



**TTI TriMetrix<sup>®</sup>**  
Gap Report

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**Test Peer**

3-10-2008



SI<sup>®</sup> The World Leader of Online Behavior and Attitude Assessments

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## INTRODUCTION

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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.

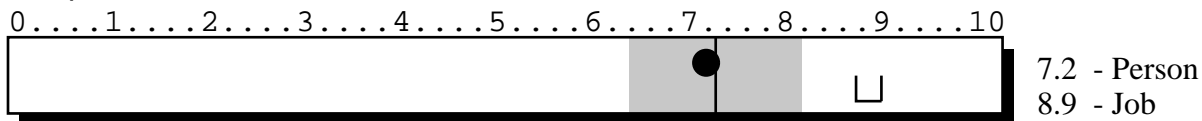


Section 1

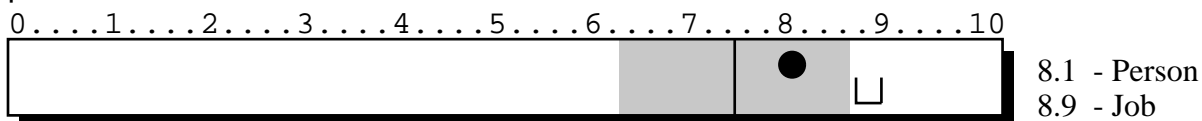
# PERSONAL SKILLS HIERARCHY

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

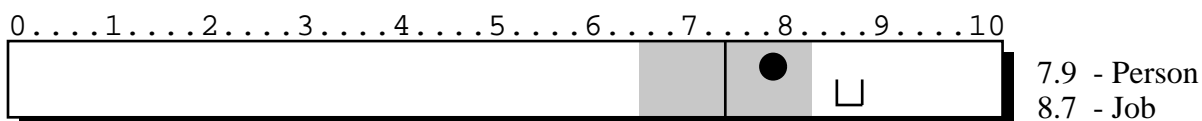
1. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



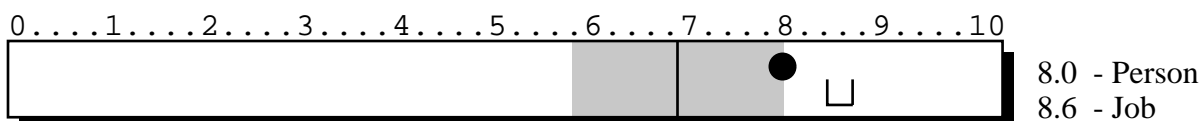
2. PROBLEM SOLVING: The ability to identify key components of a problem to formulate a solution or solutions.



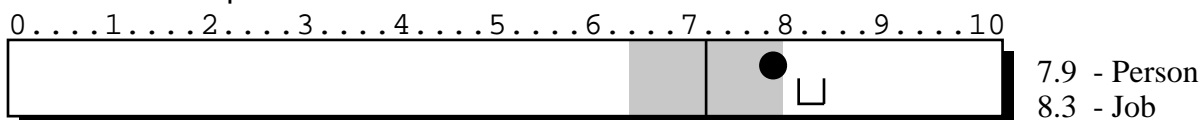
3. SELF MANAGEMENT: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



4. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.



5. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



□ - Job ● - Person

Rev: 0.90-0.91

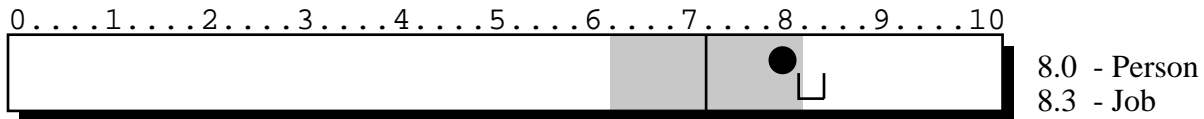
\* 68% of the population falls within the shaded area.



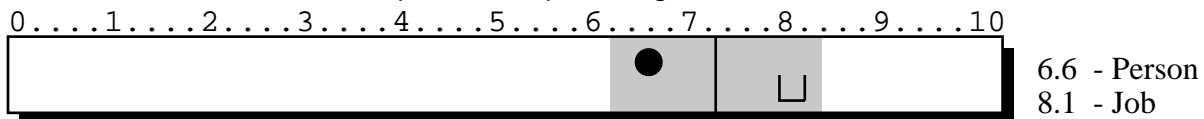
Section 1

# PERSONAL SKILLS HIERARCHY

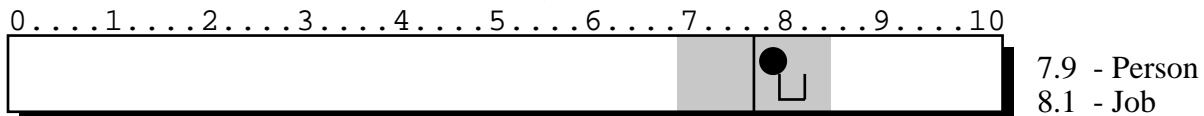
6. RESILIENCY: The ability to quickly recover from adversity.



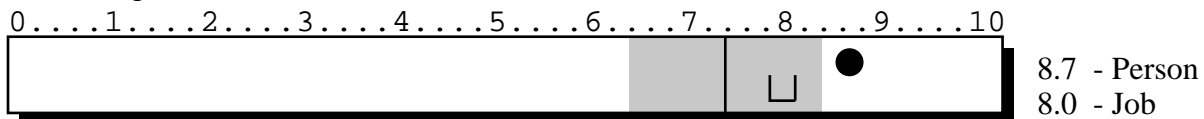
7. CONCEPTUAL THINKING: The ability to analyze hypothetical situations or abstract concepts to compile insight.



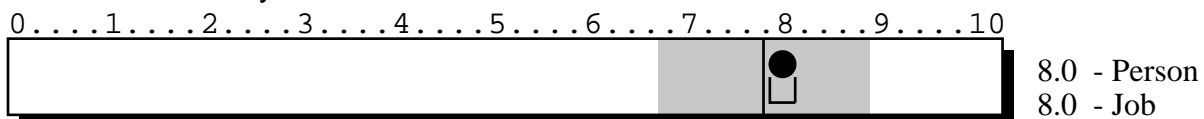
8. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



9. CONTINUOUS LEARNING: The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



10. CONFLICT MANAGEMENT: The ability to resolve different points of view constructively.



□ - Job   ● - Person

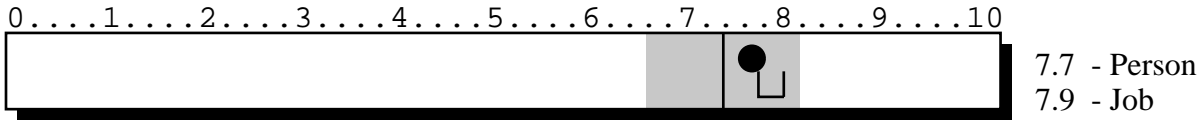
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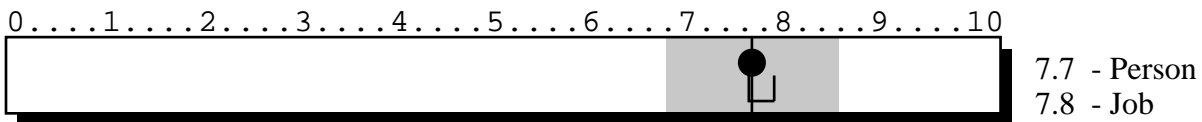
Section 1

# PERSONAL SKILLS HIERARCHY

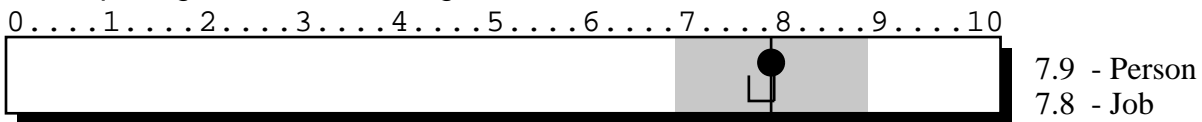
11. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



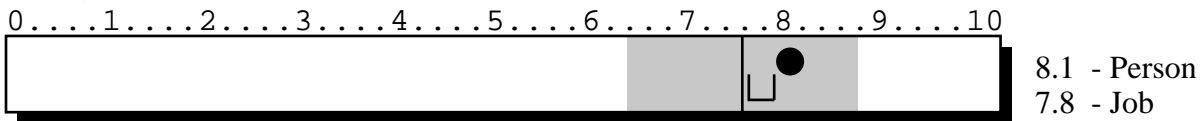
12. PLANNING AND ORGANIZATION: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



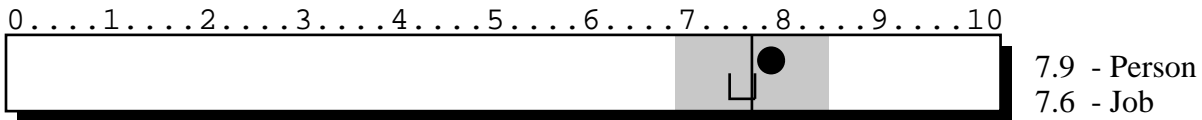
13. LEADING OTHERS: The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



14. FLEXIBILITY: The ability to readily modify, respond to and integrate change with minimal personal resistance.



15. TEAMWORK: The ability to cooperate with others to meet objectives.



□ - Job   ● - Person

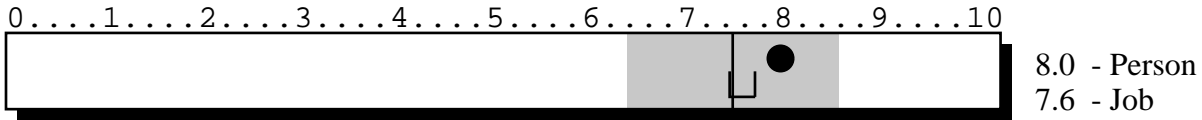
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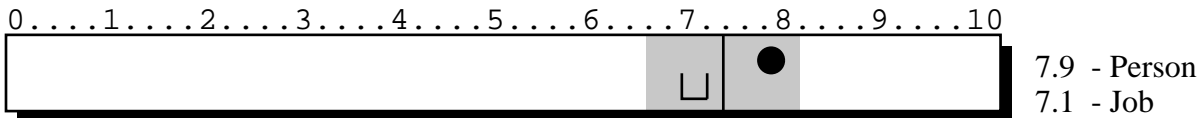
Section 1

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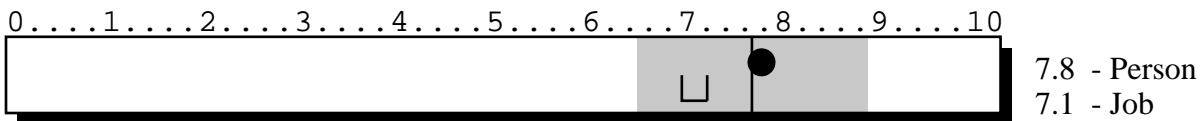
16. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



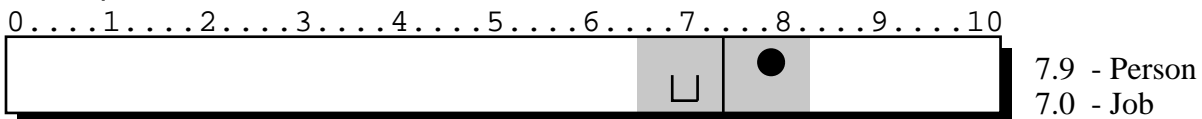
17. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



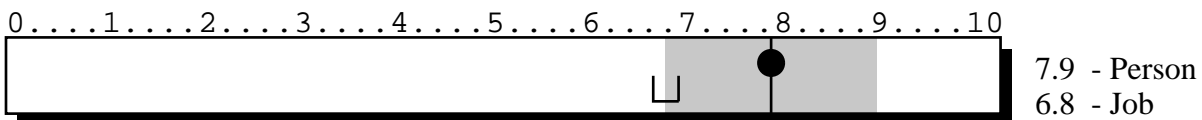
18. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



19. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



20. CUSTOMER FOCUS: A commitment to customer satisfaction.



□ - Job   ● - Person

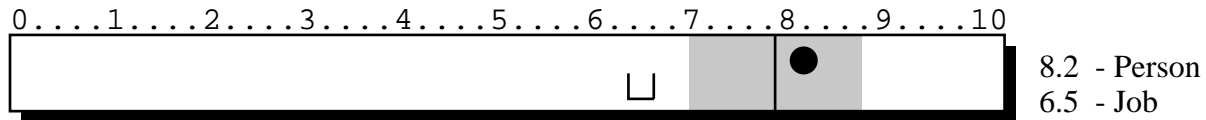
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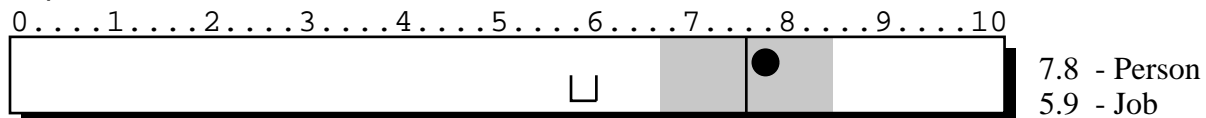
Section 1

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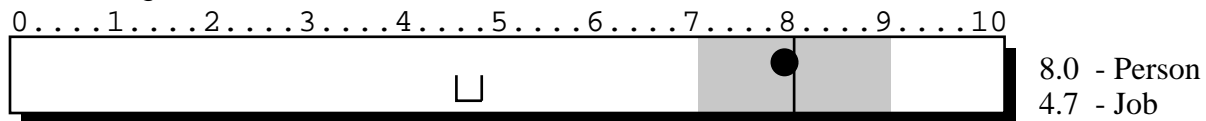
21. INTERPERSONAL SKILLS: The ability to interact with others in a positive manner.



22. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



23. EMPATHETIC OUTLOOK: The capacity to perceive and understand the feelings and attitudes of others.



□ - Job   ● - Person

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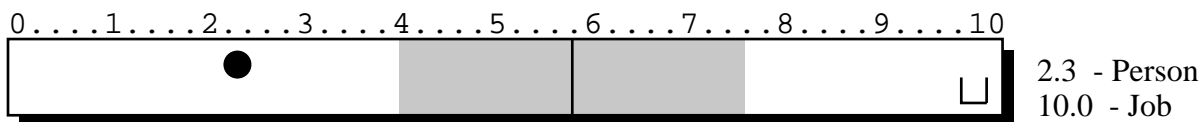


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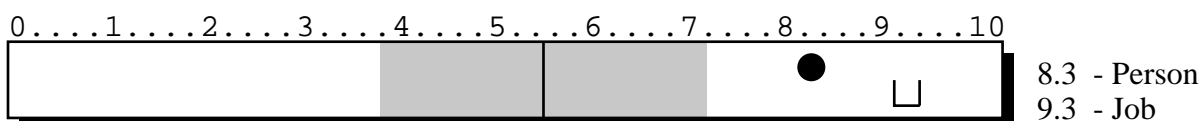
# PERSONAL INTERESTS, ATTITUDES AND VALUES

*These graphs are based on the hierarchy of the job benchmark's rewards/culture in descending order from highest required by the job to the lowest. Gaps may point to a job culture that does not match the person's passion and may produce negative feelings about the job.*

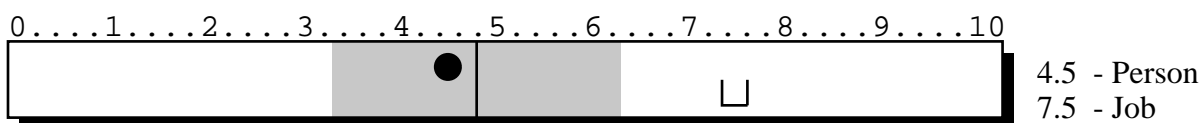
## 1. UTILITARIAN/ECONOMIC



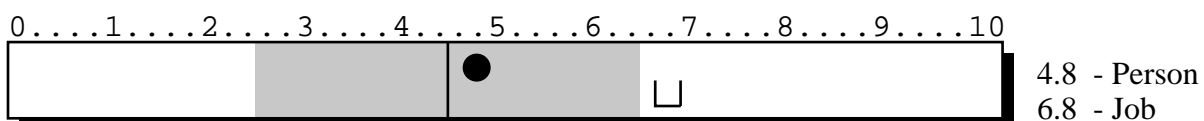
## 2. THEORETICAL



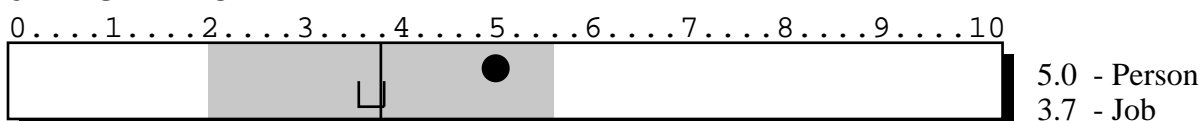
## 3. INDIVIDUALISTIC/POLITICAL



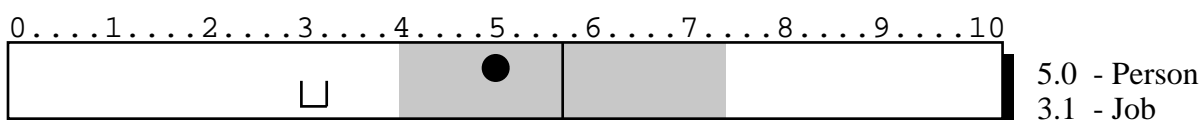
## 4. TRADITIONAL/REGULATORY



## 5. AESTHETIC



## 6. SOCIAL



□ - Job ● - Person

PIAV: 62-26-42-42-39-41 (THE.-UTI.-AES.-SOC.-IND.-TRA.)

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



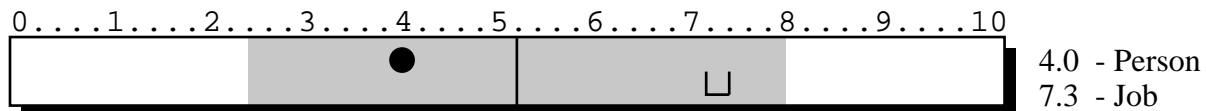


Section 3

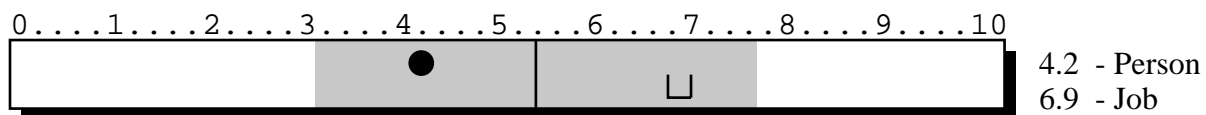
# BEHAVIORAL HIERARCHY

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.

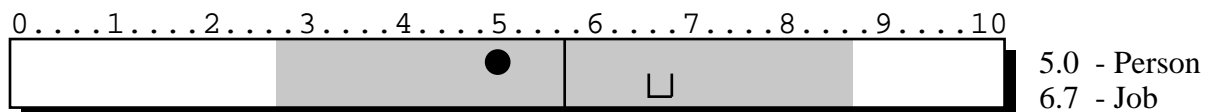
## 1. URGENCY



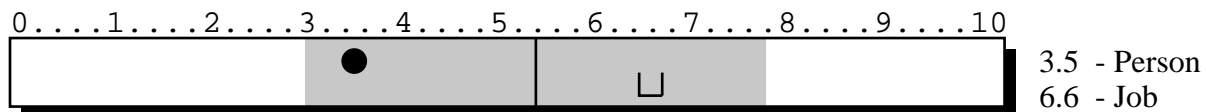
## 2. FREQUENT CHANGE



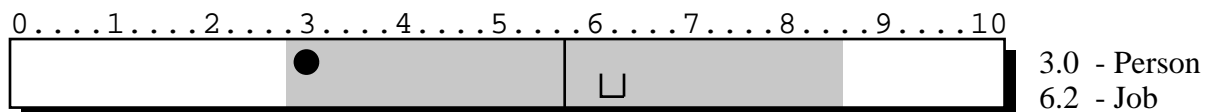
## 3. COMPETITIVENESS



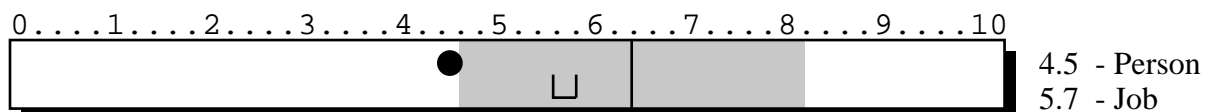
## 4. VERSATILITY



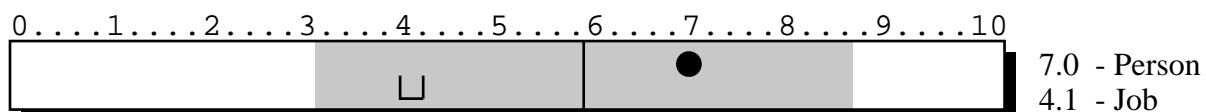
## 5. FREQUENT INTERACTION WITH OTHERS



## 6. CUSTOMER ORIENTED



## 7. ANALYSIS OF DATA



□ - Job ● - Person

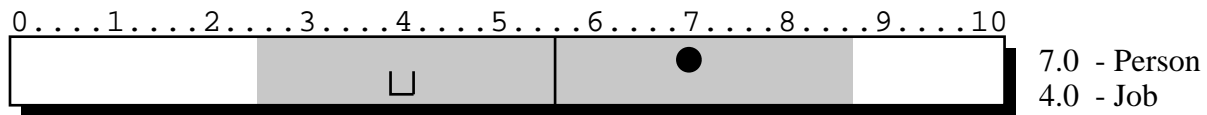
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Section 3

# BEHAVIORAL HIERARCHY

## 8. ORGANIZED WORKPLACE



□ - Job ● - Person

SIA: 70-20-51-81 (40) SIN: 58-30-69-51 (51)

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# DIMENSIONAL BALANCE

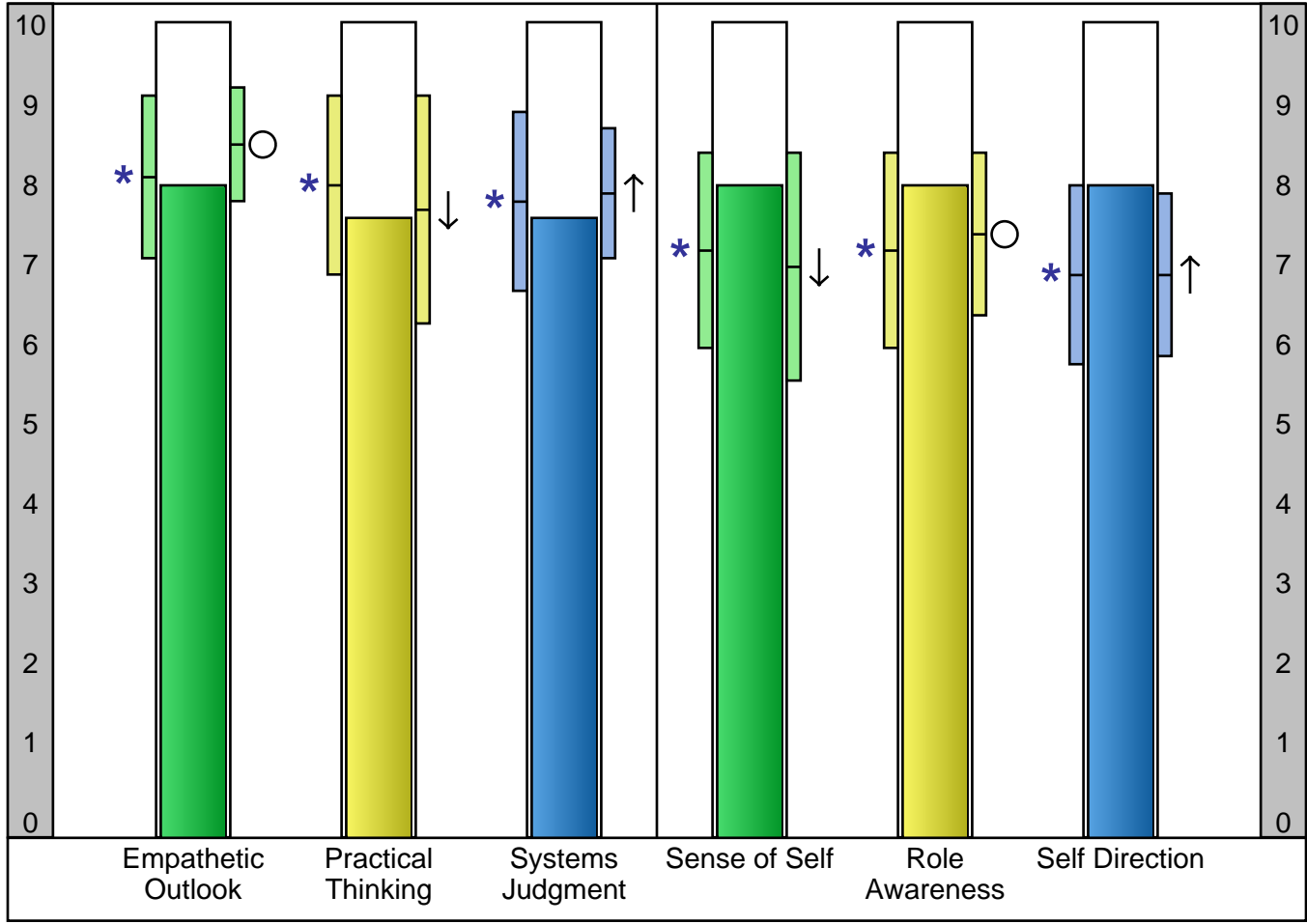
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- \* Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation

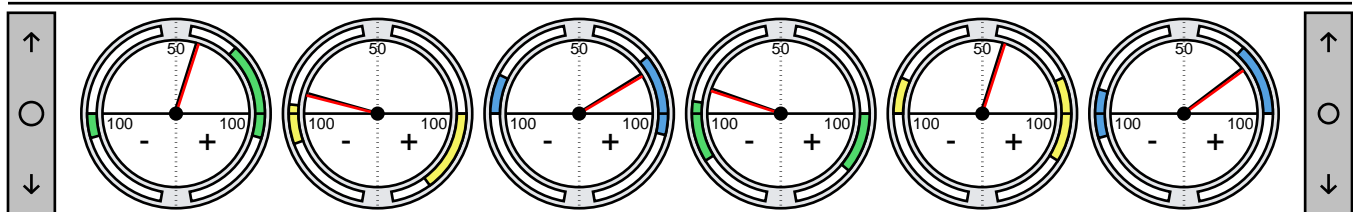
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.0      7.6      7.6      8.0      8.0      8.0

Bias ○      ↓      ↑      ↓      ○      ↑



Rev: 0.90-0.91

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# CORE SKILLS LIST

*For consulting and coaching*

Score	Mean	Description	Score	Mean	Description
9.0	8.1	Self Improvement	7.9	7.2	Taking Responsibility
8.9	8.3	Theoretical Problem Solving	7.8	7.3	Surrendering Control
8.9	7.6	Integrative Ability	7.8	7.9	Correcting Others
8.7	7.6	Using Common Sense	7.8	7.7	Evaluating What is Said
8.7	7.1	Role Confidence	7.8	7.6	Status and Recognition
8.5	7.3	Consistency and Reliability	7.8	7.7	Sense of Belonging
8.5	7.4	Self Confidence	7.7	7.4	Project and Goal Focus
8.5	7.1	Personal Drive	7.7	8.1	Understanding Motivational Needs
8.5	7.4	Handling Rejection	7.7	7.9	Proactive Thinking
8.5	7.3	Job Ethic	7.6	7.8	Systems Judgment
8.5	7.8	Persuading Others	7.6	8.0	Practical Thinking
8.5	7.3	Sense of Mission	7.5	7.7	Evaluating Others
8.5	8.1	Personal Relationships	7.5	7.9	Emotional Control
8.4	7.6	Realistic Personal Goal Setting	7.5	7.2	Persistence
8.3	7.0	Intuitive Decision Making	7.4	7.0	Balanced Decision Making
8.3	8.0	Attention to Detail	7.4	6.9	Meeting Standards
8.3	7.6	Long Range Planning	7.3	7.5	Sense of Timing
8.2	7.5	Quality Orientation	7.3	7.8	Monitoring Others
8.2	8.2	Respect for Property	7.2	7.3	Results Orientation
8.2	7.4	Enjoyment of the Job	7.2	7.3	Project Scheduling
8.1	8.0	Following Directions	7.2	8.0	Material Possessions
8.1	7.7	Realistic Expectations	7.1	7.6	Concrete Organization
8.1	7.0	Handling Stress	6.6	7.3	Conceptual Thinking
8.1	7.5	Problem Solving			
8.1	8.0	Respect for Policies			
8.0	7.5	Accountability for Others			
8.0	7.9	Attitude Toward Others			
8.0	7.8	Freedom from Prejudices			
8.0	7.1	Gaining Commitment			
8.0	7.8	Relating to Others			
8.0	7.3	Sense of Self			
8.0	7.9	Sensitivity to Others			
8.0	6.9	Initiative			
8.0	8.1	Empathetic Outlook			
8.0	6.9	Self Direction			
8.0	7.1	Role Awareness			
7.9	7.2	Personal Accountability			
7.9	6.7	Self Assessment			
7.9	7.4	Developing Others			
7.9	7.9	Leading Others			
7.9	8.2	Realistic Goal Setting for Others			
7.9	7.9	Conveying Role Value			
7.9	7.1	Internal Self Control			
7.9	7.4	Self Management			



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*For consulting and coaching*

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8.0	8.1	Empathetic Outlook	7.8	7.7	Sense of Belonging
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7.5	7.7	Evaluating Others	8.0	7.3	Sense of Self
7.8	7.7	Evaluating What is Said	7.3	7.5	Sense of Timing
8.1	8.0	Following Directions	8.0	7.9	Sensitivity to Others
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8.1	7.7	Realistic Expectations			
7.9	8.2	Realistic Goal Setting for Others			
8.4	7.6	Realistic Personal Goal Setting			



# COMPARISON ANALYSIS

For consulting and coaching

Job Attributes Hierarchy	Zone Range	Person
1. RESULTS ORIENTATION	8.3 — 10.0	7.2
2. PROBLEM SOLVING	8.8 — 10.0	8.1
3. SELF MANAGEMENT	8.4 — 10.0	7.9
4. SELF STARTING	8.1 — 10.0	8.0
5. PERSONAL ACCOUNTABILITY	8.1 — 10.0	7.9
6. RESILIENCY	8.3 — 10.0	8.0
7. CONCEPTUAL THINKING	7.4 — 8.4	6.6
Job Rewards/Culture Hierarchy	Zone Range	Person
1. UTILITARIAN/ECONOMIC	7.7 — 10.0	2.3
2. THEORETICAL	7.3 — 10.0	8.3
3. INDIVIDUALISTIC/POLITICAL	6.4 — 10.0	4.5
Job Behavioral Hierarchy	Zone Range	Person
1. URGENCY	5.3 — 8.0	4.0
2. FREQUENT CHANGE	5.5 — 7.7	4.2
3. COMPETITIVENESS	5.8 — 8.7	5.0

