



Personal Talent Plus Report

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**John Doe**  
Customer Service  
7-9-2003

# INTRODUCTION

*Where Talent Meets Opportunity™*

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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 attributes, behavioral style and unique values. Your TriMetrix System Personal Talent Report can be compared with specific job requirements outlined in TriMetrix System Job and Job Plus 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 ATTRIBUTES HIERARCHY (23 AREAS)

This section presents 23 key personal attributes and ranks them from top to bottom, defining your major strengths. The attributes 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 ATTRIBUTES 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.

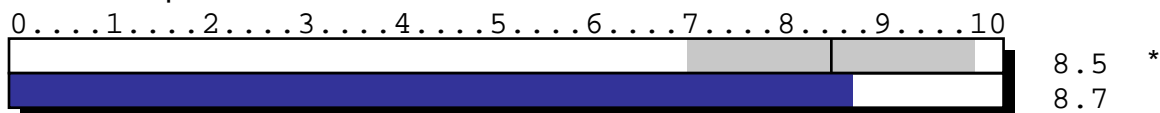
## SECTION 6: BEHAVIORAL FEEDBACK

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

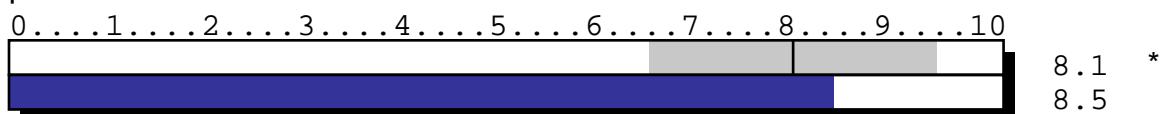
# PERSONAL ATTRIBUTES HIERARCHY

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

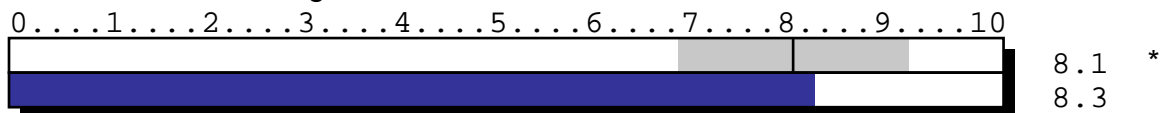
1. **DEVELOPING OTHERS:** The ability to contribute to the growth and development of others.



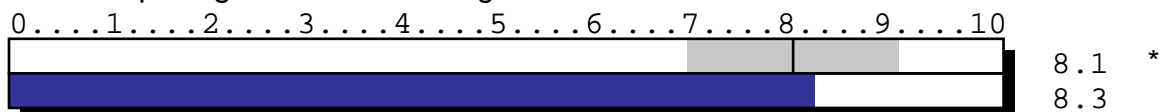
2. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.



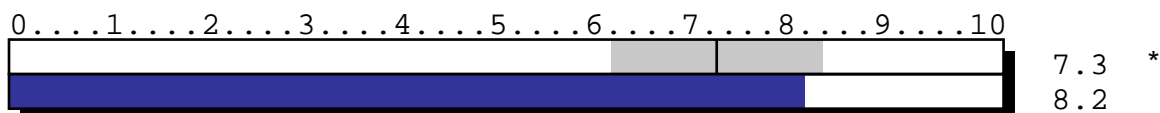
3. **EMPATHETIC OUTLOOK:** The capacity to perceive and understand the feelings and attitudes of others.



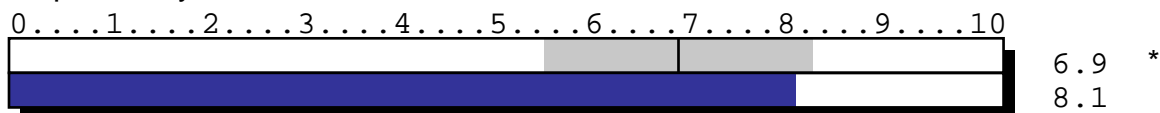
4. **LEADING OTHERS:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



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



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



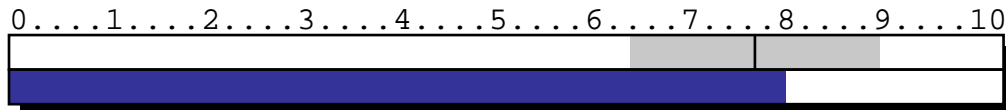
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\* 68% of the population falls within the shaded area.

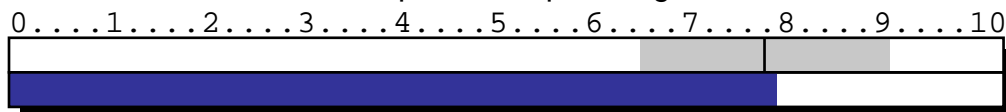
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# PERSONAL ATTRIBUTES HIERARCHY

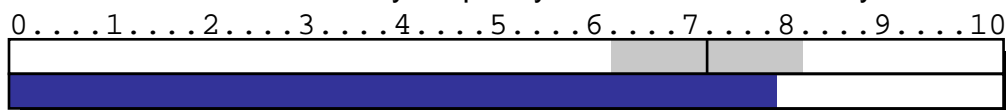
7. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



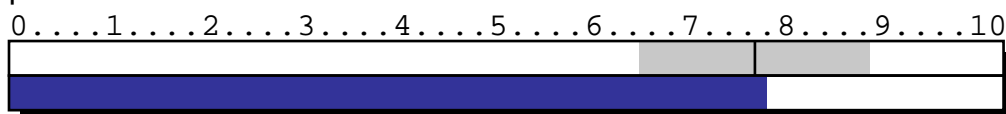
8. CONCEPTUAL THINKING: The ability to analyze hypothetical situations or abstract concepts to compile insight.



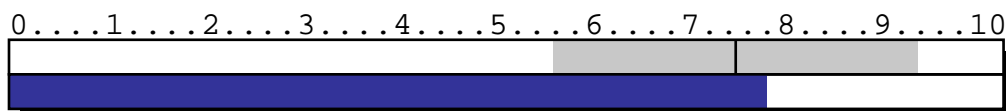
9. RESILIENCY: The ability to quickly recover from adversity.



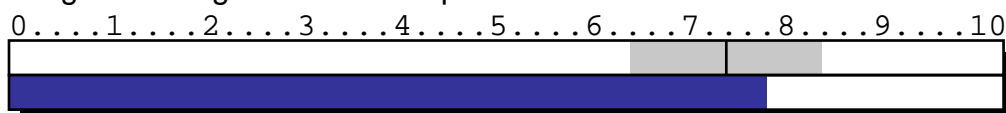
10. INTERPERSONAL SKILLS: The ability to interact with others in a positive manner.



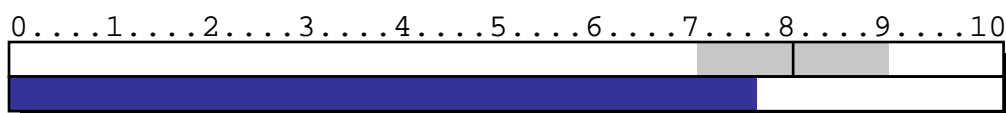
11. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.



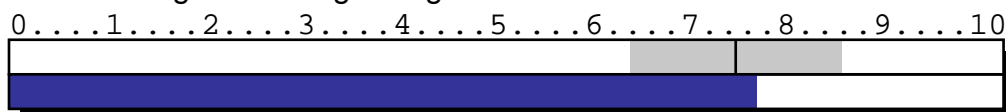
12. FLEXIBILITY: The ability to readily modify, respond to and integrate change with minimal personal resistance.



13. CUSTOMER FOCUS: A commitment to customer satisfaction.



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



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

# PERSONAL ATTRIBUTES HIERARCHY

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



7.5 \*  
7.6

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



7.8 \*  
7.6

17. **TEAMWORK:** The ability to cooperate with others to meet objectives.

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



8.0 \*  
7.6

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



7.7 \*  
7.6

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



7.3 \*  
7.5

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



7.8 \*  
7.4

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



7.2 \*  
7.3

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

# PERSONAL ATTRIBUTES HIERARCHY

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



6.5 \*  
6.9

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

0 . . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . . 10



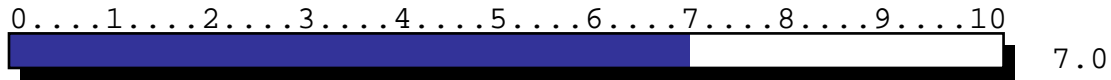
6.6 \*  
6.8

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

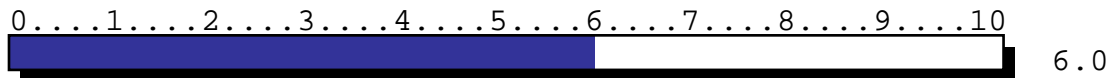
# PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

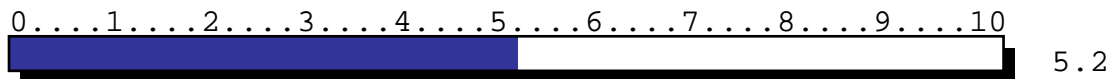
1. SOCIAL



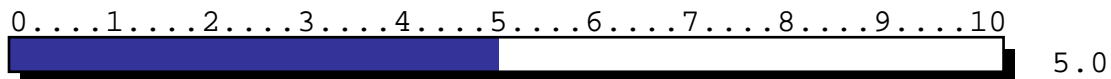
2. UTILITARIAN/ECONOMIC



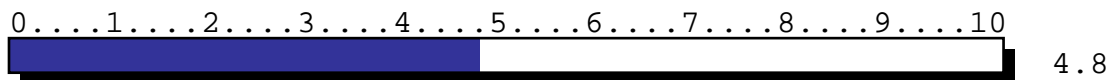
3. THEORETICAL



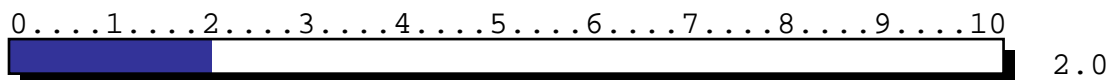
4. AESTHETIC



5. INDIVIDUALISTIC/POLITICAL



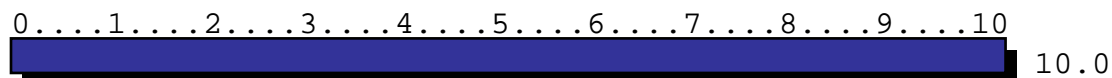
6. TRADITIONAL/REGULATORY



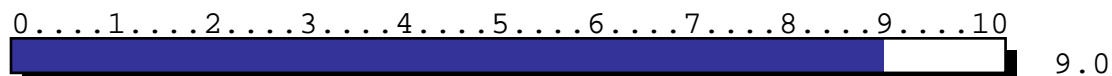
# BEHAVIORAL HIERARCHY

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.

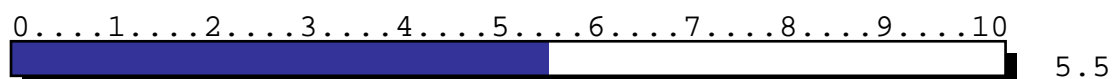
## 1. CUSTOMER ORIENTED



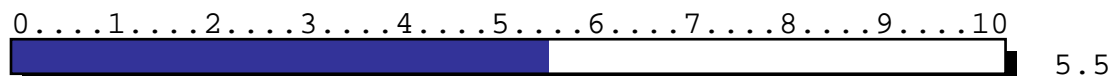
## 2. FREQUENT INTERACTION WITH OTHERS



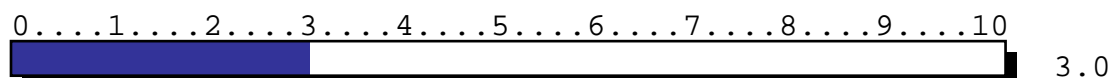
## 3. VERSATILITY



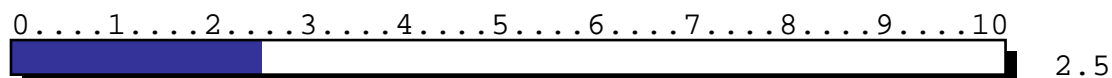
## 4. FREQUENT CHANGE



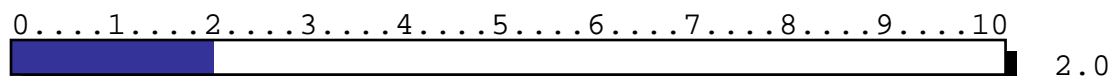
## 5. COMPETITIVENESS



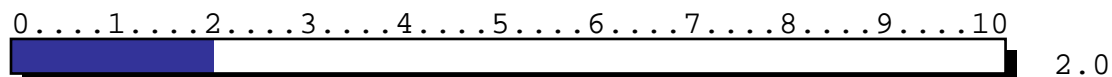
## 6. ANALYSIS OF DATA



## 7. URGENCY



## 8. ORGANIZED WORKPLACE



# FEEDBACK

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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 Attributes (soft 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.

# PERSONAL ATTRIBUTES FEEDBACK

*Your unique hierarchy of personal attributes is key to your success. Knowing what they are is essential to reaching your goals. The following are your 7 highest ranked personal attributes:*

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1. **DEVELOPING OTHERS:** The ability to contribute to the growth and development of others.
  - Strongly advocates for the growth and development of others
  - Devotes appropriate time to training, coaching and developing others
  - Understands the implications of varied learning styles and their importance to individual development
  - Regularly follows up and holds others accountable for their performance
2. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.
  - Analyzes all data relative to a problem
  - Divides complex issues into simpler components in order to achieve clarity
  - Selects the best options available to solve specific problems
  - Applies all relevant resources to implement suitable solutions
3. **EMPATHETIC OUTLOOK:** The capacity to perceive and understand the feelings and attitudes of others.
  - Demonstrates awareness of how actions will directly and indirectly impact others
  - Listens to others attentively
  - Demonstrates regard for and sensitivity to the feelings of others
  - Values and respects the diversity of others and their beliefs
4. **LEADING OTHERS:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.
  - Inspires others with a compelling vision
  - Empowers others to accomplish common goals
  - Represents a positive, motivational example for others to emulate in becoming leaders
  - Supports others through providing clarity, direction, organization and purpose
5. **SELF STARTING:** The ability to initiate and sustain momentum without external stimulation.
  - Initiates relevant activities toward achieving business goals
  - Independently completes projects and produces desired results
  - Requires little or no supervision to stay focused on necessary activities
  - Readily identifies and pursues business opportunities without outside direction

# PERSONAL ATTRIBUTES FEEDBACK

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6. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.
  - Establishes appropriate performance standards for others
  - Assumes personal accountability for others' performance
  - Effectively confronts performance issues promptly
  - Monitors performance, tracks results and measures achievement of key accountabilities
  
7. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.
  - Maintains positive relationships with others through treating them fairly
  - Demonstrates respect for others
  - Understands and values differences between people
  - Respects diversity in race, national origin, religion, gender, life style, age and disability.

# PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

*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:*

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## 1. SOCIAL

- You value opportunities to be of service to others and contribute to the progress and well being of society.

## 2. UTILITARIAN/ECONOMIC

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.

## 3. THEORETICAL

- You value knowledge, continuing education and intellectual growth.

# BEHAVIORAL FEEDBACK

*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:*

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## 1. CUSTOMER ORIENTED

- You have a positive and constructive view of working with others. You prefer to spend a high percentage of your time listening and understanding others and are able to successfully work with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

## 2. FREQUENT INTERACTION WITH OTHERS

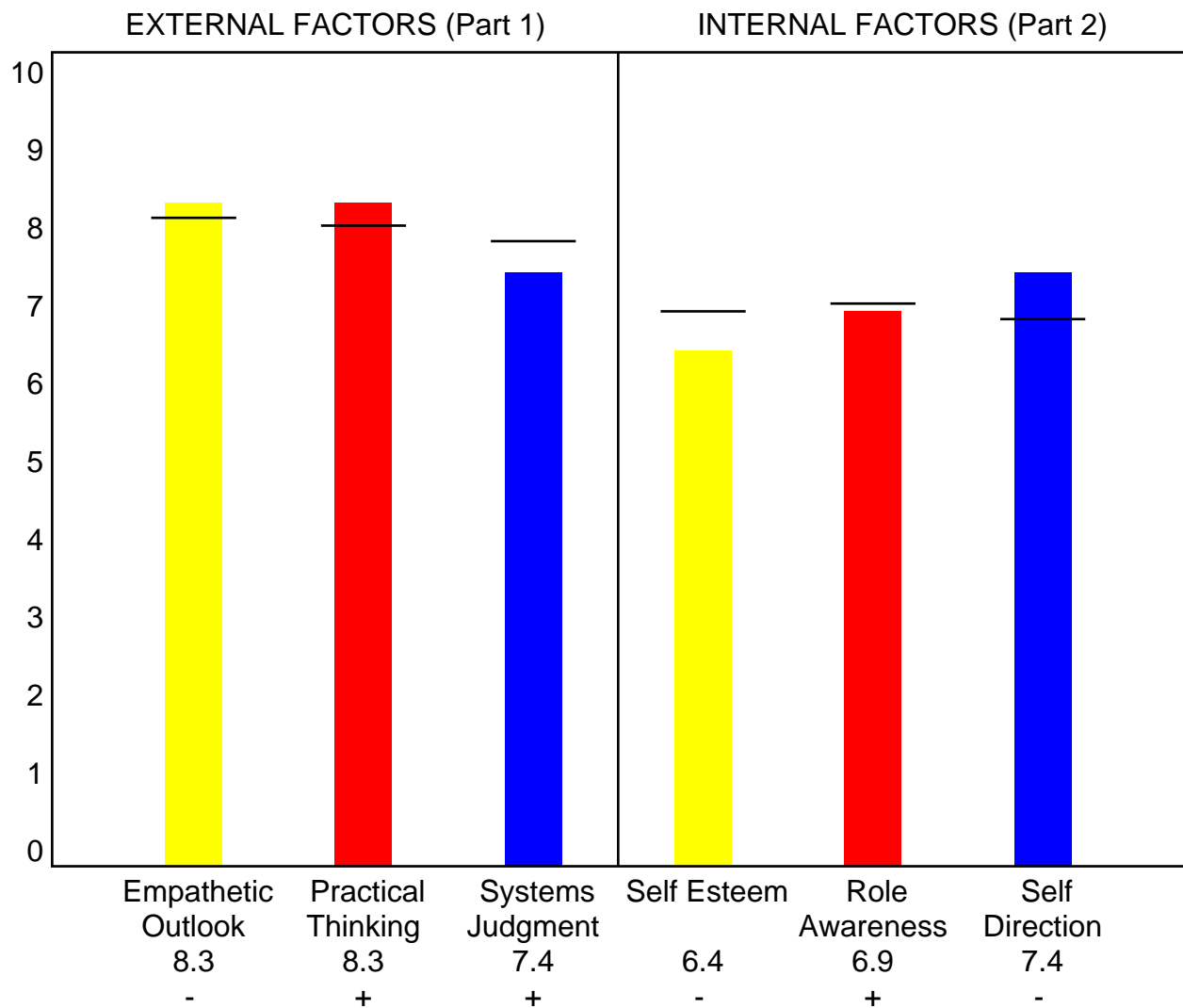
- You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

## 3. VERSATILITY

- You are multi-talented and easily adapt to changes with a high level of optimism and a "can do" orientation.

# DIMENSIONAL BALANCE

For consulting and coaching



# CATEGORY BREAKDOWN

*For consulting and coaching*

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Accountability For Others  
Conceptual Thinking

Conflict Management  
•Internal Self Control  
•Correcting Others  
•Problem Solving  
•Sensitivity To Others

Continuous Learning  
•Self Improvement  
•Personal Drive

Customer Focus  
•Evaluating What Is Said  
•Understanding Attitude  
•Freedom From Prejudices

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

Developing Others

Diplomacy And Tact  
•Human Awareness  
•Balanced Decision Making  
•Freedom From Prejudices  
•Emotional Control

Empathetic Outlook

Flexibility  
•Self Direction  
•Integrative Ability  
•Creativity

Goal Achievement  
•Results Orientation  
•Realistic Personal Goal Setting  
•Project And Goal Focus  
•Persistence

Influencing Others

- Empathetic Outlook
- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills

- Empathetic Outlook
- Personal Relationships
- Emotional Control

Leading Others

Planning And Organizing

- Long Range Planning
- Concrete Organization
- Proactive Thinking
- Following Directions

Problem Solving

Resiliency

- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management  
Self Starting Ability

Teamwork

- Surrendering Control
- Relating To Others
- Sense Of Belonging
- Sensitivity To Others

Title Changes:

Taking Responsibility: Personal Accountability  
Objective Listening: Evaluating What Is Said

# CORE ATTRIBUTE LIST

*For consulting and coaching*

- Problem And Situation Analysis (8.9)
- Project And Goal Focus (8.7)
- Goal Directedness (8.7) see Project And Goal Focus
- Freedom From Prejudices (8.7)
- Developing Others (8.7)
- Realistic Goal Setting For Others (8.7)
- Understanding Prospect's Motivations (8.7) see Understanding Motivational Needs
- Understanding Motivational Needs (8.7)
- Correcting Others (8.6)
- Problem Solving (8.5)
- Following Directions (8.3)
- Theoretical Problem Solving (8.3)
- Concrete Organization (8.3)
- Attitude Toward Others (8.3)
- Realistic Expectations (8.3)
- Evaluating Others (8.3)
- Leading Others (8.3)
- Human Awareness (8.3)
- Integrative Ability (8.3)
- Seeing Potential Problems (8.3)
- Relating To Others (8.3)
- Sensitivity To Others (8.3)
- People Reading (8.3) see Understanding Attitude
- Understanding Attitude (8.3)
- Respect For Property (8.3)
- Empathetic Outlook (8.3)
- Monitoring Others (8.3)
- Status And Recognition (8.3)
- Personal Relationships (8.3)
- Practical Thinking (8.3)
- Self Starting Ability (8.2)
- Accountability For Others (8.1)
- Job Ethic (8.1)
- Using Common Sense (8.1)
- Persistence (8.1)
- Conceptual Thinking (7.9)
- Attention To Detail (7.9)
- Balanced Decision Making (7.9)
- Quality Orientation (7.9)
- Attitude Toward Honesty (7.9)
- Emotional Control (7.8)
- Persuading Others (7.7)
- Evaluating What Is Said (7.7)
- Accurate Listening (7.7) see Evaluating What Is Said
- Consistency And Reliability (7.6)
- Personal Drive (7.5)
- Handling Rejection (7.5)
- Initiative (7.5)
- Sense Of Timing (7.5)
- Intuitive Decision Making (7.4)
- Results Orientation (7.4)
- Surrendering Control (7.4)
- Self Discipline And Sense Of Duty (7.4)
- Respect For Policies (7.4)
- Self Direction (7.4)
- Systems Judgment (7.4)
- Sense Of Mission (7.4)
- Sense Of Belonging (7.4)
- Creativity (7.4)
- Proactive Thinking (7.3)
- Personal Commitment (7.1)
- Commitment To The Job (7.1) see Personal Commitment
- Problem Management (7.1)
- Gaining Commitment (7.1)
- Meeting Standards (7.1)
- Long Range Planning (7.0)
- Personal Accountability (6.9)
- Project Scheduling (6.9)
- Material Possessions (6.9)
- Role Awareness (6.9)
- Taking Responsibility (6.9) see Personal Accountability
- Self Management (6.8)
- Self Confidence (6.7)
- Conveying Role Value (6.7)
- Role Confidence (6.7)
- Enjoyment Of The Job (6.7)
- Realistic Personal Goal Setting (6.5)
- Handling Stress (6.4)
- Self Esteem (6.4)
- Self Improvement (6.4)
- Self Assessment (5.7)
- Internal Self Control (5.2)