



TTI
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Talent Insights®
Job/Talent Comparison Report

Job Talent Comparison
Manager
12-23-2015



Introduction Where Opportunity Meets Talent®

This report compares a specific job benchmark to the results of one to five talent reports. Use the following guidelines to effectively interpret the results.

Interpretation Guidelines

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top seven competencies, the top three motivators, and the top three behaviors and the Acumen Indicators. The answers to these questions will maximize the use of this report:

Driving Forces Hierarchy

- How will a person feel if they have to spend eight hours a day in an activity that does not reward their passion?
- How will a person feel if he/she is misaligned with the rewards of the job?

Behavioral Traits

- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

Additional Consideration

- How are other people in the same job performing based on the results of their TriMetrix® HD Talent Report?



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

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).

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 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.

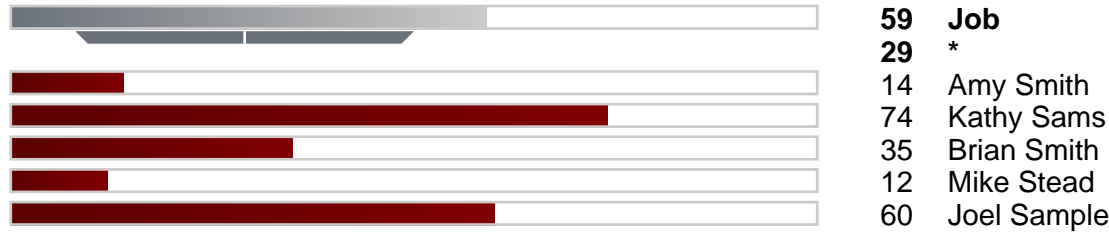


Primary Driving Forces Cluster

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.

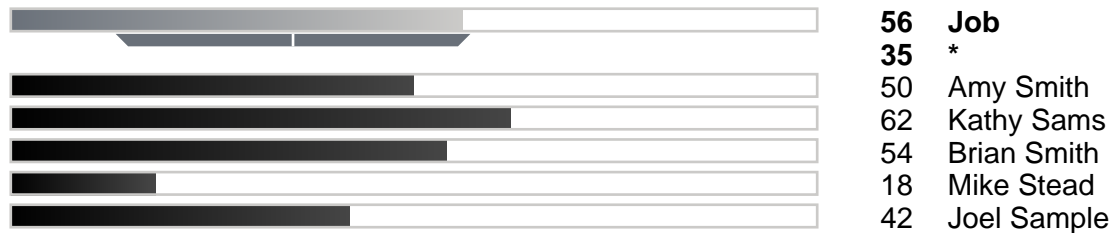
1. Instinctive - People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.

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



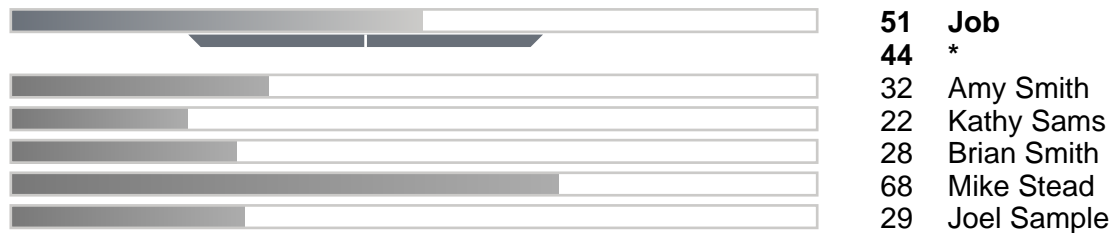
2. Collaborative - People who are driven by being in a supporting role and contributing with little need for individual recognition.

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



3. 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



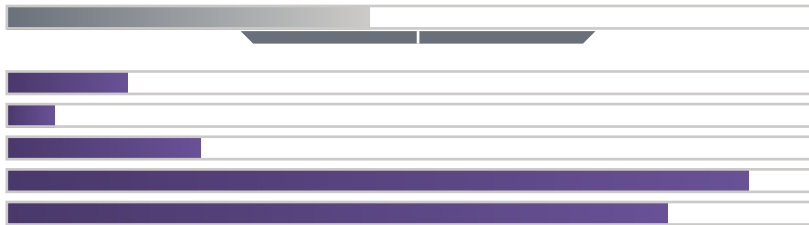
* 68% of the population falls within the shaded area.



Primary Driving Forces Cluster

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

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



- 45** Job
- 51** *
- 15 Amy Smith
- 6 Kathy Sams
- 24 Brian Smith
- 92 Mike Stead
- 82 Joel Sample

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

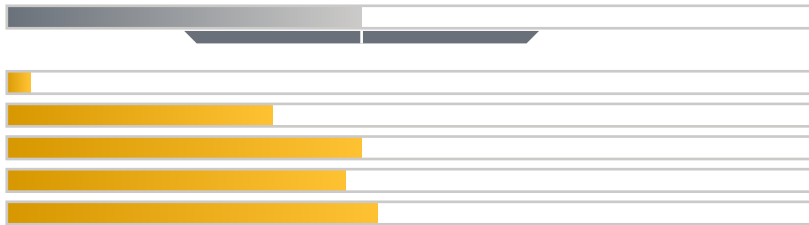


Situational Driving Forces Cluster

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

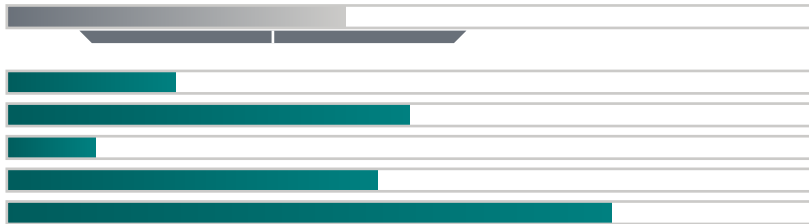
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



44 Job
44 *
0 Amy Smith
33 Kathy Sams
44 Brian Smith
42 Mike Stead
46 Joel Sample

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

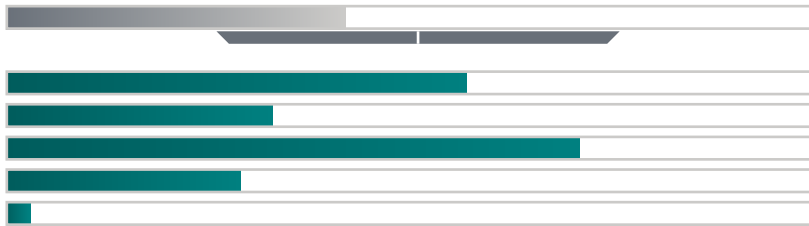
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



42 Job
33 *
21 Amy Smith
50 Kathy Sams
11 Brian Smith
46 Mike Stead
75 Joel Sample

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

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



42 Job
51 *
57 Amy Smith
33 Kathy Sams
71 Brian Smith
29 Mike Stead
0 Joel Sample

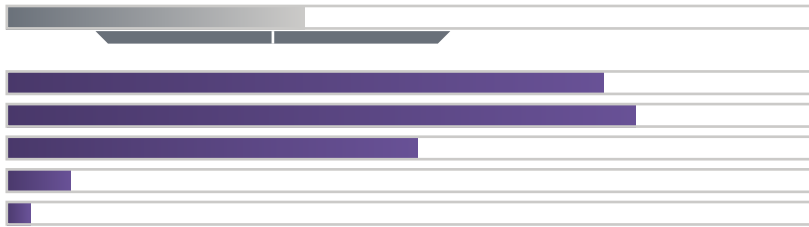
* 68% of the population falls within the shaded area.



Situational Driving Forces Cluster

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

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



- 37 Job
- 33 *
- 74 Amy Smith
- 78 Kathy Sams
- 51 Brian Smith
- 8 Mike Stead
- 0 Joel Sample

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

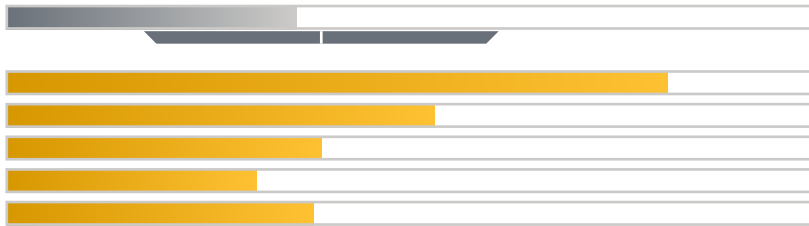


Indifferent Driving Forces Cluster

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

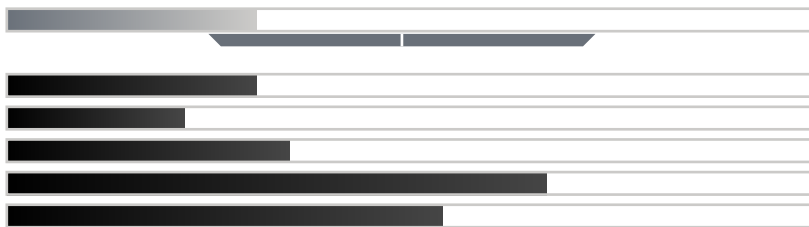
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



- 36 Job
- 39 *
- 82 Amy Smith
- 53 Kathy Sams
- 39 Brian Smith
- 31 Mike Stead
- 38 Joel Sample

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

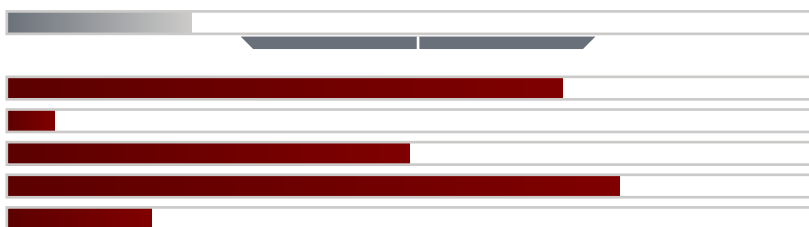
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



- 31 Job
- 49 *
- 31 Amy Smith
- 22 Kathy Sams
- 35 Brian Smith
- 67 Mike Stead
- 54 Joel Sample

11. 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



- 23 Job
- 51 *
- 69 Amy Smith
- 6 Kathy Sams
- 50 Brian Smith
- 76 Mike Stead
- 18 Joel Sample

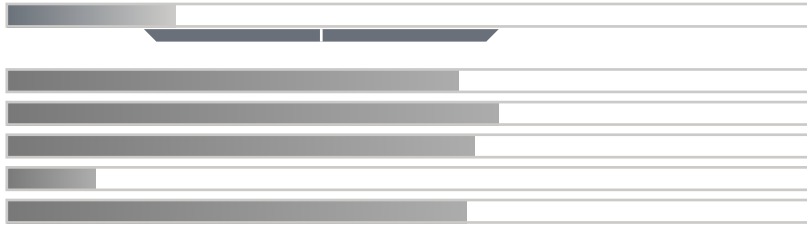
* 68% of the population falls within the shaded area.



Indifferent Driving Forces Cluster

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

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



- 21** Job
- 39** *
- 56 Amy Smith
- 61 Kathy Sams
- 58 Brian Smith
- 11 Mike Stead
- 57 Joel Sample

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

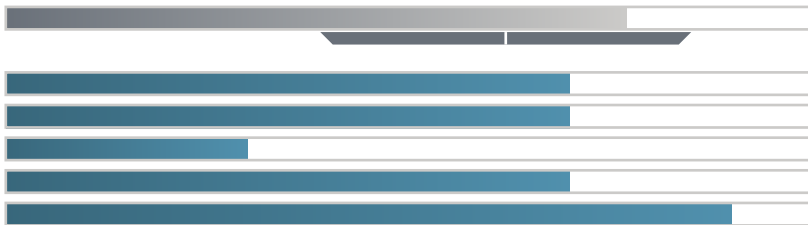


Behavioral Hierarchy

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. Frequent Interaction with Others - The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

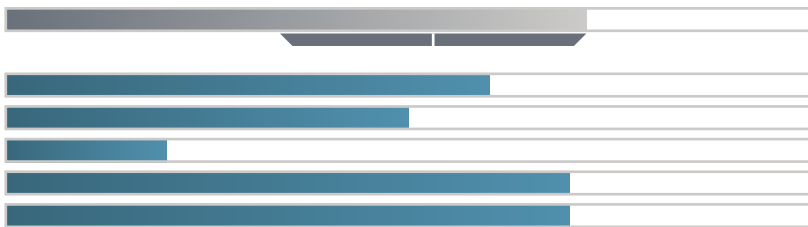
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



77 Job
62 *
70 Amy Smith
70 Kathy Sams
30 Brian Smith
70 Mike Stead
90 Joel Sample

2. Versatility - The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.

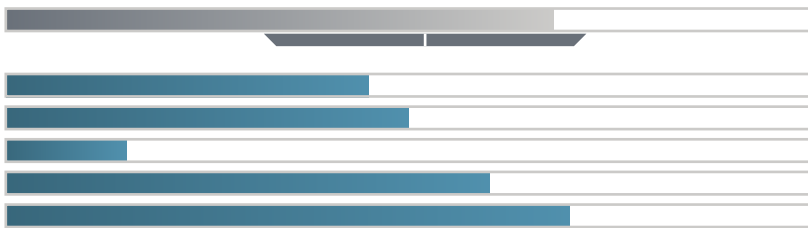
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



72 Job
53 *
60 Amy Smith
50 Kathy Sams
20 Brian Smith
70 Mike Stead
70 Joel Sample

3. Frequent Change - The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished and easily move on to new tasks with little or no notice.

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



68 Job
52 *
45 Amy Smith
50 Kathy Sams
15 Brian Smith
60 Mike Stead
70 Joel Sample

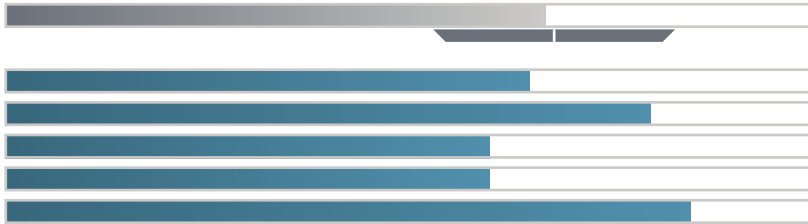
* 68% of the population falls within the shaded area.



Behavioral Hierarchy

4. People Oriented - The job demands a positive and constructive view of working with others. There will be a high percentage of time spent in listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

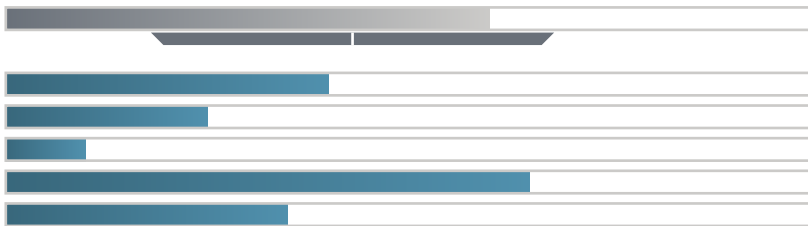
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



67 Job
68 *
65 Amy Smith
80 Kathy Sams
60 Brian Smith
60 Mike Stead
85 Joel Sample

5. Urgency - The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.

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



60 Job
43 *
40 Amy Smith
25 Kathy Sams
10 Brian Smith
65 Mike Stead
35 Joel Sample

6. Customer Relations - The job demands a desire to convey your sincere interest in your internal and/or external customers.

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



58 Job
66 *
65 Amy Smith
90 Kathy Sams
58 Brian Smith
65 Mike Stead
62 Joel Sample

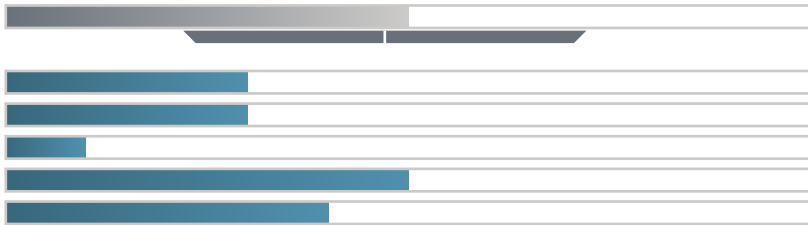
* 68% of the population falls within the shaded area.



Behavioral Hierarchy

7. Competitiveness - The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.

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



50 Job
47 *
30 Amy Smith
30 Kathy Sams
10 Brian Smith
50 Mike Stead
40 Joel Sample

8. Following Policy - The job calls for complying with the policy or if no policy, complying with the way it has been done in the past.

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



50 Job
69 *
80 Amy Smith
72 Kathy Sams
100 Brian Smith
62 Mike Stead
55 Joel Sample

9. Consistency - The job requires the ability to do the job the same way on a repeated basis.

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



48 Job
65 *
75 Amy Smith
70 Kathy Sams
98 Brian Smith
58 Mike Stead
50 Joel Sample

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



Behavioral Hierarchy

10. Follow Up and Follow Through - The job requires a need to be thorough and complete tasks that have been started.

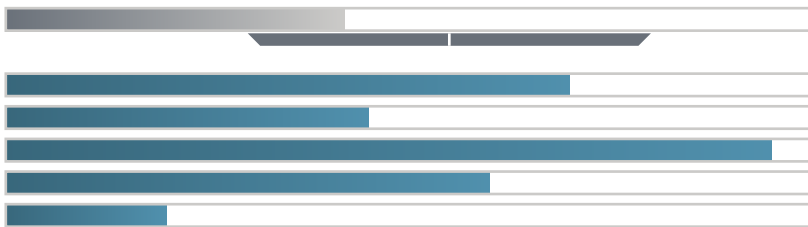
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



- 46 Job
- 63 *
- 70 Amy Smith
- 63 Kathy Sams
- 93 Brian Smith
- 57 Mike Stead
- 37 Joel Sample

11. Analysis of Data - The job deals with a large number of details. It requires that details, data and facts are analyzed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.

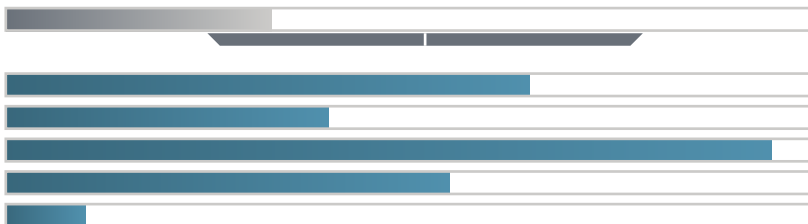
0 . . . 10 . . . 20 . . . 30 . . . 40 . . . 50 . . . 60 . . . 70 . . . 80 . . . 90 . . . 100



- 42 Job
- 55 *
- 70 Amy Smith
- 45 Kathy Sams
- 95 Brian Smith
- 60 Mike Stead
- 20 Joel Sample

12. Organized Workplace - The job's success depends on systems and procedures, its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.

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



- 33 Job
- 52 *
- 65 Amy Smith
- 40 Kathy Sams
- 95 Brian Smith
- 55 Mike Stead
- 10 Joel Sample

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

