TTI SUCCESS INSIGHTS®

TriMetrix® DNA

Talent Report

Shannon Sharpe

Customer Service
Sample Co.
7-14-2014

Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

Introduction

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 TriMetrix® DNA Talent Report can be compared with specific job requirements outlined in the TriMetrix® DNA Job Report. 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:

Competencies Hierarchy (23 Areas)

This section presents 23 key competencies 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.

Motivators Hierarchy (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.

Summary of Top Competencies

This section provides detail on your top seven competencies. Apply your strongest competencies to your job as appropriate and develop further competencies as required.

Motivators 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.

Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

Development Indicator

This section of your report shows your development level of 23 personal skills based on your responses to the questionnaire. The 23 personal skills have been categorized into four levels; based on means and standard deviations. Well Developed, Developed, Moderately Developed and Needs Development.

Personal Skills Ranking	
1	Presenting
2	Diplomacy
3	Leadership
4	Teamwork
5	Creativity/Innovation
6	Employee Development/Coaching
7	Continuous Learning
8	Goal Orientation
9	Interpersonal Skills
10	Persuasion
11	Conflict Management
12	Planning/Organizing
13	Written Communication
14	Empathy
15	Management
16	Analytical Problem Solving
17	Futuristic Thinking
18	Personal Effectiveness
19	Customer Service
20	Flexibility
21	Decision Making
22	Self-Management (time and priorities)
23	Negotiation

Note: Don't be concerned if you have not developed all 23 personal skills. Research has proven that individuals seldom develop all 23. Development of the most important personal skills needed for your personal and professional life is what is critical.

Well Developed | Developed | Moderately Developed | Needs Development

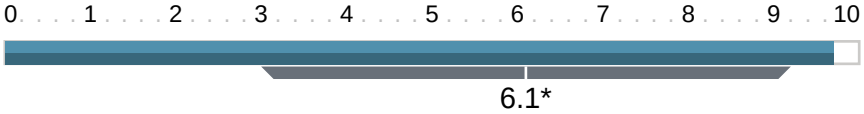
Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

Competencies Hierarchy

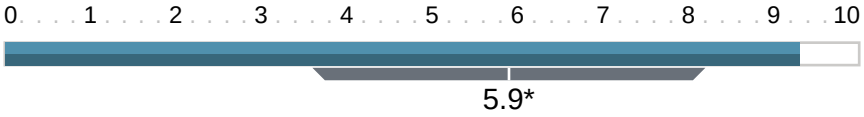
Your unique hierarchy of competencies is key to your success. Knowing what they are is essential to reaching your goals. The graphs below rank your competencies from top to bottom.

1. Presenting - Communicating effectively to groups.



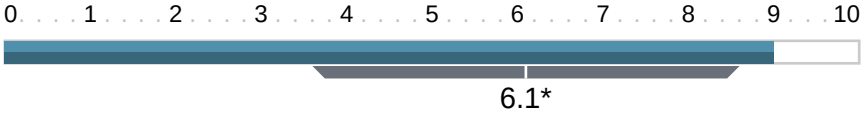
9.7
WD

2. Diplomacy - Effectively handling difficult or sensitive issues by utilizing tact, diplomacy and an understanding of organizational culture, climate and/or politics.



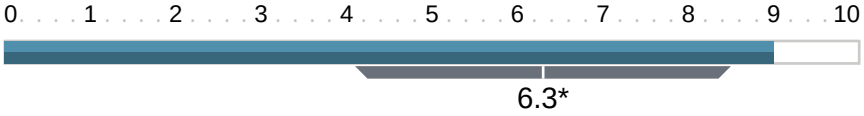
9.3
WD

3. Leadership - Achieving extraordinary business results through people.



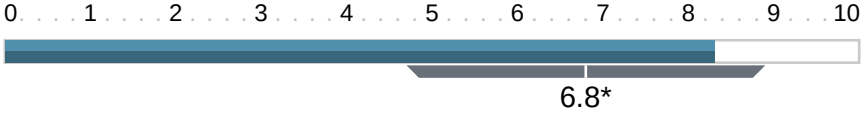
9.0
WD

4. Teamwork - Working effectively and productively with others.



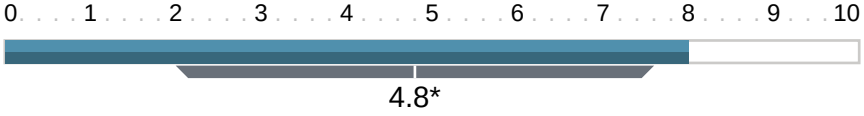
9.0
WD

5. Employee Development/Coaching - Facilitating and supporting the professional growth of others.



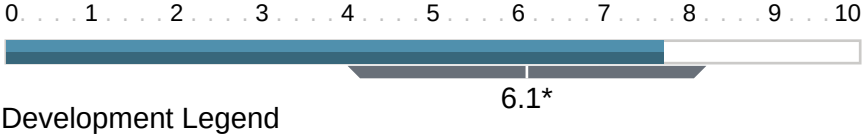
8.3
D

6. Creativity/Innovation - Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.



8.0
WD

7. Continuous Learning - Taking initiative in learning and implementing new concepts, technologies and/or methods.



7.7
D

Development Legend

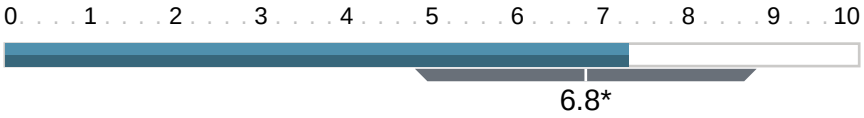
WD	=	Well Developed
D	=	Developed
MD	=	Moderately Developed
ND	=	Needs Development

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

Copyright © 2006-2013. Target Training International, Ltd.

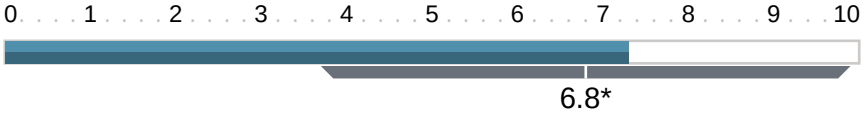
Competencies Hierarchy

8. Goal Orientation - Energetically focusing efforts on meeting a goal, mission or objective.



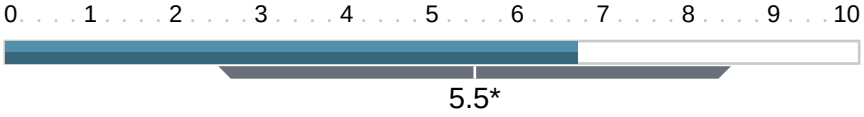
7.3
D

9. Interpersonal Skills - Effectively communicating, building rapport and relating well to all kinds of people.



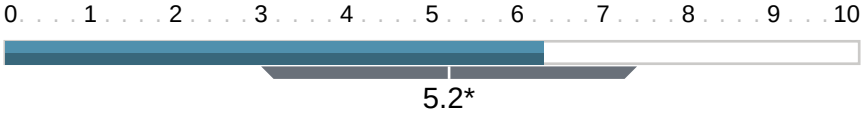
7.3
D

10. Persuasion - Convincing others to change the way they think, believe or behave.



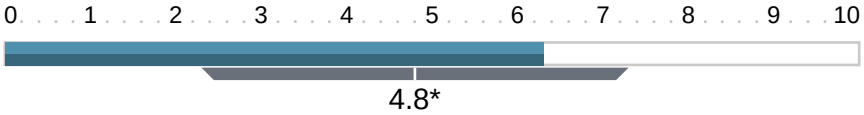
6.7
D

11. Conflict Management - Addressing and resolving conflict constructively.



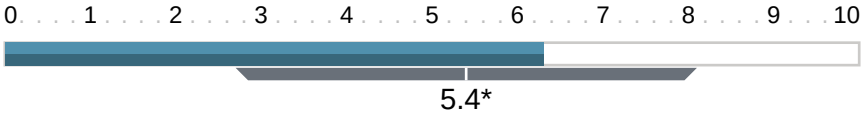
6.3
D

12. Planning/Organizing - Utilizing logical, systematic and orderly procedures to meet objectives.



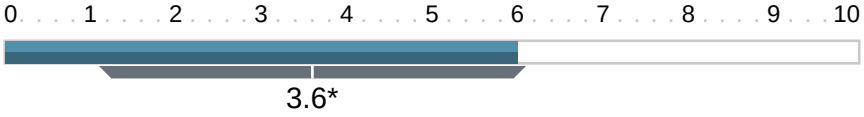
6.3
D

13. Written Communication - Writing clearly, succinctly and understandably.



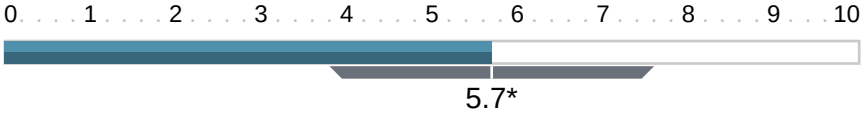
6.3
D

14. Empathy - Identifying with and caring about others.



6.0
D

15. Management - Achieving extraordinary results through effective management of resources, systems and processes.



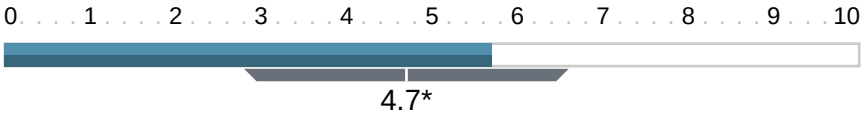
5.7
D

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

Copyright © 2006-2013. Target Training International, Ltd.

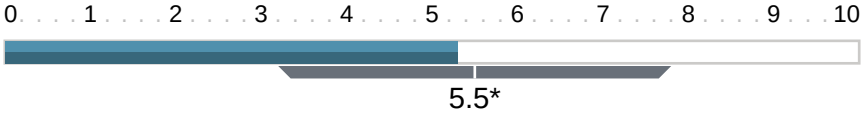
Competencies Hierarchy

16. Analytical Problem Solving - Anticipating, analyzing, diagnosing, and resolving problems.



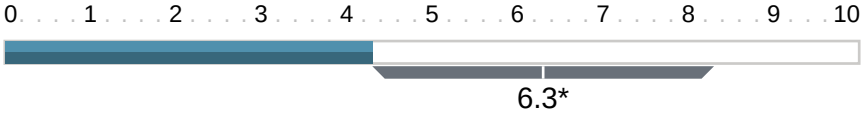
5.7
D

17. Personal Effectiveness - Demonstrating initiative, self-confidence, resiliency and a willingness to take responsibility for personal actions.



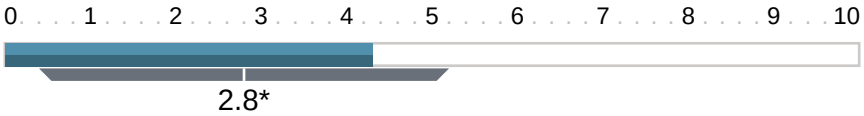
5.3
MD

18. Customer Service - Anticipating, meeting and/or exceeding customer needs, wants and expectations.



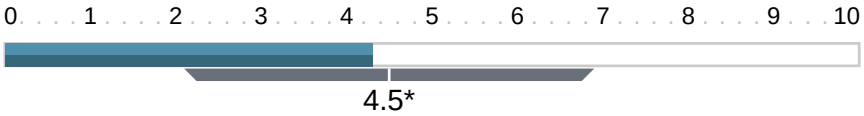
4.3
MD

19. Futuristic Thinking - Imagining, envisioning, projecting and/or predicting what has not yet been realized.



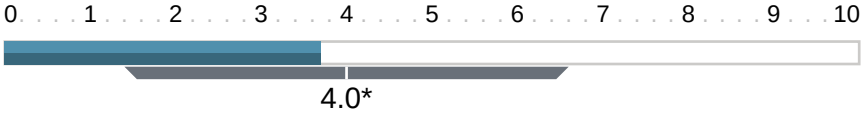
4.3
D

20. Flexibility - Agility in adapting to change.



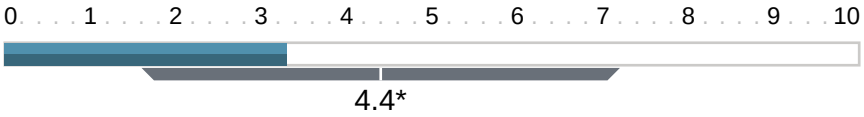
4.3
MD

21. Decision Making - Utilizing effective processes to make decisions.



3.7
MD

22. Self-Management (Time and Priorities) - Demonstrating self control and an ability to manage time and priorities.



3.3
MD

23. Negotiation - Facilitating agreements between two or more parties.

2.0
MD

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

Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

Motivators Hierarchy

Your motivation to succeed in anything you do is determined by your underlying motivators. You will feel energized and successful at work when your job supports your personal motivators. They are listed below from the highest to the lowest.

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

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

7.3

6.0*

2. 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

5.8*

3. 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

5.7

5.7*

4. 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

4.7

3.3*

5. 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

3.7

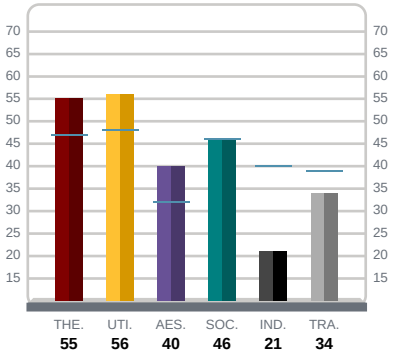
4.5*

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

1.5

4.7*



MI: 55-56-40-46-21-34 (THE.-UTI.-AES.-SOC.-IND.-TRA.)
* 68% of the population falls within the shaded area.

Shannon Sharpe

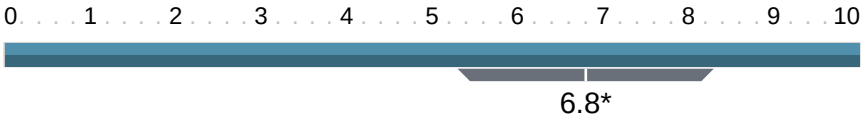
Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

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.

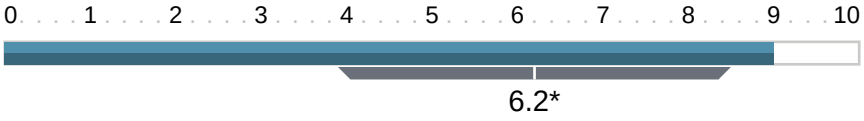
1. People Oriented - Spending a high percentage of time successfully working with a wide range of people from diverse backgrounds to achieve "win-win" outcomes.



10.0

6.8*

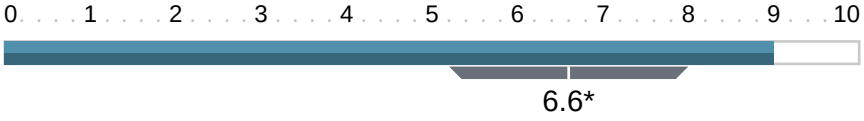
2. Frequent Interaction with Others - Dealing with multiple interruptions on a continual basis, always maintaining a friendly interface with others.



9.0

6.2*

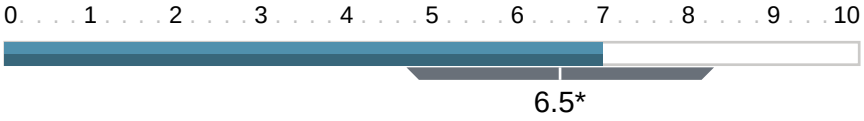
3. Customer Relations - A desire to convey your sincere interest in them.



9.0

6.6*

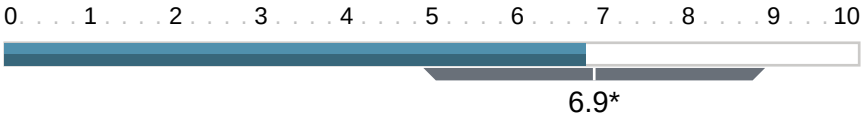
4. Consistency - The ability to do the job the same way.



7.0

6.5*

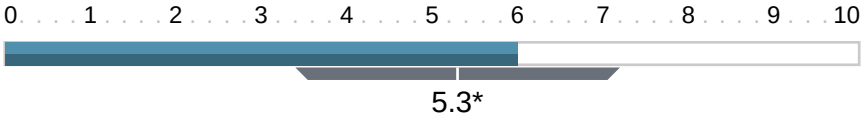
5. Following Policy - Complying with the policy or if no policy, complying with the way it has been done.



6.8

6.9*

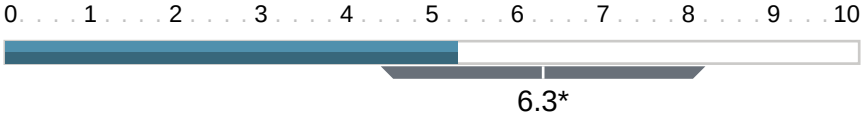
6. Versatility - Bringing together a multitude of talents and a willingness to adapt the talents to changing assignments as required.



6.0

5.3*

7. Follow Up and Follow Through - A need to be thorough.

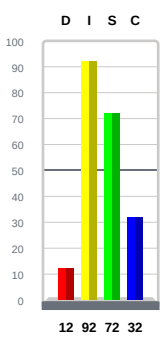


5.3

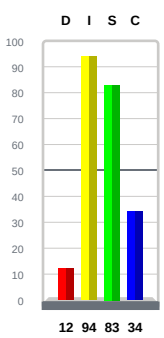
6.3*

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

Adapted Style



Natural Style



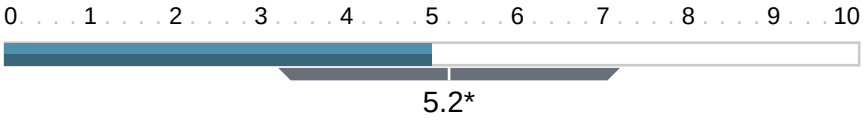
Shannon Sharpe

Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

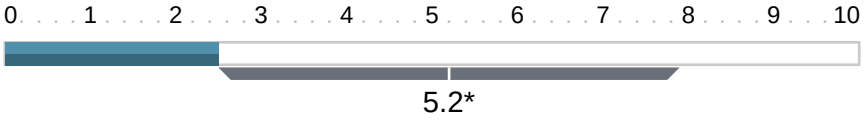
Behavioral Hierarchy

8. Frequent Change - Moving easily from task to task or being asked to leave several tasks unfinished and easily move on to the new task with little or no notice.



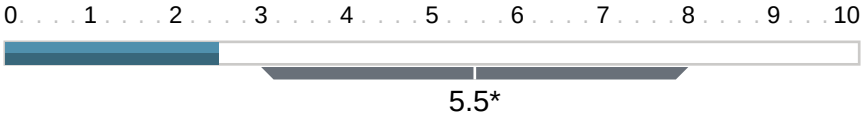
5.0

9. Organized Workplace - Systems and procedures followed for success.



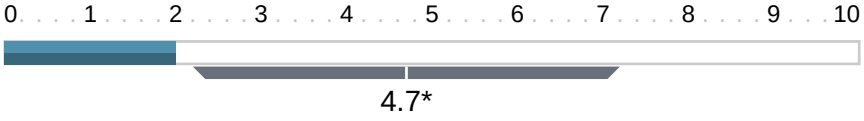
2.5

10. Analysis of Data - Information is maintained accurately for repeated examination as required.



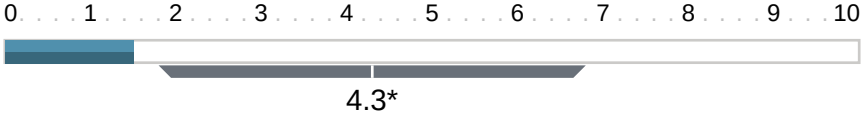
2.5

11. Competitiveness - Tenacity, boldness, assertiveness and a "will to win" in all situations.



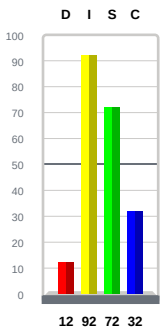
2.0

12. Urgency - Decisiveness, quick response and fast action.

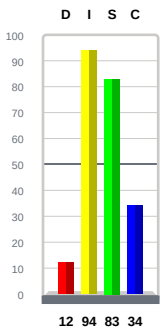


1.5

Adapted Style



Natural Style



SIA: 12-92-72-32 (15) SIN: 12-94-83-34 (16)
* 68% of the population falls within the shaded area.

Shannon Sharpe

Copyright © 2006-2013. Target Training International, Ltd.

Summary of Top Competencies

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

1. Presenting: Communicating effectively to groups.

   - Organizes information to be presented in succinct, logical sequence.
   - Presents information in ways that makes abstract or complex concepts clear and understandable.
   - Effectively utilizes language, word-pictures, stories, metaphors and humor.
   - Utilizes a wide range of non-verbal communication or body language such as speech inflection, voice modulation, eye contact, facial expression and gestures.
   - Implements a variety of visual and auditory devices to capture and invoke the audience's senses, participation and interest.
   - Projects authenticity, confidence, conviction and passion.
   - Appeals to and engages the heart and mind of the audience.
   - Tailors presentation to the interests, needs and wants of audiences.
   - Establishes and delivers content objectives.
   - Communicates in ways that elevate audience awareness and understanding.
   - Communicates in ways that enlighten, educate, challenge and persuade the audience to think, believe or behave in a specific way.
   - Is recognized and relied upon as an effective spokesperson.

2. Diplomacy: Effectively handling difficult or sensitive issues by utilizing tact, diplomacy and an understanding of organizational culture, climate and/or politics.

   - Effectively utilizes tact and diplomacy in working with people across hierarchical, functional and/or cultural borders.
   - Understands cultural, climate and organizational issues.
   - Adapts conduct and communications to "politically correct" standards.
   - Effectively leverages networks of influence to get things done.
   - Is sensitive to the needs of "special interest" groups within organizations.
   - Builds relationships and networks with key people of influence.
   - Provides advice, counsel and mentoring on organizational issues.
   - Utilizes both formal and informal networks internally to obtain support and achieve results.
   - Utilizes both formal and informal networks externally to obtain support and achieve results.

Copyright © 2006-2013. Target Training International, Ltd.

Summary of Top Competencies

3. Leadership: Achieving extraordinary business results through people.

- Inspires others with compelling visions.
- Takes risks for the sake of principles, values or mission.
- Builds trust and demonstrates integrity with a noticeable congruence between words and actions (walks their talk).
- Demonstrates optimism and positive expectations of others.
- Delegates appropriate responsibilities and authority.
- Involves people in decisions that affect them.
- Addresses performance issues promptly, fairly and consistently.
- Adapts methods and approaches to the needs and motivations of others.
- Makes decisions to avoid or mitigate the negative consequences for people.
- Demonstrates loyalty to constituents.

4. Teamwork: Working effectively and productively with others.

- Respects team members and their individual perspectives.
- Makes team mission and objectives a priority.
- Works toward consensus when team decisions are required.
- Meets agreed-upon deadlines on team assignments and commitments.
- Shares responsibility with team members for successes and failures.
- Keeps team members informed regarding projects.
- Supports team decisions.
- Recognizes and appreciates the contributions of team members.
- Behaves in a manner consistent with team values and mission.
- Provides constructive feedback to team and its members.
- Responds positively to feedback from team members.
- Raises and/or confronts issues limiting team effectiveness.

Copyright © 2006-2013. Target Training International, Ltd.

Summary of Top Competencies

5. Employee Development/Coaching: Facilitating and supporting the professional growth of others.

- Expresses confidence in others' ability to perform.
- Identifies developmental needs.
- Encourages initiative and improvement.
- Provides opportunities for training.
- Gives new, difficult and/or challenging work assignments.
- Acknowledges and praises improvements.
- Trains, coaches and mentors others to develop.
- Views mistakes as opportunities for learning.
- Promotes learning and growth.

6. Creativity/Innovation: Adapting traditional or devising new approaches, concepts, methods, models, designs, processes, technologies and/or systems.

- Notices unique patterns, variables, processes, systems or relationships.
- Expresses non-traditional perspectives and/or novel approaches.
- Synthesizes and/or simplifies data, ideas, models, processes or systems.
- Challenges established theories, methods and/or protocols.
- Encourages and promotes creativity and innovation.
- Modifies existing concepts, methods, models, designs, processes, technologies and systems.
- Develops and tests new theories to explain or resolve complex issues.
- Applies unorthodox theories and/or methods.
- Imagines new or revolutionary concepts, methods, models, designs, processes, technology, systems, products, services or industries.

Copyright © 2006-2013. Target Training International, Ltd.

Summary of Top Competencies

7. Continuous Learning: Taking initiative in learning and implementing new concepts, technologies and/or methods.

   - Demonstrates curiosity and enthusiasm for learning.
   - Takes initiative in acquiring and mastering the skills and knowledge requirements of a position.
   - Keeps abreast of current or new information through reading and other learning methods.
   - Actively interested in new technologies, processes and methods.
   - Welcomes or seeks assignments requiring new skills and knowledge.
   - Expends considerable effort and/or expense on learning.
   - Genuinely enjoys learning.
   - Identifies applications for knowledge.
   - Is considered a knowledgeable resource by others.

Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

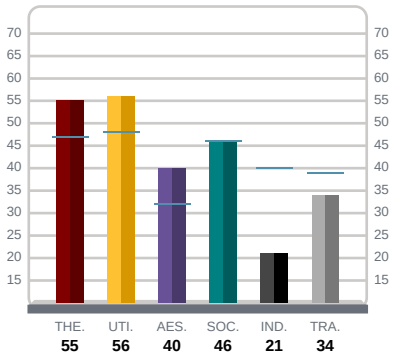
Motivators Feedback

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. 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.

3. Social
   - You value opportunities to be of service to others and contribute to the progress and well being of society.
   - Those who score very high for this motivator have an inherent love of people. The social person prizes other people and is, therefore, kind, sympathetic and unselfish. They are likely to find the Theoretical, Utilitarian and Aesthetic attitudes cold and inhuman. Compared to the Individualistic motivator, the Social person regards helping others as the only suitable form for human relationships. Research indicates that in its purest form, the Social interest is selfless.



Shannon Sharpe

Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

Behavioral Feedback

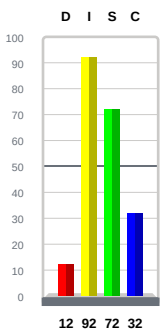
Your observable behavior and related emotions contribute to your success on the job. When matched to the job, they play a large role in enhancing your performance. The following are your 3 highest ranked behavioral traits:

1. People 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.

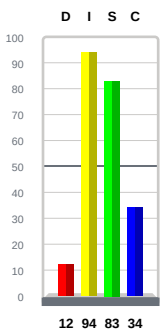
2. Frequent Interaction with Others
   - You prefer to interact with others rather than deal with tasks. You are able to maintain a friendly interface with others when faced with multiple interruptions on a continual basis.

3. Customer Relations
   - You have a sincere interest in your customers. You demonstrate credibility, effective problem solving and the ability to maintain a positive attitude.

Adapted Style



Natural Style



Shannon Sharpe

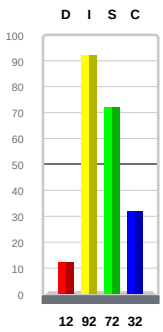
Copyright © 2006-2013. Target Training International, Ltd.

TTI SUCCESS INSIGHTS®
DISCOVER • ENGAGE • ADVANCE • PERFORM

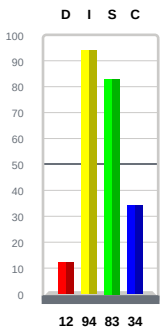
Behavioral Feedback

Shannon is good at creating enthusiasm in others. She likes feedback from her manager on how she is doing. She wants to be seen as her own person, but usually projects it in friendly terms. She projects a self-assured and self-confident image. Shannon seeks popularity and social recognition. She likes to deal with people in a favorable social environment. She is gregarious and sociable. She will be seen as a good mixer both on or off the job. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. She can combine and balance enthusiasm and patience.

Adapted Style



Natural Style



Copyright © 2006-2013. Target Training International, Ltd.