



TTI
SUCCESS
INSIGHTS®

TriMetrix®
Talent

John Sample
General Manager
The Metiss Group
6-28-2017

The Metiss Group™



Introduction Where Opportunity Meets Talent

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:

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.

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.

Behavioral Hierarchy (12 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.

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.

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.

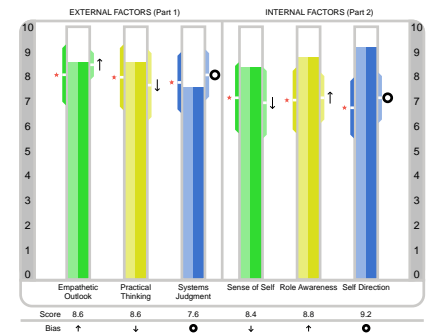
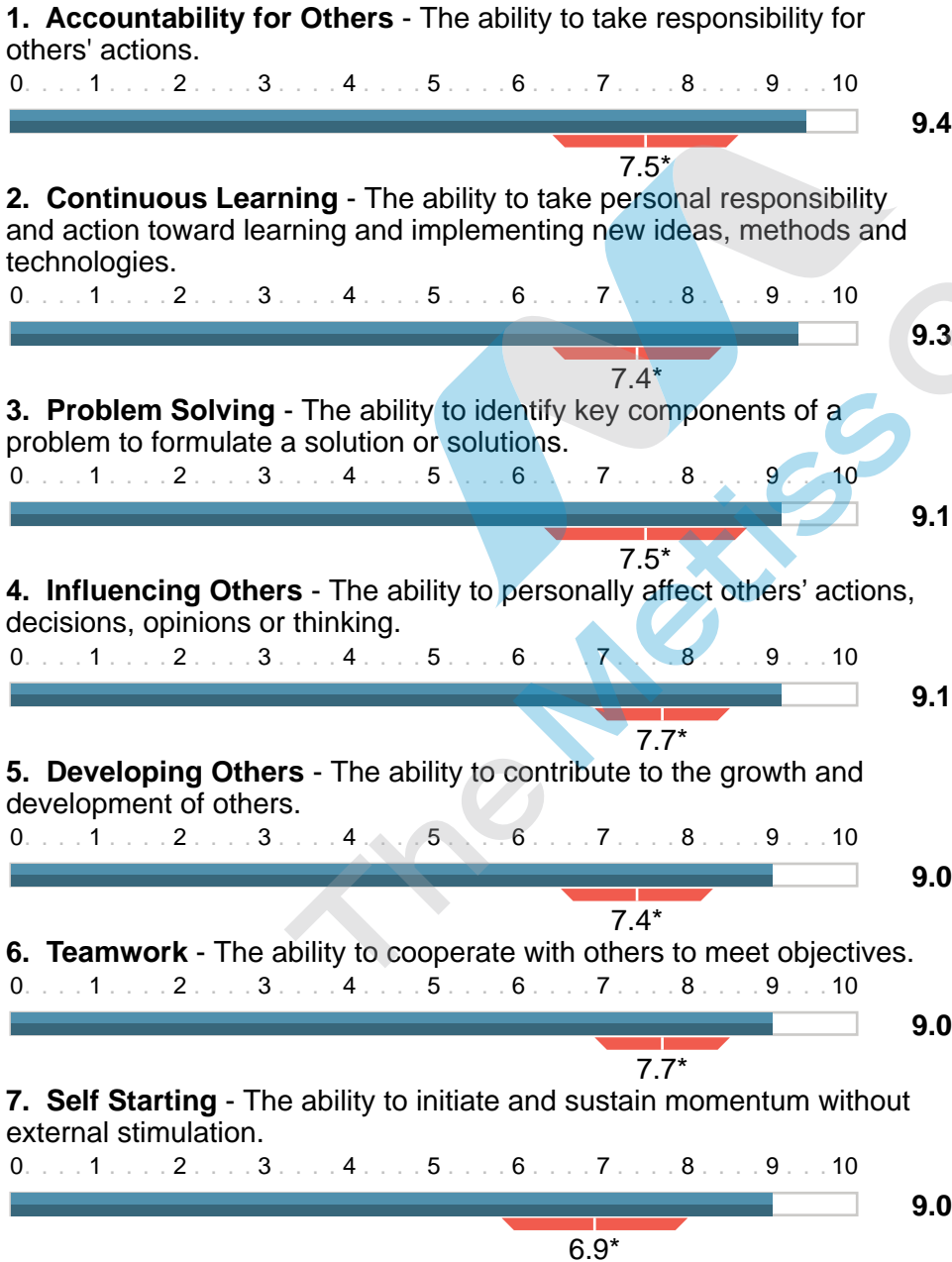
Behavioral Feedback

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.



Rev: 0.94-0.95
* 68% of the population falls within the shaded area.



Personal Skills Hierarchy

8. Self Management - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



9. Conflict Management - The ability to resolve different points of view constructively.



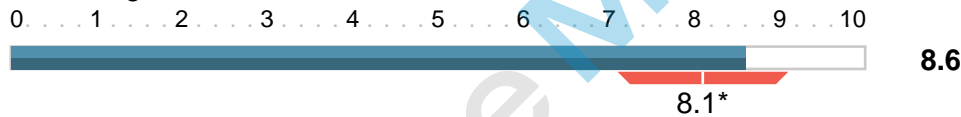
10. Leading Others - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



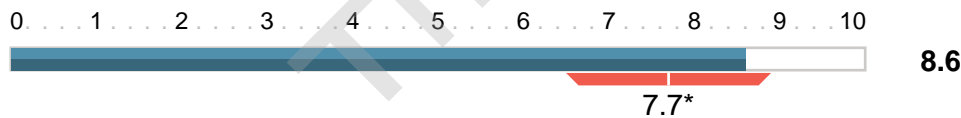
11. Interpersonal Skills - The ability to interact with others in a positive manner.



12. Empathetic Outlook - The capacity to perceive and understand the feelings and attitudes of others.



13. Objective Listening - The ability to listen to many points of view without bias.



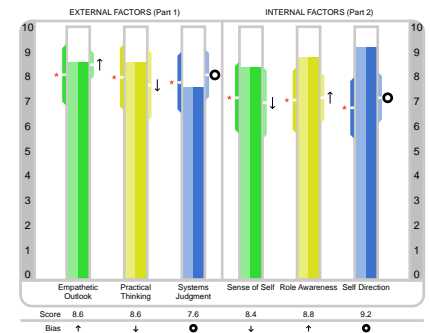
14. Flexibility - The ability to readily modify, respond to and integrate change with minimal personal resistance.



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



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





Personal Skills Hierarchy

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



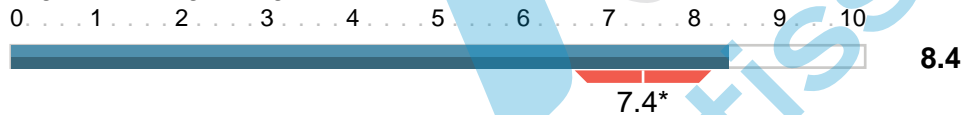
17. Goal Achievement - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



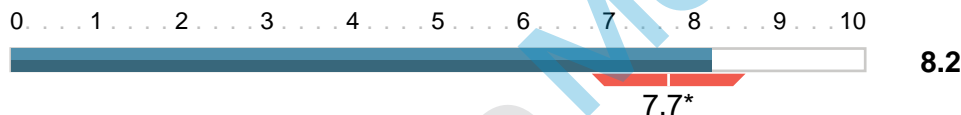
18. Customer Focus - A commitment to customer satisfaction.



19. Decision Making - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



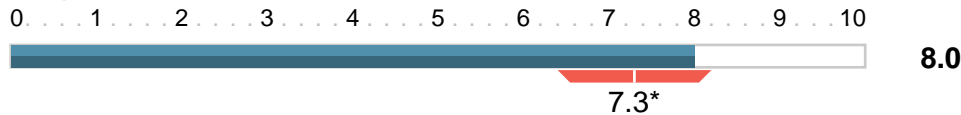
20. Planning and Organization - The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



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



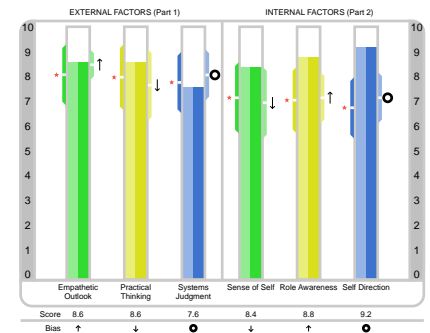
22. Results Orientation - The ability to identify actions necessary to complete tasks and obtain results.



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



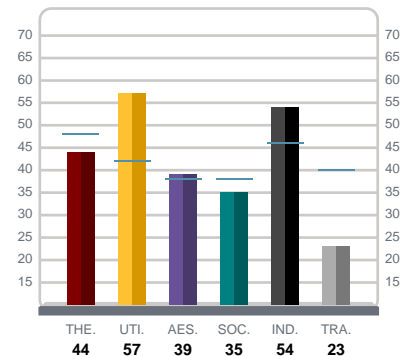
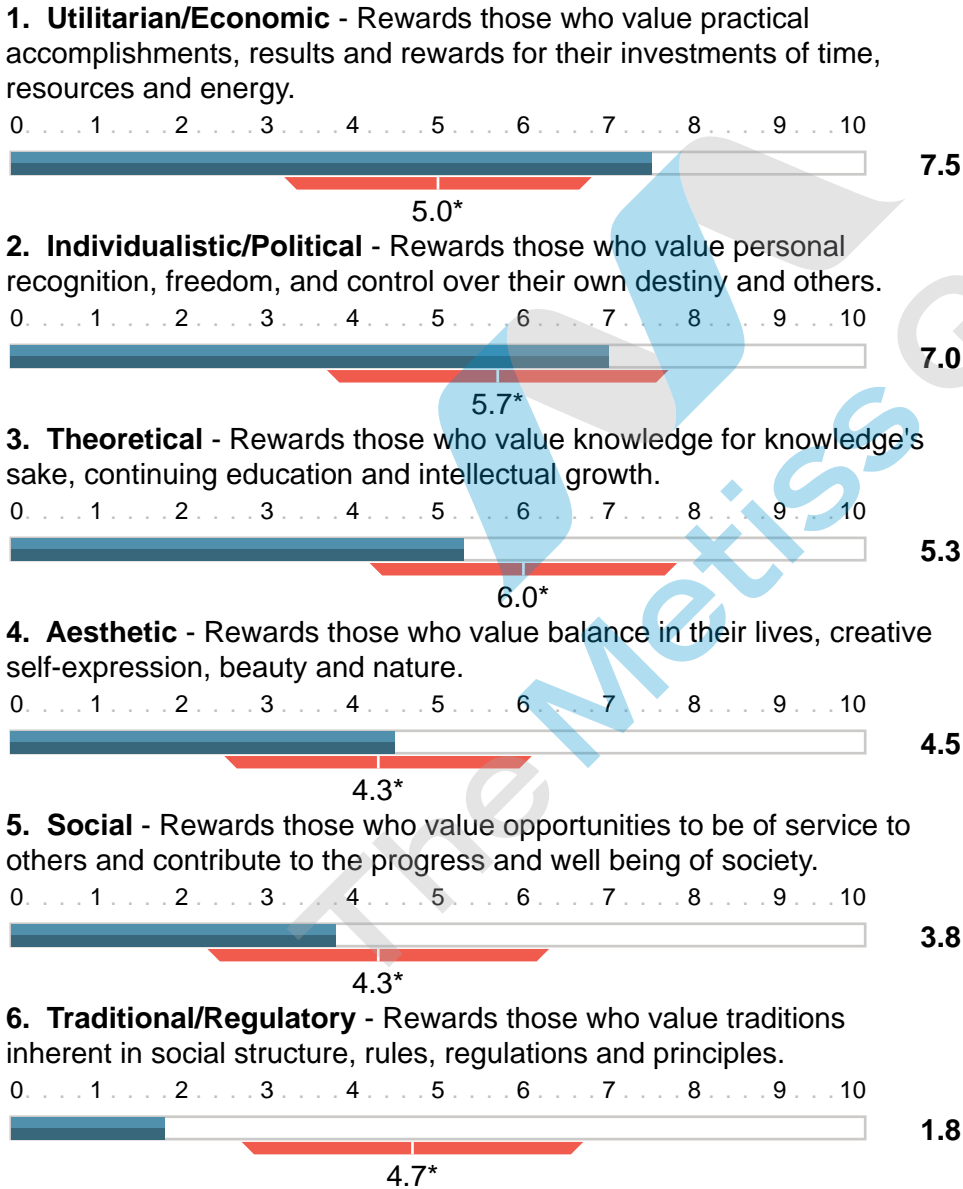
* 68% of the population falls within the shaded area.





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.



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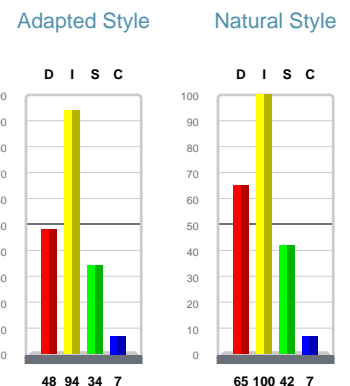


Behavioral Hierarchy

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.



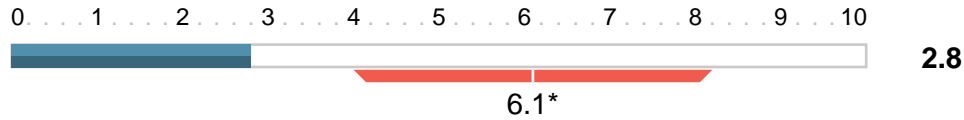
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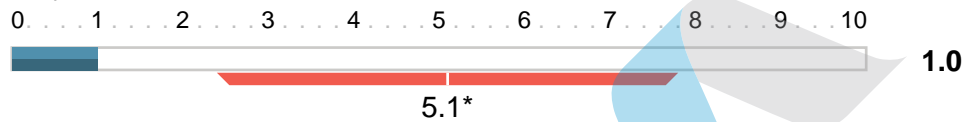


Behavioral Hierarchy

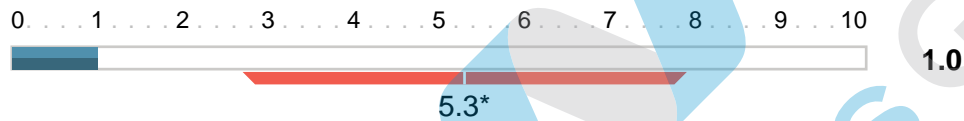
10. Consistent - Perform predictably in repetitive situations.



11. Organized Workplace - Establish and maintain specific order in daily activities.



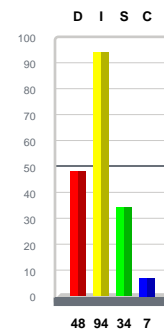
12. Analysis - Compile, confirm and organize information.



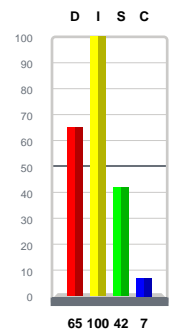
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Adapted Style



Natural Style





Feedback

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.

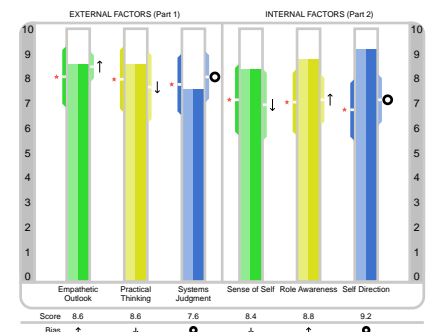
The Metis Group



Personal Skills Feedback

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

1. **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
2. **Continuous Learning:** The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.
 - Researches job related topics to improve understanding, expertise and personal performance
 - Continually updates business skills
 - Activity seeks suitable opportunities to implement newly acquired skills and knowledge
 - Provides expertise, knowledge and information to others as required
3. **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
4. **Influencing Others:** The ability to personally affect others' actions, decisions, opinions or thinking.
 - Effectively impacts others' actions
 - Gains commitment from others to achieve desired results
 - Analyzes others' opinions and leads them to understand and willingly accept desired alternatives
 - Persuades others in a positive manner

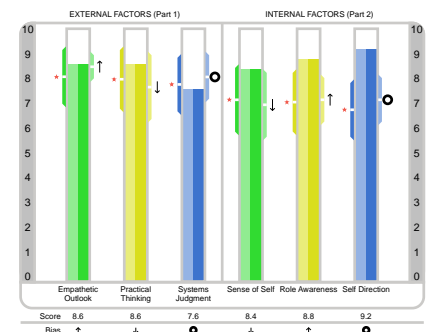




Personal Skills Feedback

5. **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
6. **Teamwork:** The ability to cooperate with others to meet objectives.
 - Discards personal agenda to cooperate with other team members in meeting objectives
 - Contributes positively and productively to team projects
 - Builds and sustains a trust relationship with each member of the team
 - Supports other team members and team decisions
7. **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

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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:

1. Utilitarian/Economic

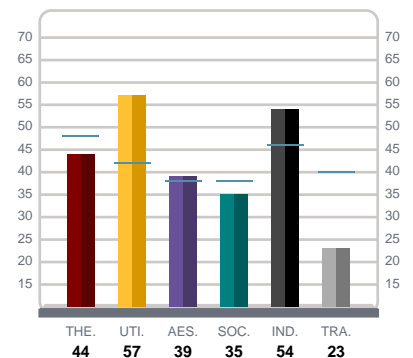
- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.
- The Utilitarian score shows a characteristic interest in money and what is useful. This means that an individual wants to have the security that money brings not only for themselves, but for their present and future family. This motivator 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 business person. A person with a high score is likely to have a high need to surpass others in wealth.

2. Individualistic/Political

- You value personal recognition, freedom and control over your own destiny and others.
- The primary interest for this motivator is POWER, not necessarily politics. Research studies indicate that leaders in most fields have a high power drive. 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.

3. Theoretical

- You value knowledge, continuing education and intellectual growth.
- The primary drive with this motivator is the discovery of TRUTH. In pursuit of this drive, an individual takes a "cognitive" attitude. Such an individual is nonjudgmental regarding the beauty or utility of objects and seeks only to observe and to reason. Since the interests of the theoretical person are empirical, critical and rational, the person appears to be an intellectual. The chief aim in life is to order and systematize knowledge: knowledge for the sake of knowledge.





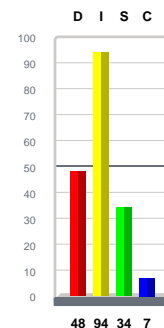
Behavioral Feedback

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:

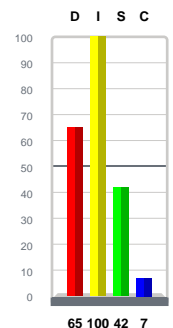
1. Interaction
 - You prefer to interact with others rather than deal with tasks.
2. Frequent Change
 - You can easily move on to new tasks with little or no notice, leaving several tasks to be completed at a later time.
3. Versatile
 - You easily adapt to changes with a high level of optimism and a "can do" orientation.

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Adapted Style



Natural Style



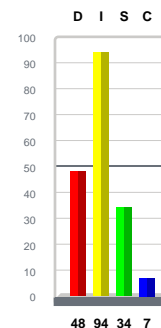


Behavioral Feedback

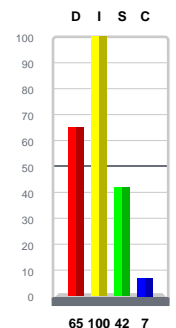
John influences most people with her warmth. She wants to be seen not only as a team player, but also as a leader of the team. She places her focus on people. To her, strangers are just friends she hasn't met! She is driven by status and power. John likes to get results through others. She is at her best when she has people working with her. She is optimistic and usually has a positive sense of humor. She likes quality social relationships. She often will become friends with her customers or clients. She seeks popularity and social recognition. She likes to deal with people in a favorable social environment.

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Adapted Style



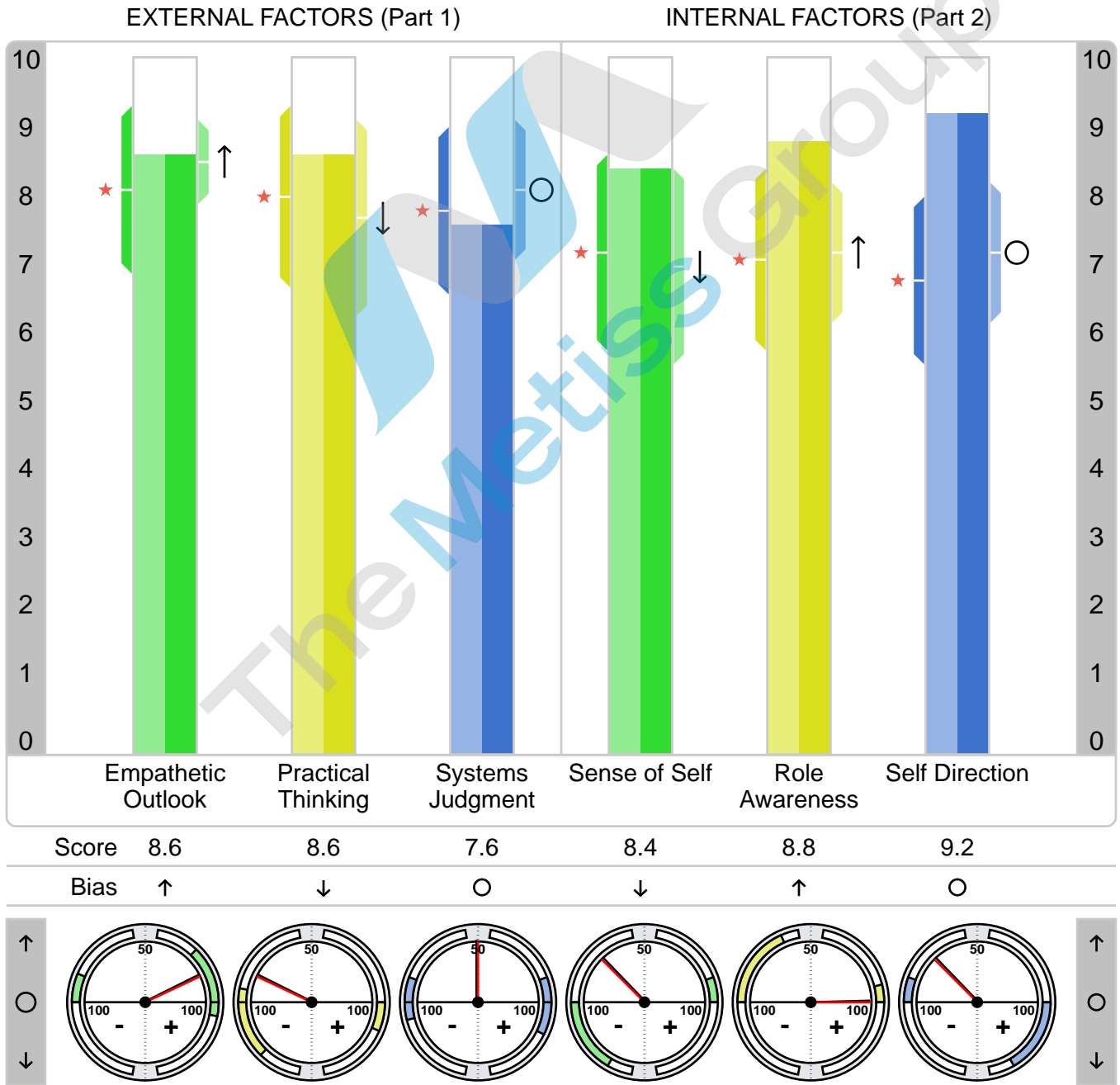
Natural Style





Dimensional Balance For Consulting and Coaching

- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation



Rev: 0.94-0.95



Category Breakdown For Consulting and Coaching

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



Core Skills List For Consulting and Coaching

Score	Mean	Description
9.6	7.9	Sensitivity to Others
9.6	7.3	Sense of Mission
9.6	8.1	Personal Relationships
9.5	7.3	Consistency and Reliability
9.5	7.3	Job Ethic
9.5	7.8	Relating to Others
9.4	7.5	Accountability for Others
9.4	7.1	Gaining Commitment
9.4	8.1	Self Improvement
9.3	7.4	Self Confidence
9.3	7.4	Enjoyment of the Job
9.2	6.7	Self Assessment
9.2	7.1	Personal Drive
9.2	7.9	Conveying Role Value
9.2	6.9	Self Direction
9.1	8.3	Theoretical Problem Solving
9.1	7.0	Intuitive Decision Making
9.1	7.9	Attitude Toward Others
9.1	7.5	Problem Solving
9.0	8.0	Attention to Detail
9.0	7.4	Developing Others
9.0	7.1	Role Confidence
9.0	6.9	Initiative
8.9	7.6	Realistic Personal Goal Setting
8.9	7.4	Self Management
8.8	7.9	Leading Others
8.8	8.1	Understanding Motivational Needs
8.8	7.1	Role Awareness
8.7	7.5	Quality Orientation
8.7	7.5	Sense of Timing
8.7	7.6	Status and Recognition
8.7	7.7	Sense of Belonging
8.6	7.0	Handling Stress
8.6	8.2	Realistic Goal Setting for Others
8.6	7.6	Long Range Planning
8.6	7.6	Integrative Ability
8.6	7.1	Internal Self Control
8.6	7.7	Evaluating What is Said
8.6	7.2	Persistence
8.6	8.1	Empathetic Outlook
8.6	8.0	Practical Thinking

Score	Mean	Description
8.5	7.2	Personal Accountability
8.5	7.9	Proactive Thinking
8.5	6.9	Meeting Standards
8.5	7.2	Taking Responsibility
8.4	7.3	Surrendering Control
8.4	7.9	Emotional Control
8.4	7.8	Persuading Others
8.4	7.3	Sense of Self
8.4	8.0	Material Possessions
8.1	7.8	Freedom from Prejudices
8.1	7.7	Realistic Expectations
8.1	7.9	Correcting Others
8.0	7.4	Project and Goal Focus
8.0	7.3	Results Orientation
8.0	7.0	Balanced Decision Making
7.8	7.7	Evaluating Others
7.8	7.3	Project Scheduling
7.8	7.4	Handling Rejection
7.8	7.6	Using Common Sense
7.6	8.0	Following Directions
7.6	7.6	Concrete Organization
7.6	8.0	Respect for Policies
7.6	7.8	Monitoring Others
7.6	7.8	Systems Judgment
7.4	7.3	Conceptual Thinking



Core Skills List For Consulting and Coaching

Score	Mean	Description
9.4	7.5	Accountability for Others
9.0	8.0	Attention to Detail
9.1	7.9	Attitude Toward Others
8.0	7.0	Balanced Decision Making
7.4	7.3	Conceptual Thinking
7.6	7.6	Concrete Organization
9.5	7.3	Consistency and Reliability
9.2	7.9	Conveying Role Value
8.1	7.9	Correcting Others
9.0	7.4	Developing Others
8.4	7.9	Emotional Control
8.6	8.1	Empathetic Outlook
9.3	7.4	Enjoyment of the Job
7.8	7.7	Evaluating Others
8.6	7.7	Evaluating What is Said
7.6	8.0	Following Directions
8.1	7.8	Freedom from Prejudices
9.4	7.1	Gaining Commitment
7.8	7.4	Handling Rejection
8.6	7.0	Handling Stress
9.0	6.9	Initiative
8.6	7.6	Integrative Ability
8.6	7.1	Internal Self Control
9.1	7.0	Intuitive Decision Making
9.5	7.3	Job Ethic
8.8	7.9	Leading Others
8.6	7.6	Long Range Planning
8.4	8.0	Material Possessions
8.5	6.9	Meeting Standards
7.6	7.8	Monitoring Others
8.6	7.2	Persistence
8.5	7.2	Personal Accountability
9.2	7.1	Personal Drive
9.6	8.1	Personal Relationships
8.4	7.8	Persuading Others
8.6	8.0	Practical Thinking
8.5	7.9	Proactive Thinking
9.1	7.5	Problem Solving
8.0	7.4	Project and Goal Focus
7.8	7.3	Project Scheduling
8.7	7.5	Quality Orientation

Score	Mean	Description
8.1	7.7	Realistic Expectations
8.6	8.2	Realistic Goal Setting for Others
8.9	7.6	Realistic Personal Goal Setting
9.5	7.8	Relating to Others
7.6	8.0	Respect for Policies
8.0	7.3	Results Orientation
8.8	7.1	Role Awareness
9.0	7.1	Role Confidence
9.2	6.7	Self Assessment
9.3	7.4	Self Confidence
9.2	6.9	Self Direction
9.4	8.1	Self Improvement
8.9	7.4	Self Management
8.7	7.7	Sense of Belonging
9.6	7.3	Sense of Mission
8.4	7.3	Sense of Self
8.7	7.5	Sense of Timing
9.6	7.9	Sensitivity to Others
8.7	7.6	Status and Recognition
8.4	7.3	Surrendering Control
7.6	7.8	Systems Judgment
8.5	7.2	Taking Responsibility
9.1	8.3	Theoretical Problem Solving
8.8	8.1	Understanding Motivational Needs
7.8	7.6	Using Common Sense

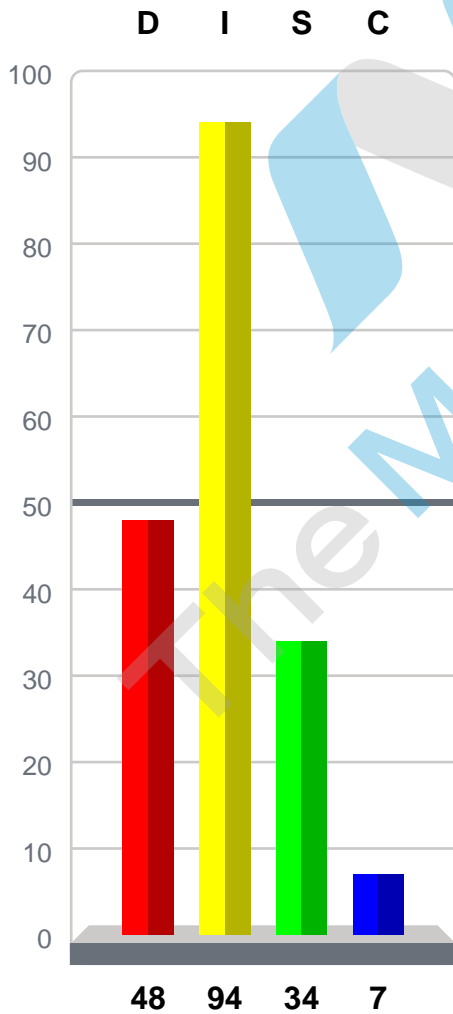


Style Insights® Graphs

6-28-2017

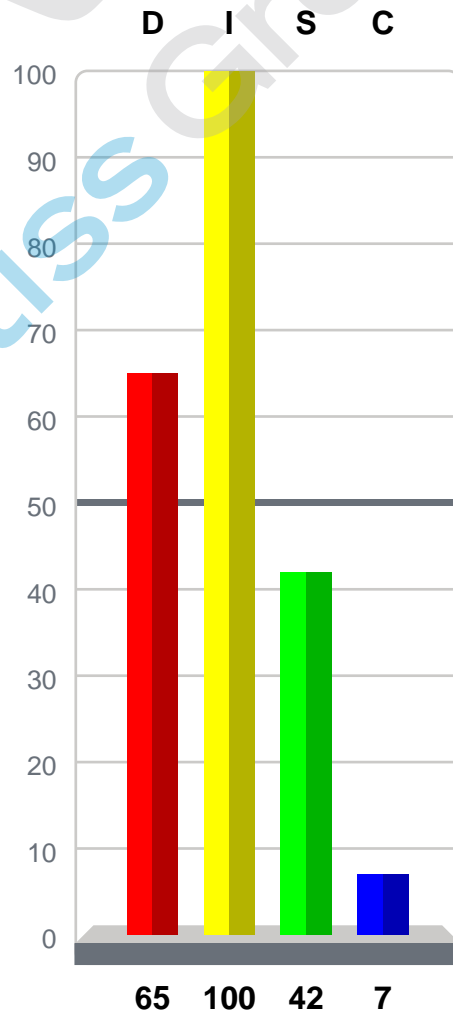
Adapted Style

Graph I



Natural Style

Graph II



Norm 2017 R4



The Success Insights® Wheel

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

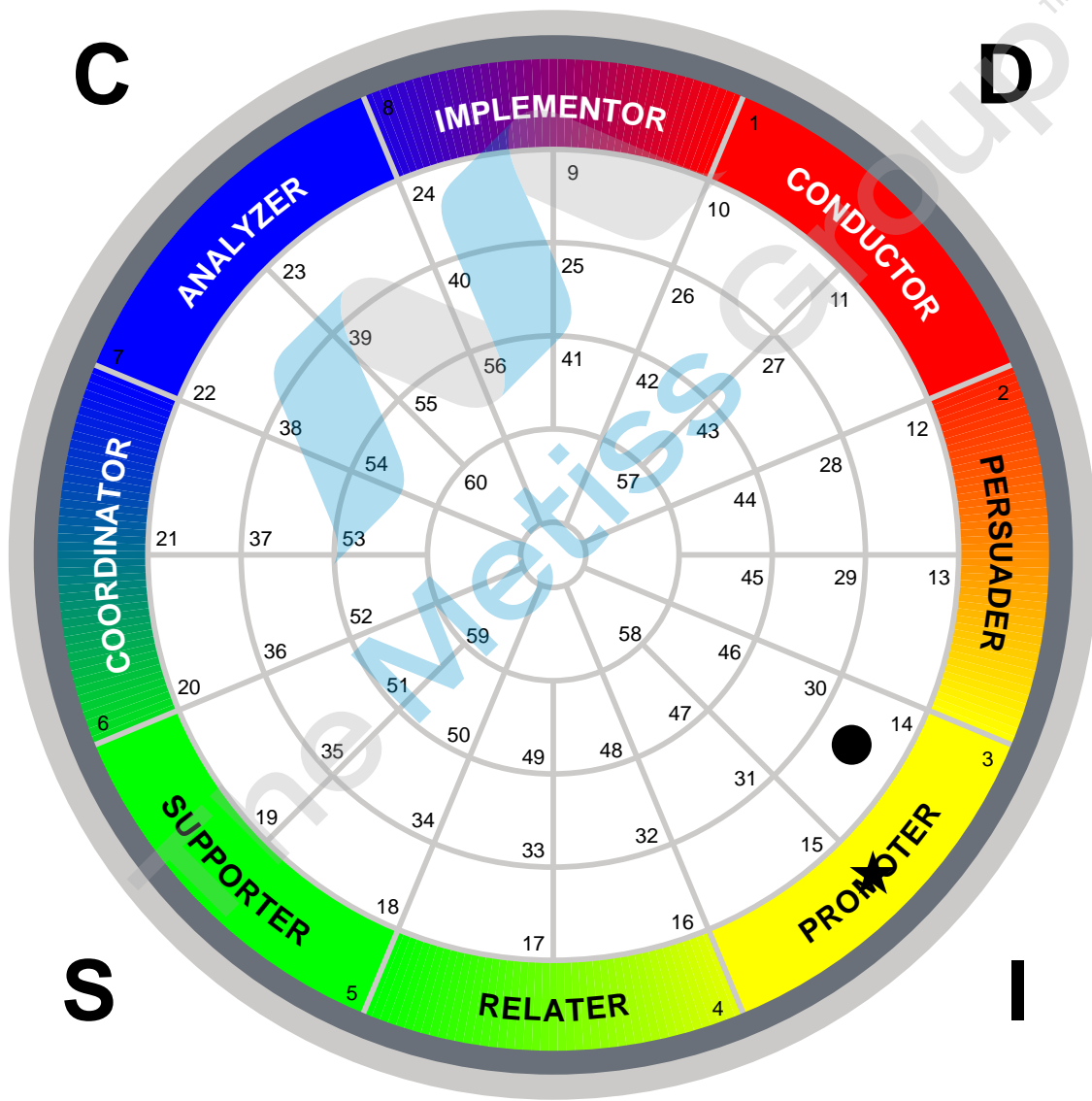
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



The Success Insights® Wheel

6-28-2017



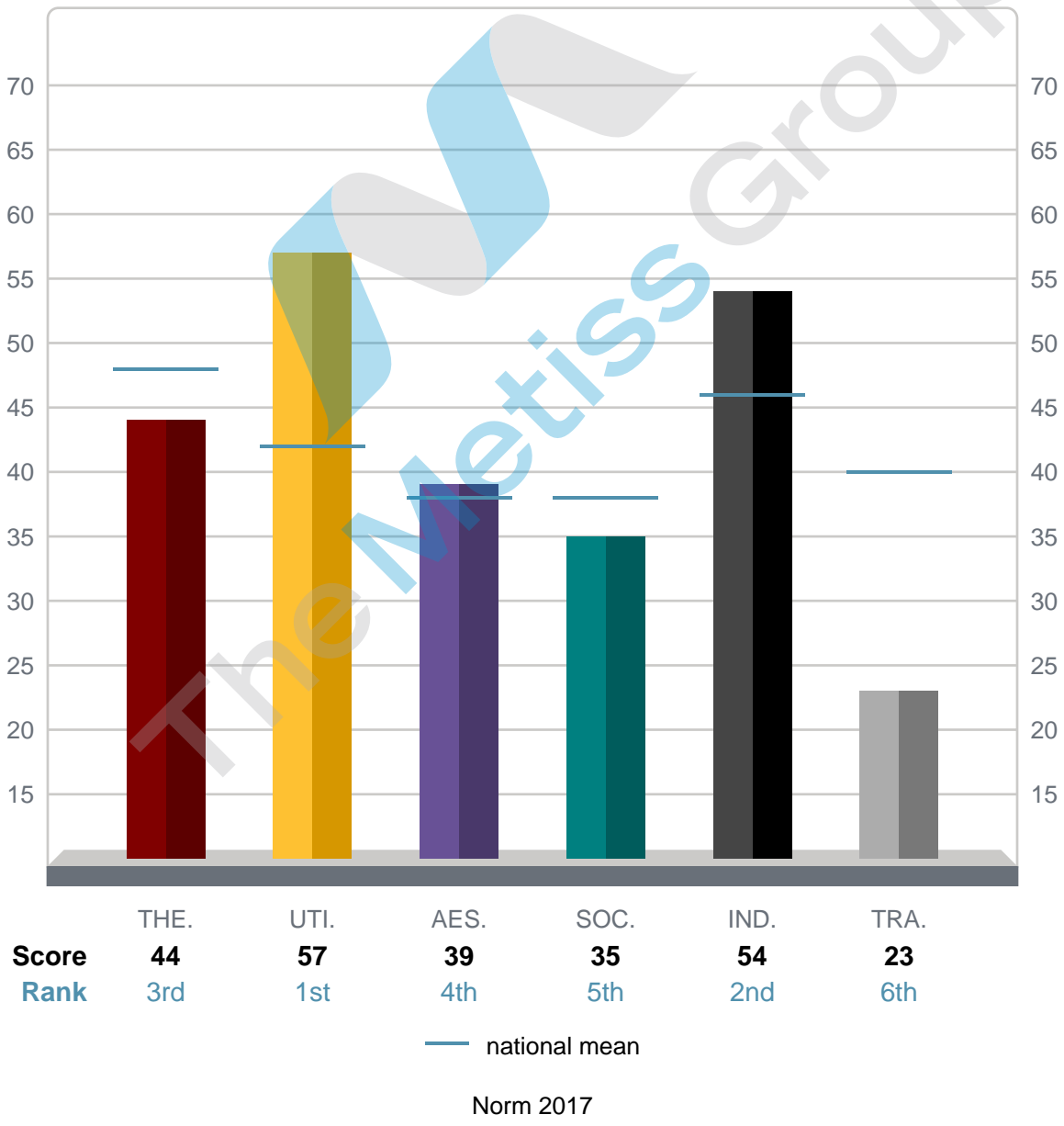
Adapted: ★ (3) PROMOTER
 Natural: ● (14) PERSUADING PROMOTER

Norm 2017 R4



Motivation Insights® Graph

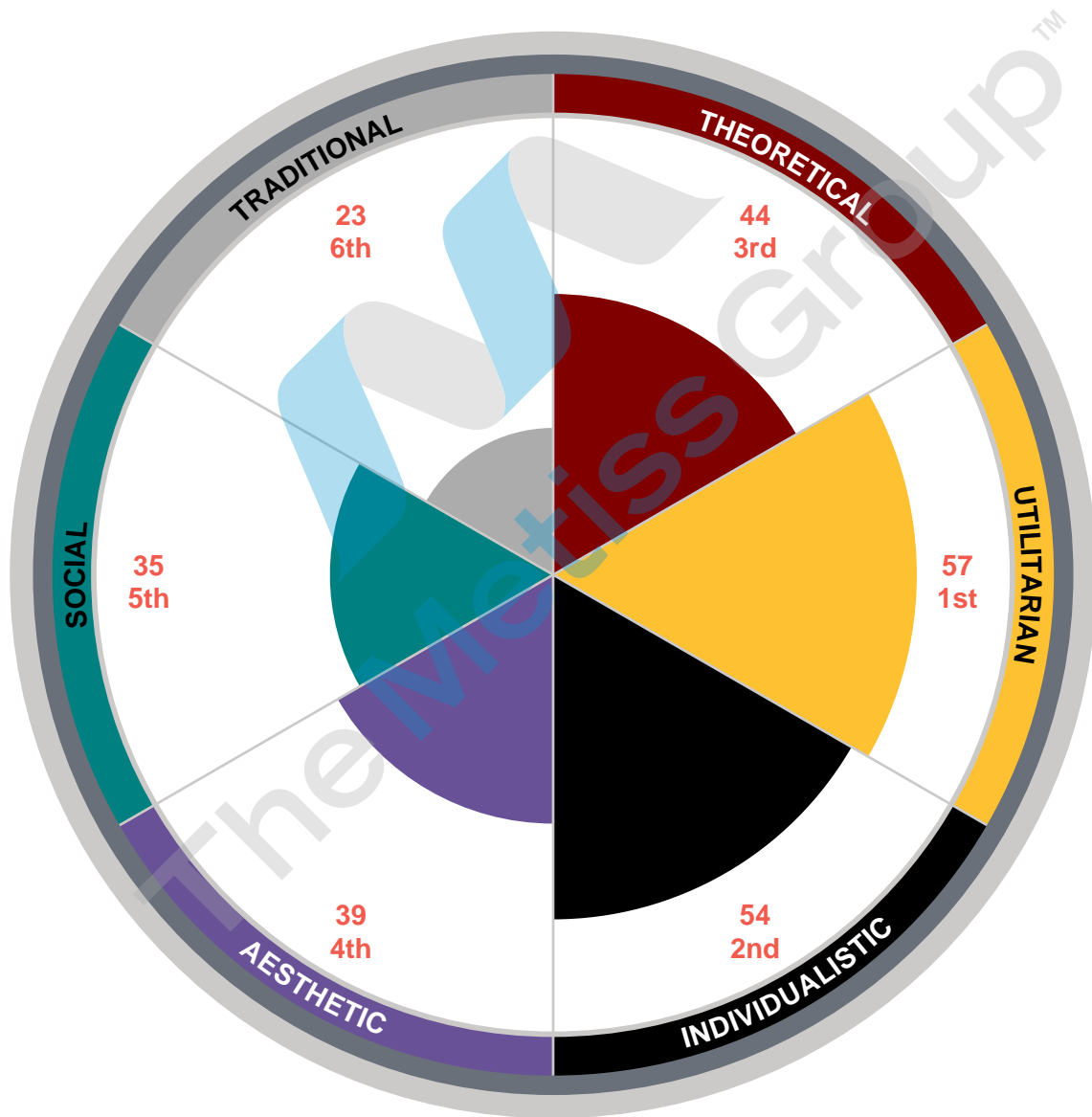
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Attitudes Wheel™

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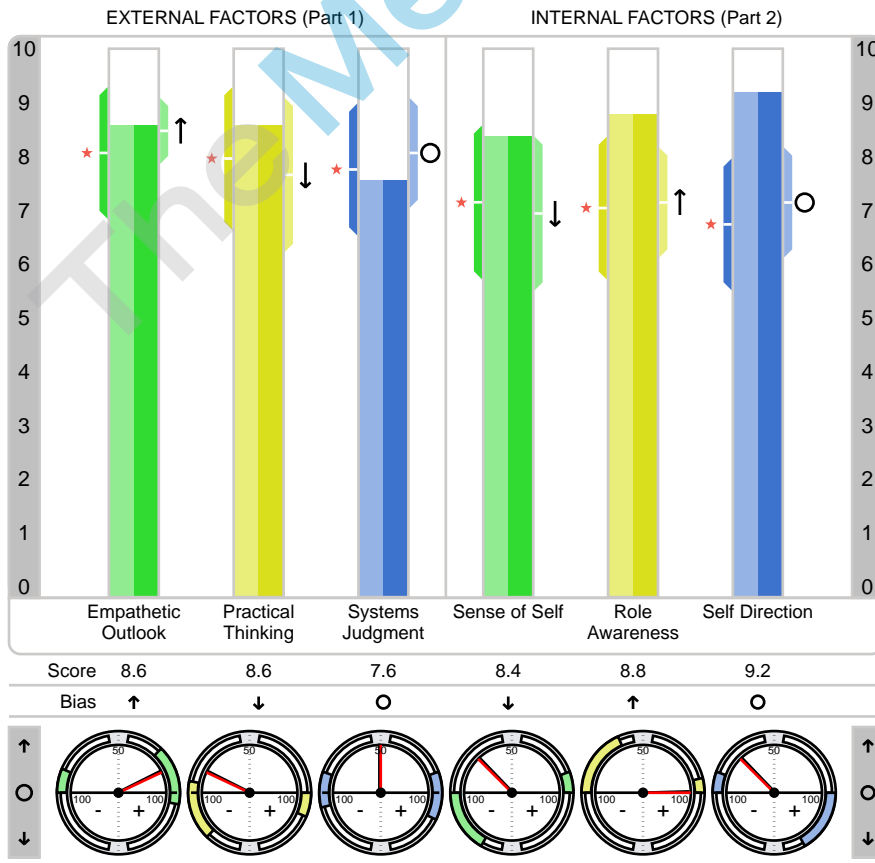
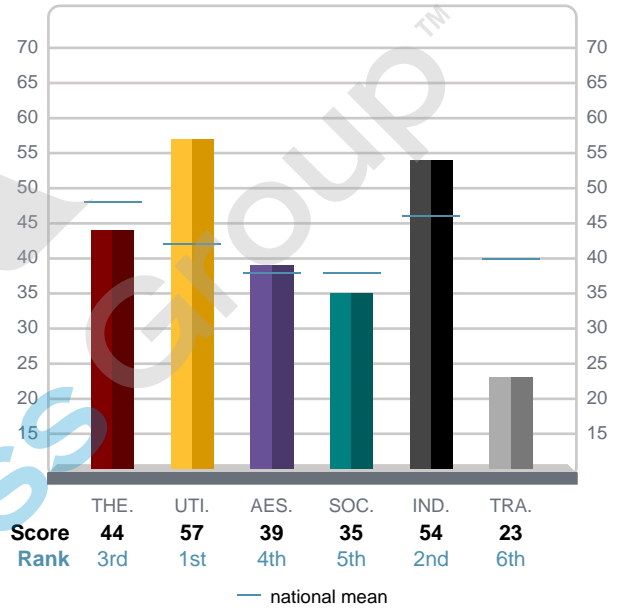
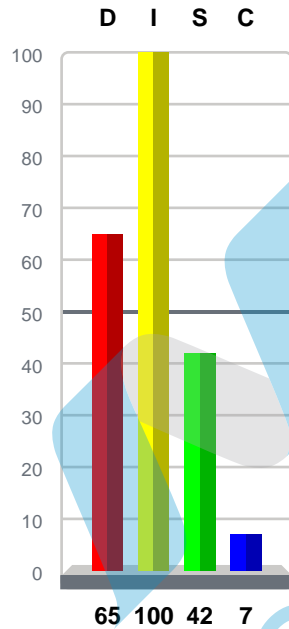
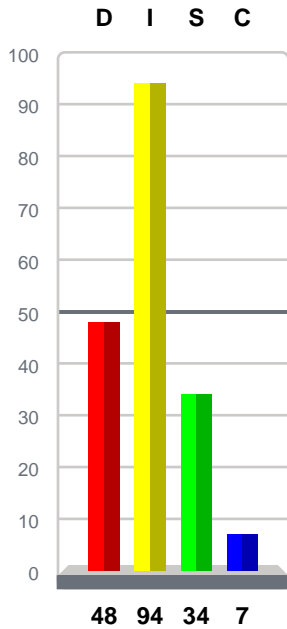




Trigraph

Adapted Style

Natural Style



Rev: 0.94-0.95

6-28-2017

John Sample