



TTI TriMetrix®
Talent Report



**Suzy Sample
Professional**
6-4-2010



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Maximizing Individual and Corporate Potential



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

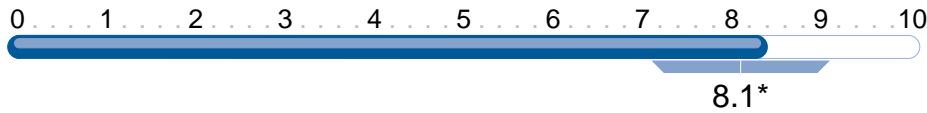
This section gives you insight into your top three behavioral traits to further identify your unique strengths.



PERSONAL SKILLS HIERARCHY

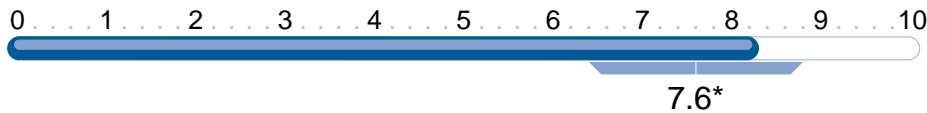
Your unique hierarchy of personal skills is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your personal skills from top to bottom.

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



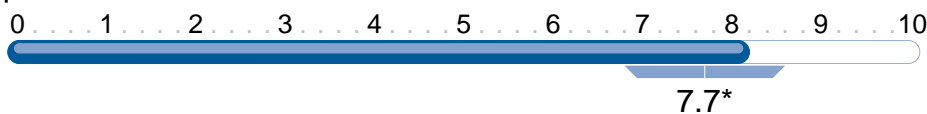
8.4

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



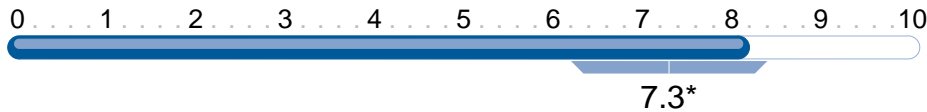
8.3

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



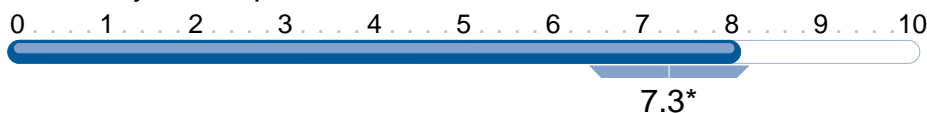
8.2

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



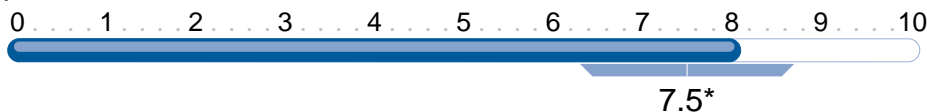
8.2

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



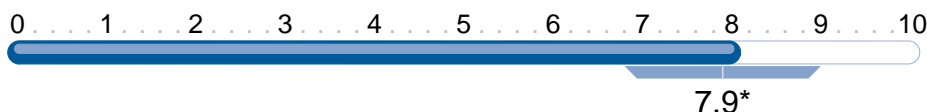
8.1

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

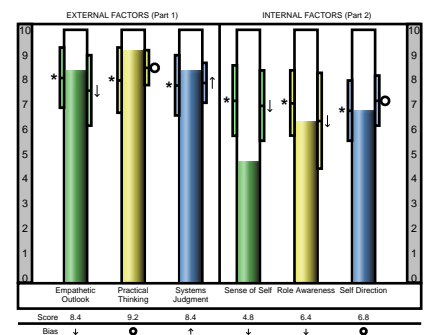


8.1

7. CUSTOMER FOCUS - A commitment to customer satisfaction.



8.1



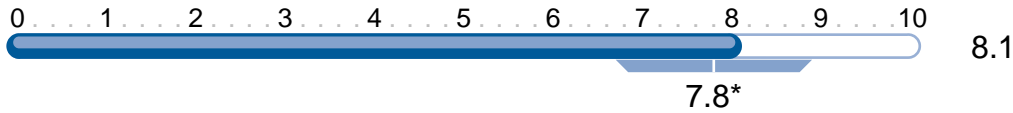
Rev: 0.95-0.64

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

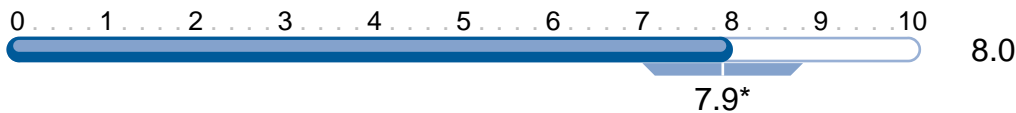


PERSONAL SKILLS HIERARCHY

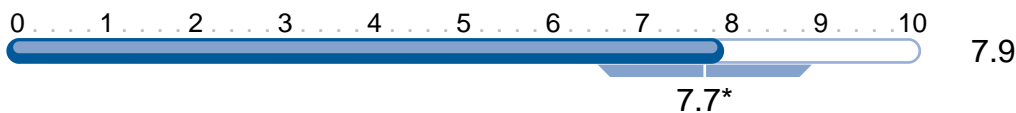
8. CONFLICT MANAGEMENT - The ability to resolve different points of view constructively.



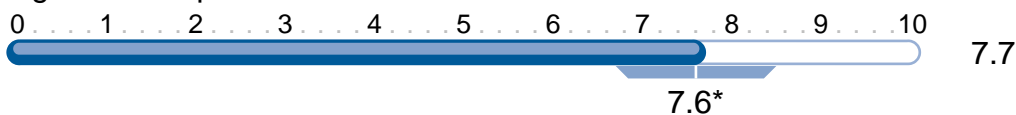
9. INTERPERSONAL SKILLS - The ability to interact with others in a positive manner.



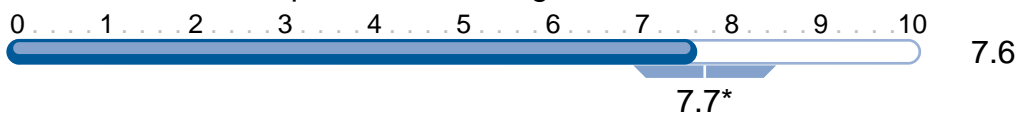
10. OBJECTIVE LISTENING - The ability to listen to many points of view without bias.



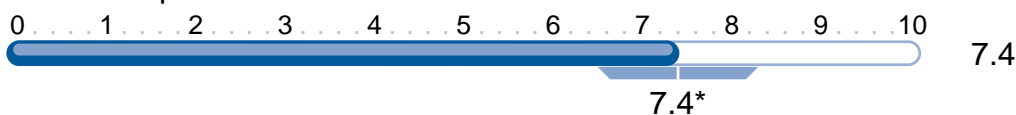
11. DIPLOMACY AND TACT - The ability to treat others fairly, regardless of personal biases or beliefs.



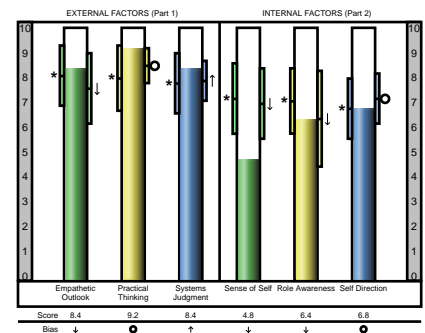
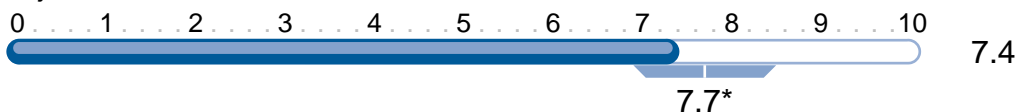
12. INFLUENCING OTHERS - The ability to personally affect others' actions, decisions, opinions or thinking.



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



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

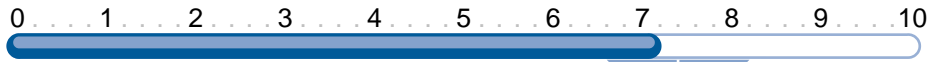


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PERSONAL SKILLS HIERARCHY

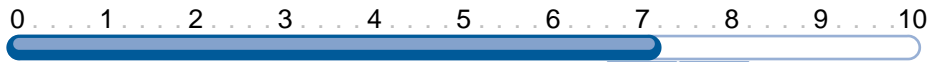
15. GOAL ACHIEVEMENT - The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



7.2

7.4*

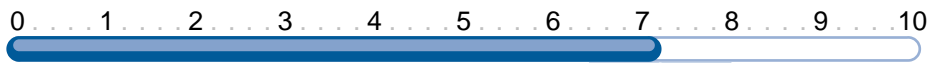
16. DECISION MAKING - The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



7.2

7.4*

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



7.2

7.2*

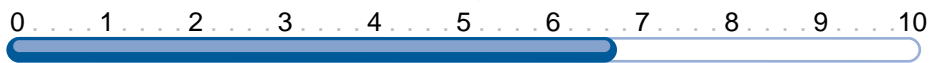
18. SELF MANAGEMENT - The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



7.0

7.4*

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



6.7

7.9*

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



6.6

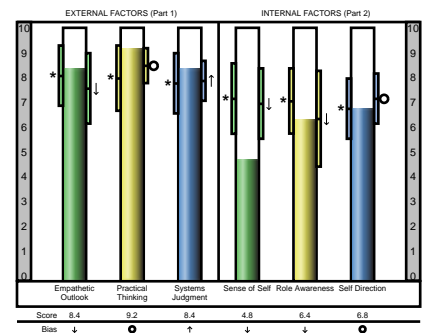
6.9*

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



6.5

7.4*



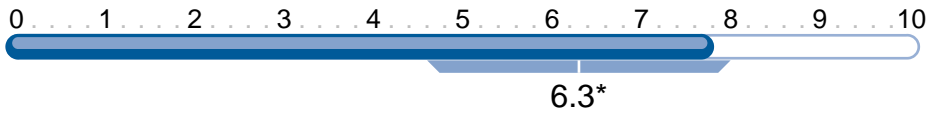
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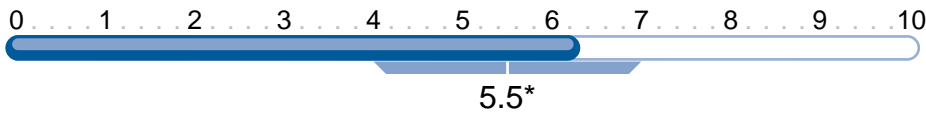
PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

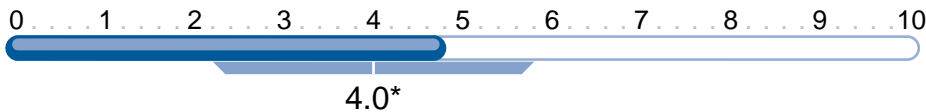
1. UTILITARIAN/ECONOMIC



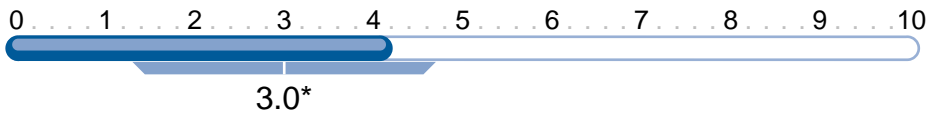
2. THEORETICAL



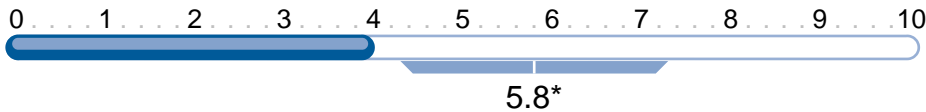
3. TRADITIONAL/REGULATORY



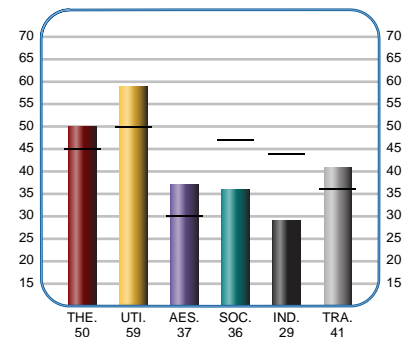
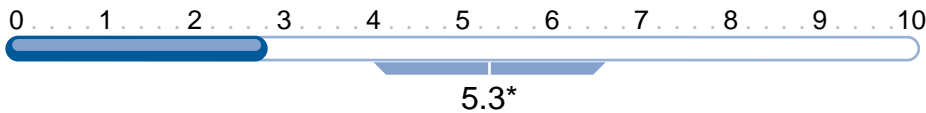
4. AESTHETIC



5. SOCIAL



6. INDIVIDUALISTIC/POLITICAL



PIAV: 50-59-37-36-29-41 (THE.-UTI.-AES.-SOC.-IND.-TRA.)

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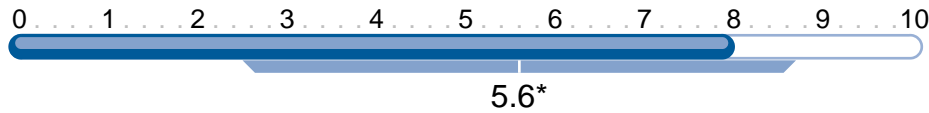


BEHAVIORAL HIERARCHY

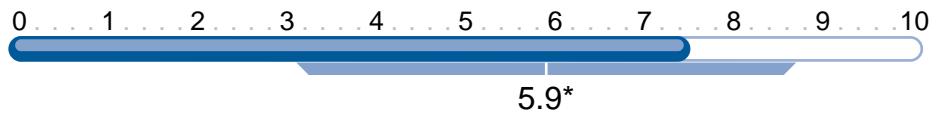
Suzy Sample

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.

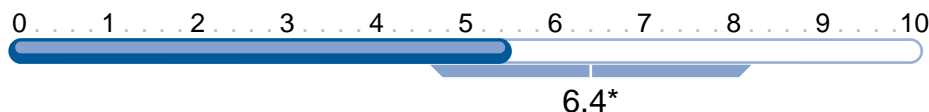
1. ORGANIZED WORKPLACE



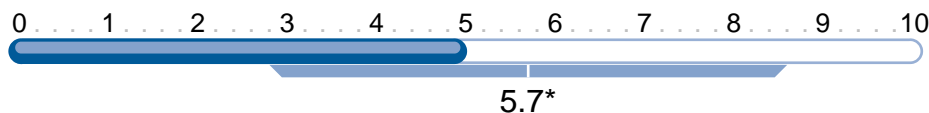
2. ANALYSIS OF DATA



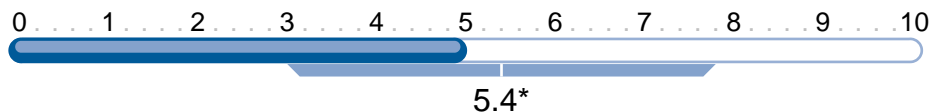
3. CUSTOMER ORIENTED



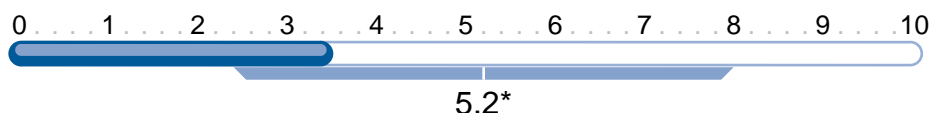
4. FREQUENT INTERACTION WITH OTHERS



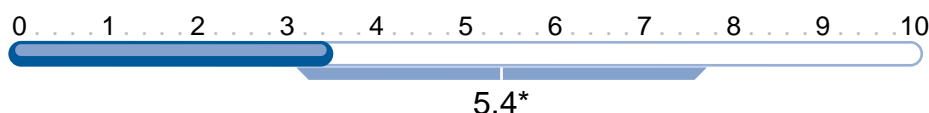
5. VERSATILITY



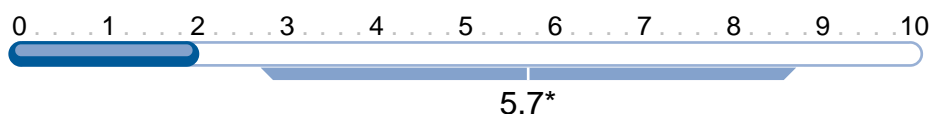
6. URGENCY



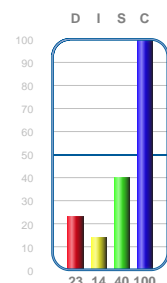
7. FREQUENT CHANGE



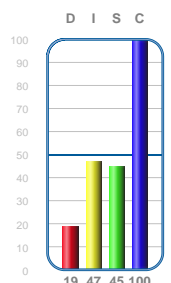
8. COMPETITIVENESS



Adapted Style



Natural Style



SIA: 23-14-40-100 (07) SIN: 19-47-45-100 (07)
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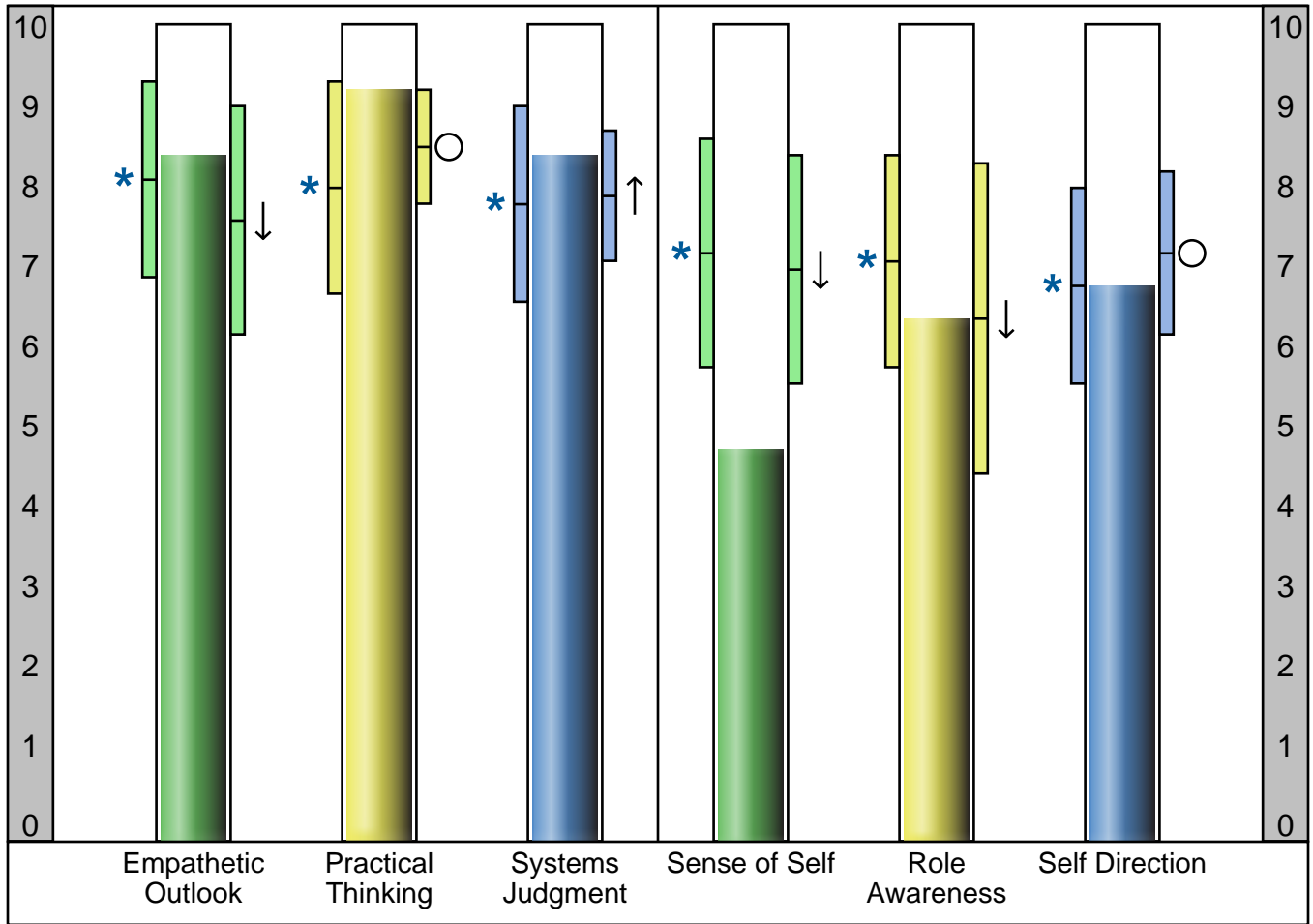
Most people, when asked to describe their talents, have difficulty describing them. The purpose of this section is to provide insights into your top talents in three areas: Personal Skills, Values (motivators) and Behavioral Traits. Everyone has a unique set of strengths within these three areas that 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.



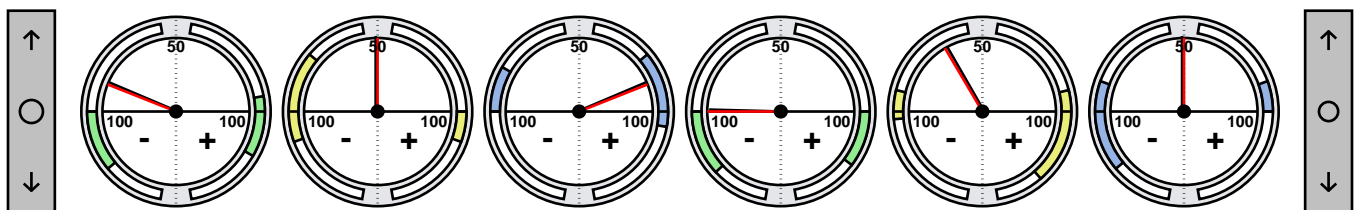
* Population mean
↑ Overvaluation
○ Neutral valuation
↓ Undervaluation

EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.4 9.2 8.4 4.8 6.4 6.8
Bias ↓ ○ ↑ ↓ ↓ ○



Rev: 0.95-0.64



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
9.3	7.6	Using Common Sense	6.7	6.9	Meeting Standards
9.2	8.0	Practical Thinking	6.6	7.0	Intuitive Decision Making
9.0	8.2	Realistic Goal Setting for Others	6.6	7.8	Relating to Others
9.0	8.1	Understanding Motivational Needs	6.6	6.9	Initiative
8.9	8.0	Following Directions	6.4	7.1	Role Awareness
8.9	8.0	Respect for Policies	6.3	7.4	Handling Rejection
8.8	7.6	Concrete Organization	6.2	7.5	Accountability for Others
8.8	7.8	Monitoring Others	6.2	7.1	Gaining Commitment
8.6	8.0	Material Possessions	6.2	7.3	Sense of Mission
8.5	7.7	Evaluating Others	6.1	7.3	Consistency and Reliability
8.5	7.9	Emotional Control	6.1	7.3	Job Ethic
8.4	7.9	Correcting Others	5.9	7.1	Role Confidence
8.4	7.6	Integrative Ability	5.9	7.4	Enjoyment of the Job
8.4	8.1	Empathetic Outlook	5.8	7.1	Internal Self Control
8.4	7.8	Systems Judgment	5.8	8.1	Self Improvement
8.3	8.0	Attention to Detail	5.5	7.4	Self Confidence
8.3	7.7	Realistic Expectations	5.2	7.2	Persistence
8.2	7.3	Conceptual Thinking	5.0	7.0	Handling Stress
8.1	7.4	Project and Goal Focus	4.8	7.3	Sense of Self
8.1	7.3	Results Orientation	4.6	6.7	Self Assessment
8.1	7.5	Problem Solving			
8.1	7.9	Proactive Thinking			
8.1	8.2	Respect for Property			
8.0	8.3	Theoretical Problem Solving			
7.9	7.9	Attitude Toward Others			
7.9	7.8	Freedom from Prejudices			
7.9	7.9	Sensitivity to Others			
7.9	7.7	Evaluating What is Said			
7.9	8.1	Personal Relationships			
7.8	7.6	Long Range Planning			
7.8	7.6	Status and Recognition			
7.7	7.8	Persuading Others			
7.6	7.3	Surrendering Control			
7.5	7.6	Realistic Personal Goal Setting			
7.5	7.3	Project Scheduling			
7.5	7.9	Conveying Role Value			
7.4	7.4	Developing Others			
7.3	7.5	Sense of Timing			
7.3	7.7	Sense of Belonging			
7.2	7.2	Personal Accountability			
7.2	7.2	Taking Responsibility			
7.0	7.5	Quality Orientation			
7.0	7.4	Self Management			
6.8	7.0	Balanced Decision Making			
6.8	7.1	Personal Drive			
6.8	6.9	Self Direction			
6.7	7.9	Leading Others			



Score	Mean	Description	Score	Mean	Description
6.2	7.5	Accountability for Others	8.1	7.3	Results Orientation
8.3	8.0	Attention to Detail	6.4	7.1	Role Awareness
7.9	7.9	Attitude Toward Others	5.9	7.1	Role Confidence
6.8	7.0	Balanced Decision Making	4.6	6.7	Self Assessment
8.2	7.3	Conceptual Thinking	5.5	7.4	Self Confidence
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6.1	7.3	Consistency and Reliability	5.8	8.1	Self Improvement
7.5	7.9	Conveying Role Value	7.0	7.4	Self Management
8.4	7.9	Correcting Others	7.3	7.7	Sense of Belonging
7.4	7.4	Developing Others	6.2	7.3	Sense of Mission
8.5	7.9	Emotional Control	4.8	7.3	Sense of Self
8.4	8.1	Empathetic Outlook	7.3	7.5	Sense of Timing
5.9	7.4	Enjoyment of the Job	7.9	7.9	Sensitivity to Others
8.5	7.7	Evaluating Others	7.8	7.6	Status and Recognition
7.9	7.7	Evaluating What is Said	7.6	7.3	Surrendering Control
8.9	8.0	Following Directions	8.4	7.8	Systems Judgment
7.9	7.8	Freedom from Prejudices	7.2	7.2	Taking Responsibility
6.2	7.1	Gaining Commitment	8.0	8.3	Theoretical Problem Solving
6.3	7.4	Handling Rejection	9.0	8.1	Understanding Motivational Needs
5.0	7.0	Handling Stress	9.3	7.6	Using Common Sense
6.6	6.9	Initiative			
8.4	7.6	Integrative Ability			
5.8	7.1	Internal Self Control			
6.6	7.0	Intuitive Decision Making			
6.1	7.3	Job Ethic			
6.7	7.9	Leading Others			
7.8	7.6	Long Range Planning			
8.6	8.0	Material Possessions			
6.7	6.9	Meeting Standards			
8.8	7.8	Monitoring Others			
5.2	7.2	Persistence			
7.2	7.2	Personal Accountability			
6.8	7.1	Personal Drive			
7.9	8.1	Personal Relationships			
7.7	7.8	Persuading Others			
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8.1	7.9	Proactive Thinking			
8.1	7.5	Problem Solving			
8.1	7.4	Project and Goal Focus			
7.5	7.3	Project Scheduling			
7.0	7.5	Quality Orientation			
8.3	7.7	Realistic Expectations			
9.0	8.2	Realistic Goal Setting for Others			
7.5	7.6	Realistic Personal Goal Setting			
6.6	7.8	Relating to Others			
8.9	8.0	Respect for Policies			
8.1	8.2	Respect for Property			