

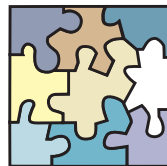


TTI TriMetrix®
Talent Report

*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

Monica D'Antoni

8-1-2008



Assessments For You

Margie S. Heiler, MS, MCC, CEC
540.635.4843
info@assessmentsforyou.com



INTRODUCTION

Where Opportunity Meets Talent®

Research has proven that job-related talents are directly related to job satisfaction and personal performance. People are well positioned to achieve success when they are engaged in work suited to their inherent skills, behavioral style and unique values. Your TTI TriMetrix Talent Report can be compared with specific job requirements outlined in TTI TriMetrix Job Reports. When the talent required by the job is clearly defined and in turn matched to the individual, everyone wins!

The following is a highly-personalized portrait of your talent in three main sections:

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

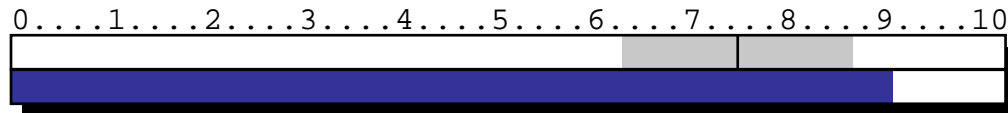
This section gives you insight into your top three behavioral traits to further identify your unique strengths.



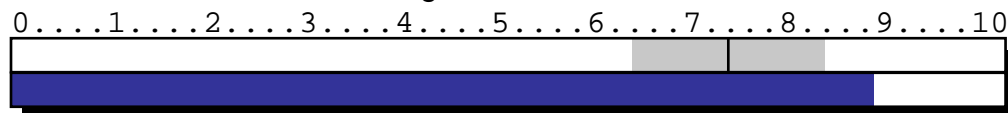
PERSONAL SKILLS HIERARCHY

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.

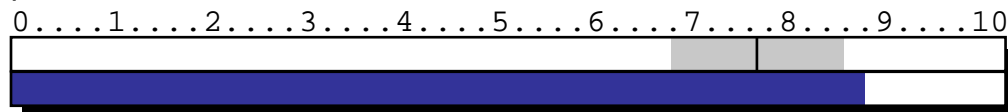
1. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.



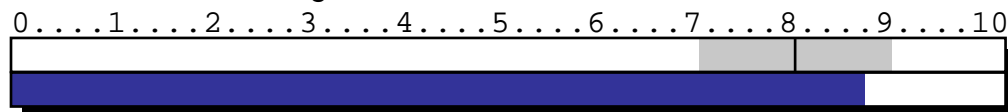
2. **CONTINUOUS LEARNING:** The ability to take personal responsibility and action toward learning and implementing new ideas, methods and technologies.



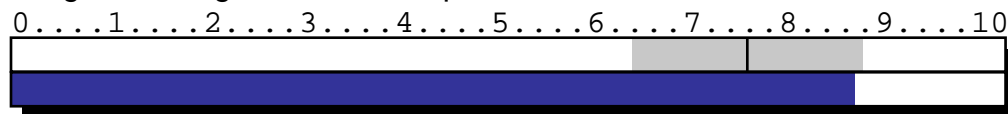
3. **PLANNING AND ORGANIZATION:** The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



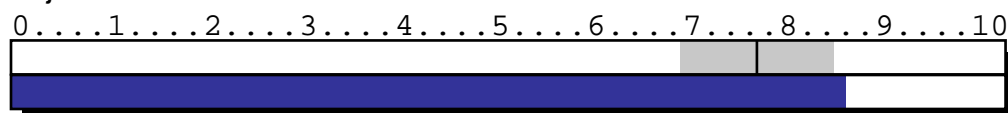
4. **EMPATHETIC OUTLOOK:** The capacity to perceive and understand the feelings and attitudes of others.



5. **FLEXIBILITY:** The ability to readily modify, respond to and integrate change with minimal personal resistance.



6. **TEAMWORK:** The ability to cooperate with others to meet objectives.



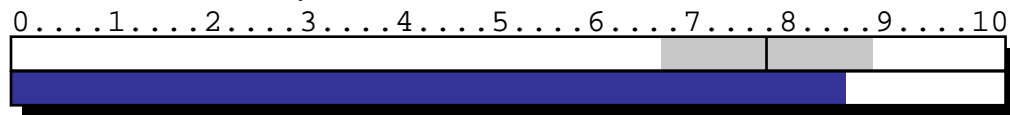
Rev: 0.95-0.90

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

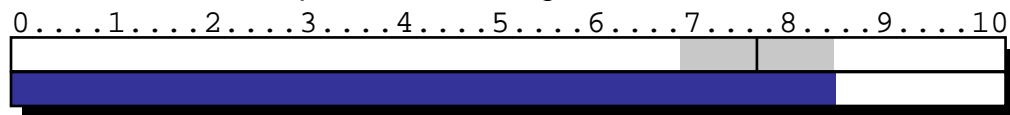


PERSONAL SKILLS HIERARCHY

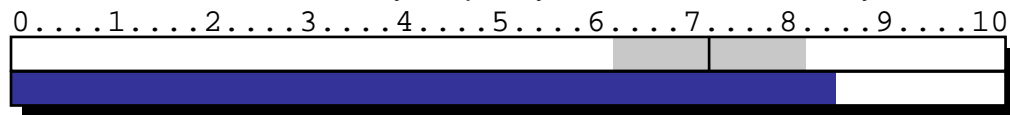
7. CONFLICT MANAGEMENT: The ability to resolve different points of view constructively.



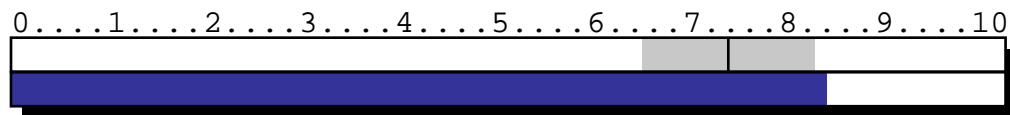
8. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



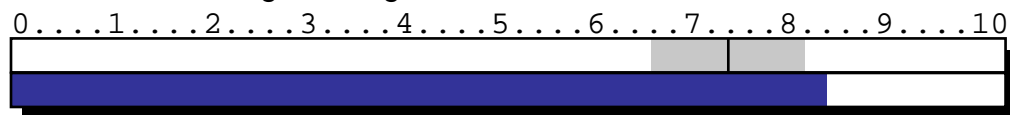
9. RESILIENCY: The ability to quickly recover from adversity.



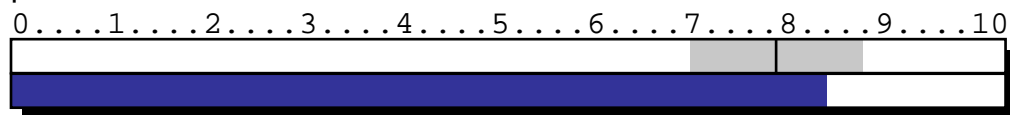
10. SELF MANAGEMENT: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



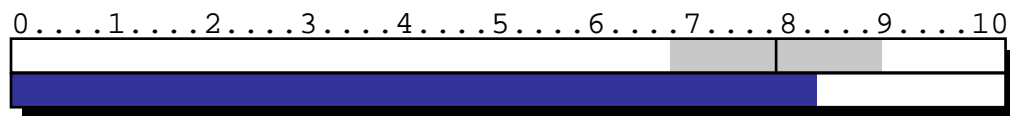
11. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



12. INTERPERSONAL SKILLS: The ability to interact with others in a positive manner.



13. CUSTOMER FOCUS: A commitment to customer satisfaction.

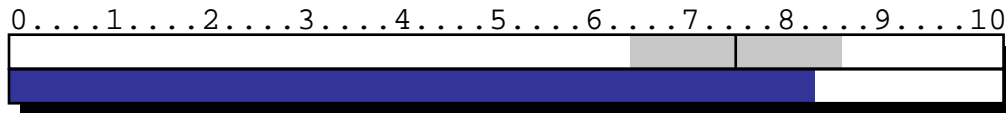


* 68% of the population falls within the shaded area.

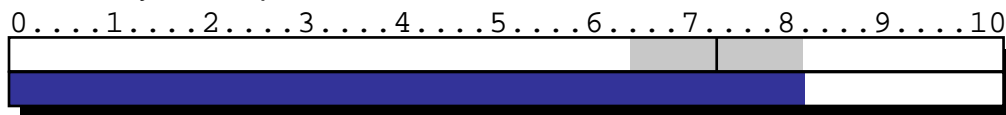


PERSONAL SKILLS HIERARCHY

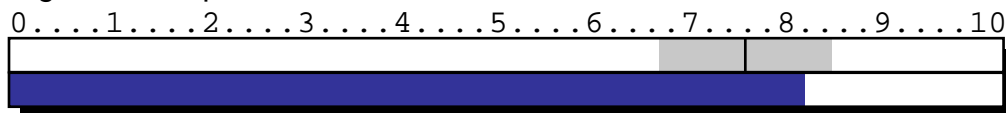
14. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



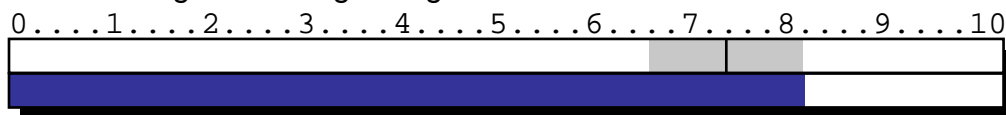
15. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



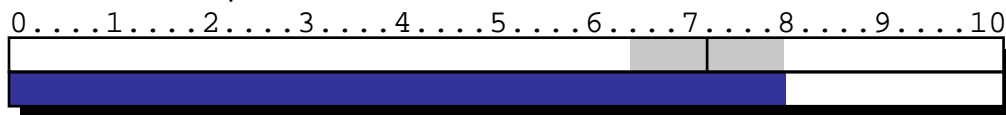
16. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



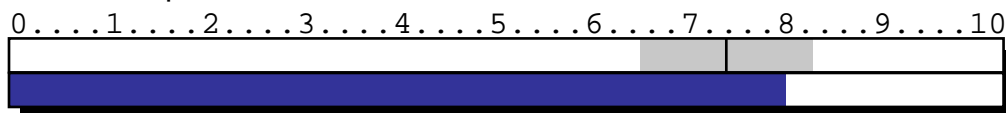
17. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



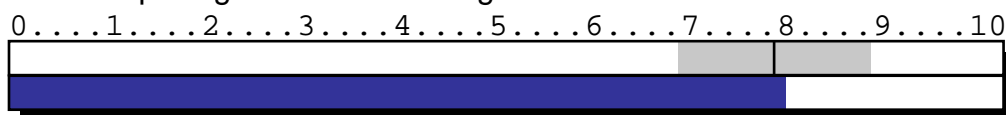
18. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



19. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



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



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



PERSONAL SKILLS HIERARCHY

21. SELF STARTING: The ability to initiate and sustain momentum without external stimulation.

0 1 2 3 4 5 6 7 8 9 10



6.9 *
8.0

22. OBJECTIVE LISTENING: The ability to listen to many points of view without bias.

0 1 2 3 4 5 6 7 8 9 10



7.7 *
7.9

23. 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



7.3 *
7.4

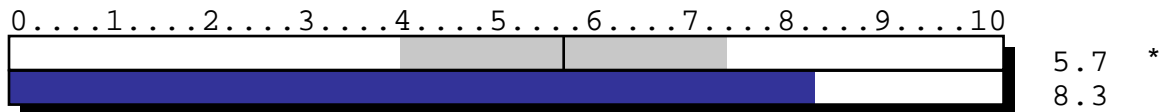
* 68% of the population falls within the shaded area.



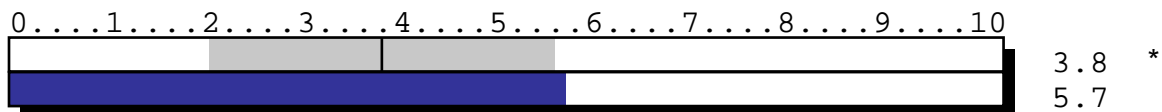
PERSONAL INTERESTS, ATTITUDES AND VALUES

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

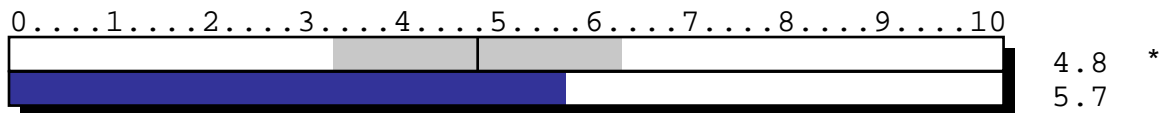
1. SOCIAL



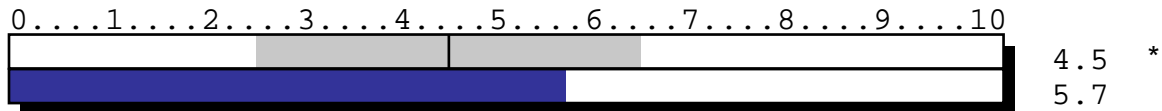
2. AESTHETIC



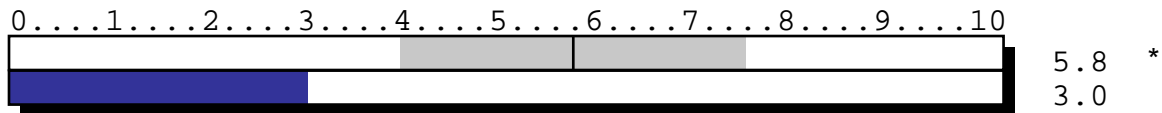
3. INDIVIDUALISTIC/POLITICAL



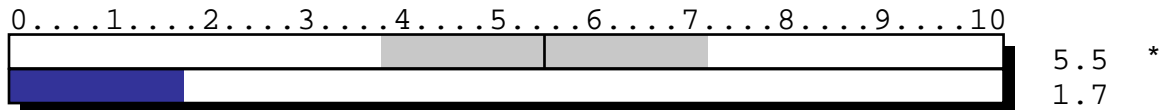
4. TRADITIONAL/REGULATORY



5. UTILITARIAN/ECONOMIC



6. THEORETICAL



PIAV: 22-30-46-62-46-46 (THE.-UTI.-AES.-SOC.-IND.-TRA.)

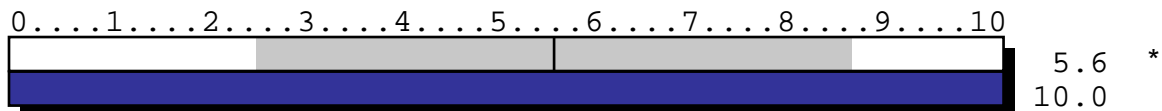
* 68% of the population falls within the shaded area.



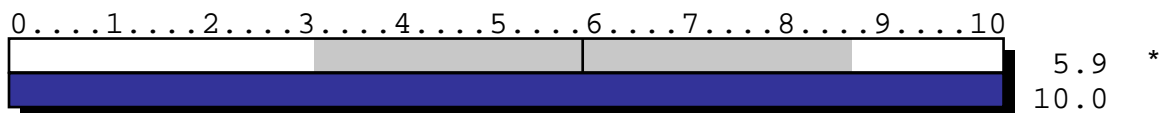
BEHAVIORAL HIERARCHY

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.

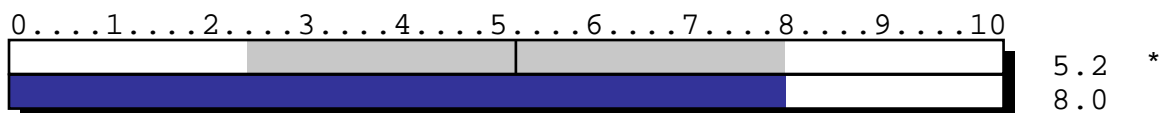
1. ORGANIZED WORKPLACE



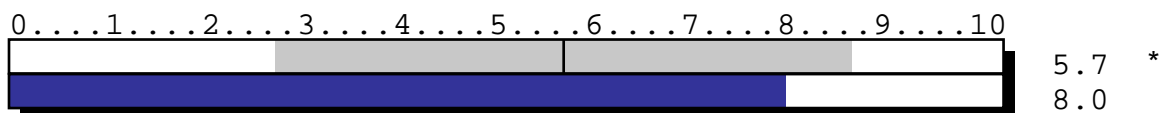
2. ANALYSIS OF DATA



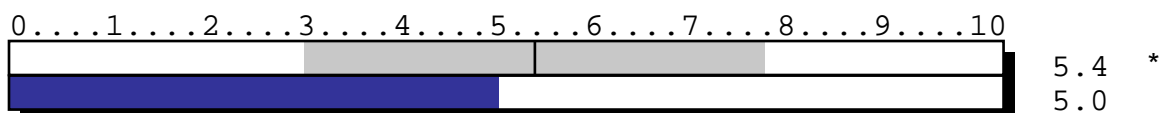
3. URGENCY



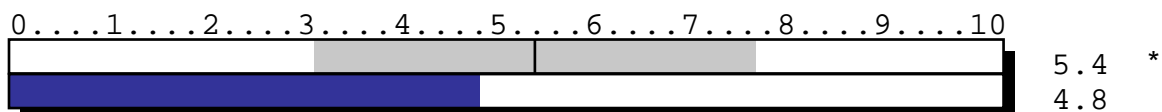
4. COMPETITIVENESS



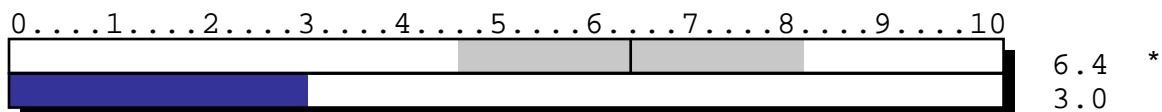
5. VERSATILITY



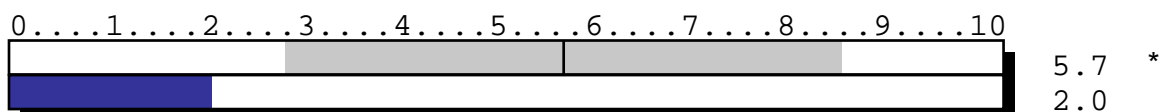
6. FREQUENT CHANGE



7. CUSTOMER ORIENTED



8. FREQUENT INTERACTION WITH OTHERS



SIA: 48-41-69-85 (22) SIN: 79-18-25-90 (24)

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



FEEDBACK

Most people, when asked to describe their talents, have difficulty describing them. The purpose of this section is to provide insights into your top talents in three areas: Personal Skills, Values (motivators) and Behavioral Traits. Everyone has a unique set of strengths within these three areas that will be instrumental to success and self-fulfillment. No one is equally talented in everything. In fact, the quickest way to burn out is to try to be all things to all people.



PERSONAL SKILLS FEEDBACK

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

1. **PROBLEM SOLVING:** The ability to identify key components of a problem to formulate a solution or solutions.
 - Analyzes all data relative to a problem
 - Divides complex issues into simpler components in order to achieve clarity
 - Selects the best options available to solve specific problems
 - Applies all relevant resources to implement suitable solutions
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. **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
4. **EMPATHETIC OUTLOOK:** The capacity to perceive and understand the feelings and attitudes of others.
 - Demonstrates awareness of how actions will directly and indirectly impact others
 - Listens to others attentively
 - Demonstrates regard for and sensitivity to the feelings of others
 - Values and respects the diversity of others and their beliefs
5. **FLEXIBILITY:** The ability to readily modify, respond to and integrate change with minimal personal resistance.
 - Adapts effectively to changing plans and priorities
 - Demonstrates the capacity to handle multiple tasks at one time
 - Deals comfortably with ambiguity
 - Adjusts preset plans as necessary with minimal resistance



PERSONAL SKILLS FEEDBACK

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

7. **CONFLICT MANAGEMENT:** The ability to resolve different points of view constructively.
 - Faces difficult issues with objectivity
 - Considers all opinions and facts before drawing conclusions
 - Identifies appropriate solutions for volatile situations
 - Negotiates acceptable solutions between parties to successfully move beyond confrontation



PERSONAL INTERESTS, ATTITUDES AND VALUES FEEDBACK

Your motivation to succeed in anything you do is determined by your underlying values. You will feel energized and successful at work when your job supports your personal values. The following are your 3 highest ranked personal values:

1. SOCIAL

- You value opportunities to be of service to others and contribute to the progress and well being of society.

2. AESTHETIC

- You value balance in your life, creative self-expression, beauty and nature and protection of our natural resources.

3. INDIVIDUALISTIC/POLITICAL

- You value personal recognition, freedom and control over your own destiny and others.



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. ORGANIZED WORKPLACE

- Your strength lies in accurate record keeping and planning. Your successful performance depends on established systems and procedures and is tied to careful organization of activities, tasks, and projects.

2. ANALYSIS OF DATA

- You are able to analyze and challenge a large number of details, data, and facts prior to making decisions. In addition, you are able to accurately maintain those records for repeated examination.

3. URGENCY

- You are decisive and quick to respond. You are able to make on-the-spot decisions with good judgment and meet deadlines on time.

DIMENSIONAL BALANCE

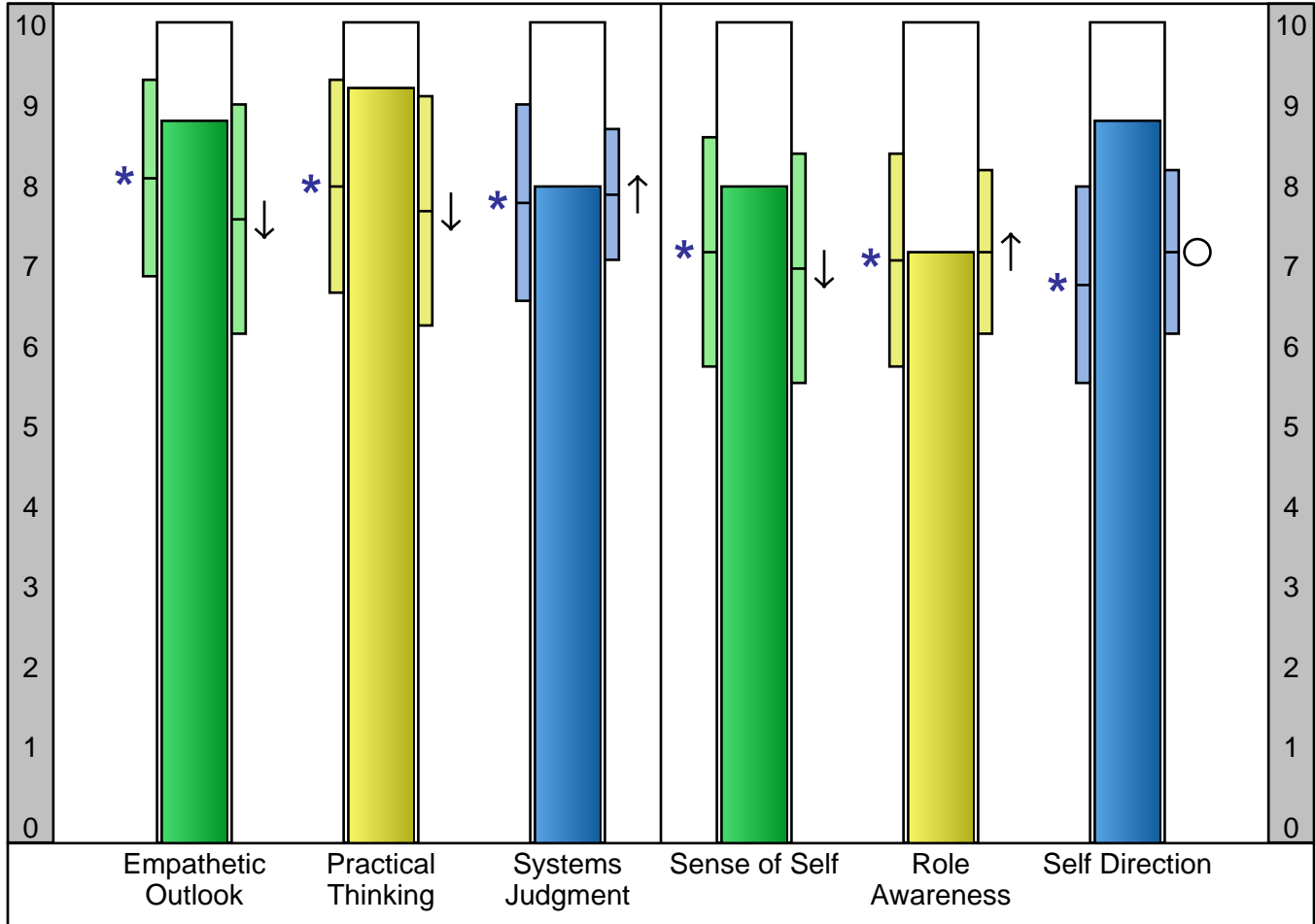
For consulting and coaching

Monica D'Antoni
8-1-2008

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

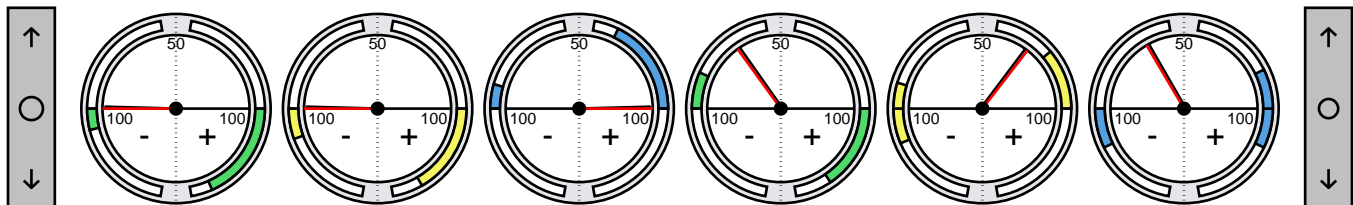
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 8.8 9.2 8.0 8.0 7.2 8.8

Bias ↓ ↓ ↑ ↓ ↑ ○





CATEGORY BREAKDOWN

For consulting and coaching

Accountability for Others

Conceptual Thinking

Conflict Management

- Correcting Others
- Problem Solving
- Sensitivity to Others

Continuous Learning

- Self Improvement
- Personal Drive

Customer Focus

- Evaluating What is Said
- Empathetic Outlook
- Freedom from Prejudices

Decision Making

- Conceptual Thinking
- Theoretical Problem Solving
- Role Confidence
- Balanced Decision Making

Developing Others

Diplomacy and Tact

- Empathetic Outlook
- Balanced Decision Making
- Freedom from Prejudices

Empathetic Outlook

Flexibility

- Surrendering Control
- Integrative Ability
- Understanding Motivational Needs

Goal Achievement

- Results Orientation
- Realistic Personal Goal Setting
- Project and Goal Focus
- Persistence

Influencing Others

- Conveying Role Value
- Gaining Commitment
- Understanding Motivational Needs

Interpersonal Skills

- Evaluating Others
- Personal Relationships
- Persuading Others

Leading Others

Personal Accountability

Objective Listening

- Evaluating What is Said

Planning and Organization

- Long Range Planning
- Concrete Organization
- Proactive Thinking

Problem Solving

Resiliency

- Persistence
- Handling Rejection
- Initiative

Results Orientation

Self Management

Self-Starting Ability

- Initiative

Teamwork

- Surrendering Control
- Relating to Others
- Sense of Belonging
- Sensitivity to Others



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
9.7	7.9	Proactive Thinking	8.2	7.7	Evaluating Others
9.3	7.5	Quality Orientation	8.2	7.6	Using Common Sense
9.2	7.7	Sense of Belonging	8.2	7.9	Emotional Control
9.2	8.0	Practical Thinking	8.2	7.5	Sense of Timing
9.1	7.5	Problem Solving	8.2	7.6	Status and Recognition
9.1	7.1	Role Confidence	8.1	7.6	Concrete Organization
9.0	8.1	Self Improvement	8.1	7.7	Realistic Expectations
9.0	8.0	Material Possessions	8.1	7.1	Internal Self Control
8.9	8.0	Attention to Detail	8.0	7.2	Personal Accountability
8.9	7.9	Conveying Role Value	8.0	7.4	Developing Others
8.9	7.4	Handling Rejection	8.0	7.9	Leading Others
8.9	7.6	Integrative Ability	8.0	7.3	Sense of Self
8.8	8.3	Theoretical Problem Solving	8.0	6.9	Initiative
8.8	7.1	Personal Drive	8.0	7.8	Systems Judgment
8.8	7.8	Persuading Others	8.0	7.2	Taking Responsibility
8.8	8.1	Empathetic Outlook	7.9	7.7	Evaluating What is Said
8.8	6.9	Self Direction	7.8	7.1	Gaining Commitment
8.8	7.3	Sense of Mission	7.7	7.4	Enjoyment of the Job
8.7	7.0	Intuitive Decision Making	7.6	7.0	Balanced Decision Making
8.7	8.1	Understanding Motivational Needs	7.6	7.3	Project Scheduling
8.7	7.6	Long Range Planning	7.5	6.9	Meeting Standards
8.7	7.2	Persistence	7.4	7.3	Conceptual Thinking
8.6	8.2	Realistic Goal Setting for Others	7.2	7.1	Role Awareness
8.5	8.0	Following Directions			
8.5	7.3	Consistency and Reliability			
8.5	7.4	Self Confidence			
8.5	8.0	Respect for Policies			
8.5	7.3	Job Ethic			
8.5	8.2	Respect for Property			
8.5	7.8	Monitoring Others			
8.4	7.3	Surrendering Control			
8.4	6.7	Self Assessment			
8.4	7.6	Realistic Personal Goal Setting			
8.4	7.9	Correcting Others			
8.4	7.8	Relating to Others			
8.4	7.4	Self Management			
8.3	7.5	Accountability for Others			
8.3	7.9	Attitude Toward Others			
8.3	7.8	Freedom from Prejudices			
8.3	7.0	Handling Stress			
8.3	7.9	Sensitivity to Others			
8.3	8.1	Personal Relationships			
8.2	7.4	Project and Goal Focus			
8.2	7.3	Results Orientation			



CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
8.3	7.5	Accountability for Others	8.4	7.8	Relating to Others
8.9	8.0	Attention to Detail	8.5	8.0	Respect for Policies
8.3	7.9	Attitude Toward Others	8.5	8.2	Respect for Property
7.6	7.0	Balanced Decision Making	8.2	7.3	Results Orientation
7.4	7.3	Conceptual Thinking	7.2	7.1	Role Awareness
8.1	7.6	Concrete Organization	9.1	7.1	Role Confidence
8.5	7.3	Consistency and Reliability	8.4	6.7	Self Assessment
8.9	7.9	Conveying Role Value	8.5	7.4	Self Confidence
8.4	7.9	Correcting Others	8.8	6.9	Self Direction
8.0	7.4	Developing Others	9.0	8.1	Self Improvement
8.2	7.9	Emotional Control	8.4	7.4	Self Management
8.8	8.1	Empathetic Outlook	9.2	7.7	Sense of Belonging
7.7	7.4	Enjoyment of the Job	8.8	7.3	Sense of Mission
8.2	7.7	Evaluating Others	8.0	7.3	Sense of Self
7.9	7.7	Evaluating What is Said	8.2	7.5	Sense of Timing
8.5	8.0	Following Directions	8.3	7.9	Sensitivity to Others
8.3	7.8	Freedom from Prejudices	8.2	7.6	Status and Recognition
7.8	7.1	Gaining Commitment	8.4	7.3	Surrendering Control
8.9	7.4	Handling Rejection	8.0	7.8	Systems Judgment
8.3	7.0	Handling Stress	8.0	7.2	Taking Responsibility
8.0	6.9	Initiative	8.8	8.3	Theoretical Problem Solving
8.9	7.6	Integrative Ability	8.7	8.1	Understanding Motivational Needs
8.1	7.1	Internal Self Control	8.2	7.6	Using Common Sense
8.7	7.0	Intuitive Decision Making			
8.5	7.3	Job Ethic			
8.0	7.9	Leading Others			
8.7	7.6	Long Range Planning			
9.0	8.0	Material Possessions			
7.5	6.9	Meeting Standards			
8.5	7.8	Monitoring Others			
8.7	7.2	Persistence			
8.0	7.2	Personal Accountability			
8.8	7.1	Personal Drive			
8.3	8.1	Personal Relationships			
8.8	7.8	Persuading Others			
9.2	8.0	Practical Thinking			
9.7	7.9	Proactive Thinking			
9.1	7.5	Problem Solving			
8.2	7.4	Project and Goal Focus			
7.6	7.3	Project Scheduling			
9.3	7.5	Quality Orientation			
8.1	7.7	Realistic Expectations			
8.6	8.2	Realistic Goal Setting for Others			
8.4	7.6	Realistic Personal Goal Setting			