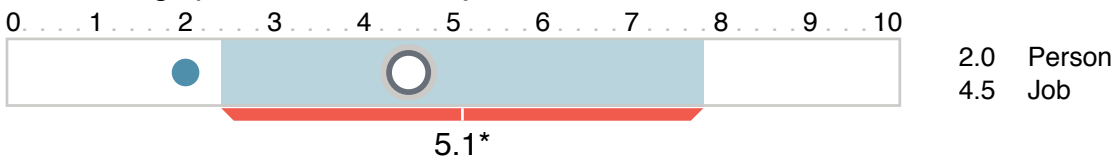
9. Urgency - The job requires decisiveness, quick response, and fast action.



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



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



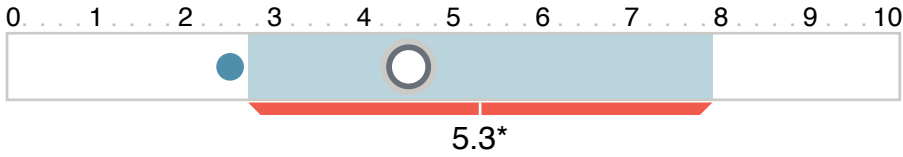
* 68% of the population falls within the shaded area.

○ - Job ● - Person



Behavioral Hierarchy

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



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



Comparison Analysis For Consulting and Coaching

Job Competencies Hierarchy	Zone Range	Person
1. Decision Making	61 — 100	43
2. Time and Priority Management	85 — 100	57
3. Resiliency	63 — 82	73
4. Planning and Organizing	68 — 100	53
5. Conceptual Thinking	73 — 100	60
6. Teamwork	63 — 80	50
7. Customer Focus	69 — 85	100

Primary Driving Forces Cluster	Zone Range	Person
1. Intentional	51 — 76	38
2. Structured	38 — 60	12
3. Resourceful	42 — 64	33
4. Collaborative	35 — 57	35

Job Behavioral Hierarchy	Zone Range	Person
1. Customer-Oriented	64 — 79	75
2. Interaction	60 — 84	90
3. People-Oriented	65 — 80	85
4. Following Policy	60 — 79	62

Exact match Fair compatibility Over-focused
 Good compatibility Poor compatibility