



TTI TriMetrix®
Talent Report



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6-8-2011



Success Insights® - globalny lider komputerowych analiz zachowań i postaw.
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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 TTI TriMetrix Talent Report can be compared with specific job requirements outlined in TTI TriMetrix 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:

SECTION 1: PERSONAL SKILLS HIERARCHY (23 AREAS)

This section presents 23 key personal skills 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.

SECTION 2: PERSONAL INTERESTS, ATTITUDES AND VALUES (6 AREAS)

This section identifies what motivates you. In order to be successful and energized on the job, it is important that your underlying values are satisfied through the nature of your work. When they are, you feel personally rewarded by your work.

SECTION 3: BEHAVIORAL HIERARCHY (8 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.

SECTION 4: PERSONAL SKILLS FEEDBACK

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

SECTION 5: PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

This section expands on three areas that you value most. When your job emphasizes what you value, you will feel personally rewarded.

SECTION 6: BEHAVIORAL FEEDBACK

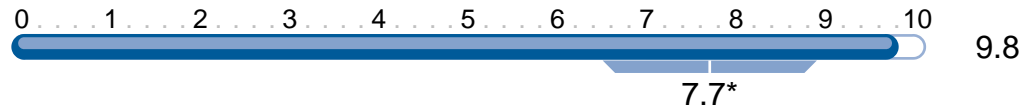
This section gives you insight into your top three behavioral traits to further identify your unique strengths.



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.

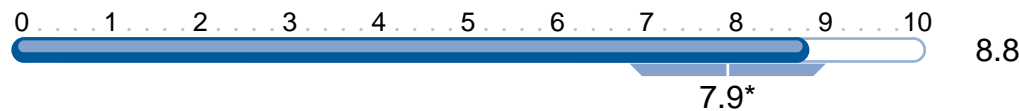
1. OBJECTIVE LISTENING - The ability to listen to many points of view without bias.



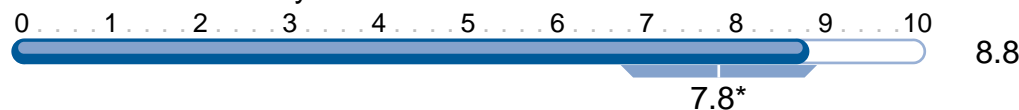
2. LEADING OTHERS - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



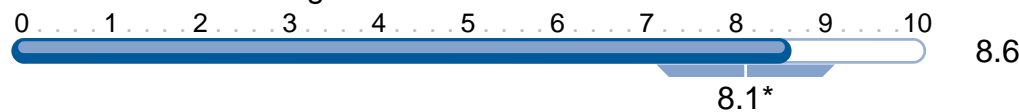
3. CUSTOMER FOCUS - A commitment to customer satisfaction.



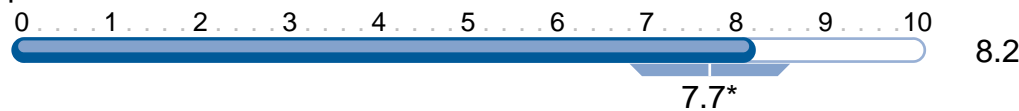
4. CONFLICT MANAGEMENT - The ability to resolve different points of view constructively.



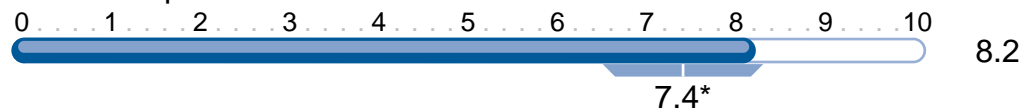
5. EMPATHETIC OUTLOOK - The capacity to perceive and understand the feelings and attitudes of others.



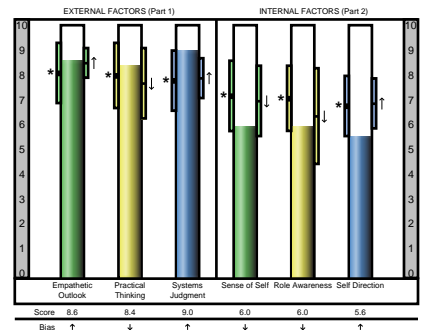
6. PLANNING AND ORGANIZATION - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



7. DEVELOPING OTHERS - The ability to contribute to the growth and development of others.



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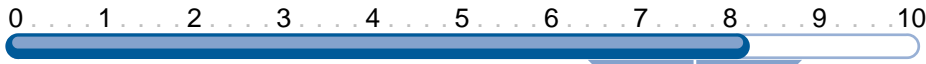
* 68% of the population falls within the shaded area.

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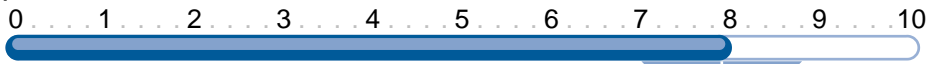
8. FLEXIBILITY - The ability to readily modify, respond to and integrate change with minimal personal resistance.



7.6*

8.2

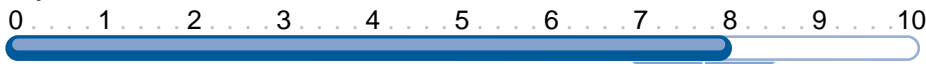
9. INTERPERSONAL SKILLS - The ability to interact with others in a positive manner.



7.9*

8.0

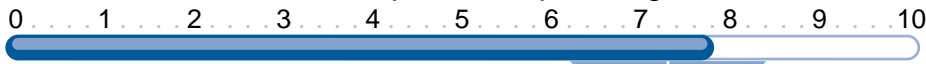
10. TEAMWORK - The ability to cooperate with others to meet objectives.



7.7*

8.0

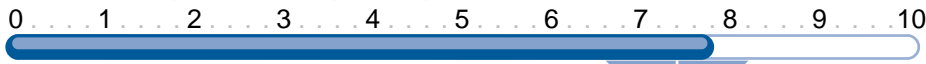
11. CONCEPTUAL THINKING - The ability to analyze hypothetical situations or abstract concepts to compile insight.



7.3*

7.8

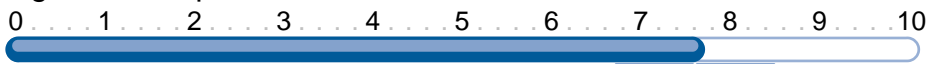
12. DECISION MAKING - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



7.4*

7.8

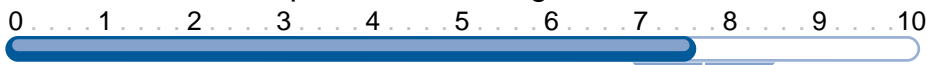
13. DIPLOMACY AND TACT - The ability to treat others fairly, regardless of personal biases or beliefs.



7.6*

7.7

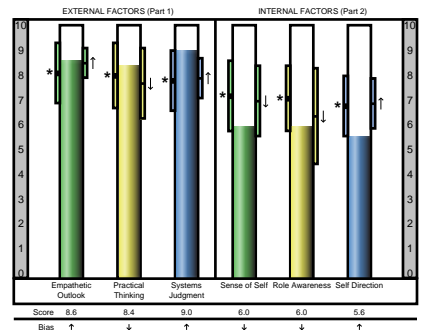
14. INFLUENCING OTHERS - The ability to personally affect others' actions, decisions, opinions or thinking.



7.7*

7.6

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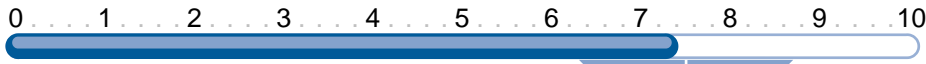
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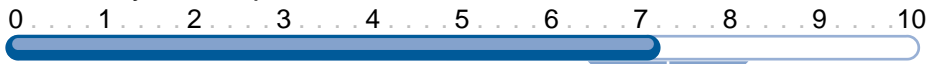
15. PROBLEM SOLVING - The ability to identify key components of a problem to formulate a solution or solutions.



7.4

7.5*

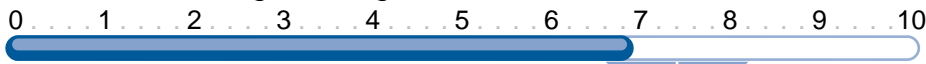
16. RESULTS ORIENTATION - The ability to identify actions necessary to complete tasks and obtain results.



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7.3*

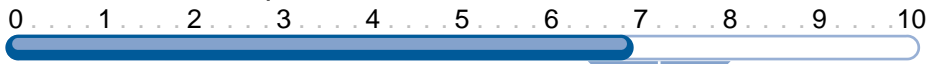
17. GOAL ACHIEVEMENT - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



6.9

7.4*

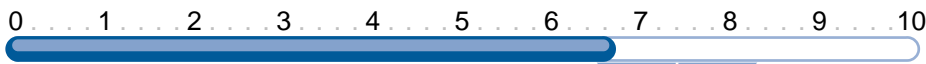
18. PERSONAL ACCOUNTABILITY - A measure of the capacity to be answerable for personal actions.



6.9

7.2*

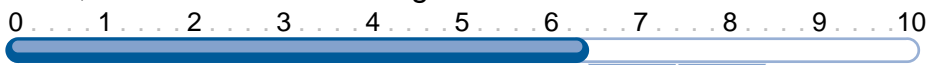
19. SELF MANAGEMENT - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



6.7

7.4*

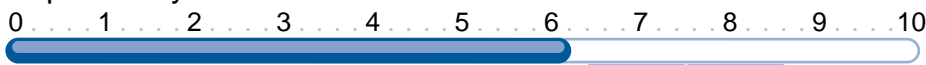
20. CONTINUOUS LEARNING - The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



6.4

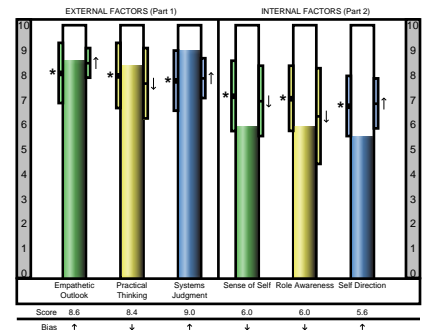
7.4*

21. ACCOUNTABILITY FOR OTHERS - The ability to take responsibility for others' actions.



6.2

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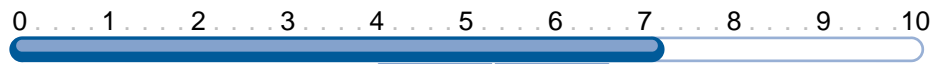
* 68% of the population falls within the shaded area.



PERSONAL INTERESTS, ATTITUDES AND VALUES

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. They are listed below from the highest to the lowest.

1. INDIVIDUALISTIC/POLITICAL



7.2

5.3*

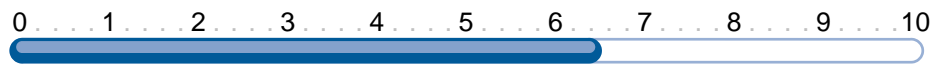
2. SOCIAL



6.7

5.8*

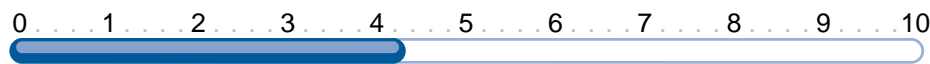
3. UTILITARIAN/ECONOMIC



6.5

6.3*

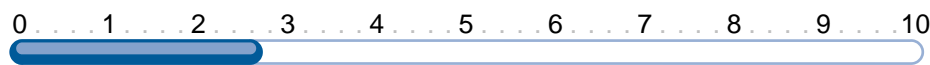
4. TRADITIONAL/REGULATORY



4.3

4.0*

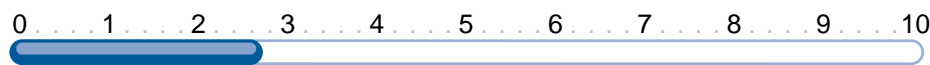
5. THEORETICAL



2.7

5.5*

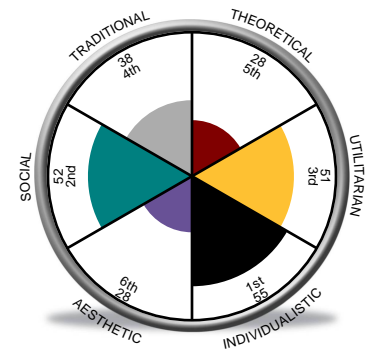
6. AESTHETIC



2.7

3.0*

NOTES



PIAV: 28-51-28-52-55-38 (THE.-UTI.-AES.-SOC.-IND.-TRA.)

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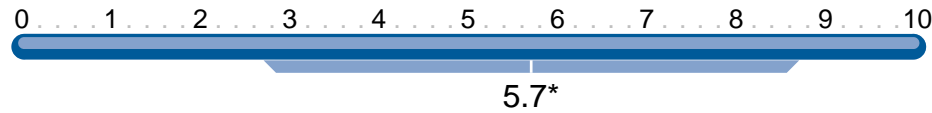


BEHAVIORAL HIERARCHY

Jan Sample

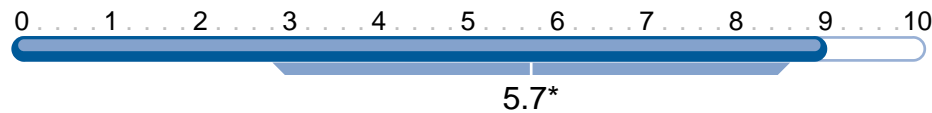
Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The list below ranks your behavioral traits from the strongest to the weakest.

1. COMPETITIVENESS



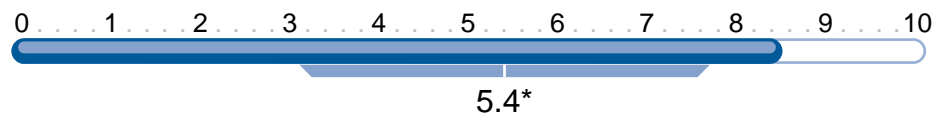
10.0

2. FREQUENT INTERACTION WITH OTHERS



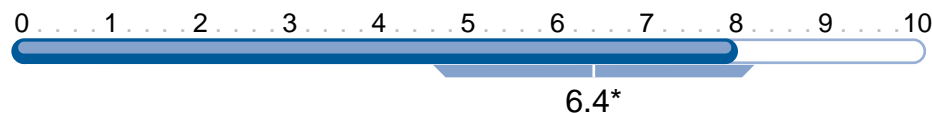
9.0

3. FREQUENT CHANGE



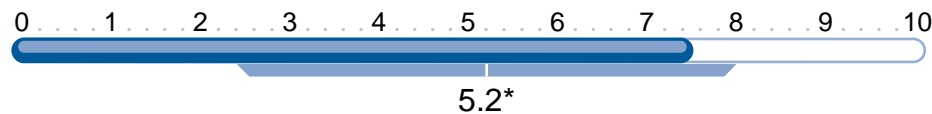
8.5

4. CUSTOMER ORIENTED



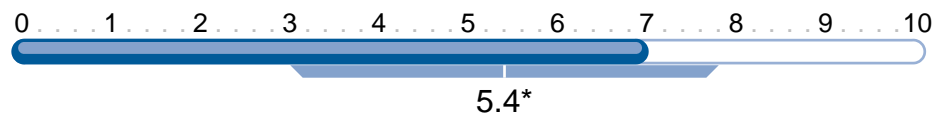
8.0

5. URGENCY



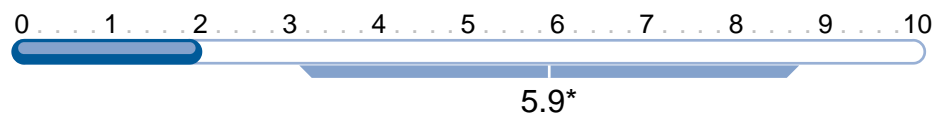
7.5

6. VERSATILITY



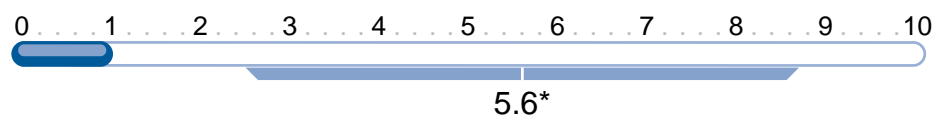
7.0

7. ANALYSIS OF DATA



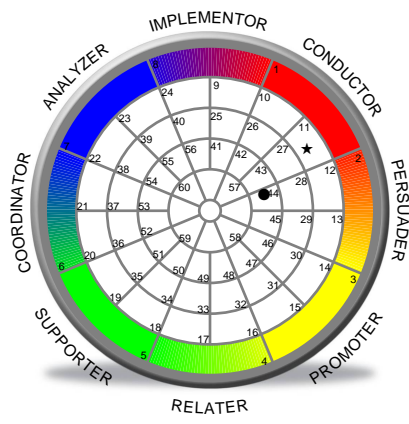
2.0

8. ORGANIZED WORKPLACE



1.0

NOTES



SIA: 99-54-21-07 (11) SIN: 97-83-57-01 (44)
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Most people, when asked to describe their talents, have difficulty describing them. The purpose of this section is to provide insights into your top talents in three areas: Personal Skills, Values (motivators) and Behavioral Traits. Everyone has a unique set of strengths within these three areas that will be instrumental to success and self-fulfillment. No one is equally talented in everything. In fact, the quickest way to burn out is to try to be all things to all people.

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Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

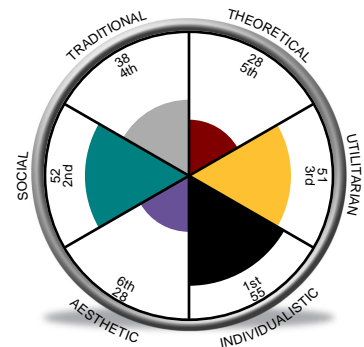
1. INDIVIDUALISTIC/POLITICAL

- You value personal recognition, freedom and control over your own destiny and others.
- The primary interest for this value is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power value. Since competition and struggle play a large part in all areas of life, many philosophers have seen power as the most universal and most fundamental of motives. There are, however, certain personalities in whom the desire for direct expression of this motive is uppermost; who wish, above all, for personal power, influence and renown.

2. SOCIAL

- You value opportunities to be of service to others and contribute to the progress and well being of society.
- Those who score very high in this value have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic value, the Social person regards helping others as the only suitable form for human relationships. Research into this value indicates that in its purest form, the Social interest is selfless.

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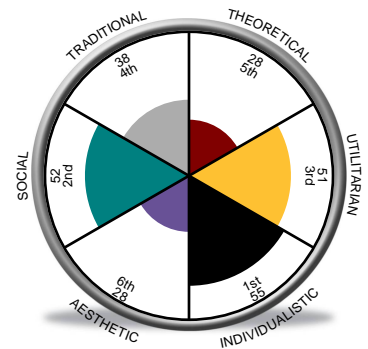
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3. UTILITARIAN/ECONOMIC

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This value includes the practical affairs of the business world - the production, marketing and consumption of goods, the use of credit, and the accumulation of tangible wealth. This type of individual is thoroughly practical and conforms well to the stereotype of the average American business person. A person with a high score is likely to have a high need to surpass others in wealth.

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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. COMPETITIVENESS

- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

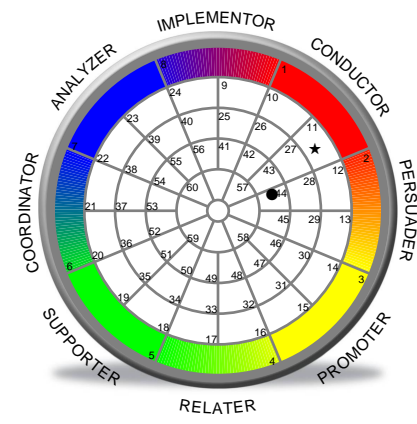
2. FREQUENT INTERACTION WITH OTHERS

- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

3. FREQUENT CHANGE

- You have a high level of comfort "juggling many balls in the air at the same time". You can easily move on to new tasks with little or no notice, leaving several tasks to be completed at a later time.

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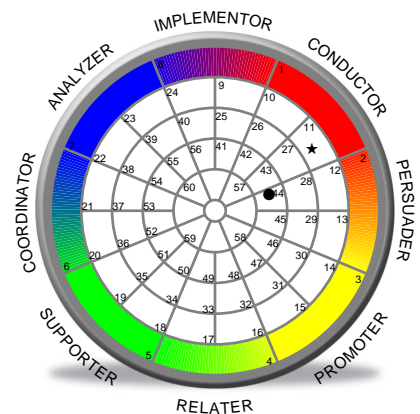


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Jan appreciates others who are team players and will reward those who are loyal. He wants to be seen as an individual who is totally keyed to results. He wants to get things done in a manner that is consistent with his perception of the "right way" of doing things. Most people see him as a high risk-taker. His view is, "nothing ventured, nothing gained." He tends to have a "short fuse" and can display anger or displeasure when he feels that people are taking advantage of him. Jan likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people with whom he works. He embraces visions not always seen by others. Jan's creative mind allows him to see the "big picture." He is forward-looking, aggressive and competitive. His vision for results is one of his positive strengths. Under pressure, Jan has a tendency to actively seek opportunities which test and develop his abilities to accomplish results.

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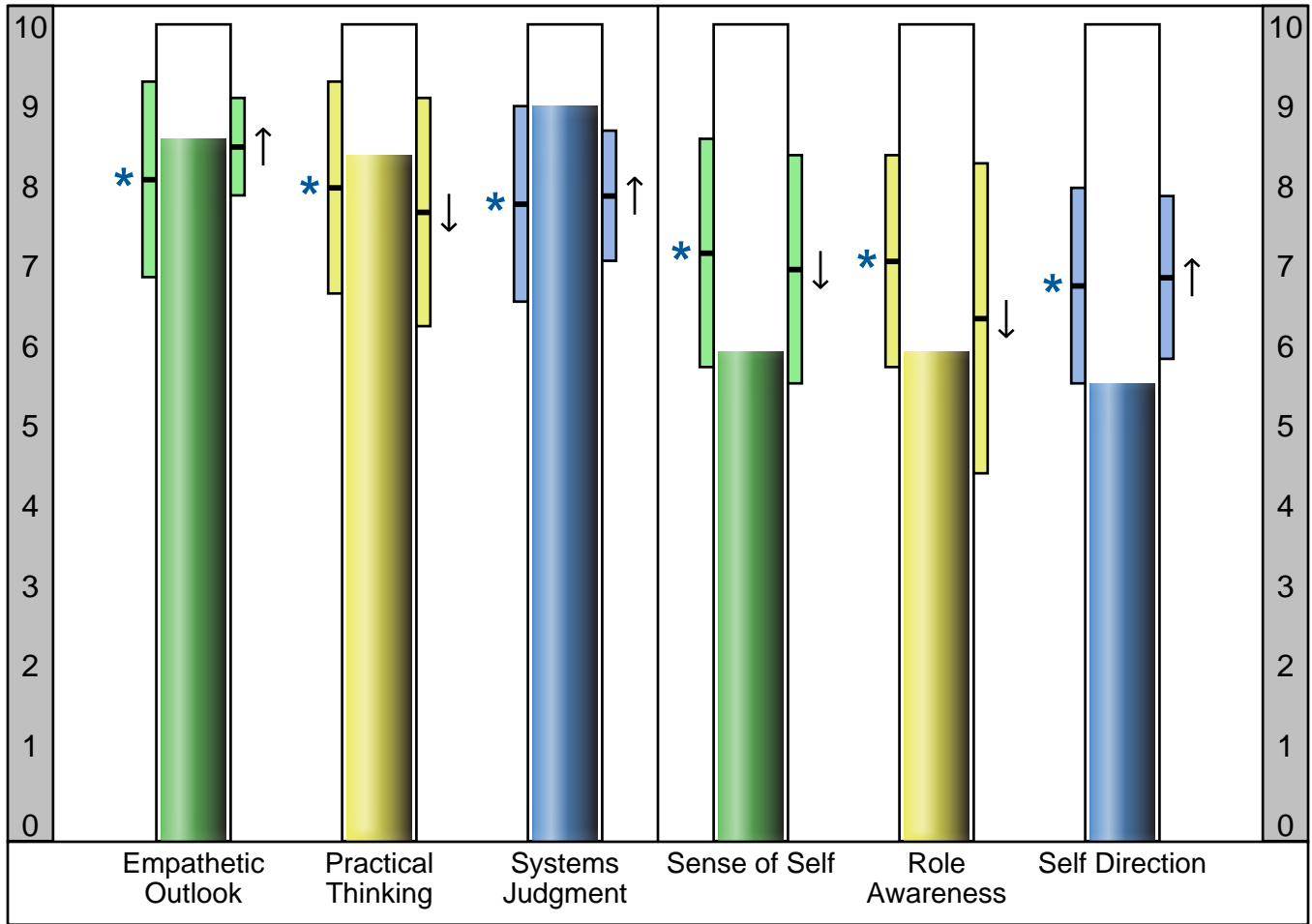
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* Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation

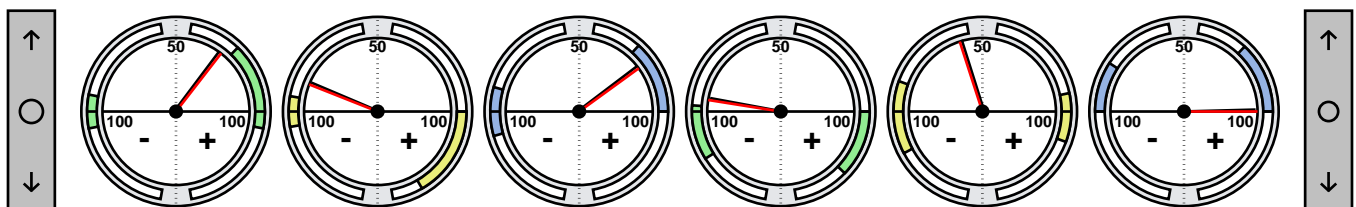
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.6 8.4 9.0 6.0 6.0 5.6

Bias ↑ ↓ ↑ ↓ ↓ ↑



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Accountability for Others

Conceptual Thinking

Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

Continuous Learning

- Self Improvement
- Personal Drive

Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

Decision Making

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

Developing Others

Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

Empathetic Outlook

Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

Leading Others

Personal Accountability

Objective Listening

- Evaluating What is Said

Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

Problem Solving

Resiliency

- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management

Self-Starting Ability

- Initiative

Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others



Score	Mean	Description	Score	Mean	Description
9.8	7.7	Evaluating What is Said	6.7	7.8	Persuading Others
9.6	7.9	Sensitivity to Others	6.7	7.7	Sense of Belonging
9.6	8.2	Respect for Property	6.7	7.4	Self Management
9.6	8.1	Personal Relationships	6.4	7.0	Handling Stress
9.5	8.0	Following Directions	6.4	6.9	Meeting Standards
9.5	8.3	Theoretical Problem Solving	6.3	7.0	Balanced Decision Making
9.5	8.0	Respect for Policies	6.2	7.0	Intuitive Decision Making
9.3	8.0	Attention to Detail	6.2	7.5	Accountability for Others
9.3	7.9	Correcting Others	6.2	7.5	Sense of Timing
9.3	7.6	Using Common Sense	6.1	7.1	Personal Drive
9.1	7.9	Attitude Toward Others	6.0	7.3	Sense of Self
9.0	8.2	Realistic Goal Setting for Others	6.0	7.1	Role Awareness
9.0	8.1	Understanding Motivational Needs	5.8	6.9	Initiative
9.0	7.8	Systems Judgment	5.6	6.9	Self Direction
8.9	7.9	Leading Others	5.5	7.2	Persistence
8.7	7.9	Proactive Thinking	5.5	7.4	Enjoyment of the Job
8.6	8.1	Empathetic Outlook	5.4	7.4	Self Confidence
8.6	8.0	Material Possessions	5.3	7.3	Consistency and Reliability
8.5	7.9	Emotional Control	5.3	7.4	Handling Rejection
8.4	8.0	Practical Thinking	5.3	7.3	Job Ethic
8.3	7.8	Relating to Others	5.2	7.1	Internal Self Control
8.2	7.6	Concrete Organization	5.2	7.3	Sense of Mission
8.2	7.7	Realistic Expectations	4.5	6.7	Self Assessment
8.2	7.4	Developing Others			
8.2	7.6	Integrative Ability			
8.1	7.8	Freedom from Prejudices			
8.1	7.5	Quality Orientation			
7.8	7.3	Conceptual Thinking			
7.7	7.4	Project and Goal Focus			
7.7	7.7	Evaluating Others			
7.7	7.6	Long Range Planning			
7.6	7.1	Role Confidence			
7.5	7.8	Monitoring Others			
7.4	7.5	Problem Solving			
7.3	7.3	Surrendering Control			
7.2	7.3	Results Orientation			
7.2	7.6	Realistic Personal Goal Setting			
7.2	7.9	Conveying Role Value			
7.2	7.6	Status and Recognition			
7.0	8.1	Self Improvement			
6.9	7.2	Personal Accountability			
6.9	7.2	Taking Responsibility			
6.8	7.3	Project Scheduling			
6.7	7.1	Gaining Commitment			



Score	Mean	Description	Score	Mean	Description
6.2	7.5	Accountability for Others	8.3	7.8	Relating to Others
9.3	8.0	Attention to Detail	9.5	8.0	Respect for Policies
9.1	7.9	Attitude Toward Others	9.6	8.2	Respect for Property
6.3	7.0	Balanced Decision Making	7.2	7.3	Results Orientation
7.8	7.3	Conceptual Thinking	6.0	7.1	Role Awareness
8.2	7.6	Concrete Organization	7.6	7.1	Role Confidence
5.3	7.3	Consistency and Reliability	4.5	6.7	Self Assessment
7.2	7.9	Conveying Role Value	5.4	7.4	Self Confidence
9.3	7.9	Correcting Others	5.6	6.9	Self Direction
8.2	7.4	Developing Others	7.0	8.1	Self Improvement
8.5	7.9	Emotional Control	6.7	7.4	Self Management
8.6	8.1	Empathetic Outlook	6.7	7.7	Sense of Belonging
5.5	7.4	Enjoyment of the Job	5.2	7.3	Sense of Mission
7.7	7.7	Evaluating Others	6.0	7.3	Sense of Self
9.8	7.7	Evaluating What is Said	6.2	7.5	Sense of Timing
9.5	8.0	Following Directions	9.6	7.9	Sensitivity to Others
8.1	7.8	Freedom from Prejudices	7.2	7.6	Status and Recognition
6.7	7.1	Gaining Commitment	7.3	7.3	Surrendering Control
5.3	7.4	Handling Rejection	9.0	7.8	Systems Judgment
6.4	7.0	Handling Stress	6.9	7.2	Taking Responsibility
5.8	6.9	Initiative	9.5	8.3	Theoretical Problem Solving
8.2	7.6	Integrative Ability	9.0	8.1	Understanding Motivational Needs
5.2	7.1	Internal Self Control	9.3	7.6	Using Common Sense
6.2	7.0	Intuitive Decision Making			
5.3	7.3	Job Ethic			
8.9	7.9	Leading Others			
7.7	7.6	Long Range Planning			
8.6	8.0	Material Possessions			
6.4	6.9	Meeting Standards			
7.5	7.8	Monitoring Others			
5.5	7.2	Persistence			
6.9	7.2	Personal Accountability			
6.1	7.1	Personal Drive			
9.6	8.1	Personal Relationships			
6.7	7.8	Persuading Others			
8.4	8.0	Practical Thinking			
8.7	7.9	Proactive Thinking			
7.4	7.5	Problem Solving			
7.7	7.4	Project and Goal Focus			
6.8	7.3	Project Scheduling			
8.1	7.5	Quality Orientation			
8.2	7.7	Realistic Expectations			
9.0	8.2	Realistic Goal Setting for Others			
7.2	7.6	Realistic Personal Goal Setting			



Jan Sample

ABC Company

6-8-2011

MOST

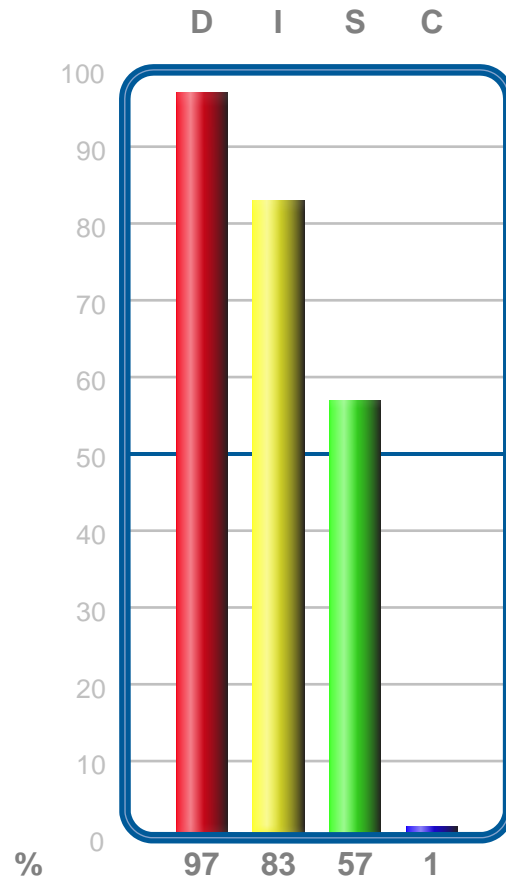
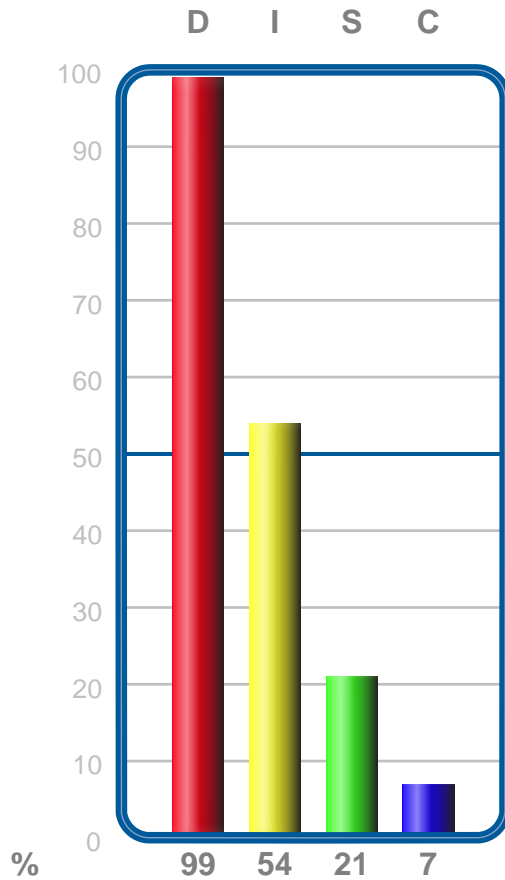
Graph I

Adapted Style

LEAST

Graph II

Natural Style

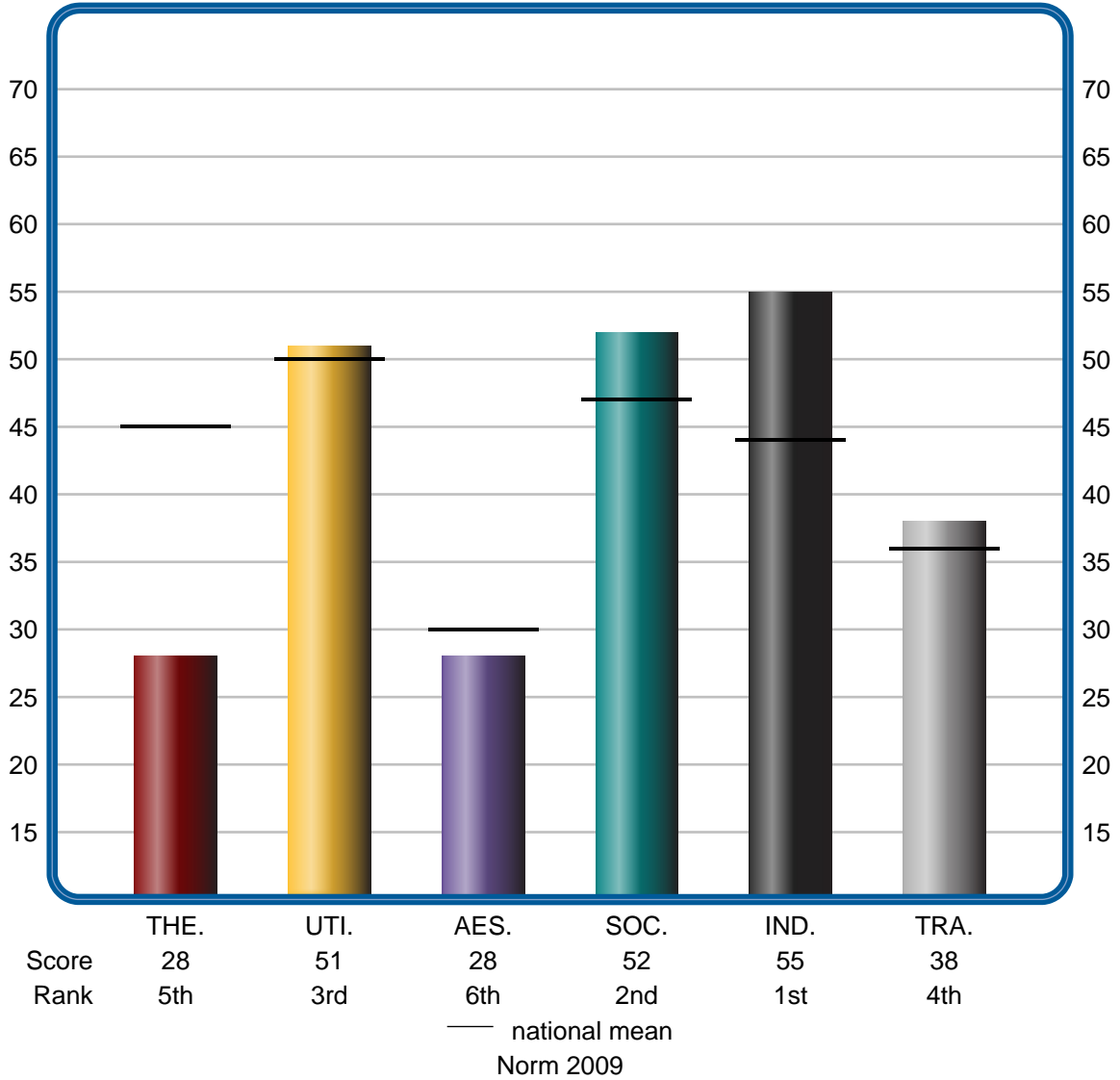


Norm 2009

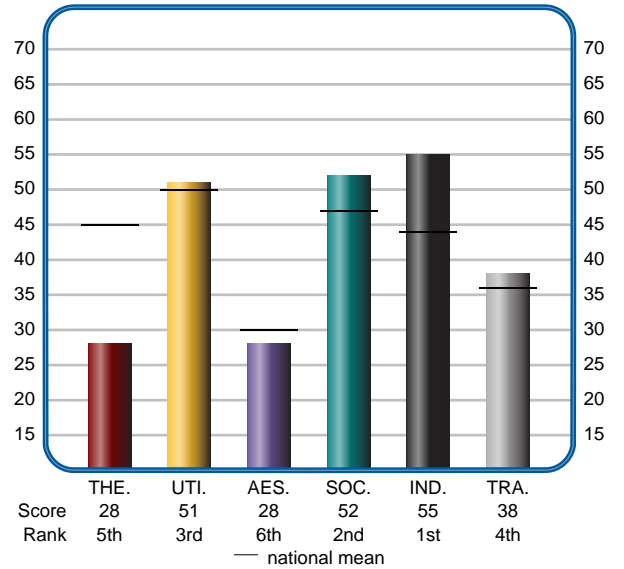
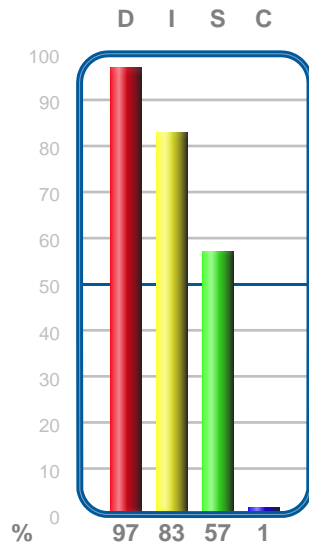
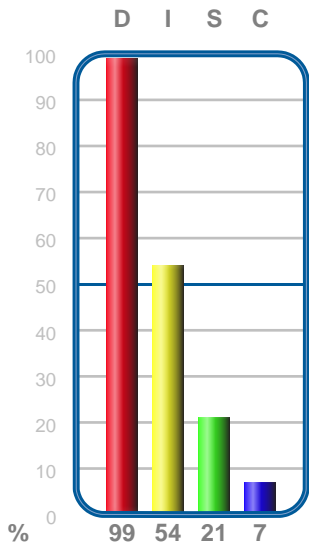
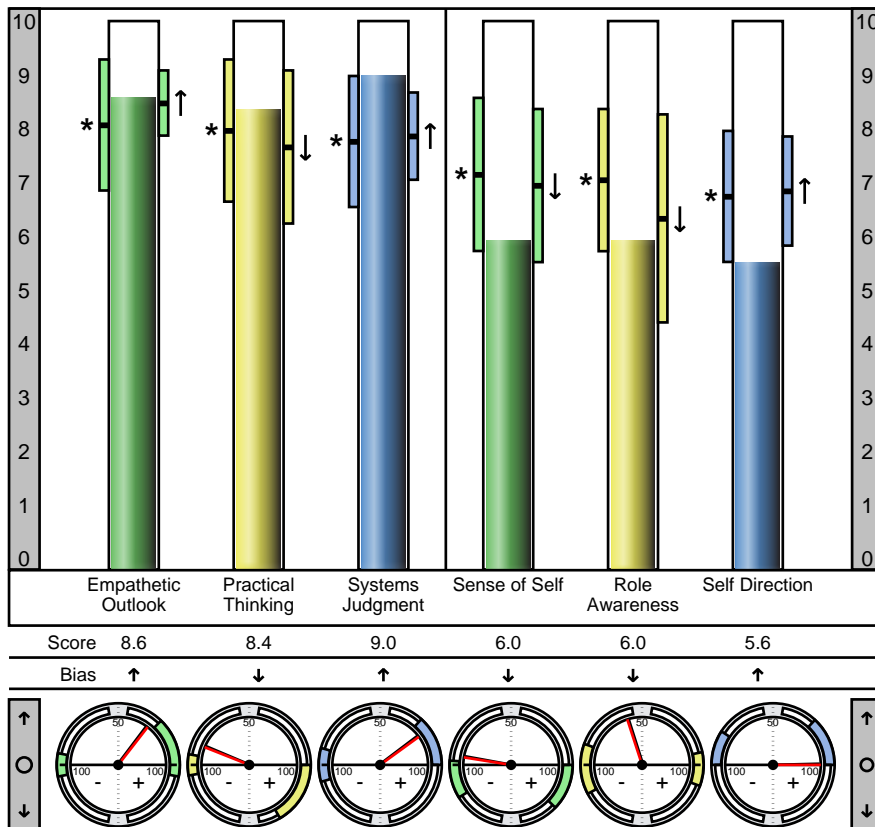
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Adapted Style
Natural Style

EXTERNAL FACTORS (Part 1)
INTERNAL FACTORS (Part 2)


Rev: 0.95-0.68

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