TriMetrix®
Job/Talent Comparison Report

Comparison Example 1 & 2
Sr. DDS Associate
6-4-2015

Job Matching and Developing Top Talent
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Introduction Where Opportunity Meets Talent®

This report compares a specific job benchmark to the results of one to five personal reports. Use the following guidelines to effectively interpret the results.

Interpretation Guidelines

When you compare a person to a specific job benchmark, you must ask yourself some very important questions with regard to the top seven attributes in Section 1, the top three areas in Section 2, and the top three areas in Section 3. The answers to these questions will maximize the use of this report:

Attributes
- How difficult will it be for someone to master and maintain the specific attribute for which the job is calling?
- If a gap exists between the job and the person, can the gap be addressed with training, or not?
- Are courses, seminars, training, books, tapes, or CDs available for personal development in the weak area(s)?
- How cost effective will it be to train a person rather than hire someone who has already mastered the necessary attributes?
- Has the person mastered certain attributes that could be detrimental to the job benchmark?

Rewards/Culture
- How will a person feel if they have to spend eight hours a day in a culture that does not reward their passion?
- How will a person feel if he/she has negative feelings about the built-in rewards and culture of the job?

Behavioral Traits
- How will a person feel about being required to make a major behavioral change, and how will that affect productivity?

Additional Consideration
- How are other people in the same job performing based on the results of their TTI TriMetrix Talent Report?

Introduction

This comparison report is based on the hierarchy of the job benchmark. The report uses raw numbers generated from the job and talent scoring. The job may call for something to be very important; however, people rarely bring perfection and complete mastery to any job. The job could call for the person to be a perfect 10; however, do not exclude people from consideration based solely on the gap(s) between the job benchmark and their talent score.

If a person is poor in an area that the job benchmark has identified as "very important," you must ask the difficult questions to determine if that would keep a person from achieving and maintaining superior performance.

Note: THE ORDER IN WHICH A PERSON'S NAME APPEARS IS NOT BASED ON THE PERSON'S MATCH TO THE JOB. THE ORDER IS BASED SOLELY ON THE ORDER IN WHICH PERSONAL REPORTS WERE SELECTED BY THE ORIGINATOR OF THIS REPORT.

Introduction

Job Attributes Hierarchy (23 Areas)

This section presents the key job attributes, quantifies their importance to this specific job benchmark, and compares the personal results for each attribute. The job has a unique ranking of attributes, reflecting different levels of capacities required for superior performance.

Rewards/Culture Hierarchy (6 Areas)

This section clearly identifies the rewards/culture of the job, which defines its sources of motivation, and compares the personal results in each of these areas. It clarifies "why" and "in what kind of environment" this job will produce success.

Behavioral Hierarchy (12 Areas)

This section provides the behavioral traits demanded by the job and compares the talent for each trait. The higher the ranking, the more important the behavioral trait will be to the job for stress reduction and superior performance.

Note: Sections 1 through 3 (above) are presented on a 0-10 point scale to clearly illustrate the job benchmark and corresponding results of the individual personal report(s).

Job Attributes Feedback

This section will assist you in understanding the type and kinds of attributes (people skills) that are needed for superior job performance.

Rewards/Culture Feedback

This section expands on the fact that every job in every organization has its own culture. The culture of any job is clearly defined by how it rewards superior performance.

Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job.

Introduction

Note: The information provided in Sections 4-6 (above) offers you a better understanding of the job requirements for superior performance based on the top seven attributes, the top three rewards/culture and the top three behavioral traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for the person(s) selected to perform this job.

Job Attributes Hierarchy

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 for the person. In turn, a job attribute may be of low importance to the job, but has a high ranking for the person.

1. Customer Focus - A commitment to customer satisfaction.

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

9.4	**Job**	
7.9	*****	
8.5	Example 1	
7.8	Example 2, DDS	

2. 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

9.4	**Job**	
7.4	*****	
7.5	Example 1	
6.7	Example 2, DDS	

3. 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

8.8	**Job**	
7.3	*****	
7.4	Example 1	
6.9	Example 2, DDS	

4. 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
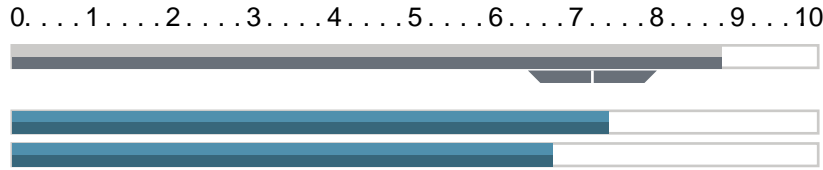
|		
8.8	**Job**	
7.7	*****	
8.3	Example 1	
7.8	Example 2, DDS	

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

Job Attributes Hierarchy

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

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

8.8	**Job**
7.2	*****
7.4	Example 1
6.7	Example 2, DDS

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

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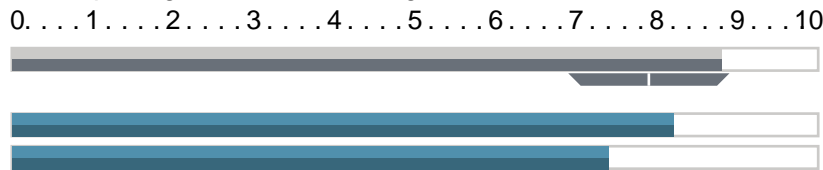
8.8	**Job**
7.9	*****
8.2	Example 1
7.4	Example 2, DDS

7. Self Management - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.
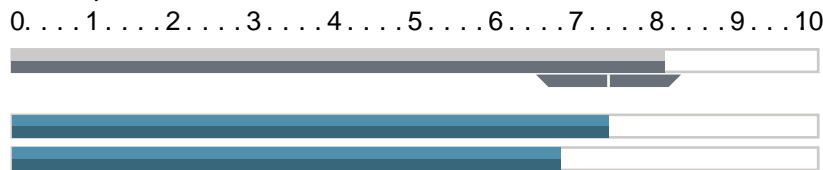
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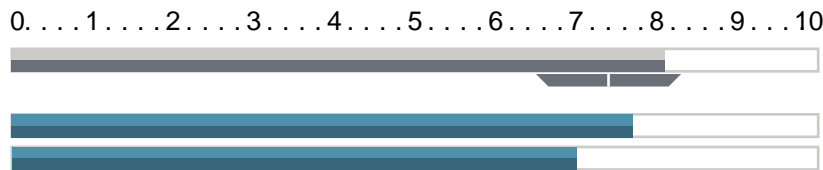
8.1	**Job**
7.4	*****
7.7	Example 1
7.0	Example 2, DDS

8. 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
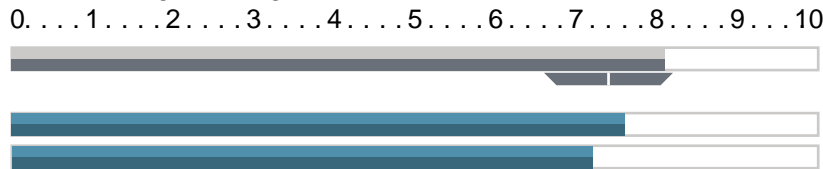
8.1	**Job**
7.4	*****
7.6	Example 1
7.2	Example 2, DDS

9. Developing Others - The ability to contribute to the growth and development of others.

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

8.1	**Job**
7.4	*****
7.4	Example 1
6.8	Example 2, DDS

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

Job Attributes Hierarchy

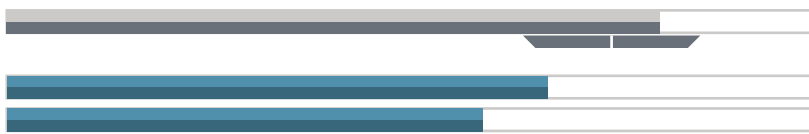**10. Resiliency** - The ability to quickly recover from adversity.

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

8.1	**Job**
7.2	*****
7.3	Example 1
6.7	Example 2, DDS

11. Accountability for Others - The ability to take responsibility for others' actions.

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

8.1	**Job**
7.5	*****
6.7	Example 1
5.9	Example 2, DDS

12. Self Starting - The ability to initiate and sustain momentum without external stimulation.

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

8.1	**Job**
6.9	*****
7.1	Example 1
6.2	Example 2, DDS

13. Problem Solving - The ability to identify key components of a problem to formulate a solution or solutions.

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

7.5	**Job**
7.5	*****
8.0	Example 1
7.1	Example 2, DDS

14. Teamwork - The ability to cooperate with others to meet objectives.

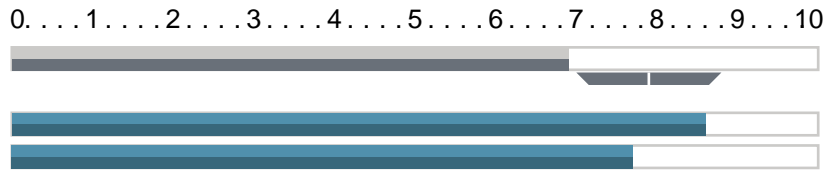0. . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . 10

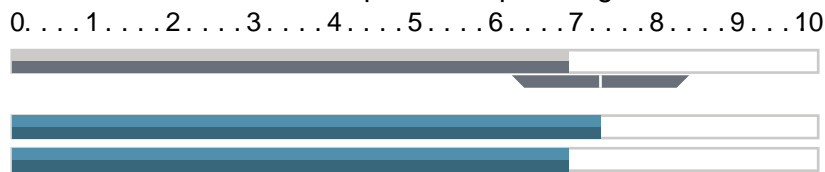|	
7.5	**Job**
7.7	*****
8.0	Example 1
7.2	Example 2, DDS

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

Job Attributes Hierarchy

15. Interpersonal Skills - The ability to interact with others in a positive manner.
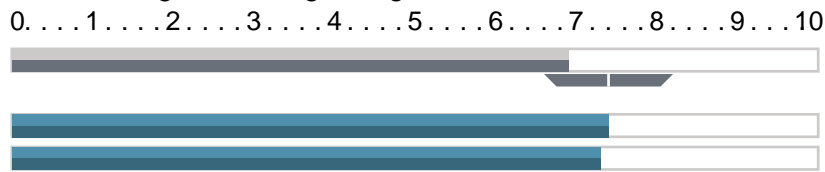
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6.9	**Job**
7.9	*****
8.6	Example 1
7.7	Example 2, DDS

16. Conceptual Thinking - The ability to analyze hypothetical situations or abstract concepts to compile insight.
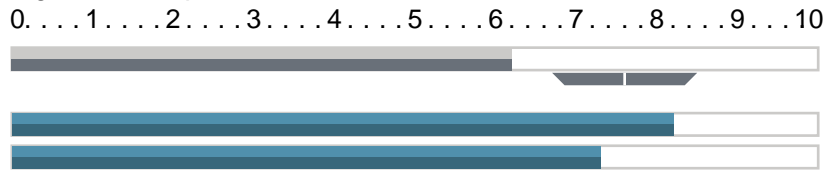
0. . . .1. . . .2. . . .3. . . .4. . . .5. . . .6. . . .7. . . .8. . . .9. . . 10

6.9	**Job**
7.3	*****
7.3	Example 1
6.9	Example 2, DDS

17. Decision Making - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.
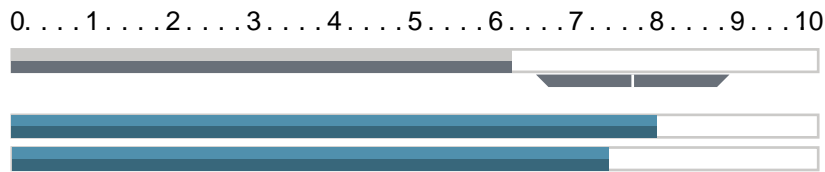
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6.9	**Job**
7.4	*****
7.4	Example 1
7.3	Example 2, DDS

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

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

6.2	**Job**
7.6	*****
8.2	Example 1
7.3	Example 2, DDS

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

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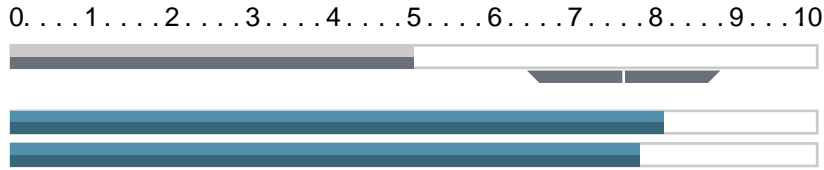|	
6.2	**Job**
7.7	*****
8.0	Example 1
7.4	Example 2, DDS

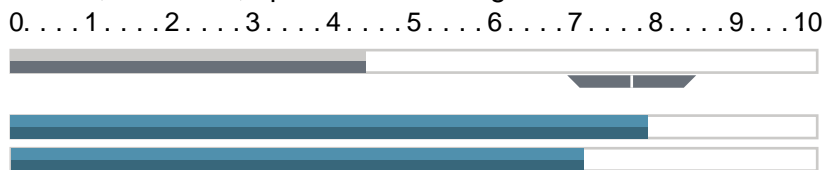* 68% of the population falls within the shaded area.

Job Attributes Hierarchy

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

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

5.0	**Job**
7.6	*****
8.1	Example 1
7.8	Example 2, DDS

**21. Influencing Others** - The ability to personally affect others' actions, decisions, opinions or thinking.

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

4.4	**Job**
7.7	*****
7.9	Example 1
7.1	Example 2, DDS

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

0. . . . 1. . . . 2. . . . 3. . . . 4. . . . 5. . . . 6. . . . 7. . . . 8. . . . 9. . . . 10
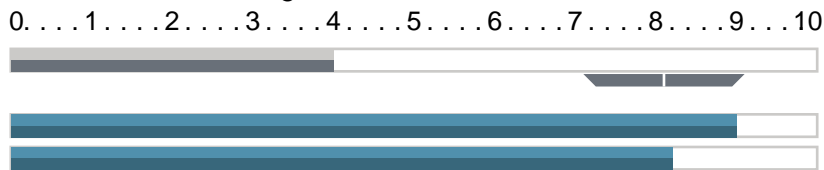
4.0	**Job**
8.1	*****
9.0	Example 1
8.2	Example 2, DDS

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

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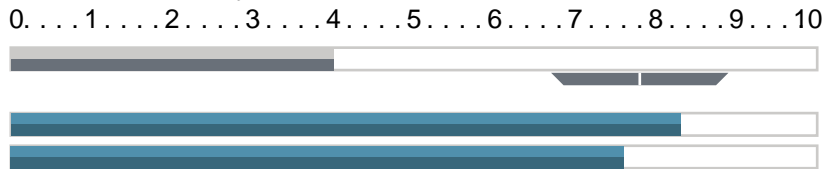
4.0	**Job**
7.8	*****
8.3	Example 1
7.6	Example 2, DDS

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

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. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
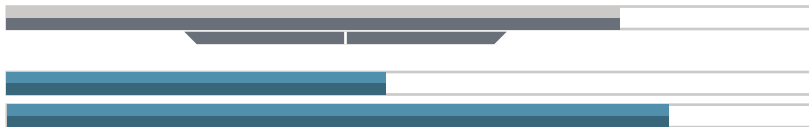
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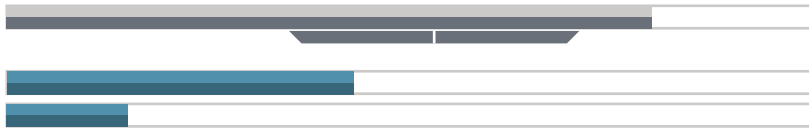
8.0	**Job**
5.3	*
4.3	Example 1
1.5	Example 2, DDS

2. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

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

7.6	**Job**
4.2	*
4.7	Example 1
8.2	Example 2, DDS

3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.
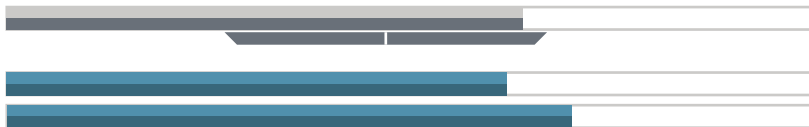
0. . . . 1 . . . . 2 . . . . 3 . . . . 4 . . . . 5 . . . . 6 . . . . 7 . . . . 8 . . . . 9 . . . 10

7.2	**Job**
6.0	*
6.3	Example 1
8.2	Example 2, DDS

4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.

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

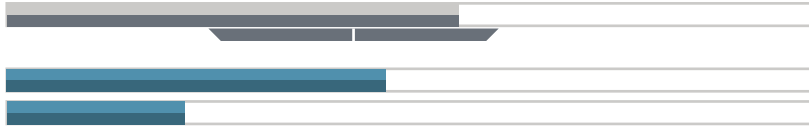|	
6.4	**Job**
4.7	*
6.2	Example 1
7.0	Example 2, DDS

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

Job Rewards/Culture Hierarchy

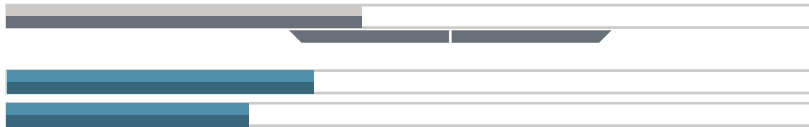**5. Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.

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

5.6	**Job**
4.3	*****
4.7	Example 1
2.2	Example 2, DDS

6. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.

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

4.4	**Job**
5.5	*****
3.8	Example 1
3.0	Example 2, DDS

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

Behavioral Hierarchy

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(s). 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. Following Policy - The job calls for complying with the policy or if no policy, complying with the way it has been done in the past.

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

8.8	**Job**	
6.9	*****	
8.2	Example 1	
10.0	Example 2, DDS	

2. Follow Up and Follow Through - The job requires a need to be thorough and complete tasks that have been started.

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

7.7	**Job**	
6.3	*****	
7.3	Example 1	
9.3	Example 2, DDS	

3. Organized Workplace - The job's success depends on systems and procedures, its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.

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

7.5	**Job**	
5.2	*****	
6.5	Example 1	
10.0	Example 2, DDS	

4. Consistency - The job requires the ability to do the job the same way on a repeated basis.

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

7.5	**Job**	
6.5	*****	
7.8	Example 1	
10.0	Example 2, DDS	

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

Behavioral Hierarchy

5. Analysis of Data - The job deals with a large number of details. It requires that details, data and facts are analyzed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.

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

7.0	**Job**
5.5	*****
6.5	Example 1
10.0	Example 2, DDS

6. People Oriented - The job demands a positive and constructive view of working with others. There will be a high percentage of time spent in listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.

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

6.0	**Job**
6.8	*****
7.0	Example 1
5.5	Example 2, DDS

7. Customer Relations - The job demands a desire to convey your sincere interest in your internal and/or external customers.
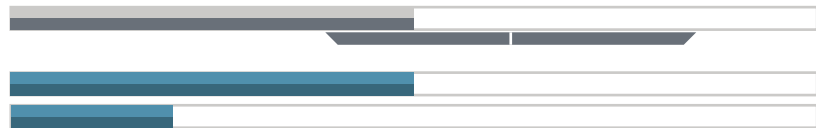
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6.0	**Job**
6.6	*****
8.2	Example 1
6.0	Example 2, DDS

8. Frequent Interaction with Others - The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

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

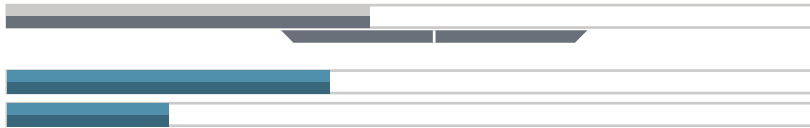|	
5.0	**Job**
6.2	*****
5.0	Example 1
2.0	Example 2, DDS

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

Behavioral Hierarchy

9. Versatility - The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.
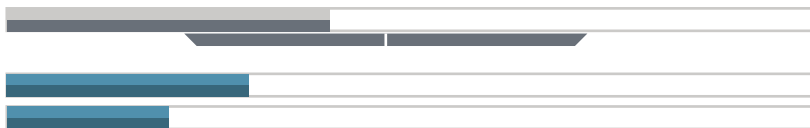
0. . . .1. . . .2. . . .3. . . .4. . . .5. . . .6. . . .7. . . .8. . . .9. . . 10

4.5 **Job**
5.3 *****
4.0 Example 1
2.0 Example 2, DDS

10. Competitiveness - The job exists within a demanding environment where consistently winning is critical. The job demands tenacity, boldness, assertiveness and a "will to win" in dealing with highly competitive situations.
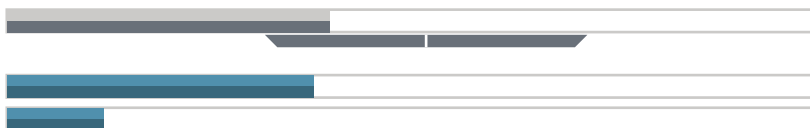
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4.0 **Job**
4.7 *****
3.0 Example 1
2.0 Example 2, DDS

11. Frequent Change - The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished and easily move on to new tasks with little or no notice.
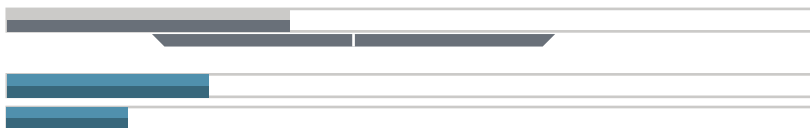
0. . . .1. . . .2. . . .3. . . .4. . . .5. . . .6. . . .7. . . .8. . . .9. . . 10

4.0 **Job**
5.2 *****
3.8 Example 1
1.2 Example 2, DDS

12. Urgency - The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.

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3.5 **Job**
4.3 *****
2.5 Example 1
1.5 Example 2, DDS

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

Job Attributes Feedback

This section provides you with a better understanding of the job attributes required for superior performance. Feedback is provided on the seven most highly ranked attributes. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. Customer Focus: A commitment to customer satisfaction.
   - Consistently places a high value on customers and all issues related to customers
   - Objectively listens to, understands and represents customer feedback
   - Anticipates customer needs and develops appropriate solutions
   - Meets all promises and commitments made to customers

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. Results Orientation: The ability to identify actions necessary to complete tasks and obtain results.
   - Maintains focus on goals
   - Identifies and acts on removing potential obstacles to successful goal attainment
   - Implements thorough and effective plans and applies appropriate resources to produce desired results
   - Follows through on all commitments to achieve results

4. Planning and Organization: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.
   - Defines plans and organizes activities necessary to reach targeted goals
   - Organizes and utilizes resources in ways that maximize their effectiveness
   - Implements appropriate plans and adjusts them as necessary
   - Consistently demonstrates organization and detail orientation

Job Attributes Feedback

5. Personal Accountability: A measure of the capacity to be answerable for personal actions.
   - Accepts personal responsibility for the consequences of personal actions
   - Avoids placing unnecessary blame on others
   - Maintains personal commitment to objectives regardless of the success or failure of personal decisions
   - Applies personal lessons learned from past failures to moving forward in achieving future successes

6. 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

7. Self Management: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.
   - Independently pursues business objectives in an organized and efficient manner
   - Prioritizes activities as necessary to meet job responsibilities
   - Maintains required level of activity toward achieving goals without direct supervision
   - Minimizes work flow disruptions and time wasters to complete high quality work within a specified time frame

Job Rewards/Culture Feedback

This section provides you with a better understanding of the culture of this job. The culture of any job is clearly defined by how it rewards superior performance. Feedback is provided on the three most highly ranked attributes. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. Utilitarian/Economic
   - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.

2. Social
   - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.

3. Theoretical
   - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

Behavioral Feedback

This section clarifies the nature of the behavioral traits demanded by the job. Feedback is provided on the three most highly ranked traits. Read each one to gain insights about the job. This information is designed to apply to coaching and other developmental activities for anyone selected to perform this job.

1. Following Policy
   - The job calls for complying with the policy or if no policy, complying with the way it has been done in the past.

2. Follow Up and Follow Through
   - The job requires a need to be thorough and complete tasks that have been started.

3. Organized Workplace
   - The job's success depends on systems and procedures, its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.