



Personal Plus Report

Cathy Commission

Position/Job Title

ABC Company

6-13-2007

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 TriMetrix 3 System Personal Report can be compared with specific job requirements outlined in TriMetrix System Job and Job Plus 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.

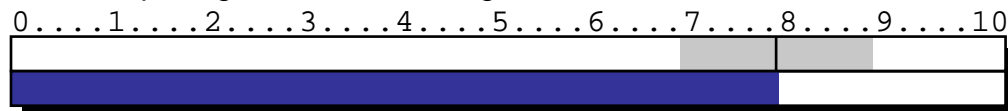
SECTION 6: BEHAVIORAL FEEDBACK

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

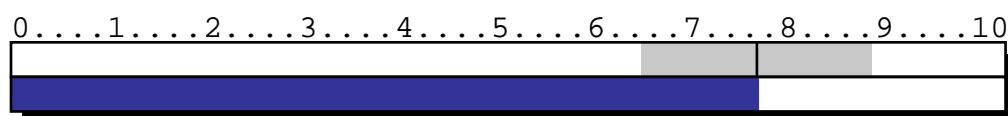
PERSONAL SKILLS HIERARCHY

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.

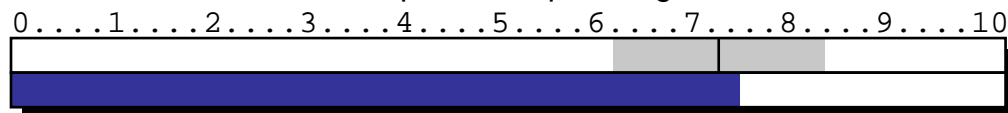
1. **LEADING OTHERS:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction.



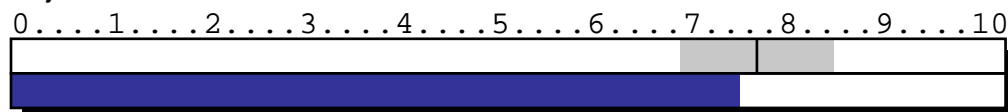
2. **OBJECTIVE LISTENING:** The ability to listen to many points of view without bias.



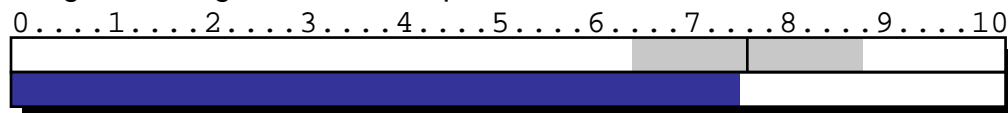
3. **CONCEPTUAL THINKING:** The ability to analyze hypothetical situations or abstract concepts to compile insight.



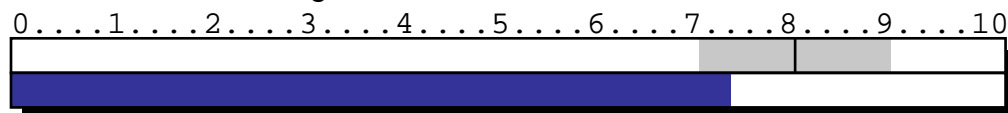
4. **TEAMWORK:** The ability to cooperate with others to meet objectives.



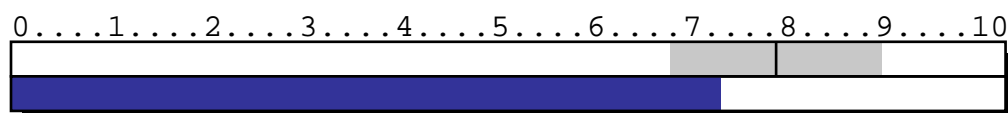
5. **FLEXIBILITY:** The ability to readily modify, respond to and integrate change with minimal personal resistance.



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



7. **CUSTOMER FOCUS:** A commitment to customer satisfaction.

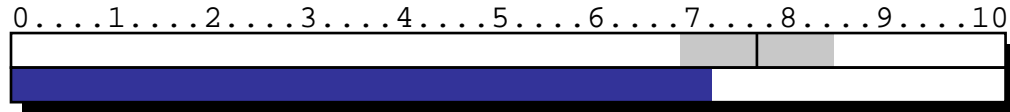


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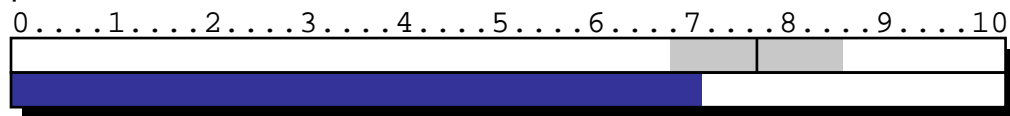
* 68% of the population falls within the shaded area.

PERSONAL SKILLS HIERARCHY

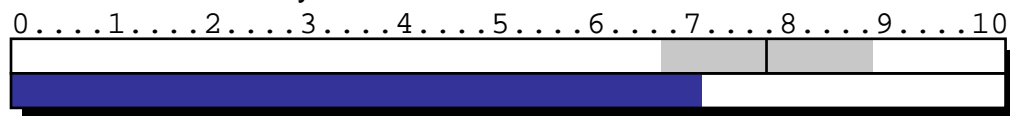
8. INFLUENCING OTHERS: The ability to personally affect others' actions, decisions, opinions or thinking.



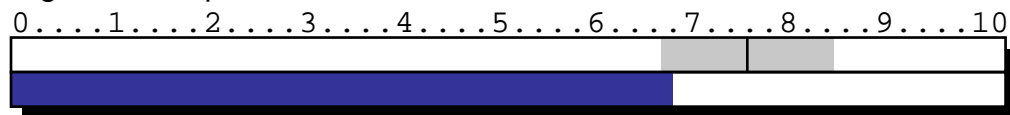
9. PLANNING AND ORGANIZATION: The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes.



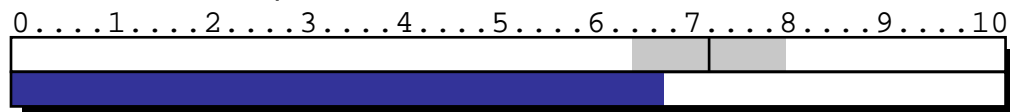
10. CONFLICT MANAGEMENT: The ability to resolve different points of view constructively.



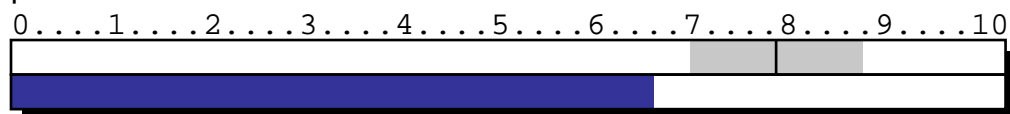
11. DIPLOMACY AND TACT: The ability to treat others fairly, regardless of personal biases or beliefs.



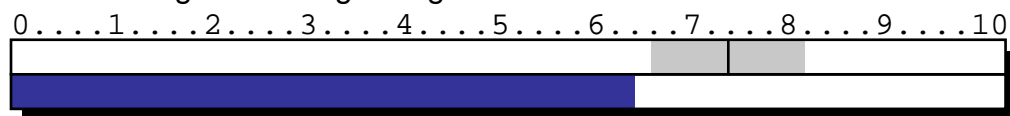
12. PERSONAL ACCOUNTABILITY: A measure of the capacity to be answerable for personal actions.



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



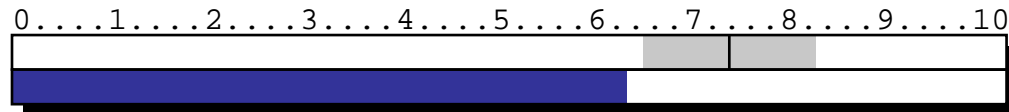
14. DECISION MAKING: The ability to analyze all aspects of a situation to gain thorough insight to make decisions.



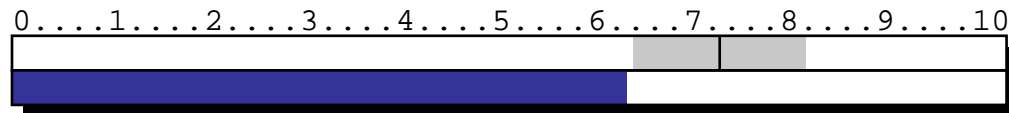
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PERSONAL SKILLS HIERARCHY

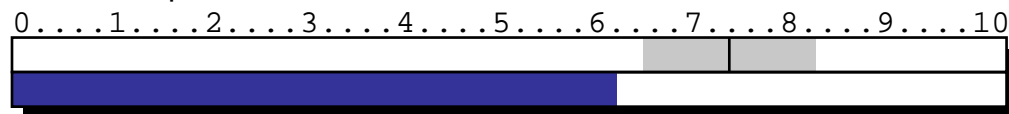
15. SELF MANAGEMENT: The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames.



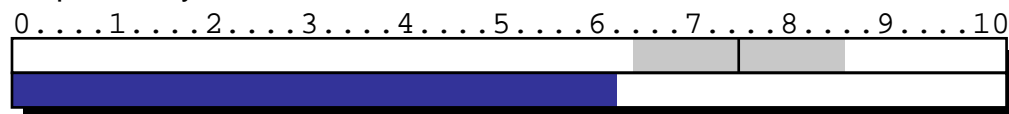
16. RESULTS ORIENTATION: The ability to identify actions necessary to complete tasks and obtain results.



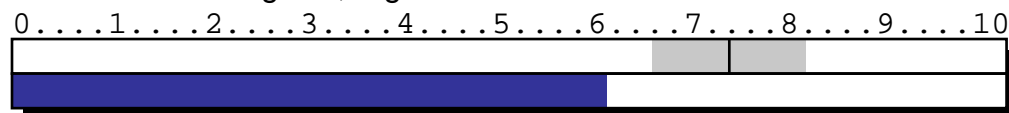
17. DEVELOPING OTHERS: The ability to contribute to the growth and development of others.



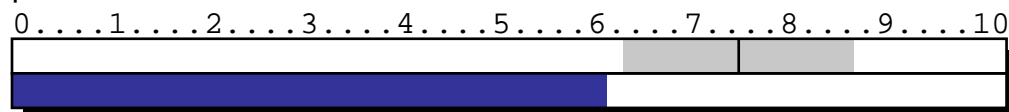
18. ACCOUNTABILITY FOR OTHERS: The ability to take responsibility for others' actions.



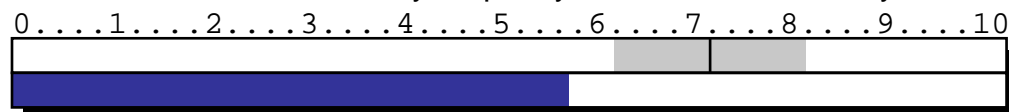
19. GOAL ACHIEVEMENT: The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances.



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



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



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

PERSONAL SKILLS HIERARCHY

22. 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



7.4 *
5.2

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

0 1 2 3 4 5 6 7 8 9 10



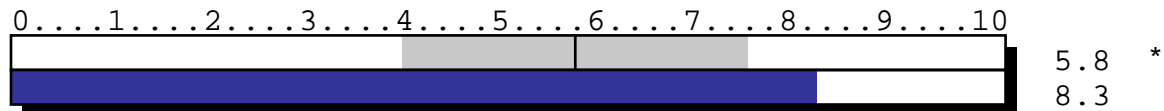
6.9 *
5.1

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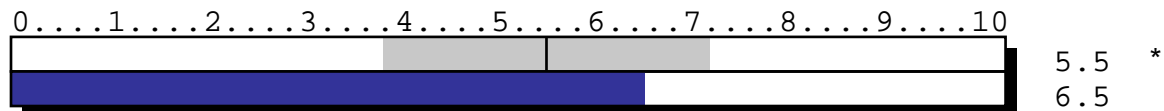
PERSONAL INTERESTS, ATTITUDES AND VALUES

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.

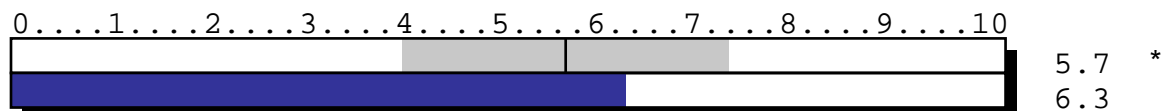
1. UTILITARIAN/ECONOMIC



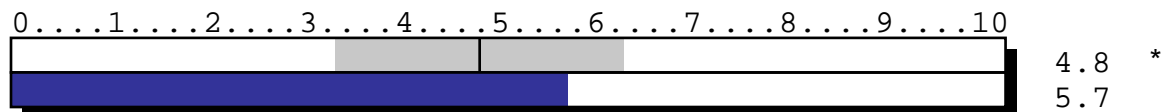
2. THEORETICAL



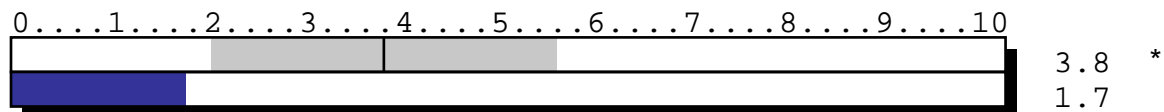
3. SOCIAL



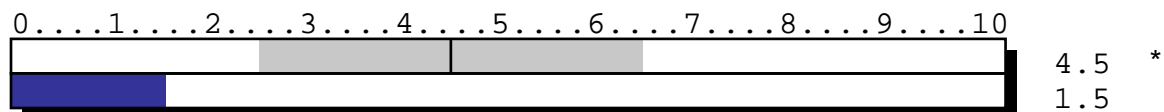
4. INDIVIDUALISTIC/POLITICAL



5. AESTHETIC



6. TRADITIONAL/REGULATORY



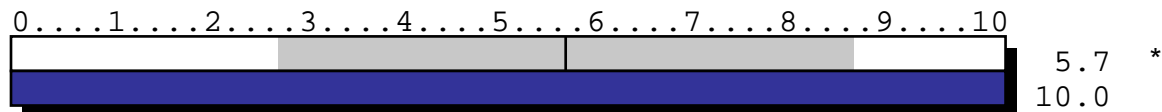
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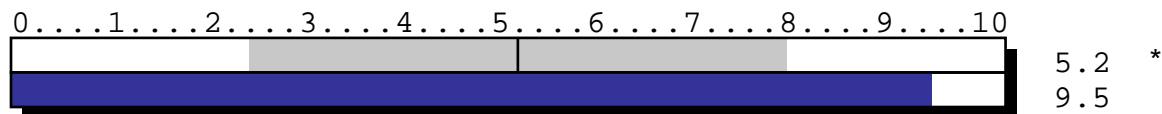
BEHAVIORAL HIERARCHY

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.

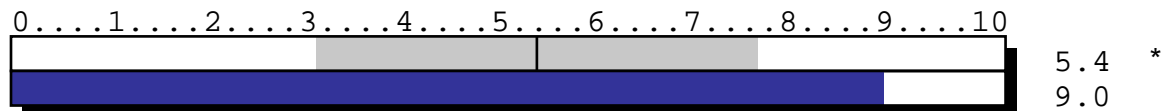
1. COMPETITIVENESS



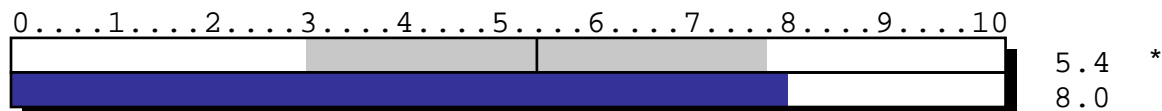
2. URGENCY



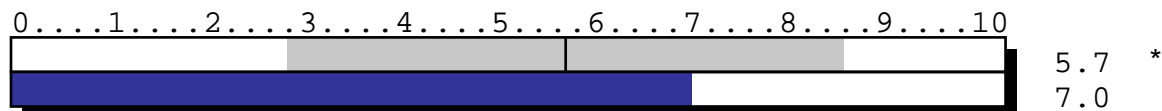
3. FREQUENT CHANGE



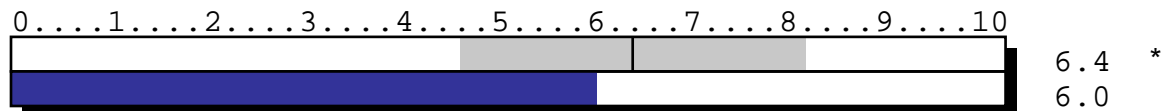
4. VERSATILITY



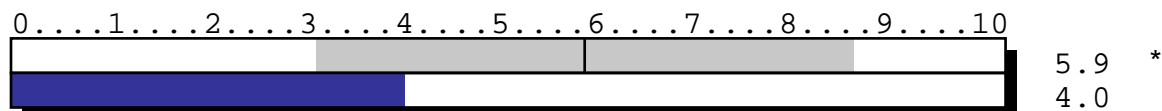
5. FREQUENT INTERACTION WITH OTHERS



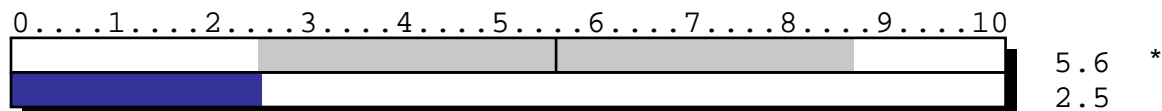
6. CUSTOMER ORIENTED



7. ANALYSIS OF DATA



8. ORGANIZED WORKPLACE



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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 Soft 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. **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
2. **OBJECTIVE LISTENING:** The ability to listen to many points of view without bias.
 - Values others' points of view
 - Regularly solicits input from others and listens to them without interrupting
 - Represents others' points of view impartially
 - Verifies understanding of others' feedback
3. **CONCEPTUAL THINKING:** The ability to analyze hypothetical situations or abstract concepts to compile insight.
 - Demonstrates ability to forecast long range outcomes and develop suitable business strategies
 - Identifies, evaluates and communicates potential impacts of hypothetical situations
 - Defines options to leverage opportunities in achieving business goals
 - Develops plans and strategies that lead to desired strategic outcomes
4. **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
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. **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

7. **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

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. UTILITARIAN/ECONOMIC

- You value practical accomplishments, results and rewards for your investments of time, resources, and energy.

2. THEORETICAL

- You value knowledge, continuing education and intellectual growth.

3. SOCIAL

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

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. COMPETITIVENESS

- Consistent winning is critical. You are tenacious, bold, assertive and have a "will to win" in highly competitive situations.

2. 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.

3. FREQUENT CHANGE

- You have a high level of comfort "juggling many balls in the air at the same time". You can easily move on to new tasks with little or no notice, leaving several tasks to be completed at a later time.

TriMetric® -DIMENSIONAL BALANCE

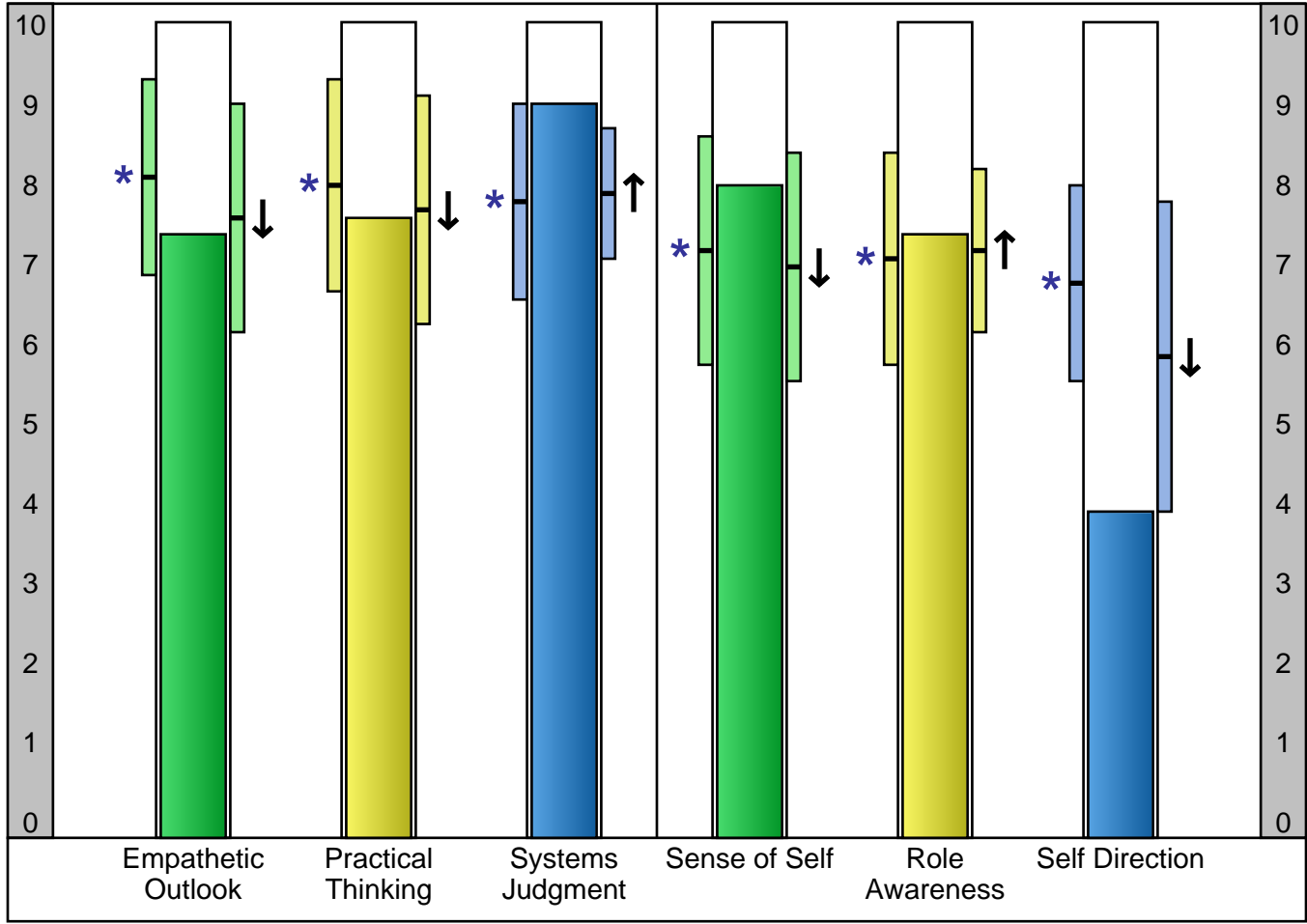
For consulting and coaching

6-13-2007

*	Population mean
↑	Overvaluation
○	Neutral valuation
↓	Undervaluation

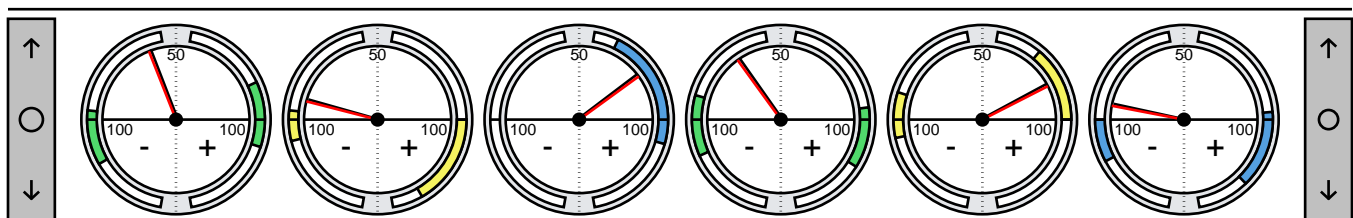
EXTERNAL FACTORS (Part 1)

INTERNAL FACTORS (Part 2)



Score 7.4 7.6 9.0 8.0 7.4 4.0

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
9.5	8.0	Following Directions	6.2	7.5	Accountability for Others
9.5	8.0	Respect for Policies	6.2	7.0	Balanced Decision Making
9.0	7.8	Systems Judgment	6.2	7.4	Developing Others
9.0	8.1	Self Improvement	6.2	6.9	Meeting Standards
8.5	7.7	Sense of Belonging	6.2	7.8	Persuading Others
8.2	7.9	Correcting Others	6.1	7.0	Intuitive Decision Making
8.0	8.2	Realistic Goal Setting for Others	6.1	7.5	Problem Solving
8.0	7.9	Conveying Role Value	5.8	7.4	Project And Goal Focus
8.0	8.1	Understanding Motivational Needs	5.8	7.6	Realistic Personal Goal Setting
8.0	7.3	Sense of Self	5.7	7.1	Gaining Commitment
8.0	8.0	Material Possessions	5.7	7.1	Internal Self Control
7.9	7.9	Leading Others	5.6	7.6	Long Range Planning
7.9	7.9	Emotional Control	5.4	7.4	Handling Rejection
7.9	7.4	Enjoyment of the Job	5.1	7.3	Consistency and Reliability
7.8	7.6	Concrete Organization	5.1	7.3	Job Ethic
7.8	7.7	Realistic Expectations	5.1	7.1	Role Confidence
7.8	7.9	Proactive Thinking	5.1	6.9	Initiative
7.8	7.6	Using Common Sense	4.5	7.3	Sense of Mission
7.7	7.8	Relating to Others	4.0	7.0	Handling Stress
7.7	7.7	Evaluating What is Said	4.0	6.9	Self Direction
7.6	8.0	Practical Thinking	4.0	7.1	Personal Drive
7.5	7.3	Conceptual Thinking			
7.5	8.0	Attention to Detail			
7.5	7.3	Project Scheduling			
7.5	7.6	Integrative Ability			
7.5	7.5	Sense of Timing			
7.5	8.2	Respect for Property			
7.5	7.6	Status and Recognition			
7.4	8.1	Empathetic Outlook			
7.4	7.1	Role Awareness			
7.0	8.3	Theoretical Problem Solving			
7.0	7.8	Monitoring Others			
6.9	7.3	Surrendering Control			
6.9	7.9	Attitude Toward Others			
6.9	7.8	Freedom from Prejudices			
6.9	7.9	Sensitivity to Others			
6.9	8.1	Personal Relationships			
6.7	7.2	Personal Accountability			
6.7	7.7	Evaluating Others			
6.7	7.2	Taking Responsibility			
6.6	6.7	Self Assessment			
6.6	7.2	Persistence			
6.4	7.4	Self Confidence			
6.3	7.3	Results Orientation			
6.3	7.5	Quality Orientation			
6.3	7.4	Self Management			

CORE SKILLS LIST

For consulting and coaching

Score	Mean	Description	Score	Mean	Description
6.2	7.5	Accountability for Others	7.5	8.2	Respect for Property
7.5	8.0	Attention to Detail	6.3	7.3	Results Orientation
6.9	7.9	Attitude Toward Others	7.4	7.1	Role Awareness
6.2	7.0	Balanced Decision Making	5.1	7.1	Role Confidence
7.5	7.3	Conceptual Thinking	6.6	6.7	Self Assessment
7.8	7.6	Concrete Organization	6.4	7.4	Self Confidence
5.1	7.3	Consistency and Reliability	4.0	6.9	Self Direction
8.0	7.9	Conveying Role Value	9.0	8.1	Self Improvement
8.2	7.9	Correcting Others	6.3	7.4	Self Management
6.2	7.4	Developing Others	8.5	7.7	Sense of Belonging
7.9	7.9	Emotional Control	4.5	7.3	Sense of Mission
7.4	8.1	Empathetic Outlook	8.0	7.3	Sense of Self
7.9	7.4	Enjoyment of the Job	7.5	7.5	Sense of Timing
6.7	7.7	Evaluating Others	6.9	7.9	Sensitivity to Others
7.7	7.7	Evaluating What is Said	7.5	7.6	Status and Recognition
9.5	8.0	Following Directions	6.9	7.3	Surrendering Control
6.9	7.8	Freedom from Prejudices	9.0	7.8	Systems Judgment
5.7	7.1	Gaining Commitment	6.7	7.2	Taking Responsibility
5.4	7.4	Handling Rejection	7.0	8.3	Theoretical Problem Solving
4.0	7.0	Handling Stress	8.0	8.1	Understanding Motivational Needs
5.1	6.9	Initiative	7.8	7.6	Using Common Sense
7.5	7.6	Integrative Ability			
5.7	7.1	Internal Self Control			
6.1	7.0	Intuitive Decision Making			
5.1	7.3	Job Ethic			
7.9	7.9	Leading Others			
5.6	7.6	Long Range Planning			
8.0	8.0	Material Possessions			
6.2	6.9	Meeting Standards			
7.0	7.8	Monitoring Others			
6.6	7.2	Persistence			
6.7	7.2	Personal Accountability			
4.0	7.1	Personal Drive			
6.9	8.1	Personal Relationships			
6.2	7.8	Persuading Others			
7.6	8.0	Practical Thinking			
7.8	7.9	Proactive Thinking			
6.1	7.5	Problem Solving			
5.8	7.4	Project And Goal Focus			
7.5	7.3	Project Scheduling			
6.3	7.5	Quality Orientation			
7.8	7.7	Realistic Expectations			
8.0	8.2	Realistic Goal Setting for Others			
5.8	7.6	Realistic Personal Goal Setting			
7.7	7.8	Relating to Others			
9.5	8.0	Respect for Policies			