



TTI TriMetrix®
Gap Report



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5-7-2010



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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.

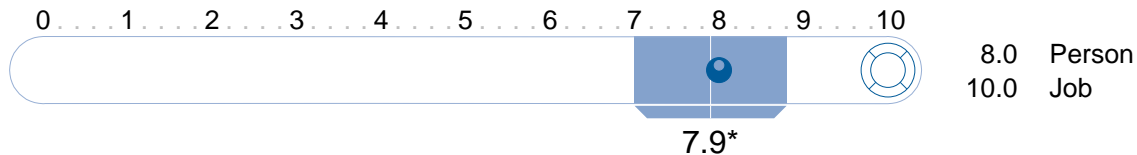
Most people match some, but not necessarily all, job requirements. When this happens, we have a gap. The gap is nothing more than an area for development.

This report makes it easy for both manager and subordinate to discuss and develop a plan for personalized development.

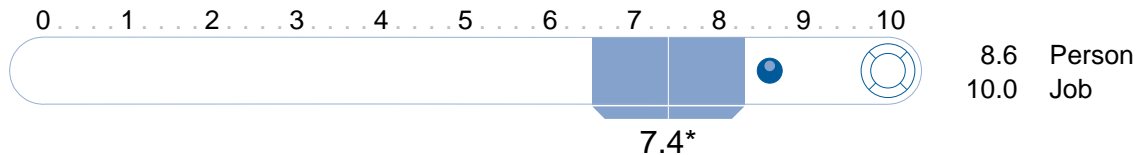


This section identifies which people attributes are important to the job benchmark from its highest to lowest rankings. In comparing talent, it is important to note that gaps may point to a job attribute that is of significant importance to the job but has a low ranking by the person. In turn, a job attribute may be of low importance to the job but has a high ranking by the person.

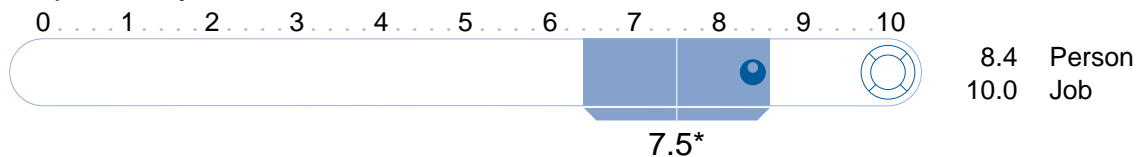
1. INTERPERSONAL SKILLS - The ability to interact with others in a positive manner.



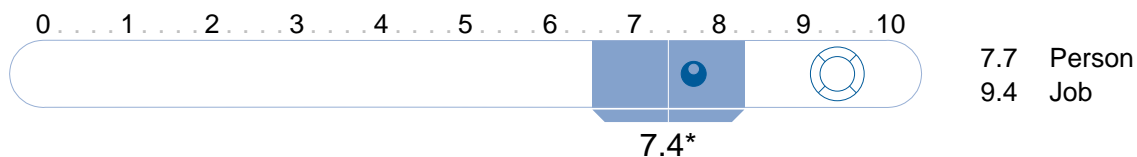
2. DEVELOPING OTHERS - The ability to contribute to the growth and development of others.



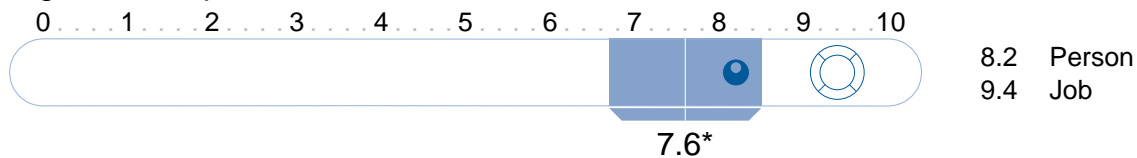
3. ACCOUNTABILITY FOR OTHERS - The ability to take responsibility for others' actions.



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



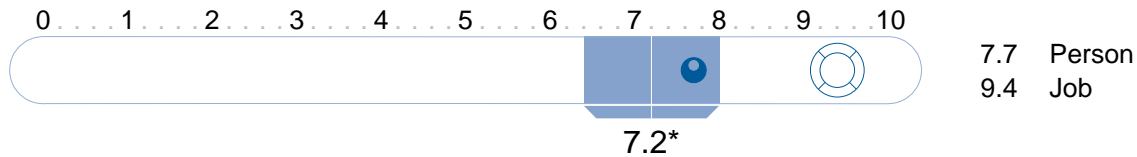
5. DIPLOMACY AND TACT - The ability to treat others fairly, regardless of personal biases or beliefs.



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



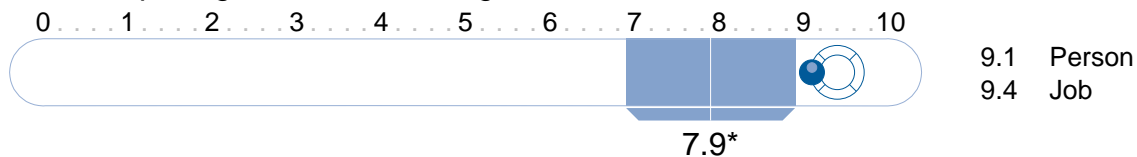
6. PERSONAL ACCOUNTABILITY - A measure of the capacity to be answerable for personal actions.



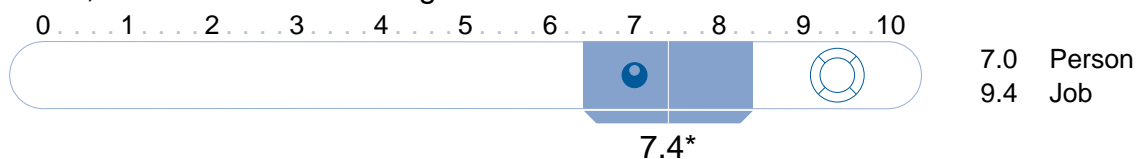
7. INFLUENCING OTHERS - The ability to personally affect others' actions, decisions, opinions or thinking.



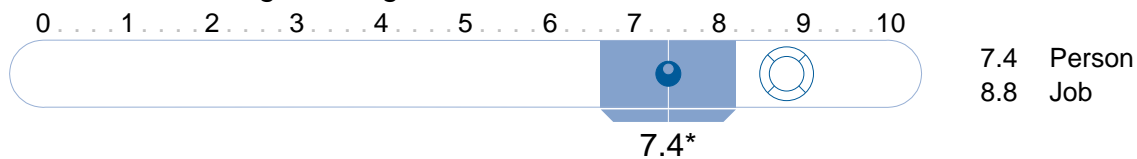
8. LEADING OTHERS - The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



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



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

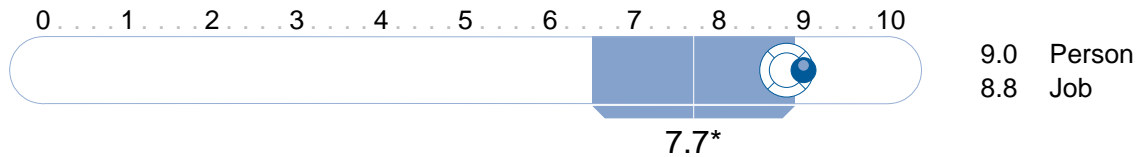


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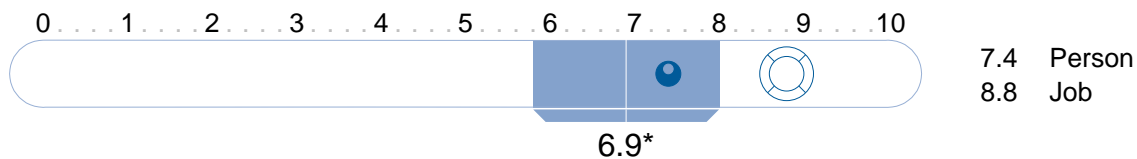
- Job - Person



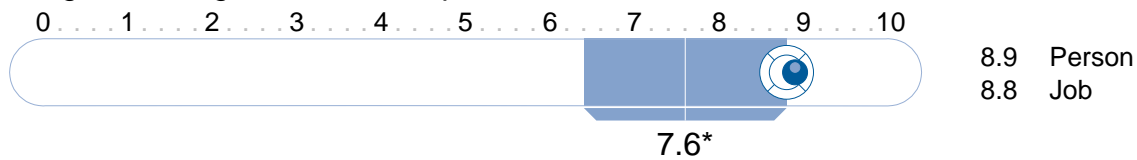
11. OBJECTIVE LISTENING - The ability to listen to many points of view without bias.



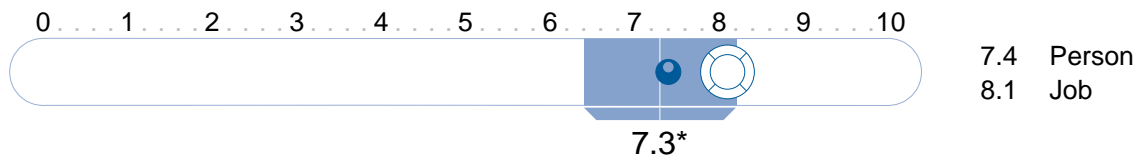
12. SELF STARTING - The ability to initiate and sustain momentum without external stimulation.



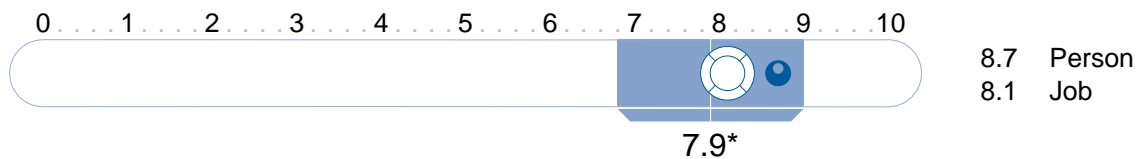
13. FLEXIBILITY - The ability to readily modify, respond to and integrate change with minimal personal resistance.



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



15. CUSTOMER FOCUS - A commitment to customer satisfaction.

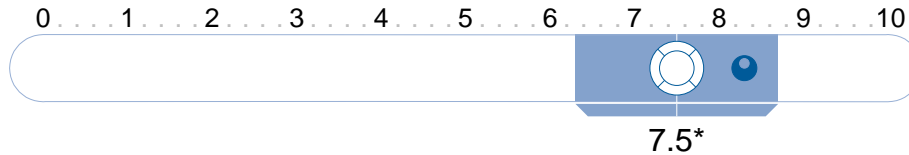


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- Job - Person

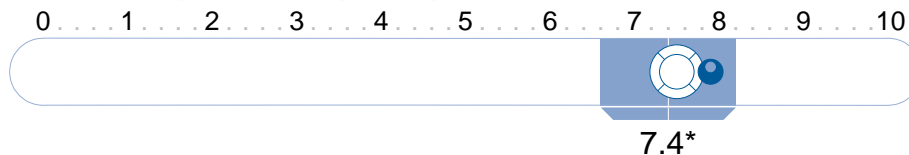


16. PROBLEM SOLVING - The ability to identify key components of a problem to formulate a solution or solutions.



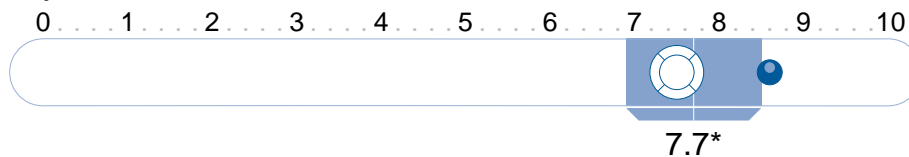
8.3 Person
7.5 Job

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



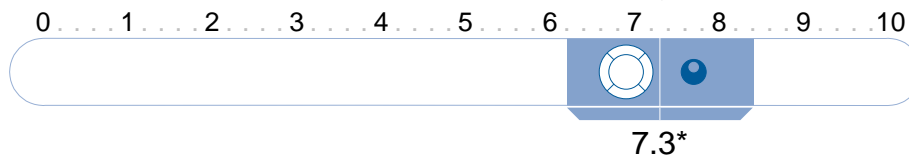
7.9 Person
7.5 Job

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



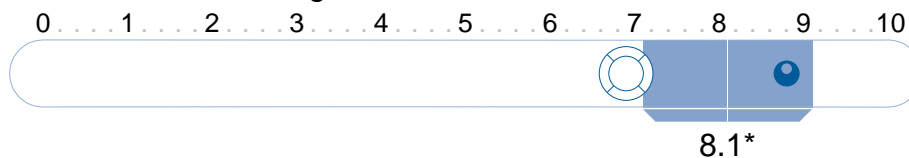
8.6 Person
7.5 Job

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



7.7 Person
6.9 Job

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



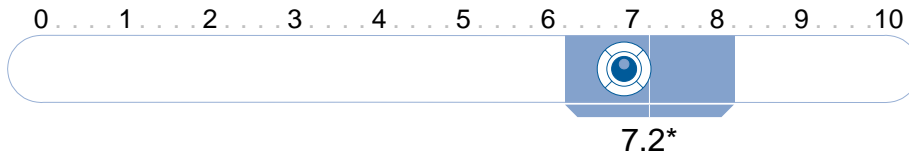
8.8 Person
6.9 Job

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

- Job - Person

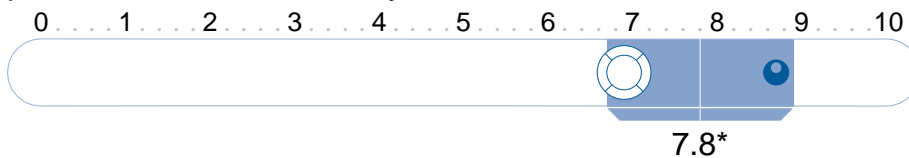


21. RESILIENCY - The ability to quickly recover from adversity.



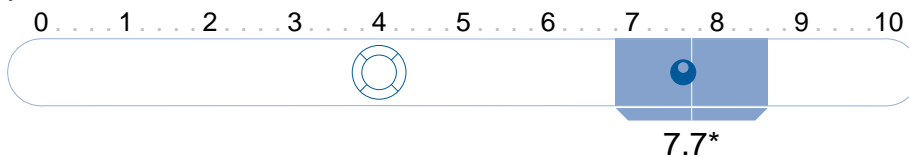
6.9 Person
6.9 Job

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



8.7 Person
6.9 Job

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



7.6 Person
4.0 Job

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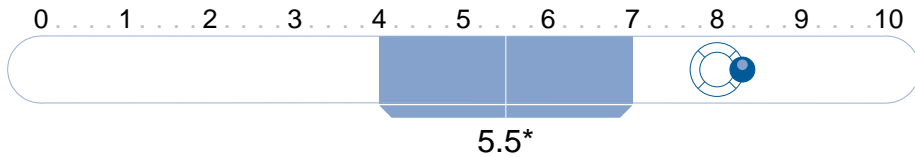
- Job - Person



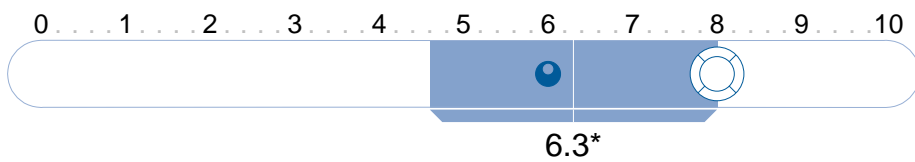
JOB REWARDS/CULTURE HIERARCHY

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.

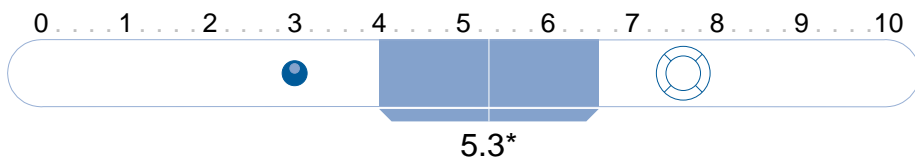
1. THEORETICAL



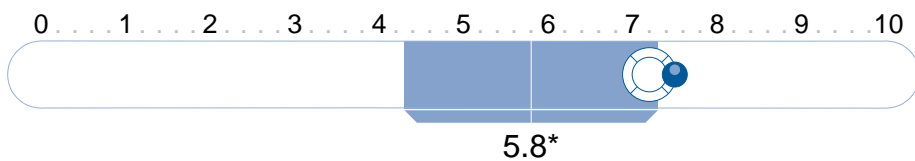
2. UTILITARIAN/ECONOMIC



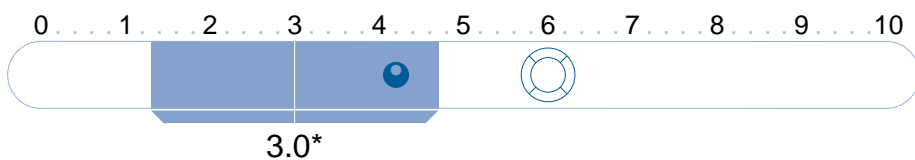
3. INDIVIDUALISTIC/POLITICAL



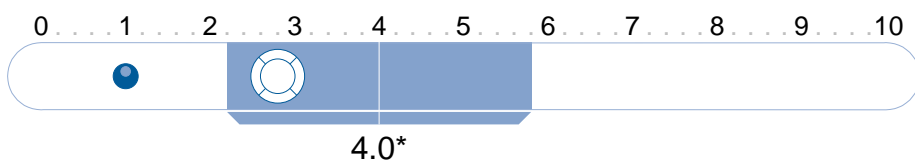
4. SOCIAL



5. AESTHETIC



6. TRADITIONAL/REGULATORY



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

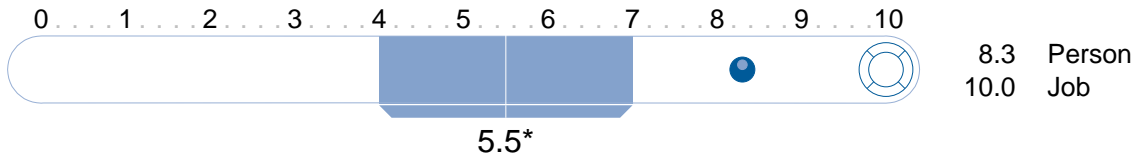
- Job - Person



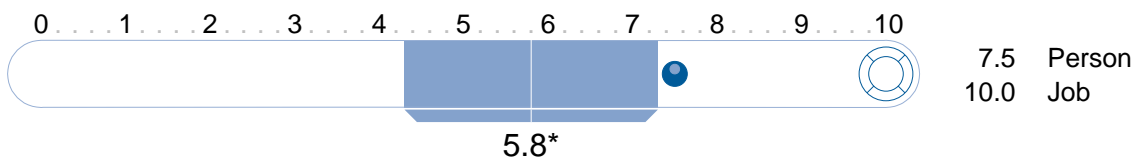
ORGANIZATIONAL REWARDS/CULTURE HIERARCHY

This section identifies the rewards/culture system of a specific organization. Matching a person's passion to an organization that rewards that passion always enhances performance. The graphs below are in descending order from the highest rewards/culture required by the organization to the lowest.

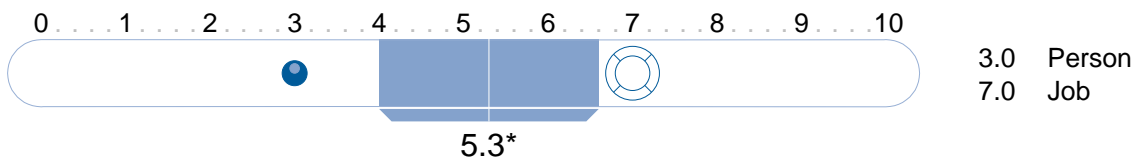
1. THEORETICAL



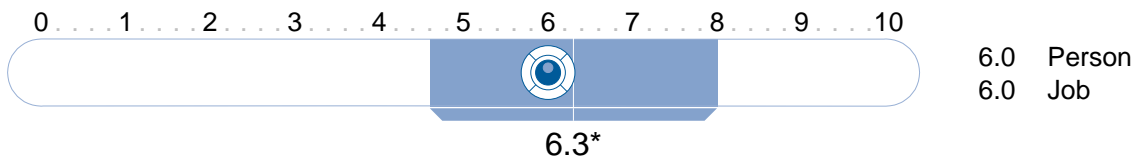
2. SOCIAL



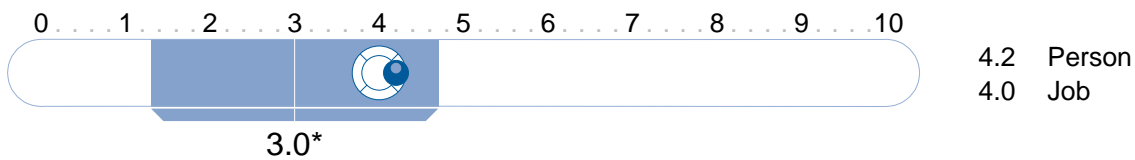
3. INDIVIDUALISTIC/POLITICAL



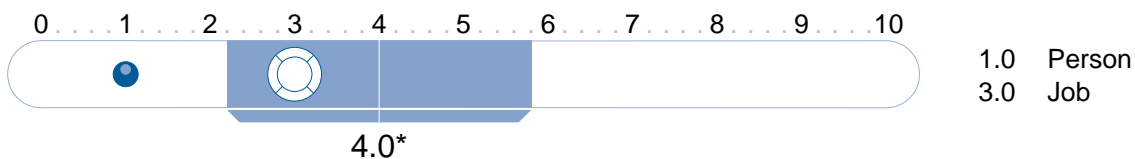
4. UTILITARIAN/ECONOMIC



5. AESTHETIC



6. TRADITIONAL/REGULATORY



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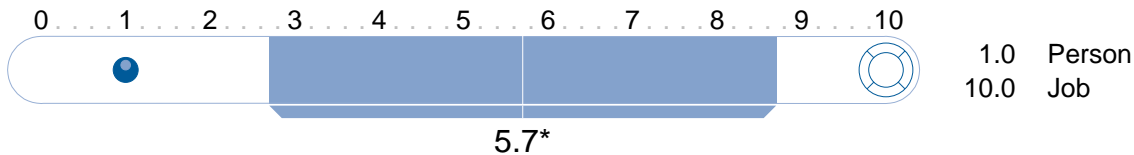
- Job - Person

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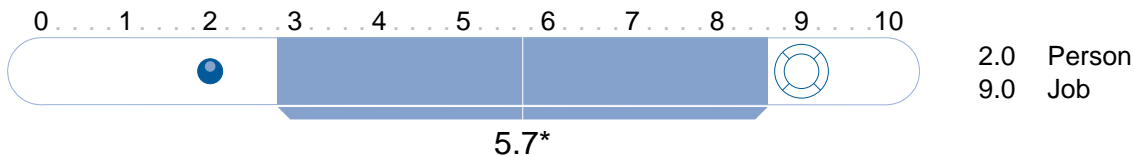


This section is designed to give a visual understanding of the behavioral traits demanded of the job and the natural behavioral style(s) of the individual. The graphs are in descending order from the highest rated behavioral traits required by the job to the lowest. In comparing the results in this section, 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.

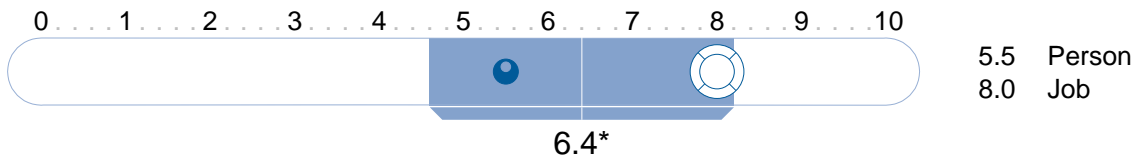
1. COMPETITIVENESS



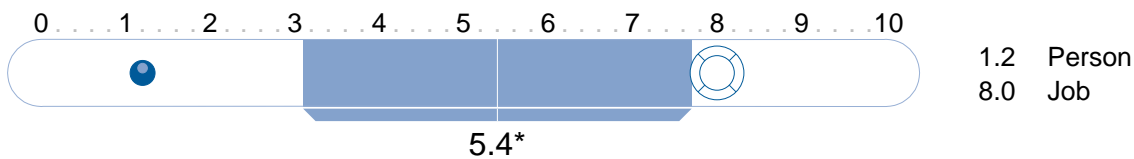
2. FREQUENT INTERACTION WITH OTHERS



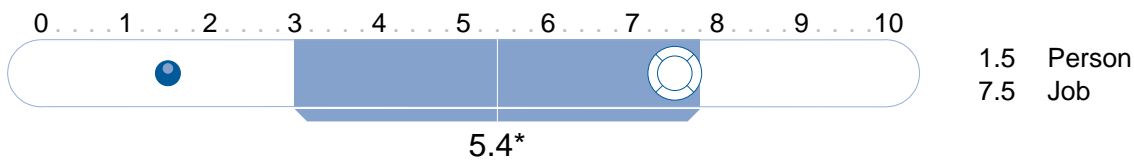
3. CUSTOMER ORIENTED



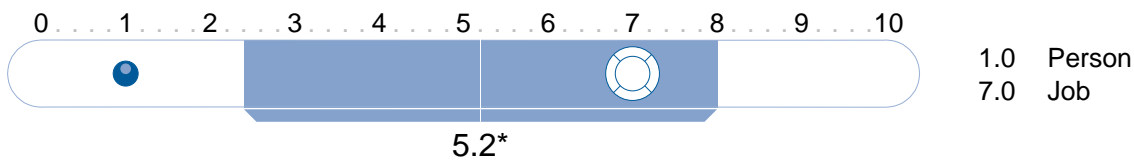
4. FREQUENT CHANGE



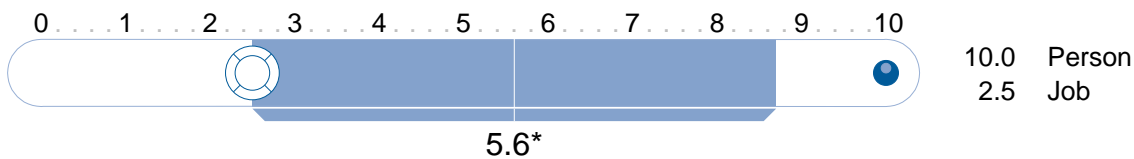
5. VERSATILITY



6. URGENCY



7. ORGANIZED WORKPLACE

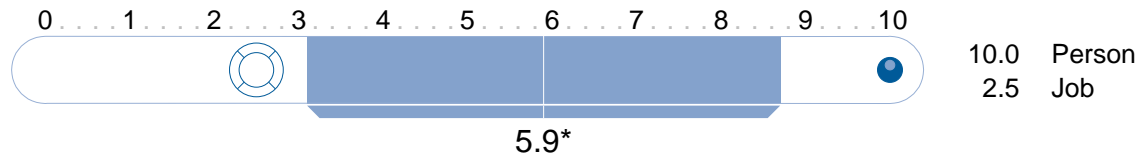


* 68% of the population falls within the shaded area.

- Job - Person



8. ANALYSIS OF DATA



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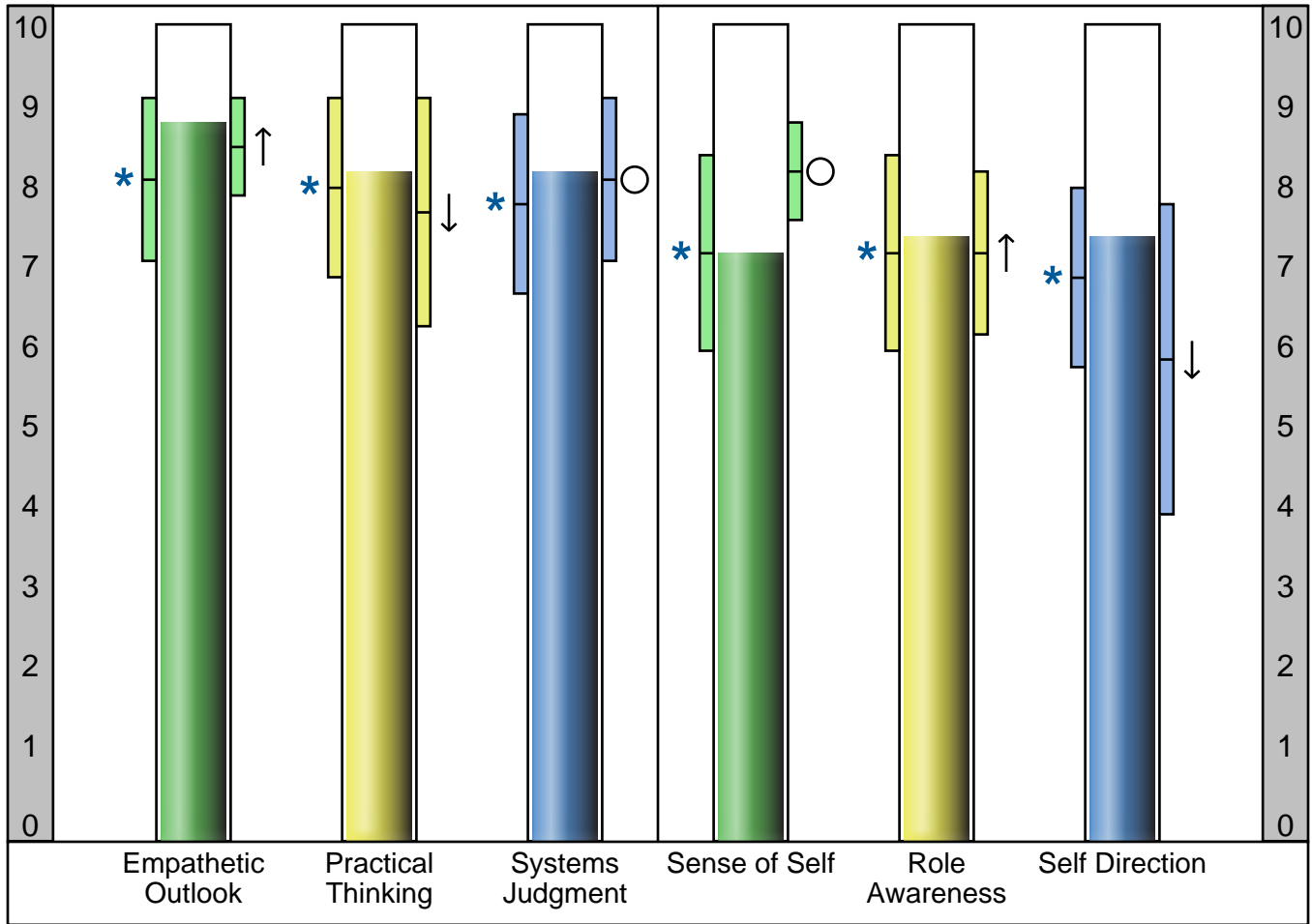
- Job - Person



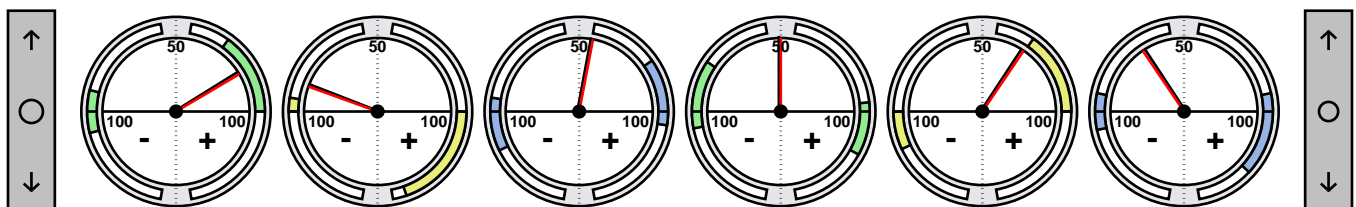
* Population mean
 ↑ Overvaluation
 ○ Neutral valuation
 ↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score	8.8	8.2	8.2	7.2	7.4	7.4
Bias	↑	↓	○	○	↑	↓



Rev: 0.94-0.87



Score	Mean	Description	Score	Mean	Description
9.3	7.9	Attitude Toward Others	7.5	7.8	Monitoring Others
9.3	7.6	Integrative Ability	7.4	7.3	Results Orientation
9.3	7.9	Sensitivity to Others	7.4	7.0	Balanced Decision Making
9.3	8.1	Personal Relationships	7.4	7.3	Project Scheduling
9.2	8.1	Understanding Motivational Needs	7.4	6.9	Initiative
9.2	7.6	Using Common Sense	7.4	6.9	Self Direction
9.1	7.9	Leading Others	7.4	7.1	Role Awareness
9.0	7.8	Relating to Others	7.3	7.4	Self Confidence
9.0	7.7	Evaluating What is Said	7.3	7.6	Long Range Planning
8.8	8.1	Empathetic Outlook	7.2	6.7	Self Assessment
8.6	7.4	Developing Others	7.2	7.6	Realistic Personal Goal Setting
8.6	7.9	Conveying Role Value	7.2	7.3	Sense of Self
8.5	8.3	Theoretical Problem Solving	7.2	8.1	Self Improvement
8.5	7.9	Correcting Others	6.9	7.3	Consistency and Reliability
8.4	7.5	Accountability for Others	6.9	7.4	Project and Goal Focus
8.4	7.5	Quality Orientation	6.9	7.1	Personal Drive
8.4	7.1	Gaining Commitment	6.9	7.3	Job Ethic
8.4	7.9	Emotional Control	6.9	7.8	Persuading Others
8.3	7.3	Surrendering Control	6.9	7.3	Sense of Mission
8.3	7.8	Freedom from Prejudices	5.3	7.4	Handling Rejection
8.3	7.5	Problem Solving			
8.2	8.0	Following Directions			
8.2	7.7	Realistic Expectations			
8.2	8.0	Respect for Policies			
8.2	7.8	Systems Judgment			
8.2	8.0	Material Possessions			
8.2	8.0	Practical Thinking			
8.1	8.0	Attention to Detail			
8.1	7.0	Handling Stress			
8.1	8.2	Realistic Goal Setting for Others			
8.1	7.1	Role Confidence			
8.1	7.2	Persistence			
7.9	7.0	Intuitive Decision Making			
7.9	7.9	Proactive Thinking			
7.9	7.4	Enjoyment of the Job			
7.8	7.5	Sense of Timing			
7.8	7.6	Status and Recognition			
7.8	7.7	Sense of Belonging			
7.7	7.6	Concrete Organization			
7.7	7.3	Conceptual Thinking			
7.7	7.2	Personal Accountability			
7.7	7.7	Evaluating Others			
7.7	6.9	Meeting Standards			
7.7	7.1	Internal Self Control			
7.7	8.2	Respect for Property			
7.7	7.4	Self Management			
7.7	7.2	Taking Responsibility			



Score	Mean	Description	Score	Mean	Description
8.4	7.5	Accountability for Others	7.4	7.3	Results Orientation
8.1	8.0	Attention to Detail	7.4	7.1	Role Awareness
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8.2	7.7	Realistic Expectations			
8.1	8.2	Realistic Goal Setting for Others			
7.2	7.6	Realistic Personal Goal Setting			
9.0	7.8	Relating to Others			
8.2	8.0	Respect for Policies			
7.7	8.2	Respect for Property			



Job Attributes Hierarchy	Zone Range	Person
1. INTERPERSONAL SKILLS	8.9 — 10.0	8.0
2. DEVELOPING OTHERS	8.4 — 10.0	8.6
3. ACCOUNTABILITY FOR OTHERS	8.7 — 10.0	8.4
4. SELF MANAGEMENT	8.4 — 10.0	7.7
5. DIPLOMACY AND TACT	8.6 — 10.0	8.2
6. PERSONAL ACCOUNTABILITY	8.1 — 10.0	7.7
7. INFLUENCING OTHERS	8.6 — 10.0	8.7

Job Rewards/Culture Hierarchy	Zone Range	Person
1. THEORETICAL	7.1 — 10.0	8.3
2. UTILITARIAN/ECONOMIC	6.4 — 8.0	6.0
3. INDIVIDUALISTIC/POLITICAL	6.7 — 10.0	3.0

Job Behavioral Hierarchy	Zone Range	Person
1. COMPETITIVENESS	8.8 — 10.0	1.0
2. FREQUENT INTERACTION WITH OTHERS	8.7 — 10.0	2.0
3. CUSTOMER ORIENTED	6.5 — 8.2	5.5

